



The Office Of The Principal and Vice - Chancellor

**UNJING. MANDLA MAKHANYA INQUNUNU NESEKELA NGQONYELA:
UKUNIKEZELA KWEYUNIVESITHI YOMZANTSI AFRIKA: NGUBANI KWAYE**

YINTONI I-UNISA?

**COUNCIL INDUCTION WORKSHOP
INDIBANO YOKWAZISA UKUSEBENZA KWEBHUNGA**

KGORONG BUILDING, CONFERENCE ROOM 5

MUCKLENEUK CAMPUS

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- Umbhalisi we-Unisa, uGqir. Faroon Goolam, nawo onke amalungu aPhezulu oLawulo lwe-Unisa akhoyo apha
- Ummeli (Adv) Joel Jele Baloyi, iSekela loMbhalisi, eUnisa
- Abahlobo

Ndiyanibhotisa ndibulela, uSekela Sihlalo, ngokwamkela ngezandla ezishushu amalungu amatsha eBhunga. Egameni labaphathi beyunivesithi, abasebenzi kunye nabathathi-nxaxheba, nceda undivumele ukweleka umsundulo kwintetho yokwamkela kaMnu. Ngcaweni kwaye ndininqwenelela lonke ixesha elimnandi lengqesho nelinemveliso njengamalungu eBhunga lase-Unisa. Sijonge phambili kubudlelwane obufudumeleyo bokusebenzisana kwiinyanga neminyaka ezayo.

Indibano zethu zokwazisa ngokusebenza kweBhunga zijolise ekubhaptizeni/ ekuntywiliseni/ekungeniseni amalungu amatsha eBhunga kubomi beli ziko lemfundo likhulukazi elibizwa i-Unisa, kunye nokubethelela ukuqonda okucacileyo kokusebenza komthetho wemfundo ephakamileyo nolawulo lwendawo kunye nendima yeUnisa kuloo ndawo. Ngokunjalo, ndinethemba lokuba aniyikuvumela ukuba niphazanyiswe yeminye imisebenzi emininzi yemfanelo endaziyo ukuba ninayo enilindileyo, nokwamkela kwenu ulwazi olungaka oluza kuni. Andinantandabuzo yokuba niyakuhlomla ngokwenene, kulwazi okuza kwabelwana ngalo namhlanje. Ngoko mandingene emxholweni.

1. UKUBEKA I-UNISA KWIBALAZWE/KWIMBONAKALO-MHLABA KAZWELONKE NGOKUBHEKISELE NGOKUKODWA KWI-AJENDA YEMFUNDO EPHAKAMILEYO

Phambi kolawulo lwentando yesininzi ngowe-1994, sasinenkqubo yemfundo ephakamileyo (HE) eyayohlulwe ngokobuhlanga, ngokweelwimi kunye nangokwendawo. Emva kokubonisana banzi, okwaqala ngowe-1992, imfundo ephakamileyo yaseMzantsi Afrika yangena kwinqanaba elinzima logunyaziso lomthetho, lomgaqo-nkqubo kunye nophengululo lwenkqubo yokulawula okwavula indlela yokwakheka kwakhona kwembonakalo-mhlaba kwemfundo ephakamileyo kwidemokhrasi ngokupheleleyo- ngokuyintloko ukudibana nokumanyana kweyunivesithi kunye neetheknikhoni ezindawonye, okanye, njengokuba kunjalo nge-Unisa / TSA / Vudec, ezazinika imfundo evulelekileyo. Apho ukudibana/ukumanya kwanomanyano kweyunivesithi kunye neetheknikhoni, ezi zaba ziiyunivesithi ezipheleleyo ezibanzi ekwakuthetha ukuthi zaziza kuqhubeka zinikezela ngeziqinisekiso zozibini zemfundo nezobuchule -amafa avela kumaziko emfundo abo anembali (kwakukho amathandathu). Konke oku kufikelele kwisiCwangciso seMfundo ePhakamileyo seLizwe (i-NPHE) ngowama-2001 esasifuna ukwakha kwakhona ubume besakhelo semfundo esibonisa ukuncipha kwamaziko emfundo ephakamileyo ukusuka kuma-36 ukuya kuma-23

(songeze amaziko amatsha amathathu kweli nani); ukukhutshwa ngokwenene kwecandelo lekholeji; kunye nokwenza ngabom ukwenza esikwenzileyo, nokugxila kubhaliselo lwezifundo zobuNzululwazi, kunye nokushenxa kwizifundo zoluncwadi zembali nefilosofi(kwezoluntu). Olu gqaliselo alutshintshanga, enyanisweni, luqhutyelwa phambili ngamandla.

Ukuphunyezwa kwe-NPHE (2001) kuya kuqhutywa kwaye kulawulwe yi-DHET ngokusebenzisa iindlela ezintathu zokucwangcisa, zokuqhutywa/zokulawula, kunye nokuxhasa ngemali. Ngelixa ugxininiso lokuqala emva komanyano kulawulo nobunkokeli lwee-HEI yayikufezekisa impumelelo yeziko kunye nokusebenza kakuhle kwalo, ngoku sele lugqithele ngokuqinisekileyo ekuphenduleni nasevumeleni ukuthobela- isalawulwa kwaye iqhutywa ngokwezo ndlela zintathu.

Ngoko oko kwethu sikubiza ngokuthi, "inkululeko yeziko lemfundo", ngokubanzi, kubekelwe imida, kwalinganiswa kwaye kwaphicothwa yindawo yolawulo lwethu, kwaye kwakhona, kwaye kwakhona ngokuhlawula iindleko zeentlobo ezahlukeneyo. Ukungahambisani nemimiselo, kunokwenza, kwaye kuya kuthi, kukhokelele ekubanjweni kwenkxaso-mali, okanye okubi kunoko, ukuncitshiswa kwinkxaso-mali. Ukuthotyelwa kanjalo, kubandakanya ukusebenza kweBhunga ngokwalo - kulinganiswa neemfanelo lazo ezilawulwayo. Ezo sesabelene ngazo kafutshane ngoSekela-Sihlalo weBhunga kwaye kuya kutyetyiswa nguGqir. Goolam kunye neGqwetha uBaloyi.

Kwaye ke, i-NPHE 2001 yabhengeza ukuba i-Unisa entsha emanyeneyo yayiza kuba yiyo enkulu evulelekileyo eMzantsi Afrika kwaye ngowe-14 kuNovemba 2003, imanyano yabekwa ngokusesikweni yaze iYunivesithi yaseMzantsi Afrika yaba semthethweni (kwiGazethi 25737).

Njengeyunivesithi evulelekileyo nezinikeleyo, i-Unisa kufuneka inike ingqalelo kwiinzuzo ezimbini eziphambili nezingaqhelekanga. Okokuqala, ukuba eMzantsi Afrika, i-Unisa ibisoloko iyingxalenye ebalulekileyo yekhwalithi eqinisekisiweyo yemfundo ephakamileyo esesikweni kwaye, okwesibini, kukuba kananjalo i-Unisa selifumene inkxaso-mali yaseburhulumenteni yomsebenzi ewenzayo - ngokuqinisekileyo kusetyenziswe isabelo esikhulu seMfundo ePhakamileyo (HE) kunikwa ingqalelo kubungakanani bayo. Oku kunika i-ODEL eMzantsi Afrika ukuba semthethweni kunye nomgangatho ongenako ukufumaneka naphi na ehlabathini, ingakumbi kwindawo ye-ODEL.

Njengelungu le-ICDE, i-CoL kunye ne-ACDE, ndityhilelwe-ngokunzulu- kwimfundo evulelekileyo yehlabathi kwaye ndinganiqinisekisa ukuba i-Unisa iseqeleni layo lodwa xa kuthethwa ngengqalelo yehlabathi, ukuxhomekeka, kunye nenkxaso yemfundo esemgangathweni evulelekileyo. Siyabonga ngokwenene ngaloo nto. I-DHET icacisa isimo se-Unisa esahlukileyo kanje: "I-DHET inqwenela ukugcina ukugxila kwayo kulungiselelo lwemfundo evulelekileyo njengecandelo eliyinxalenye elicacileyo lolungiselelo ngenxa yezinto ezibalulekileyo kulungiselelo lwemfundo evulelekileyo:

1. Ukufikeleleka lula kumathuba emfundo emva kwematriki kwabo bangakwaziyo, okanye abakhetha ukungayi, ukufunda kulungiselelo lwemvelii olufumaneka kwimimandla yeyunivesithi/ ikhampasi.

2. Iindleko eziphantsi ngomfundi ngamnye ngokuhlawula imali ecwangciselwe ikharithulam, ukuphuhlisa izixhobo kunye nezinye iindleko zokufundisa kwinani elikhulu labafundi kunye nokushenxisa imfuno yokuqhubeka kutyalo-mali kwiziseko ezibonakalayo. "

Oku kuyinto esilwa nayo rhoqo ngokubhekiselele kwiindleko kunye nokutshintsha kwendawo yemfundo ephakamileyo. Ngokwengcingane I-ODEL ibonisa noko ubuncinane beziseko kunye nomlinganiselo wezoqoqosho kwekhoyo -kwaye niqaphele, i-DHET ibona indima ye-Unisa kunye nemithwalo yemfanelo ngokobunjalo bayo - kodwa kwimeko yoMzantsi Afrika sinenguqu engokoqobo kwaye ngumsebenzi wethu, okokuqala nokubaluleke kakhulu, ukuqinisekisa ukuba sivelisa abafundi abaneziqo ezisemgangathweni ezifanelekileyo, nezibenza baqesheke , ngoko ke kufuneka sifumane umlinganiselo owamkelekileyo kunye nosebenzayo phakathi kwezi zimbini.

Kwakhona, ukufikeleleka akunantsingiselo ngaphandle kokuba kunika ithuba elifanelekileyo lokuphumelela kwaye ke ngoko isiqinisekiso sekhwalithi samalungiselelo emfundo evulelekileyo, kunye nokunika ingqwalaselo ekuphuculeni ekubambeni iziphumo, amazinga okuphumelela kunye, namanani zihlala zibalulekile. Enyanisweni, umgaqo-nkqubo we-ODL uyayingqina le micelimngeni(mingeni) ngolu hlobo: ukufikelela ngobuninzi ngokwamanani neyantlukwano; ukulindelwa okunengqiqo kwempumelelo; kunye neenkqubo ezisemgangathweni nezifikelekayo.

Malungu eBhunga, oku akunto intsha - enyanisweni iCandelo lonke le-PSET linikwe lo msebenzi. Ucelomngeni/umngeni ndiyakholwa, lusekuqinisekiseni ukuba

sibonise ukuphucuka okubonakalayo kunye nokunolinganiswa kule mimmandla, kungoko uya kubona ukuba le yindawo ephambili esigxile kuyo kwiqhinga lethu nakwi-2019 APP yethu.

Ngokwamanani, i-Unisa yintsika eyintloko yemfundo ephakamileyo yaseMzantsi Afrika. Ngokuvamileyo sibhalisa ngaphezulu kwamashumi amathathu anesithathu ekhulwini labo bonke abafundi eMzantsi Afrika, kunye nenani elivisayo kwilizwekazi, i-Unisa ibaluleke kakhulu kwaye isisiseko ekuphumeleleni nasekuzinziseni icandelo lemfundo ephakamileyo yoMzantsi Afrika ngokupheleleyo.

Nokuba kunjalo, siguquka sinjalo isimo sethu, i-Unisa kufuneka iqonde uhlobo lwegunya layo, kunye nendima noxanduva lwayo njengeziko le-ODEL. Ngokomzekelo, nayiphi na imizamo yokufumana inkxaso-mali yamaqhinga okuqalisa ngokuzimeleyo okanye yokwenza iiprojekthi ezingalungelelaniswanga kuhlobo lwethu okanye imodeli yethu yezoshishino akunakwenzeka ivunyelwe yi-DHET enokuzibophelela kakhulu emalini. Kususela ekuhlanganiseni, enyanisweni, bekunovelwano olungephi konke-konke ekuvumeleni izicelo zokuxhaswa ngemali nokuba yintoni engaphandle kwenkcazelo ye-DHET yokuba i-Unisa ifanele ukuba iyakwenza njengeziko le-ODEL.

Ngelo nqaku, makhe ndigxilise kumanani esinawo njengeziko le-ODEL. Ngokomzekelo, amanani akutsha nje abonisa ukuba iqela labafundi abangaphantsi kweminyaka engama-25, liquka malunga nama-24,5% ekhulwini labafundi ababhalisiweyo. Abanye, i-75.5% ingaphezu kweminyaka engama-25. Nangona kunjalo, kufuneka siqaphele ukuba ukufika kwemfundo yamahhala kungatshintsha loo mzila, kodwa kuyingqiqo ukucingela ukuba ayingobafundi abaphuma ezikolweni kuphela abaya kufuna imfundo engahlawulelwayo/yasimahla e-Unisa.

Kungenzeka ukuba abantu abaninzi abadala nabo baya kufuna ukuxhamla kolo ncedo/ kuloo nzuzo, kubandakanywa ukuphucula iziqinisekiso ezikhoyo, ingakumbi ngokubhekiselele kwizinga eliphezulu lokungasebenzi. Ngoko kufuneka kuqondwe ukuba naluphi na unxaxho/uphambuko kokumiselweyo kuyakufuneka umfundi azihlawulele ngokunokwakhe- kwenze kufuneke enye inkxaso-mali yesithathu nengxamisekileyo.

Kwakhona, ngelixa sixakekile sikhulisa uphando e-Unisa, asikwazi ukubalekela indima yethu yokuba yiyunivesithi yokufundisa nangokomsebenzi esityunjelwe wona. Ukufundisa ekwahlukaniseni uphando e-Unisa kumalunga ne-73:17 okwangoku.

Into ekumele ukuba siyiqaphele/siyiqonde, nefuna ukusoloko iphantsi kweliso elibukhali njengeyunivesithi ye-ODEL ezinikeleyo, kukukhula ngokuthe ngcembe kwababonelela ngemfundo ephakamileyo yabazimeleyo/ yabucala, abaninzi babo abakwinkqubo yokuyila iimodeli zoshishino ezibandakanya umgangatho owamkelekileyo noqinisekisiweyo.

Izahlulo zeODEL. Kuninzi osele kuthethiwe malunga nobungozi obunokwenzeka kuzinzo lwe-Unisa oluvela kwabo baboneleli, kodwa ingqiqo yam yeyokuba i-Unisa ayinakuphenjelelwe kuyaphi lolu phuhliso. Ukuthelekisa okulula kwimiqathango yokuhlawula yangoku iya kubonisa ukuba abafundi abakwaziyo ukuhlawula le ntlawulo ibiza imali eninzi kakhulu efunwa ngamaziko emfundo yabucala, akunakwenzeka nanini na ukuba bayinike ingqalelo i-Unisa njengeyunivesithi abanokuzikhethela yona.

Abo bangenako ukufumana imfundo ngokuthe ngqo, ubuso nobuso bafundiswe emagumbini okufundela okanye abangenandlela yokufunda kumaziko ethu avulelekileyo karhulumente akwenzeki bakwazi ukumelana neendleko zentlawulo zemfundo yabucala ebiza kakhulu ngoko i-Unisa iya kuhlala, iyiyunivesithi yokuzikhethela. Ngaphandle kokuba amaziko abucala aqale ukunikezela ngemfundo engahlawulelwa okanye imirhumo yemali efikelekayo/ekhuphisanayo, akunakwenzeka ukuba abe yingozi enkulu kwiiyunivesithi ezifana ne-Unisa.

Ngaphezu koko, ngoku kuba zonke iiyunivesithi eMzantsi Afrika zinokunikela ngemfundo ngonxibelelwano, ndiyakrokra ukuba i-DHET ayinakuzimisela tu ukusivumela ukuba sishenxe/ siphambuke kuhlobo lwenkqubo yethu (typology). SiyiYunivesithi ye-ODEL kwaye simele samkele kwaye siphuhlise oko ukuze sibe yeyona Yunivesithi yeODEL ehamba phambili e-Afrika, equlunqa ikamva kwinkonzo yoluntu. Lowo ngumsebenzi wethu kwi-ajenda yangoku ye-HE.

2. UKUCHAZA I-UNISA NGOKWEMBONO, UKUSEBENZA KUNYE NEENJONGO EZICWANGCISIWEYO ZOWAMA- 2019 – 2030

Kanye Kanye ngubani i-Unisa, kwaye apho sifuna ukuya khona, kufakwe kwisicwangciso sethu se-Unisa 2016 - 2030. Ezi ndawo zintathu kujoliswe kuzo zezi:

- SFA 1: Ukuze sibe yiyunivesithi yi-ODEL epheleleyo ekufundiseni nasekufundeni, kuphando, ukubandakanya iindlela ezintsha kunye noluntu ngokusekelwe kwimali yokufunda efunyanwa ngofundayo.

- SFA 2: Ukwenza kunye nokuzinzisa indawo yokusebenzela eqiqa ngokukhawuleza nakrelekrele, ezisa izinto ezintsha, ezinzileyo kunye nesebenzayo.

- SFA 3: Ukubophelela ii-ICT ukuxhasa utshintsho olungundoqo lowona msebenzi, ukwenza umsebenzi okwinqanaba eliphezulu, inkonzo kunye nomgangatho kubo bonke abemi bayo.

Njengoko unokubona, ezi zibandakanya ubuchule obungundoqo kwiziko lemfundo.

Ingxelo (Isitetimenti) yokusebenza kwethu ingqina uphawu lokwahluka kweziko kunye nendima eliyidlalayo kuluntu, ezizezi:

- I. Imfundo ephakamileyo engapheliyo yabo bonke kunye noyilo lolwazi oluphendulayo kwilizwe kunye nelifanelekileyo jikelele. (Yaye uya kuqaphela ukuba oku kuhambelana nohlobo esilulo kunye namaqabane ethu ase-Unisa)
- II. I-ODEL esembindini ejolise kubafundi kwiyunivesithi ehamba phambili epheleleyo evelisa abafundi abasemgangathweni.
- III. Ukubonelelwa kwezicelo ze-ICT kunye neqonga lokwenza oku kube

yimpumelelo.

I-Unisa iyawuxhasa uMgaqo-siseko wethu, oxhaswa zinqobo ezisemgangathweni zeziko elilelethu:

- zokuziphatha noxanduva oluhlanganyelweyo
- Ukufezeka / ubulungisa/isidima
- lindlela ezintsha kunye nesiphiwo(nokugqwesa)
- Ukuphendula kokujoliswe kubafundi
- Isidima kwiyantlukwano

Ekusebenzeni ngomdla, kunye nokuvuma ukuba ikamva ngokuqhelekileyo aliqinisekanga, iBhunga livumile ukuba isicwangciso seminyaka eli-15 siphunyezwe ngaphaya kwemijikelo eminyaka emihlanu yokucwangcisa, eyenza Isivumelwano (Compact) salo neYunivesithi. Inqanaba loku-1 leSivumelwano (Compact) siquka umjikelo wokucwangcisa u-2016-2020. Nangona kulindeleke ukuba iinkalo ezijoliswe kuzo ziza kuhlala ziqhubeka ngexesha leSicwangciso sama-2030, kuya kubakho rhoqo ukuhlaziywa kweSivumelwano (Compact) neBhunga ngonyaka (rhoqo), ukuqinisekisa ukuba iinjongo kunye nezenzo ezivunyiweyo ziyaqhubeka zifanelekile kwaye zibaluleke kakhulu ngokwezixhobo namaqhinga okusebenza kunye nokuthi izinto ekujoliswe kuzo(iithagethi) zihlelwe ngokufanelekileyo.

Kukho imilinganiselo emithathu yenkqubo eqhubekayo ukuxhasa iinjongo kunye neethagethi zokusebenza ngonyaka, oku:

- Ukulungelwa kwenjongo: Bamele baxhase i-Unisa ukufezekisa umbono wayo, umsebenzi kunye nendima evunyiweyo, umsebenzi kunye nenjongo;
- Ukubambisana kwangaphakathi nokwangaphandle: Kumele baphendule kwi-ajenda/ nkqubo ecwangcisiweyo yangaphakathi nangaphandle; kwaye,
- Ukuphumezeka: Iinjongo zokuzinikezela kunye nezinto ekujoliswe kuzo ezicwangcisiweyo kumele zifikelelwe/ziphunyezwe.

Ngaxeshanye sisaqaphele umjikelo wexesha eliphakathi, uMphathiswa ufuna zonke iiYunivesithi ukuba zingenise iziCwangciso zokuSebenza zonyaka (ii-APPs) eziya kuqinisekisa ukuba, ngokongezelekayo, isicwangciso seBhunga elizinkaleyo sexesha elingelide siphunyeziwe. ISicwangciso sokuSebenza soNyaka se-Unisa sika-

2019 (i) sakha kwiSicwangciso sokuSebenza sonyaka ka-2018 ukuphumeza isiCwangciso sokuSebenza se-Unisa ngowe-2030 kwaye (ii) silungelelaniswe nemikhomba-ndlela yeziko eza kulinganisa ukusebenza kwe-Unisa kunye nozinzo.

Ukulungelelanisa koko, iRejista yoNgcipheko eCwangcisiweyo yama-2019 ichaza iingxaki eziphambili ezinxulumene nenjongo yesicwangciso seYunivesithi kwaye ixhasa ukuphunyezwa (ukuhanjiswa) kwazo zonke iinjongo zeBhunga ezivunyiweyo kunye nezicwangciso zolawulo lwemingcipheko ukuze kuqinisekiswa ukuba izixhobo kunye nemisebenzi zijoliswe kwiindawo ezinomngcipheko omkhulu kunye neendawo eziphambili zeBhunga.

I-APP yama-2019 kufuneka ifundwe kunye *ne-Charter* yamaziko *engoTshintsho* eyamkelwe liBhunga leZiko, eqhubekayo, enamanqwanqwa amaninzi kunye nokuzinikezela okuvelela amacala amaninzi okujoliswe "*ekufumaneni (iindlela) ezizezilungileyo kunye neendlela ezintsha zokuphucula amava abafundi, ukucacisa nokwakha kulwazi neentlobo zolwazi, ubunyani nobukho bazo eAfrika (nefilosofi), ukuphuhlisa ulwazi oluthile lweenkcukacha, kunye nokuqhubela phambili iinkqubo zolwazi lwemveli ezisenza sibambelele singanyenki kwilizwekazi laseAfrika, singakhange sibalekisele amehlo ethu kulundi (kwihlabathi) jikelele*".

Ngokusekelwe kule ngqiqo yenguqu, kwaye ngokufuna ukuzinikela kwayo kwinguqu njengesicwangciso esibalulekileyo nesinqumlayo, i-Unisa iye yavelisa iintsika ezintlanu ukuqinisekisa ukuphunyezwa kweenguqu, ezizezi:

- Ukuguqula i-Candelo elisebenza ngolwazi (Epistemology), uLwazi kunye Nenxaso yofundayo (Scholarship)
- Ukwenza Inguqu kwiNkcubeko yeZiko
- Ukucamngca ngeenkqubo nemigaqo-nkqubo
- Ukucamngca ngokuPhatha, ngobuNkokeli kunye noLawulo kwiMfundo ePhakamileyo
- Ukukhuthaza iMfundiso yoTshintsho.

Ukongezelela, ingcaciso yotshintsho lwe-Unisa icaciswa ngokwemilinganiselo esibhozo, eyamkelwe liBhunga ngo-2018:

- Ubulungisa babasebenzi, uphuhliso kunye namava omsebenzi
- Ubulungisa babafundi, uphuhliso kunye nempumelelo
- Amava abafundi aphilayo nafundekayo, kubandakanya indlela yokuphilisana kwimeko yeODEL.
- ULwazi, icandelo elisebenza ngolwazi (epistemoloji) nolwimi
- UkuPhatha, ubunkokeli noLawulo
- Inkubeko yeZiko nokufakwa kwezoluntu
- Ukuxhasa ngemali nokwabiwa kwezixhobo, kubandakanywa ukuguqula iKhonkco loLawulo lokuXhobisa abalawuli (ukufumana)
- Iziseko, kubandakanywa izinto zokusebenza nokusebenzela, izakhiwo kunye nee ICT

Ezi ntsika zintlanu kunye nemilinganiselo esibhozo yeenguqu zenza "ukuPhunyezwa kweMetriksi yeNguqu" (Transformation Implementation Matrix) ye-Unisa kunye nebharometa yotshintsho. Isicwangciso esivunyiweyo sokuphunyezwa kotshintsho siyasetyenziswa kwiziko lonke ngoku.

Umba wokugqibela ngumba wotshintsho lwemfundo kwikharithulam ethetha ngendlela ulwazi luveliswa ngayo, lusatyalaliswe kunye nokuhlolwa. Injongo kulo mmandla, yintsebenziswano kuveliso lolwazi, ukusasazwa kususela ekuqapheleni iindidi zolwazi ezahlukeneyo eziza nabafundi kwiindawo zokufundela. Yonke le miba yotshintsho yekharithulam ifanele ixhaswe ngendlela yokubambisana yeziko lonke, okuyiMfundo yobuChwepheshe eVulelekileyo (ODEL) apho ii-ICT zidlala indima ebalulekileyo.

Okwangoku, kunye nokwekamva elibonakalayo, utshintsho luya kuba sisiseko apho yonke into e-Unisa, isekelwa kuyo. Ngoko ke, iinzame ze-Unisa ekuguqulweni kwekharithulam ziquka okufundiswayo, nokukufanelekileyo ngoko, kunye nendlela esetyenziswayo ukufundisa. Utshintsho lwekharithulam lujolise ekucombululeni imingeni ehambelanayo yokufikelela ngempumelelo, ukufaneleka kwemfundo kunye nobulungisa bengqiqo, konke kujolise ekunikzeleni imfundo

efanelekileyo ngokubhekisele kumxholo wolwazi lwayo, izinga lengqiqo lomfundi weziko leMfundo ePhakamileyo kunye nokuba luncedo kwesiqinisekiso ngokwaso.

I-Unisa izinikezele kwinkqubo ejoliswe kubafundi enika abafundi inkululeko nethuba lokuzikhethela izifundo, nini, kuphi kwaye nendlela abafuna ukufunda ngayo, kwaye sizama ukubabonelela ngenkxaso ephelileyo yabafundi. Kutshanje, i-Unisa ifake i-"e" yemeko ye-ODEL ngokuhambelanayo neendleko zetheknoloji kunye nezedijithali, kwaye oku kuye kwashukumisa inguquko ekhethekileyo kwimodeli ye-Unisa, "ibespoke" yefomathi yokufunda edibeneyo eyenzelwe kwaye yaphuhliswa ukwamkela iimpawu zayo ezahlukileyo kunye nemingeni nobunyaniso, ukuqonda ingqalelo yendima yayo ebalulekileyo kwimfundo ephakamileyo yelizwe, yelizwekazi kunye nehlabathi jikelele, njengoboneleli wenkxaso karhulumente, iziqinisekiso ezithembekileyo neziqinisekisiweyo kubafundi abaninzi. I-Unisa inikezela zombini iinkqubo zokufunda, inkqubo yokufunda neyobugcisa ngokuhambelanayo nohlobo olupheleleyo lwayo, inani elithile esele lifumene isiqinisekiso esivunyw ngamazwe ngamazwe.

Iziko lemfundo linophawu olubanzi ngokwendawo elikuyo eliye laphumelela ekwenzeni ibrendi eyaziwayo nevunyiweyo jikelele kunye nezinga lengqiqo labafundi abanokufunyanwa kwizintlu zonke zoluntu, ngokwelizwe, ngokwelizwekazi, nakwihlabathi ljikelele.

Imodeli esebenza ngayo i-Unisa ijolise ukuzinzisa kunye nokuqhelisa ubuchule obufunekayo ukuphendula ngokufanelekileyo nangendlela ethembekileyo/enoxanduva kwindawo yayo. Oku kuthetha ukuba wonke ummandla wotshintshiselwano liziko lonke ezentengiselwano kunye nabachaphazelekayo bangaphandle kunye nabangaphakathi uyaguqulwa, ukuze yonke imiba yalo ndawo ifakwe kwidijithali kwaye ixhaswe ngokusetyenziswa kobuxhakaxhaka obomeleleyo, obusebenzayo nobudibeneyo be- ICT. I-Unisa inikela inkxaso kubafundi abafundela izidanga nabo sebenazo ngokusebenzisa uludwe lwekhwalithi, ephakamileyo, iinkonzo eziphuculweyo zeteknoloji (kubandakanywa iinkonzo zokuxhasa izifundo kunye nokufunda ngetheknoloji (e-learning), injongo ikukuphucula ngokuphuculwa impumelelo yabafundi de bayokugqiba.

Ngokwabafundi, iModeli yokuSebenza (yoShishino) ekugqibeleni ibonisa ukuba kufuneka bafikelele kwisixhobo sedijithali kwakunye ne-intanethi, ukwenzela

ukuba bakwazi ukufaka isicelo, babhalise kwaye bahlawule ngokwedijithali, kwaye benze lonke uhlobo lwentsebenziswano yobhaliso neentlawulo.

Sekuthethiwe nje oko, imodeli yokusebenza (yoshishino) entsha ithetha ukuba, njengoko siqhubekela phambili ukuya kwixesha elizayo, izixhobo zokufunda ziya kufunyanwa ngedijithali (ngaphandle kweencwadi ezimiseliweyo ekuya kumela ukuba zithengwe ngabafundi). Abafundi baya kungenisa ii-asayinmenti ngedijithali kwaye bafumane ingxelo-ziphumo ngedijithali (ukuhlolwa okuqhubekayo kunikwe amandla). Abafundi baya kuba nako ukusebenzisana nabaqeqeshi babo, i-e-tutors kunye noontanga ngeenombolo (mhlawumbi kwiingqungquthela zengxoxo okanye iindibano ezenzeka ngokwenyani ngaxeshanye) okanye ubuso nobuso kwiilabhorethri kwaye baya kuba nokufikelela kwi-Helpdesk ye-ICT yazo zonke iinkqubo ze-Unisa ngalo lonke ixesha, /24/7.

3. INDLELA OLUMISWE NGAYO ULAWULO LWE-UNISA KUNYE NENDIMA YABALAWULI EKUQUQUZELELENI IINJONGO ZOLAWULO ZE-UNISA

Ukuphatha kubhekisele kwiinkcukacha kunye nengcaciso yokusatyalaliswa kwamalungelo nemisebenzi yemfanelo phakathi kwabachaphazelekayo abahlukileyo kwinto ekhoyo, efana neyunivesithi okanye ishishini.

Ukuphatha kukubethelela inkcubeko yokuhlola kunye nezilinganiso phakathi kwabachaphazelekayo nabathathi-nxaxheba ngendlela enoxanduva, enobulungisa, necace ngokuphandle kwaye neqinisekisa ukuphendula ngokufanelekileyo kokwenzekileyo. Iintsika zokuphatha kukucacisa ngokuphandle/ ukuhamba ze, umelo-zenzo, intsebenziswano kunye nobunkokeli obunobuchule.

Imo esemthethweni yokuphatha nemisebenzi e-Unisa zithathelwe, kwaye zivumelana noMthetho wae-1997 weMfundo ePhakamileyo kwaye yenza oko ngogunyaziso lweziko. Nangona ngokwemveli zilungelelanisiwe ngokomoya nangoyilo kwimigaqo ekwiNgxelo kaKing IV ngolawulo lwamashishini (ekwaziwa njenge” Khowudi kaKing), uMphathiswa weMfundo ePhakamileyo usand’ukukhupha **“iziKhokelo zokusebenza kokuphatha okulungileyo nemikhomba-ndlela yokuphatha kwamaBhunga amaziko eMfundo ePhakamileyo eVulelekileyo yoMzantsi Afrika,”** endonwabisayo ukubona ukuba iyaphunyezwa liBhunga, ngokwendlela engummiselo wesivumelwano se-Unisa eza kuhlolwa ngayo.

“Sizinika ingqalelo ezinye iikhowudi ezahlukileyo ezikhoyo ukucebisa nokukhokela endleleni yokuphucula ukuphatha ezifana neeNgxelo zikaKing kulawulo lokuphathelwa amashishini koMzantsi Afrika enemigaqo efanelekileyo yolawulo.

Noko kunjalo ezi zisenokungasebenzi kwindawo zonke zemfundo ephakamileyo. Kungoko kukho imfuneko yezikhokelo zokusebenza kolawulo lokuphatha ezilungileyo ezihamba nesethi yemikhomba-ndlela eqondene ngqo namabhunga amaziko emfundo ephakamileyo yoluntu...

Amabhunga ngawona maqumrhu aphezulu enza izigqibo zamaziko emfundo ephakamileyo yoluntu. Banomsebenzi wemfanelo wokucwangcisa nokuphatha ngokulungileyo kwamaziko kunye nenjongo yawo, umgaqo-nkqubo wezimali, ukusebenza, umgangatho wemfundo nodumo lwawo.

Izikhokelo zokuziqhelisa kokuphatha okulungileyo zibeka imigaqo kunye nezona ziqalelo zokuziqhelisa ukulawula okulungileyo ezinokusebenza njengesixhobo esibonakalayo kumabhunga eyunivesithi kwindima yawo yokuphatha. Imikhomba-ndlela iyilwe ngokwenjongo yokuzihlola kwamabhunga eyunivesithi ukulinganisa ukusebenza kwiindawo eziphambili zokuphatha.

*Imikhomba-ndlela ayenziwanga ngenjongo yokuyila uxwebhu lwenkqubo yokuthelakisa amaziko emfundo... **Esinye sezizathu sokuba ndigxininise ekuphuculeni ulawulo lweeyunivesithi, kukufuna ukuqinisekisa ukuba iiyunivesithi zethu azibi ziindawo zokwenza ubugwenxa / inkohlakalo. Impumelelo yeziko lemfundo eliphakamileyo yoluntu ixhomekeke, ngokubanzi, kulawulo olukwazi ukuphendula/ukuzimela izenzo zalo nolusebenzayo kunye nezenzo zolawulo olunengqiqo/oluphilileyo lwabaphetheyo”***

Akumangalisi ke ngoko, uMthetho weMfundo ePhakamileyo ka-1997 uthi: "Ngaphakathi kwiinqobo ezisemgangathweni (values) zenkululeko yemfundo nenkululeko yokuthetha, imfundo ephakamileyo ngummandla olawulwayo, ogxilileyo kwezolawulo lwentsebenziswano oluxhaswa yimigaqo yokuzimela nokuphendula kuluntu."

Ukubonakala ngokucacileyo noXanduva: Ukuzalisekisa imisebenzi yayo egameni labantu elibakhokelayo, inkokheli kufuneka ihlale ilindele nantoni na kwaye izigqibo kufuneka njalo zihlale zanelisa iimfuno zeziko. Kwimeko yethu, njengabalawuli, siyaphendula kwiBhunga. Ukungabi noxanduva lokuphendula kuya kubangela ingxaki engeyomfuneko. Amandla okungaphenduli anika ingxaki kwaye ayonakalisa kwiziko. Iinkokeli ngoko maziyile kwaye ziphumeze iinkqubo ezisebenzayo zokuphendula.

Intsebenziswano: Iinkokeli kufuneka ukuba ngamaxesho onke zigcine imfezeko/ingqibelelo kwimibutho eziyikhokelayo. Kuyaqondwa kwaye kwamkelwe ukuba ubunkokheli buthatyathwe kumeko ezahlukeneyo, kwaye ngoko, ukugcina ingqibelelo/ugqweso ukuba lube nokwenzeka, iinkokheli kufuneka zidibane kwaye zisebenzisane ngokuphumelelayo njengembumba. Ubunkokeli kufuneka bamkele iimbono ezahlukeneyo njengoko oku kuyimfuneko kwaye kubalulekile. Ngelixa kwamkelwa ukwahlukahluka kweembono, iinkokheli kufuneka zibe nekhono lokucinga kunye nokufunda kunye, ukuza kwisigqibo kunye nenkxaso yeso sigqibo, ngokwemfuno ezanelisa iziko. E-Unisa sibiza oko ukuba bubunkokeli obubumbeneyo.

Isakhiwo sethu sokuphatha esiphezulu kulawulo sithetha ngqo kwindima yokuququzelela iinjongo zokubusa e-Unisa.

- **Inqununu neSekela-Ngqonyela**
- **Amandla nemisebenzi**

- Inqununu neSekela-Ngqonyela yintloko elawulayo nomongameli
- weyunivesithi.
- Inqununu neSekela-Ngqonyela lenza yonke imisebenzi emiswe ngokomthetho njengoko kufunwa ngumthetho.
- Inqununu neSekela-Ngqonyela inoxanduva kulawulo lwemihla ngemihla, ukuqhutywa kwenkqubo yemisebenzi kunye nobunkokeli beyunivesithi ngo:
 - kophuhliso lobunkokeli nomgaqo –nkqubo weziko lonke
 - ulawulo lwezixhobo;
 - ulawulo lwendlela yokusebenza;
 - ubuchule bocwangciso nophuhliso;

utshintsho nolawulo lweenguqu; imali kunye nophuhliso lwezixhobo;

Uphicotho ncwadi zemali lwangaphakathi kunye nolawulo lobungozi; kunye, neenkqubo zamashishini.

Inqununu neSekela-Ngqonyela lenza ingxelo yalo kwiBhunga.

- Inqununu neSekela-Ngqonyela ililungu lazo zonke iikomiti zebhunga kunye nequmrhu elilawula iyunivesithi, ngaphandle kokuba iBhunga licinga ngenye indlela.
- IBhunga linganikezela ngemisebenzi eyongeziweyo kunye namandla kwiNqununu neSekela-Ngqonyela ukwenzela ukuba akwazi ukwenza imisebenzi yakhe.

Njengoko nibona, imisebenzi yam yemfanelo iboniswe ngokucacileyo emthethweni nakurhulumente ukuba kufuneka ndenze ngokuvumelana naloo misebenzi yemfanelo. Ngokulinganayo, uyakufumana kuzo zonke iinkcazo zemisebenzi zamaSekela-Nqununu, iiNtloko zabaLLwuli kunye nabaLawuli, ibinzana, *“ngokuhambelana nomthetho ofanelekileyo kunye nokuhambelana nemodeli yemfundo yobuchwepheshe evulelekileyo yeziko lemfundo kunye neendlela zobuchule bokusebenza e-UNISA 2016-2030”*.

Abalawuli ngoko banyanzelekile ngokwegqesh yabo kunye neemfuno ze KPA zabo ukuziqhelisa nokuququzelela ulawulo olusesikweni nolungenamfihlo. Iziko lemfundo lonke lakhiwe ngokweekomiti zalo ezahlukehlukeneyo, iindima nemisebenzi ukuba ihambelane nomgaqo- nkqubo nolawulo nemithetho- ngoko ngokwenene asinasizathu. Kufuneka siphile kwaye sikhuthaze ulawulo olusesikweni nolucacileyo- kwaye ukwenza oko kufuneka sikhokele ngemizekelo ngendlela esiziphatha ngayo nesenza ngayo. Asikwazi ukuba nesimo apho iinkokeli zilindele abasebenzi ukuba bathobele kodwa bona ngokwabo babe bevela betshona bethintela ukusebenza ngokuhambelana nemithetho yolawulo kuba bengayithandi okanye bayakuqonda ukuba oko esizama ukukwenza ngokwenene kuphikisana nemithetho eyeyethu, imigaqo-nkqubo kunye neenkqubo. Xa kuziwa kulawulo, ibhunga kufuneka libeke umthetho kwaye abalawuli bakhokele ngaphambili, ngomzekelo.

I-Unisa liziko lemfundo elixananazileyo kwaye, nanjengaliphi na iziko elinabileyo, kunzima ukugcina ixesha nokuqinisekisa ukuba yonke into ihamba ngokwezicwangciso. Ulawulo leziko lemfundo exananazileyo njengeli lethu lifuna abaphathi abangenenkathalo nje kuphela, kodwa nabakwaziyo ukuphendula. Abaphathi kufuneka basebenze njengesipani/njengembumba, kodwa babe nengqondo / nengqiqo yokuba kufuneka bakwenze oko besazi ngokugcweleyo ukuba baqatshelwe/ bajongiwe kwaye basetyenziswa njengomzekelo wokuziphatha kwabo babakhokelayo nababalawulayo. Asikwazi ukuba singaphumeleli.

Enkosi!