MUAST
MARONDERA UNIVERSITY
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

# UGWALO LWEZINGA YEMISEBENZI EYENZELWA AMAKHASIMENDE

## 1. Isandulelo

IMarondera University of Agricultural Sciences and Technology (MUAST) iyisikhungo semfundo ephakemeyo sesimanje njalo esahlukileyo esasungulwa ngoMthetho wePhalamende (Isahluko 25:29) ngo2015. Iyunivesithi ihlose ukukhiqiza abafundi abamukelekayo emhlabeni wonke jikelele labalamakhono abagxile kwezokulima, kwezamabhizimusi, lobuciko ekusebenziseni ulwazi olutsha ngokwenza kahle ekufundiseni, ekuchwayisiseni lasemisebenzini yokusiza umphakathi, ukusungula izinto ezintsha, kanye lokukhulisa amanda.

## 2. Umbono

Ukuba yisikhungo sezemfundo esihamba phambili ekutholiseni izixazululo eziqinisa ezokulima eziqhutshwa ngolwazi olutsha kanye lamabhizimusi ezingeni lelizwe lasezingeni lamazwe jikelele.

## 3. Injongo

Ukukhiqiza abafundi abalamakhono, ubuciko lolwazi, ukuguqula imiphakathi yezokulima lamanda ngokufundisa lokufunda okutsha, ukuchwayisiseni, imisebenzi yosizo yaseyunivesithi, ukusungula izinto ezintsha, kanye lokukhulisa amanda.

## 4. Izimiso Zethu/ Esikuqakathekisayo

a) Ubuhle
b) Ukuhlukahlukana
c) Ukusungula okutsha
d) Izimiso zokuziphatha
e) Ubuntu
f) Ukusimama
g) Ubuqotho

## 5. Ababamba iqhaza

a) Abafundi;
b) Izizalwane zelizweni lezemazweni omhlaba ngokwehlukana kwazo jikelele;
c) UGatsha lukaHulumende lwemFundo yaPhezulu, ukuSungulwa kwezinto ezintsha, iSayensi lokuThuthukiswa kobuChwephetshe;
d) Izikhungo ezipha igunya;
e) Izingatsha zikaHulumende – ezesigaba, ezesabelo lezelizwe lonke;
f) Izikhungo zezemFundo lokuQeqetsha eziselizweni lezikwamanye amazwe;
g) Amanda labamaBhizimusi lokuthengiselana;
h) IziNhlangano eziziMeleyo eziselizweni lezikwamanye amazwe kanye labalingani ababona ngezenTuthuko;

i) Izinhlangano lezikhungo eziselizweni lezikwamanye amazwe;
j) Ibandla eliMele Abafundi;
k) Izinhlanganiso/ izikhungo ezihlanganisa ndawonye amazwe amathathu kusiyaphezulu ukuze asebenzelane ndawonye:
l) Izisebenzi.

## 6. Imisebenzi yeMUAST emQoka

a) Ukufundisa Lokufunda: Ngokufundisa lokufunda ngezindlela ezintsha njalo ezixutshanisiweyo, sinika izinhlelo zemfundo ezilohlonzi ezezinga elingakaqeqetshwa eyunivesithi kanye lezezinga esalakelaqeqetshwa ngaphambilini kanye lalabo abaqhubeka befunda ukuze bathuthukise ubuchwephetshe babo. Izinhlelo lezi zidalelwe ukusuthisa izindingeko zabantu abafuna ukufunda njalo zigxilisa ubuciko bokwenza ukulima kube libhizimusi ebafundini bethu esibaqeqetshileyo.

b) Ukuchwayisisa: Sikhuthaza ukuchwayisisa okugxile ezinkingeni ngenhloso yokukhiqiza izixazululo kwezokulima ezisekelwe ngagugu lamafa njalo ezikhuthaza ingqubekela phambili ekulimeni.

c) Ukusebenzelana Lomphakathi: Siyaphatheka emisebenzini yokuhlanganyela ndawonye ukuze senze ubudlelwano lemiphakathi ekuthuthukisweni kolwazi.

d) Ukusungula okutsha: Sikhuthaza ukuthuthukiswa kokusungulwa kolwazi lwezokulima kanye lokuthuthukisa izinhlelo eziqondana lezingxaki zemiphakathi kanye lezesizwe.

e) Ukuthuthukiswa kwamanda: Sihlose ukukhuthaza ukuthuthukiswa kwamanda ngokuthengisa imibono emitsha esisunguliweyo ukuze sitholise izixazululo zezokulima ezigxile esichwayisisweni sezindingeko zomphakathi.

f) Ukubuthelela Ingcebo: Siphitshekela amathuba okuzimela kwezengcebo ngokwakha ubudlelwano bokusebenzelana ndawonye, ngokutholisa ukuqeqetsha okuthuthukisa kwamakhono, ukubonisana, ukubuthelela izingcebo zokuqhuba amabhizimusi ngamasu kanye lokunye.

## 7. Isithembiso Sethu

Isiqinisekiso sethu kubo bonke ababambiqhaza bethu yikulethwa kwezimisebenzi yokusiza umphakathi esezingeni eliphezulu ngalezi izinto ezilandelayo:

a) Ukufundisa lokufunda okulohlonzi, ukuchwayisisa, ukusebenzela umphakathi, ukusungula izinto ezintsha kanye lokuthuthukiswa kwamanda;
b) Ukuqinisekisa ukuphepha kanye lokuphila kahle kwabafundi, izisebenzi, kanye lababamba iqhaza;

c) Ukusebenzisa izimiso zethu ezimqoka zobungcitshi, ukwehlukahlukana, ukusungula izinto ezintsha, izimiso zokuziphatha, ubuntu, ukusimama, kanye lobuqotho;

d) Ukuqhubeka sithuthukisa ukutholisa kwethu imisebenzi yokusiza umphakathi;

e) Ukutholisa amathuba afaneleyo okuthuthukiswa kwezisebenzi;

f) Ukuhambela imibuzo lezikhalazo zababamba iqhaza ngesikhekhekhe;

g) Ukuqhubekisela phambili ilungelo lenkululeko kwezokufunda kanye lokuhlonipha imibono eyehlukeneyo;

h) Ukukhuthaza ukuluga, ukulingana, lokugoqela wonke umuntu ekuphatheni lasekuthuthukisweni kweYunivesithi;

i) Ukwandisa ukukhiqizwa kwezichwayisiso lokusungulwa kwezinto ezintsha ngezichwayisiso, amalungelo obunikazi, izimpawu zokuthengisa kanye lamalungelo emisebenzi ecindezeliweyo;

j) Ukuthuthukiswa kokusebenzelana ndawonye okuletha inzuzo ngokulinganayo emphakathini lakulabo ababamba iqhaza lathi kanye

k) IMUAST izinikele ukuqhubekisela phambili ubuqotho kanye lokulwisa inkohlakalo lobumenemene.

**8. Imibono yakho ngesikwenzayo**

IMUAST iyaqakathekisa imibono yakho mayelana lesikwenzayo:
Siphe imibono, izincomo, kanye lokukhathazeka kwakho nge-imeyili langezinkundla zokuxhumana. Lonke ulwazi luzaphathwa njengoluyimfihlo.

**9. Imininingwane Yokusixhuma**

a) P. O. Box 35
Marondera

Cold Storage Company (CSC) Complex
Plot 15
Longlands Road
Marondera

b) **Ku-email:** feedback@muast.ac.zw

c) **KuLinkedIn:** https://www.linkedin.com/company/muast/?originalSubdomain=zw

d) **KuX (Twitter):** https://twitter.com/MaronderaVarsit

e) **KuFacebook:** https://www.facebook.com/muast.ac.zw/

10) **Amahola Okusebenza**:

NgoMvulo kusiya ngoLwesine 8:00 am - 4:30 pm

NgoLwesihlanu 8:00 am - 4:00 pm

MARONDERA UNIVERSITY OF AGRICULTURAL SCIENCES & TECHNOLOGY (MUAST)
REGISTRAR
30 APR 2025
P.O. BOX 35, MARONDERA
ZIMBABWE