

ISEBE LOPHUHLISO LOLUNTU

IPHONDO LENTSHONA KOLONI

INGXELO YONYAKA
2014/2015

ULUHLU LWEZIQULATHO

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ISIGABA A: IINKCUKACHA EZITHE GABALALA

1. IINKCUKACHA EZIPHANGALELEYO NGESEBE

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2. IZISHUNQULELO

ISISHUNQULELO	INGCACISO
AGSA	UMphicothi-zincwadi Oyintloko woMzantsi Afrika
AO	IGosa Elongameleyo
AOS	Inkqubo Yamagosa Ongameleyo
APP	Isicwangciso Sentsebenzo Yonyaka
ASC	Unonophelo Lwasemva Kwemini
B-BBEE	Inkqubo Ephangaleleyo Yokuxhotyiswa Kwemidaka Ngokoqoqosho
C-AMP	Isicwangciso Solawulo Lwempahla yeC
CBO	Imibutho Esekkelwe Ekuhlaleni
CDP	Umsebenzi Kwezophuhliso Loluntu Ekuhlaleni
Ce-I	iCentre for Innovation
CFO	IGosa Elongamele Ezemali
CGRO	Isikhokelo Sohlahlutyo Lwezolawulo Leqoqo Eliphezulu
CHH	Amakhaya Akhokelwa Ngabantwana
CPD	Uphuhliso Lwamakhono Oluqhubayo
CSC	Iziko Lezolawulo Leqoqo Eliphezulu
CSO	Imibutho Yeenkonzo Zmbuso
CYCC	Iziko Lononophelo Lwabantwana Nolutsha
CYCW	Umsebenzi Kwezononophelo Lwabantwana Nolutsha
CoE	Ukubuyekwezwa Kwabasebenzi
DCAS	iSebe Lemicimbi Yenkcubeko Nemidlalo
DEDAT	iSebe Lophuhliso Loqoqosho Nezokhenketho
DPME	iSebe Lokuhlolwa Kwentsebenzo Novavanyo
DPSA	iSebe Leenkonzo Zoluntu Nezolawulo
DOH	iSebe Lempilo
DoJ	iSebe Lezobulungisa
DORA	uMthetho iDivision of Revenue Act
DotP	iSebe leNkulumbuso
DSD	iSebe Lophuhliso Loluntu
DTPW	iSebe Lezothutho Nemisebenzi Yoluntu
ECD	Uphuhliso Lwabantwana Abaselula
EHW	Impilo Nentlalo-ntle Yabasebenzi
EPWP	Inkqubo Ephangaleleyo Yemisebenzi Yoluntu
ERM	Icandelo Lolawulo Lomngcipheko kwiSebe
ERMCOM	IKomiti Yolawulo Lomngcipheko kwiSebe
FGRO	Isikhokelo Solawulo Nohlalutyo Lwezemali
FIU	Icandelo Lophando-nzulu
FMIP	Isicwangciso Sokuphuculwa Kolawulo Lwezemali
Giama	Inkqubo Yolawulo Lwempahla kaRhulumente Engagungqiyo
GMT	Izithuthi Eziziinqwelo zikaRhulumente
HOD	INTloko yeSebe yeSebe Lophuhliso Loluntu
HR	Ezezibonelelo Zabasebenzi
HRM	Ulawulo Lwezibonelelo Zabasebenzi
HDI	Umntu Obesakuhleleka Ngaphambili
ICB	Ukuxhotyiswa Kwamaqumrhu Ngezakhono
ICT	Ubhakaxhaka Bobugcisa Nonxibelelwano
IDP	Izicwangciso Ezihlanganyelweyo Zophuhliso Zoorhulumente Bamakhaya
ISDM	Uhlobo Lwenkqubo Ehlanganyelweyo Yokunikezelwa Kweenkonzo
IT	Ubuxhakaxhaka Bobugcisa
LOGIS	Inkqubo Ezineenkukacha Zeentengo
M&E	Uhlolo Novavanyo
MDG	Amanqaku Ophuhliso Lwenkulungwane
MOA	Isibhambathiso Sesivumelwano
MOD centre programme	Inkqubo Yeziko lokukhula Ngokuthatyathwa Kwenxaxheba Lihlokondiba, Amathuba nokufikeleleka; Nophuhliso
MOU	Isibhambathiso Sokuqondana
MPAT	Isixhobo Sabalawuli Esihlola Intsebenzo
MTEC	IKomiti Yethuba Eliphakathi Kwezenkcitho

ISISHUNQULELO	INGCACISO
MTEF	Isikhokelo Sethuba Eliphakathi Lenkcitho
MTSF	Isikhokelo Sescwangciso-qhinga Sethuba Eliphakathi
NDP	Isicwangciso Sophuhliso Lwesizwe
NEETS	Abangaphangeliyo, Abangafundiyo, Nabangekho Kuqeqesho
NGO	Imibutho Engekho Phantsi Kolawulo Lwaseburhulumenteni
NPO	Imibutho Engenzi Ngeniso
NT	iSebe Lezemali Lesizwe
NTPSRMF	Isikhokelo Solawulo Lomngcipheko leSebe Lezemali Lesizwe Kwezombuso
NTR	Imimiselo Yendyebo Yesizwe
NYS	Inkonzo Yolutsha Lwesizwe
OD	Uphuhliso Lwemibutho
OHS	Impilo Nokhuseleko Engqeshweni
OSD	Izibonelelo Zamakhono Athile
PAY	Ukuphuhliswa Kolutsha yiNkulumbuso
PDO	Izicwangciso Ezibekwe Kwantlandlolo
PERSAL	Imivuzo Yabasebenzi
PFMA	Umthetho iPublic Finance Management Act
PFS	Inkonzo Yophando-nzulu Yephondo
PGWC	uRhulumente wePhondo leNtshona Koloni
PILIR	Inkqubo Yolawulo Lwekhefu Lokungabi Namandla Akusebenzi kunye Nomhlala-phantsi ngenxa Yokungaphili
PPP	Intsebenziswano Phakathi Kwamaqumrhu Oluntu Nawabucala
PWID	Abantu Abakhubazake Ngokwasengqondweni
PSG	Inqaku Lesicwangciso-qhinga sePhondo
PSO	Injongo Yesicwangciso-qhinga sePhondo
PSP	Isicwangciso-qhinga sePhondo
PSRMF	Isikhokelo Solawulo Lomngcipheko Embusweni
PT	iSebe Lezemali kwiPhondo
PTI	Iqumrhu Lezoqeqesho Kwiphondo
PTIs	Imiyalelo Yendyebo yePhondo
RWOPS	Umvuzo Ngomsebenzi Owenziwe ngaphandke Kwalo Waseburhulumenteni
SACENDU	Iqonga loMzantsi Afrika Ngophando Ngezifo ezingumvuka Wokusetyenziswa Kwezinyobisi
SACSSP	IBhunga Lamakhono Enkonzo Zentlalo-ntle
SAPS	Inkonzo yesiPolisa kuMzantsi Afrika
SASSA	i-Arhente Yeenkamnkam Nezibonelelo Zoluntu loMzantsi Afrika
SCM	Ulawulo Lofhungelwano Lweentengo
SCOPA	IKomiti Emiyo Engee-akhawunti Zombuso
SDIMS	Inkqubo Yolawulo Lweenkcukacha Zophuhliso Loluntu
SDIP	Isicwangciso Sophuhliso Lwenkqubo Yokunikezelwa Kweenkonzo
SETA	Iqumrhu Elongamele Ukunikezelwa Kwezakhono, Imfundo Noqeqesho
SLA	Isivumelwano Somgangatho Wenkonzo
SMS	Iinkonzo Zabalawuli Abaphezulu
SOP	Inkqubo Engundoqo Yokusebenza
SRD	Inkqubo Yohlangulo Kwiintsizi
Stats SA	iStatistics South Africa
TPA	Isivumelwano Sokunikezelwa Kweentlawulo
U-AMP	Isicwangciso Solawulo Lokusetyenziswa Kwempahla
UN	Izizwe Ezimanyeneyo
UNICEF	Inxowa-mali Yabantwana Yezizwe Ezimanyeneyo
UNODC	United Nations Office on Drugs and Crime
USAIDS	United States Agency for International Development
UWC	iDyunivesithi yaseNtshona Koloni
VEP	Iinkqubo Yokuxhotyiswa Kwamakhoba
WCED	iSebe Lemfundo leNtshona Koloni
WCG	uRhulumente weNtshona Koloni

INTSHAYELELO KAMPHATHISWA



u-Adv. Albert Fritz
uMphathiswa wePhondo: kuPhuhliso Loluntu

NjengoMphathiswa Wophuhliso Loluntu kwiNtshona Koloni, ndibe necham lokukhokela eli eli Sebe isithuba seminyaka emihlanu ndise-ofisini. Sizame ngakokonke ukunikezela iinkonzo ngokwemigaqo nesikhokelo soMgaqo-siseko, esemithetho nangokuthunywa ngabavoti, ndawonye neenjongo zeSicwangciso Sophuhliso Lwesizwe. Umsebenzi weSebe Lophuhliso Loluntu (iDSD ngamafuphi) kwesi sithuba sokusebenza kukarhulumente sibe sikhokelwe luluhlu Lweenjongo ezisibhozo Zesicwangciso-qhinga sePhondo, ze ekuzeni kokuqoshela kwethuba le-ofisi, zasuswa zangenelwa Ngamanqaku (iiPSO ngamafuphi) amahlanu Esicwangciso-qhinga sePhondo ezihlanganisa le misebenzi namagunya ze iwenze abe ziinkalo ezingundoqo zokunikezelwa kweenkonzo kwaneendlela ezizisa iinguqu. Elona nqaku libalulekileyo kweZophuhliso Loluntu yiPSG 2: *Ukuphuculwa kweziphumo zemfundo kwanamathuba ophuhliso lolutsha*, kunye noPSG 3: *Ukwandisa intlalo-ntle, ukhuseleko kwanokuncitshiswa kwemikhuba eluntwini*.

Le Ngxelo Yonyaka yazisa ngamanyathelo okuqala eSebe kumba wokwayamanisa amanqaku esicwangciso-qhinga sethu, sithathela ingqalelo ezona nkukacha zophando zakutsha nje ngeemfuno ngokoqoqosho loluntu nemingeni kweli phondo.

uPSG 2 udinga ukuba sijolise iinkonzo zethu ekuxhaseni ze, apho kuyimfuno, ekukhuseleni abantwana abaselula ngenjongo yokubanceda nokubalungiselela ukuba bahlale esikolweni, ze siphumeze amalungelo abo okhuseleko nononophelo olululo. Ikwasikhokela ekubeni sigxininise kakhulu ekuxhaseni ulutsha nasemva kokuba luphumile esikolweni ukuze sancedise ekuvaleni umsantsa phakathi kwemfundo nokuzimela ngokwasezimalini. Phakathi kwezinye izinto, oku kudinga ukuba:

- Siqinise iinkalo zemfundo, ingakumbi le yokunikezelwa kwemfundo yolwimi lwesiNgesi, eyoPhuhliso Lwabantwana Abaselula apho idingeka kakhulu, kwiingingqi apho ukulungela isikolo kukumazinga aphantsi;
- Sikhokele iinzame zokuphuhliswa kwezakhono namathuba oqoqosho kulutsha olusigqibileyo isikolo; ze
- Siqinisekise ukuba izikolo zinazo iinkonzo zentlalo-ntle ukuze kuncediswe kwiimeko apho abantwana babonakalisa iindlela zokuziphatha ezinokubabeka esichengeni, okanye abo bachatshazelwa ziintsizi.

Ukuzinikela kwam ekwandiseni amathuba kubantwana nolutsha kusami bume. Sele sisikhuphile iSicwangciso-qhinga Sophuhliso Lwabantwana Abaselula kwiPhondo kunye neSicwangciso-qhinga Solutsha kwiPhondo, futhi ke sele siqalise nenkqubo yokujinisekisa ukuba iinkqubo ezenzelwe abantu abatsha zimi bume, zinefuthe ellilo ezimpilweni zabo,

ingakumbi kumba wokuncitshiswa kwentsela-ngqesho kulutsha. Kule nkalo ke amalinge ethu abesoloko ejoliswe ekuncedeni abantu abatsha bakwazi ukuziphilisa futhi bakwazi nokuzimela 'ngokoqoqosho', basempilweni, benobudlelwane obuphilileyo neentsapho, abanye abantu kunye noluntu ngokubanzi futhi ke besenza iintshukumo kwiingingqi abahlala kuzo.

uPSG 3 udinga ukuba, phakathi kwezinye izinto, sinikezele iinkonzo zentlalo-ntle ngokwasengqondweni ngenjongo yokunciphisa iinzingo ezinobudlelwane nokungaziphathi kakuhle koluntu kweli phondo, ezifana nezi:

- Unyango namanye amalinge asondeleleneyo kumba wokusetyenziswa gwenxa kweziyobisi;
- Amalinge okukhusela abantwana kwimpatho-gadalala okanye ukungahoyakali;
- Unonophelo nenkxaso kumaxhoba empatho-gadalala emakhayeni; kunye,
- Nenkxaso kwiintsapho nabazali abasemngciphekweni

Iinkonzo ezinikezelwa leli Sebe, ezikhatshwa luluhlu lwemigaqo nemimiselo neendlela zokusebenza, ziye zasetyenziselwa ukufaka igxalaba kuluntu ngokubanzi, apho iSebe lisebenze namanye amasebe ukuze kuqhutywe ezona zinzuzo zephondo lethu eziphambili, eziquka:

1. Abantwana abasempilweni nabathi ngokuhamba kwamaxesha bafunde ngakumbi;
2. Ulutsha oluziphethe ngendlela nolusebenzayo eluntwini;
3. Iintsapho eziluhlilima;
4. Uluntu olungamatshantliziyo noluhlilima; kunye,
5. Nabasebenzi abaphilileyo nabanentsebenzo.

Lo msebenzi mtsha ke siwenze kwimeko yoqoqosho emaxongo, futhi ke njengengxenywe yomsebenzi osasimeleyo, udinga ukuba kuqhutywe nokuphuculwa kophuhliso lwesebe. Sithe ngokwesicwangciso-qhinga senza luqilima ze saphucula iinkqubo zolawulo kwakunye neenkqubo zolawulo lwangaphakathi. Oku ke kube yeyona nto iphambili kunyaka-mali u-2014/15 kweli Sebe, ingakumbi kumba wokuqinisekisa ukuchaneka nokuba lulutho kweenkcukacha zentsebenzo yesebe. Kube ngumngeni omkhulu ke ukuqokelela iinkcukacha ezingentsebenzo kwiMibutho Engajonge Ngeniso (iiNPO ngabula makhumsha) esisebenzisana nayo engaphaya kwamawaka amabini, ii-ofisi ezingamashumi amathathu anantlanu ezinikezela iinkonzo ngqo eluntwini ndawonye nothotho lwamaziko aqhutywa lisebe anikezela ngendawo yokuhlala kubantwana nabantu abadala. Noko kunjalo, kubalulekile ukufumanisa ukuba sibe nakho ukulanda inkqubela yethu esa kwindlela esizakuzuzisa ngayo iinjongo zesicwangciso-qhinga sethu, ngelixa sinika uluntu ingqiniseko yokuba iimali ezisetyenziselwe ezi nkonzo zihlumise iinzuzo ezibe lulutho kuluntu lweNtshona Koloni oluhlelekileyo nolusemngciphekweni.

Thina ke silisebe siyidlalile eyethu indima ze sazinikezela neenkonzo kubemi beNtshona Koloni kwisithuba seminyaka emihlanu edlulileyo. Ukumelana ngendlela eyiyo neningeni esijamelene nayo kungumsebenzi omkhulu, ingakumbi xa lo Msebenzi uqwalaselwa kwinkalo yamanani abemi beli phondo akhula ngokukhawuleza ndawonye nengxowa yesizwe enciphayo. Ndiyathemba ke ukuba le Ngxelo Yonyaka iyibonakalisile indlela esimelana ngayo nalo mngeni ngendlela ecacileyo negxilileyo, yay eke xa iqwalaselwa ngokwayamana nezoonyaka abangaphambili, ibonakalisa ukuba senza inzuzo engummangaliso kwinkalo yolawulo olusemngciphekweni ndawonye neziphumo zomsebenzi wethu ngendlela 'Engcono Nangokubambisana'.



UMPHATHISWA WEPHONDO KWEZOPHUHLISO LOLUNTU
ngu-Adv. A Fritz
31 kweThupha ka-2015

3. INGXELO YEGOSA ELONGAMELEYO



uGqirha Robert Macdonald
IGosa Elongameleyo: kwiSebe Lophuhliso Loluntu

Isimo Semisebenzi yeSebe

Lo nyaka singawo ubugxile ekuphuculeni umgangatho wokunikezelwa kweenkonzo. Kwelinye icala iSebe lizame ukwenza luqilima iinzame zalo zovavanyo, ukunikezelwa kweengxelo, ezolawulo, ulawulo ndawonye nolawulo lweenkqubo zengqinisekiso ngokwezemali ngokwenkqubo yokuguqulwa kwesebe. Kwelinye, kuthe kwathiwa thaca oondoqo bokunikezelwa kweenkonzo. Kumba wale ingaphambili, oku kukhokelele ekongezweni kwabasebenzi nezibonelelo zabo kwinkqubo Yenqubo Yentlalo-ntle Yoluntu, Eyophuhliso Loluntu Ekuhlaeni kunye neyeenkqutyana Zentsebenziswano ndawonye nokuvalwa kwezikhewu zengqesho kwiCandelo Lomlawuli Oyintloko Kwezemali (iCFO ngamafuphi). Ekupheleni konyaka-mali u-2014/15 iSebe lathi laqoshelisa inkqubo yalo ephunyeziweyo yokwayamanisa abasebenzi nezikhundla kwicandelo Lentlalo-ntle Yoluntu, Elophuhliso Loluntu Ekuhlaleni kunye Nophuhliso Lweentsebenziswano. ISebe liye lagxininisa ekuhlengahlengiseni nasekomelezeni iinkqubo neendlela zalo zokusebenzisa ngokuthi lilungise umgaqo-nkqubo walo wokuxhasa ngemali ngenjongo yokuphucula 'nokuvala onke amazibuko' kwinkqubo yolawulo lwezibhambathiso. Isebe lihlengahlengise inkqubo yalo yokusebenza ngokwemigaqo yolawulo lwenkcukacha zentsebenzo yeenkqubo ze lakwalungisa nencwadana yalo yeengcaciso zezalathisi ngenjongo yokuqinisekisa ukuba izalathisi zentsebenzo yeenjongo zalo ebezicwangciswe kwantlandlolo zicaciseke ngokuphandle nalula.

Kwinkalo yokunikezelwa kweenkonzo, amalinge akwicandelo lokukhubazeka, umzekelo, aquke ukusekwa kwesikhundla semiba engokukhubazeka esizakugxininisa kwiinguqu kwimigaqo-nkqubo engokukhubazeka kaRhulumente wePhondo ze sinikezele nesibonelelo senxaso kubantu abakhubazekileyo. Ngapha koko, iKhabhinethi iphumeze isikhokelo somgaqo-nkqubo esizakuhlenganisa intlanganisela nolawulo lweenkonzo kubantwana nolutsha olukhubazekileyo ngokwasengqondweni. Intsebenziswano neSebe Lemfundo leNtshona Koloni kunye noomaspala abohlukahlukeneyo ikhokelele ekuqulunqweni kwamalinge okudluliselwa kwabantwana nolutsha olukhubazekileyo ngenjongo yokuphucula umgangatho nendlela yokunikezelwa kweenkonzo kwaba bantwana basemngciphekweni. Umzekelo, kuye kwaqulunqwa iincwadana zoqeqesho neenkqubo zoqeqesho loonontlalo-ntle ngenjongo yokuphumeza iindlela zokudlulisela, futhi ke kusaqhutywa. Kungoku nje la malinge asavavanywa eMfuleni, eVredendal naseBhobhoholo. Njengengxenye

yentsebenziswano phakathi kweDSD, iSebe Lezempilo, iSebe Lezempundo kunye noluntu ngokubanzi, kuye kwasekwa iziko elihlalisayo eMaitland elizakuhlalisa abantu abangamashumi amathathu ekufunyaniswe kabini ukuba bakhubazeke ngokwasengqondweni ngenjongo yokuphumeza kwanokusebenzisa iinjongo ze PSG 3.

Ngokwemigaqo yomthetho iChild Justice Act zonke iinkqubo zoluleko ezijoliswe ebantwaneni (kufuneka iDSD nazo zonke iiNPO) zibe zinezinqinisekiso zokuba ziyawazi lo Msebenzi. Kunyaka-mali u-2014/15 wokunikezelwa kwengxelo, iNtshona Koloni ibe liphondo lokuqala kweli lizwe ukunika ingqiniseko iinkqubo zoluleko lwabantwana ezintathu. Ukunikezelwa kwamanqaku engqinisekiso kwiinkqubo zeDSD kuyakunika inkundla amathuba angamanye kwimiba yabantwana abakungquzulwano nomthetho.

ISebe likwaseke – ngokwemigaqo yomthetho iChildren's Act – ibhodi yokuqala yolawulo lwamaziko aphantsi kolawulo lwaseburhulumente anikezela ngononophelo kubantwana nolutsha ngokwalo mthetho. Ngaphezu kokuhlanganiswa kwanolawulo olululo lwenkqubo yolwaphulo-mthetho kuluntu, iSebe eli lithe ngentsebenziswano neSebe Lenkulumbuso (iDotP) ndawonye namanye amahlakani karhulumente, laqulunqa iSicwangciso-qhinga sePhondo esihlanganyelweyo Sokulwisana Nolwaphulo-mthetho Eluntwini esinikezela ngesikhokelo kweli candelo kunye nencwadana yeenkqubo ngendlela emakwenziwe ngayo kwezoluleko ngenjongo yokunikekisa ukufana kokunikezelwa kweenkonzo. Isicwangciso-qhinga sephondo sophuhliso lolutsha sesiphunyeziwe ngokulandela kwimpumelelo yeeYouth Cafés esezikho ezimbini, futhi ke ngabantu abatsha abalishumi elinanye abathe bathweswa izidanga kulo nyaka-mali kwi Youth Café yaseRocklands.

Iinjongo zokwenyuka kwamaxabiso zathi zadluliselwa kuzo zonke iiNPO ezifumana inkxaso-mali ukuze kovalwe izikhewu zoonontlalo-ntle ze kunikezelwe nenkxaso-mali. Kuthe kwaqulunqwa nesigqibo esisekelwe kumgaqo ongqongqo kulo nyaka-mali singawo apha ngenjongo yokuphucula imivuzo yoonontlalo-ntle, abaphathi boonontlalo-ntle kunye nabalawuli kwezentlalo-ntle kwiNPO ukuze oko kuphunyezwe kunyaka-mali u-2015/16. Oku ke kwenzelwa ukuphakamisa ubuqilima obuphangaleleyo, izinga lokunikezelwa kwengxelo eliphucukileyo, amazinga angcono okugcinwa koonontlalo-ntle kwicandelo leeNPO ze ke oko kukhokelele kwinkqubo yokunikezelwa kweenkonzo ephucukileyo.

ISebe likubonakalisile ukuzinikezela kwalo kulawulo olululo ngokuthi kuqhutyekwe namalinge okuthintela ziziphene ngaphakathi esebeni, ukuqulunqwa kweenkqubo zoshishino, imigaqo-nkqubo neenkqubo zokuphuculwa komsebenzi wesebe ngenjongo yokugxininisa kakhulu ekuphumezeni eyona misebenzi yesebe ekukunikezelwa kweenkonzo.

Isimo seziphumo zemali kwiSebe

Iirisiti zeSebe

Ingeniso yeSebe, eyenziwe kwaliSebe ifikelela kwi-0,1% yesabelo seSebe Sisonke. Nazi ke ezona ndlela lifumana ngazo ingeniso yalo iSebe:

- Ukuqokelelwa kweemali ezityalwa iSebe;
- Amatyala amabi achaphazela ingeniso yeSebe afikelele kuma-R209 000 futhi ke abe ngenxa yendlela engenaqoqosho yokukoleka, amatyala athe aqinisekiswa ndawonye neentsizi ebezinokuthinteleka;
- Ikhomishini nge-inshorensi kunye nemiyalo yokutsala imali kwimivuzo yabasebenzi;
- Ukupakwa kwezithuthi kunye nokuhlululela iindawo zokusebenzela nezokuhlala zabasebenzi ngokwemigaqo-nkqubo yeSebe Lemisebenzi Yoluntu Nezothutho;
- Ukukolekwa nokulandwa kweemali eziziintlawulo ezingasetyenziswa ebezizeminyaka engaphambili.

Ukuqokelelwa kwengeniso ngqaphezu komyinge kunyaka-mali u-2014/15 kube ngama-R944 ezigidi yaye ikakhulu kungenxa yoku kulandelayo:

- Ukwanda kwamalinge okukolekwa kwamatyala;
- Ukwanda kweendawo zokuhlala nezokushishina kwakunye nezokubeka izithuthi;
- Iimali ezibuyiswe liCandelo Lezithuthi Eziziinqwelo-mafutha zikaRhulumente (iGMT ngamafuphi) kumba wee-akhawunti zonyaka ophelileyo.

Itheybhile A: Iirisiti zeSebe

Iirisiti zeSebe	2014/2015			2013/2014		
	Iintelekel elo	Eyona mali ikolekiw eyo	Inkcitho (Engaphezu)/Eng ezantsi kwesabelo	Iintelekel elo	Eyona mali ikolekiw eyo	Inkcitho (Engaphezu)/Eng ezantsi kwesabelo
	R'000	R'000	R'000	R'000	R'000	R'000
Iirisiti Zerhafu	-	-	-	-	-	-
- Iikhasino	-	-	-	-	-	-
- Iirhafu Zemidya rho Yamaha she	-	-	-	-	-	-
- Iimpeph a- mvume zokushis hina ngotyw ala	-	-	-	-	-	-
- Iimpeph a- mvume zeenqw elo- mafutha	-	-	-	-	-	-
Ukuthengiswa kwempahla neenkonz ezingezizo ezona zoshishino	635	977	(342)	605	745	(140)
Iintlawulo ezifumanekileyo	-	-	-	-	-	-
Izohlwayo, iipenalti nokuncanywa						
Inzala, iinzuzo zezabelo neentlawulo zerente yomhlaba	27	42	(15)	25	21	4
Ukuthengiswa kwempahla engundoqo kushishino						
Iintshukumo zoshishino ngempahla yesebe kunye namatyala	200	787	(587)	180	2 790	(2 610)
Itotali	862	1 806	(944)	810	3 556	(2 746)

Inkcitho Ngokweenkqubo

Itheybhile B: Inkcitho Yeenkqubo

Igama Lenkqubo	2014/2015			2013/2014		
	Eyokugqibela Ebekelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezu) /Engezeantsi	Eyokugqibela Ebekelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezu)/Enkwasabelo
	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo	206 968	189 043	17 925	183 444	176 797	6 647
Iinkonzo Zentlalo-ntle Yoluntu	640 190	634 864	5 326	580 036	579 986	50
Abantwana & Neentsapho	551 239	550 888	351	523 632	523 498	134
Iinkonzo Zoluleko	290 917	290 705	212	248 469	248 304	165
Ezophuhliso Nezophando	68 354	68 342	12	51 663	51 558	105
Itotali	1 757 668	1 733 842	23 826	1 587 244	1 580 143	7 101

Inkcitho Yeenkqubo

ISebe lithe labelwa iR1, 755,933,000 yezigidi kunyaka-mali u-2014/15. Esinye isabelo esongezelelweyo esinikwe iSebe ngokweSabelo Esihlengahlengisiweyo nto leyo yandise isabelo sesebe ngokubanzi saya kuma kuma-R1, 757,668,000. Isabelo esongezelelweyo sinikezelwe ngenxa yeemali ezihlengahlengisiweyo kwiVoti 3: yeSebe Lemali lePhondo ngenjongo yokuxananazisa icandelo Lolawulo Lwezangaphakathi.

Inkxaso-mali Enemiqathango esuka kwiSebe Lesizwe esiR2, 580, 000 ithe yanikwa iSebe egameni leNkqubo Yemisebenzi Yoluntu Ephangeleleyo (i-EPWP) kwicandelo Leenkonzoluntu kuMaphondo.

iSebe lichithe ama-98,6% esabelo salo sika-2014/15 xa kuthelekiswa nama-99,6% kunyaka-mali ongaphambili.

Isizathu sokungasetyenziswa kwaso sonke esi sabelo sichaphazela ikakhulu amaphulo angundoqo asaqhubayo apho inkcitho yawo iyakudluliselwa kulo nyaka-mali ze inikwe iSebe Lezothutho Nemisebenzi Yoluntu ukuze isetyenziselwe unyaka-mali u-2015/16. Enye inkcitho engaphelelanga ichaphazela ukushiywa kweSebe ngabasebenzi.

Inkqubo 1: Ezolawulo

Le nkqubo ichithe ama-91,3% esabelo salo esingama-R206,968 ezigidi kunyaka-mali u-2014/15. Inkcitho engezantsi eli-R17,9 lezigidi ingenxa yokulibaziseka ekuphunyezweni lwamaphulo ezibonelelo (ama-R13,7 ezigidi) apho imali iyakudluliselwa kwiSebe Lezothutho Nemisebenzi Yoluntu ukuze ivalwe kunyaka-mali u-2015/16. Kuphinde kwachithwa ngezantsi kwesabelo Sempahla Neenkonzoluntu (iR1,8 yezigidi) ngenxa yokwehla kwamaxqabiso abecingelekile kwiindawo zemcimbi kunye nezokusebenzela namaziko, uqeqesho, izithuthi zikaRhulumente iiGG, kunye neentlawou zokunxusa (iR2,1 sezigidi) ngenxa yokuba izithuthi zisiwe kwiingingqi zokunikezelwa kweenkonzo.

Inkqubo 2: Iinkonzo Zentlalo-ntle Yoluntu

Le nkqubo sele isebenzise ama-99,2% esabelo sayo esingama-R640,190 ezigidi kunyaka-mali u-2014/15. Imali engasetyenziswanga esisi-R5,326 sezigidi ichaphazela ingakumbi ukurhoxiswa kwenkxaso-mali kwimibutho engayithobeliyo imithetho kwanokubeka phantsi kwabasebenzi.

Inkqubo 3: Eyabantwana & Neentsapho

Le nkqubo isebenzise ama-99,9% esabelo sayo esingama-R551,239 ezigidi kunyaka-mali u-2014/15. Imali engasetyenziswanga engama-R351 000 ichaphazela ukurhoxiswa kwenkxaso-mali kwimibutho engajonge ngeniso engayithobeliyo imigaqo.

Inkqubo 4: linkonzo Zoluleko

Le nkqubo isebenzise ama-99,9% yama-R290,917 ezigidi zesabelo sayo kunyaka-mali u-2014/15. Imali engasetyenziswanga engama-R212 000 ichaphazela ukurhoxiswa kwenkxaso-mali kwimibutho engayithobeliyo imigaqo.

Inkqubo 5: Ezophuhliso Nophando

Le nkqubo isebenzise i-100% lama-R68, 354 ezigidi zesabelo sayo kunyaka-mali u-2014/15.

Ukudluliselwa Kweemali

Ukudluliselwa kweemali kwezinye iinkqubo ezisuka:

- Kwinkqubo 2.1 ukuya kwiNkqubo 3.1, 4.1 no-5.1 kwanikwa inkxaso abasebenzi abayanyaniswa nezikhundla becandelo Lovavanyo Nohlolo kwiinkqubo zokunikezelwa kweenkonzo.
- Inkqubo 1.2 ukuya:
 - kwiNkqubo 3.1: Ukwanda kweehambo ndawonye nenkcitho yokutya kwezo ndawo ezingumvuka weemvavanyo nokunikezelwa kweengxelo kwiiNPO.
 - Inkqubo 4.2: ukwenyuka kwamaxabiso ezidlo kwaneenkono ezithengwa kwiinkampani zangaphandle kumaziko anonophela abantwana nolutsha akhuselekileyo.
 - Inkqubo 4.4: ukwenyuka kwamaxabiso eenkonzo zezidlo kwiziko lokunyangela ukusetyenziswa gwenxa kwezinyobisi eDe Novo.
- Inkqubo 3.4 ukunika inkxaso-mali ukwandiswa kweenkqubo zokufikelela kulutsha kwiNkqubo 5.6.

ISebe lifake isicelo sokudluliselwa kwemali kwanokugcinwa kwengeniso efikelela kwisiR2,055 sezigidi. Oku kuzakusetyenziselwa ukudibanisa kwimali-sabelo engonelanga engumvuka wamaxabiso aphezulu abengacingelekanga esibhambathiso esisanda kunikezelwa somzi wokhuseleko.

Izizathu zenkcitho engaphunyezwa, engenaziqhamo, eyinkcitho kwakunye nezixa ezichaphazelekayo ndawonye namanyathelo athatyathiweyo ukumelana nokuthintela ukuba kuphinde kwenzeke oku.

ISebe alikhange libe nancitho ingaphunyezwa kodwa zibe mbini zihlandlo zokusetyenziswa kwemali ngendlela engenaziqhamo neyilahleko kunyaka-mali u-2014/15.

Nazi ke:

- Inzuzo yoxolelaniso yama-R 838 000 kuba singazange sifune mvume ekuzeni nesixa emasihlawulwe. Le nkcitho yenzeka kunyaka-mali u-2009/2010 ze yaqosheliswa kulo nyaka-mali sikuwo. Amagosa achaphazelekayo kule nyewe athi ohlwaywa ukunqanda ukuba iphinde yehle.
- Iindleko zomthetho ezifikelela kuma-R 2 696.86 ezigidi ngenxa yokuhlawula emva kwexesha inkampani kunyaka-mali u-2008/09. Isiphumo sembono yomthetho sabonakalisa ukuba akukho gosa leSebe linokufakelwa isimangalo ngale inyewe.

Zombini ezi meko zathi zenjuswa zavalwa kulo nyaka-mali kwiincwadi zemali zeli Sebe.

Ikamva leSebe

linkonzo Zononophelo Nokhuseleko Lwabantwana zimele owona Msebenzi mkhulu wenziwa yiDSD yephondo, ngokuhambelana nomsebenzi oqingqiweyo wokuqinisekisa ukuba urhulumente uyamelana nomsebenzi wokukhusela amalungelo abantwana phantsi kweSahluko 28 soMgaqo-siseko. ISebe lichitha isixa esikhulu sesabelo salo seentlawulo kwiinkonzo eziya ebantwaneni, kuquka uphuhliso lwabantwana abaselula, ukugcinwa kwabantwana ngabazali abatsha okwethutyana, unonophelo olukhuselekileyo lwexeshana kunye namaziko ononophelo lwabantwana nolutsha, kwakunye nokuhlaliswa kolutsha olusalinde ukuxoxwa kwamatyala alo okanye olo lusalinde ukugwetywa ngokwemigaqo yomthetho iChild Justice Act. Eyona njongo inkulu kakhulu yeSebe kwisithuba seminyaka emihlanu ezayo iyakuba kukuzisa ezi nkonzo kwinqanaba elibekwe yiChildren's Act, kwanokuzihlanganisa namanye amasebe, oomaspala, iiNPO, amahlakani ecandelo loshishino labucala ngenjongo yokufaka igalelo kwiinzame zokuzuzwa kweenjongi zikaPSG noPSG 2 noPSG 3.

Ngenkxaso kuPSG2, ukunikezelwa kweenkonzo zophuhliso lwabantwana abaselula ziyakugxila ekuxhaseni isidingo sokwenyusa umgangatho wemfundo, ngokuthi kunikezelwe iindawo ezikhuselekileyo nesondlo ndawonye nokudlamkisa nokuveza ulutsha olu kuphuhliso lweelwimi phambi kokuba kuqaliswe isikolo samabanga aphantsi ngokwemigaqo yekharithulam yesizwe yabantwana abaminyaka isusela ekuzalweni ukuya kwemine ubudala ku- 2015/16.

linkqubo zoluleko eziqinisekisiweyo ndawonye neenkonzo zokululeka zeDSD kubantwana nabantu abadala abakungquzulwano nomthetho ziyakwandiswa futhi ke njengoko kuvakalisiwe ngentla apha, zinike iinkundla amanye amathuba okuqwalasela amatyala ngokukhawuleza izenzo zolwaphulo-mthetho ezingenabuzaza bungako, kunikwe abophuli-mthetho abangenzi zimbo zihlasimlis' umzimba kakhulu amathuba okubuyekeza uluntu ekuhlaleni ze kuncediswe nasekwehliseni umthwalo osemagxeni eenkundla ukuze kutshintshe ukugxila, kusukwe kula matyala mancinci kuyiwe kwamakhulu nanobuzaza. Ukusekwa kweenkonzo zokunyangelwa ukusebenzisa gwenxa iziyobisi kuwo onke amaziko eDSD akhuselekileyo ononophelo lwabantwana nolutsha kwisithuba seminyaka emihlanu ezayo kuyakunika ulutsha olugwetyiweyo amathuba okuzikhwebula kumkhwa wokusebenzisa iziyobisi ngendlela egwenxa netenxileyo. Ukunikezelwa kweenkonzo zononophelo nezokhuselo kubantwana abahlala ezitalatweni, okukhatshwa kukomelezwa kweentsapho, kwanoqeqesho kubazali kwilinge lokunika izakhono zokukhulisa nokuqeqesha kubazali, kuquka nokubaluleka kootata namadoda adlala indima eyiyo kwiintsapho kuyakwandisa ukugxila kwintlalo-ntle , ukhuseleko kwanokuncitshiswa kwemikhuba kuluntu.

Ukusekwa kwamatyathanga okudlulisela phakathi kweDSD neSebe Lemfundo leNtshona Koloni kuyakuqinisekisa ukuba izikolo zifikelela ngcono kubasebenzi beDSD, imibutho efumana inkxaso-mali ndawonye nezinye izibonelelo ezinokunceda abantwana abanezidingo ezizodwa, kuquka ukutshintsha iindlela zokuziphatha ezitenxileyo, nto leyo iyakukhokelela ekugcinweni kwaba bantwana ezikolweni – ngokuthi kugcinwe abantwana ezikolweni ze bancediswe nasekubeni bayigqibe imfundo yabo. Oku kuyakuncediswa naziinkqubo ezisemgangathweni zenkxaso nentlalo-ntle yengqondo eziquka ukomelezwa, uqeqesho kubazali ndawonye neenkqubo zeendlela zokuziphatha ezilulekayo eziquka ukunyangelwa ukusebenzisa gwenxa iziyobisi, apho kuyimfuneko..

Ukubuyiselwa kwenkqubo i-EPWP nezidingo zezakhono zoqoqosho lolwazi ngehlabathi kwanokwayamanisa amaphulo ophuhliso lolutsha eDSD namalinge – aquka lawo akumaziko ononophelo lwabantwana nolutsha – aya kwiiYouth Cafe ayakwenza ukuba kukwazeke ukugxila ekunikezeleni iinkonzo ezifikelekayo, amathuba nenkxaso kubo bonke abantu abatsha, ingakumbi abo bangaphangeliyo, bangekho sikolweni, okanye kuqeqesho, ngokuthi kunikezelwe uqeqesho ngezakhono zobomi, ukukhuthaza nokuqeqesha, ezokukhokela, ezokuqhuba amashishini, ndawonye noqeqesho oluqinisekisiweyo olufumaneka kumaziko angawo nabhalisiweyo nalungiselela ubomi bengqesho.

IiYouth Café zililinge elitsha nelingaqhelekanga ngenjongo yokuxhobisa nokuphuhlisa ngezakhono abatsha, kwakhiwe amatyathanga ze kufikeleleke namanye amathuba anokuba ziinkxaso-mali zokufunda kunye namathuba okulungelaniwa nengqesho emsebezini. Kwisithuba Sesikhokelo Sethutyana Elingephi Senkcitho sika-2015, kuzakusekwa ezinye iiYouth Cafés.

Ukuphucula umgangatho weenkonzonophelo nokhuselo lwabantwana njengoko kuthiwe thaca kwimithetho iChildren's neChild Justice Act; unonophelo lwabantu abadala, ingakumbi ukuxananaziswa kwamaziko azimeleyo ahlalisa najongana nabantu abadala abagokekileyo ukuze amelane nezidingo zeenkonde neenkondekazi zethu, amalinge okulwisana nokusetyenziswa gwenxa kwezinyobisi, iinkonzo kubantu abakhubazekileyo, inkxaso kumaxhoba, iindawo zokuhlala kubantu abangenamakhaya, ingakumbi amanina nabantwana futhi ke kuquka nendawo yokuhlala nokugcina amaxhoba okuxhwilwa; iinkonzo zoluleko kunye neenkqubo zokulungisa izimilo ziyakuthathelwa phezulu kwisithuba seminyaka emithathu ezayo. Ukuphakanyiswa kwamalungelo, intlalo-ntle kunye nokuxhotyiswa ngokoqoqosho kwabantu abakhubazekileyo kunye neentsapho zabo okanye abantu ababanonophelayo kuyakuqhuba kwisithuba seminyaka emithathu ezayo. Esinye isabelo sama-R30 ezigidi – esikhutshwe okokuqala ngo-2015/16 – siyakuqhutywa ze sandiswe kweminye iminyaka elandela le minyaka mihlanu yolawulo sikuyo ngoku. Oku ke kuyakuvumela lo msebenzi uqalwe ngo-2014/15 ukuba uqhube, ze kwisithuba Sesikhokelo Senkcitho Yexesha Elingephi, kwenziwe isibonelelo sezixhobo zokuncedisa, ngokwamaxabiso adlulayo kwizinga lokwenyuka kwamaxabiso kwiindibano zocweyo ngokhuseleko, amalinge okufikelela kwiikliniki kunye nokulungiswa kwamakhaya amaqela abantu abadala nabantwana.

ISebe sele lizayamanise nendlela yomgaqo-nkqubo mtsha, iiPSG kunye noondoqo besicwangciso-qhinga ezithe zathiwa thaca kwiSicwangciso-qhinga sePhondo ekuchongeni indlela yalo ngokwesicwangciso-qhinga kwisithuba seminyaka emihlanu ezayo apho kuyakube kugxilwe ekuphunyezweni kukaPSG 2 noPSG 3 njengoko kubonakalisiwe kwiinkqubo esele ndithethile ngazo.

Amatyathanga Entsebenziswano Phakathi Kwamaqumrhu Oluntu Nawabucala

Akukho ngxelo

Iintshukumo eziyekisiweyo

Kwinyanga yeThupha ka-2015, iSebe Lesizwe Lezemali likhuphe umyalelo othintela ukwenziwa kweentlawulo ezenziwa nge-intanethi. Lo myalelo ungumvuka wemingcipheko eyayanyaniswa nezo ntlawulo. Oku ke kuye kwakhokelela ekwenziweni kwezi ntlawulo ngendlela yokubhala phantsi, kuquka nezo ziya kwiiNPO ezingama-2 200. Ifuthe loku likhokelele kwinkqubo ehlengahlengisiweyo nabasebenzi abasebenza nasemva kwexesha lokusebenza. Isiphumo soku ke sibe kukuba iintlawulo azikwazanga kusoloko zisenzeka ngexesha futhi ke ngesizathu soku, leeNPO liye laneengxaki ezibangwa kukuswela imali. iSebe ke liye lenza iinguqu kumacandelo athe achaphazeleka ngenjongo yokumelana nale nkqubo yandileyo yezolawulo.

Iintshukumo ezintsha ezisacetywayo

- Ukwanda kwenkxaso-mnali kwiiNPO (iinkxaso-mali kwizikhundla zoonontlalo-ntlekwakunye nokwenyuka kwamaxabiso ezinto). Oku ke kuyakuphucula imivuzo yoonontlalo-ntle, abaphathi boonontlalo-ntle kunye nabalawuli kwezentlalo-ntle kwiiNPO ezifumana inkxaso-mali kube ke ngoko kuphakanyiswa indlela yokuzimela nokuba luqilima kwale mibutho, indlela yokugaya ephucukileyo, indlela engcono yokugcinwa koonontlalo-ntle kwicandelo leeNPO, ze ke oko kukhokelele ekuphucukeni kwenkqubo yokunikezelwa kweenkonzo.

- Ukusekwa kwebhodi yolawulo lweeCYCC ngokwemigaqo yomthetho iChildren's Act. Injongo yale bhodi kukuqwalasela nokuqinisekiswa kwentlalo-ntle yomntwana kwanokuqinisekisa ukusetyenziswa kwemigaqo nemimiselo yesizwe.

Ezi ntshukumo ziyakulawulwa ngokwemigaqo yeli Sebe

Ulawulo Lwetyathanga Leentengo

limbono namangenelo angacelwanga kwiziniki-maxabiso ezithe zaqosheliswa kulo nyaka-mali singawo

ISebe alikaqoshelisi zivumelwano zamangenelo kulo nyaka-mali singawo.

linkqubo Zetyathanga Lolawulo Lweentengo ezikhoyo zokuthintela inkcitho etenxileyo

Uxwebhu lomgaqo-nkqubo, olubizwa iNkqubo Yamagosa Ongameleyo, luthi thaca imisebenzi yeSebe ze, ithi thaca namagunya nemisebenzi, ezibekwe ngokucacileyo kumagxa eGosa Elongameleyo. Luyadlulela ngokuthi lubeke elubala zonke iintshukumo zeenkqubo, zesebe nezolawulo ezibandakanyeka kwimisebenzi yamihla le yetyathanga lolawulo lweenkonzo ukuze zihambelane nemithetho nemimiselo elawulayo (iPublic Finance Management Act (iPFMA ngamafuphi), Imimiselo Yesebe Lesizwe Lezemali kunye Nemiyalelo Yesebe Lephondo Lezemali. Njengokuba le Nkqubo Yamagosa Ongameleyo ibeka elubala imiba yomgaqo-nkqubo wetyathanga leentengo, amagqiza eSCM ngawo abeka amagunya okuthatyathwa kwezigqibo ezipha amandla ezi nkqubo kule Nkqubo Yamagosa Ongameleyo. Inkqubo yeli Sebe Yamagosa Ongameleyo yayamene Noxwebhu Lwesicwangciso olukhutshwe liSebe lePhondo Lezemali. Amagqiza eSebe ebeyanyanise nemigaqo engundoqo ekhutshwe liSebe Lephondo Lezemali.

Imingeni ekuthe kwajanyelwana nayo kwiTyathanga Lolawulo Lweentengo nokuba isonjululwe njani na

Isimo seTyathanga Lolawulo Lweentengo sithe sahlalutywa ze saphunyezwa ngenjongo yokusifizekisa ukuze kumelwane nemingeni yesimo futhi ke siyingxenye sesicwangciso sangoku nje sokusebenza ku-2014/2015. Isicwangciso Seentengo siqulunqwe ngokusebenzisa iinkcukacha/iingxelo zangaphambili kunye namagalelo abo baphethe izabelo zamacandelo neenkqubo.

Kuzakwaziswa isicwangciso seentengo njengengxenye yocwangciso kwanenkqubo yohlahlo lolwabiwo-mali kuthi ke kuzakuthi kuqulunqwe ze kuphunyezwe nenkqubo yokusebenza ku-2015/2016.

Itheybhile C: Izipho ezithe zafunyanwa ngesisa kumaqumrhu esingenabudlelwane nawo:

Inkalo yeli Sebe	Uhlobo Lwesipho (Impahla & Neenkonziso)	Isipho sivela (Inkampani/Umntu)	Ubudlelwane neSebe	Ixabiso
Iziko	Amaqanda ePasika Kubahlali	kwiGolden Rewards	Yinkampani ehlambela isebe impahla	R150.00
Iziko	Amaqhosha ali-1 000	kwiGolden Rewards	Yinkampani eshishina neziko ekuhlambeni impahla	R300.00
Iziko	yiMitha yokulinganisa	kwiPacaltsdorp Pharmacy	Yinkampani eshishina neziko	R150.00

Inkalo yeli Sebe	Uhlobo Lwesipho (Impahla & Neenkonz)	Isipho sivela (Inkampani/Umntu)	Ubudlelwane neSebe	Ixabiso
	igluucose			
Iziko	Ziiplagi zodonga	kwiZayaphumelela Events	Yinkampani eshishina neziko	R144.00
uNdlu-nkulu	Yiwotshi yodonga	Kwi-Older Persons Reference Group	Ngumsebenzi	R350.00
Ummandla	Yimali	kwiPJ Onderhoudsdiens	Lishishini Loluntu	R800.00
Ummandla	Yimali	Kubasebenzi beSebe Lophuhliso Loluntu eBhobhoholo	Ngabasebenzi	R258.00
Iziko	Izinto zokuhlamba	kwiDyunivesithi yaseKapa	Abukho	R200.00
Iziko	Impahla yabantwana kubahlali	kwaJet Stores ePaarl	Abukho	R300.00
Iziko	lingubo zeduvethi, imiqamelo yokuhombisa, iikhethini, isishushubezi sokutya, ivazi kunye neenxili zokulala	kwaHome Choice	Ngoononibe kweli ziko	R500.00
Iziko	lilekese Namashwamshwam	kwiTG Suppliers	Yinkampani eshishina neziko	R150.00
Iziko	lincwadi zethala leencwadi ezingama-51	kuH De Waal	nguMlawuli Wezemfundo eLindelani CYCC	R3 000.00
Iziko	Ilineni, izinto zokudlala kunye nepeki zembadla	kwaHome Choice	Ngoononibe kweli ziko	+R500.00
Iziko	Iplagi entlantlo-mbini	kwiZiyaphumelela Events	Yinkampani eshishina neziko	R25.00
Ummandla	Ikhadi lemibulelo, amanzi ahlwahlwazayo, amaqhekeza amabini etshokoletshi, amashwamshwam namandongomane neerantyentyisi	kuL Quirle	Bubudlelwane bomsebenzi nomthengi	R30.00
Iziko	i-11kg yenkukhu (ekrwada)	kwiZiyaphumelela Events	Yinkampani eshishina neziko	R250.00
Iziko	Irolo zehot dog	kwiNoble Enterprises	Yinkampani eshishina neziko	R100.00
Iziko	Ivoshi zokubenga	kwiLaundry Services	Yinkampani eshishina neziko	R156.00
Iziko	Iziselo ezigudileyo, ijusi kunye namalahle	kwiComwezi Security	Yinkampani eshishina neziko	R295.00
uNdlu-nkulu	Ibhokisi yeetshokoletshi	kuCharmaine Klopper	Bubudlelwane bomsebenzi nomthengi	+R80.00
uNdlu-nkulu	Amaqebengwane	Kwi-EOH Rosabell Brown	Ngumthengi	R50.00
uNdlu-nkulu	Amaqebengwane	Kwi-EOM N Bain	Ngumthengi	R50.00
uNdlu-nkulu	Amaqebengwane	Kwi-EOH Rosabell	Ngumthengi	R50.00

Inkalo yeli Sebe	Uhlobo lwesipho (Impahla & Neenkonzzo)	Isipho sivela (Inkampani/Umntu)	Ubudlelwane neSebe	Ixabiso
		Brown		
uNdlu-nkulu	Amaqebengwane	Kwi-EOH	Ngumthengi	R50.00
Iziko	Ijezi zombhoxo ezingama-22 kunye neejezi ezinemingwazi	kwiD Santom South African Rugby Legends	Ngumthengi	R2 750.00
Iziko	Ezokuhlamba	kwiTimothy Bible School D Louw	Liqela Lasekuhlaleni	R1 500.00
Iziko	50 Ipeki zeziphi ezingama-50	kwiNGK Stellenbosch Welgelegen Leon	Liqela Lenkonzo	R1 500.00
Iziko	Izipho/Izinto zokudlala	kwiChrist Embassy, kuPastor Schalk Joanne	Liqela Lenkonzo	R1 200.00
Iziko	Ezokuhlamba, izixhobo zemidlalo kunye nezokuzonwabisa	Kwi-A.C. Church J Jackson	Liqela Lenkonzo	R1 800.00
Iziko	Ezokuhlamba, Ezangaphantsi kunye Neelekeke	Kwi-Assemblies of God eKuilriver	Church Group	R1 500.00
uNdlu-nkulu	Amaqebengwane	Kwi-EOH R Brown	Ngumthengi	R50.00
uNdlu-nkulu	Iitshokolethi	Kwi-EOH	Ngumthengi	R50.00
uNdlu-nkulu	Iitshokolethi	kwiNedbank Claudia	Ngumthengi	R200.00
uNdlu-nkulu	iDecxor	kuBaitul Ansaar weCYCC Maniebah Razach	Ngumthengi	R150.00
uNdlu-nkulu	Ifremu	KwiGqiza laseChina	Ngumsebenzi	R800.00
Ummandla	Iwotshi yamagqiyazana yohlobo lweQuartz	kuWarren Alexander	nguMbheshi Wenkqubo	R250.00
Itotali				R19 688.00

limbono zezinto ezingaqukwanga kunye nokutenxa ezivela kwiSebe Lemali Lezizwe:

ngokweSahluko 66 sePFMA, esifundeka neSaziso Sokusebenza sika-5 ka-2006/07, uMphathiswa Wezemali kwiNtshona Koloni uye wanikezela imvume yazo zonke izibhambathiso zokuqeshwa zezemali kulo nyaka-mali sikuwo.

Iintshukumo emva komhla wokunikezelwa kwengxelo:

Akubangakho zintshukumo zidinga ukunikezelwa ezinye izimvo emva komhla wokunikezelwa kwale ngxelo.

Okunye:

Akubangakho zintshukumo zidinga ukunikezelwa ezinye izimvo emva komhla wokunikezelwa kwale ngxelo.

Izincomo Nokuvalalisa

Egameni lbalawuli abaphezulu kweli Sebe, ndingathanda ukubulela bonke abasebenzi bethu, ingakumbi abo basebenza kanye emfuthweni wokunikezelwa kweenkonzo, ngokuzinikela kwabo okungagungqiyo ekukhonzeni uluntu ngokubanzi kwanomonde wabo ngeli thuba linzima kangaka leenguqu kwisebe. Ndingathanda nokubulela yonke imibutho esisebenzisana nayo kwincadelo leeNPO ethe yanikezela ngeenkonzo ezisemgangathweni kuluntu egameni leSebe, ingakumbi kule meko yoqoqosho imaxongo ekuthe ngalo kwabonakala ukwanda kwesidingo seenkonzo zentlalo-ntle nokuncitshiswa kwentlupheko,

kunye ndawonye nokwehla kwegalelo lenkaxaso yotyalo esuka kwicandelo loshishino labucala.



nguGqirha Robert Macdonald

Igosa Elongameleyo

kwiSebe Lophuhliso Loluntu

31 kweyeThupha ka- 2015

4. INTETHO YOKUTHATHELA UXANDUVA KWANENGQINISEKISO YOKUCHANEKA KWALE NGXELO YONYAKA

Ngokolona lwazi lwam nenkolelo echanekileyo, ndiyakuqinisekisa oku kulandelayo:

Zonke iinkcukacha nezixa ezithe zadizwa kule ngxelo yonyaka zinjengoko zibekiwe.

Le ngxelo yonyaka igqibelele, ichanekile yaye akukho zinkcukacha zishiyelelweyo.

Le ngxelo yonyaka iqulunqwe ngokwemigqaliselo yokuqulunqwa kweengxelo zonyaka njengoko zimiselwe liSebe Lezemali Lesizwe.

Iingxelo Zonyaka Zemali (kwiSigaba E) nazo ziqulunqwe ngokwemigqaliselo yomgangatho omtsha wolawulo lwemali eziinkozo ndawonye nezikhokelo nemimiselo elawulayo ethe yakhutshwa liSebe Lemali Lesizwe.

Igosa Elongameleyo linoxanduva lokuqulunqa iingxelo zemali zonyaka kwingxelo yonyaka ndawonye nezigwebo ezithe zenziwa kwezi nkcukacha.

Igosa Elongameleyo linoxanduva lokuseka, futhi ke sekuthe kwaphunyezwa inkqubo yolawulo lwangaphakathi eyilelwe ukunikezela ngengqiniseko eyiyo ngokwesidima nokuchaneka kweenkcukacha ezingentsebenzo, iinkcukacha ezingemicimbi yezibonelelo zabasebenzi ndawonye neengxelo zonyaka zemali.

Kungoku nje abaphicothi-zincwadi bangaphandle basaxhinkxa ngenjongo yokunikezela ngeziphumo zophicotho lwabo oluzimeleyo kwiingxelo zonyaka zemali.

Ngokowam umbono, le ngxelo yonyaka idiza kuhle imisebenzi, iinkcukacha ezingentsebenzo, iinkcukacha ezingezibonelelo zabasebenzi ndawonye nemicimbi yemali yeSebe yonyaka-mali ophele ngomhla wama--31 kweyoKwindka ka-2015.

Ozithobileyo



nguGqirha Robert Macdonald

Igosa Elongameleyo

31 kweyeThupha ka-2015

5. ISIMO NGOKWESICWANGCISO-QHINGA

6.1 Umbono

Luluntu oluzimeleyo.

6.2 Umnqophiso

Kukuqinisekisa ukunikezelwa kothotho lweenkonzo zophuhliso loluntu ezinika amandla nezixhobisa abantu abahlelekileyo, abasemngciphekweni kwanabo banezidingo ezizodwa.

6.3 Imigqaliselo

Iinqobo eziphambili zoRhulumente weNtshona Koloni, elizibophelele kuzo nalo iSebe zezi zilandelayo:

- Ukukhathala
- Ukukwazi ukusebenza
- Ukunika inkcaza
- Intembeko
- Ukuphendula

Isebe liyazibophelela kule **migqaliselo** ilandelayo **ingundoqo yokunikezelwa kweenkonzo**:

- **Ukuza neengcinga ezintsha: Ukusebenza ngendlela eyahlukileyo**

I-DSD iza kuzama ukuphonononga ivavanye iindlela ezahlukeneyo zokusebenza ukuze kuphunyezwe iziphumo ezikwiqondo eliphezulu ngexeshana nje elifutshane kungathotywangama migangatho.

- **Ukubonisana nokubandakanya uluntu**

Siza kuqhubeka ukunika ingqalelo ekubandakanyeni abo sisebenzisana nabo nabachaphazelekayo kumthetho i-Intergovernmental Relations Framework Act we-13 ka-2005.

- **Ukufikeleleka**

Ukufikeleleka kweenkonzo kubalulekile. Ngokomfuziselo wenkqubo yalo entsha yokuphuculwa kwenkqubo yokunikezelwa kweenkonzo, iSebe lizakuqinisekisa ukwanda kokufikeleleka kwiinkonzo ezifanelekileyo nezisemgangathweni ngokomgangatho wasekuhlaleni ngokusekwa kweendawo ezingama-45 okunikezelwa kweenkonzo kwisakhelo senkcitho sesithuba esiphakathi enyakeni (MTEF).

- **Ukuphendula nokungafihli nto**

Ukusiwa kwamanye amaziko ulawulo olufanelekileyo lweenkonzo ezihlanganisiweyo ngokuthi kuphunyezwe uhlolo olubhekisele kwiziphumo, uvavanyo nokunika ingxelo, iinkqubo ezivakalayo zoshishino kuqhubela phambili ukuhambelana nemithetho ukuze kuphuculwe ukuphendula ngokwenzekayo kunye nomsebenzi.

7. UXANDUVA NGOKWEMITHETHO NEMINYE IMISEBENZI

7.1 Uxanduva ngokoMgaqo-siseko

Umthetho	Iimpembelelo kuomsebenziweDSD
Umgaqo-siseko waseMzantsi Afrika onguNombolo 108 ka-1996	ICandelo lama-28(1) loMgaqo-siseko lichaza amalungelo abantwana malunga nenkathalo efanelekileyo (izondlo, indawo yokuhlala, iinkonzo zempilo neenkonzozo zentlalo) nokungavalelwa enye ngaphandle kokuba kwenzeka kuba kungekho enye into enokwenziwa.

7.2 Uxanduva Ngokwemithetho

Umthetho	Iimpembelelo kumsebenziweDSD
Umthetho iProbation Services Amendment Act, Nombolo 35 ka-2002	<ul style="list-style-type: none"> ● Injongo yalo mthetho kukwenza izilungiso kwiProbation Services Act, 1991, ukuze kufakelwe iinkcazelo ezithile ukuze: <ul style="list-style-type: none"> ● Kwenziwe eminye imiqathango yeenkqubo ezinjongo yazo ikukukhusela nokunqanda ulwaphulo-mthetho; ● Ukongeza amagunya nemisebenzi yoonontlantle abasebenza kwicandelo lolwaphulo-mthetho; ● Ukuchaza imisebenzi yamasekela abanontlantle; ● Ukunikeza ngovavanyo olusisinyanzelo lwabantwana ababanjweyo; ● Ukubonelela ngokumiselwa kwekomiti yeengcebiso koonontlantle babaphuli-mthetho; ● Ukuchaza ngabantu abakhangela iintsapho kunye nemicimbi ehambelana noko.
Umthetho iNon-Profit Organisations Act, Nombolo 71 ka-1997	<ul style="list-style-type: none"> ● Injongo yalo Mthetho kukuxhasa iiNPO ngokuseka isakhelo solawulo nesokugunyazisa izinto apho zinokwenza imicimbi yazo iiNPO.
Umthetho iDomestic Violence Act, Nombolo 116 ka-1998	<ul style="list-style-type: none"> ● Injongo yalo mthetho kukukhusela amaxhoba obundlobongela emakhaya kwimpatho-mpi emakhaya
Umthetho iSocial Service Professions Act, Nombolo 110 ka-1978; Amended 1995, 1996 & 1998	<ul style="list-style-type: none"> ● Lo mthetho wamisa iBhunga laseMzantsi Afrika leeNgcali zoonontlantle neebhodi zeengcali zomsebenzi wentlalo-ntle kwaye uchaza amagunya nemisebenzi yazo.
Umthetho iChildren's Act, wama-38 ka-2005	<ul style="list-style-type: none"> ● Umthetho, owenziwe wasebenza ngokweSibhengezo sikaMongameli somhla woku-1 ku-Epreli ngo-2010, sichaza: <ul style="list-style-type: none"> ● Amalungelo noxanduva lwabantwana; ● Uxanduva namalungelo obuzali; ● Imithetho-siseko nemigaqo yokukhuselwa kwabantwana; ● Ukukhuthazwa kwentlalo-ntle yabantwana; kunye ● Nokuhlenganisa imithetho enxulumene nentlalo-ntle nokukhuselwa kwabantwana nokubonelela ngemiba ehambelana nayo.
Umthetho iOlder Persons Act, Nombolo 13 ka-2006	<ul style="list-style-type: none"> ● Umthetho i-Older Persons Act we-13 ka-2006, owenziwe wasebenza ngokwesibhengezo sikaMongameli ngomhla woku-1 ku-Epreli ngo-2010, ujolise ekuxhobiseni nasekukhuseleni abantu abadala kubandakanywa nesimo sabo, amalungelo abo, impilo, ukhuselo nokhuseleko lwabo ukulwa impatho-mpi kubantu abadala. ● Umthetho ukhuthaza indlela yophuhliso ethathela ingqalelo: <ul style="list-style-type: none"> ● Ubulumko nezakhono zabantu abadala; ● Ukuthatha inxaxheba kwabantu abadala kwimicimbi yokuhlala; ● Ukulawula ubhaliso lweenkonzo zabantu abadala; kunye ● Nokusekwa nokulawulwa kweenkonzo namaziko abantu

Umthetho	Iimpembelelo kumsebenziweDSD
	<p>abadala.</p> <ul style="list-style-type: none"> Ngokungafaniyo nomthetho iAged Persons Act, Nombolo 81 ka-1967 ugxininiso luyatshintsha ukusuka kolokukhathalelwa kumaziko ukuya kolokukhathalelwa ekuhlaleni ukuqinisekisa ukuba umntu omdala uhlala phakathi koluntu lwakhe kangangoko enakho.
<p>Umthetho iPrevention and Treatment for Substance Abuse Act, Nombolo 70 ka-2008</p>	<ul style="list-style-type: none"> Lo mthetho ubonelela ngokuphunyezwa kokunikezelwa kweenkonzo ezibanzi nezihlangeneyomkuwo onke amasebe karhulumente. Eyona nto lo Mthetho ugxininisa kuyo kukukhuthaza iinkqubo ezibhekisele kuluntu nokungenelela kwangethuba kunye nokubhaliswa kongenelelo lonyango malunga nokusetyenziswa kakubi kweziyobisi.
<p>Umthetho iChild Justice Act, Nombolo 75 ka-2008</p>	<ul style="list-style-type: none"> Lo mthetho umisela iinkqubo zomthetho weenkundla kubantwana abamangalelelwe ukophula umthetho benenjongo yokukukhusela amalungelo abantwana.
<p>Umthetho iSexual Offences and Related Matters Amendment Act, Nombolo 6 ka-2012</p>	<ul style="list-style-type: none"> Ukuhlomela uMthetho iCriminal Law (Sexual Offences and Related Matters) Amendment Act, ka-2007, ukuze ubonelele ukuba ukunyanzeliswa kwezohlwayo malunga nezinye izenzo zolwaphulo-mthetho ezikulo Mthetho zishiywe gokwesigwebo seenkundla zamatyala; nokubonelelela ngemiba enxulumene noko.
<p>Umthetho iPrevention and Combatting of Trafficking in Persons Act, Nombolo 7 ka-2013</p>	<ul style="list-style-type: none"> Umthetho uphumeza iProthokholi yeZizwe eziManyene (UN) ukuthintela, ukuxinezelela nokohlwaya ukuqweqwediswa kwabantu ababhinqileyo nabantwana, ukukhuthaza ingqungquthela ye-UN ukuba ijongane nolwaphulo-mthetho olulungiselelweyo lwamazwe ngamazwe.

iSebe lizinikele kule misebenzi mibini ingundoqo ilandelayo:

- **Inkonzo Yentlalo-ntle Kuluntu** olukuhlelekileyo nolusemngciphekweni ngentsebenziswano namahlakani kunye nemibutho yoluntu ngokubanzi; ze
- **Nenkonzo Yophuhliso Loluntu** enikezela ngeenkqubo zophuhliso eziluqilima, ezikhokela ukuphuhliswa koluntu ekuhlaleni.

7.3 Uxanduva Ngokwemigaqo-nkqubo

- **Uxwebhu Logayo-zimvo Lenkcazo ngoMgaqo-nkqubo Wobungakanani Babemi boMzantsi Afrika (1998)** uxhasa uphuhliso lomntu oluzinzileyo nomgangatho wobomi wabemi baseMzantsi Afrika ngokudibanisa imiba yabantu kwisicwangciso sophuhliso kwiinkalo ezahlukeneyo zikarhulumente nawo onke amacandelo oluntu. I-DSD inikwe igunya ngumgaqo-nkqubo ukuba ihlole ukuphunyezwa komgaqo-nkqubo, iimpembelelo zawo kumzila wabantu notshintsho ngokomba wophuhliso lomntu.
- **Uxwebhu Logayo-zimvo Ngentlalo-ntle Yoluntu (1997)** lisebenza njengesiseko sentlalo-ntle yoluntu emva ko-1994 ngokwenza imithetho-siseko enika isikhokelo, imigaqo-nkqubo nemigaqo yeenkqubo zophuhliso kwintlalo-ntle yoluntu.
- **Isicwangciso Sophuhliso Lwesizwe (2012):** I-National Planning Commission ipapashe i“National Development Plan: Vision for 2030” ngowe-11 Novemba 2011 njengenathelo lokuqala indlela entsha yoMzantsi Afrika enjongo yayo ikukuphelisa intlupheko icuthe nokungalingani ngo-2030. I-National Development Plan 2030: Our future – make it work” ehlaziyiweyo yapapashwa ngo-2012.
- **I-One Cape 2040: Ukusuka Kumbono ukuya Kwintshukumo (2012):** URhulumente weNtshona Koloniwamkele lo mbono ngo-Oktobha 2012. Injongo yawo kukuhlupheza utshintsho lweNtshona Koloni ebandakanya wonke ubandakanya neneqoqoqasho olukhulayo nolomeleleyo. Ichaza umbono wendlela abantu baseNtshona Koloni abanokusebenzisana ngayo ukuphuhlisa uqoqosho lommandla wabo nololuntu ngokubanzi, ze ngaloo ndlela bakhokele yayev bacwangcise ukuzinikela okufanayo kwinkqubela yexesha elide.
- **Isicwangciso-qhinga sePhondo 2015-2020:** Esi sicwangciso-qhinga sisisicwangciso seminyaka emihlanu esidiza izicwangciso-qhinga neenjongozephondo zikaRhulumente weNtshona Koloni kule minyaka mihlanu ilandelayo. URhulumente weNtshona Koloni uchonge ezi njongo namanqaku amahlanu kumbono wayo wokufaka igalelo kwiinzame zokufezekiseka kweembono nezicwangciso zeSicwangcisoSophuhliso Lwesizwe kwisithuba sminyaka emihlanu elandelayo.
- **Umgqaqo-nkqubo woRhulumente weNtshona Koloni kwiNkxaso-mali yeeNGO ezinikezela ngeenkonzo zeNtlalo-ntle (2013):** Wamkela ukuba umiselwe ngowe-1 Epreli 2013, Injongo yalo-mgaqo-nkqubo kukuqinisekisa ukubaiintlawulo ezigqithiselwayo zilawulwa ngendlela engafihli nto ekhuthaza ukunikezelw akweempendulo, ulawulo olufanelekileyo, iimfuno zomsebenz iezicacileyo nemithetho-siseko yobulungisa kwezolawulo. Lo mgaqo- nkqubo uhambelana noMgaqo-nkqubo wokuWongwa ngeMali wesizwe.
- **Uxwebhu Logayo-zimvo Weentsapho (ka-2013).** Eyona njongo yePhepha loMgaqo-nkqubo kukukhuthaza impilo entle yosapho, ukukhuthaza nokomeleza iintsapho nobomi bosapho nokufaka imiba yosapho kumalinge omgaqo-nkqubo obanzi karhulumente. I-DSD ngokuyenza isicwangciso sephondo sokuphumeza iPhepha loMgaqo-nkqubo weeNtsapho.
- **Isikhokelo Seenkonzo Zentlalo-ntle Yoluntu (sika-2011)** sivunywe sisiGqeba esiLawulayo seDSD kwiSizwe ukuze ziphunyezwe ngabo bonke abadlala indima ekunikezelweni kweenkonzo zentlalo-ntle yoluntu. Sayanyaniswe noHlobo Oluhlanganyelweyo Lokunikezelwa Kweenkonzo. Injongo yazo kukuququzelela nokunika isikhokelo sokuphunyezwa kweenkonzo zentlalo-ntle yoluntu ezibanzi, ezihlangeneyo, ezijolise kumalungelo, ezinezibonelelo ezaneleyo neenkonzo zophuhliso lwentlalo-ntle olusemgangathweni.

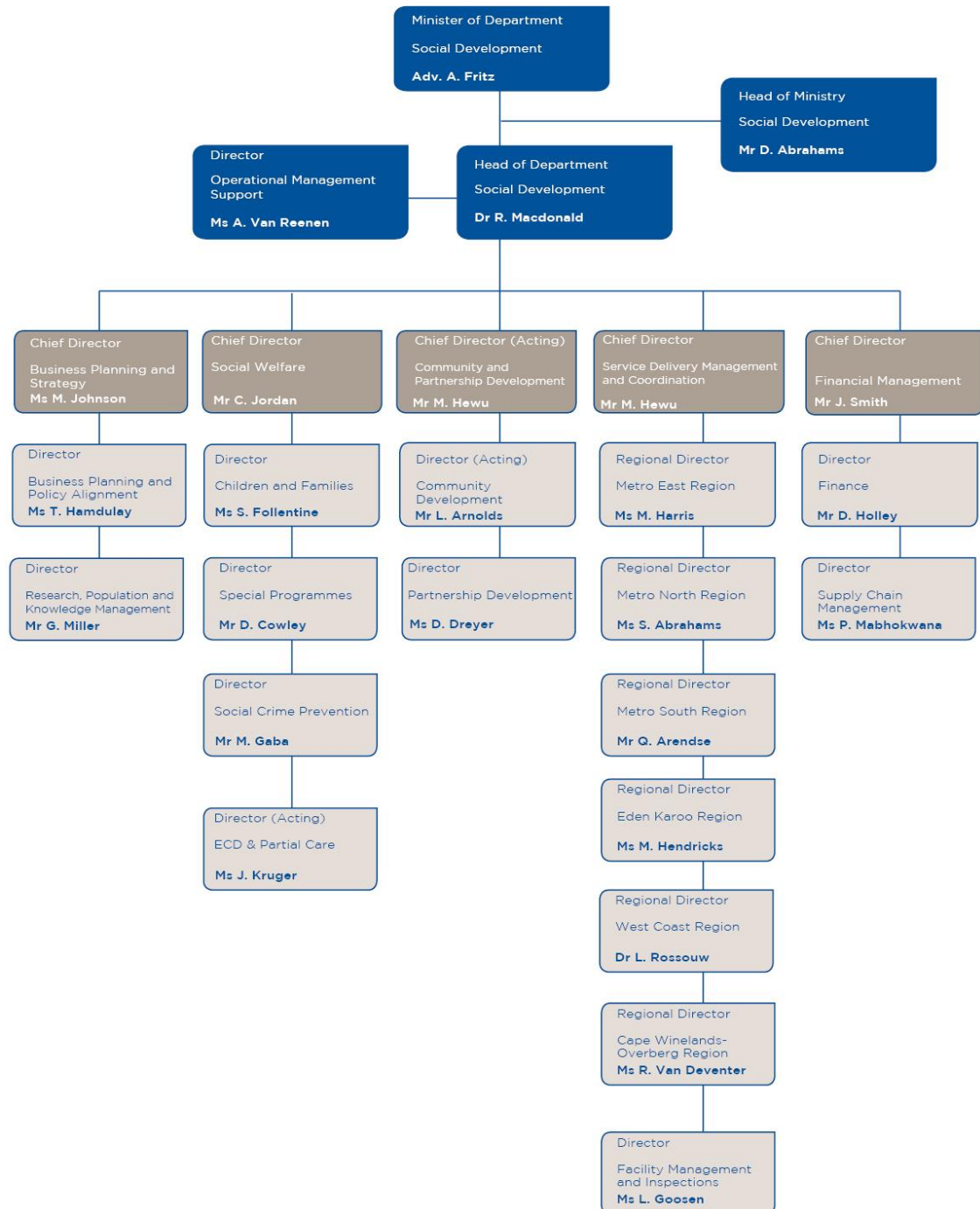
- **Imigaqo Nemimiselo Yeenkonzo Zentlantle (2011):** Ibonelela ngesiseko sokubonelelwa kweenkonzo ezisemgangathweni zentlantle yaye iyinxalenye yeSiikhokelo seeNkonzo zeNtlalontle.
 - **Imimiselo Elawula Iinkonzo Zoluleko (2013):** njengoMsebenzi weNtlalo obalaseleyo kuye kwapapashwa nguMphathiswa weSebe loPhuhliso loLuntu weSizwe kwiGazethi kaRhulumente njengeGazethi yemiGaqo enguNombolo 36159, ye-15 kuFebruwari ngo-2013, Vol. 572, yama-9911, ngenjongo yokulawula nokuphucula iinkonzo oonontlantle abajongene nabaphuli-mthetho.
 - **Isicwangciso Esiphambili Sokulwisana Neziyobisi (2008):** Sijolise ekuqinisekiseni ulungelelaniso lwamaSebe nabasemagunyeni ekuhlaleni kwaye sihambelana nomthetho omtsha iSubstance abuse Act. Ngaphezu koko, sijolise ekuqinisekiseni ukuba isizwe sisabela ngokufanayo ekusetyenzisweni kakubi kweziyobisi.
 - **Isikhokelo Sokukhokela Iingcali Kwikhono Lentlalo-ntle eMzantsi Afrika (sika-2011):** Esi sakhelo sifuna ukubonelela ngolawulo olusebenzayo loonontlalontle, oonontlalontle abasafundayo, abasebenzi abancedisayo kwezentlalo, abasebenzi abancedisayo kwezentlalo abasafundayo, iingcalizomsebenzi wentlalo neengcali zabucala ukuze ziqinisekise ngomsebenzi osesikwen wentlalo olungiselela abo basebenzisa ezo nkonzo eMzantsi Afrika kwicandelo lentlalo. Iinjongo zesakhelo kukuqwalasela nokubonelela ngeendlela ezifanelekileyo nezisemgangathweni ezinika isikhokelo kulawulo.
- Isikhokelo Sokuqinisekisa Umgangatho Womsebenzi Wenntlalo-ntle Yoluntu (sika-2013)** sijolise ekuboneleleni ngeenkqubo ezingatshintshiyo nemigangatho ecacileyo yokuhlola impumelelo nokuququzelela ukuphuculwa okuqhubekayo kweenkonzo zentlalo-ntle yoluntu.
- **Uvimba Weenkqubo ze-ECD Ezibhalisiweyo:** Umiselo nokumenteyinwa kewrekhodi yazo zonke iinkqubo zeECD ezibhaliswe kwiphondo njengoko kufuneka kwenziwe njalo ngokwenkcaza yeCandelo 92 (2)(a) leChildren's Act.
 - **Isicwangciso-qhinga Sokuqinisekisa Umgangatho Womsebenzi kwiiCYCCs:** Ukwenziwa nokulawulwa kwesicwangciso sokuqinisekisa umgangatho siyenziwa kumaziko abantwana nawolutsha njengoko kuyalelwe liCandelo 211 nomgaqo 89 weChildren's Act.
 - **Isicwangciso-qhinga Sophuhliso Lolutsha seSebe Lophuhliso Loluntu (2013):** Ukukhokela, ukwazisa nokukhomba indlela emayilandelwe ziinkqubo zophuhliso lolutsha zeSebe nezinto emazibekwe phambili ngamaziko. Sisebenza njengesixhobo esibalulekileyo esinjongo yaso ikukujongana nezidingo zolutsha lwaseNtshona Koloni.
 - **Isicwangciso-qhinga Sophuhliso Lolutsha sikaRhulumente weNtshona Koloni (2013):** "Injongo yesicwangciso sophuhliso lolutsha (sephondo) kukufumana inkxaso, amathuba neenkonzo zabo bonke abantu abatsha ukuze bajongane neemeko zabo ze bakwazi ukuphumela ngazo ukuze bakhule babe ngabantu abadala abathatha uxanduva nabakwaziyo ukuzimela. Sigxininisa kubantu abatsha abakwisigaba sokufikisa, phakathi kweminyaka eli-10 neli-14 kunye nesigaba 'sobutshah' phakathi kweminyaka eli-15 nengama-24".¹
 - **Isicwangciso-qhinga Sephondo Esihlanganyelweyo Kuphuhliso Lwabantwana Abaselula (2012):** Esi sicwangciso sinceda ukuba uluntu lufikelele kwizibonelelo ze-ECD ezisemgangathweni (ezibandakanya iBanga R) eziza kunceda abantwana abaninzi kangangoko ukuba bomelele yaye bazithembe, bafumane izakhono nokukwazi

¹Ithathwe kwiMbulambethe yeWestern Cape Youth Development Strategy sika-2013 yeNkulumbuso uHelen Zille.

ukuzenzela izinto ukuqinisekiswa ukuba baxhotyiswe kakuhle yaye sele belungele ukuba ngabafundi baMabanga 1 – 12.

- **UMgaqo-nkqubo Wesizwe Ongokunikezelwa Kweenkonzo Zophuhliso Loluntu Kubantu Abakhubazekileyo (2013):** Injongo ephambili kukukhokela nokuququzelela ubonelelo lweenkonzo zophuhliso loluntu kubantu abakhubazekileyo. Injongo yawo kukuqinisekisa ukuba isidima namalungelo abo bonke abantu abakhubazekileyo ayagcinwa yaye ayathotyelwa, ngokubonelela iinkqubo zentlalo noqoqosho eziqinisekisa ukuba bayabandakanywa.

8 ISIMO SESEBE



9 AMAQUMRHU ANIKEZELA IINGXELO KUMPHATHISWA

Awekho.

ISIGABA B: IINKCUKACHA NGENTSEBENZO

ISIGABA B: IINKCUKACHA ZENTSEBENZO

1. INGXELO YOMPHICOTHI-ZINCWADI OYINTLOKO: IINJONGO EZICWANGCISIWEYO

UMphicothi-zincwadi Oyintloko woMzantsi Afrika kungoku wenza iinkqubo ezithile zomsebenzi wophicotho-zincwadi ngeenkukacha zentsebenzo ngenjongo yokunikezela isiqinisekiso esisiso ngokwesigqibo sophicotho. Isigqibo sophicotho ngentsebenzo ngokuthelekiswa neenjongo zesicwangciso siqukwa kwingxelo edluliselwa kubalawuli, apho kunikezelwa ingxelo nangemiba yemiba ekhoyo phantsi kwesihloko Seenjongo Ezicwangcisiweyo kule Nngxelo kumanye amacandelo eemfuno zemithetho nemimiselo zengxelo yomphicothi.

2. ISIMO SESBE NGOKWENTSEBENZO

2.1 Imeko Yokunikezelwe Kweenkonzo

linguqu ezingundoqo kwisimo samanani abemi ezithe zanefuthe kwimeko yenkqubo yokunikezelwa kweenkonzo lisebe kunyaka-mali u-2014/15 ziquka ubungakanani, nokukhula kwamanani abemi bephondo. NgokweSibalo-bemi sika-2011, iNtshona Koloni yayinabemi abangama-5 822 734 abahlala kumakhaya asi-1 634 000. Oku ke kubonakalisa umyinge ongama-28,7% wokukhula ukususela ngo-2001. Owona myinge mkhulu wokukhula kwenzeke kubantu ababudala busukela kuma-20-29, ngenxa yokwanda kwemeko yokufudukela kweli Phondo.

Uninzi lwamakhaya akweli phondo abe engenazo izibonelelo ezidingekayo ukuze zimelane neemfuno zokuphila zamalungu azo. Le mingeni ke ibonakaliswa lizinga lentswela-ngqesho elikuma-22,9% kwikota yesine ka-2014 ndawonye nokukhula kweakule ntswela-ngqesho ukuya kuma-24,5%². Umyinge wamakhaya akwisigaba salawo abalelwa ukuba akwiingingqi zamatyotyombe okanye angamatyotyombe asemva emizini yabantu othe wenyuka ukusuka kwu-3,4% ukuya kwi-6,4% phakathi kweSibalo-bantu sika-2001 kunye neSibalo-bantu sika-2011, uye wanefuthe nangakumbi ekubeni sesichengeni kwamakhaya.

linguqu kumkhwa wokusetyenziswa gwenxa kwezinyobisi kweli phondo zathi zaqhuba nokwenyuka kwamanani njengoko kuthe kwabonakala ekunyukeni nge-181% komkhwa wokusetyenziswa gwenxa kwezinyobisi phakathi kwenyanga kaTshazimpuzi ka-2004 neyoKwindla ka-2014. Ngokwezona nkukacha zakutsha nje zonyango ezikhutshwe ngumbutho iSouth African Community Epidemiology Network on Drug Use (iSACENDU³ ngamafuphi) ku-2014, imethamphetamine (eyenyuke ngama-34%) iqhube isesona siyobisi sisetyenziswa gwenxa kakhulu kweli phondo, ilandelwa yintsangu ngama-24% kunye notywala obukuma--20%. Ezi nguqu ziyaxhalabisa ngenxa yokuba sizayanyaniswa nemingeni yomngcipheko yoluntu ezifana nolwaphulo-mthetho olunobundlobongela kwakunye nokuphathwa gadalala kwabantwana.

linguqu nemingeni eyimikhwa yoluntu engendawo kweli phondo ichaphazela imeko yoluntu ngendlela embi kwiindawo zokuhlala ndawonye nentlalo-ntle yamakhaya neyabantu ngokubanzi. Ngo-2013/14, iNtshona Koloni ibe nezinga eliphala kwindawo yesibini ekubulaweni kwabantu xa kuthelekiswa nawo onke amanye amaphondo ndawonye nezinga elikwindawo yesibini kwiinzame zokubulawa kwabantu kunye nokubethwa kwabantu okuqhelekileyo. Ubundlobongela obusekelwe kwisini, njengoko buthe babonakaliswa kwimikhuba yokuxhatshazwa ngokwesondo kweli phondo (zibe li-134 kwi-100,000 ngo-2013/14) bube bobuxhalabisayo. Inani lamatyala athe asiwa ngaphambili zokuxhatshazwa ekhayeni athe enyuka nge-18% kwisithuba esisukela ngo-2007 ukuya kutsho ngo-2010 (ikhutshwe liSebe Lophuhliso Loluntu leNtshona Koloni, ngo-2013).

Ngokweenkonde neenkondekazi, isihlandlo Sobalo-bantu sika-2011 lwabonisa ukuba iNtshona Koloni inabemi abangama-520,785 ababudala bungama-60 nangaphezulu. Inani labantu abakweli qela leminyaka yobudala likhule ngama-48% phakathi koBalo-bantu oluphakathi kuka-2001 no-2011. Iintelelekelelo zakutsha nje ngamanani abemi ziphinde zabonisa ukuba amanani abemi ababudala buyiminyaka engama-60 nangaphezulu buyakwanda ngama--35% phakathi kuka-2011 no-2020. Isidingo esilindelekileyo sokwandiswa kweenkonzo kule meko yokusweleka kwezibonelelo siyakuxhasa ukugxila kweNkqubo ekuqulunqweni kweendlela zononophelo ezisekelwe kuluntu ekuhlaleni.

kuBalo-bantu luka-2011, bamalunga ne-1 041 553 abantu aekwakuphume iingxelo zokuba baphila neentlobo ezahlukeneyo zokukhubazeka kwiNtshona Koloni, ngaphandle kwabo

² yiStatistics South Africa (2015). Uphando Lwekota Olungabasebenzi: Kwikota 4, 2014.

³ <http://www.sahealthinfo.org/admodule/sacendu.htm>

bazinonophelayo⁴. Kumba weentlobo zokukhubazeka, uBalo-bantu luka-2011 lwabonisa ukuba olona hlobo lokukhubazeka kubabazwa ukuba luninzi kweli phondo kukungaboni kakuhle (bangama-477,510), lulandelwa ziinzima ekushukumemi okanye kukungakwazi kushukuma konke-konke (bali-169,983), ukukhubazeka kokumkelwa yinkumbulo (bali-161,266), ukukhubazeka ngokungeva (bali-135,880) ze abakhubazeke ngokwezonzibelelwano (bangama-96,838). Li-190,929 labantu abangakwaziyo ukuzinonophela.

ngokoBalo-bantu luka-2011, iphondo eli lilikhaya kubantwana aba-1 739 425 abaphakathi kwesizalo neminyaka eli-17 ubudala. Kukho ke imingeni eyahlukeneyo yoqoqosho loluntu enefuthe kwintlalo-ntle yabantwana. Umzekelo, uBalo-bantu luka-2011 lwadiza ukuba ngabantwana abali-19,645 ekwaziwa ukuba baphulukene nomama notata futhi ke kukho nama-3,482 amakhaya akhokelwa ngabantwana kweli phondo. Indaba yokuba inani labantwana ngokwepesenti abaphila kumakhaya ahlelelekileyo ngokweniso (amakhaya anengeniso yenyanga ethelekelelwa ekubeni ngaphantsi kwama-R604) kweli phondo – banengama-27, 4% ngo-2012⁵, iyaxhalabisa. Uphando Olumbaxa Ngamakhaya luka-2012 lwafumanisa ukuba i-10% labantwana beli phondo baphila kumakhaya angenamntu mdala uphangelayo.

Abantwana beli phondo ke bajamlenene nomngcipheko wokuphathwa gadalala nokungahoyakali ngenxa yeemeko zemfuzo ezithande ekugqugqisa kwiNtshona Koloni. Uhlalutyo lwakutsha nje lwamatyala athi asiwa ngaphambili zokutyholwa kokuphathwa gadalala kwabantwana kweli phondo lwaveza izinga lezenzo zokuphathwa gadalala kwabantwana ezingamakhulu amabini kubantwana aabalikhulu lamawaka kwisithua sokunikezelwa kwengxelo (esisuka kwekaTshazimpuzi ka-2013 – kweyoKwindla ka-2014)⁶.

ngokoBalo-bantu luka-2011, iNtshona Koloni inabantwana ababudala busukela esizalweni ukuya kwisine seminyaka ababaleleka kuma-570,000. Eli nani ke akulindelekanga ukuba lenyuke kakhulu kwisithuba seminyaka emihlanu ezayo futhi ke kungenjalo liyakwehla kwisithuba seminyaka emihlanu ezayo ngenxa yokwehla kwezinga lokuchuma komama kweli phondo⁷. Isidingo seenkonzo zophuhliso lwabantwana abaselula ke ngoko siyakugxila kwiinkalo ezingafumani zinkonzo zaneleyo okwangoku.

INtshona Koloni inolutsha oluthelekelelwa kwi-2 200 000 oluquka ama-38% abemi beli phondo. Kukho inkxalabo ke ngememo yoqoqosho neyemfundo kulutsha lweli phondo. Xa sisebenzisa iinkcukacha zoBalo-bantu luka-2011, kuye kwabalwa kwafunyaniswa ukuba i-13% yolu lutsha (olumalunga nama-277,160) lungafakwa kwinkalo yeNEETS⁸. Okunye okuxhalabisayo ngumkhwa wolutsha olungama-23% olungaphezu kwamashumi amabini eminyaka ubudala olungaphangeliyo. Ulutsha olungayigqibiyi imfundo yalo noluyeka lungekagqibi esikolweni luyaxhalabisa kweli phondo. ICandelo Lezophando leSebe liye laqoshelisa uphando kutsha nje malunga nolutsha lweli phondo ligxila ingakumbi kwiNEETS⁹. Ezona ziphuimo zolu phando zaphakamisa ifuthe elibi eliza nemikhwa efana nolwaphulo-mthetho olukhatsha bubundlobongela, ukusetyenziswa gwenxa kwezinyobisi kunye nokugqugqisa kwamaqela oonqevu ekukhulisweni kolutsha lweli phondo. Kucacile ke ukuba imingeni olujamelene nayo ulutsha ayinakuqwalaselwa ngokukodwa kweminye imingeni yezimbo zeli phondo.

⁴ Ubalo-bantu luka-2011. Eli lingaphantsi kunenani elipheleleyo lazo zonke iintlobo zokukhubazeka ezithe zakhankanywa apha ngoba abanye abantu bakhubazeke ngeendlela ezahlukeneyo yay eke babandakanywe kwiinkalo ezingaphaya kwebakala ellinye.

⁵ yiSouth African Child Gauge: 2014. (2014). yeDyunivesithi yaseKapa.

⁶ 0.2% of all children

⁷ Iintlekelelo Zamanani Abemi beNtshona Koloni: zika-2011 – 2014, yiPrice WaterHouse Coopers, kweyoKwindla ka-2014, zikhutshwe liSebe Lophuhliso Loluntu.

⁸ iNEETS ibhekisa kulutsha abangaophezu kwe-15 nangaphezulu, abaphume esikolweni phambi kokuba bayigqibe iMatriki, abangaphangeliyo nabangenasakhono okanye luqeqesho.

⁹ Sauls, Heidi (2014).Uhlalutyo Lwemeko Yolutsha kwiNtshona Koloni. Ingxelo yophando lwangaphakathi eyenzelwe iSebe Lophuhliso Lolutsha leNtshona Koloni. Idrafti yokugqibela.

Ukulwisana noburhalarhume bemingeni yoluntu kusengumngeni omkhulu futhi ke iSebe sele liphendule ngokuqinisekisa ukuba isidingo seenkonzo kuyamelwana naso ngokuthi kunikezelwe uthotho lweenkonzo neenkqubo ezizakuqinisekisa ukungena kwefuthe elibanzi kwiimpilo zabona bantu basemngciphekweni. Iingxelo ezigqibeleleyo ndawonye nesimo sendlela elisebenza ngayo iSebe ukumelana neningeni yokunikezelwa kweenkonzo zikho kwicandelo elijongene Nentsebenzo Yeenkqubo kule ngxelo.

2.2 Isicwangciso Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo

Isibe liqulunqe ze laphumeza Izicwangciso Zokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo kumba (1) Wokubhaliswa Kwamaziko Ononophelo Olungagqibelelanga kunye (2) Nokubekwa kwabantwana kumakhaya okubagcina okwexeshana, nkqubo leyo ithabatha iminyaka emithathu yaye ke izakuqosheliswa ngenyanga yoKwindka ka-2016.

Ezi theybhile zingezantsi apha zibonakalisa isicwangciso sokunikezelwa kweenkonzo ndawonye neenzuzo ukuza kuthi ga ngoku.

Ezona nkonzo nemigangatho engundoqo

linkonzo ezingundoqo	Abazuzi	Imgangatho weyona nkonzo/wenkonzo yangoku (2013/14)	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2014/15)
Ukubhaliswa kwamaziko Ononophelo Olungagqibelelanga	Amaziko e-ECD nawononophelo lwasemva kwesikolo aphantsi kobunini boluntu ekuhlaleni	a) Amaziko ononophelo olungagqibel elanga abhalisiweyo ali-1,697	a) Amaziko ononophelo olungagqibel elanga abhalisiweyo ali-1,900	a) Amaziko ononophelo olungagqibelelanga abhalisiweyo ali-1,909 kubekho impucuko eninzi ekuzuzeni iziqinisekiso zokubhaliswa kwiingingqi ukuze kufakwe kwirejista. Noko kunjalo ke kusoloko kukho imibutho ephelwe lithuba lokubhalisa ndawonye nokulibaziseka ekubhaliseni
Ukufakwa kwabantwana kuygcino lwexeshana	Abantwana abadinga unonophelo nokhuseleko njengesiphumo sokuphathwa gadalala, ukungahoyakali nokulahlelwa izandla	a) abantwana abangama-3,343 bafakwa kugcino lwexeshanana	a) abantwana abangama-3,068 43 bafakwa kugcino lwexeshanana	a) abantwana abangama-3,068 bafakwa kugcino lwexeshanana. Intsebenzo yeenkqubo ngo-2014/15 yathi yabetha ngaphezu kwezicwangciso ngenxa yesidingo esiphezulu sokufakwa kwabantwana kwezi nkqubo

Amalungiselelo eBatho Pele kunye nabazuzi (Ukubonisana, ukufikeleleka, njalo-njalo)

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Ukubhaliswa Kwamaziko Ononophelo Olungagqibelelanga</p> <p>Ukubonisana:</p> <p>a) Iforam Yekota Yamahlakani kwi-ECD. b) Iforam ye-ECD Kwimimandla c) Iforam Yeengingqi kwi-ECD d) Imihlangano Yokunikezelwa Kweenkcukacha</p> <p>Ukufikeleleka:</p> <p>a) uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa) b) Ii-ofisi Zemimandla ezi-6 kwiMetro ekuMazantsi: eWynberg, kwiMetro ekuMantla: eGoodwood, kwiMetro ekwiMpuma: e-Eersteriver, kuNxweme OlukwiNtshona: eVredenburg, kwiCape Winelands: eVostile, kwi-Eden Karoo: eGeorge c) Ii-ofisi Zezithili ezingama-34</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Iimbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla c) uNdlu-nkulu (kwi-ECD) d) Abaququzeleli Bemimandla e) Igosa Lononophelo lwabaxhamli</p> <p>Ukuvuleleka & Nokubonakala:</p> <p>a) Iforam Yekota Yamahlakani kwi-ECD. b) Iforam ye-ECD Kwimimandla c) Iforam Yeengingqi kwi-ECD d) Imihlangano</p>	<p>Ukubonisana:</p> <p>a) Iforam Yekota Yamahlakani kwi-ECD. b) Iforam ye-ECD Kwimimandla c) Iforam Yeengingqi kwi-ECD d) Imihlangano Yokunikezelwa Kweenkcukacha</p> <p>Ukufikeleleka:</p> <p>a) Ii-ofisi Zemimandla ezi-6 kwiMetro ekuMazantsi: eWynberg, kwiMetro ekwiMpuma: e-Eersteriver, kuNxweme OlukwiNtshona: eVredenburg, kwiCape Winelands: eVostile, kwi-Eden Karoo: eGeorge b) Ii-ofisi Zezithili ezingama-45</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Iimbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla c) uNdlu-nkulu (kwi-ECD) d) Abaququzeleli Bemimandla e) Igosa Lononophelo lwabaxhamli</p> <p>Ukuvuleleka & Nokubonakala:</p> <p>a) Iforam Yekota Yamahlakani kwi-ECD. b) Iforam ye-ECD Kwimimandla c) Iforam Yeengingqi kwi-ECD d) Imihlangano</p>	<p>Ukubonisana:</p> <p>a) a) Iforam Yekota Yamahlakani kwi-ECD. b) b) Iforam ye-ECD Kwimimandla c) c) Iforam Yeengingqi kwi-ECD d) d) Imihlangano Yokunikezelwa Kweenkcukacha</p> <p>Ukufikeleleka:</p> <p>a) uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa) b) Ii-ofisi Zemimandla ezi-6 kwiMetro ekuMazantsi: eWynberg, kwiMetro ekuMantla: eGoodwood, kwiMetro ekwiMpuma: e-Eersteriver, kuNxweme OlukwiNtshona: eVredenburg, kwiCape Winelands: eVostile, kwi-Eden Karoo: eGeorge c) Ii-ofisi Zezithili ezingama-34</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Iimbalelwano eziya kuMphathiswa / kwiNtloko yeSebe/ kuMlawuli woMmandla c) uNdlu-nkulu (kwi-ECD) d) Abaququzeleli Bemimandla e) Igosa Lononophelo lwabaxhamli</p> <p>Ukuvuleleka & Nokubonakala:</p> <p>a) Iforam Yekota Yamahlakani kwi-ECD. b) Iforam ye-ECD Kwimimandla c) Iforam Yeengingqi kwi-ECD d) Imihlangano</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Yokunikezelwa Koqeqesho e) Ukuqulunqwa kweSicwangciso- qhinga Sephondo Esihlanganyelweyo kwi- ECD f) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</p> <p>Ixabiso Lemali:</p> <p>a) Ewe, ngokwayanyaniswa neemfuno zemithetho</p>	<p>Yokunikezelwa Koqeqesho e) Ukuqulunqwa kweSicwangciso-qhinga Sephondo Esihlanganyelweyo kwi- ECD f) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</p> <p>Ixabiso Lemali:</p> <p>a) Ewe, ngokwayanyaniswa neemfuno zemithetho</p>	<p>Yokunikezelwa Kweenkcukacha e) Ukuqulunqwa kweSicwangciso- qhinga Sephondo Esihlanganyelweyo kwi- ECD f) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga</p> <p>Ixabiso Lemali:</p> <p>a) Yes, in alignment with Legislative requirement</p>
<p>Ukubekwa kwabantwana kugcino lwexeshana</p> <p>Ukubonisana:</p> <p>a) Udliwano-ndlebe b) Ukuthuthuzelwa c) Imihlangano Yeengcaciso d) Imihlangano yeenkcazelo e) Iingxoxo Zasetafileni f) Ukutyelwelelwa kwamakhaya</p> <p>Ukufikeleleka:</p> <p>a) uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa) b) Ii-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Eersteriver c) Ii-fisi Zezithili ezingama-34</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana) d) Abaquzeleli Bemimandla e) Igosa Lononophelo Lwabaxhamli f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono</p>	<p>Ukubonisana:</p> <p>a) Udliwano-ndlebe b) Ukuthuthuzelwa c) Imihlangano Yeengcaciso d) Imihlangano yeenkcazelo e) Iingxoxo Zasetafileni f) Ukutyelwelelwa kwamakhaya</p> <p>Ukufikeleleka:</p> <p>a) uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa) b) Ii-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Eersteriver c) Ii-fisi Zezithili ezingama-45</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana) d) Abaquzeleli Bemimandla e) Igosa Lononophelo Lwabaxhamli f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle</p>	<p>Ukubonisana:</p> <p>a) Udliwano-ndlebe b) Ukuthuthuzelwa c) Imihlangano Yeengcaciso d) Imihlangano yeenkcazelo e) Iingxoxo Zasetafileni f) Ukutyelwelelwa kwamakhaya</p> <p>Ukufikeleleka:</p> <p>a) uNdlu-nkulu (kwa-14 kwiSitalato iQueen Victoria, eKapa) b) Ii-ofisi Zemimandla ezi-6: iWynberg, iGoodwood, iVredenburg, iVostile, iGeorge ne-Eersteriver c) Ii-fisi Zezithili ezingama-35</p> <p>Ukucingela:</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana) d) Abaquzeleli Bemimandla e) Igosa Lononophelo Lwabaxhamli f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Entlalo-ntle Yoluntu)</p> <p>Ukuvuleleka Nokubonakala:</p> <p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo</p> <p><u>linzuzo Ezizezinye:</u></p> <p>a) Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</p>	<p>Yoluntu)</p> <p>Ukuvuleleka Nokubonakala:</p> <p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo</p> <p><u>linzuzo Ezizezinye:</u></p> <p>a) Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</p>	<p>Ukuvuleleka Nokubonakala:</p> <p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo</p> <p><u>linzuzo Ezizezinye:</u></p> <p>a) Ukuhlolwa kwezivumelwano zezibhambathiso kuyenzeka</p>

Isixhobo seenkcukacha ngokunikezelwa kweenkonzo

Izixhobo zeenkukacha ezikhoyo/ezizzo	Izixhobo zeenkukacha ezinqwenelekayo	Ezona zinzuzo
<p>Ukubhaliswa Kwamaziko Anikezela Unonophelo Olungagqibelelanga</p> <p>a) Iforam yekota Yamahlakani kwi-ECD b) Iforam Yemimandla kwi-ECD c) Iforam Yeengingqi kwi-ECD d) Imihlangano yokunikezelwa kweenkcukacha e) Imihlangano yokunikezelwa koqeqesho f) Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD g) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga h) Iwebsite yeSebe i) Uvimba-nkcukacha Wononophelo Olungagqibelelanga j) Amaphetshana, iibrotsha kunye neeflaya</p>	<p>a) Iforam yekota Yamahlakani kwi-ECD b) Iforam Yemimandla kwi-ECD c) Iforam Yeengingqi kwi-ECD d) Imihlangano yokunikezelwa kweenkcukacha e) Imihlangano yokunikezelwa koqeqesho f) Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD g) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga h) Iwebsite yeSebe i) Uvimba-nkcukacha Wononophelo Olungagqibelelanga j) Amaphetshana, iibrotsha kunye neeflaya</p>	<p>a) Iforam yekota Yamahlakani kwi-ECD b) Iforam Yemimandla kwi-ECD c) Iforam Yeengingqi kwi-ECD d) Imihlangano yokunikezelwa kweenkcukacha e) Imihlangano yokunikezelwa koqeqesho f) Ukuqulunqwa Kwesicwagciso-qhinga Sephondo Esihlanganyelweyo kwi-ECD g) Inkqubo Ephunyeziweyo Yendlela Yokusebenza kwanokuxhaswa ngemali Kwamaziko Ononophelo Olungagqibelelanga h) Iwebsite yeSebe i) Uvimba-nkcukacha Wononophelo Olungagqibelelanga j) Amaphetshana, iibrotsha kunye neeflaya</p>
<p>Ukufakwa Kwabantwana Kugcino Lwexeshana</p> <p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo j) Amaphetshana k) liposta</p> <p><u>linzuzo ezizezinye:</u> a) Imihlano yokunikezelwa koqeqesho</p>	<p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo j) Amaphetshana k) liposta</p> <p><u>linzuzo ezizezinye:</u> a) Imihlano yokunikezelwa koqeqesho</p>	<p>a) linkqubo Zokwazisa b) Imihlangano Yokunikezela Ngeenkukacha c) Udliwano-ndlebe d) Ukuthuthuzela e) Imihlangano yeengcaciso f) Imihlangano yeenkcazelo g) Ingxoxo zasetafileni h) Ukutyelwa kwamakhaya i) Unxibelelwano Ngomlomo Nangezibhalo j) Amaphetshana k) liposta</p> <p><u>linzuzo ezizezinye:</u> a) Imihlano yokunikezelwa koqeqesho</p>

Iindlela zokufaka izikhalazo

Izixhobo zeenkukacha ezikhoyo/ezizo	Izixhobo zeenkukacha ezinqwenelekayo	Ezona zinzuzo
<p>Ukubhaliswa Kwamaziko Ononophelo Olungaqibelelanga</p> <p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p> <p>Ukufakwa kwabantwana kunonophelo lwakhu</p> <p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>	<p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) Inombolo yomnxeba engahlawulelwayo</p> <p>g) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>h) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>i) Abaququzeleli Bemimandla</p> <p>j) Amagosa Oononophelo Lwabaxhamli</p> <p>k) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>	<p>a) Inombolo yomnxeba engahlawulelwayo</p> <p>b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>c) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>d) Abaququzeleli Bemimandla</p> <p>e) Amagosa Oononophelo Lwabaxhamli</p> <p>f) Inombolo yomnxeba engahlawulelwayo</p> <p>g) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli Wommandla</p> <p>h) uNdlu-nkulu (Kunonophelo Nokhuselelo Lwabantwana Abaselula)</p> <p>i) Abaququzeleli Bemimandla</p> <p>j) Amagosa Oononophelo Lwabaxhamli</p> <p>k) iSACSSP (eliBhunga loMzantsi Afrika Lamakhono Entlalo-ntle Yoluntu)</p>

2.3 Imeko yesebe

Ukwakhiwa kwesebe elikhutheleyo nelisebenzayo kungundoqo ekumelaneni neningeni ekwinkqubo yethu yokunikezelwa kweenkonzo. Ezona nkalo ziphambili kweli bakala ibe kukuphucula isimo sesebe, isiseko ngokwabasebenzi, iinkqubo zolawulo ndawonye neenkqubo zoshishino ezingundoqo kweli Sebe.

Isimo sesebe

Ngenyanga yoKwindla ka-2014, uMphathiswa uFritz wathi waphumeza isimo esitsha samacandelo: Elolawulo Lweenkonzo Zentlalo-ntle Nezoluntu Ekuhlaleni kunye Nelophuhliso Lweentsebenziswano nto leyo yadala amandla angamanye ingakumbi kumba nenkalo echaphazela ukuhlolwa kweenkonzo ezinikezelwa ziNPO ndawonye nokusekwa

kweCandelo Lolawulo: Ezophuhliso Lwabantwana Abaselula Nononophelo Olungagqibelelanga. Ukulungelelaniswa kwanokufakwa kwabasebenzi kwizikhundla kwathi kwaqosheliswa ngomhla we-15 kwinyanga yoKwindka ka-2014 ze inkqubo yokugaya abasevebzui yona ibe yileyo isaqhubayo.

Ukufakwa kwezibonelelo kwii-ofisi zeenkqubo kundlu-nkulu kuhlanganisa inkxaso yezolawulo nezohlolo novavanyo ekulawulweni kweenkcukacha zentsebenzo ndawonye novavanyo nohlolo lwemigaqo nemimiselo njengoko sisitsho isidingo semithetho ethile efana neChildren's Act, iSubstance Abuse Act kunye ne-Older Persons Act. Ezi zibonelelo zongeziweyo zabasebenzi zenza ukuba igosa elilawula isabelo-mali kwinkqutyana likwazi ukulawula ixesha nobunganga bephulo kuhlolo, ukwakhiwa kwesakhono esisodwa sokuhlola ndawonye nendlela esebenzayo yokulawula iinkcukacha zentsebenzo yeenkqubo. Okona kwenziwa zezi zicwangciso ke kukubeka ndawonye uxanduva namandla okulawula intsebenzo yeenkqubo, uhlolo lokuphunyezwa kwemigaqo nemimiselo yemithetho ibe yiyo ken ale nto ulawulo lwezibhambathiso lusezandleni lwabo baphethe izabelo-mali kwiinkqubo.

Isikhokelo esiphunyeziweyo sathi sasetyenziswa ngempumelelo xa sasizanywayo kwiminyaka-mali u-2013/14 no-14/15 ze sadlala indima enkulu kweli Sebe ngokuthi ifumane isiphumo sayo sokuqala esingangxengwanga sophico-zincwadi kwiinjongo ebezicwangcisiwe ngenyanga yeThupha ka-2014. Isicwangciso-qhinga sihlolo novavanyo sika-2013 kunye nomgaqo-nkqubo wephondo wokuxhaswa ngemali kweenkonzo zentlalo-ntle yoluntu nezophuhliso loluntu ekuhlaleni esikhatshwa kukuphunyezwa yimigaqo nemigangatho yeendlela zokusebenza kulawulo lweenkcukacha zentsebenzo zize nemeko yomgaqo-nkqubo weendlela zokusebenza ngenjongo yokuphunyezwa kweenguqu kwisebe ezize kukuhlanganyiswa kweenkqutyana zohlolo novavanyo.

Ezinye izilungiso ezicwangcisiweyo ezizezinye kwisithuba sonyaka-mali ozayo ziquka uphando Loyilwa Ngokutsha kwee-ofisi zemimandla ezintathathu zeSebe, Abalawuli Bamaziko Necandelo Lohlolo ndawonye neCandelo Lolawulo: Ucwangciso Loshishino Nescicwangciso-qhinga ngenjongo yokuqinisekisa isakhono esifanelekileyo sezibonelelo zabasebenzi ndawonye nendlela entle yokusetyenziswa kwezibonelelo ezikhoyo.

Iinkqubo Zoshishino

Iinkqubo zolawulo lweenkcukacha zentsebenzo zithe zahlengahlengiswa ngernjongo yokuqinisekisa ukuba iinkcukacha ezithe zaqokelelwa zizezichanekileyo, zisesexesheni yaye zigqibelele. Umzekelo, iSOP eyingxenywe yesi sikhokelo iye ihlengahlengiswe rhoqo ngonyaka ngenjongo yokuqinisekisa ukuba iinkcukacha eziqokeleleweyo zinikezela ngomlinganiselo ochanekileyo weenjongo zenzuzo kumba weenjongo ezicwangcisiweyo. Kwangokunjalo, iingcaciso zezalathisi zobuxhakaxhaka zathi zahlengahlengiswa nabasebenzi kunye neeNPO ezifumana inkxaso-mali ukuze kuqinisekise ukunikezelwa kweengxelo ezichanekileyo.

ISebe eli nalo lingene kwiphulo lokucwengisa iishedyuli zeenkono ezixhasa isivumelwano salo somgangatho wennkonzo zalo kunye neCandelo Leenkono Lolawulo eliseDotP. Izinyanzeliso zeDotP nezeSebe Lokhuseleko Loluntu ziye zakhutshwa, zacaciswa, zanikwa amaxesha okusetyenzwa ndawonye namagosa anoxanduva lwaloo msebenzi.

ISebe sele liqulunqe nemigangatho nemimiselo yokusebenza kumba wemisebenzi yeeshedyuli zeenkono zaloezinento yokwenza nokuphathwa kweenkqubo zoluleko, ulawulo lwekhefu kwakunye nokugaywa kunye nokuchongwa kwabasebenzi. Iishedyuli kunye nemigangatho nemimiselo yokusebenza iyakuqalisa ukusebenza kuphela ukususela kunyaka-mali ozayo futhi ke oko kuyakwandisa amazing okusebenza phakathi kwala masebenzi kwanangaphakathi kuwo.

Ulawulo Lwezibonelelo Zabasebenzi

Inggesho Nezithuba Zengqesho

Kwathi kwavalwa izikhewu ezibalulekileyo kwisithuba sokunikezelwa kwale ngxelo. UGqirha Robert McDonald wathi waqeshwa ngokusesikweni njengeNtloko yeSebe kwanjengokuba uMlawuli: Kwezemali, uMlawuli: Kwiinkqubo Ezizodwa ndawonye neNtloko yeCandelo likaMphathiswa. Ezimbalwa kwisikhewu ezisavulelekileyo kwisimo seCandelo Lolawulo iCFO zither zavalwa ze kwaqaliswa ngenkqubo yogayo ngenjongo yokuvula ezo zivele xa bekusayanyaniswa izakhono zabasebenzi nezikhundla kwisimo esitsha sesebe kumacandelo olawulo ajongene nentlalo-ntle yoluntu kunye nophuhliso loluntu ekuhlaleni kunye nophuhliso lweentsebenziswano ziyakuqosheliswa kulo nyaka-mali uzayo.

Uqeqesho lwabasebenzi

ISebe eli lityale kakhulu kuqeqesho lwabasebenzi balo de ladlulisela nakwimimiselo yemithetho (nge-1%). Ngenxa ke yesidingo esimandla soqeqesho esithe sabhaqwa, iSebe lithe lafaka isicelo senkxaso-mali ze lafumana inkxaso-mali kwiGunya-bantu Lemfundo Noqeqesho Kwinkalo Yempilo Nentlalo-ntle (iSETA) ezakuthi incede ama-80 abancedisi boonontlalo-ntle kunye nama-200 abasebenzi abanonophela abantwana nolutsha ngenjongo yokwenza izidanga ezo zabo zibe zezamkelekayo nezisesikweni ukuya kuthi ga ekupheleni konyaka-mali u-2015/16. Ngapha koko, kuye kwafumaneka nenkxaso-mali yeSETA ngenjongo yokunikezelwa koqeqesho lwezakhono kwiingcali kwakunye nabasebenzi kwiinkalo zezolawulo.

Iinkxaso-mali zokufunda zithe zanikezelwa ukuze kufundwe izidanga zobungcali nezizodwa apho kusweleke khona izakhono ezifana nezeenkonzoluleko, iinkonzo zokungakwazi ukuphuma kwiziyobisi ndawonye nezifundo ngeentsapho, ngaphandle nangaphakathi.

Oku ke kongeza kuqeqesho loononontlalo-ntle ekunikezeni inkcazo ngeentsizi, ukuphatha oonontlalo-ntle, ukukhuthaza nokuthuthuzela ze ngokubalulekileyo, baqeqeshwe ngemigaqo yemithetho echaphazela iinkalo abasebenza kuzo kwikhono lentlalo-ntle. Ukunikezelwa kwamathuba oqeqesho awanakubaxwa xa kugxininiswa kuwo njengoko kubalulekile uknikezela uqeqesho nezakhono ukuze kube nokuphucuka nomgangatho weenkonzoluleko ezinikezelwayo.

Imeko yobugcisa

Ukukhula ekusebenziseni ubuxhakaxhaka bobugcisa nonxibelelwano kweli Sebe kwande ngokukhawuleza kwisithuba seminyaka emine edlulileyo. Akuphuculwanga nje amatyathanga okunxibelelana koko ii-ofisi zesebe ezikwisixeko esimbaxa, ezemimandla nezezithili zither zayanyaniswa netyathanga lonxibelelwano leSixeko saseKapa elikudidi oluphezulu yay eke isiebe eli liyingxenye yeli tyathanga linabileyo lonxibelelwano lisebenzayo kungoku nje. ISebe ke likwaqalise ngenkqubo yokuphucula nokucwengisa iindlela zayo zokulawula umsebenzi walo wolawulo lwezithuthi zesebe (kuquka nezabucala) ndawonye nezibonelelo zobuxhakaxhaka bobugcisa nonxibelelwano.

Kuthe kwaqulunqwa isicwangciso esiphambili sobuxhakaxhaka bobugcisa nonxibelelwano sika-2015-20 esiphakamisa ukuqulunqwa kwenkqubo yokulawulwa kwamatyala (yeenkonzoluleko) kunye nenkqubo yeDSD yolawulo lweeNPO ukuze kuqwalaselwe iinkonzo ezinikezelwa yimibutho yangaphandle. Kule nkalo ke, eli Sebe lifumene inkxaso-mali efikelela kwiR1,1 sezigidi kwiSebe Leenkonzoluleko Zoluntu Nezolawulo ukuze ifakwe kwisabelo sonyaka-mali u-2016/17 ukuze kudalwe inkqubo enye yokulawula iNPO ezifumanayo nezingayifumaniyo inkxaso-mali kwiDSD kweli phondo. Ukulawula ubudlelwane phakathi kweeNPO ezimalunga nama-2 200 ezifumana inkxaso-mali (eziphantse zifikelele kuma-6 000 xa kongezwe nee-ECD) kunye neSebe ngumsebenzi omkhulu futhi ke inkqubo yobuxhakaxhaka bobugcisa

iyakuluphucula olu lawulo, lona ke oluyakuqinisekisa ukunikezelwa kweenkonzo ezingcono neziphucukileyo kweli phondo.

Xa sivalelisayo, ngokuthi liqwalasele umsebenzi walo wokuphuculwa kwenkqubo yokunikezelwa kweenkonzo, iSebe lithe lazama ukufumanisa eyona ndlela iyiyo nengcono yokunikezela iinkonzo kwimeko ephawuleka ngeenzame zokunciphisa ilahleko kwakunye nemingeni yoluntu eyandayo ngokuthi lilungise ze lihlengahlengise isimo salo esikhulu nesincinci, ukuphucula imeko yalo yobuxhakaxhaka bobugcisa kwanokufikelela kumathuba adingekayo oqeqesho kubasebenzi balo.

2.4 Ezona zinguqu ziphambili kwimigaqo-nkqubo kunye neenguqu kwimithetho

- **Isicwangciso-qhinga Sokuqinisekiswa Komgangatho Kumaziko Ononophelo Lwabantwana Nolutsha (iiCYCC):** Ukuqulunqwa nokulawulwa kwesicwangciso-qhinga sokuqinisekisa umgangatho kwenziwa kumaziko ononophelo lwabantwana nolutsha njengoko livelile igunya kwiSahluko 211 nommiselo 89 womthetho iChildren's Act.
- **UMgaqo-nkqubo Wesizwe Ekunikezelweni Kweenkonzo Zophuhliso Loluntu Kubantu Abakhubazekileyo (2013):** eyona njongo ke kukukhokela nokuquzelela ukunikezelwa kweenkonzo ezingundoqo zophuhliso loluntu kubantu abakhubazekileyo. Injongo yawo kukuqinisekisa ukuba isidima namalungelo abo bonke abantu abakhubazekileyo siyalondolozwa ze kumelwane neemfuno zaso, ngokuthi kunikezelwe iinkqubo neenkono ezidingekayo neziqinisekisa ukubandakanyeka kwabo.
- **Isikhokelo Somgaqo-nkqubo Weenkono Kubantu Abakhubazeke Ngokwasengqondweni** (ngenyanga yeNkanga ka-2014) sithe saphunyezwa yiKhabhinethi. Olu ke Luxwebhu Lomgaqo-nkqubo wePhondo oluzakukhokela ze luhlanganise ukubunjwa nokulawulwa kweenkonzo eziphantsi kwebakala leenkono zokufikelela nezenkxaso zeSebe Lophuhliso Loluntu ndawonye neendlela zokudlulisa abantwana abakhubazekileyo ziyakusekwa ngenjongo yokuqinisekisa ukufikeleleka kweenkonzo..

3. IINJONGO EZISEKELWE KWIZIPHUMO ZESICWANGCISO-QHINGA

Inkqubo yeli Sebe yokwenziwa nokuqulunqwa kwezicwangciso-qhinga ithe yabethelela iinjongo ezintathu njengoko zithiwe thaca kwiSicwangciso-qhinga Sezicwangciso seminyaka-mali u-2010 - 2015. Kwisithuba seli thuba lokunikezelwa kwengxelo, iSebe belikhokelwe luhlu lweePSO ezisibhozo ze ekuzeni kokuphela kweli xesha oko kwathathelwa indawo kukwamkelwa nokuphunyezwa kwePSG ezintsha, ezintlanu.

Injongo 1 Yesiphumo Esisekelwe Kwisicwangciso- qhinga	Kukuphucula Ezolawulo Nokwenziwa Ngcono kwenkqubo yokunikezelwa kweenkonzo.
	Intetho Yenjongo: Kukuphuculwa kweendlela zolawulo kwakunye nentsebenzo yecandelo ngokuthi kuqulunqwe iindlela neenkqubo zoshishino ezizizo nezisebenzayo, kuphuculwe indlela namaqumrhu okunikezelwa kweenkonzo, uphando, ucwangciso, iinkcukacha nolawulo lwentsebenzo.
	Isizathu: Kukwqandisa ubuzaza beenkoqubo zokushishina ngokuthi kuthatyathwe izigqibo ngendlela engafihlisiyo nebandakanyayo ndawonye nendlela yokuphumeza egxilileyo, kwanokuhlola nokunikezelwakweengxelo. Iindlela zoshishino, iinkqubo kunye namaqumrhu esebe ayakwenziwa asebenze ngendlela futhi abe semgangathweni ngenjongo yokuphakamisa ukuphuculwa kwenkqubo yokunikezelwa kweenkonzo kubo bonke abemi bephondo.
	Uthungelwano: Le njongo ke ithungelana noPSO 12: "Sakha Oyena Rhulumente Wommandla Uqhutywa Ngendlela Eyayo Ehlabathini" ndawonye noPSG5: 'Siseka ulawulo olulungileyo kunye nenkqubo yokunikezelwa kweenkonzo ehlanganyelweyo ngokubambisana kwanokulungelelanisa umhlaba neetshukumo". Ikwathungelana ngokusondeleleneyo Nesiphumo Sesizwe 12: "Inkonzo esemgangathweni nesebenzayo esekelwe kuphuhliso ndawonye nabemi abaxhotyisiweyo, abangenagxeke nababandakanywayo". Le Njongo ithungelana kuhle nesiphumo seNDP 2030: 'Sakha umbuso onesakhono sokusebenza nosekelwe kuphuhliso' ze 'Silwe urhwaphilizo' kunye nesiphumo seMTSF 2019: 'Inkonzo yoluntu esemgangathweni nesebenza kuhle esekelwe kuphuhliso.'
	Inkqubela kumba Wesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu: ISebe sele lisebenzele ukuzuzisa injongo yokwenziwa ngcono nokuphuculwa kwenkqubo yolawulo ngokweenkqubo zalo zoshishino, iindlela zokusebenza namaqumrhu alo. Oku ke kuthungelana neSiphumo Sesizwe esinento yokwenza nombuso osebenza ngendlela noseemgangathweni osekelwe kuphuhliso njengoko kuchaziwe kwiSahluko 15 seNDP. Kungoko ke sinakho ukufaka ingxelo ngale nkqubela: <ul style="list-style-type: none"> ● ISebe lifumene iingxelo zophicotho ezingenaziphene kwisithuba seminyaka elishumi elinanye (11) edlulileyo. Kunyaka-mali u-2014/15, iSebe liyiphucule ingxelo yophicotho ngokuthi lizuze ingxelo engenaziphene iminyaka de yamibini kwinkalo yolawulo lwezemali kwanokuzuzwa kweenjongo ebezicwangcisiwe; ● Ulawulo Lweziboneleo zabasebenzi, ulawulo lwangaphakathi, Ulawulo Lomngcipheko Woshishino nesicwangciso-qhinga sonxibelelwano ndawonye noxanduva lweentengiso ziye zafakwa kwicandelo eliphezulu lezolawulo loshishino ze ze zasiwa eDotP; ● Ubuxhakaxhaka Bonxibelelwano Nobugcisa buthe baphuculwa ngokwephulo lokuqvuzelela; ityathanga lonxibelelwano elandisiweyo kwanokuphuculwa kwesikhundla solawulo lomongo woshishino; ● Isimo sesebe sathi saphuculwa ze kwasekwa nesimo semimandla esathi sahlengahlengisa see-ofisi zezithili ezazili-16 ukuze zibe yimimandla emithandathu. Oku ke kwenza isikhundla sokuba iSebe likwazi ukulungelelanisa iinkalo zeenkono zalo nemida yoomaspala. ISebe likuphucule ukufikeleleka kweenkonzo kwanenkqubo yokunikezelwa

	<p>kweenkonzo kanye pha emsini ngokuthi landiase inani lee-ofisi zalo zengingqi ukususela kumashumi amabini ananye ngo-2010 ukuya kumashumi amathathu anantlanu ekupheleni konyaka-mali u-2014/15;</p> <ul style="list-style-type: none"> ● Kuthe kwaqulunqwa umgaqo-nkqubo kaRhulumente weNtshona Koloni Ongokunikezelwa Kwenxaso-mali Kweiinkonzo Zentlalo-ntle Yoluntu, kwaboniswa ngawo ze waphunyezwa ngomhla wesine kwinyanga kaTshazimpuzi ka-2011 ze waqwalaselwa nakwiKhabhinethi. Wathi waxhaswa nazizikhokelo nezixhobo zeenkqubo ngenjongo yokuwuphumeza. Kwathi ke kwayilwa ze kwaphunyezwa nedraffi entsha enezilungiso njongo ukukuziza ukhanyo kumba wemisebenzi noxanduva ngo-2013/14 ze ken go-2014/15 kwenziwa ezinye izilungiso ngenjongo yokuqinisa iinkqubo zeSebe ngenjongo yokuphucula nokuvula imisantsa kwinkqubo yolawulo wlezihambathiso; ze ● Kwaqulunqwa kwaphinda kwaphunyezwa isicwangciso-qhinga samaziko esijoliswe ekulungiseni iindlela zokusebenza zamaziko anikezela iinkonzo ezizodwa kwiSebe kwakunye nokunikezelwa kweenkonzo kwisikhundla nenkalo yononophelo.
<p>Injongo 2 Yesiphumo Esisekelwe Kwasicwangciso- qhinga</p>	<p>Ukudala amathuba ngokunikezelwa kweenkonzo zophuhliso loluntu ekuhlaleni</p> <p>Intetho Yenjongo: Kukudala amathuba okuxhasa abantu nentsapho ngenjongo yokuphucula izakhono zaob zokuziqulunqela izicwangciso-maqhinga zokuziphilela ngokuthi kunikezelwe iinkqubo zophuhliso eziphakamisa ukuxhobisa abantu noluntu ekuhlaleni ngokusekelwe kuphando olusekelwe kubungqina neenkukacha ngamanani abemi.</p> <p>Isizathu: Oku ke kujolise ekuphakamiseni ukubandakanywa kwabantu kwanokuncitshiswa kwentlupheko ngokuthi kwenziwe iinkqubo zophuhliso lokuzimela koluntu ekuhlaleni ukuze kudalwe amathuba ukuze wonke ubani akwazi ukuzimela.</p> <p>Uthungelwano: Le Njongo ithungelana noPSO 8: "Siphakamisa ukubandakanywa koluntu nokuncitshiswa kwentlupheko", uPSG 2: "Siphucula iziphumo zemfundo kwanamathuba ophuhliso lolutsha" noPSG 3: "Sandisa intlalo-ntle, ukhuseleko ze silwisane nemikhuba eluntwini." Ngapha, ikwathungelana nakwiSiphumo Sesizwe 2: "Impilo ende nentle kubo bonke abemi boMzantsi Afrika 11: "Senza uMzantsi Afrika ongcono futhi ke sikwafaka negalelo ekwakheni i-Afrika engcono nekhuselekileyo kwiHlabathi elingcono" kunye neSiphumo Sesizwe 13: "Inkonzo Yokhuselo Loluntu ebandakanyayo nephendulayo."</p> <p>Inkqubela kwinkalo Yesicwangciso-qhinga ndawonye neenjongo zeminyaka emihlanu: ISebe sele liphumeze ezinye iinkalo zeSicwangciso-qhinga Sephondo Sophuhliso Lolutsha ingakumbi kumba wokusekwa kwezikhundla zolutsha kwiingingqi ekujoliswe kuzo zeli phondo. Kule nkalo, sele kusebenza iiYouth Café ezimbini yaye zidalela ulutsha amathuba kwiingingqi olukuzo. Oku ke kuthungelana neSahluko 11 seNDP esichonga ulutsha njengondondo karhulumente.</p> <ul style="list-style-type: none"> ● Kunikezelwe iinkonzo zohlangulo kwiintsizi kubemi beli phondo abanesi siding, ingakumbi iintsapho ezithwaxwa ziinzima ezimandla ngenxa yentswela-ngqesho ndawonye nabo nabo bangasakwazi kuziphilisa ngenxa yeentlekele ezingumvuka weziqophe zendalo; ● Inkqubo i-EPWP iqhubile nokudala amathuba engqesho exeshana kulutsha namanina angaphangeliyo. Le nkqubo ke ikwafake igalelo ekuphunyezweni kwesicwangciso-qhinga sophuhliso lolutsha ngokuthi inikezele ngamathuba oqeqesho kuphuhliso lwezakhono kulutsha oluthabatha inxaxheba kuyo, nto leyo ibenze bakwazi ukuphuma kule nkqubo ye-EPWP ze baya kungena kwizithuba zengqesho namanye amathuba; ● Kunikezelwe izidlo kwiinkqubo yamaziko gcina abantwana emva kwesikolo ali-129 kulawo ali-181 Okuthatyathwa kwenxaxheba

	<p>Lihlokondiba, Amathuba nokufikeleleka, Uphuhliso nokukhula, nto leyo yandise izinga lokuthatyathwa kwenxaxheba ngabafundi ze kwabe kwangaxesha-nye kubulawa indlala kwisithuba senkqubo yokugcinwa kwabantwana emva kwesikolo;</p> <ul style="list-style-type: none"> ● Siyakwazi ukunikezela ingxelo ethi lulutsha oluli-11 540 oluthe lwathabatha inxaxheba kumathuba oqeqesho kulo nyaka wengxelo, mathuba lawo afana nezakhono zobomi, ukukhuthaza nokuqeqesha, ezobunkokheli, izakhono zoshishino, uqeqesho olusesikweni kunye namathuba okulungela ingqesho; ● Kuphuhliswe izakhono zabantu abatsha ukuze babe nokufikelela kumathuba akhoyo kurhulumente, kwiNPO nakwicandeloloshishino labucala; ● Ngokuhambisana neSahluko 11 seNDP, iDSD ifake igxalaba ekuncitshisweni kwendlala ngokuthi kugxilwe ekunikezeleni izidlo kwiingingqi ezithile ekujoliswe kuzo ezinabantu abahlelelekileyo kwiPhondo leNtshona Koloni. ● Kusekwe ze kwaqiniswa amatyathanga obudlelwane nentsebenziswano akhoyo kumabakala ephondo nemimandla namanye amasebe karhulumente wephondo, icandelo leNPO kwakunye necandelo loshishino labucala; ● Kwaqulunqwa izibhambathiso Zokuqondana noomaspala kumba weenkqubo Zocwangciso Lophuhliso Oluhlanganyelweyo ze kwangenwa nakwizivumelwano Zemigangatho Yeenkonzo necandelo loshishino labucala ukuze kusetyenziswe izibonelelo ngendlela eyakube nefuthe elibonakalayo kuluntu ekuhlaleni; ze ● Kwaphuculwa izakhono zeeNPO kwiinkalo zolawulo lwezemali nolawulo olusemgangathweni kwanezo zisemngciphekweni wokurhoxiselwa inkxaso-mali ngenxa yokungathobeli imigaqo yolawulo. ● Inkqubo Yothintelo Lolwaphulo-mthetho Nenxaso ithe yaseka ze yomeleza amatyathanga entsebenziswano akhoyo ze yaphucula izakhono zeeNPO ukuze zikwazi ukunikezela iinkonzo zothintelo lolwaphulo-mthetho kwakunye neenkqubo ezisesikweni zoluleko kubantwana, ulutsha, abantu abadala kunye neentsapho ezisemngciphekweni.
<p>Injongo 3 Yesiphumo Esisekelwe Kwiscwangciso-qhinga</p>	<p>Ukudala luluntu olukhathalayo ngokuthi kunikezelwe iinkonzo zentlalo-ntle yoluntu ezisekelwe kuphuhliso.</p> <p>Intetho yenjongo: Kukudala uluntu olukhathalayo ngokuthi kunikezelwe iinkonzo ezizizo zentlalo-ntle ezisekelwe kuphuhliso ezixhasa nezomeleza abantu neentsapho, ngentsebenziswano namahlakani ndawonye nemibutho yoluntu ngokubanzi.</p> <p>Isizathu: Apha ke sijolise kunikezeleni uthotho lweenkonzo zentlalo-ntle yoluntu ezisekelwe kuphuhliso kubo bonke abantu namaqela asemngciphekweni ndawonye nokufaka igxalaba ekunciphiseni ulwaphulo-mthetho.</p> <p>Uthungelwano: Le njongo ithungelana noPSO8: "Siphakaminsa Ukubandakanyeka Koluntu Nokuncitshiswa Kwentlupheko", uPSG 2: "Ukuphuculwa kweziphumo zemfundo namathuba ophuhliso lolutsha" kunye noPSG 3: "Ukwandisa intlalo-ntle, ukhuseleko ze kulwiswane nemikhuba eluntwini." Le njongo ikwaphinda ithungelane neSiphumo Sesizwe 2: "Impilo ende nentle kubo bonke abemi boMzantsi Afrika," iSiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kunye ne-Afrika engcono kwihlabathi elingcono" kunye neSiphumo Sesizwe 13: "Icandelo Leenkonzo Zokhuseleko elinika ingqwalasela izidingo zoluntu."</p>
	<p>Inkqubela kumba Wesicwangciso-qhinga kunye nezicwangciso zeminyaka emihlanu: linzuzo eziphantsi kwale nkqubo zithungelana kuhle kwiziphumo ezinqwenelekayo zeSahluko 11 seNDP:</p> <ul style="list-style-type: none"> ● Kuthe kwasekwa Iqela Elisebenzayo Kwezokukhubazeka phantsi kwezi njongo zilandelayo: ukufikeleleka kwemfundo; ukufikeleleka kwamathuba engqesho ndawonye nokufikeleleka kwezixhobo ezincedisayo;

- Ukusekwa kwephulo elisayilwayo lokufumanisa nokuchonga abantwana abakhubazekileyo nolutsha olusemngciphekweni eMfuleni, eVredenburg naseDiazville ze ekuhambeni kwexesha kwaqukwa nengingqi yeBhobhofolo;
- Ukusekwa kwesikhundla Sokukhubazeka kusenzelwa Abantu Abakhubazekileyo
- Ukulungiswa kweenkonzo ezisiwa kubantwana abakhubazeke ngokwasengqondweni ngokweSikhokelo Somgaqo-nkqubo ophunyezwe yiKhabhinethi ozakuhlanganisa ukubunjwa nokulawulwa kweenkonzo ezinikezelwa liSebe Lophuhliso Loluntu. Le nkqubo ke yeyokuqala eluhlobo lunje kuMzantsi Afrika wonke;
- Ukusekwa kweenkonzo zokufikelela kuluntu kunye nenkxaso; kwanezikhundla zokudlulisela abantwana abakhubazeke ngokwasengqondweni;
- Ngentsebenziswano neDoH kuny neWCED, iSebe lithe laseka indawo yokuhlala eMaitland enokuthi ihlalise abantu abangamashumi amathathu ekufumaniseke ukuba bafunyaniswe kabini ukuba bakhubazeke ngokwasengqondweni;
- Inkqubo Yabantwana Neentsapho ithe yagxila kwezi ndlela zokungenelela zilandelayo ekumelaneni nezidingo zoluntu kwiingingqi zokuhlala:
 - Liqoshelise Izikhokelo Zomgaqo-nkqubo kumba Wononophelo Lwexeshana Olukhuselekileyo;
 - Laqoshelisa iSicwangciso-qhinga sePhondo Sokhuseleko Lwabantwana;
 - Laqulunqa imgodlo woqeqesho kunye nezixhobo Zokuqinisekisa Umgangatho kuMaziko Ononophelo Lwabantwana Nolutsha ngenjongo yokuqinisekisa ukuthotyelwa kwemimiselo Nemigaqo njengoko zither zavezwa kwiiCYCC ezine;
 - Kwachongwa iMibutho Yokhuseleko Lwabantwana. ISebe laba liphondo lokuqala ukubhalisa amaziko Ononophelo LWABANTWANA Nolutsha kwesinye isithuba seminyaka emihlanu esithe saqosheliswa ngenyanga yoKwindka ka-2015.
 - Liqulunqe laphumeza isicwangciso-qhinga sephondo ukuze kulawulwe ukulibaziseka kwinkqubo yokunikezelwa kwabantwana kugcino lwexeshana; ze
 - Laphumezisa iSicwangciso-qhinga se-ECD kwiKhabhinethi yePhondo.
- ISebe lithe lagxila ekubhalisweni kwaMaziko Ononophelo Olungagqibelelanga futhi ke ukubhaliswa Kweenkqubo ze-ECD nako kusahamba kakuhlelele kubhaliswe amaziko ononophelo olungagqibelelanga ali-1 909. Ukuze kube nokukwazeka ukuphuculwa komgangatho weenkqubo zokufunda kwinqanaba lamaziko e-ECD, kwathi kwaqeqeshwa amagosa ali- 743 kumaziko ali-1 370 ukuze kunikezelwe iinkqubo zemfundo ezisemgangathweni nezibhalisiweyo. Ukuphunyezwa kweSikhokelo seKharithyulam Yesizwe kwimfundo yabantwana ababudala busukela esizalweni ukuya kwiminyaka emine kuthe kwabonakala kusebenza ngokuthi kuqeqeshwe iingcali ekuqulunqweni kwemigaqo-nkqubo yentlalo-ntle yoluntu kwakunye namaziko eenkonzo ze-ECD kule nkalo. Iinkqubo zemibutho ye-ECD engama-27 zithe zabhaliswa ngokuhambelana nomthetho iChildren's Act, nto leyo iwavumela ukuba aqeshe abantu ukuze baqeqeshe abasebenzi abo.
- ISebe lenyuse kakhulu inkxaso yalo eliyinika amaziko e-ECD ukususela kwiR12 ukuya kwiR15 ngenjongo yokwandisa ukuthotyelwa kwemigaqo nemimiselo yemithetho ndawonye kunye nethuba lokuhlalula abasebenzi be-ECD ngcono;
- Imigaqo Nemimiselo Yeesheltha Zabantu Abadala Abangenamakhaya yathi yaqosheliswa ze yaphunyezwa nguMphathiswa ngenyanga yoKwindla ka-2015.
- Iinkonzo ezinikwa amaxhoba olwaphulo-mthetho nobundlobongela zither zaphuculwa ngokuthi kwenyuswe inkxaso-mali enikwa iisheltha, ukuqulunqwa kwemigaqo nemimiselo yamaziko kwanokukhutshwa kwenkqubo yonyango kubantwana abagwetyiweyo abaneengxaki

ezinkulu zendlela yokuziphatha;

- Ukwamkelwa nokubhaliswa kweenkqubo zoluleko zibe zezisesikweni zeDSD yeNtshona Koloni kunye neeNPO ezintathu zathi zaqosheliswa futhi ke zisaqhuba iinkqubo zokuqinisekiswa kwamangenelo eenkonzo zoluleko ngenjongo yokuqinisekisa umgangatho ophezulu nosebenzayo weenkqubo zoluleko ukuze kuncitshiswe umngcipheko wokuba abantu babuyele kwimpilo yolwaphulo-mthetho. Isicwangciso-qhinga Sephondo sokuqoqoshwa kweenkonzo zoluleko ngenjongo yokuphucula ukubekwa kwibakala elifanayo kweenkqubo yokunikezelwa kweenkonzo.

4. IINKCUKACHA ZENTSEBENZO NGOKWEENKQUBO

ISebe lithabathe isigqibo sokugcina izalathisi zecandelo nezephondo eziqulethwe kwi-APP ka-2013/14 kwisithuba seMTEF ukuze libe nokulinganisele ze liqwalasele inkqubela kunye/okanye intsebenzo kwisithuba sonyaka-mali omnye ngothotho olukwafanayo lwezalathisi. Likwanazo neenzuzo zolawulo lwezibhambathiso futhi ke lithintela ukwenziwa kweenguqu kwizibhambathiso seeNPO ezingaphaya kwama-2 200 rhoqo kutshintsha izalathisi.

4.1 INKQUBO 1: EZOLAWULO

Injongo

Le nkqubo ke ibonakalisa ulawulo ngokwesicwangciso-qhinga ndawonye neenkonzoz zenkxaso kuwo onke amanqanaba eSebe, oko ke kukuthi, kwinqanaba lePhondo, eloMmandla, eleSithili kunye neleZiko/neleQumrhu. Iziko Lezolawulo Lophuhliso lisekelwe kwiDotP¹⁰.

Iinkqutyana

- 1.1. I-Ofisi yoMphathiswa
- 1.2. Ezolawulo Lwephondo
- 1.3. Ezolawulo Lwezithili

Iinjongo Zesicwangciso-qhinga

- Kukuphumeza isimo esiphuculweyo sokunikezelwa kweenkonzo
- Kukunikezela ngenkonzo esebenza ngokugqibeleleyo yolawulo lwezemali kwiSebe
- Kukuqulunqa nokuphumeza inkqubo efanayo yokulawula iinkcukacha zentsebenzo yeenkqubo

IZALATHISI ZEENJONGO ZESICWANGCISO-QHINGA

INKQUTYANA 1.2: IINKONZO ZEZOLAWULO					
Kukuphumeza isimo esiphuculweyo senkqubo yokunikezelwa kweenkonzo					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Iinjongo ezicetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo 2014/2015	Imbono ngokutyeshisa
Inqanaba lentsebenzo yabalawuli kumba wocwangciso lwezibonelelo zabasebenzi (Isixhobo Sokulinganisele Intsebenzo Yabaphathi)	Inqanaba 3 leMPAT	Inqanaba 3 leMPAT	Inqanaba 4leMPAT	+1	Ukuphucuka kwamanqanaba okuthotyelwa kwemigaqo yeMPAT njengoko ithiwe thaca liSebe Elijongene Novavanyo Nohlolo lLwetnsebenzo (iDPME)

¹⁰ Iziko Lezolawulo Loshishino linikezela ngezi nkonzo zenkxaso zilandelayo kweli Sebe: Ulawulo Lwezezibonelelo Zabasebenzi, Ubucukubhede Bobugcisa, Uphuhliso Lwesebe, Uqeqedho Lwephondo, Ingqinisekiso Kwezolawulo, Iinkonzo Zomthetho kunye Nelawulo Lonxibelelwano.

IZALATHISI ZENTSEBENZO

INKQUTYANA 1.2: IINKONZO ZEZOLAWULO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Inani lamangenelo oqeqesho kwikhono lentlalo-ntle nakumanye asondeleyo kulo	41	25	34	+9	Kwathi kwanikezelwa nangolunye uqeqesho ngamahlakani aquka iiPT kunye neSebe Lophuhliso Loqoqosho Nezokhenketho (DEDaT).
Inani labasebenzi likhula ukusuka kwi-1 910 ukuya kuma- 2 121 (kwizikhundla ezibekelwe isabelo-mali)	2 002	2 121	2 081	-40	Liphezulu inani lokubeka phantsi kwabasebenzi kulo nyaka
Inani labo basafundiswa umsebenzi:					
Inani labafundi abanezidanga/abangekabi nazidanga	146	115	185	+70	Ikho inkxaso-mali ekhoyo eyenzelwe injongo yokubuyekeza kwingxaki yenani eliphezuz labasebenza abathe babeka phantsi ukuze kuqeshwe abanye endaweni yabo.
Inkqubo Yokuvuselela Ulutsha yeNkulumbuso yokufundisa umsebenzi	60	20	20	0	Ayikho

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 1.2: IINKONZO ZEZOLAWULO					
Kukunikezela inkonzo yolawulo lwezemali esebenza ngokugqibeleleyo kweli Sebe					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Ingxelo engenasiphene yophicotho rhoqo ngonyaka	Ingxelo yophicotho engenasiphene	Ingxelo yophicotho engenasiphene	Ingxelo yophicotho engenasiphene	Ingxelo yophicotho engenasiphene	-

IZALATHISI ZENTSEBENZO

INKQUTYANA 1.2 IINKONZO ZEZOLAWULO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Inqanaba lwentsebenzo yabalawuli kumba wetyathanga leentengo zesebe (kwinqanaba leMPAT neleCGROI) ¹¹	MPAT:3 CGRO: 3	MPAT:3 CGRO: 3+	MPAT: Inqanaba 4 CGRO: 3	+1	Iphuculwe imeko yokuthotyelwa kwemigaqo yolawulo lweMPAT njengoko ithiwe thaca yiDPME
Inqanaba lwentsebenzo yabalawuli kumba wolawulo lwezemali (kwinqanaba leMPAT neleCGROI)	MPAT:3 CGRO: 3+	MPAT:3 CGRO: 3+	MPAT: 3.8 CGRO: 3+	+0.8	Iphuculwe imeko yokuthotyelwa kwemigaqo yolawulo lweMPAT njengoko ithiwe thaca yiDPME
Inani labasebenzi becandelo lezemali abanezidanga ezifanalekileyo zasemva kwesikolo	20	27 ¹²	26	-1	Abasebenzi abane abatsha bazimanye neli Candelo Lolawulo futhi ke bazigqibile izifundo zabo.

IZALATHISI ZEENJONGO ZESICWANGCISO-QHINGA

INKQUTYANA 1.2 IINKONZO ZEZOLAWULO					
Kukuqulunqa nokuphumeza inkqubo ecwangciwe ngokulingana yokulawula iinkcukacha zentsebenzo yeenkqubo					
Isalathisi Senjongo Yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngotyeshelo
Ingxelo yophicotho olungenasiphene ngeenkckacha ezingentsebenzo rhoqo ngonyaka	Isalathisi esitsha	Ingxelo yophicotho olungenasiphene ngeenkckacha ezingentsebenzo	Ingxelo yophicotho olungenasiphene ngeenkckacha ezingentsebenzo	Ingxelo yophicotho olungenasiphene ngeenkckacha ezingentsebenzo	-

IZALATHISI ZENTSEBENZO

INKQUTYANA 1.2 IINKONZO ZOLAWULO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Inqanaba leM lolawulo lwentsebenzo (ngokweMPAT): Inkalo	Inqanaba 2 leMPAT	Inqanaba 3leMPAT	Inqanaba 4leMPAT	+1	Iphucukile

¹¹ Igama elisetyenzisiweyo kwisalathisi sika-2013/14 lalisithi Uhlalutyo Lwecandelo Lezolawulo Nesimo: *Inqanaba Lolawulo Lwezimali Kwinkqubo Yetyathanga Lezeentengo*

¹² Impazamo kwi-APP ka-2014/15. Le njongo kwakumele ukuba ingunombolo 22.

INKQUTYANA 1.2 IINKONZO ZOLAWULO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela injongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Yentsebenzo Engundoqo: Uhlolo Novavanyo ¹³					

Iinzuzo zeenkqubo

- Kwathi kwafumaneka nenye inkxaso-mali yokumelana nezi zidingo kwikwiGunya-bantu Elijongene Nokunikezelwa Kogeqesho Nemfundo;
- Sidlule le kwiinzuzo ebesizicwangcisi (ngokwamanani abafundo bomsebenzi, abanezidanga nabangekabi nazo);
- Iphucukile nendlela namazinga okuthotyelwa kwemigaqo yolawulo yeDPME kumba wohloko novavanyo, ulawulo lwezemali, ityathanga leentengo ndawonye nocwangciso lwezibonelelo zabasebenzi.

Isicwangciso-qhinga sokulwisana namazinga aphantsi entsebenzo:

- Siceba ukukhawulezisa inkqubo yethu yokugaya abasebenzi kwisigaba sokuchonga abona sibafunayo.

Iinguqu kwizicwangciso esele zenziwe

Akukho zinguqu

Ukuthungelanisa intsebenzo nezabelo-mali

Le nkqubo sele isebenzise ama-91,3% esabelo sayo esingamaR206,968 ezigidi kunyaka-mali u-2014/15. Ukungasetyenziswa kweR17,9 yezigidi ngenxa yokulibaziseka ekuphunyezweni kwamaphulo okulungiswa kwezakhiwo (R13,7 ezigidi - sisixa) email yawo izakudluliselwa kwiSebe Lezothutho Nemisebenzi Yoluntu ukuze iqoshelise kunyaka-mali u-2015/16. Enye imeko yokungasetyenziswa kwemali ekhoyo kwenzeka kwinkalo Yempahla Neenkondo (R1,8 yezigidi) ngenxa yokuba amaxabiso ehile kunalawo ebecingekekile kwiindawo zokusebenzela namaziko, kuqeqesho, izithuthi zesebe kunye nokuqeqeshisa (R2,1 yezigidi) ngenxa yokuba izithuthi ziphinde zasiwa kwiingingqi ekunikezelwa kuzo iinkonzo. Inkciitho le yiyo ephakamisa yakhokela inkqubo yokunikezelwa kweenkonzo kwiithebhile zentsebenzo yeenkqubo futhi ke ikwaphinda ichatshazelwe phantsi komxholo weenzuzo zeenkqubo.

Iithebhile D: Inkciitho yeenkqutyan

Igama Lenkqutyan	2014/2015			2013/2014		
	Eyona mali ibekelwe bucala	Eyona Nkciitho	Inkciitho (Engentla)/ Engezantsi	Eyona mali ibekelwe bucala	Eyona Nkciitho	Inkciitho (Engentla)/ Engezantsi
Ezolawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMphathiswa	6 777	6 777	-	6 394	6 394	-
iCandelo Leenkondo Zolawulo Oluphezulu	147 968	132 189	15 779	128 442	122 303	6 139
Ulawulo Lwezithili	52 223	50 077	2 146	48 608	48 100	508
Itotali	206 968	189 043	17 925	183 444	176 797	6 647

¹³ Uhlalutyo Lwecandelo Lezolawulo Nesimo: Inqanaba lezakhono kwiinkcukacha zentsebenzo

INKQUBO 2: IINKONZO ZENTLALO-NTLE YOLUNTU

Injongo

Le nkqubo inikezela ngeenkonzoz ezihlanganyelweyo zophuhliso lwentlalo-ntle yoluntu kubantu abahlelekileyo nabasesichengeni ngentsebenziswano namahlakani ndawonye nemibutho yoluntu ngokubanzi.

Iinkqutyana

Inkqutyana 2.1:	Ezolawulo Nenxaso
Inkqutyana 2.2:	Unonophelo Neenkonzoz Kwiinkonde Neenkondekazi
Inkqutyana 2.3:	Iinkonzoz kubantu Abakhubazekileyo
Inkqutyana 2.4:	Intsholongwane kaGawulayo noGawulayo
Inkqutyana 2.5:	Uhlangulo Loluntu

Iinjongo zesiswangciso-qhinga

- 2.2 Kukuqinisekisa ukufikeleleka kweenkonzo zophuhliso loluntu kwiinkonde neenkondekazi ezihlelekileyo nezisesichengeni.
- 2.3 Kukunikezelwa kweenkqubo neenkonzoz ezihlanganyelweyo kubantu abakhubazekileyo ndawonye neentsapho zabo/abantu ababanonophelayo.
- 2.4 Kuye kwenziwa ke nesigqibo somgaqo-nkqubo ukuze amalinge entsholongwane kaGawulayo/kaGawulayo kunye nesabelo-mali ayanyaniswa kwiNkqubo Yokunotshelwa Nokukhuselwa Kwabantwana.
- 2.5 Kukukhokela kwinkqubo yokufikeleleka kohlangulo loluntu olukhawulezileyo nolwexeshana kwiimeko zeenzima kwabo bachaphazelekayo kwiinzima neentlekele

IZALATHISI ZENJONGO YESIZWANGCISO-QHINGA

INKQUTYANA 2.2: UNONOPHELO NEENKONZO KWIINKONDE NEENKONDEKAZI Kukuqinisekisa ukufikeleleka kweenkonzo zophuhliso loluntu ezisemgangathweni kwiinkonde neenkondekazi					
Inqanaba 2 leMPAT	Inqanaba 2 leMPAT	Inqanaba 2 leMPAT	Inqanaba 2 leMPAT	Inqanaba 2 leMPAT	Inqanaba 2 leMPAT
Inani leenkonde neenkondekazi ezisemngciphekweni ezifikelelayo kwiinkonzoz zophuhliso loluntu ezisemgangathweni kweli phondo	32 292 ¹⁴	22 824 ¹⁵	22 625	-199	Izinga lokusweleka kwabantu abahlala kumaziko eenkonde neenkondekazi kwakunye nokuphinda kuvavanywe impilo yabantu abakuluhlu lokulinda ngaphambi kokuba bamkelwe

¹⁴ Eli nani liquka iinkonzoz ezinikezelwe kubantu abaxhatshaziweyo, abaxhamli abazimasa iindibano zenkxaso ngedementia kwakunye nabaxhamli ananikwe iinkonzoz zokuguga ngendlela

¹⁵ Ukwehliswa kwale njongo kungumvuka wokuguga ngendlela eshukumayo, inkqubo yokwazisa ngedementia kunye nenkxaso kubantu abadala abaxhatshaziweyo azisafakwa kule totali

IZALATHISI ZENTSEBENZO

INKQUTYANA 2.2: UNONOPHELO NEENKONZO KWIINKONDE NEENKONDEKAZI					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
IZALATHISI ZENTSEBENZO YECANDELO					
Inani leenkonde neenkondekazi ezifikelela kwiinkonzo zamaziko okuhlala afumana inkxaso-mali	9 606	9 790	8 988	-802	Izinga lokusweleka kwabantu abahlala kumaziko kwakunye novavanyo lwempilo yabantu abakuluhlu lokulindela ukwamkelwa
Inani leenkonde neenkondekazi ezifikelelela kwiinkonzo zononophelo nenkxaso ezisekelwe ekuhlaleni	13 303	12 600	13 302	+702	Ukwanda kwezinga lokuzimasa kumaziko amakhulu amahlanu
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani leenkonde neenkondekazi ezifikelela kwiinkonzo zamaziko afumana inkxaso-mali kunye nalawo azimeleyo Number of older persons accessing assisted and independent living facilities funded by DSD	391	434	335	-99	Izinga elicothayo lokuthatyathwa (ukuphinda kuvavanywe impilo yabantu abakuluhlu lokwamkelwa ngaphambi kokuba bamkelwe ndawonye nezithuba ezivela ngenxa yokususwa kwabantu abadala kumaziko abahlala kuwo besiwa kulawo athabatha iinkonde ezigulayo)

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO

Ukunikezelwa kweenkqubo neenkonz ezihlanganyelweyo kubantu abakhubazekileyo kunye neentsapho zabo /nabantu ababanonophelayo

Isalalathisi Senjongo Yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo Ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Utyeshelo kwinjongo ecetyiweyo ukuya Kweyona Nzuzo for 2014/2015	Imbono Ngotyeshelo
Inani labantu abakhubazekileyo neentsapho zabo/abantu ababanonophelayo abafikelela kwiinkonzo zentlalo-ntle ezisekelwe kuphuhliso	58 830	64 788 ¹⁶	59 870	-4 918	Amaziko okuhlala, iindibano zocweyo ngokhuseleko ndawonye neenkqubo zononophelo lwasemini ziye zikhjuphe izibhengezo ngezithuba kwanokungazimasi kwabantu abathile. Iinkonzo zenkxaso ezinikezelwa ziingcali zathi zachatshazelwa yindlela yokunikezelwa kweengxelo engayithobeliyo imigaqo.

IZALATHISI ZENTSEBENZO

INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO

Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshela
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labantu abakhubazekileyo abahlalakumaziko anikezela ngendawo yokuhlala afumana inkxaso-mali	1 422	1 427	1 414	-13	Iindawo zeebhedi ezikhoyo kumaziko anikezela ngendawo yokuhlala afumana inkxaso-mali ngenxa yezinga lokusweleka kwaba bahlali

¹⁶ Eyona ntsebenzo ku-2013/14 iye yedlulisa kwiintelekelelo kwinkalo yokunikezelwa kweenkonzo zenkxaso ezizodwa yiyo ke le nto kwenyuke iintelekelelo ku-2014/15

INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
					kwanangenxa yokuwashiya kwabo la maziko.
Inani labantu abakhubazekileyo abaxhamla kwiindibano zocweyo ngokhuseleko ezifumana inkxaso-mali	2 393	2 511	2 530	+19	Ukwanda kwesidingo seenkonzo kwikota yesine
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantu abakhubazekileyo abaxhamla kwiinkqubo zononophelo ezisekelwe ekuhlaleni nezixhaswa yiDSD	535	600	603	+3	Abanye abantu abathathu bathe bazimanya nale nkqubo
Inani labantu abafikelela kwiinkonzo zenkxaso enikezelwa ziingcali kwiINPO ezifumana inkxaso-mali	54 480	60 250	55 323	-4 927	Ingxaki yokunikezelwa kweengxelo kabini zezinye iiNPO iseyingxaki esanikwa ingqwalasela yile nkqubo.

IZALATHISI ZENTSEBENZO

INKQUTYANA 2.4: INTSHOLONGWANE KAGAWULAYO/UGAWULAYO					
Izalathisi Zentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lemibutho egeqeshwe kwinkalo Yeenkqubo Yokutshintshwa Koluntu Neendlela Zokuziphatha	Ayikho	Kuthatyathwe isigqibo sezomongaqa-nkqubo esithi amalinge okulwisana neNtsholongwane kaGawulayo/noGawulayo kunye nesabelo-mali ziyakuhlenganiselwa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana			
Inani labantu abafikelelekileyo ngokweNkqubo Zokutshintshwa Koluntu Neendlela Zokuziphatha	Abekho	Kuthatyathwe isigqibo sezomongaqa-nkqubo esithi amalinge okulwisana neNtsholongwane kaGawulayo/noGawulayo kunye nesabelo-mali ziyakuhlenganiselwa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana			
Inani leengxoxo zoluntu ekuhlaleni ngeempendulo ezifumanekileyo kumba weNtsholongwane kaGawulayo/kaGawulayo	Abekho	Kuthatyathwe isigqibo sezomongaqa-nkqubo esithi amalinge okulwisana neNtsholongwane kaGawulayo/noGawulayo kunye nesabelo-mali ziyakuhlenganiselwa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana			

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 2.5: UHLANGULO LOLUNTU

Kukukhokela kwiimeko zokufikeleleka ngokukhawuleza kweenkonzo zexeshana zohlangulo kuluntu oluchaphazeleka kwiimeko zeenzima neentlekele

Isalathisi Senjongo Yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Inani labantu abafikelela kwiinkonzo zohlangulo kwiintsizi	36 800 ¹⁷	15 742	Not verifiable	-15 742	I-Ofisi Yeenkqubo ayikwazanga kufikelela kumaxwebhu abubungqina asuka kwiirejista zakwaSASSA ndawonye neerekhodi ngazo zonke iimeko ezidluliselwe kubo futhi ke ngoko ayikwazi kunikezela ingxelo echanekileyo ngesi salathisi.

¹⁷ Eli nani libhekisa kwinani lamakhaya amane afumana ukuxhamla kwiinkonzo zohlangulo kwiinzigo, kunye nenani lamakhaya angamakhoba emililo afikelela kwakwezi nkonzo zohlangulo.

IZALATHISI ZENTSEBENZO

INKQUTYANA 2.5: UHLANGULO LOLUNTU					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labaxhamli abathe bazuza lutho kwiiNkqubo Zohlangulo Loluntu Kwiintsizi	Abekho	Abekho	Abekho	Abekho	Abekho
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani lamakhaya afumana inzuzo ngenxa yeenzima athi ajamlane nazo	5 768	1 740	Akukho bungqina	-1 740	I-Ofisi Yeenkqubo ayikwazanga kufikelela kumaxwebhu abubungqina asuka kwiirejista zakwaSASSA ndawonye neerekhodi ngazo zonke iimeko ezidluliselwe kubo futhi ke ngoko ayikwazi kunikezela ingxelo echanekileyo ngesi salathisi.
Inani lamakhoba eentleke afumana iinkonzo zohlangulo zoluntu olukwiintsizi	13 728	8 782	Akukho bungqina	- 8 782	I-Ofisi Yeenkqubo ayikwazanga kufikelela kumaxwebhu abubungqina asuka kwiirejista zakwaSASSA ndawonye neerekhodi ngazo zonke iimeko ezidluliselwe kubo futhi ke ngoko ayikwazi kunikezela ingxelo echanekileyo ngesi salathisi.

Iinzuzo Zenkqubo

- Sifumene i-100 % ngokuhlolwa kwendawo zokusebenzela kumba wokuxhobisa ngezakhono ndawonye nokuphucuka kwenkqubo yokunikezelwa kweenkonzo kubantu abakhubazekileyo neentsapho zabo/nabantu ababanonophelayo.

- Siqulunge iSicwangciso-qhinga seDSD Esisayilwayo Sokuthathela Phezulu Ukukhubazeka kwakunye Nesicwangciso Sokuphunyezwa kwaso ekwathi kwaboniswa kakhulu ngaso nemimandla kunye namanye amahlakani kwicandelo lezokukhubzeka futhi ke sisalinde ukuphunyezwa. Ngapha koko, kwakwilinge lokuphakamisa ukuthatyathelwa ingqalelo kokukhubazeka kuzo zonke iinkqubo zeDSD, iNkqubo Yezokukhubazeka ithabathe inxaxheba kwiingxoxo zasetafileni ebezimalunga neentsapho nokukhubazeka ngenyanga yeNkanga ka-2014, ezazikhokelwe yiNkqubo Yeentsaphoh kunye ne-Ofisi YamaKatolika Yonxibelelwano nePalamente.
- Ngentsebenziswano ne-Uhambco Foundation kunye namanye amahlakani aphambili, kuthe kwaqulunqwa uMgaqo Wendlela Enye Yokuhlulisela kwiNtshona Koloni ngenjongo yokubeka elubala izikhokelo, imigaqo, eyona misebenzi noxanduva lwamasebe karhulumente, iiNPO nemibutho yoluntu ngokubanzi ethi inikezele iinkonzo noqeqesho kubantwana nolutsha olukhubazekileyo.
- Ukuphunyezwa Kwesikhokelo Somgaqo-nkqubo – Ongeenkonzco Kubantu Abakhubazeke Ngokwasengqondweni ngenjongo yokufumanisa nokuchaza izidingo zenkxaso kubantu abakhubazeke ngokwasengqondweni ngokwemisebenzi noxanduva oluthiwe thaca malunga nokunikezelwa kweenkonzo ngamasebe karhulumente kwiindlela enjalo yokujongana nenkxaso nezidingo.

Iisicwangciso-qhinga sokulemana neemeko zezinga lentsebenzo eliphantsi

- Izalathisi Zenkqutyana Yohlanglo Loluntu ziye zatshintshwa kancinci kaiSicwangciso Sentsebenzo Yonyaka ka-2015/16 ngenjongo yokunikezela iinkcukacha zentsebenzo ezichanekileyo, oko ke kukuthi, ezithe ngqo nezigqibeleleyo;
- Iinkqutyana Zezokukhubazeka kunye Nyeenkonde Neenkondekazi zizakugxila ekomelezeni nasekuxhaseni kwanasekuxhobiseni ngezakhono iiNPO ezifumana inkxaso-mali ukuze zibe nokuphucula iindlela ezenza ngayo izinto nokuthotyelwa kweSivumelwano Sokudluliselwa Kwentlawulo.

Iinguqu kwiinjongo ezicetyiweyo

Azikhco

Ukuthungelanisa intsebenzo nezabelo-mali

Le nkqubo isebenzisa ama-99,2% esabelo sayo esingamaR640,190 ezigidi kunyaka-mali u-2014/15. Imadlala engephi ethe ayabi nakusetyenziswa eziR5,326 zezigidi ichaphazela ikakhulu ukurhoxiswa kwenkxaso-mali kwimibutho engayithobeliyo imigaqo yokusebenza kwanokushiya indawo kwabasebenzi. Le nkciitho ke ikhokele ekunikezelweni kweenkonzo ekusele kuchaziwe kwiithebhile zentsebenzo yeenkqubo nekuphinda kubonakaliswe futhi ngaphantsi kweenzuzo zeenkqubo.

Iithebhile E: Inkciitho Yeenkqutyana

Igama Lenkqutyana	2014/2015			2013/2014		
	Eyona Mali Ibelwelwe Bucala	Eyona Nkciitho	Inkciitho (Engaphezulu)/Engaphantsi	Eyona Mali Ibelwelwe Bucala	Eyona Nkciitho	Inkciitho (Engaphezulu)/Engaphantsi
Eyeenkonzco Zentlalo-ntle Yoluntu	R'000	R'000	R'000	R'000	R'000	R'000
Eyolawulo Nenkxaso	374 846	370 425	4 421	327 565	327 515	50
Unonophelo Neenkonzco Kwiinkonde	175 195	174 720	475	166 353	166 353	-

Neenkondeka zi						
Iinkonzo Kubantu Kubantu Abakhubazekileyo	90 149	89 719	430	86 118	86 118	-
Intshongwane kaGawulayo/ uGawulayo						
Eyohlangulo Loluntu						
Itotali	640 190	634 864	5 326	580 036	579 986	50

4.2 INKQUBO 3: ABANTWANA NEENTSAPHO

Injongo

Kukunikezela uthotho lweenkonzo zononophelo nenkxaso kuluntu ekuhlaleni ngenmsebenziswano namahlakani kwakunye nemibutho yoluntu ngokubanzi.

linkqutyana

Inkqutyana 3.1:	Ezolawulo Nenkxaso
Inkqutyana 3.2:	linkonzo Zononophelo Kwiintsapho
Inkqutyana 3.3:	linkonzo Zononophelo Nokhuseleko Lwabantwana
Inkqutyana 3.4:	Ezophuhliso Lwabantwana Abaselula & Nezononophelo Olungagqibelelanga
Inkqutyana 3.5:	Amaziko Ononophelo Lwabantwana Nolutsha
Inkqutyana 3.6:	linkonzo Zononophelo Lwabantwana Ezisekelwe Ekuhlaleni

Iinjongo zesicwangciso-qhinga

- 3.2 Amalinge okungenelela ahanganyelweyo nalawo ajolisiweyo agxile ekwakhiwe iintsapho eziluhlalima
- 3.3 kukukhokela ekunikezelweni kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana nokwakhiwa kweentsapho eziluhlalima ukuze zizonophele ze zikhusele abantwana
- 3.4 kukukhokela ekwakheni sikhundla soluntu esiphuhlisa nesinonophela abantwana kwisimo esikhuselekileyo ukuze abantwana babe nokuphila khona, babe sempilweni ngokweasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemoyeni bakwazi ukuba ngabantu nabo phakathi kwabanye ze bakwazi ukufunda
- 3.5 kukukhokela ekunikezelweni kweenkqubo ezizezinye zononophelo nenkxaso kubantwana ekufumaniseke ukuba banesidingo sokhuseleko nokhuseleko
- 3.6 kukukhokela ekunikezelweni kweenkonzo zononophelo lwabantwana nolutsha ezisekelwe kuluntu ekuhlaleni ngenjongo yokuphucula ukufikelelelka kweenkonzo kubantwana abasemngciphekweni

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 3.2: UNONOPHELO KWIINTSAPHO					
Integrated and targeted interventions focusing on building resilient families					
Isalathisi Senjongo Yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Iinjongo Ezicetyiweyo 2014/2015	Ezona Nzuzo 2014/2015	Ukutyeshela iinjongo ezicetyiweyo Kwezona Nzuzo for 2014/2015	Imbono ngokutyeshisa
Inani leentsapho ezifumana iinkonzo zentlalo-ntle ezisekelwe kuphuhliso ezomeleza ezo ntsapho noluntu ekuhlaleni	26 262	24 339 ¹⁸	23 490	-849	Imimandla ziinkalo zokunikezelwa kweenkonzo ezibekelwe phambili ngokwemithetho

¹⁸ Ukwenyuka kwenani lenjongo kungumvuka wokwenyuka kweenkonzo zentlalo-ntle yoluntu ezithe zanikezelwa kwii-ofisi zeengingqi zeDSD eziquka ukusekwa kwamaqela enkxaso kubazali.

IZALATHISI ZENTSEBENZO

INKQUTYANA 3.2: UNONOPHELO KWIINTSAPHO					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
ISALATHISI SENTSEBENZO YECANDELO					
Inani leentsapho ezithabatha inxaxheba kwiinkqubo ¹⁹ zokulondolozwa kweentsapho	14 548	13 363	14 160	+797	Isidingo seenkonzo sixhomekeka kummandla nommandla kodwa ke sona siphezulu.
Inani lamalungu eentsapho athe abuyiselwa kwiintsapho zawo	422	380	422	+42	Izinga lentsebenzo eludlule ngaphezulu kwezicwangciso ngenxa yomgangatho weenkonzo zentlalo-ntle ezithe zanikezelwa eziquka "Inkqubo Yokulungela Ubusika".
Inani leentsapho ezithabatha inxaxheba kwiinkqubo Zokuba Ngabazali	11 292	10 596	8 908	-1 688	Imimandla iphinde yaziqwalaselisa iinkonzo ezinikela ngokwemigaqo yemithetho. Ebezijoliswe kwiNPO zinikezelwe ngokwezicwangciso
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani leebhedi ezixhaswa ngurhulumente kwiisheltha zabantu abadala abangenamakhaya	1 389	1 358	1 398	+40	Inani leebhedi elandileyo kwiNPO ezixhaswa ngemali (ngaphandle kwenkitho eyenye)

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA					
Kukukhokela ekunikezelweni kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana nezakha iintsapho neengingqi zokuhlala ezilugqilima ukuze zinonophele ze zikhusele abantwana bazo					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantwana neentsapho abakweli Phondo	101 197	10 997	11 435	+438	Izinga lesidingo seenkonzo zokusiwa kwabantwana kubanye abazali

¹⁹ Ingcaciso yesalathisi iguquke ukusuka kwiinkonzo zolondolozo lweentsapho 2013/14 ukuya kwiinkqubo zolondolozo lweentsapho ngo-2014/15.

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA**Kukukhokela ekunikezelweni kothotho lweenkonzo eziphakamisa inflalo-ntle yabantwana nezakha iintsapho neengingqi zokuhlala eziluhlalima ukuze zizonophele ze zikhusele abantwana bazo**

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
abakwazi abafikelela kwiinkonzo zononophelo nokhuseleko					okexeshana ndawonye noqeqesho lwabazali kweli Phondo nonophelo lwabantwana

IZALATHISI ZENTSEBENZO

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani leenkedama nabantwana abasemngciphekweni abafikelela kwiinkonzo zenkxaso ngokwasengqondweni	Azikho	Azikho	Azikho	Azikho	Azikho
Inani labantwana abafakwe kunonophelo lwabanye abazali okwexeshana	3 243	3 068	3 507	+439	Sibethe ngaphezu kwezicwangciso ngenxa yezinga eliphezulu lokudingeka kwale nkonzo.
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantwana ababekwe emngciphekweni yintsholongwane kaGawulayo noGawulayo, izigulo nokwenzakala abafikelela kwiinkonzo zenkxaso	1 803	1 800	1 791	-9	Kukho iNPO engasebenzanga ngokusemgangathweni kwikota yesine.
Inani labantwana abathe babuyiselwa kwiintsapho zabo ezintsha okanye abanye abantu abanokubanonophela	366	739	416	-323	Abantwana abaninzi basafakwe kugcino lwezizalwane okwexeshana, ngoko ke ukubuyiselwa kwiintsapho zabo akukhangekube yimfuneko. Kwezinye iimeko ebezinyanzelisa ukusiwa kwabantwana kubanye abazali okwexeshana azitshintshanga ngoko akusoze kulunge ukubuyiselwa kwabo bantwana neentsapho zabo.
Inani labazali nabantu abanonophela abantwana abagqibe iinkqubo zemfundo noqeqesho kwizakhono zokuba ngabazali	4 374	5 390	5 721	+331	Izinga eliphezulu lesidingo sezi nkqubo ngabazali (kuquka izizalwane kunye nabazali abagcine aba bantwana okwexeshana).

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 3.4: EZOPHUHLISO LWABANTWANA ABASELULA NONOPHELO OLUNGAGQIBELELANGA kukukhokela ekusekeni indawo ekhuthazayo, ekhathalayo nekhuselekileyo kusenzelwa abantwana ukuba baphile khona, babe sempilweni ngokwasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemoyeni, bakwazi ukuphila nabanye abantu Fnokuthi bakwazi ukufunda

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantwana abakweli Phondo abafikelela kwiinkonzo ze-ECD kunye nononophelo lwasemva kwesikolo	101 197	90 500	84 538	-5 962	Isicwangciso se-ECD sathi sabekwa kubantwana ababudala busukela esizalwa ukubya kwabaminyaka mithandathu abafumana inkxaso-mali kodwa ke ababalwayo ngabasukela esizalweni kuye kuma kwiminyaka emihlanu kuphela ababalwayo.

IZALATHISI ZENTSEBENZO

INKQUTYANA 3.4: EZOPHUHLISO LWABANTWANA ABASELULA NONOPHELO OLUNGAGQIBELELANGA

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labantwana ababudala busukela esizalweni ukuya kwiminyaka emihlanu ubudala abafikelela kwiinqubo zamaziko e-ECD abhalisiweyo	Abekho	Abekho	Abekho	Abekho	Abekho
Inani labantwana abafikelela kumaziko ononophelo olungagqibelelanga abhalisiweyo (ngaphandle kwe-ECD)	Abekho	Abekho	Abekho	Abekho	Abekho
Inani lamaziko e-ECD abhalisiweyo	Awekho	Awekho	Awekho	Awekho	Awekho
Inani lamaziko anikezela unonophelo olungagqibelelanga abhalisiweyo	1 697	1 900	1 909	+9	Ziye zaphucuka iinqubo zokubhaliswa kwee-ECD
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantwana ababudala	83 857	84 000	77 649	-6 351	Abantwana

INKQUTYANA 3.4: EZOPHUHLISO LWABANTWANA ABASELULA NONOPHELO OLUNGAGQIBELELANGA					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
busukela esizalweni ukuya kwiminyaka emihlanu abafikelela kwiinkonzo ze-ECD ezibhalisiweyo					abangama-84 229 ababudala buphakathi kwesizalo neminyaka emithandathu bathi banikwa inkxaso-mali liSebe, apho aba-77 649 abo baphakathi kwesizalo neminyaka emihlanu yobudala.
Inani labantwana abakwiinkqubo zononophelo lwasemva kwesikolo	6 735	6 500	6 889	+389	Enye inkqubo yangaphandle kweziko kwakunye namaziko anonophela abantwana emva kwesikolo athi axhaswa ngemali emva kwikota yokuqala, ze ke ngoko kwabe kwandiswa inani labantwana abahlaliswayo

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA					
Kukukhokela kwinkqubo yokunikezelwa kwezinye iinkonzo zononophelo kunye neenkqubo zenkxaso kubantwana ekufumaniseke ukuba bayaludinga unonophelo nokhuseleko					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani	724	369 ²⁰	453	+84	Kwathi

²⁰ Izizathu zokwehla kwamaniani kukuba isicwangciso zika-2014/15 zibala kuphela abantwana ekufumaniseke ukuba banesidingo sononophelo nokhuseleko ngokomyalelo wenkundla yabantwana yaye ayibaquki abo bakunonophelo lwexeshana olukhuselekileyo.

INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA

Kukukhokela kwinqubo yokunikezelwa kwezinye iinkonzo zononophelo kunye neenkqubo zenkxaso kubantwana ekufumaniseke ukuba bayaludinga unonophelo nokhuseleko

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
labantwana ekufumaniseke ukuba banesiding sononophelo nokhuseleko abahlaliswa kumaziko ononophelo					kwasetyenziswa imiyalelo yenkundla ukufakwa abantwana kule nkqubo.

IZALATHISI ZENTSEBENZO**INKQUTYANA 3.5: AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA**

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labantwana abanesidingo sononophelo nokhuseleko abakumaziko afumana inkxaso-mali Ononophelo Lwabantwana Nolutsha	724	224	277	+53	Kwathi kwasetyenziswa imiyalelo yenkundla ukufakwa abantwana kule nkqubo.
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantwana abanesidingo sononophelo nokhuseleko ngokwemigaqo yomthetho iChildren's Act kumaziko ethu kunye nalawo abucala	New Indicator	145	176	+31	Kwathi kwasetyenziswa imiyalelo yenkundla ukufakwa abantwana kule nkqubo.

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 3.6: IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKHULALENI

Kukukhokela kwinkqubo yokunikezelwa kweenkonzo zononophelo lwabantwana nolutsha ezisekelwe ekuhlaleni ukuze kuphuculwe ukufikeleleka kwawo kubantwana abasemngciphekweni

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abaqeqeshwe kwizakhono zokuba Ngabasebenzi Kwezononophelo Lwabantwana Nolutsha nabaqeqeshwe ngokohlobo lwe-Isibindi	95	125	123	-2	Abaqeqeshwa ababini kwizakhono zeCYCW baphume kule nkqubo yoqeqesho bengayigqibanga.

IZALATHISI ZENTSEBENZO

INKQUTYANA 3.6: IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKHULALENI

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
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IZALATHISI ZENTSEBENZO YECANDELO

Inani labantwana abafikelela kwiinkonzo zamaziko abthiwa tywaa kuwo	Abeko	Abekho	Abekho	Abekho	Abekho
Inani labantwana abafikelela kwiinkonzo ngokohlobo lwe-Isibindi	Abekho	Abekho	Abekho	Abekho	Abekho
Inani labantu abaqeqeshwe kwizakhono zeCYCW tabafikelela kuqeqesho ngokohlobo lwe-Isibindi	95	125	123	-2	Abaqeqeshwa ababini kwizakhono zeCYCW baphume kule nkqubo yoqeqesho bengayigqibanga

Iinzuzo zale nkqubo

- Ukuxhotyiswa ngezakhono kwakukhokelwa ngabaphathi bezentlalo-ntle ngokusekelwe kwiMithetho Engokunikezelwa Kweenkonzo Zokulondolozwa Kweentsapho, Imigaqo Nemimiselo Yeenkonzo Kwiintsapho, Inkqubo Yokuqeqeshwa Ngeendlela Kolutsha Olusafikisayo ndawonye Noxwebhu Logayo-zimvo Ngeentsapho.

- Njengengxenywe Yesikhumbuzo Samanshumi Amabini Eminyaka Sonyaka Wosapho Kwizizwe Ngezizwe, iNkqutyana Engeentsapho ihlangene namahlakani angaphakathi nawangaphandle ukuze kuthiwe theca iingxoxo Ngosuku Losapho Kwizizwe Ngezizwe, lintsapho Nolutsha, Usapho Nabantu Abadala, Usapho Nabantu Abakhubazekileyo kunye Nononophelo Lwabantwana Ngabanye Abazali Okwexeshana.
- Njengengxenywe yomsebenzi wokuphucula izakhono zokuqeqesha abantwana, kuthe kwabanjwa uMsitho Wokuba Ngabazali obe nempumelelo kummandla iMetro Ekumantla ngomhla wama-30 kwinyanga yoMsintsi ka-2014.
- Abasebenzi Bezononophelo Lwabantwana Nolutsha abaqoshelise uqeqesho lohlobo olunikezelwa s-Isibindi bathi bagaywa kwiingungqi ezikumngcipheko omkhulu apho kukho khona ubungqina bokuphathwa gadalala kwabantwana futhi ke ngoku abo basebenzi baza kunikezela iinkonzo kwiindawo ezinabantwana besebenzisa ulwazi nezakhono zabo. Inkqubo Isibindi ifikelele kubantwana abangama-3 648.
- Ukuqulunqwa kwesicwangciso-qhinga sokulawula ukulibaziseka kwinkqubo yononophelo lwexeshana lwabantwana ngabanye abazali ibe nesiphumo esibe kukwehla ngokumandla kokulibaziseka ze kwakhokelela nakwizinga elingama-98% lokuthotyelwa kwemimiselo.
- Isicwangciso-qhinga sePhondo se-ECD sathi saqwalaselwa kwakhona ze kwachongwa awona maphulo aphambili. Oku kwenzelwa ukugxila kumgangatho weenkono, iinkqubo ezithile kubantwana ababudala buyiminyaka esusela esizalweniukuya kwiminyaka emithathu, isondlo kunye nokwenza uphandfo ngemeo yabantu kwiphondo ngokubanzi. Onke ke la maphulo asaqhube kakuhle yaye azakuqhuba nakunyaka-mali ozayo.

Isicwangciso-qhinga sokulwisana nezinga eliphantsi kwintsebenzi

- ISebe lizinike ingqwalasela emandla iiForam Zononophelo Lwabantwana Ngabanye Abazali Okwexeshana, eziquka iDSD, iSASSA, iSebe Lezolbulungisa kunye neeNPO ngenjongo yokuhlola ngokukuko inkqubela kwinkqubo yokunikezelwa kwabantwana kwabanye abazali okwexeshana ze kupheliswe nya nokulibazekise kule nkqubo.
- Kuthe kwadalwa ke nesikhundal somququzeleli wenkqubo yokunikezelwa kwabantwana kubanye abazali futhi ke umntu ozakuvala esi sikhewu uzakuqeshwa kwisithuba sonyaka-mali u-15/16. Oku ke kuyakukhokelela ekulawulweni ngendlela eyiyo le nkqubo yokunikezelwa kwabantwana kubanye abazali okwexeshana.

linguqu kwiinjongo ezicetyiweyo

Azikho

Ukuthungelanisa intsebenzo nezabelo-mali

Le nkqubo sele isebenzise ama-99,9% sesabelo-mali sayo esingama-R551,239 ezigidi kunyakamali u-2014/15. lamdlana engephi ethe ayabi nakusetyenziswa engamaR351 000 ichaphazela ikakhulu ukurhoxiswa kwenkxaso-mali kwimibutho engayithobeliyo imigaqo nemimiselo yendlela yokusebenza. Le nkqubo ke ikhokele inkqubo yokunikezelwa kweenkonzo ekusele kuthethiwe ngayo kwiithebhile zwentsebenzo yeenkqubo yaye ke ikwaphinda ichatshazelwe phantsi kweenzuzo zeenkqubo.

Ithebhile F: Iinkcitho yeenkqutya

Igama Lenkqutya	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Abantwana Neentsapho						
Ezolawulo Nenkxaso	8 094	8 094	-	6 873	6 872	1
Ezononophelo Neenkonozi Kwiintsapho	43 677	43 677	-	41 193	41 186	7
Ezononophelo Nokhuseleko Lwabantwana	167 621	167 621	-	115 384	115 259	125
Ezophuhliso Lweentsana Eziselula & Nononophelo Olungagqibelelanga	233 752	233 401	351	280 580	280 579	1
Amaziko Ononophelo Lwabantwana Nolutsha	98 095	98 095	-	79 602	79 602	-
Iinkonzo Zophuhliso Loluntu Ezisekelwe Kuluntu Ekuhlaleni						
Itotali	551 239	550 888	351	527 798	523 495	134

4.3 INKQUBO 4: IINKONZO ZOLULEKO

Injongo

Kukunikezela uthotho lweenkonzo zothintelo lolwaphulo-mthetho ezisekelwe kuphuhliso ndawonye neenkonzo zokulwisana nokusetyenziswa gwenxa kweziyobisi kwabona bantu basemngciphekweni, ngentsebenziswano namahlakani kunye nemibuthoyoluntu ngokubanzi.

Iinkqutyana

Inkqutyana 4.1:	Ezolawulo Nenxaso
Inkqutyana 4.2:	Uthintelo Lolwaphulo-mthetho Nenxaso
Inkqutyana 4.3:	Ezokuxhotyiswa Kwamakhoba
Inkqutyana 4.4:	Ezokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiswa Kwimo Yesiqhelo

Iinjongo zesisicwangciso-qhinga

- 4.2** Kukunciphisa ukubuyela nokuhlala kubomi bolwaphulo-mthetho ngokuthi kunikezelwe inkqubo esebenzayo yeenkonzo zoluleko kubo bonke abantwana nabantu abadala abasemngciphekweni ngenyanga yoKwindka ka-2015
- 4.3** Kukuba onke amakhoba olwaphulo-mthetho, kugxininiswa ikakhulu kumanina nabantwana, babe nokufikelela kuthotho lweenkonzo abazidingayo
- 4.4** Kukuphucula ungquzulwano phakathi kwesidingo seenkonzo zokulwisana nomkhwa wokusetyenziswa gwenxa kweziyobisi kuluntu, kwiintsapho nakuluntu ekuhlaleni, ukunikezelwa kweenkonzo lisebe, kwanokuphuculwa kwenkqubo yokunikezelwa kweenkonzo ngokubanzi

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO

Kukunciphisa ukubuyela nokuhlala kubomi bolwaphulo-mthetho ngokuthi kunikezelwe inkqubo esebenzayo yeenkonzo zoluleko kubo bonke abantwana nabantu abadala abasemngciphekweni ngenyanga yoKwindka ka-2015

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantwana Nabantu Abadala abazuzo lutho kumalinge ²¹ imikhwa yempilo yokuba ngabaphuli-mthetho	22 477	17 830	19 983	+2 153	Ukwanda kwezinga lokudluliselwa ziinkundla kwiinkqubo zoluleko

²¹ Tsalathisi Sentsebenzo Yenjongo Yesicwangciso-qhinga ndawonye neNjongo Yesicwangcisoqhinga Sentsebenzo zathi zatshintshwa ngenxa izalathisi zangoku nje azibonakalisi kuhambelana kunye neenkqubo zenkxaso kulwaphulo-mthetho.

IZALATHISI ZENTSEBENZO

INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO KULUNTU					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labantwana abakungquzulwano nomthetho abathe bavavanywa	9 456	8 685	9 508	+823	Zandile iimeko zokudluliselwa kwiinkqubo zoluleko ziinkundla
Inani labantwana abakungquzulwano nomthetho abasalinde ukuxoxwa kwamatyala abo bekumaziko akhuselekileyo ononophelo	1 831	1 914	1 566	-348	Kukho iphulo lamacandelo ohlukeneyo elinjongo ikukunciphisa inani labantwana abasalinde ukuxoxwa kwamatyala abo abasahlaliswa kumaziko
Inani labantwana abakungquzulwano nomthetho abadluliselwe kwiinkqubo zoluleko	3 788	4 500	3 880	-620	Eyona ntsebenzo ixhomekeke ekudluliselweni ziinkundla
Inani labantwana abakungquzulwano nomthetho abaligqibileyo ixesha labo kwiinkqubo zoluleko	2 205	2 900	2 355	-545	Eyona ntsebenzo ixhomekeke ekudluliselweni ziinkundla
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantu abadala abakungquzulwano nomthetho abathe balulekwa	9 233	9 000	10 255	+1 255	Kwathi kwasetyenziswa imiyalelo yeenkundla ukufakwa kwabo
Inani labantu abadala abakungquzulwano nomthetho abathe baligqiba ixesha labo kwiinkqubo zoluleko	5 808	5 890	6 891	+1 001	Batanda ngoku abantu abadala abadluliselwa ziinkundla kwiinkqubo zolulekonjengesiphumo sentsebenziswano ephucukileyo phakathi kwamahlakani nesebe
Inani labantwana abanesidingo sononophelo nokhuseleko abathe bagwetywa ngokwemigaqo yomthetho iChild	New Indicator	145	197	+52	Kwathi kwasetyenziswa imiyalelo yeenkundla ukufakwa kwabo

INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO KULUNTU

Isalathis Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Justice Act kumaziko esebe kunye nalawo abucala					

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA**INKQUTYANA 4.3: UKUXHOTYISWA KWAMAXHOB**

Onke amaxhoba obundlobongela, kugxilwe ikakhulu kumanina nabantwana bayafikelela kuthotho lweenkonzo abazidingayo

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abathe bafikeleleka abafumana iinkonzo zenkxaso kumaxhoba	18 163	17 266	19 879	+2 613	Liphezulu izinga lesidingo sezi nkonzo kweli phondo

IZALATHISI ZENTSEBENZO**INKQUTYANA 4.3: UKUXHOTYISWA KWAMAXHOB**

Isalathis Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lamaxhoba olwaphulo-mthetho nobundlobongela kumaziko okuxhotyiswa kwamaxhoba afumana inkxaso-mali	17 108	15 166	17 533	+2 367	Liphezulu izinga lesidingo sezi nkonzo
Inani lamaxhoba olwaphulo-mthetho nobundlobongela abafumana iinkonzo zenkxaso kumaxhoba	Awekho	Awekho	Awekho	Awekho	Awekho
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani lamalungu eenkonzo zentlalo-ntle yoluntu athe aqoshelisa uqeqesho	291	310	889	+579	Izinga eliphezulu lentsebenzo lingumvuka wesidingo

INKQUTYANA 4.3: UKUXHOTYISWA KWAMAXHOB					
Isalathis Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Iwawo iiNkqubo Zokuxhotyiswa Ngezakhono kwiinkonzo Zenkxaso Kumaxhoba (ii-ofisi zeengingqi zeDSD kunye nemibutho enikezela iinkonzo ezixhaswa ngemali)					esimandla sezi nkonzo
Inani lolutsha olugqibe uqeqesho kwinkqubo yokuthintelwa kobundlobongela obujoliswe kwisini esithile	Akukho bungqina	2 100	2 346	+246	i-Ofisi yeenkqubo ithe yakubona isidingo esimandla sezi nkonzo kunyaka wonke yafuna ezinye iinkonzo kwikota yokugqibela ngokwesabelo-mali esiphunyeziweyo senkqubo yokuxhotyiswa kwamaxhoba

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO

Kukuphucula umsantsa phakathi kwesidingo seenkonzo zokulwisana nokusetyenziswa gwenxa kweziyobisi kuluntu nakwiingingqi zokuhlala, ukunikezelwa kweenkonzo lisebe, kwanokuphuculwa kweziphumo zeenkonzo ngokubanzi

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abaxhamla kwiinkonzo zokuthinela ukusetyenziswa gwenxa kweziyobisi	10 703	10 860	10 542	-318	Ukudluliselwa nokugcinwa kwabaxhamli kwiinkonzo zokunyangelwa ngaphandle kwanezo zasemva kosuku kusengumgeni isebe elizama ukuwusombulula ngentsebenziswano namahlakani alo.

IZALATHISI ZENTSEBENZO

INKQQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani labantwana ababudala buyiminyaka eli-18 nangaphantsi abafikeleleke ngokweenkqubo zokuthintela ukusetyenziswa gwenxakweziyobisi	Abekho	Abekho	Abekho	Abekho	
Inani lolutsha olubudala buyiminyaka ephakathi -kwe-19 nama-35 abafikeleleke ngokwenkqubo yokuthintelwa kokusetyenziswa gwenxa kweziyobisi	Alukho	Alukho	Alukho	Alukho	
Inani labantu abathe baxhamla kwiinkonzo zokunyangelwa	Abekho	Abekho	Abekho	Abekho	

INKQQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO

Isalathis Sentsbenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
kumaziko afumama inkxaso-mali kwisebe					
linani labantu abathe baxhmla kwiinkonzo zokunyangelwa ngaphandle kwamaziko	Abekho	Abekho	Abekho	Abekho	
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani leenkqubo zokuthintela ukusetyenziswa gwenxa kweziyobisi ezithe zaphunyezela ulutsha (19-35)	4	4	3	-1	Kukho umbutho omnye oyiqhawule phakathi iIPA yawo; leyo mali ke yathathwa yasiwa kwiinkonzo yokunyangelwa ngaphandle
Inani llabantu abafumene bagqiba iinkonzo zokunyangelwa kumaziko afumana inkxaso-mali kwanalawo esebe	566 ²²	1 411	1 350	-61	Amaziko ethu anikezele iingxelo ezininzi ngokkwamkelwa kwabantu abazizeleyo kwanabo bathunyelwe ziinkundla, futhi ziyagqitywa zona. Ukugcinwa kwabantu abakumaziko eeNPO kwanokugcwaliswa ngendlela kweerejista kuseziingxaki ezingangileyo ezithi zisonjululwe rhoqo ngamaxsha ohlolo lwentsbenzo
Inani labantu abazigqibileyo iinkonzo zeenkqubo zokunyangelwa ngaphandle kwamaziko	2 803	3 469	2 350	-1 119	Ukugcinwa kwabasebenzisi kusengumngeni osaxhalabisayo
Inani labantu	6 347	6 700	6 842	+142	Landile izinga

²² kwiNgxelo Yonyaka ka-2013/14 kwabalwa kuphela amaziko onyango anikwa inkxaso-mali

INKQQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO

Isalathis Sentsbenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
abathe baxhamla kwiinkonzo zokungenelela kwangethuba kumba wokusetyenziswa gwenxa kweziyobisi					lesidingo sezi nkonzo
Inani labantu abathe baxhamla kwiinkonzo zononophelo lwasemva kosuku kwaneenkono okubuyiselwa kuluntu kwabo bebefudula besitya iziyobisi	3 108	3 408	2 510	-898	Ukudluliselwa nokugcinwa kwabaxhamli kwiinkonzo zasemva kosuku kusengumngeni osaxhalabisayo

Iinzuzo zale nkqubo

- Iinkonzo ezinikezelwayo ngoku zeesheltha azigcinwanga nje kuphela, koko zenziwe luqilima ngokuthi kuncediswe oomama bala maziko ngeemali abayingxanye yenkonzo yeesheltha esebenzayo, le nkqubo yandise ngezinye iinkonzo kwiingingqi ezisemaphandleni, kwabe ke ngoko kwandiswa ukufikeleleka kweenkonzo zokuxhotyiswa kwamaxhoba apho izibonelelo bezinqongophele khona.

Isicwangciso-qhinga sokulwisana nezinga eliphantsi lentsebenzo

- Kukwandisa ekuqulunqwni nasekuphumezeni izicwangciso-maqhinga zokugxila ekuthintelelni ulwaphulo-mthetho ngenjongo yokuqinisa amandla aantu, aweentsapho nawoluntu ekuhlaleni.
- Kukwandisa izinga lokufikeleleka kwakunye nomgangatho weenkqubo ndawonye nokuphucula izakhono zamagosa oluleko kumba wohlolo lomngcipheko oluchanekileyo. Esi sicwangciso-qhinga sizakuqwalasela isiphene esiphakathi kwenani labantwana abasiwe kwiinkqubo zoluleko kunye nabo bathe baluqoshelisa ululeko lwabo apho.

Iinguqu kwiinjongo ezicetyiweyo

Azikho

Ukuthungelanisa intsebenzo nezabelo-mali

Le nkqubo isebenzisa ama-99,9% esabelo sayo esingama R290,916 ezigidi kunyaka-mali u-2014/15. Imadlala engephi ethe ayabi nakusetyenziswa ezi R211 000 zezigidi ichaphazela ikakhulu ukurhoxiswa kwenkxaso-mali kwimibutho engayithobeliyo imigaqo yokusebenza kwanokushiya indawo kwabasebenzi. Le nkqubo ke ikhokele ekunikezelweni kweenkonzo ekusele kuchaziwe kwiitheybhile zentsbenzo yeenkqubo nekuphinda kubonakaliswe futhi ngaphantsi kweenzuzo zeenkqubo.

Itheybhile E: Inkcitho Yeenkqutyana

Igama Lenkqutyana	2014/2015			2013/2014		
	Eyona Mali Ibelkelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezulu)/Engaphantsi	Eyona Mali Ibelkelwe Bucala	Eyona Nkcitho	Inkcitho (Engaphezulu)/Engaphantsi
Iinkonzo Zoluleko	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo Nenxaso	5 215	5 215	-	3 615	3 617	(2)
Ezothintelo Lolwaphulo-mthetho Nenxaso	172 149	172 148	1	144 382	144 291	91
Ezokuxhotyiswa Kwamaxhoba	23 957	23 746	211	15 569	15 517	52
Ezokulwisana Nokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiselwa Kwisimo Sesiqhelo	89 596	89 596	-	84 903	84 879	24
Itotali	290 917	290 705	212	248 469	248 304	165

4.4 INKQUBO 5: EZOPHUHLISO NOPHANDO

Injongo

Kukunikezela ngeenkqubo zophuhliso lokuzimela, eziphakamisa ukuxhotyiswa koluntu, ngokusekelwe kwiziphumo ezinobungqina kunye neenkukacha zamanani oluntu.

linkqutyana

Inkqutyana 5.1:	Ezolawulo Nenxaso
Inkqutyana 5.2:	Ukuxhotyiswa Koluntu Ekuhlaleni
Inkqutyana 5.3:	Amalinge Okuxhotyiswa kweNPONgezakhono
Inkqutyana 5.4:	Ukuncitshiswa Kwentlupheko Kwanokuphila Ngokuziphuhlisa Kwabantu
Inkqutyana 5.5:	Uphando Nocwangciso Olusekelwe Kuluntu Ekuhlaleni
Inkqutyana 5.6:	Uphuhliso Lolutsha
Inkqutyana 5.7:	Uphuhliso Lwamanina
Inkqutyana 5.8:	Ukuphakanyiswa Kwemigaqo-nkqubo Engabemi

Iinjongo zesicwangciso-qhinga

- 5.3 Kukuxhobisa amaqumrhu ngezakhono kunye neenkonzozo zenxaso kwiiNPO ezithe zachongwa nezifumana inkxaso-mali kwakunye nemibutho yoluntu ngokubanzi.
- 5.4 Ukufikeleleka kweenkonzo zesondlo esisemgangathweni nenxaso kulutsha, abantwana, abantu ababanonophelayo/okanye amakhaya asemngciphekweni wendlala.
- 5.6 Ukufikeleleka kweenkonzo zophuhliso loluntu ezisemgangathweni kulutsha olufundayo kwanolo lungasafundiyo.
- 5.8 Kukukhokela, ukuqhuba nokulawula uphando, ukumela imicimbi yabemi; ukuxhotyiswa kwabemi kwimiba engqamene nabo kwakunye neengungqu zoluntu ngokubanzi, kwanokuhlola nokuvavanya ukuphunyezwa kweMigaqo-nkqubo yeli Phondo.

ISALATHISI SENTSEBENZO

INKQUTYANA 5.2 UKUXHOTYISWA KOLUNTU EKUHLALeni					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abafikeleleke ngokweenkqubo zokukhuthazwa koluntu ekuhlaleni	Abekho	Abekho	Abekho	Abekho	Abekho

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 5.3: EZOKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO

Ukuxhobisa ngezakhono kwakunye neenkonzo zenkxaso kwiINPO ezichongiweyo ndawonye nemibutho yoluntu ngokubanzi

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani leeNPO ezifumana iinkonzo zokuxhotyiswa ngezakhono kunye nezenkxaso	2 318	1 245	1 724	+479	Hizinga eliphezulu lesidingo soncedo kwiINPO ezingawuthobeli ngokupheleleyo umthetho iNPO Act

IZALATHISI ZENTSEBENZO

INKQUTYANA 5.3: EZOKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani leeNPO ezixhotyiswe ngezakhono ngokwesikhokelo ²³ sokuxhobisa ngezakhono	740	600	620	+20	Imimandla iyavakalelwa sesi sidingo
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani leeNPO ezincediswe ekubhaliseni	1 533	600	1 059	+459	Hizinga eliphezulu lesidingo soncedo kwiINPO ezingawuthobeli ngokupheleleyo umthetho iNPO Act
Inani leeNPO ezichaze kwiimvavanyo zangaphambili nezilandeleyo ukuba ulwazi lwazo luthe lwaphucuka emva kokuxhotyiswa ngoqeqesho lwenkxaso kwezolawulo	45	45	45	0	Azikho
Inani leeNPO ezisemngciphekweni ezithe zangena kwinkqubo yokuqeqeshelwa	45	45	45	0	Azikho

²³ Isalathisi sika-2013/14 sibonise isikhokelosemigaqo endaweni yesikhokelo – la magama ke asetyenziswa ngohlobo olunye.

INKQUTYANA 5.3: EZOKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO KWAKUNYE NENKXASO KWIINPO

Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani leeNPO ezixhotyiswe ngezakhono ngokwesikhokelo ²³ sokuxhobisa ngezakhono	740	600	620	+20	Imimandla iyavakalelwa sesi sidingo
yokuzikhuthaza nokuzibonisa ezilwazi, nkqubo nezakhono zither zaphucuka					

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 5.4 UKUNCITSHISWA KWENTLUPHEKO KWANAMALINGE OKUZIPHILISA					
Ukufikeleleka kweenkonzo ezisemgangathweni zesondlo kwanezo zenkxaso kulutsha, abantwana, abantu ababanonophelayo kunye/okanye amakhaya asemngciphekweni wokuthwaxwa yindlala					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abathi bafumane iinkonzo zenkqubo yokhuseleko lokutya	34 685	3 740 ²⁴	2 463	-1 278	Izinga elisezantsi lentsebenzo lingumvuka wokugcwaliswa emva kwexesha kweeTPA kwanokungathotyelwa kwemigaqo zezinye iiNPO

IZALATHISI ZENTSEBENZO

INKQUTYANA 5.4 UKUNCITSHISWA KWENTLUPHEKO KWANAMALINGE OKUZIPHILISA					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lamaphulo okuncitshiswa kwendlala axhaswa ngamalinge okuxhobisa ngezakhono /okanye awokuxhasa ngemali	Awekho	Awekho	Awekho	Awekho	Awekho
Inani labantu abathabatha inxaxheba kwiinkqubo zokuzenzela ingeniso	Abekho	Abekho	Abekho	Abekho	Abekho
Inani lamakhaya afikelela ekutyeni ngokweenkqubo zeDSD zokhuseleko lokutya	Awekho	Awekho	Awekho	Awekho	Awekho
Inani lamakhaya afikelela ekutyeni ngokweenkqubo zeDSD	Abekho	Abekho	Abekho	Abekho	Abekho

²⁴ Le injongo ayibabandakanyanga abantu abaxhamla kwizidlo kumaziko eMOD.

INKQUTYANA 5.4 UKUNCITSHISWA KWENTLUPHEKO KWANAMALINGE OKUZIPHILISA					
Isalathis Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
zokhuseleko (eziqhutywa kumaziko)					
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani labantu abanelungelo lokuxhamla nabaxhamlayo ekutyeni kumaziko axhaswa ngeamli lisebe	6 951	3 740	2 463	-1 277	Izinga elisezantsi lentsebenzo lingumvuka wokugcwaliswa emva kwexesha kweeTPA kwanokungathotyelwa kwemigaqo zezinye iiNPO
Inani lamaziko eMOD axhaswa ngezidlo yiDSD	New indicator	140	129	-11	Amanye amaziko eMOD ebengafumani zibonelelo zaneleyo kwiSebe Lemicimbi Yenkubeko Nemidlalo (iDCAS) ngoko ke ebengekasebenzi enyakeni. Le nkqubo ke ayikwanga kufikelela kuzo zonke izikolo futhi ke ezinye iiNPO zizikhwebule okanye zavalwa.

IZALATHISI ZENTSEBENZO

IINKQUTYANA 5.5 UPHANDO NOCWANGCISO OLUSEKELWE EKUHLALENI					
Isalathis Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZOS YECANDELO					
Inani lamakhaya achongiweyo	Awekho	Awekho	Awekho	Awekho	Awekho
Inani leengingzi zokuhlala ezichongiweyo	Awekho	Awekho	Awekho	Awekho	Awekho
Inani lezicwangciso ezisekelwe ekuhlaleni	Azikho	Azikho	Azikho	Azikho	Azikho

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

INKQUTYANA 5.6 UPHUHLISO LOLUTSHA					
Ukufikeleleka kweenkonzo ezisemgangathweni zophuhliso kulutsha olusafundayo kwanakolo lungasafundiyo					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani labantu abatsha abaxhamla kwiinkqubo zophuhliso loluntu	16 286	13 500 ²⁵	14 810	+1 310	Liphucukile izinga lokufikeleleka kwe-EPWP akwakunye neenkqubo zokuxhotyiswa kolutsha ngezakhono kwiiYouth Hubs.

IZALATHISI ZENTSEBENZO

INKQUTYANA 5.6 UPHUHLISO LOLUTSHA					
Isalathisi Sentsebenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lemibutho yophuhliso lolutsha exhaswa ngokunikwa izakhobo zolawulo /ngamalinge enxaso-mali.	Alukho	Alukho	Alukho	Alukho	Alukho
Inani lolutsha oluthabatha inxaxheba kwiNkonzo Yolutsha Lwesizwe	Alukho	Alukho	Alukho	Alukho	Alukho
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono	Alukho	Alukho	Alukho	Alukho	Alukho
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokuxhobisa ngezakhono zoshishino	Alukho	Alukho	Alukho	Alukho	Alukho
IZALATHISI ZENTSEBENZO YEPHONDO					
Inani lolutsha	11 759	8 000 ²⁶	11 540	+3 540	liYouth Cafes

²⁵ Ukwehla kweli zinga kunento yokwenza nesabelo esenzelwe iinkxaso-mali-mali.

INKQUTYANA 5.6 UPHUHLISO LOLUTSHA					
Isalathisi Sentsenzo	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
elithabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono ezixhaswa ngemali liSebe					ezimbini ezisanda kusekwa zikwazile ukwandisa inani lolutshao olufikelela kumathuba oqeqesho ngaphandle kokuba isebe liphinde lichithe enye imali.
Inani lolutsha oluthungelwaniswe nezakhono zokusebenza kunye nolujnye uphuhliso lwezakhono kwiinkonzo zethu	4 440	5 500 ²⁷	3 270	-2 230	Ambalwa amathuba okufikelela kumathuba okuqeqeshelwa izakhono kwiingingqi ezisemaphandleni
Inani lezithuba zengqesho ezidalwe yinkqubo ye-EPWP.	Isalathisi esitsha	390	483	+93	Kwathi kwadalwa amathuba engqesho ngokwenkqubo ye-EPWP kwiinkqubo ezahlukeneyo zeli Sebe.

IZALATHISI ZENTSEBENZO

INKQUTYANA 5.7 UPHUHLISO LWAMANINA					
Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lamanina athabatha inxaxheba kwinkqubo zokuxhotyiswa ngezakhono zoqoqosho	Awekho	Awekho	Awekho	Awekho	Awekho

IZALATHISI ZENJONGO YESICWANGCISO-QHINGA

²⁶ Oku kwehla kwezinga kungumvuka wesabelo senkxaso-mali esiquka ifuthe lenkxaso-mali kwisicwangciso-qhinga sophuhliso lolutsha.

²⁷ Tizinga elunyikileyo kwiintelekelelo lihambelana nokugqwesa kwentsenzo yemimandla kunyaka-mali -2013/14.

INKQUTYANA 5.8 UKUPHAKANYISWA KWEMIGAQO-NKQUBO YEMICIMBI YABEMI
 Kukukhokela, ukuqhuba nokulawula ezophando ngabemi, ukuphakanyiswa kwemiba yabemi kumba weenguqu kuluntu lwephondo ndawonye neenguqu kwimicimbi yabemi, kwanokuhlola nokuvavanya ukuphunyezwa kweMigaqo-nkqubo kweli Phondo

Isalathisi senjongo yesicwangciso-qhinga	Eyona Nzuzo 2013/2014	Injongo ecetyiweyo 2014/2015	Eyona Nzuzo 2014/2015	Ukutyeshela kwinjongo ecetyiweyo ukuya Kweyona Nzuzo ku-2014/2015	Imbono ngotyeshelo
Inani lamaphulo ophando ngezabemi athe aqosheliswa	Isalathisi esitsha	2	2	0	Awekho
Inani lamaphulo ophando ngezabemi athe aqosheliswa	61	6	6	0	Azikho

IZALATHISI ZENTSEBENZO

INKQUTYANA 5.8: UKUPHAKANYISWA KWEMIGAQO-NKQUBO ENGABEMI

Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
IZALATHISI ZENTSEBENZO YECANDELO					
Inani lemihlangano yocweyo ethe yenziwa ngokuhanjiswa kwamanani abemi nophuhliso	Azikho	Azikho	Azikho	Azikho	Azikho
Inani lamahlakani athe athabatha inxaxheba kwimihlangano yokuhanjiswa kweenkcukacha ezingabemi nophuhliso	Awekho	Awekho	Awekho	Awekho	Awekho
Inani lamahlakani athe athabatha inxaxheba kwiinkqubo zoqeqesho lokuxhotyiswa ngezakhono	Awekho	Awekho	Awekho	Awekho	Awekho
Inani lamaphulo ophando ngamanani abemi athe aqosheliswa	Isalathisi esitsha	2	2	0	Awekho
Inani leengingqi	61	6	6	0	Azikho

INKQUTYANA 5.8: UKUPHAKANYISWA KWEMIGAQO-NKQUBO ENGABEMI

Performance Indicator	Actual Achievement 2013/2014	Planned Target 2014/2015	Actual Achievement 2014/2015	Deviation from planned target to Actual Achievement for 2014/2015	Comment on deviations
ezinabemi ezichongiweyo ze kwaqosheliswa uphando ngazo					

Iinzuzo zale Nkqubo

Isebe lithethe lafaka igxalaba kakhulu kwiinzame zokuzuzisa injongo yalo yokudala amathuba ngokuthi linikezele ngamathuba ophuhliso loluntu ekuhlaleni ngokuthi lithungelanise oondoqo balo ukuze kuzuzeke uPSG 2 onqale "Ekuphuculeni iziphumo zemfundo kwanamathuba ophuhliso lolutsha". Le nzuzo ilandelayo iphakamisa oku:

- Isebe ligxile kakhulu ekuxhobiseni nasekuphuliseni abantu abatsha kweli phondo ngokuthi liphinde liphumeze umbono weeYouth Café eRocklands naseVangate Mall ukuze kube nokunikezelwa ngamathuba enxaso azakwenza ukuba ulutsha olu lukwazi ukuqesheka. Inkqutyana Yolutsha igqwesile ze yabetha ngaphezulu kunezicwangciso zayo ngenxa yomdla wayo owandileyo kwiiYouth Café's nakwiiYouth Hubs.
- Inkqubo Yamaziko eMOD nayo iqhubile ifikelela kumawaka-waka abantwana, inikezela ngokuthi okube nefuthe ekuncitshisweni kwendlala kwanokwanda kwezinga lokuzinyaswa nokuthatyathwa kwenxaxheba kwiinkalo zeentshukumo ezahlukeneyo ezikhoyo apho. Eyona nkalo iSebe eli beligxile ekuboneleleni ngesondlo kuyo kukuba lihleli liyeyona ndawo kufumaneka kuyo ukuthi kumakhaya amaninzi akwiingingqi ezihlelelekileyo.
- Impumelelo yephulo langoku leSebe LeNkulumbuso elibizwa iYear Beyond Programme nelijolise ekuncediseni abafundi baseGugulethu naseManenberg kwimfundo yabo ibonakale iyimpumelelo eyamkelwe ngabazali nabafundi abathabatha inxaxheba ngokubanzi
- Inkqubo i-EPWP yona ibethe ngaphezu kwezicwangciso njengoko inkqutyana yona iqhuba nokudala amanye amathuba engqesho kubantu abatsha ndawonye nokubonakaliswa kwemisebenzi neenzuzo zale nkqubo kwiinkalo ezahlukeneyo zeli Sebe.
- Kwathi kwancedwa iiNPO ezili-1 059 ngokubhalisa ngokomsebenzi weSikhundla Soncedi kwiiNPO. Le nkqubo ke ayiphateleanga nje ekuncediseni iiNPO ukuba zibhalise koko ikwasebenza njengesikhundla sokuhambisa iziqinisekiso zokubhaliswa kwazo kwanokunceda iiNPO ngokuzifundisa ngeemfuno zokuthotyelwa kwemigaqo yomthetho iNPO Act.
- IForam Yabemi bephondo eyasekwa ngo-2006 isebenza njengesikhundla sokuhambambisa zonke iingxelo ezingemicimbi yabemi kunye namanani abo ezifana noxwebhu olusihloko sithi lintelelekelelo Zemicimbi Yabemi beNtshona Koloni ndawonye ne-Index Yemicimbi Yoqoqosho Loluntu eyathi yaqosheliswa leli Sebe kulo nyaka-mali siwunikela le ngxelo ze yasiwa kuthotho lwamasebe esizwe nawephondo. Kwathi kwaqulunqwa neMboni Yomhlaba wephondo yeDSD ngentsebenziswano neCentre for E-Innovation(iCe-I) ezakuthi inikezele ngobucukubhede bomhlaba njengoko ngokwembonakalo yeDSD ndawonye neenkqubo zeeNPO kweli phondo, imimandla kwakunye neendawo ekunikezelelwa kuzo iinkqubo.

Iinguqu kwizicwangciso zesebe

Azikho.

Ukuthungelanisa intsebenzo nesabelo-mali

Le nkqubo sele isebenzise i-100% of its R68,354 yezigidi yesabelo-mali sayo kunyaka-mali u-2014/15. Le nkciitho ke ikhokele ekunikezelweni kweenkonzo ekusele kuchaziwe kwiithebhile zentsebenzo yeenkqubo nekuphinda kubonakaliswe futhi ngaphantsi kweenzuzo zeenkqubo.

Ithebhile F: Inkcitho Yeenkqutyana

Igama Lenkqutyana	2014/2015			2013/2014		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
Ezophuhliso Nezophando	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo Nenxaso	5 484	5 473	11	6 629	6 629	-
Ukuxhotyiswa Kwamaqumrhu Ngezakhono & Nenxaso kwiINPO	1 365	1 365	-	1 300	1 300	-
Ukuncitshiswa Kwentlupheko & Kwanezakhono Zokuziphilisa	37 173	37 172	1	5 088	5 088	-
Ezophuhliso Lolutsha	21 570	21 570	-	33 015	33 015	-
Ezokuphakanyiswa Kwemigaqonkqubo Engabemi	2 762	2 762	-	5 631	5 526	105
Itotali	68 354	68 342	12	51 663	51 558	105

5. UKUDLULISELWA KWEENTLAWULO

5.1 Ukudluliselwa kweentlawulo kumaqumrhu oluntu

Akukho maqumrhu oluntu anikezela iingxelo kweli Sebe

5.2 Ukudluliselwa kweentlawulo kuyo yonke imibutho engengomaqumrhu oluntu

Nceda ujonge iSihlomo A esincanyathiselwe apha.

Ukunikezelwa kwezibonelelo kwi-ofisi yeenkqubo kunikezele isisekelo solawulo olungcono lwezibhambathiso zeeNPO. Kukunye nemigaqo engundoqo yokusebenza ekunikezelweni kwenxaso-mali kuhlolo lweenNPO, iinguqu ezenziwe kweli sebe zenze ukuba iSebe eli likwazi ukujamelana nezona zinto ziphambili kwiingxelo zophicotho ezibhekiselele ekuchanekeni kweenkckacha zalo zentsebenzo kwanokuhlolwa kwendlela esetyenziswa ngayo imali enikwa iINPO engaphaya kwegidigidi seerandi.

Kulo nuyaka uzayo, iSebe lizakuseka icandelo lohlolo elizakufaka igalelo kwiinzame zalo esezikho zokuncedisana ekuqinisekiseni linkonzo ezinikezelwa liSebe kunye nezo zinikezelwa ziINPO ngokwemiyalelo yemithetho.

ISebe liyayiqwalasela inkqubo yokudluliselwa kweentlawulo ngale ndlela ilandelayo:

- Inkqubo nganye inesicwangciso sayo sokuhlola iNPO nganye eyinika imali;
- Ukuthotyelwa kwemigaqo yemithetho ihlolwa ngokuthi kusetyenziswe iSivumelwano Sokudluliselwa Kweentlawulo (iiTPA) esiquka zonke iinjongo namanqaku kunye nemiqathango yenkxaso-mali le;
- Ukuhlolwa kweNPO kuqulethe umxube wokuhlolwa kweendawo zokusebenzela, ukujongiswa kweengxelo ezinikezelwa ziNPO ndawonye nokuqinisekiswa kwemigangatho yemigaqo yokusebenza;
- Imihlangano yeenkxaso-mali ebanjwa rhoqo ngenyanga ithe yenziwa into esele iqhelekile ngoku nengesinye isixhobo sokuhlola iiTPA zeenkqubo;
- Inkqubo zolawulo lweenkcukacha zentsebenzo (eziquka iindlela zokuqulunqwa kweengxelo, iindlela ezisisiseko zokusebenza kunye ndawonye nesixhobo esichaza izalathisi) zither zalunga-lungiswa ngenjongo yokuqinisekisa ukuba iinkcukacha ezithe zaqokelelwa zizezichanekileyo, zither ngqo yay eke neeseti zeenkukacha ezo zizezigqibeleleyo; futhi ke
- Iimvavanyo zeSebe Lezemali zizezigqibeleleyo kwiingxelo zentsebenzo yekota yeenkqubo ezithe zangeniswa. ISebe ke lona lenza ingxelo eyimpendulo equka isicwangciso sokkwenziwa kwezilungiso.

Le theybhile ingezantsi apha ibonakalisa iintlawulo ezithe zanziwa kwisithuba esisukela ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2014 ukuya kuma ngowama-31 kweyoKwindka ka-2015

Nceda ujonge iSihlomelo A esincanyathiselwe apha.

Le theybhile ingezantsi apha ibonakalisa iintlawulo ezithe zanziwa kwisithuba esisukela ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2014 ukuya kuma ngowama-31 kweyoKwindka ka-2015, kodwa ke akukho zintlawulo zenziweyo.

Nceda ujonge iSihlomelo A esincanyathiselwe apha.

IINKAMNKAM EZINEMIQATHANGO

5.3 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala

Azikho.

5.4 linkxaso-mali ezinemiqathango kunye neemali ezibekelwe bucala ezifumanekileyo

Isimo seenkxaso-mali ezithe zafumaneka, eziquka iintlobo kunye nezixa ezipheleleyo ezithe zafumaneka

ISEbe Lophuhliso likaRhulumente weNtshona belabelwe iR2 580 000.00 kunyaka-mali u-2014/15. Esi sabelo ke ibisesokudalwa kwamathuba engqesho enkqubo i-EPWP, phakathi kwezinye iinkqubo ezikhoyo kakade kwanezo zintsha.

Isixa esipheleleyo seyona nkcitho kuzo zonke izabelo

i-100% yeenkxaso-mali ezithe zafumaneka zither zasetyenziswa kwisithuba sonyaka-mal u-2014/15.

Iisiqinisekiso sokuba zonke iintlawulo zenziwa zafakwa kwi-akhawunti eyiyo yeSebe Lezemali lePhondo

Iirisiti ezifikelela kwisixa esiziR2 580 000 zithe zafumaneka kuloo masebe karhulumente wesizwe afake imali yeNkqubo Eyandisiweyo Yemisebenzi Yoluntu.

Uvavanyo lokuthotyelwa kwemigaqo yoMthetho, ndawonye nengcaciso yawo nawaphi na amalinge athe athatyathwa kwiimeko apho bekukhe kwakho ukungathotyelwa kwayo

Ngokwemigaqo (yeDivision of Revenue Act, 1 ka- 2010) yeDORA, yonke inkcitho kunye neengxelo zentsebenzo engnanto yakwenza nazimali zithe zathotyelwa, zenziwa ngokwemigaqo yamasebe ezemali ekusetyenzwa nawo.

Ezi theybhile zingezantsi apha zinika inkcazo ngeenkxaso-mali ezinemiqathango kunye neemali ezibekekwe izinto ezithile ezithe zafunyanwa kwisithuba esisukela ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015.

Inkxaso-mali Enemiqathango: kwi-EPWP

iSebe elidlulisele inkxaso-mali	liSebe Lesizwe Lemisebenzi Yoluntu
Injongo yenkxaso-mali	Kukudala ingqesho elulutho kulutsha olungaphangeliyo
Iinzuzo ezilindeleke ngenxa yale nkxaso-mali	Zilingana ne-111 ezisisigxina ezithe zadalwa
Ezona nzuzo zifumanekileyo	Kuthe kwadaleka izithuba ezili-107 ezisisigxina ngokuthi kuqeshwe kwabaququzeleli beqela lokudlala elithe lanefuthe kubantwana abali-1 070 abafumana iinkonzo ze-ECD ezingekho kumaziko
Isixa kwiDORA ehlenqahlenisiweyo	Asikho
Isixa esifumanekileyo (R'000)	R2 580 000
Izizathu ukuba isixa asifumanekanga ngokweDORA	Sifumaneke sonke isixa esi
Isixa esisetyenziswe liSebe (R'000)	R2 580 000
Isizathu sokungasetyenziswa kwemali liqumrhu	Asikho
Izizathu zokutyeshwa kwintsebenzo	u-4 olinani elityeshelweyo ungesizathu sokuba kuye kwafuneka kuthotyeelewe Isibhabhathiso sikaMphathiswa ukuze kubonakaliswe ama-80% asetyenziswe ngokuhlawula iimali zokukhuthza kunye nama-20% asetyenziswe ekuxhobiseni naezakhono
Amalinge athatyathliweyo ukuphucula intsebenzo	Ukulungiswa kwenjongo kuhambelana neSibhambathiso sikaMphathiswa
Amalinge okuhlola asetyenziswa lisebe elifumana inkxaso-mali	Kutyikitywe iingxelo Zenyanga zenkcitho ye-IYM ze zangeniswa kwiSebe Lezemali lePhondo kwanakwiSebe Lesizwe Lemisebenzi Yoluntu. Kuthe kwenziwa nohlolo lomsebenzi/kwenziwa uvavanyo kwiindawo zokusebenzela

6. IIMALI EZISUKA KUMALIZO

Akukho ngxelo.

7. UTYALO-MALI OLUMANDLA

7.1 Utyalo-mali olungundoqo, isicwangciso sokulungiswa nokulawulwa kwempahla yesebe

7.2

7.3 Inkqubela esele yenziwe ekuphumezeni utyalo-mali oluphambili kwanesicwangciso solawulo lwempahla yesebe

ISebe linika iSebe Lezothutho Nemisebenzo Yoluntu iSicwangciso Sokusetyenziswa Kwempahla yeSebe rhoqo ngonyaka, sona esithungelaniwe nomthetho iGovernment Immovable Asset management Act (iGIAMA ngamafuphi). Oku ke kuhlanganiswe neSicwangciso iC-Asset Management Plan (iC-AMP ngamafuphi) kusenzelwa uRhulumente weNtshona Koloni.

Oku ke kuyakuba sisisekelo sokujongisiswa, ukulungiswa ndawonye neziddingo ezingundoqo zeli Sebe kwisithuba seminyaka emihlanu esikuyo ngoku. okona kubanga inkxalabo ke yimeko emaxongo ezikuyo izakhiwo Zamaziko Akhuselekileyo Abantwana Nolutsha

ndawonye nenkxaso-mali yokuseka iingingqi ezingama-45 zokunikezelwa kweenkonzo njengoko sisitsho isicwangciso esitsha sokuphuculwa kwenkqubo yokunikezelwa kweenkonzo.

Amaphulo ezakhiwo

Amaphulo ezakhiwo asele egqityiwe ayakubaDTP nengxelo yawo ekhutsha yiDTPW (KWivOTI 10) njengoko isabelo-mali nazo zonke iinkqubo ziluxanduva lwela sebe. Kulo nyaka-mali iSebe lifumene iR17 yezigidi ukuze kulungiswe isakhiwo seZiko Lokhuseleko Lwabantwana Nolutsha iVredelus. Eli phulo ke liqalwe yiDTPW yaye iminqweno yeyokuba liyakuqosheliswa kulo nyaka-mali siya kuwo. Le nkxaso-mali yathi yasetyenziswa nakwiZIKO Lokhuseleko Lwabantwana Nolutsha iBonnytoun ngenjongo yokuqinisekisa ukuthotyelwa kwemigaqo nemimiselo yokusebenza.

Inkqubela ethe yenziwa ekulungisweni kwezakhiwo

Kungoku nje, iSebe alikwazi kugcina izithembiso zalo ngokweshedyuli yalo yokulungiswa kwempahla yalo engagungqiyo nezakhiwo futhi ke lixhomekeke ngokugqibeleleyo kwiDTPW yephondo kwizidingo zalo zokulungiswa kwezakhiwo, kuba ke olu xanduva lubekwe ezandleni zeal sebe kweli Phondo. Isidingo sokulungiswa kwezakhiwo singaphaya kwemali ekhoyo eyenzelwe oko yaye ke le ngxaki ibanga inkxalabo.

linguqu ezichaphazela oku kungentla apha ekulindeleke ukuba zibe nefuthe kwinkcitho yakaloku nje yeli Sebe

Nangona eli sebe lathi labekela bucala imali yokulungiswa kwezinto ezonakala mihla le; kusengumqobo ukusweleka kwemali eyaneleyo yokulungiswa kwamaZiko Okhuseleko Lwabantwana Nolutsha.

linguqu ezichaohazela impahla yesebe ngokubanzi

Imbumba ysixa sempahla yesebe ngokpheleleyo ingamaR86 596 858.30. kuye kwenziwa uqoqosho lonyaka ze lwaqosheliswa ngomhla wama-28 kweyoKwindla ka-2014. Zonke iinkcukacha zempahla yesebe zathi zafakwa kwiRejista Yempahla yesebe yaye zichanekile, zither ngqo, futhi zibekwe kakuhle yaye zigcinwe kuhle. Yonke ke impahla engasasebenziyo, engasalungisekiyo neyonakeleyo ibisolok ilahlwa, futhi ngendlela engafihlisi nto. Inkqubo eyiyo yokuqinisekiswa (ukubalwa) kwempahla yathi yalandelwa ze yaphunyezwa ze kwalungiswa nantoni na ebisisiphene kule nkqubo. Kwinkqubo yokuqinisekiswa kwempahla, impahla ebingasasebenzi/ingasalungiseki okanye ingasenakuphinda isebenze futhi ingasafuneki yaye yonakele yathi yachongwa ze yachazwa njengoko kwinkqubo iLOGIS.

Ithrybhile G: Ukwahlulahlulwa kwempahla enkulu (engundoqo) yesebe kulolu hlobo lulandelayo:

Store	Cost Price
kuNdlunkulu	9 593 938.51
kuMmandla weMetro ekuMazantsi	4 907 526.45
kuMmandla weMetro ekwiNtshona	4 204 937.70
kuMmandla weMetro ekuMantla	3 726 071.15
kuMmandla we-Eden-Karoo	2 985 626.31
kuMmandla weCape Winelands	3 892 574.60
kuMmandla Wonxweme OluKwiNtshona	2 580 403.90
Amaziko	9 144 765.37
Izithuthi zeSebe	54 002 440.00
ITOTALI	95 038 284.07

Itheybhile H: Ixabiso elipheleleyo lempahla ezithe zalahlwa kunyaka-mali u-2014/2015 lihamba ngolu hlobo lulandelayo:

Ezilahlwayo	6 308 868.45
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Amalinge asetyenzisiweyo ukuqinisekisa ukuba irejista yempahla yeSebe ineenkcukacha ezichanekileyo

Impahla irekhodwa ngomhla efika ngawo futhi ke kuye kwenziwe ukuthelekiswa rhoqo ngenyanga phakathi kwenkcitho kwimpahla kunye nerejista yempahla. Kuye kufuneka Amaziko Amaxabiso ukuze kube nokumana kuqinisekiswa ukuba isekho na impahla phantsi kolawulo lwayo kwanokuze kunikezelwe ingxelo ngazo naziphi na iinguqu kwisithuba sale nkqubo. Oku kwenzelwa ukuba irejista ihlale ineenkcukacha ezichanekileyo. Okwangoku nje lisuntswana elithile lempahlqak uphela elisajongwayo liqinisekiswa rhoqo ngenyanga. Oku ke kuyingxenywe yokunikezelwa kweziqinisekiso. Injongo kukuqinisekisa ukuba yonke impahla ephantsi kwalowo ugcina isabelo-mali iqinisekisiweqiniwe. Inkqubo yokuqinisekiswa kwempahla yonyaka sele kwenziwe ukuqinisekisa ukuba irejista yempahla igqibelele futhi iqalethe iinkcukacha ezichanekileyo.

Imeko elikuyo eli Sebe ngokwempahla enkulu yeSebe

Imeko elikuyo iSebe ngokwesimo sempahla yalo:

Ama-90% empahla yesebe ekwimeko esancomekayo (esasebenzisekayo) ndawonye ne-10% eseleyo ekufuneka ilahliwe. Impahla ekusafuneka ilahliwe iquka iikhompyutha, ifenitshala ye-ofisi kunye nezithuthi.

Amaphulo amakhulu okulungiswa kwezakhiwo athe enziwa

Onke amaphulo amakhulu okulungiswa kwezakhiwo ayakufakelwa iingxelo kwiSebe Lezothutho Nemisebenzi Yoluntu (kwiVti10), kuba kaloku isabelo-mali kunye nazo zonke iinkqubo zezabo. Akukabikho maphulo makhulu angamanye okulungiswa kwezakhiwo.

Inkqubela eyenziweyo ekumelaneni nokulibaziseka ekulungisweni kwempahla

Iftheybhile I: Amaphulo Ezibonelelo

Amaphulo ezibonelelo zoluntu	2013/2014			2012/2013		
	Ebelwe bucala ngokuphelele yo R'000	Eyona nkcitho R'000	Ukuchitha (ngaphezulu)/Ngezantsi R'000	Ebelwe bucala ngokuphelele yo R'000	Eyona nkcitho R'000	Ukuchitha (ngaphezulu) /Ngezantsi R'000
Impahla entsha kunye neyokulungisa	-	-	-	-	-	-
Impaha yezibonelelo esekhoyo	-	-	-	-	-	-
- Uphuculo nokongezelela	-	-	-	-	-	-
- Ukubuyiselwa kwimo yesiqhelo, ukulungiswa nokuphuculwa	-	R1,300	-	-	R1,300	-
- Ugcino-mekonolungiso	-	R 1 645 676	-	-	R 919 300 (Ulungiso olucwangcisiweyo)	-
Ukudluliselwa kwezibonelelo	-	-	-	-	-	-
- Awangoku	-	-	-	-	-	-
- Aphambili	-	-	-	-	-	-
Itotali		R2 945 676			R 2 219 300	

ISIGABA C: EZOLAWULO

ISIGABA C: EZOLAWULO

1. INTSHAYELELO

Ukuzinikela kweSebe ekugcineni awona mabakala aphezulu olawulo kubalulekile ekulawulweni kweemali nezibonelelo zoluntu. Abasebenzisi bafuna ingqiniseko yokuba eli Sebe linamalinge namacandelo angawo olawulo eliwasebenzisayo, ukuze zisetyenziswe ngobuchule nangokonga izibonelelo zombuso, ezivela kubahlawuli behafu.

2. ULAWULO LOMNGCIPHEKO

IGosa Elongameleyo kwiSebe Lophuhliso Loluntu lilo elithathela kulo uxanduva lokuphumeza Isicwangciso-qhinga Solawulo Lomngcipheko ngokwemigaqo yeSikhokelo Solawulo Lomngcipheko Eburhulumenteni seSebe Lemali Lesizwe ndawonye neCandelo Lolawulo Lomngcipheko kwiSebe LeNkulumbuso likwanikezela ngenkonzo yenkxaoso yocwangciso-qhinga ethe gabalala kwiSebe.

Ngokuthobela imigaqo yeSikhokelo Solawulo Lomngcipheko Eburhulumenteni seSebe Lemali Lesizwe kwanokufaka nzulu ulawulo lomngcipheko kweli Sebe, uRhulumente weNtshona Koloni uthe waqulunqa uMgaqo-nkqubo Wolawulo Lomngcipheko, othe waphunyezwa liGosa Elongameleyo ngomhla wokuqala kwinyanga yeThupha ka-2014, kwakunye neSicwangciso Sokuphumeza iSikhokelo Solawulo Lomngcipheko, esithe saphunyezwa liGosa Elongameleyo ngomhla weshumi elinethoba kwinyanga kaCanzibe ku-2014. Isicwangciso Sokuphumeza iSikhokelo Sokulawula Umngcipheko sithe sakhokelela ekuqulunqweni koMgaqo-nkqubo Wokulawula Umngcipheko kwakunye neSicwangciso-qhinga futhi sikwachaza imisebenzi noxanduva lwabaphathi nabasebenzi ekuqiniseni ubukho bolawulo lomngcipheko kweli Sebe.

ISebe lithe lahlola imingcipheko emikhulu ebinokuba nefuthe ekufikeleleni kwiinjongo zalo, ezezicwangciso-maqhinga kunye nemingcipheko yeenkqubo, ngokweekota. Imingcipheko ethile ithe yaqwalaselwa kuqala ngenxa yamathuba awo kunye nefuthe enokuba nalo (ngokunokwalo okanye ekuhambeni kwexesha) ze kwathi kwavunyelwana nangeendlela ezizezinye zokunciphisa imingcipheko leyo ukuze yehlele kumanqanaba amkelekileyo. Imingcipheko emitsha/ekhulayo ithe yafunyaniswa ngethuba kusenziwa inkqubo yohlolo lweekota.

ISebe lithe laseka iKomiti Yolawulo Lwemingcipheko kwisebe ngenjongo yokuncedisa iGosa Elongameleyo ekwenzeni umsebenzi walo ngokomba wokulawula umngcipheko. Le Komiti ke isebenza phantsi Kwemigqaliselo Yokusebenza ethe yaphunyezwa liGosa Elongameleyo ngomhla wokuqala kwinyanga yeThupha ka-2014. IKomiti entsha le ke ithe yaziphumeza iirejista zesisicwangciso-qhinga seenkqubo ze yaphakamisa iintshukumo ezizezinye apho kuyimfuneko.

IKomiti Yophicotho inikezele ngohlolo oluzimeleyo lwenkqubo yeli Sebe yolawulo lomngcipheko. IKomiti Yophicotho ithe yanikwa iingxelo zenkqubela yekota yolawulo lomngcipheko ndawonye namaxwebhu emiba yomngcipheko kunye neerejista zeli sebe ukuze ibe nokuba nakho ukwenza umsebenzi wayo wohlolo. Ukuhlolwa kwenkqubo yolawulo lomngcipheko kweli sebe kungobudlelwane bawo nenkqubo yokuphunyezwa kwesiCwangciso Sokuphumeza Inkqubo Yolawulo Lomngciphekowe kweli sebe kunye nemingcipheko yesicwangciso-qhinga elijamelene nayo eli Sebe ndawonye nezicwangciso-qhinga zalo zokulwisana/zokuwulungisa.

UBUQHOPHOLOLO NORHWAPHILIZO

URhulumente weNtshona Koloni uqulunqe iSicwangciso-qhinga Sokulwisana Nobuqhophololo esingqina ukuzinikeZela kweli phondo ekusiphuleni nengcambu ubuqhophololo norhwaphilizo. Eli Sebe ke likwanaso neSicwangciso Esiphunyeziweyo Sokuthintela Ubuqhophololo ndawonye neSicwangciso Sokuphumeza Ukuthintelwa Kobuqhophololo nto leyo inika amandla iSicwangciso Sokuthintela Ulwaphulo-mthetho.

Zikho iindlela zokunikezela iingxelo ngorhwaphilizo kwaye ezi ndlela zicaciswa ngokuthe vetshe kwiSicwangciso sePhondo Sokulwisana Norhwaphilizo ndawonye neSicwangciso seSebe Sokulwisana Nobuqhophololo. Isityholo ngasinye esithi sifunyanwe liCandelo elijongene Nophando-nzulu ifakwa kwiNkqubo Yolawulo Lwamatyala ethi isetyenziswe njengesixhobo solawulo ngenjongo yokunikezela ingxelo ngenkqubela ekuphandweni kwamatyala anento yokwenza neli sebe kwanokuza nezibalo zePhondo neSebe ngokwalo mkhwa. Siyabakhusela abasebenzi abampolayo xa berhanela izenzo zobuqhophololo, urhwaphilizo nobusela ukuba ingxelo leyo kukumpola okukhuselekileyo (oko ke kukuthi, iyamelana neemfuno zemithetho elawulayo, umzekelo, ukuba ingxelo leyo inikezelwe ngentliziyo entle). Ithuba lokuba uhlafe ungaziwa linikezelwa nakubani na ongathanda ukunikezela ingxelo ngezenzo zobuqhophololo, urhwaphilizo nobusela yaye ke ukuba bakwenza oko ngokuthi buqu, amagama nezinye iinkcukachqa zabo ziyafihlwa ngulowo sukuba benikezela kuye loo ngxelo.

Xa buthi buqinisekise ubukho bobuqhophololo okanye urhwaphilizo, emva kokuqosheliswa kophando, amagosa abandakanyekayo kwezi zenzo aye afakwe kwinkqubo yokuchotshelwa kwetyala elo, ngenjongo yokuqalisa inkqubo yokohlwaya. Kuzo zonke ke iimeko ezinjalo, igosa likaRhulumente weNtshona Koloni eliqalise ngenkqubo yokohlwaya lilindeleke ukuba linikezele izindululo ngesohlwayo kuloo magosa atyholwayo. Apho kuvela ubungqina obungagungqiyo ngezenzo zolwaphulo-mthetho, kuye kuvulwe ityala lolwaphulo-mthetho kwiNkonzo yesiPolisa yoMzantsi Afrika.

Kulo nyaka-mali, iCandelo Lophando-nzulu lePhondo liye laqoshelisa uphando kumatyala alithoba ngelixa amathathu wona amatyala ethe athunyelwa kweli Sebe ukuze liziphandele nzulu. Olunye kwezi meko zophando luqinisekise ubukho bezenzo zobuqhophololo kunye/okanye norhwaphilizo ze enye yaqinisekisa ubugwenxa kulawulo lwemali kunye/okanye nokungathotyelwa kwemigaqo elawulayo ze eyokugqibela yaqinisekisa ukungathotyelwa kwemigaqo elawula ukusebenza. Ezintandathu kwezi nzame zophando ziye zafuna uphando nje lwesigaba sokuqala ze esi sigaba asaqinisekisa bukho bazenzo zobuqhophololo, ubusela okanye urhwaphilizo. Ekupheleni konyaka-mali, kube kusele amatyala amane kuluhlu lwamatyala eli Sebe.

3. UKUNCIPHISA UNGQUZULWANO LWEENJONGO

Kufuneka kugcinwe ze kuphakanyiswe izinga eliphezulu lokusebenza eburhulumenteni. Kule nkalo, onke amalungu eQoqo Eliphezulu Lolawulo kulindeleke ukuba adize kubaphathathi abaphezulu iinkcukacha zazo zonke izinto abanazo nabanomndla wokuba bangazenza okanye bazibandakanye kuzo ngokoshishino ngokwemigaqo yeSahluko 3 seMimiselo Yecandelo Laseburhulumenteni. Injongo yesi Sahluko kukufumanisa ungquzulwano lwezidingo ngenjongo yokuphakamisa iindlela neenkqubo ezinobulungisa nezingenamkhethe zolawulo zamagosa akwizikhundla eziphezulu kwananjalo nokukhusela umbuso kwiintshukumo ezinokuwubeka esichengeni nezinokuphazamisana nentsebenzo yawo. Ezo zenzo zokuzichaza zenzeka minyaka le. Ukuba kuthi kuvele imeko yongquzulwano lwezidingo, oko kuyakuthathelwa amanyathelo, ngokwemigaqo yeMimiselo Yaseburhulumenteni ndawonye neminye imigaqo ebandakanyekayo.

Kumba "wokwenziwa komsebenzi wangaphandle ohlawulelwayo ongengowombuso" (iRWOPS ngabula makhumsha), abasebenzi kulindeleke ukuba bafake izicelo

ngokwemigaqo yomgaqo-nkqubo wephondo olawula iRWOPS. Zonke ke ezi zicelo kufuneka zibe zezibhalwe phantsi futhi ke kufuneka, phakathi kwezinye, zichaze isimo nobungakanani bomsebenzi lowo uzakuhlalulelwa, kuquka namaxesha/iiyure zokusebenza kwanokwayamana (apho kunokubakho ungquzulwano lwezidingo okanye inkxalabo enokuvela) nalo Msebenzi uqhelekileyo awenzayo umqeshwa apha eburhulumenteni. Ezo zicelo ke ziye ziqwalaseliswe ngokuthi zihlolwe. Abasebenzi kufuneka bazifake rhoqo ngonyaka ezi zicelo ngokwemiqathango yomgaqo-nkqubo wephondo. Apho kuye kubhaqeke ukungathotyelwa kwalo mgaqo-nkqubo, ezo zenzo ziyakuhojwa ngokwemiqathango yalo mgaqo-nkqubo yaye ke apho kuyimfuneko khona, ngokwemiqathango yoMgaqo Wokuziphatha Neenkqubo Zaserhulumenteni.

4. UMGAQO WOKUZIPHATHA

UMgaqo Wokuziphatha Eburhulumenteni, njengoko ufakiwe kwiSahluko 2 Semimiselo Yaseburhulumenteni, ngowona mgaqo "usetyenziswayo". Umgaqo wokuziphatha:

- Ubeka elubala imigaqo nemimiselo yokuphakanyiswa kwesidima, kwanenkqubo yokunikezelwa kweenkonzo eqhutywa ngokuzimisela nesebenzayo kuluntu ngokubanzi;
- Luluhlu lwemigaqo echaza indlela yokuziphatha esilindeleyo kubasebenzi bethu;
- Ukhokela abasebenza ngokulindelekileyo kubo ngokwendlela yokuziphatha, ngokuziphatha kwabo bona kunye nobudlelwane babo nabanye abantu; ze
- Ibe yingxenywe yendlela esisebenza ngayo mihla le. Bonke abasebenzi kulindeleke ukuba bawuthobele umgaqo wokuziphatha.

Ukwaziswa kwalo mgaqo wokuziphatha kwathi kwaphakanyiswa kwiintshukumo "zoqeqesho lokuqala" kubasebenzi abatsha kwanangemiyalelo esuka kwiNtloko yeSebe. UMgaqo Wokohlwaya Neenkqubo Zaseburhulumenteni zisetyenziselwa ukuphakamisa indlela entle neyamkileyo yokuziphatha, kwanokunqanda nokulungisa indlela engeyiyo yokuziphatha.

5. UKHUSELEKO LWEMPILO NEMIBA YENDALO ENGGONGILEYO

6.1 Impilo Nokhuseleko Lwabasebenzi

Ngenyanga yeDwarha ka-2014, kwathi kwenziwa uphicotho Lokhuselo/Lokhuseleko lweSAPS. ISebe lathi landisa ukuthobela kwalo le miqathango ukususela kuma-82% ngonyaka-mali u-2013/14 ukuya kuma-86% kulo nyaka-mali sikuwo. Ngamagosa angapha kwamakhulu amabini athe azimasa iinkqubo zoqeqesho kwimiba yempilo nokhuseleko kunyaka-mali u-2014/15. Amagosa eli sebe athe azimasa amalinge oqeqesho kwibala lesithathu Loncedo Lokuqala athi aphumelela ngomyinge ongama-93%. Kwathi kwaqeqeshwa amagosa ali-18 ekusetyenzisweni ngendlela kweSitulo Sokuhlangula.

Sele zikho izixhobo zoncedo kwiNdawo Yabagulayo yaye ke iKomiti isakhangelela igumbi elifanelekileyo elinokusetyenziswa njengale ndawo yabagulayo.

6.2 Ezokhuseleko

Eli sebe lineKomiti Yokhuseleko LweSebe esebenza ngokugqibeleleyo neshukumayo esebenzisana neSebe Lokhuseleko Loluntu, ze ixhaswe yi-Arhente Yokhuseleko Lombuso ndawonye neQumrhu leNkonzo yesiPolisa soMzantsi Afrika Ecebisa Ngezokhuseleko ngenjongo yokuqinisekisa ukugcinwa nokufezekiswa kwamalinge ezokhuselo.

Kwisithuba esiphakathi komhla wesihlanu nowamashumi amathathu ananye kwekaCanzibe ka-2014, iSebe lithe lenza uphicotho lolawulo lokungena kwisakhiwo salo oluthe ngempumelelo lwaqinisekisa ukuba ngabasebenzi beDSD kuphela abangenayo, kuthi ke

ngokwenjenjalo kube kuncitshiswa inani labantu abakwaziyo ukungena kwiSakhiwo Somzi Womdibaniso ukusuka kuma-2000 ukuya kuma-370.

IKomiti Yokhuseleko lweSebe ithe yakuthathela ingqalelo ukuhlolwa kwamabakala athile abasebenzi besebe abaqeshwe kumacandelo olawulo, kwaqalwa ngabakwicandelo Lemali Nelolawulo Lwenkqubo Yeentengo. Kungoku nje kuqhutywa umsebenzi wokuhlolwa kwamalungu eKomiti Yokhuseleko futhi ke kuzakulandeliswa ngokuhlolwa bonke abalawuli abaphezulu.

Kuthe kwaqulunqwa neenkqubo zokwazisa nezokulungisa ngenjongo yokwazisa abasebenzi kwiKomiti Yokhuseleko Lwesebe kwakunye nokwandisa ukwazeka kwemisebenzi noxanduva lwabasebenzi ukuze kuqinisekise ukhuseleko lwabo, oloogxa babo ndawonye nempahla yesebe.

6. IIKOMITI ZEPALAMENTE

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
25 kweyeSilimela ku-2014	Umhlangano wokuqala weeKomiti Ezimiyo: iSebe lizakunika inkcazelo kwiKomiti Emiyongemiba <ul style="list-style-type: none"> ● Yesimo Sesebe (Amacandelo Olawulo) neenkqubo; ● Umnqophiso, umbono nemisebenzi engundoqo; ● Amaqumrhu anikezela ingxelo; ● Iintsuku namaxesha ezingundoqo; kunye ● Nemiba etshis' ibunzi 	iSebe liyichazele iKomiti ngomhla wama-24 kweyeSilimela ka-2014	Eyophuhliso Loluntu Ekuhlaleni
30 kweyeSilimela ku-2014	Ngethuba lenkcazelo kwiKomiti Emiyo Engophuhliso Loluntu Ekuhlaleni ngomhla wama-25 kweyeSilimela ikomiti iye yagqiba ekubeni: <ol style="list-style-type: none"> a) ISebe lithe lanika ingcaciso kule Komiti ekuhlalutyweni kweentelekelelo zamanani abemi beNtshona Koloni ukuya kuma ku-2040; b) IKomiti izakutyelela iBonny Toun, eKraaifontein, eyindawo yokhuseleko lwabantwana abakungquzulwana nomthetho; ze c) IKomiti icele iSebe ukuba limeme onke amalungu eKomiti ukuze azimase umsitho wokuvulwa kweYouth Café eVangate Shopping Mall, eVanguard Drive. 	iKomiti ityelele eli ziko ngomhla wesibini kweyoMsintsi ka-2014	Eyophuhliso Loluntu Ekuhlaleni
30 kweyeSilimela ku-2014	Ngethuba lenkcazelo kwiKomiti Emiyo Engophuhliso Loluntu Ekuhlaleni ngomhla wama-25 kweyeSilimela ikomiti iye yagqiba ekubeni inikezele ngezi nkukacha zilandelayo: <ol style="list-style-type: none"> a) Inani labantwana okanye ulutsha olusalinde ukuxoxwa kwamatyala alo; b) Iinkukacha zoqhakamshelwano ezinokusetyenziswa luluntu; ze 	Amaxwebhu esicelo asiwa ngesandla kumbhexeshi weKomiti ngomhla weshumi kweyeKhala ka-2014	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
	c) Iinkcukacha ezigqibeleleyo ngoXwebhu Lomgaqo-nkqubo Ongamanani Abemi		
5 kweyeThupha ku-2014	IKomiti Emiyo Ngophuhliso Loluntu imema iSebe ukuba liyichazele ngoku kulandelayo: a) Imodyuli Yoqeqesho Kwicandelo Lemibutho Engekho Phantsi Kolawulo lwasebuRhulumenteni; b) Ulawulo lweeNGO kunye namalinge akhoyo okuqinisekisa ukuba iinkonzo ziyasiwa eluntwini; c) Inkqubo yokukhokelwa kweeNGOs; d) Ingxelo Yekota Yesine (kweyoMqungu – kweyoKwindla 2014); e) Isicwangciso Sentsebenzo Yonyaka 2014/2015; f) Ikota yenkcazo yokuqala (kuTshazimpuzi – kweyeSilimela 2014)	iSebe lichazele eKomiti ngomhla wesihlanu kwinyanga yoMnga ka-2014	Eyophuhliso Loluntu Ekuhlaleni
6 kweyeThupha ku-2014	IKomiti Emiyo imema iSebe ukuba liyichazele: a) Ngeenkqubo Zophuhliso Lwabantwana Abaselula; b) Ukubekwa kweendawo ekuzo Imibutho Engekho Phantsi Kolawulo Lwaseburhulumenteni kwiingingqi zeli Phondo	iSebe lichazele iKomiti ngomhla weshumi elinesibini kwinyanga yeThupha ka-2014	Eyophuhliso Loluntu Ekuhlaleni
12 kweyeThupha ku-2014	IKomiti Emiyo imema iSebe ukuba lizimase idinga lenkcazelo enikezelwa yi-Ofisi Yekomishoni Yemicimbi Yaseburhulumenteni xa kunikezelwa ingxelo Yohlolo Novavanyo ngonyaka-mali u-2011/2012 weSebe Lophuhliso Loluntu oquka iinkcukacha ezihlaziyiweyo ngonyaka-mali u-2012/2013 ngomhla wama-26 kweyeThupha ka-2014.	iNtloko yeSebe nabo bonke Abawuli Abaziintloko bawuzimasa lo mhlango wenkcazelo	Eyophuhliso Loluntu Ekuhlaleni
14 kweyeThupha ku-2014	IKomiti igqibe ekubeni ngomhla weshumi elinambini kweyeThupha ka-2014 iSebe linikezele la maxwebhu alandelayo: a) Iikopi zeSicwangciso-qhinga Sophuhliso Lwabantwana Abaselula; b) Uluhlu lwazo zonke iinkqubo ze-ECD; c) Iinkcukacha ezigcweleyo ngeMbumba Yefuthe Kuluntu; d) Uphando lukaNjingalwazi Servaas Van Der Berg weDyunivesithi yaseStellenbosch ngomgangatho Weziphumo Zezifundo zeBanga uR; e) Iinkcukacha ezithe vetshe Ngohlahlo Lolwabiwo-mali Oluhlengahlengisiweyo lwe-ECD, ukunaba kweenkonzo zamaziko e-ECD, ukunaba kweenkonzo zamaziko e-ASC, ukunaba kweenkonzo ezinikezelwa yimibutho ye-ECD neye-ASC	Amaxwebhu esicelo asiwa ngesandla kumbhexeshi weKomiti ngomhla we-19 kweyeThupha ka-2014	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
27 kweyeThupha ku-2014	IKomiti iye yagqiba ngomhla wama-26 kweyeThupha ka-2014 ukuba iSebe kufuneka: a) Linikezele ingxelo egqibeleleyo kwiKomiti ngenkqubela yazo zonke iziphakamiso ezenziwe yi-Ofisi yiKomishoni Yemicimbi Yaseburhulumenteni ngeNgxelo Yohlalutho Novavanyo kwisithuba sika-2011/2012 njengoko ithe yanikezelwa ngomhla wama-26 kweyeThupha ka-26 ka-2014; b) Linike amalungu uluhlu lweendawo ezikuzo zonke iiNPO ezingama-45 ezithe zakhankanywa ngethuba kunikezelwa lengxelo ngomhla wesihlanu kweyeKhala ka-2014.	Amaxwebhu abeceliwe asiwa ngesandla kuMbhaxeshi weKomiti ngomhla weshumi elinambini kweyoMsintsi ka- 2014	Eyophuhliso Loluntu Ekuhlaleni
4 kweyoMsintsi ku-2014	Ukwaziswa ngotyelelo lokuza kujonga inkqubela yiKomiti Emiyo kwi- IKWEKHANYA Early Child Development Centre eKhayelitsha.	iKomiti ityelele eli ziko ngomhla on ngomhla wama-30 kweyoMsintsi ka- 2014	Eyophuhliso Loluntu Ekuhlaleni
26 kweyoMsintsi ku-2015	ISebe bekumele linikezele ingxelo kwiKomiti ngomhla wama-28 kweyeDwarha ka-2014 ngeNgxelo Yonyaka ka-2013/2014	ISebe liyichazele iKomiti ngomhla wama-28 kweyeDwarha ka- 2014	Eyophuhliso Loluntu Ekuhlaleni
13 kweyeDwarha ku-2014	Ukwaziswa ngotyelelo lokuza kujonga inkqubela yiKomiti Emiyo kwiYouth Café eseRockland's, eMitchells Plain ngomhla wokuqala kweyeNkanga ka-2014	iKomiti ityelele eli ziko ngomhla weshumi elinanye kweyeNkanga ka- 2014	Eyophuhliso Loluntu Ekuhlaleni
13 kweyeDwarha ku-2014	Ukwaziswa ngotyelelo lokuza kujonga inkqubela yiKomiti Emiyo kwiJo-Dolphin Association for Persons with Disabilities eMalmesbury ngomhla weshumi elinesibhozo kweyeNkanga ka-2014	iKomiti ityelele eli ziko ngomhla weshumi elinesibhozo kweyeNkanga ka- 2014	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
17 kweyeDwarha ku-2014	<p data-bbox="391 226 876 371">IKomiti Emiyo Ngophuhliso Loluntu, kumhlangano owawungomhla wama-28 kweyeDwarha ka-2014, yathabatha ezi zigqibo zilandelayo ukuze zinikwe ingqwalasela liSebe:</p> <p data-bbox="391 394 727 423">IKomiti indulula iSebe ukuba:</p> <ul style="list-style-type: none"> <li data-bbox="391 445 863 882">a) Liphande ukusekwa kweCandelo Lohlolo kwiSebe Lophuhliso Loluntu elizakuba noxanduva lokwenza uhlolo kuyo yonke imibutho engekho phantsi kolawulo lwaseburhulumenteni eziquka namakhaya eenkonde neenkondekazi akweli Phondo. Eli Candelo ke kuzakufuneka lisebenze ngokusondeleleneyo neCandelo Lwezotshutshiso ukuqinisekisa ukuba abo benza ububi kwezi NGOs abafana nabantu abaphatha gadalala abantu abadala bafumane ukohlwaywa. <li data-bbox="391 887 858 1088">b) Elizakusebenza kuhle neSebe Lempilo ukuze kuqwalaselwe imeko ekwiqondo eliphezulu yezifo ezinganyangekiyo nezingachazwayo; ezifana namaqondo aphezulu egazi kunye nesifo seswekile. <li data-bbox="391 1093 783 1173">c) Landise inani labantwana abakwiinkqubo zononophelo lwasemva kwesikolo. <li data-bbox="391 1178 858 1323">d) Lazise iKomiti le ngezalathisi zentsebenzo, ingakumbi kumba weenkqutyana ezikwiNgxelo Yonyaka ezingenazinjongo zibekwe liSebe. <li data-bbox="391 1328 735 1384">e) Lazise iKomiti ngezalathisi zentsebenzo yeli Sebe. <li data-bbox="391 1388 815 1534">f) Lazise iKomiti ngeenkqubo Zophuhliso Lolutsha ezifumana inkxaso-mali kwiSebe, njengoko kucacisiwe kwikhasi 81 leNgxelo Yonyaka. <p data-bbox="391 1556 815 1612">IKomiti icele ukuba iSebe liyinine oku kulandelayo:</p> <ul style="list-style-type: none"> <li data-bbox="391 1668 855 1697">a) Isicwangciso Sonxulumano seSebe: <li data-bbox="391 1702 855 1870">b) Eyona nkqubo yakutsha nje yabaphathi abaphezulu beli Sebe kunye neenkukacha zoqhakamshelwano, njengoko kuthiwe thaca kwikhasi 29 leNgxelo Yonyaka. <li data-bbox="391 1874 855 1977">c) Ikopi yesimo esitsha esihlengahlengisiweyo seCandelo Legosa Elongamele Ezemali njengoko kuthiwe thaca kwikhasi 38 	<p data-bbox="898 517 1129 696">iSebe lisalinde iKomiti Echophileyo ukuba ize nosuku lokuyichazela ngemiba a- f ngokwezindululo.</p> <p data-bbox="898 1668 1121 1895">Amaxwebhu abeceliwe asiwa ngezandla kuMbhexeshi weKomiti ngomhla wesithathu kweyoMnga ka-2014</p>	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Ipendulo yesebe	iKomiti Echophileyo
	<p>leNgxelo Yonyaka</p> <p>d) Ikopi Yesibhambathiso Sesivumelwano phakathi kweli Sebe neSixeko saseKapa, njengoko kuthiwe thaca kwikhasi 39 leNgxelo Yonyaka.</p> <p>e) Ikopi Yesibhambathiso Sesivumelwano neSebe Lempilo malunga Neenkonde Neenkondekazi, Ukusetyenziswa Gwenxa Kweziyobisi kunye Nabantu Abakhubazekileyo.</p> <p>f) Uluhlu lweendawo zesondlo kwiingingqi ezihlelekileyo, njengoko kuthiwe thaca kwikhasi 34 leNgxelo Yonyaka</p> <p>g) ingxelo egqibeleleyo ngeenkqubo zoqeqesho kooNontlalo-ntle.</p> <p>h) ikopi yengxelo yophando olwenziweyo ngezizathu zokuba kutheni abantwana bengaziqoshelisi nje iinkqubo zoluleko.</p> <p>i) ingxelo ngenani labantu abakhubazekileyo abafikelela kwiinkonzo zemihlangano yoqeqesho ngokhuseleko ezixhaswa ngemali ndawonye nabantu abakhubazekileyo abafikelela kwiinkqubo zeenkono zononophelo ezinikezelwa emini, njengoko kuthiwe thaca kwikhasi 60 leNgxelo Yonyaka.</p> <p>j) Uluhlu lwezalathisi neenjongo zeenkqubo zophuhliso loluntu njengoko zithiwe theca kunyaka-mali u-2013/ 2014, njengoko kuthiwe thaca kwikhasi 73 leNgxelo Yonyaka.</p> <p>k) Ingxelo ngezizathu kwanesimo samaphulo amabini alibazisekileyo njengoko kuthiwe theca kwikhasi 77 leNgxelo Yonyaka.</p> <p>l) Ingxelo egqibeleleyo ngabantu abathabathe inxaxheba kwiinkqubo Exananazisiweyo Yemisebenzi Yoluntu nabathe bafakwa kwizithuba zengqesho ngokusesikweni.</p> <p>m) Uluhlu lweenkqubo ezibhekiselele kwizithuba zengqesho ezili-1025.</p> <p>n) Uluhlu lweengcali zangaphandle ezithe zasetyenziswa ezisebenzise iimali ezifunyenwe ngaphandle, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2013 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2014, njengoko kuthiwe theca kwiNgxelo Yonyaka.</p>		
17 kweyeNkanga	Isimemo kwiSebe ukuzel ichazele iKomiti ngoMthetho Osayilwayo Wokubekelwa	iSebe layichazela iKomiti ngomhla	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
ku-2014	Bucala Kweemali Ezihlengahlengisiweyo kwiNtshona Koloni. iVoti 7 ngomha wesixhenxe kweyeNkanga ka-2014.	wama-25 kweyeNkanga ka-2014	
4 kweyoMnga ku-2014	IKomiti Emiyo imema iSebe ukuze lichazele iKomiti ngomhla wesithathu kweyoMdumba ka-2015 ngale miba ilandelayo: a) Izalathisi zentsebenzo ezimalunga neenkqutyana ezikwiNgxelo Yonyaka ezingenazinjongo zibekwe liSebe b) Iinkqubo zophuhliso lolutsha ezifumene inkxaso-mali kwiSebe njengoko kuthiwe thaca kwikhasi 18 leNgxelo Yonyaka	iSebe layichazela iKomiti ngomhla wesithathu kweyoMdumba ka-2015	Eyophuhliso Loluntu Ekuhlaleni
9 kweyoMnga ku-2014	Kutyelelo Lohlolo kwiYouth Café eRocklands, eMitchells Plain ngomhla we-11 kweyeNkanga ka-2014. Ngomhla we-11 kweyeNkanga ka-2014 iKomiti yagqiba ekubeni a) iSebe liphinde liqwalasele indaba yamaxesha okusebenza eeYouth Café ukuze zibe nokuvula emva kwemini ukuze kube nokuncedakala olunye uthotho lwabantu abatsha eMitchells Plain neendawo eziyingqongileyo	Amaxwebhu abeceliwe asiwa ngesandla kuMbhexeshi weKomiti ngomhla wesibini kweyoMdumba ka-2015	Eyophuhliso Loluntu Ekuhlaleni
9 kweyoMnga ku-2014	Kutyelelo Lohlolo kwiJo-Dolphin Swartland Association for Person with Disabilities e Malmesbury ngomhla we-18 kweyeNkanga ka-2014 iKomiti yaye yagqiba ekubeni: a) iSebe Lophuhliso Loluntu liphande amathuba okubeka ibala umphathi ongaphambili walo mbutho ekuthini aphinde asebenze nabantwana ngenxa yokuba wafunyaniswa enetyala lobuqhophololo nelobusela. b) iJo-Dolphin Swartland Association kufunela lakhe ubudlelwane ze lifunde ezinye izakhono zokusebenza nophuhliso kwiChamp-field Association for Children and person with Disability e-Atlantis.	Imibutho inikezele ingxelo ngalo mba kwiSAPS. Liyakuthi ke emva kwesigqibo iSebe liphendule kwisindululo	Eyophuhliso Loluntu Ekuhlaleni
9 kweyoMnga ku-2014	Iingxoxo nge ngoMthetho Osayilwayo Wokubekelwa Bucala Kweemali Ezihlengahlengisiweyo kwiNtshona Koloni [B5-2014] kuVoti 7 – iSebe Lophuhliso Loluntu, ngomhla wama-25 kweyeNkanga ka-2014. IKomiti icele la maxwebhu alandelayo: a) Ingxelo ngokuxhaswa ngemali kwee-ECD kweli Phondo ingakumbi malunga nenkqubo 3 yalo Mthetho Usayilwayo Wokubekelwa Bucala Kweemali Ezihlengahlengisiweyo; b) Iirejista zomngcipheko wemali yeli Sebe; kunye c) Ingxelo ngohlalutyo lwezidingo	Amaxwebhu abeceliwe asiwe ngesandla kwiKomiti Echophileyo ngomhla wesibini kweyoMdumba ka-2015	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
	zeeNGO		
3 kweyoMduba ku-2015	IKomiti Emiyo imema iSebe ukuba linike inkcazelo ngeeNgxelo Zentsebenzo Yekota yeli Sebe kwisithuba esisuka ngenyanga yeKhala kuye kuma kweyoMnga ka-2014 ngomhla we-17 kweyoMdumba ka-2015.	iSebe liye lenza umboniso kule Komiti ngomhla weshumi elinesixhenxe kweyoMdumba ka-2015	Eyophuhliso Loluntu Ekuhlaleni
3 kweyoMduba ku-2015	<p>IKomiti Emiyo kumhlangano wokunikezelwa kwenkcazo ngomhla wesithathu kweryoMdumba ka-2015 yagqiba ekubeni iSebe:</p> <p>a) Linikezele ngeenkucukacha ezaneleyo xa linikezela ingxelo ngezalathisi zentsebenzo;</p> <p>b) Kukho isidingo sezinye iiNPO kuMmandla weMetro ekwiMpuma nakwiingingqi ezisemaphabndleni kwinkalo Yeenkqubo Zophuhliso Lolutsha;</p> <p>c) ISebe kufuneka linike ingqwalasela umbono wokuseka iqela elizakuqinisekisa ukuthotyelwa kwemimiselo ziiNPO kunye nokutyelwa rhoqo kwazo zonke iiNPO ezifumana inkxaso-mali kwiSebe ngenjongo yokuhlola ukuthotyelwa kwemimiselo;</p> <p>d) ISebe kufuneka liqwalasele ukukhupha ezinye iinkqubo ezingeSifo Esichaphazela lintsana Ezingekazalwa Ngenxa Yotywala kweminye imimandla yeli Phondo;</p> <p>e) ISebe kufuneka linike ingqalasele ukuxhobisa iiNPO ezinikezela ngeenkqubo zophuhliso lolutsha ngokwesicwangciso-qhinga seSebe; ze iChrysalis yona inike ingqwalasela ukugaya ulutsha olusuka</p> <p>IKomiti icele la maxwebhu aldelayo:</p> <ul style="list-style-type: none"> ● Ingxelo ephelileyo ngohlobo lweenkonzo ezinikezelwa zezi NPO, indlela esetyenziswayo ekuxhaseni iiNPO ngemali, kuchazwe abo bazuza kwezi nkqubo, iziphumo zeenkqubo ezinikezelwa zezi NPO njengoko kuthiwe thaca kwikhasi 4 lomboniso owawungomhla wesithathu kwinyanya yoMdumba ka-2015, ● Ingxelo Yenqubela ngeCandelo Ellodwa/ngeCandelo Lohlolo elazinikezela ekulisekeni iSebe ngenjongo yokwenza utyelelo rhoqo, kupheliswe impatho-gadalala kunye nokungathotyelwa kwemimiselo kwimizi egcina iinkonde neenkondekazi kweli 	<p>iSebe lizithathela ingqalelo izindululo yaye ke lizakukhokelela kwizicwangciso ezingekamva.</p> <p>Amaxwebhu abeceliwe asiwe ngesandla kuMbheshi weKomiti ngomhla wethoba kweyoKwindla ka-2015</p>	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
	<p>phondo,</p> <ul style="list-style-type: none"> ● Izicwangciso-qhinga, iinkqubo neendlela ezisetyenziswa yiChrysalis Youth Academy xa kugaywa futhi kubhaliswa ulutsha kule akhademi ● Isicwangciso sokugcinwa kweeYouth Cafes kweli phondo ● Ikopi ye-libindi Model ● Ikopi yeSicwangciso-qhinga Solutsha 		
11 kweyoMduba ku-2015	<p>IKomiti Emiyo imema iSebe ukuba linike iKomiti inkcazelo ngomhla weshumi elinesibhozo kwinyanga yoMdumba ka-2015 ngale miba ilandelayo:</p> <ol style="list-style-type: none"> a) Indlela ezisekwe ngayo, zagcinwa ze zaqoqoshwa iinkqubo zolawulo lwangaphakathi ngenjongo yokulawula iinkcukacha zentsebenzo ezisuka kumagosa eengingqi kunye neMibutho Engajonge Ngeniso; b) Icebo eliyiqulunqileyo iSebe ukuphucula ukuchaneka kweenkcukacha enikezele ingxelo ngazo zentsebenzo; c) Amacebo aqulunqiweyo azakusombulula amatyala angaphaya kweminyaka emithathu ubudala, necebo lokwehlisa lo mthwalo 	<p>iSebe layichazela iKomiti ngomhla ngomhla weshumi elinesibhozo kweyoMdumba ka-2015</p>	<p>iKomiti Echophileyo Ejongene nee-Akhawunti Zaseburhulumenteni (ISCOPA)</p>
18 kweyoMduba ku-2015	<p>Emva kotyelelo lohlolo kwiRiet Family Centre eGrabouw iKomiti iye yagqiba ekubeni:</p> <ol style="list-style-type: none"> a) ISebe kufuneka iSebe linike ingqwalasela umba wokunika uqeqesho kubasebenzi baseRiet, libaxhobise ngezakhono ezibalulekileyo ukuze iziko eli lilawulwe ngendlela enempumelelo; b) IRiet family Guidance Centre kufuneka ifikeleleke kubo bonke ekuhlaleni kuquka nabantu abakhubazekileyo; kungoku nje abantu abakhubazekileyo abakwazi kufikelela kweli Ziko ngenxa yamanqwanqwa <p>IKomiti icele la maxwebhu alandelayo</p> <ol style="list-style-type: none"> a) Iikopi zemanywali yeenkqubo zokunqanda ukusetyenziswa gwenxa kweziyobisi: isikhokelo esimiyo koonontlalo-ntle b) Isicwangciso soshishino seRiet Family Guidance Centre eGrabouw c) Iikopi zeSicwangciso Sokulwisana Neziyobisi Sesizwe nesePhondo d) Ingxelo eneenkcukacha ezithe vetshe ngeenkqubo zeRiet e) Ingxelo eneenkcukacha ezithe vetshe Ngamathuba asacetywayo Okuqesha nguNjingalwazi Sonn 	<p>iSebe lizakuzithathela ingqalelo izindululo</p> <p>Amaxwebhu abeceliwe asiwe ngesandla kuMbhaxeshi weKomiti ngomhla wethoba kweyoKwindla ka-2015</p>	<p>Eyophuhliso Loluntu Ekuhlaleni</p>

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
	weRiet Family Guidance Centre eGrabouw		
18 kweyoMduba ku-2015	<p>Kumhlangotho wenkcazelo owawungomhla we-17 kweyoMdumba ka2015 iKomiti Emiyo yagqiba ekubeni iSebe:</p> <p>a) ISebe lichazele iKomiti ngeenkqutyana Ezingokuthintelwa Kokusetyenziswa Gwenxa Kwezinyobisi Nokubuyiselwa Kwisimo;</p> <p>b) ISebe lichazele iKomiti ukuba Ngokupheliswa Kwentlupheko Nangokuphila Ngokuzimela;</p> <p>c) ISebe lichazele iKomiti ngenkqubo yothintelo nokubuyiselwa kwisimo sesiqhelo;</p> <p>d) ISebe lichazele iKomiti ngophando lwefuthe kwiintsapho ezithabatha inxaxheba kwinkqubo yokuba ngumzali</p> <p>IKomiti icele la maxwebhu alandelayo</p> <p>a) Uluhlu lweeNPO ezifumana inkxaso-mali nezinezela iinkonzo kubantu abakhubazekileyo kwisithilana seMetro</p> <p>b) Uluhlu lwezikolo zabanezidingo ezizodwa kweli phondo ngokweendlela zabantwana abanokusiwa kwezi zikolo</p> <p>c) Uluhlu kunye neenkukacha zenkqubo ethe yalandelwa xa kuqeshwa iinkampani ezinika iinkonzo kuMaziko eMOD</p> <p>d) Ingxelo ngenkqubela ekuhlanganisweni kwezi zikolo zabanezidingo ezizodwa ukusuka kwiSebe Lophuhliso Loluntu ukuya kwiSebe Lemfundo</p>	<p>iSebe lizakuyichazela iKomiti ngosuku olubekwe yiKomiti</p> <p>Amaxwebhu abeceliwe asiwe ngesandla kuMbhexeshi weKomiti ngomhla wethoba kweyoKwindka ka-2015</p>	Eyophuhliso Loluntu Ekuhlaleni
18 kweyoMduba ku-2015	Isimemo sokuba iSebe lichazele iKomiti ngoMthetho Osayilwayo Wakubekelwa Buccala Kweemali kuVoti 7 ngomhla wesithandathu kweyoKwindla ka-2015	iSebe liyichazelle iKomiti ngomhla wesithandathu kweyoKwindla ka-2015	Eyophuhliso Loluntu Ekuhlaleni
16 kweyoKwindla ku-2015	<p>Kumhlangotho wenkcazelo ngomhla wesithandathu kweyoKwindla ka-2015 iKomiti Emiyo igqibe ekubeni iSebe:</p> <p>IKomiti icele la maxwebhu alandelayo</p> <p>a) Uluhlu lwamaziko azakufumana inkxaso-mali eyandisiweyo ngenjongo Yokubuyekeza Kwabasebenzi njengoko kuthiwe thaca kwikhasi 299 loxwebhu lintelekelelo Zohlahlo Lolwabiwo-mali Nenkcitho luka-2015;</p> <p>b) Isicwangciso sendlela esiyakusetyenziswa ngayo isabelo Sophuhliso Lolutsha ;</p> <p>c) Ingxelo eneenkcukacha ezithe vetshe ngeNani Loonontlalo-ntle</p>	Amaxwebhu abeceliwe asiwe ngesandla kuMbhexeshi weKomiti ngomhla wama-31 kweyoKwindla ka-2015	Eyophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yesebe	iKomiti Echophileyo
	<p>kunye Nabancedisi Boonontlalo-ntle eliyakufumana inkxaso-mali eyi-40% eyandisiweyo;</p> <p>d) Ingxelo ngeenkonzo zonyango nezongenelelo ekusetyenzisweni gwenxa kwezinyobisi kweli Phondo njengoko kuchaziwe kwikhasi 300 kuxwebhu Lweentelekelelo Zesabelo-mali Kwingeniso Nenkcitho yePhondo ka-2015;</p> <p>e) Ingxelo Ngeenkqubo Zothintelo Lolwaphulo-mthetho eLavender Hill naseMitchells Plain</p> <p>f) Iinkcukacha ezithe vetshe ngenani Lezibhambathiso Zokuqondana ezithe zatyikitywa liSebe nelisezakuzityikitya noomaspala kunye neenkampani zabucala;</p> <p>g) Ingxelo eneenkcukacha ezithe vetshe ngokwabelwa imali kwezithilana zeSixeko Esimbaxa saseKapa;</p> <p>h) Uluhlu lokulungiswa kwezibonelelo, ukukhandwa nokubunjwa; kunye</p> <p>i) Nengxelo eneenkcukacha ezithe vetshe ngamaphulo eSebe Angentsebenziswano phakathi Kwamaqumthu Oluntu Nawabucala.</p>		
<p>16 kweyoKwindla ku-2015</p>	<p>ISebe Lophuhliso Loluntu kufuneka linike iKomiti oku kulandelayo:</p> <p>a) 5.7.2.1 Ingxelo eneenkcukacha ezithe vetshe echaza ukusetyenziswa kweengcali zangaphandle, abasebenza ngezibhambahiso zexeshana kunye nee-arhente/okanye iinkonzo ezisuka kumaqumrhu neenkampani zangaphandle ndawonye nenye inkcitho-mali yokusebenza, njengoko kuthiwe kuthiwe thaca kumakhasi 148-152 no-183 weNngxelo Yonyaka yeSebe.</p> <p>b) 5.7.2.2 A Ingxelo eneenkcukacha ezithe vetshe echaza iintlawulo zoomaspala ngokusetyenziswa kwazo zonke ii-ofisi zeengingqi, kuquka nendawo ezikuyo ii-ofisi ezo zihlawulelwayo.</p>	<p>Amaxwebhu abeceliwe asiwe ngesandla kuMbhaxeshi weKomiti ngomhla wama-31 kweyoKwindla ka-2015</p>	<p>iSCOPA</p>

7. IZISOMBULULO ZESCOPA

Ivoti 7: iSebe Lophuhliso Loluntu

IKomiti iqwalasele ukuba imbono kaMphicothi-zincwadi Oyintloko malunga Neengxelo Zonyaka Zemali, emva kokufumana ingxelo yophicotho-zincwadi engenasiphene. Le mbono yophicotho iphucukile kuneyonyaka-mali u-2012/13 apho iSebe lafumana ingxelo yophicotho egutyungelwe ziziphene kukho nemiba enento yokwenza nokuthotyelwa kwemithetho nemimiselo, imiba yokunikezelwa kweenkonzo kwiinjongo ezicwangciswa kwantlandlolo.

ISebe Lophuhliso Loluntu lichithe i-R1,5 yesigidi-gidi, nto leyo ikhokelele kwisiphumo sokungasetyenziswa kwemali efikelela kwi-R7, 101 yesigidi njengoko kuthiwe thaca kwikhasi 161 leNgxelo Yonyaka.

ISebe eli likhuthazwa ekubeni ligxininise ekuphuculeni izikhokelo zangaphakathi zolawulo, ezibhekisa kuxanduva lwesebe lokuba namandla ohlolo ndawonye nemigaqo-nkqubo neenkqubo eziluxanduva lwabaphathi, ukugcinwa ngendlela kweerekhodi, ukugcinwa kweenkqubo nokungqinelanisa iindlela zolawulo. Ukunikezelwa kweengxelo nokuthotyelwa kwemimiselo, imisebenzi eyamana neenkqubo zolawulo lwemali nolwentsebenzo, kunye nolawulo lwangaphakathi ezibhekisa kulawulo.

Inombolo Yesisombululo	Umba	Iinkcukacha	Impendulo yesebe	Usuku Lwentshukumo	Isonjululwe Ewe/Hayi
1.	<p>Amakhasi: 93-95 eNgxelo Yonyaka</p> <p>Iisihloko: "Izindululo zeSCOPA"</p> <p>Iingcaciso: IKomiti iqwalasela ukuba iSebe alikhange lichaze kwiNgxelo yalo Yonyaka u-2013/14 ukuba izindululo ezize neKomiti ngo-2013/14 zade zasombululekana.</p>	<p>IKomiti yavumelan a ekubeni:</p> <p>1. ISebe lichazele iKomiti ngeziphumo zezindululo ezathi zasiwa kulo yiKomiti Yee-Akhawunti Zikawonke-wonke ngethuba leengxoxo ngeNgxelo Yonyaka ka- 2012/13.</p>	<p>Umhlangano wenkcazelo uzakubekwa yiKomiti yee-Akhawunti Zikawonke-wonke</p>	<p>ISebe lizakunika inkcazelo kwiKomiti ngomhla weshumi elinesithathu kwinyanga kaCanzibe ka-2015</p>	

8. IZILUNGISO ZANGAPHAMBILI KWINGXELO YOPHICOTHO-ZINCWADI

Isimo sexanasi, isinikezelo, imbono enegxeke ndawonye nemiba yokungathotyelwa kwemimiselo	Unyaka-mali ephume kuwo kuqala	Iinkqubela ethe yenziwa ekususeni/ekusombululeni lo mba
<p>Imbono Yophicotho: Isiphumo esingenagxeke naxanasi ngokuba lulutho nokuchaneka kweenkcukacha zentsebenzo ezithe zanikezelwa</p> <p>Isimo Sogxininiso: Ziinjongo ebezicwangcisiwe kwantlandlolo</p> <ul style="list-style-type: none"> <p>Isiphumo esingenagxeke ngokuba lulutho nangokuchaneka Ingxelo enikezelweyo ngeenkcukacha zentsebenzo kwinkalo Yeenkonzo Zentalo-ntle ilulutho yaye ichanekile, kuzo zonke iinkalo ezibambekayo, ngokwemigaqo nemiqathango ethe yachongwa yolawulo lweenkcukacha zentsebenzo kwakunye nesikhokelo sokunikezela iingxelo.</p> <p>Ukuzuzeka kweenjongo ebezicwangcisiwe UMphicothi-zincwadi Oyintloko uye wafumanisa iinkalo zokungachaneki kweenkcukacha kwingxelo yentsebenzo yonyaka ezithe zangeniswa ngenjongo yokuziphicotha ngeenkcukacha zentsebenzo ezithe zanikezelwa ngeNkqubo 2: Iinkonzo Zentlalo-ntle.</p> 	2013/14	<p>-</p> <p>Njengoko abalawuli bethe bazilungisa iimpazamo, uMphicothi-zincwadi Oyintloko akakhangeni aveze ezinye iziphumo ngokuchaneka kweenkcukacha zentsebenzo ezithe zanikezelwa</p>

9. ICANDELO LOLAWULO LWEZANGAPHAKATHI

Inkalo elithe lagxila kuyo eli candelo kunyaka esingawo ibiziinkalo ezingoLawulo Olululo, iinkonzo Zengqinisekiso ndawonye Nolawulo Lokunciphisa Ilahleko.

Ulawulo Olululo

Ukuphunyezwa kwenkqubo Yesimo Sokuhlolwa Kolawulo Lwesicwangciso-qhinga kwathi kwagcinwa, apho kwathi kwagcinwa, kwahlolwa ze kwanikezelwa rhoqo ngekota ingxelo ngeziphumo ezingeenkcukacha nezingezozankcukacha zemali kwiKomiti Yophicotho-zincwadi neSebe Lemali lePhondo. ISebe Lemali lePhondo ngentsebenziswano neSebe leNkulumbuso lizinikele ekwenzeni imanywali esebenzayo ngoku yeSikhokelo seGAP esi Sicwangciso Simbaxa Solawulo ukuze sibe yinkqubo efanekisa ngokupheleleyo kwiwebhu eyakubizwa i-E-GAP ngamakhumsha. Iyakukhuthaza intsebenziswano phakathi kwawo onke amahlakani ze iqinisekise nokufumaneka kweenkcukacha ezichanekileyo nezisemgangathweni ndawonye nokuthotyelwa kwemimiselo nokuzihlola. Futhi ke iyakukwazi nokugcina iingxelo ezineenkcukacha zangaphambili eziyakuhlala zihleli kule nkqubo, ndawonye nethala leenkcukacha elizinze ndawo-nye elizakukhawulezisa ukufikeleleka kwala maxwebhu, ukwabelana ngokwazi ndawonye neenkqubo eziphucukileyo.

Iinkonzo Zengqinisekiso

Kulo nyaka siwuhlalutyayo, kuye kwenziwa le misebenzi ilandelayo kweli Sebe:

- Zihlolwe kabini ii-ofisi zemimandla; kanye kwiMetro ekwiMpuma nakanye kwiMetro ekuMazantsi;
- Icandelo elithe lafumana oku kuphicothwa ze kwahlolwa nazo zonke iintshukumo zemali ezithe zenzeka malunga nembuyekezo, impahla neenkonzo ndawonye neenkitho zemali enkulu, ngenjongo yokuqinisekisa ukuthotyelwa kwemithetho nemimiselo;
- ISebe ke lisebenzise inkqubo yeCIPRO (iCompanies and Intellectual Properties Commission) ukufumana abasebenzi beDSD abanobudlelwane neenkampani esishishina nazo silisebe kwimimandla namaziko ethu;
- Kwathi kwahlolwa onke amaxwebhu ukuze agcinwe ngokhuseleko njengecebo lokuthintela ukulahleka nokwenziwa kwezinye iintlawulo kabini.

Ulawulo Lelahleko Nobuqhophololo

- ISebe lisebenzise iNkqubo Yolawulo Lwelahleko i-ORACLE ngenjongo yokulawula ilahleko ngenxa yobusela, ukonakala, njalo-njalo;
- ISebe liyawanakana la mahlakani alandelayo, iNkonzo yesiPolisa yoMzantsi Afrika, iZiko Leenkono Zolawulo – iinkonzo Zomthetho, iCandelo Lezithuthi zikaRhulumente kunye neSebe Lemali lePhondo ekuqosheliseni iimeko namatyala;
- Kweli thuba lihlolwayo kuthe kwaqosheliswa amatyala ali-126.

10. UPHICOTHO LWANGAPHAKATHI KUNYE NEEKOMITI ZOPHICOTHO

ICandelo Lophicotho Lwangaphakathi linika abalawuli ingqiniseko ezimeleyo nengenamkhethe neenkono zoncendo ezenzelwe ukufaka igxalaba ngenjongo yokuhlala kuphuculwa indlela elisebenza ngayo iSebe. Lincediswa iSebe ekuzuzeni iinjongo zalo ngokuthi lize nendlela eqoqoshekileyo nebumbeki kule yokuhlala nokuphucula ukusebenza kweenkqubo Zolawulo, Ezolawulo Lomngcipheko Nelahleko. Ezi ntshukumo zingundoqo zilandelayo zenziwa kuloo nkalo kanye:

- Ukuhlalutya nokwenza izindululo ezizizo zokuphucula iinkqubo zolawulo kwinkalo yokuzuzisa iinjongo zeli Sebe;
- Ukuhlalutya ukuchaneka nokusebenza kwanokufaka igxalaba ekuphuculweni kwenkqubo yolawulo lomngcipheko;

- Ukuncedisa iGosa Elongameleyo ekugcineni iindlela zolawulo ezisemgangathweni nezisebenzayo ngokuthi kuhlalutywe kanye ezo ndlela zolawulo ngenjongo yokufumanisa ukusebenza kwazo ngendlela nokuba semgangathweni, kwanokuqulunqa izindululo zokuphuhlisa okanye ukuphucula.

Ezi ndibano zengqinisekiso zilandelayo zathi zaphunyezwa kwiSicwangciso Sophicotho-zincwadi Lwaphakathi lonyaka-mali u-2014/15:

- Ezokuxhotyiswa Kwamaxhoba;
- Ezohlangulo Loluntu;
- Ezeenkonde Neeenkondekazi;
- Ezononophelo Nokhuseleko Lwabantwana;
- Ezophuhliso Lweentsana Ezielula;
- Ukwenziwa Kweentlawulo;
- Ezolawulo Lwezibhambathiso.

IiKomiti Zophicotho zisekwe njengamaqumrhu ohlolo, anikezela ngohlolo oluzimeleyo kwimiba yolawulo, ulawulo lomngcipheko kunye neenkqubo zolawulo kwiSebe, eziquka uhlobo kunye neenkalo zoxanduva ezibhekiselele:

- Kumsebenzi Wophicotho-zincwadi Wangaphakathi;
- Umsebenzi Wophicotho-zincwadi Wangaphandle (owenziwa nguMphicothi-zincwadi Oyintloko woMzantsi Afrika – i-AGSA ngamafuphi;
- Umsebenzi weSebe wogcino-zincwadi nokunikezelwa kweengxelo;
- Imigaqo-nkqubo yeSebe Yogcino-zincwadi;
- Uhlalutyo lwengxelo yolawulo nophicotho ye-AGSA;
- Uhlalutyo Lohlolo Lwaphakathi lweSebe;
- Ezolawulo Lomngcipheko eSebeni;
- Ezolawulo Lwaphakathi;
- Iinjongo ezicwangcisiweyo;
- Ezindlela Yokuziphatha Nophando-nzulu.

Le theybhile ingezantsi apha iveza iinkcukacha ezifanelekileyo ngamalungu ekomiti yophicotho-zincwadi:

Igama	Izidanga	Sesangaphakathi okanye Sesangaphandle	Ukuba sesangaphakathi, igosa lizakukuba leSebe	Usuku Aqeshwe ngalo	Usuku Lokube ka Phantsi	Inani Lemihlango no Ezinyasiweyo
uMnu. Ronnie Kingwill	CA(SA); CTA; BCom	Sesangaphandle	Asikho	01 kweyoMqumgu ka-2013	Alukho	8
uMnu. Mervyn Burton	B Compt; B Compt (Hons); CA(SA); CFP	Sesangaphandle	Asikho	01 kweyoMqumgu ka-2012	Alukho	8
uNksz. Judy Gunther	CIA; AGA; Masters in Cost Accounting; BCompt; CRMA	Sesangaphandle	Asikho	01 kweyoMqumgu ka-2013	Alukho	8
uMnu. Louw van der	CA(SA); ACMA; CIA; CISA;	Sesangaphandle	Asikho	01 kweyoMqumgu ka-2013	Alukho	8

Igama	Izidanga	Sesangaphakathi okanye Sesangaphandle	Ukuba sesangaphakathi, igosa lizakukuba leleSebe	Usuku Aqeshwe ngalo	Usuku Lokube ka Phantsi	Inani Lemihlango no Ezinyasiweyo
Merwe	CRMA					
uMnu. Francois Barnard	MComm (Tax); CA(SA); iDiploma Kwezophic otho yasemva Kwesidanga; CTA BCompt (Honours); BProc	Sesangaphandle	Asikho	01 kweyoMqungu ka-2013	Alukho	5

INGXELO YEKOMITI YOPHICOTH

Siva kamnandi ukunikezela ngengxelo yethu yonyaka-mali ophele ngomhla wama-31 kweyoKwindla ka-2015.

Uxanduva lweKomiti Yophicotho

IKomiti Yophicotho inikezela ingxelo ethi ilwamkele ngentobeko uxanduva lwayo olususela kwiCandelo 38 (1)(a)(ii) loMthetho iPublic Finance Management Act kunye Nommiselo 3.1.13. weSebe Lemali lePhondo. IKomiti Yophicotho ikwathi iqulunqe amabakala angawo ngokusesikweni njengeTshata yeKomiti Yophicotho, yenza imimiselo yokusebenza kwayo ngokuthobela le tshata futhi ke sele inikezele lonke uxanduva lwayo njengoko luqulethwe kule tshata, ngaphandle kokuba singakhange sizihlalutye iinguqu kwimigaqo-nkqubo neendlela zokusebenza kugcino-zincwadi.

Indlela Olusebenza ngayo Ulawulo Lwaphakathi

Uhlalutuyo lwethu lweziphumo zomsebenzi Wangaphakathi Wophicotho, owawusekelwe kwiivavanyo zomngcipheko ezenziwa kweli Sebe zadiza iziphene ezithile, ekwathi ke kwachazelwa iSebe ngazo.

The following internal audit work was completed during the year under review:

- Ezokuxhotyiswa Kwamaxhoba
- Ezohlangulo Loluntu
- Ezeenkonde Neenkondekazi
- Ezononophelo Nokhuseleko Lwabantwana
- Ezophuhliso Lweentsana Eziselula
- Ukwenziwa Kweentlawulo
- Ezolawulo Lwezibhambathiso

Iinlalo ezibanga inkxalazo ziyakuqosheliswa yiKomiti Yophicotho emva komhlangano wekota yesine kwanovavanyo lweengxelo zemali.

Ulawulo Lwaphakathi Enyakeni ndanwonye Nengxelo Yenyanga/Yekota

ISebe belisoloko linikezela iingxelo rhoqo ngenyanga nangekota njengoko kulindelekile ngokwemiqathango yomthetho iPFMA.

Uhlolo Lweengxelo Zemali

Sizihlalile iingxelo zemali zonyaka eziqulunqwe liSebe.

Ingxelo Yomphicothi Oyintloko

Sizihlalutye isicwangciso seSebe sokuphunyezwa kwemiba yophicotho ethe yavezwa kunyaka ophelileyo yay eke sikholisekile ukuba imiba isonjululwe ngendlela eyiyo. Izimvo ezizezinye ziyakunikezelwa emva kwengxelo yophicotho yokugqibela.

IKomiti Yophicotho iyakurekhoda ukuvumelana kwayo okanye ukuyamkela kwayo ingxelo yoMphicothi-zincwadi Oyintloko Kwiingxelo Zemali Zonyaka emva kokuba kuhlolwe iNgxelo Yophicotho ndawonye neeNngxelo Zemali Eziphicothiweyo.



nguMnu. Ronnie Kingwill

**uSihlalo weKomiti Yophicotho Yecandelo Loluntu
kwiSebe Lophuhliso Loluntu**

ISIGABA D: ULAWULO LWEZIBONELELO ZABASEBENZI

ISIGABA D: ULAWULO LWEZIBONELELO ZABASEBENZI

1. IMITHETHO ELAWULA IMIBA YEZIBONELELO ZABASEBENZI

linkcukacha eziqulethwe kwesi sigaba zikhutshwe Yimimiselo Yeenkonzo Zaseburhulumenteni (iSahluko 1, Isigaba III J.3 no-J.4).

Ngaphezu kweMimiselo Yeenkonzo Zaseburhulumenteni zika-2001 (njengoko ithe yalungiswa ngomhla wama-30 kweyeKhala ka-2012), le migqaliselo ilandelayo ikhokela iCandelo Lolawulo Lwezibonelelo Zabasebenzi kwicandelo Leenkonzo Zaseburhulumenteni:

● **UMthetho i-Occupational Health and Safety Act (85 ka-1993)**

Kukubonelela ngempilo nokhuseleko lwabantu emisebenzini kwanempilo nokhuseleko lwabantu kumba wokusetyenziswa kwezixhobo noomatshini; ukhuseleko lwabantu abangengobantu basemsebenzini kwiingozi kwimpilo nokhuseleko lwabo kwiimeko ezingumvuka weentshukumo zabantu abasemsebenzini; kukuseka ibhunga leengcebiso kumba wempilo nokhuseleko; kwanokubonelela kwiimeko zemiba engqamene nale.

● **UMthetho iPublic Service Act 1994, as amended by Act (30 ka-2007)**

Kukubonelela ngokuququzelela nokulawula ezaseburhulumenteni kwiRiphabliki, ukumiselwa kwanemiqathango yengqesho, amaxesha okuba se-ofisini, indlela yokuziphatha, umhlala-phantsi kwanokukhululwa kwabasebenzi baseburhulumenteni edyokhweni, ndawonye neminye imiba engqamene nale.

● **UMthetho iLabour Relations Act (66 ka-1995)**

Kukumisela nokukhokela umqeshi ekunakaneni nasekudlaleni eyakhe indima ekuphumezeni uxolo kwezengqesho kwanokwenziwa kwemeko yokusebenza ibe yengenamkhethe.

● **UMthetho iBasic Conditions of Employment Act (75 ka-1997)**

Kukunika amandla ilungelo lokwenziwa kwezinto ngendlela eyiyo neyamkelekileyo kumba wengqesho, miba leyo kubhekiswa kuyo kwicandelo 23(1) loMgaqo-siseko ngokuthi kusekwe ze kwenziwe izibonelelo zokumiselwa kweyona miqathango ingundoqo kwingqesho; ndawonye ke nokuthobela imigaqo yeRiphabliki njengelungu loMbutso Wengqesho Wehlabathi; ndawonye neminye imiba engqamene nale.

● **UMthetho iSkills Development Act (97 ka-1998)**

Kukunikezela isikhokelo ngokusesikweni ngenjongo yokuqulunqa nokuphumeza izicwangciso-qhinga zesizwe, ezamacandelo nezeendawo zengqesho ngenjongo yokuphuhlisa nokuphucula izakhono zabasebenzi boMzantsi Afrika; ukuhlanganisela kwezo zicwangciso-qhinga kwiSikhokelo Seisizwe Sezidanga equlunqwe yahlanganiswa kumthetho iSouth African Qualifications Authority Act, ka-1995; ukunikezela iinkqubo zokuqeqeshelwa ukulungela ingqesho ngenjongo yokuba abaqeqeshwa abo bayakuthi exesheni bafundele izidanga ezisesikweni; ukulungiselela ukuxhaswa ngemali kweenkqubo zophuhliso lwezakhono ngokuthi kumiselwe inkxaso esuka kwirhafu yokuhlawulela izakhono kunye neNgxowa-mali Yezakhono Kwisizwe; ukumisela iinkqubo yokumiselwa kunye nokumisela iinkonzo zengqesho; kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

- **UMthetho i-Employment Equity Act (55 ka-1998)**

Kukuphakamisa ukulingana, kupheliswe ukuphathwa ngendlela engenamkhethe kwimiba yengqesho kwanokuqinisekisa ukuphunyezwa kwamalunge okuqinisekisa ukulingana ukuze kulungiswe iziphumo zokuxhatshazwa; ukuzuza imbumba yabasebenzi eziintlanga neenkolo ezahlukeneyo esebenza ngokukhuthala emele bonke abemi beli phondo.

- **UMthetho iPublic Finance Management Act (1 ka-1999)**

Kukumisela imigaqo yolawulo lwezemali kurhulumente wesizwe kunye noorhulumente bamaphondo; ukuqinisekisa ukuba yonke ingeniso, inkcitho, impahla kunye namatyala abo rhulumente ilawulwa ngendlela eyiyo nesebenzayo; kukumisela uxanduva nemisebenzi yabantu abasebenza ngolawulo lwezemali kwabo rhulumente, kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

- **UMthetho iSkills Development Levy Act (9 ka-1999)**

Umthetho iSkills Development Levies Act ayimnyanzeli namphi na umqeshi ongurhulumente wesizwe okanye wephondo ukuba ahlawule irhafu yophuhliso loluntu. Noxa kunjalo ke, iSebe Lemicimbi Yabasebenzi Nezolawulo likhuphe umyalelo wokunyanzelisa ukuhlawulwa kweerhafu kuMaziko Ajongene Ajongene Nemfundo Noqeqesho Kwizakhono (iiSETA) ezayanyaniswa neyona misebenzi yaloo masebe kunye neZiko Lemfundo Noqeqesho Kwizakhono Zaseburhulumenteni. Oko ke kukuthi, iSebe Lophuhliso Loluntu malihlawule irhafu kwiSETA Yezempilo Nentlalontle kwanakwiPSETA.

- **UMthetho iPromotion of Access to Information Act (2 ka-2000)**

Kukunika amandla ilungelo elikuMgaqo-siseko lokufikeleleka kwazo zonke iinkcukacha ezikugcino loMbuso ndawonye nazo zonke iinkcukacha ezigcinwe ngomnye umntu futhi ezidingelwa ukusetyenziselwa okanye ukukhuselwa kwamalungelo kwanokulungiselela nokunikezela iinkonzo ezizakujongana nemicimbi eyayamaneyo nale.

- **UMthetho iPromotion of Administrative Justice Act (PAJA) (3 ka-2000)**

Kukunika amandla ilungelo lentshukumo yezolawulo lomthetho esemthethweni, ebhadlileyo nengenagxeke ngokwenkqubo kwanakwilungelo lezizathu ezibhalwe phantsi zentshukumo yezolawulo njengoko ithiwe thaca kwiSahluko 33 soMgaqo-siseko woMzantsi Afrika, ka-1996.

- **UMthetho iPublic Administration and Management Act (11 ka-2014)**

Kukunima amandla kwimigqaliselo nemigaqo yolawulo lwemicimbi yabasebenzi njengoko ithiwe thaca kwiSahluko 195(1) soMgaqo-nkqubo, kumiselwe ukudluliselwa kwabasebenzi kumanye amasebe, kunikezelwe imigaqo ephezulu yokuziphatha nendlela yokusebenza, ukuphakamisa inkqubo esemgangathweni yokunikezelwa kweenkonzo, kuphakanyise ukupheliswa nokuthintelwa kweendlela ezigwenxa zokuziphatha nezokusebenza kwanokulungiselela ukumisela imigaqo nemimiselo kwezolawulo lombuso.

2. INTSHAYELELO

Ixabiso Labantu kweli Sebe

Abantu bethu ngabona bafaka igalelo kakhulu kwiintshukumo zokuzuzwa kwemisebenzi kwaneepumelelo zeSebe Lophuhliso Loluntu kuRhulumente weNtshona Koloni. Inkonzo egqwesileyo ke ixhomekeke kwintsebenzo-ntle yesebe lethu nabantu balo. Kungoko ke:

- Sibaxabisile abantu abasebenza ngesidima, nabawuxabisileyo umsebenzi, abanenkathalo, abanezakhono zentsebenzo, ababuyela ebantwini nabaphendulayo kwimibuzo;
- Sibona ulawulo lwabantu njengoxanduva lomntu lwabantu;
- Sibethelela ulawulo lwabantu bethu kwimigaqo yesidima, intlonipho, ukusebenza ngokuphandle kwakunye nokulingana;
- Sikhulisa, siphuhlisa, sixhobisa futhi sikwanika abantu bethu amandla okufikelela kumandla nezakhono zabo zonke, futhi bazisebenzise;
- Sisamkela ukungafani kwethu futhi sizihlonipha kakhulu iinkcubeko zabanye, Ubuntu bomntu ngamnye, ulwimi, imigqaliselo kunye neenkolelo.

ISIMO SEMIBA YEZIBONELELO ZABASEBENZI KWELI SEBE

Icandelo Lezezibonelelo Zabasebenzi licandelo elingundoqo ekuzuzweni kweenjongo zeSebe. Ngoko ke, icandelo locwangciso lwezibonelelo zabasebenzi **lijolise ekuqinisekiseni ukuba isebe linabantu abawulungeleyo umsebenzi, abanezakhono ezilungele umsebenzi, kwindawo ebalungeleyo, ngexesha elibalungeleyo, ngawo onke amaxesha.** Ucwangciso lwesicwangciso-qhinga seSebe kufuneka yenziwe ngaphambi kwale nkqubo, yona eyayamana nophuhliso lwezakhono lweli sebe, ugayo-basebenzi, ukugcinwa kwabasebenzi ndawonye nezicwangciso-qhinga zokulungisa imeko yengqesho.

Isicwangciso-qhinga Sezibonelelo Zoluntu sathi saqulunqwa ze saphunyezela ixesha elisukela ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2012 ukuya kuma ngomhla wama-31 kweyoKwindla ka-2017, ukususela ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2014. Esi sicwangciso-qhinga ke siqwalaselwa minyaka le ukufumanisa ukuba Ngaba iinjongo zesicwangciso-qhinga zisesemgweni na ngenjongo yokulungisa imiba yezibonelelo zabasebenzi adjusted with effect from 1 April 2014. .

Imingeni elijamelene nayo iSebe ithe yabonwa. Le mingeni ke ithe yasonjululwa ngokwemigaqo nemimiselo yecandelo lezibonelelo zabasebenzi ethe yachongwa ze yafakwa kwisicwangciso seentshukumo eziquka ukuvalwa kwezikhewu zengqesho kwiinkalo zezakhono ezinqabileyo. Kulindeleke ukuba abaphathi kunye neZiko Lezolawulo zithathe uxanduva ngobumbano ekwenziweni kwezi ntshukumo, zithathele kuzo noxanduva lokuza neziphumo ezilindelekileyo neziyimfuneko.

Isikhokelo Solawulo Lwentsebenzo Yabasebenzi

Omnye wabona ndoqo beNkqubo Yolawulo Lwentsebenzo Yabasebenzi sisidingo esisisiseko sokuba bonke abasebenzi balindeleleke ukuba benze umsebenzi abawuqashelweyo. Le misebenzi kunye nemigangatho yentsebenzo yenziwe luqilima ngokuthi kwenziwe iingcaciso zemisebenzi, izivumelwano zentsebenzo, izicwangciso zoshishino kunye/okanye nezivumelwano zomgangatho wentsebenzo. Amawonga kunye namabhaso ke ngoko anikezelwa kuphela ngomgangatho womsebenzi ogqwese ngapha komsebenzi abawuhleli bewuhlawulelwa abasebenzi.

Abasebenzi abathi bachongelwe iibhonasi zentsebenzo baye bafumane umsebenzi wabo uhlolwa ngamagqiza omgangatho, athi avavanye ubungqina baloo Msebenzi ugqwese

Kunene. Abasebenzi abamsebenzi wabo ungaphantsi komgangatho olindelekileyo, kwelinye icala, balindeleke ukuba bagcwalise iintshukumo ezichazwe kwiSicwangciso Sokuphuculwa Kwentsebenzo. Ezi ntshukumo ke ziqwalaselwa ngokubanzi ngenjongo yokuqinisekisa ukuthotyelwa kwemimiselo yemigangatho yentsebenzo elindelekileyo.

Esi sikhokelo sikwanjongo ikukuphakamisa inkcubeko ephilile yasemsebenzini ekhuthaza iingxoxo ezisesikweni nezingekho sikweni ngomgangatho wentsebenzo, iindlela zokukhokela kwakunye nenkqubo ehambayo yokuphuculwak kwegalelo labasebenzi.

Le nkqubo ke ithi thaca isikhokelo apho umqashi nomqashwa baqinisekisa ukuba abaqashwa banikezela iinkonzo ngokwesikhokelo semimiselo yeli Sebe.

Intlalo-ntle Yabasebenzi

Eli Sebe ke lithe laphumeza iNkqubo Yempilo Yabasebenzi bakaRhulumwente wePhondo leNtshona Koloni ngokuthi lilandele indlela egqibeleleyo yokujongana nentlalo-ntle ayabasebenzi ehoyana nentlalo-ntle yabasebenzi ngohlobo lokuthintela, inikezela iinkonzo ezikudidi olusisiseko kunye nolungaphezu koko.

Le Nkqubo Yempilo Nentlalo-ntle Yabasebenzi ke iphethwe leli Sebe ngokuthi kukhutshwe iingxelo zokusetyenziswa kwayo rhoqo ngenyanga kwinkalo yeenkonzo ezisisiseko (inkonzo yentuthuzelo, inkonzo yononophelo efaneka kwi-intanethi kwakunye neengxelo efaneka 24/7/365) kunye neenkonzo ezikwinqanaba elingentla (iintuthuzelo ezinikezelwa ubuso ngobuso, iimeko zentsizi kunye neentlekele ezimandla, uqeqesho kunye namalinge okungenelela ekujoliswe kuwo, uqeqesho kwezokuophila, kwakunye nokuphakanyiswa kwamalungelo).

Kuye kuqulunqwe ingxelo yonyaka liCandelo Lolawulo: lindlela Yokuziphatha eSebe kwiZiko Lemicimbi Yolawulo ethi inikezele iimbono zohlalutyo lweenguqu ekusetyenzisweni, ekuchongweni kwemingcipheko ndawonye nefuthe lazo kwintsebenzo. Ngokusekelwe kwiimbono eziqulethwe kwingxelo leyo iSebe liphumeze amanyathelo abe yimfuneko.

ISebe Lophuhliso Loluntu liye laqalisa ngenkqubo yemihlangano yokunikezela ngeenkukacha kooNontlalo-ntle abakwiNtshona Koloni ngokubanzi. Injongo yale mihlangano ke yayikunikezela ngendawo ekhuselekileyo koonontlalo-ntle beSebe ukuba banikezele ingcaciso ngezona nkxalabo babanazo mihla le, ifuthe lezi nkxalabo kwimpilo yabo ngokwasemphefumleni nakwinkalo yentsebenzo, indlela abajongana ngayo nale mingeni kungoku nje kwakunye nezinye iindlela ekunokujongwana nazo kumathuba azayo. Yonke ke le mihlangano yokunikezelwa kweengcaciso yathi yaqhutywa ngabantu abanemvela-phi entle kwezophando ngale miba. Kwathi kwacaciswa nemithetho enento yokwenza nokufihlwa kwamagama abantu, amalungelo okungazichazi kwakunye nokuthatyathwa kwenxaxheba ngokuzithandela.

3. IZIBALO-MANANI ZOHLOLO LWEMICIMBI YEZIBONELO ZABASEBENZI

3.1 Inkciitho Enento Yokwenza Nabasebenzi

Ezi theybhile zilandelayo zishwankathela iinkciitho ezipheleleyo neziphicothiweyo ngokweenkqubo (Itheybhile 3.1.1) nangokwamabakala emivuzo (Itheybhile 3.1.2). ngokukodwa, zinikezela ngoffana lwemali ethe yasetyenziswa ebasebenzini ngokwenkqubo okanye ibakala ngalinye lomvuzo kweli Sebe.

Amanani akwtheybhile 3.1.1 afunyenwe kwiNkqubo Engundoqo Yezibalo ze amanani akwtheybhile wona 3.1.2 afunyanwe kwinkqubo iPERSAL [Yemivuzo Yabasebenzi]. Ezi nkqubo zombini ke aziqulunqwanga ngendlela eyenza ukuba zikwazi ukwenza iimbuyekezo zemivuzo kwiimeko zokuqeshwa kwabasebenzi kwanokubeka phantsi kwabasebenzi kunye/okanye abaya abasuka kumanye amasebe. Oku ke kuthetha ukuba ungakho umahluko wokungalingani ngokwemali epheleleyo ethe yasetyenziswa eboniswa zezi nkqubo zimbini.

Undoqo kule theybhile ingezantsi apha yingcaciso yeeNkqubo ezikweli Sebe. Iinkqubo ziyakubizwa ngokweenombonolo zazo ukususela apha.

Inkqubo	Inkalo Yenkqubo
Inkqubo 1	Ezolawulo
Inkqubo 2	Iinkonzo Zentlalo-ntle Yoluntu
Inkqubo 3	Ezophando Ngabantwana Neentsapho
Inkqubo 4	Ezeenkono Zoluleko
Inkqubo 5	Ezophuhliso Nophando

Itheybhile 3.1.1: Inkciitho kubasebenzi ngokwenkqubo, ku-2014/15

Inkqubo	Inkciitho Epheleleyo (R'000)	Inkciitho Kubasebenzi (R'000)	Inkciitho Kwezoqeqesho (R'000)	Impahla & Neenkono (R'000)	Iinkciitho Kubasebenzi njenge-% yenkciitho iyonke	Inkciitho Kubasebenzi Ngokwentelekelelo kumsebenzi ngamnye (R'000)	Inani Labasebenzi
Inkqubo 1	189 043	136 858	4 512	38 934	72.4	281	487
Inkqubo 2	634 864	314 051	0	41 085	49.5	282	1 112
Inkqubo 3	550 888	7 608	0	484	1.4	475	16
Inkqubo 4	290 705	105 293	85	97 370	36.2	203	518
Inkqubo 5	68 342	7 230	0	1 001	106	451	16
Itotali	1 733 842	571 040	4 597	178 874	32.9	266	2 149

Qwalasela: inani labasebenzi libhekisa kubo bonke abantu abathe bahlawulwa kwisithuba sokunikezelwa kwale ngxelo, ngaphandle koMphathiswa.

Itheybhile 3.1.2: Inkcitho Kubasebenzi ngokwamabakala emivuzo, ku-2014/15

Amabakala emivuzo	Inkcitho Kubasebenzi (R'000)	Inkcitho Kubasebenzi njenge-% yencitho iyonke	Inkcitho Kubasebenzi Ngokwentelekelelo o kumsebenzi ngamnye (R'000)	Inani Labasebenzi
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	5 707	1.0	29	197
Abanezakhono (Amanqanaba 3-5)	114 089	19.9	159	716
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	271 595	47.5	255	1067
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	159 116	27.8	432	368
Abalawuli abaphezulu (Amanqanaba 13-16)	21 704	3.8	944	23
Itotali	572 211	100.0	241	2 371

Qwalasela: Inani labasebenzi libhekisa kubo bonke abantu abathe bafumana ukuhlawulwa kwisithuba sokunikezelwa kwale ngxelo, ngaphandle koMphathiswa.

Ezi theybhile zilandelayo zinikezela ngesishwankathelo ngokwenkqubo (Itheybhile 3.1.3) (Itheybhile 3.1.4), yencitho eyenziwe ngenxa yemivuzo, ixesha elongezelelweyo, isibonelelo sendlu noncedo lwezonyango. Kwimeko nganye kwezi, ithubhile ibonakalisa isabelo-mali sabasebenzi esasetyenziselwa ezi zinto ngokwepesenti.

Itheybhile 3.1.3: Imivuzo, Ixesha elongezelelweyo, Isibonelelo Sezindlu kunye Noncedo Lwezonyango ngokwenkqubo, ku- 2014/15

Inkqubo	Imivuzo		Ixesha elongezelelweyo		Isibonelelo sendlu		Uncedo Kwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yencitho kubasebenzi	Isixa (R'000)	Ixesha elongezelweyo njenge-% yencitho kubasebenzi	Isixa (R'000)	Isibonelelo sendlu njenge-% yencitho kubasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% yencitho kubasebenzi
Inkqubo 1	86 784	15.2	2 279	0.4	3 276	0.6	5 111	0.9
Inkqubo 2	232 870	40.7	2 811	0.5	7 873	1.4	13 156	2.3
Inkqubo 3	10 497	1.8	22	0.0	310	0.1	511	0.1
Inkqubo 4	75 582	13.2	571	0.1	4 047	0.7	4 872	0.9
Inkqubo 5	5 938	1.0	16	0.0	123	0.0	199	0.0
Itotali	411 671	71.9	5 699	1.0	15 629	2.7	23 849	4.2

Qwalasela: Imivuzo, ixesha elongezelelweyo, isibonelelo sendlu kunye Noncedo kwezonyango zibalwa njenge-% yencitho kubasebenzi iyonke ezibonakal kwiTheybhile 3.1.2 above. Ngapha koko, le ithubhile ayizivezi ezinye iinkcitho ezifana Nemihlala-phantsi, libhoanasi kunye nezinye izibonelelo ezenza iinkcitho iynoke kubasebenzi. Ngoko ke, imivuzo, ixesha elongezelelweyo, isibonelelo sendlu kunye Noncedo kwezonyango zifika kuma-79.8% enkcitho kubasebenzi iyonke.

Itotali kwiithubhile 3.1.3 no-3.1.4 ziyangqinelana. Iinkcukacha ke zona, zinakho ukungafani ngenxa yokubunjwa ngokwamaqela eenkqubo okanye amabakala emivuzo kwanokuswa kwawona mawaka asondeleyo.

Ittheybhile 3.1.4: Imivuzo, Ixesha elongezelelweyo, Isibonelelo Sezindlu kunye Noncedo Lwezonyango ngokwamabakala emivuzo, ku-2014/15

Amabakala Emivuzo	Imivuzo		Ixesha Elongezelelweyo		Isibonelelo Sendlu		Uncedo Lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Ixesha elongezelelweyo njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Isibonelelo sendlu njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Uncedo lwezonyango njenge-% yenkcitho kubasebenzi
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	4 505	0.8	59	0.01	85	0.01	69	0.01
Abanezakhono (Amanqanaba 3-5)	79 444	13.9	1 084	0.2	5 547	1.0	7 012	1.2
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	197 399	34.5	3 304	0.6	7 228	1.3	11 986	2.1
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	116 600	20.4	1 252	0.2	2 402	0.4	4 490	0.8
Abalawuli abaphezulu (Amanqanaba 13-16)	13 721	2.4	0	0.0	368	0.1	292	0.1
Itotali	411 669	71.9	5 699	1.0	15 630	2.7	23 849	4.2

Qwalasela: Itotali zikaTheybhile 3.1.3 no-3.1.4 ziyangqinelana. Iinkcukacha ke zona, zinakho ukungafani ngenxa yokubunjwa ngokwamaqela eenkqubo okanye amabakala emivuzo kwanokusiwa kwawona mawaka asondeleyo.

3.2 INGQESHO NEZIKHUNDLA

Ezi theybhile zilandelayo zihwankathela inani lezikhundla ezikweli sebe, inani labasebenzi, inani lezikhewu ngokwepesenti, nokuba ingaba bakho na abanye abasebenzi abongezelelweyo kweli nani. Ezi nkcukacha ngokweenkalo ezintathu ezingundoqo: inkqubo (kutheybhile 3.2.1), ibakala lomvuzo (kutheybhile 3.2.2) kunye namakhono angundoqo (kutheybhile 3.2.3). Amasebe sele ebone achonga izikhundla namakhono angundoqo ekudingeka ukuba ahlolwe. Utheybhile 3.2.3 unikezela ngeenkukacha zezikhewu kweli sebe kwizikhundla namakhono angundoqo kwisebe.

Ittheybhile 3.2.1: Ingqesho nezikhewu ngokwenkqubo, ngomhla wama-31 kweyoKwindla ka-2015

Inkqubo	Inani lezikhundla ezinesabelo-mali	Inani lezikhundla ezivingciweyo	Izinga lezikhewu ngokwe-%
Inkqubo 1	433	382	11.8%
Inkqubo 2	1 148	1 105	3.7%
Inkqubo 3	41	38	7.3%
Inkqubo 4	578	520	10.0%
Inkqubo 5	21	19	9.5%
Itotali	2 221	2 064	7.1%

Ithaybhile 3.2.2: Inqesho nezikhewu ngokwamabakala emivuzo, ngomhla wama-31 kweyoKwindla ka-2015

Ibakala Lomvuzo	Inani lezikhundla ezinesabelo-mali	Inani lezikhundla ezivingciweyo	Izinga lezikhewu ngokwe-%
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	27	25	7.4%
Abanezakhono (Amanqanaba 3-5)	921	843	8.5%
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	983	929	5.5%
Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	265	244	7.9%
Abalawuli abaphezulu (Amanqanaba 13-16)	25	23	8.0%
Itotali	2221	2064	7.1%

Qwalasela: iinkcukacha kwimeko nganye zivakalisa imeko eyayikho ngomhla wama-31 kweyoKwindla ka-2015. Ukuze ufumanie isialathisi seenguqu kwimiba yabasebenzi kwisithuba salo nyaka singawo, nceda uye kujonga kwicandelo 3.4 lale ngxelo.

Ithaybhile 3.2.3: Employment and vacancies by critical occupation ngomhla wama-31 kweyoKwindla ka-2015

Amakhono Angundoqo	Inani lezikhundla ezinesabelo-mali	Inani lezikhundla ezivingciweyo	Izinga lezikhewu ngokwe-%
uNontlalo-ntle	770	738	4.2%
uMncedisi kaNontlalo-ntle	179	168	6.1%
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	408	369	9.6%
Itotali	1357	1275	6.0%

3.3 UVAVANYO LWEZITHUBA ZENGGQESHO

Imimiselo Yeenkonzo Zoluntu zika-201, njengoko ithe yalunga-lungiswa, yeza neemvavanyo ezizakuqinisekisa ukuba ixabiso lomsebenzi uhlawulwa kwangokwelo xabiso. Ngokwesikhokelo esiqulunqwe ngurhulumente wesizwe, abasemagunyeni kweli candelo bangavavanya okanye baphinde bavavanye nasiphi na isikhundla kumasebe abo.

Uttheybhile 3.3.1 uskwankathela inani lezikhundla ezathi zavavanywa kulo nyaka singawo apha. Le theybhile ikwanikezela nangezibalo-manani ngenani lezikhundla ezathi zenyuswa okanye zehliswa amabakala emva kovavanyo.

Abaphelelweyo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ibakala lomvuzo	Inani Eliphelele yo Lezikhundla	Inani lezikhundla ezivavanyweyo	i-% yezikhundla ezivavanyweyo	Izikhundla ezenyuselweyo		Izikhundla ezehliselweyo	
				Inani	Inani lezikhundla ngokwe-%	Inani	Inani lezikhundla ngokwe-%
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	27	0	0.0	1	0.0	0	0.0
Abanezakhono (Amanqanaba 3-5)	921	1	0.0	0	0.0	0	0.0
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	983	0	0.0	1	0.0	0	0.0
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	265	2	0.1	2	0.1	0	0.0
Abalawuli abaphezulu (Amanqanaba 13-16)	20	0	0.0	0	0.0	0	0.0
Ibakala B leSMS (Inqanaba 14)	4	0	0.0	0	0.0	0	0.0
Ibakala C leSMS (Inqanaba 15)	1	0	0.0	0	0.0	0	0.0
Itotali	2221	3	0.1	4	0.2	0	0.0

Qwalasela: Imigaqo-nkqubo ekhoyo Kwiinkonzo Zaseburhulumenteni zinesidingo sokuba amasebe afake izikhundla ezithile ezichongiweyo (ngaphandle kwezabo Bafundisayo kunye neze-OSD) kwinkqubo esesikweni yokuvavanywa kwezikhundla. Ezi zikhundla ke ziquka ezo zisanda kudalwa kwakunye nezo zimongo utshintshe kakhulu. yile nkqubo yokuvavanywea kwezikhundla ke eyenza izikhundla zikbe kumanqanaba athile emivuzo okanye ezikhundla.

Ittheybhile 3.3.2: Iinkcukacha zabasebenzi abamivuzo yabo ithe yenyuswa ngenxa yokwenyuswa kwezikhundla zabo zengqesho, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Itotali
Amanina	0	0	1	0	1
Amadoda	2	0	1	0	3
Itotali	2	0	2	0	4
Abasebenzi abakhubazekileyo					0

Ittheybhile 3.3.3 ishwankathela inani leemeko apho amanqanaba emivuzo athe edlula kumabakala abekelwe yinkqubo yovavanyo (kuquka neenotshi eziphezulwana ezithe zanikezelwa). Izizathu zokutenxa siye zinikezelwe kwimeko nganye.

Ittheybhile 3.3.3: Abasebenzi abathe banikwa imivuzo engaphezulu kunaleyo ibekelwe yinkqubo yovavanyo ngokweqela lohlanga ngowama-31 kweyoKwindka ka-2015

Ikhono Elingundoqo	Inani Labasebenzi	Inqanaba esibekwe kuyo isikhundla	Ukuhlawulwa kwinqanaba eliphezulwana lomvuzo	Ukuhlawulwa kwintshi engentla yenqanaba lomvuzo elikwafanayo	Izizathu zokutenxa
Ingcali Yezemfundo	2	7		Ukwenyuswa kwenotshi - 11	Kukugaya
uMncedisi Womntu	1	7		Ukwenyuswa kwenotshi - 11	Kukugaya
Itotali				3	
Ipesenti yengqesho iyonke				0.2	

Ittheybhile 3.3.4: Abasebenzi abathe banikwa imivuzo engaphezulu kunaleyo ibekelwe yinkqubo yovavanyo ngokweqela lohlanga ngowama-31 kweyoKwindka ka-2015

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Itotali
Amanina	0	0	2	0	2
Amaododa	0	0	1	0	1
Itotali	0	0	3	0	3
Abasebenzi abakhubazekileyo				0	

3.4. IINGUQU KWINGQESHO

Amazinga engqsho abhekisa kwisalathisi seentshukumo zengqesho kweli sebe kulo nyaka singawo. Ezi theybhile zilandelayo zinikezela ngesishwankathelo samazinga eenguqu ngokwamabakala emivuzo (utheybhile 3.4.1) kwanangamakhono angundoqo (Itheybhile 3.4.2).

Itheybhile 3.4.1: Amazinga eenguqu ngokwamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Ibakala lomvuzo	Inani labasebenz i ngomhla wama-31 kweyoKwindka ka-2014	Izinga lengqesh o ngo-2013/14	Abaqwesh we kwiSebe	Abadlulisel we kweli Sebe	Ukuphelis wa kwengqesho kweli Sebe	Ukuthunyel wa kumanye amasebe	Izinga lengqesh o ngo-2014/15
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	29	15.0	1	0	4	0	13.8
Abanezakhono (Amanqanaba 3-5)	816	5.2	82	3	44	3	5.8
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	815	4.4	103	7	55	14	8.5
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	316	6.5	21	2	20	3	7.3
Inqanaba leSMS Kwibakala A (Inqanaba 13)	17	0.0	1	0	1	0	5.9
Inqanaba leSMS Kwibakala B (Inqanaba 14)	4	0.0	0	0	0	0	0.0
Senior Management Service Band C (Inqanaba 15)	0	100.0	1	0	0	0	0.0
Inqanaba leSMS Kwibakala D (Inqanaba 16)	0	0.0	0	0	0	0	0.0
Itotali	1997	5.2	209	12	124	20	7.2
			221		144		

Qwalasela: Intlawulo yenziwa xa igosa Leenkonzo Zaseburhulumenteni lisuka kwisebe elinye lisiya kwelinye, kwinqanaba elikwafanayo lomvuzo.

Itheybhile 3.4.2: Amazinga enqesho ngokwezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Ikhono Elingundoqo	Inani labasebenzi ngomhla wama-31 kweyoKwindla ka-2014	Izinga lengqesho ngo-2013/14	Abaqweshwe kwiSebe	Abadluliselwe kweli Sebe	Ukupheliswa kwengqesho kweli Sebe	Ukuthunyelwa kumanye amasebe	Izinga lengqesho ngo-2014/15
uNontlalo-ntle	779	4.1	84	3	30	8	4.9
uMncedisi kaNontlalo-ntle	169	0.7	6	0	7	0	4.1
Umsebenzi Kwezonoophelo Lwabantwana Nolutsha	363	5.7	33	1	22	0	6.1
Itotali	1311	4.7	123	4	59	8	5.1
			127		67		

Itheybhile 3.4.3: Abasebenzi abalishiyayo isebe, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ibakala Lokuphuma	Inani	Inani labaphumileyo ngokwe-%	Inani labaphumileyo ngokwe-% yenani elipheleleyo labasebenzi ngomhla wama-31 kweyoKwindla ka-2015
Abaswelekileyo	7	4.9	0.4
Ababeke phantsi*	81	56.3	4.1
Abaphelelewe zizibhambathiso	10	6.9	0.5
Abagxothiweyo – ngenxa yeenguqu emsebenzini	0	0.0	0.0
Abagxothiweyo – ngenxa yokuziphatha kakubi	4	2.8	0.2
Abagxothiweyo – ngenxa yokungawenzi ngendlela umsebenzi	2	1.4	0.1
Abayekiswe ngenxa yempilo enkenekene	0	0.0	0.0
Abathabathe umhlala-phantsi	15	10.4	0.8
Abasebenzi abathabathe imigodlo yabo bahamba	1	0.7	0.1
Abahanjiswa ngokwemiyalelo yemithetho	4	2.8	0.2
Abadluliselwe kumanye amasebe aseburhulumenteni	20	13.9	1.0
Itotali	144	100.0	7.2

Qwalasela: Itheybhile 3.4.3 ijonga amabakala ohlukeneyo zokuphukma kwisebe kwabo basebenzi bathe balishiya iSebe.

* Abayekileyo ke bona kuzakuphinda kuxoxwe ngabo kwitheybhile 3.4.4 no- 3.4.5.

Itheybhile 3.4.4: Izizathu zokuziyekela kwabasebenzi, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Izizathu zokuyeka	Inani	Inani elipheleleyo labo baziyekeleyo ngokwe-%
Ubudala	1	1.2
Impilo Embi	5	6.2
Intlawulo Engcono	7	8.6
Iingxaki Zasekhaya	1	1.2
Abaye Kuqhuba Nemfundo	5	6.2
Amathuba Amfiliba Okwenyuselwa	3	3.7
Uhlobo Lomsebenzi	2	2.5
Amanye Amakhono	10	12.3
Abaye Kuzivulela Amashidhini	2	2.5
Izikhhalazo Zabo	3	3.7
Ukutshintshwa kwesikhundla	39	48.1
Izikhundla zenziwa zasisigxina	3	3.7
Itotali	81	100.0

Itheybhile 3.4.5: Ubudala ngokwahlukana kwabantu abathe balishiya isebe, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ubudala	Inani	i-% yababeke phantsi bebonke
Iminyaka <19	3	3.7
Iminyaka 20 ukuya kuma-24	18	22.2
Iminyaka 25 ukuya kuma-29	16	19.8
Iminyaka 30 ukuya kuma-34	6	7.4
Iminyaka 35 ukuya kuma-39	11	13.6
Iminyaka 40 ukuya kuma-44	9	11.1
Iminyaka 45 ukuya kuma-49	10	12.3
Iminyaka 50 ukuya kuma-54	3	3.7
Iminyaka 55 ukuya kuma-59	4	4.9
Iminyaka 60 ukuya kuma-64	1	1.2
Iminyaka 65 >	0	0.0
Itotali	81	100.0

Itheybhile 3.4.6 Imigodlo yokubeka phantsi ecelwe ngabasebenzi

Ibakala lomvuzo	Inani lezicelo ezifunyenweyo	Inani lezicelo ezidluliselwe kwiMPSA	Inani lezicelo ezifumana inkxaso kwiMPSA	Inani lemigodlo ephunyezwe liSebe
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	0	0	0	0
Abanezakhono (Amanqanaba 3-5)	0	0	0	0
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	0	0	0	0
Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	1	1	1	1
Abalawuli abaphezulu (Amanqanaba 13-16)	0	0	0	0
Total	1	1	1	1

Itheybhile 3.4.7: Ukwenyuselwa ngokwebakala lomvuzo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ibakala lomvuzo	Abasebenzi ngomhla wama-31 kweyoKwindla ka-2014	Abonyuselwe basiwa kumanye amanqanaba emivuzo	Abonyuselweyo njenge-% yabasebenzi	Ukwenyuselwa ngenotshi kwakwinqanaba elinye lomvuzo	Ukwenyuswa kweenotshi njenge-% yabasebenzi
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	29	0	0.0	9	31.0
Abanezakhono (Amanqanaba 3-5)	816	9	1.1	277	33.9
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	815	20	2.5	354	43.4
Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	316	8	2.5	191	60.4
Abalawuli abaphezulu (Amanqanaba 13-16)	21	1	4.8	18	85.7
Itotali	1997	38	1.9	849	42.5

Itheybhile 3.4.8: Abenyuselwe ngenxa yezikhundla ezingundoqo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ikhono Elingundoqo	Abasebenzi ngomhla wama-31 kweyoKwindla ka-2014	Abonyuselwe basiwa kumanye amanqanaba emivuzo	Abonyuselweyo njenge-% yabasebenzi	Ukwenyuselwa ngenotshi kwakwinqanaba elinye lomvuzo	Ukwenyuswa kweenotshi njenge-% yabasebenzi
uNontlalo-ntle	779	6	0.8	281	36.1
uMncedisi kaNontlalo-ntle	169	0	0.0	81	47.9
Umsebenzi Kwezonoophelo Lwabantwana Nolutsha	363	7	1.9	45	12.4
Itotali	1311	13	1.0	407	31.0

.5. EZOKULINGANA ENGQESHWENI

Itheybhile 3.5.1: Inani elipheleleyo labasebenzi (abaquka abasebenzi abakhubazekileyo) kwinqaba ngalinye lala makhono alandelayo, ngomhla wama-31 kweyoKwindka ka-2015

Amanqanaba Amakhono	Amadoda				Amanina				Abasebenzi abangabemi Bangaphandle		Ifotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abakwinqaba eliphhezulu (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli abakhulu (Amanqanaba 13-14)	2	4	0	3	1	7	0	5	0	0	22
Iingcali ezinezidanga nezinezakhono ezizodwa abakwinqanaba eliphakathi lolawulo (Amanqanaba 9-12)	26	75	0	9	49	146	3	38	0	0	346
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	86	195	1	13	195	453	6	52	0	0	1001
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	112	199	2	5	127	221	0	10	0	0	676
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	6	5	0	0	5	2	0	0	0	0	18
Ifotali	232	478	3	31	377	829	9	105	0	0	2064
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Ifotali epheleleyo	232	478	3	31	377	829	9	105	0	0	2064

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: La manani anikezelwe apha ngokwamanqanaba amakhono aquka bonke abasebenzi abasisigxina kwanalawo angxungxileyo. Ngapha koko, iinkcukacha ezi ziboniswe ngokwamanqanaba emivuzo, hayi ngamanqanaba ezikhundla.

Ukuze ufumane inani labasebenzi abakhubazekileyo, yiya kuTheybhile 3.5.2.

Itheybhile 3.5.2: Inani elipheleleyo labasebenzi (abakhubazekileyo) kuwo onke la manqanaba amakhono alandelayo, ngomhla wama-31 kweyoKwindka ka-2015

Amanqanaba Amakhono	Amadoda				Amanina				Abasebenzi abangabemi Bangaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abakwinqaba eliphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abakhulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	0	0	0	0
Iingcali ezinezidanga nezinezakhono ezizodwaabakwinqanaba eliphakathi lolawulo (Amanqanaba 9-12)	1	3	0	2	0	2	0	1	0	0	9
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	2	3	0	2	3	4	0	1	0	0	15
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	1	3	0	0	1	0	0	0	0	0	5
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Itotali	4	9	0	4	4	6	0	2	0	0	29
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali epheleleyo	4	9	0	4	4	6	0	2	0	0	29

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: La manani anikezelwe apha ngokwamanqanaba amakhono aquka bonke abasebenzi abasisigxina kwanalawo angxungxileyo. Ngapha koko, iinkcukacha ezi ziboniswe ngokwamanqanaba emivuzo, hayi ngamanqanaba ezikhundla.

Uthaybhile 3.5.3: Uqayo lwabasebenzi, ngomhla wama-31 kweyoKwindla ka-2015

Amanqanaba Amakhono	Amadoda				Amanina				Abasebenzi abangabemi Bangaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abakwinqaba eliphazulu (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli abakhulu (Amanqanaba 13-14)	0	1	0	0	0	0	0	0	0	0	1
Iingcali ezinezidanga nezinezakhono ezizodwa abakwinqanaba eliphakathi lolawulo (Amanqanaba 9-12)	2	4	0	2	2	8	1	3	0	1	23
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	13	11	0	3	22	52	1	8	0	0	110
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	10	30	0	1	13	29	1	1	0	0	85
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	1	0	0	0	0	0	0	0	0	0	1
Itotali	26	46	0	7	37	89	3	12	0	1	221
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali epheleleyo	26	46	0	7	37	89	3	12	0	1	221

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: Uqayo lubhekisa kubasebenzi abatsha, kuquka abo basuka kumanye amasebe ukuze kweli Sebe, njengoko esitsho uthaybhile 3.4.1.

Ittheybhile 3.5.4: Abonyuselweyo, Abaphelelweyo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Amanqanaba Amakhono	Amadoda				Female				Abasebenzi abangabemi Bangaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amani na	
Abalawuli abakwinqaba eliphhezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abakhulu (Amanqanaba 13-14)	0	1	0	0	0	0	0	0	0	0	1
lingcali ezinezidanga nezinezakhono ezizodwaabakwinqanaba eliphakathi lolawulo (Amanqanaba 9-12)	0	0	0	0	3	4	0	1	0	0	8
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	3	4	0	1	1	10	1	0	0	0	20
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	0	4	0	0	2	3	0	0	0	0	9
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Itotali	3	9	0	1	6	17	1	1	0	0	38
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali epheleleyo	3	9	0	1	6	17	1	1	0	0	38

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: Ukwenyuselwa kubhekise kwinani elipheleleyo labasebenzi abathe benyuselwa kweli Sebe, njengoko kubonisiwe kuttheybhile 3.4.7.

Uthebhile 3.5.5: Abaphelelweyo, ngomhla wama-31 kweyoKwindla ka-2015

Amanqanaba Ezikhundla	Amadoda				Amanina				Abemi Bangaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abalawuli abakwinqaba eliphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abakhulu (Amanqanaba 13-14)	0	0	0	1	0	0	0	0	0	0	1
Iingcali ezinezidanga nezinezakhono ezizodwaabakwinqanaba eliphakathi lolawulo (Amanqanaba 9-12)	3	6	0	0	3	5	0	6	0	0	23
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	12	11	0	1	11	31	0	3	0	0	69
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	9	7	0	1	13	14	1	2	0	0	47
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	2	0	0	0	1	1	0	0	0	0	4
Itotali	26	24	0	3	28	51	1	11	0	0	144
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali epheleleyo	26	24	0	3	28	51	1	11	0	0	144

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: Ukupheliswa kwezibhambathiso kubhekisa kwabo basebenzise balishiyileyo iSebe ngenxa, kuquka nabo badluliselwe kumanye amasebe, njengoko ebonisa uthebhile 3.4.1.

Itheybhile 3.5.6: Iintshukumo zezohlwayo, ngomhla wama-31 kweyoKwindla ka-2015

Iintshukumo zezohlwayo	Amadoda				Amanina				Abemi Bangaphandle		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abagxothiweyo/Abasuke bayeka	1	0	0	0	3	2	0	0	0	0	6
Abanqunyanyiswe ngaphandle kwemivuzo bekhathshayiFWW	2	0	0	0	1	0	0	1	0	0	4
Abangenatyala	0	1	0	0	0	1	0	0	0	0	2
Abafumene isilumkiso sokugqibela esibhaliweyo	0	0	0	0	0	1	0	0	0	0	1
ITOTALI	3	1	0	0	4	4	0	1	0	0	13

A = Ama-Afrika; C =Abebala; I =AmaNdiya; W = Abelungu.

Qwalasela: Iintshukumo zoluleko ezipheleleyo zibhekisa kwiziphumo ezisesikweni kuphela hayi ekubalweni kwazo zonke. Ukuze ufumane ezinye iinkcukacha ngeziphumo nezigwebo zokuchotshelwa kwamatyala ndawonye neentlobo zokungaziphathi ngendlela ezathi zaxoxwa koko kuhlalelwa, nceda ujonge kutheybhile 3.12.2 kunye notheybhile 3.12.3.

Iftheybhile 3.5.7: Uphuhliso lwezakhono, ngomhla wama-31 kweyoKwindla ka-2015

Amanqanaba Amakhono	Amadoda				Amanina				Itotali
	A	C	I	W	A	C	I	W	
Abalawuli abakwinqaba eliphezulu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0
Abalawuli abakhulu (Amanqanaba 13-14)	0	0	0	0	0	3	0	1	4
Iingcali ezinezidanga nezinezakhono ezizodwaabakwinqaba ba eliphakathi lolawulo (Amanqanaba 9-12)	7	27	0	1	17	80	1	21	154
Abanezakhono zobugcisa nabanezidanga bekwinqanaba elisezantsi lolawulo, abaphantsi abasezantsi kunye neeforimani (Amanqanaba 6-8)	36	83	0	7	116	303	3	35	583
Abanezakhono benokwenza nezigqibo (Amanqanaba 3-5)	34	75	1	1	44	93	3	0	251
Abangenazakhono nabanokwenza izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0
Itotali	77	185	1	9	177	479	7	57	992
Abasebenzi abangesosigxina	11	0	0	0	40	45	0	0	105
Itotali epheleleyo	88	185	1	9	217	524	7	57	1097

A = Ama-Afrika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qwalasela: Ezi theybhile zingentla apha zibhekisa kwinqanaba labasebenzi (abaquka onke amabakala abafundi abasaqeqeshwayo) abathe bafumana uqeqesho, hayi inani lezifundo zoqeqeshoezithe zazinyaswa ngabantu. Ukuze ufumane ezinye iinkcukacha ngezifundo zoqeqesho ezithe zanikezelwa, nceda ujqonga kutheybhile 3.13.2.

3.6. UKUTYIKITYWA KWEZIVUMELWANO ZENTSEBENZO NGAMALUNGU ESMS

Ithebhile 3.6.1: Ukutyikitywa Kwezivumelwano Zentsebenzo Ngamalungu e, ukuya kuthi ga ngomhla wama-31 kweyeThupha ka-2014

Inqanaba leSMS	Inani lezikhundla zeSMS ezinesabelo-mali ngokwenqanaba	Inani lamalungu Esms kwinqanaba ngalinye	Inani Lezivumelwano Zentsebenzo ezityikityweyo kwinqanaba ngalinye	Izivumelwano Zentsebenzo ezityikityweyo zamalungu Esms njenge-% kwinqanaba ngalinye
uMlawuli-Jikelele/ iNtlokoyeSebe	1	0	0	0.0
Inqanaba Lomvuzo 14	4	4	4	100.0
Inqanaba Lomvuzo 13	20	18	18	100.0
Itotali	25	22	22	100.0

Qwalasela: Ukunikezelwa kwamabhaso anento yokwenza nentsebenzo (iibhonasi eziyimali) kumalungu eQoqo Lolawulo Eliphezulu kuxoxwa ngazo phambili kule ngxelo. Nceda ke uye kuthebhile 3.8.5.

Ithebhile 3.6.2: Izizathu zokuba bezingekenziwa zonke Izivumelwano Zentsebenzo namalungu eSMS ukuya kuthi ga ngomhla wama-31 kweyeThupha ka-2014

Izizathu zokungaqosheliswa kwezivumelwano Zentsebenzo nawo onke amalungu eSMS
Azikho

Ithebhile 3.6.3: Amanyathelo oluleko athatyathwe ngamalungu eSMS ngenxa yokuba engaziqoshelisa Izivumelwano Zentsebenzo ukuya kuthi ga ngomhla wama-31 kweyeThupha ka-2014

Amanyathelo oluleko athatyathwe ngamalungu eSMS ngenxa yokuba engaziqoshelisa Izivumelwano Zentsebenzo
Azikho

3.7. UKUVALWA KWEZIKHEWU KWINQANABA LESMS

Itheybhile 3.7.1: linkcukacha zngezikhundla zeSMS, ngowama-30 kweyoMsintsi ka-2014

Inqanaba leSMS	Inani lezikhundla ezikwinqanaba leSMS ezinenkxaso-mali Ngokwenqanaba ngalinye	Inani lezikhundla ezikwinqanaba leSMS ezithe zavingcwa kwinqanaba ngalinye	I-%i yezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye	I-% yezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye
uMlawuli-Jikelele/ iNtlokoyeSebe	0	0	0.00	0	0.00
Inqanaba Lomvuzo 16, kodwa hayi iNtloko yeSebe	0	0	0.00	0	0.00
Inqanaba Lomvuzo 15	1	0	0.00	1	100.00
Inqanaba Lomvuzo 14	4	4	100.00	0	0.00
Inqanaba Lomvuzo 13	19	18	94.74	1	5.26
Itotali	24	22	91.67	2	8.33

Itheybhile 3.7.2: linkcukacha zngezikhundla zeSMS, ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Inqanaba Lomvuzo	Inani lezikhundla ezikwinqanaba leSMS ezinenkxaso-mali Ngokwenqanaba ngalinye	Inani lezikhundla ezikwinqanaba leSMS ezithe zavingcwa kwinqanaba ngalinye	I-%i yezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye	I-% yezikhundla zeSMS ezivulelekileyo kwinqanaba ngalinye
uMlawuli-Jikelele/ iNtlokoyeSebe	1	1	100.00	0	0.00
Inqanaba Lomvuzo 16, kodwa hayi iNtloko yeSebe	0	0	0.00	0	0.00
Inqanaba Lomvuzo 15	0	0	0.00	0	0.00
Inqanaba Lomvuzo 14	4	4	100.00	0	0.00
Inqanaba Lomvuzo 13	20	18	90.00	2	10.00
Itotali	25	23	92.00	2	8.00

Ifheybhile 3.7.3: Ukubhengezwa Nokuvalwa kwezikhewu ezikwinqanaba, ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Inqanaba leSMS	Izibhengezo	Ukuvalwa Kwezikhundla	
	Inani Lezikhewu Ngokwamanqanaba Ekuthe Kwakhutshwa Izibhengezo kwisithuba seenyanga ezintandathu zithe Zavuleleka	Inani Lezikhewu Ngokwamanqanaba Ezithe Zavalwa kwisithuba seenyanga ezi-6 emva kokuba zither zavuleleka	Inani Lezikhewu Ngokwamanqanaba ezithe azavingcwa kwisithuba seenyanga ezi-6 zithe Zavuleleka
uMlawuli-Jikelele/ iNtloko yeSebe	0	0	0
Inqanaba Lomvuzo 16, kodwa hayi iNtloko yeSebe	0	0	0
Inqanaba Lomvuzo 15	0	0	0
Inqanaba Lomvuzo 14	0	0	0
Inqanaba Lomvuzo 13	1	2	0
Itotali	1	2	0

Ifheybhile 3.7.4: Izizathu zokungavalwa kwezikhewu ezinesabelo-mali esibekelwe bucala ezikwinqanaba leSMS – ekukhutshwe izibhengezo kwisithuba seenyanga ezintandathu zivelile ze zavalwa kwisithuba seshumi elinambini leenyanga zivelile

Inqanaba leSMS	Izizathu zokungathotyelwa
uMlawuli Oyintloko/iNtloko yeSebe	iNtloko yeSebe kuye kwathatyathwa isigqibo sokuba kulityaziswe ukuvalwa kwezikhewu zengqesho de kudlule ulonyula
Inqanaba Lomvuzo 16, kodwa hayi iNtloko yeSebe	Alikho
Inqanaba Lomvuzo 15	Alikho
Inqanaba Lomvuzo 14	Alikho
Inqanaba Lomvuzo 13	Alikho

Ifheybhile 3.7.5: Amanyathelo esohlwayo athe athatyathwa ngenxa yokungathotyelwa kwemigaqo yamaxesha abekiweyo okuvalwa kwezikhewu ezikwinqanaba leSMS kwisithuba seshumi elinambini leenyanga

Amanyathelo esohlwayo athe athatyathwa ngenxa yokungathotyelwa kwemigaqo yamaxesha abekiweyo okuvalwa kwezikhewu ezikwinqanaba leSMS kwisithuba seshumi elinambini leenyanga
Azikho

3.8. INTSEBENZO YABASEBENZI

Itheybhile 3.8.1: Ukudluliselwa kwezinye iinotshi, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015

Amabakala Emivuzo	Abasebenzi ngomhla wama-31 kweyoKwindka ka-2014	Abadluliselwe kwezinye iinotshi kwakwinqanaba elinye lomvuzo	Abonyuselwe inotshi njenge-% yabasebenzi ngokwebakala lomvuzo
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	29	9	31.0
Abanezakhono (Amanqanaba 3-5)	816	277	33.9
Abanenqanaba eliphhezulu lezakhono kwezemveliso (Amanqanaba 6-8)	815	354	43.4
Abanenqanaba eliphhezulu lezakhono njengabaphathi (Amanqanaba 9-12)	316	191	60.4
Abalawuli abaphezulu (Amanqanaba 13-16)	21	18	85.7
Total	1997	849	42.5

Itheybhile 3.8.2: Ukwenyuswa kwamabakala ngokwamakhono angundoqo, , ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Amakhono Angundoqo	Abasebenzi ngomhla wama-31 kweyoKwindla ka-2014	Ukudluliselwa kwezinye iinotshi kwakwinqanaba elinye lomvuzo	Ukudluliselwa kwenye inotshi njenge- % yabasebenzi ngokwamabakala emivuzo
uNontlalo-ntle	779	281	36.1
uMncedisi kaNontlalo-ntle	169	81	47.9
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	363	45	12.4
Itotali	1311	407	31.0

Ekukhuthazeni intsebenzo eyiyo, iSebe sele linikezele la mabhaso entsebenzo alandelayo, anikezelwe kubasebenzi ngomsebenzo wabo kunyaka-mali u-2013/14, kodwa iintlawulo zenziwa kuphela ku-2014/15. Ezi nkukacha ke zinikezelwe ngokohlanga, isini nokukhubazeka (kuTheybhile 3.8.3), amabakala emivuzo (kuTheybhile 3.8.4 nakuTheybhile 3.8.5) kwanamakhono angundoqo (kuTheybhile 3.8.6).

Ittheybhile 3.8.3: Amabhaso entsebenzo ngokohlanga, isini nokukhubzeka, , ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Uhlanga Nesini	Iinkcukacha Zabaxhamli			Ixabiso	
	Inani Labaxhamli	Inani elipheleleyo labasebenzi ababekweli qela ngomhla wama-31 kweyoKwindla ka-2015	Inani elipheleleyo ngokwe-% kumabakala emivuzo	Ixabiso (R'000)	Ixabiso elithelekelelwa yo ngokomxhamli ngamnye (R)
Abomthonyama	44	592	7.4	547	12 426
Amadoda	16	227	7.0	171	10 681
Amanina	28	365	7.7	376	13 423
Abebala	225	1241	18.1	2 914	12 951
Amadoda	75	453	16.6	1 012	13 498
Amanina	150	788	19.0	1 902	12 678
AmaNdiya	3	11	27.3	35	11 502
Amadoda	1	3	33.3	11	10 565
Amanina	2	8	25.0	24	11 971
Abelungu	35	129	27.1	518	14 808
Amadoda	9	25	36.0	118	13 166
Amanina	26	104	25.0	400	15 377
Abasebenzi abakhubazekile yo	10	24	41.7	153	15 336
Itotali	317	1997	15.9	4 167	13 145

Qwalasela: Le theybhile ingentla apha ibhekisa kumabhaso entsebenzi kwintsebenzo ka-2013/14 kunye neentlawulo ezenziwe kunyaka-mali wokunikezelwa kwengxelo ongu-2014/15.

Ittheybhile 3.8.4: Amabhaso entsebenzo ngokwamabakala emivuzo kubasebenzi abangezantsi kwenqanaba Labalawuli Abaphezulu, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Amabakala Emivuzo	linkcukacha Zabaxhamli			Ixabiso		
	Inani Labaxhamli	Inani elipheleleyo labasebenzi ababekweli qela ngomhla wama-31 kweyoKwindla ka-2015	Inani elipheleleyo ngokwe-% kumabakala emivuzo	Ixabiso (R'000)	Ixabiso elithelekelelwayo ngokomxhamli ngamnye (R)	Ixabiso njenge-% yenkitho yonke kubasebenzi
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	1	29	3.4	7	6 793	0.0
Abanezakhono (Amanqanaba 3-5)	84	816	10.3	849	10 110	0.2
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	146	815	17.9	1 639	11 226	0.3
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	80	316	25.3	1 531	19 138	0.3
Itotali	311	1976	15.7	4 026	12 946	0.7

Qwalasela: Eli xabiso ke libalwe njengepesenti yenkitho epheleleyokubasebenzi kumanqanaba emivuzo 1-12, aboniswe kwiTheybhile 3.1.2.

Ittheybhile 3.8.5: Amabhaso entsebenzo (ibhonasi ngokwermali), ngokwamabakala emivuzo, kwinqanaba Labalawuli Abakwinqaba Eliphezulu, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ibakala Lomvuzo	linkcukacha Zabaxhamli			Ixabiso		
	Inani Labaxhamli	Inani elipheleleyo labasebenzi ababekweli qela ngomhla wama-31 kweyoKwindla ka-2015	Inani elipheleleyo ngokwe-% kumabakala emivuzo	Ixabiso (R'000)	Ixabiso elithelekelelwayo ngokomxhamli ngamnye (R)	Ixabiso njenge-% yenkitho yonke kubasebenzi
Inqanaba leSMS Kwibakala A (Inqanaba 13)	5	17	29.4	112	22 467	0.5
Inqanaba leSMS Kwibakala B (Inqanaba 14)	1	4	25.0	28	28 467	0.1
Inqanaba leSMS Kwibakala C (Inqanaba 15)	0	0	0.0	0	0	0.0
Inqanaba leSMS Kwibakala D (Inqanaba 16)	0	0	0.0	0	0	0.0
Itotali	6	21	28.6	140	23 467	0.6

Qwalasela: ixabiso le libalwe njengepersenti yayo yonke imali ethe yachithwa kubasebenzi kumanqanaba emivuzo 13-16, aboniswe kuTheybhile 3.1.2.

Ittheybhile 3.8.6: Amabhaso entsebenzo ngokwamakhono angundoqo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Ikhono Elingundoqo	linkcukacha Zomxhamli	Ixabiso
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	Inani Labaxhamli	Inani elipheleleyo labasebenzi ababekweli qela ngomhla wama-31 kweyoKwindla ka-2015	Inani eliphelelyo ngokwe-% kumabakala emivuzo	Ixabiso (R'000)	Ixabiso elithelekelelwayo ngokomxhamli ngamnye (R)	Ixabiso njenge-% yenkciitho iyonke kubasebenzi
uNontlalo-ntle	108	779	13.9	1 498	13 869	0.3
uMncedisi kaNontlalo-ntle	17	169	10.1	189	11 140	0.0
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	37	363	10.2	354	9 564	0.1
Itotali	162	1311	12.4	2041	12 600	0.4

3.9 ABASEBENZI ABANGABEMI BANGAPHANDLE

Ezi theybhile zingezantsi apha zishwankathela ukuqeshwa kwabasebenzi abangabemi bangaphandle kweli Sebe ngokwamabakala emivuzo kwanangezikhundla eziphezulu. Itheybhile ezi zikwashwankathela iinguqu kwini elipheleleyo labasebenzi abaphuma kumazwe angaphandle kwibakala lomvuzo ngalinye kwanangokwesikhundla esiphezulu ngasinye.

Table 3.9.1: Abasebenzi Abaphuma Kumazwe Angaphandle ngokwamabakala emivuzo, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindla ka-2015

Ibakala Lomvuzo	Ngomhla wokuqala kwinyanga kaTshazimpuzi ka-2014		Ngomhla wama-31 kwinyanga yoKwindla ka-2015		Utshintsho	
	Inani	Itotali ngokwe-%	nani	Itotali ngokwe-%	nani	Inguqu ngokwe-%
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	0	0	0	0	0	0
Abanezakhono (Amanqanaba 3-5)	0	0	0	0	0	0
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	0	0	0	0	0	0
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-16)	0	0	0	0	0	0
Itotali	0	0	0	0	0	0

Qwalasela: Le theybhile ingentla apha ayibaquki abemi abanelungelo lokuhlala isigxina kwiRiphabliki yoMzantsi Afrika.

Itheybhile 3.9.2: Abasebenzi Abaphuma Kumazwe Angaphandle ngokwezikhundla eziphezulu, ukususela ngomhla wokuqala kwekaTshazimpuz ka-2014 ukuya kuthi ga ngowama-31 kweyoKwindka ka-2015

Izikhundla Eziphezulu	Ngomhla wokuqala kwekaTshazimpuzi ka-2014		Ngomhla wama-31 kweyoKwindla ka-2015		Inguqu	
	Inani	Itotali ngokwe-%	Itotali ngokwe-%	Itotali ngokwe-%	Inani	Inguqu ngokwe-%
Azikhho						

Qwalasela: Le theybhile ingentla apha ayiqulethanga zinkcukacha ngabantu abangengobemi kodwa abangabahlali besigxina kwiRiphabliki yoMzantsi Afrika.

3.10. UKUSETYENZISWA KWEKHEFU KWITHUBA ELISUSELA NGOMHLA WOKUQALA KWINYANGA YOMQUNGU UKUYA KUMA NGOWAMA-31 KWEYOMNGA KA-2014

IKomishoni Yemicimbi Yombuso yathi yasibona isidingo sokuhlolwa ngenkathalo kwekhefu lokugula eburhulmenteni. Ezi theybhile zilandelayo zinikezela ngesalathisi sokusetyenziswa kwekhefu lokugula (kwiTheybhile 3.10.1) kwakunye nekhefu lokungabikho mandleni okusebenza (kwiTheybhile 3.10.2). kwezi meko zombini, kuye kunikezelwe nexabiso elithelelelwayo lokusetyenziswa kwezi ntlobo zekhefu.

Ittheybhile 3.10.1: Ikhefu Lokugula, ukususela ngomhla wokuqala kwinyanga yoMqungu ukuya kuma ngowama-31 kweyoMnga ka-2014

Ibakala Lomvuzo	Iintsuku zizonke	i-% yeentsuku ebezikhats hwa ziziqinisekiso ezibubung qina bokugula	Inani labasebenzi abasebenzisa ikhefu lokugula	Inani eliphelele yo labasebenzi	nani labasebenzi abasebenzisa ikhefu lokugula ngokwe-%	Inani elithelekel elwayo ngokomsebenzi ngamnye	Isixa semali (R'000)
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	161	81.4	19	21	90.5	8	49
Abanezakhono (Amanqanaba 3-5)	5448	79.4	603	716	84.2	9	2493
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	8439	78.6	926	1067	86.8	9	6276
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	2678	76.2	309	368	84.0	9	3491
Abalawuli abaphezulu (Amanqanaba 13-16)	168	79.8	17	23	73.9	10	391
Itotali	16894	78.5	1874	2195	85.4	9	12 700

Qwakasela: isikhokelo sekhefu lokugula esithabatha iminyaka emihlanu siqale ngenyanga yoMqungu ka-2013. Iinkcukacha ezikwimeko nganye zibonakalisa iintsuku ezipheleleyo ngaphandle kwekhefu lokungabikho mandleni okusebenza elithatyathwe ngabasebenzi. Ukuze udumane isikhokelo ngokusetyenziswa kwekhefu lokungabikho mandleni okusebenza elithe lasetyenziswa, nceda ujonge kwiTheybhile 3.10.2.

Ittheybhile 3.10.2: Ikhefu Lokungabikho Mandleni Okusebenza, ukususela ngomhla wokuqala kwinyanga yoMqungu ukuya kuma ngowama-31 kweyoMnga ka-2014

Ibakala Lomvuzo	Iintsuku zizonke	i-% yeentsuku ebezikhats hwa ziziqinisekiso ezibubung qina bokugula	Inani labasebenzi abasebenzisa ikhefu lokugula	Inani eliphelele yo labasebenzi	nani labasebenzi abasebenzisa ikhefu lokugula ngokwe-%	Inani elithelekel elwayo ngokomsebenzi ngamnye	Isixa semali (R'000)
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	29	100.0	1	21	4.8	29	9
Abanezakhono (Amanqanaba 3-5)	1237	100.0	23	716	3.2	54	602
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	811	100.0	37	1067	3.5	22	609

Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	348	100.0	13	368	3.5	27	443
Abalawuli abaphezulu (Amanqanaba 13-16)	0	0.0	0	23	0.0	0	0
Itotali	2425	100.0	74	2195	3.4	33	1 663

Qwalasela: ukunikezelwa kwekhefu njengoko kuthiwe thaca "Kwisikhokelo Sekhefu", xa sifundwa ke nezinye izivumelwano ezincinci ezihamba naso, sinikezela ikhefu eliqhelekileyo lokugula eliziintsuku ezingama-36 zokusebenza kwisikhokelo sekhefu lokugula esiyiminyaka emithathu. Ukuba umsebenzi uthi azigqibe iintsuku zakhe zokugula, kufuneka umqeshi enze uphando ngesimo kunye nobuzaza bokungabikho mandleni okusebenza kwaloo msebenzi. Ezo ntshukumo zophando ke kufuneka zenziwe ngokwemigaqo yeceba 10(1) likaShedyuli 8 loMthetho iLabour Relations Act.

Ikhefu lokungabikho mandleni alizantsuku zongezelelweyo zingenasiphelo zokugula komsebenzi yaye ke azinakusuka zisetyenziswe njee. Ikhefu lokungabikho mandleni okugula ziintsuku ezongezelelweyo zokugula komsebenzi ezinikwa umsebenzi ngumqeshi, njengoko kuthiwe thaca kwiSikhokelo kunye Nomgaqo-nkqubo Wekhefu Lokungabikho Mandleni Okusebenza kunye Nokuthabatha Umhlala-hantsi ngenxa Yokungabi Nampilo (iPILIR).

Ittheybhile 3.10.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo esenziwe neemanyano zabasebenzi kwiPublic Service Commission Bargaining Chamber (iPSCBC) ngo-2000 sithi malilawulwe ngendlela ikhefu lonyaka ngenjongo yokuthintela ukuqokelelana kweentsuku ezininzi zekhefu lonyaka ekuzakufuneka ihlawulelwe kwimeko yokupheliswa kwesibhambathiso sengqesho.

Ittheybhile 3.10.3: Ikhefu Lonyaka, ukususela ngomhla wokuqala kwinyanga yoMqungu ukuya kuma ngowama-31 kweyoMnga ka-2014

Ibakala Lomvuzo	Iintsuku ezithatyathiweyo zizonke	Inani elipheleleyo labasebenzi abasebenzisa ikhefu lonyaka	Iintsuku zekhefu lonyaka kumsebenzi ngamnye
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	485	20	24
Abanezakhono (Amanqanaba 3-5)	14072	689	20
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	23158	1044	22
Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	9283	359	26
Abalawuli abaphezulu (Amanqanaba 13-16)	576	24	24
Itotali	47574	2136	22

Ittheybhile 3.10.4: Ikhefu eliqokeleleneyo, Iintsuku zekhefu lonyaka kumsebenzi ngamnye

Ibakala Lomvuzo	Inani elipheleleyo leentsuku zekhefu eliqokeleleneyo elisekhoyo ukuya kuthi ga ngomhla wama-31 kweyoMnga ka-2013	Inani elipheleleyo leentsuku zekhefu eliqokeleleneyo ezithezathatyathwa	Inani labasebenzi abasebenzisa ikhefu eliqokeleleneyo	Inani elithelekel elwayo leentsuku ezithatyathwe ngumsebenzi ngamnye	Inani labasebenzi abanekhefu eliqokeleleneyo ukuya kuthi ga ngomhla wama-31 kweyoMnga ka-2014	Inani leentsuku zekhefu eliqokeleleneyo ezisekhoyo ukuya kuthi ga ngomhla wama-31 kweyoMnga ka-2014
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	215	14	2	7	5	142.25

Abanezakhono (Amanqanaba 3-5)	2 776	21	8	3	97	2529.76
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	8 260	118	17	7	241	7601.4
Abanenqaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	6 996	83	11	8	184	6842.63
Abalawuli abaphezulu (Amanqanaba 13-16)	261	0	0	0	12	350.39
Itotali	18 508	236	38	6	539	17 466

Qwalasela: Ikho neyokuba lande inani leentsuku zekhefu ezingathatyathwanga ngenxa yokuba abasebenzi abathi bonyuselwa okanye badluliselwa kweli Sebe bezigcina iintsuku zabo zekhefu elingathatyathwanga, eziyingxenywe yelo bakala lomvuzo ze zikhokelele kwini elipheleleyo kwisebe..

Itheybhile 3.10.5 ishwankathela iintlawulo ezathi zenziwa kubasebenzi ngenxa yokuba bengazange bathabathe khefu.

Itheybhile 3.10.5: Intlawulo yemali yekhefu, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindka ka-2015

Isizathu	Isixa Esipheleleyo (R'000)	Inani Labasebenzi	Intlawulo ethelekelelwayo kumsebenzi ngamnye
Iintlawulo zemali yekhefu ku-2014/15 ngenxa yokungasetyenziswa khekhefu lonyaka ongaphambili	117	4	29 161
Iintlawulo zekhefu elingathatyathwanga ekupheleni kwizibhambathiso zengqesho ku-2014/15	0	0	0.00
Iintlawulo zangoku nje ekupheleni kwezibhambathiso zengqesho ku-2014/15	0	0	0.00
Itotali	117	4	29 161

3.11. INTSHOLONGWANE KAGAWULAYO NOGAWULAYO KUNYE KWANEENKQUBO ZOKUPHAKANYISWA KWEMPILO

Itheybhile 3.11.1: Amanyathelo athe athatyathwa ukunciphisa ukubeka abasebenzi kumngcipheko wokwenzakala emsebenzini, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Amacandelo/amabakala abasebenzi ekufumaniseka ukuba basemngciphekweni omkhulu wokwesuleleka yintsholongwane kaGawulayo kunye nezinye izifo ezisondeleleneyo nayo (ukuba zikho)	Amanyathelo aphambili athe athatyathelwa ukunciphisa lo mngcipheko
Uhlobo lomsebenzi weli sebe alubabeki abasebenzi emngciphekweni wokwesuleleka yintsholongwae kaGawulayo/nguGawulayo. Noxa kungekho mngcipheko ungako, kuthe kwajoliswa kubo bonke abasebenzi kuwo onke amanqanaba eli Sebe.	<p>Kwathi kwanikezelwa ligcebiso ze kwenziwa neeMvavanyo zentsholongwane nkaGawulayo/noGawulayo ze Kwahlolwa Nempilo yabantu ngokubanzi. Isibhambathiso senkonzo Yempilo Nentlalo-ntle (seNkqubo Yempilo Nentlalo-ntle Yabasebenzi) sinika abasebenzi kunye namalungu eentsapho zabo [oku ke kubhekisa kwiqabane okanye umlingani womsebenzi okanye abantwana abahlalala nalo Msebenzi] banikwa uthotho lweenkonzo. Ezi nkonzo ke ziquka oku kulandelayo:</p> <ul style="list-style-type: none"> ● Iintuthuzelo neengcebiso ngomnxeba - 24/7/365; ● Iintuthuzelo neengcebiso ngokobuso ngobuso (uhlobo lwamathuba ama-6 + 2); ● Iintuthuzelo neengcebiso ngeentsizi neentlekele ezimbi; ● Iingcebiso nokuophakanyiswa kolwazi ngamalungelo ngentsholongwane

	<p>kaGawulayo/ngoGawulayo, kuquka neenkonzononophelo ezifumaneka online kunye</p> <ul style="list-style-type: none"> Noqeqesho, ukubunjwa kunye nezinye iindlela zokuncedidwa kwiimeko apho bezidingeka khona.
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Ithebhile 3.11.2: linkcukacha Zokuphakanyiswa Kwempilo kwakunye Neenkqubo Zentsholongwane kaGawulayo kwaNogawulayo buqu, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Umbuzo	Ewe	Hayi	linkcukacha, ukuba zikho
1. Ingaba likho ilungu leSMS elibekwe liSebe ukuze liphumeze izibonelelo eziqulethwe kwiSigaba VI E seSahluko 1 Semimiselo Yecandelo Lezaseburhulumenteni, ka-2001. Ukuba kunjalo, nikezela ngegama nesikhundla sakhe.	✓		nguNkszn Reygana Shade , onguMlawuli: Kwindlela Yokuziphatha Engqeshweni (kwiSebe leNkkulumbuso).
2. Ingaba isebe linalo icandelo okanye likho igosa elilibekele bucala lalinika uxanduva lokuphakamisa impilo nentlalo-ntle yabasevebzu? Ukuba kunjalo, sicela nichaze inani labasebenzi abanoxanduva lwalo Msebenzi kunye nesabelo-mali esibekelwe le njongo.	✓		iZiko Lemicimbi Yezolawulo elikwiSebe leNkulumbuso linikezela ngenkonzo exananazileyo kumasebe alishumi elinanye athabatha inxaxheba. Kukho iCandelo elijongene Nempilo Nentlalo-ntle Yabasebenzi ze iCandelo Lolawulo Lwendlela Yokuziphatha lona libe noxanduva olukukuphakamisa impilo nentlalo-ntle ayabasebenzi kula masebenzi alishumi elinanye. Eli candelo ke liqulethe iSekela-Mlawuli, Abancedisi Bomlawuli, kunye namalungu amane eli qela. Isabelo: Sisigidi seerandi
3. Ingaba iSebe likhe layiveza okanye layiseka iNkqubo Yokuphakanyiswa Kwempilo kubasebenzi balo? Ukuba kunjalo, sicela inkcazelo yezona nkalo/nkonzo ziphambilizale nkqubo.	✓		ISebe lithe lenza amanyathelo okungenelela angala: Uxinzelelo & Nokomelela, Ukulingana Kwempilo Nomsebenzi, Ukuxhotyiswa Kobudlelwane, Ukudlulisela Komphathi, Intlalo-ntle Ngokwezimali, Ulwazi Ngemicimbi Yempilo Yengqondo, Indlela Yokuziphatha Elolayo, Ndibonise Imali. La malinge okungenelela ke athi acetywa ngokusekelwa kwiinguqu ezithe zaman ukudluliselwa kuyo rhoqo ngekota ngokweengxelo zeNkqubo Yempilo Nentlalo-ntle Yabasebenzi ezathi zanikezelwa yinkampani eqhuba le nkqubo, i-ICAS, kwisithuba sonyaka-mali u-2013/14. Ezi ngxelo ke zazisekelwe ekusetyenzisweni kweenkonzo zale nkqubo kunye neenkukacha ezisuka kubalawuli ngenjongo yokunikezela iinkonzo ezizizo ukuze kusonjululwe ezi nguqu neentshukumo. La malinge ke ayejolise ekuphuculeni indlela abasebenza ngayo abasebenzi ngokuthi banikwe ulwazi kunye nemfundo ephakamisa iindlela eziphilileyo zokuphila ubomi kwakunye nokumelana nemingeni yobomi. Oku ke kuquka iintetho ezizakwazisa abasebenzi nezizakubakhuthaza ukuba baphile ngendlela eyiyo nezakwenza banciphise ifuthe lale mingeni kwiindawo zokusebenzela. La malinge akhanyanywe ngentla apha ke enziwa kumasebe athi achongelwa zona, abalawuli nabaphathi ndawonye nokubunjwa kwinqanaba eliphezulu kumalungu eSMS. iSebe likwanikezele nangemihlangano yokunikezelwa kweenkcukacha njengoko ecelile amasebe ohlukeneyo akuRhulumente weNtshingona Koloni ukuze kwaziswe abasebenzi ngenkqubo Yokuphakanyiswa Kwempilo Nentlalo-ntle Yabasebenzi. Amaxwebhu okuphakamisa le ngcamango afana namaphethana, iiposta kunye neebrotsha zathi zanikezelwa ze zamasazwa.

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba zikho
<p>4. Ingaba isebe sele liyisekile iKomiti okanye iikomiti njengoko kuthiwe thaca kwiSigaba Part VI E.5 (e) seSahluko 1 Semimiselo Yeenkonzo Zaseburhulumenteni, ka-2001? Ukuba kunjalo? Sicela ninikezele amagama amalungu ale komiti kunye namahlakani esebe abawameleyo.</p>	√		<p>Kuthe kwasekwa iKomiti entsha Yokuqhuba Imicimbi Yempilo Nentlalo-ntle Yabasebenzi apho amalungu achingwe lisebe ngalinye. iSebe Lophuhliso Loluntu limelwe ngala malungu ekomiti alandelayo:</p> <p>uT Mtheke; noM Robinson</p>
<p>5. Ingaba isebe sele liyihlalutyile na imigaqo-nkqubo neenkqubo zalo yengqesho na ngenjongo yokuqinisekisa ukuba ezi azibangcikivi abasebenzi ngenxa yesimo sabo ngokwentsholongwane kaGawulayo? Ukuba kunjalo, sicela nidwelise imigaqo-nkqubo neenkqubo zenu zengqesho ezithe zahlalutywa ke.</p>	√		<p>Isikhokelo Solawulo Esixananazileyo kweMpilo Nentlalo-ntle Yabasebenzi kuRhulumente weNtshona Koloni siyasebenza futhi ke samkelwa ze saphunyezwa liQoqo Eliququzeleleayo kwiPSCBC kusenzelwa iPhondo leNtshona Koloni ngomhla weshumi kwinyanga yeThupha ka-2005.</p> <p>iDPSA iqulunqe uthotho lwamaxwebhu ayimigaqo-nkqubo ngo-2007/8, maxwebhu lawo alawula Impilo Nentlalo-ntle Yabasebenzi Eburhulumenteni naqoqosha ezi nkqubo neenkqubo ukuze zibe ngendlela efanayo.</p> <p>Kule nkalo ke, yonke imigaqo-nkqubo yengqesho inika isibonelelo sokuphathwa ngendlela efanayo kwabasebenzi kwanabo bafaka izingcingane, nokuba sithini na isimo sabo ngokwentsholongwane kaGawulayo/ngokukaGawulayo.</p> <p>Kwithuba salo nyaka mali, iSebe leNkulumbuso lithe laqulunqa umgaqo-nkqubo Oxananazileyo Wempilo Nentlalo-ntle Yabasebenzi. Olu xwebhu lusayilwa kusaboniswa ngalo ngenjongo yokulungisa konke.</p> <p>Ngapha koku, iSebe Lempilo sele liwuphumezile lo Mgaqo-nkqubo Nenkqubo Exananazileyo yeNtsholongwane kaGawulayo noGawulayo/Izigulo Ezingumvuka Wokwabelana Ngesondo Ngaphandle Kokhuseleko ezakusebenza kuwo onke amasebe kaRhulumente weNtshona Koloni. Olu xwebhu luthungelana neentsika ezine Zesikhokelo Sempilo Nentlalo-ntle Yabasebenzi sika-2008.</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba zikho
<p>6. Ingaba isebe liwaqulunqile amanyathelo okukhusela abasebenzi abaphila nentsholongwane kaGawulayo okanye abo kurhaneleleka okanye kukhokelelekaukuba baphila nentsholongwane kaGawulayo ekubhukulweni? Ukuba kunjalo, dwelisani ezona nkalo ziphambili zala manyathelo</p>	√		<p>ISebe lithe laphumeza iSicwangciso-ahinga Sokujongana nentsholongwane kaGawulayo/noGawulayo Izigulo Ezimgumvuka Wokwabelana Ngesondo Ngaphandle Kokhuseleko kunye Nesifo Sephepha kunye nemiba yaso enento yokwenza nesini kunye namalungelo kwezona zinkalo ziphanmbili ukuze kuncitshiswe ukuxhatshazwa okunento yokwenza nentsholongwane kaGawulayo. Eyona njongo yesi Sicwangciso-ahinga Sephondo kukukhusela abasebenzi abaphila nentsholongwane kaGawulayo ngokuthi kukhuthazwe ukuphunyezwa kweThree Zeros ngokuhambelana neNkqubo Yezizwe Ezimanyeneyo kwiNtsholongwane kaGawulayo/kuGawulayo (i-UNAIDS). Ezi ke ziinkqubo ezifundisayo ezathi zaqulunqela ukuphelisa oku kuxhatshazwa kokubhukulwa kwabantu abaphila nale ntsholongwane kwanokuphakamisa ulwazi ngayo ngokuthi:</p> <ul style="list-style-type: none"> ● Kungaphindi kubekho ukwesuleleka yintsholongwane kaGawulayo, izifo ezingumvuka wokwabelana ngesondo ngaphandle kokhuseleko kunye nesifo sephepha ● Kungaphindi kuswelekwe ngenxa yezigulo ezinento yokwenza nentsholongwane kaGawulayo kunye nesifo sephepha ● Kungabikho kubhukulwa <p>Ngapha koko, iSebe lenza le nkqubo yokuvavanywa kwempilo kunye nokuqwalasela kwentlalo-ntle ngenjongo yokuqinisekisa ukuba wonke umsebenzi kweli sebe uthe wayivavanyelwa intsholongwane kaGawulayo ze wajongwa isifo sephepha, mokuba kukanye ke ngonyaka.</p> <p>Injongo:</p> <ul style="list-style-type: none"> ● Ibikunciphisa ukuxhatshazwa kwabantu abaphila nentsholongwane kaGawulayo nesifo sephepha emsebenzini. Oku ke kuquka amaphulo okuphelisa nokugxeka ukubhukulwa kwanokuphakanyiswa kokuxhotyiswa kwabasebenzi. ● Ukuncitshiswa kokubhukulwa kwamaxhoba entsholongwane kaGawulayo nesifo sephepha apho amele ukufikelela khona kwiinkonzo. Oku ke kuye kwaqulatha ukuqinisekisa ukuba iCandelo Lemicimbi Yabasebenzi liqwalasela izikhalazo okanye ukungaxoli ze linikezele noqeqesho kubasebenzi. <p>Ezi iinkalo namalinge athe aqwalasela umba ukubhukulwa nokuxhatshazwa kwabasebenzi ngenxa yesimo sabo sentsholongwane kaGawulayo ibe ngala: kuthe kwabanjwa imihlangano Yokuvavanyelwa Impilo-ntle kunye Nokuhlololwa Isifo Sephepha apho kufumaneka izicelo ezisuka kumasebe ze kwakhutshwa kwasasazwa amaphetshana, kwenziwa iintutuzelo kwanikezelwa neengcebiso ekuphileni nentsholongwane kaGawulayo/noGawulayo, kwahlololwa intsholongwane kaGawulayo, iinkqubo zeekhondom kunye neentetho ezivelle ngokukhawuleza, eziquka iinkqubo zokuncokola phandle ngentsholongwane kaGawulayo/ngoGawulayo ezathi zenziwa nazo.</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba zikho
<p>7. Ingaba isebe liyabakhuthaza abasebenzi balo ukuba baye kuzifumanela lingcebiso Novavanyo? Ukuba kunjalo, dwelisani iziphumo esele ziphumile.</p>	√		<p>IMIHLANGANO YEHCT: Kwathi kwenziwa le mihlangano yokuhlola ilandelayo: Uxinzelelo lwegazi, iswekile, icholesterol, isifo sephepha, iBMI kunye neengcoko nje.</p> <p>ISebe Lophuhliso Loluntu lithabatha inxaxheba kwiindibano ezili-12 Zokuvavanyelwa Impilo Nentlalo-ntle Yabasebenzi.</p> <p>Kwathi kwavavanywa abasebenzi abangama-377 ze banikwa neengcebiso nentuthuzelo kwintsholongwane kaGawulayo. Isifo Sephepha kunye Nezifo Ezingumvuka Wokwabelana Ngesondo Ngaphandle Kokhuseleko.</p> <p>Akuzange kudluliselwe mntu kwiikliniki kumba wesifo sephepha, kwintsholongwane kaGawulayo okanye nasiphi na isifo esingumvuka wokwabelana ngesondo ngaphandle kokhuseleko ze kwadluliselwa omnye kuphela ngenxa yoxinzelelo lwegazi.</p>
<p>8. Ingaba isebe sele liqulunqe amalinge/izalathisi zokuhlola nokuvavanya ifuthe leenkqubo zalo zokuphakanyiswa kwempilo? Ukuba kunjalo, dwelisani ezi la malinge/ezi zalathisi.</p>	√		<p>Ifuthe leenkqubo zokuphakanyiswa kwempilo lvezwa ngokweenkukacha ezithe zanikezelwa kwiSibhambathiso Sempilo Nentlalo-ntle Yabasebenzi (esinikezelwa yinkampani yangaphandle).</p> <p>Inkqubo Yokuphakanyiswa Kwempilo Nentlalo-ntle Yabasebenzi ihlolwa ngokweengxelo zekota nezonyaka. Ezi ngxelo ke zinikezela yile nkampani yangaphandle inikezela ezi nkonzo. Olona hlolo nohlalutyo lwempilo lonyaka obelusanda kwenziwa lube kwisithuba esiqale ngomhla wokuqala kwinyanga kaTshazimpuzi ukuya ku-2015.</p> <p>Uhlalutyo lwekota nolonyaka lunikezela ngeenkukacha Zezibonelelo Zoluntu ze-EHWP, oko ke kukuthi, ubudala, isini, ixesha besebenza kweli sebe, ukusetyenziswa kwale nkqubo ngumntu okanye umntwana oxhomekeke kuye, ulwimi olusetyenziswayo, ukusetyenziswa kwale nkqubo ngabasebenzi xa ithelekiswa nokusetyenziswa kwayo ngabaphathi, inani leemeko zokusetyenziswa kwayo.</p> <p>Olu hlalutyo lukwanikezela, phakathi kwezinye, ukusetyenziswa kwezi nkonzo, uhlobo lweengxaki nokwanda kwazo okanye iinguqu kuzo, uvavanyo lomngcipheko wabasebenzi kunye nolwesebe kwanefuthe lalo mngcipheko kumntu osebenza kuloo ndawo ithile.</p>

3.12. IMIBA YEZABASEBENZI

Ezi zivumelwano zamaqela zilandelayo kwathi kwavunyelwana ngazo neemanyano zabasebenzi ezisebenza kweli Sebe.

Itheybhile 3.12.1: Izivumelwano zamaqela, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Izivumelwano zamaqela zizonke	Ayikho
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Itheybhile 3.12.2 ishwankathela iziphumo zamatyala athe achotshelwa kweli Sebe kwisithuba sokunikezelwa kwale ngxelo.

Itheybhile 3.12.2: Ukungaziphathi ngendlela kwanokuqosheliswa kokuchotshelwa kwamatyala, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Iziphumo zokuchotshelwa kwamatyala	Inani	i-% yetotali
Abagxothiweyo/Abashiyileyo	6	46.2
Abanqunyanyiswe ngaphandle kwentlawulo ze bafumana nesilumkiso sokugqibela esibhaliweyo	4	30.8
Abangenatyala	2	15.4
Abanesilumkiso sokugqibela esibhaliweyo	1	7.7
Itotali	13	100
Inani labaqeshwa bebonke ngokwepesenti		0.5

Qwalasela: iziphumo zokuchotshelwa kwamatyala zibhekisa kumatyala asesikweni kuphela.

Itheybhile 3.12.3: Iindlela zokungaziphathi ngendlela ezikhe zachotshelwa, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindka ka-2015

Iindlela zokungaziphathi ngendlela	Inani	i-% yetotali
Ukungaphangeli	2	15.4
Ukungomba	3	23.1
Ubuqhophololo okanye Ukuphekwa kweSiqinisekiso seMatriki	1	7.7
Ukuphosisa ngomntu	1	7.7
Ukusetyenziswa Gwenxa Kwemali	1	7.7
Ukungasetynziswa ngendlela kwezithuthi zeGG	2	15.4
Izinga eliphezulu lokudelelwa kwabaphathi	1	7.7
Ukunganyaniseki	2	15.4
Itotali	13	100

Itheybhile 3.12.4: Izikhalazo ezingenisiweyo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindka ka-2015

Izikhalazo ezithe zangeniswa	Inani	i-% yetotali
Inani lezikhalazo ezithe zasonjululwa	6	3.6
Inani lezikhalazo ezithe azasonjululwa	161	96.4
Inani elipheleleyo lamatyala athe afakwa	167	100.0

Qwalasela: izikhalazo ezithe zafakwa zibhekisa kumatyala athi aqosheliswa kwisithuba sokunikezelwa kwale ngxelo. Izikhalazo ezingasonjululwanga zibhekisa kumatyala aqoshelisiweyo, kodwa apho isiphumo okanye isigwebo singazange sivumelane nalowo wafaka isikhalazo ze isikhalazo eso safunyaniswa singenasihlahlad.

Itheybhile 3.12.5: Iimpixano ezisiwe kuMabhunga, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Iimpixano ezisiwe kuMabhunga	Inani	i-% yetotali
Inani leempixano eziphumelelekileyo	2	25.0
Inani leempixano ezilahlwe lityala	6	75.0
Inani lezikhalazo ezifakiweyo	8	100.0

Qwalasela: Amabhunga ke abhekisa kwiPublic Service Coordinating Bargaining Council (iPSCBC) kunye neGeneral Public Service Sector Bargaining Council (iGPSSBC).

Itheybhile 3.12.6: Iintshukumo zoqhankqalazo , ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindka ka-2015

Iintshukumo zogwayimbo	Inani
Inani elipheleleyo leentsuku zempqangelo ekuphulukwne nazo	0
Isixa esipheleleyo (ngokweR'000) leentsuku zempqangelo ekuphulukwene nazo	0
Isixa (ngokweR'000) esibuyiswe ngenxa yabantu yokuba ithathwe kwabo bangaphangeliyo	0

Itheybhile 3.12.7: Ukunqumamisela ukunqanda okungekenzeki, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Ukunqumamisela ukunqanda okungekenzeki	Inani
Inani labo banqunyanyisiweyo	1
Inani labantu abanqunyanyiswe isithuba esingaphaya kwama-30 eentsuku	1
Inani labo bathe banqunyanyiswa lilonke	72
Iindleko (R'000) zokunqumamisa	R140 176

Qwalasela: Ukuqumamisela ukuthintela umngcipheko kubhekisa ekunqunyanyisweni kwabasebenzi ngelixa besarholayo ngeli xesha kusaphandwa ityala.

3.13. UPHUHLISO LWEZAKHONO

Esi sahluko siphakamisa amalinge eli Sebe kumba wokuxhobisa ngezakhono. Itheybhile 3.13.1 ibonisa izidingo zoqeqesho ekuqaleni kwalo nyaka-mali, ze uTheybhile 3.13.2 abonise olona qeqesho luthe lwanikezelwa.

Itheybhile 3.13.1: Izidingo zoqeqesho njengoko zichongiwe, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Amabakala Amakhono	Isini	Inani labasebenzi ngomhla wokuqala kwekaTshazi mpuzi ka-2014	Uqeqesho olunikezelweyo kwisithuba sokunikezelwa kwale ngxelo			
			Izifundo zomsebenzi	Iinkqubo Zezakhono & nezinye izifundo ezifutsha	Ezinye iintlobo zoqeqesho	Itotali
Abawisi-mthetho, amagosa aphezulu kunye nabaphathi	Amanina	13	0	0	0	0
	Amadoda	9	0	0	0	0
Iingcali	Amanina	641	0	250	0	250
	Amadoda	239	0	50	0	50
Abezobugcisa kunye neengcali ezkwizingaelisezantsana	Amanina	306	0	1188	0	1188
	Amadoda	344	0	336	0	336
Iikleki	Amanina	368	0	465	0	465
	Amadoda	104	0	279	0	279
Abasebenzi kwezenkonzo neentengo	Amanina	7	0	0	0	0
	Amadoda	5	0	0	0	0
Abasebenzi abanezakhono kwezolimo nezokuloba	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi kumakhono okubumba namanye asondeleyo	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzisi nabahlanganisi koomatshini bokuvelisa	Amanina	2	0	0	0	0
	Amadoda	20	0	0	0	0
Amakhono akwinqanaba elisisseko	Amanina	29	0	0	0	0
	Amadoda	17	0	0	0	0
Enye itotali	Amanina	1377	0	1903	0	1903
	Amadoda	751	0	665	0	665
Itotali		2128	0	2568	0	2568
Abasebenzi abakhubazekileyo	Amanina	11	0	0	0	0
	Amadoda	13	0	0	0	0

Qwalasela: Le theybhile ingentla apha ichonga izidingo zoqeqesho kwisithuba sokuqala kwalo nyaka MalungokweSicwangciso seli Sebe Sezakhono Zendawo Yokusebenza.

Ittheybhile 3.13.2: Uqeqesho olunikezelweyo, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015

Amabakala Amakhono	Isini	Inani labasebenzi ngomhla wama-31 kweyoKwindla ka-2015	Uqeqesho olunikezelweyo kwisithuba sokunikezelwa kwale ngxelo			Itotali
			linkqubo zokufundiswa umsebenzi	linkqubo Zokuxhotyiswa Nfgezakhono & kunye nezinye izifundwana ezifutshane	Ezinye iintlobo zoqeqesho	
Abawisi-mthetho, amagosa aphezulu kunye nabaphathi	Amanina	13	0	4	0	4
	Amadoda	10	0	0	0	0
lingcali	Amanina	694	0	283	0	283
	Amadoda	260	0	73	0	73
Abezobugcisa kunye neengcali ezkwizingaelisezantsana	Amanina	284	0	968	0	968
	Amadoda	321	0	235	0	235
likleki	Amanina	313	26	260	0	286
	Amadoda	104	54	183	0	237
Abasebenzi kwezenkonzo neentengo	Amanina	7	0	0	0	0
	Amadoda	4	0	0	0	0
Abasebenzi abanezakhono kwezolimo nezokuloba	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi kumakhono okubumba namanye asondeleyo	Amanina	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzisi nabahlanganisi koomatshini bokuvelisa	Amanina	1	0	0	0	0
	Amadoda	22	0	0	0	0
Amakhono akwinqanaba elisisseko	Amanina	111	0	200	0	0
	Amadoda	48	0	75	0	0
Enye itotali	Amanina	1423	26	1711	0	1741
	Amadoda	769	54	566	0	620
Itotali		2097	80	1964	0	2361
Abasebenzi abakhubazekileyo	Amanina	12	0	1	0	1
	Amadoda	17	0	0	0	0

Qwalasela: Le theybhile ingentla apha ichonga inani lezifundo zoqeqesho (kuquka onke amabakala olutsha olufundiswa umsebenzi) kwisithuba sokunikezelwa kwale ngxelo.

3.14. UKWENZAKALA EMSEBENZINI

Ithebhile 3.14.1 inikezela ngeenkukacha ezisisiseko ngokwenzakala emsebenzini.

Ithebhile 3.14.1: Ukwenzakala emsebenzini, ukuya kuthi ga ngomhla wama-31 kweyoKwindla ka-2015

Ubuzaza bokwenzakala emsebenzini	Inani	i-% yetotali
Ibidinga unonophelo lwezonyango olusisiseko	24	48
Ukukhubazeka okwexeshana	26	52
Ukukhubazeka isigxina	0	0
Inobungozi	0	0
Itotali	50	100
Inggqesho iyonke ngokwepesenti		2.1

3.15. UKUSETYENZISWA KWEENGICALI ZANGAPHANDLE

Ithebhile 3.15.1: Inxelo ngokuqeshwa kweengcali zangaphandle kusetyenziswa iimali ezilungiselelwe oko, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Isihloko Sephulo	Inani elipheleleyo leengcali zangaphandle ezithe zasebenza kweli phulo	Ixesha: Iintsuku Zokusebenza	Ixabiso Lesibhambathiso ngokweRandi
Ukuqeshwa kwenkampani ezakufakela, iphumeze ze ikhuphe uLivelink kweli Sebe (kuNdlunkulu nakwiNgingqi Zokunikezelwa Kweenkonzo ezingama-45)	6	Ngomhla wokuqala kweyeDwarha ukuya kowama-30 kwinyanga yoMsintsi	R9 350 910
Ukuqeshwa kweengcali zangaphandle ekuvavanyweni kweesheltha zamaXhoba Obundlobongela kwiNtshona Koloni liSebe Lophuhliso Loluntu	4	ngomhla wama-24 kweyeNkanga ka-2014 ukuya kweyama-31 kwekaCanzibe ka-2015	R380 013.30
Ukuqeshwa kweengcali zangaphandle ukuze zenze iimvavanyo zenkqubo nezentsebenzo yeenkonzo ezinikwa linkonde Neenkondekazi kwiNtshona Koloni liSebe Lophuhliso Loluntu	5	ngomhla we-19 kweyoKwindla ka-2015 ukuya kweyama-31 kweyeThupha ka-2015	R388 067.40
Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali zangaphandle	Inani elipheleleyo: Leentsuku zokusebenza	Ixabiso elipheleleyo lesibhambathiso ngokweRandi
3	15	ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindka ka-2015	R10 118 990.70

Ittheybhile 3.15.2: Ukuhlalutywa kweengxeqsho zeengcali zangaphandle kusetyenziswa iimali ezilungiselelwe oko, ngokwabantu Ababesakuhleleka Ngaphambili, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Isihloko Sephulo	Inani elipheleleyo labanini abasuka kwiqela lababesakuhleleka ngaphambili ngokwepesenti Abanenqanaba Lokufaka Igalaba (AbeNkqubo Exananazileyo Yokuxhotyiswa Kwabamnyama Ngokoqoqosho (iB-BBEE)	Inani labalawuli abasuka kumaqela abo babesakuhleleka ngaphambili ngokwepesenti	Inani leengcali zangaphandle ezisuka umaqela abantu ababesakuhleleka ngaphambili abasebenza kweli phulo
Ukuqeshwa kwenkampani ukuze ifakele, iphumeze ze isasaze uLivelink kweli Sebe (kuNdlunkulu, kwii-ofisi ezintandathu Zemimandla kunye Neengingqi ezingama-45 Ekunikezelwa kuzo linkonzo)	Isimo seB-BBEE Senqanaba 3 Lokufaka Igalalo	Abekho	nguNicky Anthony; u-Ashley Floris; uPaul Spagnetti; u-Andro Groenewald; u-Aaldert Oosthuizen; noKevin Peeper
Ukuqeshwa kwenkampani ezakuvavanya iinkonzo zeesheltha kubantu Abadala zeSebe Lophuhliso Loluntu leNtshona Koloni	Isimo seB-BBEE Senqanaba 2 Lokufaka Igalalo	Abekho	nguSusannah Clarke u-Elena Mancebo Masa uNicola Van De Merwe noMegan-Lee Meridith
Ukuqeshwa kwenkampani ukuze yenze uvavanyo lweenkqubo nolweendlela zokusebenza Zabantu Abadala kwiNtshona Koloni ezinikezelwa liSebe Lophuhliso Loluntu	Isimo seB-BBEE Senqanaba 2 Lokufaka Igalalo	Abekho	nguGqirha Sebastiana Kalula; uSusannah Clarke; u-Elena Mancebo; uLauren Baerecke; noNicola van der Merwe

Ittheybhile 3.15.3: Ingxelo ngokuqeshwa kweengcali zangaphandle kusetyenziswa iimali kumalizo, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Isihloko Sephulo	Inani elipheleleyo leengcali zangaphandle ezithe zasebenza kweli phulo	Inani: lintsuku zokusenza	Ixabiso leemali zamalizo nezezibhambathiso ngokweRandi
Asikho			Alikho
Inani elipheleleyo lamaphulo	Inani elipheleleyo lamagosa	Inani elipheleleyo leentsuku zokusebenza	Ixabiso elipheleleyo leemali zezibhambathiso ngokweRandi
Awekho			

Ittheybhile 3.15.4: Ukuhlalutywa kweengxeqsho zeengcali zangaphandle kusetyenziswa iimali ezisuka Kumalizo, ngokwabantu Ababesakuhleleka Ngaphambili, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Isihloko Sephulo	Inani elipheleleyo labanini abasuka kwiqela lababesakuhleleka ngaphambili ngokwepesenti	Inani labalawuli abasuka kumaqela abo babesakuhleleka ngaphambili ngokwepesenti	Inani leengcali zangaphandle ezisuka umaqela abantu ababesakuhleleka ngaphambili abasebenza kweli phulo
Asikho			

3.16 Imigodlo Enikwa Abasebenzi Bakubeka Phantsi

Itheybhile 3.16.1 Ukunikezelwa kwemigodlo ecelwe ngabasebenzi yokuyeka emsebenzini, ukususela ngomhla wokuqala kwekaTshazimpuzi ka-2014 ukuya kuma kowama-31 kweyoKwindla ka-2015

Amabakala emivuzo	Inani lezicelo ezifumanekileyo	Inani lezicelo ezidluliselwe kuMphathiswa: Wemicimbi Yezombuso Nezolawulo (MPSA)	Inani lezicelo ezifumene inkxaso kwiMPSA	Inani lezicelo ezifumene ukuphunyezwa liSebe
Abanenqanaba elingephi lezakhono (Amanqanaba 1-2)	Awekho	Awekho	Awekho	Awekho
Abanezakhono (Amanqanaba 3-5)	Awekho	Awekho	Awekho	Awekho
Abanenqanaba eliphezulu lezakhono kwezemveliso (Amanqanaba 6-8)	Awekho	Awekho	Awekho	Awekho
Abanenqanaba eliphezulu lezakhono njengabaphathi (Amanqanaba 9-12)	1	1	1	1
Abalawuli abaphezulu (Amanqanaba 13-16)	Awekho	Awekho	Awekho	Awekho
Itotali	1	1	1	1

ISIGABA E: IINKCUKACHA ZEMALI

Ukuze ufikelele kwiinkcukacha ngemicimbi yemali kunye neNgxelo Yomphicothi-zincwadi Oyintloko, nceda ufumane uxwebhu lwesiNgesi lwale ngxelo.

IZIHLOMELO

ISIHLOMELo A: lintlawulo ezinikwa yonke imibutho engengomaqumrhu oluntu

Nceda ujonge ikhasi le-Excel eliqhotyoshelwe apha

ISIHLOMELO B: linkcukacha Zoqhakamshelwano

ICandelo loMphathiswa Wophuhliso Loluntu			
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