



Building socio-ecological resilience to climate change impacts by ecosystem-based adaptation approaches at iSimangaliso MPA

Isijobelelo 1: Izindlela zokwethula izikhalo

Wildlands Conservation Trust [WILDTRUST]

Ukulawula inguqulo

Isihloko seProject	iSimangaliso MPA Ecosystem-based Adaption Project
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Usuku lokugcina olusha Imfuneko zokulandelela izinguquko	<i>Uma inguqulo yokugcina Yendlela Yezikhalazo isigunyazwe i- Blue Action Fund, sicela wenze zonke izinguquko ezengeziwe Zohlelo Lwezikhalazo zibonakale ngokulandela izinguquko noma ngokufaka izinguquko ngombala ohlukile ukuze usize noma yikuphi ukubuyekezwa okulandelayo</i>

Okuqukethwe

1. Isethulo	3
1.1 Inhloso Yohlelo Lwezikhalo	4
2. Okufanelekile	5
3. Inqubo yezikhalazo.....	6
Isigaba 1:isixazululo sezinga lendawo	7
Isigaba 2: Ubuholi Obusezingeni bephrojekthi	9
Isigaba 3: Izinga ngokwenhlangano	9
Isigaba sesi-4: Ukuthunyelwa ku-Blue Action Fund (Donor)	9
4. Udlame Olusekelwe Ngokobulili (GBV).....	10
5. Ukwazisa Ababambiqhaza ngohlelo lwezikhali.....	12
6. Ukubika Isigameko Esibucayi	13
7. Ukugcina Amarekhodi kanye Nezenzo Zokuqapha.....	13
8. Amathuluzi nezifanekiso nohlelo lwezikhalazo.....	15
8.1 Isifanekiso ithempulethi	15
8.2 Ifomu Lezikhalazo Zomphakathi.....	16

1. Isethulo

Le dokumenti ichaza indlela yezikhalo ngohlelo leseSimangaliso MPA Ecosystem-based Adaption Project (emva kwalokho ebizwa ngokuthi “iProjekthi”), ichaza imigudu ezolandelwa yi-WILDTRUST ukuze kubhekane nanoma yikuphi ukuphawula, iziphakamiso, imibuzo nezikhalo ababambiqhaza abangaba nazo mayelana nalo msebenzi. Kanye nemisebenzi yayo. Uhlelo Lwezikhaziso lwakhiwe ngokuhambisana nezinqubo ezinhle zamazwe ngamazwe, okuhlanganisa nezimfuneko zeBlue Action Fund Environmental and Social Management System (ESMS) kanye namazinga eBhange Lomhlaba Lwezemvelo Nezenhlalakahle (ikakhulukazi i-ESS10), futhi ihambisana nezidingo zaseNingizimu Afrika kanye nezinqubomgomo nezinqubo zangaphakathi ze-WILDTRUST. Imininingwane mayelana nencazelo yeProjekthi, ingqikithi yenhlalo yomphakathi kanye nohlaka lomthetho ingatholakala ezigabeni ezimbili zokuqala zoHlelo Lokuphathwa Kwezemvelo kanye Nompakathi (ESMP), lapho le ndlela yezikhalo ifakwe khona.

I-Blue Action Fund idinga ukuthi amaprojekthi asungule indlela yezikhaziso yesikhashana, okuhlanganisa ukuphuthulwa kwanoma yiziphi izivivinyo zangaphambi kwesikhathi ezidingekayo kanye nokubonisana ukuze kuqondwe izindlela zokulawula izikhaziso zabantu kanye nezinye zeProject nabantu abathintekayo, ngemva kokulethwa kwesiphakamiso esigcwele. Ububanzi, isikali kanye nohlobo lweNdelela Yezikhaziso kuzolingana nobunjalo nesikali sezingozi ezingaba khona kanye nomthelela weprojekthi. Le ndlela yezikhaziso ingeyesikhashana (isigaba esigcwele sesiphakamiso). Njengoba le Ndelela Yezikhaziso ingeyesikhashana, izobuyekezwa futhi isungulwe ezinyangeni ezintathu zokuqala zokuqaliswa kweprojekthi, ngemva kokubonisana okwengeziwe nokuqwashisa ngemiphakathi yendawo, njengoba kuboniswe **kuThebula 1**.

Ithebula 1: Izidingo ze-Blue Action Fund zokuphatha izikhalo (Blue Action Fund E&S Safeguarding Principles and Requirements, ESMS Manual Annex B).

Izidingo ze-Blue Action Fund	Ukusungulwa kweProjekthi		Ukuqaliswa Kweprojekthi		
	Sigaba se-Concept note	Isigaba se-Proposal stage	Isigaba sokuqala	Ngonyaka (noma ekupheleni konyaka 1)	Isigaba sokuvala iprojekthi
Indlela Yesikhalo Yesikhashana [Umbandela 9.1]	Akudingekile.	Kuyadingeka.	Akudingekile.	Akudingekile.	Akudingekile.
Esunguliwe Indlela Yezikhaziso [Umbandela 9.2]	Akudingekile.	Akufuneki.	Kuyadingeka ezinyangeni zokuqala enzintathu.	Kuyadingeka.	Kuyadingeka.
Ukuqaliswa Kokusetshenziswa Kwendlela Yezikhaziso [Umbandela 9.3]. ¹	Akudingekile.	Akudingekile.	Akudingekile.	Kuyadingeka.	Kuyadingeka.

Isikhalo sithathwa njenganoma yisiphi isikhalo, ukuphawula, umbuzo, ukukhathazeka, isiphakamiso mayelana nendlela ngendlela iprojekthi eyenziwa ngayo. Kungase kuthathe uhlobo lwezikhaziso ezithile mayelana nemithelela, umonakalo noma ukulimala okudalwe iprojekthi, ukungahambisani ne-Blue Action Fund kanye nezivikelo ze-WILDTRUST, ukukhathazeka mayelana nokufinyelela kunqubo yokubandakanya ababambiqhaza beprojekthi noma mayelana nokuthi imibono nokukhathazeka

¹ Njengoba uHlelo Lwezikhaziso selusunguliwe, ukuqaliswa kubhekiselwa ekusetshenzisweni, ekuphenduleni nasekuqaphelweni koHlelo Lwezikhaziso.

mayelana nemisebenzi yephrojekthi, noma izigameko ezicatshangwayo noma imithelela, sezixazululiwe.

Kulo mklamo, izinhloko ezinkulu zephrojekthi zisungula ukuphathwa ngendlela efanele kweSimangaliso MPA, ukubuyiselwa kwemvelo ebucayi kwesimo sezulu ngenkathi kuthuthukiswa isimo sezomnotho nezenhlalo emiphakathini ethembele futhi esengozini. Ngakho-ke, izikhalo ezingase ziphakame ngenxa yale phrojekthi zingabandakanya lezo eziphathelene nokuxoxisana nababambiqhaza, ukungqubuzana phakathi kwemiphakathi yendawo kanye namanxusa omthetho, imingcele yokufinyelela kanye nokukhathazeka ngempilo. I-WILDTRUST ayikho esimweni sokuxazulula zonke lezi zikhalo (njengoba ingekho ngaphansi kwegunya le-WILDTRUST). Kodwa-ke **ngokweSigaba 2** (ukufaneleka) i-WILDTRUST izobika izikhazazo ezingaphandle kwegunya le-WILDTRUST ezinhlakeni ezifanele.

1.1 Inhloso Yohlelo Lwezikhalo

Indlela Yokufaka Izikhalo iyindlela yamahhala, evulekile nefinyelelekayo, eyakhelwe kakhulu Abantu Abathintwe Iphrojekthi, futhi ifinyeleleka kubo bonke ababambiqhaza bomklamo, abasebenzi bephrojekthi (okuhlanganisa nosonkontileka nabasebenzi babo). Uhlelo lwezikhalo iyingxenywe yesu lephrojekthi lokulawula ubungozi elichazwe ku-ESMP, elichaza izibopho zephrojekthi ezosetshenziswa yi-WILDTRUST ukuze ilawule imithelela engemihle engahle ibe khona futhi ithuthukise imithelela emihle engaba khona yephrojekthi. I-Grievance Mechanism isiza i-WILDTRUST ukuthi iqonde ukuthi kukhona yini ukwepulwa kwemigomo, izindinganiso nezinqubo nezibopho ezibekwe ku-ESMP ye-Blue Action Fund ESMS. Uma isikhalo esithunyelwe siqunywa ukuthi sifanelekile (**Isigaba 2**), bese kulandelwa inqubo ukuze kutholakale umsuka wesikhalo futhi kuqinisekiswa ukuthi izindaba zokungalandelwa kwe- ESMS ziyalungiswa. Ezinye izimo zezikhazazo zingase zidinge izinyathelo zokulungisa ukulungisa umonakalo ongase ube khona ngenxa yokwehluleka ukuhlonipha ukunikezwa kwe-ESMS noma izinyathelo zokuvimbela ukugwema ukuphindaphinda ukungathobeli.

Ngokuqondile, lolu hlelo lwezikhalo luhlose ukuba:

- Ibe umhlahlandlela weWILDTRUST ekuphawuleni kanye nokubhekana nezikhalo, imibuzo, kanye neziphakamiso ezivela kubantu abathintekile Iphrojekthi kanye nabanye abanini malungelo nababambiqhaza, okuhlobene nephrojekthi kanye nemisebenzi yayo ngendlela enobulungisa nesobala, nengokoqobo;
- Lukhombe futhi lulawule ukukhathazeka kwababambe iqhaza futhi ngaleyo ndlela lusekele ukulawulwa kobungozi kwi phrojekthi;
- Ukuhlinzeka ababambiqhaza abesaba noma abahlushwa imithelela emibi evela kuPhrojekthi ngesiqiniseko sokuthi bazolalelwa futhi basizwe ngesikhathi esifanele;
- Lwakhe luphinde lugcine ukwethembana kubo bonke ababambiqhaza ngaleyo ndlela kwakheke indawo evumela ukuthi iphrojekthi isebenze; kanye
- Nokuvimbela imiphumela emibi yohlelo Lokuhluleka ukubhekana nezikhazazo ngendlela efanele.

Ngakho-ke, uhlelo Lwezikhalo aluhlosile ukufaka esikhundleni sanoma yiziphi izinqubo ezikhona zokufaka izikhalo (e.g., uHlelo Lwezikhalo oluzosungulwa yi-Ezemvelo), kodwa kunalokho luhambisana futhi lwakhe phezu kwezinqubo ezikhona, kuyilapho luqinisekisa ukuthi i-WILDTRUST iyakwazi ukuhlonza, ukubhalisa (bheka Isigaba 6) futhi uphendule izikhalo ngendlela efanele. Loluhlelo lokwethula izikhalo libonisa futhi lisebenza ngaphansi komuhle umkhuba kanye nemigomo elandelayo:

- *Ezitholakalayo/Ukufinyelela*
- *Okusebenzayo*
- *ukusebenza ngezinga eliphezulu nokufumana izimpendulo ngesikhathi*
- *Ukuba sobala*
- *Ukuzimela*
- *Ukuvikela ukuziphindiselela*
- *Ukugcinwa kwamarekhodi*

2. Okufanelekile

I-WILDTRUST isebenzela ukusungula indlela yokufanelekile kohlelo Lwezikhalo, oluzophothulwa phakathi nezinyanga ezintathu zokuqala zomsebenzi. Kule nguquko yohlelo lwezikhalo, imibandela yezikhalazo ezifanele ihlanganisa:

- Noma yimuphi umphakathi, inhlango, ababambiqhaza kulohlelo lwezikhalo noma iqembu elithintekile (kuhlanganise nabantu) abakholelwa ukuthi bangase bathintekile noma bathintekile kabi yinoma yimiphi imisebenzi yephrojekthi esekelwa (yezobuchwepheshe noma yezezimali) i-WILDTRUST kanye /noma ngenxa yokwehluleka kwephrojekthi ukulandela i-Blue Action Fund kanye ne-WILDTRUST Environmental and Social Safeguards kanye nokunye ukuthobela umthetho njengoba kubekwe ku-ESMS, ngesikhathi kuhlelwa noma kuqaliswa lomsebenzi weProjekthi ithathwa lokhu okubizwa "Njengabathintekayo Bephrojekthi banelungelo lohambisa isikhalazo;
- Imithelela engemihle ingabandakanya zonke izinhlobo zomthelela weProjekthi, okuhlanganisa imithelela eqondile nengaqondile yemisebenzi yephrojekthi (okuhlanganisa nemisebenzi iphrojekthi enikela kuyo noma exhumene nayo ngokuqondile). Njengobubanzi bokusetshenziswa kwe-Blue Action Fund ESMS, imiphumela engemihle ayikhawulelwe emisebenzini ye-WILDTRUST kodwa ihlanganisa imiphumela yemisebenzi yozakwethu bephrojekthi (kuhlanganise nozakwethu abasebenzisayo bephrojekthi njengeziphathimandla Zendawo Evikelekile) abasekelwa ngokwezimali noma ngokobuchwepheshe. ngephrojekthi i-WILDTRUST (bheka Uhlelo Lokubandakanya Ababambiqhaza, Isijobelelo 2 ku-ESMP).
- Noma iyiphi Iphrojekthi ethintekile ingase ifake isikhalazo.
- Abameleli (umuntu noma inhlango yendawo) bangafaka isikhalazo egameni leQembu Elithintekile Iphrojekthi, kodwa kufanele banikeze ubufakazi obuphathekayo lokubamela; kanye
- nezikhalazo ezingaziwa zizobhekwa.

Ngakolunye uhlangothi, imibandela yamanje yezikhalazo ezingafaneleki ihlanganisa:

- Izikhalazo ngokuphathelene nezenzo noma ukweqiwa okungasekelwe ngokobuchwepheshe noma ngokwezimali kwiprojekthi, noma mayelana nezinhlangano ezingabona ozakwethu noma ababambisene nabo Kuphrojekthi;
- Izikhalazo ngezindaba ezingaphandle kobubanzi beProjekthi, okuhlanganisa nangaphandle Kwendawo yephrojekthi;
- Izikhalazo ezifakiwe:
 - Ngemva kosuku lokuvalwa ngokusemthethweni kwephrojekthi; noma
 - Ezinyangeni eziyi-18 ngemuva kosuku lokuvalwa ngokusemthethweni kweProjekthi ezimeni lapho isikhalazo sibheka umthelela obangelwe yimisebenzi yephrojekthi ebingaziwa, futhi ebingeke yaziwa, ngaphambi kosuku lokuvalwa ngokusemthethweni.
- Izikhalazo eziphathelene nemithetho, izinqubomgomo, kanye nemithethonqubo yaseNingizimu Afrika (kuhlanganise naleyo ehlobene ne-MPA), ngaphandle uma lokhu kuhlobene ngokuqondile nesibopho se-WILDTRUST sokuhambisana nemigomo, amazinga kanye nezinqubo zeProjekthi ye-ESMS [i-WILDTRUST izosebenzisana nayo iSimangaliso Wetland Park Authority ukuze yenze izindlela yokufaka izikhalazo ezihlobene ne-MPA ezingangeni ngaphakathi kwamaphrojekthi abambisene abahlobene nawo;
- Izikhalazo eziphathelene nezindaba ze-WILDTRUST ezingahlobene nokugcinwa kwezindlu, njengezezimali, izinsiza zabasebenzi kanye nokunakekela (izikhalazo zale ndlela, bheka Inqubomgomo Yezikhalazo Ye-WILDTRUST Kuzinqubomgomo Zokuphathwa Kwabasebenzi) etholakalayo uma uyicela).
- Izikhalazo ezihanjiswa ngummangali ofanayo ezindabeni abazithumele Kuhlelo Lwezikhhalazo ngaphambili, ngaphandle uma kunikezwa ubufakazi obusha, noma iphrojekthi ayizange iphendule lesi sikhalazo ngesikhathi esiboniswe ngezansi (Isigaba 3).

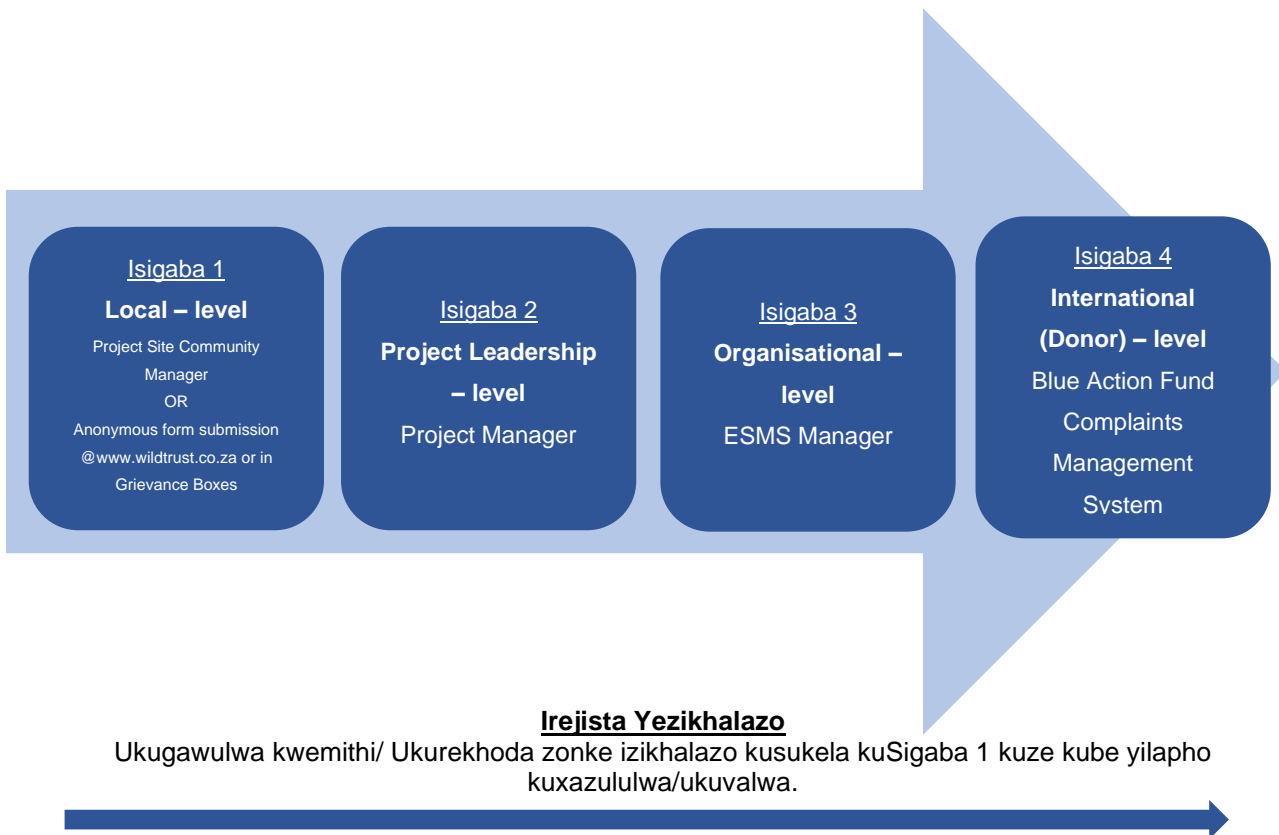
Isikhalazo ngasinye sizobuyezwa Umphathi we-WILDTRUST ESMS ukuze kutholwe ukuthi sifanelekile yini noma asifaneleki. Uma isikhalazo singafaneleki, uMphathi we-ESMS uzokwazisa abamangali esho isizathu sokufaneleka futhi lokhu kuzobhalwa phansi (**Bheka Isigaba 7 & 8**).

Abasebenzi kanye nosonkontileka:

Ngaphezu Kwabathintekayo Beprojekthi, lindlela yezikhalo izotholakala kubasebenzi beprojekthi, okuhlanganisa osonkontileka namavolontiya asebenza ezikhundleni ezibalulekile, uma benomuzwa wokuthi ukukhathazeka kwabo kusetshenzwe ngendlela efanele ngeNqubomgomo Yezikhalo ye- WILDTRUST njengoba ichazwe ku- Izingqubomgomo Zokuphathwa Kwabasebenzi, Inqubomgomo engunombolo 16 ikhasi 28, bonke abasebenzi be-WILDTRUST nosonkontileka bayakwazi ukufinyelela kuyo. Osonkontileka ngokwesibonelo abasebenza ekulungisweni kwesikhungo sezinsiza zomphakathi (uma bengenazo izindlela zabo zokukhononda) bazokwazi ukufinyelela kulindlela Yezikhhalazo. Lokhu kuzofakwa kuzo zonke izinkontileka nezivumelwano i-WILDTRUST engena kuzo nosonkontileka. Bonke abasebenzi bazokwaziswa ngezinqubo zokufaka izikhalo futhi abasebenzi abasha bazokwaziswa uma sebengenela umsebenzi. Ulwazi olumayelana nezindawo zokuxhumana luzofakwa emabhodini olwazi lwabasebenzi nasemabhodini olwazi asendaweni.

3. Inqubo yezikhhalazo

Yokuxazulula izikhalo zalolu hlelo ichazwe kulezi zigaba. Ukuze kube nokwenzeka futhi kungabizi kakhulu, ukuxazululwa kwezikhalo kufanele kufunwe ezingeni eliphansi kakhulu ngangokunokwenzeka. Inqubo yeProjekthi ihlose ukubhekana nokukhathazeka kwababambiqhaza ngokushesha, ngempumelelo nangokusobala, njengoba kubonisiwe **kuMfanekiso 1**.



Umfanekiso 1: Inqubo yezinyathelo ezine yokukhalaza.

Isigaba 1: isixazululo sezinga lendawo

Indlela engcono kakhulu yokuxazulula izikhalo ibandakanya i-WILDTRUST kanye neqembu elithintekile kwiphrojekthi ukuthi babuyekeze ukungqubuzana futhi banqume ndawonye indlela eya phambili ezothuthukisa izintshisekelo zabo ezifanayo. Lokhu kukhombisa iqiniso lokuthi amaqembu endawo kanye neziphathimandla zivame ukuba nolwazi olungcono nokuqonda izimbangela zezingxabano ezivela ekuqalisweni kwephrojekthi. Izindlela 'zokunquma ndawonye' ngokuvamile ziyizindlela ezifinyeleleka kakhulu, ezingokwemvelo, ezingasongelayo nezingabizi kakhulu zemiphakathi kanye nokuphathwa kwephrojekthi ukuxazulula ukungezwani.

Izinqubo zezikhalazo

Izinqubo ezilandelayo zihlelelwe iphrojekthi:

1. Ukwethulwa kwesikhalo:

- a) Ababambiqhaza/ abathintekayo kuphrojekthi bazokwazi ukusebenzisa noma iyiphi yalezi zindlela ezilandelayo ukuhambisa isikhalazo:
 - I. Izinga lomphakathi: Ngomlomo (mathupha) enduneni yendawo (Isiteji 1)
 - II. Ngokukhuluma (mathupha) noma ngocingo kumxhumanisi wendawo yomsebenzi noma Isikhulu sokubambisana ababambe iqhaza (Isiteji 1)
 - III. Imiyalezo ye-SMS/WhatsApp yomsebenzi noma Isikhulu sokubandakanya ababambe iqhaza (Isiteji 1)
 - IV. kuMxhumanisi wendawo ngomlomo (mathupha noma ngocingo), ngokubhala (SMS/WhatsApp/ Thumela i-imeyili) ngqo kuMphathi wephrojekthi (esimweni lapho lokhu kuyindawo eyinhloko yokuxhumana yomuntu - isibonelo endabeni yabaxhumanisi) (Isigaba 1)
 - V. Ukugcwalisa Ifomuku-inthanethi (www.wildtrust.co.za/governance); kanye
 - VI. Ngokubhala ngamaBhokisi Ezikhalo abekwe ezindaweni ezihlukahlukene Ezikhungweni Zomphakathi. *Abaphathi behabhu lomphakathi abasendaweni bayatholakala ukuze basize ngale nqubo.*
- b) Isikhalazo sirekhodwa futhi sihlukaniswe "Ebhukwini Lezikhalazo ² (bheka **isigaba 7 & 8**) (esibhalwayo nese-elektroniki) Isikhulu sokubandakanyeka kwabathintekayo (Isigaba 1) esizokwazi ukufinyeleleka kuMphathi Wephrojekthi (Isigaba 2) kanye noMphathi we-ESMS (Isigaba 3). Ummangali angacela ukugcinwa kuyimfihlo, futhi izikhalazo ezingaziwa zizokwamukelwa. Le rejista izogcinwa endaweni efinyeleleka kubasebenzi abanomthwalo wemfanelo kuphela, futhi ingahlanganyelwa namaqembu angaphandle.
- c) Uma uhambisa isikhalo, isikhalazo kufanele sihlose ukufaka lolu lwazi olulandelayo [abasebenzi bephrojekthi abanomthwalo wemfanelo bazokweseka abamangali abahambisa izikhalazo ngomlomo ukuze kufakwe yonke le mininingwane]:
 - I. Igama lomangali kanye nolwazi lokuxhumana; [kodwa izikhalazo zingaba kuthunyelwe ngokungaziwa];
 - II. Uma kungafakwanga ngokuqondile ngummangali, ubufakazi bokuthi labo abamele abantu abathintekile banegunya lokwenza kanjalo;
 - III. Iphrojekthi ethile noma uhlelo lokukhathazeka olufaka indawo;
 - IV. Ukulimala okubangelwa noma okungase kube umphumela wawo;
 - V. Inqubomgomo efanele yezenhlalakahle noma ukunikezwa (uma kwaziwa);

² Kwezinye izimo, ukwabelana ngeRejista yezikhalazo nomuntu wangaphandle kungadingeka. Isibonelo, endabeni yokuhlolwa kwephrojekthi ye-Blue Action Fund. Kulezi zimo, ulwazi lomuntu siqu kufanele luqale lukhishwe kurejista, futhi imigomo yokwabelana nokusetshenziswa ibekwe ngokucacile. I-World Bank Environmental and Social Framework (2017) iphinde idinga ukuthi phakathi neProjekthi, irekhodi elibhala izimpendulo zazo zonke izikhalo ezitholiwe lenziwe litholakale esidlangalaleni: leli rekhodi lingasekelwe kuRejista Yezikhalazo, kodwa lisuse lonke ulwazi lomuntu siqu.

- VI. Noma yiluphi olunye ulwazi olubalulekile noma imibhalo (isb., usuku lomcimbi);
- VII. Noma yiziphi izinyathelo ezithathiwe kuze kube manje (uma zikhona) ukuxazulula inkinga;
- VIII. Isixazululo esihlongozwayo; futhi
- IX. Ukuthi ukugcinwa kuyimfihlo kuyacelwa yini (esho isizathu).

d) Isikhalazo singafakwa ngesiNgisi noma ngolimi lwendawo. Uma isikhalo singazange sithunyelwe ngokungaziwa futhi kungakhathaliseki ukuthi ukugcinwa kuyimfihlo kuyacelwa yini, ubunikazi bommangali buyogcinwa kuphela lthimba Lezikhalazo Zephrojekthi, noma isisebenzi sephrojekthi esisebenza endaweni esingethe udaba ngokuqondile i.e. Isikhulu sokubambisana nababambiqhaza. Lapho kusetshenzwa ukuxazulula icala, ubunikazi babamangali buzogcinwa ngaphakathi kweqembu elincane ngangokunokwenzeka ukuze kuqinisekiswa ukuvikelwa ekuziphindiseleni.

2. Ukwazisa nokusingatha isikhalazo:

- a) Samukelwa ngokusemthethweni ngomhlangano womuntu siqu, ucingo, i-imeyili noma incwadi njengoba kufanele, zingakapheli izinsuku zokusebenza eziyi-10 zithunyelwe. Uma isikhalo singaqondakali kahle noma uma kudingeka ulwazi olwengeziwe, ummangali kufanele acaciselwe ngalesi sinyathelo.
- b) Lapho kungenzeka khona isinqumo sezinga lendawo sifinyelelwa yithimba lephrojekthi.
- c) Uma isikhalazo singakwazi ukuxazululwa ezingeni lendawo, uMphathi we-ESMS uzolinganisela isihloko salesi sikhalazo ukuze aqonde uhlobo nohlobo lomthelela, kanye nesixhumanisi nemisebenzi yephrojekthi (okungukuthi umthelela oqondile, umthelela ongaqondile, okunqwabelanayo umthelela), kanye nezinga lesibopho sephrojekthi sokuxazulula isikhalo. Ezimeni lapho isikhalazo singahlobene nemisebenzi yephrojekthi, ummangali uzokwaziswa ngeziphathimandla okufanele isikhalazo siqondiswe kuzo.
- d) Impendulo ithuthukiswa yi-iSimangaliso MPA EbA Project Manager ekhona ngokufaka okuvela kumphathi we-ESMS nabanye uma kunesidingo. Mayelana nezindaba ezithinta umphakathi, sekusungulwe ikomiti lesixazululo elihlanganisa abameleli be-WILDOCEANS nabalingani bomklamo, iSimangaliso Wetland Park Authority kanye ne-Ezemvelo KZN Wildlife. Kwezinye izindaba, umphathi we-ESMS uzobiza ikomidi elifanele nelifanele. Isinqumo sizogxila ekugwemeni umthelela (uma usazokwenzeka), noma ukuthuthukisa kanye nokuvumelana ngezinyathelo zokulungisa ukulungisa noma yimiphi imithelela eyenzekile.
- e) Izinyathelo zokulungisa zizobe sezisetshenziswa ukuze kubhekwane nodaba, futhi ukuqedwa kwalokhu kubhalwa ebhukwini lezikhalazo.
- f) Impendulo isayinwe ngumphathi we-ESMS. Ukusayina kungase kube isiginesha ebhukwini lezikhalazo noma ezincwadini ezizofakwa nesikhalo ukukhombisa isivumelwano.
- g) Impendulo idluliselwa kothintekayo. Isisebenzi esinomthwalo wemfanelo siqinisekisa ukuthi indlela efanelekile yokudlulisa impendulo kulowo othintekayo iyavunyelwana futhi iyasetshenziswa, kugcinwe kuyimfihlo lapho iceliwe. Impendulo yesikhalo izonikezwa ezinsukwini zokusebenza ezingama-20 ngemuva kokutholwa kwesikhalo.
- h) Impendulo yommangali irekhodwa ukuze isize ukuhlola ukuthi isikhalo sivaliwe noma ukuthi kudingeka yini esinye isinyathelo. Isisebenzi esinomthwalo wemfanelo kufanele sisebenzise

imigudu efanele yokuxhumana ukuze siqinisekise ukuthi ummangali ukuzwisile yini futhi wanelisekile ngempendulo. Impendulo yabamangali kufanele ibhalwe ebhukwini lezikhhalazo. Okufanelekile, izinhlangothi zombili kufanele zisayine isikhhalazo ukuze ziqinisekise ukuvala. Noma, ngokunye, isiqinisekiso esibhaliwe sokuthi isikhhalazo sivaliwe ngokugculisayo kufanele kutholwe.

- i) Isikhalo sivalwa ngokusayina kuMphathi we-ESMS, onquma ukuthi isikhhalazo singavalwa yini noma ukuthi kudingeka ukunakwa okwengeziwe kanye nesinyathelo. Uma kudingeka ukunakwa okwengeziwe, isisebenzi esinomthwalo wemfanelo kufanele sibuyele eSinyathelweni sesi-2 ukuze sihlale kabusha isikhhalazo bese sithatha izinyathelo ezifanele. Uma uMphathi we-ESMS esehlolile ukuthi isikhhalazo singavalwa yini, uzosayina ukuze agunyaze ukuvalwa kwesikhalo kurejista yezikhhalazo noma ngokuxhumana ngokubhala.

Isigaba 2: Ubuholi Obusezingeni beprojekthi

Izikhalo ekuhlulekayo ukuxazulula ukuxazulula ezingeni lasekhaya umphakathi ne nababambe iqhaza Engagement Officer, uzobe isidluliselwa kwi-WILDTRUST umholi weprojekthi osezingeni eliphezulu lobuholi kwiprojekthi, kuzolandela inqubo evezwe esigabeni 1.

Isigaba 3: Izinga ngokwenhlangano

Ienhlangano Lapho impendulo yanoma yisiphi isikhalo ngeSigaba 1 kanye nese-2 ithathwa njengengagculisi kulowo onesikhhalazo, obambe iqhaza angafaka isikhhalazo kuMphathi we-WILDTRUST ESMS ku- ESMS@wildtrust.co.za.

- a) Umphathi we-ESMS uzohlola ukufaneleka kwesikhhalazo bese enikeza impendulo yokuthi sifanelekile noma cha, ngokuhambisana nalezi zindlela ezingenhla zingakapheli izinsuku eziyi- 10 zebhizinisi ngemuva kokuthola isikhhalazo).
- b) Uma isikhhalazo sithathwa njengesifanelekile, i-WILDTRUST izokwakha isu nesikhathi sokuphenya, okuzokwaziswa ummangali, phakathi kwezinsuku eziyi-10 zebhizinisi isikhhalazo sifakiwe.
- c) Ithimba le-WILDTRUST lizobe selicubungula lolu daba, ngokusekelwa okwengeziwe kwezobuchwepheshe uma kudingeka (isb, okuvela eMnyangweni Wezabasebenzi we-WILDTRUST noma Ithimba Lobuholi, noma iqembu lesithathu elizimele). Ngokusekelwe emiphumeleni, ithimba lizobe selisebenza nezinhlangothi ezithintekayo ukwakha nokusebenzisa uhlelo lokusebenza nesikhathi sokuxazulula noma yiziphi izinkinga.
- d) Isifinyezo sokukhathazeka okuveziwe, izinyathelo ezithathiwe, iziphetho okufinyelelwe kuzo, uhlelo lokulandelela nesikhathi sokuqedwa kuzobhalwa phansi (kuRejista yezikhhalazo) futhi kwaziswe njengoba kuvunyelwene phakathi kwezinhlangothi. I-WILDTRUST izokwenza lula ukwesekwa ukuze kuqhutshekwe nokucacisa, ukuhlola, nokuxazulula izinkinga ezengeziwe, njengoba kudingeka.

Ezimeni lapho izinkinga zingasingathwanga ngendlela efanele ngabanikezeli, ababambiqhaza bangafaka isikhalo ngokuqondile ku-Blue Action Fund (Isigaba 4 ngezansi).

Isigaba sesi-4: Ukuthunyelwa ku-Blue Action Fund (Donor)

Esimeni sezikhhalazo ezibucayi noma lezo ezingaxazululeki ngokushesha, i-WILDTRUST inesibopho sokwazisa iBlue Action Fund ngemininingwane. Ukwengeza, iBlue Action Fund igcina umzila ohlukile

wokuxhumana ovulekele ababambiqhaza basendaweni uma kwenzeka izinkinga zingaxazululwa ngendlela efanele izibonelelo. I-Blue Action's own institutional Grievance Mechanism itholakala kuwebhusayithi yeBlue Action Fund ([lapha](#)).

I-WILDTRUST ingase inikeze ukulamula njengenketho lapho Abathintekayo Bephrojekthi benganelisekile ngesinqumo esihlongozwayo. Ekugcineni, ababambiqhaza bangase baphendukele ezinkantolo ngokuhambisana nomthetho okhona waseNingizimu Afrika, futhi le nqubo yezikhhalazo akufanele ivimbele ukufinyelela kwamanye amakhambi omthetho noma okuphatha atholakala ngaphansi koMthetho.

Ithebula 2: Imininingwane yokuxhumana ukuba kuhlinzekwe ku ukuxhumana ngephrojekthi yokwethula uhlelo lwezikhhalazo.

	Isinyathelo 1: Local: Isikhulu Sokubandakanyeka Kwababambiqhaza	Isinyathelo 2: National Imenenja yePhrojekthi	Umphathi weESMS	Isinyathelo 3: Blue Action Fund yokwethula uhlelo lwezikhhalazo
Isikhundla	Umphathi Womphakathi Wesizinda Sephrojekthi Umsizi Umphathi Womphakathi Wesayithi	Umphathi wephrojekthi	Umphathi we-ESMS	Isikhulu se-ESMS seBlue Action Fund
Imeyili	Asisipom@wildtrust.co.za YamukelaniN@wildtrust.co.za	NoziM@wildtrust.co.za	ESMS@wildtrust.co.za	grievance@blueactionfund.org
Ucingo	+27 33 343 6380 +27 78 648 3951 +27 33 343 6380 +27 83 287 7867	+27 33 343 6380 +27 60 537 3039	+27 33 343 6380 +27 82 421 4418	+49 30 20092786
Ikheli	WILDTRUST, Second Floor, Block A Townbush Office Park, 460 Townbush Road, Pietermaritzburg 3201		Blue Action Fund c/o Nature Trust Alliance GbR Friedrich-Ebert-Anlage 36 60325 Frankfurt am Main Germany	

Inombolo yocingo ye-WILDTRUST's Ethics & Fraud

Noma yiziphi izindaba ezisolwa ngokukhwabanisa, inkohlakalo, ukweba, ukungaziphathi kahle, noma ukuziphatha okungafanele kwabasebenzi be-WILDTRUST kungabikwa ngokungaziwa ku-0800 828 688 noma ku-wildtrust@behonest.co.za.

4. Udlame Olusekelwe Ngokobulili (GBV)

I-WILDTRUST iyakuvuma ukuzwela kwezikhhalazo ze-GBV. Lezi zincazelo ezilandelayo ziyavunywa mayelana ne-GBV, ukuhlukumeza ngokocansi nokuxhashazwa, udlame locansi, kanye nokuhlukunyezwa ngokocansi.

I-GBV yitemu elivamile lanoma yisiphi isenzo esiyingozi esenziwa ngokumelene nentando yomuntu futhi elisekelwe ekwehlukeni okubekwe emphakathini (okungukuthi ubulili) phakathi kwabesilisa nabesifazane. Kuhlangukisa izenzo ezibangela ukuhlupheka ngokomzimba, ngokocansi noma kwengqondo, noma izinsongo zalezo zenzo; ukuphoqa; kanye nezinye izenzo zokuphuca inkululeko. Lezi zenzo zingenzeka esidlangalaleni noma ngasese. Izinhlobo eziyisithupha eziphambili ze-GBV yilezi:

- **Ukudlwengula:** ukungena ngaphandle kwemvume (noma kuncane kangakanani) esithweni sangasese sangasese, edidi noma emlonyeni ngepipi, esinye isitho somzimba noma into.
- **Ukuhlukumeza ngokocansi:** noma yiluphi uhlobo lokuxhumana ngokocansi ngaphandle kwemvumelwano olungaphumeleli noma olungabandakanyi ukungena.
- **Ukuhlasele ngokomzimba:** udlame olungekho ngokocansi ngokwemvelo. Izibonelo: ukushaya, ukushaywa ngempama, ukuklinywa, ukulimaza, ukusunduza, ukushisa njll.
- **Umshado ophoqelelwe:** umshado womuntu ngaphandle kwentando yakhe.
- **Ukuncishwa izinsiza, amathuba, noma izinsiza:** ukuncishwa ukufinyelela okusemthethweni kwezomnotho/impahla noma indlela yokuziphilisa, imfundo, ezempilo, noma ezinye izinsizakalo zomphakathi (isb., umfelokazi ophucwe ifa; imali engenayo ethathwe umlingani osondelene naye noma ilungu lomndeni ; owesifazane ovinjelwe ukusebenzisa izinto zokuvimbela inzalo; intombazane evinjelwe ukuya esikoleni, njll.)
- **Ukuhlukunyezwa ngokwengqondo/ngokomzwelo:** Ukwenziwa kobuhlungu noma ukulimala ngokwengqondo noma ngokomzwelo. Izibonelo: izinsongo zodlame olungokomzimba noma locansi, ukusabisa, ukululazwa, ukuhlukaniswa ngenkani, ukuhlukumeza, ukucanasa, ukuncenga okungafunwa, amazwi angafuneki kanye/noma asabisayo, ukuthinta noma amazwi alotshiwe ocansi, ukucekelwa phansi kwezinto ezithandekayo, njll.

Ukuxhashazwa Ngokocansi Nokuhlukunyezwa

“Ukuxhashazwa ngokocansi” kusho ukuhlukumeza noma ukuzama kabi isikhundla sokuba sengozini, amandla okuhlukanisa, noma ukwethenjwa ngezinjongo zocansi, okuhlanganisa, kodwa kungagcini nje, ukwenza inzuzo ngokwezimali, kwezenhlalo noma kwezombusazwe. “Ukuhlukumeza ngokocansi” kusho noma yikuphi ukwephulwa kocansi okwenziwa ngamandla, ngenkani, noma ngobudlelwano obungalingani, futhi usongo lwalokho kuhlukumeza kuhlanganisa nokuhlukumeza ngokocansi.

Ukuhlukunyezwa ngokobulili

“Ukuhlukunyezwa ngokocansi” kuchazwa ngokuthi noma ikuphi ukunxeshelwa noma ukucela umusa ngokocansi noma okunye ukukhuluma noma ukuziphatha okungokobulili okungase kubangele ukucasula noma ukululazwa, lapho kuphazamisa ukuziphatha kahle kwebhizinisi, kwenziwa umbandela. wokuqashwa, noma udala isimo somsebenzi esabisayo, esinobutha, noma esicasulayo.

Izikhhalazo ezibucayi

Noma yikuphi ukuxhumana okuphathelene nesikhalo esibucayi kufanele kwenziwe ngendlela eyimfihlo nevikelekile. Uma kubhekwa ubungozi obuhambisana nalesi sigaba sezikhhalazo, ikakhulukazi lezo eziphathelene ne-GBV, i-WILDTRUST kufanele ivumele abamangali ukuthi bafake izikhalo zabo ngendlela ephephile neyimfihlo, ngendlela engacwasi, nangokuhambisana nezindlela ezixile kulowo ohlukunyeziwe. Ngakho-ke lezi zikhalo zingaphansi kwenqubo yezikhhalazo eyisipesheli.

Ukuphathwa kwezikhhalazo ezihlobene ne-GBV, ukuhlukunyezwa ngokocansi nokuxhashazwa, udlame locansi, nokuhlukunyezwa ngokocansi

Zonke izinhlobo zokucwasa nokuhlukumeza zibhekwa njengezibucayi. Izikhhalazo ezizwelayo, ikakhulukazi lezo eziphathelene nodlame olusekelwe kuBulili, ukuhlukunyezwa ngokocansi nokuxhashazwa, udlame locansi, nokuhlukunyezwa ngokocansi, zizophathwa futhi kusingathwe ngazo ngendlela ezwelayo futhi esheshayo. Izinyathelo zokuqondiswa kwezigwegwe ezihlanganisa nokuxoshwa kafushane kwabasebenzi be-WILDTRUST, zingathathelwa isisebenzi esitholakala sinecala lanoma yiluphi uhlobo lokuhlukumeza ngokocansi. I-WILDTRUST inelungelo layo lokunqamula ubudlelwano bebhizinisi nabalingani bephrojekthi, ababambiqhaza, abahlinzeki kanye nabasebenzi babo abatholakala benecala lalesi senzo sokwephula umthetho omkhulu.

Isixazululo

NjengokweNqubomgomo ye-WILDTRUST yokuhlukumeza ngokocansi, ummangali uyakhuthazwa, kodwa kungadingeki nakancane, ukuthi axazulule izinkinga ezingase zibe khona ngokushesha, ngokungakahleleki futhi ngokuqondile nomenzi wobubi ekuqaleni kwanoma iyiphi indlela yokuziphatha ebangela ukungakhululeki kummangali, uma lokhu kufaneleka, ukuvimbela. ukwanda okungadingekile kwezindaba. Kuyaqashelwa futhi kuqondwe ukuthi lokhu kungase kungenzeki ezimweni zecala ngalinye.

Noma iyiphi indlela esemthethweni kufanele ithathe uhlobo lwesikhalo esisemthethweni, futhi kufanele idalule okungenani:

Ukuthi ungubani umenzi wobubi

- Isimo sesenzo esisolwayo, noma uchungechunge lwezenzo, ezihlanganisa ukuhlukumeza
- Imininingwane yesenzo esisolwayo, noma uchungechunge lwezenzo, ezihlanganisa ukuhlukumeza
- Izinga lokungaphatheki kahle, noma ezimeni ezimbi kakhulu, ukulimala okukhona, noma imiphumela esongelwa, kuhlanganisa nanoma iyiphi ingcindezi ebekwa ukuba ingavezi ukuziphatha.
- Faka ohlwini ubufakazi obukhona obufakazela isikhalazo, ngisho noma kuwubufakazi "bokulunga" bommangali.

Ngokwemvelo, amacala okuhlukumeza akulula ukuthi abe nofakazi abaningi bezehlakalo ngokwawo ngaphandle kummangali. Kodwa-ke, iQembu Lephrojekthi lizophenya imibiko ngokusemandleni futhi lizonquma inkambo efanele yokwenziwa ngokuvumelana nolwazi olutholakalayo. Uphenyo luzophothulwa ngokushesha ngangokunokwenzeka futhi kufanele kusetshenzwe ngalo ngokwethembeka okukhulu. Kuzobhekwa futhi ukunakekelwa ngesikhathi sanoma yiluphi uphenyo lwesikhalo esiphathelene nokuhlukumeza ngokuthi ummangali akancishwe amathuba ngokungafanele emsebenzini, nokuthi isikhundla somunye umuntu asibandlululi uma isikhalo sitholakala singafanelekile. Ngenxa yobucayi bemiphumela engaba khona kunoma yimuphi umsebenzi othintekayo ezenzweni ezinjalo, kufanelekile ukuthi Ithimba Lephrojekthi liqaphe ngokunengqondo lapho lihlatiya lezo zinsolo (kuhlanganise noMnyango Wezabasebenzi weTrust), ngaphandle kokusho ukuthi isikhalo asinasisekelo. noma enonya. Ummangali kufanele elulekwe ngendlela ebucayi kakhulu ngesidingo sobuqotho ezindabeni ezinjalo, nangemiphumela yokutholakala enezinsolo ezingamanga ngomunye umuntu (isenzo senkantolo esingase sibe khona sokunyundela, kanye nokuqulwa kwecala lokuqondiswa kwezigwegwe kwenhlangano yangaphakathi).

Imithetho

I-WILDTRUST inelungelo lokuqondisa izikhalo zalolu hlobo ezinsizeni ezikhethekile kanye/noma zidluliselwe eziteshini ezingokomthetho ukuze zinikeze impendulo efanele. Ummangali uzoqondiswa osizweni oludingekayo kanye nosizo (ngokomthetho, ngokwengqondo, ngokwezempilo) kuyo yonke inqubo. Uma izenzo zokuxhashazwa ngokocansi noma zokuhlukumeza zitholakala zibandakanya abasebenzi bephrojekthi noma osonkontileka, i-WILDTRUST inelungelo lokumisa noma ukunqamula ubudlelwano benkontileka ngokushesha. Ukwehluleka ukubika, ukukhuthaza noma ukuthethelela icala locansi kuyisijeziso somthetho. Noma yimuphi umuntu obika icala eliqinisekisiwe lokuxhashazwa ngokocansi noma ukuhlukumeza, noma obambisene ophenyweni lwalezo zenzo, uzonikezwa isivikelo sobumfihlo esigcwele uma kunesidingo. Inqubo ezolandelwa kumele ivumele abamangali ukuthi bafake izikhalazo zabo ezibucayi ngesikhathi beqinisekisa ukuphepha kwabo kanye nokuba yimfihlo.

5. Ukwazisa Ababambiqhaza ngohlelo lwezikhali

NgoHlelo Lwezikhaziso Ukuze Indlela Yezikhaziso isebenze kahle futhi ifinyeleleke, i-WILDTRUST izothatha izinyathelo ezininzi ukuze yazise bonke ababambiqhaza abafanelekile bomklamo ngobukhona kanye nobubanzi beNdelela Yezikhaziso kanye nezinhlinzeko ezifanele ze-ESMS. Kubalulekile ukuthi ababambiqhaza bazi ngemibandela yokufaneleka yezikhaziso kanye nendlela yokwethulwa kwesikhalo. Uhlelo lwezikhaziso lizoshicilelwa olimini lwesiZulu futhi

yabelwane nemiphakathi ethintekile kumaprojekthi. Ngaphezu kwalokho, ukuqwashisa okuqhubekayo kohlelo Lwezikhalo kuzokwenzeka ezinyangeni ezi-3 zokuqala zephrojekthi, kuqinisekiswa ukuthi ulwazi lwethulwa ngendlela efanele ngokwesiko ukuze lufinyelele kuzo zonke izinhlaka ezithintekayo kanye nabantu abathintekile kuphrojekthi okuhlanganisa nabesifazane namaqembu asengozini.

Izindlela ezehlukene zizosetshenziswa ukuze kuqwashiswe ngeNdlela Yezikhalo kanye nezinqubo ezihlanganisa ukuxhumana ngomlomo (isb, ngemihlangano yokubonisana, izifinyezo kanye nokuqeqeshwa) ukuxhumana ngokubhala (isb. nge-imeyili, iwebhusayithi yephrojekthi kanye nasemahhovisi endawo endaweni/ezindaweni zephrojekthi) kanye nezikhungo). Ngaphezu kwalokho, amabhokisi ezikhalazo azofakwa emihlanganweni nasezifundweni zokuqeqesha. Isikhalo singalethwa ngesiNgisi noma ngesiZulu.

Ukufinyeleleka kudinga ukuthi ukuhanjiswa kwesikhalazo, ukuphathwa kanye nokurekhodwa kuklanywe ngendlela yokuthi ababambiqhaza bathembe indlela kanye nezinqubo zokuvikela abamangali kunoma yiluphi uhlobo lwesenzo sokuziphindiselela, okuhlanganisa izinhlinzeko zokuqondiswa kwezigwegwe noma ezinye izinyathelo ezifanele uma kwenzeka bephulwa. yalesi simiso. I-WILDTRUST izoqinisekisa ukuthi bonke ababambiqhaza bayakwazi lokhu.

6. Ukubika Isigameko Esibucayi

Uma isikhalo sihlonzwa njengesigameko esibucayi, esichazwa ngokuthi “*noma isiphi isigameko esingahlelelwe noma esingalawuleki esinomthelela omubi kubasebenzi, kumalungu omphakathi noma endaweni engaphakathi kweNdawo Yethonya lephrojekthi noma izehlakalo ezingaba namandla okuba nezinto noma imiphumela engemihle emibi ekusebenzeni kwephrojekthi noma okubangela izikweletu ezingaba khona noma ubungozi*”, besithunzi inqubo yokubika isigameko esibucayi se-WILDTRUST izosungulwa. Le nqubo ichazwa ku-ESMP yephrojekthi.

7. Ukugcina Amarekhodi kanye Nezenzo Zokuqapha

Zonke izikhalo, kungakhathaliseki ukuthi zifanelekile noma cha, kufanele zibhalwe kuRejista Yezikhalazo (**Isigaba 8** ngezansi). Le rejista izobhala zonke izikhalazo, iziphakamiso, ukuphawula, imibuzo ethunyelwe ababambiqhaza ngendlela ehlukeneyo ngaphansi kwezihloko ezinhlanu eziyinhloko:

1. Ukubhaliswa kwezikhalazo: okuhlanganisa isihloko sesikhalazo, incazelo yesikhalazo kanye nemibandela yokufaneleka;
2. Ukwazisa: i- WILDTRUST iyavuma ukuthi yasithola isikhalo zingakapheli izinsuku eziyi-10 zokusebenza;
3. Uphenyo (lwezikhalazo ezifanele kuphela): I- WILDTRUST iphenya umsuka, ukuthi isimangalo siyiqiniso noma singamanga futhi iphakamisa izinyathelo zokulungisa;
4. Impendulo: I- WILDTRUST inikeza impendulo kummangali; futhi
5. Vala: I- WILDTRUST ivala isikhalazo uma sesixazululwe ngokwanele futhi salungiswa futhi nempendulo inikezwe ummangali

Izinhlelo zokusebenza okuvunyelwene ngazo zizobeka izikhathi zokuqapha inqubo evamile ukuze kuxazululwe isikhalo.

Umphathi we-ESMS uzodidiyela ukuqapha ngokuhlela ukuhlola ngezikhathi ezithile, ahlanganise izinhlangothi ezithintekayo kanye nabeluleki bezobuchwepheshe abafanelekile bemihlangano noma okunye ukuxhumana ngesimo sezitshalo zokusebenza, kuze kube kuqedwa. I-WILDTRUST izohlola

ukusebenza kahle kwenqubo yokuxazulula lesi sikhhalazo minyaka yonke futhi ibone noma yiziphi izidingo zokuthuthukiswa.

Indlela Yezikhhalazo kanye nesipredishithi esihambisana ne-excel (Irejista Yezikhhalazo) kufanele igcinwe, igcinwe endaweni evikelekile futhi ibuyekezwe njalo.

Izinkomba ezizosetshenziswa ukuze kuqashwe futhi kuhlolwe ukuphumelela koHlelo Lwezikhhalo Lomklamo zidweliswe ngezansi ngokusetshenziswa kweRejista Yezikhhalazo:

- Inani lezikhhalazo ezitholiwe futhi zarekhodwa (ezihlukaniswe ngabafanelekile nezingafaneleki) ngesikhathi sokubika/sokubuyekeza;
- Inani lezikhhalazo ezamukelwe ngesikhathi/azivunywanga ngesikhathi, okuhlanganisa nokuthi kungani;
- Inani lezikhhalo lapho uphenyo belu/lungaqedwanga ngesikhathi, kubandakanya nokuthi kungani;
- Inani lezikhhalazo ezixazululiwe nezingaxazululiwe.

8. Amathuluzi nezifanekiso nohlelo lwezikhhalazo

Lesi sigaba sigqamisa amathuluzi engeziwe nezifanekiso zokuqalisa uhlelo lwezikhhalazo.

8.1 Isifanekiso ithempulethi

Sokubhaliswa Kwezikhhalazo I-WILDTRUST igcina Yerejista Yezikhhalazo esendaweni evikelekile futhi elawulwa ngokwezinjongo zephrojekthi kuphela

8.2 Ifomu Lezikhhalazo Zomphakathi

Uhlaka lwefomu lezikhhalazo zomphakathi lukhonjisiwe ngezansi.

Yefomu Lomphakathi Lezikhhalazo	
Inombolo Yereferensi(inikezwe Uzakwethu WokuQalisa):	
Sicela ufake imininingwane yakho yokuxhumana nesikhalo. Lolu lwazi kuzobhekwa nalo ngokuyimfihlo. Sicela uqaphele: Uma ufisa ukuhlala ungaziwa, sicela ufake ukuphawula/isikhalo sakho ebhokisini elingezansi ngaphandle kokubonisa noma yiluphi ulwazi lokuxhumana - ukuphawula kwakho kusazobhekwa.	
Igama Eligcwele	
Ukuhanjiswa okungaziwa	<input type="checkbox"/> Ngifuna ukuhlala ngingaziwa
Sicela umake ukuthi ufisa ukuthintwa kanjani (i-imeyili, ucingo, i-imeyili).	<input type="checkbox"/> Ngemeyili (sicela unikeze ikheli leposi):
	<input type="checkbox"/> Ngocingo (sicela unikeze inombolo yocingo):
	<input type="checkbox"/> Nge-imeyili (sicela unikeze ikheli le-imeyili):
Ulimi olukhethwayo lokuxhumana	<input type="checkbox"/> IsiZulu <input type="checkbox"/> IsiNgisi <input type="checkbox"/> Okunye, sicela ucacise: _____
Incazelo yesigameko noma isikhalo:	Kwenzekeni? Kwenzeke kuphi? Kwenzeke kubani? Uyini umphumela wenkinga?
Usuku lwesigameko/sesikhalo:	<input type="checkbox"/> Isikhathi esisodwa isigameko/isikhalo (usuku __) <input type="checkbox"/> Senzeke izikhathi ezingaphezu kwesisodwa (kangaki?) <input type="checkbox"/> Okuqhubekayo (okwamanje sinenkinga)
Yini ongathanda ukuyibona yenzeka ukuze uxazulule inkinga?	

Sicela ubuyisele ifomu lesikhalo kuMphathi wakwezemvelo nezenhlalakahle (ESMS), ESMS@wildtrust.co.za