Western Cape Government

Cultural Affairs and Sport

ISEBE LEMICIMBI YENKCUBEKO NEMIDLALO

UFikeleleko lweeNkonzo

INcwadana eyiReferensi

Imbulambethe:

Le ncwadana yireferensi yedesika yokunceda ukuba: 1) zibonakale lula ezona nkonzo zingundoqo zibonelelwa liCandelo leeNkonzo zaMathala eeNcwadi kwiSebe leMicimbi yeNkcubeko neMidlalo; kunye nokuba 2) ufumanise ukuba zifikelelwa njani na ezi nkonzo.

Olu xwebhu luyaphila, yaye luza kumana lulungiswa, kufakelelwa nezintsha xa kuyimfuneko.

Olu xwebhu luza kufumaneka kwiwebhusayithi KaRhulumente weNtshona koloni ethi (http://www.westerncape.gov.za/your_gov/1724), nalapho inokufumaneka khona entsha.

ISIQULATHO

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4.	**Inkqubo 4 (IMidlalo noLonwabo)**
	Ubonelelo ngeenkqubo zemidlalo nolonwabo:
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	  o INkqubo yeMOD
	  o ULonwabo
	• UkuPhakanyiswa kweZinga leMidlalo
	  o Iinkonzo zeNkxaso kwiiiNkonzo ezisiSiseko, uPhando noVavanyo
	  o IiNkonzo zabaNcedwayo nezoBunzulu-lwazi
		13

1	Inkqubo1	ULawulo
1.1	**INkonzo enguNdoqo**	**IOfisi yoMphathiswa wePhondo**
UMphathi weNkonzo onguNdoqo		Herman Van der Westhuizen
Umnxeba		021 483 9822
I-Imeyili		Herman. Van der Westhuizen@westerncape.gov.za
Apho ikhoyo i-ofisi		KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
1.2	**INkonzo enguNdoqo**	**IOfisi yeNtloko yeSebe**
INtloko yeOfisi		Deon Burger
Umnxeba		021 483 9501
I-imeyili		Deon.Burger@westerncape.gov.za
Apho ikhoyo i-ofisi		KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
1.3	**INkonzo enguNdoqo**	**IiNkonzo zoLawulo lweMali**
UMphathi weNkonzo onguNdoqo		Brenda Rutgers
Umnxeba		021 483 9525
I-Imeyili		Brenda.Rutgers@westerncape.gov.za
Apho ikhoyo i-ofisi		KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa

1.4	INkonzo enguNdoqo	Isicwangciso-qhinga ne Nkxaso yoLawulo loMsebenzi
UMphathi weNkonzo enguNdoqo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Shaun Julie 021 483 3134 Shaun.Julie@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
2	**INkqubo 2**	**IMicimbi yeNkcubeko**
UMphathi weNkqubo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Hannetjie du Preez 021 483 9509 Hannetjie.duPreez@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
2.1	**INkonzo enguNdoqo**	**UBugcisa, iNkcubeko neeLwimi**
UMphathi weNkonzo enguNdoqo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Jane Moleleki 021 483 9671 Jane.Moleleki@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
2.1.1	**INkonzo ePhambili**	**UBugcisa neNkcubeko**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Nerine Jeaven 021 483 9713 Nerine.Jeaven@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
IiNkcukacha ngofikeleleko lweeNkonzo		

IiNkonzo ekubonelelwa ngazo: • Ukuququzelela uphuhliso, ukhuthazo lobugcisa nenkcubeko eNtshona Koloni ngokumisela iziseko ezisebenzayo nezifezekileyo zobugcisa nenkcubeko nezenza umdla; iinkqubo ezisekeleze kwiziphumo ezikhuthaza ukuziqalela izinto ezintsha; ukuxhasa nokuncedisa iKomishini yeNkcubeko yeNtshona Koloni ukuba iphumeze egunyaziswe kona ngokusemthethweni. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bangafikelela kwiinkonzo ngokufunda iibhrowutsha ezineenkcukacha zamaziko enkcubeko; izibhengezo ezibakhwebayo ukuba benze izicelo zenkxaso-mali yeenkqubo zabo zobugcisa nenkcubeko; kunye neenkqubo zamasebe ezisiwa eluntwini. Ngaphandle kweOfisi eyiNtloko eseKapa, zikho nezinye ii-ofisi zemimandla eOudtshoorn naseVredendal.		
2.1.2	**INkonzo ePhambili**	**IiNkonzo zeeLwimi zeNtshona Koloni**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Quintus van der Merwe 021 483 9674 Quintus.VanDerMerwe@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
IiNkcukacha zoFikeleleko lweeNkonzo		
IiNkonzo ekubonelelwa ngazo: • Ukuphunyezwa koMgaqo-nkqubo weeLwimi eNtshona Koloni nokuhlola uphunyezo lomgaqo-nkqubo wamasebe kaRhulumente weNtshona Koloni Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Amasebe abasebenzisi beenkonzo azifikelela iiNkonzo ngokucela iinkonzo zenkxaso zeelwimi, umz., uguqulo, ukuhlela nokutolika ngeelwimi ezintathu zeNtshona Koloni. Abasebenzisi beenkonzo bafikelela kwiinkonzo ngokuthatha inxaxheba kwiinkqubo ezikhuthaza imfezeko yoMgaqo-nkqubo weeLwimi weNtshona Koloni.		

2.2	INkonzo enguNdoqo	AMaziko oLondolozo lweMbali, uLawulo lweZinto eziliLifa leMveli neeNkonzo zaMagama eeNdawo
UMphathi weNkonzo enguNdoqo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Andrew Hall 021 483 5959 Andrew.Hall@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
2.2.1	**INkonzo ePhambili**	**IiNkonzo zeNkxaso zeZiko loLondolozo lweMbali leNtshona Koloni**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Charlene Houston 021 483 9678 Charlene.Houston@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
2.2.2	**INkonzo ePhambili**	**AMaziko oLondolozo lweMbali kuMasipala oMbaxa/UNxweme lweNtshona, iBolandi (iVoorberg) neBreede River Valley**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Johanna Kotze (Acting) 023 342 2225 Johanna.Kotze@westerncape.gov.za IZiko loLondolozo lweMbali laseWorcester iKlein Plasie, kwiNdlela iRobertson Rd, eWorcester
2.2.3	**INkonzo ePhambili**	**AMaziko oLondolozo lweMbali ase-Eden/kuMBindi Karoo neOverberg**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Mbulelo Mrubata 044 691 1067 Mbulelo.Mrubata@westerncape.gov.za Bartolomeu Dias Museum, Market Street, Mossel Bay
IiNkcukacha ngoFikeleleko lweeNkonzo		

Inkonzo ekubonelelwa ngayo: • Ukukhuthaza nokulondoloza ilifa lemveli ngokusebenzisa iinkonzo zamaziko olondolozo lwembali namanye amaqumrhu; ukubonelela ngolondolozo, ukhuthazo nophuhliso lwenkcubeko nelifa lemveli; kunye nokuncedisa amaziko azibandakanya namaziko olondolozo lwembali ngokuphumeza uMthetho i-Museum Ordinance, 1975 (iPhondo leKapa). Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bazifikelela iinkonzo ngokufunda iibhrowutsha nezinto ezipapashiweyo, iiwebhusayithi, ngokuhambela amaziko olondolozo lwembali, imiboniso neenkqubo zemfundo.		
2.2.4	**INkonzo ePhambili**	**IiNkonzo zaMagama eeNdawo**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Anita van der Merwe 021 483 9721 Anita.VanDerMerwe@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
IiNkcukacha zoFikeleleko lweeNkonzo		
IiNkonzo ekubonelelwa ngazo: • Ukubonelela ngeenkonzo zenkxaso nophando-lwazi kwiKomiti yaMagama eeNdawo yePhondo. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bafikelela kwiinkonzo ngokufunda iibhrowutsha nezinto ezishicilelweyo, ezipapashiweyo nakwiiwebhusayithi.		

2.2.5	**INkonzo ePhambili**	**ULawulo lweZixhobo zeLifa leMveli**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		(Asinamntu esi sithuba)
IiNkcukacha zoFikeleleko lweeNkonzo		
Iinkonzo ekubonelelwa ngazo: • Inkxaso kwiLifa leMveli leNtshona Koloni. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Ukulungiselela ukuba abasebenzisi beenkonzo zeLifa leMveli bafikelele kwiinkonzo ngokoMthetho iNational Heritage Resources Act (UMthetho 25 ka-1999).		

<table>
<tr><th>3</th><th>INkqubo 3</th><th>IiNkonzo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo</th></tr>
<tr><td>3.1</td><td>INkonzo enguNdoqo</td><td>IiNkonzo zamaThala eeNcwadi</td></tr>
<tr><td colspan="2">UMphathi weNkonzo enguNdoqo
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>Nomaza Dingayo
021 483 2273
Nomaza.Dingayo@westerncape.gov.za
ISakhiwo seNkonzo yamaThala eeNcwadi yePhondo, c/o kwiZitalato iChiappini neHospital, eKapa</td></tr>
<tr><td>3.1.1</td><td>INkonzo ePhambili</td><td>INkonzo yeThala leeNcwadi: IiNkonzo zeNkxaso kooMasipala</td></tr>
<tr><td colspan="2">UMphathi weNkonzo ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>Pieter Hugo
021 482 2441
Pieter.Hugo@westerncape.gov.za
ISakhiwo seNkonzo yamaThala eeNcwadi yePhondo, c/o kwiZitalato iChiappini neHospital, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">Iinkonzo ekubonelelwa ngazo:
Ukuququzelela ukufakelwa kobuxhakaxhaka be-IT ne-intanethi kwiNkqubo yoQhagamshelwaniso lwamaThala eeNcwadi emaPhandleni.
Ukwabela nokuwelisa inkxaso-mali koomasipala ukuze bakwazi ukuhlawulela izinto zamathala eencwadi abo kunye nokubeka iliso kwinkcitho yeso sabelo
Inkxaso-mali yezixhobo zamathala eencwadi
Inkxaso-mali yamathala eencwadi amancinci
Inkxaso-mali yeesistimu zokubona iincwadi eziphuma ngokungekho mthethweni
Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo
Ngokuya kuMagosa eeNkonzo zeNkxaso zikaMasipala kwisakhiwo seNkonzo yaMathala eeNcwadi yeNtshona Koloni.
Ngokuya kumathala eencwadi angama-357 akhoyo kweli phondo.</td></tr>
</table>

<table>
<tr><th>3.1.2</th><th>INkonzo ePhambili</th><th>INkonzo yamaThala eeNcwadi: UQuquzelelo loMbindi Karoo</th></tr>
<tr><td colspan="2">UMphathi weNkonzo ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>Theresa Caroline
021 483 2036
Theresa.Caroline@westerncape.gov.za
ISakhiwo seNkonzo yamaThala eeNcwadi yePhondo, c/o kwiZitalato iChiappini neHospital, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">Iinkonzo ezibonelelwayo
Ukuququzelela ukufakelwa kobuxhakaxhaka be-IT ne-intanethi kwiNkqubo yoQhagamshelwaniso lwamaThala eeNcwadi emaPhandleni.
Ukwabela nokuwelisa inkxaso-mali koomasipala ukuze bakwazi ukuhlawulela izinto zamathala eencwadi abo kunye nokubeka iliso kwinkcitho yeso sabelo
Inkxaso-mali yezixhobo zamathala eencwadi
Inkxaso-mali yamathala eencwadi amancinci
Inkxaso-mali yeesistimu zokubona iincwadi eziphuma ngokungekho mthethweni
Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo
Ngokuya kuMagosa eeNkonzo zeNkxaso zikaMasipala kwisakhiwo seNkonzo yaMathala eeNcwadi yeNtshona Koloni.
Ngokuya kumathala eencwadi angama-357 akhoyo kweli phondo.</td></tr>
</table>

<table>
<tr><th>3.1.3</th><th>INkonzo ePhambili</th><th>IiNkonzo zamaThala: UQuquzelelo loMmandla</th></tr>
<tr><td colspan="2">UMphathi weNkonzo ePhambili
Umnxeba
I-imeyili
Apho ikho i-ofisi</td><td>Stefan Wehmeyer
021 483 2241
Stefan.Wehmeyer@westerncape.gov.za
ISakhiwo seNkonzo yamaThala eeNcwadi yePhondo, c/o kwiZitalato iChiappini neHospital, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">Iinkonzo ezibonelelwayo
Ukuququzelela ukufakelwa kobuxhakaxhaka be-IT ne-intanethi kwiNkqubo yoQhagamshelwaniso lwamaThala eeNcwadi emaPhandleni.
Ukwabela nokuwelisa inkxaso-mali koomasipala ukuze bakwazi ukuhlawulela izinto zamathala eencwadi abo kunye nokubeka iliso kwinkcitho yeso sabelo
Inkxaso-mali yezixhobo zamathala eencwadi
Inkxaso-mali yamathala eencwadi amancinci
Inkxaso-mali yeesistimu zokubona iincwadi eziphuma ngokungekho mthethweni
Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo
Ngokuya kuMagosa eeNkonzo zeNkxaso zikaMasipala kwisakhiwo seNkonzo yaMathala eeNcwadi yeNtshona Koloni.
Ngokuya kumathala eencwadi angama-357 akhoyo kweli phondo.</td></tr>
</table>

3.2	INkonzo enguNdoqo	IiNkonzo yoLondolozo lweeNkcukacha eziBalulekileyo yePhondo
UMphathi weNkonzo enguNdoqo		Nikiwe Gloria Momoti
Umnxeba		021 483 0409
I-imeyili		Nikiwe.Momoti@westerncape.gov.za
Apho ikhoyo i-ofisi		72 kwiSitalato iRoeland, eKapa
3.2.1	**INkonzo ePhambili**	**ULawulo lwaMaziko oLondolozo lweeNkcukacha eziBalulekileyo**
UMphathi weNkonzo ePhambili		Jolanda Hogg
Umnxeba		021 483 0402
I-imeyili		Jolanda.Hogg@westerncape.gov.za
Apho ikhoyo i-ofisi		72 kwiSitalato iRoeland, eKapa

IiNkcukacha zoFikeleleko lweeNkonzo

Iinkonzo ekubonelelwa ngazo:

- Ukuqokelelwa, ukucwangciswa, ukuchazwa, ukuphanda, ukuhlaziywa kwezintlu zezinto nokufakwa kolwazi ngokweekhowudi kweerekhodi zikarhulumente konke oku kusuka kumaqumrhu karhulumente.
- Ukuqokelelwa, ukucwangciswa, ukuchazwa, ukuphanda ulwazi, ukuhlaziywa kwezintlu zezinto nokufakwa kolwazi ngokweekhowudi, ukugcinwa ingqokelela yeerekhodi ezingezokarhulumente, amafoto, iimephu, imayikhrofilimu, iirekhodi zembali zomlomo, iirekhodi zedijithali nezekhompuyutha.
- Ukufumana imisebenzi epapashiweyo kumathala eencwadi, ukuhlelwa nokufakwa kwale misebenzi ngokweekhathalogu kwisistimu, ukunika abasebenzisi-nkonzo imisebenzi epapashiweyo, ukufaka ulwazi ngokweekhowudi nokujikelezisa imisebenzi emitsha epapashiweyo kubasebenzi.

Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo:

- Abasebenzisi beenkonzo bafikelela kwiirekhodi zikarhulumente nezingezozikarhulumente kwanezinto ezipapashiweyo zamathala eencwadi ngokudibana nabasebenzi kwiziko loLondolozo lweeNkcukacha eziBalulekileyo.

<table>
<tr><td>3.2.2</td><td>INkonzo ePhambili</td><td>ULawulo lweeRekhodi</td></tr>
<tr><td colspan="2">UMphathi weNkonzo
ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>
Constance Mthetho
021 483 0434
Constance.Mthetho@westerncape.gov.za
72 KwiSitalato iRoeland, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">IiNkonzo ekubonelelwa ngazo:
Ukwenziwa kovavanyo lweerekhodi zekhompuyutha ezisetyenziswa ngamaqumrhu karhulumente.
Ukulungiselela uvavanyo nohlolo lweemeko/ lwezidingo asebenza phantsi kwazo amaqumrhu karhulumente ukulawula iirekhodi zawo zekhompuyutha.
Ukubonelela ngeengcebiso, ukunika isikhokelo nokuncedisa kulawulo olulungelelanisiweyo lweerekhodi zekhompuyutha; kunye
Nokwamkela iisistimu zolawulo lweerekhodi zekhompuyutha zamaqumrhu karhulumente.
Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo:
Amaqumrhu karhulumente afikelela kwiinkonzo ngokudibana nabasebenzi kwiZiko loLondolozo lweeNkcukacha eziBalulekileyo</td></tr>
<tr><td>3.2.3</td><td>INkonzo ePhambili</td><td>UPhunyezo loSetyenziso lweNkqubo yoLawulo lwamaXwebhu ngeKhompuyutha (ECM)</td></tr>
<tr><td colspan="2">UMphathi weNkonzo
ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>
Goolam Mohamed (Acting Director)
021 461 2090
Goolam.Mohamed@westerncape.gov.za
Kwikona yeZitalato iCaledon nePrimrose, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">IiNkonzo ekubonelelwa ngazo:
Ukulungiselela, ukulawula nokulungelelanisa uphunyezo nohanjiso lwe-ECM kumaziko kaRhulumente weNtshona Koloni
Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo:
Amasebe abasebenzisi beenkonzo afikelela kwiiNkcukacha eziziZiseko ze-ECM ngokudibana namagosa e-ECM.</td></tr>
</table>

4	INkqubo 4	IMidlalo noLonwabo
UMphathi weNkqubo Umnxeba I-imeyili Apho ikho i-ofisi		Adv. Lyndon Bouah 021 483 5891 Lyndon.Bouah@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
4.1	**INkonzo enguNdoqo**	**UPhuhliso lwezeMidlalo**
UMphathi weNkonzo enguNdoqo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Paul Hendricks 021 483 9662 Paul.Hendricks@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
4.1.1	**INkonzo ePhambili**	**IMidlalo yeZikolo**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Claude Meyer 021 483 9530 Claude.Meyer@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
IiNkcukacha zoFikeleleko lweeNkonzo		
IiNkonzo ekubonelelwa ngazo: • Inkxaso kwiinkqubo zemidlalo zezikolo ngobuhlakani neSebe leMfundo leNtshona Koloni. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bafikelela kwiinkonzo ngeziseko zemidlalo zezikolo, iimanyano zemidlalo eziphathelene nezikolo. • Abasebenzisi beenkonzo bafikelela kwiinkonzo ngeenkqubo zaMaziko e-MOD akhoyo kwiphondo lonke, oku ekwenza ngokubonelela iinkqubo zemidlalo nolonwabo kubathathi-nxaxheba ababhalisiweyo abangama-48 000 abaphuma kwiindawo zabahlali abahlelelekileyo nakwizikolo ezingabonelelwa ngokwaneleyo.		

<table>
<tr><th>4.1.2</th><th>INkonzo enguNdoqo</th><th>INkqubo yeMOD</th></tr>
<tr><td colspan="2">UMphathi weNkonzo ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>Roderick Siljeur
021 483 9654
Roderick.Siljeur@westerncape.gov.za
KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
<tr><td colspan="3">Iinkonzo ekubonelelwe ngazo:
Ukudala isimo esifanelekileyo sentatho-nxaxheba ngobuninzi nokuncedisa ngezokukhuthaza iziphumo ezihle zemfundo, ngokubonelela abantwana besikolo ngezemidlalo nokuba bafikelele kumaqunrhu ezolonwabo emva kwesikolo.
Ukufikelela kwabancedwayo:
Amaziko eeMOD asezikolweni kwaye asebenza ngamaxehsa asemva kwesikolo ngokubonelela abafundi ngezinto ezahlukeneyo ezibandakanya imidlalo yolonwabo, ezobugcisa nezenkcubeko; zikwabonelela ngamathuba okuba abathathi-nxaxheba bachongelwe kumanqanaba alandelayo.
Inkqubo yeMOD ikwakhuthaza iziphumo ezihle zemfundo ngokubonelela ngenkxaso kwezemfundo ngenkqubo ebizwa ngokuba “yiYear Beyond” nangokuba abafundi bafikelele kumathala eencwadi.</td></tr>
<tr><th>4.1.3</th><th>INkonzo ePhambili</th><th>Ezolonwabo</th></tr>
<tr><td colspan="2">UMphathi weNkonzo ePhambili
Umnxeba
I-imeyili
Apho ikhoyo i-ofisi</td><td>Philasande Macwili
021 483 9517
Philasande.Macwili@westerncape.gov.za
KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa</td></tr>
<tr><td colspan="3">IiNkcukacha zoFikeleleko lweeNkonzo</td></tr>
</table>

IiNkonzo ekubonelelwa ngazo: • Iinkonzo ezisekelwe ezolonwabo, imibhiyozo nokuphuhlisa izakhono. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bafikelela kwiinkonzo ngeziseko zolonwabo, ngemibhiyozo nangeendawo zokuzonwabisa namaziko olonwabo ezifama.		
4.2	**INkonzo enguNdoqo**	**Ukhuthazo lweMidlalo**
UMphathi weNkonzo enguNdoqo Umnxeba I-imeyili Apho ikhoyo i-ofisi		Thabo Tutu 021 483 9622 Thabo.Tutu@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
4.2.1	**INkonzo ePhambili**	**IiNkonzo zeNkxaso kwiziBonelelo, uPhando-lwazi neMicimbi**
UMphathi weNkonzo ePhambili Umnxeba I-imeyili Apho ikhoyo i-ofisi		Henry Paulse 021 483 9626 Henry.Paulse@westerncape.gov.za KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa
IiNkcukacha zoFikeleleko lweeNkonzo		
IiNkonzo ekubonelelwa ngazo: • Inkxaso ngeziseko zemidlalo; inkxaso kwimicimbi yemidlalo ebanjwayo; uphando-zimvo ngezemidlalo. Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo: • Abasebenzisi beenkonzo bafikelela kwiinkonzo ngeziseko zemidlalo, oomasipala, • iimanyano zemidlalo namabhunga emidlalo.		

4.2.2	INkonzo ePhambili	IiNkonzo zeNkxaso zaBasebenzisi beenkonzo nezoBungcali

UMphathi weNkonzo ePhambili	Bennett Bailey
Umnxeba	021 483 9631
I-imeyili	Bennett.Bailey@westerncape.gov.za
Apho ikhoyo i-ofisi	KwiSakhiwo iProtea Assurance, eGreenmarket Square, eKapa

IiNkcukacha zoFikeleleko lweeNkonzo

IiNkonzo ekubonelelwa ngazo:

- Inkxaso kumabhunga emidlalo neemanyano zemidlalo; inkxaso kwiimbaleki; inkxaso kwiimbaleki ukuba zithathe inxaxheba kwimicimbi yamazwe ngamazwe; nenkxaso kuphuhliso lwabaqeqeshi bamaqela.

Indlela abafikelela ngayo kwiinkonzo abasebenzisi beenkonzo:

- Abasebenzisi beenkonzo bafikelela kwiinkonzo ngeziseko zemidlalo, iimanyano zezemidlalo namaqela emidlalo.