



## IKHEFU

Inkqubo yeIRT iya kuvumela ukuba bonke abasebenzi bafumane ithuba lokuthabatha ikhefu elihlawulelwayo, rhoqo ngamaxesha amiselweyo. Ikhefu laxa umsebenzi egula nalo liya kubakho ukulungiselela amaxesha apho abasebenzi benganakusebenza ngenxa yokugula.

## UMHLALA-PHANTSI

Amalungiselelo omhlala-phantsi aya kuba yinxalenye yentlawulelo yabasebenzi be IRT.

## IZINGA LOKUDINWA ELISEZANTS

Ngenxa yokuba abaqhubi beya kuhlawulwa ngekhilomita abaziqhubileyo, ingekuko ngokwenani labakhweli ababathuthileyo, akusayi kubakho mfuneko yokuleqa kuba befuna ukuthutha kaninzi ngemini. Ubomi buyakuba lula.

## AMAZIKO NEYUNIFOMU

Bonke abaqhubi kunye nabasebenzi baya kuba nendawo ezitshixwayo, ezicocekileyo (ilokhari) zokufaka izinto kwakunye nendawo zokuhlamba. Kwizixeko ezikumazwe, ezinale nkqubo ye IRT, la maziko athi abandakanye indawo zokutyela, zemithambo kwakunye neekliniki. Umsebenzi ngamnye uya kunikwa iyunifomu entle.

## UQEQESHO

Bonke abasebenzi baya kufumana uqeqesho ngamaxesha amiselweyo ukubanceda ekuziphuhliseni ngokusemthethweni.

## UKUDALA IMISEBENZI EKAPA

Injongo zale nkqubo ye-IRT kukunyusa inani labantu abasebenzisa izithuthi zikawonkewonke, nokuphucula izinga lonikezelo zinkonzo kubakhweli. Ngalo ndlela kuya kuvela amathuba amaninzi emisebenzi ozokuba zizigxina kule nkqubo intsha, xa kuthelekiswa neli xesha sikulo. Imisebenzi yabaqhubi, nonogada, abazakugcina izakhiwo zikwimeko elungileyo, imisebenzi ye-ofisi, nokucoqa, nokugcina izitiya kumaziko.



# Unikezelo lwemisebenzi engcono ukuze sibe nekamva eliqaqambileyo

Ingcaciso ezibhekiswa kubaqhubi nabanye abasebenzi bekhumbi eziziteksi



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## MALUNGA NE-IRT

Le nkqubo yothutho oludibeneyo ekhawulezayo (IRT) yinxalenye yenkqubo ezininzi zotshintsho/ zenguqu oluzayo kwezothutho kwiKapa ngokubanzi nakweminye imimandla yeli lizwe. ISixeko saseKapa siqhuba uthetha-thethwano nabaphathi beekhumbi ezizitekisi kunye nabanini beebhasi ezihamba ngamathuba amiselweyo, malunga nendlela yokuyila inkqubo eyakuqinisekisa okokuba ukuxhalaba kwabo kuyahlangatyezwa ngendlela eyiyo.

Isigaba sokuqala sicwangciselwe okokuba sibe sesilungile ngexesha leNdebe yeBhola ekhatywayo yeHlabathi kumbindi wonyaka ka 2010. Esi sigaba siza kubandakanya iinkonzo ezihamba rhoqo ukusuka kwisikhululo senqwelo moya ukuya kumbindi wedolophu, eGreen Point, eSea Point, eCamps Bay nase- Hout Bay. Kananjalo ukuya kwicala eliseNtshona yonxweme ukuya kutsho e Atlantis nase Mamre.

Izithuthi ziya kuba zezalamaxesha , izithuthi ezitsha ezibude buyi-18 yeemitha, 12 yeemitha kwakunye ne-8 yeemitha. Abaqhubi abakhoyo ngoku baya kuqeqeshwa khonukuze bakwazi ukuqhuba ezi zithuthi.



Isigaba 1A.



## Unikezelo lwemisebenzi engcono ukuze sibe nekamva eliqaqambileyo

Abaqhubi beetekisi badlala indima ebalulekileyo kushishino lweekhumbi ezizitekisi, ngeli lixa besebenza iiyuri ezinde. Inkqubo entsha ehlanganisiweyo yothutho olukhawulezayo (IRT), eza kumiselwa apha eKapa, iza kuba nezinto ezininzi ezilulutho kubaqhubi nabanye abasebenzi. Abaphathi bale nkqubo intsha ye-IRT baya kunikeza abaqhubi kunye nabanye abasebenzi imigaqo nemeko zokusebenza ezifanelekileyo.

Ezinye zezinto eziya kuphuculwa iyakuba:

### YIMIVUZO

Uzinziso lwemivuzo, emiselwe ngokwezivumelwano ezithatyathwe emva kwengxoxo, kwibhunga elixoxa ngemivuzo namalungelo, luya kwenza okokuba abasebenzi bakwazi ukongamela imiba ejongene neemali zabo.

### INKQUBO YOKUSEBENZA NGAMAXESHA THILE (ISHIFTI)

Abaqhubi kwakunye nabanye abasebenzi baza kusebenza amaxesha amiselweyo aziyure ezimbalwa. Ukuba abaqhubi bathe basebenza ngaphezulu kwe yure ezimiselweyo zeveki, baya kuhlululwa ngezoyure badlulisileyo ngazo.

### INZUZO KWEZEMPILO

Le nkqubo intsha iya kubandakanya amalungelo okubonelelwa kwezempilo kubo bonke abasebenzi.

