Utywala nendawo yokusebenza

Wakhe wafika emsebenzini unevumba lotywala okanye uphantsi kweempembelelo zesiyobisi? Ukuba ngaba ucinga oku akuqatshelwa kwaye akuyikuwuchaphazela umsebenzi wakho, uyazikhohlisa. Ukusebenzisa iziyobiso, nokuba butywala okanye nayiphi na enye into esisiyobisi, inefuthe elibonakalayo nendlela abaziphatha ngayo abantu kwanendlela abawenza ngayo umsebenzi. Kuthi ngenxa yokuba abaqeshi kufuneka ngokomthetho baqinisekise ukuba abo babaqeshileyo bawenza ngendlela bayayenza imisebenzi yabo yemihla ngemihla, kwaye beyenza ngokufanekileyo, ngumsebenzi wabo kananjalo ukubabeka esweni abo banomkhwa wokusebenzisa iziyobisi ukuze bangawuchaphazeli kakubi indlela elisebenza ngayo iqumrhu ngokubanzi kananjalo bangabuchaphazeli gwengxa ubomi boluntu naba bongakumbi abo basebenza kunye nabo.

Into embi ke kukuba ukuselwa kotywala kunye/okanye nokusetyenziswa kweziyobisi yingxaki umsebenzi ngamnye aye adibane nayo nokuba kunini na. Ngenxa yoku ke, abaqeshi abaninzi kule mihla siphila kuyo bakhethe ukusebenzisa nokunyanzelisa umgaqo-inkqubo ephathelelene notywala ukuqinisekisa ngemiba emayela nokusetyenziswa kotywala neziyobisi ojonga ukuba ezo zinto zithathelwe ingqalelo enje ngendlela enobulungisa kwindawo yokusebenzela.

Ukwenziwa komgaqo-nkqubo onjalo, kambe, akwenzeki nje lula ngaphandle kwempikiswano. Kulo mba ke, indlela elungele wonke umntu ibonakala ingasebenzi, umqeshi ngamnye ucetyiswa ukuba aziqwebele owakhe umgaqo-nkqubo oyakuhambelana neemeko zomsebenzi kwindawo yakhe.

UPhambili umema bonke abafundi bakhe ukuba bayifunde ngocoselelo inkcazelo enikwe apha ngasezantsi baze banike izimvi zabo ngokwenza umgaqo-nkqubo ophathelelene notywala waseOverstrand bazithumele kwidesika yomhleli tzweni@overstrand.gov.za. Ngenxa yokuba lo mba usichaphazela sonke, masitsibele eli thub angokunika izimvo ezivakalayo kubaphathi.

Kutheni kufunek aumgaqo-nkqubo

Kubonakala ukuba ingxaki yabasebenzi abafika benevumba lotywala emsebenzini, babusela nangexesha lomsebenzi utywala, bangabikho emsebenzini ngezinye iintsuku (okanye bangabikho iiveki) bengakhange banike ngxelo okanye benze isingxengxezo esingavakaliyo (ngamanye amaxesha beze namaphepha kagqirha, ngelinye ixesha alibikho kwalona) kanti kufumanise kwanokuba ziyanda izihlo zokuqhwesha nangexesha lelantshi "bayekuqabula." Kucacile ukuba le meko ayinakuyekwa nje ingalandelelwa: yiloo nto kukho imfuneko yokubakho komgaqo-nkqubo ochaza ngokucacileyo, mgaqo-nkqubo lowo uyakunceda umqeshi nomsebenzi xa kukho imiba ephathelelene notywala efuna ukuqwalaselwa.

Le ngxaki ayipheleli nje etywaleni bodwa, koko iphumela nasekusetyenisweni kwezinto eziqulathe izinto ezinxilisayo.

Ngenxa yokuba indlela yokuziphatha ekhankanywe ngasentla inganefuthe elibi kumqeshi, umsebenzi okanye amandla omsebenzi ekwenzeni imisebenzi yakhe, izityholo zokungaziphathi ngendlela zisenokuba khona. Ukuba ke kuthe kwakho izityholo ezinjalo, umgaqo-nkqubo ophathelelene notywala kwindawoyo kusebenza, nokuba sele emkil umsebenzi lowo emsebenzini, ezo zityholo kufuneka ziqwalaselwe zize zixoxwe nabasebenzi bonke.

Ukuba awukho umgaqo-nkqubo onjalo, umqeshi angazibhaqa sele engenanto imsekelayo ekhokelela ekubeni kubekho inkqubo yoluleko ngakuloo msebenzi waphula imigaqo engekhoyo. Kambe nakuba kunjalo siyayivuma yona into yokuba asimigaqo yonke ekufuneka ithi ukuze ibe iyasebenza ide ibe ibhaliwe, ngenxa yokuba eminye imigaqo iyaziwa ngoko ke ayifuni ukude ibhalwe, loo nto ingazenza nzima izinto ukuba akukho migaqo injalo emsebenzini, kwaye ibiya kwenzak uhambeke lula xa imigaqo leyo ikhona kwindawo yokusebenza.

Kutheni kufuneka sizenzele imigaqo-nkqubo

Okwangoku, akukho "mgaqo-nkqubo uvunyiweyo" wokujongana nezi meko zikhoyo zokuziphatha, isizathu sesokuba njengoko zibonakala iindlela ezinokulandelwa, indlela eya kulungela wonke umntu ayibonakali iyinto engalula ukwenzeka.

Makhesithiumqeshiunemigaqoethileayisebenzisayokumabsebenziabkhekwiimekoezinobungoziemisebenzini, njengakubaqhubibezigadla, abasebenziabasebenzangoomatshiniokanyeizixhoboezithile, abaqhubibeefork-truck (amadambaneokulayisha) abaqhubibeecranenjalonjalo.Ngokwalemigaqo, iqondoelamkelekileyolotywalaemzimbeniwomntuowenzalemisebenzikufunekalibephantsikakhulukunelobelinokuvumelekakumntuosebenzaeofisiniapho le misebenziilungiselelwakhona.

Kuvakalangathikuyacalulaoku?Akunjalo! Aphaiimekozihambangokwendlelaezenziwangayoizinto.

Umzekelo, umqhubowenqwelo-moyaoselautywalangaloiiyure ezingama-24 kantiuzakuqhubainqwelo-moyaelandelayo, uyakwalelwaukubaawenzeumsebenziwakhe.Uyakukhululwaagoduke.Kantiakukhongxakikumsebenziosebenzaeofisiniesebenzakwangalenqwelo-moyainye,oseleutywalaiiyure ezingama-24 ngaphambikokubaangenekwishiftielandleyokubauzakuwenzangokwesiqheloumsebenziwakhekwindawoasebenzelakuyo.

Oku kukucalulaokunobulungisa.

Ngokuke, makhe sijonge umqhubi wenqwelo-moya kunye nowesigadla: ukuba umqhubi wesigadla ufika emsebenzini enuka igrangqa aze umqeshi amvumele ukuba aqhube aze agile ngengozi umntu afe, ngumqeshi ekuya kufuneka oyakubekwa ubutyala kuba emvumele umqhubi ukuba aqhube.

Kwelinye icala, umsebenzi waseofisini ofika emsebenzini enuka igrangqa ngomnye umba owahlukileyo: akazenzakalisi yena okanye elinye lamalungu ache ngokuhlala edesikeni esenza umsebenzi, nangona engenakuwenza ngokufezekileyo.

Yiloo nto ke umgaqo-nkqubo ophathelelene notywala usenokubonakala ucalula ngokwendlela owenziwe ngayo ngokuxhomekeke kumanqanaba ohlukeneyo abaqeshi abohlukeneyo.

Ukunabisa ngalo mba: ukuba umqeshi unawo umgaqo-nkqubo ochazayo ukuba ukulala emsebenzini loo nto ilityalae ligxothisayo kwaye umntu owenza iti uthe wabhaqwa elele ekhitshini, kuyathandabuzeka ukuba umqeshi angakwazi ukuzithethelela xa loo mntu etyhola ngokuba ugxothwe ngendlelae ngenabulungisa ngumqeshi. Kodwa ukubangaba unogada uthe wabhaqwa elel eemsebenzini, iimeko ziyohluka, kwaye ukugxothwa kwakhe kuya kusenokuba kwenzeke ngokobulungisa.

Ngokufutshane, umqeshi kufuneka anike ingqwalasela xa kuyilwa nako okuqulathwa ngumgaqo-nkqubo ophathelelene notywala. Umgaqo-nkqubo kufuneka ube nemigaqo yokulawula indlela obusetyenziswa ngayo utywala emsebenzini ngexesha lomsebenzi, apho kufuneka abasemagunyeni, oomanejala nabamel ikufuneka "badibane" ngokumana besiya kwiilantshi ejoliswe kwezomsebenzi, bathabathe inxaxheba nangemihla yomdlalo wegalufa, njalo njalo.

Indima yabalawuli

Luxanduva labalawuli ukwenza umgaqo-nkqubo ophathelelene notywala nokusetyenziswa kweziyobisi. Ikwaluxanduva lwabalawuli (ngokubhekiselele kule meko, "abalawuli" babhekiselela kumntu wonke okwisikhundla sokuphatha) ukuqinisekisa ukuba umgaqo-nkqubo onjalo uyamiselwa.

Kambe nakuba kunjalo, umgaqo-nkqubo akufuneki uqine ngoko kude wenze ingxaki yokuba abasebenzi boyike ukuza ngaphambili. Loo mgaqo-nkqubo uya kusuka ubenze abasebenzi abanengxaki yokusela utywala bazenze izinto zabo ngendlela abangenakubhaqeka ngayo - kwaye oku kuyayandisa ingxaki kuba ngaphandle kokuba umsebenzi esela, nomqeshi angangumntu osela azifihle.

Indima yakho

Njengoko kucacisiwe kwintshayelelo leli nqaku, kuya kuxhomekeka emntwini wonke ukuba awafumane kangoko amagalelo kubo bonke abachaphazelekayo ukwenza umgaqo-nkqubo waseOverstrand ophathelelene notywala nokusetyenziswa kweziyobisi. Ngoku ke lixesha lokuvakalisa iimbono zakh nezinto ezikuxhalabisayo uchaze nangamava onawo exesha elildulileyo malunga noku. UPhambili kuthi gqolo ekwazisa ngezinto ezenziwey okwaye asebenze njengeforam yokwabelana ngeengcinga nangezimvo zakho.

UCWANGCISO LWEDOLOPHU LUMANYANISIWE

Ukususela ngomhla woku-1 Septemba 2014, imisebenzi yocwangciso lwedolophu yaseOverstrand iya kufuduswa yenzelwe kwii-ofisi zesebe kuphela e-16 Patterson Street, Hermanus. Oku kuthetha ukuba iofisi eziseGansbaai naseKleinmond aziphindi zisebenze. Ngemibuzo ethe vetshe tsalela kule nombolo 028 313 8900

TOWN PLANNING NOW CENTRALISED

With effect from 1 September 2014, Overstrand's town planning function will be centralised and operate from the department's offices at 16 Patterson Street, Hermanus only. This implies that the offices in Gansbaai and Kleinmond will no longer be operative. All enquiries should in future be directed to 028 313 8900.

INkundla kaMasipala yenziwa ngcono

Ukufunyanwa kwesiqinisekiso soku-qhubeka nomsebenzi wokulungiswa kuphuculwe iHarmony House kwiSebe lobuLungisa kuthathelwe phezulu ukuze kulungiselelwe iNkundla yamaTyala yo-Masipala waseOverstrand ikwazi ukusebenza ngokukuko.

Eyona njongo iphambili yale nkundla kukuqinisa umthetho kumgangatho womasipala kwaye kwenzelwa ukuqinisekisa ukujongana nabo bophula imithetho kamasipala efana nemithetho yendlela.

Ukuba konke kuhamba kakuhle ngokwesicwangciso, le nkundla iyakube isebenza ekupheleni kwenyanga kaOktobha.

IMINCILI & USIZI

Ingaba sizinikela ngako konke na ekwenzeni umsebenzi wethu?

Siyathemba ukuba impendulo kulo mbuzo onika inkxalabo iya kuphenduleka kwakamsinya xa kuphuma iziphumo zophando oluza kwenziwa yiProductivity SA. Olu phando oluya kuthatha iinyanga ezintandathu luya kuqala kwiCandelo leziMali. Luphunyezwe ngabalawuli ngenjongo yokusungula indlela yokusebenza ngokukuko kumasipsla lowo. Nanjengoko kulindelekile ukuba uphando luze neendlela ezizizo zolawulo nokumisela ngendlela eyiyo umasipala neyakuthi iphucule okanye ibuyisele emva indlela osebenza ngayo umasipala oko kuthethwa ngabaphathi.

Olu phando lakuquka imiba efana nobunkokheli, ungenelelo lokwenza ngcono umsebenzi, ukwaneliseka emsebenzini nokuzinikela, indlela umntu ngamnye azinikela ngayo emsebenzini nesakhono sokwenza umsebenzi kulo msebenzi wakho.

Ophumeleleyo ngu...

UZola Bongoza omomothekileyo, othe kutsha nje wathabatha inxaxheba kuSuku lokuQatshelwa kwezeMpilo ebibanjelwe eKleinmond, uphume apho engaziva yimincili ngokufumana isiqinissekiso sokuba impilo yakhe isentle kakhulu. Utsale itikiti elimphumelelise ibhaso elikhulu elinikezelwe ngabakwaHerbalife.

UZola uthe ukuphumelela kwakhe ibingeyiyo into ebeyilindele ngexa ebethabatha inxaxheba kulo msitho. Eyona nto ibiphambili kuye kukuzazi ukuba ume ndawoni na ngokwasempilweni. NgokukaZola kubalulekile ukuzihlola isimo sempilo yakho uze ufune uncedo olululo xa kufanele wenze njalo.

Lo usemfanekisweni noZola nguMargie le Roux wakwaHerbalife onike iingcebiso ngokusetyenziswa kwebhaso eliphunyelelwe nguZola ukuze abe nempilo engcono.

NguMargie le Roux uZola Bongoza

NguVanessa Ventura

Unobhala omkhulu e Gansbaai kugcino lwencwadi ufumana igunya kuqukwa nabasebenzi.

UKUNXIBELA IMPUMELELO

ULuanda Mafuya noPriscilla Mayile

ULuanda Mafuya noPriscilla Mayile banengcingane yokuba "ukujongeka ngokufanelekileyo" xa usiya e-ofisini kukwenza uzive ungophumeleleyo. "Ukuba unxiba ngendlela oziva ngayo, ujongeka ngokufanelekileyo. Abantu bayakuqaphelisisisa." Ngaphezulu kwezinto zonke, ukujongeka umhle kukwenza ukuba ukwazi ukumelana nayo yonke imingeni ohlangabezana nayo. Kutheni ungenzi njengoko besenza, nawe ubukeke umhle emsebenzini? Ukunxiba ngokufanelekileyo akukwenzi ubukeke umhle kuphela kodwa kuyakuphucula ngokwendlela oyiyo ujongeke ngokomntu othathela ingqalelo nantoni na odlula kuyo.

uVuyani Bhonga

AMAZWI OVELWANO

Kungovelwano ukuva ngokunduluka omnye wabasebenzi bethu obesebenza kwisebe lamanzi nezemijelo yamanzi amdaka , uVuyani Bhonga, ngoLwesiThathu, umhla we 9 ku Julayi wama 2014 eneminyaka eyi 54. UVuyani ebetshate isintu no Nomvuzo Bara kwaye bebehlala bobabini e Overhills ePlakkerskamp. Sidlulisa amazwi ovelwano kwifemeli yakhe ngokubanzi kwelixesha libuhlungu kangaka banga bangomelela ngalo lonke inxela bathembele ku Thixo.

uHugh-Daniël Grobler

UMFOTI OFANELE UKUNIKWA INGQALELO

UHugh-Daniël Grobler, ongumsebenzi kuLawulo lwaseGansbaai, kutsha nje uphumelele ukhuphiswano lokufota imifanekiso yendalo ebelubonelelwa ngezimali ngabakwa-Die Burger and Cape Union Mart.

Lo mfoti ugqwesileyo utsale umdla kakhulu kubagwebi bokhuphiswano ngomfanekiso wakhe obalaseleyo weliza. Kunamhlanje nje uHugh-Daniel ubuthe iimbasa ezininzi kwaye uyakuthanda ukufota iindawo zendalo ezinomtsalane.

Kumabhaso emali awaphumeleleyo uHugh-Daniël kuquka nekhemera yohlobo lweNikon exabisa ama-R23 000, ivawutsha elinganiselwa kuma-R10 000 neentsuku ezimbini ezihlawulelweyo zokuhlala kumyezo wezilwanyana.

Usebenzile mhlekazi, yanga impepho yamaza aseOverstrand ingazisondeza kufuphi iimbasa!

DIBANA NENKOSIKAZI ENOBUGCISA KWEZOHLAZA ULAUREN RAINBIRD

Lo moya uthembisayo wentwasahlobo uzisa ulonwabo lokungqina ukudubula kweentyatyambo nezityalo ezimibalabala ezithe tshitshilili idolophu yonke. Singabulela kubani? Eyethu yona ingcali kwezohlaza, uLauren Rainbird othe kwimeko yokushiywa liqabane lakhe ngomhla wama-24 kuJulayi kodwa usenawo amandla okubonisa ubugcisa bakhe bezityalo. Siyabulela kakhulu ngemizamo yakho Lauren, langa ilifu elimnyama olithweleyo lingabonakala lifunquka lisuka kuwe ukuze kuvele ilitha lethemba elifana nesiqalo sempilo entsha nengcono.

UBUSAZI / UVILE

AbakwaGillion bamkela isipho esiyinto yonke kubo

NgoEpreli uGermaine Gillion ube ngumakhulu ozingca kakhulu ngokuba belizwe ngomntwana omhle kakhulu oyintombi ogama linguNevaeh Summer Gillion.

UMakhulu uGermaine uthe: "Uyingelosi entle nencinane. UThixo usikhanyisele ebomini bethu. Ndakusoloko ndibulela kuBawo ngale ntyatyambo encinane ezisa ulonwabo ezimpilweni zethu. Uyintsikelelo kuthi."

linguNevaeh Summer