



**CENTRE FOR EDUCATION INNOVATION RESEARCH AND
DEVELOPMENT (CEIRD)**

UGWALONDLLELA LWEZINSIZAKALO KULABO ESISEBENZELANA LABO

AMAZWI ESANDULELO ETHULWE NGUNDUNANKULU WEZESAYENSI

Ngiyajabula ukwethula Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo, lona olukhombisa ukuzimisela kwethu ekwethuleni izimiso zethu zezinsizakalo kubo bonke esibambisana iqhaza lesisebenzelana labo. Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo lwethula izinsizakalo esikhangelele ukukutholisa ekusebenzeni lawe kanye lokulondoloza lomlandu wethu esiwusekelayo

Kumbhalo lowu, uzathola ulwazi okumqoka ngalokhu:

- Ukuba singobani
- Ongakukhangelela ngemva kokuxoxisana lathi lalokhu esikukhangeleleyo kuwe
- Amazinga ezinsizakalo zethu
- Ukuba sikhulumisana njani
- Ukuba ungasinceda njani ukuze sikuphathisa ngcono

Siyananzelela ukuba ekufezeni injongo zethu kudinga sisebenzisane lalabo esibambisana iqhaza lesisebenzelana labo kungqubo zokusebenza lekusebenzeni kwethu. Ukusungulwa Kogwalondlela Lwezinsizakalo kulabo Esisebenzelana Labo lutshengisa ukuzimisela kwethu ekutholiseni izinsizakalo zohlonzi oluphezulu kulandelwa ukusebenza kwethu okuphakemeyo lemithetho, izimiso lemilayo efaneleyo. Injongo yethu yikuba siqhubeke sithuthukisa ukutholiswa kwezinsizakalo ukuze siqinisekise ukusuthiseka kwesisebenzelana labo njalo sibumbe ukudlelana obeyeme ekuthembaneni lokuhloniphana.

Imibono yenu ngendlela esisebenza ngayo seyeme kumazinga ezimiso akuloluGwalondlela iqakathekile. Ngokunjalo ngiyalikhuthaza ukuba lisabele imibono yenu lobungcwethi benu ukuze siqhubeke siqondisa lokuthuthukisa izinsizakalo zethu ukuze zimelane lezidingo zenu.Ngicela lisebenzise imikhandlo yokusitholisa imibono yenu ethuliweyo emaphethelweni Ogwalondlela lolu .

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OSAPHETHE ISIHLALO
SIKANDUNANKULU
WEZESAYENSI

1. ISINGENISO

I-Centre for Education Innovation Research and Development (CEIRD) yindawo ehlukeyo yokugqogqezela ukusungula okutsha lezama-indasitiri, eyasungulwa ngaphansi Komthetho Wendawo Yemfundo Ukusungula Okutsha Ucwangingo Lentuthuko [25;34] ka 2021 eZimbabwe (Education Innovation Research and Development Centre Act [25:34] of 2021). I-CEIRD ixhumanisa ingatsha zikahulumende lezizimele zodwa, iqinisekisa ukusungulwa okutsha okweyeme kwezamasiko lokuphathisa inguquko zomphakathi lezomkhonomi. Injongo ze-CEIRD zenzelwe ukubumba okubambekayo kunhlangathi ezimqoka zomkhonomi lomphakathi eZimbabwe. Kusetshenziswa ucwangingo, ukusungula okutsha lentuthuko yethekinoloji, Kusetshenziswa ucwangingo, ukusungula okutsha lentuthuko yethekinoloji, Indawo le ihlose ukusungula imisebenzi ephathelane lezethekinoloji kwabaqeqetshisiweyo, ukukhuthaza ubudlelwano labezemfundo, abama-indasitiri lomphakathi jikelele wabomanjinela, abethekinoloji labasungula okutsha lokusungula indawo egqogqezela ukusungula okutsha .

2. UMBONO

Ukufeza ngokuphangisa udaba lwezama-indasitiri elizweni kusetshenziswa ulwazi lwesayensi lokuthuthukiswa kwethekinoloji kusiyafika umnyaka ka 2030.

3. INHLOSO

Ukutholisa indawo egqogqezela ukusungulwa kokutsha lezama-indasitiri ngendlela ehlelekileyo, ehlosiweyo leqhuba ucwangingo lokuhlanganela.

4. UMLANDU

I-CEIRD isebenza njengomvubela welizwe wokusungula okutsha lama indasitiri eZimbabwe. Imisebenzi yayo ngelandelayo:

- i. Ukusekela ukwenziwa lokukhombisa impahla egxile kwezethekinoloji, ingqubo lezinsizakalo
- ii. Ukusungula imisebenzi ephathelane lezethekinoloji kumkhonomi wonke, kulabo abaqeqetshisiweyo bevela kumakolishi emfundo yaphezulu eZimbabwe
- iii. Ukutholisa izicazululo zobumanjinela lethekinoloji kuma indasitiri lomphakathi lokwenza imali yokuziphilisa

- iv. Ukukhuthaza amakolitshi emfundo yaphezulu lamakolitshi ezemfundo, amandisitiri lokusebenzelana lomphakathi kwezobumanjinela, ezethekinoloji lokusungulwa kokutsha
- v. Ukusungula indawo egqugquzela usekelo lokusungula okutsha lamabhizimusi ethekinoloji lokuxhumanisa umkhonomi weZimbabwe lokusungulwa kokutsha ngama –indisitiri umhlaba wonke jikelele
- vi. Ukuthuthukisa izinga lokwenza impahla kusetshenziswa Ulwazi Lwesayensi, Ithekinoloji, Ubumanjinela, lolwazi Lwesamu ekusunguleni okutsha kunhlangothi zonke zeZimbabwe zokutholisa impahla lezomphakathi
- vii. Ukusungula amakolitshi amancane kumikhono yonke yelizwe leZimbabwe egxile kunhlelo eziqakathekileyo ezilesandla kwezomkhonomi lomphakathi ezibalisela ezinye zalezi Impilakahle lemvelo, Ukuvikeleka lokuvikelwa, ukuhamba lokokuhambisa, ukutholiswa kwempahla lezinsizakalo, ulwazi, ithekinoloji yokukhulumisana, amandla lezinsizakalo zemvelo, ulwazi lomhlaba, ulwazi lwendizamtshina, lolwazi lwemkhathini, ithekinoloji yokuphathelane lokudla, ezamagetsi, lenhlelo zemitshina yamagetsi, Ukumelana lomkhathi, ithekinoloji lokuhlanzeka, Ukulima kusetshenziswa indlela zakulezinsuku lokudlelana kwenqamuzana zofuzo
- viii. Ukukhokhela lokuphatha inhlelo kubanjiswana Lamayunivesithi, Amakolitshi Ababalisi, Amakolitshi Emisebenzi Yezandla, Amakolitshi Ezama-Indasitiri, Amakolitshi Emisebenzi Yokuziphilisa lamakolitshi Ocwaningo lokusungula okutsha kunhlupho zelizwe ezesimanjemanje lezama-indasitiri eZimbabwe
- ix. Ukuthuthukisa izinga lomkhonomi eZimbabwe ngokutholisa impahla lokuthumela kwamanye amazwe ubuciko.

5. ESESIKUQAKATHEKISAYO

Esikuqakathekisayo okulandelayo kuqondisa I-CEIRD:

Ukusebenza ndawonye [Ukuhlanganisa izinsizakalo ekutholiseni okufaneleyo]

- Esisebenzelana labo bamqoka ekubambisaneni lathi kwezokusungula okutsha lakungqubo yentuthuko.
- I-CEIRD ixhumana lesebenzelana labo, ihlanganisa imibono yabo, izidingo lokokusebenzisa iqinisekisa ukutholiswa kwezinsizakaloezisebenza kuhle njalo ezifaneleyo.
- Sizakhuthaza ubumnini kwezamaphurojekithi lakumpumela ukuze siqinisekise konke esikwenzayo lokuba esisebenzelana labo bazizwa beqakathekile njalo belalelwa.

Injongo [Ukuqonda lokweyama kusimo esifaneleyo]

- Izisebenzi zethu zizasebenzelana lesisebenzelana labo zingakhethi njalo ngobuchwepheshe.
- Izisebenzi zethu zizalalela izidingo zalabo esisebenzelana labo lezikhhalazo zabo zingakhethi hlangothi.
- Esisebenzelana labo bazakweyama kithi kokuphathelane lokucetshiswa lezixazululo zengxaki zabo.

Umlandu [Ukungaguquki lezinsizakalo ezithembakalayo]

- Sizipha umlandu kwesisebenzelana labo ekutholiseni esikuthembisayo lokulondoloza ukubamgceke emisebenzini yethu.
- Esisebenzelana labo kudingeka bakhangelele usizo oluthembakeleyo lokukhulumisana sikhathi sonke ekusebenzeni lathi.
- Siyamukela imibono lokuba lomlandu kundlela esiphatha ngayo umsebenzi

Ubuciko [Imibono emitsha, ukufunda lokwenza]

- Sikhuthaza esisebenzelana labo ukuba baphatheke emicabangweni yokusungula okutsha besebenzelana lathi.
- Sikhuthaza esisebenzelana labo ukuba baqhudelane lomumo okhona njalo baphume lesisombuluko.

Ukusebenza ngobuhle [Sizinikele ukuba sezingeni eliphezulu]

- Sihlose ukutholisa izinsizakalo zohlonzi oluphezulu kulabo esisebenzelana labo.
- Sintshala ekuthuthukiseni amakhono obuqembu lolwazi siqinisekisa ukuhloma ekumeleni lezidingo zalabo esisebenzelana labo.

6. UKUHLELWA KWESIMO SE-CEIRD

I-CEIRD igqela inhlelo ezimbili ezimqoka. Ihofisi Enkulu yona elengatsha ezilandelayo:

Uhlelo 1: Ukubusa Lokuphatha

Injongo: Ukuthuthukisa ukusebenza ngempumelelo, ukuba lomlandu lokulandela ingqubo zokubuswa lokuphatha.

Ingatsha

a) Indawo Yemibhalo lolwazi

- Ugatsha Lwezisebenzi: Ukutholisa lokuphatha izidingo zezisebenzi ze-CEIRD ezilobuciko
- Ulwazi lweThekinoloji: Ukutholisa usizo lwe ICT ku- CEIRD.

b) Ezemali: Ukutholisa usizo kwezemali lokuphatha ku -CEIRD

c) Ugatsha Lokuphatha Ezokuthenga: Ukuthenga impahla lezinsizakalo ezidingwa yi -CEIRD ngokuphumelela njalo kulandelwa Umthetho lezikhathi ezihleliweyo.

d) Ukusabalalisa: Ukukhutaza inhlelo ze-CEIRD, Amaphurojekithi lezinsizakalo; ukuthuthukisa ukwazakala kwendawo, ukuphatha uphawu lwendawo lokuxoxisana lesibambisana labo iqhaza lokukhankasela ukuncedisana.

e) Ukuhlola Lempumela: Ukulandelela lokuhlolisisa impumela yenhlelo ze-CEIRD lamaphurojekithi;

Uhlelo 2: Ukusungula Okutsha, Amakhono ethekinoloji Lokuthuthuka Kwama-indasitiri

Inhloso: Ukwakha indawo ethuthukisa ucwaningo lokuhlanganela lezama-indasitiri.

Ingatsha:

i. Amakolitsi Ezesayensi

- a. Ukusetshenziswa Kokuphilayo Ukwenza Impahla Lokuphathelane Lemilayo Yofuzo
- b. Isayensi yamaNukiliya leThekinoloji
- c. Isayensi Yamamethiriyeli Lethekinoloji
- d. Okwenjiwayo LeThekinoloji Yakho
- e. Ukuvikela Lokuvikelwa
- f. Ezokuhambisa Lokuhamba
- g. Itheकिनonoji Yolwazi Lwendawo Emhlabeni, Isayensi Yokusetshenziswa Kwendizamtshina Lesayensi Yomkhathi
- h. Itheकिनoloji Yolwazi Lokukhulumisana, Ubumanjina Bamagesti Lenhlelo

- i. Ezokulima Lethekinoloji Yezokudla
- j. Imvelo Lesayensi Yomkhathi

ii. Umnyawo Wokusungula Ama-Indasitiri

- a. Umnyango Wokuthuthukisa Ama-Indasitiri: Ukuncedisa ekusungulweni kwama-indasitiri amatsha, ukupha usekelo lokuthuthukiswa kwenhlelo zokutholisa impahla lezinsizakalo lokutholisa umfutho wokukhulisa ama - indasitiri.
- b. Umnyango Wokuthuthukisa Amabhizimusi: Ukulonda imikhandlo yokuntshala, ukwakha ubudlelwano lokubuthanisa imithombo yemali lengasiyo yemali.
- c. Ukuphathwa Kwamaphurojekithi: Ukuhlela, ukukhokhela lokuqondisa ukusungula okutsha lamaphurojekithi ama-indasitiri kuqinisekiswa ukutholiswa kwempahla ngesikhathi esibekiweyo, isabelomali lenhloso yempumela.

I-CEIRD ikhokhela ukuphathwa kweminyango ekhangela ngenhlelo ezimqoka zelizwe kunhlangothi ezilesandla kwezomkhononi lomphakathi. Izinga lokuqala lokusebenza kwe-CEIRD lileminyango elitshumi. Elandelayo yiminyango yakhona lemisebenzi yayo:

a) Umnyango Wokusetshenziswa Kokuphilayo ukwenza Impahla Lokuphathelane Lemilayo Yofuzo

Umnyango Wokusetshenziswa Kokuphilayo Ukwenza Impahla Lokuphathelane Lemilayo Yofuzo uhlose ukuthuthukisa ucwaningo lokusungula okutsha kwezethekinoloji lezokuphilayo ekusetshenzisweni Kokuphilayo Ukwenza Impahla Lokuphathelane lemilayo Yofuzo. Impumela yomnyango lo izaxhaswa yimizamo yezemfundo, amakampani okusungula okutsha, lama-indasitiri akhangela ngokuthuthukisa ithekinoloji yokusekela isayensi yezokuphilayo. Ingatsha ezihlosiweyo zibalisela Ithekinoloji Yokusetshenziswa Kokuphilayo kwezokulima, Ithekinoloji Yezokwelapha, Ithekinoloji Yokusetshenziswa Kokuphilayo Kuzinyamazana, Okuphathelane lemithi, Ukwenza okungamela Izitho Zomzimba Kwabakhubazekileyo, Lobumanjinela

Obuphathelane lofuzo.

b) Umnyango Wesayensi YamaNukiliyaLethekinoloji

Umnyango Wesayensi Yamanukiliya Lethekinoloji uhlose ukuhlola ngokuphephileyo langokuthula ukusetshenziswa kwethekinoloji lesayensi yenukiliya ekuthuthukiseni inhlangothi zamandla lempilakahle. Umbono womnyango lo uzaphumeleliswa yikuthuthukisa kwamakhono obuciko lohlanganelana leminyango esithuthukile Kuthekinoloji Lesayensi Yamanukiliya. Inhloso emqoka yomnyango igoqela Ithekinoloji Yamandla eNukiliya, Ukusebenza Okusezigeni eliphezulu kwamaqhinga amakompiyutha kwezenukiliya lefisiki, Ukuvikeleka Kunsaba Zemisebe, Lokuqaphelisisa Okukhitshwe Yimisebe Kumvelo.

c) Umnyango Wokwenjiwayo Lethekinoloji yakho

Umnyango Yokwenjiwayo Lethekinoloji yakho uzakhangela ngokwembiwa lokulondoloza indlela ezifaneleyo njalo ezisebenzisekayo ekwejiweni kwezemigodi . Ngokuhlanganela leminyango yokwembiwa lama-indasitiri ezemigodi, umnyango lo uzakuba yinkundla yokuthuthukisa ithekinoloji yokwembiwa emigodini. Umnyango lo uzakweyama kundlela ezisezingeni eliphezulu lokwemba lamaqhinga okulonda okwenjiwayo, ithekinoloji esezingeni eliphezulu yokuqhuba umsebenzi lokuzwisisa ulwazi oluphathelane lolwazi lwezimiso zefiziki lethekinoloji yokutholisa amatshe aligugu lezinsimbi.

d) Umnyango Wokuvikela Lokuvikelwa

Umnyango Wokuvikela lokuvikelwa uzagxila kuthekinoloji yokusungula okutsha kwezokuvikela lokuvikeleka. Umnyango uzakhuthaza inhlelo zokuphatha izingozi, kusukela ekuvimbeni kusiya ekusabeleni masinyane ingozi. Inhlelo ezibunjiweyo zizakwenelisa ukusekela izigaba ezitshiyeneyo zobungozi ezibalisela ukubonaka kobungozi kusesesikhathi, ukuvimbela lokuvikeleka. Ucwangingo lokuhlolisisa indawo luzagoqela ithekinoloji yemitshina yokunuka, Ukuvikela Ezamakhompiyutha Lobulembu, Ukuphathwa kobungozi, Amathekinoloji okuthatha izithombe lomzimba lokuvikela izakhiwo.

e) Umnyango Wokuhambisa lokuhamba

Umnyango wokuhambisa lokuhamba uzagxila ekuthuthukiseni ukuthembeka kwezokuhambisa lokuthwala impahla. Inhloso yayo yayo yithekinoloji yezokuhamba lokuthwala izinto ezitshiyeneyo. Izakhangela njalo ngethekinoloji ebalisela Ubumanjinela bokulungisa izimota, ithekinoloji yezitimela, Izindizamtshina lokuhanjiswa kwazo, Ukukhulumisana ngemitshina ezimoteni, Ithekinoloji yemitshina endizayo lenethiwekhi yezemigwaqo leziporo zezitimela.

f) Umnyango Wesayensi Yamamethiriyeli lethekinoloji

Umnyango uzagxila kucwaningo lokuthuthukisa ingqubo ezinhle zokwenza lokuhlanganisa amamethiriyeli amatsha. Uzakhangelisisa ithekinoloji yokugoqela eyamamethiriyeli, Ukubunjwa kwamathekinoloji, Ubumanjinela bentshalo lamamethiriyeli ohlobo lwamakhemikhali alesimo esisodwa. Umnyango lo uzaseka inhlangothi ezitshiyeneyo ezidinga amamethiriyeli amatsha njalo afaneleyo.

g) Umnyango Wethekinonoloji Yolwazi Lwendawo Emhlabeni, Isayensi Yokusetshenziswa Kwendizamtshina Lesayensi Yomkhathi

Umnyango lo uzagxila ekukhangelisweni kokuthuthukiswa kwesayensi yolwazi lwendawo lokuqaphela Umkhathi, isayensi yobumanjinela Bomkhathi Ubumanjinela Bokusebenza kwendizamtshina Lobumanjinela bokwenza lokhu okusebenza emkhathini. Ama indasitiri akhangelelweyo agoqela eyokubumba amasathelayithi, Amathekinoloji okukhulumisana kusetshenziswa isathelayithi, Amathekinoloji emitshina endiza emkhathini lamathekinoloji e-GIS.

h) Umnyango Wethekinoloji Yolwazi Lokukhulumisana, Ubumanjinela Bamagesti Lenhlelo Zobumanjinela Ezilokusetshentshenziswa Kwamagesti

Umnyango uzaqondisa inhlupho zethekinoloji yolwazi lokukhulumisana, Lenhlelo zobumanjinela ezisebenzisa amagesti. Ucwaningo lokusungula okutsha luzagxila ekuthuthukisweni kwamasofuthwe lezikhali zokuhlaziya ulwazi kuma indasitiri atshiyeneyo, lokuhlanganisa i-elethronikisi lenhlelo zobukanika kuma indasitiri atshiyeneyo, izancedisa njalo kungqubo zama –indasitiri ngokutholisa inhlelo zamagesti

le elekithironikhi ngentengo ephansi kuma indasitiri.

i) Umnyango wezokulima lethekinoloji Yezokudla

Umnyango Wezokulima Lethekinoloji Yezokudla ugxile ekuthuthukiseni lekusekeleni ngethekinoloji ekhuthaza ukwenziwa kokudla okuvela ekulimeni. Indawo egxile kuzo zibalisela Ukulima kusetshenziswa ithekinoloji yolwazi lwesayensi lemitshina, Indlela zokudla kwemvelo, amathekinoloji okugaya lokulungisa okugayiweyo, ukulungisa ukudla lokuphakamisa isisindo sokuqakathekisa okwenziweyo.

j) Umnyango wemvelo lesayensi Yomkhathi

Umnyango lo uqhuba ucwaningo lwemvelo lomkhathi. Okugxilwe kukho kugoqela Umphakathi Lemvelo, Amnzi Lokuhlanzeka, Ukuguquka Komkhathi, Ukumelana Lenguquko Yomkhathi, Ukuhlolisisa ngohlonzi lomoya lamathekinoloji ekhaboni nyuthirali.

7. UKUZINIKELA KWETHU KUZINSIZAKALO LAKUZIMISO ZETHU/ONGAKUKHANGELELA KU-CEIRD

i. Okukhangelelwe yi-CEIRD Lamalungelo Alabo Esisebenzelana Labo

- a) Ukwamukela incingo ngenhlonipho phakathi kokukhala kocingo kathathu lokukuncedisa kulokhu okhala ngakho.
- b) Ukukwazisa ngokuphathelane lesikhalazo sakho osethule kuwebhusayithi yethu phakathi kwamahola angamatshumi amabili lane (24).
- c) Ukukwazisa ngokwemukela umbhalo wakho (i-imeyili/incwadi ethunyelwe ngePOSO/ elethwe ngesandla) phakathi kwamahola angamatshumi amabili lane (24) lokukutholisa impendulo yakho ngokupheleleyo phakathi kwamalanga okusebenza amathathu sikwazise ngokwemukela umbhalo wakho. Nxa impendulo yakho kungavumi ukuba sikuphe ngesikhathi esihleliweyo, sizakuthumezela incwadi yokukwazisa ukuba impendulo yakho epheleleyo ungayikhangelela nini.
- d) Labo esisebenzisana labo abazibuyela mathupha, sizabatholisa izinsizakalo ezilokuhlonipha njalo sibazise isikhathi sokumelela.
- e) Sizakhulumisa ngokuphangisa lalabo okuhlelwe isikhathi sokubonana savumakala. Nxa isikhathi esihleliweyo sokubonana kwaphuzwa ukubonanwa

kubangelwa ngokunye okungabe kubambile, sizabazisa ngenguquko yesisikhathi masinyane.

- f) Ukubuyisela imibhalo yemithetho kumakolitsi ngemva kokwamukelwa ngokusemthethweni ukusetshenziswa nguNdunankulu Wezesayensi.

Ukutholakala Kwethu

- a) Amahofisi azavulwa kusukela ngesikhathi sika-8.00am ekuseni ku siyafika ngesikhathi sika 4.00pm emini yantambama.
- b) Nxa uvakatshela amahofisi ethu, uzathola ehlanzekile njalo efinyeleleka.
- c) Amabhokisi okujikela imibono atholakala endaweni ezifinyelelekayo Ehofisini yethu Enkulu eHarare ukuze esisebenzisana labo baphe imibono yabo.

Izinsizakalo Ezilohlonzi

- a) Ukuthuthukisa amakhono ezisebenzi zethu ukuze simelane lenguquko yezidingo ngenhloso yokuphumelela lokuba ngumphakathi osezingeni eliphakathi laphakathi kwezomnotho kusiyafika umnyaka ka 2030 ekugcwaliseni ukuzikhandla kwezama-indasitiri lokuphila kwesimanjemanje kwezomkhonomi
- b) Siphe ukunanzelela njalo silalele bonke esisebenzelana labo abalapha elizweni labaphandle kwelizwe
- c) Abamukela abasifakatsheleyo/Onobhala bethu bazabe behlanzekile bekhululekile njalo bazancedisa esisebenzelana labo ngokuphangisa njalo beqondisa esisebenzelana labo kulabo abangabasiza ngezikhhalazo zabo kumbe ukuhlela isikhathi sokubonana lapho kuvuma.
- d) Siqinisekisa ukuba izinsizakalo esizitholisa esisebenzelana labo/ abasebenzisa izinsizakalo zethu zihambelana lezidingo zabo lalokhu abakukhangeleleyo
- e) Ukupha ulwazi oluqondileyo, olucacileyo, olugcweleyo njalo olufaneleyo lapho ludingakala
- f) Ukubuthanisa konke okufaneleyo okocwaningo, intuthuko, lokukwabela ngokuphangisa.
- g) Ukukhuthaza ukusungulwa okutsha, izinto ezintsha ezibunjiweyo, abacwaningi lecwaningo ezihlosiweyo

- h) Ukuncedisa ekusunguleni isiphala samalungelo obumnini bempumela yocwaningo loku/ kumbe ukuthuthukisa amalungelo obumnini kwezocwaningo.

i. Amalungelo Lezimiso Zalabo Esisebenzelana Labo:

Abasebenzelana le - CEIRD balelungelo loku:

- a) Ukutholiswa izinsizakalo ngokugcweleyo, ezifaneleyo njalo ngesikhathi
- b) Ukuphendulwa kwemibuzo lezikhaziso ngesikhathi.
- c) Ukuncediswa ngokulenhlonipho izikhathi zonke.
- d) Ukulalelwa.
- e) Ukunikeza imibono.
- f) Ukwethula isikhaziso.
- g) Ubumfihlo.
- h) Ukutshengisa ukulunga, ubumqotho, ukubamgceke lenhlonipho.

Izimiso Zalabo Esisebenzelana Labo

- a) Ukubamba isikhathi sokubonana esihleliweyo.
- b) Ukuxoxisana lezisebenzi zethu ngenhlonipho langobuchwepheshe.
- c) Ukunanzelela lokuhlonipha ingqubo zethu;
- d) Ukusitholisa imibono lokusiqondisa ukuze sithuthukise izinsizakalo zethu.
- e) Ukusipha imibono ngohlonzi lwezinsizakalo zethu.

10. UKUHLOLISISA UGWALONDLELA LWEZINSIZAKALO KULABO ESISEBENZELANA LABO

Ugwalandlela Lwezinsizakalo Kulabo Esisebenzelana Labo luzabe luhlolisiswa kutsha minyaka yonke mhlaka - 15 Mpalakazi kungqubo yokuxoxisana Lesibambisana labo iqhaza. Okutholwe Lugatsha Lokuhlola Lempumela kuzancedisa ekuqinisekiseni ukuba Ugwalondlela lolu luqhubekala phambi lufanele, lusabela njalo lusebenziseka.

11.IMIBUZO EVELA KWESISEBENZELANA LABO (NGOKUTHUMELA NGENKUNDLA ZOKUXHUMANA NJALO /KUMBE NGOKULOBA)

Siyabonga amazwi okuncoma, ezikhalazo lemibono yokuqondisa. Imibono yakho iyisitshengiselo sokusebenza kwethu seyeme kuzimiso zezinsizakalo, isiqondisa ekuthuthukiseni ukutholiswa kwezinsizakalo. Siyakucela ukuba uqondise konke ukukhulumisana Kusiphathamandla A. sethu. Nxa isikhalazo singeneliseki ukulungisizwa kuzinga lelo, isikhalazo leso silakho ukuqondiswa kuNdunankulu WezeSayensi e-CEIRD. Isikhathi esikhangelelweyo sokukwazisa ngempendulo ongayikhangelela sethuliwe phezulu.

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