

- Ukwamukela ukuthintana bunqopho lokha nasikhu-
luma neengulani ezingakhulumi amalimi afana nalelo
elikhulunywako ngoku:
– khuluma kabuthaka;
– sebenzisa imitjho emifitjhani;
– phungula amathemu atheknikhali;
– kwazisa nokuthabela amakghono wokuthoma
welimi engcocweni;
– Ukuqinisa ukuzwisisa ilwazi eliqakathekileko
ngokubawa iingulani ukobana zibuyelele lokho aba-
kuzwisisileko, kunokobana bayame eempendulweni
eziqinisa bona ziyezwa.
- Nalokha nangabe iingulani zinekgghono elaneleko
elimini elitjha, zingakhetha ukuletha umrhumutjhi
ngesimanga sokusaba ukungazwisisi kuhle ilwazi
eliqakathekileko.
- Ukobana kuphungulwe ukudideka okungenzeka
kubangelwe mrhumutjhi wangaphandle ongakaku-
fundeli lokho, abasebenzi betlhogomelo lezamaphilo
kufanele bathome ngokucoca nesigulani ngokobana
ingabe iminqopho yokukhulumisana ingazuzwa ngo-
kukhuluma bunqopho.“
- Nangabe ukukhuluma bunqopho akukghonakali, zama
ukuthola elinye ilimi lesithathu elaziwako lelo bobabili
abantu abangalikhuluma kuhle ngokwaneleko.
- Balekela ukufaka imithwalo emikhulu yokuthintana

- kilabo basebenzi abakhuluma amalimi amanengi. Abanye abalingani nabo bangakhulumisana ngamanye amalimi abanye abasebenzi abangawakhulumiko. Kufanele kuhlonywe isiqhema namkha amaqhinga ukobana kubalekelwe namkha kukhandelwe ukobana abalinganaba bathweswe umthwalo omkhulu.
- Abasebenzi abaseenkundleni ezinamalungelo amancani ngaphakathi kwesikghonakalisi (isib. Abasebenzi abahlwengisako, abasizi emsebenzini namkha abonogada) nabo banganikela labo ikghono lokukhulumisana hlangana neensebenzi zemtholapilo. Esikhathini esinengi abantwaba kungenzeka kutholwe bona abakabandulwa ngokusemthethweni namkha abasekelwa ngokwaneleko namkha ababhadalelwa imisebenzabo yokurhumutjha. Amaziko namkha iinhlangano kufanele zenze isiqiniseko sokobana abasebenzi abafana nalabo bathola ibandulo elaneleko, itlhogomelo nembadelo yemadlana engezelelweko mayelana nemisebenzi yokurhumutjha.
 - Lokha nawusebenzisa iinsetjenziswa zokutjhgugulula imitlolo, yenza isiqiniseko sokobana awekho amabizo namkha ilwazi lomuntu elivezwako.
 - Lokha nawusebenza nabarhumutjhi abangakabandulwa, hlathulula imithetho esetjenziswako nendima abalindelwe ukobana bayidlale ngaphambi kokubonisa, lawula ikulumiswano ngendlela okufuneka ngayo bese ngemva kwalokho uyabathokoza nangesekelo labo.
 - Ngaso soke isikhathi nawusebenza nomrhumutjhi obandululiweko obekangaziwa ngaphambilini basebenzi betlhogomelo lezamaphilo, iba nomkhulumiswano omncazana naye ngaphambi kokwenza umsebenzi ukuze uhlathulule iminqopho yomhlangano begodu uhlathulule nalokho okulindelweko kunye neenkambiso.
 - Veza imiraro yokukhulumisana kilabo batlhogomeli namkha abaphathi bese ubawa ukobana kube neensombululo ngokweziko ukuphungula umthwalo kubasebenzi.
 - Yelega amathuba webandulo eliphrofetjhinali ukwenza ngcono amakhono nakusetjenzwa nabarhumutjhi. Nangabe awekho amathuba anjalo aba khona, bika itlhogeko lawo kumphathi wesikghonakalisi.

III. Abenzimigomo kwezamaPhilo

- Abahlanganyeli ngaphakathi kweenhlangano zamaphilo, abaphathi kwezamaphilo, neenhlangano zepolotiki eemfundeni, embusweni namkha kwamanye amazanga weenhlangano banamathuba amanengi wokwenza ngcono ubuliminengi etlhogomelweni lezamaphilo:
- Umgomo wezamaphilo kufanele uhlome itlhatlha mayelana nemisebenzi yobuliminengi yetlhogomelo lezamaphilo ngokusebenzisa imithetho esemthethweni efaneleko namkha imithetho yehlangano.
 - Umgomo wezamaphilo kufanele unikele iimali ezaneleko mayelana nalezondingo zemisebenzi yabarhumutjhi ababanduliweko ngaphakathi kweendawo zetlhogomelo lezamaphilo.

- Umgomo wezamaphilo kufanele unikele imithombo efunekako eenkghonakalisi zetlhogomelo lezamaphilo ukwenzela bona zikghone ukuletha imisebenzi yetlhogomelo lezamaphilo yobuliminengi.
- Umgomo ezamaphilo kufanele usekele amathuba wezefundo wasimahla ebantwini abafuna ukuba neziqu zokuba barhumutjhi.

IV. Abasebenzisi betlhogomelo lezamaphilo nabaSekeli

- Imiphakathi yamaphandle, iinhlangano zeengulani neenhlangano zetlhogomelo lezamaphilo eziphrofetjhinali zinamathuba amanengi khulu wokusiza iingulani ezinobudisana bokukhulumisana nabanikeli betlhogomelo lezamaphilo:
- Abahlanganyeli neenhlangano kufanele bakhuthaze iindawo zetlhogomelo lezamaphilo ukobana zingenelele khulu ubuliminengi.
 - Nikela abasebenzisi betlhogomelo lezamaphilo ilwazi lokobana ukungenelela etlhogomelweni lezamaphilo kulilungelo lobuntu nokobana ukukhulumisana kuhle kumsebenzi womnikeli wetlhogomelo lezamaphilo.
 - Nikela abasebenzisi betlhogomelo lezamaphilo ilwazi lokobana, ngaso soke isikhathi nabangazwisisi umnikeli wetlhogomelo lezamaphilo, kufanele babuze bona ingabe ukhona umsebenzi obanduliweko kwezikurhumutjha kwezamaphilo owazi amalimi amanengi, namkha umrhumutjhi angaba khona msinya namkha atholwe mayelana nesikhathi esizako.
 - Nangabe iindawo zetlhogomelo lezamaphilo ziyabalehlwa kunikela ngomrhumutjhi, kungaba neminye imizamo yesekelo esifundeni yokunikela abantu abakhuluma amalimi amanengi abasebenza njengabarhumutjhi (isib. Abasebenzi abasekela abangani, abayelesi bezamaphilo, abomma babomakhelwana, abalamuli kwezamasiko).

V. Ifundo yezamaPhilo kanye neBandulo

- Iinhlangano zefundo nebandulo zingahlanganisa isihloko sobuliminengi sihlangane kuhle kukharikhyulamu ngeendlela ezinengi:
- Ubuliminengi kufanele bubumbe ingcinye yefundo ekatelelwako neragelophambili lokubandula eliphrofetjhinali ngaphakathi kwawo woke amabizelo wezamaphilo.
 - Iindawo zetlhogomelo lezamaphilo kufanele zinandezinikela amathuba webandulo eliphrofetjhinali eliphathelene nobuliminengi.
 - Abahleli bamahlelo, ababanduli nabatlhogomeli kufanele bazijayeze ngezinto eziphathelene nobuliminengi.
 - Amaphrogremu weziqu emphakathini ophrofetjhinali nokuba mrhumutjhi etlhogomelweni lezamaphilo kufanele ahlonywe begodu asekelwe nangeemali esifundeni kanye nakumazinga wombuso.
 - Iindawo zetlhogomelo lezamaphilo kufanele zinandezinikela ibandulo elisemthethweni kilabo basekeli abangasiphrofetjhinali (isib. Abasebenzi abasekela abangani, abayelesi bezamaphilo, abomma babomakhelwana, abalamuli kwezamasiko).

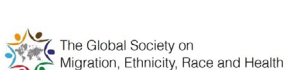
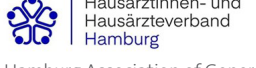
VI. Irhubhululo lezamaPhilo

- Iimphathimandla zelizwe loke nezesifunda, kanye nemikhakha yangeqadi yeemali, kufanele yamukele iindlela ezilandelako ukuthuthukisa ubuliminengi etlhogomelweni lezamaphilo:
- Amathuba weemali ukusekela ubuliminengi etlhogomelweni lezamaphilo kufanele enziwe ukobana abe khona ngawo woke amalimi asemthethweni.
 - Kufanele kunyulwe imizamo yerhubhululo eyakha iinqabo zobuliminengi ebantwini abasebenzela amalimi.
 - Abantu abanemibandela yokungenelela kumalimi asemthethweni kufanele babe majadu bafakwe hlangana ngokwetjhejo leendingo zabo zamalimi.
 - Ukuzijayeza ubuliminengi lamaphrojekthi werhubhululo mayelana neendingo zelimizenzehema zeengulani ezihlukeneko zifuna imithombo engezelelweko begodu kufanele kuthole nesekelo elaneleko.

Ngubani othuthukise isiBopho se-Hamburg?

IsiBopho se-Hamburg simayelana nemiphumela yemikhakha ehlukenekene nephrojekthi yerhubhululo leentjhabatjhaba kuBuliminengi ekunikeleni itlhogomelo lomkhumbulo kwezamaphilo elisezingeni eliphezulu

Isitatimende esisemthethweni sase-Hamburg sixhaswe yilezi zinhlangano ezilandelayo:

 aves Mental Health, South Africa	 Scalabrini Centre of Cape Town, South Africa	 The Global Society on Migration, Ethnicity, Race and Health	 Federal Association of Networks of Migrant Organisations, Germany
 Centre for Multilingualism and Diversities Research, University of the Western Cape, South Africa	 St Luke's Combined Hospices, South Africa	 Bundes Psychotherapeuten Kammer Federal Chamber of Psychotherapists, Germany	 Hamburg Chamber of Psychotherapists, Germany
 Africa Unite – Uniting Voices, Empowering Change	 Foundation for Professional Development, South Africa	 Leibniz Institute for Prevention Research and Epidemiology – BIPS Leibniz Institute for Prevention Research and Epidemiology – BIPS, Germany	 German Red Cross, Germany
 Department of Psychiatry Department of Psychiatry Department of Psychiatry Department of Psychiatry, Stellenbosch University, South Africa	 Heriot Watt University, Scotland	 Patient Safety Action Alliance, Germany	 Hamburg Association of General Practitioners, Germany
 Africa Health Research Institute, South Africa	 Lancet Migration, Regional HUB Europe	 Save the Children, Germany	 VdK German Social Welfare Organisation
	 Johannes Wier Stichting voor gezondheidszorg en mensenrechten Johannes Wier Foundation for Healthcare and Human Rights, Netherlands	 Research for Practice Centers for Health and Migration, Austria	 German Association of Psychosocial Centers for Survivors of Torture, War, and Forced Displacement