

ISebe loPhuhliso loQoqosho noKhenketho

IsiCwangciso sokuSebenza soNyaka

sowama2024/25

INgxelo yeSigqeba esiLawulayo

Sisebenzela ukukhulisa uqoqosho olukhula ngesantya esiphakathi kwesi 4% nesi 6% ngowama 2035. Sisebenzela ukudala amakhulu amawaka emisebenzi emitsha nokukhupha abantu kubuhlwempu. Sisebenzela uqoqosho apho amashishini, amakhulu, amancinci nangekho sikweni, abe namandla, amanzi, iziseko zophuhliso, izakhono nobugcisa obufunekayo ukuze akhule kwaye aphumelele.

Inkolelo esisiseko eqhuba le njongo inamandla kukukholelwa ukuba icandelo labucala livelisa ingqesho, ngelixa urhulumente ekhuthaza ukukhula kwemarike ngokukhuthaza imekobume eyenza amathuba ekamva eliqaqambileyo.

Ukukhula kweMisebenzi (G4J) kufuna ukuba kusetyenziswe indlela karhulumente ebanzi, exananazileyo, neSebe loPhuhliso loQoqosho noKhenketho (DEDAT) njengesebe eliququzelelayo kwaye likhokele ezintathu kwezisixhenxe iiNdawo eziPhambili ekuGxilwe kuzo (PFA).

Okokuqala, ukuvuselela uhlumo ngokuthumela impahla kumazwe angaphandle nokwandisa iimarike zasekhaya kubalulekile kuqoqosho loMzantsi Afrika. Indlela yethu icacile kwaye yamkela isicwangciso sokukhula esikhokelwe kuthunyelo kumazwe angaphandle, sigxile kuphando lokujongana neningeni yolungiselelo, ukusebenzisana nabachaphazelekayo abaphambili, kunye nokukhuthaza ukhenketho ukubeka iNtshona Koloni njengendawo efunwayo.

Okwesibini, ukuqhuba amathuba okukhula ngotyalomali kubalulekile. Ukwandiswa kokukhuthazwa kotyalomali nemisebenzi yophuhliso, nokuqonda okunzulu kobume botyalomali, kuya komeleza iNtshona Koloni ukomelela ekuchasaneni nobuthathaka kwaye ivuleleke iindlela zamathuba amatsha.

Okokugqibela, ukuphuculwa kofikelelo kumathuba ezoqoqosho kunye nokuqesheka kubandakanya uphuhliso lwabasebenzi noshishino, kujoliswe kubantu abatsha kuqoqosho lwethu. Ngokufunda ngamava, iinkqubo zezakhono ezizinikeleyo, neeprojekthi ezintsha, sikulungele ukunika amandla ukudalwa kwamawaka emisebenzi, ukwandisa ulwazi lokufunda nokubhala ngobuxhakaxhaka balemihla beintanethi, nokuphucula amakhonkco phakathi koludwe lwezifundo neemfuno zeshishini.

Isiseko senkqubo yeDEDAT sikwiindlela ezintathu zoqoqosho - ukwenza lula ukuqhuba ishishini nokunciphisa imithetho engeyiyo, ubuntlola kwezoqoqosho, nokwakha uphawu loqoqosho lweNtshona Koloni - zonke ezibaluleke kakhulu ekuphumezeni iinjongo zeG4J.

ISebe loPhuhliso lwezoQoqosho noKhenketho linenkxaso yam ephelileyo njengoko liphumeza isiCwangciso seG4J, njengoko sibekiwe kwisiCwangciso sokuSebenza soNyaka sowama2024/25, kwaye kule nkqubo, sibumba ikamva eliqakayo nelinempumelelo nelixhamlayo kubo bonke.

Nksz Mireille Wenger

UMphathiswa wezeMali naMathuba oQoqosho

Umhla wama29 kweyoMdumba wama2024

INgxelo yeGosa eliPhendulayo

Umbono weSebe usengoweNtshona Koloni enoqoqosho oludlamkileyo, olusungula izinto ezintsha noluzinzileyo, oluphawulwa kukukhula koqoqosho nengqesho. Ipendulo yethu koku kukuzibophelela kubunkokeli obusemgangathweni kuqoqosho lweNtshona Koloni ngokuqonda kweSebe ngoqoqosho, isakhono salo sokuchonga amathuba ezoqoqosho nesakhono, negalelo lawo kwizinto eziphambili kurhulumente kuqoqosho.

IPhondo lamkele iQhinga lokuKhula kwezeMisebenzi (G4J) njengesicwangciso soqoqosho lwephondo, ngomnqweno wokudala indawo ecedayo yesiR1 setriliyoni, yoqoqosho olubandakanyayo olukhula phakathi kwesi4-6% ngonyaka.

Embindini wale njongo inamandla yinkolelo yokuba icandelo labucala lidala imisebenzi kwaye urhulumente ukhuthaza ukukhula kwemarike ngokudala indawo apho abantu namashishini bavunyelwe ukusebenzisa amathuba okwakha ikamva elingcono, bakhule kwaye babe kuko konke abanokuba kuko.

I-G4J isekelwe kwiinkalo ezisixhenxe eziphambili ekugxilwe kuzo (PFAs), ezizezi:

- Ukukhuthaza ukukhula ngokusebenzisa utyalomali
- Ukukhuthaza ukukhula kweemarike ngokuthumela impahla ngaphandle nokukhulisa iimarike zasekhaya
- Ukuphucula ukomelela kwamandla ombane nokwenza inguqu ukuya kwintsalela enekhambani ephantsi.
- Ukuqhuba ukhuseleko nokomelela kwamanzi
- Ubuchwepheshe nosungulo lwezinto ezintsha
- Isiseko sophuhliso noqoqosho olunxibelelanayo
- Ukuphucula ufikelelo kumathuba oqoqosho nokuqesheka

Ekomelezeni impendulo yeSebe kwiG4J, iDEDAT iza kudlala indima ebalulekileyo kwiiPFA ezintathu ezichazwe ngasentla, ezizezi, ukuvuselela ukukhula ngokuthumela ngaphandle nokukhulisa iimarike zasekhaya, ukuqhuba amathuba okukhula ngotyalomali nokuphucula ukufikelela kumathuba oqoqosho nokuqesheka. Ngaphaya koku, izinto ezintathu ezanceda uqoqosho (imimandla enomxholo ochaphazela ukuphunyezwa ngempumelelo kwePFAs) nazo ziza kuqwalaselwa, ezizezi, ukwenza lula ukuqhuba ushishino ngoNciphiso lweMithetho engeyoMfuneko, ubuntlola kwezoQoqosho nokuphucula unxibelelwano nokwakha uphawu loqoqosho lweNtshona Koloni.

Esi siCwangciso sokuSebenza soNyaka sowama2024/25 sithathela ingqalelo ngokunzulu isicwangciso seG4J kwaye sibonelela ngezicwangciso namanyathelo eliza kuthi iSebe liwathabathe kulo nyakamali ngokubhekiselele ekuphunyezweni kwalo okuqhubekayo. Ngoku kunakuqala oku kufuna ukomelezwa nokwandiswa kwemimandla yentsebenziswano kuRhulumente wePhondo liphela nokusebenza ngokubambisana namashishini abucala ekukhuthazeni ukukhula koqoqosho nokudalwa kwamathuba emisebenzi kubahlali baseNtshona Koloni. Isebe likwavuma ukuba le mfuneko ijongwe ngabaseTyhini, uLutsha naBantu abaPhila noKhubazeko (WYPD) kwaye ithathele ingqalelo oku ekuphumezeni injongo yethu yesicwangciso soqoqosho lwephondo oluphumeza ukukhula koqoqosho, okukhokelela kuqesho olwaneleyo nethuba nokukhula koqoqosho, uqoqosho oluzinzileyo, olomeleleyo, olwahlukileyo noluhlumayo- oluvelisa ukuzithemba, ithemba nempumelelo kumntu wonke.

ISebe lihleli lizibophelele kwisigunyaziso salo sonikezelo lweenkonzo kwaye ndithanda ukubulela iiarhente zethu zenkxaso, abachaphazelekayo, nabaxhasi bethu - amashishini ahlala ezibophelele nanethemba lokuba negalelo kumbono woqoqosho okwabelwana ngawo kwiNtshona Koloni. Siyakhuthazwa ngamathemba okukhula kothethathethwano, ubambiswano nentsebenziswano nabachaphazelekayo ukuze sifezekise umbono ngokuhlangeneyo woqoqosho lweNtshona Koloni.

Mnu Velile Dube

IGosa loBalomali leSebe loPhuhliso loQoqosho noKhenketh

Umhla wama27 kweyoMdumba wama2024

Utyikityo oluseMthethweni

Ngokwenjenje ndiqinisekisa ukuba esi siCwangciso sokuSebenza soNyaka:

Saphuhliswa ngabalawuli beSebe loPhuhliso lwezoQoqosho noKhenketho phantsi kwesikhokelo sikaMphathiswa uMireille Wenger.

Sithathela ingqalelo yonke imigaqonkqubo efanelekileyo, imithetho neminye imiyalelo ejongene nalo iSebe loPhuhliso loQoqosho noKhenketho.

Sibonakalisa ngokuchanekileyo iZiphumo neZiqhamo iSebe loPhuhliso loQoqosho noKhenketho eliza kuzama ukuziphumeza kwisithuba sowama2024/25.

Iphunyezwe ngu:

John Peters

UMLawuli weNkqubo: IiNkonzo eziHlangeneyo zoPhuhliso loQoqosho

Ilse van Schalkwyk

UMLawuli weNkqubo: UPhuhliso noRhwebo lweCandelo

UMLawuli weNkqubo: UKhenketho, uBugcisa noKonwabisa

Ashley Searle

UMLawuli weNkqubo: UMthetho woShishino

Nezaam Joseph

UMLawuli weNkqubo: UPhuhliso lweZakhono noSungulo lwezinto ezintsha

Mymoena Abrahams

UMLawuli weNkqubo: ULawulo

IGosa eliyiNtloko leMali

Rashid Toefy

USEkela Mlawuli Jikelele: ImiSebenzi yezoQoqosho

Jo-Ann Johnston

UMLawuli weNkqubo: IsiCwangciso sezoQoqosho

USEkela Mlawuli Jikelele: ABakhawulezisi besiCwangciso soQoqosho noPhuhliso

Uxanduva lweGosa eliyiNtloko loCwangciso

Velile Dube

IGosa eliPhendulayo

Mireille Wenger

IGunya eliLawulayo

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Uluhlu lweziFinyezo

ACSA	Inkampani yeziKhululo zeeNqwelomoya eMzantsi Afrika
ADR	Enye indlela yokuSombulula iiMbambano
AI	UbuNzululwazi bokwenza ooMatshini bacinge/basebenze njengabantu
ASEZ	INdawo yezoQoqosho oluKhethekileyo yaseAtlantis
BCI	ISalathiso sokuZithemba kwiShishini
DAFF	ISEbe lezoLimo, amaHlathi nezokuLoba
DDI	UTyalomali lwaseKhaya oluthe Ngqo
DEADP	ISEbe leMicimbi yeNdalo noCwangciso loPhuhliso
DEDAT	ISEbe loPhuhliso loQoqosho noKhenketho
DMO	INdawo yeMibutho yeNtengiso
DOA	ISEbe lezoLimo
DOTP	ISEbe leNkulumbuso
DT	ISEbe lezoKhenketho
DPME	UBekoliso noVavanyo lokuSebenza kweSebe
ECEP	Inkqubo yokuPhucula uKhuphiswano kuMazwe angaphandle
ED	UPhuhliso lweShishini
EoDB	Ukwenza Lula ukuQhuba iShishini
FDI	UTyalomali lwaNgaphandle oluthe Ngqo
G4J	UkuKhula kweMisebenzi
GDP	IMveliso yeLizwe yoNyaka
GEM	UBeko liso kuShishino lweHlabathi
GVA	IXabiso eliPheleleyo eloNgeziweyo

ICT	UbuXhakaxhaka beeNkcukacha noNxibelelwano
IDP	IsiCwangciso soPhuhliso esiManyanisiweyo
IGR	Ubudlelwane bamasebe phakathi koorhulumente
IMF	INgxowamali yaMazwe ngaMazwe
IPAP	IsiCwangciso sokuSebenza koMgaqonkqubo wezoShishino
IPRO	IiProjekthi zoTyalomali eziLungele ukuBonelela
JDMA	INdlela yoMasipala weSithili eDityanisiweyo
LED	UPhuhliso lwezoQoqosho lwaseKhaya
M&E	UBekoliso noVavanyo
MER	UKomelela kweMandla kaMasipala
MERO	UPhononongo neNkangeleko yezoQoqosho lukaMasipala
MTSF	ISakhelo sesiCwangciso sesiGaba esiPhakathi soNyaka
NCR	Umlawuli kaZwelonke wamaTyala
NDP	Isicwangciso soPhuhliso sikaZwelonke
NEET	Ongekho kwiNgqesho, iMfundo okanye uQeqesho
NIP	IsiCwangciso seSiseko soPhuhliso sikaZwelonke
NISED	UPhuhliso lukaZwelonke oluDibeneyo lwamaShishini amaNcinci
NTSS	IsiCwangciso seCandelo loKhenketho lukaZwelonke
OCP	I-Ofisi yoMkhuseli wabaThengi
PERO	UPhononongo neNkangeleko yezoQoqosho lwePhondo
PFA	INdawo ePhambili ekuGxilwe kuyo

PoCT	IZibuko laseKapa
PPP	UbuHlakani phakathi koRhulumente namaShishini aBucala
PSIP	IQhinga loPhunyezo lwesiCwangciso lwePhondo
PSP	IQhinga lesiCwangciso sePhondo
QLFS	UPhondo lweKota lwaBasebenzi
REIPPPP	Inkqubo yoMvelisi waMandla oZimeleyo oHlaziwayo
RLED	Uphuhliso loQoqosho lwaseMaphandleni nolweNgingqi
RTRU	IYunithi yoNcithshiso lweMithetho engeyoMfuneko
SARB	IBhanki enguVimba yaseMzantsi Afrika
SBIDZ	UmMandla woPhuhliso loShishino waseSaldanha Bay
SDG	INjongo yoPhuhliso oluZinzileyo
SEDA	IArhente yoPhuhliso lwamaShishini amaNcinci
SEFA	IArhente yeMali yamaShishini amaNcinci
SIME	IiNgqungquthela zikaMasipala eziDityanisiweyo
SMME	Small, AmaShishini amaNcinci, aPhakathi namaNcinci kakhulu
SOE	AmaShishini aPhantsi koRhulumente
TEA	Lilonke izinga loMsebenzi woShishino wenqanaba lokuqala
TGCSA	IBhunga loHlelo loKhenketho laseMzantsi Afrika
the dtic	ISebe loRhwebo, uShishino noKhuphisano
TPA	IsiVumelwano soDluliselo lweNtlawulo
VIP	OkuPhambili okuPhenjelelwa nguMbono
WCED	ISebe leMfundo laseNtshona Koloni
WCG	URhulumente waseNtshona Koloni

WCRP

IsiCwangciso soBuyiselo loQoqosho eNtshona Koloni

ICandelo A: IGunya Lethu

Igunya lomgaqosiseko

Umgaqosiseko weRiphabhlikhi yoMzantsi Afrika, we1996

IShedyuli yesi4 yoMgaqosiseko weRiphabhlikhi yoMzantsi Afrika idwelisa imimandla yokusebenza enobuchule obufanayo bowisomthetho lukazwelonke nolwephondo. Ezo ndawo zifanelekileyo kuPhuhliso loQoqosho noKhenketho (DEDAT) zezi:

- Ukhuselo lwaBathengi;
- INkuthazo yezoShishino;
- UKhenketho; no
- Rhwebo.

IShedyuli 4B yoMgaqosiseko ichaza ukhenketho lwengingqi njengomcimbi worhulumente wengingqi onegunya lokuwisa umthetho kazwelonke nowephondo ngaxeshanye, njengoko kucacisiwe kwiCandelo 155(6)(a) nelesi(7) loMgaqosiseko.

1. Uhlaziyo lwemithetho efanelekileyo nezigunyaziso zomgaqonkqubo

Ziliqela izenzo ezidlala indima kumsebenzi weDEDAT. Eyona mithetho nemigaqonkqubo ibaluleke ngakumbi yile:

UMthetho wokuXhotyiswa kwabaNtsundu kwezoQoqosho ngokuBanzi, wama2003 (uMthetho wama 53 wonyaka wama2003)

Lo Mthetho ngumthetho onqamlezileyo onezibophelelo zothotyelo eziqhelekileyo ezisebenza kuwo onke amasebe. Iseka isiseko sowisomthetho sokukhuthaza ukuxhotyiswa kwabantsundu kwezoqoqosho, ixhobisa umphathiswa kazwelonke ukuba akhuphe imigaqo yokusebenza kakuhle nokupapasha imiqulu yenguqu, iseka iBhunga leeNgcabiso lokuXhotyiswa kwabaNtsundu kwezoQoqosho lize libonelele ngemiba enxulumene noko.

UMthetho wamaShishini, we1991 (uMthetho wama71 we1991)

Lo Mthetho ubonelela ngokunikwa kwephephamvume nokuqhutywa kwamashishini nemiba enxulumene noko.

UMthetho weNkampani yeZiko leNkomfa yeHlabathi laseKapa, wama2000 (uMthetho wesi8 wama2000)

Injongo yalo Mthetho kukubonelela ngezabelo zePhondo leNtshona Koloni kwiNkampani yeZiko leNkomfa yeHlabathi yaseKapa, ukulungiselela inkxasomali ebonelelwa kwiNkampani liPhondo nokubonelela ngemiba ehambelana noko.

UMthetho woKhuseleko lwabathengi, wama2008 (uMthetho wama68 wonyaka wama2008)

Lo Mthetho ukhuthaza indawo yentengiso enobulungisa, efikelekayo nezinzileyo yeemveliso neenkono zabathengi kwaye ngaloo njongo useka izithethe nemigangatho yesizwe enxulumene nokukhuselwa kwabathengi, ubonelela ngemigangatho ephuculweyo yeenkcukacha zabathengi, uthintela urhwebo olungalunganga nezenzo zoshishino, ukhuthaza ukuziphatha kwabathengi abathembekileyo, ikhuthaza umthetho ongaguqukiyo nesikhokelo sonyanzeliso ngokunxulumene neentengiselwano kunye nezivumelwano zabathengi, kwaye iseka iKhomishini kaZwelonke yabaThengi.

[UMthetho weNtsebenziswano, wama2005 \(uMthetho we14 wama2005\)](#)

Lo Mthetho uyayivuma, phakathi kwezinye izinto, imfuneko yokubhaliswa kwamafelandawonye, ngokungqinelana noMgaqosiseko, iingqungquthela nezivumelwano zamazwe ngamazwe, umgaqonkqubo oxananazileyo worhulumente kazwelonke, wephondo nowengingqi nezikhokelo zolawulo olusemthethweni, kwakunye nemfuneko yophuhliso lombutho, umbutho wentsebenziswano osebenzayo, ozimeleyo, ozithembayo nozigcinayo ukukhuthaza uphuhliso loluntu noshishino, ukudala amathuba engqesho namashishini ayimpumelelo, ukuphelisa intlupheko nokuphucula impilontle yentlaloqoqosho yamalungu oomasibambisane ngokuhambelana nentsebenziswano. -imigaqo yokusebenza.

[UMthetho wamaShishini amaNcinci kaZwelonke, we1996 \(uMthetho we102 wonyaka we1996\)](#)

UMthetho ubonelela ngokusekwa kweZiko leeNgcebiso neArhente yoPhuhliso lwamaShishini amaNcinci kwaye unikezela ngezikhokelo kumaziko karhulumente ukuze kukhuthazwe amashishini amancinci kwiRiphabhliki nakwimiba ehambelana noko.

[UMthetho weNkampani yamaPhephamvume yeIDZ yaseSaldanha Bay, wama2016 \(uMthetho woku1 wama2016\)](#)

Injongo yalo Mthetho kukulawula ukusebenza kweNkampani iSOC Ltd yamaPhephamvume yeIDZ yaseSaldanha Bay, ukubonelela ngezabelo kuRhulumente weNtshona Koloni kwiNkampani iSOC Ltd yamaPhephamvume yeIDZ yaseSaldanha Bay, ukubonelela ngeenjongo, imisebenzi nolawulo lweNkampani iSOC Ltd yamaPhephamvume yeIDZ yaseSaldanha Bay nakwimiba ehambelana noko.

[UMthetho weMimandla yoQoqosho eKhethekileyo, wama2014 \(uMthetho we16 wama2014\)](#)

Injongo yalo Mthetho kukubonelela ngokumiselwa, ukukhuthazwa, uphuhliso, ukusebenza nolawulo lweMimandla yezoQoqosho eKhethekileyo, ukusekwa, ukuqeshwa kwamalungu nokusebenza kweBhodi yeeNgcebiso yeMimandla yoQoqosho eKhethekileyo, ukusekwa kweNgxowamali yeMimandla eYodwa yoQoqosho, imisebenzi. kuMsebenzi weMimandla yezoQoqosho eKhethekileyo, ukulawula isicelo, ukukhutshwa, ukunqunyanyiswa, ukurhoxiswa kunye nokudluliselwa kweemvume zokusebenzisa iiNdawo zoQoqosho eziKhethekileyo, ukubonelela ngamalungiselelo otshintsho nemiba enxulumene noko.

[UMthetho wezoKhenketho, wama2014 \(uMthetho wesi3 wama2014\)](#)

Lo Mthetho ubonelela ngophuhliso nokukhuthazwa kokhenketho oluzinzileyo ukuze kuxhamle iRiphabliki, abahlali bayo neendwendwe zayo, ukuze kuqhubekwe ubukho beBhodi yezoKhenketho yaseMzantsi Afrika nokusekwa kweBhunga loHlelo lwezoKhenketho, ulawula umsebenzi wabakhokeli babakhenkethi kwaye ubonelela. kwimiba enxulumene noko. Ibonelela ngokukodwa ngobhaliso, ubuchule nomgaqo wokuziphatha nemigaqo yokuziphatha yabakhokeli babakhenkethi, iinkqubo zokuxela utyeshelo nokufakwa kwezikhokelo namanyathelo oluleko ngakubakhokeli babakhenkethi.

[UMthetho weMicimbi yabaThengi weNtshona Koloni \(iZenzo zoShishino ezingenabulungisa\), wama2002 \(uMthetho we10 wama2002\)](#)

UMthetho ubonelela ngophando, uthintelo nolawulo lwezenzo zoshishino ezingalunganga kwaye useka iOfisi yoMkhuseli wabathengi neZigqeba zeMicimbi yabaThengi.

[UMthetho wobuLungu eNtshona Koloni kuMthetho weNtsebenziswano yoPhuhliso loQoqosho eNtshona Koloni, wama2013 \(uMthetho we12 wama2013\)](#)

Injongo yalo Mthetho kukubonelela ngobulungu bukaRhulumente wePhondo leNPC yeNtsebenziswano yoPhuhliso loQoqosho eNtshona Koloni, ukulawula udluliselo lwemali kwiNPC yeNtsebenziswano yoPhuhliso loQoqosho lweNtshona Koloni nokubonelela ngemiba ehambelana noko.

UMthetho weNkampani yeZiseko ezinguNdoqo zoPhuhliso loQoqosho eNtshona Koloni, wama2019 (uMthetho wesi3 wama2019)

UMthetho useka umntu osemthethweni owaziwa ngokuba yiNkampani iSOC Ltd yeZiseko ezinguNdoqo zoPhuhliso loQoqosho eNtshona Koloni, ugunyazisa ukuba nezabelo kuRhulumente weNtshona Koloni kwiNkampani, ubonelela ngamagunya, imisebenzi, ulawulo, ulawulo, inkxasomali nolawulo lwemali yeNkampani kwimiba ehambelana noko.

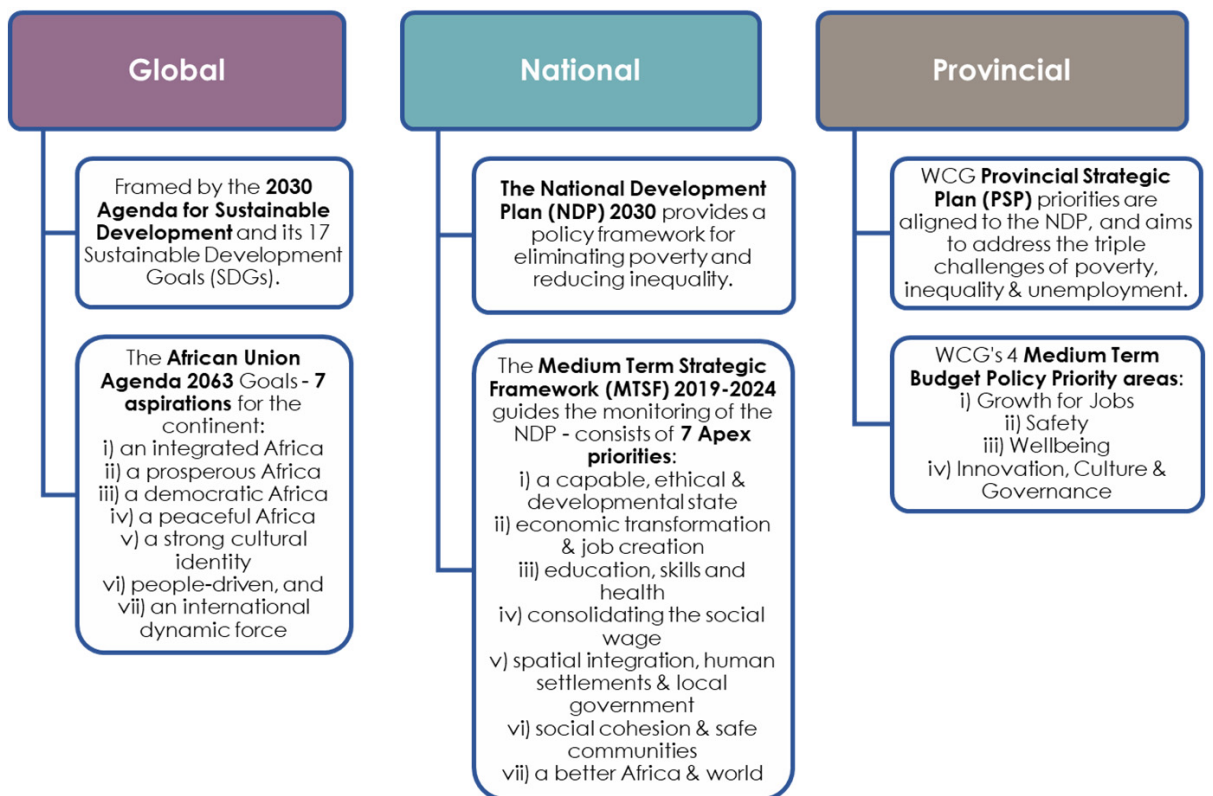
UMthetho weArhente yokuKhuthaza uKhenketho, uRhwebo noTyalomali eNtshona Koloni, we1996 (uMthetho wesi3 we1996)

UMthetho ubonelela ngokusekwa, ukuqeshwa, amagunya nemisebenzi yeArhente yeNtshona Koloni yokuKhuthaza uKhenketho, uRhwebo noTyalomali (“Wesgro”) ukuze kukhuthazwe kwaye kuxhaswe ukukhula koqoqosho nophuhliso lwePhondo, nokubonelela ngemiba ehambelana noko.

2. Uhlaziyo kwimigaqonkqubo nezicwangciso zesebe

ISebe loPhuhliso loQoqosho noKhenketho liza kuxhasa amalinge eWCG ukuze asebenzele ukufikelela kwiziphumo njengoko zibekiwe kumgaqonkqubo wehlabathi, kaZwelonke, nowephondo (jonga iSazobe soku 1 ngezantsi).

Isazobe soku1: Umxholo womgaqonkqubo wehlabathi, kaZwelonke nowephondo¹¹



Eminye imigaqonkqubo nezicwangciso zikaZwelonke ezisebenzayo

- IsiCwangciso sokuSebenza koMgaqonkqubo wezoShishino (IPAP);
- Isakhelo soMgaqonkqubo woVavanyo lukaZwelonke, sowama2011;
- IsiCwangciso sikaZwelonke soBuyiselo lweCandelo lezoKhenketho, sowama2021;

¹ *INgxelo yoMgaqonkqubo woHlahlo lwabiwomali lwesiQingatha soNyaka wama2023, iphepha lama72*

- IsiCwangciso seCandelo lwezoKhenkeyo lukaZwelonke (NTSS);
- IsiCwangciso soPhuhliso lweCandelo leICT (sowama2012);
- IPhepha leNgcaciso yoMgaqonkqubo oDityanisiweyo kaZwelonke weICT (lowama2016);
- IsiCwangciso se-elekroniki sikaZwelonke (sowama2017);
- IsiCwangciso seZakhono zobuXhakaxhaka balemihla bekhompyutha (sowama2018);
- IKomishoni kaMongameli kwiKhomishini yeSine yezoShishino – iNgxelo yeziPhakamiso (yowama2020);
- IsiCwangciso seZakhono zeZesha elizayo nobuXhakaxhaka balemihla bekhompyutha sikaZwelonke (sowama2020);
- IsiCwangciso esinguNdoqo sikaZwelonke soPhuhliso lwamaShishini amaNcinci aDityanisiweyo (NISED). (sowama2022);
- I-ICT nesiCwangciso esinguNdoqo sezoQoqosho lobuXhakaxhaka balemihla bekhompyutha nesiCwangciso seICT soQoqosho sobuXhakaxhaka balemihla bekhompyutha (sowama2021/2023);
- IsiCwangciso sikaZwelonke seZiseko ezinguNdoqo sowama2050 (NIP2050) (sowama2022); kunye
- NesiCwangciso sokuVuselela uQoqosho lwaseMzantsi Afrika nesiCwangciso soBuyiselo, sowama2020.

Imigaqonkqubo nezicwangciso zePhondo nezeSebe

ISebe loPhuhliso lwezoQoqosho noKhenketho lwesiCwangciso seMinyaka emiHlanu sowama2020 – 2025

Isicwangciso seDEDAT sowama2020 – 2025 seminyaka emihlanu silungelelaniswe kakuhle neQhinga lesiCwangciso sePhondo nesiCwangciso soBuyiselo seNtshona Koloni. Ibandakanya iinkalo ezintlanu ekugxilwe kuzo, ezizezi:

- Utyalomali ngokukhuthazwa neziseko ezingundoqo;
- Ukukhulisa uthunyelelo lwangaphandle;
- Ukuqubisana nemisantsa kwizakhono;
- Ukukhawulezisa ukwenza lula ukuqhuba ushishino; kunye
- Nokomelela kwezixhobo.

Ezi nkalo kugxilwe kuzo lisebe neziphumo zazo zenza isiseko sesicwangciso seminyaka emihlanu seDEDAT.

IsiCwangciso sokuKhula kweMisebenzi (G4J)

Ukukhula koqoqosho kubalulekile ekudaleni imisebenzi ekhawulezileyo nezinzileyo, ukukhula okukhawulezayo kwimigangatho yokuphila nokwandisa izixhobo ezifumanekayo eluntwini. URhulumente weNtshona Koloni uye waqaphela imfuneko yesicwangciso sokunyusa izinga lokukhula koqoqosho kwiphondo ngokumangalisayo kwaye, kangangokuba ukukhula okuthe gqolo ukudodobala eMzantsi Afrika, ukuthomalalisa umyinge wohlumo lwePhondo kulowo welizwe lonke. Isicwangciso seG4J simisele injongo ebanzi, engumngeni nenebhongo lokuba iNtshona Koloni ikhulise uqoqosho lwayo ngesi4% nesi6% ngowama2035.

Esi sicwangciso sicacisa ukuba indlela esilukhulisa ngayo uqoqosho lwethu ibalulekile njengohlumo ngokwalo. Ngale ndlela, iqhinga leG4J lizahlula kumacebo angaphambili, ngokubonelela ngombono wexesha elide nekujoliswe kuko okucacileyo, okuqulunqwe ngaphakathi kwemigaqo echaziweyo. Isekelwe kwizisombululo ezicwangcisiweyo ezijongana nemiqobo ebophelelayo engundoqo nendawo evumela icandelo labucala elikhawulezisa ukukhula koqoqosho lwethu.

Ukuqulunqwa kwesicwangciso seG4J kuqhutywa ziinkcukacha, kukhokelwa bubungqina kwaye kubandakanye uthethwano olubanzi. Ithathela kuHlobo lokuKhula kwephondo olugqitywe ngowama2022 kwaye ibandakanya iqela lamagosa neengcaphephe ezizimeleyo eziye zathethathethana nabachaphazelekayo kumacandelo abucala nakarhulumente, nabameli abavela kuluntu ngokubanzi nezifundiswa.

Ngokuqonda ukuba uRhulumente weNtshona Koloni (WCG) ayisosiqithi, isicwangciso seG4J saqulunqwa namahlakani kuwo onke amacandelo karhulumente, icandelo labucala, uluntu nezifundiswa. Isicwangciso seG4J sisicwangciso sikarhulumente wonke, soluntu lonke impumelelo yalo ifuna amandla, ukuzibophelela nokwabiwa kwezibonelelo ezivela kurhulumente wonke, icandelo labucala kunye noluntu.

Jonga kwiCandelo B lale APP ngempendulo yeSebe kwisicwangciso seG4J.

I-OneCape2040

I-OneCape2040 izinzame zangabom zokuvuselela inguqu ekhokelela kwikamva loqoqosho olubandakanyayo noluzinzileyo kwingingqi yeNtshona Koloni. Ngumbono nesicwangciso soluntu, endaweni yokuba sisicwangciso sikarhulumente, nangona omathathu amacandelo karhulumente eyimfuneko ekuphunyezweni. Ayithathi indawo yazo naziphi na izicwangciso ezisemthethweni ezikhoyo ezifunwa nokuba liphondo okanye koomasipala. Endaweni yoko, ijongwe njengendawo yesalathiso nesikhokelo kubo bonke abachaphazelekayo ukuze:

- Khuthaza ukucinga okutsha nokuzibandakanya okubalulekileyo kwikamva;
- Ukubonelela ngeajenda efanayo yentsebenziswano yabucala, yoluntu nasekuhlaleni;
- Ukunceda ukulungelelanisa izenzo zikarhulumente nezigqibo zotyalomali;
- Ukuququzelela utshintsho oluyimfuneko ekufuneka silwenze ukuziqhelanisa nokutshintsha kwethu (ngokukhawuleza) kwimeko yasekhaya neyehlabathi; kunye
- Nokuqubisana nophuhliso, uzinzo, ubandakanyo nemfuneko yokhuphiswano.

IQhinga lesiCwangciso sePhondo (PSP) lama2019 ukuya kuma2024

I-PSP yama2019 ukuya kuma2024 sisicwangciso seminyaka emihlanu esibonisa izicwangciso nezicwangciso zikaRhulumente weNtshona Koloni kule minyaka mihlanu izayo. Ibandakanya izinto ezintlanu eziPhambili eziPhenjlelwa nguMbono, ezizezi

- OkuPhambili okuPhenjlelwa nguMbono woku1: Uluntu olukhuselekileyo nolubumbeneyo;
- OkuPhambili okuPhenjlelwa nguMbono wesi2: Ukukhula nemisebenzi;
- OkuPhambili okuPhenjlelwa nguMbono wesi3: Ukuxhobisa abantu;
- OkuPhambili okuPhenjlelwa nguMbono wesi4: Ukuguququka nokutshintsha komhlaba; kunye
- OkuPhambili okuPhenjlelwa nguMbono wesi5: Utshintsho nenkcubeko.

IQhinga loPhunyezo lwesiCwangciso sePhondo (PSIP)

IQhinga loPhunyezo lwesiCwangciso sePhondo (PSIP) sisebenza njengesicwangciso sophunyezo lweQhinga lesiCwangciso sePhondo sowama2019-24, isiCwangciso soBuyiselo, nezinto eziphambili ngokubaluleka kwiphondo. Isicwangciso seG4J, njengesona sicwangciso soqoqosho sePhondo, siza kuthabathel' indawo okuPhambili kweMisebenzi yePSIP nesiCwangciso soBuyiselo.

IQhinga loPhunyezo lwesiCwangciso sePhondo sijolise kungenelelo olungundoqo nezalathisi kuWCG wonke ezixhasa izinto ezintathu eziphambili ngokubaluleka 1) imisebenzi; 2) ukhuseleko; 3) intlalontle; nesixhobo sokusungula izinto ezintsha, inkcubeko nolawulo. Njengoko kuvela amaphulo amatsha acwangcisiweyo kwaye kwenziwa izibophelelo ezintsha, ziza kongezwa kwiPSIP, lo gama amaphulo agqityiweyo okanye angasebenziyo aza kuyekwa. I-PSIP ithathwa njengoxwebhu olukhoyo.

Itheyibhile yoku1: Izinto eziphambili kwiQhinga loPhunyezo lwesiCwangciso sePhondo nemimandla ekugxilwe kuyo

Izinto eziphambili kwiQhinga loPhunyezo lwesiCwangciso sePhondo nemimandla ekugxilwe kuyo					
Ukudalwa kwemisebenzi: izakhono nokuqesheka	Ukuvumela imekobume	Uphuhliso lwecandelo nokhuphiswano	Utyalomali	Ukomelela kwezixhobo	Iziseko zophuhliso

Izinto eziphambili kwiQhinga loPhunyezo lwesiCwangciso sePhondo nemimandla ekugxilwe kuyo					
nokudalwa kwemisebenzi kwiCandelo loLuntu					

[ISakhelo sesiCwangciso soQoqosho loHlaza eNtshona Koloni](#)

Injongo yesi sikhokelo kukubeka iNtshona Koloni njengelona phondo lisezantsi kwikhabhoni eMzantsi Afrika nelona phondo likhokelayo kuqoqosho lohlaza kwilizwekazi laseAfrika elikhokelela kuhlumo lohlaza oluzinzileyo nophuhliso.

3. Izigwebo zenkundla ezifanelekileyo

Apho izigwebo zifanelekile kwimisebenzi yeSebe, iingcebiso zezomthetho zifunyanwa, zihlolisiswa kwaye ziphunyezwe apho kukho imfuneko.

ICandelo B: UGxilo Lwethu lwesiCwangciso

4. Uhlalutyo lwemeko ehlaziyiweyo

4.1 Uhlalutyo lwemeko yangaphandle

Inkangeleko yezoqoqosho lwehlabathi

INgxowamali yaMazwe ngamazwe ilindele ukukhula kwehlabathi nge3.1% ngowama2023 nangowama2024.² I-IMF ilumkisa ngeengozi kuqoqosho lwehlabathi oluvela ekuqiniseni kwemfazwe eUkraine neziganeko ezinxulumene nemozulu.

Ukukhula okuphezulu kunokufikeleleka ngakumbi ngowama2024 neebhanki ezingoovimba kwihlabathi jikelele kulindeleke ukuba zinciphise umgaqonkqubo wemali, zicuthe inzala. Imvumelwano ibambe ukuba ibhanki yaseUS iFederal Reserve (Fed) igqityiwe ngokunyuka kwexabiso lenzala (okwakujoliswe ekunciphiseni ukunyuka kwamaxabiso) nokunciphisa kulindeleke ukuba ngelinye ixesha ngowama2024 ukuvumela ukwanda³ koqoqosho. Iintshukumo zeFed kulindeleke ukuba zibonise utshintsho lwehlabathi ekunciphiseni iindleko zetyala, ukukhuthaza ukukhula kotyalomali nezivumelwano zembolekomali kwihlabathi liphela.

Ukongeza, iimeko ezinxulumene nemfazwe yaseRussia-Ukraine nokhuphiswano lweUS-China luyanda umngcipheko welizwe kwaye lukhokelela ekubeni iifemu zehlabathi ziphinde zicinge ngamakhonkco obonelelo nemigaqonkqubo² yotyalomali. Ingqungquthela yeBRICS eyayisindlekwe nguMzantsi Afrika ngowama2023 yafumana ingqwalasela enkulu yamajelo eendaba, iqaqambisa ifuthe lolu qoqosho lusakhulayo elinayo kumlinganiselo wehlabathi jikelele nendlela obu budlelwane obunokuthi butshintshe ngayo ulungelelwaniso lwamandla ehlabathi, ibiza ulungelelwaniso lwehlabathi oluninzi endaweni yobunkokheli⁴ beUS. Ukudityaniswa kwamakhonkco obonelelo nezinye iinzame zentsebenziswano zinokubona uphuhliso kuqoqosho.⁵ IweBRICS+. Ukuthunyelwa kwenqanawa kwihlabathi jikelele kusemngciphekweni wokuphazanyiswa ngakumbi yimfazwe eqhubekayo yakwaisrael-Palestine, ngenkxalabo yeendleko zokuthumela ngenqanawa xa iinqanawa zithatha indlela ende ejikeleze iAfrika endaweni yokusebenzisa iSuez Canal.

Okokugqibela, iziganeko zemozulu ze-El Niño zibeka uxinzelelo olunyukayo kumaxabiso² okutya ehlabathi. Umbutho weHlabathi weMoyezulu ubhengeze eyeKhala wama2023 njengeyona nyanga ishushu kwirekhodi.⁶ Imbalela yakutsha nje eUS ibalelwe kukuhla ngama50% nyaka nonyaka kwimveliso yengqolowa yedurum nama33% yokunciphisa nyaka nonyaka kwizivuno zerhasi. Iimbotyi zesoya, umbona, kunye namazimba nazo zibone ukuncitshiswa kwezivuno⁷ ngama50%. Le miqondiso kufuneka isebenze njengezibane ezilumkiso kubonelelo lokutya lwehlabathi. Ukongeza, iRussia yarhola kwisivumelwano esibalulekileyo esenziwa zizizwe eziManyeneyo, ukuqinisekisa ukuhamba ngokukhuselekileyo kweenkosi nembewu yeoli evela eUkraine. Esi sivumelwano – iBlack Sea Grain Initiative – sincede ekwehliseni amaxabiso okutya kwihlabathi liphela ukuya kuthi ga kuma20% ngexesha lokuphunyezwa kwaso.⁸

² INgxowamali yaMazwe ngamazwe. KweyoMqungu wama2024. Uhlaziyo lweNkangeleko yoQoqosho lweHlabathi.

³ IiReuters. Kowama2023. Ngokunyuka kwesantya kunokwenzeka, iFed ibhenele kwixesha lokunciphisa.

⁴ IBhunga lezoBudlelwane baNgaphandle. Kowama2023. Ingqungquthela yeBRICS yowama2023: Ukukhangela uMyalelo ongomnye weHlabathi?

⁵ Amalungu eBRICS+ ukususela kowoku1 kweyoMqungu wama2024: Brazil, Russia, India, China, South Africa, Argentina, Egypt, Ethiopia, Iran, Saudi Arabia, neUnited Arab Emirates.

⁶ Umbutho weMoyezulu weHlabathi. Kowama2023. KweKhala wama2023 iqinisekisiwe njengenyanza eshushu kwirekhodi.

⁷ I-Observatory of Economic Complexity. Kowama2023. Intlekele yeMozulu. U-El Niño Udibana neMbalela eNkulu yaseU.S: Ingxaki yoKutya kweHlabathi Jikelele Iyanda.

⁸ I-News24. Kowama2023. IRashiya ibulala isivumelwano sokutya okuziinkozo ukuba ingathetha ntoni kubathengi baseMzantsi Afrika.

Ecaleni, ukunyuka kwamaxabiso kunokuhla ngokukhawuleza kunokuba bekulindelwe, ukunciphisa imfuno yomgaqo-mali ongqongqo, nemfuno yangaphakathi inokuphinda ibonakalise ukomelela ngakumbi. Ngaphaya koko, i-Indiya ithathwa njengesibane sokukhanya kuqoqosho lwehlabathi, neChina inegalelo kuma50% ohlumo lwehlabathi lowama2023. Imingcipheko echazwe kwiimarike zehlabathi ichaphazela uMzantsi Afrika neNtshona Koloni ngokuthe ngqo ngokunyuka kwamaxabiso ezinto zalapha ekhaya, ukuhla kweRandi, nenzala epehezulu. Ukutshatyalaliswa kobu mngcipheko kuza kuphucula amathuba okukhula.

Inkangeleko yezoqoqosho lwaseMzantsi Afrika

Ubume bezoqoqosho boMzantsi Afrika buyaqhubeka nokuphawulwa kwendibaniselwano yezinto ezintle nezimbi. Intsingiselo yalo nyaka uphelileyo ibonakalisa ulungelelwano phakathi kweempawu ezithembisayo zokuphucuka neningeni entsonkothileyo. Ngomceli mngeni, unikezelo lwamandla luqhubeka lungathembekanga, kwaye ukungasebenzi kakuhle kolungiselelo kunciphisa umsebenzi wezoqoqosho kwaye kuqhuba iindleko. Izidingo zenkxasomali zangaphandle ziyanda ngenxa yokwanda kwentsilelo yeakhawunti eqhutywa kukuhla kwamaxabiso eemveliso ezithunyelwa ngaphandle. IRandi yoMzantsi Afrika ibonise ukudodobala ngokubanzi ngowama2023, yehla ngesi5% kwaye ibonisa ukuguququka okuphezulu. Ukunyuka kwamaxabiso, okuqhutywa ngamaxabiso amafutha, umbane nokutya, kuyaxhalabisa, kwaye ibhanki ephakathi igcine izinga lokuthenga kwakhona kwisi8.25% ukuyilawula, nangona amanye amalungu ekomiti ethanda ukunyuka kwezinga.⁹

NgokweIMF, ukukhula koqoqosho lwaseMzantsi Afrika ngowama2023 kuqikelelwa ku0.6% kwaza ngowama2024 ukukhula kweGDP yelizwe kulindeleke ukuba kube sisi1%. Izinga lentswelangqesho eMzantsi Afrika lehlile laya kutsho kuma31.9%, kwaye inani labantu abasebenzayo linyuke ngama399,000 kwikota yesithathu kowama2023, xa kuthelekiswa nekota yesibini, lafikelela kwisi6.7 sezigidi. Oku kubonisa ukuphucuka okungephi kweemeko zengqesho.

Kukwakho nesakhono sokwandisa indima yoqoqosho edlalwa ziiSMME eMzantsi Afrika.¹⁰ I-OECD iqikelela ukuba uMzantsi Afrika ubambe malunga nesi2.6 sezigidi zeeSMME.¹¹ Kuqikelelwa ukuba ngama54% amashishini amancinci. Ama37% eeSMME akwicandelo elisemthethweni kwaye ama63% akwicandelo elingekho sikweni. Kuqikelelwa ukuba ama85% akwiindawo ezisezidolophini kwaye i15% likwiindawo ezisemaphandleni. Kuqikelelwa ukuba ama66% eeSMME zaseMzantsi Afrika aziqeshi mntu (ngaphandle komnini), ama32% zoqesho abasebenzi ukusuka kwisi1 ukuya kwi10. Malunga ne9.3 lezigidi - okanye ama59% abemi baseMzantsi Afrika abasebenza ngokukhuthuleyo - baqeshwe ziiSMME.¹² IiSMME zinegalelo elimalunga nama45-50% kwiGDP eMzantsi Afrika. Nangona kunjalo, kwamanye amazwe anengeniso ephakathi iiSMME zenza igalelo lama95% kwinqesho nama70% kwiGDP, ngokulandelelanayo.

Inkangeleko yezoqoqosho lwaseNtshona Koloni

Uqoqosho lweNtshona Koloni kuqikelelwa ukuba lukhule ngo0.9% ngowama2023 kwaye kuqikelelwa ukuba luza kukhula ngesi1.3% ngowama2024. Uqoqosho lweNtshona Koloni luzinzile ngowama2023 nangona kukho imingeni ebangelwe kukunyuka kwamaxabiso aphezulu, ukutsalwa kwemali neemeko ezinzima zezimali.

Iziphumo zoBalo lowama2022 zafumanisa ukuba abantu baseNtshona Koloni bangama7 433 020 – abamele i12% yelizwe – belandela iGauteng ngama24.3% neKZN ngama20%.¹³ Ukusukela kowama2011 ukuya ngowama2022, elona phondo likhula ngokukhawuleza ibe yiNtshona Koloni ngama27.7%, ilandelwa ngokusondelelo yiMpumalanga neGauteng ngama27.3% nama23% ngokulandelelanayo.

⁹ I-SARB. Kowama2023. *Ingxelo yekomiti yomgaqonkqubo wezemali*

¹⁰ UMatekenya, W., noMoyo, C. 2022. *Ukusungulwa kwezinto ezintsha njengombhexeshi wokusebenza kweSMME eMzantsi Afrika: indlela yokubuy'umva kwequantile.*

¹¹ I-OECD. Kowama2023. *UMzantsi Afrika: Iinyaniso eziphambili kwinkxasomali yeSME.*

¹² I-Arhente yoPhuhliso lwamaShishini amaNcinci. Kowama2023. *Uhlaziyo lweKota lweSMME, Q32022*

¹³ IiNkcukachamanani zoMzantsi Afrika. Kowama2023. *Ubalobantu lowama2022 lokuKhutshwa kweNkcukacha.*

Isazobe 4.1: Ukukhula koluntu ngokwephondo (ngowama2011 nowama2022)

Umthombo: iINkcukachamanani zoMzantsi Afrika, iDEDAT

Kwinqanaba likamasipala wengingqi, iOverstrand ikhule ngama64.9% kwisithuba esisuka ngowama2011 ukuya kutsho ngowama2022 – oyena masipala ukhula ngokukhawuleza ukusukela kuBalo lokugqibela. I-Mossel Bay (ama56.6%), iSaldanha Bay (ama55.9%), neGeorge (ama52.3%) zilandele ekhondweni. I-Witzenberg neLangeberg zizo kuphela eziye zacutheka nge10.5% nesi3.8% ngokulandelelanayo. Lilonke, elona nqanaba liphezulu lokukhula kwabemi kwisithili kunokubonwa ecaleni kweGarden Route, ekwachongwe njengesithili esibalulekileyo sokukhula kwisicwangciso seG4J.

Isazobe 4.2: Ukukhula koomasipala basekhaya eNtshona Koloni (Ngowama2011-2022)

Iindlela ezincumisayo zobalobantu zibonisa ukuba iNtshona Koloni ineyona pesenti isezantsi eMzantsi Afrika yabantu abangafundanga (isi2.3% yabemi bebonke) enepesenti ephezulu yabantu ababudala buyiminyaka engama20 nangaphezulu abanemfundo engaphaya kweyesiseko semfundo ili17.6%. INtshona Koloni ibinofikelelo oluphezulu lwamanzi ahamba ngemibhobho kwiindawo zokuhlala (ama85.5%) kwaye ifumene ezona ziphazamiso zimbilwa ezinxulumene namanzi. INtshona Koloni ibonise ezona nkonzo zibalaseleyo zokuthuthwa kwenkunkuma, ama88.7% ichaza ukuba inkunkuma yabo ubuncinane iqokelelwa kanye ngeveki, xa kuthelekiswa nomyinge kazwelonke wama66%.

Imingeni yabemi bemingeni ibalula ukuba i11% lamakhaya eNtshona Koloni ahleli kumatyotyombe – nangona umyinge kazwelonke uhle waya kutsho kwisi8.1%. Ukuqaqambisa iimpawu ezinokubakho zokufuduka kwiPhondo. IPhondo linenxalenye yesibini enkulu yabantu abangenamakhaya elizweni, lihleli kwi17.5% lenani lilonke. Nangona kunjalo, iNtshona Koloni inesi6% sabemi belizwe abangenamakhaya kwiindawo zokuhlala, elona nani likhulu elizweni. IKapa linesithathu ngobukhulu sabemi abangenamakhaya kuzo zonke izixeko ezimbaxa zaseMzantsi Afrika (i11.9% lelizwe lonke).

ISalathiso sokuZithemba kwiShishini laseNtshona Koloni (BCI) sinyuke ngamanqaku ama2 ukusuka kuma35 ngowama2023Q3 ukuya kuma37 ngowama2023Q4.¹⁴ Oku kwanda kweBCI yephondo kubalelwa kumanqanaba asezantsi okucinywa kukagesi, okuthe kwanika inkxaso kwiifemu. Ngaphandle kokuphucuka okuncinci kwiBCI yephondo, ihlala ingaphantsi kwinqanaba elingathathi cala lama50. Oku kubonisa ukuba amashishini aswele ukuzithemba ngenxa yeemeko zoshishino eziqhubekayo.

Isazobe 4.3: Isalathisi sokuZithemba kwiShishini leBER (BCI) – I-SA ngokuchasene neWC 2018Q4-2023Q4

Umthombo: BER, 2023

Ngokwesalathiso sokusebenza kwezikhongozeli zeBhanki yeHlabathi sowama2022, iKapa libekwe kwindawo yama344 kumazibuko angama348 avavanyiwewo kwaye lalikumazibuko angama20 anyuse umyinge wamaxasha okufika.¹⁵

Isazobe 4.4: Uthunyelo kwamanye amazwe lulonke lwaseNtshona Koloni, ngowama2019 – 2023

¹⁴ I-Ofisi yoPhando lwezoQoqosho. Kowama2023. RMB/BER Isalathiso sokuZithemba kwiShishini.

¹⁵ I-BusinessLIVE. Kowama2023. Iphupha elibi laseZibukweni: UMphathiswa ulumkisa 'ngengxaki yokuthunyelwa kwempahla kumazwe angaphandle' kwizibuko laseKapa.

Umthombo: Quantec, 2024

Impahla ethunyelwa ngaphandle eNtshona Koloni ibingamaR203 eebhiliyoni ngowama2023, ikhule ngama58.35% phakathi ngowama2019 nowama2023. IPhondo libone ukukhula okuphezulu kwe12.76% nesi8.9% ngowama2022 nowama2023, ngokulandelelanayo. UMbutho wezoRhwebo weHlabathi (WTO) uqikelela ukukhula ku0.8% kumthamo worhwebo lwehlabathi jikelele ngowama2023. Nangona kunjalo, imbonakalo yowama2024 isahleli intle, nokukhula okuqikelelweyo kwesi3.3%, okuphantse kungatshintshanga kuqikelelo lwangaphambili. Olu hlengahlengiso lunokuchaphazela imfuno yokuthunyelwa kwempahla kumazwe angaphandle eNtshona Koloni.

Itheyibhile 4.1: Amahlakani ama6 aphezulu eNtshona Koloni (ngowama2023)

Ihlakani loRhwebo	Ixabiso lerandi lokuthumela kumazwe angaphandle	I-% yothunyelwa lwangaphandle lunonke lwaseWC	
European Union	37 574 424 964	18,55%	53,81%
China	16 122 661 585	7,96%	
United States	15 802 103 661	7,80%	
Botswana	13 505 387 954	6,67%	
United Kingdom	13 264 563 544	6,55%	
Namibia	12 730 541 050	6,28%	
World	202 580 463 160	100,00%	

Umthombo: Quantec, 2023

Icandelo lokhenketho libonisa inkqubela encomekayo emva kobhubhane weKHOVIDI-19. INTshona Koloni ibe nentsingiselo encomekayo njengoko iinkcukacha zeACSA zeyoMnga wama2023 ibonisa ukukhula okumangalisayo kwe17.56% ngonyaka kumanani okufika kumazwe ngamazwe. Ukongeza, abafikayo bamazwe aphelela kowama2023 badlula amanqanaba abo angaphambi kobhubhane kowama2019 nge9%. Oku kukhula kunokunxulunyaniswa nokuqaliswa kweenqwelomoya eziliqela ezithe ngqo ezidibanisa iKapa neemarike eziphambili zamazwe ngamazwe. Ngaphezu koko, irandi ebuthathaka ikhulise ukhuphiswano lweNtshona Koloni, nto leyo eyenza ukuba ibe nomtsalane ngakumbi kubakhenkethi. Ukunyuka kweendwendwe zamazwe ngamazwe kuxhamlisa uqoqosho lwengingqi, njengoko icandelo lokwamkela iindwendwe nokhenketho lifumana ukukhula.

Isazobe 4.5: Ukukhula kwezokhenketho njengoko kubonisiwe ngabafikeli bamazwe ngamazwe kwisikhululo seenqwelomoya saseKapa saMazwe ngaMazwe

UPhondo lweKota lwezaBasebenzi luveze ukuba kwikota yesithathu ngowama2023 iziphumo zentengiso yezabasebenzi eNtshona Koloni bezincumisa. IPhondo libonise iimpawu zokomelela olomeleleyo, libhalisa elona zinga liphantsi labantu abangaphangeliyo abangama20,2% kwilizwe lonke ngowama2023Q3. IPhondo lifumene ukwehla kwezinga lentswelangqesho ngesi4.3%, unyaka nonyaka. Ngowama2023Q3, iNtshona Koloni yandise inani labantu abaqeshwayo ngokunyuka okuqaphelekayo kwama305 000 unyaka nonyaka.

Ngowama2023Q3 umyinge wabantu abangaphangeliyo bebonke ngaphandle kwematriki ubengama57.2%. Abo banematriki benza ama34.7% yabantu abangaphangeliyo kwaye abantu abakwinqanaba lemfundo ephakamileyo benza isi6.8% yabantu abangaphangeliyo.

Isazobe 4.6: Ukusasazwa (%) kwabantu abangaphangeliyo ngokwenqanaba lemfundo (2023Q3)

Kuqikelelwa ukuba ama57.2% yabantu abangaphangeliyo baphakathi kweminyaka eli15-34 ubudala. Abantu abaneminyaka engama35-44 ubudala benza ama29.7% yabantu abangaphangeliyo. Ngelixa i13% labantu abangaphangeliyo beneminyaka engama45-64 ubudala.

Isazobe 4.7: Ukusasazwa (%) kwabantu abangaphangeliyo ngokweqela lobudala (Ngowama2023Q3)

Umthombo: Quantec, Stats SA, DEDAT

Isazobe 4.8: Ingqesho ngokwecandelo eNtshona Koloni: ngowama2018 ngokuchasene nowama2023

Umthombo: Stats SA

Kwikota yesithathu ngowama2018 bekukho abantu abali1 883 000 abaqeshwe kwicandelo elisemthethweni nama281 000 kwicandelo elingekho sikweni. Kwisithuba seminyaka emihlanu, amacandelo asemthethweni nangekho sikweni akhule ngesi4.7% nama28.5%, ngokulandelelanayo. Ngowama2023Q3 bekukho abantu abali1 972 000 abaqeshwe kwicandelo elisemthethweni nama361 000 kwicandelo elingekho sikweni.

INtshona Koloni ikwindawo yesithathu ngokuba nenxaxheba enkulu kwinani leeSMME elizweni, ezibalelwa kwi11.6% yeeSMME kuzwelonke, ilandela iGauteng (37.5%) neKwazulu-Natal (14%). Oku kuqikelelwa kuma301 600 eeSMME ezihlala kwiPhondo. Ukuba iiSMMEs zaseNtshona Koloni zidala umyinge wemisebenzi emi3.7 inye (isi1 somnini nesi2.7 seshishini ngalinye), kuqikelelwa ukuba imisebenzi eli1 115 920 iza kuba negalelo kuqoqosho lwephondo. Kuqikelelwa ukuba ama56.2% eeSMME zePhondo zikwicandelo elisemthethweni, ama40.9% ingekho sikweni, kwaye isi2.9% ikwicandelo lezolimo nelabucala.

Isazobe 4.9: ULwakhiwo lweMali eyiNkunzi iYonke eZinzileyo eNtshona Koloni (ngowama2018 – 2022), ekhoyo ngoku

Umthombo: Quantec, 2023

Ulwakhiwo lwemali eyinkunzi iyonke ezinzileyo (GFCF) luyabuyela emva kobhubhane weKHOVIDI-19 yaza yakhula nge14.2% ngowama2022. Nangona iGFCF iphezulu kunamanqanaba angaphambi kobhubhane ngowama2018 nangowama2019, ayikhuli ngendlela enqwenelekayo. Amanqanaba ngenxa yemicimbi kazwelonke kwiiSOE, iingxaki zemali, nokwehla kwamandla ombuso, ukuthintela amanqanaba okukhula anokuba aphezulu.

4.2 Uhlalutyo lweMeko yangaPhakathi

Umbono

Umbono weSebe yiNtshona Koloni enoqoqosho oludlamkileyo, oluvelisa izinto ezintsha noluzinzileyo, oluphawulwa kukukhula koqoqosho nengqesho..

Umnqophiso

Ukufikelela kwingxelo yombono njengoko ichaziwe apha ngasentla, iSebe loPhuhliso loQoqosho noKhenketho liza kubonelela ngobunkokeli obusemgangathweni kuqoqosho lweNtshona Koloni ngokuqonda kweSebe ngoqoqosho, amandla alo okuchonga amathuba oqoqosho nesakhono, negalelo lalo kwizinto eziphambili kurhulumente kwezoqoqosho.

ISebe liza kuxhasa ukuphunyezwa komxholo weMisebenzi wesiCwangciso soBuyiselo eNtshona Koloni neQhinga lesiCwangciso sePhondo (ngowama2019 - 2024), njengoko kudityaniswe kwiQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP). Ngowama2024/25, iSebe liza kuba negalelo kwixesha lokugqibela lonikezelo kwiPSP yeminyaka emi5 ngokusebenzisa iPSIP nokulungelelaniswa kwesicwangciso seG4J.

IPhondo, ekwamkeleni isicwangciso seG4J njengesicwangciso soqoqosho lwephondo, licela umngeni kubo bonke abachaphazelekayo ukuba bakhe isiR 1 setriliyoni, uqoqosho olubandakanyayo olukhula phakathi kwesi4-6% ngonyaka.

Embindini wale njongo yinkolelo yokuba icandelo labucala lidala imisebenzi kwaye urhulumente ukhuthaza ukukhula kwemarike ngokudala imeko apho abantu namashishini bavunyelwe ukusebenzisa amathuba okwakha ikamva elingcono, bakhule kwaye babe kuko konke abanokuba kuko.

I-G4J isekelwe kwiinkalo ezisixhenxe eziphambili zojoliso (PFA) ezizezi:

- Ukuqhuba ukukhula ngotyalomali;
- Ukukhuthaza ukukhula kwemarike ngokuthumela ngaphandle nokukhulisa iimarike zasekhaya;
- Ukuphucula ukomelela kwamandla nokuqhuba inguqu kwintsalela engenakhoboni;
- Ukuqhuba ukhuseleko lwamanzi nokomelela;
- Ubuchwepheshe noSungulo lwezinto ezintsha;
- Iziseko ezingundoqo noqoqosho olunxibelelanayo; kunye
- Ukuphucula ukufikelela kumathuba ezoqoqosho nokuqesheka.

Iminqweno ekhaliphileyo yeG4J ifuna impendulo ekhaliphileyo. Ngokunjalo, iG4J ifuna urhulumente wonke, indlela yokulawula enqamlezileyo. Ukuphunyezwa kwayo ke ngoko kungokwamasebe awohlukeneyo akhokelayo kurhulumente wephondo umz. I-DEDAT iza kukhokela ekuqhubeni utyalomali, ngelixa iSebe lezoLimo, liza kukhokela ukukhula kokuthengisa ngaphandle neePFA zentengiso yasekhaya. ISebe leZiseko ezinguNdoqo liza kukhokelela kwiZiseko zoPhuhliso nobuChwepheshe neePFA zoSungulo lwezinto ezintsha. Ngokufanayo, iSebe lezeMfundo liza kukhokela iPFA ekuphuculeni ukufikeleleka kokuqesheka ngelixa ixhaswa ngokufanelekileyo yiDEDAT kwiinkalo zophuhliso lwabasebenzi, ushishino, iilokishi nongenelelo loqoqosho olungekho sikweni. Amasebe akhokelayo eePFAs zaManzi naMandla liSebe leMicimbi yokuSingqongileyo noCwangciso loPhuhliso (DEA&DP) neSebe leNkulumbuso (DotP), ngokulandelelanayo.

Nangona kunjalo, ekuqulunqeni impendulo yeSebe (DEDAT) kwiG4J, iSebe liya kufuneka lidlale indima ebalulekileyo kwiiPFA ezintathu ezikhankanywe ngasentla. Ngaphaya koku, ezinye ezintathu ezongezelelekileyo ezivumela uqoqosho (imimandla enomxholo ochaphazela ukuphunyezwa ngempumelelo kwePFAs) nazo ziza kuqwalaselwa.



Ii-PFA ezintathu ezithe iSebe lizibeke phambili kwisicwangciso salo sokusabela zezi:

a. Ukukhuthaza ukukhula ngokuthumela ngaphandle nokukhulisa iimarike zasekhaya

I-PFA ethunyelwa ngaphandle ingundoqo kwisicwangciso sokubuyisela uqoqosho lwaseMzantsi Afrika njengoko ilizwe lingenabo ubungakanani bemalike efunekayo ukuvelisa ukukhula koqoqosho ngokusekelwe kwinkcitho yabathengi kuphela.

Ngokubhekiselele koku, iNtshona Koloni iza kuqalisa indlela yokukhula ekhokelwa yimpahla ethunyelwa kumazwe angaphandle ejolise ekwandiseni inkxaso ebonelelwayo kubathengisi bangoku nabanokubakho kwiPhondo. Lo mzamo uza kuquka iinzame zophando ezijolise ekuchongeni imingeni yolungiselelo ejongene namashishini amafutshane, aphakathi, nexesha elide, nophononongo lwamandla akhoyo kwiziseko ezingundoqo ezikhoyo. ISebe liza kukhuthaza intsebenziswano nabachaphazelekayo abaphambili kulo lonke ikhonkco lexabiso lolungiselelo, ngoko ke landisa indima nobunganga bemisetyenzana yezibuko nolungiselelo kwiPhondo.

Ukhenketho lubalulekile ekuthengiseni kumazwe angaphandle iNtshona Koloni enokuthi isebenzise amandla akhe ukwakha oovimba bangaphandle. Eyona njongo iphambili ke ngoko kukubeka iNtshona Koloni njengendawo efunwayo yokhenketho, edume ngomgangatho wayo, ukuthembeka, neempahla neenkonzo ezineendleko eziphantsi ngokuphindaphinda kathathu abakhenkethi abafikayo eNtshona Koloni ngowama2035.

b. Ukuqhuba amathuba okukhula ngotyalomali

Eyona nto ibalulekileyo kulo mmandla ungundoqo wobuchule kukwandisa ukukhuthazwa kotyalomali eNtshona Koloni nemisebenzi yophuhliso ngokuqonda ngokucacileyo ubume botyalomali nokubeka ummandla ngaphakathi kwawo ukuvumela ukomelela okukhulu ekunciphiseni ubuthathaka obunokwenzeka nokusabela kumathuba amatsha njengoko evela.

Utyalomali luthathwa njengenye yeendawo eziphambili ngokubaluleka kuqoqosho lweWC. Ngaphandle kokungena kwenkunzi, utyalomali lwangaphakathi lunegalelo elinamandla ekukhuleni kweGDP nengqesho, ukwandisa imveliso, nokhuphiswano, nokwandiswa kwenkxaso kuphando nophuhliso, ngelixa likwabonelela ngokufikelela okuvulelekileyo kwiimarike zehlabathi, italente, nobuchwepheshe.

c. Ukuphucula ukufikelela kumathuba ezoqoqosho nokuqesheka

Le PFA iza kuba namacandelwana amabini abalulekileyo abalulekileyo kuhlumo loqoqosho, angala, uPhuhliso lwaBasebenzi noShishino olubandakanya uphuhliso loqoqosho lwasezilokishini.

Ngokumalunga noPhuhliso lwaBasebenzi, isicwangciso seG4J sigxininisa indima ebalulekileyo edlalwa ngamava okufunda nophuhliso lwabasebenzi ekuqhubeni ukukhula koqoqosho nokunciphisa isibetho esibangelwa

yintswelangqesho. Ukufunda ngamava okudityaniswa neenkqubo zezakhono kubonwa njengeyona ndlela isebenzayo yokujongana neningeni phakathi kwabangeneli abatsha kwimarike.

Lo mmandla uphambili weSebe unomngeni wokuphucula amandla okusebenza kolutsha ngokudala imisebenzi engama10 000. Into ebalulekileyo kwinyathelo loPhuhliso lwaBasebenzi kukwakha izakhono ezibalulekileyo kwixesha elizayo ngokuphucula izakhono zedijithali nokufunda nokubhala kwabaxhamli kwiinkqubo zokubekwa kwezakhono.

Ekuphumezeni iiprojekthi eziphambili zeG4J ezijolise ekusombululeni imingeni kwiimeko zendalo yezakhono, iSebe liza kudlala indima ebalulekileyo ekuncedeni iinkampani ezifaka izecelo zenkxasomali zangaphandle abasemaGunyeni kwiMfundo yeZakhono noQeqesho (SETA) neminye imithombo yenkxasomali. Ngaphaya koko, iza kujongana neningeni enxulumene nokufaneleka kwezixhobo zemfundo ngokwemixholo neendlela zokuhanjiswa kweenkonzo ngokuphuhlisa izixhobo ezitsha okanye ukulungisa ezo zikhoyo. Ukongeza, iSebe liza kuququzelela iindlela zokwenza ukuba imeko yezendalo, ebandakanya ishishini, iSebe leMfundo leNtshona Koloni (WCED), iiKholeji zeMfundo nobuChwepheshe noQeqesho (TVET) neeyunivesiti, zikwazi ukuzilungisa ngokwazo ngendlela efanelekileyo.

Ehlabathini lonke, ushishino lubonwa njengowona mandla aqhuba uxanduva lokukhawulezisa ukukhula koqoqosho, ukudala imisebenzi, kunye nokunciphisa intlupheko. Awona mazwe akhuphisanayo ngawona anelona nqanaba liphezulu lomsebenzi worhwebo. Iingxelo zonyaka zoBekoliso kuShishino eHlabathini (GEM) zibonisa ngokungaguququkiyo ukuba inqanaba likazwelonke lomsebenzi worhwebo linonxulumano olubalulekileyo ngokweenkcukachamanani namanqanaba alandelayo okukhula koqoqosho.

Ngokwayo, ushishino luyinto ebalulekileyo kwimveliso. Ukubaluleka kwayo kuba yinto ebalulekileyo njengoko izalisekisa indima yokudibanisa ezinye izinto zemveliso (umzekelo, abasebenzi nenkunzi) ukuhambisa ukukhula koqoqosho nokuchuma. Ukwakha nokukhulisa amandla oshishino nobuninzi ke ngoko ngokungathandabuzekiyo kubalulekile ekukhuliseni uqoqosho nokudala imisebenzi. Ayimangalisi ke ngoko into yokuba isicwangciso seG4J ichonge ushishino njengenye yeendlela ezimbini eziphambili zokuzisa impumelelo kubemi baseNtshona Koloni.

Ukugxila ekuxhaseni uqoqosho lwasezilokishini noqoqosho olungekho sikweniluzi kwandisa intathoxaxheba kwezoqoqosho, lunciphise intswelangqesho, lube negalelo kwaye luxhamle kuhlumo loqoqosho. Ukutsala nokuxhasa utyalomali lwangaphakathi nolwangaphandle kunceda ekwahlukaneni koqoqosho, kwandiswe ukubandakanywa nokwenza ngokutsha imodeli yendawo. Uqoqosho lwasezilokishini ngamashishini anokubakho okanye ababoneleli kumacandelo athile angavula amathuba koosomashishini abasezilokishini ukuba bathathe inxaxheba ngokuncomekayo kumakhonkco exabiso kushishino. Ukukhula nokuphuhlisa uqoqosho lwasezilokishini kunye noqoqosho olungekho sikweni namashishini kubalulekile kuzinzo nokuphila ixesha elide okuya kubenza bakwazi ukuthatha amathuba oqoqosho azakuququzelela ukukhula (koshishino noqoqosho) nokwandisa ukunyuswa kwabasebenzi.

Okubaluleke kakhulu, iSebe liza kukhuthaza ukwamkelwa kobugcisa obutsha obuya kunceda ekukhuleni nasekukhuleni kwawo onke amashishini. Kulindeleke ukuba ukuqhuba kwalo mmandla ubalulekileyo kuvule iimarike ezintsha namanye amathuba oshishino koosomashishini bethu abasakhasayo.

Abancedisi abathathu bezoqoqosho ngaba:

a. Ukwenza lula ukuqhuba ushishino ngokuNciphisa iMithetho engeyoMfuneko

I-ajenda yokunciphisa imithetho engeyomfuneko nokwenza kube lula ukwenza ushishino ibalulekile kuso nasiphi na isicwangciso sokukhula koqoqosho esifana nesicwangciso sokuKhula kweMisebenzi. Ukunceda ekuqhubeni ukukhula koqoqosho eNtshona Koloni, uhlehlengiso lolawulo, ukucutha imithetho engeyomfuneko nokunciphisa iofisi yolawulo zizinto eziyimfuneko ekudaleni ukuqiniseka kwaye ke kube lula ukwenza ushishino. Ezi zinto ziquka imiba engundoqo enqamlezileyo ekufezekiseni iinjongo neenjongo zesisicwangciso seG4J seendawo ekugxilwe kuzo eziphambili (PFAs) ezibandakanya utyalomali, ukuthunyelwa kwempahla kumazwe angaphandle nokuqesheka.

Icaciswe njengomnye wemigaqo ekhokela isicwangciso seG4J, indlela *karhulumente wonke* icaciswe yaza yachazwa ngokucacileyo. Ukunciphisa imithetho engeyomfuneko, ngumba wesicwangciso esibalulekileyo esixhasa ubambiswano nokusebenza kakuhle koRhulumente weNtshona Koloni (WCG) ukuguqulela isicwangciso esixandileyo, siphunyezwe kuwo onke amacandelo nemijelo karhulumente ngokufanelekileyo, kwaye okona kubaluleke kakhulu, okulula - ukuvuselela ngokwaneleyo nokukhula koqoqosho nokudalwa kwemisebenzi. Kwisithuba seMTEF ukuNciphisa kwethu iMithetho engeyoMfuneko kuza kuba nezindululo zohlaziyo ezingaphezulu kwama20 ezamkelwa ngabalawuli, kuphuculwe ngaphezulu kweenkonzo ezingama20 ezijongene noshishino oluza kukhokelela kubuncinane besiR3 sebhiliyoni zolondolozo kunye/okanye iinzuzo kuqoqosho lweNtshona Koloni.

b. Ubukrelekrele kwezoQoqosho

Ukusekwa kwenkqubo yolawulo lweenkcukacha exhotyiswe ngokufanelekileyo kuza kubonelela ngobuntlola kwezoqoqosho obuyimfuneko ukulungiselela inkonzo kuRhulumente weNtshona Koloni. Indima ephambili yeyunithi yobuntlola kwezoQoqosho ke ngoko iza kuba kukwabelana nokuvelisa iinkcukacha zokwenziwa kwezigqibo ezisekelwe kubungqina kuwo onke amasebe eG4J.

c. Ukuphucula unxibelelwano kunye nokwakha uphawu loqoqosho lweWC

Eyona nto ibalulekileyo ekukhuleni koqoqosho kukwakha ukuzithemba okufunekayo kushishino nophawu olulungele ushishino lweNtshona Koloni. Inkitha yemibutho namaziko eandelo labucala nekarhulumente anxibelelana namashishini nabemi rhoqo, kwaye iPhondo linendima eliyidlalayo ekuxhaseni ukuzithemba kushishino ngokuphawula nangokuhambelana nemiyalezo. Ngako oko, ukuthengisa nonxibelelwano lwabathathinxaxheba bezoqoqosho kwingingqi kuya kufuneka kulungelelaniswe. Ukuza kuthi ga ngoku, ukuqiniseka komgaqonkqubo nemeko evumelayo, exhaswa luphawu olukhethekileyo lweNtshona Koloni, kufuneka kuphuhlise kwaye kugcinwe, njengoko imvakalelo nokuzithemba ngundoqo ekutsaleni utyalomaliEyona nto ibalulekileyo ekukhuleni koqoqosho kukwakha ukuzithemba okufunekayo kushishino nophawu olulungele ushishino lweNtshona Koloni. Inkitha yemibutho namaziko eandelo labucala nekarhulumente anxibelelana namashishini nabemi rhoqo, kwaye iPhondo linendima eliyidlalayo ekuxhaseni ukuzithemba kushishino ngokuphawula nangokuhambelana nemiyalezo. Ngako oko, ukuthengisa nonxibelelwano lwabathathinxaxheba bezoqoqosho kwingingqi kuza kufuneka kulungelelaniswe. Ukuza kuthi ga ngoku, ukuqiniseka komgaqonkqubo nemeko evumelayo, exhaswa luphawu olukhethekileyo lweNtshona Koloni, kufuneka kuphuhlise kwaye kugcinwe, njengoko imvakalelo kunye nokuzithemba ngundoqo ekutsaleni utyalomali.

Imekobume yombutho

Umbono we-G4J kuqoqosho lwePhondo uthi, *“uqoqosho oluphuhlisa ukukhula koqoqosho ukuze kuqhutywe imisebenzi eyaneleyo namathuba kubemi balo. Olu qoqosho luzinzile, luyakwazi ukuzimela, luyahlukahlukana kwaye luyakhula – luvelisa ukuzithemba, ithemba nempumelelo kumntu wonke”*. Yinkqubo *karhulumente yonke, isicwangciso soluntu lonke* esixhaswa yimigaqo engundoqo yokubambisana nentsebenziswano, ukuveliswa kwezinto ezintsha, ubuqili nokuguquguquka, ukugcinwa, ukwenza izigqibo ezikhokelwa ziinkcukacha nokuphendula kumathuba anempembelelo, nempumelelo yakhe. ifuna amandla, ukuzinikela nokwabiwa kwemithombo yobutyebi evela kurhulumente wonke, icandelo labucala noluntu.

Ukutshintshela kwisebe elifanelekileyo

Ukucacisa umbono oqinileyo wePhondo, iQhinga leG4J libonelela ngomkhombandlela ocacileyo ngokubhekiselele ekuphunyezweni kwenjongo iyonke ngokuchongwa kweeNdawo ekuGxilwe kuzo ngoPhando, nganye ibe neseti yayo yongenelelo. Ulwakhiwo lweSebe kufuneka luncede kwaye lukhawulezise ukunikezelwa kwezi Mimandla ekuGxilwe kuzo ngokuPhambili, kwaye ngenxa yoko, iSebe, ngokubambisana noMlawuli oyiNtloko weZiko leeNkonzo zeZiko: uPhuhliso loMbutho, liqalise ukuphonononga ubume boMbutho. Olu hlaziyo luza kubumba uphuhliso *“olufanelekileyo”* iModeli yoNikezelo yeeNkonzo eza kuthi phakathi komlinganiselo ongqongqo, iququzelele ukuphunyezwa kwesicwangciso seG4J nokudala imeko yangaphakathi eza kuthi ikhuthaze iindlela zokusebenza ezisebenza ngokufanelekileyo, ezisebenzayo nangentsebenziswano, ukunceda abasebenzi. ukuguquguquka ngakumbi kwaye ube nemveliso.

IsiCwangciso soMsebenzi seSebe sowama2021–2026 siza kuqhubeka sisebenza njengeqonga lokuphucula abasebenzi beli qumru ukuze kuqinisekise ukusebenza ngokufanelekileyo nonikezelo lwenkonzo oluhlangeneyo. Esi siCwangciso samkela iindlela nezenzo zokuqinisa amandla ombutho, ukuphumeza iinqobo ezisemgangathweni nezenzo ezisekelwe kubuchule bokugaya abasebenzi, nokubonelela ngenkxaso eyimfuneko kubasebenzi ukuba batshintshela kwiindlela ezintsha zokusebenza ezifunwa sisicwangciso seG4J.

Ukulungelelaniswa nabasebenzi abafanelekileyo kwixesha elizayo, iSebe, kunyakamali wama2023/24, liqalise uphicotho lwezithuba zezakhono, kwaye kunyakamali wama2024/25, liza kugxila ekuphuculweni kwezakhono nokuqeqeshwa ngokutsha kwabasebenzi abavanyiweyo ukuqinisekisa ngenkonzo efanelekileyo. unikezelo kwiindawo eziphambili ezihambelana nesicwangciso seG4J. Le nkqubo iza kulawulwa ngaphakathi kwaye ngokubonisana neCandelo lokuXhobisa abantu kwiZiko leeNkonzo eziManyanisiweyo.

Ukuziphila ezona mpawu zentsulungeko zeWCG

ISebe liza kuqhubeka nokubeka abantu balo kwindawo yokuqala kwaye lichonge inkcubeko neengqondo njengeendawo eziphambili ekugxilwe kuzo. Ekuthatheni uhambo lwenkcubeko esebenzisanayo nendlela eqhutywa yiinqobo ezisemgangathweni, iSebe lijonge ukwakha nokuphucula iziseko eziluhlalima zonikezelo lwenkonzo nokuzinikela komntu ngamnye okunomdla osele kukho ngaphakathi kwisebe. Ngale njongo engqondweni, iSebe lihleli lizibophelele ngokupheleleyo kwiindlela ezisisiseko ezintandathu zeWCG eziquka ukuqonda okufanayo ngokuziphatha okulindelekileyo kubo bonke abasebenzi beWCG, ezizezi:

Ukukhathala: Ukukhathalela abo sibasebenzelayo kwanabo sisebenza nabo;

- Ubuchule: Ukubanakho nokubanezakhono zokuwenza umsebenzi oqeshelwe ukuba uwenze;
- Uxanduva: Sithatha uxanduva;
- Inggibelelo: Ukunyaniseka nokwenza okulungileyo;
- Usungulo lwezinto ezintsha: Ukuvuleleka kwiimbono ezintsha nokuphuhlisa izisombululo zoyilo kwiingxaki ngendlela ezinobuchule; kunye
- Nokuphendula: Kwanelisa iimfuno zabemi nabasebenzi bethu.

Ukukhuthaza ukwenziwa kwezigqibo eziqhutywa ziinkcukacha

IDEDAT, ephambili kwezobuchwephesha nokusungula izinto ezintsha, isebenzisana ngokukhuthaleyo nabachaphazelekayo, abafana neZiko loSungulo lwezinto ezintsha nge-elektroniki (Ce-I), ukumisela iimfuno zamva nje zeICT nokuqhubela phambili isakhelo sayo sobuchwepheshe. Uhlalutyo olubanzi lweGAP lwenziwe kunyakamali wama2023/24, kuvavanywa iinkqubo ezikhoyo nezisombululo ezinokubakho. Emva kolu hlalutyo, kuza kuchongwa iinkqubo zangaphakathi apho ubugcisa bokuphucula ukusebenza kakuhle bunokuthi busetyenziswe ukuphucula ukunikezelwa kwenkonzo nokomeleza imveliso. Ukulawulwa ngeKomiti eLawulayo yeICT yeSebe, uHlalutyo loMsantsa luza kukhokela isiCwangciso sokuSebenza seICT sowama2024/25.

Injongo ephambili yeKomiti yokuLawula i-ICT kukwandisa ukusebenza kakuhle nemveliso kwindawo yokusebenza ngokusetyenziswa ngokufanelekileyo kweICT ukwenzela ukuba kube nempembelelo enkulu. Eyona njongo iphambili kukuxhasa utshintsho lweSebe oluya ekubeni luqhutywe ngakumbi ziinkcukacha nobungqina obukhokelwe ekuthathweni kwezigqibo. Ezi njongo zixhasa ukuzinikela kweSebe kukuphucula imveliso yabasebenzi, ukukhuthaza ukwenziwa kwezigqibo okuqhutywa ziinkcukacha, nokukhokela kubuchule bobuchwepheshe. Eli nyathelo lobuchule libeka iDEDAT njengesebe lokucinga phambili, liqinisekisa ukuba iinkqubo zangaphakathi zilungele ikamva kwaye zinobuvulindlela kubume bedijithali, ukomeleza isakhono sabasebenzi sokufezekisa izinto eziphambili zeDEDAT zeG4J.

Ulungelwaniso lwamalungelo oluntu

Ngaphakathi, ungenelelo luqhutywa ngokuqhubekayo ukwazisa abasebenzi ngamalungelo oluntu, kubandakanywa izihloko ezifana nokuxhatshazwa, ukukhubazeka nezithuba zokungalingani ngokwesini. ISebe liyaqhubeka ukuzama ukwakha inkcubeko yendawo yokusebenza ebandakanya amalungelo abasetyhini, ulutsha naBantu abaKhubazekileyo, engenakuxhatshazwa kwaye engenacalulo.

ISebe liza kuqhubeka nokuthatha inxaxheba kumanyathelo eQonga lokuPhathwa kwamaLungelo oLuntu kuRhulumente weNtshona Koloni, elibandakanya ukunika ingxelo kuCwangciso oluPhendula ngokweSini, uHlahlo lwabiwomali, uHlolo, uVavanyo neSakhelo soPhicothozincwadi (GRPBMEAF) nokuxhotyiswa kwabasebenzi ekuthatheni ingqalelo ngokwesini.

Ngaphandle, iSebe lijongana nezibophelelo zalo zamalungelo oluntu kubemi namaqela achongiweyo aphambili (ulutsha, abasetyhini, abantu abakhubazekileyo nabantu abadala) ngeenkqubo ezahlukeneyo, kubandakanywa nezi zilandelayo:

- Iyunithi yoPhuhliso lwamaShishini iza kuqhubeka ukubeka phambili inkxaso kumaqela atyunjiweyo afana nabasetyhini, ulutsha nabantu abakhubazekileyo ngamaphulo agxile ekuncedeni iiSMME eziquka amashishini asesikweni, angekho sikweni, asemaphandleni nawasezilokishini. ICandelo liza kuthi (apho kunokwenzeka) lilandele intsebenziswano enika inkxaso kumaqela atyunjiweyo.
- I-Ofisi yoMkhuseli wabathengi (iNkqubo yesi4) iza kujolisa kumaqela ngabathengi abahlukeneyo, kubandakanywa ulutsha, abantu abadala, abafazi, nabantu abakhubazekileyo ngamangenelelo okufundisa abathengi. Olu ngenelelo luza kuqhutywa kwiPhondo liphela kwaye luza kugxila kulwazi lwamalungelo abathengi kunye nolwazi olusisiseko lwemali kubemi.
- INguqu yeCandelo lezoKhenketho (iNkqubo yesi6) iya kujolisa kwabasetyhini nolutsha ngophuhliso lwabakhokeli babakhenkethi njengenxalenye yenkonzo yobhaliso nophuhliso kuluntu olukhokelayo.
- INkqubo yoPhuhliso lweZakhono kunye noTshintsho (iNkqubo yesi7) iza kulandela ngokukhuthaleyo intsebenziswano ukuphemelela abenzi bezigqibo nabaqulunqi bomgaqonkqubo abanegunya kwimfundo nasemva kokuphuma kwesikolo ukuqhuba utshintsho lwenkqubo oluvumela ukufikelela kulutsha nabasebenzi bangoku kwizakhono ezifanelekileyo zendawo yokusebenza ukuze ukuqesheka. Ukuxhasa uphuhliso loPhuhliso lweZakhono zoLuntu nabasebenzi bephondo, inkqubo iza kulwela amalungelo oluntu phakathi kolutsha.

Ngokumalunga nokulungisa inguqu, iSebe lineNtlanganiso zoBulungisa kwezeNgqesho esebenzayo ejolise ekulungiseni, phakathi kwezinye izinto, imiqobo ekuphonyezweni kokumelwa ngokulinganayo kwiSebe. Ukongeza, ukuphonyezwa kwemilinganiselo yobulungisa kwezengqesho kubekwa esweni ngeliso elibukhali ngexesha lazo zonke iinkqubo zokugaya abasebenzi, ngokuhambelana nesiCwangciso soBulungisa kwezeNgqesho seSebe ngowama2020 – 2025.

UBume bombutho

IsiShwankathelo sohlahlo lwabiwomali sowama2024/25 noqikelelo lweMTEF

INkqubo R'000	IsiShwankathelo			Ulwabiwo oluphambili	Ulwabiwo olulungelel wanisiweyo	Uqikelelo oluhlaziyiwe yo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicothi weyo	Okuphicothi weyo	Okuphicothi weyo				I-% yoTshintsho kuqikelelo oluhlaziyiwe yo	2025/26	2026/27	
	2020/21	2021/22	2022/23							2023/24
1. ULawulo	62 678	54 841	57 911	51 801	55 378	55 378	60 626	9.48	60 298	64 886
2. UPhuhliso lwezoQoqosho oluHlanganisiweyo	89 355	53 204	47 159	58 914	52 311	52 311	44 618	(14.71)	45 966	49 256
3. URhwebo noPhuhliso lweCandelo	69 342	73 976	74 413	85 699	82 535	82 535	92 884	12.54	88 033	95 260
4. UmMiselu woShishino noLawulo	7 248	9 392	10 431	11 667	12 375	12 375	11 837	(4.35)	12 570	13 696
5. UCwangciso loQoqosho	129 612	140 150	129 780	117 319	93 988	93 988	98 706	5.02	79 330	83 136
6. UKhenketho, uBugcisa noLonwabo	76 578	7 4161	71 874	74 393	73 475	73 475	73 634	0.22	73 986	76 419
7. UPhuhliso lweZakhono noSungulo lwezinto ezintsha	81 950	70 567	96 106	99 190	99 066	99 066	97 940	(1.14)	105 219	102 056
Iintlawulo zizonke neengqikelelo	516 763	476 291	487 674	498 983	469 128	469 128	480 245	2.37	465 402	484 709

ICandelo C: Umlinganiselo wethu wokuSebenza

IiNkcukacha zokuSebenza kweNkqubo yeSebe

5. INkqubo yoku1: ULawulo

5.1 Injongo

- Kukubonelela ngobunkokeli obuqinileyo, obuvelisa izinto ezintsha, nokubonelela ngeenkonzo ezihlangeneyo ezicocekileyo, ezisebenzayo, ezonga imali, ezingafihliyo neziphendulayo kwiSebe.

INkqubo iyakuqonda ukubaluleka kolawulo nokubaluleka kwalo kwicandelo likarhulumente kwaye izibekele injongo yokufikelela elona nqanaba liphezulu lolawulo.

Ulawulo luchazwa njengenkqubo apho amaziko karhulumente namaqumrhu amasebe anxibelelanisa inkqubo nokuphumeza imigaqonkqubo ngokuthobela izithethe nemigangatho emiselweyo kurhulumente ukuxhasa imfezeko, ukungafihli nokuphendula. Ezo nkqubo zolawulo kufuneka zikhuthaze kwaye zijolise ekubetheleleni umoya wokuphucula ukwenziwa kwenkonzo nokuxhasa ulawulo olululo.

Ukulungelelaniswa noku, sisicwangciso seG4J esikwaqaqambisa ukubaluleka korhulumente okwaziyo ukwenza umsebenzi njengomncedi kuhlumo loqoqosho. Urhulumente onobuchule ubonakaliswa lulawulo olululo nokuqiniseka komgaqonkqubo. Urhulumente wephondo okwaziyo ukusebenza usebenza ngendlela elungelelanisiweyo ukuze afikelele kwiinjongo zakhe ezichazwe ngokucacileyo, azalisekise izibophelelo zakhe, kwaye anikezele ngeenkonzo ngokufanelekileyo nangempumelelo. Iyaphendula, icacile kwaye inoxanduva, kwaye inenkubeko neenkqubo ezifunekayo ukuthintela urhwaphilizo.

Ngokulula, ulawulo lumalunga nazo zombini:

- *indlela yokusebenza* - indlela amasebe asebenzisa ngayo amalungiselelo olawulo ukwenza igalelo ekusebenzeni kwawo ngokubanzi kunye nonikezelo lweenkonzo okanye iinkqubo; kunye
- *novumelwano* - indlela amasebe asebenzisa ngayo amalungiselelo olawulo ukuqinisekisa ukuba iyahlangabezana neemfuno zomthetho, imimiselo, imigangatho nokulindelwe ngabemi bokuphendula, ukungafihli nesidima.

Ukugcina ugxininiso oluluqilima ekwaxhiweni nasekugcineni ulawulo olusebenzayo, kuza kunceda ekubhaqeni ulawulo “olumbi” okanye iinkqubo ezisilelayo nokuvumela umbutho ukuba ujongane neengxaki phambi kokuba uphuhlisele kwimiba yokusebenza enzulu okanye engahambelaniyo.

Ngoko ke, iNkqubo imisele injongo yokufikelela elona nqanaba liphezulu lolawulo njengoko lilinganise ngeSalathisi sokuSebenza soLawulo (GPI) elinganisa umgangatho wolawulo ngokubeka inqanaba lokuthotyelwa kwezemali, uxanduva lokuphendula, ukuba semgangathweni kwezemali nokusebenza ngokwaneleyo kulawulo lwabasebenzi ngokunjalo neziphumo zophicotho.

Oku kuza kwenziwa ngezi njongo zilandelayo:

- Ukwenza ulawulo lwemali ngokufezekisa uphicothozincwadi olungenachaphaza.
- Ukwandisa imeko yonikezelo lwenkonzo ngezisombululo ezitsha nezidala.
- Ukuguqulelwa komgaqonkqubo kwizicwangciso ezicacileyo neziphendulayo ezinegalelo ekuqinisekiseni ukusetyenziswa kwemithombo yobutyebi ukuqhubela phambili iinjongo zokuzibophelela kwemibutho kwizicwangciso zempembelelo ezisekelwe kubungqina.
- Ukuseka isakhelo sokuhlola nokuvavanya esilinganisa iziphumo kwaye sivumele ukwenziwa kwezigqibo ezizizo.

5.2 Inkqutyana 1.1: I-Ofisi yeNtloko yeSebe

5.2.1 Injongo

- Kukulawula ngokuxandileyo imicimbi yolawulo njengoko inxulumene neenkqubo neeprojekthi zeSebe;
- Kukubonelela ngobunkokeli nesikhokelo kwiSebe; kunye
- Nokugcina ngempumelelo umsebenzi wolongamelo wesigunyaziso nomsebenzi weSebe.

5.3 Inkqutyana 1.2: ULawulo lweMali

5.3.1 Injongo

- Kukubonelela ngomsebenzi wolawulo lwemali olusebenzayo;
- Kukuqinisekisa ukuphunyezwa kwePFMA neminye imimiselo nemigaqonkqubo yezemali enxulumene noko;
- Kukubonelela ngenkxaso yocwangciso nohlalo lwabiwomali kwiSebe; kunye
- Nokwenza amalungiselelo olondolozo lwempahla yexabiso.

5.3.2 Ingcaciso yokusebenza okucwangcisiweyo kwisigaba esiphakathi sonyaka

Ukwakha kwisiseko sombuso okwaziyo ukwenza umsebenzi, impumelelo nolawulo lwelona nqanaba liphezulu lolawulo lwemali sisicwangciso sexesha elide esibandakanyayo esixhomekeke kuthotyelo, umoya wokusebenza, inkxaso yabachaphazelekayo nonikezelo lweenkonzo. Iquka, kodwa ayiphelelanga apho, ekuboneleleni ngeenkukacha ezisemgangathweni, ukwabiwa kwezibonelelo ngokufanelekileyo, ubuchule bolawulo lwemali, iziseko zowisomthetho ezifanelekileyo nokuphuculwa kwezemali yecandelo likarhulumente ukuze kuxhamle abemi baseNtshona Koloni. Njengenye yezalathi ezixabiseke kakhulu zolawulo lwemali olulungileyo, ukufezekiswa kwenjongo yoluvo lophicothozincwadi olungenachaphaza, kufuna ukuba zonke iinkqubo zibe nolawulo olusebenzayo nolusebenzayo. Njengoko kuchaziwe kwisiCwangciso soPhuhliso sikaZwelonke (NDP) sowama2030, unikezelo lwenkonzo alunakufikelelwa ngaphandle kolawulo olululo lwezemali nolawulo olululo lwezemali olungenakubakho ngaphandle kokunikezelwa kwenkonzo.

Ekwenzeni oku kungentla, iCandelo loMlawuli oyiNtloko: uLawulo lweMali luza kujolisa ingqalelo yalo kwezi zicwangciso zilandelayo:

Ukomeleza imeko yothotyelo

- Ukusebenzisa inkqubo yokuchonga nokusasaza yonke imithetho enefuthe kubume bemali;
- Ukwakha ubuchule bobugcisa bolawulo lwemali ngenkqubo yoqeqesho ecwangcisiweyo; kunye
- Nokuphuhlisa imizekelo esikhokelo eyandisiweyo yokuphucula nokwenza lula okufunekayo okuntsonkothileyo kothotyelo Nokuphuhlisa iithemplethi eziphuculweyo zokuphucula nokwenza lula okufunekayo okuntsonkothileyo.

Ukuphucula iindlela neenkqubo

- Kuphuculwe ekujoliswe kuko konikezelo lweenkonzo zalo ngokuphucula amaxesha alo okutshintsha ukuhlawula ababonelelinkonzo;
- Ukuphucula imigangatho yolawulo neziphumo ngokunjalo nokunciphisa incitho kwinkqubo; kunye
- Nokucinqinisekisa ukuba imali eyabelwe iSebe isetyenziswa apho ifuneka kakhulu khona.

Ukuqhelaniswa kwakhona nenkonzo yenkxaso engundoqo kubem

- Qalisa inkqubo yoqeqesho elungiselelwe amacandelo ajongene nabaxumi/amaqabane onikezelo lweenkonzo;
- Ukuxhobisa abasebenzi bolawulo lwemali ukuze bafumane ukuqonda ngcono iinkqubo zonikezelo zeSebe;
- Ukuphucula ubudlelwane bokusebenza phakathi kolawulo lwemali neeyunithi zonikezelo lweenkonzo ukuphucula unikezelo lweenkonzo; kunye
- Nokwenziwa kophando ukuphucula ukwaneliseka kokunikezelwa kwenkonzo phakathi kwamahlakani onikezelo lwenkonzo.

Ukusebenzela abemi baseNtshona Koloni

Nangona unikezelo lwenkonzo yoLawulo lweZimali lugxile ngaphakathi, luzimisele ukufaka igalelo kumgangatho weziphumo zeSebe. Oku kuza kwenziwa ngokusetyenziswa kakuhle kwezibonelelo, ukuqinisekisa ukuba uhlahlo lwabiwomali lunxibelelene ngokufanelekileyo neenjongo zomgaqonkqubo, ukuqinisekisa ukuthotyelwa, ukukhuthaza umoya wokwenziwa komsebenzi wolawulo olululo, inkxaso yabachaphazelekayo nonikezelo lweenkonzo.

5.3.3 Inkqubo 1.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/21	2021/22	2022/23	2023/24	2024/ 25	2025/ 26	2026/ 27
Ulawulo lwemali oluphuculiweyo	Iintlawulo ezenziweyo kwabatyalwayo kwiintsuku ezingama30	1.1 Inani leentsuku zokwenziwa kweentlawulo kwabatyalwayo	Intlawulo kwabatyalwayo kwiintsuku ezingama24	Intlawulo kwabatyalwayo kwiintsuku ezingama25	Iintsuku ezili17.16	Iintsuku ezingama30	Iintsuku ezingama30	Iintsuku ezingama30	Iintsuku ezingama30
	Inkcitho eyongezelekayo njengepesenti yohlahlo lwabiwomali (inkcitho eyiyo/uhlahlo lwabiwomali okuhlengahlengisiweyo)	1.2 Ipesenti yenkcitho eyongezelekayo efunyenweyo (inkcitho eyiyo/uhlahlo lwabiwomali okuhlengahlengisiweyo)	99.2% (R530 711 000)	99% (R493 396 000)	99% (R502 883)	98%			
	Ungenelelo olusebenzayo luphunyezwe ngempumelelo	1.3 Inani lamatyeli ongenelelo lwenkxasomali olusebenzayo oluphunyeziweyo	5	6	3	2			
	Isheshini yoqeqesho lwezemali iqhutyiwe	1.4 Inani leeseshini zoqeqesho lwemali eziqhutyiweyo	13	12	13	12			
	Ukwaneliseka kwenkonzo yabathengi kufikelelwe	1.5 Ipesenti yokwaneliseka kwenkonzo yabathengi efunyenweyo		74%	79%	70%	70%	70%	70%
	Izindululo zoPhicotho	1.7 Ipesenti yezindululo	100%	100%	100%	100%			

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/21	2021/22	2022/23	2023/24	2024/ 25	2025/ 26	2026/ 27
	IwaNgaphandle ziphunyeziwe	zoMphicothizincwadi Jikelele eziphunyeziweyo							
	Uluvo loPhicothozincwadi olungenachaphaza	1.7.1 Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) ngophicothozincwadi kwiingxelo zemali					Uphicotho olungena Chapaza	Uphicotho olungena Chapaza	Uphicotho olungena Chapaza

5.3.4 Inkqutyana 1.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi eziqhamo	Ekujoliswe kuko ngoNyaka	Q1	Q2	Q3	Q4
1.1 Inani leentsuku zokwenziwa kweentlawulo kwabatyalwayo	lintsuku ezingama30	lintsuku ezingama30	lintsuku ezingama30	lintsuku ezingama30	lintsuku ezingama30
1.5 Ipesenti yokwaneliseka kwenkonzo yabathengi efunyenweyo	70%				70%
1.7.1 Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) ngophicothozincwadi kwiingxelo zemali	Uphicotho olungenachaphaza		Uphicotho olungena chaphaza		

5.3.5 Inkqutyana 1.2: Uhlaziyo lwemingcipheko engundoqo nonciphiso oluvela kwiSP

Isiphumo	Imincipheko engundoqo	Uncitshiso lwemingcipheko
Uphuculo lolawulo lwemali	Ukungakwazi ukuzuzisa uluvo loPhicothozincwadi olungenachaphaza ngenxa yeengxelo ezingezizo okanye ukungathotyelwa kwezixhobo kwiindawo ezisemngciphekweni omkhulu ezifana neentlawulo ezikhutshelweyo, uLawulo lwezaBasebenzi, uphicothozincwadi lweenjongo ezimisela kwangaphambili noLawulo lweNtengo ngenxa yokungasebenzi kakuhle okanye ulawulo	Incwadi yomgaqonkqubo wemali yesebe ehlaziywayo kwaye igcinwe qho ngonyaka kugunyaziso lwamagunya. Ukugqitywa kweengxelo zemali zekota ezichanekileyo nezipeleleyo. Ingqinisekiso kubonelelwe ngayo kwiindawo ezinomngcipheko opezulu. Uqeqesho lolawulo lwemali ukulungelelanisa imisebenzi ukuqinisekisa ubuchule.

	Iwemeko olungagqibelelanganelanga. indawo yokulawula.	Ukuqeqeshwa kwabasebenzi boLawulo lweZimali ukuze kuqinisekiswa ubuchule.
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5.4 Inkqutyana 1.3: Iinkonzo zoShishino

5.4.1 Injongo

Kukubonelela ngomsebenzi wenkxaso yesicwangcisoq kwiSebe;

- Kukuqinisekisa unikezelo lweICT, uphuhliso lwezakhono, isiqinisekiso soshishino, iinkonzo zenkxaso yomthetho nonxibelelwano kwiSebe;
- Kukubeka iliso nokuvavanya ukusebenza kwesebe; kunye
- Nokuphuhlisa nokulawula iinkqubo zolwazi neenkukacha, iirekhodi nokulungelelanisa i-ICT.

5.4.2 UBekoliso kuMsebenzi weSebe

5.4.2.1 Ingcaciso yokusebenza okucwangcisiweyo kwisigaba esiphakathi sonyaka yoPhononongo nohlaziyo

Ngowama2024/25 nangaphaya, injongo yeDEDAT kukwandisa inkonzo yayo yokuhlola nokuvavanya; sinikezela ngokuzinzisa ngokuqinileyo ukulunga kwethu kucwangciso olusekwe kubungqina, uhlahlo lwabiwomali, isicwangciso nokwenziwa kwezigqibo. Ekwenzeni umsebenzi wethu woBekoliso noVavanyo (M&E) siye sakhokelwa yimpendulo yeSebe lethu elihlangeneyo kwisicwangciso sePhondo seG4J nemithethosiseko yalo yolungiselelo.

IPhondo linokuzinikela okuqinileyo, okubonakalayo kulawulo olululo noxanduva lokuphendula. Ukusetyenziswa kwemali eyinkunzi koku, isicwangciso seG4J sijonge ukwandisa imithetho yabantu abathile yolawulo lwentsebenzo yangoku ukuya kuloo nto iqikelelwa kugxininiso olubukhali kwiindlela zolawulo ezisekelwe kwiziphumo. Esi sinyanzeliso sikwazalisekisa uphononongo olwandayo lwempumelelo nocikizeko lwezicwangciso zikarhulumente, amaqhinga neenkqubo ngamaqumrhu angaphandle aqinisekisa, kubandakanywa uMphicothizincwadi Jikelele neekomiti zokuphendula kuluntu.

Iziphumo ezicwangcisiweyo zeDEDAT zovavanyo lwenkqubo ezimbini neengxelo ezine zokubekwa kweliso kweeprojekthi zizama ukuphendula kuphuculo lwezinyanzeliso zolawulo. Uvavanyo luza kubandakanya ukusetyenziswa kweendlela zophando ezisetyenzisiweyo ukuvavanya ngokuzimeleyo uyilo nokusebenza kweenkqubo ezimbini eziphambili zikarhulumente.

Ukubeka iliso ngokobume bako, kuyaqhubeka kwaye kugxile kwimiba yokuphunyezwa kweeprojekthi. Injongo yeengxelo zethu zokubeka iliso kukubonelela ngeengcebiso zolawulo malunga nomngcipheko wonikezelo, ukulungiswa kwezifundo ezifunekayo okanye uphuculo loyilo lweprojekthi olunokuphucula ukuphunyezwa.

Iindlela zokwenza ezinokubakho ukwazisa ukhetho lweeprojekthi ezifanelekileyo okanye iinkqubo zokubeka iliso okanye ukuvavanya, ngokulandelelana, zingabandakanya:

- Ukubaluleka kongenelelo nokufaneleka ekuphumezeni igunya leG4J yeDEDAT;
- Ukukhula kongenelelo (iminyaka yokuphunyezwa);
- Uhlahlo lwabiwomali;
- Ubukho bedatha yokubeka iliso neminye imithombo yeenkcukacha efanelekileyo;
- Izikhokelo zomlinganiselo (iinjongo ezichazwe kakuhle, iziphumo, iziphumo); kunye
- Amandla eziko ukuphumeza iingcebiso nezifundo ezifundiweyo.

Lo mgaqonkqubo weG4J ugxininisa isidingo sokusebenzisa ngokuqhubekayo izixhobo zokucwangcisa ukuvelisa izicwangciso ezomeleleyo nezinkumetwa neziphumo zenkqubo (umzekelo, ithiyori yotshintsho okanye imodeli yengqiqo). Ukuqaphela umgaqonkqubo ofunekayo wokwakha ngokuqhubekayo amandla karhulumente kwiM&E, (GWM & ES, 2007), iziphumo ezicwangcisiweyo zowama2024/25 ziquka ukunikezelwa kwangaphakathi

kweeseshoni ezine zokwakha amandla. Olu ngenelelo lujolise kubasebenzi bangaphakathi kwaye luyilelwe ukuphucula ulwazi lwabo, amandla, okubalulekileyo, ukwamkelwa kwabo kweenkqubo zeM&E nezixhobo kwindlela abacwangcisa ngayo, balawula, balinganisa kwaye banika ingxelo malunga nokusebenza kweenkqubo neprojekthi zabo.

Ukwandisa ugqaliselo lwethu lokuxhobisa ngezakhono olwamkelwa kule minyaka idlulileyo, kulindeleke ukuba ugqaliselo lowama2024/25 luquke ulwakhiwo lwezakhono kwizinto eziphambili zeM&E kuquka nezi zilandelayo:

- Ukukhethwa kwesalathisi nophuhliso lwesalathisi;
- Iindlela zokucwangcisa inkqubo - ithiyori yotshintsho okanye imodeli yengqiqo;
- Iinkcukacha neenkqubo zeenkukacha ezifunekayo kumlinganiselo nokuvavanya iziphumo;
- Iimvavanyo – iintlobo, ukusetyenziswa, izibonelelo, okufunekayo; kunye
- Ukuphuculwa okuqhubekayo - ukuphumeza izindululo okanye izicwangciso zokuphucula.

Xa sijonge phambili, kuyavunywa kwakhona ukuba owama2024/25 ngunyaka wokugqibela weminyaka emi5 yokuhanjiswa kweenkonzo. Ngoko ke kucingelwa ukuba umsebenzi weM&E, ekufuneni ukuxhasa indlela yeDEDAT esekelwe kubungqina kulawulo lweqhinga inokuba luncedo ekuncedeni iGosa eliPhendulayo liphumeze oko kunikezelweyo kumgaqonkqubo ochazwe kwiSakhelo soCwangciso esiHlaziyiweyo (DPME, sowama2020):

- Uvavanyo lwexesha lokuphela lweDEDAT (ukusebenza kweziphumo zeQhinga lesiCwangciso seminyaka emi5);
- Ukuxhasa uphuhliso lwesicwangciso esitsha seQhinga lesiCwangciso seminyaka emi5, sowama2025-2030; kunye
- Ukukokisa, ukuphumeza isicwangciso esitsha seminyaka emi5 yeM&E, esilungelelaniswe neSP yeDEDAT, sowama2025-2030.

Izigaba ezicacileyo kunye nezicwangciso zokuhanjiswa kweenkonzo ezixhasa oku kunikezelwayo kuza kuchazwa ngakumbi kwisiCwangciso sokuSebenza soNyaka seDEDAT, sowama2024/25.

Ukusebenzela abemi baseNtshona Koloni

Njengesixhobo solawulo lukawonkewonke, unikezelo lwenkonzo yeCandelo lugxile ngaphakathi, oko kukuthi, lujoliswe ekwandiseni amandla eenkqubo ukunikezela ngongenelelo oluluqilima olujolise kubemi bezoqoqosho.

5.4.2.2 Ukubekw'esweni kweNdlela yokuSebenza kweSebe: Iziphumo, iziqhamo, izalathi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23		2023/ 24	2024/ 25	2025/ 26
'Inkqubo yeM&E ' esebenzayo ebonelela ngenkxaso kwiSebe	Iziphumo zibekwe esweni	1.8 Inani leengxelo zobekoliso ezivelisiweyo	1	1	1				
	Iingxelo zobekoliso kwiziqhamo ezivelisiweyo	1.9 Inani leengxelo zobekoliso kwiziqhamo ezivelisiweyo	4	5	2				
	Iingxelo zobekoliso	1.9.1 Inani leengxelo zobekoliso ezivelisiweyo				2	4	4	4

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	kwiiprojekthi ezivelisiweyo	kwiiprojekthi ezivelisiweyo							
'Inkqubo yeM&E' esebenzayo ebonelela ngenkxaso kwiSebe	Uxhotyiso lwezakhono lweM&E luqhutyiwe	1.10 Inani leeseshini zoxhotyiso lwezakhono lweM&E eziqhutyiweyo	4	3	3	3	4	4	4
	lingxelo zovavanyo	1.10.1 Inani leengxelo zovavanyo ezigqityiweyo					2	3	3
	Uluvo loMphicothozincwadi olungenachaphaza	1.10.2 Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) kuphicothozincwadi lweenkcukacha zokwenziwa komsebenzi ezingezizo ezemali yeSebe					Uphicotho olungena chaphaza	Uphicotho olungena chaphaza	Uphicotho olungena chaphaza

5.4.2.3 Ukubekw'esweni kokuSebenza kweseSebe: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
1.9.1 Inani leengxelo zobekoliso ezivelisiweyo	4	1	1	1	1
1.10 Inani leeseshini zoxhotyiso lwezakhono lweM&E eziqhutyiweyo	4	1	1	1	1
1.10.1 Inani leengxelo zovavanyo ezigqityiweyo	2				2
1.10.2 Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) kuphicothozincwadi lweenkcukacha zokwenziwa komsebenzi ezingezizo ezemali yeSebe	Uphicotho olungenachaphaza		Uphicotho olungena chaphaza		

5.4.2.4 Ukubekw'esweni kokuSebenza kweSebe: Uhlaziyo lwemingcipheko engundoqo nonciphiso oluvela kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko

'Inkqubo yeM&E' esebenzayo ebonelela ngenkxaso kwiSebe	Ukuqonda okunqongopheleyo, ukufikelela okanye ukusetyenziswa kweendlela zeM&E ezinokukhokelela ekubeni iSebe linike ingxelo ngaphantsi ngempumelelo yalo neziphumo zamaphulo neenkqubo eziphunyeziweyo.	Ukwakha ulwazi namandla nabaphathi beeprojekthi zesebe malunga neM&E engundoqo neengqikelelo zengxelo yokusebenza, iinkqubo. Ukunxibelelana nemisebenzi ukuze kufunyanwe iinkcukacha zokwenziwa komsebenzi ngokuchasene nesiphumo seminyaka emi5 yokusebenza eyongezelelweyo kwiiAPP. Lungelelanisa isakhelo sokubeka iliso sangaphakathi kwizinto eziphambili kwiphondo (umzekelo, iPSIP, isakhelo sokuKhula kweMisebenzi) ngokufanelekileyo.
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5.4.3 UNxibelelwano lweSebe

5.4.3.1 Ingcaciso yokusebenza okucwangcisiweyo kwisigaba esiphakathi sonyaka

Ukukhula kweNkalo ekuGxilwe kuyo ngokuPhambili kwiMisebenzi (G4J PFA): Ukwakha ukuzithemba nonxibelelwano lophawu

Imixholo:

- Kuphuculwe izinga lokuzithemba kubatyalizimali namashishini eNtshona Koloni nakuRhulumente weNtshona Koloni.
- Ukuzithemba nethemba, amashishini nabemi abanethemba ngoqoqosho lwabo nekamva leNtshona Koloni, nenqanaba eliphazulu lokuthembana phakathi kwecandelo labucala, uluntu, abahlali norhulumente, abasebenza bekunye ukujongana nemingeni nokuqaphela amathuba.

Ukuzithemba kunxulumene nomgangatho wethemba malunga nemeko yezoqoqosho ekhoyo neemeko zoqoqosho ezilindelekileyo kwixesha elizayo. Amazinga otyalomali axhomekeke kokulindelweyo malunga nekamva, kwaye ke amanqanaba okuzithemba nokukhula koqoqosho kunxulunyaniswa kakhulu kuba iifemu ziyanqumama ukuqesha notyalomali xa zijongene nokungaqiniseki okanye ukuthembela kwikamva. Unxibelelwano ngumqhubi ophambili wamanqanaba okuzithemba.

Inkitha yemibutho namaziko ecandelo labucala nekarhulumente anxibelelana namashishini nabemi rhoqo, kwaye iPhondo linendima eliyidlalayo ekuxhaseni ukuzithemba kushishino ngokubhengeza nokuthunyelwa kwemiyalezo. Ngako oko, ukuthengisa nonxibelelwano lwemiba yezoqoqosho kwingingqi nako kuya kufuneka kuquzelelwe. Indima yoNxibelelwano lweSebe kukunxibelelana ngombono weSebe ngonxibelelwano lwangaphakathi nolwangaphandle kusetyenziswa amajelo osasazo abhaliweyo, omlomo, abonwayo ne-elektroniki nokuthengisa, ukukhuthaza nentengiso yeenkonzo zesebe kumaqela achaphazelekayo kuqoqosho lwasekhaya, lukazwelonke nolwamazwe ngamazwe. Ekwenzeni lo msebenzi, indima ebalulekileyo yeCandelo inxulumene nokulawula, ukulungelelaniswa nokuxhasa imisebenzi yonxibelelwano ngaphakathi kwiSebe ukuqinisekisa ukuhanjiswa kwemiyalezo esebenzayo nengaguqukiyo.

Oku kukuqinisekisa ukuba abachaphazelekayo boqoqosho lwasekhaya, lukazwelonke namazwe ngamazwe bayaziswa ngeenkonzo zesebe ezibonelelwayo nemisebenzi yalo, neziphumo ezivela kule misebenzi. Indlela yeG4J iyaqonda ukuba uqoqosho luyakhula xa amashishini nabathengi beziva bezithembile. Ngelixa izinto ezininzi ezingaphandle zinempembelelo kumanqanaba okuzithemba, kukho indima ekufuneka iPhondo liyidlalile ekuxhaseni ukwakhiwa kwentembo yoshishino ngokuphuhlisa uphawu olomeleleyo lweNtshona Koloni nodumo oluhlangabezana neemfuno nokulindelwe ngamashishini noosomashishini.

Ukusabela koku, uNxibelelwano lweSebe luza kubonelela ngenkxaso yonxibelelwano lwesicwangciso kubuchule nezicwangciso zokwazisa ngenkxaso yezoqoqosho, ukuqinisa nokwandisa isiphakamiso sexabiso seNtshona Koloni njengoqoqosho lommandla. Embindini wophawu lweWCG sisithembiso sohlobo lwethu - ingxelo ecacileyo yexabiso esilininika abantu esibasebenzelayo. Ngokwembono yoqoqosho lweNtshona Koloni nangokuhambelana nophawu lweWCG, "ithemba" loqoqosho libhekiselele ngokukodwa kwindlela esiphila ngayo:

- Ukukhuthaza intembeko evuselela ushishino kuqoqosho lweNtshona Koloni phakathi kwamashishini;
- Ukukhuthaza ukuzithemba kwabathengi kuqoqosho lweNtshona Koloni kubahlali bePhondo ngokunxulumene neenkondo esizinikezelayo;
- Uhambo olukhuthazayo lwegaphakathi nolwamazwe ngamazwe ukuya eNtshona Koloni;
- Ukubonisa ukuzimisela nokukwazi "ukujongana" nemingeni yezoqoqosho;
- Ukukhuthaza intembeko yabatyalizimali basekhaya nabamazwe ngamazwe kwiNtshona Koloni; kunye
- Ukukhuthaza ithemba ekuvuseleleni uqoqosho.

Siya kubonisa ukuba ubunkokeli bezoqoqosho beWCG (namahlakani abo) bazibophelele ekuzinikezeleni kwabo ekuxhaseni uqoqosho naphi na apho kuyimfuneko, nokuba kungokuqinisekisa ukuyilwa kobume obuncedayo boshishino okanye ngokuqinisekisa ukuba lenza imisebenzi yalo ngokweziguqunyaziso zalo kwaye siyakuqhubeka ukwenza oko phantsi kolawulo olululo. Oku kubandakanya kakhulu indlela esinxibelelana ngayo:

- Imiba efuna ukulungiswa;
- Imiba efuna ukusetyenziswa kobunkokeli;
- Imiba efuna ukuphelisa imiqobo;
- Amathuba; kunye
- Ukuchongwa kwemixholo ebalulekileyo yokuphembelela okanye ukuxhasa.

Ngokwemeko yeSebe, unxibelelwano lweqhinga loqoqosho luchazwa “njengenzame ezixininisiweyo zikaRhulumente weNtshona Koloni zokuqonda nokubandakanya abaphulaphuli abaphambili ukuyila, ukomeleza, okanye ukulondoloza iimeko ezinegalelo kwiqondo elincomekayo lokuzithemba kushishino”.

Oku kubandakanya uphuhliso lwee-ajenda zonxibelelwano lwezoqoqosho olucwangcisiweyo, olumele ukubandakanywa kobukrelekrele bezoqoqosho obuphuma nokusabela kwiinkalo eziphambili zezoqoqosho. Oku kudityaniswe kwii-ajenda zonxibelelwano ezicacileyo nezinika ingcaciso ngokuphunyezwa kwamaphulo nophuhliso nokwenziwa kweengxelo, imiyalezo, okanye imixholo eza kusetyenziswa ekuxhaseni iinzame zokukhuthaza nonxibelelwano olunxulumeneyo yiWCG kwiinkalo eziphambili kwezoqoqosho. Oku kuya kwazisa indlela amangenelo kwiinkalo eziphambili avakaliswa ngayo ngokuhambelana nophawu lweWCG.

Iinzame nazo ziza kwandiswa ukuqinisekisa ukuba amandla onxibelelwano ayomelezwa ngaphakathi kwiSebe ngokusekwa kweziseko ezisekelwe kwiinkqubo eziphuculweyo kwizakhono zonxibelelwano ezisebenzayo nezibonelelo, ukuqinisekisa ngengxelo elungelelanisiweyo kumsebenzi wonxibelelwano nokulungelelaniswa kophawu lweWCG. Ukongeza, iSebe linentsebenziswano phakathi kweenkqubo zalo, amacandelo ophando (ngaphakathi nangaphandle) noNxibelelwano lweSebe luza kufuna ukuphonononga imilinganiselo yokuzithemba kushishino, nto leyo eya kuthi ibe yimeko engcono kakhulu yeziphumo zawo onke amangenelo esebe axhasayo nokukhuthaza ukukhuphisana nokunyanzeliswa kweenzuzo uqoqosho lwaseNtshona Koloni.

Ukusebenzela abemi baseNtshona Koloni

Amashishini kunye nabemi abanethemba ngoqoqosho lwabo nekamva leNtshona Koloni nalapho kukho izinga eliphezulu lokuthembana phakathi kwecandelo labucala, uluntu, abahlali norhulumente, ivumela intsebenziswano engcono ukujongana nemingeni nokufezekisa amathuba ezoqoqosho.

5.4.3.2 Unxibelelwano lweSebe: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswa kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwenza lula ukuqhuba	Ii-ajenda zonxibelelwano	1.11 Inani lee-ajenda zonxibelelwano eziphuhlisiweyo		5	5	4	5	6	7

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuku kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
ushishino kuphuculiwe	lwezoqoqosho ziphuhlisiwe	lwezoqoqoso eziphuhlisiweyo							

5.4.3.3 Unxibelelwano lweSebe: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Izalathisi zeziqhamo	Ekujoliswe kuko ngoNyaka	Q1	Q2	Q3	Q4
1.11 Inani leeajenda zonxibelelwano loqoqosho eziphuhlisiweyo	5				5

5.4.3.4 Unxibelelwano lweSebe: Uhlaziyo lwemingcipheko engundoqo nonciphiso oluvela kwiSP

Isiphumo	Iminigcipheko ephambili	Uncitshiso lwemingcipheko
Ukwenza lula ukuqhuba ushishino kuphuculiwe	Ukuphunyezwa akwenzeki ngenxa yeenkcukacha ezinganelanga neenkqubo zohlalutyo zokwazisa umxholo kuphuhliso lweejenda zonxibelelwano lwezoqoqosho.	Ukuqinisekisa ukuchongwa nophuhliso lobudlelwane nabachaphazelekayo abaphambili kwezoqoqosho (ngaphakathi nangaphandle) ukubonelela ngegalelo nohlalutyo olufunekayo ekuphunyezweni kophuhliso lweejenda.
	Ukomeleza izakhono zeSebe ngokuqinisekisa abasebenzi abanezakhono zonxibelelwano ezisebenzayo kunye nezibonelelo, abakwaziyo ukuqhuba unxibelelwano "loqoqosho ngokubanzi" olufunekayo kulwakhiwo lokuzithemba kwishishini nophawu.	Ukusekwa kweenkqubo ezisekelwe kwinkqubo ephuculweyo kwizakhono zonxibelelwano ezisebenzayo nezibonelelo, ukuqinisekisa ngengxelo elungelelanisiweyo kumsebenzi wonxibelelwano nokulungelelaniswa kophawu lweWCG.

5.5 IiNgqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlalomali lweNkqubo neeNkqutyana

INkqubo yoku1 R'000	Isiphumo			Ulwabiwo oluphambili	Ulwabiwo olulungelelanisiweyo	Uqikelelo oluhlaziye weyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicut hiweyo	Okuphicut hiweyo	Okuphicut hiweyo				I-% yoTshintsho kuqikelelo oluhlaziye weyo			
	2020/21	2021/22	2022/23							
I-Ofisi yeHoD	11 378	5 172	5 983	4 450	7 251	7 251	6 535	(9.87)	6 735	7 105

iNkqubo yoku1 R'000	Isiphumo			Ulwabiwo oluphambi li	Ulwabiwo olulungelela nisiweyo	Uqikelelo oluhlaziyi weyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho kuqikelelo oluHlaziyiwe yo	2025/26	2026/27	
	2020/21	2021/22	2022/23							2024/25
ULawulo lweMali	37 413	33 827	36 128	33 184	33 044	33 043	34 381	4.05	36 062	38 099
liNkonzo zoShishino	13 887	15 842	15 800	14 167	15 083	15 084	19 710	30.67	17 501	19 682
liNtlawulo zizonke neengqikelelo	62 678	54 841	57 911	51 801	55 378	55 378	60 626	9.48	60 298	64 886

Ingcaciso yegalelo lezibonelelo ekuphunyezweni kweziphumo

ISebe lixhasa uMbono oPhambili oMbono ophefumlelweyo wesi2 (iVIP yesi2): Ukukhula neMisebenzi neVIP 5: Inguqulelo neNkcubeko ngentsebenziswano nokulungelelaniswa kwendawo.

Inkqubo yoku1, nangona kunjalo, kwindawo yayo eyodwa njengenkqubo yenkxaso kwiSebe, izama ukuhlenganisa iinkqubo zayo kwiinjongo ezimbini ngendlela evumela inkxaso elinganayo nokuphunyezwa kwazo zombini iVIP. Ngamanye amazwi, injongo kukuphumeza unikezelo lwenkonzo ngokusebenzisa okuphambili kolawulo olunempumelelo nolusungula izinto ezintsha.

Kulo mba, iSebe lijonge ukomeleza inkonzo yalo yokubeka iliso novavanyo ukuze lizinzise imfuno yocwangciso olusekwe kubungqina, uhlahlo lwabiwomali, isicwangciso nokwenziwa kwezigqibo. Ekwenzeni umsebenzi woBekoliso noVavanyo (M&E) iSebe likhokelwa yimpendulo ehlangeneyo kwisicwangciso sePhondo leG4J nemithethosiseko yalo yolungiselelo.

6. INkqubo yesi2: IiNkonzo zoPhuhliso lwezoQoqosho oluHlanganisiweyo

6.1 Injongo

- Ukukhuthaza nokuxhasa imeko yoshishino ekwaziyo ukudala amathuba okukhula nawomsebenzi.

6.1.1 Ulungelelaniso nezicwangciso zikazwelonke nezephondo

Injongo, iinjongo kunye nokungenelela njengoko kuchongiwe kumgaqonkqubo kazwelonke ongundoqo namaxwebhu esicwangciso esihambelana nomsebenzi owenziweyo kwaye uqhubeka ukwenziwa kwiNkqubo yesi2. Inkqubo iquka amaCandelo oLawulo loPhuhliso lwamaShishini (ED), uPhuhliso loQoqosho loMmandla noQoqosho lweNgingqi (RLED) nokuNcitshiswa kweMithetho engeyoMfuneko (RTR).

IsiCwangciso soPhuhliso sikaZwelonke (NDP) esamkelwe ngowama2012 silandelwe siSakhelo sesiCwangciso sesiGaba esiPhakathi soNyaka (MTSF) sowama2019-2024 njengokuphunyezwa kwesibini kweminyaka emi5 yeNDP. Le yokugqibela ikwathi thaca uthotho longenelelo neenkqubo eziza kuqhubela phambili izinto eziphambili ezisixhenxe njengoko zichongiwe kwiNDP.

Le Nkqubo ithetha ngokuthe ngqo nangokungathanga ngqo kwezi ntsika zilandelayo zithungelanayo njengoko zichongiwe kwiNDP, ezizezi, (1) *ezisa ukukhula koqoqosho olukhawulezayo, utyalomali oluphezulu, nokwamkelwa okukhulu kwabasebenzi*, (2) *kugxininise kubuchule obungundoqo babantu (kubandakanywa noshishino) urhulumente*, (3) *nokwakha urhulumente onobuchule*. Ukubhenela kwiMTSF njengendlela yokusombulula imingeni entlantluntathu yentlupheko, ukungalingani nentswelangqosho njengoko ichongiwe kwiNDP, umsebenzi weNkqubo ulungelelaniswa ngqo nezi zinto ziphambili zilandelayo zeMTSF:

- Okuphambili koku1: *Urhulumente onako, osesikweni nophuhliso*. Ungenelelo olungundoqo olulungelelaniswa neNkqubo ukuze luquke, (1) ukuphucula imveliso nokusebenza kwamaziko karhulumente ekuxhaseni unikezelo olujoliswe ebantwini, kugxininiswa kuxhotyiso nasekukwazini kukurhulumente wengingqi – iRLED neRTR, (2) ukwenziwa kweenkqubo zoshishino zibe zezalemihla kwicandelo likarhulumente – iRTR.
- Okuphambili kwesi2: *Inguqu kwezoqoqosho nokudalwa kwemisebenzi*. Ungenelelo oluphambili olulungelelaniswa neNkqubo lubandakanya, (1) ukudala imekobume evumela ukusetyenziswa komgaqonkqubo nemimiselo-iRTR, (2) ukuphucula ukwenza lula ukuqhuba ishishini - iRTR, iRLED ne-ED, (3) iququzelele ukwanda kwenani lamashishini amancinci asebenzayo agxile kuqoqosho lwasezilokishini nophuhliso lwase-maphandleni – iED neRTR (4) yomeleza uphuhliso lwemali yophuhliso olubhekiselele kuphuhliso lweeSMME – iED, nesi (5) nophuhliso lweeSMME ngokusebenzisa amaziko afumanekayo neendawo zikaxakeka zobuxhakaxhaka balemihla bekhompyutha – iED.

Olunye uxwebhu lomgaqonkqubo olubalulekileyo olukhutshwe ngowama2023 oluthetha ngokuthe ngqo ngomsebenzi weNkqubo lelo loBuchule beSizwe boPhuhliso lwamaShishini amaNcinci aDityanisiweyo (i-NISED). Impembelelo ecetywayo yeNISED ethi *“iSMME ezingaphezulu ezinegalelo elinemveliso kwiGDP enabantu abaninzi abaqeshwe kwiiSMME, ezinegalelo kuqoqosho olulinganayo, olubandakanyayo, oluguquliweyo nolukhulayo”*, ifuna ezi ziphumo zilandelayo ezifanelekileyo kwiNkqubo yesi2:

- Kuhlaziye umgaqonkqubo, imithetho nemigaqo ukuze iiSMME zikhule nolawulo olusebenzayo;
- linkonzo zenkxaso ezisebenzayo ezinikezelwa kuhlumo lweSMME kwezemali nezingezizo ezemali; kunye
- Nolungelelaniso lukarhulumente nentsebenziswano eyomeleziweyo yecandelo labucala ukulungiselela ukukhula kweSMME.

Okubalulekileyo yingxelo yakutshanje ekhutshwe kweyoMsintsi wama2023, *“Uphononongo lweNDP yama2012-2021”*, kuphononongo lweNDP ebonelela ngohlaziyo lokujoliswe kuko olungundoqo lweNDP kule minyaka ilishumi idlulileyo kwaye ibeka isiseko sezindululo zokuphunyezwa kwayo iminyaka esibhozo eseleyo. Le

yokugqibela ichaza amanyathelo okulungisa ikhosi ngokusekelwe kwiimeko zotshintsho. Oku kulandelayo ngamagqabantshintshi ophononongo olufanelekileyo kwaye luza kwazisa umsebenzi weNkqubo:

- Iimarike ezixininiswe kakhulu zoMzantsi Afrika ziza zigxila ngakumbi - ngokufanelekileyo ukugcina abatsha (abangeni bamashishini amancinci).
Inyathelo: Qinisa iinzame zokwandisa intatho nxaxheba yeSMME kwiimarike.
- Utshintsho olulawulayo nolweziko luyafuneka ukuze amashishini amancinci akwazi ukuthatha inxaxheba nokuqinisekisa ukuba imali eyinkunzi yabiwa ngokukodwa ukuphumeza iinjongo zeNDP.
Inyathelo: Phucula uhlelo lalawulo.
- Ukuvalwa ngxi kweentshukumo ngenxa yobhubhane weKHOVIDI-19 kube nefuthe elikhulu kumashishini amancinci - ukwehla ngama25% kumashishini angekho semthethweni namashishini amancinci abhalisiweyo anyuke ngesi2% kwiikota ezimbini zokuqala zowama2020 ngaphambi kokuba ehle nge11%. Ngaphaya koko, iinzuzo zokuqeshwa kwamashishini amancinci ukusuka ngowama2018 ukuya ngowama2019 zibuyiselwe umva.
Inyathelo: Yandisa inani lamashishini amatsha asaqalayo.
- Uphando lweDPME ngowama2022 lwafumanisa ukuba eyona mingeni ingundoqo ejongene nophuhliso lweSMME, ingakumbi amashishini aseziqokoshi, ibandakanya, (1) ukungabikho kwemali, (2) ukufikelela kwiimarike, (3) ukunikezelwa kweenkonzo ezisisiseko (umzekelo, umbane, amanzi) kunye (4) ulawulo nokungasebenzi kakuhle (imithetho engeyomfuneko).
Inyathelo: Ukwamkela indlela ebanzi kuphuhliso lweSMME.

Ngamafutshane, ukususela oko kwathi kwaziswa imigaqonkqubo engundoqo kazwelonke (okt iNDP neMTSF), iNkqubo iye yahlala ilungelelaniswe kuzo zombini iinjongo neendlela zokuphumeza ezi njongo. Okubaluleke ngakumbi, uphononongo lweNDP oluqaqambisa iinkalo ezibalulekileyo, umzekelo, uhlaziyo lolawulo nokwandisa inani lamashishini amatsha aqalayo afuna ukunyuswa kweenzame, kuhambelana ngokupheleleyo nemimandla ecetywayo yokugxila kweNkqubo kwisigaba esiphakathi sonyaka.

Ulungelelaniso nezicwangciso zephondo nesigunyaziso seSebe

IQhinga lesiCwangciso sePhondo sowama2019-2024 (PSP) salatha “ukukhula nemisebenzi” njengenye yeentsika ezintlanu (okanye iiNdlela eziPhambili eziphefumlelwe ngumbono – ii-VIP) eziza kuqhuba umsebenzi osingise ekuphunyezweni kombono, “weNtshona Koloni ekhuselekileyo apho wonke umntu uyaphumelela”. Okubalulekileyo kwiNkqubo yesi2 nalapho iNkqubo ihambelana nayo, kuquka:

- Izinto eziphambili zikamasipala njengomxholo onqamlezileyo. Uphuhliso loqoqosho lwengingqi (LED) lwachongwa njengenye yezinto eziphambili zikamasipala ezilishumi elinanye. Omabini amacandelo eNkqubo yeRLED neRTRU asebenze kakhulu kulo mmandla kwaye aza kuqhubeka ukudlala indima ebalulekileyo ekwakheni oomasipala abanezakhono; kunye
- NeVIP yesi2: Ukukhula neMisebenzi, apho ezi nkalo zilandelayo kugxilwe kuzo zifanelekile kwiNkqubo:
 - o Ukuphucula imeko yoshishino ngokubanzi – ukwenza kube lula ukwenza ushishino ukusuka kweyona ilokishi incinci iSMME ukuya koyena mtyalimali mkhulu wangaphandle. Ngokufanayo, kukho imfuneko yokuba urhulumente akwazi ukwenza ushishino ngokufanelekileyo namashishini abucala;
 - o Ukususa imiqobo kutyalomali -ukubonisa iinkqubo zikarhulumente zangaphakathi ezithintela ukukhula ngomthwalo ongeyomfuneko wolawulo olubekwe kushishino – olusesikweni nolungekho sikweni. Ngokulinganayo okubaluleke ngokulinganayo kukuphunyezwa kwemithetho yobuntlola nelungelelanisiweyo kuwo onke amanqanaba karhulumente;
 - o Ukukhuthazwa kotyalomali kunye nokugcinwa kweshishini - ukuzama ukusebenzela imekobume (kunye nemeko yendalo) apho amashishini asele ekhona aziva exatyiwe, ekhathalelwe kwaye ekugqibeleni ejongeka kakuhle ekwandiseni nasekunyuseni ingqesho; kunye
 - o Ukukhulisa uqoqosho ngokukhula kokuthunyelwa kwempahla kumazwe angaphandle - ukutshatsheliswa kweenkqubo ezisebenzayo kunye nemimiselo enegalelo kubathengisi abakhoyo bemveliso kumazwe angaphandle nabathumeli bangaphandle abatsha abafuna ukungena kwimarike yangaphandle.

IqHinga lesiCwangciso seDEDAT sowama2020-2025 (DEDAT SP), simisela umbono wayo, “weNtshona Koloni enoqoqosho oludlamkileyo, oluvelisa izinto ezintsha noluzinzileyo, oluphawulwa kukukhula koqoqosho nengqesho”. Umsebenzi weNkqubo ekufakeni igalelo kulo mbono ufunyanwa kwezi zinto zibalulekileyo zilandelayo zeSP yeDEDAT SP:

- Okuphambili koku1: *Utyalomali ngokukhuthazwa neziseko ezingundoqo* - icandelo leRTR lidlala indima ebalulekileyo ekususeni imiqobo kutyalomali ngokuphuculwa kwenkqubo kwiinkqubo nohlaziyo lolawulo.
- Okuphambili kwesi2: *Yandisa uthunyeliso kumazwe angaphandle* - kungekhona nje ukuba iED idlala indima ekuphuhliseni amashishini amancinci angaphandle, kodwa indima yeRTR ekwandiseni ukusebenza ngokufanelekileyo ngokweenkqubo neenkqubo nohlaziyo lolawulo luhlala lubalulekile.
- Okuphambili kwesi4: *Ukukhawulezisa ukwenza lula ukuqhuba ushishino* - umsebenzi wecandelo leRTR kwimimandla yoNcedo lweNkxaso yeNkxaso yoShishino, uhlehlengiso lolawulo nophuculo lweenkqubo nonikezelo lwenkonzo yomxhasi (ushishino).

Okokugqibela, kodwa okona kubaluleke kakhulu, isicwangciso sikaRhulumente weNtshona Koloni (WCG) sokuKhula kwezeMisebenzi (G4J) sibeka umbono woqoqosho lwephondo oluphunyezwa kukuhluma koqoqosho ngenjongo yokukhulisa uqoqosho ukuya kutsho kwisiR1 sebhiliyoni ngowama2035 ngokuqhutywa luhlumo phakathi kwesi4% kunye nesi6% ngonyaka. Indima ebalulekileyo yeNkqubo kwesi sicwangciso ixhomekeke ekuxhaseni iintsika ezingundoqo zesicwangciso, ezibandakanya ukuphuculwa kokhuphiswano, ukwenza lula ukuqhuba ushishino nokomeleza intsebenziswano ngokwezizwe notshintsho lwesithuba. Zontathu ezi nkqutyana, uPhuhliso loShishino (ED), uNcithiswa kweMithetho engeyoMfuneko (RTR) neNkxaso yoQoqosho kaMasipala (MES), zibekwe zombini ngokwembono yeqhinga neyokusebenza ukunikezela ngombono, iinjongo neenkqubo ezifanelekileyo zesicwangciso seG4J.

Inkqubo iza kuba negalelo kwaye isomeleze ukuphunyezwa kweG4J ngeenkqubo neeprojekthi kwezi nkalo zilandelayo ziphambili ekugxilwe kuzo (PFA):

- I-PFA 1: *Ukuqhuba amathuba okukhula ngotyalomali* - indima ebalulekileyo edlalwa yiyunithi yeRTR ekujonganeni neningeni yolawulo nemigaqonkqubo, umz. iivisa;
- I-PFA 2: *Ukukhuthaza ukukhula kweemarike ngokuthumela ngaphandle kunye neemarike zasekhaya* - njengakwiPFA 1, indima yeyunithi yeRTR malunga nolawulo nenkqubo (iinkqubo) ungenelelo lokuphucula luza kubaluleka;
- I-PFA 5: *UbuChwepheshe noSungulo lwezinto ezintsha* - iyunithi yeRTR yokukhangela nokujongana nemiqobo ephambili yokulawula neyunithi ye-ED yenza indima yayo ekuxhaseni amashishini amancinci, ngoxininiso lokuqaliswa kobuchwepheshe – nokunyuselwa phezulu; kunye
- I-PFA 7: *Ukufikelela okuphuculweyo kumathuba oqoqosho kunye nokuqesheka* – indima ebalulekileyo edlalwa licandelo le-ED ngoshishino lwayo nongenelelo lwenkxaso yamashishini amancinci.

Impumelelo yesicwangciso seG4J sixhomekeke kwindlela efumana ngayo ukufaneleka kwiindawo, o.k.t. iindawo zikamasipala nezesithili. Apha iyunithi yeMES iza kudlala indima ebalulekileyo ekomelezeni intsebenziswano yejografi notshintsho lwesithuba ngokungapheleli nje ngokulungelelanisa ungenelelo oluninzi olujoliswe kwizithili ezichongiweyo nemimandla kamasipala, kodwa nokwakha amandla karhulumente wasekhaya ukuze adlale indima yakhe ekuphumezeni umbono wesicwangciso seG4J.

Ekunikezeleni ngePSP, iQhinga lesiCwangciso seDEDAT nesicwangciso sokuKhula kweMisebenzi, omathathu amacandelo aza kwenza njalo, njengoko ebesenza ngaphambili, ngokusekelwe kubungqina obuvakalayo neenkukacha, intsebenziswano nabo bobabini abachaphazelekayo kwicandelo labucala nelikarhulumente nokuyila iindlela zongenelelo olukhokelela kwimpembelelo yexesha elide, ukukhula koqoqosho nengqesho.

6.2 Inkqutyana 2.1: UPhuhliso lweShishini

6.2.1 Injongo

Ukuba negalelo ekudaleni imeko yoshishino exhobisa amashishini amancinci noosomashishini ukuba bazinze, baphuhlise kwaye bakhule.

6.2.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Ushishino lubalulekile ekudibaniseni abasebenzi nenkunzi kwaye luvunywa kwihlabathi jikelele njengowona mandla aqhuba uxanduva lokukhawulezisa ukukhula koqoqosho, ukudala imisebenzi kunye nokunciphisa intlupheko. Awona mazwe akhuphisanayo ngawona anelona nqanaba liphezulu lomsebenzi worhwebo. Usomashishini njengesixhobo kunye nesantya sibonelela ngenye yeendlela zokwenza ukuba abemi basebenze kwezoqoqosho kwaye babe nokufikelela kumathuba oqoqosho.

Umceli mngeni woshishino oluntlumbini eNtshona Koloni lizinga eliphantsi lokuqalisa nezinga eliphezulu lokuyekwa kwamashishini amatsha nasele ekhona, nto leyo ethintela ukukhula koqoqosho nokudalwa kwemisebenzi. Oku kwenziwa mandundu yinkqubo yenkxaso yophuhliso lweshishini likarhulumente necandelo labucala eliqhekekayo nelingalungelelanisiweyo. Eli Candelo liza kudlala indima ekunikezelweni kwesicwangciso sePSP neG4J sigxile ekwandiseni iindlela zoshishino, ukusondeza iindlela zoqoqosho namathuba kufutshane nabemi noluntu lweNtshona Koloni iphela. Oku kubandakanya ulungelelwaniso olucwangcisiweyo nokomelezwa kwenkqubo yendalo esingqongileyo, kwakunye neendlela eziphuculweyo zasemva kwesikolo namaziko emfundo ephakamileyo.

Ukuququzelela ukuphunyezwa kongenelelo olungezantsi, kuza kufuna intsebenziswano nentsebenziswano ngaphakathi naphakathi kwabachaphazelekayo bemeko yendalo yeSMME, kubandakanywa nendima yeQonga leSMME ukuqinisekisa ukuba imveliso neenkonzelo ezinikezelwa yile mibutho ziyadityaniswa ukuze zibe negalelo ekwandiseni uqoqosho. amathuba nokudala iindlela zoshishino. Ngale njongo engqondweni, iCandelo liza kunika impembelelo kubuchule botshintsho obuqulathwe kwiG4J:

Ukuphucula iindlela zokurhweba ukwakha inkcubeko yoshishino eyomeleleyo

kufaka igalelo ekuphuculeni izinga lomsebenzi woShishino kwinqanaba elisaqalayo (TEA), ngokuphucula iindlela zokurhweba kuza kuguqulela ekubeni kunyuke izinga lokuqalisa kwamashishini eNtshona Koloni. Izikolo, iiyunivesithi neekhohleji zeTVET zizama ukuguqula izicwangciso zemveli neendlela zokufundisa nokomeleza imfundo yabafundi ukuze bahlakulele ukuqonda kwabo izinto ezintsha noshishino. Ukwakha ukuqonda nesakhono solutsha malunga noshishino njengokhetho olupholileyo nolusebenzayo lwezoqoqosho kubalulekile. Imfundo yoburhwebi, ukuxhotyiswa ngezakhono, ukuphuhlisa, namaphulo axhasayo zonke zijolise ekwandiseni umbhobho neqela letalente yoshishino kwiPhondo. Olu ngenelelo luza kufuna intsebenziswano nentsebenziswano, phakathi kwezinye izinto, namaSebe eWCG (umzekelo, ezeMfundo), iiyunivesithi neekhohleji zeTVET, icandelo labucala nabachaphazelekayo kwimeko yendalo yeSMME.

Ungenelelo olucwangcisiweyo lokuphumeza iG4J luza kwenziwa:

- Ukuphuhlisa nokuphucula imfundo yoshishino esikolweni namaziko asemva kwesikolo axhasa amashishini aqalayo ulutsha ukuphuhlisa umyinge woshishino;
- Ukuphuhlisa nokuxhasa amaphulo okukhuthaza ukushishina nokwandisa iqula loosomashishini;
- Ukusebenzisa amaqonga akhoyo oshishino lobuxhakaxhaka balemihla bekhompuythad ukuxhasa amashishini ngokufikelela kwiinkcukacha ukuzinzisa nokukhulisa imisebenzi yawo; kunye
- Nokuseka izinga loshishino eNtshona Koloni ukujonga umyinge wabantu abathatha inxaxheba ekuqaliseni amashishini.

Inkxaso esebenzayo yophuhliso lweshishini ekukhuleni kweshishini nokomelezwa kwemeko yendalo

Ubonelelo lwenkxaso yophuhliso loshishino olupheleleyo necetyiweyo luza kuba negalelo ngokuthe ngqo ekwandeni kwenani lamashishini azinzileyo nawomeleleyo aza kuba negalelo ekunciphiseni izinga lokuyeka

ushishino nokwandisa amashishini aqalayo. Kuza kugxilwa ekuphuculeni uzinzo, ukukhuphisana, nokukhula kweeSMME kumanqanaba ahlukeneyo obomi boshishino ngokuphuhlisa intsebenziswano nemithombo yoncedo (oko kukuthi, inkxasomali) nabadlali abaphambili benkqubo yendalo (icandelo likarhulumente nelabucala) ukuvula uqoqosho ngamathuba okubonelela ngenkxaso yophuhliso loshishino olupheleleyo nolucetyiweyo. Phakathi kowama2019 nowama2022, iNkxasomali eVuselela iiSMME incede amashishini angama920, nto leyo eguqulelwe ekubeni kudalwe imisebenzi kwaye igcineke nenkxasomali efunyenwe ngaphezulu kwento ebityalwe liSebe. Okufezekisiweyo kufanele kubonwe xa kuthelekiswa nobhubhane weKHOVIDI-19, ukucotha kwamazinga ohlumo loqoqosho lwaseMzantsi Afrika, nemigaqo yokuvalwa ngci kweentshukumo ezinefuthe elibi kakhulu ekusebenzeni nozinzo lweeSMME. Impumelelo efunyenweyo ukuza kuthi ga ngoku, ibonelela ngesiqinisekiso sokuqhubekela kweNkxowamali nenkxaso enxulumeneyo kwiiSMME eNtshona Koloni. Ukukumela nokuququzelela ukubonelela ngenkxaso yophuhliso lweshishini namanyathelo eenkonzo kuza kwenziwa ngokusetyenziswa:

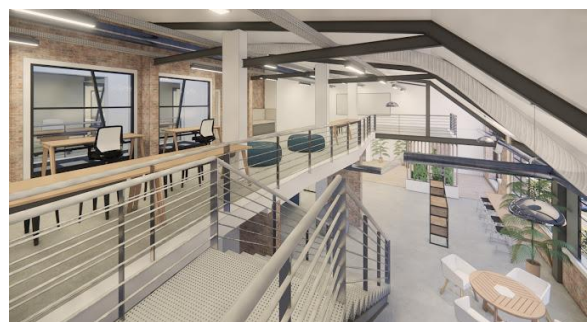
- KweNkxowamali eVuselela iiSMME yowama2024 - iququzelela kwaye iphuhlise intsebenziswano nabachaphazelekayo benkqubo yeSMME ukuze baxinanise kwizixhobo zecandelo likarhulumente nelabucala ukuvula amathuba oqoqosho intsebenziswano nabachaphazelekayo amathuba oqoqosho.

I-WomHub ibonelela ngofikelelo kumaziko asemgangathweni wehlabathi

I-WomHub, ingumxhamli kwiNkxowamali eVuselela iiSMME yowama2022, yinkampani yabasetyhini ebonelela ngeenkonzo zokufukamisa kunye neengcebiso kumashishini angabasetyhini kwiSTEM (ubuNzululwazi, ubuGcisa, ubuNjineli nokuVelisa). Le nkampani ixhase amashishini angama28 ngabasetyhini ngongenelelo oluninzi olufana neendibano zocweyo eziququzelelweyo, ukuqeqeshwa kweshishini, izixhobo, izibonelelo zoshishino noqeqesho kwezemali.

INkxowamali yasasaselwa ukusekwa kweWomHub Innovation Hub eGreen Point, indawo eyilelwe abasetyhini, apho baza kuba nokufikelela kumaziko akumgangatho wehlabathi.

Ekubhiyozeleni iNyanga yabaseTyhini, iWomHub ngokubambisana neyunithi yoPhuhliso lwamaShishini, iye yabamba uSuku lweDemo, nolunike abaseki ithuba lokusebenzisa izakhono zabo abazifumeneyo ukumilisela amashishini abo kwiqela labagwebi. Kuye kwathatyathwa ibhaso elixabisa amaR60 000 kumabala amathathu aphezulu. INkxowamali eVuselela iiSMME yowama2024 iza kuqhubeka inegalelo kuzinzo nasekukhuleni kweeSMME eNtshona Koloni kunyakamali wama2024/25.



Uphuhliso loshishino ngokufikelela kwimarike nenkxasomali Entrepreneurship development through market ufikelelo nenkxasomali access and funding

Ii-SMME ziyasokola ukufikelela kwinkxasomali nakumathuba entengiso. Ukubonelela ngofikelelo kwimali nenkxaso yophuhliso lweshishini kuza kuphucula amandla amashishini ajolise ekukhuleni ukufikelela kumathuba emariki, ukwandisa imisebenzi nokhuphiswano ngakumbi. Amanyathelo ophuhliso lwababoneleli becandelo likarhulumente aza kunceda amashishini ekuphuhliseni ukuqonda kwawo iindlela zokuthengwa kwempahla karhulumente nokuthotyelwa, ukuxhobisa ukuba akwazi ukuthobela ngoko ke akwazi ukufikelela kumathuba oqoqosho. Ungenelelo olucwangcisiweyo lokuphumeza iG4J luza kwenziwa ngo

- komeleza amandla okukhula okuqhelaniswa neeSMME ukukhulisa ngokuxhotyiswa ngezakhono ezifanelekileyo, nokufikelela kumathuba enkasomali; kunye
- nokufikelela kumathuba okuthengwa kwempahla yecandelo likarhulumente ngamalinge ophuhliso lwababoneleli ngeenkono.

Ukusondeza iindlela zoqoqosho namathuba kufutshane nabemi noluntu

Uphuhliso loqoqosho lwasezilokishini luxhomekeke kwisakhono, amandla kunye nokomelela kweshishini lasezilokishini, ukutsala utyalomali nokudala imekobume eyenza ukuba amashishini aphumelele. Amashishini asezilokishini namatyotyombe ajongene nentaphane yemiqobo ukuze aphile equka, kodwa engaphelelanga ekufikeleleni kwimarike, imali efikelekayo, inkxaso yophuhliso lwamashishini, ingqesho yomhlaba, imithetho engeyomfuneko, ukuthotyelwa (umzekelo, ukucandwa komhlaba), ulawulo locwangciso lwedolophu, nolwaphulomthetho. Uthethelelo, ukuphemelela nobuhlakani zizinto ezibalulekileyo ekufuneka zisetyenziselwe ebuninzini bamahlakani nabachaphazelekayo kwinkqubo ukuze kuphunyezwe isicwangciso seG4J. Eli Candelo liza kugxila kuphuhliso nokukhula kwamashishini (kubandakanywa nolutsha) ezilokishini ngokufukama, ungenelelo lokufikelela eluntwini, ngamathuba oqoqosho, nokubonelela ngenkxaso yophuhliso loshishino olupheleleyo nolucetyiweyo. Amandla oqoqosho lwelokishi kunye noqoqosho olungekho sikweni lungasetyenziswa ngokunyusa inani loosomashishini (ingakumbi abasaqalayo), ukugcina, nokukhulisa amashishini amatsha nasele ekhona, nokomeleza inkqubo yendalo yenkxaso. Inkqutyana iza kufezekisa unikezelo ngentsebenziswano yenkqubo kuyo yonke le mimandla yejografi ngophuhliso lwamashishini, ukukhuliswa, ungenelelo lokufikelela eluntwini, nokufikelela kumathuba oqoqosho ukuxhasa amashishini olutsha asezilokishini nalawo angekho sikweni.

Ukusebenzela abemi baseNtshona Koloni

ICandelo liza kugxila ekuphuhliseni amandla kunye nokukwazi kwamashishini eNtshona Koloni ukuba agcineke kwaye akhule ngokwenza igalelo ekudalweni kwemisebenzi, nto leyo eya kuxhamlisa umntu ngamnye kweli Phondo ngokwandiswa kwemivuzo yamakhaya. Ukukhula kwamashishini kuza kuba negalelo ekwandeni kohlumo loqoqosho. Ukufikeleleka okuphuculweyo kwimisebenzi yezoqoqosho, nokukhuthaza ushishino, kuza kuxhasa imveliso ephuculweyo, ingeniso eyandisiweyo nokuququzelela ukukhula okubandakanyayo kwisicwangciso seG4J.

ICandelo liza kugxila ekuphuhliseni ubuhlakani kunye nokwenza amalinge entsebenziswano aqhubelekayo ukubeka phambili inkxaso kumaqela atyunjiweyo afana nabasetyhini, ulutsha, nabantu abakhubazekileyo. Abaxhamli bongenelelo lweCandelo bebesoloko bekumyinge omalunga nama51% kumashishini abasetyhini nolutsha. La manyathelo aza kujoliswa ekuncedeni iiSMME ezibandakanya amashishini asesikweni, angekho sikweni, asemaphandleni nawasezilokishini.

6.2.3 Inkqutyana 2.1: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwenza lula ukuqhuba ushishino kuphuculiwe	Amashishini afumene inkxaso ngeenkonzozophuhliso lwamashishini	2.1 Inani lamashishini afumene inkxaso ngeenkonzozophuhliso lwamashishini	220	272	270	150	200	250	300
	Amashishini azimeleyo asekwe ngamaphulo asezilokishini	2.1.1 Inani lamaqumrhu amashishini azimeleyo asekwe ngamaphulo asezilokishini			4				
	Inkxasomali efunyenweyo yokuxhasa uphuhliso lweshishini	2.1.2 Ixabiso leRandi lenkxasomali ehlawulwa kwinkxaso yophuhliso lweshishini			R8 689 680.00	R6m	R6m	R6m	R6m
	Amashishini axhaswayo ngezisombululo zamandla	2.1.3 Inani lamashishini axhaswayo ngezisombululo zamandla ombane				50			
Ukwenza lula ukuqhutywa koshishino kuphuculiwe	Amashishini okuqala kwinqanaba elincediswa ngamaphulo oxhotyiso ngezakhono	2.1.4 Inani lamashishini okuqala kwinqanaba elixhaswe ngamaphulo oxhotyiso ngezakhono					100	130	170
	Amaphulo ophuhliso loShishino aqhutyiweyo	2.1.5 Inani leziganeke zamaphulo ophuhliso loShishino aqhutyiweyo					5	10	15
	Amashishini axhaswayo ngokufikelela kwiinkqubo zezemali Amashishini afumene inkxaso ngofikelelo kwiinkqubo zemali	2.1.6 Inani lamashishini axhaswayo ngokufikelela kwiinkqubo zemali					80	110	140

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	Amashishini aphantsi kolutsha afumene inkxaso ngeenkonzozophuhliso lweshishini	2.1.7 Inani lamashishini aphantsi kolutsha afumene inkxaso ngeenkonzozophuhliso lweshishini					60	80	100

6.2.4 Inkqutyana 2.1: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
2.1 Inani lamashishini elifumene inkxaso ngeenkonzozophuhliso lweshishini	200			120	80
2.1.2 Ixabiso leRandi lenkxasomali ehlawulwa kwinkxaso yophuhliso lweshishini	R6m			R6m	
2.1.4 Inani lamashishini okuqala kwinqanaba elixhaswe ngamaphulo oxhotyiso ngezakhono	100			50	50
2.1.5 Inani leziganeko zamaphulo ophuhliso loShishino aqhutyiweyo	5		1	2	2
2.1.6 Inani lamashishini axhaswayo ngokufikelela kwiinkqubo zemali	80			25	55
2.1.7 Inani lamashishini aphantsi kolutsha afumene inkxaso ngeenkonzozophuhliso lweshishini	60			20	40

6.2.5 Inkqutyana 2.1: Imingcipheko engundoqo ehlaziyiweyo noncitshiso ukusuka kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lomngcipheko
Ukwenza lula ukuqhutywa koshishino kuphuculiwe	Ukuqhwalala kobume bobuchule phakathi kwamasebe karhulumente nemibutho yokuxhasa ishishini ebangelwa kukungalungelelanisi kakuhle nokungqamanisa okuthintelayo ekuphumezeni iiSMME.	Ukuququzelela uthethathethwano phakathi kwemibutho yecandelo likarhulumente ukomeleza iziphumo zophunyezo. Chonga kwaye ubeke ubuhlakani nemibutho esekwe ngamandla okuhambisa iinkonzo zomgangatho kwiiSMME. Ukomeleza ubudlelwane namaziko ophuhliso lwezemali (DFIS) (e.g., Sefa) ukwandisa ukuthathwa kweemveliso zemali.
	Ukuswela intathoxaxheba ngabachaphazelekayo abafanelekileyo beSMME kunye/okanye ukuthatha inxaxheba	Qinisekisa ngokuthenga nokuzibophelela ngokubonisana nabathathinxaxheba abachaphazelekayo kunye namaqabane, kwangexesha nangokungaguqukiyo.

Isiphumo	Imincipheko engundoqo	Uncitshiso lomngcipheko
	ehexayo kwamashishini kunye/okanye ukuzibophelela kwamahlakani ecanделo labucala malunga nokuphunyezwa kweenkqubo zeSMME, ngenxa yezinto eziphambili ngokubaluleka ukukhuthaza utyalomali nokudalwa kwanokugcinwa kweshishini elincedayo.	Qinisekisa ngonxibelelwano rhoqo nabathathinxaxheba abafanelekileyo namaqabane ukuze bagcine banolwazi malunga nophuhliso, ukugcina ulwazi nokuqinisa intembeko nokuzinikela. Qinisekisa unxibelelwano rhoqo nabachaphazelekayo abafanelekileyo namaqabane ukubagcina benolwazi ngophuhliso, ukugcina ulwazi nokomeleza intembeko nokuzibophelela. Ukusetyenziswa ngokufezekileyo kwawo onke amaqonga akhoyo afanelekileyo (karhulumente nawabucala), ukuqinisekisa ukuba amaqabane azisiwe.
	Ukuswela ubuqili koosomashishini abasebatsha (abasaqalayo okanye abasanda kuqala) ngenxa yokunqongophala kwezakhono namava okukhokelele kufikelelo olunezithintelo kumathuba oqoqosho.	Lungiselela ukufikelela kungenelelo olufanelekileyo loqeqesho ukuxhobisa oosomashishini abancinci. Lungiselela amathuba amashishini necandelo likarhulumente neyabucala. Lungiselela ufikelelo kungenelelo lwenkxaso yophuhliso lweshishini.

6.3 Inkqutyana 2.2: UPuhliso loQoqosho lweNgingqi nolwaseKhaya

6.3.1 Injongo

- Kukudala amathuba okukhula okubandakanyayo kuzo zonke izithili noqoqosho lwasekhaya.

6.3.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Kulo nyaka uzayo, iNkqutyana iza kugxila ekuphuculeni urhulumente okwaziyo ukusebenza nolawulo, ekomelezeni intsebenziswano ngokwejografi nesithuba, ukwakha intsebenziswano nentsebenziswano yenkqubo, nokuphucula ulungelelaniso phakathi koomasipala namaphondo ukuqinisekisa ngezinto eziphambili zeG4J ezithethelelwa kwaye zibandakanywe kwizicwangciso zokuhanjiswa kweenkonzo zikamasipala.

URhulumente oNako noLawulo

I-MTBPS yowama2022 icebisa ukuba ukumilisele imeko yoshishino efanelekileyo eza kuvula amathuba, bonke oomasipala kufuneka babe nemo apho amaziko elungele utyalomali, ukugcinwa kwamashishini nokwandiswa. Ukomelezwa kobuchule boomasipala kunenjongo yokuqinisekisa ukukhula okukhulu kwezoqoqosho kwabasemagunyeni basekhaya kwizithili ezibonelela ngeemeko ezifanelekileyo zoshishino lwengingqi, nokuxhasa ukubandakanywa okukhulu nokufikelela kumathuba oqoqosho namathuba engqesho kubahlali. Isakhono esiphuculweyo siza kubonakaliswa ngezikhundla neenkqubo zomgaqonkqubo ezifanelekileyo nezisebenzayo, namangenelo axhasayo ukuvuselela okanye ukukhuthaza ukufikelela kwabantu abaninzi kumathuba oqoqosho. Ukuphucula iimeko zenqanaba lengingqi linyathelo eliqinisekileyo ekudaleni iqonga elivakalayo lempembelelo yokwanda kwethemba lokukhula koqoqosho kwengingqi.

Inkqutyana iya kuvavanya ucwangciso loqoqosho lukamasipala kunye nokuphunyezwa kwaye ibonelele ngenkxaso yokuxhotyiswa ngezakhono ukuze kuvulwe iimeko ezinobunzima ukunika ithuba lokuphucula. Oku kujonge ukomeleza ukusebenza okuxhasa injongo yeG4J malunga norhulumente onako nolawulo.

Ubudlelwane beeNkqubo zendalo nentsebenziswano yeeNkqubo zendalo

Uthethelelo, ukuphemelela, kunye nentsebenziswano zizinto ezibalulekileyo ekufuneka zisetyenziswe. Inkqutyana iza kufezekisa unikezelo ngezi zixhobo ukuze kufumanenke intsebenziswano kwinkqubo yendalo kwizithili zonke. Ukomeleza iinkqubo zendalo zikamasipala kuthatha imbono ebanzi ngakumbi malunga nendlela yabachaphazelekayo kwingingqi kamasipala okanye yesithili banxibelelana ngayo, basebenza, kwaye baxhomekeke kwimisebenzi yomnye nomnye, ukuphumeza uphuhliso loqoqosho lwengingqi (LED). Indlela yeenkqubo zendalo inikezela ngezibonelelo, ulwazi namathuba otshintshiselwano, kwaye ijolise ekuphuculeni isicwangciso somgaqonkqubo wezoqoqosho lwendawo (IDP), ukuphucula inkcubeko neenkqubo zokuxhasa iLED, nokubonelela ngokuphunyezwa okusebenzayo ngokudala amaphulo akhuthaza iLED, inkxaso-candelo efanelekileyo yokuhlenganisa, izixhobo, nesitshixo seearhente zeLED.

Inkqutyana iza kukhokela kwaye iphuhlisane nezicwangciso zokukhula koqoqosho lomasipala wengingqi ezithi zinike impemelelo kwaye zixhase izicwangciso zeLED zikamasipala kwii-IDP. Oku kuzafuneka ukunceda oomasipala ukuba babeke phambili iinjongo zokukhula nokwenza lula ukukwazi ukuphumeza. Ivumela iSebe ukuba liqinisekise ukuba izigunyaziso zeG4J ngokwesithuba somhlaba kwiingingqi zonke. Ezi zicwangciso zohlumo kufuneka zibandakanye indlela yokuphucula amaphulo eNdawo eziPhambili ekuGxiniswe kuzo kwiG4J, ukuxhathisa, nezixhobo. Iza kumela okuphambili kwesebe nezicwangciso zokulungelelanisa nokuxhasa izicwangciso zikamasipala, nokuxhasa indlela amalinge esebe afumana ngayo amandla kwiindawo ngokukhuthaza ukulungelelaniswa kwezicwangciso zengingqi kwizinto eziphambili nezicwangciso zesebe.

Ukomeleza intsebenziswano ngokwejografi nendawo

Ukunika isiphumo kwiinjongo ezintathu ezingundoqo zezicwangciso seG4J (sokudala imekobume evumelayo kuwo onke amashishini, ukukhuthaza utyalomali kwicandelo labucala, nokukhuthaza ukukhula kweemarike), kukho imfuneko yokomeleza intsebenziswano ngokwejografi nendawo, umasipala ombaxa wethu uphela nokukhuthaza uphuhliso loluntu noqoqosho lwesithili. Ukuze isicwangciso seG4J sibe nempemelelo entle kwimimandla, unikezelo kuza kufuneka ukuba lwenzeke kuqoqosho loomasipala, ngakumbi kwizithili zethu ezihlanu.

Isebenzisa indlela exandileyo, iNkqutyana iza kunceda kwaye iququzelele oomasipala, iiyunithi zesebe, amaqela asebenzayo eeNdawo eziPhambili ekuGxilwe kuzo (PFA) ekudibaneni nasekuzibopheleleni kwizinto eziphambili kuhlumo lomhlaba kwiingingqi. Iza kuphumeza iintlanganiso zengingqi zeLED ezikhokelwa liphondo kuzo zonke izithili ukuququzelela uthethathethwano nezinto eziphambili ezingqamene necandelo, ukunxibelelana ngomkhombandlela weenkqubo, ukuphemelela ukujongana namathuba nemiceli mngeni yendawo yomhlaba, ukuxhasa nokwabelana ngezenzo ezilungileyo, nokuchonga imimandla yeentshukumo zentsebenziswano ukuze kuphuculwe unikezelo. Oku, akupheleli nje, ukudala iindawo zokukhula ezidlankileyo ngokwesithuba nangokwezoqoqosho, kodwa kwakhona ukunika inkcazo esebenzayo kwizigunyaziso zeG4J nefuthe elilinganayo ngakumbi kwindlela iLED namathuba okukhula aphunyezwa ngayo. Inkqutyana iza kukhuthaza kwaye ixhase amaqonga oshishino lukamasipala ukukhuthaza intsebenziswano kwizinto eziphambili kuqoqosho lwasekhaya kwaye ibe nendlela yonikezelo egxile kubemi. Oku kujonge ukusabela kwimingeni evela kwiSIME yama2023.

Ulungelaneliso phakathi komasipala nangaphakathi kwiphondo

Ngexesha leSIME yowama2023, kwagxininiswa kwimfuno yokubandakanyeka kwesebe ngokubanzi koomasipala kwakunye nolungelelaniso phakathi koorhulumente ukuze kuphuculwe ukuhanjiswa kweenkonzo. Ngaphaya koko, iNgxelo yoHlobo lweSimo soCwangciso kwingxelo kazwelonke neyephondo yowama2021 idwelisa iinkxalabo ezingundoqo zokuba unxulumano phakathi komgaqonkqubo nocwangciso alwanelanga, izicwangciso zeziko azihambelani ngokwaneleyo nezinto eziphambili kuphuhliso likarhulumente, nokuba inqanaba lolungelelaniso locwangciso kuwo wonke amacandelo nokunqongophala kwezakhono zocwangciso okukhokelela kucwangciso olungasebenziyo lwecandelo likarhulumente lophuhliso. Injongo yeNtsika yesi4 (uRhulumene oNako) phakathi kweSakhelo esiPhambili soHlahlo lwabiwomali kukuphucula ukuhambelana nefuthe lonikezelo lweenkonzo zikarhulumente.

Inkqutyana iza kudlala indima yonxibelelaniso ngeIDP neenkqubo zeNdelela yoMasipala ombaxa weSithili (JDMA). Oku kubandakanya ukukhuthaza oomasipala ukuba bahambelane nezinto eziphambili zesebe, neenkqubo zesebe neeprojekthi zinike inkxaso kwizicwangciso zezoqoqosho zikamasipala. Iza kukhokela iinzame zesebe zokuxhasa

umasipala, iphondo (njengophuhliso lwesithuba nokucwangciswa kokuhlaliswa koluntu) nemiba ephambili yeSakhelo soPhunyezo lukaZwelonke. La manyathelo akhankanywe ngasentla ukuqinisekisa ukuba iinkqubo zendalo zikamasipala zisabela ekukhuleni okubandakanyayo nophuhliso loqoqosho lwengingqi, igxininisa kwakhona ugqaliselo lweG4J kubuhlakani nentsebenziswano yenkqubo yendalo, uluntu nolungelelwaniso lwangaphakathi koomasipala, ngokunjalo nothethelelo nokuphembelela.

Ukusebenzela abemi baseNtshona Koloni

Ukufikelela kumathuba ezoqoqosho akulingani. Amathuba akwimetro angaphezulu kwamathuba akhoyo kwizithili nakwiindawo ezisemaphandleni. ICandelo liza kugxila ekuphuhliseni intsebenziswano namanyathelo entsebenziswano axhasa amathuba amakhulu oqoqosho nethemba lemisebenzi kubo bonke oomasipala. Ngokuxhasa oomasipala ukuba babe nezicwangciso zoqoqosho eziphendulayo nokunceda ungenelelo lwecandelo leWCG G4J ngokuthe ngqo kwimimandla, iCandelo lijonge ukufaka isandla ekusondezeni iindlela zoqoqosho namathuba kufutshane nabemi noluntu, ingakumbi kumaqela achongiweyo. Oku kuxhasa ugqaliselo lokuqhubela phambili uphuhliso loqoqosho lwesithuba nohlumo loqoqosho olubandakanyayo kuzo zonke izithili ezingaphaya koMasipala ombaxa. Apha ngezantsi, ithuba lezoqoqosho lisondezwa kubahlali ukuze bakhule ngokubandakanyekayo kwimimandla yethu yasemaphandleni.

UVuselelo lweNdawo eXakekileyo yokuRhweba yaseLangeberg (Montagu)

ISebe lixhase ngemali umasipala waseLangeberg ngexabiso lesiR 3 078 000 lokwakha nokuphucula iindawo zorhwebo eBonnievale naseMontagu, ukuze kubonelelwe ngeendawo ezikhuselekileyo nezifikelekayo zokurhweba.

Umunzana uRicardo Galant, onamashumi angama49 eminyaka, wazifumana engasebenzi ngowama2021 kwaye, ngemali yakhe, waqala ukuthengisa iziqhamo nemifuno. Ngexesha lokugqibela leKHOVIDI-19 uye wabonelela ngenkonzo yokuhamba efaka iziqhamo nemifuno kubathengi ngeodolo ezifakwe kuWhatsApp. Kamva wasebenzisa amajelo onxibelelwano oluntu ukuqala inkqubo yokuodola kwi-intanethi. Ngoku usebenza kwindawo yokurhweba kwaye uhambisa iziqhamo nemifuno evela kumafama akufutshane kwiihotele ezaziwayo neendawo zokutyela njengeAvalon Springs neMimosa Lodge.

Ngowama2023, wayengumnini wendlu entsha nenqwelo encinane yokuthutha. Ngokuzingca usebenzisa abalulutsha abathathu njengabancedisi nezabelo ukuba "uhambo lwakhe aluzange lube lula kwaye kungekhona yonke imihla yayifana, kodwa umonde nokunyamezela kwandinceda (mna) ngamaxesha anzima". INgxowamali eVuselela iiSMME yowama2024 iza kuqhubeka inegalelo kuzinzo nokukhula kweeSMME eNtshona Koloni kunyakamali wama2024/25.



Carol Bruton
30 Dec 2022 · 28

When in Montagu, visit **Ricardo Galant**'s stand for fresh produce and support an honest business with a kind heart.

Contact Ricardo for operating hours.



Ricardo Galant is feeling blessed with **Janelle George** and **Francois Conradie**.

30 Dec 2022 · 6

Montagu jle weet wa 🍌



Fresshhh veggies
Fressshhh fruittt.

0780964583 whatsapp



6.3.3 Inkqutyana 2.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwenza lula ukuqhuba ushishino kuphuculiwe	Amashishini ancediswa lungenelelo lwenkxaso kamasipala	2.2 Inani lamashishini athe ancedwa lungenelelo lwenkxaso kamasipala		50	54				
	Imilinganiselo yokuvavanya ukukhula kukamasipala kucwangciso lwezoqoqosho nokuphunyezwa, igqityiwe	2.2.1 Inani lemlinganiselo evavanya ukukhula kukamasipala kucwangciso lwezoqoqosho nokuphunyezwa, igqityiwe				5			
	Oomasipala baxhaswe ngokuxhotyiswa	2.2.2 Inani loomasipala abaxhaswe ngokuxhotyiswa				5	6	8	10

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	ngezakhono kucwangciso lwezoqoqosho	ngezakhono kucwangciso loqoqosho							
	Intsebenziswano ephambili yeG4J iphunyezwe ukuze kuxhamle oomasipala G4J	2.2.3 Inani lentsebenziswano ephambili yeG4J ephunyeziweyo ukuze kuxhamle oomasipala				5			
	Izicwangciso zokukhula koqoqosho ziphuhliswa ngokubambisana noomasipala	2.2.4 Inani lezicwangciso zokukhula koqoqosho eziphuhliswe noomasipala					4	5	5
	Intlanganiso yeLED yeNgingqi iququzelele amathuba oqoqosho lwendawo	2.2.5 Inani leengxoxo zeLED zengingqi eziququzelelweyo kumathuba oqoqosho lwesithuba					5	5	5
	Ungenelelo lolungelelwaniso oluxhaswayo ukomeleza unikezelo loqoqosho lwesithili	2.3.1 Inani longenelelo lolungelelwaniso oluxhasiweyo ukuqinisa unikezelo loqoqosho lwesithili			4				

6.3.4 Inkqutyana 2.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
2.2.2 Inani loomasipala abaxhaswe ngokuxhotyiswa ngezakhono kucwangciso loqoqosho	6			3	3
2.2.4. Inani lezicwangciso zokukhula koqoqosho eziphuhliswe noomasipala	4			1	3
2.2.5. Inani leengxoxo zeLED zengingqi eziququzelelweyo kumathuba oqoqosho lwesithuba	5		1	2	2

6.3.5 Inkqutyana 2.2: Imingcipheko engundoqo noncithiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lomngcipheko
Ukwenza lula ukuqhuba ushishino kuphuculiwe	Ukusilela kwentembeko kamasipala nokuthatha inxaxheba kungenelelo lokuxhobisa ngezakhono.	Ukuqinisekisa ngentembeko nokuzibophelela ngokubonisana kwangexesha nonxibelelwano rhoqo noomasipala ukubagcina besazi ngophuhliso nokugcina inxaxheba ezimiseleyo. Sebenzisa iintlanganisano ezikhoyo ngokufanelekileyo ngakumbi njengamaqela eBET namaqonga eJDMA. Qinisekisa ngothethathethwano oluthe rhoqo phakathi kwamaqela anikezela ngeenkonzo ngokubambisana nokuxhasa uthathonxaxheba lwabo oluzimiseleyo ngeeajenda zoqoqosho ekwabelwana ngazo.

6.4 Inkqutyana 2.3: UXhotyiso kwezoQoqosho

6.4.1 Injongo

- Kukuququzelela inkqubo yokuxhotyiswa kunye nokudalwa kwendawo yoshishino ekwaziyo ukulungiselela iIPD.

Le nkqutyana ithethwe yaqwalaselwa kwinkqutyana 2.1

6.5 Inkqutyana 2.4: UNcithiso lweMithetho engeyoMfuneko

6.5.1 Injongo

- Kukuphucula imeko yoshishino ngokunciphisa umthwalo wolawulo kumashishini ngokuphuculwa kwemithetho, iinkqubo nonxibelelwano.

6.5.2 Ingcaciso yokusebenza okucwangcisiweyo kwisigaba esiphakathi sonyaka

Isicwangciso seWCG sokuKhula kweMisebenzi (G4J) kukwenza ukuba icandelo labucala likhokelele ukukhula koqoqosho ngokudala imeko yoshishino elungele ukukhula. UkuNcithiswa kweMithetho engeyoMfuneko noKwenza Lula ukuQhuba uShishino (EoDB) kuthathwa njengomxholo ophambili okuzo zonke iiNdawo eziPhambili ekuGxilwe kuzo (PFAs) nomsebenzi weCandelo elixhasa ngokuthe ngqo iPFAs ezine. Oku kubandakanya iPFA yoku1 - Amathuba okuKhula ngokuQhuba ngoTyalomali, iPFA yesi2 - Ukuvuselela ukuKhula kweMarike ngokuThunyelo kumazwe angaphandle neeMarike zasekhaya, iPFA yesi5 - ubuChwepheshe noSungulo lwezinto ezintsha nePFA yesi7 - ukuFikelela okuPhuculiweyo kuMathuba oQoqosho nokuQesheka. Ukongeza, indlela yangoku yeRTRU ilungelelanisa izithinteli eziphambili zeG4J ezinxulumene nobhengezo nokuphambela, ulawulo olusebenzayo nolusebenzayo. Indawo nganye kwezi yiRTRU ne-EoDB ivumela iinjongo zeePFAs ezine ukuba ziphunyezwe ngokwenza indawo enokukhuphisana yokudala imisebenzi nokukhula.

Ubungakanani bolawulo lwemithetho elawulayo kunye nolawulo olujongene nabachaphazelekayo xa besebenza norhulumente luthathwa njengothintelo olungundoqo kuphuhliso nohlumo loqoqosho. I-ajenda yokunciphisa imithetho engeyomfuneko nokwenza kube lula ukwenza ushishino ibalulekile kuso nasiphi na isicwangciso sokukhula koqoqosho esifana nesicwangciso seG4J. IYunithi yokuNcithiswa kweMithetho engeyoMfuneko (RTRU)

ngokwembali iqhube lula ekwenzeni ungenelelo lweshishini ngeendlela ezahlukeneyo ezifana nohlaziyo lolawulo, ukuphuculwa kweenkqubo, unxibelelwano, ukuguqulwa kwenkcubeko kunye nokubonelela ngenkxaso ethe ngqo kumashishini asokolayo kwimiba enxulumene nemithetho engeyomfuneko. Indlela yeRTRU yamkelwa njengento ebalulekileyo ethe tyaba ukuze kunikezelwe ngempumelelo isicwangciso seG4J.

Kwiminyaka edlulileyo, iCandelo liqokelele ulwazi ngeeprojekthi ezaziqhubeka koomasipala malunga neemvume zemisitho neefilimu. Imfuneko yokomeleza lo mmandla kugxilwe kuwo noomasipala ichongiwe. Ngenxa yophando nezinto ezifundiweyo kule minyaka imbalwa idlulileyo, iCandelo liya komeleza iinzame zalo zohlengahlengiso ngokuqhubeka nongenelelo ngoncedo oluchaphazela iPFA yoku1, eyesi2 neyesi5. Imithetho kamasipala, ukuze komelezwe amandla abo okwenza izigqibo ezinefuthe ekwenzeni ushishino lula kumgangatho wengingqi. Ngokuxhasa oomasipala ngokuxhotyiswa ngezakhono, kuya kubenza babe namandla kwaye babe ngabadlalindima abaphambili abanegalelo kubume obuncedayo obukhokelela kuhlumo olukhokele kwicandelo labucala, umzekelo, kwiminyhadala nebala lokuvumela ifilim. Ngaphaya koko, iCandelo liza kusebenzisa uphononongo lwalo lwemeko yolawulo lwempahla ethunyelwa kumazwe angaphandle ukuphuhlisa nokuphakamisa ubuncikane bohlaziyo lwemithetho emihlanu ukuze kube lula ukuthumela ngaphandle eNtshona Koloni.

ICandelo liza kuzama ukuqinisa ubambiswano lwalo neYunithi kaMongameli yokuNcithiswa kweMithetho engeyomfuneko ngezi ndlela zilandelayo:

- Ngokuqhuba iinguqu ezingundoqo zomthetho ezifana nezozichaphazela iilokishi necandelo elingekho sikweni ukuze kunikezelwe ngeenkonzelo kwimimandla engundoqo echongwe kwiPFA yesi7; kunye
- Nokomeleza ukhankaso malunga nokwakhiwa kwezakhono koomasipala ukunciphisa imithetho engeyomfuneko.

Ngenxa yolu hlengahlengiso lucetywayo, iRTRU iceba ukunika iEoDB isiphumo, nezixhathisi zesicwangciso seG4J esithetha ngokuxhasa amathuba okukhula, ukuvuselela ukukhula kweemarike nokwenza ukuba imeko yezoshishino ibe lula. Olu hlengahlengiso lubambe amandla okuchaphazela uqoqosho nendlela amashishini akwazi ngayo ukukhuphisana.

Kule minyakamali mithathu idlulileyo, iCandelo lisebenze ngokusondeleyo noomasipala abathile ukunciphisa imithetho engeyomfuneko. Ukusasazeka kwendawo yongenelelo kukhokelele ekwandeni kwemfuneko yongenelelo olongezelelweyo lwesithili nenkxaso yeenkqubo ezihlangeneyo. I-RTRU ke ngoko iza kuseka indlela yayo yenkxaso kamasipala ngokusebenzisa iziphumo zongenelelo lwangaphambili ukuze ikhuphe ungenelelo olunefuthe elisibhozo kubo bonke oomasipala. Injongo kukuba kubekho indlela esemgangathweni elungelelanisiweyo kuphuhliso lweemvume kubo bonke oomasipala beNtshona Koloni. Ukongeza, ngokusebenzisana namasebe ephondo afana neSebe loRhulumente weNgingqi (DLG) neSebe leMicimbi yokusiNgqongileyo noCwangciso loPhuhliso (DEA&DP), iCandelo lijolise ekusekeni amaqonga apho oomasipala banokwabelana ngemisebenzi elungileyo enxulumene nokuncitshiswa kwemithetho engeyomfuneko. Ubambiswano luza kuvumela iYunithi ukuba ithethelele ukumiselwa kongenelelo lokunciphisa imithetho engeyomfuneko kwinqanaba lengingqi.

Kwiminyaka edlulileyo, iRTRU iye yakhuthaza kwaye yanyusa ulwazi koomasipala namasebe ephondo ngemfuneko yokunciphisa imithetho engeyomfuneko negalelo kwimekobume evumela ukukhula koqoqosho. Ubhengezo luvumele iRTRU ukuba ibe nokuqonda kakuhle kwamanyathelo alandelayo okwakha inkonzo yoluntu ekwaziyo ukusebenza. Ukuqhubela phambili, iRTRU iza kuqinisa igalelo layo ekwakheni inkonzo yoluntu ekwaziyo ukusebenza nto leyo iyimfuneko ngaphambili kuhlumo loqoqosho kwaye ilungelelaniswe nesicwangciso seG4J.

Ukomeleza amaphulo okuguqula inkcubeko nokuxhotyiswa ngezakhono, iCandelo liza kuqhubeka nokuqaliswa kwalo ngamangenelelo ngokuba namangenelelo amathandathu okuxhobisa ngezakhono kunyaka wonke ojoliswa koomasipala namasebe ephondo. Enye yezi kukuphunyezwa kwenkqubo yoLawulo oluThambekileyo ukunciphisa inkunkuma, ukwandisa iinkqubo kunye nokwakha amandla okwenza lula ukuqhuba ushishino.

ICandelo linegunya lokunciphisa inkunkuma. Ngokwemeko yemali ekhoyo ngoku, iCandelo liza kuzama ukusebenzisana nesebe leWCG elifana noNondyebo wePhondo, elidlala indima ebalulekileyo kulawulo

Iwesixokelelwano sonikezelo, ukuthenga nophuhliso lwababoneleli kwiPhondo. Eli Candelo lijonge ukusebenzisa ulawulo olungenamsebenzi ngentsebenziswano noNondyebo wePhondo ukunciphisa inkunkuma (uluntu, ixesha, imali) nokuphucula inkqubo ekhoyo yokuthengwa kwempahla ngekhompyutha, echaphazela onke amaSebe ali13 eWCG. IYunithi yacelwa ngowama2023 liZiko loQeqesho lePhondo ukuba lisebenzisane nolawulo olungenamsebenzi. ICandelo ke ngoko liza kuphucula unikezelo lwalo lolawulo olungenamsebenzi ngokusebenzisana neZiko loQeqesho lePhondo (PTI) ngenjongo yokuqeqesha amagosa amaninzi eWCG. Ngaphaya koko, iRTRU iza kuphonononga ukongeza isakhelo somlinganiso wokuziphatha ukubeka iliso nokuvavanya utshintsho lokuziphatha, neenqobo zemifuziselo eyahlukeneyo yoLawulo oluNgqongileyo. Olu lwazi lutyebileyo luza kuvumela iRTRU ukuba iphucule kwaye ilinganise imodeli yokuqhuba amandla kwiPhondo, ivumela ukukhula koqoqosho. Eli Candelo likwajonge ukusebenzisana neSixeko saseKapa kwiindlela zolawulo olungenambango, ukuphucula amashishini ajongene neenkonzko zikarhulumente ezinefuthe kuhlumo loqoqosho kwimetrople, enxulunyaniswa neSalathisi se-EODB esisandul' ukusungulwa kwiSixeko saseKapa.

Ukongeza kulwakhiwo lwezakhono, kwaye njengenxalenye yongenelelo oluthandathu kulo nyaka uzayo, iRTRU ijolise ekugquleni isicwangciso sayo sangoku sokunciphisa iiteyiphu ezibomvu zibe ziimodyuli zokufunda ezincinci eziza kusingathwa yiPTI. Injongo yolu ngenelelo kukubonelela ngoqeqesho olusesikweni kumagosa kamasipala ngamanyathelo anokuthi athathwe ukunciphisa imithetho engeyomfuneko kwiindawo zabo.

Ukusebenzela abemi baseNtsona Koloni

I-RTRU iyaziqonda iimfuno zamaqela asemngciphekweni, kwaye izibophelele ekuqinisekiseni ukuba abasetyhini, ulutsha, abantu abakhubazekileyo kwaye, apho kunokwenzeka, abantu abadala bayathathelwa ingqalelo xa kucwangciswa ungenelelo oluya kuthi lube nefuthe kula maqela atyunjiweyo nasemngciphekweni.

I-RTRU iza kuqhubeka neNkonzo yoNcedo lweNkxaso kwiShishini, ethiwe thaca njengeyona ndlela ilungileyo yezizwe yokujongana nemiqobo ethintela ukukhula koqoqosho. INkonzo yoNcedo lweNkxaso kwiShishini ibonelela iRTRU ngeenkukacha ezityebileyo nentsingiselo yeemfuno zeshishini, nemiqobo yemithetho engeyomfuneko ethintela ukuba bagcine ingeniso nokudala imisebenzi. Ngezi nkukacha, iRTRU iyakwazi ukuqinisa intsebenziswano phakathi kwenkqubo yendawo ukuze ithethelele kwaye ifune utshintsho lwenkqubo nokuchonga ungenelelo oluza kwenza kube lula ukwenza ushishino kuzo zombini iziqalo, nakumashishini anqwenela ukukhula. Le minyaka imbalwa idlulileyo ibone ukwanda kobunzima bamatyala athunyelwe kwiNkqubo yophando nokusonjululwa. Ezi meko zikwasebenza njengophawu olulungileyo lwenkqubo yenkqubo enxulunyaniswa nezithintelo zikarhulumente ezijongene noshishino. Umgangatho ophezulu neengcebiso zobungcali, nezisombululo ezikhawulezayo zeengxaki ezifunyanwa ngoosomashishini nabatyalimali, zibambe ukukhula okukhulu kunye namandla otyalomali kuqoqosho lwephondo. I-RTRU iza kuqhubeka ukwenza ukuba le nkonzo ifikeleleke kubemi abaninzi kangangoko, ngokusebenzisana neSebe leziSeko ezinguNdoqo kwiiseshoni zoLwazi lweKontraktha nekontraktha ezisakhasayo, kwaye, apho kunokwenzeka, neenkqubo zokukhawulezisa zecandelo labucala ukuqinisekisa ukuba amashishini anolwazi malunga noku. inkonzo enikezelwayo. Ukongeza, ukuqinisekisa ukuba amashishini ayayazi le nkonzo, uMnxeba woNcedo lweNkxaso kwiShishini uya kuqhubeka nokuprinta amaphecana (ngazo zontathu iilwimi) kwaye uqhube amaphulo okwazisa ngemidiya yoluntu ukunyusa iinzame zonxibelelwano kunye nokwazisa malunga nendlela amashishini kunye nabemi banokwenza ngayo. ukufikelela kwinkonzo, ngakumbi kwiindawo ezingezizo ezoMasipala ombaxa.

Olu ngenelelo lungentla luya kwandisa intsebenziswano ekhoyo ukuqhuba onke amanganelo. Ezinye zezi ntsebenziswano ziquka ukusebenzisa iintlanganiso ezikhoyo ezifana neQela lokuNcitshiswa kweMithetho engeyoMfuneko yeSebe loPhuhliso lwamaShishini amaNcinci, iYunithi kaMongameli yeMithetho engeyoMfuneko, iQela leMithetho engeyoMfuneko yeWCG neentlanganiso zoomasipala ezahlukeneyo.

Yonke iNtsebenziswano kaRhulumente nokuNcitatshiswa kweMithetho engeyoMfuneko: Ukuphucula ulwamkelo lweSiCwangciso soKwakha kuMasipala waseStellenbosch



IYunithi yokuNcitatshiswa kweMithetho engeyoMfuneko (RTRU) iqalise iNkqubo yoLungiso lweMvume yoKwakha kaMasipala ye-EoDB ezinikele ekuphuculeni iinkonzo zikarhulumente ezinxulumene noLawulo lokuSetyenziswa koMhlaba kamasipala noLawulo lweZakhiwo.

IYunithi isebenze ngokusondeleleneyo nomasipala waseStellenbosch ukuchonga iindawo eziphuculweyo ukuze kuphuculwe ukusebenza kakuhle kweSebe loLawulo lweZakhiwo, kugxilwe ekucutheni ixesha lokwamkelwa kwezicelo zeplani yokwakha.

Iintsilela eziluthotho zachongwa kwanokucalulwa okubanzi kwezindululo zoku:

Ukuphucula inkqubo yolawulo yezicelo zesicwangciso sokwakha ukuze kucuthwe amaxesha olwamkelo.

Ukuphucula imigangatho yonikezelo lweenkonzo, isimilo sabasebenzi nembono yoluntu.

Emva kothethathethwano olubanzi nomasipala waseStellenbosch, iRTRU iphumeze iprojekthi yokuphucula nokuphucula iNkqubo yoLawulo lweZicelo zesiCwangciso soKwakha (iSango leintanethi leAFLA). Isigaba sesibini esiqhubayo siyaqhubeka, sijolise ekomelezeni ngakumbi ukusebenza kakuhle kwenkqubo, ebonisa ukuba indlela karhulumente wonke yokufikelela lula ekwenzeni ushishino ingasetyenziswa njani ukuze kukhule uqoqosho nophuhliso.

6.5.3 Inkqutswana 2.4: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
IUkwenza lula ukuqhuba ushishino kuphuculwe	Amatyala enkxaso yoshishino asonjululwe	2.5 Ipesenti yamatyala enkxaso yoshishino asonjululweyo (inani lamatyala asonjululweyo/inani lamatyala afunyenweyo)		91% (639/703)	91%	85%	85%	85%	85%

Isiphumo	Iziquhamo	Izalathisi zeziquhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwenza lula ukuqhuba ushishino kuphuculiwe	Amanyathelo okuphucula iinkonzo zikarhulumente ezijongene noshishino aphunyeziweyo	2.7 Inani lamanyathelo okuphucula iinkonzo zikarhulumente ezijongene noshishino aphunyeziweyo			19	6	8	8	8
	Uhlengahlengiso lolawulo kunye/okanye lomgaqonkqubo olucetywayo koomasipala	2.8 Inani lohlengahlengiso lolawulo kunye/okanye lomgaqonkqubo olucetywayo koomasipala			10				
	Ungenelelo lolwazi lokunciphisa imithetho engeyomfuneko oluqhutyiweyo	2.9 Inani longenelelo lolwazi lokuncitshiswa kwemithetho engeyomfuneko oluqhutyiweyo			16	8			
	Ungenelelo loshishino oluqhutyiweyo oluvumela ukuthotyelwa	2.10 Inani lamatyeli ongenelelo loshishino aqhutyiweyo avumela uthotyelo			9				
	Izindululo zohlaziyo zomiselo eziqinisekiswa siSigqeba soLawulo	2.11 Inani lezindululo zohlaziyo zomiselo eziqinisekiswa siSigqeba esiLawulayo			9	8	8	8	8
	Ungenelelo lweendlela zokuxhotyiswa ngezakhono zoncitshiso lwemithetho engeyomfuneko eziqhutyiweyo	2.12 Inani leendlela zongenelelo zokuxhotyiswa ngezakhono zoncitshiso lwemithetho engeyomfuneko eziqhutyiweyo					6	6	6

6.5.4 Inkqutyana 2.4: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
2.5 Ipesenti yamatyala enkxaso yoshishino asonjululweyo (inani lamatyala asonjululweyo/inani lamatyala afunyenweyo)	85%				85%
2.7 Inani lamanyathelo okuphucula iinkonzo zikarhulumente ezijongene noshishino aphunyeziweyo	8				8
2.11 Inani lezindululo zohlaziyo zomiselo eziqinisekiswa siSigqeba esiLawulayo	8	1	1	3	3
2.12 Inani leendlela zongenelelo zokuxhotyiswa ngezakhono zoncitshiso lwemithetho engeyomfuneko eziqhutyiweyo	6		3	3	

6.5.5 Inkqutyana 2.4: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lomngcipheko
Ukwenza lula ukuqhuba ushishino oluphuculiweyo	Ukungakwazi ukuphumeza amanyathelo okunciphisa imithetho engeyomfuneko okubangelwa kukungazimiseli kunye/okanye ukuthatha inxaxheba kwamasebe karhulumente wephondo nokazwelonke kunye/okanye noomasipala, kuya kubangela ukusilela ekuphuculeni iinkonzo ezijongene noshishino kunye/okanye nemeko yoshishino/yolawulo.	Ukuthethelela, ukuphemelela nokwazisa ngemfuneko yokususwa kwemithetho engeyomfuneko phakathi kwabachaphazelekayo, abalawuli, oomasipala namaSebe eWCG.

6.6 Iingqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neeNkqutyana

INkqubo yesi2 R'000	Isiphumo			Ulwabiwo oluphambili	Ulwabiwo olulungelela nisiweyo	Uqikelelo okuhlaziyiweyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho kuqikelelo oluHlaziyiweyo			
	2020/21	2021/22	2022/23	2023/24	2023/24	2023/24	2024/25	2023/24	2025/26	2026/27
UPhuhliso loShishino	65 423	22 942	20 048	39 542	32 535	32 535	22 945	(29.48)	23 563	25 935
Uphuhliso loQoqosho	11 251	16 718	7 262	6 061	6 393	6 393	6 640	3.86	6 812	7 169

iNkqubo yesi2 R'000	Isiphumo			Ulwabiwo oluphambi li	Ulwabiwo olulungelela nisiweyo	Uqikelelo okuhlaziyi weyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho kuqikelelo oluHlaziyiwe yo			
	2020/21	2021/22	2022/23							
IweNgingqi nolwaseKhaya										
IMithetho engeyoMfuneko	12 681	13 544	20 529	13 311	13 383	13 383	15 033	12.33	15 591	16 152
IiNtlawulo Zizonke neengqikelelo	89 355	53 204	47 839	58 914	52 311	52 311	44 618	(14.71)	45 966	49 256

Ingcaciso yegalelo lezixhobo ekuphunyezweni kweziqhamo

Ukuqiniswa kwengxowamali yezemali ngaphandle kwamathandabuzo kuchaphazele iNkqubo ngokwesakhono sayo sokwenza imisebenzi yayo. Zombini uhlahlo lwabiwomali lweprojekthi nolwabasebenzi belujonge ezantsi kwaye luchaphazela unikezelo lwenkonzo ngokungaphephekiyo, ngakumbi kwiNkqutyana yokuNcitiswa kweMithetho engeyoMfuneko noPhuhliso lwamaShishini. Isiphumo soku ibe kukuhla kohlaziyo lokujoliswe kuko ngokweziphumo neziphumo ekugqibeleni. Nangona kunjalo, indlela embaxambili yeNkqubo, (1) yokuxhasa okanye ukuxinana kwinkxasomali evela kumahlakani, kwicandelo likarhulumente nelabucala (2) nokuxhobisa nokuxhasa abasebenzi ukuba baqhube imisebenzi yangaphakathi, ubukhulu becala, iwuthobe umngcipheko unikezelo lwenkonzo olungonelanga luphela ngenxa yokucuthwa kohlahlo lwabiwomali.

7. INkqubo yesi3: URhwebo noPhuhliso lweCandelo

7.1 Injongo

- Kukuvuselela ukukhula koqoqosho kumacandelo ekujoliswe kuwo ngophuhliso loshishino, urhwebo notyalomali.

7.1.1 Ulungelelwaniso nezicwangciso zikazwelonke nezephondo

Ulungelelwaniso nezicwangciso zikazwelonke

Inkqubo inika impembelelo ekukhuthazeni ushishino kunye nezigunyaziso zorhwebo ngokoMgaqosiseko njengoko inxulumene nomsebenzi owenziweyo onxulumene nokuthumela ngaphandle nokukhuthaza utyalomali owenziweyo yiWesgro nokuthengisa ngaphandle nophuhliso lwecandelo kumashishini amaninzi axhasa uphuhliso lwemizimveliso.

Le Nkqubo ihambelana neNDP ngokugxila ekunyuseni umgangatho wempahla ethunyelwa kumazwe angaphandle kunye nokhuphiswano, ukuvuselela iimarike zasekhaya nezangaphandle, ngokuphunyezwa kwesicwangciso sokuthumela impahla ngaphandle esidityaniswe neG4J kwakunye nokuxhasa amacandelo anamandla okukhula ngokusebenzisa izixhobo ezininzi. Oku kubandakanya utyalomali njengomba ophambili ekugxilwe kuwo noluhlu lweminye imiba yemveliso efana nezakhono noshishino ngokusebenzisana nezinye iinkqubo kula mashishini.

Njengoko inxulumene nomgaqonkqubo woShishino lukaZwelonke oncediswa zizicwangciso eziphambili zamacandelo ahlukeneyo eziphuhlise ukunika amandla kumacandelo amathuba, iNkqubo yoRhwebo neCandelo loPhuhliso ibonelela ngeenkono zenkxaso ezilungiselelweyo kumashishini ahlukeneyo anethuba kuqoqosho lwephondo. Injongo yeqhinga lokusebenza kukuguqula uqoqosho lwephondo, ukuqinisekisa ukudalwa kwamathuba emisebenzi nohlumo oluzinzileyo lwexesha elide oluhambelana neG4J ngokukodwa ukuthunyelwa kwempahla kumazwe angaphandle notyalomali kugxininise kuzo.

Inkqubo inika isiphumo kwiMTSF ePhambili yesi2 – iNguqu yezoQoqosho nokuDalwa kweMisebenzi ngokugqalisela kurhwebo oluthunyelwa ngaphandle notyalomali kwakunye noshishino olugxile kwimveliso nolungiselelo lwezibuko ukuvula amathuba okuthumela impahla ngaphandle asuka eNtshona Koloni.

Ulungelelwaniso nezicwangciso zephondo nemagunya eSebe

Inkqubo inika impembelelo kwimigaqonkqubo nezicwangciso zephondo ezininzi kuquka neQhinga lesiCwangciso sePhondo sowama2019-2024. OkuPhambili okuPhenjelelwa nguMbono wesi2 onxulumene noHlumo neMisebenzi (G4J) ungundoqo kugxininiso lweNkqubo ekuvumeleni uqoqosho olukhuphisanayo oludala imisebenzi kwaye olukhokelwa yimfuno necandelo labucala. Oku kungundoqo kwimiba ephambili yokuthengisa kumazwe angaphandle notyalomali apho iNkqubo inoxanduva lwazo kwaye inxibelelana nommandla ophambili wesi3 weVIP yesi2 oza kuthunyelwa ngaphandle. Oku kwenziwa ngokuphunyezwa kwesicwangciso sokuthumela ngaphandle neenkqubo ezinxulumeneyo. Oku kuquka inkqubo yokhuphiswano lokuthengisa kumazwe angaphandle neminye imisebenzi ebalulekileyo yecandelo exhasa amatyathanga exabiso awahlukeneyo ukusuka kwizithintelo zorhwebo, ubukrelekrele becandelo, ukuphemelela nobhengezo kwakunye namalinge okukhuphisana kushishino. Ezi, nazo, zixhasa utyalomali kumashishini angundoqo namashishini abalulekileyo oqoqosho afana namazibuko noshishino loqoqosho lokusingqongileyo.

Inkqubo inoxanduva lweziphumo ezinxulumene nokunyuswa kwempahla ethunyelwa kumazwe angaphandle nokunyusa ixabiso lerandi kutyalomali kwQhinga lesiCwangciso seminyaka emi5 seSebe. Ukunika isiphumo kwisicwangciso seG4J, iNkqutyana ichonge ungenelelo olucwangcisiweyo oluya kuphunyezwa kwaye lulinganiswe ngezalathi zeziphumo. Iimpawu zeziphumo kwiAPP ziza kuxhasa ukufezekiswa kokukhula kokuthunyelwa kwempahla kumazwe angaphandle, ukutsala utyalomali, kwaye negalelo ekudalweni kwemisebenzi ngokubanzi eNtshona Koloni.

7.2 Inkqutyana 3.1: URhwebo nokuKhuthaza uTyalomali

7.2.1 Injongo

- Kukubonelela ngezibonelelo kwiqumrhu likarhulumente lokukhuthaza ukhenketho, urhwebo notyalomali ukuze libe nakho ukuphumeza igunya lalo, njengoko kuchaziwe kuMthetho weArhente yokuKhuthaza uTyalomali noRhwebo eNtshona Koloni, we1996 (uMthetho wesi3 we1996), (njengoko ulungisiwe).

7.2.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Kwixesha eliphakathi, Inkqutyana 3.1 iza kubeka phambili imisebenzi yokukhuthaza ukuthunyelwa kwempahla kumazwe angaphandle kunye notyalomali edityaniswe nePFA 1 (Ukuqhuba amathuba okukhula ngoTyalomali) kunye nePFA 2 (iVuselela iiMpahla eziThunyelwa kumazwe angaphandle neeMarike zasekhaya) kwiqhinga leG4J. Ngokumalunga nokuthunyelwa kwempahla kumazwe angaphandle, ixesha elide ekujoliswe kulo kukuthumela kumazwe angaphandle kathathu okunxulumene nempahla, iinkonzo nokhenketho. Inkqutyana 3.1 iza kujolisa kwimisebenzi engqamene nokubekwa nokwazisa iNtshona Koloni njengendawo ehamba phambili yokuthumela ngaphandle egxile ekuqhubeni ukufikelela kwimalike kwiimarike ezintsha nezikhulayo zehlabathi.

Ngokuphathelele kutyalomali lwePFA, Inkqutyana 3.1 iWesgro, ngenkxaso yesicwangciso seSebe, iza kujolisa kwimisebenzi yokukhuthaza utyalomali ukuququzelela utyalomali oluthe ngqo lwangaphandle (FDI) notyalomali lwangaphakathi ngqo (DDI) kwiPhondo ekuphumezeni iG4J yexesha elide. Injongo yokwandisa utyalomali ngamaR200 eebhiliyoni ngonyaka ngowama2035. Oku kuza kwenziwa ngokujolisa ekuthengisweni kwamathuba angundoqo otyalomali kuwo onke amashishini nakwimimandla kamasipala nokubeka iNtshona Koloni njengendawo ehamba phambili yotyalomali kwilizwekazi elinxibelelana nenzuzo yethu ezikhuphisanayo, ukukhuthazwa kotyalomali olugqibeleleyo neenkonzo zoququzelelo. Ibandakanya ukubeka iPhondo kwindawo ngokubhekisele kwiinkqubo zotyalomali ezisekwe kakuhle nobuntlola kwezozoqosho oluthembekileyo nothungelwano lwecandelo lonke olongeza ixabiso ngokwemiqathango yokuqinisekisa iEoDB kubatyalimali abanokubakho.

Umnqophiso weWesgro neenjongo ezicwangcisiweyo zihambelana nePSP yesi2 yeVIP: UkuKhula neMisebenzi neQhinga lesiCwangciso seminyaka emi5 seSebe malunga nokukhuthaza ukuthunyelwa kwempahla kumazwe angaphandle notyalomali. Ngokuphathelele nokuthunyelwa kwePFA kumazwe angaphandle: UkuVuselela ukuKhula kweMarike ngokuThunyelwa kweeMpahla ngaphandle neeMarike zasekhaya, iWesgro iza kuba noxanduva ikakhulu ekwandiseni ulwazi ngophawu lweNtshona Koloni nobuchule ngokunxulumene norhwebo. Oku kuza kwenziwa ngeenkqubo ezininzi namaphulo achazwe kwisiCwangciso sokuSebenza soNyaka sequmrhu.

ISebe lijongene neWesgro kwaye lilungelelanisa amagalelo nolungelelwaniso lwesicwangciso kwiPFA yokuthumela ngaphandle notyalomali. I-Wesgro iyinxalenye yeqela lonikezelo lweG4J njengoko izigunyaziso zokukhuthaza nophuhliso zithungelana kurhwebo, utyalomali nokhenketho. Intsebenziswano nolungelelwaniso phakathi kweSebe neQumrhu zibalulekile ukuqinisekisa ukuba iinjongo ziyafezekiswa njengoko zinxulumene ngokukodwa neG4J. ISebe linoxanduva lokujongana nomgaqonkqubo nophuhliso lwesicwangciso. Iqinisekisa ulungelelwaniso lomgaqonkqubo, ucwangciso oluhlanganyelweyo nobudlelwane bokusebenzisana obukhoyo bukhona obunxulumene nokukhuthaza nezigunyaziso zophuhliso zokuthengisa kumazwe angaphandle, ukhenketho notyalomali. Ngoko ke iSebe ligxile kwimisebenzi efana nokucwangcisa, ukubeka esweni, nentsebenziswano njengenxalenye yemisebenzi yokongamela kwiInkqutyana 3.1.

7.2.3 Inkqutyana 3.1: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
Ukukhula kothunyelwa kwamanye amazwe	Iingxelo zokongamela ziqulunqwe kumsebenzi wokuKhuthaza uRhwebo lweWesgro	3.1 Inani leengxelo zokongamela eziqulunqwe kumsebenzi wokuKhuthaza uRhwebo lweWesgro	4	4	4	2	2	2	2
Ukunyuka kwexabiso lerandi kutyalomali	Iingxelo zoKongamela umsebenzi wokuKhuthaza uTyalomali lweziqulunqwe kumsebenzi weWesgro	3.2 Inani leengxelo zokongamela eziqokelelweyo kumsebenzi weWesgro wokuKhuthaza uTyalomali	4	4	4	2	2	2	2

7.2.4 Inkqutyana 3.1: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
3.1 Inani leengxelo zokongamela eziqulunqwe kumsebenzi wokuKhuthaza uRhwebo lweWesgro	2		1		1
3.2 Inani leengxelo zokongamela eziqokelelweyo kumsebenzi weWesgro wokuKhuthaza uTyalomali	2		1		1

7.3 Inkqutyana 3.2: UPhuhliso lweCandelo

7.3.1 Injongo

Ukuvuselela ukukhula koqoqosho kumacandelo anorhwebo ngeenkqubo ezibonakalayo, amanyathelo okuxhasa ishishini kunye nokuphunyezwa kwezicwangciso nezicwangciso. Oku kuya kubangela ukukhula koqoqosho nokudalwa kwemisebenzi ngokukhula kwemisebenzi yokuthunyelwa kwempahla kumazwe angaphandle nokwandisa utyalomali kumacandelo abalulekileyo kuqoqosho lweNtshona Koloni.

7.3.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Uthunyelwa kwamanye amazwe nokukhula korhwebo lwasekhaya

Kwixesha eliphakathi, iNkqutyana iza kugxila ekuqaliseni amalinge angundoqo anxulumene notyalomali neendawo ekugxilwe kuzo ngokubaluleka kuthunyelwa kumazwe angaphandle kwiG4J. Oku kuza kwenziwa ngokuvula imeko evumelayo nekhuphisanyo yokuthumela kwamanye amazwe, ukomeleza nokwahluka kwesiseko sezinto ezithunyelwa ngaphandle eNtshona Koloni, ukuqhuba ukufikelela kwiimarike nokulungisa imiqobo yorhwebo. Ugxininiso olungundoqo luza kuba kukwakha amandla abathengisi bangaphandle, ukwazisa abantu ukuba bajolise kubathengi abatsha, nokwakha amandla eenkampani ezilungele ukuthumela ngaphandle ukuze zihambelane nemigaqo yokuthumela ngaphandle neemfuno zemarikeNgexesha eliphakathi, iNkqutyana iza kugxila ekuqaliseni

amalinge angundoqo. idityaniswe notyalomali nemimandla ekugxilwe kuyo ngokubaluleka kokuthumela ngaphandle ngaphakathi kweG4J. Oku kuya kwenziwa ngokuvula imeko evumelayo nekhuphisanyo yokuthumela kwamanye amazwe, ukomeleza kunye nokwahluka kwesiseko sezinto ezithunyelwa ngaphandle eNtshona Koloni, ukuqhuba ukufikelela kwiimarike nokulungisa imiqobo yorhwebo. Ugxininiso olungundoqo luza kuba kukwakha amandla abathengisi bangaphandle, ukuphakamisa ulwazi malunga nokujolisa kubathengisi abatsha, nokwakha amandla enkampani ezilungele ukuthumela ngaphandle ukuthobela iinkqubo zokuthumela ngaphandle neemfuno zemarike.

Isisombululo esicetywayo nempendulo ekunyuseni ukuthunyelwa kwempahla kumazwe angaphandle eNtshona Koloni kukubeka ukuthunyelwa kwempahla kumazwe angaphandle njengeyona ndlela iphambili yokuphumeza iinjongo ezibanzi zikaRhulumente weNtshona Koloni njengoko kubonisiwe kwisicwangciso seG4J, esijonge ukudala imeko evumela ukuba icandelo labucala kunye neemarike ziqhube. ukukhula nokudala imisebenzi.

IsiCwangciso sokuThunyelwa kwamanye amazwe sifuna ukuphakamisa igalelo leNtshona Koloni kumgaqonkqubo welizwe worhwebo weajenda neenjongo. Oku kubandakanya uthathonxaxheba olukhulu kwiinkqubo namalinge esizwe, kwakunye nokuqinisekisa ukuba umdla weNtshona Koloni uyabonakala kwiindibano nezivumelwano zelizwe zehlabathi. IQhinga likwaqaqambisa imingcipheko ekhulayo namathuba abathumeli bangaphandle anxulumene nengxaki yemozulu, nefuthe lemithetho yokusingqongileyo nokutshintsha iimfuno zabathengi kwiimarike eziphambili zokuthumela ngaphandle.

Ithiyori yotshintsho ethe yaphuhlisa kuthunyelwa kumazwe angaphandle ichaza iziphumo ezithandathu zobuchule ekufuneka ziphunyezwe ngokufezekiswa ngempumelelo kwesi siCwangciso sokuThunyelwa kwamanye amazwe.:

- Ukwanda kolwazi lophawu lweNtshona Koloni nobuchule kwiimarike eziphambili, nokwandisa ulwazi lwamathuba neemfuno kwiimarike eziphambili;
- Ukuphuculwa kokhuphiswano, uzinzo, nesakhono sabathumeli bangaphandle;
- Ukufikelela kwiimarike eziphuculweyo nezithintelo ezisezantsi kurhwebo;
- Ukusekwa kweNtshona Koloni njengombindi wengingqi weenkonzozorhwebo;
- Umboniso ongcono wemidla yeNtshona Koloni kwimigaqonkqubo yorhwebo lukazwelonke, iinkqubo, nothethathethwano; kunye
- Iziseko ezingundoqo ezisebenza kakuhle, ezonga imali, nezizinzileyo.

Amangenelelo amahlanu anobuchule ekulindeleke ukuba aphunyezwe kulo nyakamali uzayo aquka: 1) Iimfuno zovavanyo kumathuba amatsha okuthunyelwa kwempahla kwamanye amazwe; 2) Inkqubo yokwazisa ngofikelelo lwesithili nokuthumela ngaphandle; 3) IMathiriyeli yoPhuhliso lweZixhobo kumazwe angaphandle; 4) Inkqubo yokuPhuhlisa koKhuphiswano kumazwe angaphandle neNkqubo yesi5) yeZibuko noLungiselelo.

INkqutyana iza kugxila kula mangenelelo alandelayo ajolise ekukhuliseni ukuthunyelwa kwempahla kumazwe angaphandle adityaniswe nesicwangciso seG4J kwaye iza kulungelelaniswa ngokucwangcisiweyo neeNdawo eziPhambili ekuGxilwe kuzo (PFAs) ukugxila ekuxhaseni unikezelo lweG4J lulonke.

Ukufikelela kwimarike nezithintelo ezisezantsi kurhwebo. Injongo yeli phulo kukuxhasa ukuphunyezwa kwiiNdawo eziPhambili ekuGxilwe kuko koThunyelwa lweMpahla kumazwe angaphandle zeG4J (PFA) ngokuphucula ukufikelela kwimarike yeemveliso zaseNtshona Koloni kwiimarike zangaphakathi nezangaphandle ngophuculo nenkxaso yobugcisa. Iza kubonelela ngamanyathelo athile okomeleza amashishini aphambili athumela ngaphandle nokomeleza uluhlu lweenkonzo ezixhasayo ezifana nolawulo lomgangatho wempahla ethunyelwa kumazwe angaphandle, uququzelelo lorhwebo, uvavanyo lwesampulu, ukupakishwa nokuleyibheli nokulungela uphicothozincwadi lwangaphambili.

Ngenkxasomali yeNkqubo yokuPhuhlisa koKhuphiswano lokuThunyelwa kwamanye amazwe (ECEP), iSebe lijolise ekuncedeni ubuncinane abathumeli bangaphandle abali15 ngamangenelelo okuphucula ukhuphiswano kunyakamali wama2024/25. Isicwangciso sokusebenza esicetywayo siza kumisela imilinganiselo eyongezelelweyo ukwandisa inani leefemu ezithumela iimveliso zazo kumazwe angaphandle. La manyathelo aza kubenza ukuba bandise isabelo semarike yeenkampani ezizinze eNtshona Koloni kwiimarike ezikhoyo zokuthumela ngaphandle kwaye bafumane indawo kumashishini kwiimarike ezintsha. Iziphakamiso zoshishino ziyakumenywa kumacandelo

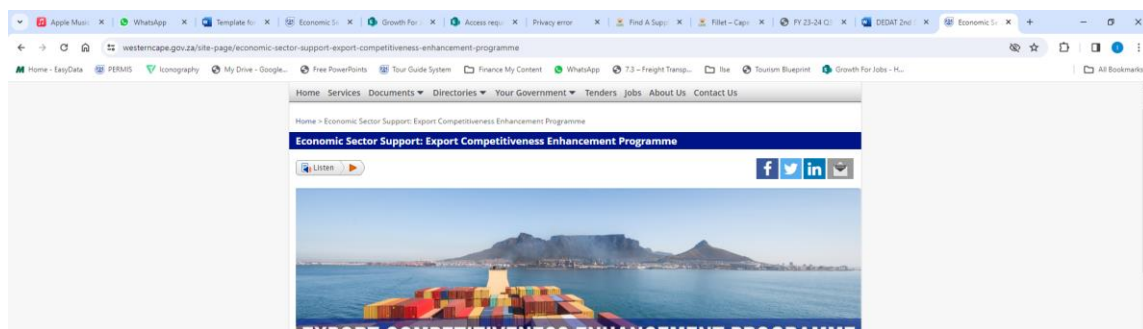
onke nobukhulu bamashishini kwaye ziza kungeniswa ngokuthe ngqo kumashishini nabameli. Endaweni yokuba urhulumente athathe isigqibo sokuba zeziphi iintlobo zeefemu okanye ungenelelo lokuxhasa, abafaki zicelo baza kuba nakho ukulandela indlela yokuzikhethela ngokusekwe kwiimfuno zabo.

Ukubanako ukuthumela impahla ngaphandle kwamashishini aphuhlisiweyo

INkqubo yokuPhuhlisa koKhuphiswano kumazwe angaphandle (ECEP) inika isiphumo kwinyathelo lesicwangciso seG4J sokwandisa ukuthunyelwa kwempahla kumazwe angaphandle ukuze kudalwe amathuba emisebenzi nokufezekisa ukukhula koqoqosho olukhawulezayo nophuhliso. Le nkqubo ixhasa uphuhliso lwamashishini ukuwavumela ukuba athumele ngaphandle ngokufanelekileyo. Ungenelelo lujolise kumashishini kwaye lubonelela ngeendlela zenkxaso ezijolise ekuphuculeni amandla, ukukhuphisana, imveliso, nohlumo lwala mashishini kumazwe angaphandle.

INkqubo yokuPhucula uKhuphiswano kumazwe angaphandle (ECEP) inika isiphumo kwinyathelo lesicwangciso seG4J sokwandisa ukuthunyelwa kwempahla kumazwe angaphandle ukuze kudalwe amathuba emisebenzi nokufezekisa ukukhula koqoqosho olukhawulezayo nophuhliso. Le nkqubo ixhasa uphuhliso lwamashishini ukuwavumela ukuba athumele ngaphandle ngokufanelekileyo. Ungenelelo lujolise kumashishini kwaye lubonelela ngeendlela zenkxaso ezijolise ekuphuculeni amandla, ukukhuphisana, imveliso, nohlumo lwala mashishini kumazwe angaphandle.

Emva kokusungulwa kweNgxowamali ye-ECEP phakathi kowama2023 iimpendulo ezivela kwicandelo labucala ziye zakhuthaza. Abaxhamli abalishumi elinesibini bazisiwe ngezicelo zabo eziyimpumelelo. Oku kubancedile ukuba baqalise amanyathelo abo okuthengisa kumazwe angaphandle ngokufikelela eUSA neemarike ze-EU ngeemveliso ezifana nezikhitshane zeglasi yefayibha, iwayini, iti yemveli, ikofu engenye, izixhobo zomoya nempahla yesikhumba. Uthethathethwano namaqumrhu oshishino, nokubakhuthaza ukuba bafake izicelo kube neziqhamo, njengoko imibutho enamacandelo amabini afana neYunithi yoTshintsho lweWayini yoMzantsi Afrika neHortgro, equka amalungu amaninzi, ibonise umdla wokufaka izicelo kwiNgxowamali ye-ECEP. Ngowama2024, injongo kukwandisa iinzame zethu ekuncedeni amashishini ukuba andise amanyathelo awo okuthengisa ngaphandle ngokufikelela kwiimarike ezintsha nokuphucula unikezelo lwemveliso kwiimarike ezikhoyo.



Ubuntlola kwintengiso nokhuphiswano olwandisiweyo. Omnye wemicelimgeni ekuyileni nasekuphonyezweni kwezicwangciso eziliqili zokuthumela ngaphandle kukuchonga iimarike ezifanelekileyo, xa kujongwa amandla oMzantsi Afrika nobudlelwane borhwebo. Inyani yendlela osebenza ngayo uMzantsi Afrika kumazwe angaphandle yeyokuba kukho ulwahlulo olulinganiselweyo malunga neendawo ezintsha ekusingwa kuzo neziqhamo ezintsha. Oku kungqinwa kuhlumo loMzantsi Afrika lokuthumela izinto kumazwe angaphandle luqhutywa ikakhulu ngabarhwebi abakhoyo nabanamava ababonelela iimarike ezifanayo. Ngenxa yoko, uphando oluqhubekayo luyafuneka ukugcina urhulumente necandelo labucala

lihambelana neemeko zoqoqosho eziguqakayo nokutshintsha kweemarike, ukuze amaphulo ahlukeneyo abe nethuba elikhulu lokuthwala isiqhamo. Ngokusebenzisa iPFA ezithunyelwa ngaphandle, kukho uqwalaselo olukhulu oluhlawulwayo ekwandiseni isiseko sezinto ezithunyelwa ngaphandle eNtshona Koloni, ukwahluka, nokongeza ixabiso kwizinto ezithunyelwa ngaphandle. Elinye lawona manyathelo abalulekileyo kwinkqubo yophuhliso lokuthunyelwa kwempahla kwamanye amazwe kukuchonga iimarike zangaphandle ezifanelekileyo, iimveliso nabathumeli bangaphandle abatsha. Inkqubo, esebenzisana neYunithi yoPhando, iza kuqhubeka isebenzisa izixhobo zohlalutyo, ibandakanya inkqubo yokuhlola ngokucokisekileyo eququzelela iimarike ezithumela ngaphandle ngokucwangcisiweyo nokukhethwa kwemveliso ngokuchongwa kwamathuba ayinyaniso okuthunyelwa kwamanye amazwe kwiifemu ezifuna ukwandisa ukufikelela kwiintengiso zabo kwiimarike zangaphandle.

Uphuhliso lwezibonelelo ezithunyelwa ngaphandle. Uninzi lwamashishini amancinci kunye naphakathi anamava amancinci ngokuthelekisa iimpahla ngaphandle kokuthengisela iimarike zasekhaya ngokusebenzisa abathengisi nabathengisi. Bakwanalo nolwazi olulinganiselweyo nokuqonda iimarike zangaphandle, ngenxa yoko, amashishini anokusilela kwiinzame zawo zakwangoko zokuthumela ngaphandle kuba bejongela phantsi oko kubandakanyekayo ekuthumeleni ngaphandle kwaye abanalo ulwazi olwaneleyo nezibonelelo. Injongo yale projekthi kukugcwalisa umsantsa kubonelelo lolwazi olubalulekileyo olunxulumene nemekobume yokuthumela ngaphandle, nemibutho yenkxaso eyahlukeneyo ekhoyo kwabo banokubakho nabasele bekho. Injongo yesabelo kukuphuhlisa olona qeqesho lungundoqo kwi-intanethi umthengisi othengisa ngaphandle ngolwazi nezibonelelo ngokusebenzisa uludwe lwezifundo zoqeqesho nemithombo yeintanethi eza kongeza isikhokelo semithombo yokuthumela ngaphandle ephuhliswe ngowama2023/24.

Izithili nokuFikelela kuThunyelwa kumazwe angaphandle koMasipala ombaxa. Inkqubo, ngentsebenziswano nemibutho exhasa abachaphazelekayo abangundoqo, oomasipala bezithili noomasipala bayo basekhaya, iza kuqhubeka ibamba iphulo elinefute eliphezulu lokuthumela ngaphandle nenkqubo yokufikelela ebantwini koomasipala bezithili abahlanu ngokunjalo nakuMasipala oMbaxa weKapa. IPhulo loThunyelwa kumazwe angaphandle kweSithili neProjekthi yokuFikelela kuBonelelo linxulunyaniswe nemimandla ecwangcisiweyo egxile ekwandeni kolwazi lophawu lweNtshona Koloni nobuchule kwiimarike eziphambili, nokwanda kolwazi lwamathuba neemfuno kwiimarike eziphambili. Oku kubandakanya ukuchonga nokukhuthaza iimveliso ezithunyelwa kumazwe angaphandle ngoku nokuchonga nokukhuthaza uphuhliso olutsha kwizithili

ezinokuthumela ngaphandle. Ekugqibeleni, le projekthi iza kunceda ekuqinisekiseni umsebenzi wokuthunyelwa kwempahla ngaphandle omkhulu nozinzileyo ukusuka kwizithili.

Iziseko ezingundoqo ezisebenzayo, ezingabizi kakhulu nezizinzileyo: iNdlela yoLungelelwaniso lweBhoda yeKhaboni (CBAM). INdlela yoLungelelwaniso lweBhoda yeKhaboni (CBAM) yirhafu yomda wekhabhoni kwiimveliso zekhabhoni ezifakwe kwiimarike ezahlukeneyo kodwa zikhokelwa yiEU. Oorhulumente nabathumela ngaphandle kwiEU kufuneka babeke amanyathelo neendlela zokuqinisekisa ukomelela kwezorhwebo kuqoqosho lwehlabathi olunekhabhoni ephantsi. Ngokuziswa kwemigaqo yeCBM kuzo zonke iimarike ezinkulu uncedo luyafuneka ukuze kuqinisekise ukuba abathengisi bangaphandle abakhulu bahlala bekhuphisana. Umjikelo wokuqala wenkxaso iza kuba kukuphuhlisa indlela yokulinganisa ifuthe lekhabhoni ukwenzela abathumeli bangaphandle ukuba basetyenziswe ngokorhwebo lwabo neemarike

AmaPhulo eZithili okuThumela impahla kumazwe angaphandle noKwazisa asingathiweyo

Kunyakamali wama2023/24 ucweyo lweSithili soThunyelo lwempahla kumazwe angaphandle noKwazisa luye lwasingathwa ngempumelelo kwizithili ezihlanu zePhondo nakwiNqila yaseKapa. Ezi ndibano zocweyo zizinyaswe kakhulu ingakumbi kuNxweme oluseNtshona naseKapa apho amanani athe agqitha kokujoliswe kuko.

Injongo yezi seshini ibikukwabelana ngolwazi malunga nesicwangciso sokuKhula kweMisebenzi (G4J) nokudala ulwazi malunga nokuthunyelwa kwempahla kumazwe angaphandle kwangoku namathuba akhoyo okuthumela impahla ngaphandle. Abazimasi baye bakwazi ukuthethana nemibutho yenkxaso yoshishino equka iWesgro, amagosa asuka kwisithili noomasipala bengingqi nedtic, i-IDC, iSEFA, iSEDA namaGumbi oShishino ukuze kuxoxwe ngenkxaso yophuhliso lwempahla ethunyelwa ngaphandle, inkuthazo nenkxaso yemali yokuthunyelwa kwempahla kumazwe angaphandle.

Ukukhuthaza ukuthunyelwa kwempahla kumazwe angaphandle yenye yeenkalo ekugxilwe kuzo kwiG4J. Amaphulo okwazisa ngesithili ngokuthumela ngaphandle aza kuqhubeka kunyakamali wama2024/25 ngentsebenziswano nemibutho yenkxaso yoshishino ekhankanyiweyo.



ezifanelekileyo. Indlela yesibini yenkxaso efunekayo kukuqonda apho umngcipheko ukhoyo eNtshona Koloni ngokwemigaqo yamashishini ethu anekhabhoni epehzu nokuchonga iindlela zokuxhasa ukubaxhobisa ukuze benze utshintsho kwisakhiwo kumsebenzi wabo wemveliso nokusetyenziswa kwamandla, njl. Iprojekthi ebalulekileyo enganxulumananga kuphela nokuthunyelwa kwePFA kwamanye amazwe kodwa nokujoliswe kuko kwekhabhoni engekho yoNtshona Koloni.

[Izibuko laseKapa neNdawo ePhambili yoLungiselelo](#)

Izibuko laseKapa (PoCT) isebenzisa ukusetyenziswa komhlaba nemisebenzi. Imisebenzi emibini ebalulekileyo inxulumene nesikhululo sezikhongozeli nemisebenzi yokulungisa inqanawa. Eli Sebe leMfundo liphuhlise inkqubo esebenzayo yezibuko kule minyaka mithathu idlulileyo ngengcinezelo ebanzi malunga nezixhobo ezikhoyo ngenxa yezithintelo ezikhoyo nemingcipheko yePoCT ngokukodwa. Oku kubalulekile njengoko inxulumene neemarike zokuthumela impahla ngaphandle nezasekhaya ezibandakanya ugxilo:

- Ekusebenzeni kweZibuko neNkqubo yokuxhotyiso;
- Kwishisini lokulungisa iiNqanawe; kunye
- Nakulungelelwaniso lwezibuko.

I-PoCT liqumrhu eliphantsi kweGunya leZibuko likaZwelonke leTransnet. Libonelela ngesikhongozeli, ubuninzi neenkonzozokuphatha imithwalo ngokubanzi kwiNtshona Koloni nowona mmadla wayamene nonxweme wezolimo. Izibuko likwabonelela ngeenkonzozokulungisa iinqanawe kwingingqi yezolwandle eNtshona Koloni kwaye isindleka imizila yabakhweli, uthutho lokuloba lwengingqi nolwangaphandle nezinye iindlela zokuzihlaziya.

Uphuhliso lweVictoria neAlfred (V&A) Waterfront luwela ngaphandle kwemida yamazibuko kodwa luncedisana nezibuko lezorhwebo ngokubonelela ngeenqanawa ezincinci zokuzonwabisa nezokuloba.

Isikhululo sezikhongozeli esiphambili sinomthamo weziseko zophuhliso wokuphatha isikhongozeli esisisigidi esi1 ngonyaka. Isebenzisa izilinge ezilithoba zeLiebherr zokuthumela inqanawa ukuya elunxwemeni nama24 eKalmar yerabha efakwe izakhelo zentsimbi ezixhasa isilenge ezityaliweyo kumagumbi amathathu okulala enqanaweni. Uyilo luziimitha ezili15 ubunzulu kwaye isikhululo esineendawo ezinezingco ezingama3 300 kwizikhongozeli ezifakwe kwisibandisi. Iqhutywa ziZikhululo zezikhongozeli zeZibuko leTransnet, ezilicandelo elisebenzayo leTransnet, iqumrhu likarhulumente lolungiselelo. UGunyaziwe wamaZibuko kaZwelonke ubhengeze injongo yawo yokuphucula umthamo wesi sikhululo sezikhongozeli ukuya kwisi1.4 sezigidi zeeTEU (ubukhulu besikhongozeli: iiyunithi ezilingana nomlinganiselo weenyawo ezingamashumi amabini).

I-Transnet iyayamkela imeko yehlabathi ngokuqwalasela amathuba okuthatha inxaxheba kwecandelo labucala. Isikhululo sezikhongozeli sisonke esisandula kunikwa imvume kwiZibuko laseThekwini. KwiZibuko laseKapa, umnyinyiva wexesha elide kutshanje unikwe umnyinyiva wenqanawa wokwakha nokusebenzisa isikhululo sangaphakathi esinendawo ebandayo, indawo yokucina izikhongozeli ezingenanto noqhagamshelo lukaloliwe kwisikhululo seenqanawa. Isigaba sokuqala sikwishedyuli kwaye siye sasebenza kweyoMnga wama2023, ngexesha elizayo lokuthengisa iziqhamo ezinamagqabi avuthulukileyo.

Isikhululo sezikhongozeli esincinci esineenjongo ezininzi kwelinye icala leZibuko, iphatha malunga ne100 000 leeTEU ngonyaka ukongeza kumthwalo omninzi nowophula isambuku. Ikwaqhutywa ziziKhululo zeZibuko leTransnet. Basebenzisa izilinge ezihambayo ezithathu zeLiebherr. Esi sikhululo sinendawo yokuphumla ezinikeleyo yeenqanawa zokuhamba ngenqanawa kwaye yindawo ethandwayo ngexesha lehlobo. Ngexesha eliphezulu indawo yokubeka izikhongozeli ziye zenziwa zifumaneke kwiinqanawa zokuhamba ngenqanawa.

Izikhongozeli zikwalawulwa kwiFPT (eyayifudula isiSikhululo seMveliso eNtsha), esisikhululo esincinci esisebenza bucala esisebenzisa izixhobo zeenqanawa. Esi sikhululo sikwabonelelwa ngenqanawa eqhelekileyo ehambisa ubuninzi beziqhamo ezibalulekileyo ezifakwe kwisibandisi esikwiplanga elithwala izilinge. Ngaphezulu kwama30 000 eeTEU (iiyunithi ezilingana nomlinganiselo weenyawo ezingamashumi amabini) namaplanga athwala izilinge ezingaphezu kwe130 000 alawulwayo ngonyaka. I-FPT sisikhululo semithwalo emininzi elawula isambuku sekhefu kwiimveliso ezininzi ngokunjalo.

Umxokolelwano wezikhongozeli zeZibuko laseKapa libe negalelo eliqikelelwa kumaR69 eebhiliyoni kwiGVA eNtshona Koloni ngowama2021 (8.6%) nasekudaleni/ekugcineni imisebenzi engama225 000. Irhafu ehlawulweyo kule misebenzi iphantse yafikelela kumaR20 eebhiliyoni zeerandi.

Amandla okukhula kolu lungelelwaniso aphantsi kude kube ngowama2026 kwaye alinganiswe malunga nesi5% ngonyaka. Ngaphantsi kwale meko yohlumo olunokwenzeka kakhulu, imisebenzi eyongezelelweyo engama20 000 inokudalwa (xa kuthelekiswa nemeko yokukhula okuphantsi) nesiR1.8 seebhiliyoni eyongezelelweyo yengeniso yerhafu inokwenziwa.

Iziqhamo ezitsha (eziquka iidiliya ezilungiselelwe ukutyiwa ngelixa zisentsha, iziqhamo zesitrasi nama-apile) newayini zezona zibalulekileyo ezithunyelwa kumazwe angaphandle. Izinto ezithunyelwa kumazwe angaphandle zinokwahluka kakhulu kwaye ziquka amacandelo emoto, iimpahla, amalaphu, izihlangu nezinto ezityiwayo.

Izikhululo zekhonteyina zibonelelwa ngaphezulu kwesixhenxe kwezona nqanawa zinkulu ehlabathini ezithwala imithwalo kwiindlela zorhwebo isiya kuzo zonke iindawo ezithumela iimveliso ezisuka eMzantsi Afrika.

URhulumente weNtshona Koloni ukhuthaza intathoxaxheba yecandelo labucala kwizikhululo zezikhongozeli kwiZibuko laseKapa ukuqinisekisa ukuba kukho umthamo owaneleyo wokubonelela ngenkonzo yomthamo wemithwalo ekhulayo. Ngoko ke silangazelela ukufunda kumava amanye amazibuko ngokumalunga nonikezelo lwezikhululo zezikhongozeli kubasebenzi bezikhululo zezikhongozeli abaziingcali.

Ugqaliselo kwiZibuko laseKapa lwaphehlelelwa kweyoMnga yowama2019 nguMphathiswa wePhondo wezeMali namaThuba oQoqosho nemvumelwano phakathi kwemithombo yobutyebi engundoqo nabasebenzisi bezibuko kwafikelelwa kuzo:

- Ukukhuthaza intsebenziswano yetyathanga lolungiselelo;
- Izinto eziphambili ezisixhenxe zokuphucula isikhululo sezikhongozeli nokusebenza kakuhle kwezolwandle;
- Ukuseka iqela elisebenzayo lepact eodb ukuze lilawule izinto eziphambili; kunye
- Nokwenza indibano yocweyo yabachaphazelekayo bePoCT ibe ngumsitho wonyaka.

Eli Candelo likwinqubo yokuxhotyiswa ukuba lingaxininisi kwiZibuko laseKapa kuphela ngokwembono yobuchule kodwa nakwicandelo lolungiselelo olubanzi. Oku kubalulekile kwimbono yokuthumela ngaphandle notyalomali kwaye ukuba izibuko lisebenza ukuthunyelwa nokungeniswa kwempahla kunokunyuswa njengoko amacandelo aphantsi nanganano akhulayo.

Iindawo ekugxilwe kuzo kwesicwangciso seG4J seNtshona Koloni ziza kuqwalaselwa leli Candelo liquka ukukhuthazwa kokukhula kwemarike ngokuququzelela ukuthunyelwa kwempahla kumazwe angaphandle; inkuthazo yotyalomali kubuchule bemveliso yokuthengisa kumazwe angaphandle nokukhuthaza uqoqosho oludityanisiweyo ngokuphuculwa kolungiselelo lwezibuko.

Uphando lwezenzo oluthembekileyo ngokwenzululwazi noluqinisekiswa luqhutywe kwimiba eyahlukeneyo yetyathanga lolungiselelo leZibuko laseKapa kule minyaka mibini idlulileyo. Lo msebenzi wawujolise ikakhulu ekuqondeni oonobangela bengxinano nokukhula okunokubakho kwimithamo yempahla, ekufuneka ibonise umthamo neemfuno zokusebenza zetyathanga lolungiselelo.

Kububungqina kuhlalutyo lwedatha yokuba umthamo wemithwalo kwiZibuko laseKapa ungakhula ngama26% phakathi kowama2021 nowama2026. Ukuvula la mandla eGVA kungadala imisebenzi engama20 000 kwaye kongeze isiR6 sebhiliyoni kwiGVA.

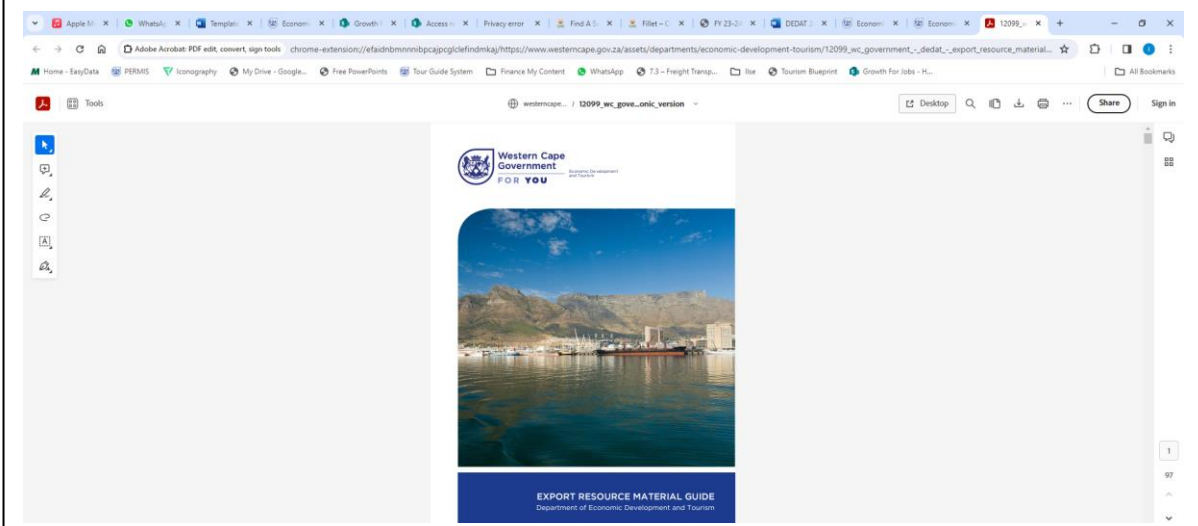
Imiceli mngeni engundoqo ekufezekiseni le meko yohlumo oluphezulu iquka ulungelelwaniso lwamatsheyina othutho oluntsonkothileyo, ukoyisa izixhobo ezibalulekileyo nezithintelo zokucwangcisa imithwalo kwiZikhululo zeZibuko zakwaTransnet nokuthunyelwa kwemveliso ekumgangatho oluphezulu kodwa eyonakala kakhulu kwimarike yangaphandle.

ISikhokelo seZixhobo zoThunyelo kumazwe angaphandle senza umdla kurhwebo lwamazwe ngamazwe

ISebe loPhuhliso lwezoQoqosho noKhenketho (DEDAT) lisungule isikhokelo semithombo yokuthengisa kumazwe angaphandle ukuxhasa amacandelo ahlukeneyo oqoqosho ukuze kuphononongwe amathuba okukhula nokwakha umdla kurhwebo lwamazwe ngamazwe. Ezi zonke ziinzame zokulungelelanisa isicwangciso sephondo sokuKhula kweMisebenzi (G4J) ngenjongo engundoqo yokuphinda kathathu ukuthunyelwa kwempahla kumazwe angaphandle ngowama2035.

Zingaphezu kwama200 iikopi ezishicilelweyo kwaye ngaphezulu kwama70 eekopi eziye zabiswa kwaye zanikwa abachaphazelekayo kwiinkomfa ezinkulu neendibano zocweyo ezifana nengxoxo yakutshanje yeAGOA ebibanjwe ngowam2023, inkomfa yokuthumela ngaphandle kweWESGRO nephulo leDEDAT lokuThumela ngaphandle kweSithili nephulo lokuFikelela elibanjwe unyaka wonke ngowama2023.

ISebe liza kuqhubeka nokukhuthaza iSikhokelo seZixhobo kubarhwebi abakhoyo nabatsha kumaqonga ahlukeneyo, kwiwebhusayithi yoRhulumente weNtshona Koloni nemiboniso yendlela yokuthumela ngaphandle.



UkuKhuthaza amaThuba okuKhula ngoTyalomali

UTyalomali oluthe Ngqo lwaNgaphandle (FDI) noTyalomali lwasekhaya oluthe Ngqo (DDI) luyimpembelelo ebalulekileyo kuhlumo loqoqosho njengoko lubandakanya ukufikelela kwimali eyinkunzi esenokungafumaneki lula kwilizwe elilufumanayo nakwindawo ohlala kuyo, kunokonyusa ukukhula kobuchwephesha ngokudluliselwa kobucisa kunye/okanye ukwazisa iziqhamo ezitsha neenkonzo ezintsha ezingazange zibonwe ngaphambili. Indawo ekugxilwe kuyo kutyalomali yintsika engundoqo kwisicwangciso seG4J njengethuba lokukhula eliza kusetyenziswa kumacandelo ahlukeneyo kuqoqosho ukuze kwakhiwe umbhobho wotyalomali osele ukhulile kwiNtshona Koloni iphela. Injongo yokunyusa utyalomali eNtshona Koloni ngeebhiliyoni zeerandi ezingama200 lujoliso oluthe kratya kwaye lufuneka kakhulu ukuze kukhule uqoqosho kwaye ekugqibeleni kudalwe imisebenzi.

Ukutsala iFDI kunceda ukudibanisa uqoqosho lwelizwe kumatyathanga exabiso lehlabathi kwaye kuququzelele ukuphuculwa koqoqosho. I-FDI izisa utyalomali, imisebenzi, ukwanda kokuthunyelwa kwempahla kumazwe angaphandle, ukukhuthazwa kokuthengwa kwempahla, ubugcisa obutsha nezenzo zoshishino emazweni. Ngelixa izixhobo zeFDI zibonwa kakuhle, azihambi ngaphandle komgaqonkqubo ofanelekileyo, okusingqongileyo okusemthethweni neziko. Kumhlaba wehlabathi ochatshazelwe ngokunzulu ngubhubhane weKHOVIDI-19 ukanti uphantsi kotshintsho olukhawulezayo lwezobuchwepheshe nokungaqiniseki kwezopolitiko, amazwe kufuneka aphucule izindululo zexabiso lawo njengeendawo zotyalomali. Ukongeza, ukubamba ngokupheleleyo iinzuzo zeFDI, ilizwe lifuna ukuphunyezwa okucacileyo nokusebenzayo kwezicwangciso

zotyalomali nemigaqonkqubo. Ngokusebenzisa indlela ebanzi ejongene nemiqobo esemthethweni, elawulayo, eyenkqubo, neyeziko echaphazela zonke izigaba zomjikelo wotyalomali ukuze kube lula ukwenza ushishino kwiPhondo nelizwe kunokutsala kwaye kuququzelele utyalomali kuza kuphucuka.

Iziphumo eziphambili zotyalomali lwePFA zibandakanya:

- Ukubeka endaweni nokwazisa;
- Ukuphucula imeko yotyalomali;
- Ukwanda kwenani leeprojekthi zegreenfield;
- Ugcino lwangokunolwandiso lwenani leeprojekthi zebrownfield;
- Ukwandiswa konxibelelwano lwangaphambili nangasemva;
- Ukwanda kokusasazeka kotyalomali ngokwejografi kuyo yonke iNtshona Koloni;
- Ukwanda kokhuphiswano; kunye
- Nokwanda kwezobuchwepheshe nezinto ezintsha kuqoqosho lwasekhaya.

I-Wesgro iza kuba noxanduva ikakhulu lokubeka nemisebenzi yokwazisa njengoko inxulumene nesigunyaziso sayo sokukhuthazwa kotyalomali. Le misebenzi ilandelayo inxulumene nendlela iNkqubo eza kwenza ngayo isiphumo kwiinjongo zotyalomali lwePFA:

Ukuphucula imeko yotyalomali - Amanyathelo ahlukeneyo enxaso yotyalomali kwiphondo aza kwenziwa aquka ukuphuhlisa kweMpembelelo yoTyalomali neSakhelo soThethelelo nokwenza utyalomali lwenkxaso yenkqubo yePFA equka ukuba neendibano ezahlukeneyo kushishino nokuphuhlisa iingxelo zobuntlola kwicandelo kumashishini aphambili.

Ukubeka endaweni nokwazisa - iNkomfa yoTyalomali eNtshona Koloni. Kuza kuququzelelwa ingqungquthela yotyalomali eza kusingathwa yiNkulumbuso ilungiselela abatyalomali, abaxhasi bezimali, abalamleli beFDI neenkampani ezinomdla wokwenza ushishino neNtshona Koloni eziza kumenywa ukuba zithathe inxaxheba kwaye zixhamle kwiiProjekthi zoTyalomali ezilungele ukuNika (IPRO), uBudlelwane phakathi kukaRhulumente namaShishini aBucala. (PPP) liprojekthi namathuba oshishino noshishino nothethathethwano lweshishini lukarhulumente.

Ukwandisa ukhuphiswano - Inkxaso yenkqubo yotyalomali kwiPhondo. Amalinge enxaso yenkqubo yotyalomali ecetywe yiNkqubo aquka:

- *Inkqubo kaMasipala yokuLungela uTyalomali*: Kuya kuphuhlisa inkqubo kaMasipala yokuLungela uTyalomali. Kunyaka wokuqala iKhadi leNqaku nezikhokelo zePhondo zoomasipala malunga nemeko yabo yokulungela ukutsala utyalomali kummandla ziza kuphuhlisa. Kunyaka wesibini, iindlela zenkxaso ziza kuba ziindibano zocweyo zokuququzelela utyalomali nabo bonke oomasipala kwakunye nenkxaso yezixhobo zokuthengisa koomasipala. Oku kusekelwe kwiziphumo zovavanyo lwabo;
- *ICandelo le-IQ*: Umsebenzi othile wobuntlola kwicandelo elithile uya kwenziwa ngentsebenziswano neyunithi yophando kwiDEDAT ukuqinisekisa ukuba iingxelo zophando ezithembekileyo ziyaphuhlisa; kwaye
- *Uvavanyo lwempembelelo yenkqubo yenkuthazo yefilimu*: Ukusilela kwenkqubo yenkuthazo yefilimu yedtic kube nefuthe elikhulu kwimisebenzi yemveliso, ngakumbi kwifilimu zangaphandle nemveliso enefuthe elithe ngqo kwiFDI eNtshona Koloni. Oku kuchongwe njengomngcipheko kweli shishini kwaye isicelo senziwe nguMphathiswa wezeMali namaThuba oQoqosho ukuze kuqondwe ubungakanani bempembelelo yenkqubo yenkuthazo yefilimu kuqoqosho lweNtshona Koloni.

Ukwanda kokusasazeka kotyalomali ngokwejografi kuyo yonke iNtshona Koloni. Umyinge woTyalomali wengingqi uza kuphuhlisa. Oku kuza kubandakanya ukuba nodliwanondlebe neefemu eziphezulu ezilishumi eziphambili nabaqeshi kummandla ngamnye kamasipala nemisitho yothungelwano, njl. Ukwanda kokusasazeka kotyalomali ngokwejografi kuyo yonke iNtshona Koloni. Umyinge woTyalomali lwengingqi luza kuphuhlisa. Oku kuza kubandakanya ukuba nodliwanondlebe neefemu eziphezulu ezilishumi eziphambili nabaqeshi kummandla ngamnye kamasipala nemisitho yothungelwano, njl. noluntu lwamashishini alungelelanisiweyo ngokubanzi ukuba aqalise ukwakha lenkqubo yendalo ukuchonga inzala yotyalomali kumasipala ngamnye.

Ukwanda kwenani leeprojekthi legreenfield nebrownfield. IsiCwangciso soTyalomali seNguqu yaMandla eNtshona Koloni nokuPhunyezwa siza kuqunjelwa ngowama2024/25. Le yiprojekthi yeminyaka emininzi eza kumisela ubungakanani

besidingo sotyalomali olufunekayo ukuxhasa izibophelelo zokunciphisa ikhabhoni ezenziwe nguRhulumente kwinqanaba lephondo elinxulumene neJET IP kaZwelonke yamacandelo ahlukeneyo.

Ukusebenzela abemi baseNtshona Koloni

Elinye lamaqela abemi afanelekileyo kwiSebe namaqumrhu alo ngoosomashishini. Ngale Nkqubo, injongo yokwandisa zombini urhwebo notyalomali eNtshona Koloni iza kuxhamla amashishini ngokunyuka kwentengiso yoshishino, notyalomali lwamathuba amatsha oshishino oluza kuba nempembelelo entle kwiGDP yephondo kwaye ekugqibeleni luza kukhokelela ekudalweni kwemisebenzi eza kuxhamlisa ingeniso yekhaya kwiPhondo.

7.3.3 Inkqutyana 3.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kothunyelo lwangaphandle	Amaphulo okunceda icandelo afumene inkxaso	3.3 Inani lamaphulo okunceda icandelo afumene inkxaso	9	8	4				
	Amashishini ancediswe ngeNkqubo yokuPhucula uKhuphiswano lokuThunyelwa kwempahla kwamanye amazwe (ECEP)	3.4 Inani lamashishini ancediswe ngeNkqubo yokuPhucula uKhuphiswano lokuThunyelwa kwempahla kwamanye amazwe (ECEP)				20	15	15	15
	Amaphulo okwazisa ngothunyelo lwempahla kwamanye amazwe lwesithili aqhutyiweyo	3.5 Inani lamashishini ekufikelelwe kuwo ngamaphulo okwazisa ngothunyelo lwempahla kwamanye amazwe lwesithili					200	250	300
	amanyathelo ophuculo olusebenzayo lweZibuko laseKapa aphunyeziweyo	3.6 Inani lamanyathelo ophuculo olusebenzayo lweZibuko laseKapa aphunyeziweyo					1	1	1
Ukwanda kotyalomali	Isithembiso soTyalomali kwiNtlanganiso yabaphathi belizwe yoTyalomali eNtshona Koloni	3.7 Ixabiso leRandi lesithembiso soTyalomali kwiNtlanganiso yabaphathi belizwe yoTyalomali eNtshona Koloni					R1bn	R1bn	R1bn

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	Uvavanyo lweMpembelelo yeNkqubo yeNkuthazo yeFilimu oluqhutyiweyo	3.8 Inani leeMvavanyo zeMpembelelo yeNkqubo yeNkuthazo yeFilimu eziqhutyiweyo					1		

7.3.4 Inkqutya 3.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
3.4 Inani lamashishini ancediswe ngeNkqubo yokuPhucula uKhuphiswano lokuThunyelwa kwempahla kwamanye amazwe (ECEP)	15				15
3.5 Inani lamashishini ekufikelelwe kuwo ngamaphulo okwazisa ngothunyelo lwempahla kwamanye amazwe lwesithili	200			100	100
3.6 Inani lamanyathelo ophuculo olusebenzayo lweZibuko laseKapa aphunyeziweyo	1				1
3.7 Ixabiso leRandi lesithembiso soTyalomali kwiNtlanganiso yabaphathi belizwe yoTyalomali eNtshona Koloni	R1bn				R1bn
3.8 Inani leeMvavanyo zeMpembelelo yeNkqubo yeNkuthazo yeFilimu eziqhutyiweyo	1				1

7.3.5 INkqubo yesi3: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukwanda kothunyelo kumazwe angaphandle	<p>Ukungathathwa kwezicelo ngokwaneleyo kwiNgxowamali yeECEP ngenxa yokunqongophala kwenzala kungakhokelela ekubeni imali ingasetyenziswa.</p> <p>Ukungabikho komdla wokusebenzisa iSikhokelo seZixhobo zabachaphazelekayo ekujoliswe kubo.</p> <p>Ukunqongophala kwentathoxaxheba yabachaphazelekayo kunye nemibutho yenkxaso yoshishino kumaphulo okwazisa ngesithili ngokuthumela kwamanye amazwe</p> <p>Ukungaqhubi kakuhle kweziseko ezingundoqo ezifana neZibuko laseKapa nto leyo eya kuthi</p>	<p>Ukunatyiwa kwamaphulo okuThengisa noKwazisa (iiseshoni zolwazi nokwabelana ngezinto eziphathekayo) ezijoliswe kwabo banokuba ngabaxhamli.</p> <p>Ukwenza amaphulo kwiintlanganiso ezifanelekileyo namaqonga okukhuthaza ukusetyenziswa kwesikhokelo.</p> <p>Uthethathethwano nemibutho yoshishino, amabhunga okuthumela impahla ngaphandle, oomasipala besithili, oomasipala nemibutho yenkxaso ekubanjweni kwamaphulo okuthumela impahla ngaphandle.</p> <p>Ukuququzelela nokuphembelela ushishino notyalomali kwimisebenzi yamazibuko afana nezikhululo zemithwalo.</p>

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
	ithintele ukukhula kwemveliso ethunyelwa kwamanye amazwe.	
Ukwanda kothunyelwa kumazwe angaphandle	I-WCG ayinasigunyaziso esithe ngqo kulungiselelo lwezibuko.	I-WCG neqela baya kusebenzisana ngendlela yentsebenziswano neenjongo ezifanayo zokukhuthaza ukukhula koqoqosho, ukudala imisebenzi nokuthunyelwa kwempahla kwamanye amazwe. Amathuba okukhuthaza intathoxaxheba yecandelo labucala kuthungelwano lolungiselelo lwamazibuko nawo aza kuchongwa aze afumane inkxaso.
Ukwanda kotyalomali	Intsilelo yemeko yotyalomali evumelayo. Intengiso ebuthathaka nokukhuthazwa kweNtshona Koloni njengendawo enomtsalane yotyalomali. Ukunqaba kobuntlola kumathuba otyalomali. Ukunqongophala kwenkqubo yotyalomali ehambelanayo.	Ubuntlola kwingqiniseko yomgaqonkqubo neenkukacha kufuneka ifumaneke ngokulula ukuphemelela ukwenziwa kwezinqubo zotyalo-mali. Inkqubo yendalo, exhasa utyalomali, kufuneka iphuhlise kwaye igcinwe. Uphawu olwahlukileyo, oluhlonipheke kakhulu eNtshona Koloni kufuneka lube phambili ekwaziseni abatyalizimali nasekuthatheni izinqubo.

7.4 INgqwalasela yeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neeNkqutyana

INkqubo yesi3 R'000	Isiphumo			Ulwabiwo oluphambi li	Ulwabiwo olulungelela nisiweyo	Uqikelelo oluhlaziyi weyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho kuqikelelo oluHlaziyiwe yo	2025/26	2026/27	
	2020/21	2021/22	2022/23							2024/25
1.URhwebo nokuKhuthaza uTyalomali	59 965	62 113	62 113	69 280	66 826	66 826	65 645	(1.77)	66 945	69 958
2.UPhuhliso lweCandelo	9 377	11 863	12 300	16 419	15 709	15 709	27 239	73.40	21 088	25 302
IiNtlawulo zizonke neengqikelelo	69 342	73 976	74 413	85 699	82 535	82 535	92 884	12.54	88 033	95 260

Ingcaciso yegalelo lezixhobo ekuphunyezweni kweziphumo

Ulwabiwo lwezixhobo zeNkqubo yesi3 luza kujolisa ikakhulu kwimisebenzi yokuthengisa kumazwe angaphandle notyalomali kuwo wonke amacandelo ahlukeneyo. Ngenxa yokunyanzelwa kwezemali impembelelo ivakala ikakhulu kulwabiwo lwabasebenzi kwiNkqubo enoxanduva lweePFA ezimbini ngokweG4J. Amacandelo awaxhotyiswanga kakuhle kwaye ngenxa yokucuthwa kohlahlo lwabiwomali nokunqunyanyiswa okukhoyo ekuqeshweni okutsha, umsantsa malunga nomthamo wabasebenzi, usengumngcipheko. Njengoko isicwangciso seG4J singena kunyaka walo wesibini, iPFA nomsebenzi weqhinga lisetyenzisiwe ukuqinisekisa ubunzulu bomsebenzi owenziwe ngamacandelo kwaye ungenelelo oluphambili luyimpendulo kutshintsho kwisicwangciso. Umsebenzi weNkqubo ubonisa ngokucacileyo olu tshintsho nangona impembelelo yokucuthwa kohlahlo lwabiwomali oluchaphazele iinkqubo ezifana ne-ECEP, njl. njl. Iziko loluntu iWesgro nalo liye lafumana ukucuthwa kohlahlo lwabiwomali okufanayo okuya kuba nefuthe kwinani leendleko zokuqhuba njengemisebenzi yokukhuthaza amazwe ngamazwe.

7.5 Amaqumrhu karhulumente

Igama lequmrhu likarhulumente	Igunya	Ulungelwano neZiphumo zeDEDAT	Iziphumo eziphambili	Uhlahlo lwabiwomali lwangoku lonyaka (Iwaka leR)
I-Wesgro	Ukukhuthazwa korhwebo notyalomali njengendawo yentengiso	Ukwanda kothunyelo kumazwe angaphandle Ukunyuka kwexabiso lerandi lotyalomali	Izivumelwano zorhwebo zityikityiwe Iprojekthi zotyalomali zizibophelele	65 645

8. INkqubo yesi4: ImiMiselo noLawulo loShishino

8.1 Injongo

- Kukuqinisekisa ngemeko yoshishino enobulungisa, enoxanduva loluntu eNtshona Koloni – ngongenelelo jikelele kwindawo yorhwebo nangongenelelo oluthile olugunyaziswe nguMgaqosiseko, umthetho kazwelonke, wephondo nemigaqonkqubo.

8.1.1 Ulungelelwaniso nezicwangciso zikazwelonke nephando

Ulungelelwaniso nezicwangciso zikazwelonke

Imbophelelo, injongo nongenelelo ngoncedo njengoko ziboniswe kumgaqonkqubo kazwelonke ongundoqo namaxwebhu esicwangciso zihambelana nomsebenzi osele wenziwe kwaye usaqhubeka ukwenziwa kwiNkqubo yesi4. Le Nkqubo iquka amacandelwana amathathu angala, uLungiselelo lwaBathengi, iMfundo yabaThengi neNkxaso yeNkundla yamaTyala.

IsiCwangciso soPhuhliso sikaZwelonke (NDP) esamkelwe ngowama2012 silandelwe siSakhelo sesiCwangciso seSigaba esiPhakathi sonyaka (MTSF) sowama2019-2024 njengokuphunyezwa kwesibini kweminyaka emi5 yeNDP. Le yokugqibela ikwathi thaca iipakethe zongenelelo neenkqubo eziza kuqhubela phambili izinto eziphambili ezisixhenxe njengoko zichongiwe kwiNDP. Le Nkqubo ithetha ngokuthe ngqo nangokungathanga ngqo kwezi ntsika zilandelayo ezinxibelelanayo njengoko zichongiwe kwiNDP, ezizezi, ukwakha urhulumente okwaziyo ukusebenza. I-NDP icinga ngemeko apho amasebe karhulumente kuzo zonke iinkalo aqhutywa kakuhle, enezibonelelo kwaye enobuchule bokunikezela ngeenkono kubemi ababasebenzelayo. Ngaphezulu kucingelwa ukuba kufuneka kubekho intsebenziswano esondeleleneyo nentsebenziswano phakathi kwamanqanaba ahlukeneyo karhulumente ukuze unikezelo lweenkonzo olusebenzayo nolusebenzayo luqhubeleke kwilizwe liphela. Oku kuba ngumxholo obalulekileyo ngakumbi kwimeko yemali enyanzelwayo apho ukucinga okutsha kunye nobuhlakani zizinto eziphambili ezisetyenziswa ngurhulumente ukomeleza unikezelo lweenkonzo. Inkqubo yesi4 iwuthathele ngamandla umceli mngeni omiselwe yiNDP yaza yazibandakanya kwangaphambili nabathabathi naxheba kurhulumente wephondo, wengingqi nowesizwe ukuze unikezelo lweenkonzo kukhuseleko lwabathengi luphuculwe ngentsebenziswano esebenzayo. Le ndlela ibone ubambiswano oluninzi nabachaphazelekayo kurhulumente kwiPhondo liphela lujolise ekuphuculeni unikezelo lweenkonzo kubemi malunga nomba wokhuseleko lwabathengi. Obu budlelwane buhlangeneyo buncede abemi njengenkonzo ebanzi enikezelwayo kwimiba yokhuseleko lwabathengi inokubonelelwa ngakumbi apho izigunyaziso zesebe likazwelonke zichaphazelekayo.

Ngokumalunga neMTSF, umsebenzi weNkqubo ungqamanisa ngokuthe ngqo nokuphambili kweMTSF ethetha ngendima karhulumente ekuboneleleni ngeenkono ezisebenzayo nezisebenzayo kubemi. Ngokuphathelele noku, iNdelela ePhambili yoku1 yeMTSF ithetha norhulumente okwaziyo ukusebenza, oneenqobo ezisesikweni nophuhliso. Olona ngenelelo lungundoqo olulungelelaniswa neNkqubo ukubandakanya ukuphuculwa kwemveliso nokusebenza kwamaziko oluntu ekuxhaseni unikezelo olujoliswe ebantwini.

I-MTSF iyavuma ukuba urhulumente okwaziyo ukwenza umsebenzi ufuna amaziko karhulumente alungelelaniswe ngokufanelekileyo anabasebenzi bakarhulumente abanezakhono abazinikele kuluntu oluhle nabakwaziyo ukunikezela ngeenkono ezisemgangathweni ophezulu, ngelixa bebeka phambili abantu ekuphumezeni injongo zophuhliso lwesizwe. Lo mbono ufuna urhulumente okwaziyo ukuqulunqa nokuphumeza imigaqonkqubo esebenzela iimfuno zesizwe kunye nokulungisa oonobangela bentlupheko nokungalingani. Umsebenzi weNkqubo ke ngoko ulungelelaniswe ngokumandla nezi njongo zeMTSF njengoko ubuchule, unikezelo lweenkonzo yeenqobo ezisesikweni, uphuhliso lobuhlakani nentsebenziswano isembindini weendlela zonikezelo lweenkonzo zeNkqubo. Kwindawo yowisomthetho yokhuseleko lwabathengi, yamkelwe ngokubanzi ukuba kukho iindima zorhulumente wephondo nokazwelonke ezinokuthi zihlale zibhideka kwaye zinxuse abemi. Ngoko ke kukho imfuneko yokwakha ubudlelwane obakhayo, ukusebenzisana nawo onke amacandelo oluntu nokuxhobisa abemi ukuba babe ngabaxhasi abasebenzayo botshintsho kuluntu. Ukusabela okuphuculweyo, unxibelelwano, uthethathethwano nothethathethwano lukarhulumente nabachaphazelekayo abangundoqo, ingakumbi abemi, ngoko ke zizinto

eziphambili zeMTSF xa ujongene nophuhliso lombuso okwaziyo ukwenza umsebenzi. Umsebenzi weNkqubo ulungelelaniswe ngokugqibeleleyo nale njongo kwiMTSF.

Ulungelelwaniso nezicwangciso zephondo

Kwinqanaba lesebe nephondo, iQhinga lokuKhula kweMisebenzi (G4J) liqaphela eyona njongo yaso iphambili njengendawo apho uqoqosho olukhulayo lunqweneleka. Enye yeendawo ezixininise kuzo iG4J yeyombuso okwaziyo ukusebenza nolawulo olululo. Kuyavunywa ukuba ukuze kuphunyezwe iinjongo ezibekwe kwisicwangciso seG4J, kubalulekile ukuba urhulumente wephondo asebenze ngendlela elungelelanisiweyo ukuze afikelele kwiinjongo ezichazwe ngokucacileyo, afezekise izibophelelo zakhe, uxanduva, kunye nezigunyaziso zonikezelo lwenkonzo ngokufanelekileyo nangempumelelo. Urhulumente wephondo osebenzayo unenkubeko neenkqubo zokuthintela urhwaphilizo, olunefuthe elimandla kunikezelo lweenkonzo, amashishini nabemi. Urhulumente wephondo okwaziyo ukuphendula, uselubala, unoxanduva, uzaliswe ziinqobo ezisemgangathweni ezisemgangathweni, kwaye uyayiphumeza imiyalelo yakhe. Ke ngoko kunokubonwa ukuba umsebenzi weNkqubo ufumana ulungelelwaniso olupheleleyo kwiNDP, iMTSF neendlela zephondo zesisicwangciso esikhoyo.

IQhinga lesiCwangciso seDEDAT sowama2020-2025 (DEDAT SP), libeka umbono wayo, “weNtshona Koloni enoqoqosho oludlamkileyo, oluvelisa izinto ezintsha noluzinzileyo, oluphawulwa kukukhula koqoqosho nengqesho”. Umsebenzi weNkqubo ekufakeni igalelo kulo mbono ufumaneka ekuzibopheleleni ekuqinisekiseni ukuthotyelwa komthetho nokuqinisekisa ukuba ukugqwesa kommi kusembindini wenkonzo yeNkqubo enikezela ngeenkonzo.

NgokweQhinga lesiCwangciso sePhondo sowama2019-2025, umsebenzi weNkqubo uhambelana nokuzibophelela kukaRhulumente weNtshona Koloni kokuPhambili okuPhenjelelwa nguMbono wesi5 ojongene neNguqu neNkcubeko. Kukho ukuzinikela kuRhulumente weNtshona Koloni ukuba ngumbutho ogxile ebantwini oqinisekisa ukuba iimfuno zabemi bethu ziphambili kuzo zonke iiprojekthi namalinge ethu. Ukuphucula amava eenkonzo zabemi bethu ke ngoko ngumqhubi ophambili wento ekufuneka yenziwe ngamasebe karhulumente xa eyila iindlela zonikezelo lweenkonzo. Oku ke ngoko ngomnye wezona nokeli ziphambili zeNkqubo yesi4 ngakumbi njengoko iinkonzo zayo zijolise kubemi kwaye zijolise ekuboneleleni ngeenkonzo ezisebenzayo zabathengi kubemi nakumashishini xa kujongwa umba ocela umngeni weengxabano zentengiselwano. Le ndlela ikwanyanzelisa iNkqubo ukuba iqalise uthethathethwano ngentsebenziswano nabanye abachaphazelekayo abaphambili ngaphakathi nangaphandle kurhulumente. Uphuhliso lwentsebenziswano lubalulekile ke ngoko kwimekobume yeNkqubo, kwaye oku kuza kubangela intsebenziswano norhulumente wephondo, wasekhaya nokazwelonke kwakunye namaqela abemi namashishini. Onke la manyathelo ajolise ekwakheni inkcubeko egxile kubemi apho ummi ephambili kuyo yonke into esiyenzayo.

8.2 Inkqutyana 4.1: UKhuselo lwaBathengi

8.2.1 Injongo

- Kukuphuhlisa, ukuphumeza nokukhuthaza imilinganiselo eqinisekisa amalungelo nomdla wabo bonke abathengi.

8.2.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

IInkqubo yoLawulo lwezoShishino inoxanduva olubalulekileyo lokuphumeza umsebenzi wesigunyaziso somthetho kwiSebe loPhuhliso loQoqosho noKhenketho. Isigunyaziso esiphambili ngaphakathi kweNkqubo sikwindawo yokhuseleko lwabathengi. Ummiselo, okhe wabonwa njengochasene nophuhliso kunye namandla angalunganga kwimekobume efuna ukukhulisa uqoqosho, kwiminyaka yakutshanje, uye wabonwa njengento evumelayo. Iqinisekisa ukuba bonke abadlala indima kwezoqoqosho - abathengi, amashishini kunye namanqanaba ahlukeneyo karhulumente - bayasebenzisana kwindawo ekhuselekileyo ngokusemthethweni nenokuxelwa kwangaphambili, elungiselelwe ukukhula koqoqosho kunye nenguqu. Ngaphakathi kwisithuba sentengiselwano yabathengi neshishini, kukho ukuqonda okukhulayo kwicala lecandelo loshishino ukuba ukukhula koqoqosho akufuneki kube

yindleko yolingano nobulungisa kubathengi. Inkxaso yorhwebo olunenkathalo neendlela zokuvelisa zinokusebenza njengeenzuzo zokukhuphisana eziza kumisa icandelo leshishini kwindawo entle kuqoqosho lwehlabathi.

Ungenelelo lweNkqubo ke ngoko lugxile ekuboneleleni ngenkonzo yokusombulula iingxabano engabiziyo nesebenzayo kubemi nakumashishini, ngenjongo yokukhuthaza imekobume eyenza kube luncedo kubemi nakumashishini. Ngoko ke, isiphumo ekujoliswe kuso yiNkqubo kwisithuba seMTEF sigxile ekuphumezeni uguqulo olukhawulezayo lokusombulula iingxabano phakathi kwabemi namashishini. Ijonge ukuba iNkqubo iphumeze umyinge wama85% wokusonjululwa kwamatyala kwimiba ebhaliswe kuyo ukuze iphandwe. Oku kujoliswe kuko kuya kudlula kude umgangatho kazwelonke wama75% okhoyo ngoku. Kufuneka kuqatshelwe ukuba ngokusonjululwa kwamatyala, ayizizo zonke izikhalazo eziza kusonjululwa kunyakamali othile. Eminye imiba intsonkothile kwaye inobuchwephesha kuneminye kwaye kuxhomekeke ekubeni ifakwe nini na, imicimbi enjalo iza kungena kunyakamali olandelayo. Ngokufanayo, kwimiba efakwe kweyoMdumba nakweyoKwindla, inkqubo yokusonjululwa kwamatyala kaninzi ayisayi kugqitywa kwimiba enjalo ekupheleni kunyakamali. Ngoko ke, le miba idlulela ngokwemvelo kunyakamali omtsha. Ngokwesiphumo ekujoliswe kuso kwisithuba seMTEF, iNkqubo ijolise ekubuyiseleni izigidi ezi5 zeerandi kwiipokotho zabathengi ngendlela yokusombulula iimeko eziyimpumelelo. Oku kuza kuba ikakhulu kubemi abangakwaziyo ukusebenzisa izixhobo zabo okanye ulwazi kwimpikiswano neshishini.

Ukongeza kwimisebenzi yolawulo lwezikhalazo, iofisi yoMkhuseli wabaThengi ikwalicandelo lonikezelo lweenkonzo elijolise kubemi beSebe, ngakumbi xa lijongene nokwazisa abemi bethu ngezihloko ezahlukeneyo. Inkalo ethile ekugxilwe kuyo kwiyunithi yokufundisa abathengi ibonelela ngongenelelo olusisiseko lwemali yokufunda nokubhala kubemi abasweleyo. Ulwazi lwezezimali olusisiseko okanye ukungabikho kwayo kudala kubonwa njengengxaki enkulu kumakhaya ahluphekayo noluntu. Oku akubangelwanga nje kuphela kumanqanaba asezantsi ofikelelo, nemigangatho ephantsi yemfundo esesikweni, kodwa nangenxa yokunqongophala kokufikelela kulwazi. Oku kunjalo ngakumbi eMzantsi Afrika apho inkqubo yemfundo esesikweni iye yasilela ekufikeleleni kumanqanaba awamkelekileyo olwazi lokufunda nokubhala. Ulwazi lwezezimali phakathi koluntu luphantsi kakhulu. Nangona kunjalo, ayiloluntu olunemivuzo ephantsi kuphela olubonisa amanqanaba aphantsi okufunda ngezimali eMzantsi Afrika. Ukuba netyala, ngaxa lithile ebomini, akunakuphepheka. Nangona kunjalo, into eba yingxaki kuxa ukuthatha amatyala kukhokelela ekubeni ubenamatyala kakhulu. Kukho impembelelo yezoqoqosho nentlalongoqondo kubantu abazifumana benamatyala agqithisileyo. Ngokwembono yezoqoqosho, abathengi abanamatyala ngokugqithisileyo bahlala bejongana nezithintelo zokungabi namali ekhoyo ngenxa yokuba bengakwazi ukuboleka imali xa bethelekiswa nemivuzo yexesha elizayo, nto leyo ebangela ukuba kube nzima ukuhlangabezana neemfuno zabo zemali. Oku ke ngoko kunciphisa inani elikhulu labemi ekuthatheni inxaxheba ngokufanelekileyo kuqoqosho kwaye kuchaphazela kakubi ukukhula. Kwicala lezentlalo nezengqondo, abantu abanezibophelelo zetyala elingafezekiyo basengozini enkulu yokudakumba kwaye bathambekele ekubeni babe ngamakhoba kwezinye izigulo zoluntu (umzekelo, ukusela utywala, ukukhotyokiswa ziziyobisi, njl.njl.) kunabo bangenazo iingxaki zemali. Izibophelelo zemali ezingazinzanga nazo ziye zanzulunyaniswa neepateni zempilo ezihlwempuzekileyo, kuquka nokugula ngokwasemzimbeni. Ukutshona ematyaleni ngokugqithisileyo kuyinkxalabo kwiPhondo njengoko linokuba neziphumo ezibi ekuphumezeni injongo yalo yozinzo lwemali nophuhliso loqoqosho ngokubanzi eNtshona Koloni, phezu kwefuthe elibi elinalo kwintlalontle yabemi. Ke ngoko kukho imfuneko engxamisekileyo yokuba lo mngeni usonjululwe ngurhulumente nabanye abachaphazelekayo. Ngenxa yoko, iNkqubo iza kuba nongenelelo oluzinikeleyo ekuncedeni abemi abasesichengeni abafuna olu nikezelo lwenkonzo. Isiphumo ekujoliswe kuso kwiMTEF kukuba iNkqubo iqhube ungenelelo lwe1 000 olufikelela kubemi abangama30 000. Ngokweziphumo zongenelelo, kucingelwa ukuba ama40% yabemi abathatha inxaxheba kweli phulo lizinzileyo iza kubonisa inguqu entle kwindlela yabo yokuziphatha kwezemali. Ungenelelo oluya kuqhutywa luya kunikezelwa kulo lonke iphondo leNtshona Koloni kwaye luza kujoliswa ikakhulu kubantu abangenalwazi lungako malunga nolwazi olusisiseko lwezemali. Ngokombono womhlaba, kujongwe ukuba yonke imimandla ekweli Phondo kuza kufikelelwa kuyo ngolu ngenelelo kwaye inxalenye enkulu yabahlali baseNtshona Koloni baza kuxhamla kulo.

ULawulo lweZikhalazo

I-OCP igunyaziswe ngokusemthethweni ngomthetho wephondo nokazwelonke ukuba ibonelele ngenkonzo yolawulo lwabathengi kubemi baseNtshona Koloni. Enye yezinto eziphambili eziphambili zeOCP kukubonelela abathengi eNtshona Koloni ngenkonzo efikelekayo, egxile kubemi nefikelekayo kubasebenzisi benkonzo yokusombulula iingxabano. Ijolise ekuqinisekiseni ukuba abathengi bakhuselekile ngokusebenzayo kwiindlela

zoshishino ezinokuyingozi. Ngokomthetho osebenzayo kunye nokusebenza kweOCP, zonke iingxabano zabathengi ziqala ngokusetyenziswa kuSombululo olulolunye lweMbambano phakathi kweNkqutyana, oko kukuthi, ulamlo kunye/okanye uthethathethwano. Ukusukela ngowe1994 uMzantsi Afrika, uye wapasisa imithetho emininzi, kuquka noMthetho woKhuseleko lwaBathengi, wowama2008 obonisa iSicombululo seeNgxwabangxwaba ezizeZinye (ADR) phambi kokugweba ngokusesikweni. Amava angqina ukuba iindlela ezingaphandle kwenkundla zokusombulula iimbambano ziyindlela esebenzayo nefikelekayo yokufumana ulungiso lwabathengi, ngakumbi kumatyala amancinci. Iinkundla zomthetho zihlala zisilela ukunikezela ngeziphumo ezinqwenelekayo ngenxa yeenkqubo ezinde, iindleko eziphezulu, iinkqubo ezisesikweni, njl.njl. I-OCP iza kusebenza ngokusungula izinto ezintsha kwindawo yayo yowiso-mthetho ukunikezela ngeenkonzo ezijolise kubemi, ngaphandle kokuthotywa isantya sokuthotyelwa. Inqanaba lokuqala lenkonzo (ADR) lifumaneka ngenombolo engahlawulelwayo elawulwa liziko lemibuzo eliqinisekisa ukuba inkonzo enikezelwayo iyafikeleleka, iyaphendula kwaye iyaphendula. Ukusetyenziswa kwenkqubo yolawulo lwezikalazo ngekhompyutha ekufakweni nasekulawuleni izikalazo zabathengi kuye kwanceda iOCP ekunikezeni inkonzo esemgangathweni kubemi boRhulumente weNtshona Koloni, iqinisekisa ukuba abemi bafumana iinkonzo zikarhulumente ezisabela kwiimfuno zabo kwaye zongeza ixabiso kubomi babo. Iziko lokutsalela umnxeba, iinkonzo ezizezinye zokusombulula iingxabano (ADR) neendlela zokuthonyelwa kwazo zonke zijolise ekuqinisekiseni ukuba iinjongo ezichazwe kwisiCwangciso sePhondo (PSP) ziyafezekiswa. Inkonzo yeziko lemibuzo sisiqalo senkqubo yeADR elandelwa ngabasebenzi bangaphakathi kwiNkqubo. Imithombo yangaphakathi ixhotyisiwe kwaye inabasebenzi abaqeqeshwe ngokufanelekileyo abacebisi bamatyala abanoxanduva lokuqhuba uphando ngempikiswano baze emva koko balawule inkqubo yeADR ngenjongo yokuququzelela ukusonjululwa kweengxoxo phakathi kwamaqela. Inkonzo yeziko lonxibelelwano yindlela nje ebonelela ngendawo yofikelelo efanelekileyo nesebenzayo apho abemi baseNtshona Koloni banokuthethana neWCG kwiingxabano ezinxulumene nabathengi. Njengoko kuphawuliwe ngasentla, umsebenzi wenkqubo uza kuthi ekugqibeleni ubonelele ngolawulo lwamatyala nenkonzo yokusombulula iingxabano kubemi baseNtshona Koloni. Ngokwezalathi ezifanelekileyo kweli Candelwana, inkqubo yolamlo/yothethwano ijolise ekusombululeni ipesenti ethile yemicimbi xa kuthelakiswa nenani lemiba efunyenwe kubemi. Le nkqubo ngokokusebenza, ithetha ukuba abasebenzi abazinikeleyo bakhona ukuba baqhuba imibuzo egameni labemi abaza kufuna uncedo eofisini. Le nkqubo yophando ibandakanya ukuqokelelwa nokudityaniswa kwabo bonke ubungqina obufanelekileyo, uvavanyo lwabo nokubizwa kweengxoxo zolungiso/zothethathethwano nawo onke amaqela. Ukongeza koku kukhankanyiweyo ngasentla, iCandelo ngoku liza kuba noxanduva lokulungisa iifayile zamatyala kwimiba engekasonjululwa, ngenjongo yokuba loo miba iqwalaselwe yiNkundla yaMatyala yabaThengi eNtshona Koloni.

Umsebenzi owenziweyo kweli Candelwana lolawulo ulungelelaniswe ngokucacileyo nokudala imekobume yoshishino ekwaziyo ukubonakaliswa ngokusebenza kakuhle, ukusebenza kakuhle neendleko eziphantsi kubemi namashishini. Ubonelelo lweenkonzo ezizezinye zokusombulula iingxabano ngoko ke licandelo elibalulekileyo lengalo yonikezelo lwenkonzo yeSebe ejolise ekwenzeni imekobume yengxabano yabathengi ibe yeyona iqonda umdla wabo bonke abachaphazekayo.

IiNkonzo zokuFundisa aBathengi

Imisebenzi yeOCP yokuFundisa aBathengi jikelele

I-OCP iza kuqhubeka nokwenza iinkqubo zayo zemfundo, ngokuhambelana nezibophelelo zayo ezisemthethweni njengoko zichaziwe kumthetho kazwelonke nowephondo. Kuza kugxilwa kubemi baseNtshona Koloni kunikwe ingqwalasela eyodwa kwabasetyhini, ulutsha, abantu abakhubazekileyo, neeSMME eziwela kumda omiselweyo. Amanyathelo emfundo aza kujolisa kumalungelo abathengi alithoba njengoko ecwangcisiwe kuMthetho woKhuseleko lwaBathengi. La malungelo ngala:

- Ilungelo lokulingana kwimarike yabathengi;
- Ilungelo lokubanemfihlo;
- Ilungelo lokukhetha;
- Ilungelo lokubhengeza neenkukacha;
- Ilungelo lokuthengisa ngokufanelekileyo nangokuthembekileyo;
- Ilungelo lokusebenzelana ngobulungisa nangokunyanisekileyo;

- Ilungelo lemigaqo nemiqathango enobulungisa, enobulungisa nefanelekileyo; kunye
- Ilungelo lexabiso elifanelekileyo, umgangatho olungileyo nokhuseleko.

Injongo yeeprojekthi zeNkqubo yokufundisa abathengi kukuphucula inqanaba lokwazisa kubemi baseNtshona Koloni malunga nemiba yokhuseleko lwabathengi kunye nokunyusa umgangatho weOfisi yoMkhuseli wabathengi phakathi kwabantu kwiPhondo liphela. Eli phulo liza kugxila kubuqhophololo obahlukeneyo, ulwaphulomthetho kwikhompyutha, nezikimu zokuthengisa ezinamanqanaba amaninzi ezilungisa indawo yentengiso yentengiselwano. Zezi seshini zolwazi, iindibano zocweyo namaphulo onxibelelwano anefuthe kwinqanaba lezikhaziso ezifunyenwe yiNkqubo. Ukongeza, ulwazi olufunyenweyo luza kunceda abemi neeSMME ukuba bathathe inxaxheba ngokufanelekileyo kwindawo yentengiso, bafumane ubuchule babathengi bemihla ngemihla nolwazi lokukhetha ulungiso. La maphulo aza kwenziwa ngentsebenziswano namahlakani awohlukeneyo kuwo omabini amanqanaba kazwelonke, owengingqi nowephondo ngokusebenzisa amaqonga neendlela ezahlukeneyo ezifana nokujongana ubuso ngobuso, ithiyetha, neendlela zokugxila kumaqela. Ngaphandle kwamahlakani angaphandle, kucingelwa ukuba ngexesha lemali elizayo, iNkqubo iza kusebenzisana neeNkqubo ezahlukeneyo kwiSebe ezithi zibekho kumacandelo ohlukeneyo ezoqoqosho ukongamela izixhobo zokusebenza. Inkqubo yesi2, eyesi6, neyesi7 zinika amandla amakhulu entsebenziswano ekuhambiseni isigunyaziso seofisi namanyathelo adibeneyo aza kuqaliswa.

Kwixesha eliphakathi, iOCP iza kuphuhlisa iphulo eligxile kakhulu nelizinzileyo elijolise kubasebenzi basezifama, ulutsha, abafazi, abantu abadala, nabantu abakhubazekileyo. Kukho imfuneko yokuxhasa la maqela njengoko achongiwe kuzwelonke njengamaqela asemngciphekweni anokuthi athathwe lula. IOfisi iza kuqhubeka nentsebenziswano nemibutho eyahlukeneyo yabathengi, imibutho elawulayo kunye namajelo eendaba njengoko ezi zinto zibonelela ngamathuba okufikelela kubemi abaninzi. Amaphulo okufikelela eluntwini, kubandakanywa iindibano zocweyo neeseshini zolwazi, aya kuthi ke ngoko ajolise ngokukodwa kwabo bachaphazelekayo bachongiweyo.

Imfundiso ngoLwazi lweMali

Ixesha lasemva kobhubhani kunye nokuqhambuka kwemfazwe eUkraine kuthumele uqoqosho kwihlabathi liphela ukuba lube ngumsila. Ikhonkco lonikezelo lwehlabathi liphazamisekile kwaye uqoqosho lwasekhaya alukathintelwa kule mingeni yehlabathi ebone ukunyuka okubonakalayo kumaxabiso okutya nawepetroli. Oku kunefuthe losulelo kwixabiso lentengo. Ukunqanda ukhula kwamandla emali, ikomiti yomgaqolawulo wemali yeBhanki enguVimba iye yanyusa izinga lenzala. Ukwenyuka kwamaxabiso enzala okukhatshwa nengxaki yokunyuka kwamaxabiso kubangele ukuba abemi baphulukane nezinto zabo zexabiso namashishini avalwa ngenxa yokunyuka kweendleko zemveliso. Ngaphandle koko, imingeni ebangelwe yimicimbi yehlabathi, kwicala lasekhaya, ukucinywa kukagesi okungapheliyo nezinga eliphezulu lolwaphulomthetho luchaphazelele ukukhula koqoqosho. Phakathi kwayo yonke le mingeni, abanye abemi abazazi ezinye zeendlela zoncendo ezibonelelwa ngurhulumente ukulungisa imingeni yezentlalo nezozoqosho ebangelwa yimeko yezoqoqosho ekhoyo ngoku. UMthetho weNtengo kaZwelonke noMthetho woLungiso lweNtengo kaZwelonke ubonelela ngezona ndlela zingcono zoncendo zokukhusela impahla yomntu xa ijongene neningeni yemali. Le Mithetho mibini, yenza amalungiselelo okunikezela ngempahla ngokuzithandela, ukucetyiswa ngamatyala, i-inshurensi yetyala, nendlela esemthethweni yokuqokelela amatyala ngaphandle kokwaphulwa kwamalungelo omthengi. Aba, abatshatileyo abanezihloko ezahlukeneyo zokufunda nokubhala ngemali, banamandla okukhusela impahla yabemi nokugcina iwonga labo lokuqesheka ngokugcina ingxelo entle yetyala namanqaku amatyala. Uluhlu olubi nokutshona kunamandla okuchaphazela ukuqesheka komntu njengoko kudla ngokungabandakanyi abantu abanoluhlu olubi kwizikhundla ezithile. Kufuneka igxininiswe into yokuba ulwazi lwezezimali luza kuqondwa ngakumbi njengesakhono sobomi bomntu ngamnye kuninzi lwezoqoqosho oluphuhlileyo kwaye uMzantsi Afrika njengelungu leOECD uzimanye namanye amazwe ekubekeni phambili ulwazi lwezezimali kubemi bawo. Nasiphi na isicwangciso sokukhula koqoqosho esingajongani nokubaluleka kokukhutshwa kwabemi kwimigibe yamatyala atyhafisayo sinokungaphumeleli.

Kufanele kuvunywe ukuba imfundo yezemali inesiphumo esibalulekileyo esincedisayo kwisicwangciso sokuKhula kweMisebenzi (G4J). NgokoBekoliso kwiZiko lamaTyala oLawulo lwamaTyala lukaZwelonke kweyoKwindla wama2023, uMzantsi Afrika unabasebenzisi betyala abakwizigidi ezingama27.07 abaneekhawunti ezizigidi ezingama90.44. Inani elinengxelo yetyala elonakeleyo linyuke laya kutsho kwi9.82 lezigidi ngelixa inani leekhawunti ezonakeleyo lenyuke ukusuka kwi19.09 ukuya kwi9.13 lezigidi. Ingxelo ikwabonisa ukuba isi6.8% yabathengi baphose isavenge esinye okanye

ezibini, kwaye i16.05 lezigidi liphose izavenge ezithathu nangaphezulu. Isi4.6% sasinoluhlu olubi kwaye u0.86% wayenezigwebo okanye imiyalelo yolawulo. Oku kuza kuthi emva koko kuchaphazele ukuphunyezwa kwezinye zeziseko ezibonwa sisicwangciso seG4J. NgokweNgxelo yeMarike yamaTyala oMthengi yeNCR (CCMR) kwixesha eliphela kweyoKwindla wama2023, ixabiso letyala elongeziweyo lehle ngamaR21.84 eebhiliyoni (13.04%) xa kuthelekiswa nekota yangaphambili kwangelo xesha linye. Kwangelo xesha linye inani lezicelo zeentengo zemboleko ezakhatywayo linyuke ukusuka kuma68.73% ukuya kuma70.07%. La manani abonisa imfuneko yendlela engqongqo yokunqanda le meko phambi kokuba aphikise injongo yokukhulisa uqoqosho nokudala imisebenzi ezinzileyo.

Iinkqubo ezicetywayo zokufunda nokubhala ngezizimali ziza kunceda ekujonganeni nale mingeni kwaye zincece ekukhupheleni abantu kuluhlu olubi abahlangabezana nalo kwaye ziqinisekise ukuba bathatha inxaxheba ngokupheleleyo kuqoqosho. Ungenelelo luza kwenziwa ngeendlela ezahlukeneyo ezifana neendibano zocweyo, iiseshini zolwazi, amaphulo okufikelela ebantwini, kwithiyetha, unxibelelwano ngokubanzi kusetyenziswa amajelo eendaba nezifundo zamaqela ekugxilwe kuwo. Olu ngenelelo luza kuphunyezwa ngeendidi zentsebenziswano namahlakani awohlukeneyo afana noMlawuli kaZwelonke wamaTyala (NCR), uGunyaziwe wokuZiphatha kwiCandelo lezeMali (FSCA), iiNGO, uluntu, amashishini, namasebe ohlukeneyo karhulumente. Ungenelelo ngoncedo lwezezimali luza kujongana nemixholo ebalulekileyo yolwazi lwezemali efana nokubaluleka kohlahlo lwabiwomali, ukuphatha amatyala nabatyalwayo, yintoni inzala nendlela elisebenza ngayo, ukuba sematyaleni ngokugqithisileyo nobungozi bawo nendlela yokufuna uncedo xa kukho imfuneko. Olu ngenelelo luza kwenza ukuba abemi babe nolwazi ngezenzo ezingekho mthethweni eziqeshwa ngababoneleli benkonzo bezemali abathile neearhente zokuqokelela amatyala ukubuyisela ityala. Ungenelelo olucwangcisiweyo ke ngoko luza kujoliswa ekudaleni abemi abanolwazi oluya kukwazi ukulawula imingeni abajongene nayo ngenxa yeemeko zoqoqosho ezinzima.

Imfundo ngoLwazi lweMali eziswe kubemi bethu

I-Ofisi yoMkhuseli wabaThengi (OCP) iphumeza iiprojekthi ezahlukeneyo zokufundisa nokwazisa abathengi kwiPhondo liphela ukwazisa ngezihloko ezahlukeneyo zamalungelo abathengi. Ngexesha lonyakamali wama2023/24, i-OCP ivule iqonga loshishino njengesithuthi sokuzisa iiprojekthi yoLwazi lokuFunda nokuBhala ngeMali kubemi, ngokukodwa kuMasipala weSithili saseWinelands. I-Tiervlei Arts iye yagunyaziswa ukuba iqingqe, ivelise, ize ikhuphe imveliso yeqonga egxile ekomeleleni kwezemali equka imixholo eyahlukeneyo yolwazi lwezemali. Imiboniso yeqonga yaqhutywa kwiidolophu ezahlukeneyo ezingaphakathi koMasipala weSithili saseWinelands, kuquka iCeres, iWolseley, iTulbagh, iWorcester, iBonnievale neDe Doorns. Le projekthi yanikezelwa kwiifama ezintlanu nakwizikolo ezihlanu ezikummandla kamasipala.

Le midlalo yeqonga yamkelwa kakuhle ngabaphulaphuli kwaye kwafunyanwa izicelo zokuba iqaliswe kwiindawo ezininzi ukuze kuxhamle abantu abaninzi. Le projekthi ifikelele kubemi abali 500.

Ulwazi lwemali lusaqhubeka lungumceli mngeni kweli lizwe kwaye i-OCP iza kuqhubeka nokuphumeza iiprojekthi ezijolise ekwandiseni ulwazi malunga nesi sihloko.



INKUNDLA yamaTyala kwiMicimbi yabaThengi eNtshona Koloni

Njengoko kuphawuliwe ngaphambili, inqanaba lokuqala kwinkqubo yolawulo lwezikhalazo yinkqubo engenye yokuSombulula iiMbano. Nakuba kunjalo, ukuba imicimbi ihleli ingasonjululwanga phakathi kwamaqela aphikisanayo, kukho imfuneko yokuba imiba ethile echongiweyo engekasonjululwa, igwetywe ngokusesikweni yiNkundla yaMatyala yabaThengi eNtshona Koloni. INkundla yeMicimbi yabaThengi eNtshona Koloni sisigqeba sowisomthetho esigunyaziswe ukuba sisebenze njengequmrhu lolawulo elinegunya lokwenza izigqibo. Ngokufutshane, iNkundla yamaTyala eMicimbi yabaThengi eNtshona Koloni iza kukhupha izigwebo kwimiba ephakanyiswe yiNkqubo egameni labathengi abachaphazelekayo. INkundla yamaTyala yeMicimbi yabaThengi eNtshona Koloni lungenelelo olongezelelweyo lonikezelo lwenkonzo yiNkqubo oluza kukhokelela ekubeni abantu abaneengxabano zabathengi ezingasonjululwanga ngoku bamelwe nguMkhuseli wabathengi kwiinkqubo zomthetho ezisesikweni kwiNkundla yeMicimbi yabaThengi eNtshona Koloni. I-Ofisi yoMkhuseli wabathengi ngoko ke iza kuphanda ezo ngxabano zabathengi ezichongiweyo nezingasonjululwanga, iqokelele kwaye ihlanganise

ubungqina obufunekayo, ifumane uluvo/ingcebiso yeengcali apho kuyimfuneko, ize ekugqibeleni itshutshise loo mbambano kwiNkundla yamaTyala eMicimbi yabaThengi eNtshona Koloni. Le nkondo iza kubonelela umntu ochaphazelekayo neshishini ngendlela esebenzayo neyongayo apho iingxabano ezingasonjululwanga zinokusonjululwa ngokusesikweni. Isigwebo seNkundla yeMicimbi yabaThengi eNtshona Koloni sinokusebenza njengendlela apho umboleki ochaphazelekayo anokufumana ulungiso nokuqukumela kumba ophikisanayo ngokungenelela kweOfisi yoMkhuseli wabathengi. Unyakamali wama2024/25 uza kuba ngunyaka wokuqala wokusetyenzwa ngokupheleleyo kweNkundla yamaTyala yeMicimbi yabaThengi eNtshona Koloni kwaye kuthathelwe ingqalelo efanelekileyo iinkqubo namaxesha amiselweyo afunekayo ukuze kuchongwe ezo ngxabano. Ngenxa yoko, isiphumo ekujoliswe kuso kunyakamali wama2024/25 yimiba engama30. Kulindeleke ukuba njengoko iinkqubo nemigaqo yeSigqeba seMicimbi yabaThengi eNtshona Koloni siphuculwa ngakumbi kwiminyaka elandelayo, iziphumo ekujoliswe kuzo ziza kwanda ngokufanelekileyo.

Ukusebenzela abemi baseNtshona Koloni

Iinkqubo ngokwendalo yayo ijonge phambili kwisebe lonikezelo lwenkonzo. Zonke iinkonzo ezinikezelwa yiNkqubo zinabantu abangabona baxhamli baphambili kwinkonzo enikezelwayo. Kuza kuqatshelwa ukuba zonke iinkonzo azikho iindleko kwaye zenzelwe ukunceda abantu abaneengxabano zabathengi ngakwesinye icala kodwa ke zibonelela ngolwazi olubalulekileyo nolubalulekileyo kubantu ngezihloko ezahlukeneyo ezibalulekileyo zabathengi. Nangona kunjalo, ayingobantu nje abaqhelekileyo abaxhamla kwiinkonzo zeNkqubo. Abanye abaxhamli abondisiweyo nabo bafikelelwa ngendlela yeenkonzo ezahlukeneyo ezibonelelwa yiNkqubo. Ngokuphathelene noku, ishishini likwangumxhamli njengoko iNkqubo ibonelela ngolwazi kushishino ngemiba yokhuseleko lwabathengi. Kungatshiwo ke ngoko ukuba iNkqubo licandelo eligxile kubemi kwiSebe elineengongoma ezichukumisayo kubo bonke abemi baseNtshona Koloni kunye namashishini.

Iinkqubo, njengecandelo eligxile kubemi kwiSebe likwachonge imfuneko yamaphulo akhethekileyo najoliswe kuwo kumaqela aqatshelweyo. Ngenxa yoko, iinkqubo ezikwicandelwana leMfundo yaBathengi ziyilelwe ukuphunyezwa okuthe ngqo nala maqela achongiweyo aphambili aquka, abasetyhini, ulutsha, abantu abaphila nokhubazeko nabantu abadala.

8.2.3 Inkqutyana 4.1: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Imeko ephuculweyo evumela ukwenziwa koshishino olunobulungisa nabathengi abanolwazi	Ungenelelo lokufundisa abathengi oluqhutyiweyo	4.1 Inano lwamatyeli ongenelelo lokufundisa abathengi oluqhutyiweyo	329	292	215	300			
	Abantu ekufikelelwe kubo lungenelelo lokufundisa abathengi ngokubanzi	4.1.1 Inani labantu ekufikelelwe kubo lungenelelo lokufundisa abathengi ngokubanzi					1 000	2 000	3 000
	Abantu ekufikelelwe kubo ngongenelelo olusisiseko	4.1.2 inani labantu ekufikelelwe kubo ngongenelelo					2 500	3 000	4 000

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	lokufunda ngezemali	olusisiseko lokufunda ngezemali							
Imeko ephuculweyo evumela ukwenziwa koshishino olunobulungisa nabathengi abanolwazi	Izikhhalazo zabathengi zisonjululwe	4.2 Ipesenti yezikhhalazo zabathengi ezisonjululweyo (inani lezikhhalazo ezisonjululweyo/inani lezikhhalazo ezifunyenweyo)	87%	93% (1 250/ 1 342)	94%	80%	85%	85%	90%
	INkundla yamaTyala eMicimbi yaBathengi yasekwa	4.3 Ukusekwa kweNkundla yamaTyala eMicimbi yaBathengi			(INkundla yamaTyala ayisekwa nga)				
	INkundla yeMicimbi yaBathengi eNtshona Koloni iyasebenza	4.4 Inani lamatyala eNkundla yeMicimbi yaBathengi athe afakwa ukuba aqwalaselwa				5	30	100	200

8.2.4 Inkqutyana 4.1: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
4.1.1 Inani labantu abafikelelwe ngamangenelelo okufundisa abathengi ngokubanzi	1 000	500		500	
4.1.2 Inani labantu ekufikelelwe kubo ngongenelelo loncedo olusisiseko lwemali	2 500		1 000		1 500
4.2 Ipesenti yezikhhalazo zabathengi ezisonjululweyo (inani lezikhhalazo ezisonjululweyo/inani lezikhhalazo ezifunyenweyo)	85%				85%
4.4 Inani lamatyala eNkundla yeMicimbi yaBathengi eNtshona Koloni athe afakwa ukuba aqwalaselwe	30				30

8.2.5 Inkqutyana 4.1: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imincipheko engundoqo	Uncitshiso lwemincipheko
<p>Imeko ephuculiweyo evumela ukuqhutywa koshishino olunobulungisa nabathengi abanolwazi</p>	<p>Iinkqubo zokufundisa abathengi:</p> <p>Ukungakwazi ukuphumeza iinkqubo zokufundisa abathengi ezisebenzayo nezizinzileyo kwiPhondo liphela ngenxa yokungonelanga kwezixhobo (abantu, iziseko zophuhliso nezemali) nto leyo ekhokelela ekuthotyweni kwamanqanaba olwazi ngamalungelo abathengi kunye nokusilela ukufikelela kwimigangatho yenkonzo.</p>	<p>Ukuphuculwa konxulumano olucwangcisiweyo nabachaphazelekayo abohlukeneyo kunye namahlakani kwindawo yokhuseleko lwabathengi.</p> <p>Ukusetyenziswa kwemithombo yosasazo eyahlukeneyo umz., unomathotholo, ushicilelo losasazo, iindibano zocweyo, iiseshini zeenkukacha, uthethathethwano noluntu, amaqonga eendaba ezentlalo, njl.njl. ukusasaza iinkukacha.</p>
<p>Imeko ephuculiweyo evumela ukuqhutywa koshishino olunobulungisa nabathengi abanolwazi</p>	<p>Ukusilela ekusonjululweni kwamatyala ngenxa yokungangqinelani kokutolikwa kwezibonelelo kumthetho kazwelonke nowephondo wokukhuselwa kwabathengi onempembelelo kwilungelo lomthengi lokufumana ulungiso olusebenzayo lwezikhazazo, noluthintela unikezelo lwenkonzo yiofisi yephondo.</p>	<p>Ukusekwa kweKomiti esiSigxina yeeNgcebiso kuMthetho woKhuseleko lwaBathengi nguMkomishinala kaZwelonke.</p> <p>Intlanganiso yekota yolawulo lwetyala phakathi kwamaphondo.</p> <p>Ukunika ingxelo rhoqo kwiKomishini yaBathengi kaZwelonke malunga nemiba enxulumene nendlela yokusebenza.</p> <p>Ukusekwa kweNkundla yamaTyala yabaThengi kwiphondo eza kuthi inike isigwebo kwizikhazazo ezingasonjululwanga.</p>
	<p>Ukungakwazi ukufaka izikhazazo zabathengi kwiNkundla yamaTyala yeMicimbi yabaThengi eNtshona Koloni ngenxa yokunqongophala kwamatyala afanelekileyo abambekayo.</p>	<p>Ukuphunyezwa kwendlela yokuhlola amatyala eza kuchonga ngempumelelo amatyala angasonjululwanga anokufaneleka ukuba iNkundla yaMatyala yabaThengi yeNtshona Koloni iwathathele ingqalelo.</p>

8.3 IiNgqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neeNkqutyana

iNkqubo yesi4 R'000	Isiphumo			Ulwabiwo oluphambi li	Ulwabiwo olulungelel wanisiweyo	Uqikelelo oluhlaziyi weyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho kuqikelelo oluHlaziyiwe o	2024/25	2025/26	2026/27
	2020/21	2021/22	2022/23							
UKhuselo lwaBathengi	7 248	9 545	10 431	11 667	12 375	12 375	11 837	4.35	12 570	13 696
IiNtlawulo zizonke neengqikelelo	7 248	9 545	10 431	11 667	12 375	12 375	11 837	4.35	12 570	13 696

Ingcaciso yegalelo lezixhobo ekuphunyezweni kweziqhamo

iNkqubo licandelo logunyaziso lomthetho elinomsebenzi ophambili wokubonelela ngeenkono zokhuseleko lwabathengi kubemi nakumashishini aseNtshona Koloni. Iyunithi engenye yokuSombulula iiMbambano ibonelela ngeziko loqhagamshelwano elingahlawulelwayo apho abemi banokufaka khona iingxabano kwaye bafumane impendulo. Ulwabiwo lohlahlo lwabiwomali lweyunithi yeNye yeNdlela yokuSombulula iMbambano yamaR650 000. Indima yokugweba ngokusemthethweni iza kudlalwa siSigqeba seMicimbi yabaThengi eNtshona Koloni esiza kuqhutywa. Eli phulo liza kudlala indima yalo ekwenzeni kube lula ukwenza ushishino eNtshona Koloni. Uhlahlo lwabiwomali lwamaR200 000 lwabelwe le projekthi. Ukongeza koku kungentla, iNkqubo iza kuqhubeka iphumeza imfundo yabathengi neenkqubo ezisisiseko zokufunda ngezimali kwiPhondo liphela. Inkqubo isebenzisana nabemi baseNtshona Koloni kwimixholo ebalulekileyo yokwazisa ngamalungelo abathengi nolwazi olusisiseko lwemali. Uhlahlo lwabiwomali lwamaR700 000 lwabelwa iNkqubo yokuphunyezwa kwemfundo yabathengi neeprojekthi ezisisiseko zokufunda ngezimali.

9. INkqubo yesi5: UCwangciso loQoqosho

9.1 Injongo

- Injongo yale nkqubo kukubonelela ngenkxaso kubunkokeli bephondo nokwenza ukuba kukhule uqoqosho ngokuvelisa nolungelelwaniso lophando lwezoqoqosho nocwangciso, nangenkxaso esebenzayo yezinto eziphambili eziqhuba imixholo yoqoqosho nezinto eziza kukhuthaza ukukhula koqoqosho kulo lonke uqoqosho. nakumacandelo oqoqosho.

9.1.1 Ulungelelwaniso nezicwangciso zikazwelonke nezephondo

Ulungelwano nezicwangciso zikazwelonke

Kubandakanya inani lezixhobo ezixananazileyo nezikhawulezisi ezivela kwiNkqubo yesi5 engqamene ngokuthe ngqo neNjongo yoPhuhliso oluZinzileyo ye9, ebhekiselele kulwakhiwo lweziseko ezingundoqo oluzinzileyo, ukukhuthaza ushishino olubandakanyayo noluzinzileyo nokukhuthaza ukusungula izinto ezintsha. INjongo yesi8 yoPhuhliso oluZinzileyo ikwabhekiselele ekukhuthazeni ukukhula koqoqosho oluzinzileyo, olubandakanyayo noluzinzileyo,

ingqesho epheleleyo nenemveliso nomsebenzi endilisekileyo kumntu wonke. Ezi njongo zimbini zihambelana ngokusondeleyo, njengoko kukho ukuxhomekeka okuqinileyo njengoko kuchazwe kwiSDG noluhlu lweendawo eziphambili ezixile kwiSDG ezenziwa yiNkqubo yesi5.

Yakhelwe ngaphakathi kweeSDG, iNkqubo yesi5 ilungelelaniswe, kwaye ixhasa, uluhlu lweziCwangciso ezingundoqo zikaZwelonke, iMigaqonkqubo neziCwangciso. Ngokubhekiselele kwiziseko ezingundoqo zoqoqosho, isiCwangciso soPhuhliso sikaZwelonke, phantsi komxholo woQoqosho neNgqesho, siqaqambisa imfuneko yotyalomali lweziseko ezingundoqo ukuze kuthotywe iindleko zokwenza ushishino. I-NDP incediswa nangakumbi nguMthetho woPhuhliso lweziseko zoPhuhliso (wama2014) owabhengezwa ukomeleza ukuququzelelwa nokulungelelaniswa kotyalomali lweziseko ezingundoqo zoluntu, ukuqinisekisa ukuba uphuhliso lweziseko ezingundoqo lubekwe phambili, nokukhuthaza iinjongo zophuhliso lukarhulumente ngophuhliso lweziseko ezingundoqo, nokukhuthaza iinjongo zophuhliso lombuso ngophuhliso lweziseko ezingundoqo. phakathi kwabanye. IsiCwangciso sikaZwelonke seZiseko ezingundoqo (NIP) sowama2050 (sowama2022) sijolise ekufezekiseni iinjongo zeNDP kwaye sigxininisa kumacandelo amane othungelwano olubalulekileyo abonelela ngeqonga lokukhula koqoqosho – amandla, uthutho lwempahla, amanzi neziseko ezingundoqo zobuxhakaxhaka balemihla bekhompyutha. Ecaleni kweNIP, i-dtic ibhexesha iiNdawo zoQoqosho oluKhethekileyo neajenda yeziSeko ezingundoqo zoPhuhliso loQoqosho, egxile ekusebenziseni iziseko ezingundoqo ukuphucula ukhuphiswano loqoqosho. INkqubo yesi5 ijolise ekuxhaseni nasekufezekiseni iinjongo zezi zicwangciso zikazwelonke ngokuchongwa nophuhliso lwamangenelo akhokelwa ziziseko ezingundoqo ukuxhasa amathuba angundoqo ohlumo. Ngaphaya koko, iNkqubo iza kuthatha inxaxheba ngokubonakalayo kulwakhiwo loCwangciso lweziseko ezingundoqo namalinge okuqinisekisa ukuba iimfuno zoshishino noqoqosho ziyalungiselelwa kucwangciso nophuhliso lwendawo nophuhliso.

Omnye wemiba ephambili yeNkqubo ujikeleza intsebenziswano nolungelelaniso. IsiCwangciso soPhuhliso sikaZwelonke siqaphela ukuba “ngobudlelwane obusebenzayo kuluntu ngokubanzi kuphela apho umjikelo olungileyo wokukhula kokuzithemba, ukunyuka kotyalomali, ingqesho ephezulu, ukunyuka kwemveliso nengeniso uveliswe”. KuPhononongo lwesiCwangciso soPhuhliso sikaZwelonke, nangona kunjalo, ukusilela kwenkqubela phambili ekujoliswe kuyo kwiNDP kubangelwe “kukusilela ekuphumezeni imigaqonkqubo nokungabikho kwentsebenziswano ebanzi” “nokungabikho kokuthembana phakathi kukarhulumente, amashishini nabasebenzi”.²⁰ Inkqubo, namanye amacandelo angaphakathi kwiSebe, ijonge ukujongana nezi zibophelelo ngokukhuthaza nokuxhasa intsebenziswano kuqoqosho lwengingqi, lwesizwe nolwehlabathi.

UQoqosho loBuxhakaxhaka balemihla bekhompyutha, uThungelano noTshintsho, ingakumbi kumashishini nokukhula, kugxininiswa kwisiCwangciso soPhuhliso sikaZwelonke, esichaza ukuba “icandelo lophando olumandla nophuhliso, nenkxaso yorhwebo lwenguqulelo, lubalulekile.”²¹ I-NDP nayo iphakamisa umceli mngeni wokukhula wokwahlukana kwedijithali ekufuneka kugxininise kuphuculo lwezakhono zobuchwephesha obuphezulu. Le Nkqubo izimisele ukufezekisa iinjongo zeNDP ngokuqinisa uphando nenkxaso yophuhliso kuphuhliso lwemveliso, ukuveliswa kwezinto ezintsha nokuthengiswa, nokomeleza "inkqubo ebanzi yokuveliswa kwezinto ezintsha ezidibanisa iiyunivesithi, ibhunga lenzululwazi nabanye abadlala indima yophando kunye nophuhliso kunye neendawo eziphambili. kwezoqoqosho”.²² I-NDP iye yaqaphela, ngexesha lokubhala kwiminyaka eli10 edlulileyo, ukuba “Ukusetyenziswa konxibelelwano lobuxhakaxhaka balemihla bekhompyuthadijithali kulutshintshile uluntu ngeendlela ezingekaqondwa ngokupheleleyo”. Ngenene, ishumi leminyaka edlulileyo, ngakumbi le minyaka mithathu idlulileyo, ibonise indlela olu tshintsho lube lukhulu ngayo, kwaye ubukhulu bengququ buyanda. Umzekelo, isantya sobuchwepheshe beMisebenzi eyenziwa ngooMatshini, ngakumbi iimodeli ezinkulu zeAI ezivelisa ulwimi ezifana neChatGPT, zilawule intetho yamva nje kwaye zisingisele kusungulo lwezinto ezintsha neziphazamisa icandelo leshishini, azinakubethwa ngoyaba. Ukuza kuthi ga ngoku, iNkqubo iza kugxila ekuphuhliseni nasekomelezeni intsebenziswano eyimfuneko ngenjongo yokukhawulezisa ubuchwephesha nobutsha nokujongana nemiqobo efunyanwa licandelo labucala.

UQoqosho loHlaza lubonwa njengolubalulekileyo kwisiCwangciso soPhuhliso sikaZwelonke, esiqaphela ukuba “ukutshintshela kuqoqosho lohlaza kukutshintshela kuhlumo loqoqosho oluzinzileyo nendlela yophuhliso”.²³ Inkqubo ijonge ukuphumeza inani lezinto eziphambili ngokubaluleka zeNDP (neziphumo) kumxholo woQoqosho loHlaza kumxholo othi “UQoqosho neNgqesho” “notshintsho olunobulungisa kuqoqosho olunekhabhoni ephantsi”

UQoqosho loHlaza lukwangqanyaniswa nomba ophambili oqinisekisa ngokwaKhiwa kwakhona kwesiCwangciso soQoqosho soMzantsi Afrika nesiCwangciso soBuyiselo (kweyeDwarha wama2020)

- Ukhuseleko lwamandla ombane, ngakumbi ukuphucula ukuthembeka konikezelo, ukunika amandla ukuvelisa ukusetyenziswa, ukwahlula nokungadityaniswa kwe-Eskom nokuphunyezwa kweIRP ukuze kuqinisekiswa ukwahlukahluka kwezixhobo, nesakhelo sokungeniswa koLwelo lweGesi yeNdalo noyilo;
- ingqwalaselo ephambili kwimiba yeziseko ezingundoqo, ingakumbi iziseko ezingundoqo zamanzi amaninzi nohlaziyo lwecandelo lamandla;
- ingqwalaselo ephambili kwimiba yoqoqosho lohlaza, ingakumbi ukusetyenziswa okwandisiweyo kweendlela zezimali neemali zohlaza kwimozulu yokunciphisa imikhondo yekhabhoni nokuxhasa ngemali inguqu enobulungisa; kunye;
- nokuphambili kwiinkalo zokhuseleko lokutya, ingakumbi icandelo lezolimo nelemveliso yezolimo, ukuziqhelanisa nokutshintsha kwemozulu.

Ukuqhuba iindlela zokuphucula amandla nokomelela kwamanzi eNtshona Koloni kuya kuqinisekisa igalelo lePhondo kwijenda kazwelonke. Amanyathelo okungenelela angundoqo aza kwenziwa ngaphakathi kwiNkqubo yokulungisa imingeni yokumelana nezixhobo egxininise kwiziCwangciso zikaZwelonke iquka (a) ulungelelwaniso lwesicwangciso nabachaphazelekayo ukomeleza ishishini nenkqubo yendalo; (b) inkxaso ethe ngqo kumashishini noomasipala, (c) ukuvula imiqobo yenkqubo (d) nolawulo lolwazi nonxibelelwano.

Ulungelelwaniso nezicwangciso zephondo negunya leSebe

Isicwangciso seG4J yeyona nto iphambili kuRhulumente weNtshona Koloni. Kwezisixhenxe iiNdawo ekuGxilwe kuzo eziPhambili (PFA), ezintathu ziqhutywa kwaye/okanye zixhaswa yiNkqubo, ezizezi (1) ubuChwepheshe noSungulo lwezinto ezintsha, (2) iziseko ezingundoqo noQoqosho oluQhagamshelweyo, (3) Amandla, ngokubhekiselele kukhuphiswano lweshishini. ixhalabile, (4) Amanzi. INkqubo iza kukhokela kwaye inikezele ngongenelelo olungundoqo ukuze kuphunyezwe iinjongo zamabhongo ezichazwe kwisiCwangciso, kwaye apho ukuphunyezwa kuhleli kwamanye amasebe akwiQela lezoQoqosho, ukuxhasa loo masebe ngokufanelekileyo nokuqinisekisa ukuba iimfuno zamashishini ziyafezekiswa kwaye kuqutyiswane nazo.

Ngelixa iNdawo ekuGxilwe kuyo ngoNdoqo: Iziseko ezingundoqo noQoqosho oluQhagamshelweyo lukhokelwa liSebe leZiseko ezingundoqo eNtshona Koloni, kukho iindlela zokungenelela eziya kukhokelwa okanye zixhaswe yiNkqubo. INkqubo iza kuqinisekisa ukuba uphuhliso lweziseko ezingundoqo (a) lusabela kushishino namathuba okukhula kwaye lunokwenza kube lula ukukhuphisana okuphuculweyo, (b) apho iSebe lichonge amathuba angundoqo okukhula anokuthi axhaswe okanye akhawuleziswe luncedo lweziseko ezingundoqo okanye (c) apho kujongwe imiqobo. ngamashishini anokoyiswa ngeziseko ezingundoqo.

Injongo yobuChwepheshe neNdawo ekuGxilwe kuyo ePhambili yoSungulo lwezinto ezintsha neNgcaciso ePhambili ekuGqaliseni kwayo kukuba iNtshona Koloni ibe likomkhulu leAfrika kubuchwephesha, ukuqalisa nenkunzi yeshishini, noyilo nokusungula. Oku kuza kufezekiswa ngobuchwepheshe obomeleleyo egxile kwinkqubo yendalo namaziko agqwesileyo, nangobume obuxhasayo obuncedayo. Inkqubo ikhokelela ekunikezeleni ubuChwepheshe neNgcaciso ePhambili kwiNdawo ekuGxilwe kuyo, kwaye kwixesha eliphakathi nexesha elide, iza kufuna ukufezekisa injongo yePFA enebhongo ngokuthi (a) ukomeleza ukwenza lula ishishini nokukhuthaza inkqubo yendalo yobuchwepheshe nosungulo lwezinto ezintsha; (b) ukuseka iNtshona Koloni njengendawo exakekileyo yoshishino, (c) ukuvuselela ukukhula nemfuno yobuchule obutsha nobuchwephesha; (d) nokuxhasa uphuhliso lwezakhono zoluntu ngokunxulumene nobuchwephesha nokusungula izinto ezintsha. Kunyakamali wama2024/25, kuza kusekwa iibhloko zesiseko ezibalulekileyo ukuze kuvumeleke ukuhlanganiswa kongenelelo olukhawulezileyo kwiminyaka engaphandle.

I-PFA: UkuZinziswa kwamandla ombane nokuTshintshela kwiKhaboni ePhantsi eyiNtsalela nePFA: uKhuseleko lwaManzi noBuyiselo ziyadibana kwicandelwana loQoqosho loHlaza ngaphakathi kweNkqubo. Isicwangciso seG4J sikwenza kucace ukuba ingxaki yamandla ngoyena mqobo ubophelelayo kuqoqosho, kwaye iNkqubo ayipheleli nje ekuqhubeni iajenda yezamandla – nokuba kungaphakathi kwiSebe okanye ngamanye amasebe akwiQela lezoQoqosho, kodwa nasekuqinisekiseni ukuba iPhondo liyawasebenzisa ngokupheleleyo amathuba ukuba amandla ekhabhoni ephantsi anikezela. Ngokubhekiselele kuKhuseleko lwaManzi lwePFA nokuZinzisa, iNkqubo

yinxalenye yenkqubo yendalo yeWCG ebanzi ekufezekiseni injongo yePFA yokuphinda kabini ubungakanani bamanzi akhoyo kumacandelo esibini namaziko emfundo ephakamileyo (ikakhulu asuka kusetyenziso olungavelisi mveliso) ngowama2035 kwaye kuhlonitshwe ulwabiwo olukhoyo kwezolimo. Indima edlalwe yiNkqubo yile yojongano lweshishini. Oku kuza kubandakanya ulungelelwaniso nokuqhuba ungenelelo olunefuthe elithe ngqo kwiinkampani.

Okokugqibela, isicwangciso seG4J sichonga, njengomgaqo ongundoqo, nongenelelo olubalulekileyo kuzo zonke iiPFA, imfuno yokwenziwa kwezigqibo ezisekelwe kubungqina obusekelwe kwiinkcukacha nesinyanzelo sokomelezwa kwentsebenziswano nenkqubo yendalo. Omnye weyona misebenzi ingundoqo yeNkqubo kukuvelisa nolungelelwaniso lophando nobuntlola kwezoqoqosho ukwenza nokukhokela ukuqulunqwa komgaqonkqubo ophilileyo, nolungelelwaniso nokomelezwa kwentsebenziswano nentsebenziswano.

9.2 Inkqutyana 5.1: UMgaqonkqubo nesiCwangciso soQoqosho

9.2.1 Injongo

- Kukuxhasa uphuhliso lwemigaqonkqubo nezicwangciso zoqoqosho lwephondo.

9.2.1.1 Inkqutyana 5.2: UPhando noPhuhliso

9.2.1.2 Injongo

- Kukuqhuba uohando kwezoqoqosho.

Qaphela: Izipqhamo zeNkqutyana 5.1 no5.2 ziza kudityaniswa kolu luhlu lungezantsi.

9.2.2 Ingcaciso yokusebenza ecwangcisiweyo kwisigaba esiphakathi sonyaka

Ubuntlola kwezoqoqosho (IQ) buxhasa ukukhula koqoqosho nokudalwa kwengqesho ngenkxaso yeqhinga, uphando nocwangciso loqoqosho. Ichonga izikhewu kwiimarike, amathuba ezoqoqosho nentsingiselo yendawo kwaye ingundoqo kulawulo lomgaqonkqubo wezoqoqosho. Inxalenye ebalulekileyo yeIQ yezoqoqosho ibandakanya ukufunyanwa kweenkcukacha nokuqinisekisa ukuba iyafumaneka ngokuxananazileyo kwabo bachaphazelekayo kwezoqoqosho. Ikwabandakanya ukutolikwa nohlalutyo lweseti ebanzi yeenkcukacha ukunceda ukwazisa kokwenziwa kwezigqibo nokuxhasa umsebenzi wabaqulunqi bomgaqonkqubo.

Indima yeCandelo kubuntlola kwezoqoqosho (IQ) kukukhuthaza nokulungelelanisa i-IQ yezoqoqosho kwiPhondo. Ikakhulu ngohlalutyo lwezoqoqosho, inkxaso yesicwangciso, ukwabelana ngolwazi, iintlanganiso zobunkokeli, ukuveliswa kwezobuntlola, ukulungelelaniswa kweenkcukacha ezixananazileyo, uhlolo lwempembelelo yezoqoqosho, kwakunye nenkxaso yeeNdawo ekuGlilwe kuzo eziPhambili zeG4J.

Icandelo leRepp liza kuqhuba i-IQ yezoqoqosho kwi-IQ ngokuSetyenziswa kweNgingqi, ukukhuthaza nokulungelelaniswa. Nangona kunjalo, ayiyi kuba noxanduva lokona kuphela ukuvelisa lonke ubuntlola kwezoqoqosho kwiWCG. I-IQ iyintsika exananazileyo kuba umthamo wophando, ngaphaya kweG4J PFSA, ikho ngaphakathi kwamasebe kwiWCG, nezinto zayo ezinjengeWesgro. Umzekelo: Iqela lophando likaDoa linokuqonda ngokucacileyo ezona zinto zikhutshelwe ngaphandle, ngakumbi ukuthengisa ngaphandle kwezolimo; Kwaye iWesgro inolwazi olubanzi lwenkuthazo yotyalomali. Ukuza kuthi ga ngoku, ubuhlakani neenkqubo zokusebenzisana neenkqubo zokusebenzisana zeenkqubo zendalo ziza kuthunyelwa. Ngaphaya koko, iinkcukacha nolwazi oluvezwe okanye oluhlanganisiweyo lwenkqutyana luza kunceda intsika yokwakha ngokuzithemba, ngokubonelela ngobungqina obufunekayo nophando olwenziweyo kwaye ngethemba lokuthatha izigqibo.

Ukusebenzela abemi baseNtshona Koloni

Ngokuxhasa ubunkokheli kwezoqoqosho nokwenza izigqibo, iinkonzo ezibonelelwe yiyunithi ziza kukhokelela kwaye zibume intetho yezoqoqosho kwiphondo, ekukhuthazeni ukukhula koqoqosho nokudalwa kwemisebenzi.

Ngonikezelo lwendima yeSebe ukuba ikhokele umgaqonkqubo woqoqosho nokucwangciswa ePhondweni, umsebenzi weCandelo uza kubaxhasa bonke abemi beNtshona Kapa ngokuphuhlisa kweengxelo zobuntlola kwezoqoqosho, ezibandakanya iingxelo zokuhlalutya neentetho, uphonoongo lwemigaqonkqubo, uphonoongo lwemithetho, uvavanyo lwefuthe loqoqosho, iingcinga namanqaku, izikhokelo zobuchule, iidashbhodi zeenkukacha nokuthatha inxaxheba ebonakalayo kwimisitho.

9.2.3 Inkqutyana 5.1 no5.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Iziphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukunyuka kwexabiso lweRandi kutyalomali	Izinto ezenziwayo zobuntlola kwezoqoqosho ziphuhlisiwe	5.1.1 Inani lezinto ezenziwayo zobuntlola kwezoqoqosho eziphuhlisiweyo	10	5	5	10	10	10	10
Ukwanda kothunyelo lwempahla kumazwe angaphandle	limvavanyo zefuthe kwezoqoqosho	5.1.2 Inani leemvavanyo zefuthe kwezoqoqosho eziqhutyiweyo				1			

9.2.4 Inkqutyana 5.1 neNkqutyana 5.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
5.1.1 Inani lezinto ezenziwayo zobuntlola kwezoqoqosho eziphuhlisiweyo	10				10

9.2.5 Inkqutyana 5.1 ne5.2: Imingcipheko engundoqo ehlaziyiweyo noncithshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lomngcipheko
<p>Ukunyuka kwexabiso leRandi kutyalomali</p>	<p>Isicwangciso esisekwe kubungqina obusekwe kubungqina beWCG ayenzi ngenxa yokungonelanga kwezixhobo, iinkcukacha neenkqubo zokuhlalutya, okukhokelela kumgaqonkqubo ohlwempuzekileyo nokuphunyezwa kokuchithwa kwezibonelelo nokujongela phantsi iinjongo zokuphumeza ukukhula koqoqosho.</p>	<p>Ukuqinisekisa ukugcinwa kwenkqubo exananazileyo yoQoqosho lweIQ ukuxhasa ucwangciso olusekelwe kubungqina nakuphunyezo, ukubhexesha ukukhula koqoqosho.</p>
	<p>Iimeko zokunqongophala kweenkcukacha ezifanelekileyo zeengxelo zobuntlola kwezoqoqosho novavanyo lwempembelelo yezoqoqosho, ngakumbi ngamaxesho obunzima, kujongela phantsi umgaqonkqubo neempendulo, okukhokelela kuhlumo oluphantsi loqoqosho.</p>	<p>Ukusetyenziswa kweenkcukacha zommeli, ukulinganisa intsebenzo kwindawo yomgaqonkqubo ngaphandle kokulinganisa inkqubo yokubala engundoqo kuloo ndawo. Oku kunokubonelela "uqikelelo olubanzi" olusekelwe kwiingcamango xa zingeko ezinye iinkcukacha ezikhoyo, ezixhasa amandla eCandelo lokubonelela ngeempendulo ezifanelekileyo.</p>

9.3 Inkqutyana 5.3: ULawulo loLwazi

9.3.1 Injongo

Kukuquzelela ulungelelwano lwenkqubo yendalo yezoqoqosho nenkxaso yoqoqosho.

UkuKhula kwesiCwangciso seMisebenzi kuphuhlisiwe

IDEDAT, njengesebe elikhokelayo lonxibelelaniso lweQela soQoqosho lweWCG, yalawula yaze yaququzelela uphuhliso lwesicwangciso sokuKhula kweMisebenzi (G4J) nesiCwangciso soPhunyezo seminyaka emi3. IDEDAT, ngokusebenzisa iOfisi yoLungelelwano lwesiCwangciso seG4J, iququzelele yaza yaxhasa ubudlelwane phakathi kwamasebe nentsebenziswano phakathi kwamasebe eQela lezoQoqosho, amasebe asebenzisanayo namaqumrhu awo ukuqinisekisa ukuba iinjongo zesiCwangciso seG4J ziyafezekiswa.

Ukuqinisekisa ukusebenza okuthe tyaba nokudityaniswa kwesicwangciso seG4J nophando, iDEDAT yenze intlanganisela ye15 nentsebenziswano yonikezelo ehambelana nokuphunyezwa kwesicwangciso seG4J. IDEDAT ithathe iindibano ezili114 nabachaphazelekayo njengenxalenye yokuyila ngokubambisana nokwazisa, kwaye isingathe inani lothethathethwano lwenkqubo yendalo yezoqoqosho kuquka nokuqaliswa ngempumelelo kweendaba zosasazo neNkulumbuso, iindibano zephulo lokuya ebantwini neAHI kwanamalungu abo oshishino, isidlo sakusasa soshishino nokwandisa iSantya seKapa. IDolophu noShishino lweNtshona Koloni namalungu abo akwizinga eliphezulu namahlakani, nothethathethwano noThungelwano lweGumbi lokuxoxa leKapa loThungelwano ebandakanya amaqumrhu amacandelo. Ngokubhekiselele kumajelo eendaba, amabali osasazo ali198 aye aphunyezwa kumajelo osasazo lweG4J esungulwe, yavelisa umlinganiselo weAVE yesiR5.9 sezigidi zeerandi noluvo oluhle kakhulu, ngokutsho kohlalo lwamajelo osasazo oluntu.



9.3.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Iinkqubo zendalo eziguqakayo noluntu oluguqakayo lwabachaphazelekayo abohlukeneyo abayila baze bathathe ixabiso elitsha ngokwabelana ngolwazi nokusebenzisana ukuze baqonde amathuba kwaye boyise imingeni.

Iinkqubo zinokuba ziindlela ezinamandla zokoyisa ulwazi nokusilela kwintengiso yothungelwano nokwakha ukuthembana, ukomeleza ukuzithemba kweshishini nokuphucula ukukhuphisana.

Ngala makhonkco entsebenziswano, uthungelwano lwezoqoqosho luza kwanda, ukuthembana kuza komelezwa, nokuzithemba kwezoshishino kuza kwandiswa. Ukuza kuthi ga ngoku, iNkqutyana iza kube iqhuba ulungelelwaniso lweenkqubo ezahlukeneyo zezoqoqosho, yandisa inani labachaphazelekayo ibenza bakwazi ukuba ngabathetheli bezoqoqosho eNtshona Koloni.

Kulo nyakamali, iNkqutyana iza kwazisa abantu ngesicwangciso seG4J nokusebenzisa ungenelelo olwahlukeneyo kwisicwangciso seG4J, iza kuqhuba ubuhlakani obuxananazileyo nobukhethekileyo nentsebenziswano ekuphumezeni isicwangciso seG4J. Njengoko kwaye apho kufanelekileyo, iNkqutyana iza kuxhasa amasebe ohlukeneyo kaRhulumente weNtshona Koloni ekunikazeleni ngentsebenziswano yongenelelo olwahlukeneyo lweG4J kwaye ihlanganise kwaye ihlanganise ulwazi malunga nobu buhlakani bamaqela achaphazelekayo ukuze uthungelwano luphuculwe kwaye kwabelwane ngalo. Ngaphaya koko, iNkqutyana iza kusebenzisa amaqonga enkqubo yendalo ukuxhasa nokuphambela utshintsho oluncomekayo, ukwakha ukuzithemba phakathi kwabachaphazelekayo kwezoqoqosho kwaye apho kunokwenzeka, kunyuswe icandelo likazwelonke, labucala nezinye izibonelelo.

Ukusebenzela abemi baseNtshona Koloni

Intsebenziswano nobuhlakani akubandakanyi kuphela icandelo labucala, kodwa nakwizifundiswa, amanye amacandelo karhulumente kunye noluntu. Intsebenziswano iphakamisa ulwazi oludibeneyo nezixhobo ezidibeneyo, ukwandisa impumelelo nozinzo longenelelo. Nangona kunjalo, ayilulo lonke ungenelelo olubolekayo kubandakanywe ngqo abemi (abasetyhini, ulutsha, abantu abakhubazekileyo kunye nabadala) kuyilo, ucwangciso nokuphunyezwa okanye nkqu ngqo njengabaxhamli. Nangona kunjalo, apho kunokwenzeka, iNkqutyana iya kuthathela ingqalelo ecacileyo ukuthathelwa ingqalelo kwamaLungelo oLuntu kwaye iqinisekise ukuba apho kunokwenzeka, inzuzo ebekwe phambili ebuthathaka yePhondo kwiinzame nakwiiprojekthi zalo.

9.3.3 Inkqubo 5.3: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kwexabiso leRandi kutyalomali	Intsebenziswano exhaswayo ekuKhuleni kweMisebenzi ephambili	5.2.1 Inani lezivumelwano zentsebenziswano ekuKhuleni kweMisebenzi ephambili	25	15	15	15	8	8	8
	Iindibano zenkqubo yendalo yoQoqosho eziqhutyiweyo	5.2.2 Inani leendibano zenkqubo yendalo yoqoqosho eziqhutyiweyo				2			

9.3.4 Inkqutyana 5.3: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
5.2.1 Inani lezivumelwano zentsebenziswano ekuKhuleni kweMisebenzi ephambili	8				8

9.3.5 Inkqutyana 5.3: Imingcipheko engundoqo ehlaziyiweyo noncitchiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukunyuka kwexabiso leRandi kutyalomali	Amanye amahlakani akakwazi/onqena ukuzibophelela kwizicwangciso nakumanyathelo okuphumeza, ngenxa yeemeko ezahlukeneyo ezibandakanya iingxaki zemali nokunqongophala kolwazi, ezinokulibazisa iziphumo neziphumo ekujoliswe kuzo kwiinkqubo ezahlukeneyo.	Ubudlelwane obuluqilima ngamaqonga onxibelelwano athembekileyo nasekwakhiweyo buya kunceda ukuchasana nempembelelo enokuthi ibe nayo imiba yangaphandle, njengoko iqinisekisa amanqanaba aphezulu okuthembana, ukuhamba kolwazi oluluqilima kwaye kuthulisa uluvo olubi oluchaswa bubungqina bempumelelo, ixabiso ekwabelwana ngalo kunye/okanye ifuthe elifanelekileyo lomxholo.

Inkqutyana: 5.4: UBekoliso noVavanyo

Imisebenzi yeNkqutyana 5.4: Ukubeka iliso noVavanyo kuza kufakwa kwiNkqutyana 5.2: Uphando noPhuhliso.

9.4 Inkqutyana 5.5: UkuVumela ukuKhula kweZiseko zoPhuhliso namaPhulo

9.4.1 Injongo

- Kukuphuhlisa kunye/okanye ukuvuselela imeko yezoqoqosho ngokusetyenziswa kongenelelo ngoncedo neziseko ezingundoqo.

9.4.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Iziseko ezikhuphisanayo nemimandla kwihlabathi liphela ziyakuqonda ukubaluleka kophuhliso lweziseko ezingundoqo nohlaziyo, ukuphunyezwa koko kufuna iseti enzima yentlalo, uqoqosho, ucwangciso, ulwakhiwo nemisebenzi yolawulo. Ixabiso leeprojekthi ezinkulu zeziseko ezingundoqo alichazwanga kuphela ngamaseko akhoyo/ipropathi ephuhlisiweyo, kodwa lichaphazela njani ukuhula nophuhliso lwangaphakathi nakumacandelo onke nakumacandelo, ngokunjalo nakwimeko yendawo.

Isicwangciso sokuKhula kweMisebenzi (G4J) sikwaxininisa indima yeziseko ezingundoqo ezifanelekileyo kulo mmandla ibe yindawo yotyalomali ekhethwayo ngabatyalizimali basekhaya nabamazwe ngamazwe kuluhlu lwamathuba okukhula. Iziseko zophuhliso, ezifana nezo zibonelelwe kwiiNdawo zoQoqosho eziKhethekileyo, zidala imekobume esebenzayo nothungelwano olomeleleyo lwenkqubo yendalo. Isicwangciso seG4J sikwayithathela ingqalelo indima ekufanele ukuba icandelo labucala liyidlalile kuphuhliso lweziseko ezingundoqo kwiiSEZ ukuze kuncedwe ukuqhubela phambili ukuhula koqoqosho.

ISaldanha Freeport neAtlantis yeNdawo eKhethekileyo yezoQoqosho zineMimandla emibini ekuGxilwe kuyo ePhambili: uTyalomali neZiseko zoPhuhliso. ISaldanha Freeport neASEZ ziphunyezwa njengenxalenye yenkqubo

yomgaqonkqubo kazwelonke yezoshishino efuna, ngophuhliso lweeSEZ ezikhuphisanayo nezikumgangatho wehlabathi eMzantsi Afrika, zibe nefuthe elibonakalayo ekucutheni intlupheko nokungalingani okuzinzileyo, nokwanda kobandakanyo Phakathi kuqoqosho loMzantsi Afrika. Ngaphandle kwemicelimgeni efunyenweyo ngenxa yotshintsho kwiimarike ezisetyenziswa ziSEZ ezimbini, omabini la manyathelo akwincopho yokuvula utyalomali olubalulekileyo kumacandelo aphambili. INTshona Koloni (ikunye noMntla Koloni) iye yaba yindawo ephambili ekugxilwe kuyo kutyalomali lomngxengomoya wohlaza. ISaldanha Bay ichongwe ngenani lezifundo zamazwe ngamazwe njengendawo ephambili yehlabathi, ephuculwe bubukho beSaldanha Freeport, kwaye iWCG ibonakalise injongo yayo yokuxhaphaza uqoqosho lomngxengomoya wohlaza kwiPhondo ngokupapasha iPhepha loBeko endaweni uMngxengomoya woHlaza, ukuqukumbela isiVumelwano seeNtloko zesiVumelwano noMntla Koloni, nokutyikitywa kwesiVumelwano sokuQonda esintathu noMntla Koloni neMpuma Koloni. Abatyalizimali abanokubakho kwiiprojekthi ezinkulu zoMngxengomoya woHlaza bawunyusile umyinge wotyalomali weSaldanha Freeport nabatyalizimali abaphambili kwimizimveliso (alapha ekhaya nakwamanye amazwe) baqalise umsebenzi kumandla amakhulu ahlaziyekayo neeprojekthi zokuvelisa umngxengomoya wohlaza kwindawo leyo. Ngaxeshanye, inkqubela eyenziwe yiASEZ ngokulungela iziseko zophuhliso ithetha ukuba ikulungele ukuba abatyalimali bomhlaba abatsaleleke kulo mmandla ngokuthathwa kobuchwephesha bamandla ahlaziyekayo ngokukodwa.

I-DEDAT ixhasa iinkqubo ngoku:

- Lungelelanisa intsebenziswano nobuhlakani namanye amasebe kuwo omathathu amanqanaba karhulumente kunikezelo lweeprojekthi;
- Ququzelela inkxasomali karhulumente wephondo kwiiprojekthi, nokuququzelela ukufikelela kweminye imithombo yenkxasomali;
- Beka iliso ekuphunyezweni kwamaqumrhu karhulumente;
- Ukuvelisa ubuntlole kwezoqoqosho ngokusebenzisana nabachaphazelekayo nohlalutyo ukunceda ukuchonga amathuba nokukhokela impumelelo yamaphulo;
- Bhengezwa nokuphembelela, apho kufanelekileyo ukuqaliswa, ukuphunyezwa nokusebenza kweeprojekthi ezikhuthazayo;
- Ukuvelisa okanye ukunika izimvo malunga nommiselo nomthetho oyimfuneko, njengoko kufanelekile; kunye
- Ukubanegalelo nokufaka isandla kucwangciso lwendawo yasezidolophini nasemaphandleni, njengoko ihambelana neziseko zophuhliso loqoqosho ukuqinisekisa ukuba ucwangciso luvumela ukukhula okuqikelelwayo noqoqosho kwinqanaba lenkqubo nomgaqonkqubo.

ISaldanha Freeport

I-DEDAT iyaqhubeka nendima yayo yokongamela kwiSaldanha Freeport, kuquka nokucebisa ngomkhombandlela womgaqonkqubo (ingakumbi iG4J) nokubonelela ngenkxaso kwiinkalo zeprojekthi nonxibelelwano lwabachaphazelekayo. Ukutshintsha komgaqonkqubo woyilo lwendawo yesiCwangciso soPhuhliso lwezoShishino kube ngumba obalulekileyo wonxibelelwano noRhulumente kaZwelonke, ngokunjalo nonxulumano oluphambili noosekela baphathiswa ababelwe kwiSithili soNcweme oluseNtshona nenkqubo yeSEZ, ngokulandelelanayo.

Isicwangciso seSaldanha Freeport sihlala sigxile kumacandelo abo amabini amakhulu emarike, oko kukuthi iMaritime naMandla ombane. Ezi marike zitshintshile kakhulu ukusukela oko kuqale ubhubhane weKHOVIDI-19 kwaye abanye babatyalimali baye barhoxa kwizivumelwano zokuqeshisa. Ngaphezu koko, ukulibaziseka kwezinye zeenkqubo zikaRhulumente kaZwelonke (ngokukodwa imijikelo yobizo lwamaxabiso eREIPPP neeprojekthi zeziseko ezingundoqo kuMsebenzi wePhakisa) kube nefuthe elibonakalayo kwingeniso yeli qumrhu. Oku kwafuna ukuba iSaldanha Freeport igxile kwimisebenzi zokuvelisa ingeniso nokwazisa imilinganiselo yokonga indleko – ithobe inkcitho yazo yokusebenza malunga nama20%. Iqumrhu belithethathethana nemarket ukutsala imali eyinkunzi efunekayo nenkxasomali kulo mmandla.

Olunye uphuhliso lubandakanya umyinge wabatyalimali weSaldanha Freeport, ohleli omelele – ngakumbi kwimarike yoNgxengomoya yoHlaza. Oku kugxininiswa zizibhengezo ezivela kubatyalimali abakhulu nezivumelwano zentsebenziswano neSaldanha Freeport, nokuqhubela phambili kweeprojekthi ezithile zotyalomali ngokwezigaba zabo zokwenzeka kwangaphambili nokwenzeka. Uphononongo lokwenzeka kwangaphambili oluxhaswe yiBhanki yeHlabathi kuphononongo lokwenzeka kwangaphambili zeNdawo yamalahlle neoli yeZibaso zoHlaza zeKhaboni engekho nalo lugqityiwe kwaye lukulungele ukutsala inkxasomali yesigaba sophononongo

olunokwenzeka. Inkqubo yokuqaliswa kweziseko ezingundoqo nayo iqhubekile kwaye ulwabiwo lwenkxasomali yeSEZ iye yasetyenziswa ekwakheni iindawo zokugcina impahla ezongezelelekileyo zabanokuba ngabatyalimali, ukuphendula imfuno ebonakaliswe ngomsebenzi wovavanyo lwemarike.

ISaldanha Freeport ikwadlala indima ephambili kumsebenzi olungelelanisiweyo woMngxengomoya woHlaza kuRhulumente weNtshona Koloni. Kwakunye neWesgro, iAtlantis SEZ neDEDAT, iqumrhu lithathe inxaxheba kuluhlu lwezifundo nakwiinzame zentengiso, ezixhaswa kakhulu ngemali ziirhente zophuhliso lwamazwe ngamazwe neminye imibutho engamahlakani. Ezi zifundo nokuzibandakanya kweprojekthi ngokuthe ngqo nabatyalimali abakhulu kube negalelo kumbono weNdawo exakekileyo yoMngxengomoya woHlaza eboniswa kwisiCwangciso sikaZwelonke soRhwebo loMngxengomoya woHlaza nomnye umgaqonkqubo ophambili nopapasho lwentengiso.

ISaldanha Freeport iyaqhubeka nokukhulisa umyinge wayo wotyalomali

ISaldanha Bay iye yaba yenye yeendawo ezishushu kwihlabathi emva kokubandakanywa kwinqanaba lezifundo zamazwe ngamazwe kwaye ichongwe njengenywe yeendawo ezintlanu eziphambili zoNxweme kwisiCwangciso seNtengiso yoMngxengomoya woHlaza soMzantsi Afrika.

Icandelo labucala nalo lenze inkqubela phambili ebonakalayo malunga nokutya imali kwiprojekthi ezinkulu eSaldanha, njengoko kubhengezwe kwiNgqungquthela yesi2 yoMngxengomoya woHlaza woMzantsi Afrika kweyeDwarha wama2023. Isivumelwano sentsebenziswano esibalulekileyo satyikitywa phakathi kwamaPhondo amathathu aseKoloni kwiNgqungquthela yokukhuthaza ukusekwa kwepaseji emxinwa yomngxengomoya wohlaza.

Olunye uphuhliso lubandakanya isibhengezo sotyalomali olutsha lweebhiliyoni ezingamaR47 olwenziwa yinkampani yamandla yaseIreland, umsebenzi wokwenzeka kwangaphambili oqhutywa yiArcelorMittal neSasol yentsimbi yohlaza nophononongo lokwenzeka kwangaphambili zeNdawo yamalahle neoli yeZibaso zoHlaza efumana inkxasomali yaza yagqityezelwa yiBhanki yeHlabathi.

Ukuphendula kumazwi omdla ovela kwimarike, iSaldanha Freeport iqhubekile nokukhulisa umbobho wotyalomali kwaye iqinisekise inkxasomali yoncedo lwabatyalimali olongezelelweyo. Oku kukuqhubela phambili kwenkqubo yokwakhiwa kweziseko zophuhliso zommandla wokuphucula ukunikezelwa kwexabiso layo.



Ililogo

UMmandla woQoqosho oluKhethekileyo lwaseAtlantis

I-DEDAT yenza umsebenzi wokongamela ubuchwepheshe bohlaya kwiNdawo yoQoqosho oluKhethekileyo yaseAtlantis (ASEZ). I-Greentech inokuchazwa njengobuchwephesha obusetyenziselwa ukunciphisa okanye ukubuyisela umva imiphumela yemisebenzi yabantu kwindalo esingqongileyo. Le nkcazo ibandakanya, kodwa ayiphelelanga apho, ubugcisa obunxulumene namandla ahlaziyekayo, ugcino lwamandla, ukonga amandla, ukusebenza kakuhle kwamanzi nolawulo, ukupakishwa kohlaya, ukusebenzisa kwakhona izinto esele zisebenzile,

iikhemikhali zohlaza njl. ukusebenza kakuhle kwezixhobo zemveliso nokunciphisa ungcoliseko nokunciphisa iimpembelelo ezingalunganga ebantwini nokusingqongileyo.

I-DEDAT iyalixhasa inyathelo ngegalelo lobugcisa ngokwembono yeWCG. Ikwathethathethana norhulumente kazwelonke ukuze kuphunyezwe umgaqonkqubo olungele utyalomali. Okokugqibela, iDEDAT isoloko isebenzisana nabatyalizimali nabanye abadlali boshishino ekuxhaseni ukwenziwa kobuchwepheshe bohlobo neenkondo – nto leyo ekugxilwe kuyo yiASEZ. I-ASEZ ikwalungelelaniswe nesiCwangciso sokuSabela kuTshintsho lweMozulu seWCG: uMbono wama2050, ojonge ukwenza utshintsho olunobulungisa ukuya kuqoqosho olunekhahloni ephantsi nokumelana nemozulu, nokukhawulezisa umkhondo wokukhula kohlobo ukuze siphumeze iphondo elinokukhutshwa kwezinto ezikhutshwayo ngowama2050.

Ukufakelwa kweziseko ezingundoqo zoluntu kwiASEZ kuqale kunyakamali wama2023/24, kwaye kwayilwa ukuvumela inani lamashishini amancinci ukuba athathe inxaxheba kulo msebenzi. Ukongezelela, kwaqaliswa ukwakhiwa kumzimveliso omtsha wokuqala, yaye abantu abaqeshileyo baye baqiniselwa omnye umzimveliso kwiASEZ.

I-ASEZ iyaqhubeleka nokufezekisa isicwangciso sayo sokutsala utyalomali lufikelele kwinjongo yayo yesiR3 sebhiliyoni kwiminyaka emihlanu. Utyalomali olungundoqo lulindeleke kummandla wokulungiswa kwezolimo, izixhobo zokupakisha ezivundisiweyo, amacandelo ezamandla ahlaziyekayo nobuchwepheshe bebhetri.

Uphuhliso lweziseko ezingundoqo olutsala utyalomali olufana neASEZ, luvunywa njengegalelo kwisicwangciso sokuKhula kweMisebenzi (G4J). Kwingxelo yenjongo yayo iphawula ukuba injongo kukuba neziseko ezingundoqo ezifunekayo ukuxhasa nokwenza uqoqosho lwesiR1 setriliyoni ngowama2035. I-ASEZ ibonelela ngeziseko ezingundoqo ezinzima nezilula njengenxalenye yomsebenzi wayo othe tye. Ukongeza kwiziseko zophuhliso ezakhiweyo, iASEZ inika ithuba lokuphumeza iinguqulelo ezintsha kubuchwepheshe, ngelixa kwangaxeshanye iqinisekisa ukuba abantu abatsha abavela eAtlantis bayafikelela kuphuhliso lwezakhono zobugcisa ezifanelekileyo nakwiinkqubo zenkxaso eziza kwenza abatyalizimali batsale nakuvimba osele ukhona wezakhono olungele ukusebenza.

Ubuchwepheshe bohloza bufumene inkxaso

Indawo yoQoqosho oluKhethekileyo yaseAtlantis (ASEZ) wenza inkqubela phambili ebonakalayo ngokusungulwa kwesigaba sawo sokuqala sokwakha, oko kukuthi ukufakelwa kweziseko zophuhliso zoluntu kuMmandla woku1. Uluhlu lwemisebenzi yeziseko ezingundoqo (ukubiyela, ukuzinziswa komhlaba, ukufakela umjelo ophantsi komhlaba ohambisa amanzi amdaka nolunye uqhagamshelwano lwezinto ezisetyenziswayo nolunye uqhagamshelo nolwakhiwo. Ulwakhiwo lwendlela yangaphakathi) lutsale intathoxaxheba yamashishini asekhaya, kwaye uluhlu lwemisebenzi exabisa ngaphezulu kweR12 lezigidi ngexabiso lekhontrakthi zinikezelwe kwiiSMME. Isigaba sophuhliso lweziseko ezingundoqo siya kwanda kunyakamali wama2024/25 ngokugqitywa koluntu loMmandla woku1 nokwakhiwa komzimveliso omtsha womtyalimali. Inkqubela phambili kuMmandla woku1 ikhulise ukuzithemba kwabatyalizimali, ngomyinge wotyalomali weASEZ ukhula ukuya kwii projekthi ezili18 ezinokubakho ngaphakathi kweSEZ. ISebe liza kuqhubeka linikezela ngegalelo kuphuhliso lweziseko ezingundoqo zobuchwephesha bohloza kwiASEZ, nenkqubo yokuvunywa kotyalomali kwiIndawo yoQoqosho oluKhethekileyo yaseAtlantis.



Amanyathelo okungenelela avelayo nesikhokelo somgaonkqubo ngokubhekiselele kuphuhliso lweziseko ezingundoqo

Njengoko inqanaba lokuqala lokuKhula kweMisebenzi liqhuba, iNkqutyana iza kuqalisa uphononongo longenelelo oluvelayo oluza kuxhasa amathuba ohlumo okanye loyise imiqobo yezoqoqosho. Ngaphaya koko, njengoko iziseko ezingundoqo nocwangciso lwesithuba luqhubeka phakathi kwamanye amasebe okanye amanqanaba karhulumente, iNkqutyana iza kuba negalelo ekuqinisekiseni ukuba amaqhinga neendlela ezijongene nazo ziye zahlangabezana neemfuno neemfuno zecandelo labucala. Amanyathelo amabini athile apho iNkqutyana iza kuthatha indima ebonakalayo iza kuba luququzelelo lwenkxaso karhulumente kulwandiso lweZiko leBiovac; nokusebenzisana neSebe leziSeko ezingundoqo malunga nokuchongwa komhlaba karhulumente ongasetyenziswa kakuhle neeasethi/izakhiwo ezinokuvula amathuba ezoqoqosho.

Ukwandiswa kweBiovac kunika ithuba elikhulu lokuba iNtshona Koloni yomeleze amandla ayo okwenza amayeza okugonya ukuze asetyenziswe apha ekhaya kwaye athunyelwe kumazwe angaphandle, kwaye uphuhliso lungavula utyalomali lwesiR2 sebhiliyoni kwiminyaka eli10. Kulo nyakamali, iNkqutyana ijolise ekuqhubeleni phambili utshintshiselwano ngepropati phakathi kwephondo neSixeko saseKapa, neSixeko neBiovac. Ngokubhekiselele ekuchongeni amathuba ohlumo anokuthi axhamle ekufikeleleni kwiindawo ezifanelekileyo nezimi kakuhle ezingasetyenziswanga (kwaye ukuba kuyimfuneko ukuba zisetyenziswe ngaphantsi komhlaba nezakhiwo) zeWCG, ugxininiso luza kuba kukuchonga ithuba elinye okanye amabini okukhula anokukhawulezisa ngokufikelela kwiziseko ezingundoqo, ukutshatisa umhlaba okhoyo karhulumente nezakhiwo nala mathuba, ngokwemimiselo yomthetho.

Ukusebenzela abemi baseNtshona Koloni

Inkqubo yeSEZ igxile ekutsaleni utyalomali kwimveliso, kwaye ngale ndlela, ifuthe layo lokuqala elithe ngqo livakala ngokwemisebenzi edaliweyo – kulwakhiwo nakwimisebenzi yokwenziwa kwemveliso. Nangona kunjalo, ngokwenkqubo kazwelonke neyehlabathi jikelele, iMimandla yezoQoqosho eKhethekileyo kufuneka ibe 'ngabemi'

abalungileyo kwiindawo abahlala kuzo, kwaye ithathe amanyathelo angxamisekileyo okuhlanguka ummandla kwiindawo abahlala kuzo, nokuthatha amanyathelo abonakalayo. kunye/okanye inkxaso yezakhono nophuhliso loshishino kwiindawo abahlala kuzo. Xa kujongwa isinyanzeliso sokuthathelwa ingqalelo kwamaLungelo oLuntu, oku kuya kuquka ukugxila ngokukodwa kwabasetyhini, abantu abakhubazekileyo nolutsha.

9.4.3 Inkqutyana 5.5: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziphumo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukunyuka kwexabiso leRandi kutyalomali	Iiprojekthi zeziseko ezingundoqo ezifumene inkxaso	5.3 Inani leeprojekthi zeziseko ezingundoqo ezifumene inkxaso	5	5	3		2	3	4
	Iingxelo zolongamelo loMmandla zoQoqosho oluKhethekileyo eziqulunqiweyo	5.3.1 Inani leengxelo zolongamelo zoMmandla woQoqosho oluKhethekileyo eziqulunqiweyo				8	6	6	6
	Izinto eziphambili zolungiselelo lweZibuko laseKapa ziququzelelwe	5.3.2 Inani lezinto eziphambili zolungiselelo lweZibuko laseKapa eziququzelelweyo*				4			
	Iiprojekthi ezintsha ezixhasayo (ezemali nezingezizo ezemali) ngexesha lesigaba socwangciso	5.3.3 Inani leeprojekthi ezintsha ezixhasayo (ezemali nezingezizo ezemali) ngexesha lesigaba socwangciso				2			

* Olu ngenelelo lusenxiselwe kwiNkqubo yesi3.

9.4.4 Inkqutyana 5.5: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
5.3 Inani leeprojekthi zeziseko ezingundoqo ezifumene inkxaso	2				2
5.3.1 Inani leengxelo zolongamelo zoMmandla woQoqosho oluKhethekileyo eziqulunqiweyo	6		2	2	2

9.4.5 Inkqutyana 5.5: Imingcipheko engundoqo ehlaziyiweyo noncitchiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukunyuka kwexabiso leRandi kutyalomali	Amandla oqoqosho okudala imisebenzi nokukhula kweGDP akubonakali ngenxa yokunqongophala kwabatyalimali kwiziseko ezingundoqo. Imeko yotyalomali iyaqhubeka ukuba ingaguquki okanye iyancipha ngenxa yezigqibo zomgaqonkqubo kazwelonke eziphikisanayo.	Ulungelwaniso lwamagalelo yinkxasomali yesizwe neyamazwe ngamazwe namahlakani omgaqonkqubo (umzekelo, i-dtic, i-IDC nabaxhasi bemali bamazwe ngamazwe) ukomeleza nokukhawulezisa iiprojekthi zotyalomali ezisisiseko ezikhoyo ngoku ukuvula amathuba amatsha emarike.
	Ukuba iASEZ ayifumani nkxasomali efunekayo yeziseko ezingundoqo kuMmandla uphela, isakhono sayo somhlaba abatyalimali siyaphazamiseka.	INkampani yeASEZ iphumeze enye imodeli yenkxasomali yeziseko ezingundoqo, ivumela inkxasomali ehlangeneyo evela kwicandelo labucala.

9.5 Inkqutyana 5.6: UThungelwano loQoqosho

9.5.1 Injongo

- Kukuxhasa nokuvuselela ukusetyenziswa, ukulungela nokufikeleleka kobuchwepheshe balemihla bekhompyutha kwabemi namashishini.

9.5.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Ukuxhasa uqoqosho lobuchwepheshe balemihla bekhompyutha luhambelana nesigunyaziso esichaziweyo seDEDAT ngokukhuthaza ukuveliswa kwezinto ezintsha, ukukhuthazwa kwemizimveliso, ukukhula koqoqosho, nokudalwa kwemisebenzi kwiPhondo. Esi sigunyaziso sichatshazelwa ngendlela ethile yokujongana neemfuno namathuba athile eNtshona Koloni. Ukwamkela uqoqosho lobuchwepheshe balemihla bekhompyutha kunokukhokelela kwiinzuzo ezahlukeneyo ezifana nokwanda kwemveliso, amathuba amatsha oshishino, nokufikelela okuphuculiweyo kwiimarike, ngakumbi kwiSMME ezihlala zibonwa njengentsika kuqoqosho.

UbuChwepheshe noSungulo lwezinto ezintsha yenye yeePFA ezisixhenxe ezichongiweyo (iindawo eziphambili ekugxilwe kuzo) kwisicwangciso sokuKhula kweMisebenzi (G4J). Oku kubanzi ukuba umsebenzi wemveli weyunithi yoQoqosho lobuXhakaxhaka balemihla bekhompyutha obufanelekileyo kule nezinye iiPFA ezininzi, ngokukodwa uTyalomali, uThunyelo lwempahla kumazwe angaphandle, aMandla, iZiseko zophuhliso neNgqesheko.

I-DEDAT yenze ukhetho olucacileyo lokuthatha indima yobunkokeli ecacileyo nebonakalayo ekwenzeni uphuhliso loqoqosho eNtshona Koloni, kwaye ijonge ukungena kule ndima ngenjongo, ibe ligunya, umququzeleli, neengcali ezihloniphekileyo zobunkokeli kuhlumo loqoqosho eNtshona Koloni. eKapa. Ngokwandiswa, oku kuyinyani kubuChwepheshe noSungulo lwezinto ezintsha zePFA apho iDEDAT iyinkokheli echongiweyo.

Ngokubhekiselele ekukhuthazeni uqoqosho lobuchwepheshe balemihla bekhompyutha, uRhulumente weNtshona Koloni ebephambili kwaye wamkela kwangethuba. Yaqalwa njengongenelelo olukhawulezileyo yiDEDAT kwiminyaka engaphezu kweshumi eyadlulayo kwaye ngoku iqhutywa liSebe leNkulumbuso, indlela yothungelwano loThungelwano olubanzi bephondo obunyezisa eziphantse zibe ngama2 000 eziqhagamshelwe kubhengezo oluhamba ngesantya esiphezulu neziza zoluntu ezingaphezu kwe1 600 zewi-fi zibaluleke kakhulu ngaphambi kwamanye amaphondo. Ngokungathandabuzekiyo, iNtshona Koloni kuphela kwephondo eliye lahlangabezana, laze

Iagqithisa, koko bekujoliswe kuko okubekwe kumgaqonkqubo woThungelwano loMzantsi Afrika lwama2013. Indima yoQoqosho lobuXhakaxhaka balemihla bekhompyutha kukuxhamla kolu tyalomali nesikhundla nokwandisa ukukhuphisana kwamashishini nokuphucula impilo yabemi.

Usungulo lwezinto ezintsha nako, ngokoyilo, luyinxalenye yenkcubeko neenqobo ezisemgangathweni zikaRhulumente weNtshona Koloni. Kukho umnqweno ocacileyo wokufumana oku "kwiDNA" yombutho. Ukuqondwa kweengqikelelo ezimbini zobuchwepheshe nokuveliswa kwezinto ezintsha kwiqhinga leG4J luphawu olucacileyo kurhwebo nabemi ukuba iPhondo lizimisele ngokucinga ngendlela eyahlukileyo ukukhulisa uqoqosho.

Ngokutyala imali kwiziseko ezingundoqo zedijithali, ukukhuthaza ukwamkelwa kobuxhakaxhaka kuwo onke amacandelo, nokukhuthaza ushishino kwicandelo lobugcisa, iSebe linganceda ukuvuselela uphuhliso loqoqosho nokubeka iNtshona Koloni njengendawo ephambili yokusungula izinto ezintsha. Le ndlela yokusebenza ifezekisa iinjongo ezibanzi zorhulumente wephondo kunye noMgaqosiseko woMzantsi Afrika ngokufaka igxalaba kuphuhliso oluzinzileyo, amathuba emisebenzi, nenkqubela phambili kulo mmandla.

UbuChwepheshe noSungulo lwezinto ezintsha buchongwe njengewona mba uphambili ekugxilwe kuwo (PFA) kwisicwangciso seG4J. Imixholo echongiweyo kubuChwepheshe nakuSungulo lwezinto ezintsha zePFA iza:

- Komeleza ukwenza lula ukuqhuba ishishini nokukhuthaza inkqubo yendalo yobuchwepheshe neyosungulo lwezinto ezintsha;
- Khuthaza ukukhula nesidingo esitsha nokuqaliswa nokwandiswa kosungulo lwezinto ezintsha nobuchwepheshe;
- Ukuxhasa uphuhliso lwezakhono zabasebenzi; kunye
- Nokuseka iNtshona Koloni njengendawo exakekileyo yelinge leziqalo nezandiso.

Imisebenzi ethile ekufuneka yenziwe ukuzalisekisa oku kungasentla, iquka ukuseka imbumbano yohlumo lokuqalisa nokukhulisa nokuchonga amanyathelo aphambili okuvula amandla angakumbi. Oku kuza kuncediswa kukusekwa komanyano lohlumo neefemu zongxowankulu abasakhasayo, nokwakha isicwangciso sokwandisa ukuhamba kwemali eyinkunzi yemali ekuvuleleni iinkampani zaseNtshona Koloni. Imisebenzi ibandakanya ukusebenzelana namaziko emali asekhaya ngombono wokufumana izigunyaziso zelinge eliyintsika yokuvula imali yokuqalisa nokunyusa, ukwenza uphando lokufumanisa eyona ndlela ilungileyo yotyalomali lwemibutho yezemali kwiziko kwilinge eliyintsika, nolungiselelo lomdlalo yendawo yokubeka apho kufanelekileyo khona.

Ngokubhekiselele ekuxhaseni inguqulelo entsha, iCandelo liza kusebenzisana nabachaphazelekayo ukwenza inguqulelo nothungelwano lwentsebenziswano yeR&D nabezemfundo necandelo labucala. Kananjalo iza kuphuhlisa ukuqonda okucacileyo kwenkuthazo yezemali efikelelwa kwiiSMME kwaye iqinisekise ukuba ezi zifakwe kwikhathalogu kwaye zichazwe ngokufanelekileyo. Oku kuza kuqinisekisa ukuba iiSMME eNtshona Koloni zinolwazi, kwaye ziyakwazi ukufikelela lula, kwelona thuba lilungileyo lokuphumelela ekufakeni izicelo zezi nkuthazo.

ICandelo liza kuqalisa ngocwangciso lweNgxowamali yoMngeni woSungulo lwezinto ezintsha ngenjongo yokuvuselela intsebenziswano kwiR&D nokusungula izinto ezintsha phakathi kwecandelo labucala, urhulumente, izifundiswa, noluntu. Unxibelelwano phakathi kwamalungu amane equad helix (izifundiswa, ishishini, urhulumente noluntu) lubuthathaka ngoku. Ngenxa yoko incitho yeR&D iphantsi kwaye ijoliswa kakubi, uphuhliso aluthatyathelwanga kurhwebo, neenzuzo ezingaphunyezwa licandelo likarhulumente nelabucala. Lo mbutho womsebenzi ugxile ekuqondeni oku kungasentla, ukugqiba indlela eya phambili nokujolisa kwinkcitho ngeWCG exhaswa yiNkxasomali yoMngcipheko. Ingxinano kwinkxasomali ehambelanayo kuza kuba yinto ebalulekileyo kuyilo.

Ekomelezeni ukwenza lula ukuqhuba ushishino nokukhuthaza inkqubo yendalo yobuchwepheshe neyosungulo lwezinto ezintsha, iNkqutyana iza kuqhubela phambili umsebenzi wokuphuhlisa indawo enobume obungenzi mveliso kuyilo lwegumasholo/ummandla wepaseji emxinwa eNtshona Koloni eza kubonelela ngobume bovavanyo, uphando, uqeqesho nokuqinisekiswa kwemigaqo nesiqinisekiso. Oku kuza kwakha kwisantya esibalulekileyo esele senziwe kule ndawo. I-WCG idlala indima ebalulekileyo, ingekuko ekuphemeleleni utshintsho lolawulo kuphela, kodwa ibambe owona msebenzi ubalulekileyo wokuhlanganisa nokuqhubela phambili ithuba, ngeli lixa

kuthathelwa ingqalelo iindima ezohlukeneyo ezidlalwa ngabachaphazelekayo ngokubamanyanisa kwinjongo eyinzuzo macala omabini. Impumelelo yeli phulo ixhomekeke kule ntsebenziswano.

Uphuhliso lwezakhono zoluntu luza kuxhaswa ngothethathethwano nokukhuthaza iinkqubo zecandelo labucala likarhulumente. Oku kuya kwenziwa ngentsebenziswano esondeleyo neNkqubo yesi7.

Ukongeza koku kungentla, iCandelo lidlala indima ephambili ekunxibelelaniseni ubuChwepheshe noSungulo lwezinto ezintsha zePFA nengqokolela ehambelanayo yeeprojekthi. Oku kuquka iiprojekthi ezisuka kwiDEDAT nezinye ezisuka kwiWCED, DOTP, DEA&DP, DOA nakwiWesgro.

Ukusebenzela abemi baseNtshona Koloni

Kubekho inkqubela phambili nezinto ezintsha kubuchwephesha bobuxhakaxhaka balemihla bekhompyutha obukhuthaza ukufikeleleka nokusetyenziswa kwamaqela aphambili. Ngelixa iYunithi ingazikhuthazi ezi zinto, ziyafumaneka kuluntu ngokubanzi njengenxalenye yezixhobo zobuxhakaxhaka balemihla bekhompyutha, okanye njengeminikelo yenkonzo yorhwebo ephucula amava omsebenzisi.

Eli Candelo liza kuxhasa ushishino ngokudibana namashishini nabanye abachaphazelekayo ukuphuhlisa iiajenda zokuqhubela phambili ukukhula kobuchwepheshe nokuveliswa kwezinto ezintsha eNtshona Koloni. Ezi nkalo kugxilwe kuzo ziza kubandakanya iR&D, inkunzi yelinge necandelo lobuchwepheshe elithe nkqo. Umsebenzi wangaphambili kulo mmandla uchongiweyo amaqela, kwaye oku kuza kuphinda kufakwe kwisicwangciso saso nasiphi na isiganeko esifanelekileyo esinezi nkqo ukuqinisekisa ukumelwa.

9.5.3 Inkqutyana 5.6: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukunyuka kwexabiso lweRandi kutyalomali	Iiprojekthi zoqoqosho lobuxhakaxhaka balemihla bekhompyutha ezifumene inkxaso	5.4.1 Inani Labantu abafumene inkxaso ngezakhono zokufundiswa ngobuxhakaxhaka balemihla bekhompyutha			78				
	Abantu abafumene inkxaso ngezakhono zoshishino lwenqanaba lembewu	5.4.2 Inani labantu abafumene inkxaso ngezakhono zoshishino lwenqanaba lembewu			(15)	15			
	Amashishini abandakanyeka kwinkqubela phambili yeajenda yenguqu	5.4.3 Inani lamashishini abandakanyeka kwinkqubela phambili yeajenda yenguqu yobuxhakaxhaka balemihla				330			

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	yobuxhakaxhaka balemihla bekhompyutha eNtshona Koloni	bekhompyutha eNtshona Koloni							
Ukwanda kothunyelo lwempahla kumazwe angaphandle	Amashishini ancediswe ngongenelelo lwemveliso yobuxhakaxhaka balemihla bekhompyutha	5.4.4 Inani lamashishini ancediswe ngongenelelo lwemveliso yobuxhakaxhaka balemihla bekhompyutha				100			
Ukwenza lula ukuqhuba ushishino oluphuculiweyo	Inguqu yobuxhakaxhaka balemihla bekhompyutha enxulumene nohlaziyo lolawulo olucetyiweyo	5.4.5 Inani leenguqu zobuxhakaxhaka balemihla bekhompyutha enxulumene nohlaziyo lolawulo olucetyiweyo				3			
Ukunyuka kwexabiso leRandi kutyalomali	Uphononongo lokwenzeka kwezinto kwiindlela zokwandiswa kweentengo zemboleko ezifanelekileyo kubuchwepheshe beNtshona Koloni necandelo lemveliso	5.4.6 Inani lophononongo lokwenzeka kwezinto kwiindlela zokwandiswa kweentengo zemboleko ezifanelekileyo kubuchwepheshe beNtshona Koloni necandelo lemveliso olugqityiweyo				1			
Ukwenza lula ukuqhuba ushishino luphuhisiwe	Uphuculo lolawulo lobuChwephesha noSungulo lwezinto ezintsha' oluphuhlisiwe	5.4.7 Inani lophuculo lolawulo lobuChwephesha noSungulo lwezinto ezintsha' olungenisiweyo					2	2	2
Ukwenza lula ukuqhuba ushishino oluphuculiwe	Iinkqubo zendalo 'yobuChwepheshe noSungulo lwezinto ezintsha' ezixhaswa	5.4.8 Inani leenkqubo zendalo 'zobuChwepheshe noSungulo lwezinto ezintsha'					4	4	5

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	ngamaphulo okomeleza	ezifumene inkxaso ngamaphulo okomeleza							
	lingxelo zoQoqosho lweIQ eziveliswe kugxilwe 'kubuChwepheshe noSungulo lwezinto ezintsha'	5.4.9 Inani leengxelo zoQoqosho lweIQ eziveliswe kugxilwe 'kubuChwepheshe noSungulo lwezinto ezintsha'					1	1	1

9.5.4 Inkqutyana 5.6: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Iprojekthi yeGroundbreaking ukuqhubela phambili icandelo lobuchwepheshe begumasholo

I*Ntshona Koloni* isebenza ngokusondeleyo necandelo labucala kwiprojekthi yokuqala ukuqhubela phambili icandelo lobuchwephesha bamagumasholo. Eli nyathelo lijolise ekuboneleleni ngemekobume yovavanyo elawulwayo, inkxaso yolawulo, nokukhuthaza uphuhliso lwezisombululo zamagumasholo, ezineziphumo ezilindelekileyo ezibandakanya ukwahlukana kwezoqoqosho, ukuqhubela phambili kobuchwepheshe nokudalwa kwemisebenzi ebalulekileyo. Le projekthi imiselwe ukuba ixhamle kuphuhliso loqoqosho olubandakanyayo, ukulima ukuhamba komoya ezidolophini novavanyo lobuchwepheshe obutsha. Ngaphezu koko, ifuna ukudibanisa ubuchwepheshe bendawo, ukukhuthaza uphuhliso lwezakhono zeSTEM nokukhuthaza ukukhula koqoqosho kwiindawo ezisemaphandleni nasezidolophini, ukukhuthaza amathuba oosomashishini namaqela angamelwanga. Ngokutsala utyalomali oluthe ngqo lwamazwe angaphandle, i*Ntshona Koloni* ijolise ekubekeni uMzantsi Afrika njengenkokeli kushishino lobuchwephesha ngeenqwelomoya, isebenzise intsebenziswano yoluntu lwezenzo ukuqhubela lo mmandla ukuba ube phambili koku buchwepheshe buzisa iinguqu. Eli nyathelo alithembisi kuphela izibonelelo zoqoqosho nezobuchwepheshe, kodwa nenkqubo yendalo edlamkileyo yokusungula izinto ezintsha nenkqubela phambili.

Ukujonga phambili, iSebe, nabalingane balo, liza kuqhuba uphuhliso lwetyala leshishini leGumasholo /lobume bendawo engenamveliso yeUAV, eza kubona abalawuli, ishishini nezifundiswa ziyasebenzisana ekuphuculweni kolawulo lokuphatha nemodeli yobume bendawo engenamveliso, iyenza ibe yeyokuqala eMzantsi Afrika.



Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
5.4.7 Inani lophuculo lolawulo lobuChwephesha noSungulo lwezinto ezintsha' olungenisiweyo	2				2
5.4.8 Inani leenkqubo zendalo 'zobuChwepheshe noSungulo lwezinto ezintsha' ezifumene inkxaso ngamaphulo okomeleza	4				4
5.4.9 Inani leengxelo zoQoqosho lweIQ eziveliswe kugxilwe 'kubuChwepheshe noSungulo lwezinto ezintsha'	1				1

9.5.5 Inkqutya 5.6: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukunyuka kwexabiso leRandi kutyalomali	Imibamandla efana nobunkokeli bezobuxhakaxhaka balemihla bekhompyutha, ukuqondwa kwamaqithiqithi nokukhetha kunqongophele, okukhokelela ekubeni inguqu yobuxhakaxhaka balemihla bekhompyutha yeNtshona Koloni ingoneli, kwaye ikhokelela ngakumbi kuqoqosho olungakhuphisaniyo.	Qonda kwaye uhlatutye imarike, kubandakanywa neentsingiselo zengingqi nehlabathi. Phuhlisa iimpindulo ezifanelekileyo ezilungiselelwe iNtshona Koloni kwaye utyale imali ngokufanelekileyo kwimimandla efana nobunkokeli bezobuxhakaxhaka balemihla bekhompyutha, imfundo nonxibelelwano, njengoko kukhokelwa bubungqina bemarket.
	Ilahleko yesantya ekugcineni isikhundla seAfrika yoXhuthiso lobuChwepheshe nokhuphiswano lophuculo lwenkqubo yendalo ngenxa yokungafumani ncedo kubuChwepheshe noSungulo lwezinto ezintsha zePFA yeDEDAT namahlakani.	Ngokuhambelana neenjongo zokujoliswe kuko kobuChwepheshe noSungulo lwezinto ezintle zePFA, nikezela ingqwalasela efunekayo kwaye uphendule ngemithombo ehambelanayo (ikakhulukazi uxhotyiso lwabasebenzi kwakunye nentengiso nonxibelelwano).
Ukunyuka kwexabiso leRandi kutyalomali	Kukho ukuzithemba okuphantsi kwabathathinxaxheba kwimpindulo kaRhulumente weNtshona Koloni kumacandelo obuchwepheshe nosungulo lwezinto ezintsha xa kujongwa ukujongelwa phantsi okubonakalayo kwiminyaka yakutshanje, okukhokelela kwinqanaba eliphezulu lokuthandabuza ukuba umdla ohlaziyiweyo uyasebenza.	I-G4J ibonise ukubaluleka kobugcisa kunye nokutsha. IDEDAT ukusebenzisa oku njengesibhengezo esidlangalaleni sokuzibophelela kwicandelo. Ukongeza, ubukho beDEDAT nokubandakanyeka kwiindibano eziphambili zabathathinxaxheba nothungelwano kuya kuphinda kumise umnqweno wethu wokusabela kwiimfuno zoshishino kwiinkalo zobuchwepheshe nosungulo lwezinto.

9.6 Inkqutyana 5.7: UQoqosho loHlaza

9.6.1 Injongo

Kukuvuselela uphuhliso loqoqosho lohlaza namashishini anxulumeneyo nokuququzelela ukuphucuka kokomelela kwezixhobo zokwandisa ukhuphiswano nokomelela koqoqosho luphela.

9.6.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Amandla ombane ngowona mqobo ubophelelayo kwiNtshona Koloni nakuqoqosho lukazwelonke. Ukujongana nale ngxaki, iinzame ezihlangeneyo nezilungelelanisiweyo ziyafuneka kuRhulumente weNtshona Koloni ngokubanzi ukuze kunikezelwe ngongenelelo ngoncedo nezicwangciso njengoko zichazwe sisicwangciso seG4J. Oku kuza kufuna ukudityaniswa kwezibonelelo namandla, apho iNkqubo iza kudlala ubunkokeli obuphambili nendima yenkxaso.

Ukongeza, ukuqaphela ukuba utyalomali olubalulekileyo lwecandelo labucala nelikarhulumente kuya kufuneka ukuvelisa ubonelelo olongezelelweyo lombane. Inkqutyana kuya kufuneka iqhube kwaye iwasebenzise ngokukhuthelayo amathuba okukhula avela kwiNdawo ekuGxilwe kuyo ngokuPhambili: ukuZinzisa amandla nokuTshintsha ukuya kwiKhabhoni yeNtsalela ePhantsi. Ukuxhasa injongo yale PFA yokuelisa phakathi kweebhiliyoni zeerandi ezingama20 ukuya kumaR70 eebhiliyoni, iNkqubo iza kuxhasa kwaye iwandise amathuba otyalomali nawemisebenzi abonelelwa kukoMelela kwaMandla oMbane, kubandakanywa nophuhliso longxengomoya wohlaza notyalomali olukhulu lweziseko ezingundoqo ekunokwenzeka ukuba luvulise. UMngxengomoya wohlaza uye yavela njengenye indlela ekhethwayo yehlabathi, umthombo wamandla ococekileyo, ngakumbi kumashishini anzima ukuwaphelisa athi ngokuhlangeneyo enze ama32% yokukhutshwa kweCO₂ yehlabathi. Ngesiseko sayo esisekiweyo seziseko ezingundoqo nezibuko, iNtshona Koloni ibambe isitshixo sikazwelonke sokuvula inzuzo yelizwe kwangethuba kwimarike yoNgxengomoya wohlaza (GH2). Kodwa isantya nokuphendula kubalulekile ukukhusela indawo yeNtshona Koloni kwithuba longxengomoya, kwaye oku kuya kufuna kwixesha elizayo, ukuphuhliswa kweNdawo kaxakeka yaseSaldanha yeGH2. Ukusebenzisana ngokusondeleyo namaqumrhu ethu nezigunyaziso zawo ngokwahlukeneyo, iNkqutyana iza kulungelelanisa kunye/okanye ilawule iinkqubo zendalo noNgxengomoya loHlaza nentsebenziswano, kubandakanywa iindlela zokusebenza ezifanelekileyo ezithe zavela kwisiVumelwano sokuQondana noMntla naseMpuma Koloni, nokuxhasa imiba yomgaqonkqubo efanelekileyo eza kudala imeko evumela abatyalimali.

Ukusebenzela abemi baseNtshona Koloni

Ukusasazeka kwendawo yamandla ahlaziyekayo kunokwenzeka ukuba kuxhamle uluntu kwimimandla yasemaphandleni ngaphandle komasipala ombaxa. Ngaphaya koko, izibophelelo zabatyalimali abanenjongo yokuzuzisa inkxasomali yokuTshintshwa Nje kwamazwe ngamazwe kunye nezinye maxabiso zeREIPP ziza kufuna uhlengahlengiso olubonelela ngeenzuzo ezinzulu kuluntu olufanelekileyo. INkqutyana ijonge ukukhokela abatyalimali baMandla aVuselelwayo kulo mba wokwandisa amathuba anokuthi afumaneke kumaqela aphambili eWCG achongiweyo.

9.6.3 Inkqutyana 5.7: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kwiMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukomelela kwezixhobo zoqoqosho kuphuculiwe	Amashishiniancediswe ekuphuculeni kokomelela kwezixhobo (amandla ombane namanzi)	5.6 Inani lamashishini afumene uncedo kuphuculo lokomelela kwezixhobo (Amandla ombane namanzi)			218				
	Oomasipala abancediswe ekuphuculeni ukomelela kwezixhobo (amandla ombane namanzi)	5.7 Inani loomasipala abancedwe kukomelela kwezixhobo (amandla ombane namanzi) eziphuculiweyo			25				
	Iiprojekthi zokomelela kwamandla ombane ezifumene inkxaso	5.8 Inani leeprojekthi zokomelela kwamandla ombane ezifumene inkxaso			5	2			
	Iiprojekthi zokomelela kwamanzi ezifumene inkxaso	5.9 Inani leeprojekthi zokomelela kwamanzi ombane ezifumene inkxaso							
Ukunyuka kwexabiso leRandi kutyalomali	Amathuba okukhula afumene inkxaso malunga nokomelela kwamandla ombane	5.10 Inani lamathuba okukhula afumene inkxaso malunga nokomelela kwamanla ombane					1	1	1

9.6.4 Inkqutyana 5.7: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
5.10 Inani lamathuba okukhula afumene inkxaso malunga nokomelela kwamanla ombane	1				1

9.6.5 Inkqutyana 5.7: Imingcipheko engundoqo ehlaziyiweyo noncithshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukomelela kwezixhobo zoqoqosho kuphuculiwe	Ingxaki yamandla iye yabhengezwa njengentlekele kaZwelonke, kungekho kuphumla kwangoku kucingelwayo. Ubunzima bamandla buqhwalalisa uqoqosho kwaye amandla sisinyanzelo esibophelelayo kuhlumo loqoqosho lwexesha elizayo. Nangona kukho utshintsho olulawulayo kwimo yelizwe, oomasipala necandelo labucala basasokola ukufumana, ukunika amandla nokuqhuba amathuba amatsha ombane.	<p>Khokela ukuphunyezwa kweprojekthi zamandla ezikhethiweyo ezifana nezi: Cwancisa utyalomali olwandisiweyo kutshintsho lwamandla olufanelekileyo, ukukhuthaza imveliso yasekhaya nokuhlanganiswa kweenkqubo zamandla namacandelo kwaye uqhube uphuhliso loshishino longxengomoya lohlaza.</p> <p>Khokela uphuhliso lwesiCwanciso soTyalomali lwaMandla ombane Nje lweWC esiza kusetyenziswa ukutsala inkxasomali nengxowamali efunekayo ukuze kuphunyezwe iNkqubo yokuZinzisa amandla eWC.</p> <p>Ukulungelelanisa abachaphazelekayo kwezoqoqosho ekulawulweni kobunzima – ukubonelela ngeenkukacha, ukunika inkxaso kumashishini nokusebenza njengombhobo weengcingo zombane phakathi kwabadlali becandelo lezoqoqosho neWCG.</p>
Ukomelela kwezixhobo zoqoqosho kuphuculiwe	Abatyalimali kuqoqosho lokusingqongileyo abatyali imali ngenxa yemigaqonkqubo ehlala iguquka kunye/okanye engenabubele kubatyalimali kaRhulumente kaZwelonke neeSOE, okukhokelela kuqoqosho olusezantsi lotyalomali kwiPhondo.	Ukubonelela abatyalimali ngeenkukacha eziyimfuneko ukuze bajonge utshintsho kumgaqo-nkqubo, babe nentembelelo kwiNkqubo yeWC yokuBuyiselwa kwamandla, kwaye benze izigqibo zotyalomali eNtshona Koloni ngokusekelwe kwiindleko zokuthelekisa neempembelelo zoqoqosho.

9.7 IiNgqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neNkqutyana

Inkqubo yesi 5 R'000	Isiphumo			Ulwabiwo mali oluphambili	Ulwabiwom ali olulungelelisiweyo	Uqikelelo oluhlaziyiweyo	Uqikelelo lwesigaba esiphakahi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				2024/25	I-% yoTshintsho loqikelelo oluhlaziyiweyo	2025/26	2026/27
	2020/21	2021/22	2022/23	2023/24	2023/24	2023/24	2024/25	2023/24	2025/26	2026/27
Umgaqonkqubo wezoQoqosho noCwanciso	2 752	6 157	8 385	4 572	4 636	4 636	4 871	5.07	4 622	4 877
UPhando noPhuhliso	8 706	8 487	7 169	4 947	6 047	6048	11 144	84.26	10 620	10 951

Inkqubo yesi 5 R'000	Isiphumo			Ulwabiwo mali oluphambi li	Ulwabiwom ali olulungelela nisiweyo	Uqikelelo oluhlaziyi weyo	Uqikelelo lwesigaba esiphakahi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsho loqikelelo oluHlaziyiwe yo	2025/26	2026/27	
	2020/21	2021/22	2022/23							2024/25
ULawulo lweeNkcukacha			1	1	1		1		1	1
UBekoliso noVavanyo										
Ukunika aMandla iZiseko zophuhliso naMaphulo	81 002	91 181	87 757	58 966	56 832	56 832	64 808	14.03	45 482	47 561
UThungelwano lwezoQoqosho	15 754	9 249	8 486	15 232	11 481	10 975	7 375	(32.80)	7 541	7 966
UQoqosho loHlaza	21 398	25 076	17 982	33 601	14 991	15 497	10 507	(32.20)	11 064	11 780
IiNtlawulo zizonke neengqikelelo	129 612	140 150	129 780	117 319	93 988	93 988	98 706	5.02	79 330	83 136

Ingcaciso yegalelo lezixhobo ekuphunyezweni kweziquhamo

Iyunithi yoLungelelaniso lwezoShishino ixhasa iSaldanha Freeport ngendlela yeprojekthi nenkxasomali yokusebenza (njengoko kwaye ukuba kufanelekile) Ikwabonelela ngolwazi olufunwa siSigqeba sePhondo malunga neSaldanha Freeport, kubandakanywa ukuxhasa ubudlelwane nabachaphazelekayo nobudlelwane botyalomali, ngokunjalo ukubonelela ngolongamelo kwiziko elilawulayo laseSaldanha Freeport. Inkxasomali yeprojekthi ivumela iqumrhu ukuba lenze ucwangciso oluyimfuneko lweziseko ezingundoqo ukutsala utyalomali oluthile kummandla.

Iyunithi yoMququzeleli weKapa ixhasa iASEZ ngenkxasomali yokusebenza, nangokuququzelela izigqibo zeSigqeba sePhondo njengoko kufunwa yiASEZ, ukuxhasa ubudlelwane nabachaphazelekayo, ukunika igalelo kwinqanaba lobugcisa, nokubonelela ngolongamelo kwiziko elilawulayo leASEZ. Inkxasomali yokusebenza yenza ukuba iNkampani iASEZ ilwazi utyalomali kumhlaba kwicandelo lobugcisa bohlaza. Olu hlahlo lwabiwomali luthotywe ukusuka kulo nyakamali uphelileyo, kwaye kulindeleke ukuba iNkampani yeASEZ iqhubele phambili ixhasa ngemali imisebenzi yayo ukusuka kwimithombo engeyiyo eyemali yephondo. Iqela loMququzeleli weKapa libandakanya uMlawuli Obambeleyo.

9.8 Amaqumrhu kaRhulumente

Igama lequmrhu likarhulumente	IGunya	Ulungelelwano neSiphumo seDEDAT	Iziqhamo ziphambili	Uhlalo lwabiwomali lwangoku (Amawaka eRandi)
iSaldanha Freeport IDZ	UkuKhula kwezoQoqosho nokudalwa kwemisebenzi	Ukunyuka kweRandi yexabiso lotyalomali	Isivumelwano sokuqeshisa phakathi koMqeshi noMsebenzi sityikityiwe	20 000
INdawo yoQoqosho oluKhethekileyo lwaseAtlantis	Ulawulo lweNdawo yoQoqosho loHlaza oluKhethekileyo lobuChwepheshe.	Ukunyuka kweRandi yexabiso lotyalomali	Utyalomali luqiqiwe linkonzo zorhwebo ziqalisiwe	39 324

10. INkqubo yesi6: UKhenketho, ubuGcisa noKonwabisa

10.1 Injongo

- Kukuquzelela ukuphuyezwa kwesicwangciso esihlanganisiweyo sokhenketho esiza kukhokelela kuhlumo oluzinzileyo nolwandileyo nokudalwa kwemisebenzi kushishino lwezokhenketho.

10.1.1 Ulungelelwano nezicwangciso zikazwelonke nezephondo

Ulungelelwano nezicwangciso zikazwelonke

Inkqubo yesi6 ixhalabele uninzi lwezinyanzeliso ezicwangcisiweyo ezichongiweyo kwiNDP ngokumela nokuphembelela uhlaziyo lwemvume yokungena kwelinye ilizwe nohlaziyo lomgaqonkqubo wokuhamba ngenqwelomoya, ukutyala imali kwiintlobo zesivuno esikhulu sokhenketho ukuze kunyuswe inkcitho, ukulandelela unikezelo lweziseko ezingundoqo zokhenketho nokugcinwa, ngokusebenzisa iWesgro, ukuquzelela ukufikelela iimarike zokuzonwabisa ezintsha nezoshishino.

Zombini iNDP neSakhelo sesiCwangciso sesiGaba esiPhakathi (MTSF) nazo zigxininisa unxibelelwano lwasemaphandleni/nokhenketho lunikwe isakhono esisodwa soshishino sokuvuselela uqoqosho olusekelwe kwiindawo zasemaphandleni. Inkqubo yesi6 isabela kwisinyanzeliso sokukhuthaza ukhenketho lwasemaphandleni ngokutyala imali kwimveliso yommandla (ngaphandle kweNqila yeKapa) nokomeleza amakhonkco onxibelelwano ngesithuba nangokwemixholo kwiPhondo liphela ngophuhliso lweendlela nokuthengiswa kwendawo ekothulwa kuyo. Inkqubo yesi6 ikwasebenzisana nabanye abaxhasi ngezimali abafana neSebe lezoKhenketho ukuqinisekisa ukuba amandla axhotyiswa phakathi kwamaqela aphambili kwiindawo ezisemaphandleni. Uqoqosho lwezokhenketho lwaselwandle sesinye sesithuba esinesakhono esikhulu sokukhula nesixhaswa ngokubonakalayo yiDEDAT.

IsiCwangciso seCandelo lezoKhenketho lukaZwelonke (NTSS) yalatha iintsika zesicwhangciso ezintlanu. Ukuphendula kwiNtsika yesi3, iNkqubo yesi6 ityala imali ekukhuleni okuphezulu, kwiintlobo zokhenketho eziphezulu ezibandakanya iminyhadala yeHalal, ukuhamba ngenqanawa, uhambo nokutya, nokhenketho lweyayini. Inkqubo yesi6 ikwaphumeza inkqubo yolawulo lwendawo ekothulwa kuyo (iNtsika yesi4) egxininisa kukhuseleko lokhenketho, uqinisekiso lomgangatho nocwangciso lweziseko ezingundoqo zokhenketho, ukuhanjiswa nokugcinwa kwazo. Iintsika yoku1 neyesi2 ziphuyezwa ngeWesgro noFikelelo loMoya waseKapa namalinge oJikelezo ngeNqanawe lwaseKapa. Ekudaleni amathuba kumashishini okhenketho, iDEDAT iyayiqonda

imfuneko yokomeleza ukubandakanywa koshishino ngokuxhasa amalinge anceda amaqela aphambili ngokubaluleka ngokwenza iNtsika yesi5.

Ukongeza kwiNTSS, iDEDAT ikwanika ingxelo kwiSebe lezoKhenketho ngamanyathelo athatyathwe liPhondo ukuphumeza isiCwangciso soBuyiselo seCandelo lezoKhenketho (sowama2020) malunga nemixholo emithathu yesicwangciso eyile:

- Ukuvuselela isidingo;
- Ukubonelela ngohlaziyo; kunye
- Nokomelelza izakhono ezixhobisayo.

Ukhuseleko lokhenketho

Amaphondo agunyaziswe ukuba enze imisebenzi ethile yokhuseleko lokhenketho ngokweNTSS nesiCwangciso sikaZwelonke soKhuseleko loKhenketho. Ukusabela, iqhinga lephondo loKhuseleko loKhenketho laphuhliswa ngowama2019 ukuze kulungiswe imingcipheko echaphazela abakhenkethi abatyelela iNtshona Koloni ngokuzama ukwakha intsebenziswano nemibutho yabucala. Iinjongo zeqhinga loKhuseleko loKhenketho zezi:

- Ukuncitshiswa kolwaphulomthetho oluchaphazela abakhenkethi eNtshona Koloni;
- Uphuculo kumfanekiso wophawu lweKapa neNtshona Koloni kukhuseleko/ukhuseleko/kwimbono yolwaphulomthetho;
- Ukuphuhliswa kwesisombululo esinabachaphazelekayo abaninzi nentsebenziswano esizisa icandelo likarhulumente nabudlali babucala bekunye;
- Ukwakha ukuzithemba kwindima karhulumente ukwenza umahluko kwimiba engundoqo echaphazela uqoqosho noluntu lwethu;
- Ukudala owona mzekelo mhle wokuncitshiswa kolwaphulomthetho onokuthi uphunyezwe kwezinye iindawo ukunciphisa ulwaphulomthetho kubo bonke abemi boMzantsi Afrika; kunye
- Nokuphuculwa kwinqanaba lokhuseleko nokulungela ukhuseleko nokulungela ngaphakathi kushishino lokhenketho - imitsalane namashishini okhenketho (anjena ngabakhenkethi, iindawo, izikhokelo).

Inkqubo iphumeza ezi njongo ngokuthi:

- Ukubonelela ngenkxasomali kwisiXeko saseKapa esivumela ukuba sibeke icandelo elizininikeleyo lonyanzeliso lomthetho wezokhenketho kwiindawo ezithandwa kakhulu kwezokhenketho kumbindi weKapa.;
- Ukusebenza ngokubambisana nabachaphazelekayo bakarhulumente nababucala;
- Ukubonelela ngeNkqubo yeNkxaso yoKhuseleko lwezoKhenketho ukwazisa ngezenzo zokhuseleko lokhenketho kunye nokusabela kubakhenkethi abasebunzimeni; kunye
- Nokwakha amandla okunciphisa umngcipheko phakathi koshishino olubanzi.

Okokugqibela, kufanele kuqatshelwe ukuba iSebe lezoKhenketho lipapashe uxwebhu olusayilwayo lwezokhenketho nesicwangciso esiphambili sokhenketho esiza kuthatha indawo yesiCwangciso seCandelo lezoKhenketho lukaZwelonke nesiCwangciso soBuyiselo lweCandelo loKhenketho xa samkelwe. IDEDAT iza kuqinisekisa ulungelelwaniso lwesicwangciso nenkqubo akuba nje la maxwebhu egqityiwe kwaye amkelwa ngokusesikweni.

Ulungelelwaniso nezicwangciso zephondo nesigunyaziso zeSebe

Iqhinga lesiCwangciso sePhondo sichonga ukhenketho njengecandelo eliphambili lokuthunyelwa kwempahla kwamanye amazwe eNtshona Koloni kwaye sibophelela iWCG ukusebenzisana namanye amahlakani ukwandisa ukukhula kolu shishino lufuna abasebenzi abaninzi. I-PSP ke ngoko ivakalisa iinjongo zeNDP neMTSF malunga nokuvuselela ingeniso yokuthengisa kumazwe angaphandle ngokhenketho. Oku kukwafumaniseka kwiQhinga lesiCwangciso seminyaka emihlanu seDEDAT (sama2020 – 2025).

Ngokufanayo, isicwangciso seG4J siyayibona imfuneko yokukhuthaza ukukhula kweemarike ngokuthumela ngaphandle neemarike zasekhaya. “Ukhenketho yeyona nkonzo ibonakalayo yokuthumela ngaphandle”, luyavuma

olu xwebhu. Ukwandisa ukuthunyelwa kwemveliso neenkonzo kumazwe angaphandle (kubandakanywa ukhenketho lwamazwe ngamazwe) nokwenza ukuba kufikelelwe kwiimarike zehlabathi, kungundoqo ekwenzeni ukukhula koqoqosho lweNtshona Koloni.

Ukhenketho ke ngoko ludlala indima ebalulekileyo ekuphumezeni enye yemimandla ekugxilwe kuyo ngokubaluleka kwi-G4J – ukukhula kokukhula kokuthunyelwa kwempahla kwamanye amazwe. Ukongeza, iG4J iyavuma ukuba ukhenketho lunamandla amangalisayo okubuyisela ukothuka kumazwe ngamazwe nakwilizwe jikelele. Ukhenketho kwiPhondo luye lwabuya umva kwiKHOVIDI-19 – lugqwesile kwiindlela zikazwelonke nakwilizwe jikelele. Ukhenketho eNtshona Koloni luyakwazi ukunyamezela.

Ukwakha isakhono sokuthumela ngaphandle kushishino lwezokhenketho nangona kunjalo kufuna ukuba koyiswe imingeni ethile, namathuba athathwe. Ezi ziquka:

- Ukujongana nokufikelela emoyeni okunyiniweyo okuchaphazela iimarike zokhenketho;
- Ukusukela iimarike zohlumo olunengeniso kwilizwekazi laseAfrika – umzekelo, ezonyango nezokhenketho lwezemfundo;
- Ukulungelelaniswa nokuxhathisa imisebenzi yamanye amasebe ephondo ukomeleza isiseko sokuthumela kumazwe angaphandle;
- Ukuphuhlisa nokuphumeza amaqhinga nezicwangciso zokuthumela kumazwe angaphandle okubandakanya ukhenketho;
- Ukomeleza i-IQ yezoqoqosho ngokubhekiselele kwiimarike zokhenketho lwegaphakathi; kunye
- Nokuzuza kwimali yamandla ahambelana negama lokhenketho lweNtshona Koloni ukomeleza uphawu lwePhondo ngokubanzi nesiphakamiso sexabiso.

Ukuphendula koku kungasentla, iNkqubo yesi6 isebenzisa ulawulo lwendawo ekothulwa kuyo namaphulo okuthengisa. Ukongeza, ekujoliswe kuko okunqwenelekayo kwamkelwe kushishino apho iDEDAT iza kulandelela, ibeke iliso kwaye inike ingxelo ngomsebenzi.

10.2 Inkqutyana 6.1: UCwangciso lwezoKhenketho

10.2.1 Injongo

Kukuphuhlisa nokulungelelanisa iajenda yezokhenketho okucwangcisiweyo.

10.2.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Inkqubo yesi6 iphendula kwiPFA yesi2: Ukuvuselela ukuKhula kweMarike ngokuThunyelwa kwamanye amazwe neeMarike zasekhaya ngokukodwa umxholo: Ukuvulela imeko evumelayo nekhuphisaniyo yokuthumela kumazwe angaphandle. Ikwenza oko ngokulandela izicwangciso eziza kwandisa abafiki kumazwe ngamazwe nabasekhaya kwiPhondo. Ukwandisa ukufika kweendwendwe (zamazwe ngamazwe nezasekhaya) oko kufuna:

Kulula kwaye kubalungele abakhenkethi ukuba bafike apha; kwaye

Kulula kwaye kululungele ushishino lwezokhenketho ukusebenzela iimfuno zabakhenkethi.

I-DEDAT isebenza nawo onke amanqanaba karhulumente ukubonelela ngobume obuvumelayo bolawulo ngokwenza kube lula kushishino lwezokhenketho ukuba lusebenze kwaye luphumelele. Oku kubandakanya ukucutha imithetho engeyomfuneko, ukuphucula ukukhululeka kokwenza ishishini nokujongana nemiqobo ethe gqolo eyayanyaniswa nayo:

Ufikelelo lomoya olulinganiselweyo;

Ulawulo lwephephamvume lokuhambela kwelinye ilizwe olungakhuphisaniyo; kunye

Ubushushu bekhlabhoni yohambo.

Ukuza kuthi ga ngoku, iDEDAT yenze uphando ngowama2023 ukulinganisa uMzantsi Afrika ngokuchasene neendawo ekusingiwa kuzo oontanga ngokubhekiselele kwiivisa zabakhenkethi. Ngokusekelwe kulo msebenzi, iNkqubo yesi6 iza kuqhubeka iphumeza isakhelo sobhengezo nokuphambela umgaqonkqubo kazwelonke wokufudukela kwelinye ilizwe. Inkqubo yesi6 iza kuqalisa kwakhona kuphononongo lwezivumelwano zohambo ngomoya zamazwe amabini zaseMzantsi Afrika ukuchonga uhlaziyo olunokubakho lwesizwe oluya kukhokelela kuhambo olukhulu lweenqwelo moya eNtshona Koloni.

Ukusabela kwimfuno yokumisa indawo ekothulwa kuyo, kuza kuphuhlisa isakhelo yolawulo lwendawo ezinzileyo ebeka isicwangciso sexesha elide sokukhula okucocekileyo kushishino lwezokhenketho.

Ukongeza, iqonga lesicwangciso liza kuhlenganiswa ukunceda oomasipala ngocwangciso oluphuculweyo lwendawo ekothulwa kuyo nophuhliso lwamaziko ukuze komelezwe ulawulo lokhenketho lwasekhaya ngendlela ezinzileyo. Ngala mangelolo kuza kudaleka imekobume evumela ukuba ikhuthaze ukukhula ngokukhawuleza kuqoqosho lwezokhenketho.

Ukusebenzela abemi baseNtshona Koloni

Umxholo woHlumo neMisebenzi yeQhinga lesiCwangciso sePhondo (sowama2019 – 2024) ujonge imeko evumela icandelo labucala neemarike ukuqhuba ukukhula nokudala imisebenzi. Ngokuphucula ukufikelela lula, iNtshona Koloni iza kukwazi ukuvula ingeniso ebalulekileyo yokuthengisa kumazwe angaphandle nokuthathwa kwabasebenzi – amandla okhenketho. Le njongo ikwangqanyaniswa nesicwangciso seG4J esifuna uhlehlengiso lolawulo nomthetho ngokubhekiselele kulawulo lwephephamvume lokuhambela kwelinye ilizwe laseMzantsi Afrika. Ngaphaya koko, ukuphuculwa kothutho lwabahambi bamazwe ngamazwe ukuya eNtshona Koloni kuhambelana nenjongo sesicwangciso yothutho seG4J.

Ngokufanayo, ukunciphisa imithetho engeyomfuneko kushishino lwezokhenketho nokuphucula ukwenza lula ushishino zizinto eziphambili eziphambili kwiQhinga lesiCwangciso sePhondo kwaye sithetha noqaliso lwePSP kwindawo yesi3 (Ukukhulisa uqoqosho ngokukhula kokuthunyelwa kwempahla kumazwe angaphandle) kwakunye neQhinga lokuPhunyezwa kwesiCwangciso sePhondo esalatha iMekobume eVumayo njengendawo ekugxilwe kuyo yesicwangciso. Oku kulungelelaniswa ngokulinganayo nesicwangciso seG4J esihlaba ikhwelo lokuba imimiselo “iyilwe kwaye iyilwe ngokutsha ngenjongo yokwandisa ukwenza kube lula ukuqhuba ushishino ukuze kuvuleleke ukukhula”.

Ngokwenza kube lula kubakhenkethi ukutyelela iPhondo nokuba amashishini okhenketho asebenze, ushishino olulinganayo nolubandakanyayo luyakwenzeka oluya kudala amathuba amakhulu kumaqela aziphambili.

10.2.3 Inkqutyana 6.1 Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswa kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kothunyelwe lwempahla kumazwe angaphandle	Amaphulo ophuhliso lwecandelo lezokhenketho o aphunyeziwe	6.1 Inani leengxelo zamaphulo ecandelo lezokhenketho eziphuhlisiweyo	2	2	2				

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
	Uhlaziyo lwemimiselo enxulumene nokhenketho lucetyiwe	6.1.1 Inani lohlaziyo lwemimiselo enxulumene nokhenketho olucetyiweyo				2	1	1	1

10.2.4 Inkqutyana 6.1: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
6.1.1 Inani lohlaziyo lwemimiselo enxulumene nokhenketho olucetyiweyo	1				1

10.2.5 Inkqutyana 6.1: Imingcipheko engundoqo ehlaziyiweyo noncithiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukwanda kothunyelo lwempahla kumazwe angaphandle	<p>Izithintelo zePhephamvume lokuhambela kwelinye ilizwe nenqwelomoya zithintela ukukhula kwabafikayo ukuba baqatshelwe.</p> <p>Ukuhlaziswa kwenqwelomoya namaxabiso ekhabhoni kukhokelela ekwehleni kwabantu abavela kumazwe ngamazwe ukusuka kwiimarike eziphambili zaseYurophu naseMntla Melika.</p>	<p>Ukuphunyezwa kweSakhelo esiDityanisiweyo sokuThetha kunye nokuQeqesha ukulungisa imiqobo exabileyo ephephamvume lokuhambela kwelinye ilizwe neenqwelomoya.</p> <p>Indibano yobuntlola ukomeleza ityala lokukhululwa ngakumbi kolawulo lwezothutho lomoya.</p> <p>Ukuphuhliswa nokusetyenziswa kwesakhelo solawulo lwendawo ezinzileyo.</p>

10.3 Inkqutyana 6.2: Ukukhula noPhuhliso kwezoKhenketho

10.3.1 Injongo

- Ukuququzelela ukukhula nophuhliso lweshishini lezokhenketho; kunye
- Ukuphucula umgangatho wamava abatyeleli kwindawo ekothulwa kuyo ngokubonelela ngeenkono ezisemgangathweni zenkxaso yezokhenketho.

10.3.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Ukukhuthaza ukukhula kweemarike ngothunyelo lwempahla kumazwe angaphandle neemarike zasekhaya kufuna utyalomali olukhulu kwindawo ekuthunyelwa kuyo ukuze kuqinisekiswa ukuba iimveliso zinomtsalane kwiimfuno eziguqukayo zabakhenkethi nokuba iziseko zoncendo zabakhenkethi ziyasebenza.

Inkqubo yesi6 iza kuxhasa intsebenziswano ekhokelwa licandelo labucala ejolise ekukhuthazeni ukukhula okuphezulu, iintlobo zesivuno esiphezulu sokhenketho kuquka iHalal, udelongozi nobunzulwazi ngokulungisa ukutya ekuquka ukhenketho lokutya newayini ngeNgxowamali yoMngeni kwezoKhenketho lweG4J. INgxowamali iza kuxhasa uphuhliso nokugcinwa kweziseko zoncendo zabatyeleli, ngakumbi kwiindawo ezinomtsalane eziphezulu. INgxowamali yimali elinganayo efuna ukukhuthaza nokomeleza utyalomali lwecandelo likarhulumente nelabucala kwindawo ekubonelelwa kuyo ngeveliso. INgxowamali ixhaswe luphando olwenziwayo malunga nemveliso yengingqi noluthle lwafumanisa umsantsa kwindawo ekhoyo efumanekayo kwimarike.

Ukongeza, le Nkqubo iza kuqhubeka nokumela inkonzo egqwesileyo kwiPhondo liphela. Ukuphumeza oku, iNkqubo isebenza ngentsebenziswano neBhunga loHlelo loKhenketho laseMzantsi Afrika. Oku kusekelwe kwinto yokuba izikhalazo zenkonzo sesinye sezizathu eziphambili ezikhankanyiweyo zokuba kutheni abakhenkethi baxele amava amabi eNtshona Koloni. Ukuphuculwa kwenkonzo yabathengi nako kuza kufezekiswa ngoqeqesho lokwamkela iindwendwe nabasebenzi abaphambili kwezokhenketho kukhathalelo lwabathengi. Ukongeza, iSebe liza kusebenzisana nabanye abachaphazelekayo, kuquka uKhenketho loMzantsi Afrika, ukuqaphela nokuwonga inkonzo egqwesileyo ngeembasa zikaLilizela zonyaka.

Okokugqibela, imiqobo yamanzi namandla inefuthe elithe ngqo ekusebenzeni kakuhle kwamashishini okhenketho. IDEDAT iza kuxhasa iiSMME ngokuphumeza izenzo zokhenketho ezizinzileyo njengenxalenye yeenzame zayo zokuvula ukukhula okucocekileyo kushishino lwezokhenketho nokuqhubela phambili ukomelela kweshishini kwimeko yokutshintsha kwemozulu.

La manyathelo aza kuphunyezwa ngombono wokuphumeza umxholo woHlumo nemiSebenzi (G4J) wesiCwangciso sePhondo (sowama2019 - 2024) kugxininiswa kwiNkalo yoku1 (Eyokunyusa uTyalomali) neNkalo yesi3 (Ukukhulisa uqoqosho ngokukhula kothunyelo lwempahla kwamanye amazwe) kwakunye neenkalo ekugxilwe kuzo kwiQhinga loPhunyezo lwesiCwangciso sePhondo sokuDalwa kweMisebenzi (izakhono nokuqesheka), uPhuhliso lweCandelo noKhuphiswano, uTyalomali, neZiseko zoPhuhliso.

INkqutyana nayo iza kuba negalelo kwimpumelelo yesicwangciso seG4J esibiza utyalomali kwiziseko ezingundoqo nezakhono njengeendawo eziphambili zenkxaso ukuze icandelo labucala likhokele ukukhula. Oku kuza kwenziwayo ngentsebenziswano nezinye iinkqubo zeDEDAT namasebe ephondo.

[Ukusebenzela abemi baseNtshona Koloni](#)

INgxowamali yoMngeni kwezoKhenketho lweG4J iza kubonelela ngenkxaso yezemali ukukhulisa kunye/okanye ukwandisa iinkqubo zentsebenziswano neprojekthi ezijolise ekuncedeni iiSMME ngophuhliso lwemveliso yokhenketho. Oku kuza kwenziwayo ngendlela esabela kwiimfuno zamaqela aphambili nenjongo yokwakha ushishino lokhenketho olulinganayo noluqakayo.

Utyalomali kwimveliso yokhenketho luvuselelwe

Ngxowamalie yoMceli kwezokhenketho lweG4J ityala imali kuphuhliso lweziseko ezitsha zokhenketho namava ngenjongo yokuvuselela utyalomali lwecandelo labucala kwimveliso enikezelwa ngaphaya komasipala ombaxa weKapa. Omnye wabaxhamli bale ngxowamali, uBirdlife South Africa, uphumeza iprojekthi entsha kwiGarden Route ekhokelele ngempumelelo ekuchongeni nasekuthengisweni kweendlela ezintsha zokukhathalela iintaka. Njengenxalenye yelinge, abakhenkethi abakhokela abakhenkethi kunye nabaqhubi abakhenkethi bathathe inxaxheba ekuqeqesheni umntu neenkqubo zoqeqesho kwi-intanethi besakha ulwazi lwabo nezakhono zeendlela zeentaka zesithili.

Icandelo lezokhenketho elithile lokukhathalela iintaka, ekwaziwa ngokuba lukhenketho lokukhathalela iintaka, lime njengenye yezona ndawo zisekiweyo nezikhula ngokukhawuleza zokhenketho eMzantsi Afrika. Uphando lubonisa ukuba abakhenkethi becandelo elithile lezokhenketho lokukhathalela iintaka badla ngokuqalisa uhambo olude, bachithe imali eninzi, kwaye bajonge iindawo ezisemaphandleni kakhulu kunezinye iindidi zabakhenkethi. Ngaphaya koko, abanini beentaka bahlala bengamalungu amanqanaba aphezulu abantu, begxininisa amathuba abalulekileyo namathuba anengeniso kweli candelo lokhenketho likhethekileyo.

Noxa isenza isi2% kuphela somhlaba uhlangene welizwe, iGarden Route inamazibuko angaphezu kwesiqingatha seentlobo zeentaka zaseMzantsi Afrika. Ngaphezu koko, ukufikeleleka kwayo ngobuchule ngokusebenzisa iindawo ezinkulu zokuhamba ezifana neKapa, iGeorge, neGqeberha, neentlobo ezahlukeneyo zokhenketho, iqinisekisa amava apheleleyo asekelwe kwindalo kubakhenkethi.

Kayla Webster Natures Valley



10.3.3 Inkqutyana 6.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswa kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kothunyelo lwempahla kumazwe angaphandle	Iimali ezifunyenweyo zophuhliso lokhenketho	6.2.1 Ixabiso leRandi lokufunyanwa kwengxowamali yophuhliso lokhenketho				R5m	R4m	R4m	R4m
	Amashishini afumene inkxaso mali	6.2.2 Inani lamashishini afumene inkxaso ngeNgxowamali yoMngeni wezoKhenketho lweG4J				30	15	15	15
	Abasebenzi abamkela iindwendwe kuBuko lweendwendwe abaqeqeshelwe ukugqwesa kwinkonzo	6.2.3 Inani labasebenzi abamkela iindwendwe kubuko lweendwendwe abafumene uqeqesho kugqweso lweenkonzo				100	75	75	75
Ukwada kothunyelo lwempahla kumazwe angaphandle	Amashishini afumene inkxaso ngozinzo lweenkqubo zokhenketho	6.2.4 Inani lamashishini afumene inkxaso ngozinzo lweenkqubo zokhenketho					15	15	15
	Iimveliso zokhenketho ziphuhlisiwe	6.3 Inani leengxelo zenkubela phambilikuphunyezwe ni kwenkqubo yophuhliso lwemveliso yokhenketho programme		2	2				

10.3.4 Inkqutlana 6.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
6.2.1 Ixabiso leRandi lokufunyanwa kwengxowamali yophuhliso lokhenketho	R4m				R4m
6.2.2 Inani lamashishini afumene inkxaso ngeNgxowamali yoMngeni wezoKhenketho lweG4J	15				15

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
6.2.3 Inani labasebenzi abamkela iindwendwe kubuko lweendwendwe abafumene uqeqesho kugqweso lweenkonzo	75		75		
6.2.4. Inani lamashishini afumene inkxaso ngozinzo lweenkqubo zokhenketho	15				15

10.3.5 Inkqutya 6.2: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheka engundoqo	Uncitshiso lwemingcipheko
Ukwanda kothunyelo lwempahla kumazwe angaphandle	<p>Imveliso engakhuphisaniyo enikezelayo ilibazisa ukukhula kokufika kwabafikayo ekuphunyezweni.</p> <p>Inkonzo yomthengi engekho mgangathweni ithintela ukukhula kwabafikayo ukuze baqondwe.</p> <p>Amashishini okhenketho awanakho ukukhuphisana ngenxa yeendleko eziphezulu zamanzi namandla okwenza igalelo.</p> <p>Iimarike ezingundoqo zaseYurophu naseMntla Melika zibona iNtshona Koloni njengendawo ekothulwa kuyo enekhabhoni.</p>	<p>Vuselela utyalomali ngengxowamali ehambelanayo.</p> <p>Utyalomali kwiziseko ezingundoqo zokhenketho nophuhliso lwemveliso.</p> <p>Qeqesha ukwamkela iindwendwe nabasebenzi abaphambili kwezokhenketho kwinkonzo yabathengi.</p> <p>Mela inkonzo egqwesileyo.</p> <p>Khuthaza inkqubo yokuhlela okusemthethweni.</p> <p>Khuthaza ukwamkelwa ngokubanzi kweendlela zozinzo kushishino lwezokhenketho.</p>

10.4 Inkqutyana 6.3: INguqu kwiCandelo lezoKhenketho

10.4.1 Injongo

- Kukubonelela ngobhaliso olusebenzayo nolawulo lwabakhokeli babakhenkethi; kunye
- Nokukhusela isidima sendawo ekuyiwa kuyo ngokhuseleko oluphuculweyo lwabatyeleli nolawulo oluhlanganisiweyo lwendawo ekuyiwa kuyo.

10.4.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Ukukhulisa amandla okhenketho okuthengisa kumazwe angaphandle kufuna iinkonzo zoluntu olukhokelayo olunobuchule obufanelekileyo nezenzo zolawulo oluvakalayo lwendawo yokusingwa ngokubhekiselele kukhuseleko lwabatyeleli, iziseko zophuhliso zokhenketho (ezifana nemiqondiso) noqinisekiso lomgangatho.

Ukhokelo lwabakhenkethi lishishini elilawulwayo ngokoMthetho wezoKhenketho wesi3 wama014 kunye nemigaqo echaphazelekayo yokukhokela abakhenkethi (epapashwe njengeSaziso sikaRhulumente samaR641 kwiGazethi kaRhulumente 15607 yowesi8 kuTshazimpuzi we1994 neMimiselo enguNombolo R. 744 yowama2001 kwiGazethi kaRhulumente 22563 yomhla we17 kweyeThupha wama2001). Njengoko kuchaziwe kuMthetho neMimiselo, uMgcini zincwadi zobhaliso kaZwelonke nabaGcini zincwadi bePhondo zabaKhokeli babakhenkethi banoxanduva lokubhalisa, ukulawula nokuphuhlisa abakhokeli babakhenkethi. Inkqubo yesi6 yenza lo myalelo ngokuthi:

- Inikezele ngenkonzo yokubhalisa yobungcali kuluntu olukhokela abakhenkethi;
- Ixhobise kuqeqesho lwabakhokeli babakhenkethi abatsha nabakhoyo;
- Iqhube uhlolo lokuchasa isikhokelo esingekho mthethweni;
- Ikhuthaze ukwenziwa kobungcali kolu shishino ngokuxhasa imisebenzi yemibutho yobungcali; kwaye
- Iphande ize inike ingxelo malunga neendlela zoshishino

Ukongeza kulawulo lweshishini lokukhokela abakhenkethi, iNkqubo yesi6 ikwaphumeza inkqubo ebanzi yokhuseleko lokhenketho ehambelana nezicwangciso zokhuseleko lokhenketho kuzwelonke nakwiphondo. Lo msebenzi ukwasekelwe kwinto yokuba iinkcukacha zoKhenketho loMzantsi Afrika zibonisa ukuba ukhuseleko lobuqu neenkxalabo zokhuseleko zezona zizathu zikhankanyiweyo eziphezulu zokuba kutheni abakhenkethi bamazwe ngamazwe benamava angalunganga eNtshona Koloni. Injongo zesiCwangciso soKhuseleko loKhenketho zezi:

- Ukuncitshiswa kolwaphulomthetho nezinye iziganeko ezinxulumene nokhuseleko ezichaphazela abakhenkethi eNtshona Koloni;
- Uphuculo kumfanekiso wophawu lweKapa nolweNtshona Koloni kukhuseleko/ukhuselo/ulwaphulomthetho/kwimbono yezempilo;
- Ukuphuhlisa kwesisombululo esinabachaphazelekayo abaninzi kunye nentsebenziswano esizisa icandelo likarhulumente kunye nabadlali babucala bekunye;
- Ukwakha ukuzithemba kwindima karhulumente yokwenza umahluko kwimiba engundoqo echaphazela ukhenketho;
- Ukudala owona mzekelo mhle wokuncitshiswa kolwaphulomthetho onokuthi uphunyezwe kwezinye iindawo ukunciphisa ulwaphulomthetho kubo bonke abemi boMzantsi Afrika; kunye
- Ukuphuculwa kwinqanaba lokhuseleko nokulungela ukhuseleko nokulungela ngaphakathi kweshishini lezokhenketho - ukusuka kwinqanaba lendawo ukuya kumashishini awodwa okanye iindawo ezinomtsalane.

Inkqubo yesi6 ifezekise ezi njongo ngokuthi:

- Isebenzisane noshishino kumaphulo okhuseleko lokhenketho;
- Ikhuthaze izenzo zokhuseleko lokhenketho kubakhenkethi bamazwe ngamazwe nabasekhaya;
- Incedise abakhenkethi abasengxakini;
- Ukuxhasa ngemali iSixeko saseKapa esivumela ukuba simisele icandelo lonyanzeliso lomthetho kwezokhenketho kwiindawo ezithandwa kakhulu kwezokhenketho kumbindi weKapa.;

- Ukuzalisekisa isicwangciso esibanzi sokulungela ixesha elixakekileyo lwasehlotyeni;
- Ukukhuthaza ezona ndlela zilungileyo ngokubhekiselele kukhuseleko lokhenketho nolawulo lomngcipheko;
- Ukuphumeza inkqubo yolawulo lwendumasi epheleleyo ngeWesgro yeDMO; kunye
- Ukuququzelela izicelo zemiqondiso yokhenketho enceda ekwenzeni iindawo zokufikela nezomtsalane zifikeleleke ngakumbi ngelixa kuphuculwa ukhuseleko lwabatyeleli.

Nangona amapolisa okhenketho sele ecetyiwe kumaxwebhu omgaqonkqubo ohlukeneyo kazwelonke, iDEDAT ixhase ngemali iyunithi yoNyanzeliso loKhuseleko loKhenketho ephunyezwa siSixeko saseKapa, elelona lizwe likufutshane nomkhosi wamapolisa kwezokhenketho. IDEDAT ikholelwa ukuba le modeli inokuphinda iphindwe kwenye indawo kwaye ke ngoko iza kugunyazisa uphando ukulinganisa ifuthe lentlaloqoqosho lweYunithi.

Ngolu ngenelelo, iNkqubo yesi6 inegalelo ekuphunyezweni kokukhula kokuthumela ngaphandle kukhenketho.

Ukusebenzela abemi baseNtshona Koloni

I-DEDAT ibonelela ngenkonzo kubahlali baseNtshona Koloni abaqeqeshelwe ukuba ngabakhokeli babakhenkethi abasemthethweni. IDEDAT ikwanceda inani eliqingqiweyo labantu ngonyaka ukuba babe ngabakhokeli babakhenkethi abafanelekileyo kwiindawo apho kukho imfuneko yabakhokeli abaninzi.

Ekuphuhliseni abantu ngabanye, iDEDAT izama ukuphendula kwiimfuno ezithile zamaqela aphambili.

Ngokubandakanya izenzo zokhuseleko lokhenketho, uluntu lwenziwa lukhuseleke kungekuphela kubatyeleli nje kuphela kodwa nabemi basekuhlaleni ngokunjalo. Njengoko iindawo ekusingwa kuzo zikhuselekile, amathuba amaninzi ezoqoqosho nawo aza kufezekiswa kubemi ngokhenketho.

Ukhuseleko lwezokhenketho lufumene inkxaso

Ukongeza ekukhuthazeni utyalomali lwemveliso yokhenketho, iSebe likwatyala imali kukhuseleko lokhenketho.

Kunyaka-mali wama2023/24, ibe negalelo kuhlalo lwabiwo-mali lokusebenza lweyunithi yonyanzeliso lomthetho kukhenketho lweSixeko saseKapa. Isibonelelo esizizigidi eziR2 sivumela isiXeko ukuba sihlawule amagosa ixesha elongezelekileyo nto leyo eqinisekisa ukuba iindawo ezinomtsalane ezifana neLion's Head, Signal Hill neBo-Kaap zikhuselekile kubakhenkethi emva nje kwemini. Amagosa amahlanu nomhloli omnye baye babekwa ngeli nyathelo. Le projekthi iza kuqhubeka ngowama2024/25.



10.4.3 Inkqutwana 6.3: Isiphumo, iziqhamo, izalathisi zesiqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujolise kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kothunyelo lwempahla kumazwe angaphandle	Abakhokeli babakhenkethi bafumene uqeqesho	6.4 Inani labakhokeli babakhenkethi abafumene uqeqesho	43	35	89	100	100	100	100
	Abantu ngokobunye ababhalise njengabakhokeli babakhenkethi	6.5 Inani labantu ngokobunye ababhalise njengabakhokeli babakhenkethi	502	697	1 500	1 200	1 200	1 200	1 200
	Abakhokeli babakhenkethi bahloliwe	6.6 Inani labakhokeli babakhenkethi abahloliweyo	20	72	110		200	200	200
	Abaxhamli abafumene inkxaso ngeenkonzozokhuseleko lokhenketho	6.7 Inani labaxhamli abafumene inkxaso ngeenkonzozokhuseleko lokhenketho	389	306	139	300	300	300	300
	Ukongamela ukusekwa kweyunithi yoNyanzelo loMthetho woKhenketho ngentsebenziswa no neSixeko saseKapa	6.8 Inani leengxelo zokongamela ekusekweni kweyunithi yoNyanzelo loMthetho woKhuseleko kwezoKhenketho	4	4	1				
	Ukusasazwa kwamagosa oNyanzelo loMthetho woKhenketho eKapa	6.8.1 Inani lamaGosa oNyanzelo loMthetho woKhenketho athe atyalwa eKapa					6	6	6
	IsiCwangciso soKhuseleko lezoKhenketho siphunyeziwe	6.9 Inani leeNgxelo zoPhunyezo lwesiCwangciso soKhuseleko lezoKhenketho	4	2	2				

10.4.4 Inkqutyana 6.3: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
6.4 Inani labakhokeli babakhenkethi abafumene uqeqesho	100		100		
6.5 Inani labantu ngokobunye ababhalise njengabakhokeli babakhenkethi	1 200	300	300	300	300
6.6 Inani labakhokeli babakhenkethi abahloliweyo	200	40	40	60	60
6.7 Inani labaxhamli abafumene inkxaso ngeenkonzo zokhuseleko lokhenketho	300	75	75	75	75
6.8.1 Inani lamaGosa oNyanzelo loMthetho woKhenketho athe atyalwa eKapa	6				6

10.4.5 Inkqutyana 6.3: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukwanda kothunyelo lwempahla kumazwe angaphandle	<p>Abakhokeli babakhenkethi abahambelani notshintsho olulindelekileyo kubathengi nto leyo inciphisa ukukhuphisana kwendawo.</p> <p>Abakhenkethi banamava angalunganga okhuseleko lomntu athi athobe isidima nokhuphiswano lwePhondo.</p> <p>Ukusetyenziswa ngokungafanelekanga okanye ngokungasebenzi kakuhle kwezixhobo ezifumaneka kwiSixeko saseKapa.</p>	<p>Utyalomali oluqhubekayo kuphuhliso lwezakhono kubakhokeli babakhenkethi abatsha nabasele bemiselwe.</p> <p>Ukubonelela ngenkonzo yenkxaso ebanzi yokhuseleko lokhenketho kubakhenkethi bamazwe ngamazwe nabasekhaya.</p> <p>Ukuncitshiswa kolwaphulomthetho kwiindawo ezinomtsalane kuMbindi weDolophu yaseKapa.</p> <p>Iinkqubo zokongamela ezomeleleyo ziyaphunyezwa ukunciphisa imingcipheko enokubakho nokuqinisekisa ukuba imali isetyenziswa njengoko bekucetyiwe.</p>

10.5 Inkqutyana 6.4: INTengiso kwiNdawo yoKhenketho

10.5.1 Injongo

- Kukubonelela ngezixhobo kwiqumrhu likarhulumente lokukhuthaza ukhenketho, urhwebo notyalomali ukuze likwazi ukuphumeza igunya lalo njengoko lichaziwe kuMthetho weArhente yokuKhuthaza uTyalomali noRhwebo eNtshona Koloni, we1996 (uMthetho wesi3 we1996) njengoko ulungisiwe.

10.5.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Indawo yentengiso sisidingo esiphambili sokuvuselela ukukhula kwemarike ngokuthumela ngaphandle neemarike zasekhaya. Ishishini lezokhenketho eNtshona Koloni lixhomekeke kakhulu kwiimarike ezingundoqo zaseYurophu naseMntla Melika. Ukuthengisa ke ngoko akuxhalabelanga nje ukuhlala phezulu kwengqondo kwiimarike ezingundoqo kodwa ukwahluka kwiimarike ezintsha.

I-DEDAT ibonelela ngolongamelo olucwangcisiweyo kubekoliso lweWesgro ngokubhekiselele kwindawo yentengiso neeprojekthi zesicwangciso sokuphucula uqhagamshelwano lomoya nolwandle lwePhondo - eziyimfuneko ekuphuculeni ukufikelela kwimarike.

Injongo yoMbutho weNdawo ekuThengiselwa kuyo yeWesgro kukukhuthaza iNtshona Koloni, phantsi kophawu oluhlanganisiweyo ngokuqhutywa kwamaphulo okuthengisa acwangcisiweyo, kumazwe ngamazwe nangaphakathi, kwaye ngokwenjenjalo kwandiswe inani labatyelile. Ngale Wesgro inika impembelelo kwiG4J egxininisa ukubaluleka kophawu oluluqilima lwendawo eNtshona Koloni.

I-Wesgro isebenza ngendibaniselwano neminye imibutho yendawo ekuthengiselwa kuyo equka uKhenketho loMzantsi Afrika, uKhenketho lwaseKapa (neminye imibutho yokhenketho yengingqi neyokuhlala) kwakunye necandelo labucala. Kulo mba idlala indima ebalulekileyo ekumanyaniseni uphawu lwephondo nasekuqondeni isicwangciso seG4J ekukhuthazeni iimarike zokhenketho ngokuzithemba nokwakha uphawu.

I-Wesgro ikwadlala indima ebalulekileyo ekuphuculeni ukufikeleleka kwindawo ngoHambo lwenqanawe lwaseKapa namanyathelo oFikelelo loMoya waseKapa athi iarhente ihlanganiselwe ngentsebenziswano nabanye abachaphazelekayo. Ukwandisa inyathelo lokuqala lokuFikelela kuMoya yiprojekthi echongwe yiG4J.

Ubudlelwane phakathi kweQumrhu neSebe bulawulwa ngesivumelwano sentlawulo yokhutshelo (TPA) esityikitywa rhoqo ngonyaka. Iindlela zolawulo eziye zenziwa ngeTPA ukujonga inkcitho esebenzayo zezi zilandelayo:

- *Isicwangciso seShishini*: Phambi kokuba iTPA ityikitywe, kuboniswa isicwangciso soshishino esinika iinkcukacha eziyimfuneko njengoko siphathelele kwiiprojekthi neenkqubo zalo nyakamali uthile. IDEDAT inikwe ithuba lokuvakalisa izimvo ngesicwangciso soshishino phambi kokuba samkelwe yiBhodi yeWesgro ukuze kuqinisekise ulungelelwaniso lobuchule nezicwangciso zeSebe nezinto eziphambili ngokubaluleka;
- *Performance reporting*: I-Wesgro inemisebenzi ekujoliswe kuyo ngekota ngokweAPP yayo kwaye kufuneka inike ingxelo ngayo. Iingxelo zekota zenkqubela zeWesgro zijongiwe yiDEDAT kwaye ingxelo iyanikezelwa ukuba iyafuneka. Zonke iimfuno zokusebenza zichazwe kwiTPA;
- *Uniko lwengxelo yezemali*: Ukongeza kubungqina barhoqo ngekota, iWesgro kufuneka ibonelele ngeengxelo zemali zekota ngenkcitho. Ukongeza, iWesgro kufuneka ngamaxesha athile ibonelele iDEDAT ngeebhalansi zebhanki, iingxelo zemali eziphicothiweyo nezinye iinkcukacha zemali ukuze iDEDAT ikwazi ukwenza iintlawulo zodluliselo; kunye
- *Neendlela ezongezelelweyo zokongamela*: ISebe lineentlanganiso zekota zokubeka iliso neentlanganiso ezimbini zonyaka phakathi kwabalawuli besigqeba seWesgro namagosa aphezulu afanelekileyo eDEDAT ukucacisa, ukuphonononga nokubonelela ngengxelo yokusebenza kwekota yangaphambili. Amagosa eDEDAT akwasebenza kwiikomite zolawulo nakwiiprojekthi eziphambili ezicwangcisiweyo ezifana noFikelelo loMoya waseKapa noHambo ngeenqanawa zaseKapa. Oku kuvumela ulongamelo olulodwa lweprojekthi.

Ukusebenzela abemi beNtshona Koloni

I-Wesgro inikwe umsebenzi wokukhuthaza iNtshona Koloni njengendawo ephambili yohambo olude kubakhenkethi bamazwe ngamazwe neyona ndawo iphambili yohambo olufutshane lwabakhenkethi beningqi nabezekhaya. Ngokutsala abakhenkethi abaninzi ngamaphulo akhuthazayo, iWesgro ixhasa ishishini lokhenketho ekudaleni amathuba engqesho kubemi bePhondo. Okukhona besanda abakhenkethi abatyelela iNtshona Koloni, kokukhona kuvela amathuba engqesho. Ukongeza, iWesgro ikwakhuthaza iindawo nemisitho engaphandle komasipala ombaxa kwaye unyaka wonke inceda ekudaleni amathuba kubemi kwizithili zonke zePhondo nakunyaka wonke wekhalenda.

10.5.3 Inkqutyana 6.4: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Iziphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukwanda kothunyelo kumazwe angaphandle	Iingxelo zolongamelo eziqulunqiweyo kumsebenzi weNtengiso kwiNdawo yezoKhenketho yeWesgro	6.11 Inani leengxelo zolongamelo eziqulunqiweyo kumsebenzi weNtengiso kwiNdawo yezoKhenketho yeWesgro	2	2	2	2	2	2	2

10.5.4 Inkqubo 6.4: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
6.11 Inani leengxelo zolongamelo eziqulunqiweyo kumsebenzi weNtengiso kwiNdawo yezoKhenketho yeWesgro	2		1		1

10.5.5 Inkqutyana 6.4: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kuPhononongo kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukwanda kothunyelo lwempahla kumazwe angaphandle	Ukusetyenziswa ngokungafanelekanga okanye ngokungasebenzi kakuhle kwezixhobo ezifumaneka kwiSixeko saseKapaWesgro.	Imigaqonkqubo yokongamela eyomeleleyo neenkqubo ziyaphunyezwa ukunciphisa imingcipheko enokubakho nokuqinisekisa ukuba kukho ulungelelwaniso olucwangcisiweyo lweprojekthi neenkqubo.

10.6 IiNgqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neNkqutyana

Imisebenzi echazwe ngasentla iza kufezekiswa ngeenzame ezihlangeneyo zeqela leNkqubo - lisebenza ngentsebenziswano noMbutho weNdawo yeNtengiso yeWesgro.

Nangona iyunithi encinci enikwe uluhlu olubanzi lolawulo lwendawo ekusingwa kuyo noxanduva lophuhliso egunyazisiweyo nayo, iqela leDEDAT lineseti yezakhono ezahlukeneyo ezifanelekileyo zokulawula nokuphumeza iiprojekthi zokuxhasa

uqoqosho lokhenketho. Izakhono eziphambili ziquka uphando lwecandelo, ucwangciso lweprojekthi, ulawulo lwabachaphazelekayo, ukunika ingxelo yeprojekthi, ulawulo lwemali, ulawulo lwabantu, ulawulo lwekhontrakthi, imimiselo, ulawulo lwendawo, ucwangciso lwendawo, uphuhliso lwendawo, ukhuseleko lokhenketho nentengiso kwa nonxibelelwano. Xa sithelekisa, uRhulumente weNtshona Koloni utyala imali encinane kurhwebo lwendawo nolawulo kunamanye amaphondo amaninzi, nangona kunjalo amanyathelo akhoyo okuqinisekisa ukuba iRandi nganye etyalwe kukhenketho isetyenziswa kangangoko. Ukongeza, iNgxowamali yoMngeni kwezoKhenketho lweG4J nephulo loHambo ngenqanawa lwaseKapa zibubungqina bendlela utyalomali lwecandelo labucala olunokuvulwa ngayo ngobuhlakani ukukhuthaza ukukhula koshishino.

Inkqubo yesi6 R'000	Isiphumo			Ulwabiwo oluphambi li	Ulwabiwo olulungelel wanisiweyo	Uqikelelo oluhlaziyi weyo	Uqikelelo lwesigaba esiphakathi sonyaka				
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				I-% yoTshintsh o kuqikelelo oluHlaziyi weyo	2024/25	2023/24	2025/26	2026/27
	2020/21	2021/22	2022/23								
1. Ukucwangciswa koKhenketho											
2. Ukukhula koKhenketho noPhuhliso	19 480	15 763	8 301	18 411	19 946	19 946	20 781	4.19	19 061	19 022	
3. INguqu yeCandelo lezoKhenketho											
4. INtengiso kwiNdawo yoKhenketho	57 098	58 398	63 573	55 982	53 529	53 529	52 853	(1.26)	54 925	57 397	
liNtlawulo ziZonke neengqikelelo	76 578	74 161	71 874	74 393	73 475	73 475	73 634	0.22	73 986	76 419	

Ingcaciso yegalelo lezixhobo ekuphunyezweni kweziqhamo

Ulwabiwo lohlahlomali kwiNkqubo yesi6 lunyukile ukusuka kuma2023/24. Izinto eziza kuqala ziza kuba zizixhobo zokusabela kwizinto eziphambili ngokweG4J njengoko ukhenketho lunegalelo ekujoliswe kuko okuphambili kurhwebo lokuthumela ngaphandle. Kunyakamali wama2024/25 kuza kwenziwa utyalomali kwaye luxhamle kwiimveliso ezinxulumene nokhenketho neziseko ezingundoqo nokusabela kwimiqobo ye-EoDB ngokunxulumene nokuhamba ngeenqwelomoya neminye imiqobo yomgaqonkqubo ekwadityaniswe nendawo ekugxilwe kuyo ngokubaluleka kotalomali. Ukongeza, ukuphuculwa kwezakhono zabakhokheli babakhenkethi namashishini okhenketho njengoko kunxulumene nokukhathalelwa kwabathengi nokhuseleko lokhenketho nako kungumba ophambili. Uninzi lohlahlo lwabiwomali kwinkqubo luyakwabelwa imisebenzi yentengiso yendawo ekusingwa kuyo eligunya leWesgro necandelo elibalulekileyo lokuvuselela ukukhula okuphuhlayo ngenjongo yokuphinda kabini abakhenkethi abafikayo ngowama2035. Utyalomali olufunekayo ekwakheni indawo ezinzileyo, ekhuphisanayo nelawulwa kakuhle ngundoqo ukuba sifuna ukunikezela ngombono weG4J wokuphumeza ukukhula koqoqosho oluqhawukayo.

10.7 Amaqumrhu kaRhulumente

Igama lequmrhu likarhulumente	Igunya	Ulungelwaniso nesiPhumo seDEDAT	Iziphimo eziphambili	Uhlahlo lwabiwomali lwangoku (amawaka eRandi)
I-Wesgro	INdawo yeNtengiso	Ukwanda kothunyelo lwempahla kumazwe angaphandle	Amaphulo acwangcisiweyo Ubizomaxabiso lukhuselekile	52 853

11. INkqubo lesi7: UPhuhliso lweZakhono noSungulo lwezinto ezintsha

11.1 Injongo

- Kukuququzelela ukubonelelwa ngezakhono zoXhotyiso kuBasebenzi noSungulo lwezinto ezintsha ukuze kunikezelwe kwizidingo kuPhuhliso lwaBasebenzi kwezoqoqosho eNtshona Koloni.

11.1.1 Ulungelelaniso nezicwangciso zikazwelonke nezephondo

IsiCwangciso soPhuhliso sikaZwelonke sowama2030 (NDP) sihleli siluxwebhu olukhokelayo loMzantsi Afrika lokuxhasa iG4J. Kuyo, iyaqonda kwaye ikhuthaza ukuba "ukuqinisa izakhono zabasebenzi" "nokuphucula imfundo esemgangathweni nezakhono" ziimeko eziyimfuneko "zokunyusa ingqesho ngokukhula ngokukhawuleza koqoqosho". Ikwaphawula ukubaluleka kokuthunyelwa kwempahla kumazwe angaphandle nokhuphiswano ekusukeleni ikamva apho wonke umntu esamkela amandla akhe apheleleyo.

Ngokwaziswa yiNDP yowama2030, iSakhelo sesiCwangciso sesiGaba esiPhakathi sonyaka sowama2019-2024 sibeka ekujoliswe kuko kokunciphisa intswelangqesho ukuya kutsho kwisi6% ngowama2030 kugxilwe ngabom ekuququzeleleni ukuqeshwa kolutsha, ukukhula okubandakanyayo, ukujongana nokunqongophala kwezakhono eziphakamisa iindleko zokwenza ushishino nefuthe layo elibi kukhuphiswano. Ngokumalunga nokubaluleka kophuhliso lwezakhono kuhlumo nemisebenzi, ehambelana neNDP yowama2030 neMTSF yowama2019, zezona zicwangciso zephondo, iQhinga lesiCwangciso sePhondo: iNjongo ePhefumlelwe nguMbono wesi2 (VIP) nesiCwangciso sePhondo seG4J: ukuFikelela okuPhuculiweyo kwePFA. ukuya kumaThuba oQoqosho nokuQesheka (PFA 7). I-VIP yesi2 ibeka injongo yemisebenzi engama20 000 ngowama2024 ngelixa iPFA yesi7 ibonelela ngesikhokelo malunga nendlela yokuphumeza ukukhula kwengqesho.

Ukukhangelwa kweNkqubo yokukhuphisana, ukukhula kwemveliso kumazwe angaphandle nokukhula kwengqesho kwinkxaso ephelileyo nokulungelelaniswa kwezicwangciso zikazwelonke nezephondo. Ngokubhekiselele kwisikhokelo esibonelelwe kwiG4J, esona sixhobo siphambili seNkqubo ekusombululeni ngokukhawuleza ekuphenduleni umngeni wentswelangqesho nokunqongophala kwezakhono ziinkqubo zayo zokufunda ezibonelela ngamathuba engqesho exesha elide kulutsha olungaphangeliyo ngoqeqesho emsebenzini, uphuhliso lwezakhono, ukuvunywa nezinye izithinteli eziphambili kwiinkampani ezingalugeshiyo ulutsha olungaphangeliyo. Ekunikeni ingcaciso kwimingeni yezakhono iNkqubo igxile kunqongophalo lwangoku lwezakhono nezidingo zezakhono zexesha elizayo.

INkqubo ithathela ingqalelo imiqobo yezemali kwaye ngokwenza oko iya kuzuzisa, kwicandelo labucala nakweminye imithombo yenkxasomali, isibonelelo semali esiyimfuneko ukwandisa ubunzulu nobubanzi beenkqubo zokufunda zokufumana amava.

Ekunikeni inkcazo kwisicwangciso seG4J, iNkqubo iza kujongana neningeni yexesha eliphakathi nexesha elide kwinkqubo yendalo yezakhono ngokusebenzela inkqubo yendalo yezakhono ezilungisa ngokuzenzekelayo kwiimfuno zeshishini ngophuhliso nokugcinwa kwamaqonga amaziko olungiso oluzenzekelayo kwiinkqubo yezakhono neendlela zonikezelo. Iza kugcina unikezelo lwezakhono nokufuna ubukrelekrele ngenjongo yokuphucula ukusebenza kwenkqubo yendalo, nokunciphisa ukruthakruthwano ekufikeleleni kobo bulumko. Le Nkqubo iza kukhokela uphuhliso lwezixhobo ezintsha, zihlomele izixhobo zemfundo, uphuhliso nokuqaliswa kweendlela ezintsha zonikezelo ezisebenzayo.

11.2 Inkqutyana 7.1: Izakhono zePhondo neNtsebenziswano

11.2.1 Injongo

- Ukulungelelanisa intsebenziswano nentsebenziswano nabachaphazelekayo kwinqanaba likazwelonke, lephondo nelengingqi ukuqhuba utshintsho lwenkqubo ngenjongo yokwandisa ukunikezelwa kwezakhono ezifanelekileyo ezihambelana neemfuno zangoku nezexesha elizayo zamacandelo ohlumo oluphambili kwiPhondo.

11.2.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Isicwangciso seG4J, ngakumbi iPFA yesi7, sichaza ukuba ulutsha lujongene neningeni emandla ekutshintsheni kwalo ukusuka esikolweni nasemva kokuphuma kwesikolo ukuya emsebenzini. Ulutsha luswele izakhono ezisisiseko kwaye alunamkhombandlela wokwenza izigqibo ezisekelwe kwikhondo lomsebenzi ezihambelana neemfuno zezakhono zoshishino.

Oku kunokunxulunyaniswa nokunqongophala kobudlelwane obaneleyo phakathi kwabaqeshi noludwe lwezifundo ezifundiswa yinkqubo yezemfundo, nokuqinisekisa ubungcali bokufundisa obuhlaziyiweyo obuhambelana neemfuno zezakhono zeshishini. Oku kungafani phakathi kweshishini kunye nemfundo ephakamileyo kubonakala kwimarike yezemisebenzi, njengoko kukhokelela ekubeni abantu abaninzi bangaphangeli kunye / okanye amathuba ambalwa afunyenweyo ukuqinisekisa iimfuno zemarike yomsebenzi.

Ukuxhasa isicwangciso sotshintsho seG4J PFA yesi7 ukomeleza ulungelelaniso ngaphakathi kwemfundo noqeqesho lwenkqubo yendalo, eyona njongo yethu iphambili iza kuba kukunika amahlakani ecandelo labucala nelikarhulumente ukuba basebenzisane nezifundiswa ukuze kuphuculwe iindlela zoqeqesho ezibandakanya uludwe lwezifundo ezitsha/ehlaziyiweyo neendlela zonikezelo.

Oku kubandakanya amahlakani ecandelo likarhulumente nelabucala ukuba asebenze nemfundo ezisisiseko, imfundo yasemva kwesikolo (iiTVET neeHEI zamaziko emfundo ephakamileyo, ekhokelwa licandelo labucala) njengendlela yokuzisa utshintsho. Oku kuza kuvumela inkqubo ehambelanayo yemfundo noqeqesho lwenkqubo yendalo ngokuhlengahlengisa uludwe lwezifundo ezikolweni, emva kokuphuma kwesikolo namaziko emfundo ephakamileyo ukuhlangabezana neemfuno eziguququkayo zendawo yokusebenza.

Oku kuya kunceda iPhondo ukuba liphumeze isiphumo esinqwenelekayo senkqubo elungelelanisiweyo yendalo esingqongileyo apho unikezelo lwezakhono lusabela kwiimfuno eziguqukayo zeshishini. Oku nako kuza kuba negalelo ekuphumezeni injongo yePFA yesi7 yokwandisa ufikelelo kumathuba oqoqosho nokuphucula ukuqesheka kwiPhondo.

Ukuphumeza oku kungentla, iNkqutyana iza kuququzelela uthethathethwano olucwangcisiweyo nentsebenziswano phakathi kwemfundo ezisisiseko, imfundo yasemva kwesikolo nemfundo enomsila kunye necandelo labucala (kubandakanywa neeSETA) ukuqonda iimfuno zezakhono zangoku nezexesha elizayo. Ngokudibeneyo, intsebenziswano exhasa ukusulungekiswa kweendlela zoqeqesho ukuphucula imfundo esekelwe kwimfundo, ubuchule, imfundo yasemva kwebanga eliphakamileyo, namakhondo emfundo ephakamileyo iza kuphunyezwa.

Ulwakhiwo lothethathethwano olungundoqo iNkqutyana ezakuthi ilikhokele liBhunga leNkulumbuso leZakhono (PCS). Olu lwakhiwo lugunyaziswe ngumthetho weBhunga loPhuhliso lwaBasebenzi kwiPhondo (PHRDC). Ichotshelwe yiNkulumbuso kwaye ixhaswa nguMphathiswa wezeMali namaThuba oQoqosho.

I-PCS ibanjwa kabini ngonyaka ukubandakanya abachaphazelekayo ngemiba enxulumene nombhobho wophuhliso lwezakhono. Inkqutyana yiOfisi yolu luhlu kwaye inyanzelekile ukuba iqhube iziphumo eziphambili nabachaphazelekayo abaphambili kwiPhondo.

Ukongeza kwiPCS, iNkqutyana ikwaququzelela ukuxhasa imibutho yothethathethwano ebandakanya iintlanganiso zamaGunya oQeqesho lweCandelo lezeMfundo (SETAs), iiKholeji zoQeqesho kwiMfundo yobuGcisa (TVETs), ishishini, amaziko emfundo ephakamileyo (HEI's), ishishini, kuzwelonke, kumazwe ngamazwe nakumaqumrhu asekuhlaleni.

Kujongwe ukuba la maqonga akhuthaze intsebenziswano eyomeleleyo phakathi kwecandelo labucala nemfundo ephakamileyo ukuncedisa ekuyilweni kweendlela zoqeqesho ezixhaswa ngemali ngamahlakani abucala nakarhulumente. Olu ludwe lwezifundo ezitsha luza kuchazwa ngamaziko emfundo ngomlinganiselo nomlinganiselo ofunekayo ukuze kwandiswe ukufundiswa kwezifundo. Ngobu buhlakani bukarhulumente babucala kuyilo loludwe lwezifundo nonikezelo, ungenelelo olulungele ngakumbi iimfuno zeshishini luza kuxhasa ulutsha nabangasebenziyo ukuba:

- Benze ukhetho olunolwazi ekulandeleni amakhondo ekhondo lomsebenzi ngokuhambelana nezakhono zangoku nezexesha elizayo ezifunwa lishishini kumacandelo abalulekileyo; kwaye
- Bafikelele kumathuba ezoqoqosho ayakukhokelela kumbhobho oqinileyo wabantu abaqeqeshwe ngokufanelekileyo abakulungeleyo ukuqeshwa, abakwaziyo ukufikelela kwimisebenzi ekhoyo kwaye bafakwe ngokukhawuleza nozinzo kwingqesho.

Ukuphucula amakhondo asekeke kwimfundo nakwizakhono (kwinqanaba lemfundo esisiseko), iNkqutyana iza kuxhasa amakhondo asekeke kwimfundo nakwizakhono ngokusebenzisana kwayo neSebe leMfundo leNtshona Koloni (iWCED). Intsebenziswano esesikweni esekwe phakathi kweNkqutyana neWCED iye yabangela ukuba kubekho intsebenziswano phakathi kwamaqabane ecandelo likarhulumente nelabucala ukuze kuphuhlise ukucokiswa kweendlela zoqeqesho ezibandakanya ukuqaliswa koludwe lwezifundo eziphuculiweyo neendlela ezintsha zokufundisa eziphunyezwe ngentsebenziswano namahlakani ecandelo labucala nelikarhulumente (kubandakanya iiSETA).

Imizekelo yeendlela zoqeqesho ezifunyenweyo, zibandakanya ukuphunyezwa kovavanyo olulungiselelweyo loQeqesho lobuChule obuSekelwe kwiModyuli (CBMT) kwisikolo samabanga aphaqamileyo sobugcisa. Uludwe lwezifundo zolu vavanyo zaphuhlisa ngamashishini, ngentsebenziswano neWCED. Inike abafundi abalugqibileyo ulingo, ithuba lokufikelela kuqeqesho oluxhaswa ngemali kwiiTVET zasemva kokuphuma kwesikolo emva konyaka wabo wematriki.

INkqutyana iza kuqhubeka nokuphucula iindlela zoqeqesho ukuphucula iindlela zokufundisa ukukhawulezisa ukuqaliswa komfuziselo weMithombo emithathu yeSebe leMfundo leNtshona Koloni egxile kubugcisa, umsebenzi wobuchwepheshe namakhondo omsebenzi abonelelwayo kwinqubo yemfundo esisiseko. Oku kubandakanya umsebenzi omkhulu owenziweyo ekusekweni kweeKlabhu zokuSebenza kuzo zonke izikolo ezikweli Phondo ukuze kuphuculwe ukufundiswa koludwe lwezifundo zoLwazi ngezoBomi ezikolweni. Inkxaso sele ikhuselwe kwicandelo labucala kulo mba njengoko iza kubonelela ngezakhono ezisisiseko ezinxulumene noshishino kwizakhono ezikhethekileyo. Oku kubandakanya uludwe lwezifundo ezazisa isiqulatho esongezelelweyo kumakhondo omsebenzi nobuchule bokulungela umsebenzi. Oku kuza kwenza ukuba abafundi bafumane inkxaso ethe kratya yophuhliso lwekhondo lomsebenzi eliqhutywa lishishini ukuze licaciswe ngcono ukusuka esikolweni ukuya kutsho emva kokuphuma kwesikolo, imfundo yamaziko emfundo ephakamileyo, amathuba oshishino nelizwe lomsebenzi.

Oku kuquka ukuxhasa ubuchwepheshe ukuphucula ukusetyenziswa kwamaqonga obuxhakaxhaka baleminhla bekhompyutha nokuqaliswa kwezinto ezintsha kusetyenziswa ishishini nentsebenziswano yezikolo ngokudibanisa ukufunda, ukuphucula ukufunda nesixhobo sobugcisa nokuphucula ufikelelo nokufumana izakhono zobuxhakaxhaka baleminhla bekhompyutha.

Ungenelelo ekujoliswe kulo oluza kwenziwa lubandakanya iindlela zokuphucula iindlela zokufundisa ukuxhobisa ootitshala/abahloli/abafundi ngokubaxhobisa ngeemfuno zoqeqesho ezifanelekileyo kushishino. Oku kuza kuphucula umgangatho, ukufaneleka, nofikelelo lwezakhono ezinikezelwayo ukujongana nezona mfundo zezakhono zoshishino eziya kukhokelela kumathuba amaninzi engqesho.

INkqutyana sele ifumene impumelelo kulo mmandla ngokuququzelela intsebenziswano yeminyaka emininzi phakathi kweFoodBev SETA neWCED ukuxhasa iindlela zonikezelo lweMathematika nezobuNzululwazi eziza kuphucula inkqubela phambili yabafundi kwimfundo yasemva kwesikolo enxulumene nobunzululwazi, ubuchwepheshe, ubunjinieli, nezinye iinkalo ezinxulumeneyo zasemva kokuphuma kwesikolo.

Ukuxhasa isicwangciso sotshintsho seG4J PFA yesi7 sokuphucula iindlela zemfundo yasemva kwesikolo namaziko emfundo ephakamileyo, iNkqutyana ibambisene namaqabane ecandelo likarhulumente nelabucala ukuphuhlisa uludwe lwezifundo ezitsha ukuxhasa amacandelo aphambili ombane ahlaziyekayo nobuchwephesha nosungulo lwezinto ezintsha.

Ngaphaya koko, ukomeleza indlela esuka kwimfundo ukuya kwilizwe lomsebenzi, iNkqutyana iququzelela intsebenziswano phakathi kweNtlangano yamaqumrhu ezeMfundo ePhakamileyo yaseKapa (CHEC), amaziko oQeqesho lweMfundo yoMsebenzi wobuchwepheshe (TVET) noRhulumente waseBavaria ekubandakanyeni uqeqesho lwemisebenzi emibini ePhondweni. Ekwenzeni oku, iNkqutyana ijolise ekuququzeleleni amandla emveliso yabafundi abaphumeleleyo ngokulungelelanisa ukufundiswa kwamaziko emfundo ephakamileyo (amaziko emfundo ephakamileyo namaziko emfundo ephakamileyo) namathuba oqeqesho emsebenzini ngokusondeleyo ngakumbi neemfuno zoqoqosho. Oku kuza kwenza ukuba kunyuswe umsebenzi ogqityiweyo nokufikelela kwizakhono ezinikezelwayo/ukutyhileka emsebenzini okuya kukhokelela kwinqqesho kunye/okanye ukuziqesha nokujongana nokungaqiniseki komqeshi nemingcipheko eyayanyaniswa nabangeneli abatsha kwimarike.

INkqutyana iza kuqhubeka nokukhokela uthethathethwano phakathi kwamahlakani ecandelo labucala nelikarhulumente (kubandakanywa neeSETA) ukwandisa izakhono ezikhokelwa kushishino kuzo zonke izifundo zasemva kokuphuma kwesikolo (iITVET neeCET) nemfundo yamaziko emfundo ephakamileyo (HEIs). Iza kuqondisa ucwangciso lwezakhono nenkxasomali ukuxhasa ukucokiswa kweendlela zoqeqesho eziza kuqinisekisa ukuba kukho ukunikezelwa okukhethekileyo. Oku kuza kujoliswa kwizakhono zobugcisa nokufunda ubuxhakaxhaka balemihla bekhompyutha, ushishino lolutsha olulungelelanisa ukuziphatha ngcono kwabasebenzi abalindelekileyo kwizakhono ezikhethekileyo, neempawu ezifunekayo kushishino ukunyusa ukuthathwa kolutsha emva kokuphuma esikolweni kumathuba engqesho.

Ukusebenzela abemi baseNtshona Koloni

Injongo yePFA nesicwangciso esipheleleyo seG4J kukuphucula ukufikelela kwabemi kumathuba oqoqosho nokuqesheka ngendlela enye ubuncinane. Iindlela kufuneka zibonelele ngempahla ephuculiweyo yokuqesheka (ulwazi, izakhono, amava kunye/okanye ubuchule), izakhono zolawulo lwekhondo lomsebenzi, izakhono ezilungele indawo yokusebenza nezakhono, namathuba ezoqoqosho afikeleleka ngakumbi kuluntu.

INkqutyana iza kukhokelela kungenelelo ekusekeni intsebenziswano phakathi kwamaziko karhulumente nawabucala ukuze kudityaniswe ukuhanjiswa kweendlela zezakhono, ukwazisa ngoludwe lwezifundo ezitsha/esulungekisiweyo neenkqubo zezakhono ezilungelelaniswe ngakumbi neemfuno zecala lezidingo.

Oku kuza kusivumela ukuba sibe negalelo ekuphuculeni izakhono zenkqubo yendalo ngokubhekiselele kwizakhono ezifanelekileyo, amava, uphuhliso loludwe lwezifundo, neendlela ezifanelekileyo zokuqeqesha eziza kukhuthaza ukuphucula iimpawu zokuziphatha (izakhono zengqondo - ukucinga okubalulekileyo nezakhono zobuxhakaxhaka balemihla bekhompyutha) phakathi kwabaqalayo abatsha kwimarike. Oku kuza kukhokelela ekuphuculweni kwezakhono zabemi; ngakumbi ulutsha, ukufumana ufikelelo olungcono kwizakhono ezinxulumene neshishini, ukuvumela ukuba kuchazwe ngcono/ukuqhubela phambili kwabafundi besikolo kwizifundo zasemva kokuphuma kwesikolo nokufikelela kwimfundo yasemva kokugqiba isikolo, abafundi benqanaba lesithathu nabaphumeleleyo ukufikelela kwindawo yokusebenzela ekhokelela kumathuba engqesho.

Ngokuhambelana nezigunyaziso ezicwangcisiweyo zomxholo wesicwangciso seG4J sokuphucula amathuba ezoqoqosho nokwandisa amathuba okuqesheka nokuqinisekisa ukuba kuveliswa izakhono ezaneleyo nezifanelekileyo, iNkqutyana iza kujongana neningeni ngokwenkqubo yemfundo noqeqesho eza kuthi incede ngoqeqesho oluhambelanayo ngakumbi nophuhliso lwenkqubo yendalo ngokuqinisekisa ulungelelaniso olungcono phakathi koshishino nezemfundo oluza kukhokelela ulutsha kwizakhono ezifunwa ngamacandelo asakhasayo oqoqosho, ngaloo ndlela kuphuhlise umyinge wetalente oqinileyo ukusuka esikolweni ukuya kwimfundo yasemva kwamabanga aphezulu kuphuhliso lwabantu abaneziqinisekiso ezifanelekileyo nabakulungeleyo ukuqesha.

11.2.3 Inkqutyana 7.1: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	Amaphulo oPhuhliso lweZakhono afumene inkxaso	7.2.1 Inani lamaphulo ophuhliso lwezakhono afumene inkxaso ukujongana nokungangqinelani kwezakhono phakathi kokunikezelwa kwezakhono neemfuno zezakhono kushishino			5				
	indlela zoqeqesho zilungisiwe	7.2.2 Inani leendlela zoqeqesho ezilungisiweyo				4	4	6	6

11.2.4 Inkqutyana 7.1: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
7.2.2 Inani leendlela zoqeqesho ezilungisiweyo	4				4

11.2.5 Inkqutyana- 7.1: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Iziphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	<p>Ukungakwazi ukufumana intsebenziswano phakathi kwamahlakani eandelo likarhulumente nelabucala nezemfundo (esisiseko, imfundo yasemva kwamabanga aphezulu neyemfundo ephakamileyo) ukuyila nokuvavanya indlela yoqeqesho kwiziko lemfundo ekujoliswe kulo.</p> <p>Oku kunokunxulunyaniswa noludwe lwezifundo ezitsha/ezisulungekisiweyo nokukhetha indlela yokufundisa engafanelekanga ukuba amahlakani okanye omabini aphuhlisiwe, ukunqongophala kwemithombo yemali nengeyiyo eyemali ekhuselweyo kunye/okanye nokuzimisela nokuba ngawaphi na amahlakani ukuzibophelela ixesha elipheleleyo lolingelo.</p>	<p>Ukuqinisekisa ukuba amahlakani eandelo likarhulumente nelabucala angena kwizivumelwano ezisesikweni nezifundiswa ezichaza ukuzibophelela kwamaqabane omabini kwindlela yoqeqesho eyilwe ekuvunyelwene ngayo, inkxasomali ekhuselwe nangawaphi na amahlakani, apho kufanelekileyo, ukuqinisekisa ukuba ilinge liyaphunyezwa ngexesha ekuvunyelwene ngalo.</p> <p>Ukubiza iintlanganiso zabathathinxheba ukuze bathethathethane namahlakani ukulandelela inkqubela, ukujongana neningeni nokuchonga izisombululo ngokudibeneyo ukuqinisekisa ukuba indlela yoqeqesho eyilwe ngokudibeneyo iyaphunyezwa ngamaxesha ekuvunyelwene ngawo.</p>

11.3 Inkqutyana 7.2: IiNkqubo zeZakhono neeProjekthi

11.3.1 Injongo:

- Kukuququzelela/ukuxhasa ulutsha olungaphangeliyo okanye olungaphangeli isigxina ukuze lufikelele kwimisebenzi.

11.3.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Inkqutyana ilungelelaniswe kwaye ikhokelwa kwizinto eziphambili nezicwangciso zayo ekujonganeni nemingeni yangoku neyexesha elizayo kubasebenzi ngummandla weG4J ekugxilwe kuwo. Inkqutyana inika inkcazo kuphuculo lwezakhono zendawo yokusebenza neendlela zemveliso namava olutsha omsebenzi ophuculweyo ukuvula amathuba emisebenzi anokubakho ngokuhambelana nezicwangciso zeG4J.

Izakhono zasemsebenzini eziphuculiweyo neendlela zemveliso

Ngolu luhlu longenelelo, ulutsha luza kuba nethuba lokufumana amava abalulekileyo kwindawo yokusebenza ngelixa lufumana uqeqesho kwaye lufumana umvuzo. ISebe liza kusabela kwiimfuno zenkampani kubasebenzi abanezakhono ngenkqubo yethu. Iinkampani ezisindlekayo ziza kubonelela ngoqeqesho kulutsha ngelixa lusemsebenzini, kwaye oku kuza kujongana nokunqongophala kwezakhono ezichongiweyo kwisicwangciso seG4J. Uqeqesho oluvunyiweyo, olungavunywanga, umthengisi kunye noqeqesho olucetyiweyo luya kuba yinxalenye yoqeqesho lwasemsebenzini luza kuba yinxalenye yoqeqesho oluza kuphucula imveliso yenkampani kwixesha elifutshane nangexesha elide. Njengoko kugxininiswe kungenelelo lweNkqutyana kulutsha olungaphangeliyo, injongo kukujongana nezinga lentswelangqesho kweli qela labemi baseMngciphekweni nokuqinisekisa ukuba ababemi baseNtshona Koloni bayasebenza kwezoqoqosho phambi kokuba baphambukele ekuziphatheni okungafanelekangau okanye ngaphambi kokuba bahlukane nelizwe lomsebenzi.

Ukuphucula amava omsebenzi wolutsha ukuvula amathuba emisebenzi anokuthi avele

Iinkampani ezisingathayo kufuneka zibonelele ngamathuba emisebenzi kulutsha olugqibe uqeqesho lwalo kwindawo yokusebenza ukuze kuqinisekise ukuba ulutsha iinkampani ezibamba iqhaza ezityale imali kulo, ziza kuhlala ngaphakathi kwinkampani emva kokuba ungenelelo luphelile. Umsebenzi owenziwe kwicandelo leBPO kwiminyaka edlulileyo ubonakalise ukuba uqeqesho lweshishini kushishino ngumzekelo osebenezayo, kwaye lo mzekelo kufuneka uphindaphindwe kwamanye amacandelo ukufikelela nokufikelela kwinqanaba. Kuphononongo lwefuthe lwakutsha nje olwenziwa nguNondyebo wePhondo neGTAC kaNondyebo kaZwelonke lubonise ukuba iinkqubo zokufunda amava zeSebe ziququzelela ukuqeshwa ngemali engaphantsi kweR15 500 ngomsebenzi ngamnye, nto leyo ebonisa ukuba ezi nkqubo zezinye zeenkqubo zokudala amathuba engqesho ngendlela eyongayo kweli lizwe, malunga nama80% abathathinxaxheba abagqibezela inkqubo bagqibela ngokuqeshwa ngokusisigxina.

Abaqeshi baya besanda ukukhangela abantu abanamava okusebenzisekayo nabaphumelele ezifundweni, kwaye ngale nkqubo yokubeka umsebenzi ulutsha luza kuvunyelwa ukuba luzifumanele amava obuqu ngelixa kuphuhliswa izakhono ezongezelelweyo ezithambileyo nezobuchule. Ukubekwa emsebenzini kuphakathi kweenyanga ezi3 nezili18, kukhomekeke kwiimfuno zeshishini noqeqesho olwenziwa ngumxhamli.

Izinto ezibangela intswelangqesho ziquka, phakathi kwezinye izinto, ukunqongophala kwezakhono, ukunqongophala kweziqinisekiso, ukungabikho kwamava omsebenzi, ukonyuka kwemivuzo ethoba ukhuphiswano, imingeni yokuziphatha. Ungenelelo lweNkqutyana luza kujongana neminye yale mingeni ikhankanywe ngasentla ngokubonelela ngamathuba kulutsha olungaphangeliyo ukuze luphucule izakhono zalo zangoku. Oku kuza kubangela ukuba baqesheke ngakumbi kwaye babe negalelo kuluntu, kuqoqosho nakwiPhondo liphela. Ukufakwa emsebenzini noqeqesho kuza kunceda abasebenzi abanezakhono ezithe chatha okuya kujongana nokungahambelani kwezakhono nto leyo eza kubangela ukwanda kwemveliso yenkampani kwiPhondo.

Ukusebenzela abemi baseNtshona Koloni

Ngobuhlakani bukarhulumente babucala ulutsha lwaseNtshona Koloni luza kufumana amava asemsebenzini aza kuqinisekisa ukuba lusebenza ngokwezoqoqosho kwaye lukhuselekile. Ulutsha luya kufumana amava abalulekileyo

emsebenzini nto leyo eza kukhokelela kumathuba engqesho kwicandelo labucala. Intsebenziswano neenkampani ezibamba umkhosi namanye amahlakani afanelekileyo aza kuqinisekisa ukuba ulutsha oluninzi lufumana uqeqesho olugxile kwicandelo labucala ngelixa lufumana amava omsebenzi.

Ungenelelo lweNkqutyana luza kunceda amashishini ukuba afikelele kwindawo enetalente ebingenakufikelelwa kwixesha elidlulileyo ngenxa yokunqongophala kwezakhono. Amashishini anethuba lokuqeqesha ulutsha nenkampani okanye ishishini izakhono ezifunekayo ngelixa eqinisekisa ukuba amanqanaba emveliso ayanda ngenxa yabasebenzi abongezelelweyo.

11.3.3 Inkqutyana 7.2: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	Abantu abangasebenziyo o bafakwe emisebenzini	7.3 Inani labantu abangasebenziyo abafakwe kumathuba omsebenzi	4 153	2 429	4 684	2 700	2 900	3 600	4 000
	Amashishini afumene inkxaso ngabasebenzi abanezakhono	7.3.1 Inani lamashishini afumene inkxaso ngabasebenzi abanezakhono					28	40	50

11.3.4 Inkkqutyana 7.2: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
7.3 Inani labantu abangasebenziyo abafakwe kumathuba omsebenzi	2 900		1 400		1 500
7.3.1 Inani lamashishini afumene inkxaso ngabasebenzi abanezakhono	28		13		15

11.3.5 Inkqutyana 7.2: Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	Ulutsha alufumani msebenzi ngenxa yokhetho lwezifundo olungahambelaniyo neemfuno zeshishini nokunqongophala kwezakhono ezisisiseko emsebenzini.	Uqeqesho lezobuchwephesha nezakhono ezilula luyinxalenye yongenelelo noqeqesho emsebenzini ukujongana noku.

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
	Ukuqhwalela koshishino lokuxhasa ukufakwa emsebenzini kolutsha olungaphangeliyo.	Ukukhuthaza imivuzo yolutsha kwiinkampani ukukhuthaza iinkampani ukuba zithathe inxaxheba ekufakweni kolutsha emisebenzini.
	Amathuba omsebenzi anqabile kulutsha.	Inkqutyana iza kusebenzisana neenkampani ezizimisele ukuthabathela kulo ulutsha emva kokuba ungenelelo luphelile.

11.4 Inkqutyana 7.3: INkuthazo yeZakhono

11.4.1 Injongo

- Ukwandisa amathuba enkxasomali ngokuhambelana nomyinge wezakhono.

11.4.2 Ingcaciso yomsebenzi ocwangcisiweyo kwisigaba esiphakathi sonyaka

Inkqutyana ilungelelanisiwe kwaye ikhokelwa kwizinto eziphambili nezicwangciso zayo ekujonganeni nemingeni yangoku neyexesha elizayo kubasebenzi ngumba weG4J ekugxilwe kuwo. Inkqutyana inika inkcazo ku:

Izakhono zasemsebenzini ziphuculiwe neendlela zemveliso;

Ukufikelela okuphuculiweyo kumathuba oqoqosho nokuqesheka; kunye

Nobuchwepheshe nosungulo lwezinto ezintsha ezixhasa ubuchwepheshe obuxhasa uphuhliso lwabasebenzi.

Imfundo noqeqesho, ukufikelela kumava omsebenzi nokuphucuka kokuqesheka ngamalungelo asisiseko oluntu. Ziindlela ezibalulekileyo, ezizinzileyo zokuguqula nokuxhobisa abemi, ngaloo ndlela zibe negalelo ekukhuleni koqoqosho. Nangona kunjalo, kwindawo enenkxasomali enciphayo, kubaluleke kakhulu ukuxhasa inkxasomali evela kwimithombo yangaphandle nehlabani ekunikezelweni kweenkonzo ukwandisa ukufikelela nesikali songenelelo lwezakhono nokuququzelela ukudalwa kwemisebenzi.

Izakhono zasemsebenzini eziphuculiweyo neendlela zemveliso

Ukwaziswa ngonikezelo nedatha yemfuno, kubandakanywa nemingeni yezixhobo zemfuno, imingeni yonikezelo nokunqongophala kwezakhono, INkqutyana iphuhlisa izindululo zenkxasomali ezisabela kwiimfuno zomxhasi nesigunyaziso seDEDAT kwiG4J.

Kwinqanaba lePhondo, iNkqutyana iqhuba oku kulandelayo ngothethathethwano nabathathinxaxheba, inkxasomali yezobuntlola nokuxhamla iimali zezakhono, oko kukuthi:

- Inkqutyana ikhokela kwaye ingunobhala kwiQela leSETA laseNtshona Koloni (WCSC), eliliqonga ngokuzithandela, nentsebenziswano. Ijolise ekuphuculweni kokuqesheka kolutsha ingakumbi ekwandeni kwentathonxaxheba yabaqeshi, izifundiswa namasebe karhulumente ukuphumeza oku. Imiba yeNtlanganiso yeeKholeji zeTVET nayo iyaxoxwa kwaye iphendulwa kusetyenziswa iWCSC; kunye
- Nokuthatha inxaxheba kwiikomiti ukuqokelela ubuntlola benkxasomali yezakhono, njengoThungelwano loLawulo lweNdlela kaZwelonke (NPMN).

Uthungelwano loLawulo lweNdlela kaZwelonke lujolise ekuqinisekiseni ukuba abantu abatsha abangena kwimarike yezemisebenzi baya kukwazi ukufikelela kuthungelwano lukazwelonke ukuze babonelele ngoluhlu olubanzi lwamathuba okukhulisa uqeqesho lwabo nokuphucula umvuzo wabo. I-NPMN kazwelonke ikhokelwa liSebe lezeNgqesho nezaBasebenzi (DEL) ngokubambisana neGTAC neNgxowamali yeMisebenzi.

Ubuchwepheshe buxhasa uphuhliso lwezabasebenzi

Ubuchwepheshe obuvelayo bufuna amanqanaba athile kwaye amaxesha amaninzi izakhono eziphezulu neentlobo zezakhono. Ukusetyenziswa ngokubanzi kobuchwepheshe beenkcukacha kufuna ukuba amaziko emfundo afikeleleke kwaye abonelele ngemfundo noqeqesho olufunekayo ukuze kuphuculwe ukuthatyathwa nokulungelelaniswa kobuchwepheshe, obunokuba negalelo kwinzuzo esebenzayo nabasebenzi abanokhuphiswano.

IiNkuthazo zeZakhono ziza kuququzelela, apho kuyimfuneko, ukudityaniswa kwemibuzo nemingeni enxulumene nomgaqonkqubo/ulawulo lweSETA ngokubanzi ngakumbi ngokubhekiselele kwizakhono zobuchwepheshe, eKwenzeni Lula ukuQhuba iyunithi yoShishino.

IiNkuthazo zeZakhono ziza kuququzelela unxibelelwano kubaboneleli ngemali abanokubakho ukuxhasa ungenelelo lophuhliso lwabasebenzi, apho kuyimfuneko.

Ukusebenzela abemi baseNtshona Koloni

Inkxasomali efunyenweyo, ikhuthaza ukuqesheka nokuphila okuzinzileyo ngophuhliso lwezakhono.

Ngokusebenzisa iNtlanganisela yeSETA yaseNtshona Koloni, iziko lezemfundo elichaphazelekayo neZithuthi zeNjongo eziKhethekileyo (SPV's), 7.3 IiNkuthazo zeZakhono zinendima ebalulekileyo eziyidlalayo ekuququzeleleni ulungelelaniso oluthe ngcembe locwangciso lwezakhono kwiingxowamali eziyimfuneko ukuxhasa oku nokuxhasa inkxasomali yokuphucula. ukusabela kwenkqubo yemfundo noqeqesho lwasemva kokuphuma kwesikolo kwiimfuno zezakhono zoqoqosho. Ingxowamali ifunyenwe kwabachaphazelekayo;

- incedisa amaqela atyunjiweyo, kubandakanywa abangeneli abatsha ukuba bathathe inxaxheba ikakhulu kwimfundo ehlanganisiweyo evunyiweyo yomsebenzi neenkqubo ezisekelwe emsebenzini ukuze bafumane izakhono ezibalulekileyo zokungena kwimarike yezemisebenzi okanye baziqeshe; kwaye
- ngokubanzi, inama60% ubuncinane abaxhamli ababhinqileyo kwaye isekelwe kwisidingo, ibandakanya ugxininiso lwedolophu.

11.4.3 Inkqutyana 7.3: Iziphumo, iziqhamo, izalathisi zeziqhamo nekujoliswe kuko

Isiphumo	Iziqhamo	Izalathisi zeziqhamo	Umsebenzi ophicothiweyo			Umsebenzi oqikelelweyo	Ekujoliswe kuko kweMTEF		
			2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	Ingxowamali efunyenweyo kungenelelo lophuhliso lwezakhono	7.4 Ixabiso leRandi lengxowamali efunyenweyo kungenelelo lophuhliso lwezakhono	R105 564 039.19	R143 327 713	R201 699 123	R60m	R60m	R70m	R70m

11.4.4 Inkqutyana 7.3: Izalathisi zeziqhamo: ekujoliswe kuko ngonyaka nangekota

Izalathisi zeziqhamo	Ekujoliswe kuko ngonyaka	Q1	Q2	Q3	Q4
7.4 Ixabiso leRandi lengxowamali efunyenweyo kungenelelo lophuhliso lwezakhono	R60m				R60m

11.3.5 Inkqutyana 7.2: Imingcipheko engundoqo ehlaziyiweyo noncitchiso kwiSP

Isiphumo	Imingcipheko engundoqo	Uncitshiso lwemingcipheko
Ukuphuculwa kokuqesheka kwabaxhamli kuxhasiwe	<p>Ukubekwa phambili kohlahlo lwabiwomali ngenxa yengxaki yezemali echaphazela isixamali senkxasomali enokuthi iSebe libonelele ngayo ukuze kunyuswe iimali zangaphandle.</p> <p>Iindlela zokwenz zomxhasimali nesixamali esibekiweyo kwisicelo ngasinye, asifikeleli kwiimfuno zenkxasomali yezakhono zeDEDAT.</p>	Ukwandiswa kwabaxhasi benkxasomali kwasondela kuhambelwano neeprojekthi zezakhono ezinokwadiswa ezihlangabezana nokujoliswe kuko nongenelelo lwezakhono oluhambelana nokuKhula kweMisebenzi nokuFilelela kweDEDAT kwimithombo yenkxasomali eyongezelelweyo nokongeza oku kwigalelo leDEDAT xa ufaka isicelo senkxasomali, apho kuyimfuneko.

11.4.6 IiNgqwalasela zeZixhobo zeNkqubo

Ulwabiwo lohlahlomali lweNkqubo neeNkqutyana

Inkqubo yesi7 R'000	Isiphumo			Ulwabiwo oluphambili	Ulwabiwo olulungeleli wanisiweyo	Uqikelelo oluhlaziyiweyo	Uqikelelo lwesigaba esiphakathi sonyaka			
	Okuphicot hiweyo	Okuphicot hiweyo	Okuphicot hiweyo				2024/25	I% yoTshintsho kuqikelelo oluHlaziyiweyo	2025/26	2026/27
	2020/21	2021/22	2022/23							
1. IZakhono zePhondo neNtsebenziswano	5 534	6 514	7 297	6 510	6 280	6 280	7 105	13.14	7 417	7 846
2. IiNkqubo zeZakhono neeProjekthi	72 265	59 208	84 809	89 094	88 970	88 970	86 607	(2.66)	93 359	89 541
3. IiNkuthazo zeZakhono	4 151	4 845	4 000	3 586	3 816	3 816	4 228	10.80	4 443	4 669
IiNtlawulo ziZonke neengqikelelo	81 950	70 567	96 106	99 190	99 066	99 066	97 940	(1.14)	105 219	102 056

Ingcaciso kwigaleleo lezixhobo ekuphunyezweni kweziphumo

Uhlalo lwabiwomali lweNkqubo lunyuke kancinci ngokuhambelana nokunyuka kwamaxabiso. Inkqubo inika inkcazo kokujoliswe kuko kweG4J zokuqesheka ngokudibanisa amaphulo afumana inkxasomali nangaxhaswa ngamali ajongana nemingeni engxamisekileyo yentswelangqesho ngokuququzelela ingqesho, izakhono nemingeni yokuziphatha phakathi kolutsha olungaphangeliyo, ukulungelelaniswa kweenguqu kuludwe lwezifundo ekuphenduleni kwiimfuno eziguqakayo zoqoqosho, nokomeleza izakhono zenkqubo yendalo yezemfundo.

INkqubo iyaziqaphela iingxaki zemali kwaye ngokwenza njalo, inenjongo zokusunduza ukuxinana kwingxowamali yecandelo labucala nelikarhulumente ngaphezu kweemali zethu ezivotelweyo. Nangona impumelelo yokuxinana kwiingxowamali zangaphandle ixhomekeke kwizinto zangaphandle ezingaphaya kolawulo lwethu, kufanele kuqatshelwe ukuba ngokwembali yayixinene kwiingxowamali ezingaphezu kokuphindwe kabini kwiimali ebezivotelwe ukuxhasa ukudalwa kwengqesho ngophuhliso lwezakhono zolutsha olungaphangeliyo.

Kukuziswa ngokugqithisileyo kokuxinana kweengxowaemali zangaphandle okuchaza unikezelo olungaphezulu kwama80% yamathuba engqesho adalelwe ulutsha olungaphangeliyo.

12. Imingcipheko engundoqo ehlaziyiweyo noncitshiso kwiQhinga lesiCwangciso

Uhlaziyo kwimingcipheko engundoqo nokunciphisa okuchongiweyo kwiQhinga lesiCwangciso seMinyaka emiHlanu seSebe (sowama2020-2025) sibandakanyiwe kwiNkqubo/Nkqutyana yamacandelo okusebenza.

13. Amaqumrhu kaRhulumente

Ibonakaliswe phantsi kweenkqubo ezizizo apho kufanelekileyo – iNkqubo yesi3, eyesi5 neyesi6.

14. Iiprojekthi zeziseko zophuhliso

Ayingeni.

15. UBudlelwane Phakathi kukaRhulumente namaShishini aBucala

Ayingeni.

ICandelo D: IiNkcazelo zeZalathisi zobuChwepheshe (TID)

ICandelo D: IiNkcazelo zeSalathisi sobuChwepheshe (TID)

INkqubo yoku1: ULawulo

Inkqutyana 1.2 ULawulo lweMali

Inombolo yesalathisi	1.1		
Igama lesalathisi	Inani leentsuku zokwenziwa kweentlawulo kubatyalwa		
Inkcazelo emfutshane	Umhlathi 8.2.3 weMimiselo kaNondyebo kaZwelonke umisela ukuba zonke iintlawulo ezifanele ukuhlawulwa abo batyalwayo mazihlawulwe zingadlulanga iintsuku ezingama30 ukususela kumhla wokufunyanwa kweinvoyisi kwiSebe		
Injongo	Kukuvumela ababoneleli zinkonzo abanenkxasomali eyaneleyo ukuba baqhube ishishini labo nokuthobela iPFMA (S30 ngokunjalo nokuqinisekisa ukuba kukho iinkqubo ezikhoyo zokuphumeza iintlawulo zabatyalwayo kwiintsuku ezingama30 nto leyo eya kuthi ize inciphise umngcipheko kwiSebe.		
Abaxhamli abaphambili	YiDEDAT		
Umthombo weenkukacha	Yinkqubo kaKitso		
Izithintelo zeenkukacha	Ukuthembela kuNondyebo wePhondo ukuba afake iingxelo kwangexesha.		
Okucingelekayo	Okucingelekayo kukuba iinkukacha ezikwixelo zisetyenziselwe ukubala inani leentsuku ezichanekileyo.		
Iindlela zokuqinisekisa	INGxelo yesiCatshulwa sikaKitso kaNondyebo wePhondo, kunye Nespreadsheet se-excel sesebe esityikityiweyo esishwankathela amaxesha enguqu. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe		
Iindlela yokuBala	INGxelo yesiCatshulwa sikaKitso sinika umndilili weentsuku ukusuka kumhla wokufunyanwa kweinvoyisi kwisebe ukuya kumhla wentlawulo. Ubalo luza kuba: Umhla wokwenziwa komsebenzi ngaphantsi komthombo woxwebhu olufunyenweyo		
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Kobe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> IiNdawo eziNinzi	
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
Indawo yomhlaba weSalathisi	IiNkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	USekela Mlawuli: Ucwangciso lweMali				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI				
	Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqala amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
	IiNkcukacha zoPhunyezo (iinkonzo ezingundoqo nemisebenzi)				
Ii-invoyisi eziqinisekisiweyo zaze zafakwa. Iintlawulo ezenziwe kwiintsuku ezingama30.					
Inombolo yesalathisi	1.5				
Igama lesalathisi	Ipesenti yokwaneliseka ziinkonzo kwabathengi efezekisiweyo.				

Inkcazelo emfutshane	Esi salathisi siza kunceda ulawulo lwemali ukujonga indlela abaxumi balo (abaxumi bangaphakathi) abawubona ngayo umgangatho weenkondo abazifumeneyo, ngenjongo yokwenza uphuculo kwezo ndawo apho iinkxalabo ziphakanyiswa ngabaxumi bayo.		
Injongo	Ukuze ube ngumsebenzi osebenzayo wenkxaso osekelwe kwinkonzo, imali kufuneka idibane nabaxumi, igcine ubudlelwane obuvulelekileyo nabo, ubeke iliso kwiimfuno zabathengi nezinto ezilindelekileyo nokubeka iliso ngokuqhubekayo kwinqanaba lokwaneliseka kwabo.		
Abaxhamli abaphambili	Ngabasebenzi beDEDAT		
Umthombo weenkukacha	UPhando loKwaneliseka kwabaThengi olugqityiweyo olufikelekayo kwinkqubo yolawulo lweprojekthi yeNkqubo.		
Izithintelo zeenkukacha	Azikho		
Okulindelekileyo	Abathengi aboneliseke kancinci okanye abangonelisekanga mancinci amathuba okuba bangalugqibezela uphando ngaloo ndlela bajika iziphumo.		
Iindlela zokuqinisekisa	<p>INGxelo evunyiweyo yoPhando loKwaneliseka kwabaThengi ityikityiwe liGosa eliyiNtloko leMali, elibonelela ngeenkukacha malunga noku: Injongo yokuzimisela ngophando loKwaneliseka kwabaThengi; isikali sokulinganisa esisetyenziselwa ukusebenza kweli gama, ukwaneliseka kwabathengi; iziphumo; ne zindululo.</p> <p>Iziphumo ziza kuxhaswa ngamaphepha emibuzo agcwalisiweyo (angenamagama) yabaphendulayo esetyenziselwa ukubala ipesenti exelwayo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe</p>		
Iindlela yokubala	Ukwaneliseka kwabathengi (CSAT) kubalwa ngokwahlula zonke iimpendulo ezilungileyo ngenani lilonke leempendulo nokuphindaphinda nge100. Oku kuphela ipesenti yeCSAT iphunyeziwe.		
Uhlobo lokubala	<input type="checkbox"/> Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Kobe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho oluninzi lunokwenzeka)		
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?		

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	IiNkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USekela Mlawuli: ULawulo lwaNgaphakathi: INkonzo yeSiqinisekiso, uLawulo, uBuqhetseba noLawulo lweLahleko					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zophunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uvavanyo lwenziwe kubathengi. Ingxelo ngeziphumo kwaye zivunyiwe.					

Inombolo yesalathisi	1.7.1
Igama lesalathisi	Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) ngophicothizincwadi kwiingxelo zemali
Inkcazelo emfutshane	UmPhicothizincwadi Jikelele uqhuba uphicothizincwadi kwiinkcukacha zemali nezingezizo ezemali ngokuchasene nezithethe nemigangatho emiselweyo kwaye akhuphe ingxelo eneziphumo zophicothizincwadi nezindululo. Ingxelo iphinda ichaze uluvo loMphicothizincwadi Jikelele kuphicothizincwadi olwenziweyo. Isalathisi silinganisa isiphumo sengxelo yophicothizincwadi/uluvo ngokubhekiselele kuphicothizincwadi olwenziwe kwiiNngxelo zeMali.
Injongo	Kukuqinisekisa ngolawulo olululo nokuthotyelwa kwemimiselo nemiqathango.
Abaxhamli abaphambili	YiDEDAT

Umthombo weenkukacha	Uluvo loMphicothozincwadi Jikelele woMzantsi Afrika (AGSA) ngophicothozincwadi njengoko lubonelelwe kwiNgxelo yoPhicothozincwadi Jikelele.					
Izithintelo zeenkukacha	Azikho					
Okucingelekayo	Azikho					
Iindlela zokuqinisekisa	Isiphumo soluvo loPhicothozincwadi lweAG kumjikelo wophicothozincwadi wonyaka ophelileyo. Umzekelo, ngeFY yowama2024/2025: Ingxelo yoPhicotho lweAG kunyakamali wama2023/2024 ophela ngowama31 kweyoKwindla wama2024 eza kusetyenziswa. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe					
Iindlela yokubala	Uphicothozincwadi olucocekileyo okanye uluvo loPhicothozincwadi olungenachaphaza.					
Uhlobo lokubala	Olungezeelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezeelwayo		
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka			
Umsebenzi onqwenelekayo	Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Inani lendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkukacha/Idilesi/Ulunelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				

Uxanduva lwesalathisi	USekela Mlawuli: UCwangciso lweMali; USekela Mlawuli:ULawulo lwangaPhakathi; USekela Mlawuli: ULawulo lweNtengo; kunye NoSekela Mlawuli: UCwangciso loLawulo.		
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI		
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Intembeko <input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla		
IiNkcukacha zoPhunyezo (iinkonzo ezingundoqo nemisebenzi)	Uluvo loPhicotho lweAG.		

Inkqutyana 1.3 IiNkonzo zoShishino

Ubeko liso kuMsebenzi weSebe

Inombolo yesalathisi	1.9.1
Igama lesalathisi	Inani leengxelo zobekoliso kwiiprojekthi ezivelisiweyo
Inkcazelo emfutshane	Iingxelo zohlalutyo ezivavanya ubume nenkqubela yeeprojekthi zesebe.
Injongo	Kukuvavanya nokubeka iliso kwiiprojekthi zesebe kunokufaka isandla ekuphuculweni kokwenziwa kwezigqibo, ukucwangciswa nokuphunyezwa kwesicwangciso.
Abaxhamli abaphambili	ULawulo lweSebe nabasebenzi baphumeza okanye baxhasa ukunikezelwa kweprojekthi.
Umthombo weenkukacha	ZiiNngxelo zoBekoliso
Izithintelo zeenkukacha	Iinkukacha zokubeka iliso kwinqanaba leprojekthi ayinakuqokelelwa okanye ifumaneki. Iinkukacha zinokuba kwifomu yesandla. Iinkukacha zisenokungachaneki okanye zibe nemfezeko yeenkukacha.
Okucingelekayo	Ukubeka iliso okufanelekileyo, okuthembekileyo, nokuncomekayo (iinkukacha zokuphunyezwa kweprojekthi) zikhona kwaye ziyafikeleleka.
Iindlela zokuqinisekisa	INgxelo eyamkelwe liGosa eliyiNtloko leMali; kunye Nobungqina obubhaliweyo obuxhasa umsebenzi okhankanywe kwingxelo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe
Iindlela yokubala	Ubunzi: ukubala ngokulula

Uhlobo lokubala	Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ngoku	<input type="checkbox"/> Olungongezelelwayo	
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi	
	Ubungakanani:		<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
			<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi	
Indawo yomhlaba wesalathisi	IiNkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Uxanduva lwesalathisi				
Inguqu yomhlaba	USEkela Mlawuli: UBekoliso kuMsebenzi weSebe				
	Okuphambili kwinguqu yomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabesityhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				

IiNkcukatha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Ukubekw' esweni kubungakanani bengxelo/umbuzo uvunyiwe. Iinkcukacha ziqokelelwe kwaye zahlalutywa. Ingxelo yokuhlola iprojekthi ivunyiwe.
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Inombolo yesalathisi	1.10		
Igama lesalathisi	Inani leeseshini zokuxhotyiswa ngezakhono kweM&E eziqhutyiweyo		
Inkcazelo emfutshane	Ukulandelela umgangatho weeseshini (iintlanganiso, ukubandakanyeka komntu ngamnye, ukuphakamisa ulwazi, okanye iiseshini zoqeqesho) nabachaphazelekayo bangaphakathi okanye bangaphandle abajolise ekuphuculeni ulwazi kunye/ okanye ukuziqonda izixhobo zeM&E, umsebenzi, iindlela okanye iingcamango.		
Injongo	NgokweSakhelo soMgaqonkqubo oBanzi kaRhulumente weeNkqubo zeM&E (sama2007), iiyunithi zeM&E kufuneka zakhe ulwazi olukhulu, ulwazi lweengqikelelo zeM&E, izixhobo, nezakhelo.		
Abaxhamli abaphambili	Ucwangciso lwabasebenzi beSebe okanye ukwenza iinkqubo neeprojekthi.		
Umthombo weenkukacha	Uvimba weenkukacha wokuxhobisa ngezakhono eziphuhlise kwiNkqubo.		
Izithintelo zeenkukacha	Ukunqongophala kweenkukacha ezichanekileyo, ezifikelekayo, okanye ezisemgangathweni zeprojekthi eziqokelelweyo okanye ezifumanekayo		
Okucingelekayo	Isidingo seSebe nokusetyenziswa kolwazi olunikezelwe kwiiseshini zokuxhobisa ngeM&E.		
Iindlela zokuqinisekisa	<p>Ukuba iseshini izinyaswe ngokobuqu: irejista yokuzimasa etyikityiweyo; kunye</p> <p>Ukuba iseshini izinyaswe ngokweintanethi: irekhodi yokuzimasa umsitho elityikitywe ngumsindleki elibonisa iseshini neenkukacha zomsitho; kunye</p> <p>Nerekhodi elityikityiweyo elichaza iinkcukacha zeseshini eqhutyiweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe</p>		
Iindlela yokuBala	Ubuninzi: ukubala ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):		
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	Ingaba esi siSalathisi esiQhutywa siSidingo?		

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Indawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasपाला weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	IiNkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USekela Mlawuli: UBekoliso kuMsebenzi weSebe					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulu lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (iinkonzo ezingundoqo nemisebenzi)	Iimfuno zoqeqesho ezinxulumene neM&E zichongiwe. Izixhobo zoqeqesho lweM&E ziphuhlisiwe. Kubanjwe iiseshini zokuxhobisa ngeM&E.					

Inombolo yesalathisi	1.10.1
Igama lesalathisi	Inani leengxelo zovavanyo ezigqityiweyo
Inkcazelo emfutshane	Uvavanyo yinkqubo ecwangcisiweyo yokuvavanya uyilo, ukuphunyezwa, iziphumo neempembelelo zeeprojekthi neenkqubo. Ibonelela ngeenkukacha ezisekelwe kubungqina bokwenza izigqibo, ukufunda, nokuthatha uxanduva.
	ISebe lijonge ukuphumeza iajenda yalo yovavanyo, ngokuhambelana neSakhelo soMgaqonkqubo soVavanyo lukaZwelonke, wama2011 nezikhokelo ezinxulumeneyo, imigqaliselo nezenzo..
Injongo	Uphononongo luza kuchonga iziphumo eziphambili, ukuqwalaselwa kunye nezifundo ezifundiweyo ukuze kuqhutyelwe phambili nokusetyenziswa. Uvavanyo luza kubonelela ngeenkukacha eziphambili neemveliso zobungqina ezizisa ukuhanjiswa kwenkonzo okuphuculweyo neziphumo ezingcono.
Abaxhamli abaphambili	Ngabalawuli besebe

Umthombo weenkukacha	INgxelo yoVavanyo				
Izithentelo zeenkukacha	Azikho				
Okucingelekayo	linkukacha ezichanekileyo, ezithembekileyo, nezincomekayo zikhona kwiiprojekthi.				
Iindlela zokuqinisekisa	Ingxelo yovavanyo yamkelwe liGosa eliyiNtloko leMali; kunye Nobungqina obubhaliweyo obuxhasa umsebenzi okhankanywe kwingxelo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe				
Indlala yokuBala	Ubuninzi: Ubalo ngokulula				
Uhlobo lokubala	Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Indawo yomhlaba weSalathisi	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi	
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
	<input type="checkbox"/> BeDilesi				
	linkukacha/Idilesi/ULungelelanisa: UNdlunkulu weDEDAT				
Uxanduva lwesalathisi	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	USEkela Mlawuli: UBekoliso kuMsebenzi weSebe				

Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI			
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLunelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
IQhinga lokuPhunyezwa kwesiCwanciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (iinkonzo ezingundoo emisebenzi)	Izihloko zovavanyo ezivunyiweyo ngaBalawuli abaPhezulu beSebe. Kuqeshwa umboneleli zinkonzo. Uyilo nengxelo yokugqibela yamkelwe. Cwancisa ukuphumeza iingcebiso ezivunyiweyo.			

Inombolo yesalathisi	1.10.2			
Igama lesalathisi	Uluvo loMphicothizincwadi Jikelele woMzantsi Afrika (AGSA) ngophicothozincwadi lweenkcukacha zokusebenza ezingezizo ezemali yeSebe			
Inkcazelo emfutshane	UMphicothizincwadi Jikelele uqhuba uphicothozincwadi kwiinkcukacha zemali nezingezozamali ngokuchasene nezithethe nemigangatho emiselweyo kwaye akhuphe ingxelo eneziphumo zophicothozincwadi nezindululo. Esi salathisi silinganisa isiphumo soluvo lweAGSA malunga neenkcukacha eziphicothiweyo zokusebenza okungekuko kwemali kwiSebe.			
Injongo	Kukuqinisekisa ngolawulo olululo nothetyelo lwemigqaliselo nemimiselo.			
Abaxhamli abaphambili	YiDEDAT			
Umthombo weenkcukacha	Ingxelo yoMphicothizincwadi Jikelel kwiinkcukacha zomsebenzi ongengowamali weSebe.			
Izithintelo zeenkcukacha	Azikho			
Okucingelekayo	Ubuchule bokuphicotha iincwadi bukhona. Abasebenzi abaneleyo bolawulo abakhoyo ukwenza iindima ngokwaneleyo ekulawuleni ulwazi lwenkqubo yokusebenza. Intsebenziswano enamandla kuwo onke amaqumrhu anoxanduva lokunika ingxelo yokusebenza engeyiyo eyemali kubandakanywa. abo bavelisa intsebenzo (imisebenzi ekrozileyo), uphicothozincwadi (uLawulo lwangaPhakathi) nokulawula ingxelo yokusebenza (M&E).			
Iindlela zokuqinisekisa	Isiphumo soluvo loPhicothozincwadi lweAG kumjikelo wophicothozincwadi wonyaka ophelileyo. Umzekelo, ngoweFY yama2024/25: Ingxelo yeAG kunyakamali wama2023/24 ophela ngowe31 kweyoKwindla wama2024. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Iindlela yokuBala	Uphicotho olucocekileyo okanye uluvo lophicotho olungenachaphaza – iinkcukacha zomsebenzi ongenguwo owemali.			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):				
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> YES	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
Indawo yomhlaba weSalathisi	Ubungakanani: <input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	Umlawuli: INkxaso enesiCwangciso neSebenzayo				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uluvo loPhicothozincwadi zeAG.				

Inombolo yesalathisi	1.11		
Igama lesalathisi	Inani leeajenda zonxibelelwano lwezoqoqosho olucwangcisiweyo eziphuhlisiweyo		
Inkcazelo emfutshane	<p>‘Unxibelelwano lweQhinga lwezoQoqosho’ luchazwa “njengeenzame ezijolise kuRhulumente weNtshona Koloni zokuqonda nokubandakanya abazimisi abaphambili ukudala, ukomeleza okanye ukulondoloza iimeko ezinegalelo kwiqondo elilungileyo lokuzithemba kushishino”. ‘Iiajenda zonxibelelwano lwezoqoqosho olucwangcisiweyo’ ziingxelo ezihlanganisa ubuntlola kwezoqoqosho obuphuma kwiindawo eziphambili kwezoqoqosho.</p>		
Injongo	<p>Iiyunithi zamasebe, amasebe eWCG kunye/okanye abanye abathabathinxaxheba kuqoqosho lweNtshona Koloni banegalelo kuphuhliso lwamabali, imiyalezo okanye imixholo efunekayo ukuxhasa iinzame zokuphemelela nokukhuthaza ezifunekayo ukuqinisa nokwandisa isiphakamiso sexabiso seNtshona Koloni njengoqoqosho lwengingqi. ukuqinisekisa ulungelelaniso lwemixholo yonxibelelwano yokukhula koqoqosho, ehambelana neG4J, kubalulekile ukuba yonke imiyalezo enxulumene noqoqosho ilungelelaniswe kwaye iphuhlise ngendlela eyenza ushishino luzithembe. Le miyalezo iye ke idityaniswe ibe yiajenda yobuchule bonxibelelwano lwezoqoqosho kwaye iphunyezwe ngamaphulo acingiswe kakuhle anentsingiselo kubazimisi ekujoliswe kubo kwaye anikezele ngokuchasene nenjongo yokunyusa ukuzithemba kushishino. Iiajenda zonxibelelwano lwezoqoqosho olucwangcisiweyo ziya kwazisa ngamanye amalinge onxibelelwano aza kuphunyezwa ngabachaphazelekayo beG4J namahlakani kwanokukhokela ukuthathwa kwezigqibo ngawona majelo angcono nemithombo yeendaba ukusasaza imiyalezo.</p>		
Abaxhamli abaphambili	Ngaphakathi kwiDEDAT nangaphandle kumahlakani ezoqoqosho eWCG nakwabachaphazelekayo (apho kufanelekileyo) ukwazisa ngocwangciso lonxibelelwano nokuphunyezwa.		
Umthombo weenkukacha	Iingxelo zonxibelelwano lwezoqoqosho olucwangcisiweyo.		
Izithintelo zeenkukacha	Azikho		
Okucingelekayo	Kukho iinjongo ezichazwe ngokucacileyo nemimandla ephambili ekufuneka ichaziwe ehambelana nesicwangciso soqoqosho seG4J.		
Iindlela zokuqinisekisa	<p>Iiajenda zonxibelelwano lwezoqoqosho eziphunyeziweyo (iingxelo) njengoko zityikityiwe liGosa eliPhendulayo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe</p>		
Iindlela yokuBala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> UNyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?		

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Uxanduva lwesalathisi	USekela Mlawuli: UNxibelelwano lweSebe				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabsetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
Iqhinga lokuPhunyezwe kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> i G4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoP (Iinkonzo ezingundoqo nemisebenzi)	Umda woqoqosho olucwangcisiweyo uvunyiwe. Iinkcukacha eziqokelelwe zaza zahlalutywa. Iajenda yonxibelelwano ithotyelwe yaza yamkelwa.					

INkqubo yesi 2: IiNkonzo zoPhuhliso lwezoQoqosho oluHlanganisiweyo

Inkqutyana 2.1: UPhuhliso loShishino

Inombolo yesalathisi	2.1
Igama lesalathisi	Inani lamashishini afumene inkxaso ngeenkonzozophuhliso lwamashishini
Inkcazelo emfutshane	<p>Amashishini ekujoliswe kuwo akwisigaba sokuqala, sokusebenza okanye esisekiweyo apho iSebe (okanye amahlakani alo neearhente zomiliselo) libonelela ngeenkonzozokunceda ngeemfuno zokuqhuba okanye zokwandisa ishishini. "Inkonzo zophuhliso lwamashishini" (BDS) zibandakanya uncedo kumashishini (umntu ngamnye okanye ngokwamaqela) kunye:</p> <p>necebo ngamashishini; neengebiso; nothantanyiso; nenkxaso yezobuchwepheshe; noqeqesho; nokukhuliswa; nofikelelo kwinkxaso karhulumente kunye/okanye iinkonzozokunye/okanye iinkcukacha; nezinye iintlobo zophuhliso lweshishini; kunye nenkxasomali.</p>
Injongo	<p>Ukuxhasa amashishini ngeenkonzozophuhliso lwamashishini kunciphisa izinga eliphezulu lokungaphumeleli kwamashishini aqalayo kwaye kujongana nezinga eliphantsi lozinzo lwamashishini asele enzile. Kucingelwa ukuba inkxaso iza kuba negalelo kuzinzo nohlumo loshishino. Oku kunokubangela ukwanda kwengeniso kunye/okanye nokudalwa kwemisebenzi.</p>
Abaxhamli abaphambili	AmaShishini amaNcinci aPhakathi namaNcinci kakhulu
Umthombo weenkukacha	Amashishini axhasa iinkcukacha ze-excel ephuhlise yiNkqubo.
Izithintelo zeenkukacha	<p>Iinkcukacha ezingachanekanga okanye ezinganelanga ezobonelelwa lishishini.</p> <p>Ukuthandabuza koshishino/kwabantu ukukhupha iinkcukacha.</p> <p>Ukunqongophala kokubekwa kweliso, uvandlakanyo okanye ukugcinwa kwengxelo evakalayo ngabachaphazelekayo.</p>
Okucingelekayo	<p>izixhobo ezaneleyo (inkxasomali nabasebenzi) ezifumanekayo ukuze kuqhutywe iprojekthi.</p> <p>Ababoneleli ngeenkonzozozisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkukacha nohlahlo lwabiwomali.</p> <p>Ukuqhutywa kwamaphulo ngamashishini kunye/okanye nemibutho yenkxaso yoshishino kwiNtshona Koloni iphela.</p>
Iindlela zokuqinisekisa	<p>I-Excel nesiseko seenkcukacha esityikityiweyo kunye/okanye inkqubo ye-elektroniki ebonisa amashishini axhaswayo. Ubuncinane bemihlaba ukuba ibandakanye:</p> <p>igama leshishini; iinkcukacha zoqhagamshelwano zomzimasi omele ishishini; iinkcukacha zomhlaba, umzekelo, idolophu kunye/okanye isithili seshishini elithatha inxaxheba; umhla weshishini lokusekwa okanye inombolo yobhaliso; ishishini lecandelo lisebenza kulo; kunye nommeli okanye iinkcukacha zobunini beshishini malunga nokuba ngabasetyhini (abaninikazi), ulutsha (abaninilutsha), uMntu oKhubazekileyo (umnikazi wePWD).</p> <p>Kwaye kuxhaswe nga: Maphepha eenkcukacha zoshishino atyikityiweyo okanye</p>

Iindlela zokuqinisekisa (kuyaqhubeka)	<p>Isivumelwano senkxasomali esityikityiweyo phakathi kweDEDAT nomamkeli (ishishini okanye umbutho wenkxaso weshishini eliphakathi); okanye</p> <p>Apho ishishini lifikelela kuqeqesho: irejista etyikityiweyo yokubakho (ukuba uqeqesho lomzimba) okanye uluhlu lokuzimasa oluveliswe yinkqubo okanye umfanekiso opopoliweyo skrini (uqeqesho kwi-intanethi). Amashishini athatha inxaxheba kuqeqesho kufuneka aye kuma50% okanye ngaphezulu yoqeqesho olubonelelwayo; okanye</p>						
	<p>Apho ishishini lifikelela kwiingcebiso okanye intuthuzelo: ingxelo enye etyikityiweyo yokecebisa umxhasi weshishini (ngomxhamli weshishini ngamnye), ebonakalisa ubume benkxaso yeshishini; kunye nemimandla emincinane echazwe ku(1) ngasentla ukuba ibandakanywe kwingxelo; okanye</p> <p>Apho ishishini lifikelela kwingcebiso: ingxelo etyikityiweyo yengcebiso (ngomxhamli weshishini ngamnye) ebhala iingcebiso okanye intuthuzelo yomphefumlo einikiweyo; okanye</p> <p>Apho ishishini lifikelela kuhlobo lweziseko ezingundoqo (oomatshini okanye izixhobo) inkxaso: isiqinisekiso esinye esityikityiweyo (umxhamli weshishini ngalinye) eqinisekisa ukufumana izixhobo ezenziwa zifunyanwe liSebe (umzekelo, izixhobo somsebenzi, izixhobo okanye oomatshini)</p> <p>Apho ishishini lifumana inkxasomali: ileta etyikitye lishishini eqinisekisa ixabiso lenkxasomali yeSebe efunyenweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>						
	<p>Indlela yokuBala</p> <p>Ubuninzi: ubalo ngokulula (oko kukuthi, ishishini ngalinye elilodwa elincedisiweyo ngowama2024/25 liza kubalwa njengalinye).</p>						
	<p>Uhlobo lokubala</p> <table border="1"> <tr> <td>Olungezelelwayo</td> <td><input type="checkbox"/> Ukuphela koNyaka</td> <td><input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</td> <td><input type="checkbox"/> Olungongezelelwayo-ngoku</td> </tr> </table>				Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo-ngoku				
<p>Umjikelo wokunikwa kweNgxelo</p> <table border="1"> <tr> <td><input type="checkbox"/> NgeKota</td> <td><input type="checkbox"/> Kabini ngoNyaka</td> <td colspan="2"><input type="checkbox"/> NgoNyaka</td> </tr> </table>				<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka					
<p>Umsebenzi onqwenelekayo</p> <table border="1"> <tr> <td><input type="checkbox"/> Ngaphezu kobe kujoliswe kuko</td> <td><input type="checkbox"/> Oko kujoliswe kuko</td> <td colspan="2"><input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko</td> </tr> </table>				<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Oko kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Oko kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko					
<p>Ingaba esi siSalathisi soHanjiso lweNkonzo?</p> <table border="1"> <tr> <td><input type="checkbox"/> EWE</td> <td colspan="3"><input type="checkbox"/> HAYI</td> </tr> </table>				<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI						
<p>Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):</p> <table border="1"> <tr> <td><input type="checkbox"/> Ufikelelo</td> <td><input type="checkbox"/> Intembeko</td> <td><input type="checkbox"/> Impendulo</td> <td><input type="checkbox"/> Inqibelelo</td> </tr> </table>				<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo
<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo				
<p>Ingaba esi siSalathisi esiQhutywa siSidingo?</p> <table border="1"> <tr> <td><input type="checkbox"/> EWE</td> <td colspan="3"><input type="checkbox"/> HAYI</td> </tr> </table>				<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI						
<p>Ingaba esi siSalathisi esiseMgangathweni?</p> <table border="1"> <tr> <td><input type="checkbox"/> EWE</td> <td colspan="3"><input type="checkbox"/> HAYI</td> </tr> </table>				<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI						
<p>Uhlobo lwesalathisi</p>							

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> lindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	lindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP?)					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Umlawuli: UPuhliso loShishino					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 25%			Okujoliswe kulutsha: 15%		
	<input type="checkbox"/> Okujoliswe kubantu abaphila nokhubazeko: 1%			<input type="checkbox"/> Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwisiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezint ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Isicelo seziphakamiso eziphuhlisiweyo. Abaxhamli abakhethiweyo. Amanathelo eBDS aphunyeziwe.					

Inombolo yesalathisi	2.1.2
Igama lesalathisi	Ixabiso leRandi lenkxasomali efunyenwe ngenkxaso yophuhliso loShishino
Inkcazelo emfutshane	<p>Iprojekthi ezizezeSebe kunye/okanye eziphunyezwe yimibutho kunye/okanye ngoomasipala ababonelela ngophuhliso loShishino kunye/okanye iziseko ezingundoqo kunye/okanye inkxaso yobuchwepheshe kumashishini ngokusebenzisa imodeli yenkxasomali okanye amanye amalungiselelo. Injongo yenkxaso kukwandisa inqanaba loncedo olufumanekayo kwiiSMME kwinkqubo yezendalo. Uncedisomali oludityanisiweyo nolwenziwa yile mibutho kunye/okanye oomasipala ithathwa njengenkxasomali efunyenweyo. "Inkxaso yophuhliso lwamashishini" ibandakanya uncedo kumashishini nge:</p> <p>ngcebiso yeshishini; ntuthuzelo yomphefumlo; ngokuthantanyiswa; nkxaso yezobuchwepheshe; ngoqeqesho; ngofikelelo kwinkxaso karhulumente kunye/okanye iinkonzo/kunye/okanye iinkcukacha; nkxasomali; kunye nezinye iintlobo zenkxaso yophuhliso loShishino.</p>
	Injongo
Abaxhamli abaphambili	AmaShishini amaNcinci aPhakathi namaNcinci kakhulu
Umthombo weenkukacha	Uvimba weenkukacha ze-excel ofunyenwe ngophuhliso lweNkqubo.

Izithintelo zeenkukacha	linkukacha ezingachanekanga okanye ezinganelanga ezibonelelwa ngumbutho/umasipala okanye ihlakani elinguxowamali. Nangona umbutho kunye/okanye oomasipala benokuzibophelela, umzekelo, isivumelwano esityikityiweyo, eyona nkxasomali inokufumaneka kuphela kwiminyakamali elandelayo.		
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezikhoyo ukuze kuqhutywe iprojekthi. Ababoneleli ngeenkondo ezisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamaphulo ngamashishini kunye/okanye nemibutho yenkxaso yoshishino kwiNtshona Koloni iphela.		
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha ze-excel etyikityiweyo nenguqulelo ye-elektroniki yovimba weenkukacha obonisa ixabiso lemali efunyenwe ngemibutho esebenzisana neSebe, nobuncinane bemihlaba ekufuneka iquke:</p> <p>Umbutho wehlakani okanye igama likamasipala; umntu ekunokuqhagamshelwana naye kumbutho wehlakani okanye kumasipala; iprojekthi yoPhuhliso lweShishini leDEDAT apho ihlakani lithathe inxaxheba; Unyakamali wombutho okanye inkxaso yemali kamasipala; inani labaxhamli bamashishini azuzayo kwinkxasomali yehlakani, kunye uhlobo lwenkxasomali ekubonelelwe ngayo ukwenzela ukuba isebe likwazi ukuhlela izinto eziphambili zenkxaso ezibonelelwa lihlakani kumxhamli weshishini.</p> <p>Ixhaswe ngu: Isivumelwano senkxasomali esityikityiweyo phakathi kweSebe nombutho osebenzisana nalo okanye oomasipala, esichaza imfuneko yesebe kwisixamali senkxasomali elindeleke kumbutho okanye kumasipala kunye</p>		
Iindlela zokuqinisekisa (kuyaqhubeka)	<p>Apho imali efunyenwe ngokuthe ngqo kwintsebenziswano yeDEDAT nombutho wamahlakani okanye umasipala: Ileta etyikityiweyo evela kumbutho wabaxhamli ichaza ixabiso lemali efakiweyo nenjongo yenkxasomali efunyenweyo okanye Apho imali ifunyenwe ukuba ihlakani leDEDAT lisebenzise elinye ihlakani (ihlakani langaphandle): Ileta etyikityiweyo evela kumbutho wangaphandle, echaza ngokucacileyo: Uqhagamshelwano lwehlakani langaphandle kungenelelo lophuhliso lweshishini lweDEDAT oluxhaswa ngemali; Ubudlelwane bomntu wesithathu kumbutho olihlakani leDEDAT okanye umasipala; Ixabiso lemali yehlakani langaphandle elifale isandla salo; kunye Nenjongo yenkxasomali efunyenweyo.</p>		
Iindlela yokuBala	Ubuninzi bokubala ngokulula (oko kukuthi, ixabiso lilonke lemali efunyenwe ngowama2024/25 iza kubalwa).		
Uhlobo lokubala	Olongezelelwayo <input type="checkbox"/>	Ukuphela koNyaka <input type="checkbox"/>	Unyaka ukuza kuthi ga ngoku <input type="checkbox"/>
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?		

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba wesalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: UPhuhliso loShishino					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> N Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Abachaphazelekayo bazibandakanyile. Amahlakani kwenziwe izivumelwano nawo.					

Inombolo yesalathisi	2.1.4
Igama lesalathisi	Inani lamashishini akwisigaba sokuqala axhaswe ngamaphulo okuxhobisa ngezakhono
Inkcazelo emfutshane	Okucetyiweyo kwaphambi kokuqaliswa nokuqalwa apho iSebe (okanye amahlakani alo kunye neearhente zomilisele) libonelela ngamaphulo okuxhobisa ngezakhono ukuxhasa uphuhliso lwamashishini amatsha naqalayo. "Amashishini asaqalayo achazwa ngokweGEM njengoosomashishini abasaqalayo (ababandakanyekayo ekusekeni ishishini) namashishini asebenza ixesha elingaphantsi kweminyaka emi3,5". "Amanyathelo okuxhobisa ngezakhono" abandakanya umntu ngamnye okanye asekelwe kwiqela:

	<p>uqeqesho; ingcebiso yoshishino; intuthuzelo yomphefumlo; uthantanyiso; inkxaso yobuchwepheshe; kunye nokwenza ngokusemthethweni (okufunekayo kuthotyelo loshishino).</p>
Injongo	<p>Owona mceli mngeni uphambili ekufuneka kujongwane nawo lizinga eliphezulu lokungaphumeleli kwamashishini asaqalayo nawaqalayo. Ungenelelo olucwangcisiweyo luza kuba negalelo kuzinzo lwala mashishini.</p>
Abaxhamli abaphambili	<p>Abantu kunye/okanye amashishini anokubakho kunye/okanye namashishini aqalayo</p>
Umthombo weenkukacha	<p>Amashishini akwisigaba sokuqala axhasa uvimba weenkukacha ophuhlise yiNkqubo.</p>
Izithintelo zeenkukacha	<p>Iinkukacha ezingachanekanga okanye ezinganelanga ezibonelela ngumntu okanye umnini weshishini. Ukuthandatyuzwa kwamashishini / abantu ukukhupha iinkukacha. Ukufumaneka kweenkukacha ezithembekileyo. Ukunqongophala kobekoliso, uvavanyo okanye ukugcinwa kweerekhodi ezizizo ngabachaphazelekayo. Ukungakwazi kwabantu, abanakho, kunye/okanye amashishini aqalayo ukutyikitya amaxwebhu ngobuxhakaxhaka balemihla okanye nge-elektroniki. Intlekele yendalo okanye eyenziwe ngabantu okanye ubhubhane.</p>
Okunqwenelekayo	<p>Ababoneleli ngeenkonziso ezisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamanyathelo abantu kunye/okanye abalamleli kunye/okanye nemibutho yenkxaso yoshishino kwiNtshona Koloni iphela.</p>
Indlela yokuqinisekisa	<p>Isiseko seenkukacha ze-Excel ezityikityiweyo nenguqulelo ye-elektroniki yeenkukacha ezibonisa amashishini axhaswayo imimandla emincinci ukuba ibandakanye: igama lomzimasi, iinkukacha zoqhagamshelwano lwabazimasi, iinkukacha zomhlaba, umz., idolophu kunye/okanye isithili, kunye/okanye inombolo yobhaliso okanye umhla oqaliswe ngawo ukurhweba (kumashishini okuqala kuphela), kunye/okanye iinkukacha zobunini bommeli malunga nokuba ngabanini basetyhini, ukuba ngabanini bolutsha, ubunini bomntu ophila nokhubazeko wamashishini aqalayo kuphela.</p> <p>Ixhaswe nge: Ngamaphepha atyikityiweyo eenkukacha zoshishino, kunye/okanye Isivumelwano senkxasomali esityikityiwe phakathi kweDEDAT nomamkeli Apho umntu okanye umnini weshishini afikelela kuqeqesho: irejista etyikityiweyo yokubakho (ukuba uqeqesho lomzimba) okanye uluhlu lwabazimasayo oluveliswe yinkqubo okanye umfanekiso weskrini (uqeqesho kwi-intanethi). Abantu okanye amashishini asaqalayo athatha inxaxheba kuqeqesho kufuneka aye kuma50% okanye ngaphezulu kuqeqesho olunikezelweyo, okanye Apho umntu okanye ishishini eliqalayo lifikelela kwiingcebiso: ingxelo enye etyikityiweyo yokucebisana (umxhamli ngamnye), ebonakalisa ubume benkxaso; nemimandla emincinci echazwe ku(1) ngasentla ukuba ibandakanywe kwiingxelo okanye Apho umntu okanye ishishini eliqalayo lifikelela kuthantanyiso: ingxelo etyikityiweyo yengcebiso (ngomxhamli ngamnye) ebhala iingcebiso okanye intuthuzelo yomphefumlo ekubonelelwe ngayo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>

Indlela yokuBala	Ubuninzi bokubala ngokulula (oko kukuthi, ishishini ngalinye elilodwa elikwisigaba sokuqala elixhaswe kuma2024/25 liza kubalwa njengelinye).				
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inggqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Indawo yomhlaba wesalathisi	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
		Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
		<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi		
Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli: UPhuhliso loShishino				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyini: 15%		Okujoliswe kulutsha: 25%		
	Okujoliswe kubantu abaphila ngokhubazeko: 1%		Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				

IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Isicelo seziphakamiso. Abaxhamli abakhethiweyo. Amanyathelo akwisigaba sokuqala enxaso yoshishino aphunyeziweyo.
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Inombolo yesalathisi	2.1.5		
Igama lesalathisi	Inani lemisitho Inani lemisitho yokukhankasa uphuhliso lwamashishini eqhutyiweyo		
Inkcazelo emfutshane	<p>Apho iSebe (okanye amahlakani alo neearhente ezimiliselayo) liphumeza kwaye lixhase amaphulo oshishino ukwazisa nokukhuthaza abantu ukuba bangene okanye bazame ukuqala kunye/okanye bakhulise amashishini amatsha. Imisitho yephulo lokwazisa ngoosomashishini ijolise ekudaleni ulwazi malunga nokubanakho ukushishina njengethuba loqoqosho elisebenzayo eliza kubandakanya:</p> <p>ufikelelo kwiinkcukacha; imisitho; imikhankaso; amaqonga obuxhakaxhaka balemhla oshishino; kunye iindibano zocweyo lweenkcukacha nokwazisa, imiboniso, imisitho namaphulo.</p>		
Injongo	Abantu abaninzi ababuboni ushishino njengethuba loqoqosho olusebenzayo kwaye ngaloo ndlela baqale ishishini. Injongo yala maphulo kukwenza ulwazi nokukhuthaza abantu ukuba babe ngoosomashishini nabanini bamashishini.		
Abaxhamli abaphambili	Ngabantu		
Umthombo weenkcukacha	Amaphulo okwazisa ngoshishino aqhutywe uvimba weenkcukacha ze-exel eziphuhlise yiNkqubo.		
Izithintelo zeenkcukacha	Ukuthandabuza kwabantu ukukhupha iinkcukacha. Ukunqongophala kobekoliso, uvavanyo okanye ukugcinwa kweerekhodi ezizizo ngabachaphazelekayo.		
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezikhoyo ukuze kuqhutywe iprojekthi. Ababoneleli ngeenkono ezisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkcukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamaphulo ngumntu ngamnye kwiNtshona Koloni iphela.		
Iindlela zokuqinisekisa	Uvimba weenkcukacha ezityikityiweyo ze-Excel nenguqulelo ye-elektroniki yovimba weenkcukacha obonisa abathathinxaxheba abafikelelweyo. Ubuncinane bemihlaba ukuba ibandakanye: igama (umxholo) nomhla wongenelelo; igama lomntu, kunye/okanye; iinkcukacha zoqhagamshelwano lomntu; idilesi yokuhlala; kunye neenkcukacha zommeli malunga nokuba ngowasetyhini, ulutsha, umntu ophila nokhubazeko.		
	Ixhaswe ngee: Rejista zokuzimasa ezityikityiweyo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.		
Iindlela yokubala	Ubalo olulula ngobuninzi (oko kukuthi, isiganeko ngasinye sephulo eliqhutywe ngowama2024/25 siza kubalwa njengesinye).		
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
			<input type="checkbox"/> Olungongezelelwayo

Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
	Ingaba esi siSalathisi soHanjiso ziNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):				
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
Indawo yomhlaba wesalathisi	Ubungakanani: <input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli: UPuhliso loShishino				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungilo oLuntu	Okujoliswe kwabasetyhini: 10% Okujoliswe kubantu abaphila nokhubazeko: 1% <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: 30% Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkuckacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Amahlakani achongiweyo. Amaphulo azinyasiweyo - umz. iindibano zocweyo ngoshishino, iphulo lokwazisa.				

Inombolo yesalathisi	2.1.6
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Igama lesalathisi	Inani lamashishini afumene inkxaso ngofikelelo kwiinkqubo zemali
Inkcazelo emfutshane	Okujoliswe kumashishini akwisigaba sokuqala, esisebenzayo okanye esisekiweyo apho amahlakani eSebe nawearhente zomiliselelo zibonelela ngokufikelela kwimali ukunceda ngeemfuno zozinzo okanye ukwandiswa kwamashishini. Inkxaso ngokufikelela kwiinkqubo zemali ibandakanya: ukuthunyelwa kumntu onokuba ngumxhasi; ukuthunyelwa kumbutho ofanelekileyo wophuhliso lweshishini ukufikelela kwinkxaso yoshishino; uqeqesho noxhotyiso ngezakhono; kunye nofikelelo kwiinkcukacha.
Injongo	Amashishini akawazi amathuba afumanekayo enkxasomali okanye indlela yokuthobela ukufikelela kwinkxasomali efanelekileyo. Inkqubo ijolise ekuxhobiseni nasekuxhaseni amashishini ukuba afikelele kumathuba enkxasomali.
Abaxhamli abaphambili	AmaShishini amaNcinci aPhakathi namaNcinci kakhulu
Umthombo weenkukacha	Amashishini afumene inkxaso ngokufikelela kuvimba we-exel weenkukacha zeenkqubo zemali eziphuhliswe yiNkqubo.
Izithintelo zeenkukacha	Iinkukacha ezingachanekanga okanye ezinganelanga ezinikezelwa ngumxhasi olihlakani; Ukuthandabuza ngokwabelana ngeenkukacha ngabafakizicelo abaphumeleleyo; kwaye Nangona umbutho unokuzibophelela, umzekelo, isivumelwano esityikityiweyo, eyona nkxasomali inokufumaneka kuphela kwiminyakamali elandelayo.
Okucingelekayo	Ababoneleli ngeenkono ezisemgangathweni kunye/okanye amahlakani ophumezo afunyenwe kwaye aza kunikezela ngokuhambelana neenkukacha nohlahlo lwabiwomali; Ukuthatyathwa ngamashishini ngamathuba enkxasomali; kwaye Kukho ukuzimisela kwembutho ebonelela ngenkxasomali yokuthatha inxaxheba kwinkqubo yokufikelela kwimali.
Iindlela zokuqinisekisa	Uvimba weenkukacha ze-exel ezityikityiweyo nenguqulelo ye-elektroniki yovimba weenkukacha obonisa amashishini axhaswayo. Iindawo ubuncinane ibandakanya: igama lomntu; kunye/okanye igama leshishini; iinkukacha zoqhagamshelwano lomntu ngamnye (umnxeba nedilesi yeimeyile); kunye/okanye iinkukacha zoqhagamshelwano loshishino; kunye neenkukacha zomhlaba, umz., idolophu kunye/okanye isithili. Ixhaswe ngee: Rejista zokuzimasa zamashishini azimasa amaphulo okuxhobisa ajonge ekulungeleni ukuxhasa ngemali, kuquka iisemina neewebhuna; okanye Ubhaliso kwimisitho ehambelana nemali enkulu; okanye
Iindlela zokuqinisekisa (kuyaqhubeka)	I-imeyile yothunyelo kumboneleli ngemali; okanye Ukuthunyelwa kumbutho ofanelekileyo wophuhliso lweshishini ukufikelela kwinkxaso yoshishino. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.
Iindlela yokuBala	Ubalo olulula lobungakanani (oko kukuthi, ishishini ngalinye elikhethekileyo elixhaswe ngowama2024/25 liza kubalwa njengalinye).

Uhlobo lokubala	Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo		
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka			
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa nge(ee)ndawo eziphambili i(ii)nkonzo zilinganiselwa ngesi salathisi siza kuphucuka (ukhetho kaninzi lunokwenzeka):					
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
Uhlobo lwesalathisi	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI			
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
Indawo yomhlaba weSalathisi	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	UMLawuli: UPuhliso woShishino					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI					
	Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	Isiphakamiso sezicelo. Abaxhamli bakhethiwe. Ufikelelo kumaphulo email aphunyeziwe.					

Inombolo yesalathisi	2.1.7
Igama lesalathisi	Inani lamashishini aphantsi kolutsha axhaswa ngeenkonzozophuhliso lwamashishini
Inkcazelo emfutshane	<p>Kujoliswe kumashishini aphantsi kolutsha ngeenkonzozenxaso yophuhliso lwamashishini apho iSebe (okanye amahlakani alo kunye neearhente zomiliselo) libonelela ngenkxaso neenkonzozokunceda ngeemfuno zokuqhuba okanye zokwandisa ishishini. Amashishini aphantsi kolutsha aquka abanini bamashishini abaphakathi kweminyaka eli18 nelama35. Iinkonzozophuhliso loshishino” (BDS) ziquka uncedo kumashishini (abantu ngabanye okanye asekelwe kwiqela):</p> <p>ngeengcebiso zoshishino; ngeentuthuzelo; ngokuthantanyiswa; ngenkcaso yobuchwepheshe; ngokuqeqeshwa; ngokukhuliswa; ngofikelelo kwinkxaso karhulumente kunye/okanye iinkonzozokanye iinkcukacha; ngezinye iindlela zenkxaso yophuhliso loshishino; kunye nenkxasomalif.</p>
Injongo	<p>Ukuxhasa amashishini ngeenkonzozophuhliso lwamashishini kunciphisa izinga eliphezulu lokungaphumeleli kwamashishini aqalayo kwaye kujongana nezinga eliphantsi lozinzo lwamashishini asele enzile. Kucingelwa ukuba inkxaso iza kuba negalelo kuzinzo nohlumo loshishino. Oku kunokubangela ukwanda kwengeniso kunye/okanye nokudalwa kwemisebenzi.</p>
Abaxhamli abaphambili	AmaShishini amaNcinci aPhakathi namaNcinci kakhulu
Umthombo weenkukacha	Amashishini aphantsi kolutsha axhase uvimba weenkukacha nge-exel ephuhlise yiNkqubo.
Izithintelo zeenkukacha	<p>Iinkukacha ezingachanekanga okanye ezinganelanga ezibonelelwa lishishini. Ukuthandabuza kwamashishini/kwabantu ukukhupha iinkukacha. Ukunqongophala kobekoliso, uvavanyo okanye ugcino lwerekhodi olululo ngabachaphazelekayo. Intlekele yendalo okanye eyenziwe ngabom okanye ubhubhane.</p>
Okucingelekayo	<p>Ababoneleli ngeenkonzozezisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamanyathelo ngamashishini okanye imibutho exhasa amashishini kunye/okanye namaziko emfundo ephakamileyo kulo lonke elase Ntshona Koloni.</p>
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha ze-Excel nezityikityiweyo kunye/okanye iinkqubo ze-elektroniki ebonisa amashishini axhaswayo. Ubuncinane bemimandla uza kubandakanya:</p> <p>igama leshishini; iinkukacha zoqhagamshelwano labameli beshishino abazimasileyo; iinkukacha zomhlaba, umz., idolophu kunye/okanye isithili seshishini elithatha inxaxheba; umhla wokusekwa kweshishini okanye inombolo yobhaliso; ishishini lecandelo lisebenza; kunye nommeli okanye iinkukacha zobunini beshishini malunga nokuba ngabanikazi, abanini abalulutsha, umnini onguMntu ophila noKhubazeko Khubazekileyo).</p> <p>Ixhaswe ngee: Ngamaphepha aneenkukacha zeshishini atyikityiweyo okanye</p>

	<p>Isivumelwano senkxasomali esityikityiweyo phakathi kweDEDAT nomamkeli (ishishini okanye umbutho wenkxaso weshishini eliphakathi), okanye</p> <p>Apho ishishini lifikelela kuqeqesho: irejista etyikityiweyo yokuzimasa (ukuba uqeqesho lomzimba) okanye uluhlu lokuzimasa oluveliswe yinkqubo okanye umfanekisoskrini (uqeqesho kwi-intanethi). Amashishini athatha inxaxheba kuqeqesho kufuneka aye kuma50% okanye ngaphezulu koqeqesho olunikezelwayo, okanye</p> <p>Apho ishishini lifikelela kwiingcebiso okanye intuthuzelo: ingxelo enye etyikityiweyo yokucebisa umxhasi weshishini (ngomxhamli weshishini ngalinye), ebonakalisa ubume benkxaso yeshishini; kunye nemimandla emincinci echazwe ku(1) ngasentla ukuba ibandakanywe kwingxelo, okanye</p>				
Indlela zokuqinisekisa (kusaqhubeka)	<p>Apho ishishini lifikelela kuthantanyiso: ingxelo etyikityiweyo yothantanyiso (ngomxhamli weshishini ngalinye) ebhala iingcebiso okanye intuthuzelo enikezelweyo, okanye</p> <p>Apho ishishini lifikelela kuhlobo lwenkxaso yobuchwepheshe (oomatshini, izixhobo, isoftware, iilayisensi, ukuvunywa, ukuphuculwa kobuchwepheshe balemihla, njl. njl.) inkxaso: isiqinisekiso esityikityiweyo (ngomxhamli weshishini ngalinye) siqinisekisa ukufunyanwa kwezixhobo ezenziweyo zifumaneke (umzekelo, izixhobo, izixhobo zokusebenza) , okanye oomatshini), okanye</p> <p>Apho ishishini lifikelela kwinkxasomali: ileta etyikitywe lishishini eqinisekisa ngexabiso lenkxasomali efunyenweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe</p>				
	<p>Ubuninzi: ubalo ngokulula (oko kukuthi, ishishini ngalinye elilodwa elincedisiweyo ngowama2024/25 liza kubalwa njengalinye)</p>				
	Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
	Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlobo lwesalathisi	<p>Ingaba esi siSalathisi soHanjiso lweNkonzoEWE?</p>				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p>				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo	
	<p>Ingaba esi siSalathisi esiQutywa siSidingo?</p>				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
<p>Ingaba esi siSalathisi esiseMgangathweni?</p>					
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> lindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	lindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Umlawuli: UPhuhliso loShishino					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 10%			Okujoliswe kulutsha: 100%		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhuhlise kwesiCwangciso (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
liNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Ikhwelo lokuba kuphuhlise izindululo. Abaxhamli abakhethiweyo. Amanathelo eBDS ajongene nolutsha aphunyeziwe.					

Inkqutyana 2.2: UPhuhliso lwezoQoqosho lweNgingqi nolwaseKhaya

Inombolo yesalathisi	2.2.2
Igama lesalathisi	Inani loomasipala abaxhaswe ngokuxhotyiswa ngezakhono kucwangciso loqoqosho
Inkcazelo emfutshane	Ukunqongophala kwezakhono koomasipala abangengabo oomasipala abaMbaxa kubeka emngciphekweni ubuyiselo nezicwangciso zokukhula kuzo zonke izithili. ISebe liza kuqhuba uhlolo lwesakhono soqoqosho lukamasipala kwaye libonelele ngophuhliso lwezakhono zokuphucula izakhono zikamasipala ekucwangciseni unikezelo kwizinto eziphambili kwezoqoqosho.
Injongo	Kukusabela kwimiqobo yezakhono zoomasipala ngokunikezela ngolwakhiwo lwezakhono zokuxhasa oomasipala ngokusekelwe kuvavanyo lwezakhono.
Abaxhamli abaphambli	Oomasipala bengingqi.
Umthombo weenkukacha	Iirekhodi zeprojekthi ezigcinwe kwiNkqutyana yolungelelwaniso lolawulo lweerekhodi zombane ezibonisa inkxaso yoxhotyiso olubonelelwayo.
Izithintelo zeenkukacha	Ukufumaneka kwamagalelo kamasipala athembekileyo ukwazisa ngeenkukacha ezisiseko esisekwe ngexesha lovavanyo.

Okucingelekayo	Abathathinxaxheba kulawulo lukamasipala nabezopolitiko bayavuma ukuxhaswa kwaye babonise ukuzinikela okufunekayo ekuthatheni inxaxheba kuphuhliso lwezakhono.			
Iindlela zokuqinisekisa	Ingxelo yeprojekthi yesebe etyikityiweyo ebonisa ulwakhiwo lwezakhono olugqityiweyo nobungqina obubhaliweyo obuxhasa umsebenzi okhankanywe kwingxelo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Indlela yokuBala	Ubuninzi: Ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
Indawo yomhlaba weSalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
	<input type="checkbox"/> Ubungakanani: BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi <input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli: UPhuhliso lwezoQoqosho lweNgingqi nolwaseKhaya			
Inguqu yomhlaba	Uqoqosho lwasekhaya oluthe kratya olunoomasipala abanezakhono ezithe chatha abakwaziyo ukubonelela ngocwangciso loqoqosho olungcono nokuphunyezwa luguqulela ekubeni luphuculwe.			
Ukwahlwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabesityhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	

IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla
IiNkcukacha zoPhunyezo (iinkonzo ezingundoqo nemisebenzi)	Intembeko ikhuselekile. Uvavanyo lwenziwe. Ungenelelo lwenkxaso yokuxhobisa ngezakhono luqhutyiwe.

Inombolo yesalathisi	2.2.4		
Igama lesalathisi	Inani lezicwangciso zokukhula koqoqosho eziphuhlisiwe noomasipala		
Inkcazelo emfutshane	Eli Candelo liza kuxhasa oomasipala ukuba badibaniselane ekunikeleni ngezicwangciso zokukhula koqoqosho zeG4J zokuphucula nokomeleza izicwangciso zeLED zikamasipala. Iza kujolisa ekwenzeni lula ukukwazi ukuphumeza. Iza kubandakanya unxibelelwano kwiG4J yeNdawo ePhambili ekuGxilwe kuyo ngamaphulo, izixhasi, nezixhobo. Iza kumela ungenelelo lwesebe leWCG ukulungelelanisa nokuxhasa izicwangciso zikamasipala ezichongiweyo, kunye/okanye ingabonisa indlela izinto eziphambili ezingqamene nesebe namanyathelo okuqala afumana ngayo amandla engingqini.		
Injongo	Ukuxhasa oomasipala ekuhambiseni ngokubambisana izicwangciso zokukhula ezomeleza izicwangciso zabo zeLED ngezinto eziphambili kwiG4J zonikezelo lweenkonzo.		
Abaxhamli abaphambili	Oomasipala bengingqi		
Umthombo weenkukacha	Iirekhodi zeprojekthi ezigcinwe kwinkqutyana yenkqubo yolawulo lweerekhodi zombane ezibonisa izicwangciso eziphuhlisiwe.		
Izithintelo zeenkukacha	Azikho		
Okucingelekayo	Ukufumaneka kwamagalelo kamasipala athembekileyo ukwazisa ngeenkukacha ezisisiseko ezisekwe ngexesha lovavanyo.		
Iindlela zokuqinisekisa	<p>Ingxelo yeprojekthi yesebe etyikityiweyo ebonisa: izicwangciso (uyilo okaye isiphelo) eziphuhlisiweyo; kunye nendima yesebe kuphuhlisiwano lwezicwangciso zoqoqosho.</p> <p>QAPHELA: Njengoko unyakamali kamasipala nonyakamali wephondo usahluka, izicwangciso eziqulunqiweyo zingandlalwa kuphela kwiBhunga emva komhla wama31 kweyoKwindla wowama2023 ukuba isicwangciso sifuna ukufumana imvume yeBhunga.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Iindlela yokuBala	Ubuninzi: Ubalo ngokulula		
Uhlobo lokubala	Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI			
Indawo yomhlaba weSalathisi	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI			
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Indawo eziNinzi		
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Indawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli: UPuhhliso lwezoQoqosho lweNgingqi nolwezeKhaya					
Inguqu yomhlaba	Uqoqosho lwengingqi oluthe kratya olunoomasipala abanezakhono ezithe chatha abakwaziyo ukunika ucwangciso loqoqosho olungcono nokuphunyezwa luguqulela ekuphuculweni kokunikezelwa kwenkonzo yephondo noomasipala nenguqu enkulu yendawo.					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Ukusungulwe kwezinto ezintsha, iNkcubeko noLawulo		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Izicwangciso zokukhula koqoqosho zivavanyiwe. Intembeko ikhuselekile. Uhlaziyo okanye upuhhliso lwezicwangciso ezisayilwayo zokukhula koqoqosho ziququzelelwe.					
Inombolo yesalathisi	2.2.5					
Igama lesalathisi	Inani leengxoxo zeLED zengingqi eziququzelelweyo zamathuba oqoqosho lwesithuba					

Inkcazelo emfutshane	Inkqutyana iza kuthi, ngendlela enqamlezileyo, izalisekise iqonga lephondo leLED kwizithili zonke ukuququzelela uthethathethwano nezinto eziphambili ezingqamene necandelo, ukunxibelelana nomkhombandlela weenkqubo, ukuphambela ukujongana namathuba nemiceli mngeni yesimo somhlaba ehlabathini, ukuxhasa nokwabelana ngokulungileyo. iindlela zokusebenza, nokuchonga iindawo zentshukumo yentsebenziswano ukuze kuphuculwe unikezelo.		
Injongo	Ukuphumeza iintlanganiso zeLED eziququzelela uthethathethwano kumathuba okukhula koqoqosho ngokwesithuba kwiingingqi eziza kuvela.		
Abaxhamli abaphambili	Oomasipala bengungqu		
Umthombo weenkukacha	Iirekhodi zeprojekthi ezigcinwe kwinkqubo ephantsi yenkqubo yolawulo lweerekhodi zombane.		
Izithintelo weenkukacha	Ukufumaneka kwegalelo elithembekileyo likamasipala kwiintlanganiso zeLED. Ulawulo lukamasipala lwentembeko lufunyenwe.		
Okucingelekayo	Ukuba oomasipala baya kuzimasa kwaye bathathe inxaxheba kwiiNtlanganiso zeLED.		
Iindlela zokuqinisekisa	Ingxelo yeprojekthi yesebe etyikityiweyo ebonisa: Iintlanganiso zeLED ezibanjiweyo kunye nokuchongwa kwawo nawaphi na amathuba okukhula koqoqosho ngokwesithuba athe aboniswa. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.		
Iindlela yokuBala	Ubuninzi: Ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkozo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkono ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	<input type="checkbox"/> Ingqibelelo		
Uhlobo lwesalathisi	Ingaba esi siSalathisi esiQhutywa siSidingo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ingaba esi siSalathisi esiseMgangathweni?		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> lindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	lindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	UMLawuli: UPuhlislo lwezoQoqosho lweNgingqi nolwaseKhaya					
Inguqu yomhlaba	Uqoqosho lwengingqi oluthe kratya olunoomasipala abanesakhono abanezicwangciso zoqoqosho oluthembekileyo lunokubonelela ngobume obungcono bokwenza ushishino olunikwe ungenelelo oluphunyeziweyo oluguqulela ekuphuculweni kokunikizelwa kwenkonzo yephondo noomasipala nenguqu enkulu yendawo.					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Ubume beentlanganiso zeLED zivavanyiwe. I-ToR isemgangathweni. Imisebenzi yeNtlanganiso iphunyeziwe.					

Inkqutyana 2.4 UNCitshiso lweMithetho engeyoMfuneko

Inombolo yesalathisi	2.5
Igama lesalathisi	Ipesenti yamatyala enxaso yoshishino asonjululweyo (inani lamatyala asonjululweyo/inani lamatyala afunyenweyo)
Inkcazelo emfutshane	<p>“Ityala lenxaso kwishishini” lichazwa njengesicelo seenkcukacha okanye uncedo oluvela kusomashishini okanye umntu oza kuba ngusomashishini ngokunxulumene, kodwa kungaphelelanga apho, iimfuno zolawulo okanye iindlela zokugweba malunga nokusekwa, ukusebenza, okanye ukuxhaswa ngemali kweshishini;</p> <p>ukufumana iilayisenisi, iimvume, ulwamkelo okanye ezinye iindlela zogunyaziso njengoko kunokumiselwa; kwaye</p> <p>ukufumaneka, kunye/okanye ukufikelela, kwiinkcukacha nezinye izibonelelo ezinxulumene no(i) kunye no (ii).</p> <p>Kule nkcazo imeko yenxaso yeshishini inokumakishwa ngokuthi "isonjululwe" xa mhlawumbi isicelo somxhasi soncedo:</p> <p>yenziwe ngempumelelo; okanye</p> <p>ayinakwenziwa ngempumelelo ngenxa yokungafuni okanye ukungabinako komxhasi;</p> <p>ayinakwenziwa ngempumelelo, ngenxa yokunqongophala kolawulo kwindawo ethile, ummandla othile, okanye isebe lecandelo likarhulumente; okanye</p>

	umxhasi ucele/walathe ukuba uphando luvalwe.			
Injongo	Lijongana nenjongo yesicwangciso seWCG yokuphucula imeko yoshishino ngokuvula kunye/okanye ngokuvula imiqobo ahlangana nayo amashishini.			
Abaxhamli abaphambili	Amashishini nabantu abanokuba namashishini			
Umthombo weenkukacha	INkqubo yokuLandelela iMithetho engeyoMfuneko			
Izithintelo zeenkukacha	linkukacha ezingachanekanga okanye ezinganelanga ezibonelelwa lishishini. Ukusebenza ngokuqhubekayo kwenkqubo ekhoyo yolawulo lwamatyala.			
Okucingelekayo	Izixhobo ezaneleyo (abasebenzi) ezifumanekayo ukuze kuphandwe amatyala. Ukuvuma kwamanye amasebe ukuqinisekisa isisombululo semiba.			
Iindlela zokuqinisekisa	<p>Iziko leenkukacha ezityikityiweyo zamatyala asonjululwe ngekopi eprintiweyo nangefomathi ye-elektroniki, nobuncinane bale mimandla ilandelayo ibandakanyiwe:</p> <p>inombolo yesalathisi secse (isazisi esahlukileyo)); umhla wokufunyanwa kwetyala; ubume betyala (lisaqhuba/livaliwe); igama nefani yomxumi; Inombolo yoqhagamshelwano lomxumi; i-imeyile yomxumi; indawo yomxumi (umasipala nehlopho ledolophu); uthungelwano apho uphando lufunyenwe khona; uhlobo (oko kukuthi, udidi/udidi oluncinane) lophando olufunyenweyo; igama legosa ekwabelwe lona uphando; kwaye isini sommi ofake isikhalazo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Iindlela yokuBala	Ubuninzi: Ibonakalisa inani lamatyala asonjululweyo, achazwe njengepesenti yamatyala ewonke afunyenweyo ngexesha lokunikezelwa kwengxelo.			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kuliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: UNcithiso lweMithetho engeyoMfuneko					
Inguqu yomhlaba	IPhondo laseNtshona Koloni lilonke					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 10%			Okujoliswe kulutsha: 5%		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Ukusungulwa kwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Iimeko zenkxaso yeshishini zifunyenwe kwaye zasonjululwa. Iingxelo zekota ziye zaveliswa. Kuqhutywe uphando lokwaneliseka.					

Inombolo yesalathisi	2.7
Igama lesalathisi	Inani lamanyathelo okuphucula aphunyeziweyo kwiinkonzo zikarhulumente ezijongene noshishino
Inkcazelo emfutshane	‘Inyathelo lokuphucula’ lithetha naluphi na uphuculo kwishishini elijongene nenkonzo karhulumente eliza kukhokelela ekongiweni kwexesha, iindleko kunye/okanye nobunzima kumashishini kunye/okanye kuzwelonke, amasebe eWCG, amaqumrhu kunye/okanye noomasipala.
	‘Inkonzo karhulumente ejongene noshishino’ ithetha inkonzo (umzekelo, izicelo zokusetyenziswa komhlaba, imvume yeplani yesakhiwo, imvume yesiganeko njl.njl.) ethi inikezelwe kwishishini ngokuthe ngqo okanye ngokungathanga ngqo likazwelonke, amasebe eWCG, amaqumrhu okanye oomasipala balo.
	‘Iphunyeziwe’ ibhekisa kwisindululo somgangatho wophuculo ocetywa liSebe ukuba uqhutywe okanye uqaliswe liSebe likazwelonke, amasebe eWCG, amaqumrhu alo kunye/okanye noomasipala.
Injongo	Ukuphuculwa konikezelo lweenkonzo ezijongene neshishini kubonwa njengento ebalulekileyo kwiinzame zokudala imeko apho kulula ukwenza ushishino eNtshona Koloni, ngaloo ndlela kukhuthazwa ukukhula nophuhliso loshishino.
Abaxhamli abaphambili	Amasebe – kuzwelonke, amaSebe eWCG, amaqumrhu aphantsi kukarhulumente, okanye koomasipala.

Umthombo weenkukacha	Amanyathelo okuphucula ingxelo yeprojekthi yeenkonzo zikarhulumente ezijongene noshishino		
Izithintelo zeenkukacha	Ukufumaneka kweenkukacha ezithembekileyo ezivela kwisebe likarhulumente, amaqumrhu karhulumente, okanye koomasipala.		
Okucingelekayo	Amasebe – kuzwelonke, iWCG, amaqumrhu karhulumente okanye oomasipala abathembekileyo nabavumayo ukuxhaswa ngezindululo babonisa ukuzinikela okufunekayo kwizicwangciso zokuphucula. Izibonelelo zabantu ezifanelekileyo nezemali ziyafumaneka kumanyathelo acetywayo. Ukuzibophelela okanye ukuthatha inxaxheba kungenelelo ngabachaphazelekayo abafanelekileyo, ngakumbi apho ungenelelo luqaliswe yiYunithi.		
Iindlela zokuqiniekisa	<p>Ingxelo yesebe enye etyikityiweyo ngumphathi ophezulu onoxanduva lweCandelo ebonisa, ubuncinane: ubume benyathelo ngalinye lokuphucula inkonzo karhulumente ejongene neshishini eliphunyeziweyo kunye iinzuzo ezilindelekileyo njengesiphumo senyathelo ngalinye lokuphucula eliphunyeziweyo. kwaye ixhaswe nge:</p> <p>Ubungqina obubhaliweyo bokuqiniekisa ukusebenza okukhankanywe kwingxelo enokuthi ibandakanye. Iingxelo zentlanganiso yenkqubelaphambili; okanye Ubungqina beeinvoyisi ezihlawuliweyo; okanye Inkqubelaphambili yesebe okanye iingxelo ezishwankathelweyo; okanye Ingqinisekiso evela kwisebe likazwelonke elifanelekileyo, isebe leWCG, iqumrhu lalo okanye umasipala ochaphazelekayo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Indela yokuBala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenellekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kukon	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	<input type="checkbox"/> Ingqibelelo		
Uhlobo lwesalathisi	Ingaba si siSalathisi esiQhutywa siSidingo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ingaba esi siSalathisi esiseMgangathweni?		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USekela Mlawuli: UNCitshiso lweMithetho engeyoMfuneko (Uphuculo lweNkqubelaphambili yoShishino)					
Inguqu yomhlaba	IPhondo leNtshona Koloni liphela					
Ukwahluhlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okuliswe kwabasetyhini: AYINGENI			Okujoliswe kulutsha: AYINGENI		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI			Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Abachaphazelekayo bazibandakanyile. Iziphakamiso zinikezelwe kumaziko karhulumente. Isiphakamiso esifanelekileyo/izicwangciso zeprojekthi ziphunyeziwe.					

Inombolo yesalathisi	2.11
Igama lesalathisi	Inani leziphakamiso zohlaziyo ezivunye siSigqeba esinguGunyaziwe
Inkcazelo emfutshane	Ibonakalisa inani leziphakamiso zohlaziyo malunga nomthetho, imigaqo, imigaqonkqubo okanye ezinye izixhobo zolawulo ezicetywayo kwimiba enokuthi ithintele ukwenza lula ukuqhuba ushishino ePhondweni.
	“Iphunyeziweyo” ibhekisa kulwamkelo lweSigqeba esinguGunyaziwe. “UGunyaziwe weSigqeba” ubhekisa kuMphathiswa wePhondo wezeMali namaThuba oQoqosho.
Injongo	Ukuphuculwa kobume bolawulo kubonwa njengento ebalulekileyo ukuqinisekisa ukukhula koqoqosho kwiPhondo, njengoko ukunciphisa umthwalo wolawulo kuza kwenza kube lula ukuqhuba ushishino, kwaye ngokwenza oko, kudalwe imisebenzi.
Abaxhamli abaphambili	Amasebe karhulumente wesizwe nowephondo, amaqumrhu karhulumente, oomasipala, abemi (amashishini).
Umthombo weenkukacha	Iingxelo zongenelelo lwesiphakamiso sohlengahlengiso lolawulo
Izithintelo zeenkukacha	Hayi, iinkukacha ezilinganiselweyo, okanye ezingachanekanga ezinikezelwe lishishini, Uphando olunemiqathango luyafumaneka.
Okucingelekayo	Izixhobo ezaneleyo (izixhobo zobuntu nezemali) ziyafumaneka. Intumekelelo ngamashishini ukwabelana ngeenkukacha. Intembeko esuka kumaSebe, amaqumrhu awo, okanye oomasipala kwiziphakamiso.

<p>Iindlela zokuqinisekisa</p>	<p>Ingxelo etyikityiweyo ngumphathi omkhulu onoxanduva lweyunithi enika iinkcukacha ezibonisayo: umthetho okanye umgaqonkqubo uchongiwe; indlela esetyenzisiweyo ukuqhuba uhlaluty; kunye ifuthe kushishino oluchaphazelekayo.</p> <p>Ungeniso olutyikityiweyo luthunyelwe kuMphathiswa wePhondo wezeMali namaThuba oQoqosho ngokusebenzisa iNtloko yeSebe kunye</p> <p>Ungeniso lokugqibela olutyikitywe nguMphathiswa wePhondo wezeMali namaThuba oQoqosho.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
<p>Iindlela yokuBala</p>	<p>Ubuninzi: ubalo ngokulula</p>			
<p>Uhlobo lokubala</p>	<p>Olongezelelwayo</p>	<p><input type="checkbox"/> Ukuphela koNyaka</p>	<p><input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</p>	<p><input type="checkbox"/> Olungongezelelwayo</p>
<p>Umjikelo wokunikwa kweNgxelo</p>	<p><input type="checkbox"/> NgeKota</p>	<p><input type="checkbox"/> Kabini ngoNyaka</p>	<p><input type="checkbox"/> ngoNyaka</p>	
<p>Umsebenzi onqwenelekayo</p>	<p><input type="checkbox"/> Ngaphezu kobe kujoliswe kuko</p>	<p><input type="checkbox"/> Obe kujoliswe kuko</p>	<p><input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko</p>	
<p>Ingaba esi siSalathisi soHanjiso lweNkonzo?</p>				
<p><input type="checkbox"/> EWE</p>		<p><input type="checkbox"/> HAYI</p>		
<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p>				
<p>Uhlobo lwesalathisi</p>	<p><input type="checkbox"/> Ufikelelo</p>	<p><input type="checkbox"/> Intembeko</p>	<p><input type="checkbox"/> Impendulo</p>	<p><input type="checkbox"/> Ingqibelelo</p>
<p>Ingaba esi siSalathisi esiQhutywa siSidingo?</p>				
<p><input type="checkbox"/> EWE</p>		<p><input type="checkbox"/> HAYI</p>		
<p>Ingaba esi siSalathisi esiseMgangathweni?</p>				
<p><input type="checkbox"/> EWE</p>		<p><input type="checkbox"/> HAYI</p>		
<p>Inani leendawo:</p>			<p><input type="checkbox"/> Indawo eNye</p>	<p><input type="checkbox"/> Iindawo eziNinzi</p>
<p>Indawo yomhlaba weSalathisi</p>	<p>Ubungakanani: <input type="checkbox"/> BePhondo</p>	<p><input type="checkbox"/> BeSithili</p>	<p><input type="checkbox"/> BoMasipala weNgingqi</p>	<p><input type="checkbox"/> BeWadi</p>
<p><input type="checkbox"/> BeDilesi</p>				
<p>Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?</p>				
<p><input type="checkbox"/> EWE</p>		<p><input type="checkbox"/> HAYI</p>		
<p>Uxanduva lwesalathisi</p>	<p>USEkela Mlawuli: UNCitshiso lweMithetho engeyoMfuneko (uHlaziyo loLawulo)</p>			
<p>Inguqu yomhlaba</p>	<p>IPhondo leNtshona Koloni lilonke</p>			

Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	Izithintelo zolawulo zithiwe thaca. Uphononongo lolawulo luqhutyiwe. Iziphakamiso zohlaziyo olulawulayo zingenisiwe.			

Inombolo yesalathisi	2.12
Igama lesalathisi	Inani longenelelo lokuxhotyiswa ngezakhono kwiindlela zokunciphisa imithetho engeyomfuneko eyenziweyo
Inkcazelo emfutshane	Isalathisi siza kulandelela ubungakanani bamanyathelo ongenelelo (amaqonga, ukunyuswa kokwazisa okanye iiseshoni zoqeqesho) aqhutywe namagosa karhulumente (kuzwelonke, kwiWCG nakumasipala) malunga neendlela zokunciphisa imithetho engeyomfuneko.
Injongo	Ungenelelo lokuxhotyiswa ngezakhono lujolise ekuxhobiseni amagosa karhulumente (kuzwelonke, kwiWCG nakumasipala) ngolwazi malunga nendlela yokunciphisa imithetho engeyomfuneko kwindawo ethile.
Abaxhamli abaphambili	Amasebe – uzwelonke, amasebe eWCG, amaqumrhu aphantsi kukarhulumente, okanye oomasipala.
Umthombo weenkukacha	Uvimba weenkukacha ze-excel zongenelelo lokuxhotyiswa ngezakhono ziphuhlise yinkqubo.
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Amasebe – uzwelonke, iWCG, amaqumrhu aphantsi korhulumente okanye oomasipala abaxhase baza bathatha inxaxheba kungenelelo.
Iindlela zokuqinisekisa	Ungenelelo lokuxhotyiswa ngezakhono lunokwenziwa buqu okanye ngobuxhakaxhaka: Ungenelelo lokuxhotyiswa ngezakhono oluzinyaswe ngumntu okanye ngokusondeleyo, ukuze axhaswe: I-Ajenda nokunikezelwa kweeseshoni zoqeqesho okanye ucweyo okanye intlanganiso kunye, lirejista zokuzimasa ezityikityiweyo zokuzimasa buqu okanye irejista yokuzimasa ethunyelwa ngaphandle kwiqonga lobuxhakaxhaka loqeqesho. okanye Ungenelelo lolwaxhiwo lwezakhono lunokwenziwa kusetyenziswa inkqubo yokufunda ngeintanethi. Olu ngenelelo luza kuxhaswa yingxelo, ethunyelwe ngaphandle kwinkqubo esetyenziswayo, kwaye ityikitye ngumphathi ophezulu, edwelisa ezi nkukacha zilandelayo: igama nefani; idilesi yeimeyile; umbutho; isifundo esibhalisiweyo; umhla wokuqala kwesifundo; kunye nomhla wokugqitywa kwesifundo.

Indlela yokuBala	QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
	Ubuninzi: ubalo ngokulula			
	Ulongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko		<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo

Uhlobo lwesalathisi	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
		<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi	
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	

Uxanduva lwesalathisi	USEKELA Mlawuli: UNCITSHISO lweMithetho engeyoMfuneko (iNkcubeko)			
	Inguqu yomhlaba			

Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyini: 10%		Okujoliswe kulutsha: 5%	
	Okujoliswe kubantu abaphila nokhubazeko: 5%		Okujoliswe kubantu abadala: AYINGENI	
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla			
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			

IiNkcukacha zoPhunyezo
(Iinkonzo ezingundoqo nemisebenzi)

Intembeko ikhuselekile. Umboneleli ngeenkono uqeshiwe. Ungenelelo ngoncedo lweWCG kunye/okanye namasebe kaMasipala.

Inkqubo yesi3: UPhuhliso noRhwebo lweCandelo

Inkqutyana 3.1: Ukukhuthazwa koRhwebo noTyalomali

Inombolo yesalathisi	3.1
Igama lesalathisi	Inani leengxelo zokongamela eziqulunqwe kumsebenzi wokuKhuthaza uRhwebo lweWesgro
Inkcazelo emfutshane	Iingxelo zokongamela zinxulunyaniswe nezicwangciso zoshishino zeWesgro zoRhwebo noTyalomali nesiVumelwano sokuTshintshela kwiNtlawulo zowama2024/25 (TPA) esiza kuthi sibeke ngokucacileyo iinjongo, uhlahlo lwabiwomali nokunikezelwa ekufuneka kuphunyezwe liqela loRhwebo leWesgro ngokweTPA etyikityiweyo.
Injongo	Iingxelo ziza kusetyenziswa njengesixhobo sokubeka iliso liSebe ekubekeni iliso nasekuqinisekiseni ukuba uhlahlo lwabiwomali lweWesgro luchithwa ngokwezinto ekuvunyelwene ngazo kwizicwangciso zoshishino neTPA. Iingxelo iza kufuna ukuba iWesgro ibonelele ngohlaziyo kwimigangatho yayo yorhwebo ekujoliswe kuyo nezinto ezinikezelwayo ezichazwe kwizicwangciso soshishino sokuKhuthaza uTyalomali.
Abaxhamli abaphambili	I-Wesgro
Umthombo weenkukacha	Iingxelo zekota zenkqubelaphambili yeWesgro
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukungeniswa kweengxelo ngexesha.
Iindlela zokuqinisekisa	Iingxelo yolongamelo lokuKhuthaza uRhwebo evunye nguMphathi weNkqubo kunye Ubungqina bemisebenzi yokongamela ekhankanywe kwingxelo enokubandakanya: imizuzu etyikityiweyo yeentlanganiso zeprojekthi zenyanga kunye/okanye kutyikitywe imizuzu yeentlanganiso zamacala amabini ngekota kunye/okanye unxibelelwano ngeimeyile phakathi kweDEDAT neWesgro ukuqinisekisa ukuba imisebenzi yokongamela ekhankanywe kwiNingxelo yoloNgamele yeKota iye yaqhutywa liSebe kwikota ephantsi kophononongo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.
Iindlela yokuBala	Ubuninzi: ubalo ngokulula
Uhlobo lokubala	Olongezelelwayo <input type="checkbox"/> Ukuphela koNyaka <input type="checkbox"/> Unyaka ukuza kuthi ga ngoku <input type="checkbox"/> Olungongezelelwayo <input type="checkbox"/>
Umjikelo wokunikwa kweNingxelo	<input type="checkbox"/> NgeKota <input type="checkbox"/> Kabini ngoNyaka <input type="checkbox"/> NgoNyaka

Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Oko kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esis iSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eiNinzi		
Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
Indawo yomhlaba weSalathisi	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho				
Inguqu yomhlaba	Okuphambili ngenguqu yomhlaba: AYINGENI				
	Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Isicwangciso soshishino sijongiwe. I-TPA yaqulunqwa. Iintlanganiso zokongamela zibanjiwe. Iingxelo zokongamela ziqulunqiwe.				
Inombolo yesalathisi	3.2				

Igama lesalathisi	Inani leengxelo zokongamela eziqokelelweyo kumsebenzi weWesgro wokuKhuthaza uTyalomali			
Inkcazelo emfutshane	Iingxelo zokongamela zinxulunyaniswe nezicwangciso zoshishino zeWesgro zoRhwebo nezoTyalomali nesiVumelwano sokuTshintshela kwiNtlawulo sowama2024/25 (TPA) esiza kuthi sibeke ngokucacileyo iinjongo, uhlahlo lwabiwomali nokunikezelwa ekufuneka kuphunyezwe liqela loTyalomali leWesgro ngokweTPA etyikityiweyo.			
Injongo	Iingxelo ziza kusetyenziswa njengesixhobo sokubeka iliso liSebe ekubekeni iliso nasekuqinisekiseni ukuba uhlahlo lwabiwomali lweWesgro luchithwa ngokwezinto ekuvunyelwene ngazo kwizicwangciso zoshishino neTPA. Iingxelo iza kufuna ukuba iWesgro ibonelele ngohlaziyo kwimigangatho yayo yorhwebo ekujoliswe kuyo nezinto ezinikezelwayo ezichazwe kwizicwangciso soshishino sokuKhuthaza uTyalomali.			
Abaxhamli abaphambili	I-Wesgro			
Umthombo weenkukacha	Iingxelo zekota zenkqubela phambili yeWesgro			
Izithintelo zeenkukacha	Azikho			
Okucingelekayo	Ungeniso lweengxelo ngexesha.			
Iindlela zokuqinisekisa	<p>Iingxelo yokongamela uKhuthazo loTyalomali evunye nguMphathi weNkqubo kunye</p> <p>Ubungqina bemisebenzi yokongamela ekhankanywe kwingxelo enokubandakanya:</p> <p>imizuzu etyikityiweyo yeentlanganiso zeprojekthi zenyanga kunye/okanye</p> <p>imizuzu etyikityiweyo yeentlanganiso zamacala amabini ngekota kunye/okanye</p> <p>unxibelelwano ngeimeyile phakathi kweDEDAT neWesgro ukuqinisekisa ukuba imisebenzi yokongamela ekhankanywe kwiNingxelo yoloNgamelo yeKota iye yaqhutywa liSebe kwikota ephantsi kophononongo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Iindlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNingxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo
	Ingaba esi siSalathisi esiQhutywa a siSidingo?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Isicwangciso soshishino siphononongiwe. I-TPA iyiliwe. Iintlanganiso zolongamelo zibanjiwe. Iingxelo zolongamelo ziqulunqiwe.					

Inkqutyana 3.2: UPuhliso lweCandelo

Inombolo yesalathisi	3.4
Igama lesalathisi	Inani lamashishini ancediswayo ngeNkqubo yokuPhucula uKhuphiswano lokuThunyelwa kwamanye amazwe (ECEP)
Inkcazelo emfutshane	Inkqubo yenkxaso yokuphuhlisa nokuxhobisa amashishini ukuwavumela ukuba athumele ngaphandle ngokufanelekileyo. Ungenelelo lujolise kumashishini athile kwaye lubonelela ngeendlela zenkxaso ezijolise ekuphuculeni amandla, ukukhuphisana, imveliso, nohlumo lwala mashishini kumazwe angaphandle.
Inkcazelo emfutshane (kuyaqhubeka)	Amashishini anokuxhaswa ngongenelelo lokulungela ukuthumela ngaphandle kumazwe angaphandle olunceda: ngotyalomali kwizixhobo eziyinkunzi, ukuphuculwa kwezibonelelo zemveliso, iinkqubo, neemveliso;

	<p>ngenxaso yobuchwepheshe bokuthumela kwamanye amazwe; ngofikelelo kwimarike; ngobuntlola bemarka; ngokwenza lula ukuqhuba ushishino; ngokupakisha nokufaka ileyibhile; ngokuvavanya imveliso; ngokubeka emgangathweni neziqinisekiso; ngofikelelo kumaqithiqithi karhulumente kunye/okanye iinkonzo kunye/okanye iinkcukacha; na ngoqeqesho nontantanyiso lokuphucula imveliso.</p>
Injongo	<p>Ukwandisa ukuthunyelwa kwempahla esuka eNtshona Koloni. Ungenelelo lubalulekile kuba lunceda amashishini ukuze alungele ukuthumela ngaphandle kwaye andise umthamo wawo wokuthumela ngaphandle.</p>
Abaxhamli abaphambili	<p>Amashishini okanye imibutho yoshishino</p>
Umthombo weenkukacha	<p>Amashishini axhasa uvimba weenkukacha ze-excel ephuhliswe yiNkqubo.</p>
Izithintelo zeenkukacha	<p>Iinkcukacha ezingachanekanga okanye ezinganelanga ezibonelelwa lishishini. Ukuthandabuza kwamashishini/abantu ngabanye ukukhupha iinkcukacha. Ukufumaneka kweenkcukacha ezithembekileyo. Ukunqongophala kokubeka iliso, ukuvavanya okanye ukugcinwa kwerekhodi ngokukuko yimibutho namashishini axhamlayo kwinkqubo.</p>
Okucingelekayo	<p>Imithombo eyaneleyo (inkxasomali nabasebenzi) ekhoyo ukuze iqhutywe. Ababoneleli ngeenkono ezisemgangathweni bafunyenwe baze banikezele ngokuthelekisa neenkukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamanyathelo ngamashishini kunye/okanye nemibutho yenxaso yoshishino kwiNtshona Koloni iphela.</p>
Iindlela zokuqinisekisa	<p>Uluhlu oluvunyiweyo lwabaxhamli abagwetyiweyo kwiNkqubo ye-ECEP kunye</p> <p>Uvimba weenkukacha ezivunyiweyo zombane nekopi eshicilelweyo yamashishini ancedisiweyo. Ubuncinci bemimandla yovimba weenkukacha yabaxhamli boshishino ukuza babandakanye:</p> <ul style="list-style-type: none"> igama leshishini; iinkcukacha zoqhagamshelwano zabameli boshishino abazimasileyo; icandelo ishishini elisebenzela khona (oko kukuthi, imveliso yesilimo okanye izinto ezivelisiweyo); uhlobo lwenxaso enikezelwe kwishishini; iqumrhu elinoxanduva lwenxaso; iinkcukacha zomhlaba, umz., idolophu kunye /okanye isithili seshishini elithatha inxaxheba; kunye amanani ngokobalo loluntu abazimasa ishishini malunga nokuba ngabafazi, ulutsha, umntu ophila nokhubazeko. <p>Umpathi wenkqubo ovunyiweyo yiprojekthi evala ingxelo echaza ubunjani, uhlobo nenani lamashishini axhasiweyo nokuxhaswa ngawo</p> <p>Ubungqina bokuba ishishini belixhaswa, okanye lifikelele kungenelelo lokulungela ukurhweba ngaphandle oludweliswe ku i ukuya ku x ngasentla (kwinkcazelo emfutshane) okanye</p> <p>Apho ishishini lixhaswe ngengenelelo loqeqesho: irejista etyikityiweyo yokubakho (ukuba uqeqesho lomzimba) okanye uluhlu lokuzimasa oluveliswe yinkqubo okanye umfanekiso weskrini (uqeqesho kwi-Intanethi) okanye</p> <p>Apho ishishini lixhaswe ngengcebiso: ingxelo etyikityiweyo yengcebiso (ngomxhamli weshishini ngalinye) ebhala iingcebiso okanye intuthuzelo enikiweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>

Indlela yokuBala	Ubuninzi: ubalo ngokulula (oko kukuthi, ishishini ngalinye elilodwa elincedisiweyo ngowama2024/25 liza kubalwa njengelinye).				
Uhlobo lokubala	<input type="checkbox"/> Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngephantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlobo lwesalathisi	Ingaba esi siSalatis esiQhutywa siSalathisi?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inggqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Indawo yomhlaba weSalathisi	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
		Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
			<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi	
Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 25%		Okujoliswe kulutsha: 5%		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kubantu abadala: 10%		
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	

IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Umnxeba wenkxasomali upapashiwe. Iileta zenkxasomali zikhutshiwe. Iintlawulo zenziwe kwaye abaxhamli babekwe iliso.

Inombolo yesalathisi	3.5
Igama lesalathisi	Inani lamashishini ekufikelelwe kuwo ngamaphulo okwazisa ngothunyelwa lwangaphandle lwesithili
Inkcazelo emfutshane	AmaPhulo Okwazisa ngoThunyelwa lwangaphandle lweSithili anxulunyaniswa noqaliso lwesicwangciso seG4J sokukhuthaza ukuthunyelwa kwempahla kumazwe angaphandle kwiimarike zasekhaya nezamazwe ngamazwe. Injongo kukwandisa ulwazi lophawu lweNtshona Koloni nobuchule kwakunye namathuba neemfuno kwiimarike eziphambili. Ugxininiso luza kuba ikakhulu ekwandiseni ukuthunyelwa kwempahla kumazwe angaphandle kwixeshana elifutshane, amathuba okukhuthazwa kokuthumela ngaphandle ajingela phantsi achongwe ngoPhononongo okuthiwe Thaca lweMveliso eNtsonkothileyo. Ungenelelo luza kuphunyezwa ngentsebenziswano namahlakani apha ambili aquka iWesgro, i-dtic, iDoA, amaBhunga athumela izinto ezithunyelwa ngaphandle, iMibutho yoShishino, ooMasipala beZithili, namanye amasebe karhulumente.
Injongo	Injongo yesi salathiso kukusebenzisana namashishini (abarhwebi bangaphandle abasakhasayo, abathengisi bangaphandle abasele bekho nabasele bekho) koomasipala bezithili abahlanu (5) noMasipala oMbaxa waseKapa ukuze bahlale, bakhuthaze, bachonge, baze baxhase ukuthunyelwa kwempahla kumazwe angaphandle okunokubakho kunye nexesha elide. Amathuba. I-DEDAT iza kubonelela ngolwazi malunga namathuba okuthengisa ngaphandle ngokusebenzisa iidesika zecandelo elifanelekileyo, imibutho yoshishino, amabhunga okuthumela impahla ngaphandle neminye imibutho yenkxaso yokuthumela ngaphandle ukulungelelanisa iindlela zenkxaso ezinxulumene neemfuno zophuhliso lokuthumela ngaphandle kumashishini athile kwinqanaba lomasipala ombaxa okanye lesithili.
Abaxhamli abaphambili	Amashishini asakhasayo, athumela kumazwe angaphandle asele elungile nasele ekhona, iWCG, abemi, oomasipala besithili, oomasipala, noMasipala oMbaxa waseKapa.
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel wamashishini athathe inxaxheba kwimisitho.
Izithintelo zeenkukacha	Iinkukacha ezingachanekanga okanye ezinganelanga ezibonelelwa lishishini. Ukuthandabuza kwamashishini/kwabantu ngokwabo ukukhupha ulwazi. Ukufumaneka kweenkukacha ezithembekileyo. Ukunqongophala kokubekwa kweliso, uvandlakanyo okanye ukugcinwa kwengxelo evakalayo ngabachaphazelekayo.
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ekhoyo ukuze kuphunyezwe ungenelelo. Ababoneleli ngeenkonzo ezisemgangathweni bafunyenwe baze banikezele ngokuthelekisa neenkukacha nohlahlo lwabiwomali. Ukuthatha inxaxheba kumalinge okwenziwa ngamashishini kunye/okanye nemibutho yenkxaso yoshishino kwiNtshona Koloni iphela.
Iindlela zokuqinisekisa	Uvimba weenkukacha ezityikityiweyo nezingqiniweyo ze-elektroniki (iiFomu zeMS) nekopi eshicilelweyo yamashishini athathe inxaxheba kwimisitho. Ubuncinane bemimandla kwisiseko seenkukacha zabaxhamli boshishino ukuba babandakanye: igama leshishini; iinkukacha zoqhagamshelwano zabameli beshishini abazimasileyo; Ishishini lecandelo lisebenza (o.k.t., ukusetyenzwa kwezolimo okanye ukwenziwa kwemveliso);

	<p>uhlobo lwenkxaso efunekayo kwishishini; iqumrhu elinoxanduva lwenkxaso; iinkcukacha zendawo, umz., idolophu kunye/okanye isithili seshishini elithatha inxaxheba; kunye amanani abantu abazimase ishishini malunga nabasetyhini, ulutsha, abantu abaphila nokhubazeko.</p> <p>Umphathi wenkqubo ovunyiweyo yiprojekthi evala ingxelo echaza ubume, uhlobo nenani lamashishini athathe inxaxheba kumsitho.</p> <p>Kwaye ixhaswe ngo: Ubungqina bokuba ishishini lizimase ungenelelo lokuthumela ngaphandle kunye nokwazisa ngerejista etyikityiweyo yokuzimasa; kwaye lingxelo zovavanyo bezithunyelwe kumashishini emva kwamacweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	<p>Ubuninzi: ubalo ngokulula (o.k.t., ishishini ngalinye elilodwa okanye umntu oncediweyo ngowama2024/25 uza kubalwa njengomnye)</p>			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	<p>Ingaba esi siSalathisi soHanjiso lweNkonzo?</p>			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p>			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	<p>Ingaba esi siSalathisi esiQhutywa siSalathisi?</p>			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	<p>Ingaba esi siSalathisi esiseMgangathweni?</p>			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	<p>Inani leendawo:</p>		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
Indawo yomhlaba weSalathisi	<input type="checkbox"/> Ubungakanani: BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
	<p>BeDilesi</p>			
	<p>Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?</p>			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

Uxanduva lwesalathisi	UMLawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho		
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI		
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 40% Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla	Okujoliswe kulutsha: 30% Okujoliswe kubantu abadala: AYINGENI	
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle <input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla		
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Uthethathethwano nomasipala wesithili namagosa kamasipala. Imisitho ibanjwe kwizithili ezichaphazelekayo.		

Inombolo yesalathisi	3.6
Igama lesalathisi	Inani leZibuko laseKapa amanyathelo okuphucula aphunyeziweyo
Inkcazelo emfutshane	Izinto eziphambili ngolungiselelo kwiZibuko laseKapa zachongwa zaze zavunyelwana kwindibano yaminyaka le nabachaphazelekayo kumazibuko eyayisindlekwa nguMphathiswa wezeMali namaThuba oQoqosho. Ezi zinto ziphambili zisebenzisana nazo zonke iiarhente ezikwikhonkco lolungiselelo lwezibuko. Uxanduva lombutho kubo luhlala lubekwe phakathi kweearhente ezahlukeneyo, kodwa ngaphandle kweendlela ezicacileyo zokulungelelanisa. Indima yeDEDAT iza kuba kukuququzelela nokuxhasa uphuculo olufanelekileyo nophuhliso kulungiselelo lwezibuko. Amanyathelo okuphucula asebenzayo kulo mxholo kuya kubhekiswa kuwo: kukhuthaza intsebenziswano, ulungelelwaniso olungcono kwiarhente kunye uphando olusetyenzisiweyo apho ubungqina bufuneka khona ukuze kuthathwe izigqibo.
Injongo	Injongo yokulawula ezi zinto ziphambili kukubonisa ukuzibophelela kweWCG kuqoqosho olunxibeleleneyo oluneziseko zoncedo ezifanelekileyo, iinkqubo, nemigaqo, ekhuthaza ukusebenza kakuhle nempumelelo kwintshukumo yomthamo okhulayo wemithwalo yemithwalo ethunyelwa kumazwe angaphandle.
Abaxhamli abaphambili	Abathumeli bangaphandle neearhente kurhwebo lolungiselelo lwezibuko
Umthombo weenkukacha	Ingxelo yezibuko laseKapa esebenzayo
Izithintelo zeenkukacha	Iinkukachamanani zokuba iTransnet akazimiselanga kuziveza elubala
Okucingelekayo	Indima yesicwangciso seWCG kuthungelwano lothutho lwamazibuko yamkelwe kwaye ibonelelwa ngokwaneleyo.
Iindlela zokuqinisekisa	Ingxelo esayinwe ngumphathi wenkqubo enika iinkukacha ngenkqubela phambili eyenziweyo kwizinto eziphambili kwizibuko ezikhethiweyo apho kuye kwaququzelelwa ukuphuculwa kobuchule; kwaye Ubungqina bokuqinisekisa umsebenzi okhankanywe kwingxelo obunokubandakanya: Iingxelo ezityikityiweyo zophando kunye/okanye Apho kwenzeke khona umsitho wothethathethwano nabachaphazelekayo:

	<ul style="list-style-type: none"> o iajenda; o irekhodi etyikityiweyo yokuzimasa; kunye o nemizuzu etyikityiweyo yomsitho wothethathethwano nabachaphazelekayo. <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukupela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujolise kuko	<input type="checkbox"/> Obe kujoliswe kukon	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguewe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lweSalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
Indawo yomhlaba weSalathisi	<input type="checkbox"/> Ubungakanani: BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BeMasipala weNgingqi	<input type="checkbox"/> BeWadi
	<input type="checkbox"/> BeDilesi			
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	UMlawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho			
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI			
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	

IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Ubuxhakaxhaka balemihla besiXhobo soCwangciso loMthwalo wezothutho kwiZibuko laseKapa buphuculiwe.			

Inombolo yesalathisi	3.7			
Igama yesalathisi	Ixabiso leRandi lotyalomali elithenjisiwe kwiNtlanganiso yabaphathi bamazwe yoTyalomali eNtshona Koloni			
Inkcazelo emfutshane	INtlanganiso yabaphathi bamazwe yoTyalomali eNtshona Koloni: Ukutsala nokuququzelela izibhambathiso zotalomali kushishino nokudalwa kwamathuba emisebenzi ngokwazisa ngoluhlu olubanzi lwamathuba otyalomali eNtshona Koloni nokwenza ukuba kubekho unxibelelwano oluyimfuneko oluthe ngqo phakathi kwabatyalimali noshishino.			
Injongo	Ukwandisa utyalomali eNtshona Koloni ngokuthelekisa abanokuba ngabatyalimali namathuba otyalomali.			
Abaxhamli abaphambili	Ababoneleli ngezimali, abalamli beFDI neenkampani ezinomdla wokwenza ushishino neNtshona Koloni.			
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel odwelise utyalomali nexabiso lerandi ekuthenjisiwe ngalo.			
Izithintelo zeenkukacha	Ukuthandabuza kwamashishini okanye amaqumrhu ukutyhila iCAPEX okanye iinkukacha zeOPEX, ukufumaneka kweenkukacha ezithembekileyo.			
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezifumanekayo ukuze iqhutywe. Ababoneleli ngeenkono ezisemgangathweni bafunyenwe baze banikezele ngokuthelekisa neenkukacha kunye nohlahlo lwabiwomali. Ukuthatha inxaxheba kumalinge okwenziwa ngamashishini kunye/okanye nemibutho yenkxaso yoshishino kwiNtshona Koloni iphela.			
Iindlela zokuqinisekisa	Inkqubo nokwaziswa kwentlanganiso; Irejista yokuzimasa (kwidesika yobhaliso) yeenkampani ezinotyikityo lwabameli benkampani; kwaye izibhambathiso zomtyalimali ezityikityiweyo ezibonisa ixabiso lerandi lemali yotalomali ethenjisiweyo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Iindlela yokubala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olungezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa ngendawo (ngendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungiselela: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMlawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga loPhunyezo lwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	INTlanganiso yabaphabathi bamazwe ibanjiwe.					
Inombolo yesalathisi	3.8					
Igama lesalathisi	Inani loVavanyo lweMpembelelo yeNkqubo yeNkuthazo yeMifanekiso bhanyabhanya oluqhutyiweyo					

Inkcazelo emfutshane	Ukuvavanya impembelelo yenkuthazo (o.k.t ukungenelela okwenza utyalomali lube nomtsalane ngakumbi njengezaphulelo zendawo yemveliso) kushishino lwemifanekiso bhanyabhanya oluya kukhokelela ekwandeni kwenani lotyalomali olunokubakho kwiphondo.		
Injongo	Injongo kukuqinisekisa ukuba ingaba inkuthazo efunyenweyo kwishishini lemifanekiso bhanyabhanya ikhokelele ekwandeni kotyalomali kushishino. Kuya kunceda kwakhona ukuphuhlisa indlela eya phambili malunga nokuba inkuthazo kufuneka iqhubeke ngemodeli efanayo okanye ihlaziye ukuphucula impembelelo efunekayo.		
Abaxhamli abaphambili	Ishishini lemifanekiso bhanyabhanya		
Umthombo weenkukacha	Inxelo yendlela yovavanyo		
Izithintelo zeenkukacha	Ukufumaneka kwedatha ethembekileyo, inani elaneleyo leempendulo.		
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) efunekayo ukuze iqhutywe. Ababoneleli ngeenkono ezisemgangathweni bafunyenwe baze banikezela ngokuthelekisa neenkukacha nohlalo lwabiwomali. Ukuthatha inxaxheba kwinyathelo loshishino lwemifanekiso bhanyabhanya.		
Iindlela zokuqinisekisa	Inxelo yovavanyo egqityiweyo enengxelo echaza iziphumo zovavanyo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.		
Iindlela yokuBala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujolise kuko
Uhlobo lwesicwangciso	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkono ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
	<input type="checkbox"/> Ufikeleo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?		
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Ingaba esi siSalathisi esiseMgangathweni?			
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi

Indawo yomhlaba weSalathisi	Ubungakanani:				
	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli oyiNtloko: INkxaso yeCandelo lezoQoqosho				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujolliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla				
Iinkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	I-ToR yeNkqubo yeNkuthazo yeMifanekiso bhanyabhanya yovavanyo lwempembelelo ipapashiwe. Kuqeshwa umniki-nkonzo. Ingxelo yovavanyo lwempembelelo.				

INkqubo yesi4: ImiMiselo noLawulo loShishino

Inkqutyana: UKhuseleko lwaBathengi

Inombolo yesalathisi	4.1.1
Igama lesalathisi	Inani labantu ekufikelelwe kulo ngongenelelo lokufundisa abathengi ngokubanzi
Inkcazelo emfutshane	<p>Ukulandelela inani labantu abafikelelwe ngomthetho wokhuseleko lwabathengi neminye imiba efanelekileyo. Inkcazo yabantu ibandakanya abemi, amashishini, imibutho engenzi ngeniso, imibutho yezenkolo, izikolo, namanye amaziko emfundo apha eNtshona Koloni. Ungenelelo ngoncedo lungabandakanya <i>phakathi kwezinye izinto</i>.</p> <p>iiseshini zeenkukacha; iinkqubo ezifundisayo; iindibano ngoshishino; amacweyo okanye iindibano zokufikelela eluntwini; kunye namaphulo ahlanganisa abachaphazelekayo.</p>

Injongo	Injongo yesi salathisi kukuqinisekisa imekobume evumela izezo zoshishino ezinobulungisa nabathengi abanolwazi namashishini eNtshona Koloni.				
Abaxhamli abaphambili	Abantu abahlala eNtshona Koloni kuquka namashishini				
Umthombo weenkukacha	Uvimba weenkukacha ze-excel ofundisa abathengi ophuhliswe yiNkqubo.				
Izithintelo zeenkukacha	Ukuchaneka kweenkukacha ezingeniswayo kuxhomekeke kubemi abazalisa iinkukacha.				
Okucingelekayo	<p>Abantu namashishini bazimisele ukuzimasa amaphulo.</p> <p>Amahlakani azimisele ukusebenza neOCP kumaphulo entlanganisela.</p> <p>Izixhobo ezifumanekayo ukuhambisa iinkonzo.</p>				
indlela zokuqinisekisa	<p>Umpathi wenkqubo uyivumile ingxelo eshwankathela inani labantu ekufikelelwe kulo ngongenelelo lokufundisa abathengi olwenziweyo; kwaye</p> <p>Uvimba weenkukacha ovunywe ngumphathi wenkqubo obonisa ubuncinci le mihlaba ilandelayo yongenelelo, uhlobo longenelelo, abaphulaphuli ekujoliswe kubo, isihloko songenelelo, umntu woqhagamshelwano, inombolo yoqhagamshelwano, idilesi yendawo/idolophu, inombolo yabazimisi, abasetyhini, ulutsha, nabantu abaphila nokhubazeko kunye</p> <p>Ubungqina bokuqinisekisa ubunyani bamanyathelo ongenelelo adweliswe kwingxelo anokubandakanya:</p> <p>3.1 UCweyo Iirejista zokuzimasa ezityikityiweyo</p> <p>3.2 Inkcazontetho kwiqonga leMS Ikopi yenkcazo Irejista yokuzimasa kwiqonga leMS Teams kunye/okanye Umfanekisokrini wabazimasi</p> <p>3.3 Ufikelelo kuLuntu/iiseshini zeeNkcukacha Ingxelo yephulo elivunyiweyo Iirejista zokuzimasa ukuba zikhona</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>				
	Indlela yokuBala	Ubuninzi: ubalo ngokulula			
	Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikswa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p>				
<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo		

	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USEkela Mlawuli: Ukufundisa aBathengi					
Inguqu yomhlaba	Amaphulo aza kugxila kulo lonke uluntu nakumashishini asebenza kwiNtshona Koloni iphela kule minyaka mihlanu kugxilwe ngokukodwa kuluntu olusesichengeni.					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabesityhini: 10% Okujoliswe kubantu abaphila nokhubazeko: 2% <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: 5% Okujoliswe kubantu abadala: 2%			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintle, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Kubanjwe ungenelelo lokufundisa abathengi ngokubanzi.					

Inombolo yesalathisi	4.1.2
Igama lesalathisi	Inani labantu ekufikelelwe kulo ngongenelelo ngoncedo olusisiseko lwemali
Inkcazelo emfutshane	<p>Ukulandelela inani labantu ekufikelelwe kulo ngongenelelo olusisiseko lokufunda ngezizimali olunokuquka:</p> <ul style="list-style-type: none"> iiseshini zeenkukacha; iinkqubo ezifundisayo; amacweyo okufundisa ngemali; amacweyo okanye iindibano zokufikelela eluntwini; amaphulo ahlangeneyo nabachaphazelekayo; izibhengezo zikanomathotholo, iinkqubo zikanomathotholo, ushicilelo kunye/okanye ezinye iindibano zosasazo; kwaye iqonga labalingisi kunye/okanye imiboniso yamaqhula.

Injongo	Ukuqinisekisa imeko evumela ukwenziwa koshishino olungenamkhethe nabathengi abanolwazi eNtshona Koloni.		
Abaxhamli abaphambili	Abantu namashishini azinze kwiNtshona Koloni		
Umthombo weenkukacha	Uvimba weenkukacha ze-excel ofundisa ngemali uphuhliswe yiNkqubo		
Izithintelo zeenkukacha	linkukacha eziqokelelwa kwiindawo ngeendawo ngabasebenzi		
Okucingelekayo	Abantu kunye namashishini bakulungele ukuzimasa amaphulo. Amaqabane azimisele ukusebenza neOCP kumaphulo adibeneyo. Izibonelelo ezifumanekayo zokuhambisa iinkonzo.		
Iindlela zokuqinisekisa	Umphathi wenkqubo uyivumile ingxelo eshwankathela abantu ekufikelelwe kubo ngongenelelo olusisiseko lwemali lokufunda nokubhala olwenziweyo kunye		
	Umphathi wenkqubo uvunyiwe uvimba weenkukacha obonisa le mimandla iphantsi ilandelayo: umhla, uhlobo kunye nomxholo wongenelelo; abantu ekujoliswe kubo; umntu okunokuqhagamshelwana naye nenombolo; idilesi yendawo/idolophu; inani labazimasi; kunye abasetyhini, ulutsha, abantu abaphila nokhubazeko, nabantu abadala.		
	Ubungqina bokuxhasa ukwenzeka kwakhona kongenelelo ngoncedo olunokuthi lubandakanye.		
	3.1. Ucweyo kunye/okanye ukufikelela eluntwini Iirejista zokuzimasa zityikityiwe. 3.2 Inkcazontetho kwiqonga leMS Teams Ikopi yenkcazontetho Iirejista zokuzimasa kwiqonga leMS Teams okanye Umfanekiso skrini wabazimasi. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.		
Iindlela yokuBala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kukoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
			<input type="checkbox"/> Inqibelelo

	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Indawo yomhlaba weSalathisi	lindawo ezininzi:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> lindawo eziNinzi		
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
	lindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwesiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	USekela Mlawuli: Ukufundiswa kwaBathengi				
Inguqu yomhlaba	Amaphulo aza kugxila kulo lonke uluntu nakumashishini asebenza kwiNtshona Koloni iphela kule minyaka mihlanu kugxilwe ngokukodwa kuluntu olusesichengeni.				
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 10%		Okujoliswe kulutsha: 5%		
	Okujoliswe kubantu abaphila nokhubazeko: 2%		Okujoliswe kubantu abadala: 2%		
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Ungenelelo lokufundisa ngemali luqhutyiwe.				

Inombolo yesalathisi	4.2
Igama lesalathisi	Ipesenti yezikhalazo zabathengi ezisonjululweyo (inani lezikhalazo ezisonjululweyo/inani lezikhalazo ezifunyenweyo)
Inkcazelo emfutshane	KwiOCP, nawuphi na umbuzo wabathengi ngokusebenzisa 'umnxeba ofunyenweyo' usetyenziswa ngokutshintshanayo 'netyala elifunyenweyo' okanye 'isikhalazo esifunyenweyo.' Ilinganisa ipesenti yezikhalazo ezisonjululwe ngexesha lokunika ingxelo. Izikhalazo zinokufunyanwa kwaye zihoywe kuwo omabini inqanaba leziko lokufowunelwa okanye ukuhamba kweOCP ngokwasemzimbeni kumaziko kwaye ifomathi yezikhalazo inokufumaneka ngokufowunela umnxeba, ukuhamba ngokomzimba ngabathengi, ngefeksi, ngeimeyile okanye ngeposi.
Injongo	Ukulawula izikhalazo zabathengi yindima esemthethweni yeOfisi yoMkhuseleli waBathengi kwaye ipesenti yamatyala asonjululweyo sisalathiso sokusebenza kakuhle.

Abaxhamli abaphambili	Abantu namashishini azinze eNtshona Koloni			
Umthombo weenkukacha	Inkqubo yokusebenza yeZiko leMinxeba kaRhulumente weNtshona Koloni			
Izithintelo zeenkukacha	Iimpazamo zenkqubo yeziko leminxeba nokusilela			
Okucingelekayo	Amashishini, abantu, iiarhente zokukhusela abathengi ezizimisele ukusebenza neOCP. Izibonelelo ezifumanekayo zokusebenzisana namacandelo karhulumente nabucala nokunikezela ngenkonzo.			
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha ezityikityiweyo nowe-elektroniki wamatyala achazwe njengasonjululwe yiOCP, nemimandla ephantsi ebandakanya,</p> <p>inombolo eyalatha ityala;</p> <p>igama nefani yomthengi;</p> <p>umhla wokufunyanwa kwetyala’;</p> <p>udidi lwesikhalazo;</p> <p>igama leshishini;</p> <p>ubume besikhalazo (bufunyenwe baza basonjululwa);</p> <p>indawo abakuyo abathengi ngokwejografi; kunye</p> <p>iinkukacha zomthengi ngokwebhayoloji (ubudala bomthengi, umntu ophila nokhubazeko, isini, uhlanga).</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Iindlela yokuBala	Inani lamatyala asonjululweyo, achazwe njengepesenti yamatyala ewonke afunyenweyo ngexesha lokunikwa kwengxelo.			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> lindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	lindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USEkela Mlawulu: ULawulo lweZikhalazo					
Inguqu yomhlaba	Amaphulo aza kugxila kulo lonke uluntu nakumashishini asebenza kwiNtshona Koloni iphela kule minyaka mihlanu.					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 10%			Okujoliswe kulutsha: 2%		
	Okujoliswe kubantu abaphila nokhubazeko: 2%			Okujoliswe kubantu abadala: 2%		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J		<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Izikhhalazo zabathengi ezifunyenwe zaza zasonjululwa.					

Inombolo yesalathisi	4.4
Igama lesalathisi	Inani lamatyala eNkundla yeMicimbi yabaThengi eNtshona Koloni athe afakwa ukuba aqwalaselwe.
Inkcazelo emfutshane	INkundla yamaTyala eMicimbi yaBathengi eNtshona Koloni liqumrhu elisemthethweni eligunyazisiweyo ukuba liqwalasele kwaye lithathe isigqibo ngamatyala athe afayilishwa ukuba aqwalaselwe yiOfisi yoMkhuseli waBathengi. Esi salathisi silandelela inani lamatyala afakwe kwiNkundla yamaTyala yeMicimbi yabaThengi eNtshona Koloni ukuze iqwalaselwe.
Injongo	Ukufakela amatyala ukuba aqwalaselwe izikhhalazo zeSigqeba seMicimbi yaBathengi yindima esemthethweni yeOfisi yoMkhuseli waBathengi kwaye inani lamatyala afakiweyo lisisalathiso sokusebenza ngempumelelo nokusebenza kweNkundla yamaTyala eMicimbi yaBathengi eNtshona Koloni.
Abaxhamli abaphambili	Abantu namashishini kwiNtshona Koloni
Umthombo weenkukacha	lifayile zetyala zivulwe yiOfisi yoMkhuseli wabathengi namaxwebhu aqwalaselwe yiNkundla yamaTyala eMicimbi yaBathengi eNtshona Koloni.
Izithintelo zeenkukacha	linkukacha ezibhalwe ngesandla nokufumaneka kwazo zonke iinkukacha ezifanelekileyo kumahlakani.
Okucingelekayo	Amashishini, abantu, iiarhente zokukhusela abathengi ezizimisele ukusebenza neOCP. Izixhobo ezifumanekayo zokusebenzisana namacandelo karhulumente nabucala nokunikezela ngenkonzo.
Iindlela zokuqinisekisa	Uvimba weenkukacha ezityikityiweyo zamatyala axeliweyo njengoko lidweliswe yiOCP kwiNkundla yamaTyala yeMicimbi yaBathengi eNtshona Koloni, nemimandla ubuncinane equka, inombolo

	<p>yesalathisi setyala, igama nefani yomthengi, umhla wokufunyanwa kwetyala, umhla wokudweliswa kwetyala, udidi lwesikhalazo, igama lomthengi, ishishini nobume besikhalazo (esifunyenweyo sasonjululwa nedolophu/isithili/indawo yendawo yabathengi, ubudala bomthengi (ulutsha oluxhaswayo), abantu abaphila nokhubazeko, isini, uhlanga), ixhaswe</p> <p>Yifayile yetyala nokungqinelwa ngamaxwebhu kubandakwanya ifomu yezikhalazo, ingxelo yetyala nezindululo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula (isikhalazo ngasinye esidwelisiwe yiOCP neNkundla yeMicimbi yaBathengi beNtshona Koloni).			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esihutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
Indawo yomhlaba weSalathisi	<input type="checkbox"/> Ubungakanani: BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
	<input type="checkbox"/> BeDilesi			
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	USekela Mlawuli: INkxaso yeeNkundla zamatyala			
Inguqu yomhlaba	Eli phulo liza kugxila kulo lonke uluntu nakumashishini asebenza kwiNtshona Koloni iphela.			

Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Amatyala angeniswe kwiNkundla yaMatyala yaBathengi eNtshona Koloni ukuze kugwetywe.			

INkqubo yesi5: UCwangciso loQoqosho

Inkqutyana 5.1: Ucwangciso loQoqosho noMgaqonkqubo

Nenkqutyana 5.2: UPhando noPhuhliso

Inombolo yesalathisi	5.1.1
Igama lesalathisi	Inani lezinto zakudala zobuntlola kwezoqoqosho eziphuhlisiweyo
Inkcazelo emfutshane	<p>Njengomsebenzi wenkxaso, injongo yeyunithi yoPhando kukuvelisa nokwabelana ngeenkukacha nolwazi kusetyenziswa izixhobo zobuntlola kwezoqoqosho.</p> <p>Izinto zakudala zobuntlola kwezoqoqosho zibanzi kwaye zinokuzinziswa ngaphakathi kwamacuntswana omsebenzi. Umzekelo, isakhelo sobuchule siza kwaziswa licandelo lophando. Isakhelo sobuchule asiyi kuba necandelo elibizwa ngokuba “luphando”, kodwa uphando lufakelwe kwisakhelo sobuchule, njengoko luza kuba neenkukacha, ulwazi, iigrafu, uhlalutyo, uphononongo loncwadi njl. njl. Isicwangciso sobuchule ke ngoko sithathwa njengesakhelo sobuntlola kwezoqoqosho.</p> <p>Imizekelo yobuchule bobuntlola bezoqoqosho yile:</p> <p>ingxelo yezobuntlola kwezoqoqosho (umzekelo, uHlalutyo lweKota loPhando lwezaBasebenzi; ingxelo yokuxilonga, uhlalutyo lwehlabathi, lukazwelonke, nolwephondo ukusebenza koqoqosho nentsingiselo njl.njl.);</p> <p>ukuphononongwa nohlalutyo (umzekelo, ukuphononongwa komgaqonkqubo; uhlalutyo lweenkukacha; uhlalutyo lweengxelo zoqoqosho njl.njl.);</p> <p>uvavanyo lwefuthe lwezoqoqosho;</p> <p>igalelo lezowisomthetho kunye/okanye nophononongo;</p> <p>ingcinga/uluvo;</p> <p>ingxelo enxulumene neG4J;</p> <p>isakhelo soncwangciso;</p> <p>isicwangciso;</p> <p>ispreadsheet seenkcukacha;</p> <p>ideshibhodi yeenkcukacha;</p> <p>umgaqonkqubo nengxelo yocwangciso; kunye</p> <p>ukuthatha inxaxheba, ulungelelwaniso kunye/okanye ukuzimasa uthethathethwano lwezobuntlola kwezoqoqosho.</p>

Injongo	Ngaphakathi kweG4J yobuntlola bezoqoqosho neenkukacha zineda ekuchongeni izikhewu zentengiso, amathuba ezoqoqosho nezentlalo noqoqosho, nentsingiselo yendawo.			
Abaxhamli abaphambili	ISebe neWCG			
Umthombo weenkukacha	Ubuchule bezinto zobuntlola kwezoqoqosho ziphuhlise yiNkqubo.			
Izithintelo zeenkukacha	Ezinye iinkukacha zenqanaba elithile ezikhuselekileyo zinokungafumaneki (umzekelo amagama azo zonke iindawo zokutyela eGeorge).			
Okucingelekayo	Ukuba iinkukacha ezifunekayo zifumaneke ngokulula.			
Iindlela zokuqinisekisa	Ubuchule bobuntlola bezoqoqosho.			
	Iphepha lesiqinisekiso livunywe nguMlawuli.			
	Izinto ezenziwe ngobuntlola bezoqoqosho zinokuba ngohlobo lwegama, ipdf, ukugqwesa, kunye/okanye iPowerPoint. Kwakunye nerejista yokubakho kunye/okanye nobungqina bokubakho. Isesekwe kuphando lwesibini olukwidesika ephezulu okanye uphando oluphambili olwenziwa liSebe okanye ngababoneleli-nkonzo abanemvumelwano liSebe.			
	QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olungezelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Umsebenzi onqwenelekayo	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi	

Indawo yomhlaba weSalathisi	Ubungakanani:				
	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	UMLawuli: Uphando, uMgaqonkqubo wezoQoqosho, noCwangciso				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
IQhinga lokuPhunyezwa kwisiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uphando oluphambili okanye lwesibini lufunyenwe lwaze lwasetyenziswa. Ubuchule bemveliso (umzekelo, iingxelo, izakhelo, uphononongo okanye uhlalutyo).				

Inkqutyana 5.3: ULawulo loLwazi

Inombolo yesalathisi	5.2.1
Igama lesalathisi	Inani lezivumelwano zentsebenziswano ezixhaswayo kuHlumo lweMisebenzi ephambili
Inkcazelo emfutshane	<p>“Iintsebenziswano” zichazwa njengamaqela amabini nangaphezulu avumelana ngokungekho sikweni okanye ngokusesikweni ukuba asebenze kunye ekuphuhliseni okanye ekuphumezeni injongo enye okanye iprojekthi ithathe iqela lemisebenzi emitsha okanye eqhubekayo ethi iphunyezwe ngokudibeneyo ukuvelisa iziphumo zolawulo lolwazi kwiziphumo ezicetywayo. “Inkxaso” ithetha naluphi na uncedo olunikwa liSebe ekuququzeleleni isivumelwano sentsebenziswano nemisebenzi elandelayo evela kwintsebenziswano.</p> <p>“Ukukhula kokubaluleka kweMisebenzi” kulo mxholo kubhekisa kungenelelo okanye kwizenzo ezixhasa isiCwangciso lokuKhula kwezeMisebenzi kwaye inokucaciswa ngokucacileyo okanye ngokungafihlisiyo kwisiCwangciso.</p>
	Injongo

Abaxhamli abaphambili	Amashishini, imibutho yoshishino. abemi kunye/okanye amanqanaba amathathu karhulumente		
Umthombo weenkukacha	Isivumelwano sesebenziswano malunga nengxelo ephambili yeG4J		
Izithintelo zeenkukacha	Azikho		
Okucingelekayo	Akukho		
Iindlela zokuqinisekisa	Isiseko sovimba weenkukacha zeprojekthi edwelisa amagama nohlobo lwentsebenziswano; nokuba le yintsebenziswano entsha okanye ekhoyo eye yagcinwa yasekwa kulo nyakamali kunye		
	NeNgxelo yoNyaka yeProjekthi echaza intsebenziswano, kunye		
	IsiVumelwano sokuQondana esityikitywe ngawo onke amahlakani (esichaza ngokucacileyo uhlobo, injongo, nobude bentsebenziswano) kunye/okanye		
	Iileta zesiqinisekiso ezisayinwe ngawo onke amaqela zichaza ngokucacileyo uhlobo, injongo, nobude bentsebenziswano kunye/okanye		
	Imizuzu etyikityiweyo okanye ushicilelo okanye izikhumbuzo zeentlanganiso njengobungqina bentsebenziswano, kunye/okanye		
Indlela yokuBala	lingxelo ezityikityiweyo njengobungqina bentsebenziswano kunye/okanye		
	Unxibelelwano nge-imeyile njengobungqina bentsebenziswano.		
	QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.		
	Ubuninzi: ubalo ngokulula		
	Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
Uhlobo lwesalathisi	Ingaba esi siSalathisi esiQhutywa siSidingo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ingaba esi siSalathisi esiseMgangathweni?		
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	

Indawo yomhlaba weSalathisi	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
		<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi	
	Iinkcukacha/Idilesi/Ulungelelanisa:			
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Umlawuli oyiNtlokoC: i-EPIC			
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI			
	Inkcazelo yefuthe lomhlaba: AYINGENI			
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI	
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI	
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J		<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle
	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo			
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
Iinkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Amahlakani achongiwe aza abandakwanywa.			

Inkqutyana 5.5: Ukunika amandla iziSeko zoPhuhliso namaPhulo (ezaziwa njengoNcedo lwePhulo)

Inombolo yesalathisi	5.3
Igama lesalathisi	Inani leeprojekthi ezintsha zeziseko zophuhliso ezifumene inkxaso
Inkcazelo emfutshane	<p>Iiprojekthi ezintsha zoncedo zibhekiselele kwiiprojekthi zeziseko ezingundoqo (eziqinileyo nezithambileyo) ezixhaswayo (ezemali nezingezizo ezemali) ngexesha lezigaba zocwangciso, apho inkxasomali eyabelwe yona ngokuthe ngqo liSebe ukususela ngowama 2023/24. Ezi projekthi zinokuxhaswa ngemali ngurhulumente, zixhaswe ngemali yabucala okanye zixhaswe ngemali ngokudibeneyo ngurhulumente necandelo labucala, kodwa iSebe okanye imibutho yalo yokuphumeza lingumqalisi kunye/okanye umququzeleli ekufezekiseni iiprojekthi.</p>
	<p>Inkxaso ibandakanya, kodwa ayiphelelanga apho, imisebenzi yokuqaliswa kweprojekthi, imisebenzi yolungelelaniso lweprojekthi, kwakunye nemisebenzi yolungiselelo lweprojekthi ezifana nezifundo zendalo esingqongileyo nezobugcisa, uyilo, uqikelelo lweendleko, ucwangciso lwezemali nokwenziwa kwemodeli, ukonyuswa kwenkunzi, amaziko nolawulo lwezakhiwo, iimeko zoshishino, njl.</p> <p>Iziseko ezingundoqo zoPhuhliso lwezoQoqosho zichazwa njengofakelo, izakhiwo, amaziko, iinkqubo, imisebenzi, iinkonzo neenkqubo ezenza umsebenzi woshishino ube nokwenzeka kwiPhondo, kubandakanywa uphuhliso lwezakhono, urhwebo notyalomali, ukhankaso nokulungelelaniswa</p>

Injongo	komgaqonkqubo, uphuhliso lwamashishini, inkxaso yezobuchwepheshe nokuthengisa, nokusungula izinto ezintsha. Isiseko sophuhliso esingundoqo sichazwa njengophuhliso, ulungelelwaniso nenkxaso kumaziko afanelekileyo, imibutho, iinkqubo, imigaqonkqubo, namanyathelo agcinwe ngu/ aqhubele phambili uzinzo lweziseko ezingundoqo eziqinileyo.			
	Iiprojekthi zokuncedisa zifuna ukulungisa imiba ekhuphisanayo enokuthi ichaphazele ishishini ekujoliswe kulo okanye kumashishini onke. Ngale ndlela, umncedisi unokujongana nokusilela kweemarike, aphuhlise iinkokeli zelahleko, iziseko zophuhliso ezilungileyo zoluntu, okanye iprojekthi inokufuna ukususa imiqobo, kunye/okanye ukuvuselela ukukhula koqoqosho nokudalwa kwemisebenzi. Ngokwenza njalo, iprojekthi iqhuba ukufunwa kotyalomali ekunyuseni ukuthunyelwa kwempahla kumazwe angaphandle ngokukodwa, njengoko kuhambelana nemimandla ekugxilwe kuyo ngokubaluleka kweG4J.			
Abaxhamli abaphambili	Amashishini			
Umthombo weenkukacha	Iingxelo zeprojekthi yeziseko ezingundoqo			
Izithintelo zeenkukacha	Azikho			
Okucingelekayo	Intembeko kwabachaphazelekayo.			
Iindlela zokuqinisekisa	<p>Ingxelo etyikitywe ngumphathi wenkqubo echaza ngenkxaso yesebe, kunye</p> <p>Nobungqina bokuqinisekisa iindlela ekwaxhaswa ngazo iprojekthi yoncedo njengoko kukhankanyiwe kwi ngxelo enokubandakakanya:</p> <p>mizuzu yeantlanganiso ezityikityiweyo ezinxulumene nemisebenzi ecwangcisiweyo yeprojekthi; kunye/okanye</p> <p>iirejista zokuzimasa ezityikityiweyo; kunye/okanye</p> <p>isivumelwano sentlawulo yodluliselo esityikityiweyo nesicwangciso seshishino; kunye/okanye</p> <p>ubungqina botyelelo kwisiza, obunokubandakanya kodwa kungaphelelanga apho, iirejista zokuzimasa ezityikityiweyo; kunye/okanye</p> <p>ubungqina bonxibelelwano (i-imeyile), iiMOA okanye izivumelwano (email).</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini NgoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kuliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	

	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Indawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Indawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawulu oyiNtloko: I-EPIC					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungel oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
IQhinga lokuPhunyezwe kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
liNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	UbuChwepheshe kwezeMpilo - Abachaphazelekayo bazibandakanye kwaye baququzelelwe malunga neenkqubo zokufuduswa nokuthengiswa komhlaba. Ukungeniswa kweKhabhinethi kuphuhlisiwe. Okunye - Ukuncedisa iDoI ngophuhliso lwesakhelo sokusasazwa komhlaba weWCG ngeenjongo zophuhliso loqoqosho.					

Inombolo yesalathisi	5.3.1
Igama lesalathisi	Inani leengxelo zokongamela eziqulunqwe kwiiNdawo zoQoqosho oluKhethekileyo
Inkcazelo emfutshane	lingxelo zokongamela zibonisa indlela amaqumrhu oluntu alawula iNdawo yoQoqosho oluKhethekileyo yaseSaldanha Freeport neNdawo eKhethekileyo yezoQoqosho oKhethekileyo waseAtlantis (ASEZ) aphumeze ngayo iinjongo, uhlahlo lwabiwomali nokunikezelwa okuchazwe kwisiCwangciso zoShishino zamaqumrhu.
Injongo	lingxelo zisetyenziswa njengesixhobo sokubeka iliso liSebe ekubekeni iliso ekuphunyezweni kweziCwangciso zoShishino lwamaqumrhu, zandiswe ziziVumelwano zabaThathinxaxheba, nalapho

	kufanelekileyo, ukubeka iliso kwinkcitho yenkxasomali enikezelwa kwiiSEZ. Iingxelo zisenokunika iinkcukacha ngenkxaso enikwa amaqumrhu nakumashishini.			
Abaxhamli abaphambili	ISaldanha Freeport neASEZ			
Umthombo weenkukacha of data	Iingxelo ezinxulumene nequmrhu, izicwangciso okanye iirekhodi zentlanganiso.			
Izithintelo zeenkukacha	Uhlalutyo lweengxelo zenkqubela zekota zamaqumrhu lunokwenziwa kuphela emva kokuba iqumrhu lingenise iingxelo yalo kwiSebe, nto leyo edla ngokuba ziintsuku ezili10 emva kokuvalwa kwekota. Iingxelo zokongamela ke ngoko zinokwenziwa kuphela emva kokuba iingxelo yequmrhu ifunyenwe.			
Okucingelekayo	Amaqumrhu oluntu ahlala engamashishini karhulumente wephondo. Abaphathi beeprojekthi bayaqhubeka nokufikelela kwiinkcukacha ezifunekayo ukuze basebenzise ulongamelo olusebenzayo.			
Iindlela zokuqinisekisa	Iingxelo etyikityiweyo yolongamelo yeNdawo yezoQoqosho olukhethekileyo evunyiweyo nguMphathi weNkqubo, echaza ukongamela kunye nenkxaso yesebe kwaye ukuba kufanelekile, Ubungqina bemisebenzi yokongamela ekhankanywe kwiingxelo enokubandakanya: imizuzu etyikityiweyo yeentlanganiso zeprojekthi yonyaka; kunye/okanye imizuzu etyikityiweyo yeentlanganiso zamacala amabini yekota; kunye/okanye iingxelo zotyalelo kwisiza ezityikityiweyo; kunye/okanye ubungqina bonxibelelwano (i-imeyile. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Iindlela yoluBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNngxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Umlawuli oyiNtloko: I-EPIC					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J		<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkuckacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Ukongamela amaqumrhu- udluliselo kumaziko asebenzayo. Imisebenzi yokongamela yequmrhu iphunyeziwe. Inkqubela phambili yemibutho ibekwe esweni. Iingxelo zokongamela ziphuhlisiwe.					

Inkqutyana 5.6: UThungelwano lweIntanethi kuQoqosho (olwaziwa njengoQoqosho loBuxhakaxhaka balemihla)

Inombolo yesalathisi	5.4.7
Igama lesalathisi	'Uphuculo lolawulo lwezinto eziSungulwe ngokutsha nobuchwepheshe ezingenisweyo
Inkcazelo emfutshane	Esi salathiso sibonisa inani lophuculo lolawulo olucetywayo ngokumalunga nomthetho, imimiselo, imigaqonkqubo nezinye izixhobo zolawulo ezingeniswe kwabasemagunyeni abafanelekileyo (uRhulumente kaZwelonke, uRhulumente wePhondo, oomasipala kunye/okanye amaqumrhu karhulumente), ngokumalunga nemiba enokuthi ithintele ubuchwepheshe nosungulo lwezinto ezintsha. yokwenza lula ushishino kwiPhondo. Okungeniswayo kuthetha ukuba uphuculo olucetywayo luthunyelwa kumaqela achaphazelekayo okanye kwabasemagunyeni ukuze kube nefuthe kwimimiselo efanelekileyo, umthetho, umgaqonkqubo okanye izixhobo zolawulo. Ngenjongo yesi salathisi, ubuchwepheshe noSungulo lwezinto ezintsha zithathwa njengendawo enye yongenelelo.
Injongo	Ukuphuculwa kwemeko yomgaqonkqubo nolawulo kubonwa njengento ebalulekileyo ukuqinisekisa ukukhula kooqosho kwiPhondo, njengoko ukunciphisa umthwalo wokulawula kuya kwenza kube lula ukwenza ushishino, kwaye ngokuthetha, ukudala imisebenzi.

Abaxhamli abaphambili	Amasebe karhulumente wesizwe nowephondo, amaqumrhu karhulumente, oomasipala, abemi, namashishini.			
Umthombo weenkukacha	Iingxelo zophuculo lolawulo loSungulo lwezinto ezintsha nobuChwepheshe			
Izithintelo zeenkukacha	Hayi, iinkukacha ezilinganiselweyo, okanye ezingachanekanga ezinikwe lishishini. Uphando oluncinci luyafumaneka			
Okucingelekayo	Izixhobo ezaneleyo (izixhobo zabasebenzi nezemali) ezifumanekayo zokuqhuba ezo ziphakamiso. Ukuvuma kwamashishini ukwabelana ngolwazi. Thenga kwaye uxhase amaSebe afanelekileyo, amaqumrhu awo kunye/okanye noomasipala kwiziphakamiso.			
Iindlela zokuqinisekisa	Ingxelo etyikitywe nguMlawulu oyiNtloko, ebonelela ngeenkukacha ezibonisa: umthetho okanye umgaqonkqubo ochongiweyo; indlela esetyenzisiweyo ukuqhuba uhlaziyo; kunye nefuthe kushishino oluchaphazelekayo.			
	Ixhaswe ngo: bungqina beenkcazo ezityikityiweyo ezingeniswe kwiiNkonzo zoMthetho ngokudlula kwiNtloko yeSebe; okanye ubungqina bokungeniswa koMlawuli oyiNtloko obuvunyiweyo obuthunyelwe kumlawuli ochaphazelekayo buchaza uphuculo lolawulo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Indlela yokubala	Ubuninzi: ubalo ngokulula - amaxwebhu amathathu ngalinye elichonga ummiselo ofuna uphuculo, libonelela ngocazululo lwemekobume yangoku nokusingqongileyo okunqwenekayo neengcebiso zokuphucula.			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT njengendawo yokothulela					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	Umlawuli oyiNtloko: UQoqosho lobuXhakaxhaka balemihla, umlawuli: uQoqosho lobuXhakaxhaka balimihla noSekela Mlawuli ofanelekileyo.			
	Inguqu yomhlaba Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
	IQhinga lokuPhunyezwa kwisiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
<input type="checkbox"/> Akukho nanye kwezi zingentla						
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uhlaziyo lolawulo luchongiwe lwaza lwandiswa. Amahlakani abonisene aza athethana.					
	Uhlaziyo lolawulo luvulisiwe lwaza lwangeniswa.					
Inombolo yesalathisi	5.4.8					
Igama lesalathisi	Inani leemeko zendalo 'zobuChwepheshe noSungulo lwezinto ezintsha' ezixhaswa ngamaphulo omelezayo					
	I-ajenda 'yobuChwepheshe noSungulo lwezinto ezintsha' eNtshona Koloni ibhekiselele kwiNkalo yoNxibelelwano ngobuChwepheshe noSungulo lwezinto ezintsha njengoko kucacisiwe kwisiCwangciso sokuKhula kwezeMisebenzi eNtshona Koloni.					
	Amaphulo okuqinisa imeko yezendalo abhekisele kwimisebenzi yokujongana nokungasebenzi kakuhle kwemarike nokunceda ekuchongeni izikhewu zentengiso namathuba ngeenzame zentsebenziswano ezivela kumaqela achaphazelekayo amaninzi. Imisebenzi inokubandakanya, kodwa ingaphelelanga apho, uthethathethwano, iindibano zocweyo, uncedo lwezemali nolungekho lwemali, ukwabelana ngeenkcukacha nothungelwano.					
Inkcazelo emfutshane	Ukuxhaswa kuthetha naluphi na uncedo olubonelelwa liSebe elomeleza imeko yezendalo. Inkxaso ikwaquka "unxibelelwano ngemeko yezendalo" leyo ngokwemeko yezendalo, ichazwa njengenqubo apho umbutho ubandakanya abantu abanokuchaphazeleka kwizigqibo ezenziwayo okanye ezinokuphembelela					

	<p>ukuphunyezwa kwezigqibo zalo. Kulo mxholo inokuthatha iindlela ezininzi, kubandakanywa iintlanganiso zobuso ngobuso okanye iintetho, iingxoxo, izixhobo zonxibelelwano okanye uphando.</p> <p>Ngenjongo yesi salathisi, ubuChwepheshe noSungulo lwezinto ezintsha zithathwa njengendawo enye yongenelelo.</p>			
Purpose	<p>Ekufezekiseni iinjongo zesiCwangciso seG4J nezinye iiprojekthi, ukuphunyezwa kufuna intsebenziswano phakathi koorhulumente (wengingqi, wephondo nokazwelonke) nentsebenziswano phakathi kukarhulumente, abachaphazelekayo boluntu namashishini. Ekujonganeni nemingeni enokuthi ivele kwiindlela ezahlukeneyo neenjongo kubo bonke abachaphazelekayo abaliqela, iSebe namaqumrhu axhasayo liya kuseka kwaye liqinise ubudlelwane balo namashishini, abemi, namanye amaqumrhu karhulumente, ngokusebenzisa uthethwano olutsha okanye olusekiweyo lwabachaphazelekayo nemijelo ukuququzelela ingxoxo ukutshintshiselana ngeenkukacha, nokusebenza ngokubhekiselele kumbono ofanayo wesiCwangciso seG4J.</p>			
Abaxhamli abaphambili	Amashishini, imibutho yoshishino namanqanaba amathathu karhulumente			
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel uphuhlise yiNkqubo			
Izithentelo zeenkukacha	Azikho			
Okucingelekayo	Ukuzimisela kwabathathinxaxheba ekuzibandakanyeni			
Iindlela zokuqinisekisa	<p>Ingxelo exhaswayo yemeko yezendalo 'yezobuChwepheshe noSungulo lwezinto ezintsha yamkelwe nguMlandeli oyiNtloko: 'ubuChwepheshe nokuVeliswa kwezinto ezintsha' zenkqubo yendalo evunyiweyo nguMlawuli oyiNtloko: Uvimba weenkukacha zeProjekthi yezobuXhakaxhaka balemihla bezoQoqosho edwelisa iindibano;</p> <p>I-Ajenda;</p> <p>Irekhodi elityikityiweyo lokuzimasa. Kwimeko yonxibelelwano ngeintanethi, irekhodi lokuzimasa ngeintanethi elibonisa amagama abazimasileyo nobungakanani bexesha lokuzimasa liza kutyikitywa liSebe; kunye</p> <p>Nemizuzu etyikityiweyo yendibano.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kujo	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			

	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingcqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
			<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/ULungelelanisa: UNdlunkulu weDEDAT njengendawo yokothulela			
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	UMlawuli oyiNtloko: UQoqosho lobuXhakaxhaka balemihla, uMlawuli: uQoqosho lobuXhakaxhaka balimihla noSekela Mlawuli ofanelekileyo.			
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI			
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabesityhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI	
Iqhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Ukwandiswa kweeprojekthi kuvelisiwe 1. Iindawo zokuqandusela zemanyano yokukhula. 2. Umanyano lokukhula kwenkunzi yemali. 3. Uthungelwano lweR&D. 4. Uluntu oluziqhelanisa nepaseji yegumasholo. Iimeko zendalo zihlanganisiwe. Amaphulo kuvunyelwene ngawo.			
Inombolo yesalathisi	5.4.9			
Igama lesalathisi	Inani leengxelo zoQoqosho lweIQ ezivelisiwe ngokugxila ku'buChwepheshe noSungulo lwezinto ezintsha'			
Inkcazelo emfutshane	I-ajenda 'yobuChwepheshe noSungulo lwezinto ezintsha' eNtshona Koloni ibhekiselele kwiNkalo ePhambili yokuJonga ubuChwepheshe noSungulo lwezinto ezintsha njengoko kucacisiwe kwisiCwangciso sokuKhula kwezeMisebenzi eNtshona Koloni. Ukuqhubela phambili koko kubhekiselele kuzo naziphi na iinzame ezenziweyo ukubalelana kwiajenda yobuChwepheshe noSungulo lwezinto ezintsha eWC.			

Inkcazelo emfutshane (kuyaqhubeka)	<p>Injongo yengxelo yezoQoqosho lweIQ kukwabelana ngeenkukacha nolwazi ngendlela yeengxelo zophando. Ingxelo yophando yabelana ngeenkukacha, uhhluty, ingcinga nomxholo wezoqoqosho nabenzi bezigqibo nabaphumezi (ngaphakathi kwiSebe kunye/okanye kwiWCG yonke).</p>			
Injongo	<p>lingxelo zophando lobuntlola kwezoqoqosho isenokuba luphando olukwidesika ephezulu okanye uphando oluphambili olwenziwa liSebe okanye ngababonelelizinkonzo abanekhonorakthi liSebe. Iingxelo zophando zinokusebenza ngenjongo yokuchonga amathuba oqoqosho anokubakho angaphakathi nawangaphandle nabachaphazelekayo abafanelekileyo. Ngaphaya koko, uphando lunokuchaza iintsingiselo zezoqoqosho, ukusebenza koqoqosho lwengingqi, lwesizwe, nolwehlabathi nokuchonga amathuba oqoqosho anokubakho kwabo bachaphazelekayo; kubalulekile ekuphuculeni iziphumo zoqoqosho nokukhetha.</p>			
Abaxhamli abaphambili	<p>ISEbe, iWCG, amaqumrhu eWCG, oomasipala, abathathinxaxheba kwezoqoqosho</p>			
Umthombo weenkukacha	<p>Iingxelo zoQoqosho lweIQ</p>			
Izithintelo zeenkukacha	<p>Ukuba iinkukacha ezifunekayo azifumaneki lula.</p>			
Okucingelekayo	<p>Ukuba iinkukacha ezifunekayo zifumaneka ngokulula.</p>			
Indlela yokuBala	<p>Ingxelo yoQoqosho lweIQ yobuChwepheshe noSungulo lwezinto ezintsha evunyiweyo nguMlawuli oyiNtloko: uQoqosho lwezobuXhakaxhaka balemihla; kwaye</p> <p>Ubungqina obubhaliweyo bokuqinisekisa umsebenzi okhankanyiweyo kwingxelo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Uhlobo lokubala	<p>Ubuninzi: ubalo ngokulula</p>			
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	<p>Ingaba esi siSalathisi soHanjiso lweNkonzo?</p>			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p>			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	<p>Ingaba esi siSalathisi esiQhutywa siSidingo?</p>			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi sisalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT njengendawo yokothulela					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	Umlawulo oyiNtloko: UQoqosho lobuXhakaxhaka balemihla, uMlawuli: uQoqosho lobuXhakaxhaka balimihla noSekela Mlawuli ofanelekileyo.					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Iinkcukacha zifunyenwe. Ingxelo iqulunqiwe.					

Inkqutyana 5.7: UQoqosho loHlaza

Inombolo yesalathisi	5.10
Igama lesalathisi	Inani lamathuba okukhula axhaswayo ngokubhekiselele kumandla ombane
Inkcazelo emfutshane	Amathuba okukhula achazwa njengamathuba oqoqosho avela kwieneji ukomelela nokutshintshela kwiNtsalela eNgena Khabhoni yePFA, enokuvuselela ukhuphiswano olwandisiweyo kumashishini asele ekhona kunye/okanye aphuhlise amacandelo amatsha afuna inyathelo elivela kwiSebe ukuze liphunyezwe. Inkxaso inokuba yezemali okanye engeyiyo eyemali, kwaye inokubandakanya inkxaso yokuququzelela, ukubandakanyeka kwabachaphazelekayo okanye imekobume yezendalo, iingxelo zophando, ukuthethelelwa, namatyala oshishino.

Injongo	Kuqikelelwa ukuba iNdawo ekuJoliswe kuyo ePhambili kwezamandla oMbane iyakwazi ukuvuselela utyalomali oluphakathi kweebhiliyoni zeerandi ezingama20 ukuya kumaR70 eebhiliyoni. Ukuze oku kube nokufezekiswa kwaye kwandiswe, inkxaso ephambili noququzelelo iyafuneka. ISebe liza kusebenza ngokusondeleyo namalungu eqela kuRhulumente weNtshona Koloni iphela ukuphumeza injongo yesi salathisi.			
Abaxhamli abaphambili	Amashishini nabemi			
Umthombo weenkukacha	Amathuba okukhula neengxelo zokomelela kwamandla ombane			
Izithintelo zeenkukacha	Azikho			
Okucingelekayo	Ukuba iinkukacha ezifunekayo zifumaneka ngokulula			
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha (uluhlu) wamathuba okukhula axhasiweyo; kunye nengxelo yeprojekthi; kwa</p> <p>Nobungqina obubhaliweyo benkxaso ekubonelelwe ngayo enokubandakanya: izifundo zophando lweshishini; kunye/okanye izivumelwano/iiMOU/iiMOA ezityikityiweyo; kunye/okanye imizuzu yeentlanganiso; kunye/okanye izixhobo zokukhuthaza; kunye/okanye izifundo zophando; kunye/okanye izicwangciso ezivunyiweyo okanye iqhinga.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujolise kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
Uhlobo lwesalathisi	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			

	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMphathi weNkqubo					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IQhinga lokuPhunyeza kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
liNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Amaqumrhu eWCG afanelekileyo axhaswayo ukunikezela ngokwezigunyaziso zoMngxengamoya woHlaza. Ukuvunywa kwesiCwangciso soMngxengamoya woHlaza weNtshona Koloni nesiCwangciso soPhunyezo esilandelayo.					

Inkqubo yesi 6: UKhenketho, ubuGcisa noKonwabisa

Inkqutyana 6.1: UCwangciso lwezoKhenketho

Inombolo yesalathisi	6.1.1
Igama lesalathisi	Inani lamatyeli ohlaziyo olunxulumene nokhenketho olucetyiweyo
Inkcazelo emfutshane	Esi salathiso sibonisa inani lezindululo zohlaziyo olunxulumene noshishino lwezokhenketho malunga nomthetho, imimiselo, imigaqonkqubo, nezinye izixhobo zolawulo ezingeniswe kwabasemagunyeni abafanelekileyo (uRhulumente kaZwelonke, uRhulumente wePhondo, oomasipala kunye/okanye amaqumrhu karhulumente), malunga nemiba enokuthi ithintele ukwenza lula ukuqhuba ishishini kushishino lwezokhenketho eNtshona Koloni.
Injongo	Uhlaziyo lolawulo lokhenketho lubalulekile ekuvuleni imiqobo ethile ekukhuleni kokhenketho nohambo. Izindululo zomgaqonkqubo ukuza kuthi ga ngoku (ezifana nezindululo zokungeniswa kwemvume yokungena kwamanye amazwe yobuxhakaxhaka balemihla) ziye zacotha ukusuka emhlabeni kwaye ke

	ngoko indima yokuphambela nenkxaso yeSebe ekungeniseni uhlehlengiso olucetywayo lolawulo lubalulekile ekuqhubeni ukukhula koqoqosho kushishino lwezokhenketho.		
Abaxhamli abaphambili	Amasebe karhulumente kazwelonke nowephondo, amaqumrhu karhulumente, oomasipala, amashishini nabemi.		
Umthombo weenkukacha	Ukungeniswa kohlaziyo lolawulo		
Izithintelo zeenkukacha	Hayi, iinkukacha ezilinganiselweyo, okanye ezingachanekanga ezibonelelwa ngamashishini.		
Okucingelekayo	Izibonelelo ezaneleyo (izibonelelo zabasebenzi nezemali) ezifumanekayo ukulungiselela ezo zindululo. Ukuzimisela kwamashishini ukwabelana ngeenkukacha. Intembeko nenkxaso ngokufanelekileyo evela kumaSebe, amaqumrhu alo kunye/okanye oomasipala kwiziphakamiso.		
Iindlela zokuqinisekisa	<p>Ingxelo etyikityiweyo ngumphathi ophezulu onoxanduva lweCandelo enika iinkukacha ezibonisa: umthetho okanye umgaqonkqubo zichongiwe; indlela esetyenzisiweyo ukuqhuba uhlaluty; kunye nefuthe kumashishini achaphazelekayo.</p> <p>Izimvo ezityikityiweyo zingeniswe kwiiNkonzo zoMthetho kusetyenziswa iNtloko yeSebe; okanye Ungeniso olutyikityiweyo kusetyenziswa umphathi omkhulu onoxanduva lweYunithi ethunyelwe kumlawuli ochaphazelekayo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Indlela yokuBala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):		
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo
	Ingaba esi siSalathisi esiQhutywa siSidingo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	
	Ingaba esi siSalathisi esiseMgangathweni?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
Uxanduva lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Umlawuli: UKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli– Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI			Okujoliswe kulutsha: AYINGENI		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nenye kwezi zingentla			Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nenye kwezi zingentla					
IiNkukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	IMiqathango yeNgcaciso yamkelwe. Ingxelo ityikityiwe. Iziphakamiso zolawulo zingenisiwe.					

Inkqutyana 6.2: UkuKhula nokuPhuhliswa koQoqosho

Inombolo yesalathisi	6.2.1
Igama lesalathisi	Ixabiso lerandi lenkxasomali efunyenwe kuphuhliso lokhenketho
Inkcazelo emfutshane	‘Uphuhliso loKhenketho’ kulo mxholo lubhekiselele kwiiprojekthi zokhenketho eziphunyezwa yimibutho, amashishini, okanye oomasipala abalungiselelwe uphuhliso lwemveliso entsha, uphuhliso lweziseko ezingundoqo okanye amanye amalinge akhokelwa ngamacandelo abucala okukhulisa ukhenketho ngokusebenzisa imodeli yokuxhasa ngemali ngokubambisana. Injongo kukuphucula okanye ukwandisa iiprojekthi ezikhoyo okanye ezintsha eziphunyezwe yile mibutho, amashishini kunye/okanye oomasipala. Inkxasomali le mibutho ebenegalelo kuyo, amashishini kunye/okanye noomasipala ithathwa njengenkxasomali efunyenweyo.
Injongo	Ukufunyanwa kwenkxasomali yokuxhasa ukukhula kwabucala okukhokelela kukhenketho. Icandelo labucala liza kuxhasa iiprojekthi ngemali kwaye lingathembeli kuRhulumente kuphela. Apho ishishini lityala imali, kunokwenzeka ukuba lixhase inyathelo/iiprojekthi yokunceda ukuqinisekisa ukuba liyaphumelela kwaye, ngaloo ndlela, libe nengeniso ngakumbi kwaye lidale amathuba amaninzi emisebenzi.
Abaxhamli abaphambili	Ishishini lezoKhenketho (icandelo labucala), ooMasipala
Umthombo weenkukacha	Uvimba weenkukacha zenkxasomali efunyanelwe ukuphuhlisa enkqubeni

Izithintelo zeenkukacha	linkcukacha ezingachanekanga okanye ezingonelanga ezinikwa lihlakaniqabane. Nangona umbutho, ushishino kunye/okanye oomasipala banokuzinikela, umz. Isivumelwano esityikityiweyo, eyona nkxasomali inokufumaneka kuphela kwiminyakamali elandelayo.			
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezifumanekayo ukuze kusetyenze.			
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha ze-excel ezityikityiweyo nenguqulelo ye-elektroniki yovimba weenkukacha ebonisa ixabiso lemali efunyenweyo. Amacandelo ubuncinane azakubandakanya:</p> <p>umbutho wamahlakani, ishishini, okanye igama likamasipala;</p> <p>umntu oqhagamshelwana naye kumbutho wamahlakani, ishishini, okanye kumasipala;</p> <p>Iprojekthi yeDEDAT yokuKhula noPhuhliso loKhenketho okanye inkqubo apho ihlakani, ishishini, okanye umasipala othathe inxaxheba;</p> <p>anyakamali wombutho, ishishini, okanye inkxaso yemali kamasipala;</p> <p>inani labaxhamli abazuzileyo kwinkxasomali efunyenweyo;</p> <p>uhlobo lwenkxasomali ebonelelweyo ukuze iSebe libe nokuhlela ezona zinto ziphambili zenkxaso ebonelelwa ngumbutho wamahlakani, ishishini, okanye umasipala kumxhamli weshishini.</p> <p>Ixhaswe nge:</p> <p>Ngenkxasomali efunyenwe ngokuthe ngqo kwintsebenziswano yeDEDAT nombutho wamahlakani, ishishini, okanye umasipala:</p> <p>Ileta etyikityiweyo evela kumbutho oxhamlayo ichaza:</p> <p>indlela inkxasomali yeSebe eyenza ngayo ukuba iinkqubo ezixhaswa ngemali ziphuculwe okanye zandiswe; kwaye</p> <p>ixabiso lombutho wamahlakani, ishishini okanye imali kamasipala ngokwakhe efakiweyo.</p> <p>Ukufumana inkxasomali apho ihlakani leDEDAT lisebenzise elinye ihlakani ukunyusa ingxowamali:</p> <p>Ileta etyikityiweyo evela kumbutho wangaphandle, ochaza ngokucacileyo:</p> <p>uqhagamshelo lwayo kungenelelo loKhenketho lweDEDAT oluxhaswa ngemali;</p> <p>ubudlelwane bayo nombutho wamahlakani weDEDAT, ishishini, okanye umasipala;</p> <p>ixabiso lenkxasomali yawo; kunye</p> <p>injongo yenkxasomali efunyenweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo

	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Indawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: UKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoli kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwisiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcukacha noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	ikhwelo lokukhutshwa kweziphakamiso. Isaziso senkxasomali sikhutshelwe abaxhamli. Iintlawulo zenziwe.					

Inombolo yesalathisi	6.2.2
Igama lesalathisi	Inani lamashishini axhaswe ngeNgxowamali yoMngeni kwezoKhenketho yeG4J
Inkcazelo emfutshane	<p>“Amashishini” yimibutho ebandakanyeka ngokusebenzayo kwintengiso yokhenketho kunye/okanye kuphuhliso kwinqanaba lengingqi okanye lwendawo okanye amashishini ngokwawo anokubandakanya abanikazi bodwa. Isenokuba yimibutho yoshishino okanye amanye amaqumrhu oshishino abonelela ngenkxaso kumashishini okhenketho. ISebe (okanye amahlakani alo neearhente zomiliselo) liza kuxhasa uphuhliso lwendawo ekusingiswa kuyo ngokuthi:</p> <p>amaphulo okuphucula imitsalane yokhenketho ngomthamo omkhulu wokhenketho ngophuhliso/uphuculo lweziseko ezingundoqo kunye/okanye ukwenza/uhombisa indawo; kunye/okanye</p>

	<p>ungenelelo lwenkxaso yophuhliso lwemveliso yokhenketho kumashishini ngenjongo yokuphucula okanye ukwandisa ukhenketho lwabo.</p> <p>“Uphuhliso/uphuculo lweziseko ezingundoqo zokhenketho” kubhekiselele kuphuhliso lweziseko ezingundoqo zaso nasiphi na isiza esikhoyo okanye esitsha sengingqi sokhenketho ukuze abakhenkethi bakwazi ukutyelela iNtshona Koloni nezinto zayo ezinomtsalane ngendlela ekhuselekileyo, ecocekileyo, ekhululekileyo nefikelelekayo.</p> <p>“Uphuhliso lwemveliso yokhenketho” lungabandakanya uncedo kumashishini (umntu okanye iqela elisekelwe) nangayiphi na (kodwa ingaphelelanga apho, ngokuxhomekeke kwimfuno) yoku kulandelayo.: iingcebiso zemveliso; intuthuzelo yomphefulo; untantanyiso; iziseko ezingundoqo (izixhobo/oomatshini/izibonelelo); uqeqesho; ufilelelo kwinkxaso karhulumente kunye/okanye iinkonzo kunye/okanye iinkcukacha; uzinzo neengcebiso zokhenketho ezinoxanduva; kunye ubulungu bobuchule okanye ukuvunywa.</p>
Injongo	Ukuxhasa amashishini okhenketho ajolise ekuphuculeni inkqubo yezokhenketho yasekhaya neyengingqi ngenjongo yokuvula utyalomali kwiindawo zokhenketho nemitsalane okanye imisebenzi.
Abaxhamli abaphambili	Amashishini emveliso kwezokhenketho, imibutho namalungu ayo
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel zamashishini axhaswa ngengxowamali yoMngeni ephuhliswe yinkqubo.
Izithintelo zeenkukacha	linkcukacha ezingachanekanga okanye ezinganelanga ezibonelelwa lishishini. Ukuthandabuza kweshishini ukukhupha iinkcukacha. Ukufumaneka kweenkukacha ezithembekileyo. Ukunqongophala kokubekwa kweliso, uvandlakanyo okanye ukugcinwa kwengxelo evakalayo ngabathathinxaxheba. lindlelele zendalo nezenziwe ngabom.
Okucingelekayo	Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezifumanekayo ukuze kusetyenzwe. Ababoneleli ngeenkonziso ezisemgangathweni bafunyenwe baza bahanjiswa ngokuchasene neenkukacha nohlahlo lwabiwomali. Ukuthatyathwa kwamaphulo yimibutho yezokhenketho kwiNtshona Koloni iphela.
Iindlela zokuqinisekisa	ULuhlu oluvunyiweyo lwabaxhamli abagwetyiweyo abaphuma kwiNgxowamali yeMingeni yezoKhenketho yeG4J nekopi eshicilelweyo yovimba weenkukacha zamashishini axhasiweyo. Ubuncinci bemimandla kwisiseko seenkcukacha sabaxhamli boshishino ukuba babandakanye: igama leshishini; linkcukacha zoqhagamshelwano zommeli weshishini; ishishini lecandelo elisebenza kulo; uhlobo lwenkxaso ebonelelwa ishishini; iqumrhu elinoxanduva lwenkxaso; iinkcukacha zomhlaba, umz., idolophu kunye/okanye isithili seshishini elithatha inxaxheba; kunye namanani abantu abazimasa ishishini malunga nokuba bangabafazi, ulutsha, umntu ophila nokhubazeko. Kwimeko yeziseko ezingundoqo zokhenketho:

	<p>Amaxwebhu engcaciso yeprojekthi etyikityiweyo achaza ubume beziseko ezingundoqo eziphuhlisiweyo nezixhaswe ngobungqina obubhaliweyo, obufana neengxelo zokubeka iliso, ubungqina befoto neenvoyisi zomnikezeli ukuxhasa ishishini libalwa njengenkxaso yeziseko ezingundoqo.</p> <p>Okanye, kwimeko yenkxaso yophuhliso lwemveliso yokhenketho ngeNkxasomali yeMingeni yezoKhenketho yeG4J</p> <p>Amaphepha eenkcukacha zeshishini atyikityiweyo kunye</p> <p>Isivumelwano senkxasomali esityikityiweyo phakathi kweDEDAT nomamkeli (ishishini okanye umbutho wabalamlali) okanye</p> <p>Apho ishishini lifikelela kuqeqesho: irejista etyikityiweyo yokuzimasa (ukuba uqeqesho lomzimba) okanye uluhlu lokuzimasa oluveliswe yinkqubo okanye umfanekiso weskrini (uqeqesho kwi-intanethi). Amashishini athatha inxaxheba kuqeqesho kufuneka aye kuma50% okanye ngaphezulu koqeqesho olunikezelwayo, okanye</p> <p>Apho ishishini lifikelela kwiingcebiso okanye iingcebiso: ingxelo eyodwa etyikityiweyo yokucebisa umxhasi weshishini (ngomxhamli weshishini ngalinye), ebonisa ubume benkxaso yeshishini: kunye nemimandla emincinci echazwe ku(1) ngasentla ukuba ibandakanywe kwingxelo, okanye</p> <p>Apho ishishini lifikelela kwingcebiso: ingxelo etyikityiweyo yengcebiso (ngomxhamli weshishini ngalinye) ebhala iingcebiso okanye ingcebiso enikiweyo, okanye</p> <p>Apho ishishini lifikelela kuhlobo lweziseko ezingundoqo (uomatshini okanye izixhobo) inkxaso: isiqinisekiso esinye esityikityiweyo (umxhamli ngamnye weshishini) eqinisekisa ukufumana izixhobo ezenziwe zifumaneke liSebe (umzekelo, izixhobo, izibonelelo okanye oomatshini), okanye</p> <p>Apho ishishini lifumana inkxasomali: ileta etyikityiweyo lishishini eqinisekisa ixabiso lenkxasomali yeSebe efunyenweyo nenjongo yenkxasomali, okanye</p>			
<p>Iindlela zokuqinisekisa (kuyaqhubeka)</p>	<p>Apho ishishini lifikelela kwingcebiso yemveliso: ingxelo enye etyikityiweyo yengcebiso yomthengi weshishini (ngomxhamli weshishini ngalinye), ebonisa ubume benkxaso yeshishini: kunye nemimandla emincinci echazwe ku(1) ngentla apha ukuba ibandakanywe kwingxelo, okanye</p> <p>Apho ishishini lifikelela kwinkxaso karhulumente kunye/okanye iinkonzo kunye/okanye iinkcukacha: ingxelo enye etyikityiweyo yomxhasi weshishini (ngomxhamli weshishini ngalinye), ebonisa ubume benkxaso yoshishino: kunye nemimandla echazwe ku(1) ngasentla ukuba ibandakanywe ingxelo, okanye</p> <p>Apho ishishini lifikelela kwiingcebiso zokhenketho ezizinzileyo kunye noxanduva: uzinzo lomthengi weshishini omnye etyikityiweyo nengxelo yengcebiso yokhenketho enoxanduva (ngomxhamli weshishini ngalinye), ebonisa ubume benkxaso yeshishini: kunye nemimandla emincinci echazwe ku(1) ngasentla ukuba ibandakanywe ingxelo, okanye</p> <p>Apho ishishini lifikelela kubulungu bomsebenzi okanye iziqinisekiso: ileta enye etyikityiweyo eqinisekisa ubulungu okanye ileta/isiqinisekiso.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
<p>Iindlela yokuBala</p>	<p>Ubuninzi: ubalo ngokulula (oko kukuthi, ishishini ngalinye elilodwa elincedisiweyo ngowama2024/25 liza kubalwa njengalinye).</p>			
<p>Uhlobo lokubala</p>	<p>Olongezelelwayo</p>	<p><input type="checkbox"/> Ukuphela koNyaka</p>	<p><input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</p>	<p><input type="checkbox"/> Olungongezelelwayo</p>
<p>Umjikelo wokunikwa kweNgxelo</p>	<p><input type="checkbox"/> NgeKota</p>	<p><input type="checkbox"/> Kabini ngoNyaka</p>	<p><input type="checkbox"/> NgoNyaka</p>	

Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uhlobo lokubala	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Umlawuli: EzoKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI					
	Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 25%		Okujoliswe kulutsha: 25%			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Ikhwelo lokukhutshwa kweziphakamiso. Isaziso senkxasomali sikhutshelwe abaxhamli. Iintlawulo zenziwe.					

Inombolo yesalathisi	6.2.3
Igama lesalathisi	Inani labasebenzi abaphambili abaqeqeshelwe ukugqwesa kwinkonzo

Inkcazelo emfutshane	Esi salathisi sibhekisa kwinqanaba labasebenzi abaphambili kwezokhenketho nabaqeqeshelwe ukugqwesa kwinkonzo. Ukugqwesa kwenkonzo kukukwazi komnikizeli wobubele nokhenketho ukuhlala ehlangabezana kwaye ngamanye amaxesha ade agqithise oko kulindelwe lundwendwe. Uqeqesho lujonge ukuxhobisa abasebenzi abaphambili abasebenza kwishishini lokwamkela iindwendwe nokhenketho ngezakhono eziyimfuneko ukuze bagqwese kwinkonzo yabathengi. Uqeqesho lunokuba luvunyiweyo okanye iikhosi ezingavunywanga, iiseshini zolwazi okanye zibe zenzeke ngokwendalo ezineziphumo ezicacileyo. Uqeqesho lunokuthatha uhlobo lokuxhotyiswa ngezakhono ukuze ufumane "izakhono ezithambileyo" okanye "izakhono zobugcisa" ezithathwa njengezakhono ezibalulekileyo. Iinkqubo zokuphucula izakhono zabasebenzi abasele bekho ngaphambili zinokubandakanya uluhlu lwezifundo ezimfutshane, ukuqatshelwa kokufunda kwangaphambili, iindibano zocweyo neeseshini zolwazi ezijolise ekwandiseni izakhono ezikhoyo zokhathalelo lwabathengi kubasebenzi benkonzo. Abasebenzi abangaphambili banokuphuhlisa ngokubakho kwiiseshoni zolwazi kunye/okanye nokubakho kwiiseshini zoqeqesho.			
Injongo	Uqeqesho kunye neenkqubo zokuphucula izakhono zijolise ekwandiseni umgangatho wenkonzo yabathengi kushishino lokwamkela iindwendwe eNtshona Koloni. Olu qeqesho lujolise ekuphuculeni umgangatho weenkonzo kwicandelo lokubukwa kweendwendwe neeSMME zokhenketho ukuphendula kuphando olubonisa ukuba izikhalazo ngeenkonzo sesinye sezizathu ezithathu ezibangela ukuba abakhenkethi babe namava amabi eNtshona Koloni. Uqeqesho luza kuphucula ukuqesheka kwabathathinxaxheba njengoko uqeqesho luvunyiwe ngokusesikweni.			
Abaxhamli abaphambili	Icandelo lokubukwa kweendwendwe neshishini lezokhenketho			
Umthombo weenkukacha	Abasebenzi abakwinqanaba eliphambili lokwamkela iindwendwe bayagqwesa uvimba weenkukacha ophuhlise yiNkqubo.			
Izithintelo zeenkukacha	Ingcaciso engachanekanga/engaphelelanga efakwe ngabathathinxaxheba kwiirejista zokubakho okanye iifom zokuzibophelela.			
Okucingelekayo	Uhlahlo lwabiwomali/ukufumaneka kweCOE			
Iindlela zokuqinisekisa	<p>Ingxelo etyikityiweyo eshwankathela ungenelelo lwenkonzo olugqwesileyo olwenziweyo; kwaye</p> <p>Uvimba weenkukacha ezivunyiweyo zesandla nezekhompuyutha elinemiba elandelayo ebonakalisiweyo: umhla wongenelelo, uhlobo longenelelo (okt. izakhono ezivunyiweyo/ ezingavunywanga/izakhono ezilula/izakhono zobuchwepheshe/isifundo esifutshane/iRPL/iindibano yocweyo/iseshini yeenkukacha), abantu ekujoliswe kubo, isihloko songenelelo, umntu woqhagamshelwano, inombolo yoqhagamshelwano, idilesi yendawo/idolophu, inani labazimasi, ulutsha, abantu abaphila nokhubazeko, nabantu abadala; kunye</p> <p>Neerejista zokuzimasa ezityikityiweyo.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Iindlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela konyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
Indawo yomhlaba weSalathisi	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI	
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Indawo eziNinzi
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
		<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi	
	Indawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
<input type="checkbox"/> EWE		<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	USekela Mlawuli: UPuhliso lweNtengiso kwezoKhenketho			
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI			
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 60% Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: 50% Okujoliswe kubantu abadala: AYINGENI	
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Isicelo seziphakamiso sikhutshiwe. Umnikizinkonzo uqeshiwe. Uqeqesho lugqityiwe.			

Inombolo yesalathisi	6.2.4
Igama lesalathisi	Inani lamashishini axhaswayo ngezenzo zokhenketho ezizinzileyo
Inkcazelo emfutshane	Esi salathisi sibhekisa kwinani lamashishini okwamkela iindwendwe nawokhenketho axhaswayo ngokwamkelwa ngokusesikweni kwezenzo zozinzo. Ngokutsho koMbutsho weHlabathi woKhenketho,

	<p>ukhenketho oluzinzileyo “luKhenketho oluthathela ingqalelo ngokupheleleyo iimpembelelo zalo zangoku nezexesha elizayo zezoqoqosho, ezentlalo nezokusingqongileyo, zijongana neemfuno zabatyeleli, ushishino, okusingqongileyo, noluntu olumkelayo”. Le projekthi iza kuxhasa amashishini amancinci (kubandakanywa nabanini bodwa) ngokubavumela ukuba baqinisekise kunye/okanye baqinisekise amashishini abo njengeISO okanye iSANS eqinisekisiweyo kwimisebenzi yokhenketho ezinzileyo okanye iqiniselwe ngequmrhu leziqinisekiso elizimeleyo elisebenza ngokuzinzileyo, uxanduva, ufikelelo jikelele okanye urhwebo olungenamkhethe. ukhenketho. Inkxaso ingabandakanya uphicotho lokhenketho oluzinzileyo, ukwamkelwa kweenkqubo zolawulo lozinzo lweshishini okanye uqeqesho nezinye iiprojekthi zophuhliso lwezakhono.</p>
Injongo	<p>Injongo kukukhuthaza ukwamkelwa ngokusesikweni kwezenzo zokhenketho ezinzileyo kushishino nokukhulisa inkangeleko yeNtshona Koloni njengendawo yokhenketho enoxanduva noluzinzileyo. Iprojekthi iza kuphucula urhwebo lwabaxhamli abathatha inxaxheba kwaye ibanike izixhobo ezithembekileyo zokunxibelelana neziqinisekiso zabo zokuzinza kwiiarhente zokuhamba ezikwi-intanethi kwaye ekugqibeleni umthengi owenza izigqibo zokubhukisha ngokusekwe kuqwalaselo lozinzo.</p>
Abaxhamli abaphambili	<p>Ukwamkela iindwendwe neshishini lokhenketho / abanini bamashishini amancinci</p>
Umthombo weenkukacha	<p>Amashishini axhasa uvimba weenkukacha ze-excel ophuhliswe yiNkqubo.</p>
Izithintelo zeenkukacha	<p>linkukacha ezingachanekanga/ezingaphelelanga ezibonelelwe ngabaxhamli</p>
Okucingelekayo	<p>Izixhobo ezaneleyo (inkxasomali nabasebenzi) ezifumanekayo ukuze kusetyenzwe.</p>
Iindlela zokuqinisekisa	<p>Ubumba weenkukacha ezityikityiweyo ze-excel nenguqulelo ye-elektroniki yovimba weenkukacha obonisa abaxhamli benkxaso. Ubuncinane bemimandla ukuba ibandakanye:</p> <ul style="list-style-type: none"> Igama lomxhamli; linkukacha zoqhagamshelwano lwabameli babaxhamli abazimasileyo; iinkukacha zomhlaba, umz., idolophu kunye/okanye isithili samashishini athatha inxaxheba; kwaye umhla wokusekwa kwabaxhamli okanye inombolo yobhaliso, linkukacha zobunini bommeli okanye abaxhamli malunga nokuba ngabasetyhini, ulutsha, uMntu ophila noKhubazeko. <p>Kwaye ixhwaswe:</p> <p>Ngamaphepha atyikityiweyo weenkukacha zeshishini kunye</p> <p>Ngesivumelwano senkxasomali esityikityiweyo phakathi kweDEDAT nomamkeli (umxhamli okanye umbutho wabalami); okanye</p> <p>Apho ishishini lifikelela kuqeqesho:</p> <p>irejista etyikityiweyo yokuzimasa (ukuba uqeqesho ngobuqu) okanye uluhlu lokuzimasa oluveliswe yinkqubo okanye umfanekiso weskrini (uqeqesho lweintanethi).</p> <p>Amashishini athatha inxaxheba kuqeqesho kufuneka aye kuma50% okanye ngaphezulu yoqeqesho olubonelelwayo; okanye</p> <p>Apho ishishini lifikelela kwiingcebiso okanye kwintuthuzelo:</p> <p>utyikityo olunye lomxhasishishini</p> <p>ingxelo yokubonisana (ngomxhamli weshishini ngalinye), ebonisa uhlobo lwenkxaso yeshishini: kunye nemimandla ephantsi echazwe ku(1) ngasentla ukuba ibandakanywe kwingxelo; okanye</p> <p>Apho ishishini lifikelela kuntantanyiso:</p> <p>ingxelo etyikityiweyo yengcebiso (ngomxhamli weshishini ngalinye) ebhala iingcebiso okanye iingcebiso ekubonelelwe ngazo; okanye</p> <p>Apho ishishini lifikelela kuhlobo lwenkxaso yeziseko zophuhliso (oomatshini okanye izixhobo):</p>

	<p>isiqinisekiso esinye esityikityiweyo (umxhamli weshishini ngalinye) esiqinisekisa ukufunyanwa kwezixhobo ezenziwe zafumaneka liSebe (umzekelo, izixhobo, izixhobo okanye oomatshini); okanye</p> <p>Apho ishishini lifikelela kwingxowamali: Ileta etyikitywe lishishini eqinisekisa ngexabiso lenkxasomali yeSebe elifunyenweyo nenjongo yenkxasomali; okanye</p> <p>Apho amashishini axhaswa ngeziqinisekiso: iikopi zeziqinisekiso okanye iileta zeziqinisekiso.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota			
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
Uhlobo lwesalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
Indawo yomhlaba weSalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi
Uxanduva lwesalathisi	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Inguqu yomhlaba	USEkela Mlawuli: UPhuhliso loRhwebo kwezoKhenketho			
	Okuphanbili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI			

Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 50%		Okujoliswe kulutsha: 25%
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kubantu abadala: AYINGENI
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle
	<input type="checkbox"/> Akukho nanye kwezi zingentla		<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
IiNkcukacha zoPhunyezo (iinkonzo ezingundoqo nemisebenzi)	Uhlahlutyo lwemarike nabachaphazelekayo bayabandakanyeka. Kukhutshwe isicelo seziphakamiso. Amahlakani ophunyezo akhethiwe. Ungenelelo lobekoliso luphunyeziwe.		

Inkqutyana 6.3 INguqu yeCandelo kwezoQoqosho

Inombolo yesalathisi	6.4
Igama lesalathisi	Inani labakhenkethisi abafumene uqeqesho
Inkcazelo emfutshane	"Ukuqeqeshwa" kubhekiselele kubantu abaqeqeshwe njengabakhokeli babakhenkethi abatsha okanye ukuphuculwa kwezakhono zabo bakhokeli babakhenkethi abasele bekho. Uqeqesho lunokuba luvunyiweyo okanye iikhosi ezingavunywanga, iiseshini zolwazi okanye zibe zenzeke ngokwendalo ezineziphumo ezicacileyo. Uqeqesho lunokubandakanya "izakhono ezithambileyo" okanye "izakhono zobugcisa" kumntu ngamnye. Iinkqubo zokuphucula izakhono zabakhenkethisi abasele bekho zinokubandakanya abantu abafikelela kwizifundo ezimfutshane, ukunakana kwemfundo yangaphambili, ukuya kwiindibano zocweyo okanye kwiiseshini zeenkukacha, ezijolise ekwandiseni izakhono ezikhoyo zabakhenkethisi. Abakhenkethisi banokuphuhliswa ngokubakho kwiiseshini zolwazi kunye/okanye nokubakho kwiiseshoni zoqeqesho.
Injongo	Abakhenkethisi: Iinkqubo zoqeqesho nokuphucula izakhono zijolise ekwandiseni umgangatho wokukhokela eNtshona Koloni. Uqeqesho ayisiyonto ifunekayo ukuze usebenze ngokusemthethweni njengomkhokeli wabakhenkethi, kodwa ikwaxhobisa abantu ngolwazi oluyimfuneko nezakhono zokuqhuba ukhenketho olukhokelwa ngempumelelo nangobuchule.
Abaxhamli abaphambili	Abakhenkethisi/ushishino
Umthombo weenkukacha	Uluhlu lweenkcukacha ze-Excel olwenziwe ngaphakathi olusekelwe kwiinkukacha ezifakwe kwiirejista zokuzimasa.
Izithintelo zeenkukacha	Iinkukacha ezingachanekanga/ezingaphelelanga ezifakwe kwiirejista zokuzimasa
Okucingelekayo	Uhlahlo lwabiwomali/ukufumaneka kweCOE
Iindlela zokuqinisekisa	Umlawuli weNkqubo uyivumile ingxelo eshwankathela uqeqesho oluqhutyiweyow, kunye <ul style="list-style-type: none"> Uluhlu lweenkcukacha ezivunyiweyo, zesandla, nekopi ngeintanethi ezinale mimandla ilandelayo ibonakalisiweyo: umhla wongenelelo, uhlobo longenelelo (oluvunyiweyo okanye olungavunywanga, oluphuculweyo/uqeqesho lwesikhokelo esitsha/ubuchwepheshe/izakhono ezilula/iseshini yeenkukacha/uqeqesho kumacweyo/iRPL/isifundo esifutshane), abaphulaphuli ekujoliswe kubo, isihloko songenelelo, umntu ekuqhagamshelwana naye, inombolo yoqhagamshelwano, idilesi

	yendawo/idolophu, inombolo. yabazimasi, ulutsha, abantu abaphila nokhubazeko, nabantu abadala, kunye			
	lirejista zokuzimasa ezityikityiweyo.			
	QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lwesalathisi	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Inqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
Indawo yomhlaba weSalathisi	<input type="checkbox"/> Ubungakanani: BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BeMasipala weNgingqi	<input type="checkbox"/> BeWadi <input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT			
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uxanduva lwesalathisi	USekela Mlawuli: ULawulo lwezoKhenketho			
Inguqu yomhlaba	AYINGENI			
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 50% Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kulutsha: 30% Okujoliswe kubantu abadala: AYINGENI	

IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla			
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo
	<input type="checkbox"/> Akukho nanye kwezi zingentla			
IiNkcukacha zoPhunyezo (linkonzo ezingundoqo nemisebenzi)	Kuqeshwa umboneleli zinkonzo. Abathathinxaxheba bagayiwe. Ungenelelo loqeqesho lwabakhenkethi luqhutyiwe.			

Inombolo yesalathisi	6.5			
Igama lesalathisi	Inani labantu ababhaliswe njengabakhenkethisi			
Inkcazelo emfutshane	NgokoMthetho wezoKhenketho, uMthetho wesi3 wama2014, bonke abakhenkethisi kulindeleke ukuba babhalise kwiSebe likaZwelonke lezoKhenketho ngokusebenzisa uMbhalisi wePhondo. La magama aza kuba yinxalenye yovimba weenkukacha, ezigcinwe kwiPhondo. Abakhenkethisi abasebenza ngaphandle kokubhaliswa basebenza ngokungekho mthethweni. Inani labantu ababhalisiweyo libhekiselele kwinani labakhenkethisi abatsha ababhalisiweyo, nenani labakhenkethisi abakhoyo, abalawulwa ngeenkqubo zokubhalisa nokuhlaziya.			
Injongo	Esinye sezizathu ezingundoqo zokubhalisa abakhokeli babakhenkethi kukwenza ubungcali kwicandelo lokukhokela abakhenkethi nokunciphisa imisebenzi yokukhokela ngokungekho mthethweni.			
Abaxhamli abaphambili	Abakhenkethisi			
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel owenziwe ngaphakathi osekelwe kwiinkukacha ezifakwe kwiqonga leOracle Service Cloud.			
Izithintelo zeenkukacha	Kukho izinto ezininzi ezinokuchaphazela ukusebenza kakubi. Enye into ebalulekileyo kukuba iofisi yobhaliso ayinalo ulawulo kwinani labakhenkethisi ababhalisayo nabahlaziya ubhaliso lwabo. Okwesibini, iinkukacha ezingachanekanga ezinokubonelelwa ngabakhenkethisi kwiifomu zabo zezicelo nangexesha lokuhlolwa.			
Okucingelekayo	I-ofisi yobhaliso ayinalo ulawulo kwinani labakhenkethisi ababhalisayo nabahlaziya ubhaliso lwabo. Iinkukacha ezingachanekanga ezinokubonelelwa ngabakhenkethisi kwiifomu zabo zezicelo.			
Iindlela zokuqinisekisa	Uluhlu lweenkukacha olutyikityiweyo nolwe-elektroniki lokubhaliswa kwabakhenkethisi ebonisa oku kulandelayo: igama, isikhokelo esihlaziyiweyo okanye esitsha, inombolo yebheji, iwonga lomntu ngokunxulumene nesini, ubudala, umntu okhubazekileyo, idolophu ahlala kuyo; kwaye Iinkukacha ezifakwe kwinkqubo yeOracle Online Tourist Guide. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Iindlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	

Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
Indawo yomhlaba weSalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Inani leendawo:		<input type="checkbox"/> Indawo eNya	<input type="checkbox"/> Iindawo eziNinzi		
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa:- UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Uxanduva lwesalathisi					
	USekela Mlawuli: ULawulo lwezoKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI					
	Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli- Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Izicelo zabakhenkethisi eziqwalaselweyo neziphunyeziweyo.					

Inombolo yesalathisi	6.6
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Inkcazelo emfutshane	Inani labakhenkethisi elihlolisweyo			
Inkcazelo emfutshane	NgokoMthetho wezoKhenketho, uMthetho wesi3 wama2014, bonke abakhenkethisi kulindeleke ukuba babhalise kwiSebe likaZwelonke lezoKhenketho ngokusebenzisa uMbhali wePhondo. Abakhenkethisi abasebenza ngaphandle kokubhaliswa basebenza ngokungekho mthethweni. Umkhenkethisi osebenza ngokusemthethweni uchazwa njengalowo unebheji yakhe esebenzayo nekhadi lesazisi eliboniswe ngokubonakalayo kwindawo yokuhlolwa ngamagosa eSebe.			
Injongo	Esinye sezizathu ezingundoqo zokulawula icandelo lomkhenkethisi kukunciphisa imisebenzi yokukhokela ngokungekho mthethweni eMzantsi Afrika. Abakhenkethisi babalulekile kwinkqubo yorhwebelwano kwezokhenketho kwaye banegalelo kumfanekiso omhle wayo nayiphi na indawo yokhenketho.			
Abaxhamli abaphambili	Abakhenkethisi/ushishino			
Umthombo weenkukacha	Uvimba weenkukacha ze-Excel uphuhlise yinkqubo.			
Izithintelo zeenkukacha	Kukho izinto ezininzi ezinokuchaphazela ukusebenza kakubi. Enye into ebalulekileyo kukuba iofisi yobhaliso ayinalo ulawulo lwenani labakhokeli babakhenkethi abahloliweyo kwindawo ethile.			
Okucingelekayo	I-ofisi yobhaliso ayinalo ulawulo kwini labakhokeli babakhenkethi abaye bahlolwa kwisiza. Iinkukacha ezingachanekanga ezinokubonelelwa ngabakhenkethisi kwiifomu zabo zezicelo nangexesha lokuhlolwa.			
Iindlela zokuqinisekisa	Uvimba weenkukacha ezityikityiweyo neze-elektroniki ezibonisa oku kulandelayo: igama, ifani, inombolo yebheji, inombolo yoqhagamshelwano, indawo nomhla wokuhlolwa, ubume bobhaliso kunye negama lomhloli; kwaye Uhlolo okutyikityiweyo/ingxelo yemisithoz kumkhenkethisi ngamnye othe wahlolwa. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Iindlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USekela Mlawuli: ULawulo lwezoKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uhlolo lwabakhenkethisi luqhutywa rhoqo ngenyanga.					

Inombolo yesalathisi	6.7
Igama lesalathisi	Inani labaxhamli abaxhaswe ngeenkono zokhuseleko lokhenketho
Inkcazelo emfutshane	ISebe linegalelo ekuphuculeni nasekugcineni imeko evumela imibutho, amashishini, nabakhenkethi (“abaxhamli”). ‘Abaxhamli abaxhaswa ngeenkono zokhuseleko lokhenketho’ kubhekiselelwe kumanyathelo okuxhobisa abasebenzi beshishini lokhenketho nabakhenkethi kwiindlela zokhuseleko lokhenketho kunye nemigaqo enokubandakanya la maphulo alandelayo:
	ingqinisekiso yomgangatho iimpawu zendlela yokhenketho; kunye ukhuseleko nenkxaso yokhenketho.
	Ukuqinisekiswa komgangatho kubhekiselele kumanyathelo engcebiso anikezelwe liSebe ukuba amashishini okhenketho nabasebenzi bawo banokufaka izingcingane zokuphucula impilo, ukhuseleko, nomgangatho wezibonelelo zokhenketho.
Inkcazelo emfutshane (kuyaqhubeka)	Imiqondiso yendlela yoKhenketho ibhekiselele kuncedo olunikezelwa liSebe kwiziseko zokhenketho nezicelo zemiqondiso yendlela yokhenketho ngaloo ndlela ikhuthaza ukufunyanwa kwendlela ekhuselekileyo kwiPhondo liphela.

	<p>Ukhuseleko loKhenketho nenkxaso lubhekiselele kwinkonzo ekhawulezileyo, esebenzayo nasemva kweenkonzo zokhathalelo ezinikezelwa kubakhenkethi ukuqinisekisa ukuba abakhenkethi bahlala bekhuselekile kwaye besempilweni kweli phondo. Amaphulo okuqala angabandakanya: apho iSebe liqeqesha ngokuqhubekayo abasebenzi bamashishini okhenketho malunga nezenzo zokhuseleko lokhenketho nemigaqo nokukhuthaza izenzo zokhuseleko lokhenketho kubakhenkethi kunye/okanye ubonelelo lwenkonzo yokusabela esebenzayo kubakhenkethi abasembandezelweni.</p>			
Injongo	<p>Inkqubo yephondo esebenzayo yokudala ulwazi nokuchasana nembono engalunganga yokhuseleko lwendawo ekusingwa kuyo. "Iqhutywa yimfuno" ukudala imekobume evumela imibutho, amashishini, nabakhenkethi kulo lonke ushishino lokhenketho.</p>			
Abaxhamli abaphambili	<p>Abakhenkethi, amashishini, nemibutho yoshishino</p>			
Umthombo weenkukacha	<p>Uvimba weenkukacha ze-Excel uphuhliswe yinkqubo.</p>			
Izithintelo zeenkukacha	<p>Azikho</p>			
Okucingelekayo	<p>Imali eyaneleyo nezibonelelo zabasebenzi</p>			
Iindlela zokuqinisekisa	<p>Apho abaxhamli baye baxhaswa ngoqinisekiso lomgangatho: Ukuba inkxaso ibisenziwa ngeentlanganiso, iirejista zokuzimasa ezityikityiweyo ezineajenda nonikezelo lwalo naliphi na iqonga apho iinkukacha zoKhuseleko lwezoKhenketho zanikezelwa njengesihloko kunye/okanye Ukuba inkxaso ibingokusasazwa kweencwadana zolwazi (kubandakanya iingcebiso zokhuseleko kunye namaphecana), uluhlu olutyikityiweyo lokuhanjiswa apho abamkeli abasekiweyo okanye abantu batyikitye irisithi yeeNkcukacha zoKhuseleko kwezoKhenketho.</p> <p>Apho abaxhamli bexhaswe ngeempawu zeNdlela kwezoKhenketho: Imizuzu etyikityiweyo yeentlanganiso zeRTLC ebonisa iziphumo zezicelo zeempawu zendlela yokhenketho okanye izicelo zendlela yokhenketho (imizuzu ebandakanya isicelo ngasinye esisodwa esiphunyeziweyo nokuba sithini na isiphumo sesicelo) novimba weenkukacha ezityikityiweyo, kunye/okanye</p> <p>Apho abaxhamli baxhaswe ngenkxaso yokhuseleko kwezokhenketho olusebenzayo, oko kukuthi uqeqesho: Inkcazontetho inikezelwe kuthethathethwano kunye Irejista yokuzimasa etyikityiweyo equka umhla, indawo, ubude bexesha, igalelo labaxhamli kumaqela aphambili (abasetyhini, ulutsha, iPwD nabantu abadala). Apho uqeqesho luqhutywa ngamaqonga eintanethi, ingxelo yokuzimasa etyikityiweyo ebonisa umhla, igama loqeqesho, ixesha lokuzimasa nezibonelelo zokuqokelela iinkukacha malunga negalelo labaxhamli kwiqela eliphambili.</p> <p>Apho abaxhamli baxhaswe ngempendulo esebenzayo kubakhenkethi abakwimbandezelo: Iingxelo ezityikityiweyo zokuSebenza (ezibandakanya uvimba weenkukacha ezityikityiweyo zeengxelo zokuvuselela ngabaphathi) ezibonisa ngokucacileyo inkxaso okanye uncedo yinkqubo yeNkxaso yoKhuseleko loKhenketho (TSSP).</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Iindlela yokuBala	<p>Ubuninzi: ubalo ngokulula</p>			
Uhlobo lokubala	<p>Olognezelelwayo</p>	<p><input type="checkbox"/> Ukuphela koNyaka</p>	<p><input type="checkbox"/> Unyaka ukuza kuthi ga ngoku</p>	<p><input type="checkbox"/> Olungongezelelwayo</p>

Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	I Ukuba nguewe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):				
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
Indawo yomhlaba weSalathisi	Ubungakanani: <input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UMBindi weKapa				
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
Uxanduva lwesalathisi	USekela Mlawuli: Ukhuselelo lwezoKhenketho				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo	
	<input type="checkbox"/> Akukho nanye kwezi zingentla				
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Iingxelo zeziganeko zokhuseleko lwabakhenkethi ziqulunqwe zaza zamkelwa. Izicelo zeeMpawu zeNdlela yoKhenketho zamkelwe. Amashishini aqeqeshwe kwiinkqubo zokhuseleko lokhenketho.				

Inombolo yesalathisi	6.8.1		
Igama lesalathisi	Inani lamaGosa oNyanzelo loMthetho woKhenketho asasazwe eKapa		
Inkcazelo emfutshane	IDEDAT ngesiXeko saseKapa isasaze amagosa omthetho wokhuseleko kwezokhenketho kwiindawo ezinomtsalane kubakhenkethi eKapa ukunciphisa kakhulu izehlo ezichaphazela abakhenkethi kwiindawo ezishushu nokuphazamisa ulwaphulomthetho olujolise kubakhenkethi kwiindawo ezinomtsalane ezidumileyo.		
Injongo	Ukunciphisa iziganeko zolwaphulomthetho ezichaphazela abakhenkethi kwiindawo ezinomtsalane zaseKapa nokuphucula isidima sokhuseleko lwePhondo.		
Abaxhamli abaphambili	Abakhenkethi bamazwe ngamazwe. Uluntu oluhlinzeka abakhenkethi.		
Umthombo weenkukacha	Iingxelo zekota zePDF ezifunyenwe kwiSixeko saseKapa.		
Izithintelo zeenkukacha	Iingxelo zekota zePDF ezifunyenwe kwiSixeko saseKapa.		
Okucingelekayo	Iinkukachamanani zifakwe ngokuchanekileyo siSixeko saseKapa.		
Iindlela zokuqinisekisa	<p>INGxelo yoLongamelo lweSebe ephunyeziweyo enika ingxelo echaza ngenkqubela phambili yokusebenza kweyunithi yonyanzeliso lomthetho. INGxelo yoLongamelo lweSebe iza kubandakanya:</p> <ul style="list-style-type: none"> inkqubela phambili malunga nophunyezo; inkcitho yemali; imisitho ekuye kwaphendulwa kuyo ngexesha elithile lengxelo; kwaye iindlela zokusasaza nokusebenza. <p>IsiVumelwano sokuDluliselwa kweNtlawulo esityikitywe phakathi kweSebe neSixeko saseKapa esibophelela izibonelelo zeSebe ekumiselweni kwamagosa ogcinomthetho; kwaye</p> <p>Ngekota isiXeko saseKapa singenisa iingxelo zenkqubela kuMphathi weNkqubo yeSebe; kwaye</p> <p>Ubungqina obubhaliweyo obuxhasa imisebenzi yokongamela eyenziwa ngamagosa eSebe kunye</p> <p>Amaxwebhu exesha lamagosa asasazelwe uNyanzeliso loMthetho woKhuselo kwezokhenketho.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Iindlela yokubala	Ubuninzi: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka
Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?		
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI	

	<p>Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):</p> <p><input type="checkbox"/> Ufikelelo <input type="checkbox"/> Intembeko <input type="checkbox"/> Impendulo <input type="checkbox"/> Inqibelelo</p> <p>Ingaba esi salathisi esiQhutywa siSidingo?</p> <p><input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p> <p>Ingaba esi salathisi esiseMgangathweni?</p> <p><input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
Indawo yomhlaba weSalathisi	<p>Inani leendawo: <input type="checkbox"/> Indawo eNye <input type="checkbox"/> Iindawo eziNinzi</p> <p>Ubungakanani: <input type="checkbox"/> BePhondo <input type="checkbox"/> BeSithili <input type="checkbox"/> BoMasipala weNgingqi <input type="checkbox"/> BeWadi <input type="checkbox"/> BeDilesi</p> <p>IiNkcukacha/Idilesi/Ulungelelanisa: iKapa</p> <p>Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?</p> <p><input type="checkbox"/> EWE <input type="checkbox"/> HAYI</p>
Uxanduva lwesalathisi	<p>USEkela Mlawuli: UKhuselo kwezoKhenketho</p>
Inguqu yomhlaba	<p>Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI</p>
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	<p>Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla</p> <p>Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI</p>
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<p><input type="checkbox"/> iG4J <input type="checkbox"/> UKhuselo <input type="checkbox"/> Impilontle <input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo</p> <p><input type="checkbox"/> Akukho nanye kwezi zingentla</p>
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	<p>Isivumelwano neCoCT siphunyeziwe. Iintlawulo zenziwe. Ingxelo yolongamelo iqulunqiwe.</p>
Inombolo yesalathisi	6.11
Igama lesalathisi	Inani leengxelo zolongamelo eziqulunqwe kumsebenzi woRhwebo kwiNdawo yoKhenketho lweWesgro
Inkcazelo emfutshane	Ingxelo ebonisa ulongamelo lwemisebenzi yorhwebo kwindawo yeWesgro. Injongo kukuqinisekisa ukuba iziphumo zesiCwangciso soShishino lweWesgro ziphunyezwa ngokufanelekileyo.

Injongo	Ingxelo yokongamela kukuqinisekisa ukuba iWesgro iqhuba ukusasazeka kwejografi, iphucula amaxesha onyaka, ukudalwa kwemisebenzi nokuvuselela ukukhula koqoqosho ngemisebenzi yayo eyahlukeneyo enxulumene necandelo lezokhenketho.			
Abaxhamli abaphambili	Amashishini/ishishini/imibutho yokhenketho lwengingqi nolwezekhaya			
Umthombo weenkukacha	INGxelo yarhoqo ngeKota yeWesgro			
Izithintelo zeenkukacha	Uxhomekeko kwintsebenziswano			
Okucingelekayo	Ukwandisa amanani okhenketho nokwenza ulwazi lweNtshona Koloni njengendawo ekukhethwa yona kushishino.			
Iindlela zokuqinisekisa	<p>UMLawuli weNkqubo uphumeze iNgxelo yoLongamelo kwiNdawo yoKhenketho yokuFikela</p> <p>Ixhaswe:</p> <p>Ngemisebenzi yolongamelo ekhankanywe kwingxelo enokuthi ibandakanye, Imizuzu yentlanganiso etyikityiweyo okanye Izimvo zeDEDAT zisasazwe kwiWesgro kwiingxelo zekota zequmrhu, izicwangciso zoshishino okanye iingxelo zokusebenza zonyaka.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>			
Indlela yokuBala	Ubuninzi: ubalo ngokulula			
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka	
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ingaba esi siSalathisi esiseMgangathweni?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		

Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iinkcukacha/Idilesi/Ulungelelanisa: UNdlunkulu weDEDAT					
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	USekela Mlawuli: UPhuhliso loRhwebo kwezoKhenketho					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla			Okujoliswe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI		
IQhinga lokuPhunyezwe kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Isivumelwano nequmrhu loluntu sityikityiwe. Iintlanganiso zokongamela iziko likarhulumente ziqhutyiwe. Ingxelo yokongamela yequmrhu loluntu iye yaqulunqwa.					

INkqubo yesi 7: UPhuhliso lweZakhono noSungulo lwezinto ezintsha

Inkqutyana 7.1: Izakhono zePhondo neNtsebenziswano

Inombolo yesalathisi	7.2.2
Igama lesalathisi	Inani leendlela zoqeqesho ezilungisiweyo
Inkcazelo emfutshane	IsiCwangciso sokuKhula kweMisebenzi lichaza ukuba iiNdelela zibandakanya ukuphuculwa kweeasethi zokuqesheka (ulwazi, izakhono, amava, kunye/okanye ubuchule), izakhono zolawulo lwekhondo lomsebenzi, izakhono ezilungele indawo yokusebenza kunye nezakhono, amathuba ezoqoqosho afikeleleka ngakumbi kuluntu, kunye noshishino.
	INkqutyana igxile ekujonganeni neningeni yenkqubo ukuvala umsantsa phakathi kwamaziko emfundo ephakamileyo neemfundo zezakhono kushishino. Oku kubandakanya ukulungisa iindlela zoqeqesho ezisulungekileyo ukuphucula iindlela.
	Iindlela zoqeqesho zinokuchazwa njengeendlela ezahlukeneyo zokufundisa apho izakhono zomfundi ziphuhliswa khona. Ukucokiswa kweendlela zoqeqesho kubandakanya: ukwazisa, ukuphuhlisa kunye/okanye ukucokisa uludwe lwezifundo neendlela zokufunda, ngokusebenzisana nezifundiswa noshishino; okanye

	<p>ukubonelela ngenkxaso yeziko enokuthi ibandakanye ukunikezelwa kwezibonelelo zemali ukuxhasa amaphulo oqeqesho kunye/okanye ukuphuculwa kwezakhono zootitshala/abahlohi nokufunda ukuphucula iindlela zokufundisa ukuze kuphunyezwe uludwe lwezifundo ezitsha/ezisulungekisiweyo okanye iindlela zokufundisa eziza kulingwa.</p>		
Injongo	<p>Injongo yokusulungekiswa kweendlela zoqeqesho iza kuvumela inkqubo ehambelanayo yemfundo noqeqesho ngokusebenzisa intsebenziswano eyomeleleyo phakathi kwamahlakani ecandelo labucala nelikarhulumente ukuze basebenzisane nezifundiswa (iMfundo esiSiseko, eyaseMva kwemfundo esisiseko namaziko emfundo ePhakamileyo) njengendlela yokwenza utshintsho oluza kuqinisekisa imfundo, Amaziko asemva kwemfundo esisiseko.</p>		
Abaxhamli abaphambili	<p>ULutsha, uZwelonke, uRhulumente wePhondo noweNgingqi kubandakanywa ababoneleli bemfundo esisiseko, abasemva kwesikolo namaziko emfundo ephakamileyo, iiNGO, iiSETA, iBhunga loMgangatho woRhwebo nemiSebenzi, iZiko likaZwelonke eliVavanyayo, uShishino kuwo onke amacandelo ohlumo kwiPhondo.</p>		
Umthombo weenkukacha	<p>Izivumelwano/iileta zentsebenziswano</p>		
Izithintelo zeenkukacha	<p>Azikho</p>		
Okucingelekayo	<p>Isalathisi sinegalelo ekwandeni kolungelelwaniso phakathi konikezelo nemfundo yezakhono kwaye, ngokubaluleke kakhulu, ukuqhuba uphuhliso lwezakhono ukuze ludlale indima ekuxhaseni nasekuphuculeni amakhondo olutsha nokujongana nezakhono zoshishino ezivumela ukukhula koqoqosho kwiphondo.</p>		
Iindlela zokuqinisekisa	<p>Apho iSebe lityikitya okanye ligqibezela khona ubambiswano olusesikweni/olungekho sikweni: Ileta etyikityiweyo kunye/okanye isibhengezo esityikityiweyo esisuka kwi(kuma) hlakani ethe iDEDAT yasebenzisana nalo/nawo ekwandiseni iindlela zoqeqesho, ebonisa ubume benkxaso ngokunxulumene nendlela yoqeqesho eyamkelweyo kunye/okanye.</p> <p>Ileta etyikityiweyo kunye/okanye isibhengezo esityikityiweyo esivela kwi(kuma)hlakani apho iDEDAT isebenzisana nalo/nawo kwindlela yoqeqesho esulungekisiweyo, ebonisa ubume bokuxhasa ukuphuculwa kweendlela zolutsha.</p>		
Iindlela zokuqinisekisa (kuyaqhubeka)	<p>Apho iDEDAT idlala indima ekwenzeni ukuba amanye amahlakani enze, kwaye ayisayi kutyikitya isivumelwano sentsebenziswano:</p> <p>Ileta etyikityiweyo evela kwi(kuma)hlakani okanye umxhamli (umamkeli) wentsebenziswano, eqinisekisa ubunjani benkxaso enikezelwa liSebe – enxulumene nendlela yoqeqesho esulungekisiweyo eyamkelweyo kunye/okanye</p> <p>Ileta etyikityiweyo evela kwi(kuma)hlakani echaza ubume bentsebenziswano ngokubhekiselele kwindlela yoqeqesho esulungekisiweyo ekuxhaseni ukuphucula iindlela zolutsha.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Iindlela yokuBala	<p>Ubuninzi: ubalo ngokulula</p>		
Uhlobo lokubala	<p>Olongezelelwayo <input type="checkbox"/></p>	<p>Ukuphela koNyaka <input type="checkbox"/></p>	<p>Unyaka ukuza kuthi ga ngoku <input type="checkbox"/></p>
Umjikelo wokunikwa kweNgxelo	<p><input type="checkbox"/> NgeKota</p>	<p><input type="checkbox"/> Kabini ngoNyaka</p>	<p><input type="checkbox"/> NgoNyaka</p>

Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uhlobo lwesalathisi	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
Indawo yomhlaba weSalathisi	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: IZakhono zePhondo neNtsebenziswano					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI					
	Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselelo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Uthethathethwano phakathi kwecandelo likarhulumente, labucala nelezemfundo luququzelelwe. Uqeqesho okanye iindlela zokufunda eziza kucokiswa, zikhethwe.					

Inkqutyana 7.2: IiNkqubo zeZakhono neProjekthi

Inombolo yesalathisi

7.3

Igama lesalathisi	Inani labantu abangaphangeliyo abafakwe kumathuba engqesho		
Inkcazelo emfutshane	<p>IsiCwangciso sokuKhula kwezeMisebenzi sibonisa imfuneko yokufikelela okuphuculweyo kumathuba emisebenzi, izakhono nemisebenzi yoqoqosho eya kuphucula imveliso nokwandisa imivuzo. Ukubonelelwa ngokufikelela kwimisebenzi ngokufunda ngamava kuya kubonelela abantu abangaphangeliyo ngezakhono ezifunekayo kushishino.</p> <p>Abantu abangaphangeliyo abaqeshwe kwiqela labantu abangenazakhono, abanezakhono ezisezantsi okanye abangaphangeliyo abangekho ngaphantsi kweminyaka eli16.</p>		
Injongo	Ukulinganisa inani labantu abangaphangeliyo abancediswe ngamathuba emisebenzi ukuphucula ukufikeleleka kwizakhono nokuphuculwa kwezakhono ukuhlangabezana neemfuno zoshishino ukuzisa imveliso ephuculweyo, ukomeleza imivuzo nokuququzelela ukukhula koqoqosho olubandakanyayo.		
Abaxhamli abaphambili	Abantu abangaphangeliyo kwindawo yokungena kwinkqubo		
Umthombo weenkukacha	Uvimba weenkukacha ze-excel owenziweyo wangaphakathi wabantu abangaphangeliyo abanikwe inkxaso.		
Izithintelo zeenkukacha	Azikho		
Okucingelekayo	Amaphulo okufunda noqeqesho aphucula ukuqesheka kwabaxhamli. Iinkampani ezibamba iindwendwe zikulungele ukuqesha abaxhamli.		
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha zabaxhamli utyikitywe ligosa leSebe emva kweenyanga ezi2 zomxhamli ezifakwe kwinkqubo. Uvimba weenkukacha uza kubandakanya ezi nkukacha zilandelayo: Igama neFani yesazisi somxhamli, ubudala ekuqaleni kwexesha lokunika ingxelo, isini, imeko yokukhubazeka, inombolo yomnxeba yomxhamli, idilesi yoqhagamshelwano yalowo uxhamlayo kuquka ihlomela ledolophu yokuhlala, igama lalowo ukhokelayo. kunye/okanye inkampani engumamkeli, umamkeli kunye/okanye idilesi yenkampani ekhokelayo, uhlobo lomsebenzi/uhlobo lomsebenzi womxhamli, umhla wokuqalisa nowokuphela kwexesha lokubekwa ngokuhambelana nesiVumelwano sokuQondana esityikityiweyo nenkampani ehlinzekayo/ekhokelayo;</p> <p>Ubungqina bokuchongwa kwabaxhamli, nokuba yikopi yesazisi, isazisi sexeshana, iphephamvume lokuqhuba okanye isiqinisekiso sokuzalwa;</p> <p>Ileta etyikityiweyo ngummeli wenkampani eHlinzekayo okanye eKhokelayo engqina ukuba umfundi uqeshwe ubuncinane iinyanga ezimbini kwaye</p> <p>Ikhontrakthi etyikityiweyo/isivumelwano phakathi kwenkampani ekhokelayo/ehlinzekayo nomntu obekiweyo ebonisa umhla wokuqalisa.</p> <p>QAPHELA: Umntu uza kuqwalaselwa kuphela njengobekwe kwithuba lengqesho emva kokuba ebekwe emsebenzini kangangeenyanga ezimbini ubuncinane.</p> <p>QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.</p>		
Iindlela yokubala	Ubuninz: ubalo ngokulula		
Uhlobo lokubala	<input type="checkbox"/> Olongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka-	<input type="checkbox"/> NgoNyaka

Umsebenzi onqwenekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko			
	Ingaba esi siSalathisi soHanjiso lweNkonzo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):					
Uhlobo lwesalathisi	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelo		
	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
Indawo yomhlaba weSalathisi	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi		
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> Besithili	<input type="checkbox"/> BoMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Uxanduva lwesalathisi	UMLawuli: IiNkqubo zeZakhono neeProjekthi				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI					
	Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabasetyhini: 60%		Okujoliswe kulutsha: 98%			
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI			
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhusele	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Vavanya ukuBonakaliswa koMdlu kumashishini ekujoliswe kuwo/abameli. Iinkampani ezihlinzekayo /abameli abakhethiweyo nabanikwe ikhontrakthi. Iinkampani ezihlinzekayo /abalamli baqhelanisiwe. Iinkxasomali zilawulwa ngenyanga.					

Inombolo yesalathisi	7.3.1
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Igama lesalathisi	Inani lamashishini axhaswayo ngabasebenzi abanezakhono			
Inkcazelo emfutshane	Amathuba okukhula kwamashishini anokudalwa ngokubanika ithuba lokubonelela ngamava okufunda kubantu abangaphangeliyo nto leyo eya kuthi isuse emngciphekweni wokufunwa kwabasebenzi kwaye kubangele ukongiwa kweendleko zeenkampani.			
Injongo	Amashishini axhaswayo abandakanya: iinkampani ezikhokelayo nezihlinzeka iinkampani ezityikitye isiVumelwano sokuQondana neDEDAT; kwaye abasebenzi abanezakhono: kubhekisa kubantu abanolwazi okanye uqeqesho lokwenza imisebenzi yomzimba okanye yengqondo entsokothileyo.			
Abaxhamli abaphambili	Ukulinganisa inani lamashishini axhaswayo ngamathuba emisebenzi yexeshana elifutshane ukuze kuphuculwe imveliso nokwandisa imivuzo.			
Umthombo weenkukacha	Amashishini ahlinzeka abantu abangaphangeliyo.			
Izithintelo zeenkukacha	Uvimba weenkukacha ze-excel eziveliswe ngaphakathi zamashishini axhasiweyo.			
Okucingelekayo	Azikho			
Iindlela zokuqinisekisa	Iinkampani ezikhokelayo/ezihlinzekayo zizimisele ukuhlinzeka nokuqesha abaxhamli.			
Indlela yokubala	Uvimba weenkukacha otyikityiweyo kunye/okanye inkqubo ye-electroniki ebonisa amashishini axhaswayo abandakanya: Igama leshishini, Abameli beshishini neenkukacha zoqhagamshelwano, Idilesi yenkampani eHlinzekayo kunye/okanye eKhokelayo, Inani labaxhamli abaxhasiweyo, kunye Nobude bexesha labaxhamli abaxhasiweyo (umhla wokuqala nowokugqibela). IsiVumelwano sokuQondana esityikityiweyo phakathi kweDEDAT nenkampani ekhokelayo/ehlinzekayo. QAPHELA: Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe.			
Uhlobo lokubala	Ubuninzi: ubalo ngobunizi			
Umjikelo wokunikwa kweNgxelo	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> ngoNyaka	<input type="checkbox"/> Olungongezelelwayo
Umsebenzi onqwenelekayo	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko	
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?			
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI		
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):			
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelot

	Ingaba esi siSalathisi esiQhutywa siSidingo?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
	Ingaba esi siSalathisi esiseMgangathweni?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Indawo yomhlaba weSalathisi	Inani leendawo:	<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi			
	Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BMasipala weNgingqi	<input type="checkbox"/> BeWadi	<input type="checkbox"/> BeDilesi
	Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: IiNkqubo zeZakhono neeProjekthi					
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI					
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo aLuntu	Okujoliswe kwabasetyhini: AYINGENI Okujoliswe kubantu abaphila nokhubazeko: AYINGENI <input type="checkbox"/> Akukho nanye kwezi zingentla		Okujolikwe kulutsha: AYINGENI Okujoliswe kubantu abadala: AYINGENI			
	<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla					
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Vavanya ukubonakaliswa koMdlu kumashishini ekujoliswe kuwo/abameli. Iinkampani ezibamba umkhosi/abameli abakhethiweyo kwaye banikwe ikhontrakthi. Iinkampani ezibamba umkhosi/abalami bafakiwe. Iinkxasomali zilawulwa ngenyanga.					

Inkqutyana 7.3: INkuthazo yeZakhono

Inombolo yesalathisi	7.4
Igama lesalathisi	Ixabiso leRandi lenkxasomali efunyenweyo kungenelelo lophuhliso lwezakhono
Inkcazelo emfutshane	Ukutsala nokufikelela kwiingxowamali ezixhasa imisebenzi nemeko yendalo yezakhono kumacandelo aphambili kwezoqoqosho kwiphondo. Iimali zijoliswa ecaleni kwendlela yezakhono kwaye zingasetyenziselwa: ukufakwa emsebenzini, ukuphuhlisa iinkqubo ezintsha, ukulungisa iinkqubo ezikhoyo, ungenelelo ngoncedo lwenkxasomali yezakhono (ezemali nezingezizo ezemali).

Injongo	Ukuququzelela intsebenziswano nabachaphazelekayo ukuze bafikelele kwinkxasomali. Ukongeza, inkqutyana ixhasa ukuhlanganiswa kweenzame kubo bonke abathathinxaxheba abafanelekileyo ukufikelela kwintsebenziswano enqwenelekayo kunye nefuthe.
Abaxhamli abaphambili	Umda ubandakanya abaxhamli ngaphakathi nangaphandle kwenkqubo yemfundo nakwiinkampani/imibutho efuna uncedo.
Umthombo weenkukacha	linkukacha ze-Excel ezenziwe ngaphakathi
Izithintelo zeenkukacha	Nangona abaxhasi bemali benokuthi bazibophelele, umzekelo, isivumelwano esisemthethweni esityikityiweyo / imbalelwano, eyona nkxasomali inokufumaneka kuphela kwiminyakamali elandelayo. Inkxasomali nemijikelo yokunika ingxelo yabaxhasi abahlukeneyo ngenkxasomali kwiinkqubo ezixhaswa ngemali ingohluka. Oku kunokukhokelela ekungangqinelaniyo ekunikweni kwengxelo. Abaxhasi, ngenxa yokunqongophala kwemali, bangazibophelela kwinkxasomali encinci kunokuba bebeceliwe ekuqaleni.
Okucingelekayo	linkukacha zonikezelo nezidingo zezakhono zinokuthelekiswa nesicelo senkxasomali ekujoliswe kuyo. ISebe linenkxasomali, ukuba kuyimfuneko ukuze inkxasomali ibe iyafumaneka.
Iindlela zokuqinisekisa	<p>Uvimba weenkukacha weemali eziphunyeziweyo osayinwe ligosa elinoxanduva lomsebenzi wesalathisi kwaye uxhaswe ngawo:</p> <p>Apho inkxasomali yomthombo ixhatshazwa ngoMamkeli/uKhokelo lwemali yenkampani lileta, etyikityiweyo ngummeli weshishini weNkokeli/Inkampani ebamba iqhaza, engqina ngexabiso leemali zabo abazinikezeleleyo. Ubuncinane beenkukacha kwileta ekufuneka ifakwe:</p> <p>Igama lenkampani ehlinzekayo, Unyakamali wenkxasomali yenkampani, Ishishini okanye icandelo loshishino/lombutho, Inani labaxhamli, Ixabiso lilonke lemali efunyenweyo (ngexesha lokubekwa, kunyakamali),</p> <p>Apho umthombo wenkxasomali uxhatshazwa ngabaxhasi ngemali lileta etyikityiweyo okanye i-imeyile yebhaso evela kumnikeli, ethunyelwe kwiSebe, echaza ngokucacileyo ixabiso lemali efunyenweyo, okanye</p> <p>Isivumelwano sekhontrakthi, esityikityiwe liSebe nomxhasimali obonisa ixabiso leemali ezifunyenweyo, okanye</p> <p>Apho umthombo wenkxasomali uxhaswe ngenkxasomali yophuhliso lwezakhono ngokusebenzisa inkampani ehlinzekayo / eKhokelayo:</p> <p>Ixabiso lenkxasomali efunyenwe ngokusebenzisa inkampani ehlinzekakayo okanye eKhokelayo iza kubalwa ngomlinganiselo weSETA kuQeqesho okanye ngexabiso eliqhelekileyo lemigangatho yeyunithi ekuphele kusetyenziswa umlinganiselo weSETA yoKuqeqeshelwa umsebenzi.</p>
Iindlela zokuqinisekisa (kuyaqhubeka)	<p>ISebe linokukhetha ukuqaphela inkxasomali efunyenweyo ngeli xesha:</p> <p>ibhaso okanye isivumelwano okanye kwixesha apho iintlawulo eziye zachaphazeleka.</p> <p>QAPHELA:</p> <p>Imali yeSebe ayinakubandakanywa okanye ibangwe kwixabiso elixeliweyo lemali efunyenweyo, njengoko ugxininiso luza kuba kwimali yokunika ingxelo eyanyuswa ngaphezu kwemali yesebe.</p> <p>Isebe linokunika ingxelo ngenkxasomali kube kanye kuphela kwesi sigaba siphakathi seminyaka emihlanu sangoku. Ixabiso lilonke libangwa kwangaphambili, okanye iintlawulo eziye zakhutshwa zibangwa ngonyaka apho kufunyenwe iintlawulo evela kumnikeli.</p> <p>lileta ezixhaswe yiNgxowamali kufuneka zihambelane nomhla, o.k.t., uchaze ngokucacileyo unyakamali apho imali yenziwe khona.</p>

Indlela yokuBala	Utyikityo lwesandla nolwe-elektroniki olukhuselwe ngepassword lwamkelwe				
	Ubuninzi: ubalo ngokulula				
	Ulongezelelwayo	<input type="checkbox"/> Ukuphela koNyaka	<input type="checkbox"/> Unyaka ukuza kuthi ga ngoku	<input type="checkbox"/> Olungongezelelwayo	
	<input type="checkbox"/> NgeKota	<input type="checkbox"/> Kabini ngoNyaka	<input type="checkbox"/> NgoNyaka		
	<input type="checkbox"/> Ngaphezu kobe kujoliswe kuko	<input type="checkbox"/> Obe kujoliswe kuko	<input type="checkbox"/> Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko		
Uhlolo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ukuba nguwe, qinisekisa ngendawo (ngeendawo) eziphambili apho i(ii)nkonzo ezinokuhanjiswa ezilinganiswa ngesi salathisi zizakuphuculwa (ukhetho oluninzi lunokwenziwa):				
	<input type="checkbox"/> Ufikelelo	<input type="checkbox"/> Intembeko	<input type="checkbox"/> Impendulo	<input type="checkbox"/> Ingqibelelot	
	Ingaba esi siSalathisi esiQhutywa siSidingo?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Ingaba esi siSalathisi esiseMgangathweni?				
	<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI			
	Indawo yomhlaba weSalathisi	Inani leendawo:		<input type="checkbox"/> Indawo eNye	<input type="checkbox"/> Iindawo eziNinzi
		Ubungakanani:	<input type="checkbox"/> BePhondo	<input type="checkbox"/> BeSithili	<input type="checkbox"/> BoMasipala weNgingqi
<input type="checkbox"/> BeWadi		<input type="checkbox"/> BeDilesi			
Iindawo ezininzi zohanjiso, ingaba oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)?					
<input type="checkbox"/> EWE	<input type="checkbox"/> HAYI				
Uxanduva lwesalathisi	UMLawuli: Inkuthazo yeZakhono				
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI				
	Inkcazelo yefuthe lomhlaba: AYINGENI				
Ukwahlulwahlulwa kwabaxhamli – Amaqela amaLungelo oLuntu	Okujoliswe kwabatyhini: AYINGENI		Okujoliswe kulutsha: AYINGENI		
	Okujoliswe kubantu abaphila nokhubazeko: AYINGENI		Okujoliswe kubantu abadala: AYINGENI		
<input type="checkbox"/> Akukho nanye kwezi zingentla					
<input type="checkbox"/> iG4J	<input type="checkbox"/> Ukhuselo	<input type="checkbox"/> Impilontle	<input type="checkbox"/> Usungulo lwezinto ezintsha, iNkcubeko noLawulo		

IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	<input type="checkbox"/> Akukho nanye kwezi zingentla
IiNkcukacha zoPhunyezo (Iinkonzo ezingundoqo nemisebenzi)	Amathuba enkxasomali/izikhewu zichongiwe. Iziphakamiso zenkxasomali zingenisiwe. Isaziso samabhaso enkxasomali aqokelelwe.

IziHlomelo kwisiCwangciso sokuSebenza soNyaka

IsiHlomelo A: Izilungiso kwiQhinga lesiCwangciso

Izilungiso kwiQhinga lesiCwangciso zaqakwa kwisiCwangciso sokuSebenza soNyaka esathiwa thaca sowama2022/23.

IsiHlomelo B: IZibonelelo zoXhomekeko

Ayingeni.

IsiHlomelo C: Izalathisi eziHlanganisiweyo

Iziko	Isiphumo sesalathisi	Okujoliswe kuko ngoNyaka	Umthombo weenkukacha
i-ASEZ	Inani leeprojekthi zotyalomali ezizibopheleleyo	2	IsiCwangciso soShishino seNkampani iASEZ sowama2024/25
i-ASEZ	Inani lezivumelwano zomqeshi ezityikityiweyo zokuqeshisa	2	IsiCwangciso soShishino seNkampani iASEZ sowama2024/25
i-Wesgro	Inani leziniki maxabiso ezikhuselweyo	35	I-APP yeWesgro yowamaAPP 2024/25
i-Wesgro	Inani lamaphulo ocwangciso	4	I-APP yeWesgro yowamaAPP 2024/25
i-Wesgro	Inani leeprojekthi zotyalomali ezizibopheleleyo	18	I-APP yeWesgro yowamaAPP 2024/25
i-Wesgro	Inani lezivumelwano zorhwebo ezityikityiweyo	60	I-APP yeWesgro yowamaAPP 2024/25
iSaldanha Freeport	Inani lezivumelwano zokuqeshisa ezityikityiweyo zomqeshi nabasebenzi	8	IsiCwangciso soShishino seSaldanha Freeport

IsiHlomelo D: IModeli yoPhuhliso lweSithili

URhulumente weNtshona Koloni usebenzisa iNdlela eHlangeneyo yoMasipala oMbaxa neSithili njengempendulo yakhe kwiModeli yoPhuhliso lweSithili.

Iindawo zongenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 – MTEF)				
	Inkcazelo yeProjekthi	UMasipala weSithili	Indawo: Ulungelelw aniso lweGPS	Inkokheli yeprojekthi	Amahlakani asekuhlaleni
UKwenza Lula ukuQhuba uShishino	Uphuhliso loShishino: Inyathelo lokuQhathaniswa kweMali eyiNkunzi nokufikelela	INTshona Koloni (eqhutywa sisidingo)		INKqubo yesi2	I-JSE, amaziko enkasomali, abachaphazelekayo abachaphazelekayo

Iindawo zongenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 – MTEF)				
	Inkcazelo yeProjekthi	UMasipala weSithili	Indawo: Ulungelelw aniso lweGPS	Inkokheli yeprojekthi	Amahlakani asekuhlaleni
	kwiimarike. Inkxaso eqhutywa sisidingo seeSMME				kubudlelwane bendalo beSMME
UKwenza Lula ukuQhuba uShishino	Uphuhliso loShishino: iNgxowamali eVuselelayo, inkxaso eqhutywa sisidingo seeSMME	INTshona Koloni (eqhutywa sisidingo)		INkqubo yesi2	Oomasipala bengingqi; Imibutho yenkxaso yeSMME; amaziko emfundo ephakamileyo, iiSETA
UKwenza Lula ukuQhuba uShishino	Uphuhliso lweNkcubeko yoShishino	INTshona Koloni		INkqubo yesi2	Imibutho yenkxaso yeSMME, amaziko emfundo ephakamileyo, iGEM, amaqonga onxibelelwano
UKwenza Lula ukuQhuba uShishino	Uphuhliso loShishino: inkxaso yophuhliso loShishino	INTshona Koloni: (eqhutywa sisidingo)		INkqubo yesi2	Imibutho yenkxaso yeSMME, amaziko emfundo ephakamileyo
UKwenza Lula ukuQhuba uShishino	Uphuhliso loShishino: Inkxaso yenkqubo yobudlelwano nendalo yasemva kokugqiba amabanga apha kamileyo ukubhiyozela ushishino	INTshona Koloni: (eqhutywa sisidingo)		INkqubo yesi2	Amaziko emfundo ephakamileyo, imibutho yenkxaso yeSMME
UKwenza Lula ukuQhuba uShishino	UPhuhliso lwezoQoqosho lweNgingqi nolwaseKhaya: Uxhotyiso lwezakhono kuMasipala	iCape Winelands		INkqubo yesi2	Oomasipala basekhaya; Amasebe eWCG. neearhente; urhulumente kazwelonke kunye/okanye necandelo labucala
UKwenza Lula ukuQhuba uShishino	UPhuhliso lwezoQoqosho lweNgingqi nolwaseKhaya: Izicwangciso zokukhulisa uqoqosho loMasipala	iWest Coast iCape Winelands iOverberg iGarden Route iCentral Karoo		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG. Nearhente; urhulumente kazwelonke; icandelo labucala
UKwenza Lula ukuQhuba uShishino	UPhuhliso lwezoQoqosho lweNgingqi nolwaseKhaya: Ifora LED yeNgingqi	iWest Coast iCape Winelands iOverberg iGarden Route iCentral Karoo		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG. Nearhente; urhulumente kazwelonke; icandelo labucala

Iindawo zongenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 – MTEF)				
	Inkcazelo yeProjekthi	UMasipala weSithili	Indawo: Ulungelelw aniso lweGPS	Inkokheli yeprojekthi	Amahlakani asekuhlaleni
UKwenza Lula ukuQhuba uShishino	UkuNciphisa iMithetho engeyomfuneko: Umnxeba woNcedo lweNkxaso kwiShishini	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG. Nnearhente; urhulumente kazwelonke
UKwenza Lula ukuQhuba uShishino	UkuNcitshiswa kweMithetho engeyoMfuneko: uHlaziyo loLawulo	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG. Nnearhente; urhulumente kazwelonke
UKwenza Lula ukuQhuba uShishino	UkuNcitshiswa kweMithetho engeyoMfuneko: uLawulo oluThambekileyo	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG
UKwenza Lula ukuQhuba uShishino	UkuNcitshiswa kweMithetho engeyoMfuneko: iNkxaso yokucitshiswa kweMithetho engeyoMfuneko kuMasipala	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi2	Oomasipala beNgingqi; amasebe eWCG
Uphuhliso lweCandelo	INkqubo yokucitshiswa uKhuphiswano loThunyelo lwempahla kumazwe angaphandle	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi3	I-Wesgro, i-dtic, i-DoA, amabhunga okuthumela impahla ngaphandle, imibutho yoshishino, amagumbi oshishino
Uphuhliso lweCandelo	Amaphulo okwazisa ngothunyelo lwempahla kumazwe angaphandle kweSithili	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi3	Wesgro, i-dtic, i-DoA, amabhunga okuthumela impahla ngaphandle, imibutho yoshishino, oomasipala besithili namanye amasebe karhulumente
UMmiselo woShishino	Ukubonelela ngongenelelo ngoncedo olusisiseko lokufundisa ngemali kubahlali namashishini eNtshona Koloni	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi4	OoMasipala; amasebe kaRhulumente weNtshona Kolono, iiNPO, amashishini
UMmiselo woShishino	Ukubonelela ngeenkono zokusombulula izikhalazo zabathengi kubahlali baseNtshona Koloni nakumashishini	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi4	Abahlali namashishini aseNtshona Koloni

Iindawo zongenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 – MTEF)				
	Inkcazelo yeProjekthi	UMasipala weSithili	Indawo: Ulungelelw aniso lweGPS	Inkokheli yeprojekthi	Amahlakani asekuhlaleni
UKwenza Lula ukuQhuba uShishino	UbuChwepheshe noSungulo lwezinto ezintsha olunxulumene nophuculo lolawulo	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi5	Urhulumente kazwelonke, urhulumente wephondo, oomasipala, nabathathinxaxheba abafanelekileyo ikakhulu kumacandelo obuchwepheshe nokusungulwa kwezinto ezintsha, nabaxhamli bobuchwephesha
Ubuntlola kwezoqoqosho	Ukukhuthaza nokulungelelanisa i-IQ yezoqoqosho kwiPhondo	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi5	Oomasipala; amasebe eWCG neearhente; Urhulumente kazwelonke kunye/okanye iCandelo laBucala
Ukunika Amandla iZiseko zoPhuhliso namaPhulo nyathelo okuqala	Indawo yoQoqosho eKhethekileyo yaseAtlantis	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi5	i-dtic, iSixeko saseKapa, iWesgro, iSaldanha Freeport, iGreenCape, imibutho yabasebenzi; uthungelwano lwabachaphazelekayo ekuhlaleni
Ukhuselo loKhenketho neeMpawu	IiMpawu zoKhenketho: uPhuhliso lweZakhono zeeMpawu zoKhenketho	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi6	ii-Ofisi zoKhenketho zeNgingqi nezeKhaya; ooMasipala beeNgingqi
Ukhuselo loKhenketho neeMpawu	Ukhuselo lwezoKhenketho: Iyunithi yoNyanzelo loMthetho wezoKhenketho	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi6	ISixeko saseKapa, iiSANPark
Uphuhliso lweNdawo yoKhenketho	UkuKhula koKhenketho noPhuhliso: iNgxowamali yoMngeni weG4J kwezoKhenketho	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi6	Ii-ofisi zokhenketho lwengingqi nolwasekhaya; oomasipala bengingqi nabesithili
Uphuhliso lweNdawo yoKhenketho	UkuKhula koKhenketho noPhuhliso: iNgqinisekiso ngoMgangatho	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi6	I-DT, i-TGCSA, ii-ofisi zokhenketho zengingqi nezengingqi; oomasipala bengingqi nabesithili

Iindawo zongenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 – MTEF)				
	Inkcazelo yeProjekthi	UMasipala weSithili	Indawo: Ulungelelw aniso lweGPS	Inkokheli yeprojekthi	Amahlakani asekuhlaleni
UPhuhliso lweNdawo yoKhenketho	UCwangciso loKhenketho nokuKhula koKhenketho noPhuhliso: Inkxaso yoPhuhliso kwiiOfisi zoKhenketho lweNgingqi nolwaseKhaya	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi6	I-DT, iiofisi zokhenketho lwengingqi nolwasekhayo; oomasipala besithili nabengingqi
UPhuhliso lweZakhono noSungulo lwezinto ezintsha	Ukuncedisa ekuboneleleni ngamathuba emisebenzi yexeshana elifutshane	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi7	Amasebe eWCG, icandelo labucala
UPhuhliso lweZakhono noSungulo lwezinto ezintsha	Ukubonelelwa kwabasebenzi abanezakhono	Zonke (kuquka noMasipala oMbaxa waseKapa)		INkqubo yesi7	Amasebe eWCG , icandelo labucala