



UPHANDO LOKUBANDAKANYWA KWABASEBENZI

Ilizwi lakho libalukile kakhulu-kye lizisa utshintsho.

Sifuna ukuva kubo bonke abasebenzi base-UCT.
Yitsho okucingayo!

Uphando lulawulwa ngumcebisi ozimeleyo,
i-Aephoria. Imbalelwano iya kuba
yimfihlo engqongqo.

Jonga umyalezo we-imeyile, i-SMS, i-WhatsApp
kunye ne-MS Teams ukusukela ngomhla
we-21 kweyeThupha 2025



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aephoria
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Imfuna-lwazi malunga nempatho efanayo yabasebenzi baseUCT Uxwebhu lwemibuzo edla ngokubuzwa

A. Imeko xa iyonke

Iyenzela ntoni le mfuna-lwazi iUCT?

Ngo-2019, Uphando lokuQala ngqa loBandakanyo lwaBasebenzi lwanika i-UCT ulwazi olubalulekileyo malunga neMpatho efanayo, ukuziva kwabasebenzi besekhaya, kunye nenkcubeko yendawo yokusebenza. Ukususela ngoko, amazwi enu aqhube utshintsho olubonakalayo.

Ukususela ngo-2020 ukuya ku-2025, i-UCT ithathe amanyathelo oku:

- Ukuphuhlisa iinkqubo ezintsha zokulwa ucalucalulo, ungungcuthekiso nokukhetha, kunye nokukhuthaza impilo-entle nokuxabiseka kwabasebenzi.
- Ukuqulunqa iimimiselo yeeGuquko zokukhokela iinzame kwisikolo sonke, ngokuhambelana neBarometer yeGuquko yelizwe.
- Ukuqaliswa kwamanyathelo akhokelwa zizifundiswa eziphezulu nabasebenzi abanamava, onke anenjongo yokudala indawo yokusebenza eyamkelekileyo nenenhlonipho.

La manyathelo abekwa iliso kwiNgxelo [zoGuquko lwe-UCT zaminyaka yonke](#) kwaye ahlala efumaneka esidlalaleni [kwiwebhusayithi yecebo lobandakanyo le-UCT](#).

Ngoku lixesha lokuvavanya indlela esihambe ngayo – neendawo ekusafuneka sikhule kuzo. I-UCT iphinda isebenzisane ne-Aephoria – umququzeleli ozimeleyo, oyingcali – ukuqhuba uphando oluyimfihlo olulandelelanayo loBandakanyo usebenzisa i-InclusionIndex, isixhobo esihlonitshwa kwiHlabathi liphela kwaye sigunyaziswe ngokwesayensi ukulinganisa ukubandakanya, ukunxulumana, kunye nenkcubeko yendawo yokusebenza.

Imalunga nantoni kanye le mfuna-lwazi?

Owona mba utshisa ibunzi okwangoku isengulowo wokuphathwa ngokufanayo kwabasebenzi baseUCT. Xa sithetha gabalala, le mfuna-lwazi imalunga nokujonga ukuba uluntu lwale yunivesithi luziva lusekhaya na, yaye, xa kujongwa ngokukodwa abasebenzi, baziva bebandakanyeka, bexatyisiwe bekwahlonitshiwe na ngokolo hlobo balulo kwanegalelo labo kweli ziko.

Le mfuna-lwazi iquka isigaba sophando ngokuphendula uxwebhu lwemibuzo esilandelwa sisigaba sokuzithandela sodliwano-ndlebe lomntu ngamnye nolwamaqela amancinane. Injongo ye-UCT kukuphinda kuvavanywe iimbono zobandakanyo, ukuxatyiswa kunye nenkcubeko kusetyenziswa isixhobo esifanayo nesango-2019.

Kutheni kufuneka ndithathe inxaxheba?

Ilizwi lakho linempembelelo kwimigaqo-nkqubo yenkcubeko yangomso ye-UCT.

- Le mfuna-lwazi inempumelelo engqiniweyo – iziphumo zangaphambili zakhokelela kutshintsho olubonakalayo noluyinyani.
- Lithuba lakho lokuncedisa ukwakha indawo yokusebenza ekhuthaza inhlonipho nobandakanyo lomntu wonke.
- Ubumfihlo buqinisekisiwe – akukho bungozi.

Kubalulekile ukuba sifumane uluhlu olubanzi lweembono nezimvo ukuze iUCT incedakale ekuqondeni lo mba wempatho efanayo kwanezinto ezifunekayo ukuze ifezekiseke apha kweli ziko. Xa ungathathi nxaxheba okanye ungaliniki igalelo lakho, uya kuphoswa lithuba lokuveza ezakho izimvo ebeziya kunceda ekulungiseni eli ziko uphangela kulo. Ngelo xesha, iyunivesithi iphoswa ligalelo lakho ekufezekiseni amaphulo ongenelelo abalulekileyo ekwenzeni iUCT ibe likhaya kubo bonke abasebenzi.

Ngaba kukho into eza kutshintshwa yile mfuna-lwazi?

Eli lithuba lukuba isikolo sonke sifunde kwaye sikhule. Edlula kudala amaxesha apho yayiyinto efihlwayo into yemiba yempatho efanayo nokuziva usekhaya kwiziko.

Abalawuli kunye neOfisi yeMpatho eFanayo kuye noTshintsho bayaqonda ukuba le yimiba ephambili eya kuchaphazela intsebenzo, ukufaneleka kunye nokuzinza kweUCT ngokuya kuhamba amaxesha.

Ziya kusetyenziswa njani iziphumo?

Iziphumo ziya kukhutshwa kwingxelo ngo-Matshi 2026 kwaye ziya kusetyenziswa ukukhokelisa nokuphumeza amanyathelo aphucula ubandakanyo neMpatho efanayo yabaSebenzi beziko.

Iziphumo **aziyi** kusetyenziselwa:

- ukungcikiva okanye ukuvuyelela abasebenzi
- ukuxela abantu kunye nezimvo zabo
- ukwandisa ukuvalelwa ngaphandle nokukhethwa kwabantu
- ukuqhuba iphulo elithile lezopolitiko.

Ngaphezulu, iUCT **ayisoze** ikwazi ukufikelela kwiinkcukacha ezingekahlalutywa, yaye ingayi kunikwa naluphi uhlalutyo lweenkcukacha zamaqela anamalungu angaphantsi kwe-10. Oku

kuya kuphinda kukhusele ukwaziwa kwabathathi-nxaxheba.

Ziya kukhutshwa njani nini iziphumo?

Iziphumo ziya kukhutshwa kwingxelo ngo-Matshi 2026, neya kuquka okufunyanisiwe kwisigaba seempendulo esele zilungiselelwe kunye neso seempendulo ezinikwa ngababuzwa, ngokunjalo neziphakamiso zamanye amaphulo ongenelelo. Kuza kuphinda kusetyenziswe iQonga likaVC kunye namanye amajelo eli ziko ukunika ingxelo malunga namaphulo ongenelelo alungiselelwayo kunye nezenzo eziza kulandela.

Kucelwa ukuba igcwaliswe ngubani le mfuna-lwazi?

Kumenywa bonke abasebenzi ukuba bathathe inxaxheba, ngaphandle kweetyhutha. Oku kuquka abasebenzi abaqeshwe ngokusingxina nabaqeshwe ngekhontrakthi, nokuba baqeshwe nje okwethutya.

Kunyanzelekile ukuthatha inxaxheba?

Hayi akunyanzelekanga. Kodwa ke iUCT ingakuvuyela ukuva izimvo zabasebenzi abaninzi kangangoko ukuze iqinisekise ukuba kuqukwa kuze kuvakale igalelo nezimvo zomntu wonke. Siyakubongoza ukuba uzinike ithuba lokugcwalisa olu xwebhu lwemibuzo yophando ukuze wenze iUCT ibe liziko elinempatho efanayo. Ukugcwalisa olu xwebhu kuya kuthatha imizuzu ephakathi kwe20–30.

Kuthethiwe neemanyano zaseUCT?

Ngomhla we-16 kuJulayi 2025 ubunkokeli bazo zonke iimanyano ezimelwe eUCT buye baziswa malunga nale mfuna-lwazi kunye neAephoria, eza kuqhuba olu phando.

Ngaphezulu, lindibano ezongezelelweyo zingacwangciswa ukuphendula imibuzo malunga nokusetyenziswa kophando kunye neelwimi ekufuneka zisetyenzisiwe.

Zithathwe njani izigqibo malunga nale projekthi?

Izigqibo malunga noPhando loBandakanyo zenziwe ngezakhiwo zolawulo olusekiweyo ezihambelana neSikhokelo seQhinga loBandakanyo lweyunivesithi:

Iqela labacebisi leQhinga loBandakanyo (ISAG) libonelela ngolawulo olubalulekileyo ngokuthi:

- Ukuxhasa ukuphunyezwa kwamanyathelo agunyazisiweyo
- Ukwenza izigqibo zolawulo nokugunyazisa okuhanjisiwayo
- Ukubeka iliso kwinkqubela nokusebenza ngokweemfuneko

Iqela lokuSebenza leQhinga loBandakanyo (ISWG) likhokelela ekuphunyezweni kokusebenza ngokuthi:

- Ukucwangcisa, ukubeka iliso, nokuhlola izinto ezinikezelwa ziziko kunye namanyathelo
- Ukujongana nemicimbi ephambili echongiweyo kwiQhinga loBandakanyo
- Ukwenza iingcebiso kwi-ISAG ukuze zihlolwe zize zigunyaziswe

Abaphathi kunye nemibutho yabasebenzi baye baziswa ngalo msebenzi.

Kutheni bengabandakanywa abafundi?

Ngabasebenzi abona bantu kugxilwe kubo kule projekthi. Abafundi baseUCT baye bathatha inxaxheba kwiMfuna-lwazi yokuBandakanywa kwabaFundi baseMzantsi Afrika (iSouth

African Survey of Student Engagement – SASSE) qho ngeminyaka emibini. Imfuna-lwazi elandelayo izakuqhutshwa kulo nyaka. Injongo ye-SASSE kukunika amaziko emfundo iingxelo ezikumgangatho ophezulu ezikhuthaza utshintsho kwimeko yokufunda, tshintsho olo lujonge ukukhuthaza impumelelo yabafundi. Iziphumo zale mfuna-lwazi kunye nazo zonke iimfuna-lwazi zabafundi eziya kulandela, ziya kuthathelwa ingqalelo zize zihanjelaniswe neziphumo kunye namaphulo ongenelelo aya kufezekiselwa abasebenzi.

B. Inkqubo nexesha eliza kubandakanyeka kule projekthi

Iza kubandakanya eliphi ixesha le projekthi?

- Ukubhengezwa kwemfuna-lwazi: Ngo-7 Agasti 2025
- Imfuna-lwazi ivulelekile ukuba ibe nokugcwaliswa: Ngo-21 Agasti ukuya kowe-11 Septemba 2025
- Uhlalutyo olungekagqitywa lweenkcukacha zophando olusebenza ngamanani: nge-19 Septemba ukuya ku-3 kaOkthobha 2025.
- Udliwano-ndlebe lomntu ngamnye nolwamaqela amancinane: nge-6 ukuya kwi-31 kaOkthobha
- Ukuhlalutya kweenkcukacha zophando olusebenza ngamanani kunye nezolusebenza ngeengcaciso: Ngo-7 ukuya ku-14 Novemba 2025
- Ingxelo esayilwayo eya kunikwa iKomiti yoMsebezi weThutyana kunye nesigqeba esilawula iYunivesithi: nge-19 kuJanuwari 2026
- Ukukhutshwa kwengxelo egqityiweyo: nge-31 kuMatshi 2026

Ingagcwaliswa njani le mfuna-lwazi?

Uninzi lwabasebenzi luya kufumana ilinki ekhethekileyo eya kuthunyelwa kwiidilesi zabo zee-imeyile zaseUCT, neziya kubasa ngqo kolu xwebhu lwemibuzo yophando. Olu xwebhu lunokugcwaliswa kwi-intanethi kusetyenziswa ikhompyutha, ithabhlethi okanye iselfowuni.

Abanye abasebenzi, ngakumbi abo bakwiSebe lemiCimbi yezabafundi kunye neSebe leePropati neeNkonzo, baya kufumana uxwebhu lwemibuzo yophando esephepheni ekuya kufuneka bayigcwalise kwiindibano zokugcwalisa eziququzelelweyo, ubuso ngobuso.

Ukuba inemibuzo malunga nokuba iindibano ziya kubanjwa nini nceda uqhagamshelane nakwa-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859.

Ndiza kukwazi nini ukufikelela kule mfuna-lwazi?

Ukuba uyigcwalisa kwi-intanethi le mfuna-lwazi, uya kufumana ilinki evela kule dilesi yeimeyile: do-not-reply@mindsetmanage.com ngomhla nge-21 Agasti 2025.

Ukuba ugcwalisa imfuna-lwazi esephepheni, umphathi wakho uya kuthetha nawe ukwenza amalungiselelo oku kwiveki ezimbini zokuqala zophando (nge-21 Agasti ukuya kowe-5 Septemba 2025).

Ukuba awuyikayifumani imfuna-lwazi yakho, nceda uqhagamshelane no-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859.

Kuphelelwa nini ukugcwaliswa kwale mfuna-lwazi?

Le mfuna-lwazi kufuneka ibe sele igcwalisiwe Ngo-23:59 ngoLwesine, 11 Septemba 2025. Ungalindi de kube ngumzuzu wokugqibela!

Kwenzekani emva kokuba kugqityiwe ukuqokelelwa uxwebhu lwemibuzo yophando zale mfuna-lwazi?

Iziphumo ezingekagqitywa ziya kuhlalutywa kujongwe iindawo ezigqwesayo, ngokunjalo neendawo ezixhalabisayo kweli ziko-mfundo. Kuya kuqhutywa udliwano- ndlebe lomntu ngamnye kunye nolwamaqela amancinane ukwenzela ukuqinisekisa ezo nkcukacha zifunyaniswayo.

Ukucelwa kwakho ukuba uthathe inxaxheba kweli nqanaba lophando akuyi kusekelwa kwiimpendulo ozinikileyo, nanjengoko zingakwazi ukubonwa ukuba zezakho. Kuza kuthunyelelwa bonke abasebenzi isaziso esibacelayo ukuba bathathe inxaxheba kwesi sigaba solu phando ngokusekelwe kumaqela abangena kuwo ngokophawu lwabo oluthile, maqela lawo athe achongwa njengabalulekileyo ukuba kuphandwe banzi ngawo. Nokuba le mfuna-lwazi igcwaliswe nguwe na okanye hayi, loo nto ayiyi kuyichaphazela inxenywe yolu phando eyinkqubo yophando olusebenza ngengcaciso. Awunyanzelekanga ukuba usamkele isimemo sokuba yinxalenye yeengxoxo zamaqela amancinane ophando okanye uthathe inxaxheba kudliwano-ndlebe. Uthatha inxaxheba ngokuzithandela kuphela.

Ukuba ufuna ukuzinikela ube kwisigaba esisebenza ngeengcaciso kolu phando, nceda uthumele i-imeyile ku-: volunteer@aephoriagroup.com unika isizathu esifutshane sokuba kutheni ungathanda ukubandakanywa kudliwano-ndlebe.

Ziya kukhutshwa njani nini iziphumo?

Ingxelo yeziphumo iza kufumaneka kubo bonke abasebenzi be-UCT ekupheleni kuka-Matshi 2026. Amanye amathuba okunika ingxelo aya kugqitywa nabaphathi.

Kuza kwenzeka ntoni emva kwango-2025?

Iziphumo zale mfuna-lwazi ziya kuphembelela uluhlu lwamaphulo ongenelelo kunye nezenzo zenguqu ezijonge ukuphucula impatho efanayo eUCT.

Ngaba le mfuna-lwazi iya kuba ngumlinganiselo owenzeka kube kanye kuphela?

Hayi. Le mfuna-lwazi sisiqalo sephulo longenelelo neprojekthi yenguqu eya kuqhuba iminyaka emithathu de kube ngo-2023, apho impatho efanayo iya kuphinda ilinganiselwe ukulandelela uphuculo nefuthe lamaphulo ongenelelo enguqu.

C. Ubumfihlo nokhuseleko

Kwenziwa njani ukukhusela ukwaziwa kweenkcukacha zam njengomthathi-nxaxheba kule mfuna-lwazi?

I-UCT ayikwazi kufikelela kwiimpendulo zomntu ngamnye yaye ayiyi kwazi nokuba uye wathatha inxaxheba na okanye hayi. Iinkcukacha neempendulo zakho zikhuselekile. Zonke iinkcukacha ziphathwa yinkampani eyenza olu phando yaye idathabheyisi yeziphumo ayinalo igama, ifani okanye idilesi yeimeyile yakho. I-UCT ayiyi kukhutshelwa ngxelo idityanisiweyo yamaqela abathathi-nxaxheba abangaphantsi kweshumi.

Kweminye imibuzo yeenkcukacha ezimalunga nomthathi-nxaxheba uyakhethiswa ukuba uthi “ndikhetha ukungaphenduli”, xa unexhala lokuba ingakuveza ukuba ungubani.

Ndingaqiniseka njani ukuba ezi nkcukacha zophando aziyi kusetyenziselwa ukundixela ukuba ndingubani?

I-Aepphoria (ngobandakanyo lwe EX – Mindset Management), eyinkampani eyenza uphando, yiyo eya kuphatha zonke iinkcukacha zophando yaye isayine isivumelwano sokuba ingazidluliseli eUCT iinkcukacha zophando okanye iimpendulo zomntu ngamnye. Le nkampani sele inamava okuqhuba uphando olunje isenzela abantu abangaphezu kwama-60 000 kwiilabathi jikelele yaye kuzo zonke iiprojekthi zangaphambili zange ikhe ibe nangxaki ngokhuseleko lweenkcukacha zophando okanye eli solotya lokufihlwa kweenkcukacha ezixela abathathi-nxaxheba.

Kutheni ke nibuza iinkcukacha zam?

Ezi nkcukacha ziya kusetyenziselwa nje ukuqonda ukuba izimvo zakho ziwela kweliphi icala ngokunxulumene neendlela zokungabandakanywa kunye nempatho efanayo eUCT. Kufuneka le mfuna-lwazi iquke nale mibuzo kuba xa zingekho iinkcukacha ezithile zakho, le nkampani ayinakukwazi kutsho ukuba ngubani oziva ebandakanyeka ingubani oziva engabandakanywa, kungenjalo ibonise impatho efanayo nokungabandakanywa kwabanye. La macandelo akwimibuzo emalunga neenkcukacha zakho enziwe akhangela ezo nkcukacha zibalulekileyo, kodwa zikwazi ukukhuseleka; ukwenzela ukwandisa ukukwazi ukufihleka kweenkcukacha zabathathi-nxaxheba.

Uza kuyazi into endiyithethe kule mfuna-lwazi umphathi wam?

Umpathi wakho **akayi** kuzifumana iimpendulo zakho naphantsi kweziphi na iimeko. Ukuba ulilungu lesebe elincinane kakhulu elinabasebenzi abangaphantsi kwe-10 yaye uyigcwalisile le mfuna-lwazi, iziphumo zesebe lakho ziya kuqukwa kwezinye ezininzi, umz. kwezefakhalathi yakho.

Ngubani oya kufikelela kwiinkcukacha neempendulo?

Iya kuba liqela laseAepphoria (ngobandakanyo lwe EX – Mindset Management) elibandakanyeka kule projekthi kuphela elifikelela kwiinkcukacha zophando neempendulo eziinikwayo, njengoko beyinkampani yangaphandle. Idathabheyisi abasebenza ngayo ekuhlalutyeni iimpendulo ezinikwayo yidathabheyisi esele yenziwe yangazixeli iinkcukacha zabathathi-nxaxheba, nanjengoko ingenawo amagama, iifani okanye iidilesi zeimeyile zabathathi-nxaxheba.

Amaxwebhu emibuzo yophando asepphepheni aphethwe ngabachwethezi-nkcukacha abaphantsi kweliso leAepphoria (ngobandakanyo lwe EX – Mindset Management) aze akrazulwe emva kokuba zithathiwe iinkcukacha kuwo.

Iinkcukacha ezinxulumene nezinye iinkcukacha ziya kubonwa yintloko yeICT yaseAepphoria, nesayiniswe ikhontrakthi yokuba ingazixeli. I-UCT ayizi kuzibona iimpendulo zomntu ngamnye kunye neenkcukacha ezinokumveza.

Ikhona enye into ezinokusetyenziselwa yona iinkcukacha zam ngaphandle kwale mfuna-lwazi?

Idilesi yakho yeimeyile iya kusetyenziselwa ukukuthumelela ilinki ekusa kule mfuna-lwazi kunye nemiyalezo ekukhumbuzayo ukuba uyigcwalise. Ziya kusetyenziselwa nokukuthumelela iimeyile ethunyelelwa umntu wonke, ekumemela ukuba uzibandakanye ngokuzithandela neseshoni yeqela elincinane lophando okanye udliwano-ndlebe oludingekayo kwisigaba sophando olusebeza ngengcaciso. Esi iya kuba sisimemo esiya

kumntu wonke yaye asiya kusekelwa ekuthatheni kwakho inxaxheba kule mfuna-lwazi okanye kwiimpendulo oziike kuxwebhu lwemibuzo yophando.

Iya kutshatyalaliswa idathabheyisi zisakugqitywa zozibini ezi zigaba zophando. Iinkcukacha zakho zonxibelelwano aziya kusetyenziselwa nayiphi enye injongo, yaye awuyi kuthunyelelwa zi-imeyile okanye uthengiselwe iinkonzo ezinikwa yile nkampani, iAephoria, ngaphandle kwemvume yakho.

Xa uqalisa ukugcwalisa olu xwebhu lwemibuzo yophando, uya kunikwa nethuba lokukhetha ukuba iinkcukacha zakho zophando zikwazi ukusetyenziselwa olunye uphando lwezemfundo. Usenokusamkela okanye usikhabe esi simemo. Kodwa nokuba uthatha siphilisiqibo, usaza kucelwa ukuba ulugcwalise olu xwebhu lwemibuzo yophando. Ukuba kuqhutywa olunye uphando lwezemfundo, luya kuquka abo bantu baye banika imvume yabo kuphela. Iinkcukacha zophando ezisetyenziswe kuphando olunjalo ziya kusetyenziswa ngendlela ezingaveziyo iinkcukacha zabathathi-nxaxheba.

Zikhuseleke kangakanani iiseva eziza kugcinwa kuzo iinkcukacha zophando?

Zonke iinkcukacha zophando ezikuLinganiso lokuBandakanyeka zigcinwa kwidathabheyisi ebhalwe ngeekhowudi (i-enkhriphwe) kusetyenziswa uguqulelo-khowudini lweRSA (uku-enkhriphtha kweRSA). Uqhagamshelo kule dathabheyisi luya kuvalelwa ngendlela eqinisekisa ukuba iinkcukacha ezingenayo neziphumayo zivela zikwaya kwiklawudi yabucala egcine eli qonga lophando.

Isistim yeMfuna-lwazi yeMpatho efanayo eluLinganiso lokuBandakanya isebenzisa istifiketi sokhuselo seSSL ukwenzela ukuqinisekisa ukuba iingxoxo kunye neempendulo zakho zingafunyanwa ngumntu wangaphandle okanye amasela eenkcukacha.

Kufuneka usoloko uqiniseke ukuba umqolo wokuqhubeka ekhompuyutheni (isteyithasi- bha) webhrawuza yakho ubonisa ukuba uqhagamshelwe ngokukhuselekileyo kweli qonga lophando. Yakuuba igqityiwe le mfuna-lwazi, zonke iinkcukacha ziya kukhutshwa kweli qonga zibekwe bucala ukuze zigcinwe kuvimba wethuba elide.

Kuqinisekiswa njani ukuba abathathi-nxaxheba balugcwalisa kanye uxwebhu lwemibuzo yophando?

Umsebenzi ngamnye olufumana ngekhompuyutha uxwebhu lwemibuzo yophando uya kufumana ilinki ekhethekileyo aya kuyithunyelelwa ngeimeyile. Loo linki inokusetyenziswa kanye kuphela. Ukuba ilinki yakho uyidlulisela komnye umntu emva kokuba ugqibile ukugcwalisa uxwebhu lwemibuzo yophando, yena uya kufikelela nje kwisikrini esimbulelayo ngokuthatha kwakhe inxaxheba.

Umsebenzi ngamnye ofumana uxwebhu lwemibuzo yophando esephepheni uya kufumana incwadiana enophawu oluthile olungafotokopekayo yaye lungaskeneki. Kuya kwamkelwa amaphepha amaxwebhu emibuzo yophando angawoqobo kuphela aze achwethezwe iinkcukacha zifakwe kwidathabheyisi.

Ngaba le mfuna-lwazi iyifumene imvume yaseUCT yeendlela zokuziphatha ngokusesikweni kuphando?

Ewe, inayo. Isicelo sokuvunywa kweendlela zokuziphatha ngokusesikweni kuphando siye saphononongwa saza saphunyezwa yiFakhalthi yezoRhwebo. Inombolo yesicelo sohlolo lwezengqiqo yi-IFHREC/01930/2025 kwaye isebenza unyaka omnye ukuya kuJulayi 2026 kwaye ingahlaziywa emva koko.

D. Ukukrotyiswa kuxwebhu lwemibuzo yophando

Luza kufumaneka ngeziphi iilwimi olu xwebhu lwemibuzo yophando?

Olu xwebhu lwemibuzo yophando lufumaneka ngeAfrikaans, isiNgesi nesiXhosa.

Le mfuna-lwazi iyafikeleleka kubantu abangaboni kakuhle?

Ewe, olu xwebhu lwemibuzo yophando luyilelwe ukukulungiselela nabantu abangaboni kakuhle abasebenzisa iJAWS (izilungiseleli-kufundeka kwesikrini sekhompyutha). Ukuba iyakusokolisa iJAWS, nceda uqhagamshelane no-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859.

Kuthatha ixesha elingakanani ukugcwalisa olu uxwebhu?

Olu xwebhu ulunokugcwaliswa kwimizuzu ephakathi kwe-20–30.

Mingaphi imibuzo ekulo?

Kukho imibuzo eyi-114 iyonke, kuquka imibuzo yohlobo lwebhokisi yezimvo kunye nezithuba ozikhethelayo ukuba unikeze iimpendulo ezimfutshane ezibhaliweyo.

Ungalindela imibuzo enjani?

Imibuzo ibandakanya uluhlu lwezihloko ezinxulumene nempatho entle, zihloko ezo zifana nobunkokeli, ukukhangelwa kwabasebenzi abatsha, ukuvuyelelwa nokutshutshiswa, kwakunye nokucalulwa. Uninzi lwemibuzo iphendulwa kusetyenziswa izinga lokulinganisa elimpendulo zintlanu, apho ukhetha impendulo ukususela kwethi “andivumelani tu” ukuya kutsho kwethi “ndivumelana kakhulu”.

Lo ngumzekelo wemibuzo onokucelwa ukuba uyiphendule:

- Abantu baseUCT banolwazi olubanzi malunga nezihloko ezimalunga nokwahluka, impatho efanayo kunye nenguqu.

Ziziphi iinkcukacha zakho onokulindela ukuzibuzwa?

Iinkcukacha zakho zibuzelwa ukuze kukwazeke ukuhlalutya iziphumo ngokukuko yaye ziya kunceda ekukujongeni ukuba ngawaphi amaqela abantu angabandakanywayo ingawaphi afumana impatho efanayo.

Asizibuzi ezi nkcukacha:

- igama nefani yakho
- inombolo yakho yengqesho
- idilesi yakho yeimeyile
- inombolo yakho yomnxeba

Nazi iinkcukacha esizibuzayo:

- isini
- ubuzwe
- ifakhalathi/isebe
- uhlanga

- ubudala
- inkolo.

Unokukhetha ukungayiphenduli eminye yale mibuzo, ngokukhetha indawo ethi “ndikhetha ukungaphenduli”.

Yintoni umahluko phakathi koxwebhu lwemibuzo yophando olusephepheni kunye nolo lusekhompyutheni?

Afana nqwa.

E. Udliwano-ndlebe lophando olusebenza ngeenkcukacha kunye nenkqubo yeengxoxo zamaqela amancinane

Ngubani oza kumenyelwa kudliwano-ndlebe kunye neengxoxo zamaqela amancinane?

Yakuba igqityiwe imfuna-lwazi eya kwenziwa ngophando olusebenza ngamanani, kuya kuhlalutywa iziphumo ezingekagqitywa kujongwe iindawo ezigqwesayo, ngokunjalo neendawo ezixhalabisayo kweli ziko-mfundo. Ngokusekelwe koku, bonke abasebenzi baseUCT baya kuthunyelwa i-imeyile emema onke abantu abaphuma kumaqela okanye iinkalo ezithile ezinomdla ukuba bazibandakanye ngokuzithandela kwiiseshoni zamaqela amancinane ophando okanye udliwano-ndlebe. Esi iya kuba sisimemo esiya kumntu wonke yaye asiya kusekelwa ekuthatheni kwakho inxaxheba kule mfuna-lwazi okanye kwiimpendulo oziike kuxwebhu lwemibuzo yophando.

Uyamenywa ukuba uzinikele ukuba ube nokuthatha inxaxheba kwesi sigaba solu phando. Nceda uthumele i-imeyile ku-: volunteer@aephoriagroup.com unika isizathu esifutshane sokuba kutheni ungathanda ukubandakanywa kudliwano-ndlebe. Oku akuqinisekisi ukuba uya kufakwa kwesi sigaba sophando, kodwa le nkampani iqhuba olu phando iya kukuxelela okuza kuqhubeka malunga nesi sicelo sakho.

Luya kuqhuba nini olu dliwano-ndlebe nezi ngxoxo zamaqela amancinane?

Udliwano-ndlebe kunye neengxoxo zamaqela amancinane ziya kuqhuba phakathi komhla wama-6 kuOkthobha ukuya kwi-31 ku Okthobha 2025.

F. Uncedo olubonakalayo

Xa ndingayifumani kwi-imeyile yam ilinki yoxwebhu lwemibuzo yophando?

Thumela i-imeyile ku-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859 ucele ukuphinda uyithunyelwe le linki.

Ilinki yam ilahlekile/icimekile. Ndingasebenzisa ilinki ethunyelwe ugxa wam?

Hayi, awunakho. Ilinki nganye inokusetyenziswa kanye kuphela. Nceda uthumele i- imeyile ku-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859 ucele ukuphinda uyithunyelwe le linki.

Kuye kwemka umbane ndisagcwalisa uxwebhu lwemibuzo yophando – kuza kwenzekani ke ngoku?

Akukho ngxaki. Qho unecandelo oligqibayo, isistim iyazigcina iimpendulo zakho. Akuzi kufuneka ukuba uluqalele lonke olu xwebhu lwemibuzo yophando. Kuza kufuneka nje ucofe kule linki ikwi-imeyile obuyithunyelelwe, uza kucelwa ukuba uthathele apho ubuyeke khona.

Olu xwebhu lwemibuzo yophando ndingalugcwalisa ndisebenzisa esiphi isixhobo?

Olu xwebhu lwemibuzo yophando luhambelana neekhompyutha, iithabhlethi kunye neeselfowuni. Ungasebenzisa nasiphi isixhobo kunye nebhrawuza ozikhethela yona. Kodwa kudla ngokuba luncedo ukuba ube nekhobhodini ephelileyo oza kuyisebenzisa ukuchwetheza ezo ndawo, zinganyanzelekanga, zifuna uzigcwalise ngamazwi akho.

Ziza kuchotshelwa phi nini iiseshoni zokugcwalisa olu xwebhu lwemibuzo yophando?

Abasebenzi beSebe lemiCimbi yezabaFundi kunye neleePropati neeNkonzo baya kwaziswa malunga namaxesha, imihla kunye neendawo eziza kuqhutyelwa kuzo iiseshoni zokugcwalisa olu xwebhu lwemibuzo yophando. Ezi seshoni ziya kuqhutywa ngamaxesha akhethwe lisebe lakho, aya kuba phakathi ko-25 Agasti no-11 Septemba 2025.

G. linkcukacha zenkampani eyenza olu phando kunye nezoxwebhu lwemibuzo yophando

Yiyiphi le nkampani iza kuqhuba le projekthi?

Inkampani eza kuqhuba olu phando ichongelwe ukuqhuba zozibini izigaba zale projekthi: esophando olusebenza ngamanani kunye neso sophando olusebenza ngeengcaciso. Igama lale nkampani yiAephoria yaye yeyalapha eKapa.

Ichongwe njani?

Kuye kwanyulwa iqela lomsebenzi wethutyana, elikhokelwa nguNjingalwazi Feris, oliSekela-nqununu elijongene neNguqu eliyelabeka esweni ukukhangelwa nokuchongwa kwenkampani eqhuba olu phando. Ngo-2018 kuye kwaqhutywa inkqubo yokukhuphisana ngokuchongelwa ukuqhuba olu phando yaza le nkampani yachongwa njengeyona ifanelekileyo. Njengoko oluphando luphindwayo, umboneleli-nkonzo uza kukhupha iziphumo, iimbono, kunye neengcebiso zokuthalekisa ezonyaka wama-2019 nowama-2025.

Ngaba uLinganiso lokuBandakanyeka luxwebhu lwemibuzo yophando olufanelekileyo nolunokuthenjwa?

Ewe. Olu xwebhu lwemibuzo yophando luqinisekisiwe yaye ukuza kuthi ga ngoku sele lukhe lanikwa ngaphezu kwabantu abangama-60 000 kumaZantsi eAfrika, eUK, eYurophu naseUSA.

Olu Linganiso lokuBandakanyeka lusekelwe ukulinganisa impatho efanayo yaye luye lwaphicothwa kangangoko ziingcali zezemfundo zisenzela ukuqinisekisa ukufaneleka nokuthembeka kwalo. Ngethuba luphononongwa olu Linganiso lokuBandakanyeka kuye kwajongwa imiba yophicotho-ngqiqo obelusenzelwa ukujonga ukuzinza kweempawu zalo eziqaqambileyo. Kuye kwenziwa ezi mvavanyo zilandelayo ngethuba kuphononongwa olu Linganiso lokuBandakanyeka:

- uhlalutyo lweenkcukacha ezichazayo zomba ngamnye
- uhlalutyo lwemiba enxulumeneyo olwenzelwe ukuphanda ukuba le miba inxulumene ngokwaneleyo na ngokwendlela ecaciswe kuLuhlu lweKMO
- uhlalutyo olunciphisa unxulumano lwemiba ephambili
- uhlalutyo lohambelwano lwangaphakathi lombamba ngamnye osebenzise iCronbach's Alpha njengendlela yokulinganisa ukuthembeka kwezinga lokufana kwamanani (isumscale)
- uhlalutyo lwemiba enxulumeneyo olubandakanya onke amazinga okufana kwamanani, ukwenzela ukujonga ubungakanani kokuqinisekiswa konxulumano- miba
- iprofayile yemiba enokulinganiswa yamazinga okuphonononga isistim yoboniso-migangatho yaloo miba ilinganiswayo, sistim leyo isebenzisa imibala emithathu (obomvu, o-orenji noluhlaza)
- uhlalutyo lophindaphindeko lombamba olusebenzisa imibala emithathu ukucacisa imiba elinganiswayo.

Obu bungqwabalala kwindlela yokuqinisekisa ukuthembeka kolu phando bulwenza olu Linganiso lokuBandakanyeka lungafani nezinye iimfuno-lwazi ezikhangela izimvo zabasebenzi gabalala ezithi ziqhutywe ngamaziko amaninzi.

Yiyiphi enye indawo olukhe lwasetyenziswa kuyo olu xwebhu lwemibuzo yophando?

Le mfuna-lwazi sele isetyenziswe luluhlu lwamaziko nemibutho, ukususela kwiyunivesithi namasebe karhulumente ukuya kwiiarente nemibutho engajonganga nzuzo. Nangona ezinye iyunivesithi sezikhe zalusebenzisa olu xwebu, kodwa iUCT yaba yiyunivesithi yokuqala eMzantsi Afrika ukulwenza lonke uLinganiso lokuBandakanyeka.

Ziye zathini iziphumo nezenzo ezivele ekusetyenzisweni zale mfuna-lwazi?

Nalu uphuculo, izenzo kunye namaphulo ongenelelo athe enziwa emva kokusetyenziswa kwale mfuna-lwazi:

- Inkampani ethengisa impahla kwihlabathi jikelele iye yaphonononga yaza yatshintsha iinkqubo zayo zokukhangela abasebenzi abatsha nokunyusela abasebenzi bayo. Baye baseka neendlela ezicwangcisekileyo zokuba amaqela anabantu abambalwa bakwazi ukunika ingxelo.
- Iyunivesithi yaseUK iye yaqalela ukuphicotha nokulungisa iindlela ezilandelwayo xa kunikwa ingxelo malunga nokuvuyelelwa nokungcungcuthekiswa, yatsho yakwenza kwalula kakhulu ukuxela izehlo ezinjalo.
- Inkampani yeenkonzo zezemali iye yaqhuba inkqubo yokuncedisana nabasebenzi abatsha ukwenzela ukuqinisekisa ukuba abasebenzi bayo bayakwazi ukufikelela kwiinkonzo zeengcebiso zeengcali malunga noxinzelelo.
- Inkampani yezobunjineli iye yongeza indlela yokulinganisa ukwahluka nempatho efanayo kwizalathi-ntsebenzo engundoqo yabalawuli bayo.

H. Inxaso nokuncediswa

Ukugcwalisa olu xwebhu lwemibuzo yophando kundishiye ndingakhululekanga yaye ndingazinzanga. Ndingaqhagamshelana nabani ukuze ndifumane enye inkxaso okanye iingcebiso zengcali?

Ungafumana iNkqubo yaseUCT yeMpilo nokuba seMpilweni yabaSebenzi kwa-: <https://hr.uct.ac.za/remuneration-benefits-organisational-health-employee-assistance-occupational-health/counselling> kungenjalo usebenzise ifowuni kaTelkom ukufowunela le nombolo ingahlawulelwayo: inombolo 0801 113 945 (efumaneka iiyure ezingama-24) nalapho uya kukwazi ukuncokola nengcali yomcebisi yalapha ekhampasini.

Ungathumela i-imeyile kule dilesi ilandelayo ukucela ukuba ubuyiselwe umnxeba: callback@icas.co.za.

Unokwenza idinga lokuthetha nengcali yomcebisi esekhampasini.

AbaCebisi basekhampasini

Bonke abacebisi bafumaneka kuphela ngamaxesha achaziweyo. Ukuba unqwenela ukwenza idinga lokubona umcebisi weLyra Wellbeing, nceda fowunela inombolo engenantlawulo ukwenza i-booking: 080 111 3945 okanye ungaqhagamshelana nomnye kwzinombolo:

- eUCT Bremner Building: Ngo-10:00–14:00 ngoMvulo, ngoLwesithathu nangoLwesihlanu.
- eUCT Faculty of Health Sciences: Ngo-10:00–14:00 ngoMvulo, ngoLwesithathu nangoLwesihlanu.
- eUCT Graduate School of Business (GSB): Ngo-09:00–13:00 ngoLwesithathu wokugqibela kwinyanga nganye.

Ndifuna inkxaso yangethuba ndigcwalisa olu xwebhu lwemibuzo yophando. Ndingalufuna njani uncedo?

Buza kumphathi wakho malunga nexesha, umhla nendawo yendibano elilandelayo apho inkxaso iya kufumaneka ngesiBhulu, isiNgesi nesiXhosa.

Ukuba ufumene uthunyelelwe ilinki yolu xwebhu lwemibuzo yophando, ube udinga inkxaso, nceda uthumele i-imeyile ku-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859.

I. linkcukacha zoqhagamshelwano

Ndingaqhagamshelana njani nale nkampani iqhuba olu phando?

Ungathetha neqela laseAephoria ngokuthumela i-imeyile ku-: help@aephoriagroup.com okanye uthumele umyalezo weWhatsApp ku-: 068 435 2859.