UMGAQO-NKQUBO ONGOKHUSELEKO LABANTWANA – ISIGABA 3

UYAKUTHI UKHUTSHWE PHANTSI KWESIVUMELWANO SABO BONKE ABASEBENZI BECAWE KUNYE NABO BAKUWO NAWUPHINA UMBUTHO WECAWE (IMINISTRI)

Isigaba 3: Ukuthintela ukonzakala kubantwana

IBandla/iPherishi okanye iziko ledayosisi lizimisele ukukhuthaza inkcubeko engokhuseleko nengokuthintela okanye engokucutha umngcipheko wokwenzakala kwabantwana.

7.1. **Le nkcubeko kufuneka ixhaswe:**

7.1.1. Lugayo olukhuselekileyo

7.1.2. Yindlela eyamkelekileyo yokuziphatha

7.1.3. Yimisebenzi ekhuselekileyo

7.2. **Ugayo olukhuselekileyo** – kuyakuthi kuqaliswe inkathalo ukuze kuqinisekiswe ukuba bonke abasebenzi beCawe bathi bagaywe (baqeshwe) ngokukhuselekileyo kwaye bafaneleke kuloo msebenzi okanye kuloo ndima bayakuthi bayidlale ingakumbi xa beza kusebenza nabantwana.

7.2.1. Ugayo nemimiselo efanelekileyo iyakuthi ixhomekeke kwimisebenzi yaloo mntu kwiPherishi kwaye ingaquka:

a. Inkcazelo ngokumalunga noMsebenzi lowo okanye iMinistri

b. Udliwano-ndlebe

c. Ukuqwalaseliswa ngokusesikweni

d. Amangqina anolwazi ngawe afanelekileyo

e. Isiqinisekiso sokufaneleka (jonga iSongezelelo 5)

f. Izikhululelo zokubhaliswa kwiRejista yeSizwe

7.2.2. Bonke abasebenzi baseCaweni kufuneka babenawo noko ubukhulu becala lwale mimiselo ijoliswe kubo

7.2.3. Iimfanelo eziphathelene nobufundisi zona zithi zilawulwe nguBhishophu omkhulu (uBhishophu we-atshidayosisi) Iimfanelo ezijoliswe kwabanye nje abasebenzi zona kufuneka zilawulwe nguMfundisi wePerish kunye noMququzeleli womgaqo-nkqubo ongokhuseleko labantwana (i-CSP)

7.3. **Umgaqo (indlela) efanelekileyo yokuziphatha** – isikhokelo esicacileyo nesisishwankathelo esimalunga nendlela eyamkelekileyo nengamkelekanga yokuziphatha xa usebenza nabantwana icacisiwe kuMgaqo wokuZiphatha

Kumiselwe lo Mgaqo ulandelayo weNdlela yokuZiphatha:

7.4. **Kubalulekile ukuba bonke abasebenzi baseCaweni:**

a. Babaphathe ngentlonipho bonke abantwana

b. Babengumzekelo omhle olandelekayo kwabanye

c. Basebenze phantsi kwemithetho-siseko nezikhokelo zeCawe

d. Babonakale kwabanye xa besebenza nabantwana, xa kufanelekile oko

e. Baqubisane kwaye banikezele ingxelo ngayo nayiphina indlela engathi yenzeke engokuxhatshazwa kwabantwana

f. Bakhe isimo apho abantwana bathi babenakho ukuthetha ngokumalunga nokunxubelelana kwabo kunye nabanye ngokukhululekileyo

g. Bahloniphe imigama yokuzimela komntanwa ngamnye

h. Bancedisane nabantwana ukuba bakhe ubume bamalungelo abo nokuncedisana kunye nabo ukuba bayazi into abangayenza ukuba bangaziva bengonwabanga ngaloo meko ithile

7.5. Ngamanye amazwi angqalileyo, akufanelekanga ukuba:

a. Uchithe ixesha elide kunye nomntwana eyedwa ngaphandle kwabanye

b. Use umntwana kwelinye ikhaya labanye ingakumbi apho ayakuthi abayedwa apho kunye nabo

7.6. Ukuze kugcinwe imigaqo eyamkelekileyo yokusebenza kwimisebenzi yabo engokuVangela, abaFundisi nabezeNkolo kufuneka basebenzise ubulumko:

a. Xa kusenzeka okanye xa kugudlana imizimba – ekunjengokuba xa usanga umnye okanye umanga ngenjongo yokumxhasa

b. Ekusebenziseni intetho ebonakalisa uvelwano okanye inkathalo

c. Ekunikezeleni nokufumana izipho

7.7. Abefundisi, abezenkolo, abasebenzi abangamavolontiya eBandleni/kwiPerish okanye abakwiziko ledayosisi, bangaze:

a. Babethe okanye bahlasele okanye baxhaphaze umntwana okanye basebenzise nawaphina amanyathelo angamanye angavumelekanga

b. Bavumele abantwana abaphantsi kweliso labo ukuba baxhaphazane nangayo nayiphina indlela

c. Babandakanyeke kubudlelwane bokwabelana ngesonto kunye nabantwana

d. babandakanyeke kwizenzo zokunikezela uncedo, ujonge ukuzuza okuthile kubo

e. Bakhe ubudlelwane kunye nabantwana apho oko ngendlela ethile kungabonakala njengesenzo sokuxhaphaza okanye sobundlobongela

f. Basebenzise iindlela apho ingazizenzo zobundlobongela okanye zibeke abantwana kumngcipheko wokuxhatshazwa

7.8. Bonke abasebenzi beCawe kufuneka bazikhwebule kumanyathelo okanye kwizenzo apho zingabonakala njengezingamkelekanga okanye ezingezokuxhaphaza. Umzekelo, bangaze:

a. Basebenzise intetha, benze iziphakamiso okanye banikezle icebiso elingafanelekanga,

elikhubekisayo okanye elixhaphazayo

b. Baziphathe ngendlela engafanelekanga ngokwenkangeleko apho ithe icel'umngeni kulwabelwano ngesonto

c. Babeke umntwana/abantwana esichengeni semiboniso yamalungu omzimba angasese elwalo naluphina uhlobo okanye naluphina uhlobo lezopapasho okanye bavumele loo mboniso uqhubeke

d. Bahlale bodwa ubusuku bonke nomntwana/abantwana

e. Balale kwigumbi elinye okanye kwibhedi enye kunye nomntwana

f. Benzele abantwana izinto zobuqu (ezizezabo) kodwa apho bona abo bantwana benakho ukuzenzela ezo zinto

g. Bakhuthaze okanye bathabathe inxaxheba kwizenzo zabantwana apho ezingekho-mthethweni,

ezingakhuselekanga okanye ezingokuxhaphaza

h. Benze izenzo apho ezijolise ekuhlazeni, ekudeleni nasekuthobeni isidima umntwana

i. Banikezele utywala okanye naluphina uhlobo lesiyobisi esingavumelekanga kumntwana

j. Bacalu-calule, okanye babonakalise impatho eyahlukeneyo okanye impatho ethi ithande abanye apho abanye ibakhuphela ngaphandle

7.9. Imisebenzi ekhuselekileyo – ukubonelela ngezikhokelo ezicacileyo apho ekufaneleke ukuba kwenziwa apho abantwana bangahlala bekhuselekile ngexesha lokuqhubeka okanye nasemva kokuqhubeka kwaloo misebenzi. Umntu ngamnye okanye iqela ngalinye elinoxanduva nalo misebenzi kufuneka lenze uphando ngokusemngciphekweni ukuze kugqitywe ngeyona ndlela ingcono ngokujoliswe kuloo msebenzi okanye loo msitho. Kufuneka kumiselwe izicwangciso zobuchule ezifanelekileyo eziyakuthi zijongane nawuphina umngcipheko othe waphawulwa. Kufuneka kwenziwe inzame engokucutha nayiphina indlela engumngcipheko ejolise kuxhaphazo

7.9.1. Ngokujoliswe kwizikhokelo zemisebenzi ekhuselekileyo, kufuneka kuthathelwe ingqalelo ngakumbi ezi nkalo zilandelayo:

a. Kuphononongwe abo babandakanyekayo kwimisitho nakwimisebenzi ebandakanya abantwana ukuba kusini na le misitho ithi isoloko iqhubeka okanye iyeye
xeshana

b. Ukubek'iliso: kufuneka kumiselwe amanqanaba afanelekileyo angokubek'iliso, ngokuxhomekeke kwiminyaka yokuzalwa kwabantwana nemisebenzi leyo ebandakanyekayo

c. Imibutho yabantwana emalunga neCawe, imisebenzi/imisitho neehambo kufuneka ibephantsi kweliso lomntu omdala ofanelekileyo. Isikhokelo esifanelekileyo somlinganiselo sesokuba kwinani labantwana abalishumi, kufuneka apho umntu omnye omdala

d. Ukuba umsitho lowo ubandakanya abantwana angamantombazana namakhwenkwe, kufuneka apho iliso labantu abadala ababini (oyindoda noyinkosikazi) ukuze babeke iliso ngakumbi kwiindawo zokulala ezahlukeneyo (eyamakhwenkwe neyamantombazana)

e. Ababek'ilso kufuneka ibengabantu abaphaphileyo ukuze bakwazi ukuthintela ukuxhaphazana kwabantwana – umzekelo onjengokubhulishana kwabo bodwa

f. Kufuneka kwenziwe kangangoko ukuqinisekisa ukuba umntu omdala akathi ashiywe yedwa kunye nomntwana apho ithuba lithi libelincinci ukuba intshukumo yabo ibonwe ngabanye

g. Kwimeko apho umntu omdala athi alumane iindlebe kunye nomntwana, kufuneka babekwindawo apho ithi ibesekuhleni (ibonakale) kwabanye abantu

h. Ezempilo nokhuseleko: kufuneka kuqhutywe uphononongo olufanelekileyo ukuze kuqinisekiswe ukukhuseleka kwendawo leyo, iindawo zokutshintsha isinxibo ezifanelekileyo namagumbi angasese, izibonelelo zoncedo lokuqala, isithuthi esikhuselekileyo, amalungiselelo endawo yokulala ne-inshorensi efanelekileyo

i. Xa kuthuthwa abantwana ngesithuthi kufuneka kuqinisekiswe kangangoko ukuba kukho abantu abadala abangaphezulu kwesinye. Isithuthi esi sikulungele na ukungena endleleni kwaye sinayo kusini na i-inshorensi. Umqhubi kufuneka enephepha-mvume elifanelekileyo lokuqhuba (ilayisenisi yokuqhuba). Isithuthi eso akufunekanga ukuba silayishe ngaphezulu komlinganiselo ovumelekileyo

j. Imvume yomzali: ngaphambi kokuba abantwana bathabathe inxaxheba kumsebenzi/kumsitho oququzelelwe liBandla (iPherish) okanye iziko ledayosisi, abazali kufuneka batyikitye uxwebhu/ifomu yemvume efanelekileyo emalunga naloo msebenzi. Oku kubalulekile ngakumbi ukuba uhambo lomsitho lowo lungaphandle kwamasango ezakhiwo zeBandla elo okanye bayakuthi bachithe ubusuku bengaphandle kwamasango amakhaya abo

k. Ukusetyenziswa kwesixhobo se-teknoloji engolwazi (IT): kufuneka kusetyenziswe inkathalo ukuze kucutheke ukugaxeleka kwabantwana kwingozi apho inxulumene nokusetyenziswa kwemifanekiso ekwikhompyutha engekho-mthethweni ingakumbi ebonakalisa amalungu omzimba angasese (iphonografi), xa besenza umsebenzi omalunga noweCawe, neqela labo okanye nomsitho wabo

l. Gcina isimo solwazi kubantu abahlala nabantwana ngokuthi uqinisekise ukuba wonke ubani ucacelwe yimigaqo noxanduva; abantwana nabantu abadala bayakhuthazwa ukuba baqubisane kwaye banikezele ingxelo ngokumalunga nayiphina indlela yokuziphatha engamkelekanga ebandakanya abantwana.

m. Abantwana kufuneka baziswe ngokumalunga nendlela yokunikezela ingxelo ngokujoliswe kwiinkxalabo abathi bazifumane bekuzo

n. Umgaqo-nkqubo lo uqulathe iFomu engeMvume yokuqhutywa (yokuzimasa) uMsebenzi apho ekufuneka isetyenzisiwe ngokujoliswe kwiindibano eziqhutyelwa kude nezakhiwo zeBandla.