



ISebe leMicimbi yeNkcubeko neMidlalo leNtshona Koloni licela uluntu ngokubanzi ukuba lutyumbe amagama abantu okanye amaqela ahlala eNtshona Koloni athi abalasela ekwenzeni umahluko kwenye okanye kula macandelo angezantsi naye athi ekuhambeni kwethuba anegalelo ngokubalaseleyo ekuphumezeni iinjongo zobuchule zikaRhulumente weNtshona Koloni.

IINDIDI ZOTYUMBO

INkqubo yaseMva kweSikolo

- INkqubo yaseMva kweSikolo yokuGqwesa kuQeqesho loBugcisa neNkcubeko

Ii-Akhayivu/ Oovimba

- INkokheli esaKhulayo kuLawulo lwee-Akhayivu neeRekhodi
- UMphandi oBalaseleyo ngeGalelo kwiMveli eliLifa yee-Akhayivu

EzoBugcisa, iNkcubeko noNcwadi

- Igalelo elibalaseleyo loMdlali kwimisebenzi yoNcwadi enje ngeMibongo, iProse kunye nokubhala imidlalo
- Owona mboniso ubonakalayo, neProjekthi yemiDlalo kunye nokuBhala kuLwazi oluneGalelo kwiNkxaso yaBantu abaKhubazekileyo
- Eyona Projekthi eNtsha yoBugcisa neNkcubeko yoLuntu
- Imbasa Yonyaka yoMdlali olulutsha
- Umnyhadala woBugcisa woLuntu woNyaka
- IGalelo kubugcisa obuBonakalayo
- Igalelo kukhuthazo kunye nokugcinwa kwemicimbi yenkcubeko kunye neendlela zobugcisa zemveli.

ULwimi

- IBhaso lokuWonga likaNeville Alexander ngeGalelo eliBalaseleyo ekuKhuthazeni ukuSetyenziswa kweLwimi eziNinzi
- IProjekthi eBalaseleyo eyaKhuthaza ukuSetyenziswa koLwimi lweZandla lwaseMzantsi Afrika neLwimi zeMveli ezaziBekelwe Bucala zaseNtshona Koloni
- IGalelo eliBalaseleyo kuPhuhliso lweLwimi.

Amathala eencwadi

- IVolontiya eliBalaseleyo kumaThala eeNcwadi loNyaka
- IQela laBahlobo eliBalaseleyo lamaThala eeNcwadi oLuntu
- Igalelo elibalulekileyo kuPhuculo, kuPhuhliso lokuFunda kunye noLwazi lokuFunda nokuBhala (kubandakanya uLwazi lokuFunda nokuBhala)
- Umsebenzisi obambekayo wezinto zeThala leeNcwadi
- Umbhali oMncinci woNyaka.

Amaziko olondolozo embali, Amafa emveli namaGama eendawo

- Igalelo kuPhando, uKwazisa nokuKhuthaza uLuntu malunga nokubekwa emgangathweni kunye nokutshintshwa kwamagama eeNgingqi zeNdawo
- Igalelo kwiZiko lolondolozo lembali lokuKhuthaza ukuBandakanywa koLuntu
- Elona Phulo loYilo liBalaseleyo kwiCandelo lamaZiko olondolozo embali, iLifa leMveli namaGama eeNdawo
- Ivolontiya loNyaka eliSebenzayo kwiZiko loLondolozo lweMbali, amafa kunye namaGama eeNdawo
- Igalelo leZiko loLondolozo, uMbutho weLifa leMveli okanye iZiko lolondolozo lembali ekunyuseni iMbali yaseKhaya, iLifa leMveli kunye nokubekwa emgangathweni / ukuBizwa kwakhona kwaMagama eeNdawo.
- Elona galelo lililo ekukhuseleni nokulondolozwa iNdawo yeSizwe, yePhondo okanye yoLuntu yamafa ekhuselekileyo.

INDLELA YOKUTYUMBA AMAGAMA

Ingcaciso enika imvelaphi

ISebe leMicimbi yeNkcubeko neMidlalo lifuna ukuqaphela impumelelo negalelo eligqwesileyo kumacandelo asemva kwesikolo obugcisa, inkcubeko noqeqesho lwezemidlalo; ii-akhayivu; ubugcisa, inkcubeko noncwadi; amagama anxulumene nendalo; imveli elilifa; iilwimi; amathala eencwadi namaziko olondolozo embali eNtshona Koloni phakathi komhla **woku-1 kuTshazimpunzi kunyaka ka-2018 nomhla wama-31 kweyoMnga kunyaka ka-2019.**

La mabhaso okuwonga avuleleke kubantu, kumaqumrhu nakumaqela abaye bathi ngeenzame zabo benza umahluko kuluntu lweli phondo. Isebe lifuna ukuhlonipha abo uye wathi umsebenzi wabo wafaka igalelo ekomelezeni iqonga apho iNtshona Koloni inokuzimisa yona ubuqu njengeziko elinobuchule nelenza izinto ngendlela entsha yokugqwesa.

Ikhayitheriya yokuGweba eBanzi

Imigomo yokugweba elapha ngezantsi iya kusetyenziswa ngokubanzi ukuhlola onke amagama atyunjweyo, kuze emva koko kulandelwe imigomo esekeleze kwicandelo elithile:

- **Impembelelo nophuhliso loluntu** – indlela umntu lowo utyunjwayo aye wazingqina ngayo kwaye waneziphumo ezinempembelelo ebonakalisa ukubandakanyeka kwezentlalo nokukhula kolwazi.
- **Isakhono sokwenza imisebenzi ngendlela entsha** – indlela umntu lowo utyunjwayo aye wabonisa khona indlela entsha nenobugcisa ekwenzeni kwakhe imisebenzi kwinkalo akuyo.
- **Ukuqatshelwa kwetalente** – indlela umntu lowo utyunjwayo ayiqaphela yaye ayiphuhlise ngayo italente.
- **Ukujolisa kwiinkalo eziphambili kakhulu ngokubaluleka** – indlela umntu lowo lityunjwayo igama lakhe ayisingatha ngayo imiba enjengale:
 - ukudalwa kwemisebenzi
 - ulutsha olusemngciphekweni
 - ukugqithiselwa kwezakhono
 - uqeqesho

- ukwanda kokusetyenziswa kweenkonzo zecandelo okanye
- ukuphuhliswa kwabaphulaphuli kuhlobo oluthile lokufundwayo.
- **Uphuhliso lolutsha, ukwakhiwa kwesizwe nokuxhotyiswa kwababhinqileyo** – indlela umntu lowo lityunjwayo igama lakhe azidibanisa ngayo ezi nkalo ziphambili kakhulu ngokubaluleka kwiinkalo zobuchule zabo.
- **Imiba yobugcisa nobuchule** – indlela umntu lowo lityunjiweyo igama lakhe abonakalisa ngayo ubuchwepheshe bobugcisa kwinkalo yakhe yobugcisa.

Imimiselo eyimfuneko yamagama abatyunjiweyo

- Amagama abantu abatyunjiweyo okanye iiprojekthi zabo mazifumaneke okanye zisekelwe eNtshona Koloni.
- Amagama abantu abatyunjiweyo mawangeniswe kule fomu iqhotyoshelweyo.

Ifomu yomntu otyunjelwa ibhaso mayingeniswe kwifomu ezimeleyo.

- Abatyunjwa beeprojekthi kufuneka babengabahlali baseNtshona Koloni.
- Amagama abantu abatyunjiweyo mawahambe nephepha elinye ekubhalwe kulo izizathu ezithethelelayo kwakunye nobungqina obubhaliweyo ngale projekthi.
- Utyumbo lwebhaso ngalinye kufuneka lungeniswe kwifomu ehamba yodwa.
- Utyumbo ngalunye kufuneka lukhatshwe yincwadi yokhuthazo ephepha-linye kunye neempepha zobungqina beprojekthi.
- Amabhaso akhutshwa kuphela ngokubhekisele kwiprojekthi eziphunyezwe phakathi komhla woku-1 kuTshazimpunzi kunyaka ka-2018 nomhlala wama-31 kweyoMnga kunyaka ka-2019. Amagama abantu abatyunjiweyo bamabhaso mawafunyanwe liSebe ngomhla we-14 kweyoMdumba ku-2020.
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Indlela yokugweba amabhaso okuwonga

- Iphaneli yeengcali iya kuhlola umtyunjwa ngamnye yaye yenze iingcebiso ngokufanelekileyo.
- ISebe liya kwazisa abaphumeleleyo kumabhaso kwangaphambili ngokufanelekileyo malunga nomsitho wamabhaso okuwonga osesikweni.
- Abaphumeleleyo baya kwaziswa eluntwini bahlonitshwe kumsitho wamabhaso okuwonga.
- Akusayi kubakho maxwebhu abuyiselwayo.
- Isigqibo sephaneli yokukhetha sesokugqibela, akukho ngxoxo kuya kungenwa kuyo okanye mbalelwano iya kwenziwa.

Amagama abatyunjwa anokungeniswa

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