



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

KALATA YA LONJEZO KWA OMWE TIMAGWIRA NAWO NTCHITO

MAWU OYAMBA A MKULU WA SAYANSI

Ndili wokondwa kumasula Kalata ya Lonjezo Lathu kwa Omwe Timagwira Nawo Ntchito, yomwe ikuwonetsa kudzipereka kwathu kosalekeza popereka thandizo labwino kwambiri kwa onse okhudzidwa komanso omwe timagwira nawo ntchito. Kalatayi imafotokoza zomwe mukuyembekezera mukamagwira nafe ntchito, komanso maudindo omwe tonsefe timakwaniritsa.

M'kalatayi, mupeza mfundo zofunika kwambiri zokhudza:

- Kodi ndife ndani?
- Zimene mungayembekezere kuchokera ku zochita zathu ndi zomwe timayembekezera kuchokera kwa inu
- Miyezo yathu yopereka thandizo
- Momwe timalankhulirana
- Momwe mungatithandizire kuperaka thandizo mwa ubwino

Tikudziwa kuti kukwaniritsa zolinga zathu kumafuna mgwirizano ndi omwe akukhudzidwa ndi ntchito zathu komanso omwe timagwira nawo ntchito pa machitidwe athu komanso njira zathu. Kukhazikitsidwa kwa Kalata la Lonjezo kwa Omwe Timagwira Nawo Ntchito kukuwonetsa kudzipereka kwathu popereka ntchito zabwino kwambiri motsatira njira zabwino komanso malamulo, ndi malangizo oyenera. Cholinga chathu ndikupitilizabe kupititsa patsogolo kupereka thandizo kuti titsimikizire kukhutitsidwa kwa omwe timagwira nawo ntchito ndikulimbikitsa ubale wokhalitsa womangidwa pa kudalirana ndi ulemu.

Mayankho anu pa momwe timagwirira ntchito mogwirizana ndi miyezo yomwe ili mu Lonjezoli ndi ofunika kwambiri. Ndikukulimbikitsani kuti mugawane malingaliro ndi zomwe mwakumana nazo, kuti tipitirize kukonza ndikuwongolera ntchito zathu kuti zikwaniritse zosowa zanu. Chonde gwiritsani ntchito njira zoyankhira zomwe zaperekedwa kumapeto kwa Lonjezoli.

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MKULU WA SAYANSI
WOGWILA M'PHANDO

1. MAWU OTSOGOLERA

Bungwe la Center for Education Innovation Research and Development (CEIRD) ndi bungwe lapadera lothandiza pa nkhanani za nzeru zatsopano komanso kumanga mafakitale, lomwe linakhazikitsidwa motsatira Lamulo la Malo Ophunzirira ndi Kupititsa Patsogolo Nzeru Zatsopano [25:34] la 2021 mu Zimbabwe, (Education Innovation Research and Development Centre Act [25:34] of 2021 in Zimbabwe). CEIRD imalumikiza mabungwe aboma ndi achinsinsi, kulimbikitsa nzeru zatsopano zochokera ku cholowa komanso kuyendetsa kusintha kwachuma ndi chikhalidwe cha anthu. Zolinga za CEIRD zakonzedwa kuti zipange gawo lofunika kwambiri pa chuma ndi chikhalidwe cha anthu mu Zimbabwe. Kudzera mu kafukufuku, luso lamakono, ndi chitukuko cha ukadaulo, Bungweli likufuna kupanga ntchito zaukadaulo kwa omaliza maphunziro, kulimbikitsa mgwirizano pakati pa maphunziro apamwamba, mafakitale, ndi anthu ammudzi mu uinjiniya, ukadaulo, ndi luso, ndikukhazikitsa malo abwino opangira zatsopano.

2. MASOMPHENYA

Kufulumizitsa ndondomeko ya dziko lonse yokhudza mafakitale kudzera mu chitukuko cha sayansi ndi ukadaulo pofika chaka cha 2030.

3. CHOLINGA

Kupereka njira yothandiza yopangira zinthu zatsopano komanso mafakitale kudzera mu kafukufuku wopangidwa bwino, wolunjika, komanso wogwirizana.

4. UDINDO

CEIRD imathandiza dziko lonse pakupanga zinthu zatsopano komanso kukulitsa mafakitale a mu Zimbabwe. Udindo wake ndi wotsatila:

- i. Kuthandizira chitukuko ndi kuwonetsa zinthu, njira, ndi ntchito zochokera kuukadaulo
- ii. Kupanga ntchito zaukadaulo m'dziko lonse la zachuma, kwa omaliza maphunziro ochokera m'mabungwe onse a maphunziro apamwamba mu Zimbabwe
- iii. Kupereka njira zothetsera mavuto a uinjiniya ndi ukadaulo kwa mafakitale ndi anthu ammudzi komanso kupeza ndalama

- iv. Kulimbikitsa mabungwe a maphunziro apamwamba ndi mgwirizano wa mafakitale ndi anthu amudzi mu uinjiniya, ukadaulo, ndi nzeru zatsopano
- v. Kupanga malo abwino othandizira mabizinesi atsopano ndi ukadaulo komanso kulumikiza chuma cha Zimbabwe ndi makampani opanga zatsopano padziko lonse lapansi
- vi. Kuonjezera zotuluka zabwino kudzera mu Sayansi, Ukadaulo, Uinjiniya, ndi Kusintha kwa Masamu m'magawo onse opanga zinthu komanso azachikhalidwe mu Zimbabwe
- vii. Kukhazikitsa mabungwe olumikizirana omwe amagawidwa m'maboma onse aZimbabwe akuyang'ana kwambiri mapulogalamu ofunikira m'magawo anzeru omwe ali ndi mphamvu pa chuma ndi anthu kuphatikizapo koma osati kokha pa Zaumoyo ndi zachilengedwe, ndi Chitetezo, kuyenda ndi zoyendera, ntchito zopangira ndi kupereka, chidziwitso, ukadaulo wolumikizirana, mphamvu ndi zachilengedwe, ukadaulo wa za chilengedwe zokhudza mlengalenga, Ukatswiri wa zopanga za ndege, ukadaulo wokhudza chakudya, zamagetsi, ndi machitidwe amagetsi, ndi kupirira kwa nyengo, ukadaulo wamadzi ndi ukhondo, ulimi wanzeru, ndi maphunziro okhudza majini a zolengedwa.
- viii. Kugwirizanitsa ndi kukhala likulu la mgwirizano wa mapulogalamu pakati pa Mayunivesite, Makoleji Auphunzitsi, Makoleji ophunzitsa za luso lopanga zosiyana siyana, Makoleji Ophunzitsira Ntchito za m'Makampani, Malo Ophunzitsira Ntchito Zamanja, komanso Mabungwe a Kafukufuku ndi Luso la Zatsopano pothana ndi zovuta zadziko pofuna kupititsa patsogolo chitukuko chamakono komanso kukhazikitsa mafakitale m'dziko la Zimbabwe.
- ix. Kukonza ndi kupititsa patsogolo chuma cha dziko la Zimbabwe kudzera mukupanga komanso kugulitsa kunja katundu ndi luso la nzeru.

5. MFUNDO ZOFUNIKIRA

Makhalidwe otsatirawa amatsogolera CEIRD:

Mgwirizano [Kuphatikiza zinthu zopezeka kuti ziperekedwe bwino]

- Anthu omwe timagwira nawo ntchito ndiwofunikira kwambira pa ndondomeko za luso la tsopano ndi chitukuko.
- CEIRD imagwira ntchito limodzi mwakhama ndi omwe timagwira nawo ntchito, pophatikiza maganizo, zosowa, komanso chuma chawo pofuna kuonetsetsa kuti thandizo likupererekedwa bwino komanso mogwira mtima.

- Tidzalimbikitsa mzimu wogawana umwini wa mapulojekiti ndi zotsatira zake kuti tiwonjezere zotsatira zonse za ndondomeko zathu ndikuwonetsetsa kuti omwe timagwira nawo ntchito akumva kuti ndi ofunika komanso akumvedwa.

Kusalowerera mbali [Kukhala ndi maganizo olondola komanso ogwirizana]

- Antchito athu adzalankhula ndi omwe timagwira nawo ntchito mosakondera komanso mwa ukatswiri.
- Antchito athu adzamvetsera zosowa ndi nkhawa za omwe timagwira nawo ntchito popanda tsankho.
- Anthu omwe timagwira nawo ntchito adzadalira kwa ife kuti tiwapatse uphungu wabwino komanso mayankho ogwira mtima olingana ndi mavuto awo apadera.

Kuyankha [Thandizo lokhazikika komanso lodalirika]

- Timadziyankha tokha pa zimene timachita kwa omwe timagwira nawo ntchito pokwaniritsa malonjezo athu komanso kuonetsetsa kuti pali poyera komanso kusabisa kanthu m'magwiridwe athu a ntchito.
- Anthu omwe timagwira nawo ntchito akhoza kuyembekezera thandizo lodalirika komanso kulandira mauthenga pa nthawi yake pa nthawi yonse imene tikugwira nawo ntchito limodzi.
- Timalandira mayankho ndipo timatengera udindo pa zochita zathu

Luso [Kuganiza kwatsopano, kuphunzira, ndi kuchita]

- Timalimbikitsa omwe timagwira nawo ntchito kuti aziganiza zinthu zatsopano limodzi nafe.
- Timapatsa omwe timagwira nawo ntchito mphamvu zotsutsa momwe zinthu zilili panopa ndikupanga mayankho mogwirizana.

Kuchita Zabwino Kwambiri [Kudzipereka kukhala wabwino kwambiri]

- Timayesetsa kupereka thandizo la pamwamba kwa omwe timagwira nawo ntchito.
- Timaika ndalama pakukulitsa luso ndi chidziwitso cha gulu lathu kuti tiwonetsetse kuti tili okonzeka kukwaniritsa zosowa za omwe timagwira nawo ntchito.

6. MAPANGIDWE A CEIRD

CEIRD ili ndi mapulogalamu awiri akuluakulu, ndi Ofesi Yaikulu yomwe ili ndi mabungwe otsatirawa:

Pulogalamu 1: Utsogoleli ndi Kuyendetsera Ntchito

Cholinga: Kupititsa patsogolo magwiridwe antchito a mabungwe, kuyankha, komanso kutsatira malamulo okhudza kayendetsedwe ka ntchito.

Mabungwe

a) Kalembera

- Ogwira Ntchito: Kupereka ndikuwongolera zofunikira pamakampani odziwa bwino ntchito za anthu pa CEIRD.
- Ukadaulo wa Chidziwitso: Kupereka chithandizo cha ICT ku CEIRD.

b) Zachuma: Kupereka thandizo lokhudza Zachuma ndi Kuyendetsera ntchito.

c) Gawo Loyang'anira Kugula Zinthu: Kugula katundu ndi ntchito zomwe CEIRD ikufuna moyenera komanso motsatira Lamuloli ndikukhazikitsa nthawi.

d) Kutsatsa: Kulimbikitsa mapulogalamu, mapulojekiti, ndi mautumiki a CEIRD; kukulitsakuonekera kwa mabungwe, kuyang'anira kutsatsa malonda ndi kutenga nawo mbali kwa omwe akukhudzidwa, ndi

e) Kuyang'anira ndi Kuwunika: Kutsata ndikuwunika momwe mapulogalamu ndi mapulojekiti a CEIRD akugwirira ntchito; kuonetsetsa kuti akugwirizana ndi zolinga zaukadaulo;

Pulogalamu 2: Kupanga zinthu zatsopano, luso la ukadaulo, ndi chitukuko cha mafakitale

Cholinga: Kupanga dongosolo lothandizira kafukufuku wogwirizana komanso chitukuko cha mafakitale.

Mabungwe:

i. Zigawo za Sayansi zotsatila zokhudza:

- a. Ukadaulo wa Zamoyo ndi Maphunziro okhudza majini a zolengedwa.
- b. Nyukiliya Sayansi ndi Ukadaulo.

- c. Sayansi yokhudza kupangidwa kwa zitsulo ndi Ukadaulo
- d. Zokhumbidwa ndi Ukadaulo wa Zokhumbidwa
- e. Chitetezo ndi Kutchinga
- f. Zoyendera ndi Kuyenda
- g. Ukadaulo wa za chilengedwe zokhudza mlengalenga, Sayansi zokhudza kugwira ntchito kwa zinthu za mlengalenga monga ndege komanso Sayansi za Mlengalenga.
- h. Machitidwe a ICT, Zamagetsi, ndi Zoyendetsera Magetsi
- i. Ukadaulo wa Zaulimi ndi Chakudya
- j. Sayansi ya Zachilengedwe ndi Nyengo

ii. Chigawo chopanga Makampani

- a. Chigawo Chotukula Mafakitale: Kuthandizira kukhazikitsidwa kwa mafakitale atsopano, kuthandizira chitukuko cha unyolo wamtengo wapatali, ndikuyendetsa kukula kwa mafakitale m'magawo osiyanasiyana.
- b. Gawo Lokulitsa Mabizinesi: Kupeza mwayi wopezera ndalama, kumanga mgwirizano, ndikusonkhanitsa ndalama ndi zinthu zina zomwe sizili zandalama.
- c. Kuyang'anira Mapulojekiti: Kukonzekera, kugwirizanitsa, ndikuyang'anira zatsopano ndi mapulojekiti a mafakitale kuti zitsimikizire kuti ntchito zikukwaniritsidwa mkati mwa nthawi yovomerezeka, bajeti, ndi zolinga zogwirira ntchito.

CEIRD imayang'anira mabungwe omwe amayang'ana kwambiri mapulogalamu ofunikira kwambiri m'magawo anzeru omwe amakhudza chuma ndi anthu. Gawo loyamba la ntchito ya CEIRD lili ndi mabungwe 10. Izi ndi mabungwe ndi ntchito zawo:

a) Chigawo cha Ukadaulo wa Zamoyo ndi Maphunziro okhudza majini a zolengedwa

Chigawo cha Ukadaulo wa Zamoyo ndi Maphunziro okhudza majini a zolengedwa chikuyang'ana kwambiri pakutsogolera kafukufuku ndi zatsopano mu Ukadaulo wa

Zamoyo ndi Maphunziro okhudza zamoyo. Zotsatira za chigawochi zidzathandizidwa ndi mgwirizano wa maphunziro apamwamba, malo opangira zinthu zatsopano, malo opangira mafakitale, ndi mafakitale omwe akuyang'ana kwambiri pakupanga ukadaulo wothandizira sayansi ya moyo. Madera omwe akufunidwa ndi Ukadaulo wa Zaulimi, Ukadaulo wa Zamankhwala, Ukadaulo wa Zanyama, Zokhudza Mankhwala, Kupanga ziwalo zathupi zothandizila thupi ndi Ukadaulo wa Majini.

b) Chigawo cha Nyukiliya Sayansi ndi Ukadaulo.

Cholinga cha Chigawo cha Maphunziro akupanga zida zatsopano zogwiritsidwa ntchito popanga zinthu m'makampani ndi Ukadaulo zimagwiritsidwira ntchito mwa mtendere komanso motetezeka kuti zipititse patsogolo mphamvu ndi thanzi. Masomphenya a bungweli adzakwaniritsidwa kudzera mu kulimbikitsa mphamvu ndi mgwirizano ndi chigawochi odziwika bwino a Maphunziro akupanga zida zatsopano zogwiritsidwa ntchito popanga zinthu m'makampani ndi Ukadaulo. Cholinga chachikulu cha chigawochi ndi ukadaulo wa mphamvu za nyukiliya, njira zamakono zowerengera mphamvu za nyukiliya ndi masinthidwe a zinthu za fizikisi, Chitetezo cha Nyukiliya, Kuteteza maukonde, ndi kuyang'anira mphamvu zoyendetsera za chilengedwe.

c) Chigawo cha Migodi ndi Ukadaulo wa Zokhumbidwa

Chigawo cha Migodi ndi Ukadaulo wa Zokhumbidwa chidzayang'ana kwambiri pa kufufuza ndi kukhazikitsa njira zogwira mtima komanso zokhazikika zofufuzira zamigodi komanso kuwonjezera mtengo wa zinthu zomwe zimapezekamo. Pogwirizana ndi zigawo zofufuza za zamigodi komanso makampani a zamigodi, chigawochi chidzakhala likulu la chitukuko cha ukadaulo wa zamigodi pakukonza komanso kuwonjezera mtengo wa zinthu zopezeka m'migodi. Chigawochi chidzayang'ana kwambiri pa njira zapamwamba zofufuzira ndi kufunafuna malo a zamigodi, ukadaulo wapamwamba wokonza ndi kumasulira zolembedwa zokhudza nthaka, komanso ukadaulo wokonza miyala yamtengo wapatali ndi zitsulo.

d) Chigawo cha Chitetezo ndi Kutchinga

Chigawo cha chitetezo chimayang'ana kwambiri pa ukadaulo watsopano wokhudza chitetezo. Chigawochi chidzalimbikitsa chitukuko cha njira yonse yoyang'anira masoka, mwachitsanzo, kuyambira kupewa mpaka kuyankha mwachangu. Machitidwe omwe

apangidwawo azitha kuthandizira magawo osiyanasiyana a tsoka, monga kuzindikira koyambirira, kupewa, ndi kuteteza mwachindunji. Magawo ofufuza adzaphatikizapo Ukadaulo wa Zipangizo Zoyendetsera Mafunde a Intaneti, Chitetezo cha pa intaneti, Kuyang'anira masoka, Ukadaulo wa Zithunzi, ndi kuteteza zomangamanga.

e) Chigawo cha Ukadaulo wa Zoyendera ndi Kuyenda

Chigawo cha Ukadaulo wa Zoyendera ndi Kuyenda chidzayang'ana kwambiri pa kukonza ndi kulimbitsa kudalirika kwa mayendedwe a katundu ndi zinthu zosiyanasiyana. Cholinga chachikulu chidzakhala pa ukadaulo woyenda komanso njira zosiyanasiyana zoyendera. Maukadaulo omwe adzayang'aniridwe kwambiri akuphatikiza Ukadaulo wa Magalimoto, Ukadaulo wa Sitima za pa Njanji, Zam'mumlengalenga ndi Mayendedwe, Kulankhulana pakati pa Magalimoto kapena Zipangizo Zoyendera (Vehicle Communication), Ukadaulo wa Ndege Zopanda Oyendetsa kapena Madironi, komanso Misewu ndi Njanji.

f) Chigawo cha Sayansi yokhudza kupangidwa kwa zitsulo ndi Ukadaulo

Chigawochi chidzayang'ana kwambiri pa kafukufuku ndi chitukuko cha njira zogwiritsira ntchito popanga zinthu zatsopano. Chigawochi chidzayang'ana kwambiri madera monga Zipangizo Zamakono, Ukadaulo Wopanga Zinthu, Kupanga Mafakitale ndi Zida zazing'ono. Chigawochi chidzathandiza magawo osiyanasiyana komwe kumafunika zipangizo zatsopano komanso zogwira mtima.

g) Ukadaulo wa za chilengedwe zokhudza mlengalenga, Sayansi zokhudza kugwira ntchito kwa zinthu za mlengalenga monga ndege komanso Sayansi za Mlengalenga

Chigawochi chidzayang'ana kwambiri pa chitukuko cha Sayansi ya Maonekedwe a Malo ndi Kafukufuku wa Dziko Lapansi kuchokera m'mwamba, Sayansi ya Zam'mlengalenga, Ukatswiri wa Zopangapanga Zam'mlengalenga, Ukatswiri wa Zopangapanga za Ndege komanso Ukatswiri wa Zopangapanga za Zida Zoyendera m'Mlengalenga monga ku mwezi ndi ku mapulaneti ena.

h) Chigawo cha Machitidwe a ICT, Zamagetsi, ndi Zoyendera Zamagetsi

Chigawochi chidzathandiza kuthetsa mavuto a pa zamakono zokhudza ukadaulo wa

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chidziwitso ndi kulankhulana, komanso zipangizo zamagetsi ndi makina ogwiritsa ntchito magetsi. Kafukufuku ndi zopangapanga zatsopano zidzayang'ana kwambiri pa kupanga mapulogalamu apakompyuta ogwirizana ndi zosowa zenizeni komanso zipangizo zosanthula deta m'mafakitale osiyanasiyana, komanso kuphatikiza zipangizo zamagetsi ndi makina pofuna kuti azigwira ntchito zapamwamba kwambiri m'mafakitale osiyanasiyana. Bungweli lidzathandizira njira zopangira zinthu m'mafakitale popereka zipangizo zamagetsi zotsika mtengo komanso zopezeka mosavuta pofuna kulimbikitsa chitukuko cha mafakitale.

i) Chigawo cha Ukadaulo wa Zaulimi ndi Chakudya

Chigawo cha Ukadaulo wa Zaulimi ndi Chakudya chimayang'ana kwambiri pa kupanga ndi kuthandizira maukadaulo omwe amalimbikitsa kakonzedwe ka chakudya komanso kuwonjezera mtengo wa zinthu zochokera ku ulimi. Madera omwe akuyang'aniridwa kwambiri ndi ukadaulo wa Ulimi wolondola, Machitidwe a zakudya zachikhalidwe, ukadaulo Wopera ndi Kukonza, Kukonza chakudya, ndi kuwonjezera Phindu.

j) Chigawo cha Zachilengedwe ndi nyengo

Chigawochi chimachita kafukufuku wa zachilengedwe ndi nyengo. Gawo lofunika kwambiri ndi monga Chikhalidwe ndi Zachilengedwe, Madzi ndi Ukhondo, Kusintha kwa Nyengo ndi Kusinthasintha, Kupirira ndi Kusintha kwa Nyengo, Kuyang'anira Mpweya, ndi ukadaulo wosagwiritsa ntchito mpweya.

7. KUPEREKA THANDIZO NDI MIYEZO/ZOMWE MUNGAYEMBEKEZE KUCHOKERA KU CEIRD

i. Udindo ndi Ufulu wa CEIRD kwa Omwe timagwira nawo ntchito

- a) Kuyankha mwa ulemu lamya mkati mwa masiku atatu komanso kuyankha mafunso a omwe timagwira nawo ntchito.
- b) Kuyankha mafunso pa webusayite yathu mkati mwa maola makumi awiri ndi mphambu zinayi (24).
- c) Vomerezani makalata onse olembedwa (imelo/positi/yotumizidwa ndi manja) mkati mwa maola makumi awiri ndi mphambu zinayi (24) ndipo kupereka yankho lonse mkati mwa masiku atatu ogwira ntchito kuchokera tsiku lolandira. Ngati

yankho lonse silingaperekedwe mkati mwa nthawi yomwe yaperekedwa, tidzakutumizirani yankho lakanthawi losonyeza nthawi yomwe yankho lonse lingayembekezedwe.

- d) Kwa makasitomala obwera kudzaonana nafe, tidzapereka chithandizo cha ulemu ndikuwauza za nthawi yomwe akuyembekezera kudikira.
- e) Kuona omwe timagwira nawo ntchito omwe ali ndi nthawi yokumana yotsimikizika mwachangu. Ngati nthawi yokumana iyenera kusinthidwa kapena yachedwa, tidzayesetsa kuuza omwe timagwira nawo ntchito za kusinthako mwachangu komanso mwachindunji momwe tingathere.
- f) Kufalitsa kalata za ndondomeko ku mabungwe mkati mwa sabata imodzi kuchokera pamene avomerezedwa ndi Mkulu wa za sayansi

Kufikika

- a) Maofesi athu azitsegulidwa kuyambira 8:00 koloko m'mawa mpaka 4:00 koloko madzulo, Lolemba mpaka Lachinayi, ndipo 8:00 koloko m'mawa mpaka 3 koloko madzulo Lachisanu kupatula nthawi ya tchuthi cha anthu onse.
- b) Mukabwera ku maofesi athu, adzakhala aukhondo, owoneka bwino, komanso osavuta kuwafikira.
- c) Mabokosi a malingaliro ali pamalo abwino ku Ofesi Yaikulu ku Harare kuti omwe timagwira nawo ntchito alandire mayankho.

Kupereka Thandizo la Padera

- a) Kukhazikitsa maziko opikisana a luso la anthu kuti akwaniritse zosowa zosinthira kukhala dziko lotukuka komanso lolimba la anthu olemera apakati pofika chaka cha 2030 pokwaniritsa cholinga cha mafakitale ndi chitukuko cha za chuma.
- b) Kuzindikira ndi kusamala omwe timagwira nawo ntchito onse amkati ndi akunja
- c) Olandira alendo/alembi athu adzakhala anzeru, olandira alendo, ndipo adzasamalira omwe timagwira nawo ntchito mwachangu, ndipo adzaonetsetsa kuti akuwatsogolera kwa omwe angathe kuthana ndi mafunso awo moyenera kapena kukonza nthawi yokumana nawo ngati pakufunika kutero.
- d) Tikufuna kuonetsetsa kuti thandizo lomwe tikupereka kwa omwe timagwira nawo ntchito likugwirizana ndi zosowa zawo komanso zomwe akuyembekezera.
- e) Kupereka chidziwitso cholunjika, cholondola, chatsatanetsatane, komanso

chofunikira ngati chikufunika

- f) Kusonkhanitsa zinthu zokwanira zofufuzira, za chitukuko, ndi kupanga zinthu zatsopano, ndikuzigawa mwachangu.
- g) Kulimbikitsa opanga zinthu zatsopano, ofufuza, ndi kafukufuku wolunjika
- h) Kuthandizira kukhazikitsa malo osungiramo malemba atsopano kuchokera ku zotsatira za kafukufuku ndi/kapena kusintha kwa malemba omwe alipo kale.

i. Ufulu ndi Udindo wa Omwe timagwira nawo ntchito:

Omwe timagwira nawo ntchito ku CEIRD ali ndi ufulu wochita zotsatila:

- a) Thandizo lokwanira, lothandiza, komanso wanthawi yake
- b) Mayankho a madandaulo ndi mafunso pa nthawi yake.
- c) Kupereka thandizo mwa ulemu nthawi zonse.
- d) Kumveka.
- e) Kupereka mayankho.
- f) Kupereka madandaulo.
- g) Kubisa zinthu ndi chinsinsi.
- h) Kuchitira zinthu mwa chilungamo, moona mtima, mopanda tsankho, mwaulemu, komanso molemekeza.

Udindo wa Omwe timagwira nawo ntchito

- a) Kufika pamisonkhano yokonzedweratu pa nthawi yake.
- b) Kulankhulana ndi antchito athu mwa ulemu komanso mwa ukatswiri.
- c) Kutsatira ndi kulemekeza ndondomeko zathu;
- d) Kupereka ndemanga ndi malingaliro ofunikira kuti tiwongolere ntchito yathu.
- e) Kupereka mayankho pa ubwino wa ntchito zathu.

10.KUWUNIKIRA LONJEZO NDI OMWE TIMAGWIRA NAWO NTCHITO

Lonjezo lathu kwa omwe timagwira nawo ntchito lidzawunikidwanso chaka chilichonse pofika pa 15 Disembala kudzera mu njira yokambirana ndi omwe akukhudzidwa. Zomwe
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TIMAGWIRA NAWO NTCHITO Peji 12 ya 13

zapezeka kuchokera ku ntchito za Bungwe Lowunikira ndi Kuwongolera zidzathandiza kuwunikaku kuti zitsimikizire kuti Lonjezoli likhalebe lofunikira, loyankha, komanso logwira ntchito.

11.MAFUNSO OCHOKERA KWA OMWE TIMAGWIRA NAWO NTCHITO (A MASO NDI MASO, A PA ELEKITIRONIKI, NDI/KAPENA MAWU OTSOGOLERA)

Tikuthokoza kuyamika kwanu, madandaulo, ndi malingaliro anu. Mayankho anu amasonyeza bwino momwe timagwirira ntchito poyerekeza ndi miyezo yathu ya utumiki, zomwe zimatitsogolera pakukweza ntchito zathu. Chonde tumizani mauthenga onse kwa Ogwila ntchito A. Ngati dandaulo silingatse kuthetsedwa mokwanira pamlingo umenewo, nkhanayi ikhoza kuperekedwa kwa Mkulu wa Sayansi wa CEIRD. Nthawi yokhazikika yoyankhira mayankho ochokera kwa makasitomala yaperekedwa pamwambapa.

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