



ZIMBABWE COUNCIL FOR HIGHER EDUCATION



UGWALONDLELA LWEZINSIZAKALO KWESISEBENZELANA LABO

UKUQINISEKISA UHLONZI KUMFUNDO YAPHEZULU

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Inombolo Yokuphenya /Isihloko	Ugwalondlela Lwezinsizakalo zeZIMCHE Kulabo Esebenzelana Labo
Umnikazi Wogwalondlela	Ungqongqotshe
Umpathi Wogwalondlela	Umpathi weZokukhankasa Lokudlelana Lomphakathi
Ikhomiti Elawulayo	Ikhomiti Yezinkokheli Elawulayo
Isimo	Luvunyelwe yiKhansili yeZIMCHE
Usuku Lokuvunyelwa	19/12/22

1 Isingeniso

I-Zimbabwe Council of Higher Education (ZIMCHE) yinhlanganiso yelizwe yokuqinisekisa uhlonzi lokulawula imfundo yaphezulu.

2 Ukusungulwa Kwayo

I-Zimbabwe Council for Higher Education yasungulwa ngomthetho wephalamende, Isahluko 25:27, owethulwa ngo2006. Umthetho wethula i-ZIMCHE lengqubo zokubhaliswa lokuvunyelwa ukusebenza okusemthethweni kwezikolo zemfundo yaphezulu. IeKhansili (Ibhodi) elamalunga alamakhono afaneleyo, ukwenelisa okwehlukeneyo lembali yokwenza umsebenzi ngokudingakalayo. Ikhansili (Ibhodi) ilomlandu wokuqondisa izinjongo zokusebenza kwenhlanganiso.

Ugatsha LweMfundo Yaphezulu, Ukuthuthukisa Uchwayisiso, Isayensi Lolwazi Lwemitshina Yakulezi Insuku lupha usekelo, izimali zokusebenzisa leziqondiso zomthetho ezenza i-ZIMCHE yenelise ukuqhuba umsebenzi wayo.

3 Injongo

Injongo yeZIMCHE yikuthuthukisa lokuqondisa imfundo etholiswa yizikolo zemfundo yaphezulu lokuthi ibe ngumlawuli ekuphawuleni lekulondolozeni izimiso zokufundisa, zemihloliso, zempumela yezifundo lochwayisiso emakolitshini lemfundo yaphezulu.

4. Imithetho Eqondisayo

- Isisekamthetho seZimbabwe, Izigaba 27 lo 75
- Umthetho we-Zimbabwe Council for Higher Education oka-2006 (Isahluko 25:27).

5. Umbono

Ukuba yinhlanganiso yokulawula lokuqinisekisa uhlonzi lwemfundo yaphezulu ehlonitshwayo elizweni lakwamanye amazwe kusiyafika u-2030.

5. Inhloso

Ukuqinisekisa ubudlelwano lomanyano bemfundo yaphezulu yeZimbabwe ngenhloso yokuthuthukisa izifundo ezihlanganisa inhlelo lamakhono okwenza impahla lezinsizakalo ezilungele ukusungulwa kwamabhizimusi lokuhambelana lesikhathi elizweni leZimbabwe ukuze kufinyelelwe isimo somnotho esisezingeni eliphezulu kusiyafika u-2030 kusiya phambili.

6. Okuqakathekiswayo

- Uhlonzi,
- Ubukhokheli,
- Umlandu,
- Ukuba mgceke,
- Ukusebenza njengeqembu,
- Ubungcitshi lokusungula okutsha.
-

7. Injongo Yogwalondlela Lwezinsizakalo

Ugwalondlela lwethula ukuzinikela kwe-ZIMCHE ekuqhubeni umsebenzi wayo lokufeza isithembiso sokugcina lokuthuthukisa amazinga aphezulu okupha izinsizakalo. Ugwalondlela lucacisa ukuzinikela kweKhansili ekuqhubekeni ithuthukisa ukuphiwa kwezinsizakalo. Ijonge njalo ukupha amandla ababambiqhaza ngokubeka indlela zokulinganisa ukutholisa kwethu izinsizakalo.

8. Okukhangelwe Lugwalondlela Lwezinsizakalo

Ugwalondlela lwezinsizakalo lolu lwethula ukuzinikela kwethu kubo bonke ababambiqhaza, ikakhulu Ugatsha LweMfundo Yaphezulu, Ukuthuthukisa Uchwayisiso, Isayensi Lolwazi Lwemitshina Yakulezi Insuku, uHulumende, amakolitshi emfundo yaphezulu, abafundi, abazali, inhlanganiso ezipha lokuqinisekisa izicoco, inhlanganiso zabasebenzi, ingatsha zocwaningo, abaqhatshi lomphakathi. Ugwalondlela lwezinsizakalo lunanzelela ubudlelwano lobu bonke njalo luzinikela ukulandela amazinga lezimiso ezitshiyeneyo zokutholisa izinsizakalo ezilohlonzi.

9. Elingakukhangelela kithi – Amazinga ezinsizakalo lezimiso

Lingaxhumana lathi, khangelelani ubuchwepheshe, ubuqotho lezinsizakalo ezilohlonzi njengokwethulwe kugwalondlela lwezinsizakalo. Sizinikele:

- ukutholisa izinsizakalo ezifaneleyo, ngokukhulumisana kuhle, ngesikhathi esifaneleyo, mgceke langokuphathisana
- ukutholisa imibiko eqondileyo ngesikhathi esifaneleyo
- ukuliphatha kuhle langenhlonipho
- ukuphatha bonke esisebenzelana labo ngendlela eqondileyo, ngobuqotho langozwelo
- ukuqinisekisa ukuthi izisebenzi zethu zonke zilolwazi njalo zifundiswe kuhle ukwamukela zonke izikhalazo zenu
- ukwenza konke okusemandleni ethu ukulungisisa izicelo zenu
- ukulungisisa izikhalazo zenu ngobuchwepheshe njalo ngesikhathi esifaneleyo
- ukulibhalela izincwadi ezileminingwana yokuxhumana lathi
- ukuphatha imininingwana yonke yabantu ngobumfihlo
- ukuncedisa bonke esisebenzelana labo abasethekelelayo ngobuchwepheshe, sibamukela kuhle, endaweni ehlanzekileyo njalo ekhululekileyo enanzelela ukutshiyana kwamasiko lendingeko zabakhubazekileyo kanye lalabo abadinga izinsizakalo ezitshiyene lezabanengi

Nxa izikhalazo zingahambelani lezinsizakalo esizitholisayo, sizadlulisela esisebenzelana labo kunhlanganiso kumbe ingatsha ezipha lolo sizo.

10. Izindlela Esizazisebenzisa Ukuqinisekisa Lokuhlola Uhlonzi Lwezinsizakalo

Sizabhala lokuhlola izinsizakalo esizihlosileyo njalo sazise ngengqubo yethu (khangela okwethulwe kutafula engaphansi).

Izinsizakalo ezihloswe yiZIMCHE Kwababambiqhaza

Isenzo	Okuhlosiweyo
Incwadi yebulenjini ethunyelwe ku: info@zimche.ac.zw	Ukuphendula zonke izincwadi kungakedluli amalanga ayisikhombisa (7) omsebenzi lokupha usizo oludingakalayo

Imibuzo ethunyelwa enkundleni zokuxhumana	Ukuphendula imibuzo yonke kungakedluli amahola angu-48.
Incingo	Ukuphendula zonke incingo zingakakhali kathathu ngezikhathi zomsebenzi
Imibuzo, izikhalazo kumbe imibono evela kwababambiqhaza	Ukwasiza ngokwamukela imibuzo kumbe izikhalazo kungakedluli amahola angu-48, lokuphendula kumbe ukupha iseluleko esifaneleyo kungakedluli amalanga okusebenza ayisikhombisa (7)
Ukwamukelwa ngokusemthethweni, ukubhalisa lokuhlola ingqubo yezicelo lemibuzo	Ukubhala incwadi sisazisa ngokwamukelwa kwezicelo lemibuzo kungakedluli amalanga ayisikhombisa(7) awokusebenza, langesikhathi esingathathwa ukuphendula izicelo kumbe ukwazisa ngengqubo.
Ukupha ulwazi olufaneleyo, oluqondileyo njalo oluhambelana ngesikhathi sezinsizakalo	Ukuhlomisa kokuphela ikhasi lebulenjini leZIMCHE, ingwadelana lemibhalo ukuze kuhambelane lesikhathi

I-ZIMCHE ihlose ukuqhubeka ithuthukisa izinsizakalo zayo njalo izimisele ukuthi nxa izinga lezinsizakalo zayo lingafinyelelwa izakwethula amaqhinga okwenqabela ukusilela lokhu lokuqhubekela phambili isebenza kuhle.

11. Okuzakwenziwa yi- ZIMCHE

- Izabuza ababambiqhaza ngabahlangane lakho isebenzisa ucwaningo lokusuthiseka.
- Izahlolisisa ibuye icubungule impumela zocwaningo lokusuthiseka, izikhalazo zababambiqhaza kanye lempendulo ezizathathwa enkundleni ezitshiyeneyo ezibalisela ama-imeyili,incingo,inkundla zokuxhumana lasemicimbini yomphakathi egoqela imibukiso ukuze ilungisise ukutholiswa kwezinsizakalo lapho okudingakala khona.
- Ikhangelele ukuthi Inkokheli Ezilawulayo ziqinisekise uhlonzi lwemisebenzini yamaqembu azo lokusebenzisa amaqhinga azaqhubeka ethuthukisa inhlanganiso.

12. Imilandu Yababambiqhaza

Ukuze sikutholise izinsizakalo ezilohlonzi, siyakucela ukuthi:

- uphathe izisebenzi zethu kuhle langenhlonipho
- usebenzisane lezisebenzi zethu kuhle nxa ziqhuba umsebenzi wazo
- usinike ulwazi oluqondileyo njalo olugcweleyo
- uhloniphe njalo ulandele imithetho lezingqubo ze-ZIMCHE
- usinike isikhathi esaneleyo sokuphendula izicelo zakho
- uxhumane lathi nxa ucabanga ukuthi senze iphutha kumbe senze ngendlela engafanelanga njalo ufisa ukwethula isikhalazo.

13. Ukuhlolisiswa Kogwalondlela

I-ZIMCHE isebenzelana labo bonke ababambiqhaza abafaneleyo, izahlolisisa Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo minyaka yonke loba nxa kudingakala ukuze kuqinisekiswa ukutholiswa kwezinsizakalo ngendlela elohlonzi njalo efaneleyo.

14. Imibono Yababambiqhaza

Ekuzameni kwethu ukutholisa izinsizakalo ezilohlonzi, siyaqakathekisa imibono yenu mayelana lokusebenza kwethu. Ngenxa yalokho, Nxa ungafisa ukupha loba yiwuphi umbono, thumela ngeyimeyili info@zimche.ac.zw.

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