

Umzekelo, ukuba umsebenzi uyagula lunxinizelelo oluphezulu lwegazi yaye funeka ahlale endlini intsuku ezi 13, lowa msebenzi makabhatalwe intsuku ezi 13 kekhefu lokugula ezibhatalwayo ngumphathi.

Umsebenzi makaxelele umphathi ukuba uyagula, yaye akuqinisekise ngephepha likagqirha. Lo msebenzi usenezinye intsuku ezi 17 zekhefu elibhatalwayo lokugula elishekileyo kumjikelo wakhe wekhefu lokugula ukuba kokokuqala bethatha ikhefu elibhatalwayo lokugula.

Emva komjikelo weminyaka emi 3 yekhefu lokugula uphelile, umsebenzi uqalisa umjikelo omtsha wentsuku ezi 30 zekhefu lokugula elibhatalwayo.

5. Mabawazise nini amaphepha kagqirha abasebenzi?

Abaphathi abaninzi banyanzelisa abasebenzi bazise amaphepha kagqirha ukuba bathathe ikhefu elibhatalwayo lokugula kosuku olunye okanye ezimbini. OKU AKULUNGANGA!

iCandelo 23 le BCEA lithi umsebenzi makazise iphepha likagqirha elithi akakwazi ukusebenza kuphela ukuba umsebenzi uthathe intsuku zekhefu lokugula elibhatalwayo ezingaphezulu kwentsuku ezi 2. Oku kuthi abasebenzi abathatha usuku olu 1 okanye ezi 2 zekhefu lokugula elihlawulwayo akuyomfuneko banike umphathi iphepha likagqirha. Kuphela xa ikhefu lokugula lingaphezulu kwentsuku ezimbini apho kufuneka benze oko.

Elona xesha umsebenzi kufuneka ezise iphepha likagqirha lokuhlala endlini usuku olunye okanye ezimbini kuxa lowo msebenzi ethatha ikhefu lokugula okwesigaba sesibini kwiveki ezi 8.

Abasebenzi abasebenza iveki enentsuku ezi 6 mabafumane ikhefu lokugula elihlawulwayo lwentsuku ezi 36 kwixesha leminyaka emi 3.

3. Abasebenzi balilungele nini ikhefu lokugula?

Kwinyanga ezi 6 uqeshiwe, abasebenzi bafumana usuku olu 1 lwekhefu lokugula elibhatalwa ngentsuku ngentsuku ezi 26 zonke abazisebenzileyo. Emva kwinyanga ezi 6, abasebenzi mabafumane intsuku ezi 30 kwiminyaka emi 3 ukuba basebenze iveki ezintsuku ezintlanu. Ukuba basebenze iveki ezintsuku ezi 6, mabafumane intsuku ezi 36 ikhefu lokugula elihlawulwayo ngeminyaka emithathu.

Abaphathi bayavunyelwa bathabathe intsuku zekhefu lokugula ezihlawulwayo ezo umsebenzi wazithathayo kwinyanga ezi 6 zokuqala kumjikelo wekhefu lokugula womsebenzi. Ngoko, ukuba uthatha intsuku ezi 2 zekhefu lokugula elihlawulwa kwinyanga zakho zokuqala, umphathi wakho anganciphisa intsuku ezimbini kwintsalela yakho yekhefu lokugula.

Ukuba ufumana intsuku ezi 30, uzakusala nentsuku ezi 28. Ukuba ufumana intsuku ezi 36 uzakusalelwa zintsuku ezi 34.

4. Usebenza njani umjikelo wekhefu lokugula?

Abasebenzi banga ukufikelela kwintsuku ezi 30 okanye intsuku ezi 36 zekhefu lokugula elihlawulwayo xa begula, kuxhomekeke ekubeni basebenza intsuku ezi 5 okanye ezi 6 evekini (jonga umbuzo 2 ngentla).

Amaqabane amaninzi acinga angafumana kuphela intsuku ezi 10 ikhefu lokugula elihlawulwayo enyakeni ngoba afumana intsuku ezi 30 kwiminyaka emithathu. OKU AKULUNGANGA!

Abasebenzi bangahlala endlini kangangokuba izigula zabo zibanyanzela, ukufikelela kwintsuku ezi 30 okanye 36.

6. Ngubani onika iphepha likagqirha

I Candelo 23 lithi iphepha likagqirha maliphume kugqirha okanye kwinyangi yesintu ukuba inyangi ivumelekile ba yenze yaye ibhalisiwe kwibhunga lesigxina elimiswe nguMthetho wepalamente.

7. Libhatalwa nini ikhefu lokugula?

Intlawulo yekhefu lokugula mayibe kwangaxesha linye lowa msebenzi ahlawulwa ngalo ngokwesiqhelo.

8. Kuthiwani ngabasebenzi abonzakele emsebenzini okanye abafumane izifo ezenziwe ngumsebenzi wabo?

I Candelo 24 le BCEA uthi abasebenzi abonzakele emsebenzini okanye abafumane izifo ezenziwe ngumsebenzi wabo abazukuligqiba ikhefu lokugula elibhatalwayo abalifumana kwi BCEA.

Bazakuhlulwa ngokulahlekelwa yimivuzo kwi Mbuyekezo yoMenzakalo ofumaneke emsebenzini naku Mthetho weZifo (COIDA). Abasebenzi basemgodini bahlawulwa ukulahlekelwa yimivuzo kwi Zifo zaseMsebenzini emigodini nanguMthetho weMisebenzi. Kuphela ukuba kukho ixesha lokungaphangeli ngenxa yokugula apho umsebenzi engekho phantsi kwe mbuyekezo esuka kwenye yale Mithetho ukuba bayakufuneka basebenzise ikhefu lokugula elibhatalwayo eli kwi BCEA.

IsiXhosa
Paid sick leave



CWAO

CASUAL WORKERS ADVICE OFFICE

INKQUBO YEMFUNDO

Ikhefu Lokugula Elihlawulwayo (Paid Sick Leave)

1. Livelaphi ilungelo lwekhefu lokugula elihlawulwayo?

Icandelo 22 loMthetho weNgqesho Esisiseko esiYimfuneko (uMthetho 75 ka 1997) unika bonke abasebenzi ilungelo lekhefu elihlawulwayo.

2. Abasebenzi bafumana ikhefu lokugula elingakanani?

Abasebenzi abasebenza intsuku ezintlanu ngeveki mabafumana ikhefu lokugula lwentsuku ezingamashumi amathathu kangangexesha leminyaka emithathu. EMthethweni elixesha leminyaka emithathu laziwa njengo mjikelo wekhefu.

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