

Inqubomgomo Yokulwa Nokugwaza Nenkokhlakalo

(Isebenza kuzo zonke izigaba, izinhlangano, imikhankaso ehlangene, abahlinzeki, abaqondisi nabasebenzi be-Tsebo Solutions Group)

1. Isingeniso

I-Tsebo Solutions Group (Proprietary) Limited, Iqembu layo elikhulu kanye nesebenzisana nabo (ngokuhlangene eyaziwa "Ngeqembu" kanye/noma "Iqembu") bazibophezele emazingeni aphezulu kakhulu okwenza amabhizinisi nenhlalakahle. I-Tsebo inenqubomgomo engakubekezeleli nakancane ukweba, inkohlakalo nokugwaza.

Indlela yethu Yokuziphatha Kahle kanye Nokuqhuba Kahle Ibhizinisi ("Indlela Yokuziphatha Kahle") ikhomba lokhu kuzibophezelela, inikela ngemihlahlandlela nangamazinga asabalele achaza ukuthi siliqhuba kanjani ibhizinisi lethu.

Inqubomgomo ephikisana Nenkokhlakalo Nomkhonyovu igxile kakhulu ezintweni ezithile esezifakiwe Endleleni Yokuziphatha Kahle Kanye Nokuqhuba Kahle Ibhizinisi. Injongo yayo ukusiza abasebenzi be-Tsebo ukubona nokubalekela izimo ezingase ziphikisane nemithetho ephikisana nenkokhlakalo nomkhonyovu futhi kufanele ifundwe Nendlela Yokuziphatha Kahle.,

Ukuqonda imithetho ephikisana nenkokhlakalo nomkhonyovu akusiyo into elula njalo nje. Abasebenzi kumele bazijwayeze imithetho echazwe kule nqubomgomo bese njalo bazikhumbuze ukuqonda kwabo le mithetho. Uma le nqubomgomo ingakunikezi ulwazi olwanele mayelana nokuthi kuqhutshekwa kanjani esimeni esithile, thintana nomphathi wakho noma Isikhulu Esikhulu Sokulandela Inqubo.

Ukugwaza akukho emthethweni futhi kungenza ukuthi wena Neqembu nikhokhiswe inhlawulo nokunye ukujeziswa kubandakanya ukuboshwa. Futhi akuhambisani nalokho esikholelwa kukho. Ngenxa yalezi zizathu, ukuhlonipha le nqubomgomo kuyimpoqo Eqenjini kanye nabo bonke abasebenzi Beqembu.

Uma unolwazi nganoma yimuphi umqashwa obandakanyeka ezenzweni zokugwaza, kumele ubike leyo ndlela yokuziphatha ngaphandle kokuchitha isikhathi kwinombolo yamahhala yakwa-Tip-Offs Anonymous ethi-0800 003317 noma uthumele i-imeyli kuleli kheli le imeyli elithi Tsebo@tip-offs.com noma ukhulume nomphathi wabo, Isikhulu Sezomthetho Seqembu noma Umcwaningi mabhuku.

I-Tsebo ayikuvumeli ngempela ukuziphindisela kunoma ubani oletha noma ozama ukubhekana nalolu hlobo lodaba.

I-Tsebo izibophezele ukuhambisana naleyo mithetho kuwo wonke amazwe lapho isebenza khona noma lapho okudayiswa khona imikhiqizo yayo. Sisonke sinesibopho sokuhambisana nale nqubomgomo.

2. Isitatimende Senqubomgomo Nokuqukethwe

2.1 Isitatimende Jikelele Senqubomgomo

I-Tsebo iyoqhuba kuphela ibhizinisi ngokuhambisana nomthetho. Lokhu kusho ukuthi angeke sagunyaza, sikhokhe, sithembise noma sinikeze isikhulu sikahulumeni noma yini ukuze sifake lowo muntu umoya wokuba usizo kwi-Tsebo.

Angeke sacela noma sigunyaze noma yimuphi omunye umuntu ukuthi akhokhe, athembise noma anikezele. Leyo ndlela yokuziphatha ukugwaza futhi yindlela engamukelekile yokuqhuba ibhizinisi noma kuphi lapho Iqembu lisebenza khona noma noma kuphi lapho kudayiswa khona imikhiqizo yalo.

Ukuhluleka ukuhambisana nanoma yikuphi okuhlinzekwa yile nqubomgomo ukwephula umthetho okubi kakhulu, futhi kungaholela ekuqondisweni kwezigwegwe, kuye kufinyelele futhi kubandakanye ukuxoshwa emsebenzini, kanjalo nokwethweswa icala.

Ukwengeza lapho, Iqembu, abaqondisi balo, abasebenzi nezithunywa bayanqatshelwa ukuthi banikeze, banikele noma bathembise isikhulu sikahulumeni noma yini ebizayo ngenhloso yokwenza ukuthi bathole noma bagcine noma yiliphi ibhizinisi noma okunye okungaba usizo kubo.

Lokhu kunqatshelwa kumele kuhunyushwe ngokusabalele. La maphuzu alandelayo asemqoka ukuqonda okuqukethwe ukunqatshelwa ukugwazela izikhulu zikahulumeni.

Ukunikeza – uma unqatshelwa ukunikeza noma yiyiphi inkokhelo, isipho noma ukunikela noma ukwethembisa ngqo, futhi awuvunyelwe ukukwenza ngenye indlela.

Noma yini ebizayo – ibandakanya hhayi kuphela imali nokulingana nemali, kodwa nezipho, ezokungcebeleka, izindawo zokuhlala nanoma yini enye ephathekayo nengaphatheki njengoba ivunyelwe Ngokwenqubomgomo Yezipho ye-Tsebo.

Ngendlela okungesiyo – Injongo engesiyo ikhona uma noma yini inikezwa isikhulu ngenjongo yokwenza ukuthi isikhulu senze noma sithathe isinqumo, ukwenza ukuthi isikhulu siphikisane nemisebenzi yaso noma ukuthola noma yikuphi okunye okungekuhle.

Ibhizinisi noma okuyinzuzo – noma yikuphi ukukhokha okungekuhle okumayelana nebhizinisi leqembu akuvunyelwe, kubandakanya inkokhelo yokuthola ibhizinisi likahulumeni noma ukuthola noma yikuphi okunye ukuphatheka kahle.

2.2 Okuqukethwe Yinqubomgomo

Le nqubomgomo ichaza amazinga aphansi okumele abhekelelwe yibo bonke abasebenzi beqembu ukuvimbela ukwepulwa kwemithetho esebenzayo elwa nokugwaza, imithetho kanye nemithethonqubo. Uma usesimeni esiveza ukukhathazeka ngokuphikisana nokugwaza noma ungaqinisekile ukuthi ungaqhubeka kanjani, thintana nomphathi wakho, Isikhulu seqembu Sezomthetho noma umcwaningi mabhuku ngaphambi kokuthatha isinyathelo.

Ukwengeza lapho, uma usola noma unesizathu sokusola ukuthi umqashwa noma umlingani ebhizinisini usebenzisa izimali zakhe ukwenza lezo zinkokhelo, kufanele ubike izinsolo zakho kumphathi wakho, Isikhulu Seqembu Sezomthetho noma umcwaningi mabhuku.

3. Ubani isikhulu sikahulumeni?

Isikhulu sikahulumeni sibandakanya noma ubani, akukhathalekile ukuthi unasiphi isikhundla:

- Oyisikhulu noma umqashwa kunoma yimuphi umnyango kahulumeni wasekhaya, wesifundazwe noma kazwelonke ;(isibonelo, amalunga ephalamende, amaphoyisa, abacimimlilo, amalunga ombutho wezempi, izikhulu zentela, abahloli bezentela noma ezempilo, njll.)

- Noma ubani obambe isikhundla esisemthethweni noma obambele noma yiyiphi inhlango kahulumeni noma yomphakathi wamazwe ngamazwe (isibonelo, umeluleki kahulumeni osemthethweni);
- Noma yisiphi isikhulu noma umqashwa enhlanganweni yezombusazwe;
- Noma yimuphi umuntu onesikhundla ehhovisi lezombusazwe; kanye
- Isihlobo esisondelene (isibonelo, umzali, izingane zakubo, umlingani noma ingane) sanoma yimuphi kulokhu okungenhla;
- Umqondisi, isikhulu, ummeli, isisebenzi noma umqashwa wanoma yiliphi ibhizinisi okungelikahulumeni noma elilawulwa uhulumeni noma iqembu (okusho ukuthi uhulumeni ungumnikazi wamanye amasheya ebhizinisini noma ungumnikazi wamasheya amaningi, noma ulawula inhlango ngabaphathi bayo, ubulungu besigungu noma ezinye izindlela);
- Isikhulu noma umqashwa wenhlango yomphakathi wamazwe ngamazwe (isibonelo, Izizwe Ezihlangene, Ikomidi lamazwe ngamazwe le-Olympic, Inhlango Yamazwe Ngamazwe Yesiphambano Esibomvu, Inhlango Yomhlaba, njll.).

4. Izipho

I-Tsebo Inenqubomgomo Yezipho eyehlukene. Le nqubomgomo kumele ifundwe naleyo nqubomgomo. Uma kukhona ukudideka okuthile noma uma ungaqondisisi mayelana nokufaneleka kwesipho, kumele ufunde Inqubomgomo Yezipho bese uthintana nomphathi wakho, Isikhulu Sezomthetho Seqembu noma Umcwaningi mabhuku.

Abasebenzi nabaqondisi kumele banganikezi futhi bangemukeli izipho, ukungcebeleka noma okunye okungaba yinzuzo kubo okungabangela noma kubonakale kungabangela ukuthi bangakwazi ukwenza imisebenzi yabo njengoba kuvezwe kumthethonqubo wokulwa nokugwaza nenkohlakalo.

Lapho noma yini inikezwa umqashwa noma umqondisi kanye/noma ilungu lomndeni elisondelene lomqashwa noma umqondisi ngenani elingaphansi kwalelo edayiswa ngalo, imihlahlandlela yokubheka ukwenzelela kungaba:

- Inani noma ukuvama kokunikezwa okwenziwayo kukhulu kakhulu uma kubhekelelwa amazanga ebhizinisi nokubhekelela izimo zomuntu ongumqashwa noma umqondisi obandakanyekayo;
- Uma kwenzeka ukuthi ukumukelwa kwalokho okunikeliwe kwazeka emphakathini, ukwemukelwa kwalokho okunikeliwe kuyokwehlisa ukwethemba obambe iqhaza angaba nakho ngeqembu noma kungase kube nomphumela omubi egameni leqembu; futhi
- Ngabe lokho okunikeliwe kungase kube sesimeni sokuthi kungase kwenzeke ukuthi ngayo yonke indlela iqembu lingakubuyiseli ngandlela thile?

Ezimeni lapho kubonakala kungekuhle ukwemukela into, umqashwa kanye/noma umqondisi uyalulekwa:

- Ukusebenzisa isu elithile ukwenqaba lokho anikwa kona; noma
- Ezimeni ezikhethekile, uma ukwenqaba lokho okunikelwayo kungabangela ukuphoxeka noma ukulimala kumuntu onikelayo, umqashwa angakwemukela lokho okunikelwayo akwamukelele iqembu bese azisa umphathi wakhe kanye Nomqondisi Wokwazisa, ukuze kuthathwe isinyathelo esifanele;
- Ukuhambisana Nenqubomgomo Yezipho ekhona yeqembu ngokokubika kanye nokwamukela okungamagugu; Kanye

- Nokuveza leyo nto kwirejista yeqembu yezipho ezisemthethweni ephethwe Umqondisi Wokwazisa.

Ukwengeza lapho, noma yimuphi umqashwa noma umqondisi weqembu ovumelekile ngokwenqubomgomo Yezipho:

- Ngokuqondile noma okungaqondile unikeza/uvuma ukunikeza/ukunikela omunye umuntu okokubonga ukuze lowo muntu enze ngendlela engekho emthethweni noma elingana nokusebenzisa budedengu amandla noma eyenzelwe ukuthola umphumela ongalungile;
- Ngokuqondile noma okungaqondile unikeza noma uthola okokubonga ukuze ngendlela engafanele afake umoya wokukhushulelwa esikhundleni esiphezulu, ukwenziwa noma ukuthengwa kwenkontileka; futhi
- Ngokuqondile noma okungaqondile unikela noma wemukela okokubonga ukuze afake umoya wokuthola noma wokuhoxiswa kwethenda unecala lenkohlakalo Ngokomthetho Wokunqanda Nokuvimbela Imisebenzi Yokukhohlakala futhi iqembu lipoqelekile ukuthi libike emaphoyiseni.

5. Izinhlangotho zamabhizinisi ezombusazwe, ozwelo kanye neminye imisebenzi yomphakathi

Ngokuvamile angeke salindela ukuthi kube nokuchema okungavela enhlanganweni yomqondisi noma umqashwa ngaphandle kwezinhlangotho zobuchwepheshe, ezombusazwe, ezomphakathi noma ezozwelo noma (kuye ngokugunyaza okubhaliwe okuvela eqenjini okwenziwe ngaphambili) okuvela ebuqondisini noma ezinhlangothweni zokuphatha kwebhizinisi ezingancitisani futhi ezingahwebelani neqembu.

Noma yisiphi isicelo salokho kugunyaza kumele sihanjise ngokuthi kubhalelwe i-CEO. Umqashwa kumele aphumele obala kwi-CEO mayelana naleyo misebenzi lapho umqashwa enesizathu sokukholwa ukuthi isimemo sokusebenza kunoma yiyiphi kulezo zinhlangotho sanikezelwa ngenxa yokuthi lowo muntu uqashwe yiqembu noma lapho kunokuthintana kwezifuno noma umsebenzi weqembu.

Ukubalekela lokho kufinyelela esiphethweni, ngaphandle uma kugunyaze i-CEO, ngokuthi ibhale phansi, umqashwa uyobalekela ukusebenzisa iqembu noma izindawo zalo ngenjongo yozwelo, ezombusazwe noma ezinye izinjongo ezingaphandle kwemisebenzi nezibopho ezivamile zomqashwa.

6. Iminikelo Yozwelo

Ukuqinisekisa ukuthi awukho umnikelo owukugwaza, nokuthi awukho umnikelo ongafaniswa nokugwaza, noma yimuphi umnikelo onikezwa yi-Tsebo uyokwenziwa nge-Tsebo Foundation futhi kumele uhambisane nale mihlahlandlela elandelayo:

- Noma yisiphi isicelo somnikelo kumele senziwe ngokubhala phansi futhi kumele sichaze ngokwanele injongo yomnikelo, noma yisiphi isizathu somnikelo webhizinisi, kanye nayo yonke imininingwane yomuntu ozowemukela.
- Owemukelayo kumele ahlolwe ukuthola ukuthi yinhlangotho yozwelo esemthethweni.
- Owemukelayo kumele ahlolwe ukuthola ukuthi akanakho yini ukuxhumana nesikhulu sikahulumeni esisesikhundleni sokwenza noma ukuthatha isinqumo esihambisana ne-Tsebo
- Uma kunokungabaza, umnyango wezomthetho kumele uqinisekise ukuthi umnikelo usemthethweni ngaphansi kwemithetho nenqubonkambiso ebhalwe phansi yezwe elizonikwa umnikelo.

- Umnikelo kumele ugunyazwe ngokuthi kubhalwe phansi futhi kusenesikhathi yi-Tsebo Foundation ngokuhambisana nosomqulu nenqubo yayo.
- Umnikelo kumele ubhalwe kahle ngokulandela umqulu we-Tsebo Foundation.

7. Izinkokhelo zokugqugquzela

Kungaba umkhuba wendawo emabhizinisini ukukhokhela izikhulu zikahulumeni ezisemazingeni aphantsi izimali ezincane ukuzigqugquzela noma ukuzinxenxa ukuthi zenze izenzo zikahulumeni ezivame ukwenziwa yilezo zikhulu ezingenawo umbono wazo. Izibonelo zezinto ezivame ukwenzeka, ezizenzekelayo, zingabandakanya ukuhlinzeka ngokuvikelwa ngamaphoyisa, ukukhipha amavisa noma imisebenzi yomasipala noma ukwesula intela.

Lezo zinkokhelo zibizwa “ngezinkokhelo zokugqugquzela”. Izinkokhelo zokugqugquzela azivumelekile ngaphansi kwale nqubomgomo ngoba ziyizenzo zenkohlakalo.

8. Ukubalisisa Okuyikhona

Izincwadi zeqembu, amarekhodi nama-akhawunti kumele kuveze ngokuyikho nakahle, ngemininingwane egcwele konke ukungena nokuphuma kwezimali nokuthenga ukuhlelwa kwempahla ngokwamazinga aphezulu kakhulu obuqotho namukelekile emigomeni yokubalisisa.

Akekho umqondisi noma umqashwa oyokwenza izitatimende ezingamanga noma ezilahlekisayo okungaba kubacwaningi bangaphakathi noma bangaphandle kweqembu mayelana nokulungiselela, ukucwaninga noma ukuhlolwa kwanoma yisiphi isitatimende semali noma okufana naso.

Ayikho inkokhelo eyokwenziwa noma okuyomele yenziwe eyogunyazwa ngaphandle kwamadokhumenti afanele ayisekelayo noma ngenhloso yokuthi leyo nkokhelo ingeyenjongo okungesiyo le echazwe kulawo madokhumenti ayisekelayo.

9. Ukungaceli ukuthi unikezwe okuthile

Iqembu alikugunyazi ukuthi kwenziwe noma yiyiphi inkokhelo yanoma yiluphi uhlobo (izipho, ukusizwa, njll.) ukufaka umoya wanoma yisiphi isenzo noma isinqumo esimayelana nebhizinisi leqembu.

Akekho umqondisi, umhlinzeki, ikhasimende, umlingani womkhankaso ohlangene noma umqashwa weqembu okumele enze, anikeze, athembise noma agunyaze inkokhelo yanoma yiluphi uhlobo engekho emthethweni noma okungesiyo, ngesikhathi azi kahle ukuthi leyo nkokhelo iwukugwaza, ukukhokha noma ukubuyisela ngomzamo wokunxenxa noma yomuphi umuntu ukuthi anikezele ngamathuba ebhizinisi eqenjini noma ukuvimbela noma yiliphi ithuba lebhizinisi ukuthi lingavunyelwa/lihoxiswe eqenjini.

Abantu ngabanye bayaxwayiswa ukuthi lokhu kuziphatha kungaba nemiphumela emibi kakhulu eqenjini nakubantu abathintekayo, kubandakanya kodwa kungesikho kuphela ukwetheswa icala futhi iqembu liyophenya bese lilandelela zonke izinsolo njengokuyala komthetho.

Imibono yeqembu yokungaceli ukuthi unikezwe okuthile kumele icaciswe kahle kubo bonke abantu abenza ibhizinisi neqembu.

Ukwengeza kulokho, abasebenzi abavunyelwe ukuthi ngesikhathi sokuqashwa kwabo noma okungaba yisikhathi esiyizinyanga eziyi-12 emva kokucela ukuthi unikezwe okuthile noma

ukugwazelwa kwanoma yibaphi abasebenzi be-Tsebo ukuthi bayeke ukusebenzela i-Tsebo. Lesi sibopho singesiqhubekayo futhi siyomelana nokuxoshwa emsebenzini nganoma yisiphi isizathu isikhathi esiyizinyanga eziyi-12 kusukela osukwini lokuyeka emsebenzini. Abasebenzi bayazi ukuthi i-Tsebo inelungelo lokusebenzisa lokhu okuhlinzekiwe emva kokuba umqashwa ehambile ukuze kukhokhelwe noma yikuphi ukulimala okungase kwenzeke ngenxa yalokho.

10. Ubudlelwane Nohulumeni

Iqembu lihlonipha amandla ohulumeni abasemazweni elenza kuwo ibhizinisi lalo. Ngakho-ke kuyaphoqa ukuthi abaqondisi nabasebenzi bagcine ubudlelwane nohulumeni obunokwethembeka, ukubasobala nokuziphatha kahle, nezinhlango zakhe, izikhulu nabasebenzi.

Abaqondisi nabasebenzi kumele baqinisekise ukuthi uma behlinzeka ngemininingwane yeqembu kwabamele uhulumeni, ukuthi lokhu kuyikho, kuphelele futhi kuhambisana nemithetho nemithethonqubo emayelana nokubamba iqhaza emabhizinisini ezindabeni zomphakathi.

11. Umuntu wesithathu

Umuntu wesithathu: Bangobani futhi kungani kumele sizikhathaze?

Izinkinga zokugwaza zivama ukubandakanya umuntu wesithathu. Noma yimuphi umuntu noma inhlango emele noma engaphansi kolawulo lwe-Tsebo, efana nabasebenzi, abasabalalisi, okubuzwa kubo noma abalingani bomkhankaso ohlangene ("Umuntu wesithathu") kumele bahloniphe le nqubomgomo.

Ngoba imithetho elwa nokugwaza ivimbela izinkokhelo kanye nokunikelwayo okuqonde ngqo nokungaqondile ngqo, i-Tsebo nawe kungase kwenzeke nizithole ninecala ngokuziphatha komuntu wesithathu uma sazi noma kungenzeka ukuthi besazi mayelana nalokho kuziphatha okungekho emthethweni. Ukwenza sengathi awuboni noma ukuziba "amafulege abomvu" ukuthi okuthile kungenzeka ukuthi akuhambi kahle akunikhiphi ecaleni wena ne-Tsebo.

Ukugunyaza umuntu wesithathu ukwenza okuthile ongeke wena wakwenza ngokwakho kungukuphambana nale nqubomgomo.

Ukuphenywa komuntu noma ibhizinisi

Ngaphambi kokungena esivumelwaneni nomunye umuntu, kumele uqale wenze uphenyo olunzulu ubheke imvelaphi yakhe, igama, nekhono kwezamabhizinisi. Lolu phenyo lubizwa ngokuphenywa komuntu noma ibhizinisi futhi kumele lubhalwe phansi.

Ikhophi yokuphenywa komuntu noma ibhizinisi kumele ligcinwe emnyangweni wenkontileka wenhlango ngayinye i-Tsebo eyenze nabo isivumelwano.

Ukunxeshezela nokukhokhelwa komuntu wesithathu

Ukunxeshezela komuntu wesithathu kumele kwenziwe kahle futhi kuhambisane nemisebenzi abavame ukuyenza. Izinkontileka kumele ngokuvamile zihlinzeke isinxephezelo esingaguquki semisebenzi ethile ekhethiwe futhi kumele zibalekele amakhomishini ayiphesenti eliphezulu nezimali zokuphumelela.

Ukukhokhelwa komuntu wesithathu kumele kwenziwe kuhambisane nemigomo yezinkontileka zabo; ikakhulukazi, kungukwaphula le nqubomgomo ukuhlonipha izicelo ezenziwe ngumuntu wesithathu ukuguqula imigomo yezinkontileka:

- Ngokukhulisa noma ukunciphisa amanani okuvunyelwene ngawo kunoma yiyiphi i-invoice uma kungekho amaqiniso, okubhalwe phansi; noma
- Ngokuhambisa ama-invoice amaningi uma usola ukuthi lawo ma-invoice angasetshenziswa ngendlela ephikisana namazinga, inqubo noma imithetho ehambisana ne-Tsebo noma asetshenziswe ngendlela okungesiyo efanele.

Izinkontileka ezihlinzeka ukukhokhelwa komuntu wesithathu kunabantu abanesivumelwano, noma izinkokhelo emazweni kunakulezo zihlangano ezisebenza ezihlanganweni eziseceleni, kumele zigunyazwe ngaphambi kwesikhathi Umqondisi Ongumphathi.

Ukubophezeleka ngokwenzileka komuntu wesithathu

Izinkontileka kumele ziqukathe ukumeleleka nesiqinisekiso mayelana nokuhambisana nale nqubomgomo Nendlela Yokuziphatha Kahle

12. Abantu okubuzwa kubo, Abasebenzi Nabasabalalisi

Akekho umqashwa Weqembu ongagcina umuntu okubuzwa kuye, umsebenzi noma umsabalalisi kuze kube sekwenziwe ukuzimisela okwenele ukuvumela umqashwa ukuthi aqedele ngokuqinisekisa ukuthi lo muntu okubuzwa kuye, umsebenzi noma umlamuli uyaqondisisa futhi uyohambisana ngokugcwele nenqubomgomo Yeqembu. Noma yikuphi ukuqokwa kwabantu okubuzwa kubo kumele kugunyazwe ngokwedokhumenti ebizwa ngokuthi Ukuncishiswa Kwegunya.

Inhlangano i-Tsebo kumele ibe nesivumelwano esibhalwe phansi nabo bonke abantu bayo okubuzwa kubo, abasebenzi nabasabalalisi futhi isivumelwano kumele siqine ngokukhethekile ukuthi lolo hlangothi luhambisane nomthetho olwisana nenkohlakalo nomkhonyovu esebenza ngawo kube sengathi uqondene nabo ngqo.

Ekuhlaziyeni okungase kube abantu okubuzwa kubo, abasebenzi kanye nabasabalalisi bese kuthi nganoma yisiphi isikhathi sobudlelwano nalezo zihlangothi, abasebenzi be-Tsebo kumele baqaphele noma yiliphi 'amafulege abomvu' okungenzeka ukuthi akhona noma angase avele. 'Ifulege elibomvu' okuyiqiniso noma isimo esifana nesixwayiso sokuthi umlamuli kungenzeka asebenzise ukukhohlakala. Kungumsebenzi womqashwa ukubheka ifulege elibomvu ukuze axazulule leli fulege elibomvu ngokuthi enze uphenyo noma adlulisele udaba esikhulwini esifanele se-Tsebo.

13. Ukuqondiswa kwezigwegwe

Uma kwenzeka umuntu le nqubomgomo ephikisana nomkhonyovu nenkohlakalo eqondene naye, ephikisana nale nqubomgomo, i-Tsebo inelungelo lokuqondisa izigwegwe noma imxoshe lowo muntu noma iqede noma yisiphi isivumelwano noma inkontileka enayo nalowo muntu. Bonke abantu eqondene nabo le nqubomgomo eqondene nabo bayaqinisekisa futhi ababeki inkampani engozini nganoma yisiphi isenzo esingenziwa yinkampani kumuntu ophambana nale ndlela yokuziphatha futhi nanoma yikuphi ukubuyiswa kokulimele, izindleko, ukufakwa kwezicelo zemali noma ukulahlekelwa okwenzeke ngenxa yalokhu.

I-Tsebo ingaphinde ibophezeleke ngokomthetho ukuthi noma ingakhetha ngokuzithandela ukubika ngalokhu kuphambana nale nqubomgomo oPhikweni Lwezemisebenzi Yamaphoyisa AseNingizimu Afrika, futhi uhlangothi olwephule umthetho luyawavuma la malungelo nezibopho

futhi aluyibeki icala inkampani nganoma yikuphi ukubuyiswa kokulimele, izindleko, ukufakwa kwezicelo zemali noma ukulahlekelwa okwenzeke ngenxa yalokhu.

ISITHASISELO KWINQUBOMGOMO – UMHLAHLANDLELA OWENGEZIWE

Izibonelo zokugwaza –Ukufaka umoya Isikhulu sikhulumeni nezenzo nokuziphatha okungekhle okuqondiswe kwi-Tsebo

Lokhu okulandelayo yizibonelo zezinto ezibizayo okungathi uma zinikezwa ngenjongo engeyinhle noma ngaphansi kwezimo ezingezinhle, zibe ukwephula umthetho:

- Imali, okulingana nemali (isib., amasheke ezipho) noma imalimboleko ezikhulwini zikhulumeni, amalungu emindeni yazo noma abangani (abangani kubandakanya noma ubani ochazwe ngenhla);
- Ukukhokhelwa kwezindleko zokuhamba noma ukuzijabulisa kwezikhulu zikhulumeni, amalungu emindeni yazo noma abangani;
- Ukusizana, kubandakanya ukunikana umsebenzi noma ukuqeqeshelwa umsebenzi kwasemsebenzini kwezikhulu zikhulumeni, amalungu emindeni yazo noma abangani;
- Izipho (isib. amakha, ubucwebe, ukusetshenziswa kobulungu benhlangano) ezikhulwini zikhulumeni, amalungu emindeni yabo noma abangani;
- Iminikelo enhlanganweni yokusiza noma exhaswe yisikhulu sikhulumeni, amalungu omndeni waso noma abangani; kanye
- Iminikelo yezombusazwe ezinhlanganweni noma kumalungu ezombusazwe.

Izibonelo zokufaka isikhulu sikhulumeni umoya omubi

- ukwenza kahle okuqondiswe kwi-Tsebo kubandakanya, kodwa akusikho kuphela, ukuletha isipho, noma yini enye ebizayo, akukhathalekile ukuthi leyo nto ibiza kancane kanjani lapho:
- Isikhulu sikhulumeni singeke senza sengathi awuzange usilethe isipho, futhi unikeza isipho ukukhuphula amathuba okuthi isikhulu sikhulumeni sithathe lesi sinyathelo; futhi
- Isikhulu sikhulumeni singazikhethela ukwenza noma ukungenzi noma ukuthatha isinqumo esizinze kuleso siphoh.

Ezinye zezibonelo zokungaphathi kahle ibhizinisi

Zibandakanya, kodwa akusikho kuphela ukuthi, uma isikhulu sikhulumeni:

- Singakunaki ukungalandelwa noma sibekezelela ukungahlonishwa kwemithetho eqondene (isib., imithetho yokuphepha yendawo noma abasebenzi);
- Singawenzi umsebenzi okumele wenziwe (isib., akakwenzi ukuhlola okudingekayo ngaphambi kokukhipha imvume);
- Sinciphisa izindleko zemali yentela ekhokhelwa imisebenzi kahulumeni bese sinikezela ngentela ekahle.

Khumbula:

- Ukuvela nje kwesikhulu sikhulumeni esinomthelela kungamela ukuthi kugcwalise izinsolo zokuthi kugwaziwe.
- Ngisho ukuzama ukugwazela isikhulu sikhulumeni akwemukelekile. Kuseyikho ukuphambana nomthetho ngisho ngabe isicelo asemukelekanga noma inkokhelo ayizange ukuze lokho obekulindlekile.
- ngisho ngabe ayikho injongo yokwenza ukuthi kuthikamezwe ngokungeyikho isikhulu sikhulumeni, kusenobungozi uma lowo omukelayo engenwa umoya, noma uma omukelayo ebona isipho njengomzamo wokumfaka umoya ukuthi enze okuhambisana ne-Tsebo.
- Ngisho umbono wokungaziphathi kahle ungabangela ukuphoxeka kwi-Tsebo, kulimaze isithunzi sayo nokuphoqelela inhlangano ukuthi ikhokhe izimali ezishisiwe ukuzivikela.