Stellenbosch UNIVERSITY IYUNIVESITHI UNIVERSITEIT

forward together sonke siya phambili saam vorentoe

IWONGA LEMPEMBELELO KULUNTU LEYUNIVESITHI YASESTELLENBOSCH

1. Injongo nesimo

Impembelelo kuLuntu kwiYunivesithi yaseStellenbosch (iSU) ikhokelwa siSicwangcisoqhinga seMpembelelo kuLuntu (iSISP).[1] Ngelixa impembelelo kuluntu isizisa imiphumela kwiinqobo nombono wale Yunivesithi ngokubanzi, yilo ekhokela iSU ngokukodwa ekubeni iphucule ulwazi ekusebenzeleni uluntu (uMbono wangowama2040).

IWonga leMpembelelo kuLuntu laseSU liyazixhasa ezi njongo ngendlela egxilileyo ngokuhlonipha nokuqaphela umsebenzi weMpembelelo kuLuntu wabasebenzi[2] baseSU namahlakani ahlukileyo aseSU namahlakani aluluntu minyaka le.

NgokweSISP yangoku nje, iSU ixhasa oku kulandelayo:

1.1 Amaphulo empembelelo kuluntu anefuthe elibonakalayo kwaye kufuneka aphawulwe kwaye aqatshelwe kuzo zonke iimekobume zaseSU nangokusebenzisana namahlakani oluntu ahlukahlukeneyo.

1.2 Indlela ebonakala ngayo impembelelo kuluntu ekufundiseni nasekufundeni, kuphando, kwakunye nakwiingxoxo ezivulelekileyo, ezingasekelwanga caleni linye kulo lonke uluntu lwale Yunivesithi ukuze kuqiniswe kwaye kuphuculwe ubudlelwane bamahlakani.

1.3 Ukubekwa phambili kotshintshiselwano ngolwazi, uphuculo lokusebenza (umz. Kwiinkqubo eziphathelene nabasebenzi) nokuqondwa kobumi kwimeko yaseMzantsi Afrika nangapha kwayo, nangokuphathelene namahlakani ethu, namahlakani asekuhlaleni nabanye abadlala iindima.

Ngenxa yoku kungentla, injongo yeWonga leMpembelelo kuLuntu laseSU kukunika ingqalelo kwaminyaka le kubasebenzi[3] kwiifakhalthi nakwiimekobume zePASS (iinkonzo zenkxaso yobuprofeshinali nolawulo) ezisebenzela ukuqinisekisa impembelelo kuluntu ebalaseleyo nenokubonakalisa ukuzibandakanya okomeleleyo nokunentsingiselo kunye namahlakani noluntu olungaphandle kwale Yunivesithi.

IWonga leMpembelelo kuLuntu elinikezwa yiSU yintlonipho ekwelona qondo liphezulu enikwa abasebenzi yiYunivesithi ngeempumelelo zabo eziphathelene nempembelelo kuluntu. Ngoko ke, zonke iimekobume zeSU ziya kuqinisekisa ukuba amanye amawonga empembelelo kuluntu axhaswa ngezemali ezisuka kwimithombo yoncedo elawulwa yile Yunivesithi nanikezwa ngokwemeko zazo

[1] I-SISP yangowama2018 iyahlaziywa. Olo xwebhu luhlaziyiweyo luza kuba luhlobo loMgaqonkqubo weMpembelelo kwezeNtlalo.

[2] Igama elithi ‘abasebenzi’ liquka bonke abasebenzi baseSU (abakwezemfundo nabePASS) kwaye, ngenxa yobunjani nenjongo yeli wonga, namahlakani angapha kwesidanga sobugqirha kananjalo.

[3] Kufuneka ifundwe ngokuhambelana no2.2.

azinciphisi xabiso leWonga leMpembelelo kuLuntu laseSU.

Injongo yeli wonga kukubhiyozela ubudlelwane obuqhubekayo kunye namahlakani angaphandle kwale Yunivesithi; ngaloo ndlela, likwabhiyozela amahlakani ethu namahlakani aluluntu ngokuthe ngqo, kuqatshelwa ukuba impembelelo kuluntu ihlala ifezekiseka ngokusebenzisana.

2. Eli wonga

2.1 Eli wonga laziwa ngokuba liWonga leMpembelelo kuLuntu.

2.2 Amalungu abasebenzi asuka kuzo zonke iimekobume zaseSU athe aba ngabasebenzi bale Yunivesithi isithuba seminyaka emibini ubuncinane ngawo afanelekileyo ukufumana eli wonga.

2.3 Rhoqo ngonyaka, le Yunivesithi iqaphela iintlobo zempembelelo kuluntu ezikwizintlu ezimbini:

a) iwonga leqela[4] (lama) phulo eli/(a)chongiweyo, elilelona luhlu lwewonga lokuqala nelilelona kujoliswe kulo. Kolu luhlu lwewonga, ilungu labasebenzi baseSU elo okanye iqela lamalungu abasebenzi baseSU lingawongwa, kwaye elo wonga liyimali lingasetyenziselwa ukuqinisa iphulo labo nomsebenzi wabo, ngelixa ihlakani langaphandle linokuthi nalo liwongwe, lize iwonga eliyimali lisetyenziselwe ukuphucula umiliselo lwephulo elo; kunye

b) newonga lomntu oseSU owenza iphulo elichongiweyo. Kolu luhlu lwewonga, inkokeli leyo yeqela laseSU nehlakani langaphandle linokumisela eyona ndlela ifanelekileyo yokusebenzisa iwonga elo liyimali.

2.4 Eli wonga liqaphela, libhiyozela kwaye libonakalisa iimeko ezingqalileyo ezithi zibonakalise impembelelo kuluntu kwiimekobume zaseSU ezahlukahlukeneyo.

2.5 Kweli wonga umntu unikwa isetifiketi nembuyekezo eyimali.

2.6 Iofisi yeSekela leNgqonyela (iDVC): IMpembelelo kuLuntu, iiNguqu nezaBasebenzi, ngokuthethathethana neKomiti yeMpembelelo kuLuntu (iSIC), yiyo emisela isixa kwiwonga ngalinye noluhlu lwamawonga ngalunye rhoqo ngonyaka.

2.7 IKomiti yamaWonga (jonga kumhlathi 5), ngokuthethathethana nalowo ufumana iwonga, inokwenza ukuba kubekho isixamali esixhasa umsebenzi wehlakani laseluntwini.

2.8 Eli wonga alinokunikwa umntu omnye iminyaka emibini ilandelelana. UMlawuli oMkhulu: weMpembelelo kuLuntu neeNguqu (njengonobhala) nguye onoxanduva lokuhlaziya ukubhalwa phantsi kwako konke ukuwonga okwenziwe phantsi kwalo mgqaliselo.

2.8 Akukho tyunjo lungaphezu kwesithathu kwifakhalthi nganye okanye kwiziko loxanduva ngalunye luya kuthathelwa ingqalelo ngonyaka ngamnye.

2.9 Imbuyekezo eyimali ihlawulwa ngqo kumntu lowo ufumana iwonga kwaye, kwimeko apho oku kuyimfuneko, kunikwa i(kuma)hlakani/i(kuma)qabane alowo ufumana iwonga.

3. Inkqubo elandelwayo

Bonke abagqatswa baya kucelwa ukuba bafake ikharithyhulam vithaye (iCV) epheleleyo kwakunye nenkcazelo yenkxaso eya kusetyenziswa kuhlolo. Kuya kubonelelwa ngethempleyithi yenkcazelo yenkxaso.I-CV leyo mayibe noqhagamshelwano nephulo leSI elichaphazelekayo. Ukongeza kwinkcazelo yenkxaso, abagqatswa bangafaka neengxelo ezisuka kubantu abasekuhlaleni abebeyinxalenye yephulo, nezinye iingxelo zeziphumo zeSI kunye neengxelo zovavanyo lwendlela umntu asebenze ngayo. Kwinqanaba leWonga leApex, “eliliwonga leqela”

[4] Igama elithi ‘iqela’ libhekisa kubantu nabo basebenzisana nabo/namaqabane abo abathi ngokusebenzisana bazibandakanye kwifuthe lezentlalo kule Yunivesithi.

kufuneka kubhalwe ilinge elo kunye namalungu eqela phantsi kotyumbo olo.

Ekuvavanyeni amangeniso, le nkqubo ilandelayo iya kuthathelwa ingqalelo:

3.1 Ubungakanani bokubakho kwepotifoliyo yobungqina bomsebenzi womgqatswa/weqela elo eSU, kugxilwe kwiingxoxo eziqhubekekayo. Ubunzulu nokuqhubeka kobandakanyeko lwefuthe loluntu nozinzo lwefuthe eluntwini njengoko kubonisiwe kwindlela ezi nkqubo eziye zafakwa ngayo kwiinkqubo zeYunivesithi kwakunye nakubudlelwane nakwiimeko zobudlelwane kunye nabo bachaphazelekayo kuluntu nakumashishini.

3.2 Ukuba i(ama)phulo li(a)bhalisiwe kwiQonga loLwazi leMpembelelo kuLuntu (SIKP) kusini na, kwimeko apho kusebenzayo oko.

3.3 Ubungakanani bolwazi lwamvanje lwabagqatswa kwizihloko zempembelelo kuluntu ngezinto ezibalulekileyo ngoku nezivelayo kwiinkalo zabo ngokushiyana kwazo neenkalo zobuchwepheshe babo.

3.4 Kujongwa ukuba abagqatswa bancokola kangakanani nabo bachaphazelekayo ngaphakathi eYunivesithi kunye noluntu oluchaphazelekayo ekuhlaleni kwakunye nabanye abasebenza ngemiba enefuthe kuluntu eMzantsi Afrika naphesheya.

3.5 Uzinzo lwamaphulo empembelelo kwezentlalo, njengoko bubonakaliswa ekusekelweni kwawo kwiinkqubo zale Yunivesithi nakubudlelwane neemeko zamahlakani aseluntwini/akushishino.

3.6 Ifuthe lamaphulo empembelelo kuLuntu elinokumetwa, njengoko libonakala kwiziphumo ezingqalileyo, ezimiselweyo, kwizibonakalisi nakwifuthe loluntu ekukhawulelaneni nengxaki okanye umngeni woluntu. Ubungakanani beziphumo ezivela kubagqatswa ezinefuthe elibonakalayo kwicandelo abasebenza kulo eSU. Kujongwa nokuba abagqatswa bawuhambisa kangakanani umsebenzi abawenzayo wezentlalo ngokuthi bawufunde kwiinkomfa zelizwe nezehlabathi, bawupapashe kwiijenali nakumajelo eendaba adumileyo kwakunye namanye amajelo abantu abafikelela kuwo.

3.7 Ubungakanani bokuqaphela kwabagqatswa izicwangciso neenkqubo zempembelelo kuluntu zale Yunivesithi, nezamanye amaziko angaphandle kweSU nendlela abathe bawasebenzisa ngayo amathuba nezi zicwangciso.

3.8 Ubungakanani bokuqatshelwa kwempembelelo kwezentlalo labagqatswa, umzekelo ngendlela yophengululwano phakathi koogxa neengxelo zamahlakani aseluntwini/akushishino.

3.9 Ubungakanani bokuba negalelo kwabagqatswa kuphando olungokuzibandakanya, ukufundisa nokufunda okungokuzibandakanya, nobumi obungokuzibandakanya kwiinkalo zobuchwepheshe babo nangapha kwazo, baze babe baye banceda ekusebenziseni ezo zinto kwiimekobume zabo. Ukulungelelaniswa kwamaphulo anefuthe kuluntu kunye neenjongo zeSicwangciso soPhuhliso seSizwe, iiNjongo zoPhuhliso oluZinzileyo zeZizwe eziManyeneyo (iiSDG), neAjenda yoMbutho woManyano lwAfrika ka2030, ndawonye namanye amaphulo elizwe okuzisa iinguqu kuluntu afana nezicwangciso zophuhliso ezihlanganisiweyo zoomasipala.

3.10 Ubungakanani bokuphucula kwabagqatswa iiprofayili zabo kule Yunivesithi ngomgangatho wefuthe neziphumo zabo zezentlalo.

3.11 Ukuba iphulo elo lempembelelo kwezentlalo liyayithobela kusini na imigaqo yokusebenza yale Yunivesithi kwaye liyahambelana kusini na neenqobo nemigaqo yeli ziko.

4. Inkqubo yokuwongwa

4.1 ISekela leSekelaNgqonyela: iMpembelelo kwezeNtlalo, iiNguqu nezaBasebenzi lilo elimisela ishedyuli yexesha lenkqubo yokuwongwa lize likhuphe isimemo esivulelekileyo kubo bonke abaphathi beefakhalthi baseSU neentloko zamaziko oxanduva ukuba zityumbele abagqatswa kwiimekobume zabo ukuba bafumane elo wonga.

4.2 Abagqatswa banokutyunjwa ngoogxa babo okanye bazityumbe ngokwabo. Utyunjo lungeniswa kwiimekobume ngokushiyana kwazo okanye kwiofisi yoMlawuli oMkhulu: iMpembelelo kuLuntu neeNguqu.

4.3 I-SIC inokuthi kananjalo ityumbele abagqatswa eli wonga. Oku kufuneka kwenziwe ngokuthethathethana nosihlalo weSIC, umphathi wefakhalthi ofanelekileyo kunye/okanye nentloko yeziko loxanduva.

4.4 Amagama abo batyunjiweyo adluliselwa kwiSekelaNgqonyela: iMpembelelo kuLuntu, iiNguqu nezaBasebenzi, ukuze aziswe phambi kwekomiti yotyunjo ukuze kwenziwe utyunjo lokugqibela.

4.5 Bonke abagqatswa baza kumenyelwa ukuba bangenise amaxwebhu achaza ngabo (iCV) nenkuthazo eya kusetyenziswa kuvavanyo. Ikhona ithempleyithi yenkuthazo eyenziweyo. Ukuxhasa utyunjo lwabo ngokungakumbi, abagqatswa banokuthi kananjalo bangenise iingxelo ezisuka kumahlakani aseluntwini, ezinye iingxelo zamagalelo neziphumo zeSI, kwakunye novavanyo lokusebenza.

4.6 Xa kuthe kwangachongwa mgqatswa ufanelekileyo ukulungiselela iwonga elo kwifakhalthi okanye kwimekobume ethile kunyaka othile, elo thuba lingasetyenziswanga linokugcinelwa umjikelo olandelayo wamawonga.

4.7 ISekelaNgqonyela: iMpembelelo kuLuntu, iiNguqu nezaBasebenzi lingenisa amagama abagqatswa abaphumeleleyo kwiSIC ukulungiselela ingcaciso.

4.8 ISekela Ngqonyela: iMbembelelo kuLuntu, iiNguqu nezaBasebenzi lilo elimisela ixesha nobunjani bomsitho wamawonga.

4.9 Abawongwayo, amaqela abo namahlakani aseluntwini aza kumenywa kumsitho wamawonga.

4.10 Lo msitho ulungelelaniswa yiofisi yoMlawuli oMkhulu: iMpembelelo kuLuntu neeNguqu.

5. Ukwakheka kweKomiti yamaWonga

Ikomiti yamawonga iya kuqulatha aba bantu balandelayo:

5.1 ISekelaNgqonyela: iMpembelelo kuLuntu, iiNguqu nezaBasebenzi, njengosihlalo.

5.2 UMlawuli oMkhulu: iMpembelelo kuLuntu neeNguqu, njengonobhala.

5.3 Isekela lesekela-ngqonyela elityunjwe liSekelaNgqonyela: iMpembelelo kuLuntu, iiNguqu nezaBasebenzi.

5.4 Umphathi wefakhalthi otyunjwe ngabaphathi beefakhalthi ngokwamanqwanqwa okushiyana kwabo.

5.5 Abameli ababini (2) abatyunjwe yiSIC(S).

5.6 Ummeli woluntu lwaseSU otyunjwe nguMlawuli oMkhulu: iMpembelelo kuLuntu neeNguqu ngokuthethathethana neSIC(S).