



URhulumente  
weNtshona Koloni



Ingxelo Yonkaka  
ka 2022/23

ISebe loPhuhliso loLuntu



URhulumente  
weNtshona Koloni

UPhuhliso loLuntu

**NGOWAKHO**

# **ISebe loPhuhliso loLuntu IwePhondo leNtshona Koloni**

**IVoti 7  
INgxelo yoNyaka  
KuNyakaMali wama2022/2023**

## **Isibhengezo**

- Inguqulelo yesiNgesi yale Ngxelo yoNyaka ithathwa njengombhalo osemthethweni. Iinguqulelo zesiBhulu nesiXhosa zolu papasho ziyafumaneka xa ziceliwe.
- ISebe alinakubekwa butyala ngako nakuphi na ukutolikwa ngendlela engeyiyo okunokuthi kwenzeka ngexesha lenkqubo yoguqulelo.
- Ukuba kukho nakuphi na ukutolika ngendlela engeyiyo okunokuthi kwenzeka ngexesha lenguqulelo yolu xwebhu, inguqulelo yesiNgesi iyakuba yeyona isetyenziswa njengolwimi lwentsusa.
- Le Ngxelo yoNyaka yaqulunqwa liCandelo loMlawuli oyiNtloko weQhinga nesiCwangciso soShishino, kwiSebe loPhuhliso loLuntu lweNtshona Koloni.

## Okuqulathiweyo

<b>Icandelo A: liNkcukacha ngokuBanzi.....</b>	<b>5</b>
1. liNkcukacha zeSebe ngokuBanzi.....	5
2. IziFinyezo neziShunqulelo .....	6
3. Imbulambethe nguMphathiswa .....	8
4. INgxelo yeGosa eliPhendulayo.....	10
5. INgxelo yoXanduva noQinisekiso lokuChaneka kweNgxelo yoNyaka.....	22
6. IsiShwankathelo esiCwangcisiweyo .....	23
6.1. UMbono .....	23
6.2. UMnqophiso .....	23
6.3. liMpawu zeNtsulungeko .....	23
7. Umthetho neZinye izi Gunyaziso .....	24
8. UBume boMbutho .....	35
9. AmaQumrhu anika iNgxelo kuMphathiswa/MEC .....	35
<b>Icandelo B: liNkcukacha zokuSebenza .....</b>	<b>36</b>
1. INgxelo yoMphicothizincwadi Jikelele: liNjongo ezimiselwe kwangaPhambili.....	36
2. IsiShwankathelo sokuSebenza kweSebe .....	36
2.1 Imekobume yoHanjiso lweeNkonzo .....	36
2.2. IsiCwangciso soPhuculo loHanjiso lweeNkonzo.....	39
2.3. Imekobume yombutho .....	39
2.4. Uphuhliso lomgaqonkqubo ongundoqo notshintsho lwemithetho .....	42
3. Impumelelo yeeMpembelelo zeZiko neZiphumo .....	42
4. linkcukacha zokuSebenza kweNkqubo yeSebe .....	45
4.1 INkqubo yoku1: ULawulo .....	45
4.2 INkqubo yesi2: liNkonzo zeNtlalontle yoLuntu .....	49
4.3 INkqubo yesi3: Abantwana neeNtsapho .....	56
4.4 Inkqubo yesi4: liNkonzo zoBuyiselo .....	65
4.5 Inkqubo yesi5: uPhuhliso noPhando .....	76
5. Udluliselo lweeNtlawulo .....	85
5.1 Udluliselo lweentlawulo kumaqumrhu karhulumente .....	85
5.2 Udluliselo lweentlawulo kuyo yonke imibutho ngaphandle kwamaqumrhu karhulumente .....	85
6. Izibonelelo zoXhomekeko .....	85
6.1 Izibonelelo zoxhomekeko nenkxasomali ebekelwe bucala ehlawuliweyo .....	85
6.2 Izibonelelo zoxhomekeko nenkxasomali ebekelwe bucala efunyenweyo .....	85
7. liNngxowamali zaBanikeli.....	88
8. Utyalomali lweNkunzi.....	88
8.1 Utyalomali lwenkunzi, ukukhathalelwa nesicwangciso solawulo lweasethi .....	88
<b>Icandelo C: ULawulo .....</b>	<b>92</b>
<b>Icandelo D: ULawulo lwezaBasebenzi .....</b>	<b>109</b>
1. Intshayeleyo.....	109
2. Isimo soLawulo lwaBantu eSebeni.....	109
2.1 OkuPhambili kuCwangciso lwaBasebenzi beSebe .....	109
2.2 ULawulo lokuSebenza kwaBasebenzi .....	110
2.3 IMpilo yaBasebenzi .....	110

2.4	Ukubeka iLiso kuLawulo lwaBantu .....	110
3.	liNkcukachamanani zokoNgamela uLawulo lwaBantu .....	111
3.1	Inkcitho enxulumene nabasebenzi .....	111
3.2	INGqesho nezithuba zoMsebenzi .....	115
3.3	UVavanyo lweMisebenzi .....	116
3.4	UTshintsho kwezeNgqesho .....	119
3.5	ULingano kwezeNgqesho .....	126
3.6	Ukutyikitywa kwesiVumelwano sokuSebenza ngaMalungu eSMS .....	133
3.7	Ukuzaliswa kweziThuba zeSMS .....	134
3.8	Indlela yokuSebenza kwaBasebenzi .....	136
3.9	Abamanye aMazwe .....	138
3.10	Ukusetyenziswa kweKhefu ngeXesha Phakathi kowoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022 .....	139
3.11	liNkqubo zokuKhuthaza iMpilo, kuquka iHIV neAIDS .....	144
3.12	UBudlelwane baBasebenzi .....	147
3.13	UPhuhliso lweZakhono .....	150
3.14	Ukwenzakala eMsebenzini .....	152
3.15	Ukusetyenziswa kwabaCebisi .....	153
	<b>Icandelo E: INgxelo yokuThotyelwa kwePFMA .....</b>	<b>156</b>
1.	<b>INkcitho engafanelekanga, engenaNzuzo neyilahleko, engagunyaziswanga neLahleko yezinto eziPhathekayo .....</b>	<b>156</b>
1.1	Inkcitho engafanelekanga.....	156
1.2	Inkcitho engenanzuzo neyilahleko .....	159
1.3	Inkcitho engagunyaziswanga.....	160
1.4	Udizo olongezelelweyo olunxulumene nelahleko yezinto eziphathekayo ngokweCandelo 40(3)(b)(i) ne(iii) lePFMA .....	162
2.	<b>Emva kwexesha kunye/okanye ukungahlawulwa kwababoneleli zinkonzo .....</b>	<b>163</b>
3.	<b>ULawulo lweNtengo .....</b>	<b>164</b>
3.1	Intengo ngezinye iindlela.....	164
3.2	Unxaxho nezandiso zesivumelwano .....	167
	<b>ICandelo F: liNkcukacha zeMali .....</b>	<b>168</b>
1.	INgxelo yoMphicothizincwadi Jikelele .....	169
2.	liNgxelo zeMali zoNyaka .....	177
	IsiHlomelo A: Ukudluliselwa kweentlawulo kuyo yonke imibutho ngaphandle kwamaqumrhu karhulumente .....	245
	IsiHlomelo B: liNkcukacha zoQhagamshelwano .....	245

## **Icandelo A: IiNkcukacha ngokuBanzi**

### **1. IiNkcukacha zeSebe ngokuBanzi**

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**IsiHloko** INgxelo yoNyaka yeSebe loPhuhliso loLuntu eNtshona Koloni  
**soPapasho:** yama2022/2023

## 2. IziFinyezo neziShunqulelo

IsiFinyezo	Isandiso
AGSA	UMphicothizincwadi Jikelele waseMzantsi Afrika
AO	IGosa eliPhendlayo
AOS	INkqubo yamaGosa aPhedulayo
ASC	Ukhathalelo lwaseMva kokuPhuma kweSikolo
BAS	INkqubo yoCwangcisomali olusiSiseko
B-BBEE	UkuXhotyiswa okuBanzi kwabaNtsundu kwezoQoqosho
BCP	IsiCwangciso sokuQhubeka noShishino
BEE	UkuXhotyiswa kwabaNtsundu kwezoQoqosho
CBO	Imibutho esekelwe ekuhlaleni
CoE	Imbuyekezo yabasebenzi
CNDC	Iziko leSondlo noPhuhliso loLuntu
COIDA	UMthetho weMbuyekezo ngokwenzakala emsebenzini kunye nezifo
CSC	Iziko leeNkonzo eziManyanisiweyo
CYCC	Iziko loKhathalelo lwaBantwana noLutsha
CYCW	UMsebenzi oNonophela aBantwana noLutsha
DoH&W	ISebe lezeMpilo neMpilontle
DoI	ISebe leZiseko zoPhuhliso
DotP	ISebe leNkulumbuso
DPSA	ISebe leeNkonzo zoLuntu noLawulo
DSD	ISebe loPhuhliso loLuntu
ECD	UPhuhliso lwaBantwana abasaQalayo
EHW	Impilo neMpilontle yaBasebenzi
EPWP	INkqubo yeMisebenzi yoLuntu eyaNdisiweyo
ERM	ULawulo loMngcipheko weShishini
ERMCO	IKomiti yoLawulo loMngcipheko weShishini
GBV	Ubundlobongela obuSekelwe kwiSini
HCT	Ukucetyiswa nokuvavanyelwa iNtsholongwane kaGawulayo
ICB	Iziko loXhotyiso ngeZakhono
IT	EzobuChwepheshe
IYM	Ukubekwa esweni eNyakeni
LOGIS	INkqubo yeeNkcukacha zoLungiselelo
MEC	ILungu leBhunga lesiGqeba
MTEF	ISakhelo seNkcitho seSigaba esiPhakathi soNyaka
MTSF	ISakhelo sesiCwangciso seSigaba esiPhakathi soNyaka
NDSD	ISebe likaZwelonke loPhuhliso loLuntu

<b>IsiFinyezo</b>	<b>Isandiso</b>
NEET	Okungeko kwiNgqesho, iMfundo okanye uQeqesho
NGO	UMbutho oNgekho phantsi koRhulumente
NPA	IGunya loTshuthiso likaZwelonke
NPO	UMbutho oNgenzi Nzuzo
OHS	IMpilo noKhuseleko eMsebenzini
PAIA	UMthetho wokuKhuthazwa koFikelelo kwiiNkcukacha
POPIA	UMthetho wokuKhuselwa koLwazi loBuqu
PERSAL	INqubo yeMivuzo yaBasebenzi
PFS	IiNkonzo zoPhando zePhondo
PSP	IQhinga lesiCwangciso sePhondo
PFMA	UMthetho woLawulo lweMali yoLuntu
PT	UNondyebo wePhondo
RWOPS	Umsebenzi oVuzayo Ngaphandle kweNkonzo kaRhulumente
SAPS	INkonzo yamaPolisa yaseMzantsi Afrika
SASSA	IArhente yoKhuselo loLuntu lwaseMzantsi Afrika
SCM	ULawulo lweNtengo
SCOPA	IKomiti yoKhala ojongene neMali kaRhulumente
SDIP	IsiCwangciso soPhuculo loHanjiso lweeNkonzo
SMS	INkonzo yoLawulo oluPhezulu
SOP	INkqubo yokuSebenza eseMgangathweni
SUD	UkuSetyenziswa Gwenxa kweZiyobisi
TCC	Iziko loKhathalelo iThuthuzela
WCG	URhulumente waseNtshona Koloni
WCED	ISebe leMfundo laseNtshona Koloni



### 3. Imbulambethe nguMphathiswa

Nksz. S.G. Fernandez

UMphathiswa wePhondo: UPhuhliso loLuntu



UMzantsi Afrika, njengehlabathi liphela, xa uqala ukuba ukukhululeka kwawo emva kwesiphithiphithi seminyaka embalwa edlulileyo silawulwa ngubhubhane weKHOVIDI-19.

Nangona kubonakala ngathi eyona nto imbi kakhulu iphelile, iziphumo ezivakalayo kuwo onke amacandelo karhulumente nemibutho engekho phantsi kukarhulumente (NGO) kuya kuhlala kuphambili. Ukudodobala koqoqosho, okwenziwa mandundu ngenxa yefuthe lexesha elide lobhubhane, ucimicimi, nokungazinzi kwezimali kwihlabathi, kuya kuqhubeka ukuba nefuthe elibi kuwo onke amacandelo, kuquka neSebe loPhuhliso loLuntu leNtshona Koloni (DSD).

Uluntu kwiNtshona Koloni iphela luthwaxwe ngamandla lifuthe lexesha elide lobhubhane. Imingeni yezentlalo noqoqosho iye yanda apho kuye kwafuneka ukuba iSebe lisabele kuyo kwimeko yemali enyanzelwayo. Ngaphandle koku, ndiyazingca ukuthi abasebenzi beDSD bazibophelele ekuncedeni abona bahlali basesichengeni kweli phondo, kugxilwe kuBundlobongela obuSekelwe kwiSini (GBV), uKhuseleko lwaBantwana, ukuSetyenziswa kweZiyobisi gwenxa (SUDs), aBantu abaDala; naBantu abaPhila noKhubazeko.

Ingxelo yoNyaka wama2022/23 yeDSD ngumqondiso wokuba isebe ligxile ekuboneleleni ngeenkono ezivumela ukhuseleko nomanyano lweziseko zeentsapho noluntu.

NjengoMphathiswa okhokhelayo weGBV kwiphondo, nayiphi na inkqubela eyenziweyo ekujonganeni nesibetho sobundlobongela obujoliswe kwabasetyhini, abantwana noluntu lweLGBTQIA+, kuyafuneka ikhankanywe. Ngeli thuba liphantsi kovavanyo, njengoko kukhokelwa liQhinga lesiCwangciso sePhondo sama2019-2024 nesiCwangciso sokuPhunyezwa kweGBV, ungenelelo olwahlukeneyo lweGBV lwaphunyezwa yiWCDS. Amaziko asibhozo kwiZiko loKhathalelo iThuthuzela (TCCs) ngokubambisana noGunyaziwe woTshutshiso kaZwelonke neSebe lezeMpilo neMpilontle nawo abe negalelo elikhulu kukhathalelo olukhawulezileyo lwamaxhoba eGBV kwanabo bathe basinda.

Ngeli xesha, iSebe libone ukwanda kwesidingo kumaxhoba afuna iinkono zenkxaso yengqondo nentlalontle neenkono zenkxaso yenkundla, ngama24 388 abaxhamla kwiinkono kowama2022/2023, inani eliphezulu kakhulu kunommiselo obucetyiwe we18 525.

Sikwakhokele ekwaziseni iphulo losasazo "iBreak the Cycle", leGBV elixananazileyo likaRhulumente weNtshona Koloni, kwiindawo ezithandwa kakhulu ezifana neKhayelitsha neDelft. Ukuthetha- thethana nabahlali, ingakumbi amadoda, eDelft kwenze ukuba iSebe lifumane izisombululo ezikhokelwa luluntu zokunciphisa nokuqubisana neGBV kule ndawo.

IiSUD zezona zinto zinegalelo elikhulu kwiGBV, ubundlobongela, nokuphasalaka kweentsapho. ISebe lilubeke phambili uqeqesho nophuhliso lweengcali zeSUD ukwandisa ukusebenza kwazo, ulwazi nezakhono ezisekiweyo.

ISebe liza kuqhubeka lixhasa, lixhobisa, kwaye likhuthaza amalungelo abantwana neentsapho ezidinga ukhathalelo nokhuseleko. Xa kufikwa kubantwana abasemngciphekweni, iinkono zeDSD yeNtshona Koloni zijolise ekuguquleni aba bantwana ukusuka emngciphekweni ukuya komelela ngokusebenzisa amangenelo asekelwe kubungqina ahlanganisa nokuphuhlisa izixhobo zokukhusela kwiintsapho zabo, uluntu nezikolo. Oku kuya kuvumela abantwana ukuba bakhule babe ngabantu abanemveliso, abaneminqweno, abasempilweni nabazimeleyo.

Abantwana abaphila nokhubazeko bakuhlala ingabona baphambili. Kulo nyaka uzayo iindawo zokulala zabantwana abaphila nokhubazeko abakwenye indawo yokhathalelo

kwimibutho engajonganga nzuzo (NPOs) namaZiko oKhathalelo lwaBantwana noLutsha (CYCCs) ziya kwandiswa.

Ndibulela amacandelo eeNPO neeNGO ngokuqhubeka nokusebenza nathi nangona kukho iingxaki ezinkulu zemali. Ngaphandle kwenu, urhulumente ebeya kuba noxinzelelo olunzima ukuba ancede wonke umntu noluntu oludinga inkxaso. Uxinzelelo kwiinkonzo nakwizibonelelo belunzima, kwaye andiyithathi kancinci imizamo engumangaliso eniyenzayo yonke imihla kwindawo yenkonzo yentlalontle.

Ndibamba ngazibini kumaqumrhu olongamelo, uMphicothizincwadi Jikelele woMzantsi Afrika, neKomiti esiSigxina yePalamente yeNtshona Koloni emalunga neeAkhawunti zoLuntu neKomiti esiSigxina yoPhuhliso lweNtlalo, ngokuqinisekisa ukuba iSebe linoxanduva lokuphendula nokuba siyaqhubeka siqhuba kakuhle nangolawulo olusesikweni.

Okokugqibela, ndibulela kumsebenzi ngamnye kwiSebe ngenzondelelo yenu nokuzinikela ekukhonzeni abemi baseNtshona Koloni. Abo basebenza kwiziseko, abajongene nemingeni efana nokuxhatshazwa ngamazwi nangokwenyama ngabathengi, nixatyisiwe kwaye niyaxhaswa. Ndibamba ngazibini kubaphathi abazinikeleyo nakwintloko yesebe, uGqr Robert Macdonald, endinewonga ngokusebenza naye.



UMphathiswa wePhondo loPhuhliso loLuntu

Nksz. S.G. Fernandez

Umhla: Owama31 kweyeThupha wama2023

#### 4. INgxelo yeGosa eliPhendulayo

UGqr Robert Macdonald

IGosa eliPhendulayo: uPhuhliso loLuntu



#### Isishwankathelo semisebenzi yeSebe

Ilizwe lethu liphume kwiMeko kaZwelonke yeNtlekele njengoko unyakamali wama2022/23 uqalisa. Nangona kunjalo, ubhubhane nesiphumo sempembelelo yezoqoqosho nentlaloqoqosho ibe nefuthe elingenakucimeka kwimeko yonikezelo lweenkonzo apho iSebe lisebenza khona. Uluntu lwethu lube semngciphekweni ngakumbi wentlupheko, njengoko intswelangqesho nokunyuka kwamaxabiso kuya kusanda nokunyuka okuhambelana nokungakhuseleki kokutya, ukungabi namakhaya, ulwaphulomthetho nobundlobongela, neGBV. limeko zoqoqosho nazo zichaphazele izibonelelo ezikhoyo kurhulumente, ingakumbi ngokucuthwa kohlahlo lwabiwomali olwenziwa kwiphondo liphela. Le ngxelo yonyaka inikezela ngempendulo yeSebe ekuncedeni abona bantu basemngciphekweni kwiphondo lethu kwimeko yezoqoqosho nezezimali.

ISebe lahlala lizibophelele kukhathalelo, intlalontle, nokhuseleko lwabantwana namalungu eentsapho zabo. Ngowama2022/23, iSebe liphendule kumatyala axeliweyo angama6 916 okuxhatshazwa nokungahoywa kwabantwana. linkonzo ezizezinye zokhathalelo ziye zomelezwa ngokuphunyezwa ngokupheleleyo kweNkqubo yokuBekwa esweni kuKhathalelo lwabantwana abaNgenabani okusekelwe kwiwebhu. Ekupheleni kweyoKwindla wama2023, amatyala okhathalelo lwabantwana abangenabani abangama39 363 afakwe kwiNkqubo – inani lilonke lokukhathalelwa kwabantwana abangenabani. Ukuqinisekisa ukuba kukho inani elaneleyo labazali bokhuseleko abaqeqeshiweyo abanokubonelela ngokhathalelo lwexeshana olukhuselekileyo kubantwana abasemngciphekweni, nabadinga ukhathalelo nokhuseleko, abazali abatsha abangama220 bokhuseleko baye baqeqeshwa njengenxalenye yeNkqubo yeSebe yoKhuseleko lwaBazali. Ukuqeqeshwa kwabazali abafanelekileyo bokhuseleko kusengumngeni oqhubekayo. Ukongeza, inkxaso inikezelwe kubazali nabakhathaleli abangama3 339 ngeenkqubo zokukhulisa abantwana eziqhutywa lisebe nezixhaswa lisebe, nezithe zalungiselela zaza zanceda abazali ukuba bamanyane nabantwana babo. Ezi nkqubo zibonelela ngezakhono eziyimfuneko zokugcina ubume bosapho kwaye zenze imekobume ezinzileyo nesebenzayo enegalelo kwintlalontle yawo onke amalungu osapho, ngakumbi abantwana. linkonzo ezisekelwe kuluntu zahlala zingundoqo ekungeneni kwabantwana neentsapho zabo ukuba bafikelele kwiinkonzo ezikhuthaza ingqondo nempilo ngokomzimba nempilontle. Kulo nyaka uphononongwayo, abantwana abali10 685 baye baxhamla kwezi nkonzo zonyango ngokusebenzisa iModeli yeRisiha. Ukongeza, ngama6 397 abantwana abaxhamla kwiinkonzo zasemva kwesikolo ezibonelelwa ngamaziko afumana inkxasomali aphuma kuKhathalelo lwaseMva kokuphuma kweSikolo (ASC).

Iziganeko eziphezulu zobundlobongela, ingakumbi kwabasetyhini nabantwana, ziqhubekile zisonakalisa umgangatho wethu wentlalo. Iindawo zokuhlala zokhuseleko zeGBV ezifumana inkxasomali ezingama26 zibonelele ngokufikelela kwiinkonzo zenkxaso ngokwasengqondweni nokwentlalo nonyango kwabasetyhini abangama2 369 nabantwana babo ababengamaxhoba olwaphulomthetho nobundlobongela. Ukongeza kwindawo yokuhlala yethutyana, ezi ndawo zokuhlala zokhuseleko zibonelele ngeenkqubo zophuhliso lwezakhono kubafazi abangama421 abakwiindawo zokuhlala nokufunda ngekhompyutha ukuxhasa ukuba bazimele ngokwezoqoqosho ekuphumeni kwabo kwiindawo zokuhlala. Ngaphaya koko, ukufikelela kwiinkonzo zexesha elide zenkxaso yezentlalo yoluntu kwabonelelwa

kumaxhoba angama3 939 olwaphulomthetho ngokwesondo nobundlobongela basekhaya kwiiTCC ezisibhozo kwiphondo. Ezi nkonz zomelezwa luqeqesho olunike oonontlalontle beNPO ezili19 kwiinkonz zenkxaso zonyango. Ngothelwano neZiko iSaartjie Baartman laBasetyhini naBantwana eAthlone, iSebe lihleli likuphela kwesebe loPhuhliso loLuntu kweli lizwe eliza kulinga kwaye liphumeze imodeli eqhutywa ziiNPO zeZiko leKhuseleka One-Stop. Ngeli xesha abasetyhini nabantwana abali1 416 abangamaxhoba olwaphulomthetho nobundlobongela baye bakwazi ukufikelela kwiindawo zokuhlala zethutyana, iinkonz zenkxaso ngokwasengqondweni, iinkonz zenkxaso yabacebisi bomthetho kwakunye neenkqubo zoqeqesho nezakhono zophuhliso kweli Ziko. Olunye ungenelelo ngoncedo olufana noRhulumente weNtshona Koloni (WCG) lweentsuku ezingama365 oluchasene neGBV kwanothotho "IweNcoko eziKhuthazayo" oluququzelelwa nguMphathiswa wePhondo uFernandez, ludale ukwanda kokuqonda nokufikelela kwiinkonz zenkxaso yeGBV. Ukuthatha inxaxheba kweNkulumbuso uAlan Winde kuthotho "IweNcoko eziKhuthazayo" kungqine ukuma kwePhondo nokubeka phambili ukujongana neGBV.

KweyeDwarha wama2022 iWCG iye yabamba iNgqungquthela yephondo yoBundlobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini (GBVF), eyayizinyaswe ngabathunywa abangaphezu kwe1 500, ngokubuqu nangokoqobo. Le ngqungquthela iququzelele unxibelelwano phakathi koRhulumente, icandelo leNPO, icandelo labucala, noluntu kwimiba enxulumene neGBV efana nenkxasomali, iingxaki zezibonelelo nokufikelela kwiinkonz zenkxaso ezibalulekileyo. Emva koko, igqiza leSebe lithathe inxaxheba kwiNgqungquthela kaMongameli yeGBVF kaZwelonke. Izigqibo eziphuma kuzo zombini ezi ngqungquthela ziye zazisa isiCwangciso sokuPhunyezwa kweGBV esihlaziyiweyo, esathi sathiwa thaca saza samkelwa yiKhabhinethi yePhondo kweyoKwindla wama2023.

Iinzame ngokubhekiselele kugcino nokhathalelo lweentsapho zibandakanya unikezelo lweenkonz zokumanyaniswa nokubuyiselwa eluntwini kubantu abadala abangenamakhaya. Ezi nkonz zandisiwe, ngenani leendawo zeebhedi ezifumana inkxasomali kumaziko okhuseleko abantu abadala abangenamakhaya landa ukusuka kuma2 028 ngowama2021/22 ukuya kuma2 398 ngowama2022/23 kumaziko angama37 kwiphondo liphela. Ezi ndawo zokuhlala zokhuselo zikwabonelela abathengi ngokufikelela kwiinkonz zentlalo ntle, isondlo, neenkqubo zophuhliso lwezakhono.

Ukunceda amakhaya angakhuselekanga ngokutya, amangenelo oncedo lokutya eSebe abonelele abaxhamli abafanelekileyo abangaphezu kwe109 300 ngokufikelela kwizidlo eziphekiweyo kumaZiko aii111 eSebe leZondlo noPhuhliso loLuntu (CNDs) namakhitshi oluntu angama512 kwiphondo liphela. Ukongeza, iipasile zokutya ezingama3 897 zanikwa abaxhamli abafanelekileyo abafuna inkxaso yoncedo. Kwangeli xesha linye, ama4 189 amaxhoba obunzima obungafanelekanga neemeko zeentlekele abonelelwe ngeenkonz zenkxaso ngokwasengqondweni nentlalontle neengcebiso kumonzakalo ngoonontlalontle beDSD. Amakhaya asesichengeni afumene inkxaso eyongezelelekileyo ngokubonelela ngamathuba omsebenzi wethutyana kubathathinxaxheba abali1 048 beNkqubo yeMisebenzi kaRhulumente (EPWP) kunyakamali wama2022/23.

ISebe liqhubekile nokuphumeza iinkqubo ezijolise kulutsha olusemngciphekweni. Oku kubandakanye ukwandiswa kweenkqubo zokuthintela ulwaphulomthetho ezikolweni ezijolise kwizakhono zobomi, ukuthantamisa, ukuchasana nongcungcuthekiso, iSUD, umsindo wobuqu, nolawulo loxinzelelo ukujongana nokuziphatha okuyingozi phakathi kwabafundi. Ngalo nyaka uphantsi kophononongo, abafundi abangama11 197 baseKhayelitsha, eKraaifontein, eNyanga, eGugulethu, eDelft, eMfuleni, eHarare, eBishop Lavis, ePhillipi, ePhillipi East, eMitchells Plain naseBeaufort West bebezimase ezi nkqubo. Iinkonz zenkxaso ngokwasengqondweni nezentlalo, zonyango, nezomthetho ziye zabonelelwa kubantwana, kulutsha, nakubantu abadala abangqzulana nomthetho. Iinkonz zoluleko nezolingo zomelezwa ngokuvunywa kweenkqubo zoluleko ezilithoba ezinikezelwa kwiindawo ezingama67 zenkqubo yoluleko, noqeqesho lwamagosa oluleko angama30 malunga nokubuyiselwa eluntwini neenkonz zokhathalelo lwasemva kwemini. Inkqubo kazwelonke yoLawulo lwamaTyala oLingo yaphunyezwa ngokupheleleyo kunyakamali wama2022/23. Oku kwaphucula amandla okwenza izigqibo kwamagosa oluleko ukuqinisekisa ukuba olona ngenelelo lufanelekileyo lwenziwa lufumaneke kubantwana abakungqzulwano nomthetho. Ukongeza, iSebe liqhubekile nokuxhasa amaxhoba, nabaphembeleli beGBV ngokufikelela

kwiinkqubo zokuxhasa ngokwasengqondweni. Oku kuquka indibano yocweyo ebixile ekufundiseni abenzi bobubi malunga neziphumo zezenzo zabo nokubanceda batshintshe indlela yokuziphatha, ebizinyaswe ngabaxhamli abangama316.

Ukhathalelo nenkxaso kubantwana nolutsha kwiiCYCC zeSebe zomeleziwe ngowama2022/23. Uphuculo lweOuteniekwa CYCC yaseGeorge, olugqitywe kweyeSilimela wama2022, lwandise umthamo wesibonelelo ukusuka kuma80 ukuya kwi140 yeendawo zokulala zolutsha olungqzulana nomthetho, kubandakanywa abantwana abanemingeni enzima yokuziphatha. Ukuphuhliswa kwendlela yokudluliselwa kwabantwana kwiiCYCC, ngentsebenziswano neSebe lezeMpilo neNtlalontle lephondo (DoH&W) neSebe leMfundo leNtshona Koloni (WCED), kuqale apha enyakeni ukuqinisekisa ukuba bafumana inkathalo nenkxaso efanelekileyo.

Abantu Abaphila nokhubazeko, kubandakanywa amalungu osapho lwabo, baqhubekile befumana kwaye befikelela kwiinkqubo neenkonziso eziphakamisa impilontle nesidima sabo. Iinzame zokuqinisa iinkonziso ezisekelwe kuluntu ngeli xesha liphantsi kovavanyo ziquka uqeqesho nokuxhotyiswa ngezakhono zabasebenzi abangama88 kwimibutho eli12 efumana inkxasomali ukuqinisekisa ukuba banesiseko solwazi esifunekayo nezakhono zokubonelela ngokhathalelo neenkonziso ezifanelekileyo kubantu abaphila nokhubazeko. Ngaphaya koko, iZakhiwo zeNkxaso yooNtanga ezili11 ezifumana inkxasomali ziye zasekwa ukuze kuxhaswe amalungu oluntu neentsapho ngeenkqubo zokucebisa nezakhono zobuzali kwimimandla ekungafikelekiyo kuyo kwiinkonziso. ISebe linikezele ngesithuthi sesine esilungiselelwe ngokukodwa ukuthutha abantwana abaphila nokhubazeko ngokunzulu ngokwasengqondweni enyakeni. Zizonke, izithuthi ezisibhozo ezilungiselelwe ngokukodwa ziza kunikezelwa ukuqinisekisa ukuthuthwa ngokukhuselekileyo kwabantwana abaphila nokhubazeko kumaziko okhathalelo lwasemini, nezithuthi ezine ezingakumbi eziya kuziswa kunyakamali wama2023/24.

ISebe liqhubekile nokuzalisekisa isibophelelo salo esisemthethweni sokuxhobisa, ukukhusela nokukhuthaza amalungelo abantu abadala. Iinkonziso kuBantu abaDala abasesichengeni zixhaswe ngokufezekiswa ngokupheleleyo kweRejista kazwelonke ye-elektroniki yokuXhotyiswa kwabaNtu abaDala, nokuqeqeshwa kwabasebenzi benkonzo yentlalontle abali101 ukuze babhale phantsi baze banike ingxelo ngamatyala okungahoywa nokukrokrelwa kokuphathwa gadalala. Ukugcina unikezelo lweenkonzo ezisemgangathweni, iSebe liqinisekise ukuba amaziko okuhlala okhathalelo namaziko eenkonzo kuBantu abaDala abhaliswa kwaye athobela eyona milinganiselo iphantsi njengoko kugunyaziswe nguMthetho waBantu abaDala (2006).

Ulwamkelo lweenkqubo zonyango lweSUD neenkonziso zonyukile ngowama2022/23 njengoko izithintelo ezibekwe kumthamo woncedo zaye zasuswa. Iinkqubo ezisekelwe eluntwini zibandakanya iinkqubo ezisekelwe ezikolweni, ezibonelelwe abafundi abasuka kwiindawo ezisemngciphekweni kakhulu ezifana ne-Elsies River, iMitchells Plain, iOcean View, iKuilsvier, iGugulethu neKhayeltisha. Bangaphezu kwe1 400 abafundi abaye bafikelela kwezi nkqubo zenkxaso, nezilyelelwe ukwazisa, ukubonelela ngezakhono zobomi ezisisiseko, nokunika inkxaso oofitshala malunga nokufumaneka kweendlela zokudluliselwa kwaba bafundi.

Ulutsha ngokwembali beluchatshazelwa kwaye lusaqhubeka nokuchatshazelwa ngokungenamlinganiselo yintswelangqesho esezingeni eliphezulu. Ukunceda ulutsha, ngakumbi olo luNgekho kwiMfundo, iNgqesho noQeqesho (NEET), amathuba okufikelela kwizakhono neenkqubo zophuhliso abonelelwa kwiphondo liphela. Kunyakamali wama2022/23, ulutsha oluli14 566 lukwazile ukufikelela kwaye lwathatha inxaxheba kwiinkqubo zemfundo nezakhono zobomi ezinikezelwa kumaZiko oLutsha nemibutho esekelwe kuluntu (CBOs) efumana inkxasomali. Ukongeza, ulutsha olungama346 lufikelele kwiinkqubo zothintelo nokwazisa ngeGBV, ezithi zibe yinxalenye yoqeqesho neenkqubo zoqeqesho. Umboniso wamaZiko oLutsha wawusindlekwe kwiZiko loLutsha eNyanga Junction njengenxalenye yesikhumbuzo soSuku loLutsha lowama2022. Ukongeza ekukhuthazeni iinkqubo ezinikezelwa liSebe neeNPO, umboniso ubonise amathuba oshishino kubantu abatsha.

ISebe liqhubekile ukunika inkxaso nesikhokelo kwicandelo leeNPO kunyakamali odlulileyo. Kulo nyaka uphononongwayo, iinkqubo zoqeqesho ezingama61 ziye zaququzelelwa neeNPO ezingama792, nabathathinxaxheba abali1195. Ezi nkqubo zoqeqesho zigxile kukubaluleka

kolawulo olululo, ukuthotyelwa kwemithetho, uzinzo lombutho, nokusebenza. Ukongeza, iiseshoni ezili13 zoqeqesho nokuxhotyiswa ngezakhono zabanjwa namagosa eSebe ali127 ukomeleza ulwazi nobuchule bawo kwiinkalo zomthetho weeNPO neekhowudi zolawulo olululo.

## IsiShwankathelo seziphumo zemali zeSebe

### Iirisithi zeSebe

#### Itheyibhile A: Iirisithi zeSebe

Iirisithi zeSebe	2022/23			2021/22		
	Iingqikelelo	Esona Sixa siQokelelweyo	UkuQokelelwa (ngaPhezulu)/ngaPhantsi	Uqikelelo	Esona Sixa siQokelelweyo	UkuQokelelwa (ngaPhezulu)/ngaPhantsi
	R'000	R'000	R'000	R'000	R'000	R'000
IiRisithi zeRhafu	-	-	-	-	-	-
Ikhasino	-	-	-	-	-	-
Iirhafu zomdyarho wamahashe	-	-	-	-	-	-
Amaphephamvume okughuba ishishini lotywala	-	-	-	-	-	-
Amaphephamvume okughuba isithuthi	-	-	-	-	-	-
Ukuthengiswa kwempahla neenkonzo ngaphandle kweeasethi ezinkulu	895	895	-	813	814	(1)
Udluliselo olufunyenweyo	-	-	-	-	-	-
Imidlwiwo, izohlwayo neelahleko	-	-	-	-	-	-
Inzala, izabelo nerenti yomhlaba	42	274	(232)	27	27	-
Ukuthengiswa kweeasethi ezinkulu	-	-	-	-	-	-
Utshintshiselwano lwemali kwiiasethi namatyala	321	815	(491)	352	1 124	(772)
<b>Iyonke</b>	<b>1 258</b>	<b>1 984</b>	<b>(726)</b>	<b>1 192</b>	<b>1 965</b>	<b>(773)</b>

### Iirisithi zeSebe

Ingeniso eyenziwe liSebe ifikelela ku0.06 wepesenti yohlahlo lwabiwomali lunonke. Eyona mithombo yengeniso yeSebe yayiyi:

- Ngqokelela yamatyala atyalwa iSebe;
- Khomishini ye-inshorensi nokutsalwa kweganishi ngokomyalelo wenkundla;
- Kukupaka nemirhumo yendawo yokuhlala ngokomgaqonkqubo weSebe leZiseko zoPhuhliso (Dol); kunye
- Kukubuyiswa kweemali zeentlawulo ezingasetyenziswanga zonyakamali odlulileyo.

Ukuqokelelwa ngokugqithisileyo kwengeniso kunyakamali wama2022/23 ngamaR723 yamawaka kwaye ikakhulu kungenxa yokunyuka kwamatyala nemirhumo yerenti yendawo yokuhlala kwiindawo nakumaziko.

## INkcitho yeNkqubo

### Itheyibhile B: INkcitho yeNkqubo

Igama leNkqubo	2022/23			2021/22		
	ULwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ ngaPhantsi	ULwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ ngaPhantsi
	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo	233 906	230 708	3 198	241 891	241 891	-
IiNkonzo zeNtlalontle yoLuntu	1 071 956	1 070 750	1 206	1 058 331	1 050 492	7 839
Abantwana neeNtsapho	454 028	452 193	1 835	866 207	853 658	12 549
IiNkonzo zoBuyiselo	488 166	486 106	2 060	466 393	466 393	-
UPhuhliso noPhando	117 020	116 741	279	93 209	93 209	-
<b>Iyonke</b>	<b>2 365 076</b>	<b>2 356 498</b>	<b>8 578</b>	<b>2 726 031</b>	<b>2 705 643</b>	<b>20 388</b>

#### INkqubo yoku1:

INkqubo isebenzise ama98.6 eepesenti yamaR233.906 ezigidi yohlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga yezigidi ezingamaR3.198 ibhekiselele ekusetyenzisweni kancinane kwiMbuyekezo yabaSebenzi (CoE), ngenxa yokuphuma kwabasebenzi, nokusetyenziswa kancinci kweeMpahla neeNkonzo, ngenxa yokusetyenziswa kwamaqonga ombane.

#### INkqubo yesi2:

INkqubo isebenzise ama99.9 eepesenti zeR1.072 yebhiliyoni yohlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga eliR1.206 lezigidi ibhekiselele ekusetyenzisweni kancinane kuThutho neNkxasomali, ngenxa yokulibaziseka ekusebenzeni kwezithuthi ezikhethekileyo zokukhubazeka, nokuchithwa ngaphantsi kweeAsethi eziNkulu, ngenxa yokulibaziseka kokunikezelwa kwezithuthi ezikhethekileyo malunga nesinyanzeliso somthetho esivela kumyalelo wenkundla yabantwana abaphila nokhubazeko olunzulu ngokwasengqondweni. ISebe lingenise isicelo sokugqithiselwa kweemali ezingasetyenziswanga kuNondyebo wePhondo (PT).

#### INkqubo yesi3:

Le Nkqubo isebenzise ama99.6 eepesenti yamaR454.028 ezigidi eyabelwe uhlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga eliR1.835 lezigidi inento yokwenza nokungasetyenziswa kakuhle kwiCoE ngenxa yokuphuma kwabasebenzi eSebeni.

#### INkqubo yesi4

Le Nkqubo isebenzise ama99.6 eepesenti yamaR488.166 ezigidi eyabelwe uhlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga ezigidi eziR2.060 ibhekiselele ekusetyenzisweni kancinane kwiCoE ngenxa yokuphuma kwabasebenzi eSebeni.

#### INkqubo yesi5:

INkqubo isebenzise ama99.8 eepesenti yamaR 117.020 ezigidi yolwabiwomali eyabelwe unyakamali wama2022/23. Imali ezingasetyenziswanga ezingamaR279 amawaka anxulumene nokuchithwa ngaphantsi kweMpahla neeNkonzo, ngenxa yokusetyenziswa kwamaqonga ombane, nokuchithwa ngaphantsi koTshintsho neNkxasomali, ngenxa yeentlawulo ezingekahlawulwa zoMthetho weMbuyekezo yokulimala neZifo (COIDA) kubasebenzi be-EPWP. ISebe lingenise isicelo sokudluliselwa kweemali ezingasetyenziswanga kwiPT.

## Utshintshelo

### Itheyibhile C: Unikezela ngeenkukacha malunga noTshintshelo olwenziweyo kunyaka ophantsi kophononongo

ICandelo eliPhambili ukusuka	Ukuya	R'000	Isizathu	
Inkqutyana 1.2: liNkonzo zoShishino	Inkqutyana 2.1: ULawulo neNkxaso	536	Inxalenye yentlawulo yeeakhawunti zeyoKwindla engingqini.	
	Inkqutyana 2.1: ULawulo neNkxaso	1 596	Ukwabiwa ngokutsha kwezixhobo zobuChwepheshe (IT).	
	Inkqutyana 2.2: liNkonzo kuBantu abaDala	119	Iintlawulo ezongezelekileyo zahlawulwa kwiiNPO ukuze ziqhubele phambili ngemisebenzi yazo.	
	Inkqutyana 2.3: liNkonzo kuBantu abaphila noKhubazeko		389	Inxalenye yentlawulo yeeakhawunti zeyoKwindla kwiZiko loKhathalelo lweNdawo yokuhlala iSivuyile.
			2	Ukwabiwa ngokutsha kwezixhobo zobuChwepheshe (IT).
	Inkqutyana 3.3: UKhathalelo noKhuseleko llwaBantana	9	Ukonyuka kwimirhumo yoMzali yoKhuseleko.	
	Inkqutyana 4.1: ULawulo neNkqubela	162	Ukwabiwa ngokutsha kwezixhobo zobuChwepheshe (IT).	
	Inkqutyana 4.2: UThintelo loLwaphulomthetho neNkxaso		3 798	Inxalenye yentlawulo yeeakhawunti zeyoKwindla nokunyuka kosetyenziso lwezibaso zomatshini wokwenza umbane ukukhawulelana nocimicimi kumaziko oncedo.
			240	Ukwabiwa ngokutsha kwezixhobo zobuChwepheshe (IT).
	Inkqutyana 4.4: Usetyenziso Gwenxa lweZiyobisi, uThintelo noBuyiselo kwimeko yesiqhelo		1 096	Inxalenye yentlawulo yeeakhawunti zeyoKwindla nokunyuka kosetyenziso lwezibaso zomatshini wokwenza umbane ukukhawulelana nocimicimi kumaziko oncedo.
		114	Iintlawulo ezongezelelweyo zihlawulwe kwiiNPO ukuze ziqhubeke ngemisebenzi yazo.	
		19	Ukwabiwa ngokutsha kwezixhobo zobuChwepheshe (IT).	
Inkqutyana 1.3: ULawulo lweSithili	Inkqutyana 2.1: ULawulo neNkxaso	1 465	Ukuzaliswa kwezithuba eziphambili ngokubaluleka.	
	Inkqutyana 2.1: ULawulo neNkxaso	601	Iintlawulo yesongezo somvuzo kwikhefu labasebenzi abaphumayo kwiSebe.	
	Inkqutyana 2.3: liNkonzo kuBantu abaphila noKhubazeko	173	Ukuzaliswa kwezithuba eziphambili ngokubaluleka	



## Unatyiselo

### Itheyibhile D: Unikezela ngeenkukacha kunatyiswelo olucelwe ukususela kowama2022/23 ukuya kuma2023/24

Inkqubo	R'000	Injongo
Inkqubo yesi2: IInkqubo zeNtlalontle	1 206	Isibophelelo esisemthethweni esivela kumyalelo wenkundla malunga nabantwana abakhubazake ngokunzulu ngokwasengqondweni. Ngenxa yokonyuka kwamaxabiso okuthe kratya kwiindleko zezithuthi kunye neendleko zokusebenza ezinxulumeneyo, iSebe liye lacela ukudluliselwa kwemali eshiyekileyo eliR1.056 lezigidi ngeendleko zezithuthi neR150 lamawaka eendleko zokusebenza ukuhlawula iindleko zokuthengwa kwezithuthi kunyakamali wama2023/24.
Inkqubo yesi5: UPuhliso noPhando	58	Intlawulo yegalelo leCOIDA eshiyekileyo yabasebenzi be-EPWP.

## Ukugcinwa kwengeniso

### Itheyibhile E: Unikezela ngeenkukacha ekugcinweni kwengeniso ukusuka kowama2022/23 ukuya kuma2023/24

Inkqubo	R'000	Injongo
Inkqubo yesi3: Abantwana neeNtsapho	723	Ukudluliselwa kwemali kwiRisiha nakwiZiko lokoThulela ukuxhasa ukukhutshwa kwesiCwangciso soNgenelelo saseDelft.

### Izizathu zenkcitho engagunyaziswanga, engenanzuzo, neyilahleko neemali ezibandakanyekayo kwanamanyathelo athathiweyo ukulungisa nokuthintela ukuba kungaphinde kwenzeke kwakhona.

Izizathu zeNkcitho engenaNzuzo neyilahleko	Isixamali	Amanyathelo athathiweyo	UkuThintela ukuba kuNgenzeki Kwakhona
Ukungathobeli iNTR 12.2.1. Amabango achasene norhulumente ngezenzo okanye ngokungenzeki (iCandelo lama76 (h) lePFMA. J Minyi: INgingqi yaseMntla weMetro - iSmart Connexion	R 48 434.82	Isiganeko siye saphinda sachazwa njengomba ongenanzuzo noyilahleko. Ubhekiselwe ekubuyiseni iTyala.	Inkqubo yoluleko yaphunyezwa. Ulawulo lwekhontrakthi yalo mmandla lwaphononongwa ukuqinisekisa ukuba ukuthotyelwa kuyagcinwa kwaye kuyatlandelwa.

## Ugqaliselo lwesicwangciso kwixesha elifutshane ukuya kweliphakathi

ISebe liza kuqhubeka lixhasa, lixhobisa, kwaye likhuthaza amalungelo abantwana neentsapho ezidinga ukhathalelo nokhuseleko. Njengoko kugunyaziswe nguMthetho waBantwana (wama2005), ukuphepha ukuchaneka kwingozi engafanelekanga nokunyahashwa kwamalungelo abo, iinkonzo kubantwana abasemngciphekweni ziquka: imfundo, neenkqubo zokwazisa uluntu njengamalungelo noxanduva lwabazali; ingcebiso kumonzakalo; iinkonzo zenkxaso ngokwasengqondweni nenkxaso; unikezelo lweenkonzo zokhathalelo olulolunye (ukhathalelo lwethutyana nokhathalelo olukhuselekileyo lwethutyana) kwakunye neenkqubo zokhathalelo lwethutyana nenkxaso yokhathalelo lwasemva kokuba lumanyaniswa aba

bantwana neentsapho zabo okanye iindawo abahlala kuzo. Ngokusebenzisa imodeli yeRisiha namaZiko lokoThulela, iinkonzo ezisekelwe kuluntu ezifana nokhuseleko olusisiseko, izakhono zobomi ekujonganeni neemvakalelo, ngokomzimba, nempilo yengqondo yabantwana abasesichengeni ziza kubonelelwa. I-ASC iza kuqhubeka nokuxhasa ezi nkonzo ngokukhuthaza iimfuno zemfundo nezondlo zabafundi.

Iinkonzo eziya kumaxhoba olwaphulomthetho nobundlobongela ziza kubekwa phambili ukukhuthaza iintsapho ezomelelayo noluntu olukhuselekileyo. Abantwana, ulutsha, nabantu abadala abakungquzulwano nomthetho baza kuba nofikelelo kwiinkonzo zenkxaso ngokwasengqondweni, ngolingo nangokuthintela ulwaphulomthetho ekuhlaleni. Ezi nkonzo ziza kuquka iinkqubo ezisekelwe ekuhlaleni neendawo zokuhlala, ezifana neenkqubo zokuxhotyiswa kweentsapho nenkxaso, iinkqubo zolingo nezoluleko, iinkqubo ezikhuselekileyo zokuhlala ezinikezelwa kwiDSD nakwiCYCC ezifumana inkxasomali kwakunye noluhlu lokumanyanisa nokhathalelo emva kongenelelo.

ISebe liyaqhubeka nokugxininisa uthintelo lobundlobongela obujoliswe kwabasetyhini nabantwana. Ukuxhasa le ndlela yokusebenza, ukusebenza kweendawo zokuhlala zokhuselo ezingama26 zeGBV ziza kugcinwa, ngobonelelo lwenkxaso ngokwasengqondweni yexesha elide kumaxhoba olwaphulomthetho ngokwesondo nobundlobongela basekhaya kwiITCC ezisibhozo kwiphondo liphela. Ukongeza ekufikeleleni kwiinkonzo zendawo yokuhlala yokhuselo neenkonzo zenkxaso ngokwasengqondweni nentlalontle, iinkonzo zenkxaso kumthetho noqeqesho lwezakhono neenkqubo zophuhliso zibonelelwa kwiITCC. Olu ngenelelo luxhaswa ngoncedo lwesiCwangciso soPhunyezo lweGBV eWCG esihlaziyiweyo.

Ukufikelela kwiinkonzo zonyango lweSUD kuya kuqhubeka kubonelelwa kubathengi kwiindawo ezinesidingo esikhulu. Ezi nkonzo ziza kugxila ekuboneleleni ngeenkonzo zothintelo nokungenelela kwangethuba, ezibonelelwa kuluntu okanye kwinqanaba lezigulane ezilaliswayo. Ukukhetha iinkonzo zasemva kokhathalelo nobuyiselo loluntu ziyafumaneka ukuze zimanyanise ngempumelelo abathengi neentsapho zabo.

Iinkonzo zononophelo nenkxaso ziza kunikezelwa ukukhusela abantu abadala abasesichengeni kwiphondo. Ngokuthobela uMthetho waBantu abaDala (wama2006), ukhathalelo olulolunye, ukhathalelo lwendawo yokuhlala nenkxaso esekwe kuluntu luza kuxhobisa aBantu abaDala ukuba baphile ubomi obunentsingiselo nobunemveliso kwiindawo abahlala kuzo.

Iinkonzo eziphambili kuBantu abaphila noKhubazekio ziza komelezwa. Kulo nyaka uzayo iindawo zokulala zabantwana abaphila nokhubazeko abakukhathalelo olulolunye kwiCYCC zeeNPO ziza kwandiswa. Inkxaso ezinzileyo iza kunikezelwa kwiNkonzo yabapila noKhubazeko neMibutho yaBantu, kubandakanywa amaziko okhathalelo lwasemini namaziko okhathalelo lweeyure ezingama24 ukuqinisekisa ukuba amalungelo nentlalontle yabantwana nabantu abadala abaphila nokhubazeko zayagcinwa.

Abantu namakhaya abanomceli mngeni wokhuseleko lwemisebenzi nentswelangqesho nabangenako ukuzimela ngokwabo, baza kuba nokufikelela kwiinkonzo zokunceda abantu. Aba baxhamli banokunxulunyaniswa nezibonelelo zoncedo lwenkxwaleko, inkxaso ngokwasengqondweni nentlalontle, iinkonzo zokucetyiswa kumonzakalo kwakunye neprojekthi yepasile yokutya yeSebe. Ukongeza, iEPWP ijolise ekudaleni amathuba emisebenzi yethutyana kumacandelo asebenzela awona maqela asemngciphekweni, oko kukuthi, ulutsha, abafazi, aBantu abaphila noKhubazeko naBantu abaDala. Ngaphaya koko, ungenelelo lokutyisa elijoliswe kwiSebe liza kubonelela ngokutya okuphekiweyo kubaxhamli abafanelekileyo kwiCNDC namakhitshi oluntu.

Ugxininiso luza kuhlala kuphuhliso lolutsha lweNEET. Iinkonzo zokukhuthaza ukukhula nophuhliso lwazo olupheleleyo ziza kubandakanya ukufikelela kwizakhono zedijithali neintanethi neenkqubo zokucebisa ezinikezelwa ngeeKhefi zoLutsha neeCBO ezifumana inkxasomali.

Icandelo leeNPO liza kuqhubeka lifumana inkxaso kwiSebe ukuqinisekisa ukuthotyelwa koMthetho weeNPO. Oku kuquka uncedo oluvela kwiDesika yoNcedo yeeNPO ukuncedisa kwimicimbi yobhaliso neyokuthotyelwa kwemigaqo kwakunye neenkqubo zoqeqesho ukuze kuphuculwe ulawulo olululo, uxanduva lokuphendula, nokuzinza kwesebe.

## **UbuHlakani phakathi kukaRhulumente namaShishini aBucala**

Akukho ngxelo.

## **Imisebenzi eyekiweyo**

Akukho ngxelo.

## **Imisebenzi emitsha necetywayo**

Akukho ngxelo.

## **ULawulo lweNtengo**

### **Izindululo zobizomaxabiso ezingacelwanga zaqakunjelwa kulo nyaka uphononongwayo**

Akukho bizo maxamiso lungacelwanga olufunyenweyo ngexesha lophononongo.

### **Iinkqubo zeSCM neenkqubo ezikhoyo zokuthintela inkcitho engafanelekanga**

Iinkqubo yamaGosa oCwangcisolwazi (AOS) aphethe uLawulo lweNtengo (SCM) nemisebenzi yolawulo lwee asethi ezishenxiswayo zikhona. Ngelixa iAOS ithetha kwaye imisela imiba yomgaqonkqubo woBonelelo noLawulo lweeAsethi ezishenxiswayo kwiSebe, abathunywa beSCM bamisela amandla okwenza izigqibo anika isiphumo kwiinkqubo zeAOS. Imizekelo eyahlukeneyo noluhlu olufunekayo lukwakhona olusebenza njengolawulo lokuqinisekisa ukuba ezona mfuno zisezantsi zokuthengwa kweempahla neenkonziso ezimiselwe ngumthetho kuyahlangatyezwana nako. I-AOS nabathunywa abahambelana nayo nemizekelo ebhaliweyo eyongezelelweyo noluhlu lokuqondisisa lulawula izekho neziko nezolawulo kwimisebenzi yeSCM yemihla ngemihla kwaye xa ilandelwa iza kuthintela inkcitho engafanelekanga.

### **Imingeni efunyenwe kwiSCM nendlela eyasonjululwa ngayo**

Iyunithi yeSCM iye yaziqhelanisa nesiqhelo esitsha sokusebenza kwindawo yombane njengoko kuye kwafuneka iSebe lifumane iindlela ezintsha zokuqhuba ishishini ngexesha lobhubhane weKHOVIDI-19. Ukomeleza nokunyanzeliswa kokusetyenziswa kweenkqubo zombane esele zikhona ngundoqo ekuphuculeni iSCM njengoko oku kuza kubangela impumelelo engakumbi kwinkqubo yokuthenga.

Amanyathelo enziwe ekuphuculeni iinkqubo zokuthengwa kwempahla ngokuhlaziya iAOS nabathunywa abanobudlelwane nayo. Nangona kunjalo, xa kujongwa imeko eguquguqukayo yeSCM, imilinganiselo yobungqongqo nabasebenzi abaphumayo kwiSebe, uphuculo olongezelelweyo lweAOS luyafuneka ukulungelelanisa iinkqubo zokuthengwa kwempahla ukuze kwenziwe okungaphezulu ngokuncinci.

Ngokubhekiselele kubume bowisomthetho, ukuthandabuza kokuba semthethweni kweMigaqo yeSakhelo yokuThengwa kweMpahla eKhethekileyo, yowama2017 emva kwesigwebo seNkundla yoMgaqosiseko kukhokelele ekungaqinisekeni ekuthengeni izinto. IMigaqo emitsha yafakwa kwigazethi ngowesi4 kweyeNkanga wama2022 yaza yaqalisa ukusebenza ngowe16 kweyoMqungu wama2023. Le Migaqo yazisa izilungiso kulawulo lokuthengwa kweempahla neenkonziso ezikhethwa kuqala nolufuna isicwangciso sokuphunyezwa kwephondo ngokubanzi. Njengeqhinga lexeshana, iKhabhinethi yePhondo ivume ukuba imeko ekhoyo ihleli ngokwesicelo sokuthengwa kwempahla ekhethiweyo, ngeli lixa uphononongo lobugcisa lwenziwa kwinkqubo yokuthengwa kwempahla ekhoyo ngoku ekucaciseni iindlela esemthethweni eya phambili kwiphondo egxile kwixabiso lemali, elifanelekileyo. Ukulungisa nokuhlaziya inkqubo ekhoyo ngoku yokuthengwa kweempahla neenkonziso ngokuhamba kwexesha, oko kusenziwa ngokwemigaqo yomgaqonkqubo evela kwiSigqeba sePhondo.

**Itheyibhile F: Izipho neMinikelo efunyenwe ngesisa kumaqela anganxulumananga**

Iziko eliFumanayo	Uhlobo lomnikelo/lesipho/iNkxaso	Igama nedilesi noMnikeli	Ubuhlobo nelungu elingumsebenzi	Ixabiso leRandi lesipho/lomnikelo
Outeniekwa CYCC	likawusi zombhoxo	Iincwadi neeBhutsi, neZane Kirchner	Umxhasi wobuqu wenkqubo yombhoxo	R 1 848.00
Outeniekwa CYCC	Iincwadi zemfundo	ISebe leMfundo laseNtshona Koloni, 42 Caurtrey Street, George	Ubambiswano	R 186 300.00
Outeniekwa CYCC	Ibhanile elitsalelwa phezulu	I-Ofisi yeDSD kwiNgingqi yaseGeorge, York Park Building, George	Amahlakani eSebe	R 1 695.00
Outeniekwa CYCC	Iipakethi zamashwamshwam	Sanca, eGeorge	Uhanjiso lweenkonzo zothungelwano lwamahlakani	R 6 000.00
Outeniekwa CYCC	Isibulali ntsholongwane sezandla	Park Road, Stamd Street, Kraaibosch, Garden Route Mall 6521, George	Ubungcali	R 12 960.00
Horizon CYCC	Izixhobo zemidlalo	Laure Sport for Good Foundation, C/O Stellenbosch Academy of Sport, 1 Krige Street, 7600	Abukho	R 6 000.00
I-Ofisi yeNgingqi yoNkweme lwaseNtshona	Ivawutsha yeDe Wet Cellar Harvest Platter, isihluzo sekofu, itshokolethi, isiqhamo somnquma, 6 x iibhotile zencindi yomdiliya, 2 x iwayini ebomvu, 2x iwayini emhlophe, 2 x iwayini yerozi	Surina Burger, De Wet Cellar, Worcester	Abukho	R 1 176.00
Outeniekwa CYCC	Iimpahla zokubuka iindwendwe (5)	IHotele iWilderness, eSharon Jantjies	Ihlakani lamava omsebenzi wokubuka iindwendwe	R 1 157.00
I-Ofisi yeNgingqi yeKaroo	Ivawutsha yesipho	IMyuziyam iFransie Pienaar, Chriessie Esterhuizen, 42 Church Street, Prince Albert, 6930	Isithethi seendwendwe	R 1 000.00
UNdlunkulu weSebe	Ivawutsha yakwaWoolworths njengesipho sohmla wokuzalwa	Ananda Nel, Colette Louw, Dolerees Kotze, Joshua, Chigome, Chantelle Pepper	Abasebenzi boMphathiswa	R 1 000.00
INdawo yokuHlala iSivuyile	Ukulungiswa kwezalathiso ezibalulekileyo zokubeka iliso	AbaHlobo beThembaletu	Abukho	R 2 719.75
INdawo yokuHlala iSivuyile	Ipapa nezinto zokudlala ezithambileyo	IForam yeNtshona Koloni yoKhubazeko ngokwasengqondweni	Abukho	R 1 000.00
INdawo yokuHlala iSivuyile	Ukulungiswa kwezalathiso ezibalulekileyo zokubeka iliso	Iphulo leChaeli, 16 Cum Road, Plumstead, 7800	Abukho	R 2 719.75

Iziko eliFumanayo	Uhlobo lomnikelo/lesipho/iNkxaso	Igama nedilesi noMnikeli	Ubuhlobo nelungu elingumsebenzi	Ixabiso leRandi lesipho/lomnikelo
I-Ofisi yeNgingqi yaseCape	12 x 1.8kg ubisi olungugubo 34 x Izinto ezinjengezishuba zabantwana (100)	APL CARTONS, Nkskz Christelle Wium	Umnikeli yinxalenye yeforam yabanikazi bamashishini asekuhlaleni abanikezele ngeminikelo yokuxhasa abantwana abasengxakini kukhathalelo olukhuselekileyo lwexeshana	R 10 019.54
INdawo yokuHlala iSivuyile	Ukufakwa kwekhamera yeCCTV	Iphulo leChaeli, 16 Cum Road, Plumstead, 7800	Abukho	R 21 065.70
ICandelo : uCwangciso loShishino noBek'osweni	Usasazo lukanomathotholo olubhekisa kwiphulo leGBV likaRhulumente weNtshona Koloni	Iziko loSasazo, eRiezkah Allan, kuMgangatho woku1, e-Ebden House, eBelmont Office Park, eBelmont Road, eRondebosch, 7700	Abukho	R 115 000.00
I-Ofisi yeNgingqi yeMetro eseMpuma	Iimpahla ezisenokutyenziswa kwakhona (ingxowa enkulu emnyama)	Nkskz B.Matiwane noMnu R Matiwane, No 16.B Longo Street, Nyanga	Abukho	R 1 000.00
I-Ofisi yeNgingqi yeMetro eseMpuma	Iimpahla ezisenokutyenziswa kwakhona nezinto zasekhaya	Nkskz Nompilo Linda, Yiza Ekhaya Soup, Kuyasa, Khayelitsha	Abukho	R 1 200.00
I-Ofisi yeNgingqi yeMetro eseMpuma	Iimpahla ezisenokutyenziswa kwakhona (3 x iingxowa ezinkulu eziluhlaza)	Mnu noNkskz Tshendu, Harare, Khayelitsha	Abukho	R 1 400.00
UMlawuli oyiNtloko: weNtlatontle yoLuntu neeNkonzo zoBuyiselo	IiBhokisi zeziHlangu zikaSanta	Christopher Samson	Umsebenzi	R 6 200.00
INdawo yokuHlala iSivuyile	Isipho seKresimesi	Penny Sparkman	Abukho	R 6 000.00
INdawo yokuHlala iSivuyile	Ukulungiswa kwesikali sesitulo	Iphulo leChaeli, 16 Cum Road, Plumstead, 7800	Abukho	R 1 495.00
INdawo yokuHlala iSivuyile	Ukulungiswa kwezalathisi eziphambili zobeko liso	AbaHlobo beThemba lethu	Abukho	R 2 719.77
INdawo yokuHlala iSivuyile	Umngcwabo	AbaHlobo beThemba lethu	Abukho	R 4 180.00
INdawo yokuHlala iSivuyile	Izinto zokudlala nobunewunewu	Nuwe Lewe Familie Kerk, 68 Gemini Street Brackenfell	Abukho	R 3 500.00

Iziko eliFumanayo	Uhlobo lomnikelo/lesipho/iNkxaso	Igama nedilesi noMnikeli	Ubuhlobo nelungu elingumsebenzi	Ixabiso leRandi lesipho/lomnikelo
INdawo yokuHlala iSivuyile	Iingubo neekawusi ezinithiweyo	IiNgubo neeKawusi eziNithiweyo, Nksz Botha	Abukho	R 2 000.00
Elinye	Izipho ezahlukahlukeneyo ezinexabiso elingaphantsi kweR1 000.00 ngalinye	Abanikeli abohlukahlukeneyo	Babucala	R 14 208.80
<b>Iyonke</b>				<b>R 415 564.31</b>

## Ukhululo notenxo olufunyenwe kwiOfisi kaNondyabo kaZwelonke:

Akukho ngxelo.

## Iziganeko emva komhla wengxelo

Akukho ngxelo.

## Okunye

Akukho ngxelo.

## Ixabiso neSiphelo

Egameni labaphathi abaphezulu beli Sebe, ndithanda ukubulela bonke abasebenzi beDSD, ingakumbi abo basebenza phambili ekunikezelweni kweenkonzo, ngokuzinikela kwabo okungagungqiyo ekuboneleleni ngeenkonzo kwabahlelelekileyo nababuthathaka kwiphondo lethu. Iinzame zabo bonke abasebenzi beDSD ziye zaqinisekisa ukuqhubeka kokunikezelwa kweenkonzo ezingundoqo xa sijamelene nesidingo esikhulayo, nangona izibonelelo zinqongophele.

Ndikwathanda ukubulela icandelo leNPO elithe lasebenza neSebe kulo nyaka uphelileyo linceda abona bantu basesichengeni kwiindawo esihlala kuzo, amaxesha amaninzi phantsi kweemeko ezinzima.

Ukwanda kobuthathaka kwiindawo esihlala kuzo, okubangelwa yimeko ekhoyo ngoku yezozoqosho nezentlalo noqoqosho, kuqaqambise imfuno yentlalontle yoluntu neenkonzo zophuhliso loluntu. ISebe liza kuthi ke ngoko liqhubeke nokusebenza nabachaphazelekayo ukubonelela ngeenkonzo ezisebenzayo nezisemgangathweni kubo bonke abazidingayo.



UGqr Robert Macdonald

IGosa eliPhendulayo

ISebe loPhuhliso loLuntu

Umhla: wama31 kweyeThupha wama2023

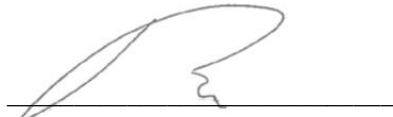
## 5. INgxelo yoXanduva noQinisekiso lokuChaneka kweNgxelo yoNyaka

Ngokolwazi lwam nenkolelo yam, ndiqinisekisa oku kulandelayo:

- Zonke iinkcukacha nemali echazwe kuyo yonke iNgxelo yoNyaka kuyavumelana.
- INgxelo yoNyaka iphelele, ichanekile kwaye akukho nto ishiyelelweyo.
- INgxelo yoNyaka ilungiswe ngokuhambelana nezikhokelo zengxelo yonyaka njengoko ikhutshwe nguNondyebo kaZwelonke.
- IiNgxelo zeMali zoNyaka (Icandelo F) zilungiswe ngokungqinelana nomgangatho wemali eziinkozo ezilungisiweyo nezikhokelo ezifanelekileyo ezikhutshwe nguNondyebo kaZwelonke.
- IGosa eliPhendulayo linoxanduva lokulungisa iingxelo zemali zonyaka nokugweba okwenziwa kwezi nkcukacha.
- IGosa eliPhendulayo linoxanduva lokuseka, nokuphumeza inkqubo yolawulo lwangaphakathi eyilelwe ukunika isiqinisekiso esinengqiqo malunga nokugqibelela kwanokuthembeka kweenkcukacha zokwenziwa komsebenzi, iinkcukacha zabasebenzi kwaneengxelo zemali zonyaka.
- Abaphicothizincwadi bangaphandle bazibandakanye ekuvakaliseni uluvo oluzimeleyo kwiiNgxelo zeMali zoNyaka.

Ngokuluvo lwam, iNgxelo yoNyaka ibonakalisa ngokufanelekileyo imisebenzi, iinkcukacha zokusebenza, iinkcukacha zabasebenzi nemicimbi yezemali yeSebe kunyakamali ophele ngowama31 kweyoKwindla wama2023.

Ozithobileyo



IGosa eliPhendulayo

UGqr Robert Macdonald

Umhla: Ngowama31 kweyeThupha wama2023

## 6. IsiShwankathelo esiCwangcisiweyo

### 6.1. UMbono

Uluntu oluzimeleyo.

### 6.2. UMnqophiso

Kukuqinisekisa ukunikezelwa kothungelwano olubanzi lweenkonzo zophuhliso loluntu oluvumela kwaye luxhobise abantu abahluphekayo, abasemngciphekweni nabo banezidingo ezizodwa.

### 6.3. IiMpawu zeNtsulungeko

Ezona mpawu zentsulungeko zeWCG, iSebe elizibophelelayo kuzo, zezi zilandelayo:



#### Ukukhathalela

Ukukhathalela abo sibakhonzayo kwanabo sisebenza nabo



#### Ubuchule

Isakhono namandla okwenza umsebenzi esimiselwe ukuba siwenze



#### Uxanduva

Sithatha uxanduva



#### Imfezeko

Ukuthembakala nokwenza okulungileyo



#### Usungulo lwezinto ezintsha

Ukuvuleleka kwiimbono ezintsha nokuphuhlisa izisombululo zobuchule kwiingxaki ngendlela enobuchule



#### Ukuphendula

Ukubonelela ngezidingo kubemi nakubasebenzi bethu

I-DSD izibophelele kule **migaqo ilandelayo yonikezelo lweenkonzo:**

#### Usungulo lwezinto ezintsha: Ukusebenza ngokwahlukileyo

ISebe liza kuzama ukuphonononga nokuvavanya iindlela ezahlukeneyo nezintsha zokusebenza ukuze kuphunyezwe ezona ziphumo ziphezulu ngexeshana elifutshane ngaphandle kokubeka esichengeni umgangatho.

#### Ukubonisana nobandakanyo

Siza kuqhubeka sinika ingqwalasela kunxibelelwano olunokuba luncedo namahlakani ethu nabachaphazelekayo njengoko kuchaziwe kuMthetho weSakhelo soBudlelwane boRhulumente (wama2005).

#### Ufikelelo

Ukufikeleleka kweenkonzo kwabo bazidingayo kubalulekile. ISebe liyakuqhuba liphucula ubume neenkqubo zalo apho kuyimfuneko kwiSakhelo seNkcitho yesiGaba esiPhakathi sonyaka(MTEF).

#### Ukuphendula nokungafishisi

Ukuseka ulawulo olululo ngokumiselwa ubekoliso olusekwe kwiziphumo, kuvavanyo nasekunikweni kwengxelo, iinkqubo zoshishino ezilungileyo, imigaqonkqubo nokwandiswa kokuthotyelwa ukuze kuphuculwe indlela yokuphendula neyokusebenza.



## 7. Umthetho neZinye izi Gunyaziso

### IGunya loMgaqosiseko

Umthetho	Impembelelo ekusebenzeni kweDSD
UMgaqosiseko weRiphabliki yoMzantsi Afrika, we1996.	ICandelo lama28 (1) loMgaqosiseko liwabeka amalungelo abantwana ngokuhambelana nokhathalelo olufanelekileyo (isondlo esisisiseko, indawo yokuhlala, iinkonzo zempilo neenkono zentlalontle) kwaye ukuvalelwa kwabantwana linyathelo lokugqibela elinokuthi lithatyathwe.

### AmaGunya oMthetho

Umthetho	Impembelelo ekusebenzeni kweDSD
UMthetho waBantwana (wama38/2005).	<p>UMthetho uqhutywe ngokwesibhengezo soboNgameleli ngomhla woku1 kuTshazimpuzi wama2010 waze wachaza:</p> <ul style="list-style-type: none"> <li>● Amalungelo noxanduva lwabantwana;</li> <li>● Uxanduva lwabazali namalungelo abo;</li> <li>● Imigaqo nezikhokelo zokhuseleko lwabantwana;</li> <li>● Ukukhuthazwa kwentlalo-ntle yabantwana; kunye</li> <li>● Ukudityaniswa kwemithetho enxulumene nentlalontle nokhuseleko lwabantwana; nakwimiba ehambelanayo.</li> </ul> <p>Olona gxininiso luphambili kuphononongo lwesibini loMthetho waBantwana yaba kukufunyaniswa kweNkundla ePhakamileyo yaseMzantsi Gauteng kwinyanga kaTshazimpuzi wama2011 malunga nokutolikwa okuchanekileyo kweCandelo le150(1) (a) loMthetho. Inkundla yafumanisa ukuba:</p> <ul style="list-style-type: none"> <li>● Umkhathaleli onoxanduva olusemthethweni lokukhathalelwa (kule meko umakhulu) unokuqeshwa njengomzali okhulisa abantwana abangenabani; kwaye</li> <li>● NoMthetho ongengowaBantwana nongengoMthetho woNontlalontle oNcedisayo okanye iMigaqo yayo edinga uphononongo lomvuzo womzali okhulisa abantwana abangenabani, ngoko ke imeko yezemali zabantwana zifumaneke ukuba inkathalo nokhuselelo kufuneka zithathelwe ingqalelo ingenguye umzali okhulisayo. Apho abazali abakhulisa abantwana abangengobabo bafumana inkxaso ngokwasemthethweni bengakwazi ukukwenza oko ngokwezemali, kufuneka babenako ukufaka isicelo sesibonelelo sokukhulisa abantwana abangenabani</li> </ul>
UMthetho oHlonyelweyo waBantwana we17 wama2016 noMthetho oHlonyelweyo weSibini waBantwana we18 wama2016.	<p>UMthetho siHlomelo waBantwana (17/2016) uhlomela uMthetho waBantwana, wowama2005 ngokuthi, phakathi kwezinye izinto, ufakele iinkcazelo ezintsha; ubonelela ngokuba umntu obanjelwe amatyala athile athathwe njengongafanelekanga ukusebenza nabantwana; ubonelela ngokuba uMkomishinala kaZwelonke; weNkonzo yamaPolisa oMzantsi Afrika kufuneka agqithisele kuMlawuli Jikelele zonke iinkcukacha zabantu abafunyenwe bengafanelekanga ukusebenza nabantwana; ubonelela ngokuqwalaselwa ngokutsha kwesigqibo sokususa umntwana ngaphandle komyalelo wenkundla; wandisa iimeko malunga nexesha lokwamkelwa komntwana; kwaye wandisa iziphumo zomyalelo wokuthathwa komntwana ongamzalanga abe ngowakho ngokubonelela ngokuba umyalelo wokuthatha umntwana ongamzalanga abe ngowakho awuziphelisi ngokuzenzekelayo zonke iimfanelo zomzali namalungelo omzali womntwana xa umyalelo wokuthathwa komntwana ukhutshiwe ngenxa yeqabane okanye iqabane elisisigxina laloo mzali kwaye ukubonelela ngemiba enxulumene noko.</p> <p>UMthetho siHlomelo waBantwana (18/2016) uhlomela uMthetho waBantwana, wowama2005 ngokuthi, phakathi kwezinye izinto,</p>

Umthetho	Impembelelo ekusebenzeni kweDSD
	ufakele iinkcazelo ezintsha; ubonelela ngokuba ukususwa komntwana kukhathalelo olukhuselekileyo lwexeshana ngaphandle komyalelo wenkundla kubekwe phambi kwenkundla yabantwana ukuze kuqwalaselwe kwakhona ngaphambi kokuphela kosuku olulandelayo lwenkundla; ubonelela ngokuqwalaselwa ngokutsha kwesigqibo sokususa umntwana ngaphandle komyalelo wenkundla; ubonelela ngeNtloko yePhondo yoPhuhliso lweNtlalo ukuba itshintshe umntwana okanye umntu ukusuka kolunye uhlobo lononophelo olulolunye lumse kolunye uhlobo lononophelo kwaye ubonelela nangesicelo sokuba umntwana ahlale kukhathalelo olulolunye olungaphaya kweminyaka eli18 ubudala singeniswe phambi ekupheleni konyaka apho umntwana ochaphazelekayo efikelela kwiminyaka eli18.
UMthetho oHlonyelweyo waBantwana we17 wama2022.	UMthetho oHlonyelweyo waBantwana (we17/wama2022) uhlomela uMthetho waBantwana, (we38/wama2005), ukuze uhlomele uze ufakele iinkcazelo ezithile; ukwandisa igunya lenkundla yabantwana; ukubonelela ngakumbi ngokhathalelo lwabantwana abalahliweyo okanye abaziinkedama neminye imiba eyongezelelweyo enokulawulwa; ukubonelela ngeminye imiba eyongezelelweyo ephathelele kubantwana abakumaziko okhathalelo olulolunye; nokubonelela ngemiba enxulumene noko.
UMthetho weMisebenzi yeeNkonzo zeNtalo we110 we1978, iziHlomelo: se1995, se1996 nese1998.	Lo Mthetho waseka iBhunga laseMzantsi Afrika leMisebenzi yezeNtlalontle kwaye uchaza amandla nemisebenzi yeebhodi yeenkonzo zentlalontle nomsebenzi.
UMthetho weMisebenzi yeNkonzo yeNtalo we110 we1978; Imimiselo enxulumene nokubhaliswa kobungcali kwiinkonzo zoluleko (2013).	Le migaqo ipapashwe kwiGazethi yeMimiselo enguNombolo 36159, yowe15 kweyoMdumba wama2013, Vol. 572, Nombolo 9911 ejolise ekulawuleni nasekuphuculeni iinkonzo zoluleko.
UMkhomishinala weNtshona Koloni kuMthetho waBantwana wesi2 wama2019.	Ukubonelela ngokuqeshwa koMkhomishinala waBantwana kwiPhondo leNtshona Koloni; kwimiba enxulumene noko nokubonelela ngemiba ethile ephathelele kulo ofisi. ICandelo lama78 loMgaqosiseko weNtshona Koloni, le1997, liseka iofisi yoMkhomishinala waBantwana yephondo kwaye libonelela ngokuba uMkhomishinala kufunekaancedise iWCG ekukhuseleni nasekukhuthazeni amalungelo, iimfuno nomdla wabantwana ephondweni.
UMthetho oLungisiweyo weNkonzo zoLingo wama35 wama2002.	Injongo yawo kukulungisa uMthetho weNkonzo zoLingo, we1991, ukuze kufakelwe iinkcazelo ezithile: <ul style="list-style-type: none"> <li>● Yenza amanye amalungiselelo eenqubo ezijolise ekuthinteleni nasekulweni ulwaphulomthetho;</li> <li>● Ukwandisa amagunya kunye nemisebenzi yamagosa olingo;</li> <li>● Ukubonelela ngemisebenzi yabancedisi bamagosa olingo;</li> <li>● Ukubonelela ngovavanyo olusisinyanzelo lwabantwana ababanjiweyo;</li> <li>● Ukubonelela ngokusekwa kwekomiti ngeengcebiso zolingo;</li> <li>● Ukubonelela ngokuchongwa kwabafumani ntsapho; kunye</li> <li>● Nokubonelela ngemiba enxulumene noko.</li> </ul>
UMthetho woBundlobongela lwaseKhaya we116 we1998.	Injongo yalo Mthetho kukunika amaxhoba obundlobongela basekhaya ukhuseleko oluphezulu kuxhatshazo lwasekhaya.

Umthetho	Impembelelo ekusebenzeni kweDSD
UMthetho waBantu abaDala we13 wama2006.	<p>Lo Mthetho, owaphunyezwa siSibhengezo sikaMongameli ngomhla woku1 kuTshazimpuzi wama2010, ujolise ekuxhotyisweni nasekukhuselweni kwaBantu abaDala kubandakanywa ubume babo, amalungelo, intlalontle, ukhuseleko, ukhuselo nokulwa ukuxhatshazwa kwaBantu abaDala.</p> <p>UMthetho ukhuthaza indlela yophuhliso evumela:</p> <ul style="list-style-type: none"> <li>● Ubulumko nezakhono zaBantu abaDala;</li> <li>● Uthatho nxaxheba lwaBantu abaDala kwimiba yasekuhlaleni;</li> <li>● Ukulawula ukubhaliswa kweenkonzo zaBantu abaDala; kunye</li> <li>● Nokumiselwa nokulawulwa kweenkonzo namaziko aBantu abaDala.</li> </ul> <p>Ngokungafaniyo noMthetho waBantu abaDala, uNombolo 81 we1967, ugxininiso luyashenxiswa kukhathalelo lweziko ukuya kukhathalelo olusekelwe kuluntu ukuze kuqinisekise ukuba uMntu omDala uhlala kuluntu ixesha elide kangangoko.</p>
UMthetho woThintelo noNyango lokuSetyenziswa kweZiyobisi wama70 wama2008.	<p>Lo Mthetho ubonelela ngokuphunyezwa konikezelo lwenkonzo olubanzi noluhlangeneyo kummandla wokusetyenziswa gwenxa kweziyobisi kuwo onke amasebe karhulumente. Eyona nto ugxininiswa kuyo lo Mthetho kukukhuthaza iinkqubo ezisekelwe kuluntu kunye nokungenelela kwangethuba, kunye nokubhaliswa kongenelelo lonyango ngokubhekiselele kusetyenziso gwenxa lweziyobisi.</p>
UMthetho woBulungisa waBantwana wama75 wama2008 njengoko uhlonyelwe.	<p>Lo Mthetho useka inkqubo yobulungisa kulwaphulomthetho kubantwana abatyholwa ngokwenza ubugwenxa kwaye ujolise ekukhuseleni amalungelo abantwana. Ukwalawula kwakhona ubuncinane beminyaka yobudala begunya lolwaphulomthetho kuquka izibonelelo ezinxulumene nesigqibo sokutshutshisa umntwana oneminyaka eli12 nangaphezulu.</p>
UMthetho woLwaphulomthetho (uLwaphulomthetho ngokweSondo neMiba eNxulumeneyo) noMthethosihlomelo wesi6 wama2012.	<p>Lo Mthetho uhlomela uMthetho woLwaphulomthetho (uLwaphulomthetho lwezeSondo neMiba eNxulumeneyo) noMthetho, wowama2007, ukuze ubonelele ngokucacileyo ukuba ukuwiswa kwezohlwayo ngokubhekiselele kumatyala athile aqulathwe kulo Mthetho kushiyelwa kwisigqibo seenkundla; nokubonelela ngemiba enxulumene noko.</p>
UMthetho woThintelo nokuLwa ukuRhweba ngabaNtu wesi7 wama2013.	<p>Lo Mthetho unika ifuthe kwiNkqubo yeZizwe eziManyeneyo (UN) yokuthintela, ukucinezela nokohlwaya ukurhweba ngabantu ngokungekho mthethweni, ingakumbi abasetyhini nabantwana, okongezelela kwingqungquthela yeUN echasene nolwaphulomthetho olulungelelanisiweyo lwezizwe ngezizwe.</p>
UMthetho weArhente yoPhuhliso loLutsha lukaZwelonwama54 wama2008.	<p>Injongo yalo Mthetho kukudala nokukhuthaza ulungelelwaniso kwimiba yophuhliso lolutsha.</p>
UMthetho woNcedo lweNtlalo we13 wama2004.	<p>Lo Mthetho ubonelela ngonikezelo loncedo loluntu ebantwini, nendlela yokunikezelwa koncedo olunjalo; ukusekwa kwecandelo labahloli boncedo loluntu; nokubonelela ngeminye imiba enxulumene noko.</p>
UMthetho woNyuso lwengxowa mali we107 we1978.	<p>Lo Mthetho ubonelela ngolawulo lokuqokelelwa kweminikelo eluntwini; ukuqeshwa koMlawuli wokunyuswa kweNgxowamali; ukusekwa kweNgxowamali yokuNceda kwiNtlekele, iNgxowamali yoMkhosi woKhuselo waseMzantsi Afrika neNgxowamali yokuNceda iMbacu; ukubhengezwa kweentlekele ezithile njengeentlekele; neminye imiba enxulumene noko.</p>

Umthetho	Impembelelo ekusebenzeni kweDSD
UMthetho weMibutho eNgenzi Nzuzo (iNPO) wama71 we1997.	UMthetho ujolise ekudaleni imekobume evumelayo nesikhokelo solawulo seeNPO kwigalelo lazo ekuhlangabezaneni neemfuno ezahlukeneyo zabemi nokugcina imigangatho eyaneleyo yolawulo, ukungafihli nokuphendula kuluntu. UMthetho weNPO utshitshisa iinxalenye ezithile zoMthetho wonyuso lweNngxowamali, (we1978).
UMthetho woLawulo lweNtlekele wama57 wama2002.	Lo Mthetho ubonelela ngomgaqonkqubo ohlangeneyo nolungelelanisiweyo wolawulo lweentlekele (ogxile ekuthinteleni okanye ekucutheni umngcipheko weentlekele, ukuthomalalisa ubuzaza beentlekele, ukulungela unxunguphalo, ukusabela ngokukhawuleza nangempumelelo kwiintlekele nokuchacha emva kweentlekele); ukusekwa kwamaziko olawulo lweentlekele kuzwelonke, kwiphondo nakumasipala; amavolontiya olawulo lwentlekele; neminye imiba enokwenzeka.
UMthetho siHlomelo woLawulo lweNtlekele we16 wama2015.	Lo Mthetho usebenza ukulungisa uMthetho woLawulo lweNtlekele, wama2002 ukuze kufakwe ezinye endaweni yazo kwaye kufakelwe iinkcazelo ezithile; ukucacisa ugqaliselo lomgaqonkqubo wokubuyisela kwisimo sangaphambili nokusebenza kwamaziko olawulo lweentlekele; ukulungelelanisa imisebenzi ethile; ukubonelela ngamaqumrhu karhulumente ukubaancedise amacandelo olawulo lweentlekele; ukubonelela ngenkqubo yokunika ingxelo eyandisiweyo ngamaqumrhu karhulumente malunga nolwazi olumalunga neziganeko ezikhokelela ekubhengezweni kweentlekele, inkcitho ekuphenduleni nasekubuyiselweni kwakhona, amanyathelo anxulumene nokunciphisa umngcipheko neengxaki ezithile ezifunyenwe ekujonganeni neentlekele; ukomeleza ukunikezelwa kwengxelo ngokuphunyezwa komgaqonkqubo nomthetho onxulumene nokuncitshiswa kweentlekele nolawulo lwenkxasomali eyabelwe umasipala kunye namaqonga orhulumente wephondo asekwe ngokoMthetho weSakhelo soBudlelwane boRhulumente, wama2005; ukomeleza ukumelwa kweenkokheli zemveli; ukwandisa imixholo yezicwangciso zolawulo lweentlekele ukubandakanya ukuqhutywa kovavanyo lomngcipheko weentlekele kwiindawo ezisebenzayo nokwenziwa kwemephu yemingcipheko, imimandla noluntu olusesichengeni seentlekele; ukubonelela ngamanyathelo okunciphisa umngcipheko weentlekele; ukubonelela ngemigaqo ngemfundo yolawulo lwentlekele, uqeqesho nemicimbi yophando nokubhengezwa nokuhlelwa kweentlekele; nokubonelela ngemiba ehambelana noko.
UMthetho woKhathalelo lweMpilo ngokwaseNgqondweni we17 wama2002.	Lo Mthetho ubonelela ngokhathalelo, unyango kunye nokubuyisela kwisimo sangaphambili sabantu abagula ngengqondo; ubeka iinkqubo ezahlukeneyo emazilandelwe ekwamkelweni kwaba bantu kwaye ubonelela ngokhathalelo nolawulo lwepropathi yabantu abagula ngokwaseengqondweni.
UMthetho woLwaphulomthetho (uLwaphulomthetho ngokweSondo neMiba eNxulumene noko) noMthetho oLungisiweyo we13 wama2021.	Ukuhlomela uMthetho woLwaphulomthetho (uLwaphulomthetho ngokweSondo neMiba eNxulumene noko) noMthetho siHlomelo wama2007, ukuze: <ul style="list-style-type: none"> <li>● Wandise umda wetyala lombulo;</li> <li>● Wazise ngetyala elitsha lokugrogrisa ngokwesondo;</li> <li>● Ufake endaweni yebinzana elithi "umntu ophila nokhubazeko ngokwasengqondweni" okanye "abantu abaphila nokhubazeko ngokwasengqondwebu" naphi na apho eli binzana livela khona nebinzana elithi "umntu ophila nokhubazeko ngokwasengqondweni" okanye "abantu abaphila nokhubazeko ngokwasengqondweni";</li> <li>● Ulawule ngakumbi ukubandakanywa kweenkcukacha zabantu kwiRejista kaZwelonke yaboPhulimthetho ngokweSondo;</li> </ul>

Umthetho	Impembelelo ekusebenzeni kweDSD
	<ul style="list-style-type: none"> <li>● Wandise uluhlu lwabantu abaza kukhuselwa ngokweSahluko sesi6 soMthetho;</li> <li>● Wandise uluhlu lwabantu abanelungelo lokungenisa izicelo kuMbhalisi weRejista yaBophulimthetho ngokweSondo;</li> <li>● Ulawule ngakumbi ukususwa kweenkcukacha zabantu kwiRejista kaZwelonke yaBophulimthetho ngokweSondo; uze</li> <li>● Ulawule ngakumbi umsebenzi wokunika ingxelo wabantu abaziyo ukuba izenzo zolwaphulomthetho ngokwesondo zenziwe kubantu abasesichengeni, kwaye ulungiselele imiba enxulumene noko.</li> </ul>
<p>UMthetho oHlonyelweyo woBundlobongela baseKhaya we14 wama2021.</p>	<p>Ukuhlomela uMthetho woBundlobongela baseKhaya, we1998, ukuze kuhlonyelwe kwaye kufakelwe iinkcazelo ezithile; Ukwabonelela nangendlela ekufuneka kujongwe ngayo izenzo zobundlobongela lwasekhaya nemiba enxulumene noko; Ukulawula ngakumbi imiyalelo yokhuseleko ekuphenduleni izenzo zobundlobongela basekhaya; ukulungisa izibonelelo zemithetho ethile; nokubonelela ngemiba enxulumene noko.</p>
<p>UMthetho oHlonyelweyo woLwaphulomthetho neMinye iMiba eNxulumene noko we12 wama2021.</p>	<p>Injongo yalo Mthetho kukuhlomela:</p> <ul style="list-style-type: none"> <li>● UMthetho weeNkundla zikaMantyi, we1944, ukuze ubonelele ngokuchongwa kwabameli kunye nokunikezelwa kobungqina ngokusebenzisa abameli kwiingxoxo ngaphandle kwamatyala olwaphulomthetho; isifungo kunye nobuchule babameli; kunye nokunika ubungqina ngonxulumano oluvakalayo nolubonwa kwiinkqubo ngaphandle kwamatyala olwaphulomthetho;</li> <li>● UMthetho weNkqubo yoLwaphulomthetho, we1977, ukuze kulawulwe ngakumbi ukuvunywa nokucinywa kwebheyle; ukunikezelwa kobungqina ngomabonakude ovaliweyo okanye usasazo lweelektroniki olufanayo; ukunika ubungqina ngengqina elinokuphila nokhubazeko ngokwasemzimbeni, ngokwasengqondweni; ukuqeshwa, isifungo nobuchule babameli; nelungelo lomgangali kwityala elinxulumene nolwasekhaya lokuthatha inxaxheba kwiinkqubo zengqawule;</li> <li>● UMthetho siHlomelo woMthetho woLwaphulomthetho, wowe1997, ukuze ulawule ngakumbi izigwebo malunga namatyala awenziwe kubantu abasesichengeni; kunye</li> <li>● NoMthetho weeNkundla eziPhakamileyo, wama2013, ukuze ubonelele ngokuchongwa kwabameli nokunikezelwa kobungqina ngokusebenzisa abameli kwiingxoxo ngaphandle kwamatyala olwaphulomthetho; isifungo nobuchule babameli; nokunika ubungqina ngekhonkco elivakalayo nobonwa kwiingxoxo ngaphandle kwamatyala olwaphulomthetho, nokubonelela ngemiba enxulumene noko.</li> </ul>
<p>UMthetho woLawulo lweMali kaRhulumente onguNombolo 01 we1999 njengoko uhlonyelwe.</p>	<p>Ukumisela ulawulo lwemali kurhulumente kazwelonke noorhulumente bamaphondo; ukuqinisekisa ukuba yonke ingeniso, inkcitho, iiasethi namatyala abo rhulumente alawulwa ngokufanelekileyo nangempumelelo; ukubonelela ngokuphendula kwabantu abaphathiswe ulawulo lwemali kwabo rhulumente; nokubonelela ngemiba enxulumene noxanduva lwabo.</p>
<p>UMthetho weSakhelo soBudlelwane boRhulumente we13 wama2005.</p>	<p>UMthetho ujonge ukuququzelela uthethathethwano olumandla phakathi kwamacandelo amathathu karhulumente ukuze kukhuthazwe inkqubo yolawulo ezinzileyo nesabelayo, ethi iphucule iimpawu zentsulungeko, kunye nemithethosiseko yolawulo lukarhulumente.</p>

## Eyona misebenzi ingundoqo yeSebe

ISebe lizibophelele kule misebenzi mibini ingundoqo ilandelayo:

- INkonzo yeNtlatontle yoLuntu kubantu abahlelekileyo nabasemngciphekweni ngentsebenziswano namahlakani nemibutho yoluntu; kunye
- NeNkonzo yoPhuhliso loLuntu ebonelela ngeenkqubo zophuhliso oluzinzileyo, eziququzelela ukuxhotyiswa koluntu.

## AmaGunya oMgaqonkqubo

Umgqaonkqubo	Impembelelo ekusebenzeni kweDSD
IsiCwangciso soPhuhliso sikaZwelonke (NDP) sama2030 (2012).	I-NDP ijolise ekupheliseni intlupheko nokunciphisa ukungalingani ngowama2030. Ngokwesi sicwangciso, uMzantsi Afrika ungaziphumeza ezi njongo ngokuthi utsale amandla abantu bawo, ukhulise uqoqosho olubandakanyayo, ukwaxhiwa kwezakhono, ukukhulisa amandla karhulumente, nokukhuthaza ubunkokeli kunye nentsebenziswano kuluntu lonke.
ISakhelo sesiCwangciso sesiQingatha esiPhakathi esiHlaziyiweyo (MTSF) wama2019-2024.	Le MTSF sisicwangciso sikaRhulumente somiliselo kunye nesakhelo sokubeka iliso sokuphumeza imiba ephambili yesiCwangciso soPhuhliso sikaZwelonke (NDP) sowama2030 kwisithuba sowama2019-2024. Isicwangciso somiliselo sigxile kwizinto eziphambili ezisixhenxe namangenelo anxulumeneyo, ngeli lixa isakhelo sokubeka iliso ehlangeneyo igxile kwiziphumo zokubekwa kweliso, izalathisi kunye nekujoliswe kuko ekufezekiseni izinto eziphambili ngokubaluleka. I-MTSF ehlaziyiweyo yama2019-2024 ikhuthaza, ulungelelaniso, uququzelelo nokuhlenganiswa okupheleleyo kwazo zonke izixhobo zokucwangcisa uphuhliso kwisakhelo esidibeneyo.
I-OneCape2040. Ukusuka kumbono ukuya ekwenzeni (kowama2012).	I-WCG yamkele lo mbono kweyeDwarha wama2012. Ijolise ekukhuthazeni inguqu kwikamva eliqukayo nelinamandla loqoqosho lweNtshona Koloni. Icacisa umbono wokuba abantu baseNtshona Koloni bangasebenzisana kanjani ekuphuhliseni uqoqosho lwengingqi noluntu ngokubanzi, ngokwenza njalo, bekhokhela ucwangciso namanyathelo okukhuthaza ukuzibophelela nokuphendula kuzinzo lwenkqubela phambili yexesha elide.
IQhinga lesiCwangciso sePhondo (PSP) sama2019-2024.	IPSP sisicwangciso seminyaka emihlanu esimisela umbono nezinto eziphambili ku WCG ize yakhele kwiziseko ezibekwe ngexesha leekota ezimbini zokugqibela kwiofisi. IWCG iyazibophelela ekwakheni urhulumente onobuchule obusekelwe kwiziseko ezisemgangathweni ezinika ithuba kwaye zikhuthaze uxanduva kwiNtshona Koloni ekhuselekileyo Umbono - iNtshona Koloni ekhuselekileyo apho wonke umntu aphumelelayo - uboniswa kubaluleko oluphenjelelwe ngumbono wesihlanu wesicwangciso seenjongo eziphambili (VIPs) ezichongwe kwisithuba esiphakathi kowama2019 ukuya kowama2024 ezizezi, uLuntu oluKhuselekileyo noluhlangeneyo; ukuKhula neMisebenzi; ukuXhobisa abantu, ukuHanjiswa nokuTshintshwa kweNdawo; nenguqulelo neNkcubeko.
IsiCwangciso soBuyiselo seNtshonga Koloni (2021).	Esi sicwangciso kukunakana kunye nokusabela kubhubhani weKHOVID-19 neziphumo ezibi zentlalo noqoqosho kubemi baseNtshona Koloni. Ichonga iingxaki ezifuna impendulo engxamisekileyo, yoluntu lonke ukuze kudalwe imisebenzi, kukhuthazwe uluntu olukhuselekileyo, nokukhuthaza impilontle yabo bonke abemi baseNtshona Koloni. Esi sicwangciso siza kuphunyezwa ngaphakathi kwimiba emihlanu ephumlelweyo yezicwangciso eziphambili ezichazwe kwiPSP (yama2019-24).

Umgaqonkqubo	Impembelelo ekusebenzeni kweDSD
ISakhelo soPhuhliso lweNdawo kwiPhondo leNtshona Koloni (2014).	Isakhelo sisebenza njengesiseko, ukulungiselela, ukudibanisa nokulungelelanisa "uyilo lwesiseko" ukuhanjiswa kweenkqubo zeSebe kuzwelonke nakwiPhondo; sixhasa oomasipala ukufezekisa igunya labo lokucwangcisa loomasipala ngokuhambelana neagenda kazwelonke neyephondo; sixhasa kwaye sixhibelelanise iinjongo zophuhliso lomhlaba zikarhulumente kwicandelo labucala nololuntu.
INdlela kaWonkewonke kuRhulumente weNtshona Koloni (WoSA) yoPhuhliso loQoqosho loLuntu (kowama2018).	INdlela kaWonkewonke (WoSA) inombono wokhuselo, uthungelwano lwentlalo, ukomelela kunye nokuxhobisa abemi kunye noluntu ngofikelelo olunobulungisa kwiinkonzo zentlalo kunye namathuba. Olu xwebhu lubonisa isakhelo sophuhliso oluhlangeneyo lwentlalo enenguqu ngendlela ebanzi. Iphuhliswe ngenjongo yokufumana isivumelwano kwindlela yokukhuthaza uphuhliso lwentlalo ngokusebenzisa "iNdlela kaWonkewonke".
IPhepha leNgcaciso loMgaqonkqubo weNtlaloNtle (1997).	IPhepha leNgcaciso loMgaqonkqubo lisebenza njengesiseko sentlalontle emva kowe1994 ngokubonelela ngemigaqonkqubo ekhokelayo, imigaqonkqubo kunye neenkqubo zemimiselo yophuhliso lwentlalontle.
IPhepha leNgcaciso loMgaqonkqubo waBemi (1998).	IPhepha leNgcaciso likhuthaza ukukhula okuzinzileyo kophuhliso lomntu nomgangatho wobomi wabo bonke abantu base Mzantsi Afrika ngokudityaniswa kwemicimbi yabemi kucwangciso lophuhliso kumanqanaba ohlukeneyo karhulumente nakuwo onke amacandelo oluntu. Eli Sebe ligunyaziswe ukuba libeke esweni ukuphunyezwa komgaqonkqubo, nefuthe lazo kwiindlela zokuphila kwabantu nemiba yokuguguququka kwimeko yophuhliso loluntu oluzinzileyo.
ISebe loPhuhliso loLuntu: uMgaqonkqubo kwiNkxasomali kweMibutho engeNzi Nzuzo ukuBonelela ngeNtlaloNtle noPhuhliso loLuntu (wama2015) njengoko uhlonyelwe kowama2017.	Injongo yalo mgaqonkqubo kukujinisekisa ukuba iintlawulo ezidluliswayo zilawulwa ngendlela ebonakalayo ekhuthaza ukuphendula, ukufikelela, ulawulo olululo, iimfuno zomsebenzi ocacileyo, nemithethosiseko yezolawulo ukulungiselela iDSD ukuba ifezekise umsebenzi wayo wokubonelela ngothungelwano olubanzi lweenkonzo zophuhliso lwentlalo ezenza ukuba abo bahluphekayo, basesichengeni kwanabo banezidingo ezizodwa baxhotyiswe.
IPhepha leNgcaciso kwiiNtsapho zaseMzantsi Afrika (lama2013) nePhepha eliHlaziyiweyo leNgcaciso loMgaqonkqubo kwiiNtsapho zaseMzantsi Afrika (lama2021).	Eyona njongo iphambili yePhepha leNgcaciso kukukhuthaza iintlalontle yosapho, ukukhuthaza nokomeleza iintsapho, ubomi bosapho nokubandakanya imiba yosapho kumalinge omgaqonkqubo obanzi owenziwa ngurhulumente. Eli Sebe liye laqulunqa isicwangciso sephondo sokumiliselwa kwePhepha leNgcaciso kwiiNtsapho ezamkelwa yiForum yeeNkonzo zoSapho ngowe16 kweyoMsintsi wama2016.  IPhepha leNgcaciso yoMgaqonkqubo eHlaziyiweyo leentsapho lifumana amandla kumaxwebhu omgaqonkqubo asele ekhankanyiwe kwaye lijolise ekujonganeni nezigxeko neenkxalabo ezichasene nemigaqo yokuziphatha ephantsi nokubonakaliswa mxinwa kobomi bosapho eMzantsi Afrika kumacandelo ePhepha leNgcaciso oMgaqonkqubo okuqala leeNtsapho. Olu hlaziyo luhlaziya iphepha lomgaqonkqubo ukuze liphendule ngemeko yeli xesha leentsapho eMzantsi Afrika kwaye lidibanisa ingxelo evela kurhulumente namaqela achaphazelekayo kuluntu oluthe lwathethathethana ngexesha lohlaziyo lwePhepha leNgcaciso yoMgaqonkqubo.
ISakhelo seeNkonzo zeNtlaloNtle (sama2013).	Esi sakhelo sivunyiweyo sikazwelonke sihambelana neModeli yoHanjiso lweenkonzo eziHlanganisiweyo (SDMs) kwaye sibonelela ngenkqubo esemgangathweni apho abasebenzi bezentlalontle beza kubonelela ngeenkonzo zentlalontle ezijongene nomgangatho ofanelekileyo, obanzi, odibeneyo, osekelwe kumalungelo, nezixhobo ezifanelekileyo.

Umgaqonkqubo	Impembelelo ekusebenzeni kweDSD
Imimiselo eQhelekileyo yeMigangatho yeeNkonzo zeNtlalontle yoLuntu (yama2013).	Ukubonelela ngemilinganiselo yokubonelela ngeenkono ezisemgangathweni zentlalontle kwaye wenze inxalenye yeSakhelo seeNkonzo zeNtlalontle.
IsiCwangciso esiPhambili sikaZwelonke seZiyobisi sowama2019 ukuya kwesama2024 (sama2019).	Isicwangciso sivumela ulungelelwaniso lwamasebe noogunyaziwe bengingqi ngokuhambelana noMthetho woThintelo noNyango lokuSetyenziswa gwenxa kweZiyobisi, onguNombolo 70 wama2008. Injongo yaso kukuqinisekisa ukuba ilizwe linempendulo efanayo kusetyenziso gwenxa lwezinyobisi.
ISakhelo sokuLawula kuMsebenzi weNtlalontle eMzantsi Afrika (2012).	Ibonelela ngesakhelo solawulo olusebenzayo loonontlalontle, oonontlalontle babafundi, oonontlalontle abancedisayo, abasebenzi abangabancedisi bezentlalontle, iingcali zentlalontle nabasebenzi babucala ukuze kuqinisekise iindlela zokwenza umsebenzi wentlalontle onobuchule osebenza ngokufanelekileyo kubasebenzisi benkonzo kwicandelo lentlalontle eMzantsi Afrika.
ISakhelo soQinisekiso loMgangatho weNkonzo zeNtlalontle yoLuntu (V5) (2012).	Esi sakhelo sikazwelonke sibonelela ngenkqubo engaguqukiyo nemigangatho ecacileyo yokuvavanya ukusebenza ngempumelelo nokuqhubeka ukubonelela ngophuculo ngokubhekiselele kwiinkono zentlalontle zoluntu.
UMgaqonkqubo woLutsha kaZwelonke wama2020-2030 (NYP yowama2030) (2021).	INYP 2030 ngumgaqonkqubo wamacandelo ahlukeneyo ojolise ekuphumezeni iziphumo ezincumisayo zophuhliso lolutsha kubantu abatsha kwinqanaba lasekhaya, lephondo nelikazwelonke eMzantsi Afrika. Lo mgaqonkqubo wakhela phezu kweNYP zoMzantsi Afrika yoku <sup>1</sup> neyesi <sup>2</sup> ebibandakanya isithuba sowama2009-2014 nesowama2015-2020, ngokulandelelanayo. Lo mgaqonkqubo uyayiqonda into yokuba ukubekwa phambili kwezibonelelo kufuneka kubandakanye uphuhliso lolutsha, imfundo yolutsha, ukuthatha inxaxheba kwezoqoqosho kwakunye nempilo yomzimba nengqondo. Isiphumo esinqwenelekayo salo mgaqonkqubo sixhobisa ulutsha oluxhotyiswe ngolwazi, ulwazi nezakhono eziluvumela ukuba luthabathe amathuba kwaye luthathe uxanduva ngokufanelekileyo ekwenzeni igalelo elibonakalayo kuphuhliso loMzantsi Afrika wedemokhrasi nonenkqubela.
IsiCwangciso soPhuhliso loLutsha seSebe leNtshona Koloni loPhuhliso loLuntu (sama2013).	Esi sicwangciso sikhokela, sazisa kwaye sikhokela inkqubo yophuhliso lolutsha lweSebe nezinto eziphambili kwaye izisa umlinganiselo oqinileyo wokuqikelelwa kwamaziko nenkqubo. Isebenza njengesixhobo esibalulekileyo socwangciso, esijolise ekujonganeni neemfuno zolutsha lwaseNtshona KoloniUkukhokela, ukwazisa nokwalatha iinkqubo zophuhliso lolutsha zeSebe kwaye uzibeke phambili kunye nokuzisa umlinganiselo owomeleleyo weziko noqikelelo lwenkqubo. Isebenza njengesixhobo esibalulekileyo sokucwangcisa, esijolise ekujonganeni neemfuno zabantu abatsha bePhondo laseNtshona Koloni.
IsiCwangciso soPhuhliso loLutsha lwaseNtshona Koloni (sama2013).	Injongo yesicwangciso sophuhliso lolutsha (sephondo) kukudala inkxaso engaphezulu, amathuba neenkono zabo bonke abantu abatsha ukuba bazibandakanye ngcono nendalo yabo nenguqu ngempumelelo yokuba ngabantu abadala abanoxanduva, abazimeleyo nabazinzileyo. Inika ingqalelo kubantu abatsha abakwinqanaba langaphambi kokuba lulutsha phakathi kweminyaka eli10 ne14 ubudala nenqanaba 'lolutsha' phakathi kwe15 nama24 eminyaka.



Umgaqonkqubo	Impembelelo ekusebenzeni kweDSD
UMgaqonkqubo kwiNkonzo zoPhuhliso loLuntu kuBantu abaphila noKhubazeko (2017).	Eyona njongo iphambili kukukhokela nokulungelelanisa ukubonelelwa kweenkonzo zophuhliso loluntu ezijolise kubantu abaphila noKhubazeko. Injongo yayo kukuqinisekisa ukuba isidima namalungelo abo bonke abantu abaphila nokhubazeko ayakhuselwa kwaye ayafezekiswa, ngokubonelela ngeenkqubo zentlalozoqoqasho ezifanelekileyo nokuqinisekisa ukubandakanywa kwabo.
ISakhelo soMgaqonkqubo – iNkonzo kuBantu abaphila noKhubazeko ngokwaseNgqondweni (sama2015).	Injongo yesakhelo kukuhanjiswa kweenkonzo ezilungelelanisiweyo nezifezekisiweyo kubantu abaphila nokhubazeko ngokwasengqondweni (PWID) ngokwahlukana kwamasebe/kwamacandelo ephondo ukuqinisekisa ngendlela ejolise ebantwini kwiPWID kunye neentsapho zabo ngokuChonga iphrofayili yezidingo zePWID kumacandelo onke nemisebenzi efanelekileyo yesebe, uxanduva neendlela zokufumana inkxasomali yokuhlangabezana neemfuno ezichongiweyo.
Umgaqonkqubo kuPhononongo, ukuKhutshwa nokuDityaniswa kwakhona kwabahlali abagwetyiweyo kumaziko eDSD okhathalelo lwabantwana nolutsha kwiNdawo engenaZithintelo kangako okanye kuKhathalelo lwaBazali (wama2014).	Lo mgaqonkqubo ubonelela ngesikhokelo sophononongo, ukukhutshwa kunye nokudityaniswa kwakhona kwabahlali abagwetyiweyo kwiCYCC ngokubeka kwiindawo zokukhathalela ezithile njengoko kubonelelwe kwiSahluko se11 soMthetho waBantwana, onguNombolo38 wama2005 neMimiselo.
IsiCwangciso seSebe soPhuhliso loLuntu lweNtshona Koloni soPhuculo lweenkonzo zokuKhathalelwa kwaBantwana kunye noKhuseleko (sama2015).	Isicwangciso saphuhliselwa ukunciphisa imingcipheko enxulumene nokuphunyezwa kweemfuno ezisemthethweni, izithethe kunye nemigangatho yoMthetho waBantwana. Isicwangciso sichonga oonobangela bengxaki kunye nongenelelo lokujongana nale miba.
iNkqubo zokuSebenza eziseMgangathweni (SOP) kwiNkonzo zokwakhiwa koMjelokazi (wama2021).	Injongo yale SOP kukubonelela abalawuli bommandla kunye nabasebenzi bokhuseleko lwabantwana babo izikhokelo kunye neenkqubo zokusetyenziswa kweenkonzo zomjelo kubantwana abangena okanye abasele bekwinye inkqubo yokhathalelo. Le SOP isebenza kuwo onke amaGosa okwakiwa koMjelokazi kwiifisi zemimandla nezasekuhlaleni, neCandelo loLawulo: uLawulo lwamaZiko.
ISebe leNtshona Koloni leNkqubo yokuSebenza koMgangatho woPhuhliso loLuntu (SOP) lokuSuswa kwaBantwana abaseZitalatweni kwindawo yoKhuseleko nakwiNkqubo eziLandelayo (2015).	I-SOP yaphuhliswa njengesikhokelo kancinci kancinci malunga nendlela yokuhamba xa ususa umntwana wesitalato odinga ukunakekelwa nokukhusela kwindawo yokhuseleko. Ichaza iindima noxanduva lwabasebenzi beSebe nabanye abachaphazelekayo kwiNPO namacandelo obupolisa.
ISakhelo sokuQinisekiswa koMgangatho wokubeka iliso kumisebenzi wentlalontle nakuhanjiso lweenkonzo zophuhliso loluntu (sama2015).	Esi sakhelo sephondo sihambelana neSakhelo sokuQinisekiswa koMgangatho kazwelonke weNtlalontle yoLuntu (wama2013) kwaye iphakamisa ubeko sweni lwendlela yokusebenza eqinisekileyo ngendlela yokuqinisekisa umgangatho wophuhliso loluntu kunye neenkono zentlalontle kwiSebe nakwicandelo leNPO kweli Phondo. Ikwajolisa kuphuculo lomgangatho kuhanjiso lweenkonzo kwaye ichaza imigangatho yokugqwesa ngenkonzo nendlela ekufuneka ibekwe iliso noma ilawulwe ngayo.

Umgaqonkqubo	Impembelelo ekusebenzeni kweDSD
UMgaqo wokuQinisekisa uMgangatho wamaziko oKhathalelo lwaBantwana noLutsha wama2016-18 (2016).	Lo mgaqo ukhuthaza ukumiliselwa okukuko komgaqo wokuqinisekisa umgangatho ojilise ekuthotyelweni komthetho wolawulo, ukuthobela ulawulo olumanyeneyo kunye nokuthobela ubhaliso neMigaqo kwaneMigangatho kaZwelonke yeMfuno zeeCYCC.
IsiCwangciso sePhondo leNtshona Koloni sokuBonelela amaZiko oKhathalelo lwaBantwana noLutsha (CYCC) (sama2016).	Esi sicwangciso silawula ukubonelelwa ngokhathalelo olwaneleyo lokuhlala kwabantwana kwiCYCC ngokuqhubeka kokhathalelo neenkqubo ezisekelwe kumaziko afanelekileyo kwiPhondo liphela, zihambelana neemfuno ezithile zePhondo, iimeko, ulwabiwo lwemali nokufumaneka kweziseko zophuhliso.
ISakhelo sesiCwangciso seSondlo noKutya kwamaKhaya soRhulumente waseNtshona Koloni (2016).	ISakhelo esiCwangcisiweyo seSondlo noKhuseleko loKutya eNtshona Koloni sijolise kwiintsilelo ezithile zenkqubo yokutya yangoku ukuqinisekisa ukuba iyabasebenzela bonke abahlali baseNtshona Koloni. ISakhelo esiCwangcisiweyo sicacisa iziphumo neenkqubo ezinxibelelana neenjongo ekunciphiseni indlala kunye nophuculo kwezempilo, isondlo, kunye nesiqhamo sokuxhasa bonke abantu abahlala eNtshona Koloni ngokukhokela ngokukhuthaleyo kunye nobomi obuneziqhamo.
IPhepha leNgcaciso laMalungelo abaNtu abaphila noKhubazeko (2015).	IPhepha leNgcaciso lingqina indlela yokufezekisa amalungelo abaNtu abaphila nokhubazeko ngokuqaphela uluntu olukhululekileyo nolunobulungisa njengabemi abalinganayo. Ikhokela kwaye ikhuthaza ukuzimela kwabaNtu abaphila noKhubazeko. Icacisa ngokubanzi uxanduva neemfaneko zokuphendula ngeentsika eziluzilima ezilithoba ezicwangcisiweyo ezithi zenze umsebenzi wabo banenxaxheba noxanduva lokuphelisa ucalucalulo oluqhubekayo nokubandakanyeka okwenzeka kubaNtu abaphila noKhubazeko. Oku kukhokela iDSD eNtshona Koloni ekuboneleleni ngaphandle kwesithintelo, ngokufanelekileyo, ngokusebenzayo kakuhle nokuhanjiswa kwenkonzo elungelelanisiweyo.
IsiCwangciso sokuBeka Phambili ukuphila noKhubazeko sowama2015-2020 (2015).	IsiCwangciso sokuBeka Phambili ukuphila noKhubazeko seDSD yeNtshona Koloni sicwangciso seqhinga seminyaka emihlanu esikhokelela iSebe ekusebenziseni indlela esisiseko njengeqhinga lokukhawulezisa ukususwa kwenkxalabo yokuphila nokhubazeko ukusuka kumda ukuya kwindawo yomtsalane ngokuhanjiswa kweenkonzo kwiSebe.
IsiCwangciso seQhinga sikaZwelonke soBundlobongela obuSekwe kwiSini nokuBulawa kwabaseTyhini (sama2020).	Esi sicwangciso sijolise ekuboneleleni ngomgaqonkqubo onobuchule obubandakanya amacandelo amaninzi nesakhelo senkqubo ukomeleza indlela yokusabela elungelelanisiweyo kazwelonke kwintlekele yeGBV nokubulawa kwabasetyhini ngurhulumente woMzantsi Afrika nelizwe. Esi sicwangciso sijonge ekuboneleleni ngeemfuno nemingeni abajongene nayo bonke abantu, ingakumbi abasetyhini kuminyaka yonke, ukwaziswa ngezsondo, ngokwesini neempawu zesini; namaqela athile afana nabasetyhini abadala, abasetyhini abaphila nokhubazeko, abafazi abafudukayo nabasetyhini abasuka kwamanye amazwe, abachatshazelweyo nabachatshazelwa sisibetho seGBV eMzantsi Afrika.

## IziGwebo zeNkundla eziFanelekileyo

**INkundla ePhakamileyo yoMzantsi Afrika (iNkundla ePhakamileyo yaseNtshona Koloni/eKapa) echaphazelekayo kubantwana abaphila nokhubazeko olumandla okanye ngokunzulu ngokwasengqondweni, inombolo yetyala 18678/2007.**

Isigwebo sawiswa ngomhla we11 kweyeNkanga wama2010, siyalela urhulumente ukuba abonelele ngemilinganiselo efikelelekayo, esemgangathweni, kunye nemfundo esisiseko kubantwana abaphila nokhubazeko olumandla nolukhulu. Ngokuthobela umyalelo wenkundla, iSebe lenza amalungiselelo okubhaliswa ngokutsha, uqeqesho kunye nokwamkelwa kwabasebenzi kunye nabaphumezi benkqubo bamaziko ononophelo

olulodwa. Ngaphezu koko, iSebe kufuneka libonelele ngemali yokuthutha aba bantwana ngokukhuselekileyo ukuya nokubuya kumaziko.

**Inkundla ePhakamileyo yoMzantsi Afrika (iCandelo lePhondo laseGauteng-eTshwane) efaneleke kubantwana abanengxaki yokuphazamiseka kakhulu okanye ephazamisayo yokuziphatha, inombolo yetyala 73662/16.**

Umyalelo wenkundla wawiswa ngowesi2 kweyeThupha wama2018, eyalela iSebe likaZwelonke loPhuhliso loLuntu, elezeMpilo nelezeMfundo ukuba lenze ubonelelo olulolunye lokhathalelo olufanelekileyo, iinkonzo zempilo ngokwasengqondweni, kunye nezidingo zemfundo yabantwana abanengxaki emandla yokuphazamiseka kakhulu okanye ephazamisayo yokuziphatha. Ikomiti ejongene nolawulo lweprojekthi yamasebe yasekwa ukubeka iindlela zokujongana nemeko ngokuphuhlisa lwendlela yodluliselo.

**Inkundla ePhakamileyo yoMzantsi Afrika (eNtshona Koloni) efanelekileyo kumaxhoba obundlobongela obusekelwe kwisini, inombolo yetyala S517/2017.**

Isigwebo sawiswa ngomhla wama21 kweyoMsintsi wama2017, siyalela iSebe leWCG loPhuhliso loLuntu ukuba linikezele ngeenkonzo ezifanelekileyo zexesha elide zokubeka iliso, iingcebiso nokhathalelo lwasemva kwemini lwamaxhoba olwaphulomthetho ngokwesondo. Ukongeza, iSebe kufuneka liqinisekise ukuba iinkonzo ezixhaswa ngemali lisebe ezibonelelwa ziNPO ziyahambelana nezivumelwano zenqanaba leenkonzo zazo.

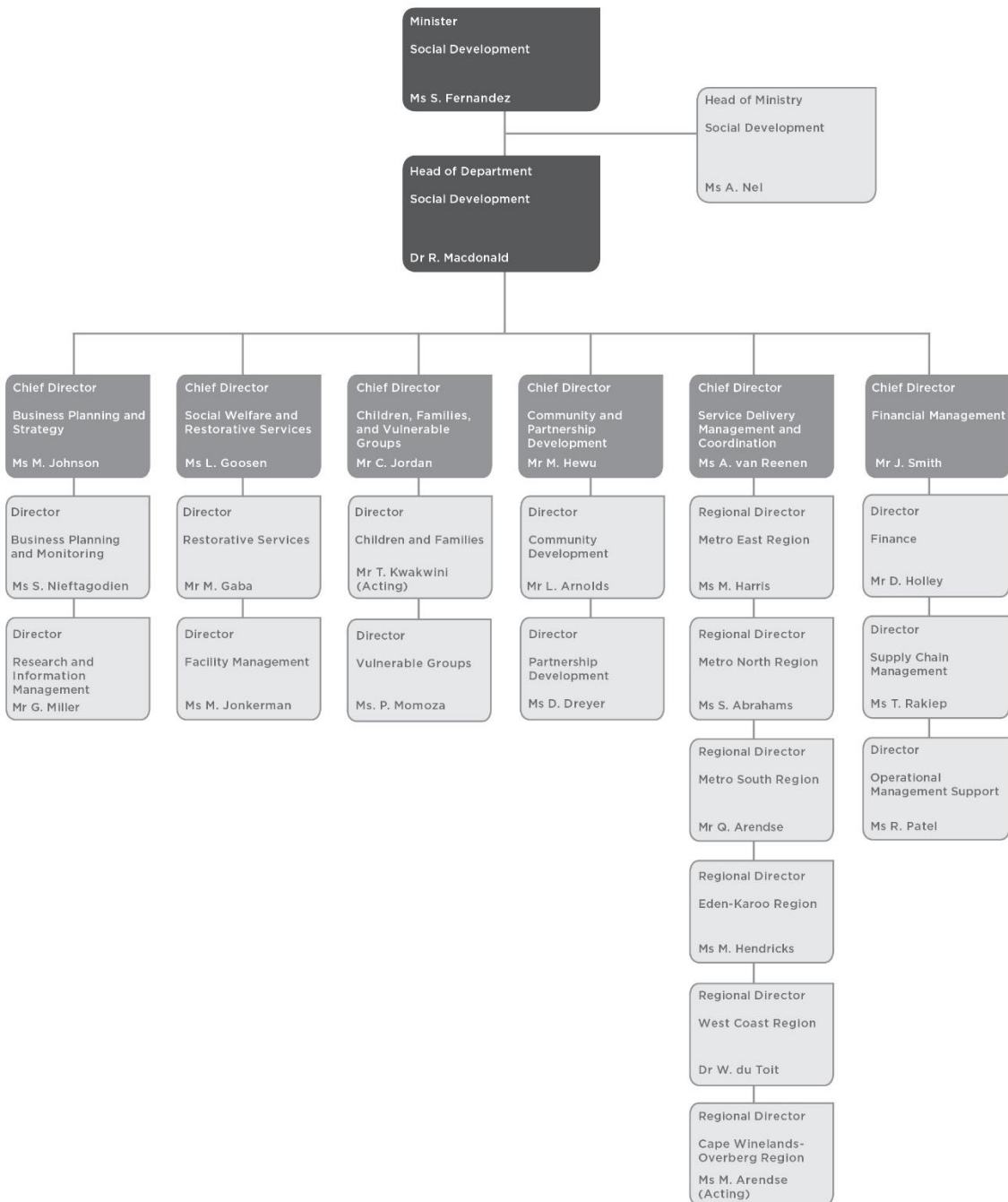
**Inkundla ePhakamileyo yoMzantsi Afrika (iCandelo laseGauteng-Tshwane) ehambelana nenkqubo yokhathalelo lomntwana ongenabani, inombolo yetyala 55477/2020.**

Isigwebo sawiswa ngomhla we12 kweyeNkanga wama2020 siyalela iSebe likaZwelonke nelePhondo loPhuhliso loLuntu neArhente yoKhuseleko lwezeNtlalo yaseMzantsi Afrika (SASSA) ukuba ibonelele ngentlawulo eqhubekayo nolawulo lwemyalelo yokukhulisa kwabantwana abangenabani eye yaphelelwa ukususela kweyeNkanga wama2019 nangaphambili. Ngomhla wesi8 kweyeNkanga wama2022, uMyalelo weNkundla ePhakamileyo yaseRhawutini yolulelwa ezinye iinyanga ezili12. ISebe likaZwelonke loPhuhliso loLuntu (NDSD) layalelwa (kwisithuba seenyanga ezili12 zokwandiswa komyalelo wenkundla) ukuba lilungiselele kwaye lingenise izihlomelo eziyimfuneko kuMthetho waBantwana (wama2005). I-NDSD yayalelwa ukuba iqulunqe kwaye ingenise isiCwangciso sokuSebenza sokuKhulisa kwabantwana abangeNabani ukuze kuphunyezwe izihlomelo kuMthetho waBantwana, wama-8 wama2005. IziHlomelo zoMthetho waBantwana zamkelwa nguMongameli ngomhla wesi5 kweyoMqungu wama2023. Ngaphaya koko, nawuphi na umyalelo wokukhulisa komntwana ongenabani owaphelelwayo ngexesha lomyalelo wenkundla wawuthathwa njengosemthethweni kwaye usebenza kangangeenyanga ezili12 ukususela kumhla wokwandiswa komyalelo wenkundla okanye de umntwana abe neminyaka eli18 ubudala, nokuba yeyiphi eza kuqala. Ukongeza, zonke iiDSD zePhondo ziyalelwe ukuba zifake iingxelo zekota kwiNDSD nakwiNkundla ePhakamileyo yaseMntla Gauteng malunga nenkqubela phambili kulo mba ngokuhambelana nomyalelo weNkundla ePhakamileyo.

**INkundla ePhakamileyo yoMzantsi Afrika (iCandelo laseKapa-eKapa) inxulumene nokuvalwa kweziko elingabhaliswanga lokunyanga iziyobisi, inombolo yetyala 1997/2022.**

Ngomhla wesi8 kweyoMdumba wama2023, iNkundla ePhakamileyo yaseNtshona Koloni yakhupha umyalelo wokuba livalwe ngoko nangoko iziko lonyango lweziyobisi elisebenza ngokungekho mthethweni. Umyalelo weNkundla ePhakamileyo ukhutshwe ngenxa yokungabikho kwesikhokelo sowisomthetho malunga nokuvalwa kweziko lonyango lweziyobisi ngokungekho mthethweni, kunikwe umngcipheko onokubakho kubasebenzisi benkonzo abafikelela kwinkonzo. Lo myalelo wenkundla udala umzekelo osemthethweni de kube lixesha apho umthetho unokwenza amalungiselelo okuvalwa kwamaziko onyango lweziyobisi ngokungekho mthethweni.

## 8. UBume boMbutho<sup>1</sup>



## 9. AmaQumrhu anika iNgxelo kuMphathiswa/MEC

Ayingeni.

<sup>1</sup> Ngokowama31 kweyoKwindla wama2023.

## Icandelo B: IiNkcukacha zokuSebenza

### 1. INgxelo yoMphicothizincwadi Jikelele: IiNjongo ezimiselwe kwangaPhambili

I-AGSA kungoku nje yenza iinkqubo zophicothozincwadi kwiinkcukacha zokusebenza ukuze ibonelele ngesiqinisekiso esifanelekileyo ngokokuqunyelwa kophicothozincwadi. Isigqibo sophicothozincwadi ngomsebenzi othelekiswa neenjongo ezimiselwe kwangaphambili sibandakanyiwe kwingxelo eya kubalawuli, kungekho nto ifunyanisiweyo ichaziweyo phantsi kwesihloko seNjongo ezimiselwe kwangaPhambili kwiNjongo yelinye icandelo leemfuno zomthetho nezolawulo kwingxelo yomphicothizincwadi.

Jonga kwiphapha le169 leNjongo yoMphicothizincwadi Jikelele, epapashwe njengeCandelo F: IiNkcukacha zeMali.

### 2. IsiShwankathelo sokuSebenza kweSebe

#### 2.1 IMekobume yoHanjiso lweNkonzo

Impembelelo yentlaloqoqosho yeKHOVIDI-19 kuluntu olubonelelwa liSebe lube lukhulu, notshintsho kuluntu neenguqu kwintlalo yephondo nobume bemizi obuqatshelweyo. Ifuthe lexesha eliphakathi nelide lobhubhane libonise imiceli mngeni yentlalo noqoqosho, apho iSebe lasabela kuyo kwimekobume yezoqoqosho neyemali.

Abemi baseNtshona Koloni baqikelelwa kwisi7.3 sezigidi ngowama2023<sup>2</sup>, bequka amakhaya angaphezulu kwesi2.2 sezigidi ezinomyinge wobungakanani bamalungu ama3.3. Kwikota yokuqala yowama2020, izinga lentswelangqesho kweli phondo lalingama20.9 eepesenti. Ngaphandle kophuculo lwakutsha nje, intswelangqesho ihleli ingaphezulu kwamamqanaba angaphambi kweKHOVIDI-19. Ekupheleni kwikota yokuqala yowama2023, izinga lentswelangqesho lalibhalwe kumyinge wama21.6 eepesenti<sup>3</sup>. Amanqanaba aphezulu entswelangqesho achaphazele kakubi amandla eentsapho zokubonelela amalungu awo ngononophelo. NgokoPhando lwamaKhaya Jikelele lowama2021<sup>4</sup>, amakhaya eNtshona Koloni angakwazi ukufikelela ngokwaneleyo ekufumaneni ukutya ahlala ephezulu (i12.6 seepesenti). Iinkxalabo malunga nokungakhuseleki kokutya kumakhaya yeyona nto ixhalabisayo ngokunxulumene nabantu abasesichengeni abafana nabantwana, abantu abadala, abantu abakhubazekileyo, nemizi ephethwe ngabasetyhini. Bangaphezu kwama200 000 abantu abasemngciphekweni abafikelele ekutyeni kwiiCNDC zeSebe nakwiindawo ezifumana inkxasomali kwiphondo liphela. Ubungqina bokuqhekeka okanye ukungakwazi kweentsapho namakhaya ukubonelela ngononophelo kumalungu awo aphambili babonakala kumanqanaba ahlukeneyo oluntu njengokwanda kwenani labantu abadala abangenamakhaya, abantwana abahlala ezitratweni, abantwana abasemngciphekweni wokungahoywa, amakhaya asemngciphekweni yokungongophala kokutya noluhlu lwabalindele ukufakwa kwiiCYCC kwiphondo. Uluhlu lokulinda ukubekwa kwabantwana abadinga ukhathalelo nokhuseleko luhlaziywa rhoqo kwaye luhlaziywe ukuqinisekisa ukuba abantwana bafumana ukufakwa kwiiCYCC ezifumana inkxasomali kwiDSD kwangexesha. Ulawulo olululo loluhlu lokulinda lunconywa yinkqubo yokwamkelwa kweCYCC esebindini ukuze kuncitshiswe ukulibaziseka ekufakweni.

Baqikelelwa kwizigidi ezibini zabantwana<sup>5</sup> abaphakathi ko 0 ne17 leminyaka ubudala abahlala eNtshona Koloni, besenza malunga nesithathu sabemi. Abantwana kwezona ndawo zisesichengeni zeli phondo bajongene nomngcipheko omkhulu wokuphathwa gadalala nobundlobongela, njengoko kubonakaliswa kukubulawa kwabantwana neendlela zokuxhatshazwa ngokwesondo. Ukuba sesichengeni kwaba bantwana kuye kwandiswa ngexesha lokuvalwa ngci kweentshukumo ngenxa yamanqanaba aphezulu okungakhuseleki

<sup>2</sup> Iinkcukachamanani zaseMzantsi Afrika (2022). Uqikelelo lwabemi baphakathi eNyakeni MYPE 2022.

<sup>3</sup> Iinkcukachamanani zaseMzantsi Afrika (2022). UPhando lweKota lwaBasebenzi QLFS Q1:2023.

<sup>4</sup> Iinkcukachamanani zaseMzantsi Afrika (2022). UPhando lweKhaya ngokuBanzi lowama2021.

<sup>5</sup> Iinkcukachamanani zaseMzantsi Afrika (2022). Ixesha elinye ngokweZithili 2002-2027.

kokutya ezindlini<sup>6</sup>, kunye neendlela zokuxhatshazwa<sup>7</sup> ngokwesondo. Ukuba sesichengeni kwaba bantwana kuye kwandiswa ngexesha lokuvalwa ngenxa yamanqanaba aphezulu okungabikho kokutya ezindlini<sup>8</sup>, nto leyo ekhokelele kumngcipheko omkhulu wokukhula komntwana, ukungondleki nokungahoywa, xa kuthelekiswa nexesha elingaphambi kweKHOVIDI-19. Ukongeza kwinkxaso yezentlalo noqoqosho, abazali abakwiindawo ezisengozini enkulu bafuna ukufikelela kwiinkqubo zobuzali neenkonzozo zenkxaso yezentlalo ukuqinisa amandla abo okunyamekela. Phakathi kukaTshazimpuzii wama2022 neyoKwindla wama2023, abazali abangama3 339 nabanonopheli bagqiba iinkqubo zobuzali ezibonelelwa okanye ezixhaswa ngemali yiDSD.

INtshona Koloni likhaya kulutsha oluzizigidi ezi2.5<sup>9</sup> oluphakathi kweminyaka eli15 nama34 ubudala. Ulutsha olukwimimandla esemngciphekweni omkhulu kweli phondo luye lwajongana noluhlu lwemingeni yentlaloqoqosho efana neziphumo zemfundo ezihlwempuzekileyo namathuba anqongopheleyo engqesho kwimeko yokwenzakala kwezentlalo ezifana nokuba ngumzali ongqwalabala, uxinzelelo loontanga oluyityhefu, ukuba sesichengeni namava eGBV, iziyobisi, ukuxhatshazwa, ulwaphulomthetho nogonyamelo. Ulutsha luye lwachatshazelwa kakhulu ngulo bhuhani ngenxa yokuhla kwamathuba engqesho. Le miba yomngcipheko ichaphazele intlalontle yolutsha kwiphondo kwaye ibethelela ukubaluleka kokugxila kweSebe kuphuhliso lolutsha nenkxaso. Iinzame malunga noku zibandakanya ukubonelela ngezakhono nophuhliso lomntu, uqeqesho, nolwazi lokufunda ngedijithali, nokuchazwa kwemisebenzi yolutsha oluzimasa imibutho yasekuhlaleni neeKhefi zolutsha. Ngaphaya koko, iEPWP yinkqubo yongenelelo engundoqo ebonelela ngoqeqesho lwezakhono nokunciphisa ingeniso ngomsebenzi wethutyana kwabo bangasebenziyo kwixesha elifutshane ukuya kweliphakathi. Ngowama2022/23, i1 048 lamathuba emisebenzi ye-EPWP adalwe kwicandelo leeNPO.

Ulutsha olungquzulana nomthetho luyinkxalabo engundoqo yephondo, ingakumbi ulutsha olubandakanyeka kulwaphulomthetho olunobundlobongela obunxulumene nezenzo zemigulukudu. Izikhululo zamapolisa ezilithoba kweli phondo zibandakanywe kuluhlu lwezikhululo zamapolisa ezingama30 eziphambili kwilizwe ngeengxelo zokubulawa kwabantu kwikota yesibini yowama2022/23, nezilithoba zokubetha okuqhelekileyo. Uninzi lwezikhululo zamapolisa bezingaphakathi kuMasipala ombaxa weKapa<sup>10</sup>. Ukwanda kolutsha olungquzulana nomthetho luye lwaqatshelwa kwiSithili seNgingqi sase-Eden Karoo (oko kukuthi, eKnysna, eOudtshoorn naseBeaufort West). Ukuxhasa ulutsha olusemngciphekweni, iSebe libonelela ngokufikelela kwiinkonzozo zenkxaso ngokwasengqondweni, zonyango, nezomthetho, ezifana neenkqubo zothintelo lolwaphulomthetho ezikolweni ezigxile kwizakhono zobomi, ukuthantamisa, ukuchasa ubundlavini nokwazisa ngokuphazamiseka kokusetyenziswa kweziyobisi nokuthintela. Ukongeza, ukwandiswa kweOuteniekwa CYCC eGeorge kunyuse umthamo wezibonelelo ukusuka ekuxhaseni ulutsha olungama80 ukuya kwi140 longquzulwano nomthetho.

Ngokubhekiselele kuBantu abadala, iNtshona Koloni inabantu abaqikelelwa kuma804 850 ababudala buyiminyaka engama60 nangaphezulu (ngowama2023) apho ama58 eepesenti ingabasetyhini. Oku kuqikelelwa ukuba kukhule kwi1.084 lezigidi ngowama 2031<sup>11</sup> kwaye

<sup>6</sup> ICandelo loPhando, uLawulo lwaBemi noLwazi (2020). Ngaba indlala iyakhula ngenxa yeKHOVIDI-19? – Amava eDSD. Ingxelo engapapashwanga.

<sup>7</sup> ISebe loPhuhliso loLuntu leNtshona Koloni (2018). UVavanyo lweenkonzo zeNkxaso yeNgqondo neNtlalo, oluxhaswa ngemali liSebe loPhuhliso loLuntu, kumaxhoba oLwaphulo-mthetho ngokweSondo kuMaziko aKhethekileyo eThuthuzela eNtshona Koloni. Ingxelo yangaphakathi ihlanganiswe nguPetro Brink kunye noFaheemah Esau.

<sup>8</sup> ICandelo loPhando, loLawulo lwaBantu noLwazi (2020). Ngaba indlala iyakhula ngenxa ye-COVID-19? – Amava eDSD. Ingxelo engapapashwanga.

<sup>9</sup> Iinkcukacha-manani zaseMzantsi Afrika (2022). Uqikelelo lwabemi baphakathi eNyakeni lwe-MYPE ngo-2022.

<sup>10</sup> INkonzo yamaPolisa aseMzantsi Afrika (i-SAPS), yowama-2022. Iinkcukacha-manani zoLwaphulo-mthetho zeKota yesiBini zowama-2022/23.

<sup>11</sup> Iinkcukachamanani zoMzantsi Afrika, 2022. Uqikelelo lwaBemi lwaPhakathi eNyakeni lweMYPE yama2021 iBeta kwabaNgatshatanga ngokweSithili eWC 2011-2031.

phantse kathathu, ukuya kuma2.044 ezigidi, ngowama2050<sup>12</sup>. Ukufikelela kwiinkonzo ezisemgangathweni zophuhliso loluntu kuBantu abadala kulo nyaka uphelileyo kwaququzelelwa ngokubonelela ngokuphila ngokuzimeleyo noncedo, ukhathalelo olubuthathaka, nongenelelo olufanelekileyo olusekelwe kuluntu. Eminye imisebenzi ibiquka ukuqinisekisa ukuba isidima namalungelo abantu abadala ayagcinwa.

Ungenelelo lokulungisa ukuxhasa aBantu abaphila noKhubazeko oluquka ukubandakanya, ukuxhasa, nokukhuthaza amalungelo, intlalontle nokuxhotyiswa kwezentlalo noqoqosho kwabantu abaphila nokhubazeko, iintsapho zabo, nabakhathaleli ukuze babe nethuba elilinganayo lokuthatha inxaxheba kuzo zonke iinkalo zobomi. Olu ngenelelo luxhaswa ngakumbi ngokubonelela ngofikelelo kumaziko okuhlala asemgangathweni, iinkqubo zokhathalelo ezisekelwe ekuhlaleni kwakunye neenkonzo zocweyo ezikhuselayo.

Iziganeko zolwaphulomthetho ekuhlaleni eNtshona Koloni zisaxhalabisa. Iinkcukacha zolwaphulomthetho zakutsha nje zibonise ukuba ukuncitshiswa kolwaphulomthetho ngexesha lokuvalwa ngci kweentshukumo ibikokwexeshana kwaye kusenzeka ngokwendalo ngenxa yezithintelo zeSimo seNtlekele ezifana nokuvalwa kotywala nexesha lokubuya ekhaya. Inani lamatyala axeliweyo okubulala kwiphondo linyuke ukusuka kuma2 308 ngowama2010/11 ukuya kuma4 074 ngowama2021/22 (SAPS, wama2022) ngezinga lezehlo ezingama40.3 (ngowam2010/11) nama57.3 (ngowama2021/22) kwi100 000 labemi.

Ukuba sesichengeni kwabasetyhini kwiintlobo ezahlukeneyo zeGBV kwandiswa ngexesha lobhubhane neziphumo zawo. Amaxesha amade okuhlala wedwa nabenzi bobubi bandise umngcipheko wobundlobongela basekhaya zidityaniswa noxinzelelo oludalwe kukunyuka kwenqanaba lentswela-ngqesho, izithuthi ezingakhuselekanga, kunye nenkxaso efanelekileyo yokubandakanyeka kumathuba oqoqosho. Iingxelo zokunyuka kweGBV, ngakumbi ubundlobongela basekhaya ngexesha lokuvalwa komsebenzi, ziqaqambise ukuba sesichengeni kwabasetyhini kubundlobongela. Amangenelo eGBV aphunyezwe liSebe aquka ukuqeshwa koonontlalontle abangama26 abagxile kwiGBV kwiiOfisi zeNgingqi zeDSD ukunyusa ukufumaneka kwenkxaso yonyango kumaxhoba olwaphulomthetho ngokwesondo, nenkxasomali eqhubekayo yeendawo zokuhlala zokhuseleko ezingama26 zabasetyhini abaxhatshaziweyo nabantwana babo. Ii-TCC ezisibhozo, ngentsebenziswano neGunyabantu likaZwelonke loTshutshiso (NPA) neDoH&W, nazo zibe negalelo elikhulu kukhathalelo olukhawulezileyo lwamaxhoba eGBV. Iinkonzo zokuxhotyiswa kwamaxhoba ziquka inkxaso kumaxhoba okurhweba ngabantu namaxhoba obundlobongela basekhaya.

Izenzo zolwaphulomthetho ngokwesondo<sup>13</sup> zibalelwa kwiipesenti ezisi7 (isi7 163) zolwaphulomthetho olumalunga nolwaphulomthetho phakathi konyakamali wama2021/22. Uhlalutyo olongezelelweyo lweNkcukachamanani zoLwaphulomthetho lweSAPS kowama2021/22 lubonise ukuba izinga likazwelonke lolwaphulomthetho ngokwesondo ngama88.0 kwi100 000 labemi (iziganeko ezingama52 694) ngelixa izinga leNtshona Koloni liphezulu kakhulu kwi101 kwi100 000 (iziganeko ezingama-7 163) abemi<sup>14</sup>. Okunye okuxhalabisayo yingxelo yeeNkcukachamanani zoLwaphulomthetho lweSAPS (2022)<sup>15</sup> ebonise ukuba izikhululo zamapolisa ezili15 kuluhlu lwezikhululo ezingama30 eziphambili ezixela ukuxhatshazwa ngokwesondo ziseNtshona Koloni. Kubaluleke kakhulu ukuba iinkonzo zengqondo zamaxhoba eGBV zibekwe phambili. Isicwangciso esijolise kunxibelelwano nokwazisa ngexesha lephulo leWCG leentsuku ezingama365 ngokuchasene neGBV libone ama34 eepesenti zabathengi abaninzi bexhamla kwiinkonzo zenkxaso yengqondo kunokuba bekulindelwe.

<sup>12</sup> IiNkcukachamanani zoMzantsi Afrika, (2021). Uthotho lweMYPE yama2020 yabaNgatshatanga ngokwePhondo kowama2002-2050.

<sup>13</sup> IiNkcukachamanani zoNyaka kuLwaphulomthetho zeSAPS 2022 wama2021/2022 zidityanisiwe zahlalutywa ngaphakathi liCandelo loLawulo loPhando noLwazi.

<sup>14</sup> IiNkcukachamanani zoMzantsi Afrika, 2020. UQikelelo lwaPhakathi eNyakeni Uqikelelo lwabemi abangatshatanga beMYPE ngokwePhondo 2002-2050\_2020.

<sup>15</sup> IiNkcukachamanani zoNyaka kuLwaphulomthetho zeSAPS 2022 wama2021/2022 zidityanisiwe zahlalutywa ngaphakathi liCandelo loLawulo loPhando noLwazi.

Ubundlobongela obujoliswe kwabasetyhini nabantwana busoloko buphenjelelwa kukusetyenziswa gwenxa kwezinyobisi. ISebe libonelela ngothotho lweenkonzo zeSUD, ezibandakanya uthintelo, ungenelelo lwangethuba, unyango, neenkonzo zokhathalelo lwasemva kwemini ukuqinisekisa ukubuyiselwa okusebenzayo kwabaxumi kwiindawo abahlala kuzo noluntu ngokubanzi. Ngaphaya koko, iSebe liyawaxhasa amanyathelo okulungisa iziphumo ezinobungozi zokuChaphazeleka koMntwana engekazalwa ngenxa yokuSetyenziswa Gwenxa koTywala ngunina. Ngaphezu koko, iSebe libonelela ngeenkqubo zothintelo nonyango lweSUD kuzo zonke iiCYCC zalo kwaye landise ezi nkonzo kwiindawo zokuhlala ezikhuselekileyo zeGBV.

Isiphumo sobunzima bamandla nokunyuka kwamaxesha okucinywa kwamandla, kubeka umngcipheko omkhulu kunikezelo lweenkonzo kuzo zonke iinkqubo. Izibonelelo zeDSD ezizezabo ezihlalisa abahlali iiyure ezingama24 zifuna ubonelelo lombane oluthembekileyo ukuze kuqinisekise ukusebenza ngokugqibeleleyo kokhuseleko neenkqubo zokumpompa amanzi, nezixhobo zonyango. Ukuxhomekeka okwandileyo kwijenereyitha zedizili kube neendleko ezinkulu kwiSebe.

## 2.2. IsiCwangciso soPhuculo loHanjiso lweenKonzo

Ngenxa yohlaziyo lwesiCwangciso soPhuculo loHanjiso lweenKonzo sama2008 (SDIP) uMyalelo weSebe leNkonzo kaRhulumente noLawulo (DPSA), iDPSA yayalela ngeSDIP Setyhula yoku1 yama2020/21 eyakhutshwa ngowama24 kweyoKwindla wama2021 neSetyhula ye14 yeSDIP eyalandelayo yama2022 eyakhutshwa ngowama25 kuTshazimpuzi wama2022, ukuba amasebe kazwelonke nawephondo akufuneki ukuba aphuhlise okanye aphumeze iSDIP evunyiweyo kunyakamali wama2022/23.

Nangona kungafunekiyo xa kunikwa ingxelo, ukubekwa esweni kweendawo zophuculo lohanjiso lweenkonzo kuhlala kusemdleni weSebe. ISebe liye laqhubeka ke ngoko ukubeka iliso kwiinkalo zophuculo lohanjiso lweenkonzo ezichongiweyo ngaphambili.

## 2.3. Imekobume yombutho

Ngokubhekiselele kunikezelo lwenkonzo olusebenzayo, olusebenzayo noluphendulayo, iSebe liphumeze uphuculo oluninzi kubume bombutho, imilinganiselo engqongqo yokukhawulelana neendleko nokongezwa kweenkqubo zolawulo, iinkqubo zoshishino nezicwangciso eziliqili. Iinkqubo zophuhliso lombutho eziqaliswe ukuphucula ukusebenza kakuhle kobume bombutho zibandakanya:

- Ukubekwa kwindawo enye yomsebenzi wokuthengwa kweempahla neenkonzo zeSCM kwiOfisi eyiNtloko, ngokukodwa iimfuno zabasebenzi ukulungiselela ukubekwa kwindawo enye yomsebenzi.
- Ukulungelelaniswa kwezakhiwo zengingqi nemimiselo nemigangatho yoonontlalontle nabasebenzi benkxaso yolawulo abafunekayo ukuthobela le migaqo nemigangatho.

Ukuphucula ukusebenza kweziko, amacandelo amancinane oLawulo oluyiNtloko: Abantwana, iiNtsapho namaQela asesichengeni; iNtlalontle yoLuntu neNkonzo zokuBuyiselwa kwiSimo sangaPhambili; noPhuhliso loLuntu noBambiswano lomelezwe kukungqanyaniswa nokubekwa kwabasebenzi ngaphambili ababeququzelelwe kwicandelo eliphakathi elilawula udluliselo lwenkxasomali kuzo zonke iinkqutyana. Oku kudityaniswa komsebenzi wokhutshelo lwenkxasomali ekuphonyezweni kwenkqubo nolawulo kudale izakhono ezongezelekileyo kula macandelo olawulo ayintloko kwaye kwenze ukuba ulawulo lwekhontrakthi yeeNPO lusebenze ngempumelelo.

Ukhuseleko nempilo yabasebenzi ibalulekile. Abasebenzi abaphambili abasebenza kwiindawo ezisemngciphekweni kakhulu baya bechanabeka kulwaphulomthetho nobundlobongela. Ngoko ke, iSebe liye lazisa amanyathelo amaninzi okunciphisa lo mngcipheko kuquka ukusebenzisana neSAPS, iSebe oloNgamele isiPolisa noKhuseleko loLuntu neKomiti yeMisebenzi yePhondo edibeneyo yokuphucula ukhuseleko lwabasebenzi kwiindawo ezisemngciphekweni kakhulu nokufakelwa kwezixhobo zokhuselo nokhuseleko njengenxalenye zonke iiprojekthi ezinkulu nolondolozo zijongwe yiDol.



Kwipesenti ezisi8 ekupheleni kweyoKwindla yowama2023, izinga<sup>16</sup> lezithuba zeSebe lihleli lingaphantsi kwesiqhelo seSebe leNkonzo kaRhulumente noLawulo lwe10 ekhulwini. Amazinga ezithuba kumaqela athile emisebenzi, afana nabasebenzi abakhathalela abantwana nolutsha, abafundisantsapho, nabongikazi abaqeqeshiweyo kwiiCYCC kodwa kusengumngeni. Ukongeza kwizithintelo zohlahlo lwabiwomali, ukudodobala kwabasebenzi ngenxa yokuyeka emsebenzini, ukunyuselwa nokuthatha umhlalaphantsi kunyakamali odlulileyo kube nefuthe kubuchule beSebe bokunikezela ngeenkono. Ngoko ke iSebe lichonge izithuba eziya kubekwa phambili ekunciphiseni ifuthe lonikezelo lweenkonzo. Lo mlinganiso awonelanga xa kujongwa ifuthe lemeko yoqoqosho lwangoku kwiinkono zethu nokungabikho kwenkxasomali eyaneleyo yokuxhasa iinkono ezimiselwe ngokomthetho. Ukuvalwa okunokwenzeka kweenNPO kuya kwandisa imfuno yeSebe ukuze kunikezelwe ezi nkonzo.

## **ULawulo lwaBasebenzi**

### **INgqesho neZithuba zomsebenzi**

ISebe lizalise izithuba zomsebenzi ezingenabantu ezili128 ezifumana inkxasomali phakathi kolwakiho lweSebe oluvunyiweyo kwaye liqeshe abafundi abali139 abanezidanga zobunontlalontle, ngokwekhontrakthi, ababenikwe iibhasari zobunontlalontle beNDSD. Abasebenzi abaqeqeshwayo bongezelelwa kwiziko<sup>17</sup> ngenxa yeenkqubo zohlengahlengiso lwangaphambili.

ISebe liqalise iinkqubo zoyilo lombutho ngexesha lomjikelo wokusebenza wama2019/20 eziye zamiswa liziko leNkonzo eziManyanisiweyo ngexesha lomjikelo wokusebenza wama2020/21. Ukusukela kumjikelo wokusebenza wama2022/2023, uPhononongo lokuSebenza ngokuSebenza kweCandelo loMlawuli: iSCM ikwizigaba zayo zokugqibela, ngelixa umsebenzi woPhononongo loPhuculo lokuSebenza kwiiOfisi zeeNgingqi ezintandathu awukaqalisi. Umsebenzi kule yokugqibela uya kuqhubeka kunyakamali wama2023/24. Ungenelelo loHanjiso lweenkonzo oluPhambili eMilnerton luqale kulo nyakamali, lunenkqubela enezithintelo.

### **Ukuqeqeshwa kwabasebenzi**

Njengoko ilizwe liphuma kutshixo, kwabonelelwa ngoqeqesho lwenyani nobuso ngobuso kulo nyakamali uphononongwayo.

Iinkqubo zokufunda ezinikezelwe kubasebenzi benkonzo yentlalontle nakubasebenzi benkxaso babandakanya umthetho waBantwana, iNgcebiso yokuNxibelela neNgcaciso, uBhalo lweNngxelo yeNkundla, iZakhono zokuMelana, iKhowudi yoBulungisa kuBasebenzi beNtlalontle, iZixhobo eziHlaziyiweyo zoLawulo kwiNtlalontle yooNontlalontle, ukuQatshelwa koBuqhetseba, iNkqubo yokuNgeniswa okusisiNyanzelo nokuNgeniswa kwiNkonzo kaRhulumente, amaJelo oSasazo oLuntu, uLawulo lweKhontrakthi, ukuKhuselwa kweenkucukacha zoBuqu, iMpilo noKhuseleko emsebenzi, ukuRhweba ngaBantu.

Ubonelelo lwamathuba oqeqesho luhlala luyinto ephambili kwiSebe ukuqinisekisa abasebenzi abanezakhono eziphezulu abakwaziyo ukunikezela ngenkonzo esemgangathweni kubathengi bethu nakubaxhamli bethu. Kulo nyaka uphantsi kophononongo, abasebenzi abali1 390 baye bazimasa uqeqesho ngamangenelelo oqeqesho ali194.

ISebe ligcine iibhasari zabasebenzi abangama70 kwiinkalo ezahlukeneyo, kubandakanywa iindawo ezikhethekileyo apho kukho ukunqongophala kwezakhono, ezifana nokhathalelo kurhurheko lwezinyobisi, izifundo ngabantwana nangentsapho, umsebenzi wobunontlalontle, neenkono zoluleko. Ngaphezu koko, iibhasari zeSUD ezili14 zanikezelwa kubantu abangaphandle kwiSebe. Oku kukwandisa ukufumaneka kwabantu abaqeqeshwe ngokufanelekileyo kweli cala.

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<sup>16</sup> Umlinganiselo wezithuba usekelwe kwizithuba ezixhaswa ngemali, ezigcwalisiweyo, ngaphandle kwabafundi abasaqeqeshelwa umsebenziwayo.

<sup>17</sup> Abasebenzi abongezelelweyo kwiiakhawunti zeziko kwipesenti enye yenani lilonke labasebenzi beziko.

ISebe sele liqalisile ukumilisela uMthetho woKhuseleko lweeNkcukacha zoBuqu (POPIA), wesi4 wama2013, kwaye kwezi nyanga zizayo liza kuqhubeka liqinisekisa ukuba uMthetho kwakunye neMimiselo ziphunyezwa ngokupheleleyo kwiSebe. Kuqeshwe iGosa leeNkcukacha namaGosa angamaSekela eeNkcukacha. Incwadi yoMthetho wokuKhuthaza uFikelelo kwiiNkcukacha (PAIA) ihlaziyiwe ukuze iquke iPOPIA, kwaye iSebe liphuhlise uMgaqonkqubo waBucala neSaziso saBucala. Uvavanyo lwempembelelo yeenkcukacha zobuqu luqale ngowama2022/23 ukuchonga nokunciphisa umngcipheko wokhuseleko lwedatha. ISebe likwaqalise iphulo lonxibelelwano nenkxaso ukwazisa nokufundisa bonke abasebenzi malunga nePOPIA nemigaqonkqubo yeSebe malunga neenkcukacha zomntu.

## **Ubume bezoBuchwepheshe**

Ubuchwepheshe budlala indima ekhulayo ekusebenzeni ngokufanelekileyo kwemibutho. Ngaphandle kohlahlo lwabiwomali oluneengxaki, iSebe libeke phambili ukuphunyezwa kweenkqubo ukuze uhlale unolwazi ngophuhliso lobuchwepheshe kwaye liphumeze iinkqubo zokuphucula ukufumaneka kweenkcukacha zolawulo. IModyuli yeNtlawulo yeNkqubo yoLawulo lweeNPO ikwinkqubo yokuphunyezwa ngokwandayo kwaye uphuculo oluninzi luye lwaziswa ukunciphisa umngcipheko wentlawulo. ISebe liqhubekile nokuqalisa uqeqesho lweNkqubo yoLawulo lweeNPO nesicwangciso somiliselo kwaye liqalise uphuculo ukwandisa ukusebenza ngempumelelo. Imodyuli ezongezelelweyo ziyaphuhliswa kwaye/okanye ziyaphuculwa kwaye ziza kuqaliswa kule minyaka mibini izayo.

ISebe liqhubekile nokulwela ukusetyenziswa kwenkqubo yoLawulo lokuQulathiweyo lweMyContent ukuqinisekisa ukuba iirekhodi zalo zifikeleleka lula kubasebenzi. Ikwaphumeze ulwakhiwo lweemvume zoLawulo lokuQulathiweyo lweKhompuyutha kwiSebe ukuqinisekisa ukuthotyelwa kwePOPIA; nezixhobo zePC ezibekwe phambili ukuze zitshintshwe kwaye zikulungele ukuhlaziyelwa kweWCG kwiWindows 10.

ISebe ligcine ngempumelelo uqhagamshelo kubasebenzi balo abaphambili neofisi ezingaqhagamshelwanga ngebroadband ngesisombululo salo se-eMobility. Kulindeleke ukuba ikhontrakthi yangoku yeCell C ifikelele esiphelweni kweyeKhala wama2023, iSebe liqalise ngenkqubo yokubiza izindululo/izibizi maxabiso ngokwekhontrakthi yeRT15 2021 yama kaNondyebo kaZwelonke yokuqeshwa komnikezeli wenkonzo ye-eMobility. I-NDSD ikhuphe iinkqubo ezifana neNkqubo yoLawulo lweTyala lokuLingwa enomsebenzi wesaziso senqaku lokugqibela ofuna uqhagamshelwano neenkcukacha. I-e-Mobility yeSebe nayo iyasetyenziswa kule nkqubo, ingakumbi kumsebenzi wasemva kweeyure zomsebenzi - njengoko kuqhele ukwenzeka kumagosa ajongene nokulingwa.

Ukukhusela idatha yesebe, isoftware yeInTune encryption iqhubekile nokufakwa kuzo zonke iikhompyuter, ngakumbi iilaptop. Oku kwenza ukuba izixhobo zingaxabisekanga kangako kumasela. Iprojekthi yeInTune iqale kwinxalenye yokugqibela yonyakamali wama2020/21 kwaye iya kuqhubeka kunyakamali wama2023/24. Ukuqinisekisa impumelelo yale projekthi, iSebe likwaqalise ngenkqubo yokuqinisekisa ukuba zonke iikhompyutha zobuqu ziphuculwe zibe kuWindows 10 ngeOfisi 365, esisidingo ukuze kufakwe i-InTune. Iikhompyutha zobuqu neelaptops ezingahambelaniyo neWindows 10, zibekwe phambili ukuze kufakwe ezinye endaweni yazo.

Isebe lenze inkqubela entle ngotshintsho lobuxhakaxhaka balemihla beintanethi. Nangona kunjalo, ubuchwepheshe bobuxhakaxhaka balemihla beintanethi bufuna umthombo othembekileyo wombane. Inxalenye yokugqibela wama2022/23 ibingumceli mngeni omkhulu ngamanqanaba okwanda kokucinywa kwezithuthi. Ukuqhubela phambili, iSebe kuya kufuneka liphinde livavanye izicwangciso zalo zokuqhubeka kweshishini ngokubhekiselele kumaxesha amade nokwanda kwamanqanaba kacimicimi.

Okokugqibela, iSebe liqhubekile nokubonelela ngofikelelo kuqeqesho lobuchwepheshe bonxibelelwano nokuxhotyiswa ngezakhono kubasebenzi, kubandakanywa nokubonelela ngoqeqesho lwesoftware yeintanethi.

## 2.4. Uphuhliso lomgaqonkqubo ongundoqo notshintsho lwemithetho

IziHlomelo kuMthetho wezoBulungisa obuBantwana, wama2008 (uMthetho wama75 wama2008) unyuse ubuncinane beminyaka yobudala bolwaphulomthetho kubantwana ukusuka kwiminyaka eli10 ukuya kwi12 leminyaka ubudala. Lo Mthetho umisele inkqubo yobulungisa kulwaphulomthetho kubantwana abatyholwa ngokwenza amatyala ajolise ekukhuseleni amalungelo aba bantwana. Umisela ubuncinane beminyaka yobudala begunya lolwaphulomthetho kuquka izibonelelo ezinxulumene nokutshutshisa umntwana oneminyaka eli12 nangaphezulu. Ngoko ke, umntwana ongaphantsi kobudala obuphantsi bolwaphulomthetho lweminyaka eli12 akanakuphinda abanjwe okanye abekwe ityala yiSAPS kwaye angatshutshiselwa ityala lolwaphulomthetho.

## 3. Impumelelo yeeMpembelelo zeZiko neZiphumo

Inkqubela yeSebe ekufezekiseni usukelo lweminyaka emihlanu ngokunxulumene nezalathisi zeziphumo:

Iziphumo	Izalathisi zeziphumo nenkqubela phambili
<b>I-Apex yeDSD ePhambili</b> Abantwana nabantu bakhuselekile kwaye bahlala kwindawo ekhuselekileyo yosapho	<b>1.1 Inani labantwana, abazali babo, abakhathaleli, namalungu osapho afumana intlalontle, inkxaso yosapho, ukhathalelo lwabantwana nokhuseleko kwaneenkonzobuyiselo ngonyaka.</b>
	<p><b>Inkqubela phambili ngokubhekiselele kwiQhinga lesiCwangciso:</b></p> <p>ISebe lihleli lizibophelele ekuboneleleni ngeenkonzozokumanyaniswa nokubuyiselwa kwabantu abadala abangenamakhaya. Ezi nkonzo zaye zandiswa ngakumbi, ngenani leendawo zokulala ezandisiweyo kwiindawo zokuhlala ezikhuselekileyo ezifumana inkxasomali kwiphondo liphela. Ukongeza, ezi ndawo zokhuseleko zaqinisekisa ukuba abantu abadala abangenamakhaya bayafikelela kwiinkonzozentlalo ntle, ukutya okunesondlo, neenkqubo zophuhliso lwezakhono.</p> <p>linkonzo ezizezinye zokhathalelo zomelezwa ngokuphunyezwa ngokupheleleyo kweNkqubo yoLawulo loKhathalelo lwabantwana abaNgenabani esekwe kwiwebhu, ebonelela oonontlalontle ngesaziso kwangethuba semiyalelo yokhathalelo oluya kuphelelwa okanye luphelelwe. Ngaphaya koko, njengenxalenye yeNkqubo yeSebe yoKhuseleko lwaBazali, abazali abatsha bokhuseleko bafumana uqeqesho, ukuqinisekisa ukuba kukho ukufumaneka okwaneleyo kwabazali abaqeqeshelwe ukhuseleko.</p> <p>Ngokusebenzisa iModeli yeRisiha, iSebe liqhubekile libonelela ngokufikelela kwiinkonzozizisekelwe kuluntu, ezinikezela ngeenkonzozokukhuthaza ingqondo nempilo yomzimba nempilontle yabantwana.</p> <p>Izibonelelo zokuhlala zeSebe zomelezwa, ngenxa yokuphuculwa kweOuteniekwa yeCYCC eGeorge. Olu hlaziyo lwandise amandla okusebenza ukusuka ekuxhaseni ama80 ukuya kwi140 yengxabano yolutsha nomthetho, okubandakanya abantwana abanemicel'imngeni enzima yokuziphatha.</p> <p>ISebe liwugcinile umsebenzi weendawo zokuhlala zokhuselo zeGBV ezingama26 kwiphondo liphela. Ezi ndawo zokuhlala zokhuselo ziqhubekile nokubonelela abasetyhini nabantwana babo ngendawo yokuhlala yethutyana ekhuselekileyo. Eli Sebe lihleli ililo kuphela eliliSebe loPhuhliso loLuntu kweli lizwe eliye lazama imodeli eqhutywa ziiNPO kwiZiko leKhuseleka One-Stop, ebonelela ngeenkonzozentlalo nezomthetho kwabasetyhini.</p> <p>linkqubo zonyango zeSUD ezizezikolweni ziye zagcinwa kwiindawo ezisemngciphekweni omkhulu, zibonelela ngenkxaso kubafundi, kwiintsapho zabo nakubahloli.</p>
	<b>1.2 Inani leentsapho kunye/okanye amakhaya afumana uhlangulo loluntu ekubandzelekeni neenkonzozenkxaso yosapho.</b>

Iziphumo	Izalathisi zeziphumo nenkqubela phambili
	<p><b>Inkqubela phambili ngokubhekiselele kwiQhinga lesiCwangciso:</b></p> <p>ISebe liqhubekile nokubonelela ngenkxaso kumaxhoba ekufumaneka ekwinkxwaleko engafanelekanga naphantsi kweemeko zeentlekele, ingakumbi kumaqela asemngciphekweni afana nabantwana, aBantu abadala naBantu abaphila nokhubazeko abanokufikelela koonontlalontle beDSD ababonelele ngeenkono zenkxaso yempilo ngokwasengqondweni neengcebiso zomothuko.</p> <p>Ukongeza, isicwangciso seSebe soncedo lokutya siqinisekise ukuba iipasela zokutya zabelwa abaxhamli abafanelekileyo abafuna uhlangulo loluntu.</p>
<p><b>Ukhuseleko lweDSD oluPhambili</b></p> <p>Abantwana noLutsha olusemngciphekweni bachongwa baze bancediswa ngongenelelo lwempilo ngokwasengqondweni nolukhethekileyo olulwa ukwahlukana nokuziphatha okungumceli mngeni.</p>	<p><b>2.1 Inani labantwana abakungquzulwano nomthetho, ekubhekiselelwe kungenelelo loluleko, abalinde ukuxoxwa kwetyala kunye/okanye abagwetyiweyo ababonelelwe ngeenkono eziyimfuneko zobuyiselo (ngokukodwa ngokoMthetho woBulungisa baBantwana; uMthetho oHlonyelweyo weeNkonzo zokuLingwa).</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b></p> <p>ISebe landise iinkqubo zalo zokuthintela ulwaphulomthetho ezisezidolophini nakwiindawo ezisemaphandleni kwiphondo liphela.</p> <p><b>2.2 Inani lezikolo ezikwiindawo zamapolisa ezili11 ezisemngciphekweni omkhulu kunye/okanye iindawo zesisicwangciso sokhuseleko seWCG apho iDSD kunye/okanye oonontlalontle abafumana inkxasomali kwiDSD bachonga, bavavanya, bathumela baze balandelele abantwana nolutsha olusemngciphekweni kungenelelo olulodwa.</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b></p> <p>Ufikelelo olunqongopheleyo kwizikolo ezichongiweyo lube nesiphumo sokungaqhubi kakuhle kwesi salathisi.</p>
<p>Abantu abadala abahluphekayo, abasesichengeni baphila ubomi obuxakekileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.</p>	<p><b>4. Inani laBantu abadala abasesichengeni abaxhamla kwiinkonzo zophuhliso lwentlalontle yoluntu.</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b></p> <p>Ukuxhaswa ngokupheleleyo kophunyezo lweRejista yoPhatho gadalala lwaBantu abadala ye-elektroniki kazwelonke, amagosa eenkonzo zentlalontle ali101 aqeqeshelwa ukurekhoda nokuxela amatyala okuxhatshazwa nokukrokreleka kokuphathwa gadalala kwaBantu abadala abasesichengeni.</p>
<p>Abantu abaphila noKhubazeko neentsapho zabo kunye/okanye abakhathaleli baphila ubomi obudlamkileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.</p>	<p><b>5. Inani aBantu abaphila noKhubazeko, iintsapho zabo kunye/okanye abakhathaleli abaxhamla kwiinkonzo zophuhliso lwentlalontle yoluntu.</b></p> <p><b>Inkqubela phambili ngokubhekiselele kwiQhinga lesiCwangciso:</b></p> <p>ISebe lithe gqolo ukomeleza amaziko alo enkxaso kubazali nabalingane ukuxhobisa abantu abakhubazekileyo nabazali babantwana abakhubazekileyo. Amaziko ali11 afumana inkxasomali yemibutho yoontanga isekiwe.</p>

Iziphumo	Izalathisi zeziphumo nenkqubela phambili
Abantu abasesichengeni bafumana inkxaso yesondlo namathuba omsebenzi.	<p><b>6. Inani labantu abasesichengeni abaxhamla kwinkxaso yesondlo namathuba omsebenzi.</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b>          Ngongenelelo loncedo lokutya lweSebe ngaphezu kwama109 300 abaxhamli abafanelekileyo baye bafumana ukutya okuphekiweyo kwiiCNDC zeSebe ezili111 namakhitshi oluntu angama512 kwiphondo liphela.</p>
Ulutsha lwenza ukhetho olwakhayo, olusempilweni, oluphucula impilontle yalo.	<p><b>7. Inani lolutsha olufikelela kwiinkqubo zophuhliso lwezakhono.</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b>          Ukwanda kwezidingo nokomelezwa kweendlela eziququzelele ufikelelo lolutsha kwiinkqubo zophuhliso lwezakhono ezili14 566 kwiiKhefi zoLutsha ezifumana inkxasomali nakwimibutho esekelwe kuluntu.</p>
Uphuculo lolawulo lweziko nonikezelo lweenkonzo.	<p><b>8. Uphicotho olucocekileyo lufunyenwe kunyakamali ophela kweyoKwindla wama2023.</b></p> <p><b>Inkqubela phambili ngokubhekisele kwiQhinga lesiCwangciso:</b>          Uphicotho olucocekileyo lufunyenwe kunyakamali ophela kweyoKwindla wama2023.</p>

## 4. Iinkcukacha zokuSebenza kweNkqubo yeSebe

### 4.1 INkqubo yoku1: ULawulo

#### Injongo

Le nkqubo ithatha ulawulo olucwangcisiweyo neenkonzozo zenkxaso kuwo onke amanqanaba eSebe, oko kukuthi, kwiPhondo, kwiNgingqi, kwiSithili nakwinqanaba leZiko/ lamaZiko.

**Qaphela:** IZiko leeNkonzo eziManyanisiweyo (CSC), eliphantsi kweSebe leNkulumbuso (DotP), libonelela ngeenkonzozo zenkxaso yoLawulo lwezaBasebenzi kwiSebe.

#### Iinkqutyana

- 1.1. I-Ofisi kaMEC
- 1.2. IiNkonzo zoLawulo oluManyanisiweyo
- 1.3. ULawulo lweSithili<sup>18</sup>

#### Iziphumo

Uphuculo lolawulo lweziko nohanjiso lwenkonzo.

#### Iziphumo, iimveliso, izalathisi zemveliso, ekujoliswe kuko, neyona mpumelelo

- ISebe lizibophelele ekudaleni indawo yokusebenza ebandakanyayo nefikelelekayo kubo bonke abasebenzi ingakumbi aBantu abaphila noKhubazekio. Ngokukhokelwa sisiCwangciso sokuPhatha kwabaphila noKhubazeko kwiDSD yeNtshona Koloni, iQonga leSebe labaphila noKhubazeko lasekwa. Eli qonga lengxoxo libonelela abasebenzi ngendawo ekhuselekileyo apho banokuthi babelane ngezinto ezibaxhalabisayo neningeni yabo, banike ingxelo ngobonelelo ngendawo yokuhlala efanelekileyo nokufikelela kwizibonelelo ezikhoyo nezifanelekileyo. Ukongeza, iSebe liseke iQonga labaseTyhini nelaMadoda, elivumela abasebenzi ukuba babe neqonga lokuphakamisa imingeni nezinto ezibaxhalabisayo, kwaye basebenzele ukudala imeko yomsebenzi obandakanyayo nonika inkxaso.

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<sup>18</sup> Isihloko soLawulo lweSithili simiselwe ngokobume boHlahlomali lukaZwelonke. Nangona kunjalo, iDSD yaseNtshona Koloni isebenza ngeeofisi zengingqi.

Inkqutwana 1.2: IiNkonzo zoLawulo oluManyanisiweyo								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiweyo 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Uphuculo lolawulo lweziko nohanjiso lweenkonzo.	Ukuxhotyiswa ngezakhono zomsebenzi wobunontlalontle nemisebenzi enxulumene noko.	1.2.1.1 Inani lamatyeli ongenelelo loqeqesho lobunontlalontle nomsebenzi wentlalontle onxulumene noko.	29	29	29	29	0	Obe kujoliswe kuko kuphunyelelwe.
		1.2.1.2 Inani leebhasari ezinikezelweyo.	146	86	109	123	14	Ukugcinwa kweebhasari ezikhoyo ezinikezelwe kwiminyaka engaphambili, ezili 14 kuzo izibhasari zangaphandle.
	Oonontlalontle baqeshwe yiDSD.	1.2.1.3 Inani loonontlalontle abaqeshwe yiDSD ngexesha lonyakamali <sup>19</sup> .	948	961	876	904	28	Oonontlalontle abanezidanga abongezelelekileyo baqeshwa ngeekhontrakthi zexesha elimiselweyo ukuzalisekisa iibhasari zabo.
	Ukuhlawulwa ngexesha kweenvoyisi.	1.2.1.4 Ipesenti yeeinvoyisi ezihlawuliweyo kubaboneleli ngeenkonzo beDSD kwiintsuku ezingama30.	99.9%	99.96%	100%	99.93%	-0.07%	Ii-invoyisi ezingama20 zange zihlawulwe kwiintsuku ezingama30.

<sup>19</sup> Esi salathisi sinxibelelene nesalathisi seMTSF "Ukwandisa inani labasebenzi benkonzo yentlalontle kwinkonzo yoluntu".

Inkqutwana 1.2: IiNkonzo zoLawulo oluManyanisiweyo								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Uphuculo lolawulo lweziko nohanjiso lweenkonzo.	Ukukhuthaza ulawulo olululo ukuxhasa unikezelo lweenkonzo ezisemgangathweni.	<b>1.2.1.5</b> Uluvo loMphicothizincwadi Jikele woMzantsi Afrika (AGSA) kuphicothozincwadi lweengxelo zemali nengxelo yokuba luncedo nokuthembeka kweenkukacha zokusebenza ezixeliweyo.	Uphicotho olucocekileyo	Uphicotho olucocekileyo	Uphicotho olucocekileyo	Uphicotho olucocekileyo	-	-

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liphumeze imodyuli yesibumbelo sokubeka iliso kwangaphambili kuphicothozincwadi ukulandelela ii-invoyisi ezingekahlawulwa. Le modyuli isekwe phezu kwengxelo yokuzinikela, ebonisa ii-invoyisi ezingekafunyanwa ukuze kuhlalulwe. Le modyuli ijolise ekuqinisekiseni ukuba ii-invoyisi zihlawulwa kwiintsuku ezingama30. Ngaphaya koko, iSebe liphumeze inkqubo yedilesi yeimeyile eqhelekileyo, evumela ababoneleli zinkonzo ukuba bazingenise ii-invoyisi zabo, kwaye isebenza njengendlela yokulanda umkhondo wokuphucula ukusetyenzwa kweeinvoyisi. Ukuncedisana nolu ngenelelo, yinkqubo yokwazisa kwangethuba evumela ukulandelelwa kweeinvoyisi ngeveki.

### Ukusebenza ngokunxulumene neziPhumo eziseMgangathweni neZalathisi zeMveliso kuMacandelo aneMisebenzi eVumelanayo

Ayingeni. ICandelo loPhuhliso lweNtlalo alilungiselelwanga kwaye ke ngoko alinazo izikhombisi zecandelo ezisemgangathweni.



## Ukunxibelelanisa umsebenzi wohlahlo lwabiwomali

Inkqubo isebenzise ama98.6 eepesenti engamaR233.906 ezigidi yohlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga yezigidi eziR3.198 ibhekiselele ekusetyenzisweni kancinane kwiCoE, ngenxa yokuyeka emsebenzini kwabasebenzi, nokusetyenziswa ngaphantsi kwemali kwiiMpahla neeNkonzo, ngenxa yokusetyenziswa kwamaqonga e-elektroniki.

### Ifheyibhile G: Inkcitho yenkqutyana

Igama leNkqutyana	2022/23			2021/22		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho(ngaPhezu)/ngaPhantsi	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho(ngaPhezu)/ngaPhantsi
Ulawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMEC	7 684	7 644	40	7 430	7 430	-
IiNkonzo zoLawulo oluManyanisiweyo	143 504	141 295	2 209	142 641	142 641	-
Ulawulo lweSithili	82 718	81 769	949	91 820	91 820	-
<b>Iyonke</b>	<b>233 906</b>	<b>230 708</b>	<b>3 198</b>	<b>241 891</b>	<b>241 891</b>	<b>-</b>

## **4.2 INkqubo yesi2: liNkonzo zeNtlalontle yoLuntu**

### **Injongo**

Kukunikezela ngeenkono ezihlangeneyo zophuhliso lwentlalontle yoluntu kwabahlelelekileyo nababuthathaka ngentsebenziswano namahlakani nemibutho yoluntu.

### **Iinkqutyana**

Inkqutyana 2.1: uLawulo neNkxaso

Inkqutyana 2.2: liNkonzo kuBantu abaDala

Inkqutyana 2.3: liNkonzo kuBantu abaphila noKhubazeko

Inkqutyana 2.4: I-HIV neAIDS

Inkqutyana 2.5: uHlangulo loLuntu

### **Iziphumo**

Abantu abaDala abahluphekayo, abasesichengeni baphila ubomi obudlamkileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.

Abantu abaphila noKhubazeko neentsapho zabo kunye/okanye abakhathaleli baphila ubomi obububo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.

Abantwana nabantu bakhuselekile kwaye bahlala kwindawo ekhuselekileyo yosapho.

Ulutsha lwenza ukhetho olwakhayo, olusempilweni, oluphucula impilontle yalo.

## Iziphumo, iimveliso, izalathisi zemveliso, ekujoliswe kuko neyona mpumelelo

### Inkqutyana 2.2: IiNkonzo kuBantu abaDala

- ISebe liqhubekile nokuphumeza imodeli yokucebisa ukuxhasa nokuncedisa amaziko okuhlala. Zintandathu zizonke iindawo zokuhlala eziye zaxhaswa ukomeleza ulawulo nolwakiwo lwemali. Ngaphaya koko, amabini kula maziko abe nako ukukhetha nokuseka ibhodi eza kuqinisekisa ukuthotyelwa kwemigaqo nemigangatho emiselweyo yokubonelela ngeenkonzo ezisemgangathweni kuBantu abaDala.
- IRejista kazwelonke ye-elektroniki yokuXhaphaza kwaBantu abaDala yaphunyezwa ngokupheleleyo kulo nyaka uphantsi kophononongo. Ukuxhasa ukuphunyezwa kwerejista ye-elektroniki, abasebenzi benkonzo yentlalontle abali101 baqeqeshelwa ukubhala nokuxela amatyala okuxhatshazwa nokukrokrelwa kokuphathwa gadalala kwaBantu abaDala.

### Inkqutyana 2.3: IiNkonzo kuBantu abaphila noKhubazeko

- Ileshoni zoqeqesho nokuxhotyiswa ngezakhono zabanjwa nemibutho eli12 efumana inkxasomali nama88 abasebenzi bayo kwiphondo liphela, ukuphucula ubuchule, ngokwezakhono nolwazi, nokuphunyezwa kweenkonzo kuBantu abaphila noKhubazeko.
- ISebe lithe gqolo ukomeleza amaziko alo enkxaso kubazali nakubalingane ukuxhobisa abantu abaphila nokhubazeko nabazali babantwana abaphila nokhubazeko. Imibutho eli11 yenkxaso yoontanga iqhubekile nokuxhasa amalungu oluntu neentsapho ngokucebisa neenkqubo zezakhono zobuzali kwimimandla engafikeleliyo kwiinkonzo.

### Inkqutyana 2.5: uHlangulo loLuntu

- ISebe liqhubekile nokubonelela ngenkxaso kumaxhoba obunzima obugqithisileyo neemeko zeentlekele kwiphondo. Kulo nyakamali amaxhoba achaphazelekayo angama4 189 athe afikelela koonontlalontle beDSD ababonelela ngeenkonzo zenkxaso ngokwasengqondweni nentlalontle neengcebiso zomothuko. Ukongeza, ungenelelo loncedo lokutya lweSebe luqinisekise ukuba iipasile zokutya ezingama3 897 zabelwa abaxhamli abafanelekileyo abadinga uhlangulo loluntu.
- Ekupheleni kweyoKwindla wama2023, iProjekthi yeSanitary Dignity sele isasaze iibhokisi ezingama27 817 zemiqoshelo yabasetyhini yococeko kwizikolo ezingama302 kwiphondo liphela. Oku kubandakanya ukuhanjiswa kwemiqoshelo yabasetyhini yococeko kubafundi kwizikolo zasezifama, kwizikolo zemfundo enezidingo ezizodwa neeCYCC zeDSD. Ngaphaya koko, iSebe libambisene neSebe leMicimbi yeNdalo noCwangciso loPhuhliso (DEA&DP) malunga nokulahlwa okukhuselekileyo nokucocekileyo kwemiqoshelo yabasetyhini yococeko ngasese, okubandakanya uvavanyo lokuchonga eyona ndlela ikhuselekileyo yokulahla le miqoshelo yabasetyhini yococeko.

Inkqutyana 2.2: IiNkonzo kuBantu abaNtshona								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekuceyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantu abaNtshona abahluphekayo, abasesichengeni baphila ubomi obudlamkileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.	linkonzo zokhathalelo lwendawo yokuhlala/izibonelelo ziyafumaneka kuBantu abaNtshona.	<b>2.2.1.1</b> Inani leebhedi zesibonelelo kumaziko okuhlala okhathalelo lwaBantu abaNtshona.	5 000	4 993	4 993	4 940	-53	Ukucuthwa kohlalo lwabiwomali lwenkxasomali yodluliselo kubangele ukuba izibonelelo zokuhlala zingakwazi ukuzalisa izithuba zeebhedi ezingenabantu.
	linkonzo ezisekelwe kuluntu zenkxaso nokhathalelo ziyafumaneka kuBantu abaNtshona.	<b>2.2.1.2</b> Inanii lezibonelelo ezidluliselwe kukhathalelo olusekelwe kuluntu nakwiinkonzo zenkxaso kuBantu abaNtshona.	16 396	17 029	13 887	13 119	-768	Abantu abaNtshona abambalwa abathe bazimasa iinkonzo zokhathalelo nenkxaso ezisekelwe kuluntu ngenxa yokuncitshiswa kohlalo lwabiwomali lwenkxasomali yodluliselo kwezothutho ukuya nokubuya kumaziko eenkonzo.
	lindawo zokuhlala ezizimeleyo nezifumana uncedo ziyafumaneka kuBantu abaNtshona.	<b>2.2.1.3</b> Inani leebhedi zesibonelelo kwiindawo zokuhlala ezizimeleyo ezifumana uncedo zaBantu abaNtshona.	740	755	740	728	-12	Ukucuthwa kohlalo lwabiwomali lodluliselo lubangele ukuba uncedo neendawo zokuhlala ezizimeleyo zingakwazi ukuzalisa iibhedi ezingenamntu.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- Uhlalo lwabiwomali olunemiqathango luthintele ukukwazi kweSebe ukuhlangabezana nazo zonke iinjongo zalo. ISebe liza kuqhubeka lithethathethana necandelo leeNPO ukuphucula nokomeleza uzinzo lweenNPO.

Inkqutyana 2.3: IiNkonzo kuBantu abaphila noKhubazeko								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekuceyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantu abaphila noKhubazeko neentsapho zabo kunye/okanye abakhathaleli baphila ubomi obudlamkileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.	Amaziko okuhlala aBantu abaphila noKhubazeko ayafumaneka.	<b>2.3.1.1</b> Inani leebhedi zesibonelelo kumaziko okhathalelo lweendawo zokuhlala zeNPO zaBantu abaphila noKhubazeko. <sup>20</sup>	1 673	1 674	1 674	1 647	-27	Ukucuthwa kohlahlo lwabiwomali olugqithiselwayo kubangele ukuba iindawo zokuhlala zingakwazi ukuzalisa izithuba zeebhedi ezingenabantu.
		<b>2.3.1.2</b> Inani laBantu abaphila noKhubazeko abafikelelayo kumaziko okuhlala eDSD. <sup>20</sup>	119	116	110	113	3	Izidingo zokufakwa kumaziko okuhlala zaBantu abaphila noKhubazeko nabanezidingo ezikhethekileyo.
	iiNkonzo kumacweyo okhuseleko afumana inkxasomali ayafumaneka kuBantu abaphila noKhubazeko.	<b>2.3.1.3</b> Inani lezibonelelo ezidluliselwe kumacweyo abonelela ngeenkonzo zokhuseleko kuBantu abaphila noKhubazeko.	2 863	2 958	2 961	2 655	-306	Ukuncitshiswa kohlahlo lwabiwomali lodluliselo lwenkxasomali kukhokelele ekubeni babe mbalwa aBantu abaphila noKhubazeko abafikelela kumacweyo okhuseleko.

<sup>20</sup> Esi salathisi semveliso sahlulwa kunyakamali wama2020/21.

Abantu abaphila noKhubazeko neentsapho zabo kunye/okanye nabakhathaleli baphila ubomi obudlamkileyo kwindawo ekhuselekileyo, ekhuselweyo nenika inkxaso.	linkqubo ezifumana inkxaso zokhathalelo kwasemini ezisekelwe kuluntu ziyafumaneka kuBantu abaphila noKhubazeko.	<b>2.3.1.4</b> Inani lezibonelelo zenkxasomali yodluliselo kumaziko okhathalelo olusekelwe kuluntu zaBantu abaphila noKhubazeko.	1 003	1 054	1 049	1 033	-16	Ukucuthwa kohlahlo lwabiwomali lodluliselo kubangele ukuba babembalwa aBantu abaphila noKhubazeko bafikelele kumaziko okhathalelo kwasemini asekelwe ekukuluntu.
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### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- Uhlahlo lwabiwomali olunemiqathango luthintele ukukwazi kweSebe ukuhlangabezana nazo zonke iinjongo zalo. ISebe liza kuqhubeka lithethathethana necandelo leeNPO ukuphucula nokomeleza uzinzo lweeNPO.

#### Inkqutyana 2.4: I-HIV neAIDS

Ungenelelo ngoncedo lweHIV/AIDS nohlahlo lwabiwomali zidityanisiwe kwinkqubo yoKhathalelo noKhuseleko lwaBantwana.

Inkqutyana 2.5: uHlangulo loLuntu								
Isiphumo	Imveliso	Isalathisi semveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kungoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo ezineentsapho ezikhusweyo.	Amatyala obunzima obungafanelekanga avavanyiwe.	<b>2.5.1.1</b> Inani lamatyala obunzima obungafanelekanga (amakhaya)N avavanyiwe.	AYINGENI	AYINGENI	1 073	2 938	1 865	Ukusebenza ngokugqithisileyo ngenxa yokwanda kwenani labaxumi ababonelela ngovavanyo lobunzima obungafanelekanga ngenxa yamanqanaba aphezulu entlupheko nentswelangqesho.
	Amatyala entlekele avavanyiwe.	<b>2.5.1.2</b> Inani lamatyala entlekele (amakhaya) avavanyiweyo.	AYINGENI	AYINGENI	945	1 251	306	Ukwanda kwenani lezikhukula nemililo ekunikwe ingxelo ngayo apha enyakeni kukhokelele ekubeni kuthunyelwe amakhaya amaninzi ukuba aye kuhlolwa.
Ulutsha lwenza ukhetho olululo oluphucula impilonthe yalo.	libhokisi zeepasela zemiqoshelo yabasetyhini ithunyelwe kwizikolo nakumaziko achongiweyo.	<b>2.5.1.3</b> Inani leebhokisi zeepasel zemiqoshelo yabasetyhini ethunyelwe kwizikolo nakumaziko achongiweyo.	AYINGENI	AYINGENI	26 215	27 817	1 602	Ukusebenza ngokugqithisileyo ngenxa yezikolo ezongezelelweyo ezichongiweyo zaza zabonelelwa ngeepakethi zemiqoshelo yabasetyhini yococeko kulo nyakamali..

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

Ayingeni.

## Ukusebenza ngokunxulumene neeMveliso eziseMgangathweni neZalathi zeeMveliso kuMacandelo aneMisebenzi eVumelanayo

Ayingeni. ICandelo loPhuhliso lweNtlalo alilungiselelwanga kwaye ke ngoko alinamveliso zisemgangathweni nazikhombisi zeemveliso.

### Unxulumano lomsebenzi nohlahlo lwabiwomali

Inkqubo isebenzise ama99.9 eepesenti zeR1.072 leebhiliyoni yohlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga eliR1.206 lezigidi ibhekiselele ekusetyenzisweni ngaphantsi kuDluliselo nakwiNkxasomali, ngenxa yokulibaziseka ekusebenzeni kwezithuthi ezikhethekileyo zabaphila nokukhubazeko, nokuchithwa ngaphantsi kwee-Asethi eziNkulu, ngenxa yokulibaziseka kokunikezelwa kwezithuthi ezikhethekileyo malunga nesinyanzeliso somthetho esihambayo. kumyalelo wenkundla wabantwana abaphila nokhubazeko ngokunzulu ngokwasengqondweni. ISebe lingenise isicelo sokugqithiselwa kweemali ezingasetyenziswanga kwiPT.

### ItheYibhile H: Inkciitho yenkqutyana

Igama lenkqutyana	2022/23			2021/22		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ngePhantsi	Ulwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ngePhantsi
liNkonzo zeNtlalo yoLuntu	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxso	609 810	609 810	-	580 287	580 287	-
liNkonzo kuBantu abaDala	246 034	246 034	-	259 544	259 544	-
liNkonzo kuBantu abaphila noKhubazeko	199 656	198 450	1 206	204 743	198 453	6 290
UHlangulo loLuntu	16 456	16 456	-	13 757	12 208	1 549
<b>Iyonke</b>	<b>1 071 956</b>	<b>1 070 750</b>	<b>1 206</b>	<b>1 058 331</b>	<b>1 050 492</b>	<b>7 839</b>



### 4.3 INkqubo yesi3: Abantwana neeNtsapho

#### Injongo

Kukunikezela ngeenkonziso ezigqibeleleyo zokhathalelo lwabantwana nosapho nenkxaso kuluntu ngentsebenziswano namahlakani nemibutho yoluntu.

#### Iinkqutyana

Inkqutyana 3.1: uLawulo neNkxaso

Inkqutyana 3.2: uKhathalelo neeNkonzo kwiiNtsapho

Inkqutyana 3.3: uKhathalelo noKhuseleko lwaBantwana

Inkqutyana 3.4: iECD noKhathalelo oluNgagqibelelanga

Inkqutyana 3.5: AmaZiko oKhathalelo lwaBantwana noLutsha

Inkqutyana 3.6: IiNkonzo zoKhathalelo eziSekelwe kuLuntu kuBantwana

#### Iziphumo

Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zeentsapho ezikhuselekileyo.

#### Iziphumo, iimveliso, izalathisi zemveliso, ekujoliswe kuko nempumelelo eyiyo

##### Inkqutyana 3.2: uKhathalelo neeNkonzo kwiiNtsapho

- Iindawo zokuhlala kwiindawo zokuhlala zabantu abadala abangenamakhaya zinyuke ukusuka kuma2 028 ngowama2021/22 ukuya kuma2 398 ngowama2022/23. Iindawo zokuhlala ezikhuselekileyo ezingama37 ezifumana inkxasomali zibonelela ngendawo yokuhlala, ukutya okunesondlo, iinkqubo zophuhliso lwezakhono kwakunye neenkonziso zokumanyaniswa kweentsapho nokubuyiselwa eluntwini. Ukongeza, ezi ndawo zokuhlala zikhuselekileyo zifumana inkxasomali zikwazile ukubonelela ngengqesho kuBasebenzi beNtlalontle abaNcedisayo abangama25. Ngaphaya koko, oNontlalontle abangama32 basekwe kwindawo yokuhlala bafumana uqeqesho kwiZikhokelo zeeNkonzo zokuHlanganisa kwiiNtsapho.
- Kulo nyaka uphononongwayo, iSebe liqinisekise ngonikezelo lweenkonzo ezibalulekileyo ezisekelwe kuluntu kubantwana abangama10 685 neentsapho zabo ngeModeli yeRisiha. Le Modeli ivumela abantwana ukuba bafikelele kwiinkonziso ezijolise ekuphuculeni impilo yabo ngokwasengqondweni, ngokweemvakalelo nangoko.

##### Inkqutyana 3.3: uKhathalelo noKhuseleko lwaBantwana

- ISebe liqhubekile nokomeleza ezinye iinkonziso zokhathalelo ngomiliseliso olupheleleyo lweNkqubo yokuHlola uKhathalelo lwaBantwana abaNgenabani esekelwe kwiwebhu. Ukongeza kwiNkqubo ebonelela ngerekhodi yazo zonke iimeko zokhathalelo lwabantwana abangenabani kwiphondo, ikwazisa oonontlalontle ngemiyalelo yenkundla ngenxa yokuphelelwa lixesha. Oku kuvumela oonontlalontle

ukuba babeke iliso, balandele kwaye bajonge amatyala nokulawula ngokufanelekileyo imiyalelo yenkundla yokukhathalela abantwana abangenabani nokusilela kwiphondo.

- Abazali abatsha abangama220 bokhuseleko baqeqeshwa kunyakamali wama2022/23 njengenxalenye yeNkqubo yoKhuseleko lwaBazali. Le nkqubo iqinisekisa ukuba kukho abazali bokhuseleko abaqeqeshiweyo abakhoyo ukuze babonelele ngokhathalelo lwexeshana olukhuselekileyo kubantwana abasemngciphekweni, nabadinga ukhathalelo nokhuseleko.

#### **Inkqutyana 3.4: iECD noKhathalelo oluNgagqibelelanga**

- Abantwana abangama6 397 bafumene iinkonzo kumaziko eASC afumana inkxasomali kunyakamali wama2022/23. Ezi nkonzo zibandakanya imisebenzi yasekhaya neenkqubo zokufundisa, ukutya, neenkqubo zokuzonwabisa neeholide zesikolo. Amaziko eASC abonelele ngendawo ekhuselekileyo yokufunda nokuzonwabisa kwaba bantwana.

#### **Inkqutyana 3.5: AmaZiko oKhathalelo lwaBantwana noLutsha**

- Ukulungiswa kweOuteniekwa CYCC eGeorge kwaqakunjelwa kweyeSilimela wama2022. Olu lungiso lukhokelele ekonyukeni komthamo ukusuka kuma80 ukuya kwi140 kulutsha olungquzulana nomthetho, kubandakanywa abantwana abanemingeni enzima yokuziphatha. Uphuculo lweziko luquke ngakumbi ukhuseleko nokhuselo kwiziko.
- Ukuqinisekisa ukuba abantwana nolutsha kwiiCYCC bayaxhotyiswa kwaye bayaxhaswa, isicwangciso sophuhliso lomntu ngamnye somntwana ngamnye, esibandakanya imidlalo, siye saphuhliswa saza saphunyezwa. Ngengcebiso nesikhokelo sabasebenzi bokhathalelo lwabantwana nolutsha, abantwana abathandathu bakulungeleyo ukuya kuvavanyo lweCape Metro neBoland Schools Cross Country Athletic kwaye bamele iNtshona Koloni kuMnyhadala kaZwelonke weMbaleki zeZikolo waseMzantsi Afrika.
- Ukongeza, abantwana abali146 abathunyelwe yiNkundla yaBantwana babonisa imingeni yokuziphatha kwaye abo babakhathalelayo babonelelwa ngezakhono zokuthintela ulwaphulomthetho ukubathomalalisa ukuba bahambe baye kwinqanaba lokuba babe ngabantwana abangqzulani nomthetho.

#### **Inkqutyana 3.6: IiNkonzo zoKhathalelo okuSekelwe kuLuntu kuBantwana**

- Kunyakamali wama2022/23, aBancedisi baBantwana naBasebenzi boKhathalelo loLutsha (ACYCWs) abali-167 baye baqeqeshwa. Ezi ACYCWs ziqeqeshiweyo zixhase iiCYCW ezibhalisiweyo ekuboneleleni ngokhathalelo lophuhliso.

Inkqutyana 3.2: uKhathalelo neeNkonzo kwiNtsapho								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kungoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye baphila kwiindawo ezineentsapho ezikhuselekileyo.	linkonzo zokumanyanisa iintsapho ziyafumaneka kwiintsapho ezichaphazelekayo.	<b>3.2.1.1</b> Inani lamalungu osapho ezimanyanise neentsapho zalo <sup>21</sup> .	514	602	550	768	218	Ukuqeshwa kwaBasebenzi abaNcedisayo bezeNtlalontle kwenze ukuba oonontlalontle bakwazi ukusebenzisana nokulungiselela iintsapho ezininzi ukuze zimanyane, nokuzibandakanya ngakumbi nabachaphazelekayo ekuchongeni nasekusombululeni imingeni yokunikezelwa kwenkonzo kwiindawo zokuhlala. La manyathelo abe negalelo ekwandeni kwabathengi abaphinda badityanise neentsapho zabo.
	libhedi ezixhaswa ngemali kwiindawo zokuhlala zabantu abadala abangenamakhaya	<b>3.2.1.2</b> Inani leebhedi ezixhaswa ngemali kwiindawo zokuhlala zokhuselo	2 031	2 208	2 500	2 398	-102	Ezinye iindawo zokuhlala zafunyaniswa zingayithobeli iMimiselo

<sup>21</sup> Esi salathisi sibala inani labantu abadala abakumaziko okhuseleko afumana inkxasomali kwiDSD kwabo bangenamakhaya abathe babuyiselwa kwiintsapho zabo.

Abantwana nabantu bakhuselekile kwaye baphila kwiindawo ezineentsapho ezikhuselekileyo	ziyafumaneka kubantu abadala abazifunayo.	Iwabadala abangenamakhaya.						neMigangatho kwaye azinakuxhaswa ngemali. Iindawo zokuhlala zokhuselo ezishiyekileyo ezifumana inkxasomali azikwazanga ukwamkela izithuba zeebhedi ezongezelelweyo.
	Ugcino lweentsapho neenkonzoz zenkxaso ziyafumaneka kwiintsapho ezichaphazelekayo.	<b>3.2.1.3</b> Inani leentsapho ezithatha inxaxheba kwiinkonzoz zogcino nenkxaso.	14 471	19 563	18 000	19 428	1 428	Isidingo esiphezulu seenkonzo, ukuchongwa kwangaphambili kweentsapho ezidinga le nkonzo nokuphuculwa komgangatho weenkqubo eziphunyeziweyo kube negalelo kwimpumelelo engaphezulu.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kuqhubeka lisebenzisana necandelo leeNPO ukuphucula nokomeleza ukuthotyelwa kweMigaqo neMigangatho yeeNPO.

Inkqutyana 3.3: uKhathalelo noKhuseleko lwaBantwana								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekuceyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Flinkonzo zokufakwa kukhathalelo lwabantwana abangenabani kuyafumaneka kubantwana abadinga ukhathalelo nokhuseleko.	<b>3.3.1.1</b> Inani Labantwana abafakwe kukhathalelo lwabantwana abangenabani.	2 892	3 492	2 936	3 966	1 030	Ukwanda kwesidingo sabantwana ekufuneka befakwe kukhathalelo lwabantwana abangenabani.
	Iinkonzo zokudityaniswa neentsapho ziyafumaneka kubantwana abachaphazelekayo, iintsapho zabo nabasebenzi bokhathalelo olulolunye.	<b>3.3.1.2</b> Inani Labantwana abadityaniswe neentsapho zabo okanye nabasebenzi bokhathalelo olulolunye.	238	280	297	260	-37	Iimeko zeentsapho ezininzi nabanye abantu ababakhathalelayo azizange zibe luncedo ekuhlanganisweni kwakhona. Inkqubo ngokwayo, inde kwaye ayizizo zonke iinkqubo ezinokugqitywa kulo nyakamali.

Inkqutyana 3.3: uKhathalelo noKhuseleko lwaBantwana								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
	Imfundo noqeqesho lwabazali luyafumaneka kubazali nabakhathaleli abachaphazelekayo.	<b>3.3.1.3</b> Inani labazali nabakhathaleli abathe bagqiba imfundo noqeqesho lwabazali.	1 972	3 035	3 110	3 339	229	Ukwanda kweemeko ezixeliweyo zokungahoywa kwabantwana, nokuphuculwa kokwazisa uluntu ngalo mba, nokudityaniswa kobuzali nolawulo lwenkathalelo nezicwangciso zokuhlanganisa usapho kwathetha ukuba abazali abaninzi nabakhathaleli bakwazi ukugqibezela inkqubo.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kuqhubeka linikezela ngoncedo lwentlalontle neenkqubo ezixhobisa, zilungiselele, kwaye zikhuthaze abazali nabantwana ukuba bamanyane.

Inkqutyana 3.4: iECD noKhathalelo olungaGqibelelanga								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Amaziko eASC abhalisiwe.	<b>3.4.1.1</b> Inani lamaziko oKhathalelo lwaseMva kweSikolo (ASC) abhalisiweyo.	AYINGENI	AYINGENI	100	120	20	Uncedo ngokubhaliswa kwakhona olunikezelwa kumaziko eASC xa kuceliwe.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

Ayingeni.

Inkqutyana 3.5: AmaZiko oKhathalelo lwaBantwana noLutsha								
Isiphumo	Imveliso	Isalathisi semveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Iinkonzo zokhathalelo lwendawo yokuhlala ziyafumaneka kubantwana abadinga olunye ukhathalelo.	<b>3.5.1.1</b> Inani Labantwana kwiindawo zokuhlala zokhathalelo kwiiCYCC zeeNPO ezifumana inkxasomali ngokoMthetho waBantwana.	2 498	2 605	2 880	2 578	-302	Ukuphuculwa kokufaka abantwana kukhathalelo olulolunye okanye badityanise neentsapho zabo. Kwakhona, ukungafuni ukuvuma ulutsha ngenxa yendlela yokuziphatha ehlala icela umngeni nephazamisayo.

Inkqutwana 3.5: AmaZiko oKhathalelo lwaBantwana noLutsha								
Isiphumo	Imveliso	Isalathisi semveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Iinkonzo zokhathalelo lweendawo zokuhlala ziyafumaneka kubantwana abadinga olunye ukhathalelo.	<b>3.5.1.2</b> Inani labantwana kwiiCYCC zethu ngokoMthetho waBantwana.	620	619	500	577	77	Ukwanda kwesidingo sokufakwa kwabantwana abanokuziphatha okucela umngeni okanye okuphazamisayo abadinga ukhathalelo nokhuseleko.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kubonelela ngenkxaso kwiiCYCC ezifumana inkxasomali malunga nokubekwa kwabantwana, ingakumbi amantombazana akwishumi elivisayo aphakathi kweminyaka eli14 ukuya kwi16 ubudala anemiceli mngeni neziphazamiso zokuziphatha, ngokuqhuba iintlanganiso zegqiza neqela lamacandelo ngamacandelo nabathabathi nxaxheba ukuze kuchongwe eyona ndawo ifanelekileyo yokufaka abantwana.

Inkqutwana 3.6: IiNkonzo zoKhathalelo oluSekelwe kuLuntu kuBantwana								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Abasebenzi bokhathalelo labantwana abafumene uqeqesho.	<b>3.6.1.1</b> Inani labasebenzi bokhathalelo Labantwana nolutsha abafumene uqeqesho.	8	9	10	0	-10	Iminingi yolungiselelo ithintele ukugqitywa koqeqesho kulo nyakamali umiyo. Uqeqesho luza kuqakunjelwa kunyakamali olandelayo.



## IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kubeka esweni icandelo leNPO ukuqinisekisa ukuba abathathinxaxheba bayayigqiba inkqubo yoqeqesho, ukuze kuphuculwe izakhono zabo nobuchule babo nolo loluntu lwabo.

## Ukusebenza ngokunxulumene neeMveliso eziseMgangathweni neZalathi zeeMveliso kuMacandelo aneMisebenzi eVumelanayo

Ayingeni. ICandelo loPhuhliso lweNtlalo alilungiselelwanga kwaye ke ngoko alinaziphumo zisemgangathweni nezalathisi zemveliso.

## Unxulumaniso lomsebenzi nohlahlo lwabiwomali

Le Nkqubo isebenzise ama99.6 eepesenti zamaR454.028 ezigidi eyabelwe uhlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswa eliR1.835 lezigidi inento yokwenza nokungasetyenziswa kakuhle kwiCoE ngenxa yokuyeka emsebenzini kwabasebenzi.

## Itheyibhile I: Inkciitho yenkqutyana

Igama lenkqutyana	2022/23			2021/22		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho (ngaPhezu)/ngaPhantsi	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho (ngaPhezu)/ngaPhantsi
Abantwana neeNtsapho	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	4 814	4 687	127	4 533	4 533	-
UKhathalelo neeNkonzo kwiiNtsapho	108 154	106 446	1 708	106 385	106 385	-
UKhathalelo noKhuselelo lwaBantwana	212 240	212 240	-	222 419	222 419	-
I-ECD noKhathalelo olungaGqibelelanga	17 162	17 162	-	424 212	411 663	12 549
AmaZiko oKhathalelo lwaBantwana noLutsha	111 658	111 658	-	108 658	108 658	-
<b>Iyonke</b>	<b>454 028</b>	<b>452 193</b>	<b>1 835</b>	<b>866 207</b>	<b>853 658</b>	<b>12 549</b>

## 4.4 Inkqubo yesi4: liNkonzo zoBuyiselo

### Injongo

Kukunikezela ngeenkonzo ezihlangeneyo eziphuhliso zothintelo lolwaphulomthetho ekuhlaleni neenkonzo zokuphazamiseka okusetyenziswa kweziyobisi kwabona basemngciphekweni ngentsebenziswano namahlakani nemibutho yoluntu.

### Iinkqutyana

Inkqutyana 4.1: uLawulo neNkxaso

Inkqutyana 4.2: uThintelo loLwaphulomthetho neNkxaso

Inkqutyana 4.3: uXhotyiso lwamaXhoba

Inkqutyana 4.4: uSetyenziso Gwenxa leZiyobisi, uThintelo noBuyiselo kwimeko yesiqhelo

### Iziphumo

Abantwana nabantu bakhuselekile kwaye bahlala kwindawo ekhuselekileyo yosapho.

Abantwana noLutsha olusemngciphekweni bachongwa baze bancediswa ngongenelelo lwempilo ngokwasengqondweni nolukhethekileyo olulwa ukwahlukana nokuziphatha okungumceli mngeni.

### Iziphumo, iimveliso, izalathisi zemveliso, ekujoliswe kuko nempumelelo eyiyo

#### Inkqutyana 4.2: uThintelo loLwaphulomthetho neNkxaso

- Iinkqubo ezisekelwe ezikolweni zothintelo lolwaphulomthetho zandiswe kwiindawo ezihlala ezidolophini nasemaphandleni ezizezi, iKhayelitsha, iKraaifontein, iNyanga, iGugulethu, iDelft, iMfuleni, iHarare, iBishop Lavis, iPhillipi, iPhillipi East, iMitchells Plain neBeaufort West kunyakamali kwama2022/23. Ezi nkqubo ziquka izakhono zobomi, ukucebisa, ukuchasa ubundlavini, ukuphazamiseka kokusetyenziswa gwenxa kweziyobisi, umsindo wobuqu, nolawulo loxinzelelo lwengqondo ukuze kujongwe indlela yokuziphatha eyingozi kwabafundi kwezi ndawo zisemngciphekweni kakhulu. Bebonke, bali 11 197 abantwana kwiphondo liphela abathe bafikelela baze babaxhamla kwezi nkqubo.
- Iinkonzo zoluleko nezoluleko ezinikezelwa kubantwana, ulutsha, nabantu abadala abangqzulana nomthetho ziye zomelezwa kulo nyaka uphononongwayo. Oku kuquka ukuvunywa kweenkqubo zoluleko ezilithoba ezinikezelwa kwiindawo ezine zenkqubo yoluleko kwiphondo liphela. Ngaphaya koko, amaGosa oLingo angama30 aqeqeshelwa ukubuyiselwa eluntwini neenkonzo zokhathalelo lwasemva koko kwaye amaGosa aNcedisayo angama43 afumene uqeqesho kwiinkqubo zokubeka iliso ezisekelwe emakhaya.
- Inkqubo yoLawulo lweTyala loLingo kazwelonke yaphunyezwa ngokupheleleyo kwiphondo ngowama2022/23. Ukuxhasa ukuphunyezwa kweNkqubo, amaGosa oLingo angama575 afumene uqeqesho kwi-intanethi nenkxaso ekusetyenzisweni kwale nkqubo. Olu qeqesho luza kwandisa ngakumbi isakhono sabo sokuqinisekisa ukuba ungenelelo olufanelekileyo lwenziwa lufumaneka kubantwana abakungqzulwano nomthetho.

- Ukongeza kwiinkqubo zoluleko lwabantu abadala, iSebe liqhubekile ukunika amaxhoba nabenzi beGBV ukufikelela kwiinkqubo zokuxhasa ngokwasengqondweni. Oku kuquka indibano yocweyo, ebizinyaswe ngabaxhamli abangama316, egxile ekufundiseni abenzi bobubi ngeziphumo zezenzo zabo nokubanceda ukuba batshintshe indlela abaziphatha ngayo.

#### **Inkqutya 4.3: uXhotyiso lwaMaxhoba**

- Amaziko angama26 eGBV afumana inkxasomali kwiDSD abonelele ngenkxaso yonyango kwabasetyhini abangama2 369 nabantwana babo ababengamaxhoba olwaphulomthetho nobundlobongela ngowama2022/23. Ukufikelela kwiinkonzo zexeshana elifutshane kukwabonelelwe kuBantu abadala abasetyhini nabantu abaphila nokhubazeko abafuna indawo yokuhlala yethutyana kwindawo ekhuselekileyo. Ngaphaya koko, abasetyhini abangama421 bafikelele kumathuba ophuhliso lwezakhono, abandakanya ukhathalelo lwasekhaya nezakhono zokufunda ngekhompyutha. Iinkonzo zeendawo zokuhlala zokhuseleko nazo zibandakanyiwe njengenxalenye yeendlela zokuthunyelwa kumaxhoba afuna unyango lokuphazamiseka kokusetyenziswa gwenxa kwezinyobisi.
- Kunyakamali wama2022/23, iNPA ivule iTCC entsha kwiSibhedlele iVictoria Wynberg, inyusa inani lilonke leeTCC kwiphondo ukuya kwisibhozo. ISebe liqhubekile ukunika ufikelelo kwiinkonzo zexesha elide zenkxaso ngokwasengqondweni nentlalontle kuzo zonke iTCC kulo nyaka uphelele, ezibandakanya iingcebiso zomothuko nenkxaso yonyango kumaxhoba angama5 376 olwaphulomthetho ngokwesondo nobundlobongela basekhaya. Ezi nkonzo ziqhubekile ukomelezwa ngoqeqesho loonontlalontle abali19 abafumana inkxasomali kwiDSD. Abathengi neentsapho zabo nabo babonelelwa ngeengcebiso neenkonzo zenkxaso yezomthetho.
- Isebe lilo lodwa iSebe loPhuhliso loLuntu kweli lizwe eliza kulinga kwaye liphumeze imodeli eqhutywa ziNPO kwiZiko iKhuseleka One-Stop. Oku kwaphunyezwa ngentsebenziswano neNPO efumana inkxasomali, iZiko leSaartjie Baartman laBasetyhini naBantwana eAthlone. Eli ziko libonelele ngeenkonzo zenkxaso kwabasetyhini abali1 416 nabantwana babo ababengamaxhoba olwaphulomthetho nobundlobongela. Ezi nkonzo zibandakanya iinkonzo zokuhlala; iinkonzo zenkxaso ngokwasengqondweni nentlalo; iinkonzo zenkxaso yezomthetho kwakunye noqeqesho nophuhliso lwezakhono.
- Ukongeza, iSebe, neOfisi yeZizwe eziManyeneyo yeZiyobisi noLwaphulomthetho (kwiNgingqi yoMzantsi weAfrika), iHAWKS neNPA, ngokudibeneyo baququzelele ucweyo loqeqesho malunga nokuRhweba ngabaNtu. Le ndibano yocweyo iye yanikezelwa kumagosa eSAPS eNtshona Koloni ali1 45 kwaye igxile kwizikhokelo zomthetho ezingundoqo, ukuqonda uMthetho woThintelo nokuThintela ukuRhweba ngaBantu (PACOTIP) wama71 kowama2013 woMzantsi Afrika, kwakunye nokuchongwa, ukuvavanywa nokuthunyelwa kwamaxhoba.

#### **Inkqutya 4.4: uSetyenziso gwenxa lweZiyobisi, uThintelo noBuyiselo kwisimo esisiso**

- Uqeqesho nophuhliso lweengcali zokusebenziswa kwezinyobisi ukuze ziphucule ukusebenza kwazo, ulwazi nezakhono ezibekiweyo, ziqhubekile ukuba zibekwe phambili kulo nyaka uphantsi kophononongo. Oku kubandakanya abasebenzi bezentlalo abalithoba abagqibe inkqubo yoqeqesho evunyiweyo yeManyano yeAfrika kwikharithulam yonyango jikelele yeeSUD. Abanye oonontlalontle abangama48 nabancedisi bezentlalo abali10 bafumana uqeqesho kwiskrini seSUD nezixhobo zovavanyo neenkqubo zonyango lokuziphatha.
- Iinkqubo ezisekelwe ezikolweni ziqhubekile ukubonelela abafundi abakwiindawo ezisengozini enkulu ukufikelela kwiinkonzo zothintelo nokungenelela kwangethuba. Abafundi abali1 400 abasuka kwimimandla efana ne-Elsies River, iMitchells Plain, iOcean View, iKuilsvier, iGugulethu neKhayelitsha baye bafikelela kwiinkqubo zokuxhasa abafundi ezithe zaphakamisa ulwazi ngeeSUD zaza zabonelela ngezakhono zobomi ezisisiseko. Ngaphaya koko, ezi nkqubo zikwaxhasa ootitshala malunga nokufumaneka kweendlela zokudluliselwa kwabafundi abaneeSUD.

Inkqutyana 4.2: uThintelo loLwaphulomthetho neNkxaso								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucehiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	Iinkqubo zoluleko zabantu abadala abangqzulana nomthetho ziyafumaneka.	<b>4.2.1.1</b> Inani Labantu abadala abakungqzulwano nomthetho abathunyelwe kwiinkqubo zoluleko.	4 728	8 080	5 787	9 035	3 248	Ukusebenza kuxhomekeke ekuthunyelweni okuvela ezinkundleni. Ukwanda kokwenziwa kolwaphulomthetho oluncinane kukhokelele ekongezeni kokuthunyelwa kweenkundla kwiinkqubo zoluleko lwabantu abadala.
		<b>4.2.1.2</b> Inani labandu abadala abakungqzulwano nomthetho abazigqibezeleyo iinkqubo zoluleko.	3 345	5 413	5 068	5 770	702	Ukusebenza ngokugqithisileyo ngenxa yamanani aphezulu abathunyelwe kwiinkqubo zoluleko nabasebenzi abakhuthaza abantu abadala ukuba bagqibezele iinkqubo zoluleko.

Inkqutyana 4.2: uThintelo loLwaphulomthetho neNkxaso								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana noLutsha olusemngciphekweni bachongwa baze bancediswa ngongenelelo lwempilo ngokwasengqondweni nolukhethekileyo olulwa ukwahlukana nokuziphatha okungumceli mngeni.	Iinkqubo zoluleko kubantwana abakungquzulwano nomthetho ziyafumaneka. <sup>22</sup>	<b>4.2.1.3</b> Inani labantwana abakungquzulwano nomthetho abavavanyiweyo.	3 992	4 744	3 650	5 396	1 746	Ukwanda kwenani labathunyelwa yiSAPS ukuze bavavanyiwe.
		<b>4.2.1.4</b> Inani labantwana abakungquzulwano nomthetho abathunyelwe kwiinkqubo zoluleko.	767	981	980	986	6	Ukwanda kothunyelo oluvela ezinkundleni.
		<b>4.2.1.5</b> Inani labantwana abakungquzulwano nomthetho abazigqibezeleyo iinkqubo zoluleko.	387	625	813	923	110	Ukuziphatha kakuhle neemeko zobuqu eziphuculiweyo kukhokelele ekubeni abantwana abaninzi bazigqibezele iinkqubo zoluleko.

<sup>22</sup> NgokweNgxelo yoNyaka wama2018/19 ngokufezekiswa koMthetho woBulungisa waBantwana ngowama2010, liye lehla inani labantwana ababanjiweyo nabamangalelwa yiSAPS kungoko kusezantsi ekujoliswe kuko ekuthunyelweni ezinkundleni.

Inkqutwana 4.2: uThintelo loLwaphulomthetho neNkxaso								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana noLutsha olusemngciphekweni bachongwa baze bancediswa ngongenelelo ngokwasengqondweni nangokwengqondo nolukhethekileyo olulwa ukwahlukana nokuziphatha okungumceli mngeni.	Amaziko okuhlala abhalisiweyo athobela uMthetho woBulungisa baBantwana ayafumaneka ukulungiselela ukuxoxwa kwetyala nabantwana abagwetyiweyo.	<b>4.2.1.6</b> Inani labantwana nabantwana abagwetyelwe ukhuseleko kwiiCYCC zokhathalelo ngokoMthetho woBulungisa waBantwana.	130	115	110	120	10	Kuxhomekeke ekufakweni kwabo bathunyelwe ziinkundla. Ukwanda kwabantwana ababekwe kwiCandelo le174 loMthetho waBantwana wama38/2005 (ukudluliselwa okwethutyana ukusuka kukhathalelo olulolunye) kubangele ukubekwa kwiindawo ezininzi kulo nyakamali.
		<b>4.2.1.7</b> Inani labantwana abakungqzulwano nomthetho abalindele ukuxoxwa kwamatyala kwiiCYCC zokhathalelo olukhuselekileyo ngokoMthetho woBulungisa waBantwana.	836	832	850	857	7	Kuxhomekeke kwizicelo zenkundla zokufakwa kwiiCYCC.

Inkqutyana 4.2: uThintelo loLwaphulomthetho neNkxaso								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana noLutsha olusemngciphekweni bachongwa baze bancediswa ngongenelelo lwempilo ngokwasengqondweni nangokweengcali ezilwa ukwahlukana nokuziphatha okungumceli mngeni.	Abantwana kunye nolutsha olusemngciphekweni kwiindawo ezili 11 zomngcipheko ophezulu babonelelwa ngongenelelo olukhethekileyo olufanelekileyo.	<b>4.2.1.8</b> Inani lezikolo ezikwiindawo zamapolisa ezili 11 ezisemngciphekweni omkhulu kunye/okanye iindawo zesicwangciso sokhuseleko seWCG apho iDSD kunye/okanye oonontlalontle abafumana inkxasomali kwiDSD bachonga, bavavanye, bathumele kwaye balandelele abantwana nolutsha olusemngciphekweni wongenelelo ngoncedo olulodwa ngeveki.	3	2	26	2	-24	Ukusebenza kuxhomekeke kwisidingo sezikolo seenkonzo, kwakunye nokufikelela ezikolweni.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kuqhubeka lithethathethana neWCED ukuphucula ukufikelela kwabafundi kwiinkonzo zentlalontle kwizikolo ezikwiindawo ezisemngciphekweni kakhulu, kwakunye nokomeleza iindlela zokuthunyelwa kwabafundi.

Inkqutyana 4.3: uXhotyiso lwaMaxhoba								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	linkonzo zenkxaso yempilo ngokwasengqondweni ziyafumaneka kumaxhoba olwaphulomethetho nobundlobongela.	<b>4.3.1.1</b> Inani lamaxhoba obundlobongela obusekelwe kwisini (GBV) afumana iinkonzo zenkxaso ngokwasengqondweni nentlalontle.	17 933	21 878	18 525	24 388	5 863	Imisebenzi yokwazisa abantu, ukuhanjiswa okuphuculiweyo phakathi kwamasebe ngokusebenzisa amaqonga eGBV nezicelo zamaxhoba enkxaso yenkundla xa ufaka izicelo zokhuseleko kukhokelele ekwandeni kwamanani amaxhoba eGBV afikelela kwiinkonzo zenkxaso ngokwasengqondweni nentlalo.
		<b>4.3.1.2</b> Inani lamaxhoba olwaphulomethetho nobundlobongela afikelelayo kwiinkonzo zenkxaso.	588	677	600	1 525	925	Ukwanda kwenani lamaxhoba athunyelwa kwiinkonzo zenkxaso yiSAPS.
	linkonzo zoluntu ziyafumaneka kumaxhoba okurhwebo ngabantu.	<b>4.3.1.3</b> Inani lamaxhoba okurhweba ngabantu nabantwana babo abafikelela kwiinkonzo zoluntu.	13	13	20	11	-9	Kuxhomekeke ekuchongweni kwamaxhoba okurhweba ngabantu ngokungekho mthethweni nokuthunyelwa kweSAPS.



Inkqutyana 4.3: uXhotyiso lwaMaxhoba								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
	Ubonelelo lwendawo yokuhlala ekhuselekileyo kumaxhoba olwaphulomthetho nobundlobongela.	<b>4.3.1.4</b> Inani lamaxhoba olwaphulomthetho nobundlobongela afikelela kwiinkonzo zeendawo zokuhlala ezikhuselekileyo <sup>23</sup> ezifumana inkxaso kwiNkqubo zokuXhotyiswa kwamaXhoba.	1 963	1 903	1 900	2 369	469	Ukwanda kwesidingo seenkonzo zendawo yokuhlala ekhuselekileyo.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kuqhubeka ukomeleza iinkqubo zoqeqesho lwezakhono nokuphuhlisa iindlela zokuthunyelwa nabachaphazelekayo, kubandakanywa iSAPS, ukubonelela ngamaxhoba okurhweba ngabantu nabantwana babo ukufikelela kwiinkonzo.

<sup>23</sup> Iqanjwe ngokutsha ukusuka “kwinani lamaxhoba olwaphulomthetho nobundlobongela afumana iinkonzo zokuhlala kumaziko eNkqubo yokuXhotyiswa kwamaXhoba afumana inkxasomali”.

Inkqubo 4.4: uSetyenziso gwenxa lweZiyobisi, uThintelo noBuyiselo kwimeko eyiyo								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zoxhanxo
Abantwana nabantu bakhuselekile kwaye bahlala kwiindawo zentsapho ezikhuselekileyo.	linkonzo zonyango lwezigulana ezilaliswayo ziyafumaneka.	<b>4.4.1.1</b> Inani labasebenzisi benkonzo abathe bagqiba iinkonzo zonyango lwangaphakathi kwiiNPO ezifumana inkxasomali, kumaziko onyango eDSD nakwiiCYCC zeDSD. <sup>24</sup>	692	922	1 126	1 166	40	Ukwanda kwesidingo sokuthunyelwa kunyango lwezigulana ezilaliswayo nabasebenzisi benkonzo abagqibezela iinkqubo zonyango.
	linkonzo zonyango ezisekelwe kuluntu ziyafumaneka.	<b>4.4.1.2</b> Inani labasebenzisi benkonzo abafikelele kwiinkonzo zonyango ezisekelwe kuluntu. <sup>24</sup>	2 100	3 141	2 500	3 001	501	Ukunyuka kwenani labasebenzisi benkonzo abafikelelayo nokugqiba imijikelo yonyango kwiinkqubo zonyango ezisekwe kuluntu neenkqubo ezisekwe esikalweni. Ngaphaya koko, ukufikeleleka kweendlela zonyango ezisekelwe kuluntu kwaphuculwa ngokwandisa iindawo ezisemaphandleni.

<sup>24</sup> Ezi zalathi zinxulunyaniswe nesalathisi seMTSF "Inani lamaxhoba okusetyenziswa gwenxa kwezinyobisi afikelela kwiiNkqubo zenkxaso".

Inkqubo 4.4: uSetyenziso gwenxa lweZiyobisi, uThintelo noBuyiselo kwimeko eyiyo								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zoxhanxo
	linkonzo zokungenelela kwangethuba zokusetyenziswa gwenxa kweziyobisi ziyafumaneka.	<b>4.4.1.3</b> Inani labasebenzisi benkonzo abafumene iinkonzo zokungenelela kwangethuba kusetyenziso gwenxa lweziyobisi. <sup>25</sup>	4 320	6 081	4 042	6 040	1 998	Ukwanda kokuthunyelwa nemfuno yeenkonzo. Ukuzaliswa kwezithuba zoonontlalontle ezivulelekileyo nako kubangele ukwanda kokwamkelwa kwabafundi kwiinkqubo zongenelelo kwangethuba.
	linkonzo zononophelo lwasemva konyango nokubuyiselwa eluntwini ziyafumaneka.	<b>4.4.1.4</b> Inani labasebenzisi benkonzo abafumene iinkonzo zasemva kokhathalelo nokubuyiselwa kubudlelwane bokusetyenziswa gwenxa kweziyobisi. <sup>26</sup>	1 595	1 816	1 282	1 921	639	Abathengi abaninzi baye bagqibezela iinkonzo zonyango ezisekelwe eluntwini kwaye emva koko bafikelela kwiinkonzo zokhathalelo lwasemva konyango ezigxile ekuthinteleni ukuphinda kuqale kwakhona.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

Ayingeni.

### Ukusebenza ngokunxulumene neMveliso eziseMgangathweni neZalathi zeeMveliso kuMacandelo aneMisebenzi eVumelanayo

Ayingeni. ICandelo loPhuhliso lweNtlalo alilungiselelwanga kwaye ke ngoko alinaziphumo zisemgangathweni nazalathisi zemveliso.

<sup>25</sup> Esi salathisi sinxulumene nesalathisi seMTSF "Ukwanda kwenani labantu abafikelela kwiinkqubo zothintelo".

<sup>26</sup> Esi salathisi sinxulumene nesalathisi seMTSF "Inani lamaxhoba okusetyenziswa gwenxa kweziyobisi afikelela kwiinkqubo zenkxaso".

## Unxulumaniso lomsebenzi nohlahlo lwabiwomali

Le Nkqubo isebenzise ama99.6 eepesenti zamaR488.166 ezigidi ezabelwe uhlahlo lwabiwomali kunyakamali wama2022/23. Imali engasetyenziswanga ezizigidi ezingamaR2.060 ibhekiselele ekusetyenzisweni kancinane kwiCoE ngenxa yokuyeka emsebenzini kwabasebenzi.

### Itheyibhile J: Inkcitho yenkqutyana

Igama leNkqutyana	2022/23			2021/22		
	Ulwabiwo lokuGqibela	Ehyona Nkcitho	Inkcitho (ngaPhezu)/ngaPhantsi	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho (ngaPhezu)/ngaPhantsi
IiNkonzo zoBuyiselo	R'000	R'000	R'000	R'000	R'000	R'000
Ulawulo neNkxaso	5 966	5 966	-	5 612	5 612	-
Uthintelo loLwaphulomthetho neNkxaso	305 314	305 314	-	283 376	283 376	-
UkuXhotyiswa kwaMaxhoba	68 299	68 299	-	66 495	66 495	-
Usetyenziso gwenxa lweZiyobisi, uThintelo noBuyiselo kwimeko yesiqhelo	108 587	106 527	2 060	110 910	110 910	-
<b>Iyonke</b>	<b>488 166</b>	<b>486 106</b>	<b>2 060</b>	<b>466 393</b>	<b>466 393</b>	<b>-</b>

## 4.5 Inkqubo yesi5: uPhuhliso noPhando

### Injongo

Kukunikezela ngeenkqubo zophuhliso oluzinzileyo eziququzelela ukuxhotyiswa koluntu, olusekwe kuphando olunobungqina neenkukacha zabantu.

### Inkqutyana

- Inkqutyana 5.1: ULawulo neNkxaso
- Inkqutyana 5.2: UkuHlanganiswa koLuntu
- Inkqutyana 5.3: UkuXhotyiswa kweZiko ngeZakhono (ICB) neNkxaso yeeNPO
- Inkqutyana 5.4: Ukupheliswa Kwentlupheko neMpiliso eZinzileyo
- Inkqutyana 5.5: UPhando noCwangciso oluSekelwe kuLuntu
- Inkqutyana 5.6: UPhuhliso loLutsha
- Inkqutyana 5.7: UPhuhliso lwaBasetyhini
- Inkqutyana 5.8: UkuKhuthazwa koMgaqonkqubo waBemi

### Iziphumo

Uphuculo lolawulo lweziko nohanjiso lwenkonzo.

Abantu abasesichengeni bafumana inkxaso yesondlo namathuba omsebenzi.

Ulutsha lwenza ukhetho olwakhayo, olusempilweni, oluphucula impilontle yalo.

### Iziphumo, iimveliso, isalathisi semveliso, ekujoliswe kuko neyona mpumelelo

#### Inkqutyana 5.3: UkuXhotyiswa kweZiko ngeZakhono (ICB) neNkxaso yeeNPO

- ISebe liqhubekile ukuncedisa nokomeleza icandelo leNPO kwiinkalo zolawulo olululo, ukuthotyelwa kwemithetho kwakunye nokuzinza nokusebenza kombutho. Ngowama2022/23, iinkqubo zoqeqesho ezingama61 ziye zaququzelelwa neeNPO ezingama792, nabathathinxaxheba abali1 195. Ngaphaya koko, kwaququzelelwa iindibano zocweyo ezisixhenxe neeNPO ezisanda kubhaliswa ezili129, ezathi zancediswa zanikwa isikhokelo sokuqinisekisa ukuba le mibutho ihlala ithobela uMthetho weeNPO.
- Iiseshoni zoqeqesho nokuxhotyiswa ngezakhono zabanjwa namagosa eSebe ukwandisa ulwazi lwabo nezakhono ezibekwe kwicandelo leNPO. Ezili13 kwezi seshoni zabanjwa namagosa ali127 akhoyo. Ukongeza, iSebe liqalise inkqubo yoqeqesho enamacandelo amahlanu, eyathi yazisa yaze yakhokela amagosa kwimiba yowisomthetho lweeNPO neendlela zolawulo olululo.

#### **Inkqutya 5.4: Ukupheliswa kweNtlupheko neMpiliso eZinzileyo**

- Inxaso yanikezelwa kumakhaya angenakho ukhuseleko lokutya ngobonelelo loncedo lokutya kwiindawo zokutyisa zeSebe ezili111, namakhitshi oluntu angama512 axhaswa liSebe. KweyoKwindla wama2023, ngaphezulu kwe109 300 labaxhamli abafanelekileyo abakwaziyo ukufikelela kwizidlo eziphekiweyo neepasile zokutya ngongenelelo lokutya oluxhaswa lisebe.
- Iiprojekthi ezikhethekileyo ezenziwe liSebe zijolise ekuphuculeni umgangatho wobomi babaxhamli ngokubanceda ukuba bafuduke ekuxhomekeni baye ekuzithembeni. Ezi projekthi ziquka: ikhosi yokuthunga enikwe abasetyhini abali16 abafumene isiqinisekiso bakuba begqibe ngempumelelo baza babonelelwa ngepakethe yokuqalisa (equlathe izixhobo) nenxaso evela kwimibutho esekiweyo, nesifundo soqeqesho lwamagqwetha esigqitywe li16 lolutsha nolubonelelwa ngemali yepakethe yokuqalisa nenxaso evela kwimibutho esekiweyo ukuba baqale ivenkile yabo yekofu.
- INkqubo ibonelele ngenkqubo yoqeqesho lweentsuku ezintathu kunye nokuxhotyiswa ngezakhono kwimibutho engama20 efumana inkxasomali. Le nkqubo ijolise ekuncedeni imibutho iqinise ulawulo lwayo, ulawulo lweerekhodi, ulawulo lwemali, ukunika ingxelo nolawulo lolwazi ukukhuthaza nokugcina ulawulo olululo. Ukongeza, iNkqubo ibonelele ngezixhobo zokusebenza ezilungiselelwe ukunceda le mibutho ngeemfuno zayo ezithile.
- Ngokusetyenziswa kweenkqubo zokuxhobisa nokuxhobisa, iiCBO ezisibhozo zaphuhliswa zibe ziCNDC ezisebenza ngokupheleleyo. Oku kwenze ukuba ezi CNDC zibonelele ngokutya kokubini kubaxhamli abafanelekileyo kwaye zibonelele ngamathuba ophuhliso afana nokulungela umsebenzi, ukulima igadi nokhathalelo lobuqu nococeko, nemisebenzi yokwazisa ngeGBV, nokuphazamiseka kokusetyenziswa kweziyobisi.
- ISebe likwazile ukubonelela ngamathuba omsebenzi wethutyana kubathathinxaxheba be-EPWP abali1 048 kunyakamali wama2022/23. Ukongeza, ukufakwa kwaba bathathinxaxheba be-EPWP kongezeleleka kwiSebe elikhoyo elisekelwe kuluntu neenkonziso ezisekelwe ezikolweni ezinikezelwa kubantwana abasemngciphekweni, kuBantu abaDala, nakuBantu abaphila noKhubazeko. Ngaphaya koko, abathathinxaxheba abasibhozo be-EPWP baye baqeshwa ngumbutho ababebekwe kuwo.
- Inkqubo iququzelele uqeqesho neendibano zocweyo zokuxhobisa kuzo zombini iiNPO nabathathinxaxheba beEPWP. IiNPO zaqeqeshwa kwiinkqubo zolawulo lothotyelo ukukhuthaza nokugcina ulawulo olululo. Abathathinxaxheba abali100 be-EPWP neeNPO ezintandathu zifumene uqeqesho kwiindima noxanduva lwazo njengoko kuchaziwe kwincwadana yokufundisa ye-EPWP.

#### **Inkqutya 5.6: UPhuhliso loLutsha**

- Ngokusetyenziswa kweeKhefi zoLutsha, iiCBO zibonelele ngongenelelo lothintelo lweGBV njengenxalenye yoqeqesho olukhethekileyo neenkqubo zokunika inkxaso. Oku kwenze ukuba abantu abatsha abangama346 bakwazi ukufikelela kwimifundo ebanzi yezesondo, imisebenzi yokwazisa ngokuxhaphaka kweGBV eluntwini kwakunye nophuhliso lobunkokeli obubalulekileyo nezakhono zobomi. Ukongeza, ngaphezulu kwama500 olutsha nabantu abadala abathathe inxaxheba kwiinkqubo zempilo yezesondo nentlalontle ezibonelelwa yimibutho efumana inkxasomali.
- Iinzame zokukhuthaza nokukhuthaza ushishino phakathi kolutsha zibandakanya ukusingatha uMboniso woLutsha weDSD kwiKhefi yoLutsha eNyanga Junction. Injongo yoMboniso woLutsha ibikukhuthaza abantu abatsha nokubonisa ukufumaneka kokulungela umsebenzi noqeqesho loreshishino neenkqubo zophuhliso lwezakhono ezibonelelwa ukwandisa ukuqeqeshwa kwabo. Amanye amathuba anikwe ulutsha aquka ukuthatha inxaxheba nokugqiba iNqanaba lesi6 elivunyiweyo leSifundo soLawulo lweShishini leNDSD ngabantu abatsha abangama38.

- Ngaphezu koko, iSebe liqhubekile nokuxhasa uphuhliso lwabafundi abazimasa iinkqubo zasemva kokuphuma kwiiKhefi zoLutsha. Bangaphezu kwama2 500 abafundi abaxhamileyo ekufikeleleni kwiinkqubo zemfundo nezakhono zobomi.

#### **Inkqutyana 5.8: UkuKhuthaza uMgaqonkqubo waBemi**

- Njengenxalenye yobhengezo nokusasazwa kwabantu, iSebe libambe iintlanganiso ezintathu zaBemi kwiPhondo leNtshona Koloni (WCPPF) laze labamba iSemina yoBulungisa kwezeSondo neNzala ngokubambisana neDSD kaZwelonke.
- ISebe liqhubele phambili nokuququzelela uqeqesho lwamaLungelo oLuntu, ukuFuduka nokufudukela ezidolophini koomasipala basekhaya kwiPhondo leNtshona Koloni. Ngaphaya koko, Iseshoni yokuxhotyiswa ngezakhono kwaBantu neMikhwa yaququzelelwa kwiNgingqi yaseOverberg yaseCape Winelands.
- Inkxaso yeenkcukachamanani nokuxhotyiswa ngezakhono kwiStatsSA idatha yoQikelelo lwaBemi saPhakathi eNyakeni inikezelwe kwigqiza elisuka kwiSebe loRhulumente weNtsebenziswano kuRhulumente neMicimbi yezeMveli (COGTA), elibandakanya indlela idatha esetyenziswa ngayo ukucwangcisa nokwenza izigqibo kwiPhondo leNtshona Koloni.
- Uphando lobungakanani besithuba sotshintsho lwabantu phakathi kwemimandla yasezidolophini neyasemaphandleni ekuhambeni kwexesha phakathi kowama2001, 2011 ukuya kowama2021 kwiPhondo leNtshona Koloni lwaqakunjelwa. Ingxelo yokugqibela yophando kwakunye neenkukachamanani zanikwa amaSebe eWCG ukunceda ekuchongeni iindawo ezikhula kakhulu nokunika iinkonzo ekujoliswe kuzo.
- Iiprofayili zobalo loluntu ezigqityiweyo kunyakamali odlulileyo zibandakanyiwe:
  - Idatha ehlaziyiweyo nengxelo yeprojekthi yokwenziwa kwemephu yeenkonzo zoKhathalelo noKhuseleko lwaBantwana, echonga ngokukodwa iindawo ezikwinqanaba elisezantsi ezingabonelelwanga ziiNPO ezifumana inkxasomali.
  - Ubume beGBV iprofayile yokuchonga imithombo yedatha ethembekileyo kwaye idibanise ze iphonononge iziphumo ezinokubakho kwimeko yonikezelo lwenkonzo yeDSD (indawo).
  - Iprofayile yokukhulelwa kwesininzi saBafikisayo/aBafikisa ebuntwini ukuchonga iindawo apho ukukhulelwa nokuzalwa kwabafikisayo (abafikisayo) kuxhaphake kakhulu kunikezelo lweenkonzo zeDSD (indawo).
  - Iiprofayili ezimbini zoxinzelelo lonikezelo lweenkonzo kwiMetro nakwi(ii)Ngingqi zeWinelands yaseOverberg, kusetyenziswa amanani aqikelelwayo adityaniswe neenkukacha zentlalo noqoqosho.
  - Iindawo zokuhlala ezisematyotyombeni ezibekwe kwimephu, zadityaniswa zaze zahlalutywa ngokwendawo yokuhlaliswa okungekho mthethweni kuma45 eSDA nganye yeSebe kwiphondo liphela.

#### **Inkqutyana 5.2: UkuHlanganiswa koLuntu**

Olu ngenelelo lulawulwa ngokuxananazileyo kwiinkqutyana.

Inkqutyana 5.3: UkuXhotyiswa kweZiko ngeZakhono (ICB) kunye neNkxaso yeeNPO								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucefyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Uphuculo lolawulo lweziko nohanjiso lweenkonzo.	IiNPO zixhotyisiwe.	<b>5.3.1.1</b> Inani leeNPO ezixhotyisiweyo. <sup>27</sup>	330	569	393	1 021	628	Ukwanda kwesidingo soqeqesho nenkxaso zeNPO.
	IiNPO zancedisiwe ngobhaliso.	<b>5.3.1.2</b> Inani leeNPO ezancedisiwe ngobhaliso. <sup>27</sup>	701	1 727	798	1 735	937	Ukunyuka kwesidingo soncedo ngobhaliso olutsha nenkxaso yokuthotyelwa kobhaliso.
	Uqeqesho lwenkxaso yolawulo luyafumaneka kwiiNPO.	<b>5.3.1.3</b> Inani leeNPO ezibonise kuvavanyo lwangaphambili nasemva kokuba ulwazi lwazo luphucukile emva kokuba zifumene uqeqesho oluxhasa ulawulo.	12	13	12	12	0	Ekujoliswe kuko kuphumelele.
	Inkqubo yokucebisa iyafumaneka kwiiNPO.	<b>5.3.1.4</b> Inani leeNPO ezisemngciphekweni ezithe zafumana inkqubo yokucebisa ezinolwazi, iinkqubo nobuchule obuthe baphucuka.	0	24	12	10	-2	Ukungaphumeleli kakuhle ngenxa yokuba omnye umbutho urhoxa kwinkqubo waze omnye umbutho wapheliswa ngenxa yokungathobeli.

<sup>27</sup> Ezi zalathisi zinxulunyaniswe nesalathisi seMTSF "Amanani eeCSO ezixhotyisiweyo".



## IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- ISebe liza kusebenzisa indlela entsha nezixhobo eziza kugxininisa ekuboneleleni ngoqeqesho olungqamene nombutho oluhlangabezana neemfuno ezithile zeeNPO. Le ndlela yokusebenza ibonelela ngoqeqesho olubanzi olujolise ekwandiseni uzinzo ngokubanzi, ulawulo, uxanduva, nokungafihlisi kweNPO.

Inkqutwana 5.4: Ukupheliswa kweNtlupheko neMpiliso eZinzileyo								
Isiphumo	Imveliso	Isalathisi semveliso	Owona sebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Abantu abasesichengeni bafumana inkxaso yesondlo namathuba omsebenzi.	Abantu abasesichengeni bafumana ukutya mihla le.	<b>5.4.1.1</b> Inani labantu abasesichengeni ababonelelwe ngokutya okubonelelwa ngenkxasomali kwiindawo ezifumana inkxasomali kwisebe nakwiCNDC. <sup>28</sup>	14 685	13 102	9 620	15 922	6 302	Abaxhamli abaninzi kufikelelwe kubo ngenxa yezibonelelo ezongezelelweyo ezabelwa iinkqubo zenkxaso yesondlo.
	Amathuba omsebenzi e-EPWP.	<b>5.4.1.2</b> Inani lamathuba omsebenzi we-EPWP adaliweyo. <sup>29</sup>	- <sup>30</sup>	2 123	1 886	1 048	-838	Ukungaqhubi kakuhle komsebenzi ngenxa yokufuduka kwe-ECD namathuba emisebenzi anxulumeneyo ukuya kwiSebe iWCED, nokuncitshiswa kohlahlo lwabiwomali olukhokelela ekubeni iINPO zisokole

<sup>28</sup> Esi salathisi sinxulunyaniswa nezalathi zeMTSF "Ipesenti yamakhaya angakhuselekanga ekufumaneni ukutya ngokutya nokhuseleko" "nepesenti yabantu abasesichengeni sokufumana ukutya ngokutya nesondlo".

<sup>29</sup> Esi salathisi sinxulumene nesalathisi seMTSF "Inani lamathuba emisebenzi e-EPWP adalwe ngeenKqubo zeDSD".

<sup>30</sup> Isalathisi esingachazwanga kwiAPP kunyakamali wama2020/21, impumelelo iye yajongwa yaza yanikwa ingxelo ngeNkqubo yeNgxelo kaZwelonke ye-EPWP.

Inkqutyana 5.4: Ukupheliswa kweNtlupheko neMpiliso eZinzileyo								
Isiphumo	Imveliso	Isalathisi semveliso	Owona sebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
								ekuhlawuleni owona mvuzo wethutyana uphantsi wemihla ngemihla.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

- Ukuxhasa ukudalwa kwamathuba omsebenzi exeshana elifutshane, iSebe ngentsebenziswano namahlakani alo eeNPO liza kulandela indlela yenkqubo, ejolise ekudaleni imekobume encedayo ngokubonelela indlela yokufikelela kumathuba omsebenzi, ngokunjalo nokuphucula iindlela zonxibelelwano nezokunika ingxelo.

Inkqutyana 5.5: UPhando noCwangciso oluSekelwe kuLuntu
Olu ngenelelo lulawulwa ngokuxananazileyo kwiinkqutyana.

Inkqutyana 5.6: UPuhliso loLutsha								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko ngoNyaka kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Ulutsha lwenza ukhetho olwakhayo, olusempilweni, oluphucula impilonhle yalo.	linkqubo zophuhliso lwezakhono kulutsha ziyafumaneka.	<b>5.6.1.1</b> Inani labantu abatsha abathatha inxaxheba kwiinkqubo zophuhliso lwezakhono.	12 229	12 615	10 000	14 566	4 566	Isidingo esiphezulu kulutsha seenkqubo zophuhliso lwezakhono kwakunye neenkqubo eziphuculweyo zokugaya abasebenzi. Ubambiswano neCandelo lezeMali lokuZiphatha ngoGunyaziwe ukuze kuqaliswe ngoqeqesho lolwazi lwezemali lube negalelo ekusebenzeni ngokugqithisileyo.
	Ikhefi zoLutsha ezifumana inkxasomali ziyasebenza.	<b>5.6.1.2</b> Inani leeKhefi zoLutsha ezifumana inkxasomali.	12	12	12	12	0	Ekujoliswe kuko kufezekisiwe.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

Ayingeni.

Inkqutyana 5.7: UPuhliso lwaBasetyhini
Olu genelelo lulawulwa ngokuxananazileyo kwiinkqutyana.

Inkqutyana 5.8: UkuKhuthaza uMgaqonkqubo waBemi								
Isiphumo	Imveliso	Isalathisi seMveliso	Owona Msebenzi uPhicothiweyo 2020/21	Owona Msebenzi uPhicothiweyo 2021/22	Ekujoliswe kuko kuCwangcisiwe 2022/23	Eyona Mpumelelo 2022/23	Unxaxho kobekujoliswe kuko ebekucetyiwe ukuya kweYona Mpumelelo 2022/23	Izizathu zonxaxho
Uphuculo lolawulo lweziko nohanjiso lweenkonzo.	Uphando lwamanani abantu nokuchazwa kweprofayili kwenziwa ukuhlalutya abemi nemeko yophuhliso.	5.8.1.1 Inani leeprojekthi zophando lwabemi ezigqityiweyo.	1	1	1	1	0	Ekujoliswe kuko kufezekisiwe.
		5.8.1.2 Inani leeprojekthi zokubonisa abemi zigqityiwe.	6	6	6	6	0	Ekujoliswe kuko kufezekisiwe.
	linkqubo ziphunyezwa ukukhuthaza ulwazi nokuqonda imiba yabemi nophuhliso.	5.8.1.3 Inani leeseshoni zophuhliso loxhotyiso llwabemi eziqhutyiweyo.	6	4	4	4	0	Ekujoliswe kuko kufezekisiwe.
	Uthethelelo, ulwazi, imfundo nonxibelelwano (IEC) imisebenzi iyaphunyezwa.	5.8.1.4 Inani lemisebenzi yothethelelo lwabantu, ulwazi, imfundo nonxibelelwano (IEC) eziphunyeziweyo.	4	4	4	4	0	Ekujoliswe kuko kufezekisiwe.

### IsiCwangciso sokoyisa kwiindawo apho kungasetyenzwanga kakuhle khona

Ayingeni.

## Ukusebenza ngokunxulumene neziPhumo eziseMgangathweni neZalathisi zeMveliso kuMacandelo aneMisebenzi eVumelanayo

Ayingeni. ICandelo loPhuhliso lweNtlalo alilungiselelwanga kwaye ke ngoko alinaziphumo zisemgangathweni nazikhombisi zaziphumo.

### Unxulumaniso lomsebenzi nohlahlo lwabiwomali

INkqubo isebenzise ama99.8 eepesenti zamaR 117.020 ezigidi zolwabiwomali eyabelwe unyakamali wama2022/23. Imali engasetyenziswanga engamaR279 amawaka inxulumene nokuchithwa ngaphantsi kweMpahla neeNkonzo, ngenxa yokusetyenziswa kwamaqonga ombane, nokuchithwa ngaphantsi koDluliselo neNkxasomali, ngenxa yeentlawulo ezingekahlawulwa zeCOIDA zabasebenzi be-EPWP. ISebe lingenise isicelo sokugqithiselwa kweemali ezingasetyenziswanga kwiPT.

### ItheYibhile K: Inkcitho yeNkqutyana

Igama leNkqutyana	2022/23			2021/22		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ngaPhantsi	Ulwabiwo lokuGqibela	Eyona Nkcitho	INkcitho (ngaPhezu)/ngaPhantsi
uPhuhliso noPhando	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	7 310	7 310	-	6 891	6 891	-
UkuXhotyiswa kweZiko ngeZakhono (ICB) neNkxaso yeeNPO	3 097	3 096	1	2 270	2 270	-
Ukupheliswa kweNtlupheko neMpiliso eZinzileyo	86 430	86 288	142	62 094	62 094	-
UPhuhliso loLutsha	17 007	16 919	88	18 031	18 031	-
UkuKhuthazwa koMgaqonkqubo waBemi	3 176	3 128	48	3 923	3 923	-
<b>Iyonke</b>	<b>117 020</b>	<b>116 741</b>	<b>279</b>	<b>93 209</b>	<b>93 209</b>	<b>-</b>

## **5. Udluliselo lweNtlawulo**

### **5.1 Udluliselo lweentlawulo kumaqumrhu karhulumente**

Ayingeni.

### **5.2 Udluliselo lweentlawulo kuyo yonke imibutho ngaphandle kwamaqumrhu karhulumente**

Nceda ujonge kwisiHlomelo A: Udluliselo lweentlawulo kuyo yonke imibutho ngaphandle kwamaqumrhu karhulumente.

## **6. Izibonelelo zoXhomekeko**

### **6.1 Izibonelelo zoxhomekeko nenkxasomali ebekelwe bucala ehlawuliweyo**

Akukho ngxelo.

### **6.2 Izibonelelo zoxhomekeko nenkxasomali ebekelwe bucala efunyenweyo**

ISebe labelwe izigidi ezingamaR321.137 kunyakamali wama2022/23.

### **Izibonelelo zoXhomekeko**

#### **ISibonelelo seNkuthazo se-EPWP yeCandelo leNtlalo kumaPhondo**

ISibonelelo seNkuthazo seCandelo leNtlalo ye-EPWP kumaPhondo esizigidi eziR4.978 sabelwa iSebe. Esi sibonelelo senkxasomali sibonelela ngenkxasomali kwiinkqubo eziqhubayo ukuze kwandiswe ukubandakanywa nokufikelela kwezi nkqubo ze-EPWP zecandelo lezentlalo kwangaxeshanye kwandiswe inani lamathuba emisebenzi exesha elide adalwe ukuxhasa ezi nkonzo. Iimali ezingasetyenziswanga ezingamaR58 amawaka ngenxa yeentlawulo ezingekahlawulwa zeCOIDA zabasebenzi be-EPWP.

#### **Imali eBekelwe bucala**

##### **Abantu abaphila noKhubazeko**

Isabelo esibekelwe bucala esizizigidi ezingamaR57.020 safunyanwa ngeenkonzo eziya kuBantu abaphila noKhubazeko kubandakanywa isibophelelo somthetho esiphuma kumyalelo wenkundla ophathelele kubantwana abaphila nokhubazeko olumandla ngokwasengqondweni. Imali engasetyenziswanga eliR1.206 lezigidi ngenxa yokusilela ukuthengela abantwana abaphila nokhubazeko olumandla ngenxa yokunyuka kwamaxabiso.

##### **Ingqesho yooNontlalontle**

Isixamali ebesibekelwe bucala esiliR16.514 lezigidi sasetyenziselwa ukujongana nesidingo sooNontlalontle nokunciphisa ukusilela kwinani labafundi abanezidanga zoonontlalontle abahlala bengaphangeli emva kokugqiba imfundo yabo exhaswa ngurhulumente.

##### **Ulongezelelo looNontlalontle**

Ulwabiwo olubekelwe bucala lezigidi ezingamaR21.915 lwafunyanwa ngowama2022/23 ukugcina ukugqeshwa kooNontlalontle, ngakumbi kwiindawo ezinobuxhakaxhaka beGBV, iiSUD nemiba echaphazela abantwana.

##### **IProjekthi yeSanitary Dignity**

Isixamali esizizigidi eziliR10.911 sasibekelwe iProjekthi yeSanitary Dignity ngowama2022/23. Injongo yeProjekthi kukubonelela abafundi basetyhini abangathathi ntweni abakumabanga lesi4 ukuya kwele12, abafunda kwizikolo ezikwinqanaba lentlupheko loku1 ukuya kwelesi5, bakwazi ukufikelela kwiimveliso ezisisiseko zococeko.

### **IiNkqubo zoThintelo lweHIV (iiNkqubo zoTshintsho lweNtlalo nokuziPhatha)**

Isixamali esizizigidi eziR6.150 safunyanwa ngowama2022/23 ngenkxaso eqhubekayo kwiiNPO eziphumeza iiNkqubo zoTshintsho kwiNdlalela yokuziPhatha, njengenxalenye yezicwangciso eziliqili zokujongana noluntu nolwakhiwo lweHIV, TB neeSTI, kwakunye neGBV.

### **Ingqesho yangaphakathi yabasebenzi kwiiCYCC: CoE**

Isixamali esiliR14.728 lezigidi safunyanwa ngowama2022/23 ngokubhekiselele ekuqeshweni kwabasebenzi abafunekayo kwiiCYCC zeHorizon naseClanwilliam.

### **UbuNdlabongela obuJoliswe kwaBasetyhini**

Izigidi zeerandi eziliR18.723 zazibekelwe bucala kunyakamali wama2022/23 ukwandisa iNkqubo yokuXhotyiswa kwaMaxhoba ukujongana nobundlobongela obujoliswe kwabasetyhini nabantwana.

### **Iindawo zokuhlala ezikhuselekileyo zaBantu abangenamaKhaya**

Izigidi zeerandi eziR3 zazibekelwe bucala kunyakamali wama2022/23 ukuze kuguqulwe iikliniki yezeMpilo yoLuntu yaseRobbie Nurock ibe yindawo ekhuselekileyo yokuhlala abantu abangenamakhaya.

### **Ukutshintsha uMsebenzi woNcedo loKutya, amaziko okuhanjiswa kokutya nophuhliso lwesondlo soluntu**

Isixamali sezigidi eziliR15.286 ebekelwe bucala ngowama2022/23 ukomeleza ubonelelo lwenkxaso yesondlo kubantu abasesichengeni kusetyenziswa amaziko oSasazo lokuTya ePhondo neeCNDC.

### **Uxinzelelo lwentlalo (Uncedo lokutya/isondlo)**

Isixamali sezigidi ezingamaR25 yabekelwa bucala ngowama2022/23 ukomeleza amanyathelo oncedo lokutya ukuxhasa isiCwangciso sokuBuyisa iNtshona Koloni.

### **Ukunyuka kwenkxaso kwiintsapho ngenxa yempembelelo yeKHOVIDI-19, iGBV, njl.njl.**

Isixamali sezigidi ezisiR7.5 yabekelwa bucala ngowama2022/23 ukuxhasa ngakumbi iintsapho ezidinga iinkonzo zentlalontle ngenxa yeemeko ezingathandekiyo ezibangelwe yiKHOVIDI-19 neGBV.

### **IZibonelelo zoXhomekeko noLwabiwo oluBekelwe bucala**

<b>IZibonelelo zoXhomekeko noLwabiwo oluBekelwe bucala</b>	<b>Isixamali esaBelweyo R'000</b>	<b>Eyona Nkcitho R'000</b>	<b>NgaPhantsi / (NgaPhezulu) R'000</b>
<b>IZibonelelo zoXhomekeko</b>			
ISibonelelo senkuthazo se-EPWP yeCandelo leNtlalo kumaPhondo	4 978	4 920	58
<b>INkxasomali eBekelwe bucala</b>			
Abantu abaphila noKhubazeko	57 020	55 814	1 206
Ingqesho yooNontlalontle	16 514	16 514	-
Ulongezo looNontlalontle	21 915	21 915	-
IProjekthi yeSanitary Dignity	10 911	10 911	-
IiNkqubo zoThintelo lweHIV (iiNkqubo zoTshintsho lweNtlalo nokuziPhatha)	6 150	6 150	-

<b>Izibonelelo zoXhomekeko noLwabiwo oluBekelwe bucala</b>	<b>Isixamali esaBelweyo R'000</b>	<b>Eyona Nkcitho R'000</b>	<b>NgaPhantsi / (NgaPhezulu) R'000</b>
Ingqesho yangaphakathi yokusebenza kwiiCYCC: CoE	14 728	14 728	-
UbuNdlobongela abuJoliswe kwaBasetyhini	18 723	18 723	-
IiNdawo ezikhuselekileyo zokuhlala kuBantu abangenamaKhaya	3 000	3 000	-
Ukutshintsha umsebenzi woNcedo loKutya, amaziko okuhanjiswa kokutya nophuhliso lwesondlo soluntu	15 286	15 286	-
Uxinzelelo lwentlalo (Uncedo lokutya/isondlo)	25 000	25 000	-
Ukunyuka kwenkxaso kwiintsapho ngenxa yempembelelo yeKHOVIDI-19, iGBV, njl.njl.	7 500	7 500	-

### **Isiqinisekiso sokuba zonke iintlawulo ziye zafakwa kwiakhawunti yebhanki eqinisekisiweyo kaNondyebo wePhondo**

UNondyebo wePhondo uqinisekisile ukuba zonke iimali zodluliselo zafakwa kwiakhawunti yebhanki eqinisekisiweyo kaNondyebo wePhondo.

### **ItheYibhile M: ISibonelelo soXhomekeko**

<b>ISebe elidlulisele isibonelelo</b>	ISebe likaZwelonke leMisebenzi yoLuntu neZiseko ezinguNdoqo
<b>Injongo yesibonelelo</b>	Ukudalwa kwamathuba omsebenzi e-EPWP phakathi kweenkqubo ezikhoyo nezintsha.
<b>Iziphumo ezilindelekileyo zesibonelelo</b>	<ul style="list-style-type: none"> <li>● IsiCwangcsio soShishino siTyikityiwe.</li> <li>● IsiVumelwano seSibonelelo siTyikityiwe.</li> <li>● Ukudalwa kwaMathuba oMsebenzi ali144.</li> <li>● Ukuqeshwa kwamahlakani okuphumeza.</li> <li>● Ukugqitywa koBekoliso lwaPhakathi eNyakeni (IYM) ukubonisa ingeniso nenkcitho.</li> <li>● Ukunikwa kwengxelo yamathuba omsebenzi kwinkqubo yokunika ingxelo kazwelonke.</li> <li>● Ukuqulunqa iingxelo zenkqubela phambili zekota.</li> <li>● Ukubeka iliso kuluhlu nakumsebenzi wamahlakani okuphumeza.</li> </ul>
<b>Ezona mveliso zifezekisiweyo</b>	Angama200 amathuba omsebenzi adaliweyo
<b>Isixamali ngokwesihlomelo ngasinye seDORA</b>	R 4 978 000
<b>Isixamali esifunyenweyo (R'000)</b>	R 4 978 000
<b>Izizathu xa isixamali ngokweDORA nganye singafunyanwanga</b>	AYINGENI



<b>Isixamali esisetyenziswe lisebe (R'000)</b>	R 4 920 000
<b>Izizathu zokungasetyenziswa kwenkxasomali liqumrhu</b>	Iintlawulo ezingekahlawulwa zeCOIDA zabasebenzi be-EPWP.
<b>Izizathu zonzaxho kwindlela yokusebenza</b>	Indlela ehlaziyiweyo yenkxasomali ivumeleke ukuba kudalwe amathuba ongezelelweyo omsebenzi.
<b>Amanyathelo athatyathiweyo ukuphucula indlela yokusebenza</b>	Ayingeni.
<b>Indlela yokubeka iliso lisebe elamkelayo</b>	<p>ISebe lePhondo lingenisa ezi ngxelo zilandelayo kwiSebe leMisebenzi kaRhulumente likaZwelonke neZiseko zoPhuhliso noNondyebo wePhondo (PT):</p> <ul style="list-style-type: none"> <li>● Ingxelo yenyanga yeYM ukujonga inkcitho.</li> <li>● Ingxelo yenkqubela phambili ukubonelela ngohlaziyo lomsebenzi kwisibonelelo senkuthazo.</li> <li>● Ingxelo yokuphela konyaka ukubonelela ngomsebenzi wonyaka / impumelelo, inkcitho nemingeni efunyenweyo.</li> <li>● Zimasa intlanganiso yabaQuquzeleli beNDSD ukubonelela ngohlaziyo ngobume bePhondo malunga nesibonelelo senkuthazo nemiba yoMgaqonkqubo.</li> </ul>

## 7. IINGXOWAMALI ZABANIKELI

Akukho ngxelo.

## 8. Utyalomali lweNkunzi

### 8.1 Utyalomali lwenkunzi, ukukhathalelwa nesicwangciso solawulo lweasethi Inkqubela phambili eyenziweyo kuphunyezo lwemali eyinkunzi, utyalomali nesicwangciso solawulo lweasethi

Utyalomali oluyinkunzi lweSebe ikakhulu lubandakanya iiasethi ezinokushenxiswa ngokubhekiselele kwizixhobo zekhompyutha, ifenitshala, iimoto nezinye izixhobo. Irejista yeeasethi ihlaziywa ngoko nangoko ngokufunyanwa, ukulahlwa, nayo nayiphi na enye intshukumo yeeasethi. Ii-asethi zobuchwephesha bolwazi ziquka iwaranti yeminyaka emihlanu xa kuthe kwachithwa iasethi.

ISebe lixhomekeke kuphela kwiDol kwizidingo zalo zeziseko ezingundoqo nezidingo zokhathalelo njengoko uhlahlo lwabiwomali lubekwe kwindawo enye, nolawulo lweprojekthi lunikezelwe kwiDol. Iziseko ezingundoqo zeSebe neeprojekthi zokhathalelo ziphunyezwa ngokuhambelana nesiCwangciso soLawulo lweAsethi yoMsebenzisi weSebe kwaye zibekwe esweni ngothethathethwano njalo ngenyanga neDol.

### Iiprojekthi zeziseko esingundoqo (ezangaku nezisaqhubayo)

- Ukhathalelo olucwangcisiweyo, ngokuthobela iMpilo noKhuseleko eMsebenzini (OHS) kwiCYCC yaseBonnytoun luyaqhubeka, kwaye ulwakhiwo lucwangciselwe ukugqitywa kweyoKwindla wama2024.
- Ukufakwa ngentsimbi kuza kungena endaweni yophahla olukhoyo kwiOuteniqua CYCC, kwaye ulwakhiwo olucwangciselwe ukugqitywa kuTshazimpuzi wama2024.
- Ukhathalelo olucwangcisiweyo, ngokuthobela iOHS kwiZiko loNyango laseKensington luyaqhubeka ngoku. Ulwakhiwo lweziko elongezelelweyo labasetyhini kweli Ziko lucwangciselwe ukuqalisa kweyoMqungu wama2024.

- Uphuculo olucetywayo nolwakhiwo lwendawo yokulala eyongezwayo eSiyakatala CYCC luyaqhubeka, kwaye ulwakhiwo lucwangciselwe ukuqalisa kweyoMqungu wama2024.
- Ulwakhiwo lwendlu yokulala eyongezelelweyo kwiCYCC yaseClanwilliam luyaqhubeka, yaye lucwangciselwe ukugqitywa kwekaCanzibe wama2023.
- Ulungiso nophuculo olucetywayo kwiZiko lokuHlala laseSivuyile luyaqhubeka, kwaye ulwakhiwo lucwangciselwe ukuqalisa kweyeSilimela wama2023.

## Cwangcisa ukuvala okanye ukuthoba naziphi na izibonelelo zangoku

Akukho zicwangciso zakuvula okanye ukuthoba nasiphi na isibonelelo sangoku.

## Inkqubela phambili yenziwa kulungiso lwesiseko esingundoqo

Ulungiso lwemihla ngemihla lwenziwa yiDol xa iSebe lifuna oko. I-Dol ithathele ingqalelo enye yokusilela kulungiso ngexesha eliphantsi kophononongo.

## Uphuhliso olunxulumene noku kungentla lulindelekile ukuba lube nefuthe kwinkcitho yangoku yeSebe

Oku kungasentla akusayi kuba nampembelelo kwinkcitho yangoku yeSebe njengoko iindleko zithwalwe yiDol.

## Utshintsho malunga nokugcinwa kweeasethi

Zizonke iiasethi ezinkulu ezigcinwe liSebe (iiasethi ezingashenxiswayo eziphathekayo, iiasethi eziphathekayo nezingaphathekiyo) ngexabiso elingamaR84 042 905.64 ngowama31 kweyoKwindla wama2023. Umsebenzi wonyaka wokubalwa kwempahla uye waqakunjelwa ngowama31 kweyoKwindla wama2023. Zonke iinkcukacha zeeasethi zafakwa kwingxelo zeRejista yeeAsethi kwaye ichanekile, ithembekile, ihlelwe ngokuchanekileyo kwaye kuthathwe uxanduva. Zonke iiasethi eziphelelwe lixesha, ezingenakusebenziseka, nezonakeleyo zaye zachithwa njengoko zifunwa nangendlela engafihlisiyo.

Okubandakanyiweyo kwiiasethi eziyezinkulu zizonke li157 lokushokoxeka kwemali eyinkunzi ephantsi kophando, mhlawumbi liCandelo loLawulo lweNtengo noLawulo lweeAsethi okanye iCandelwana loLawulo lwangaPhakathi, elixabiso amaR2 575 813.23, nexabiso lencwadi elingamaR683 399.53, elimele, ngexabiso, isi3.06 seepesenti zeeasethi zizonke ezinkulu.

## Itheyibhile N: Ulwahlulo lweeAsethi eziNkulu (ubuKhulu) luhamba ngolu hlobo lulandelayo:

Okugciniweyo	IiNdleko zeXabiso R
UNdlunkulu	17 595 036.18
INgingqi yeMetro eseMazantsi	9 208 380.53
INgingqi yeMetro eseMpuma	8 445 304.97
INgingqi yeMetro eseMantla	7 872 985.12
INgingqi ye-Eden-Karoo	8 151 777.74
INgingqi ye Overberg yaseCape Winelands	8 212 610.00
INgingqi yoNxweme oluseNtshona	4 727 446.50
AmaZiko	19 829 364.60
<b>Iyonke</b>	<b>84 042 905.64</b>

## liasethi zilahlwe kunyakamali wama2022/23

Zizonke iiasethi ezingama775 ezixabisa kwiR11 270 102.18 ziye zachithwa kunyakamali wama2022/2023. Iiasethi ezilahlweyo zinxulumene nee:

- Asethi ezinkulu ezingama658, ezixabisa kumaR8 164 835.18, zaye zalahlwa ngexesha eliqhelekileyo loshishino;
- Moto ezi2 ezixabisa kwiR1 453 855.37 zaba ngumnikelo kwiiNPO;
- Asethi ezinkulu ezisi7 ezixabisa kwisiR103 870.39 zacinywa njengelahluko evunyiweyo ngokweRejista yoLawulo lweLahluko; kunye
- Asethi ezinkulu ezili108 ezixabisa kwiR1 547 541.24 zaye zadluliselwa kwiSebe iWCED ngokweCandelo lama42 lePFMA.

Iiasethi ezincinci ezingama2 734 ezixabisa kwisiR3 874 897.34 zaye zalahlwa kunyakamali wama2022/2023. Iiasethi ezincinci ezilahlweyo zinxulumene nee:

- Asethi ezincinci ezingama2 323 ezixabisa kwisiR3 123 221.87 zaye zalahlwa ngexesha eliqhelekileyo loshishino;
- Asethi ezincinci ezingama30 ezixabisa kumaR33 788.39 zacinywa njengelahluko evunyiweyo ngokweRejista yoLawulo lweLahluko; kunye
- Asethi ezincinci ezingama381 ezixabisa kumavR717 887.08 zaye zadluliselwa kwiSebe iWCED ngokweCandelo lama42 lePFMA.

## Amanyathelo athatyathweyo ukuqinisekisa ukuba irejista yeeasethi zeSebe ihlala ihamba nexesha

Iiasethi zirekhodwa kwiRejista yeeAsethi zeSebe ngomhla ezifunyenwe ngawo kwiNkqubo yeLOGIS. Ulungelelwaniso lwenyanga lwenziwa phakathi kweBAS neLOGIS ukuqinisekisa ukuba irejista yeeasethi igqitywe ngokulungelelanisa inkcitho yeasethi kwibhalansi yovavanyo lweBAS nerejista yeeasethi, kubandakanywa neendidi zeeasethi.

IYunithi yoLawulo lweeAsethi ezishenxisekayo lenza uhlalutyo lwenyanga lwerejista yeeasethi "noluhlu lweenkonzo zonke" olufunyenwe kwiDotP ukuchonga amagosa asenokuba alishiyile iSebe ngenxa yomhlalaphantsi, ukurhoxa, ukugxothwa, njl. zabelwe loo magosa. Onke amaziko eendleko kufuneka enze ungqinisiso lwekota lweeasethi ngomniniasethi ngamnye nomlawuli weasethi phantsi kolawulo lwawo aze anike ingxelo ngazo naziphi na iinguqulelo ezichongiweyo ngexesha lenkqubo kundlunkulu. Oku kuvumela uhlaziyo olukhawulezileyo lweRejista yeeAsethi zeSebe. Uqinisekiso lweasethi yonyaka lukwaqhutywa yiYunithi yoLawulo lweAsethi eshenxiswayo kundlunkulu, iingingqi namaziko ukuqinisekisa ukuba irejista yeeasethi igqitywe kwaye ihamba nexesha.

## Imeko yangoku yeeasethi ezinkulu zeSebe

Imeko yangoku yempahla ekhoyo enkulu yeSebe yile ilandelayo:

- lipesenti ezingama45 zikwimeko entle (esebenzayo);
- lipesenti ezingama50 zikwimeko efanelekileyo (enokusebenziseka); kunye
- Neepesenti ezi5 zeeasethi zikwimeko embi kwaye zikwingqwalasela yokuba zilahlwe.

## Iiprojekthi ezinkulu zolungiso esele zenziwe

Iiprojekthi ezinkulu zolungiso ezenziwe yiDol zibandakanya:

- Ulondolozo olucwangcisiweyo, ngokuthobela iOHS, kwiCYCC yaseClanwilliam eqhubekayo, nolwakhiwo lucwangciselwe ukugqitywa kwekaCanzibe wama2023.
- Ulondolozo olucwangcisiweyo, ngokuthobela iOHS, kwiHorizon CYCC eqhubekayo ngoku. Ukwakhiwa kwendawo yokulala eyongezelelweyo kucwangciselwe ukugqitywa kweyeDwarha wama2023.
- Ulondolozo olucwangcisiweyo, ngokuhambelana neOHS, kwiCYCC yaseVredelus eqhubekayo ngoku, nolwakhiwo lucwangciselwe ukugqitywa kweyeNkanga wama2023.

- Ukulungiswa kweSDA yaseKhayelitsha (yoku1 neyesi2), ecwangciselwe ukugqitywa kweyeKhala wama2023.

### Inkqubela phambili eyenziweyo ukuqubisana nomsebenzi ongekenziwa

Ngeli xesha lokunika ingxelo, iDol ikwazile ukujongana nolunye ulungiso olusemva. Nangona kunjalo, ukusilela okubonakalayo kusekho kumaziko, kukho iiprojekthi ezininzi nokuba kukwinqanaba locwangciso okanye lokwakha. Umsebenzi wolungiso owenziweyo ngeli lixa amaziko esebenza ngokupheleleyo uye kwezinye iimeko abe negalelo ekulibazisekeni ekugqityweni kweeprojekthi.

### Itheyibhile O: IiProjekthi zeZiseko ezingundoqo

Iiprojekthi ezingundoqo	Zeziseko	2022/23			2021/22		
		Ulwabiwo lokuGqibela R'000	Eyona Nkcitho R'000	INkcitho (ngaPhezu)/ ngaPhantsi R'000	Ulwabiwo lokuGqibela R'000	Eyona Nkcitho R'000	INkcitho (ngaPhezu)/ ngaPhantsi R'000
Iiasethi nekufakwe endaweni zazo	Ezintsha ezinye	-	-	-	-	-	-
<b>Iiasethi zeziseko ezingundoqo ezikhoyo</b>							
• Uphuculo nezongezelelo		-	-	-	-	-	-
• Ukubuyisela kwisimo sangaphambili, ukungciba nokuhlaziya		-	-	-	-	-	-
• Ulondolozo nolungiso		-	-	-	-	-	-
<b>Udluliselo lweziseko zophuhliso</b>							
• Ezikhoyo		-	-	-	-	-	-
• Imali eyiNkunzi		-	-	-	-	-	-
<b>Iyonke</b>		-	-	-	-	-	-

## Icandelo C: ULawulo

### 1. Intshayelelo

Ukuzinikela kweSebe ekugcineni eyona migangatho iphezulu yolawulo kubalulekile kulawulo lweemali zoluntu nokuphendula ngezibonelelo. Uluntu lufuna isiqinisekiso sokuba iSebe linazo izigqeba zolawulo olululo ukuze lusebenzise izibonelelo zombuso ngempumelelo, ngokufanelekileyo, nangoqoqosho, ezixhaswa ngemali ngumhlawuli werhafu.

### 2. ULawulo loMngcipheko

IGosa eIPhendulayo (AO) leSebe loPhuhliso loLuntu lithatha uxanduva lokuphumeza uLawulo loMngcipheko weShishini (ERM) ngokuhambelana neSakhelo soLawulo loMngcipheko kwiCandelo loLawulo loMngcipheko likaNondyebo kaZwelonke (PSRMF) neCandelo loLawulo loMngcipheko weShishini (D: ERM) kwiDotP linikezela ngenkonzo ephambili kwiSebe.

ISebe liseke iKomiti yoLawulo loMngcipheko weShishini (ERMCO) ukuncedisa iGosa eIPhendulayo (AO) ekwenzeni uxanduva lwalo ngokunxulumene nolawulo lomngcipheko.

#### UXanduva lweKomiti yoLawulo loMngcipheko weShishini (ERMCO)

ISebe lamkele uMgaqonkqubo woLawulo loMngcipheko weShishini ngomhla wesi8 kuTshazimpuzi wama2021 kunyakamali wama2021/22 ukuya kowama2024/25. Lo mgaqonkqubo ucacisa ifilosofi yolawulo lomngcipheko kwaye iyazuza, kwinqanaba eliphezulu, iindima noxanduva lwabathathi.

IQhinga loLawulo loMngcipheko weShishini (ERM) nesiCwangciso sokuPhunyezwa sichaza indlela iSebe eliza kuqhuba ngayo malunga nokuphumeza uMgaqonkqubo we-ERM owamkelwa liGosa ePhendulayo (AO). Esi sicwangciso se-ERM sisekelwe kuMgaqonkqubo woLawulo loMngcipheko wePhondo (PERMPS) noMgaqonkqubo we-ERM neprofayili zomngcipheko.

#### UXanduva lwe-ERMCO

I-ERMCO inika ingxelo yokuba iluthobeke uxanduva lwayo oluvela kwiCandelo lama38 (1)(a)(i) loMthetho woLawulo lweMali kaRhulumente, uMmiselo kaNondyebo 3.2.1 neMimiselo yeNkonzo kaRhulumente yowama2016, iSahluko sesi2, iSigaba soku1, sesi2 neses3. I-ERMCO ikwanika ingxelo yokuba yamkele iMiqathango esesikweni efanelekileyo (eyamkelwe ngusihlalo we-ERMCO ngomhla we14 kweyoMdumba wama2019), yalawula imicimbi yayo ngokuthobela le Miqathango yeSiseko kwaye ilufezekisile lonke uxanduva lwayo njengoko luqulethwe apho.

#### Amalungu e-ERMCO

I-ERMCO ibandakanya iAO, abaphathi abaphezulu, namalungu akhethiweyo eqela lolawulo leSebe. NgokweMiqathango yayo yokuSetyenziswa kwe-ERMCO idibene kane kulo nyaka uphantsi kophononongo. Zonke iintlanganiso bezizinyaswe ngamalungu okanye ummeli wawo.

Itheyibhile engezantsi iveza ukufaneleka kweenkcukacha kumalungu e-ERMCO:

<b>Ilungu</b>	<b>Isikhundla</b>	<b>lintlanganiso eziZinyasiweyo</b>	<b>Umhla wokuQeshwa</b>
Gqr R Macdonald	IGosa eliPhendulayo (uSihlalo)	3	31/03/2017
Mnu J Smith	uMlawuli oyintloko: uLawulo lweMali (CFO neNtshatsheli)	3	30/03/2017
Mnu C Jordan	uMlawuli oyintloko: aBantwana, iiNtsapho namaQela aseSichengeni	2	30/03/2017
Nkskz M Johnson	uMlawuli oyintloko: iQhinga noCwangciso loShishino	1	30/03/2017
Mnu Hewu	uMlawuli oyintloko: uPhuhliso loLuntu neNtsebenziswano	2	30/03/2017
Nkskz A van Reenen	uMlawuli oyintloko: uLawulo noLungelelaniso lokuHanjiswa kweNkonzo	3	01/07/2021
Nkskz L Goosen	uMlawuli oyintloko: INtlalontle yoLuntu neNkonzo zokuBuyiselo eSimeni	3	17/11/2020
Nksz R Patel	uMlawuli: iNkxaso yoLawulo lokuSebenza	1	01/01/2022

Oku kulandelayo kukwalatha amanye amagosa awayezimase iintlanganiso ze-ERMCO kulo nyaka uphantsi kophononongo:

<b>Igama</b>	<b>Isikhundla</b>	<b>lintlanganiso eziZinyasiweyo</b>
Mnu D Arendse	uSekela Mlawuli: uLawulo lwangaPhakathi	3
Mnu S Abrahams	UMlawuli woMncedisi oliBambela: uLawulo lwangaPhakathi	2
Nksz D West	uMchwangcismali kaRhulumente: uLawulo lwangaPhakathi	3
Mnu G Miller	uMlawuli: uPhando naBemi	2
Nksz M Manuels	uMchwangcismali kaRhulumente: uLawulo lwangaPhakathi	1
Nkskz A Haq	uMlawuli: uMlawuli loMngcipheko weShishini (DotP)	3
Mnu S Africa	Umcebisi oyintloko kuMngcipheko: Ulawulo loMngcipheko weShishini (DotP)	3
Nkskz M Natesan	uSekela Mlawuli: iNkonzo zoPhandonzulu lweNkundla zePhondo (DotP)	3
Nksz. P Pillay	iNkonzo zoPhandonzulu lweNkundla zePhondo (DotP)	3
Mnu S Malan	uMlawuli: uPhicotho lwangaPhakathi	2
Nksz T Maphisa	iNkonzo zoPhandonzulu lweNkundla zePhondo	3

## IMisebenzi ePhambili yeKomiti yoLawulo loMngcipheko weShishini

I-AO ngusihlalo weERMCO kwaye iCFO yiNtshatsheli yoMngcipheko weSebe. Ekwenzeni umsebenzi wayo, iERMCO yenze le misebenzi ingundoqo ilandelayo apha enyakeni:

- Iphonononge iQhinga le-ERM yeSebe nesiCwangciso sokuPhunyezwa phambi kwesindululo seKomiti yoPhicothozincwadi nokwamkelwa yiAO;
- Ukubeka iliso nokuphononongwa komngcipheko kwiindidi ezicwangcisiweyo zoluhlu lokutya, zijongiwe kwaye zisebenzisa umdla ofanelekileyo womngcipheko nonyamezelo olukhokelwa yiPERMPS eyamkelwa ngabaLawuli abaPhezulu bePhondo;
- Kuxelwe kwiAO naluphi na utshintsho olubonakalayo kwiprofayili yomngcipheko weSebe;
- Ingqiniwe imingcipheko yeqhinga eliphambili kubemi beSebe. Oku kubonisa iinzame zeSebe ekujonganeni nemiba enegalelo neempembelelo ezinxulumene ngqo nabemi;
- Kufunyenwe kwaye kuqwalaselwe ubukrelekrele bomngcipheko neengxelo zentsingiselo;
- Imingcipheko engxamisekileyo evelayo;
- Uphononongo lwemingcipheko engaphandle kwamanqanaba okunyamezelana ukwenzela ukuba kuthathwe amanyathelo angaphezulu / kuqwalaselwe;
- Kubekwe iliso ekuphunyezweni kwesiCwangciso sokuPhumeza uThintela loBuqhetseba noRhwaphilizo;
- Kubekwe iliso ekuphunyezweni koMgaqonkqubo we-ERM weSebe, iQhinga nesiCwangciso sokuPhunyezwa;
- Ukuvavanya ukusebenza kunye nokunciphisa izicwangciso zokujongana nezinto eziphathekayo, iinqobo ezisesikweni nomngcipheko wolwaphulomthetho kwezoqoqosho; kwaye
- Kunikezelwe ngolongamelo kulawulo lwemikhwa esesikweni kwiSebe.

## Imingcipheko engundoqo iqwalaselwe kwaye isonjululwe apha enyakeni

Oku kulandelayo yimingcipheko ephambili yeqhinga yeSebe ethe yaphononongwa apha enyakeni, kubandakanywa uvavanyo lokuthomalalisa okukhoyo nokongezelelweyo okukhoyo.:

1. **“Ukungakwazi ukujongana ngempumelelo nemiqobo yezakhono zeeNGOs”.** Ukuvalwa okunokwenzeka kwenkonzo yeeNGO kusaqhubeka kungumba ophambili osisithintelo, kubandakanywa inkxasomali njengowona mba uphambili unegalelo kumngcipheko. Nangona iSebe lingenalo ulawulo lupheleleyo kumngcipheko, kufuneka lithathele kuwo iinkonzo ezisemthethweni ezinikezelwa zezi NGO kubemi beWCG. Izithuba eziBalulekileyo zoPhuhliso loLuntu ziye zapapashwa ukuze iNgingqi zizaliswe. Kwisithuba sophononongo lwekota yesine, kwaxelwa ukuba udliwanondlebe ngezi zithuba lwaqakunjelwa, kwaza amagama abatyunjwa angeniswa kwiNtloko yeSebe (HoD) ukuze amkelwe.
2. **“Ukwanda kokulamba kumakhaya kwiindawo ezininzi zoluntu lwaseNtshona Koloni”.** Nangona inkxasomali ingumba osisithintelo kumngcipheko, iSebe likwazile ukufumana ama25 ezigidi olwabiwo lokutya ngexesha lohlengahlengiso lohlahlo lwabiwomali lowama2022/23. Kufuneka kuqatshelwe ukuba ukubonelela ngeepasile zokutya ayingomyalelo weSebe, koko ngumyalelo weSASSA. Ngenxa yenqanaba eliphezulu lentswelangqesho nesiphumo sokungakhuseleki kokutya nokwanda kokungabinamakhaya, iSebe lihleli lizibophelele ekuboneleleni ngendawo yokuhlala yethutyana neenkonzo kubantu abadala abangenamakhaya. Indlela yokutyisa yeSebe ekujoliswe kuyo ibonelele ngezidlo eziphekiweyo kubaxhamli abafanelekileyo kwiiCND zeSebe nakwiindawo zokutya kwiphondo liphela.

3. **"Izigrogriso zokhuselelo nokhuseleko kubasebenzi beDSD, abathengi/abahlali, iiasethi ezishenxiswayo nezingashenxiswayo"**. Ubume bendalo bemisebenzi yoonontlalontle bahlala bebakhokelela kwiimeko ezibeka ubomi babo esichengeni, okanye baphangwe izinto zabo zobuqu kubandakanywa nempahla eshukumayo abayinikwa liSebe. Umngcipheko uye wajongwa ngokubanzi kwikota yesithathu, kwaye umlinganiselo wawo uhleli uphezulu ngenxa yokuba isisoyikiso esikhulu ekusebenzeni kwamaziko/iiofisi zengingqi, kubandakanywa nendawo yezibonelelo ezithile. ISebe alikho kulawulo olupheleleyo lomngcipheko neendawo ezithile zeenkonzo zeDSD azinakwenziwa oko kukuthi (inkqubo yeziyobisi ayinakuqhuba uqinisekiso lwamaziko onyango angabhaliswanga, ngenxa yokuba ubomi babasebenzi busemngciphekweni). Inani lezicwangciso zokusebenza zomiliselo zichongiwe liSebe ukuze kusetyenziswe umlinganiselo othile wolawulo.
4. **"Abasebenzi abangonelanga (kwiDSD) ukuze bafezekise uxanduva lobuchule beSebe"**. Uhlahlo lwabiwomali lweCoE olunemiqathango, kuqukwa nokungagqitywa koYilo loMbutho (OD) luhlala luyimiba ephambili enegalelo kulo mngcipheko. I-ERMCO iqinisekise ukuba akukho nkqubela phambili yenziweyo malunga nokuqukunjelwa koPhando lweOD. Ngaphaya koko, ukunyuka okuthe gqolo kwemfuno yeenkonzo zeDSD ngabona bemisebengeni kwiphondo kwandisa umngcipheko ngakumbi. I-ERMCO iphinde yaqinisekisa ukuba iSebe belijongene neningeni ngeCoE nokuzaliswa kwezithuba zengqesho kwaye, ukuba ayilungiswanga, le meko inokwehla ngokukhawuleza. Njengenyathelo lokunciphisa, iSebe liqhubekile nokuthethelela ukugcwaliswa kwezithuba ezibalulekileyo kunye nohlahlo lwabiwomali lweCoE.
5. **"Ulawulo lwekhontrakthi engasebenziyo yeeNPO (uMbutho oNgajonganga Nzuzo)"**. Izibonelelo zeenkonzo zeSebe zisenokubekwa emngciphekweni ngenxa yokuba kunokwenzeka ukuba iNPO zinikezele ngeenkonzo ezikumgangatho ophantsi kwabona bantu basemngciphekweni wephondo. Isebe lenze inkqubela phambili enkulu ekuphuhliseni nasekuphunyezweni kweNkqubo yoLawulo lweeNPO, elawula inkqubo emalunga neekhontrakthi ezahlukeneyo ngokweenkcukacha zemali. Ikwajonge ukulawula indlela yokuhlawula kweeNPO ngeNkxasomali, kubandakanywa ubekoliso novavanyo lweeNPO ezinezivumelwano ezisebenzayo zodluliselo neSebe.
6. **"Ukungaziswa kweenkonzo yiArhente yoNcedo lweNtlalo (SASSA) kubaxhamli abathunyelwe yiDSD (uHlangulo loLuntu oluKhethekileyo)"**. ISebe alinalawulo kwaphela kulo mngcipheko kwaye lixhomekeke kakhulu kwiSASSA ukuba ibonelele abaxhamli abathunyelwe liSebe ngeenkonzo eziyimfuneko abazidingayo. Akukhange kubekho ntshukumo ilungileyo kulo nyaka uphantsi kovavanyo.
7. **"Ukungathotyelwa kweemfuneko ezisemthethweni ngokomthetho"**. Lo mngcipheko uhlaziywe ngokubanzi kwikota yokuqala neyesibini nto leyo ekhokelele ekwenyukeni kwereyithingini eyintsalela ngenxa yokungabikho kwenkxasomali eyaneleyo yokuxhasa iinkonzo ezimiselwe ngokomthetho. Iimpembelelo zokuvalwa okunokwenzeka kweeNPO, nokwanda kwemfuno yeenkonzo zethu, ngakumbi kuKhuseleko lwaBantwana nemimandla yoKuSetyenziswa gwenxa kweZiyobisi, nayo yaqwalaselwa. Amanyathelo olawulo aquka ukubekwa phambili kweemali, ukubeka phambili ukugaywa kwabasebenzi bakho nokunciphisa ukucuthwa kwenkxasomali kwiindawo ezithandwa kakhulu.

## **Icingcipheko engundoqo evelayo yonyakamali olandelayo**

Owona mngcipheko usakhulayo ekufuneka uqwalaselwe kulo nyakamali uzayo unxulumene namandla eSebe okujongana "nemfuno eyongeziweyo yeenkonzo zesebe ngabona bemisebengeni ngaphakathi eNtshona Koloni". Lo mngcipheko uyaqhubeka nokuba nokufaneleka kwaye kufuneka ugcinwe kwisixhobo esalathayo njengoko sinonxibelelwano oluthe ngqo kwinani leengozi zezicwangciso zeSebe.



## ULawulo lwemngcipheko

Uvavanyo oluthe gqolo lwesicwangciso nenkqubo yomngcipheko luyaqhutywa ukuze kufunyaniswe ukusebenza kwesiCwangciso soLawulo loMngcipheko seSebe nokuchonga imingcipheko emitsha nevelayo ngenxa yotshintsho kwimeko yangaphakathi kunye/okanye yangaphandle. Umngcipheko wenkqubo nganye uxoxiwe kwaze kwaxoxwa ngawo apha enyakeni kwaye waboniswa kwiintlanganiso zekota ze-ERMCO. Abaphathi abaphezulu kuye kwafuneka banike ingxelo ngenkqubelaphambili yokuphunyezwa kwezicwangciso zokwenza ukuncitshiswa kokubakho komngcipheko kunye/okanye neempembelelo ukuba zinokwenzeka. I-ERMCO iphinde yabhekisa imingcipheko emva kwiinkqubo ezifanelekileyo ekufuneka zihlalutywe ngokubanzi kwaye icebise ngonciphiso olongezelelweyo okanye amanyathelo okulawula umngcipheko. Ulawulo luthatha ubunini bemingcipheko kwaye luhlala luxoxa ngemiba yomngcipheko kumaqonga ahlukeneyo njengenxalenye yenkcubeko yawo kumzamo wokuthintela imingcipheko ngendlela yentsebenziswano nentsha. UMgaqonkqubo we-ERM weSebe nesiCwangciso esijikeleziswa kuwo onke amagosa rhoqo ngonyaka ukuze onke amanqanaba abasebenzi ahlale esazi ngophuculo olusele luphunyezwe nanjengendlela yokubethelela ulawulo lomngcipheko kwiSebe liphela. Iiseshoni ezixeliweyo neziqhelekileyo zokwazisa ngomngcipheko nazo zaqhutywa ukuze kwabelwane ngeempawu zokulinganisa ukuze ulawulo lomngcipheko lube nokuvuthwa kwiSebe. Imisebenzi echazwe kwisicwangciso sophumezo isoloko ibekwe esweni kwaye inikwa ingxelo ngamaxesho athile, ngendlela efanayo naleyo enokuthi inikezelwe kwisiCwangciso sokuSebenza soNyaka (APP) ibekwe iliso, ukuze kufunyanwe imingcipheko enokubakho nokuphambuka kwizalathisi, ukufezekiswa kweziphumo nokungathotyelwa kwemithetho nomgaqonkqubo wezigunyaziso.

IKomiti yoPhicothozincwadi yeQela leNtlalo ibonelele ngolongamelo oluzimeleyo lwenkqubo yeSebe yolawulo lomngcipheko. IKomiti yoPhicothozincwadi ibonelele ngeengxelo zekota zenkqubela ze-ERM neerejista zomngcipheko ukuze yenze indima yayo yokongamela ezimeleyo.

## Isiphelo

ISebe linenkqubo yolawulo lomngcipheko ezinzisiweyo kwimisebenzi yalo yolawulo ebandakanya imingcipheko echongiweyo kwiirejista zomngcipheko ezicwangcisiweyo nezokusebenza kwaye kukho inkqubela kulawulo lomngcipheko jikelele kwiSebe. Imingcipheko engekho kulawulo lweSebe ihleli iphezulu; kodwa isoloko iphononongwa nabachaphazelekayo (umzekelo, iiNPO, amasebe amaphondo nemibutho yaseburhulumenteni) ukuze kucace kwaye kuqondwe ngcono, malunga namanqanaba okunyamezelana, imiba ethomalalisayo efana neendleko, nomgangatho wenkonzo efunyenweyo. Ukongamela okungaphezulu kubonelelwa yiKomiti yoPhicothozincwadi ukuqinisekisa ukuba imingcipheko echongiweyo iyasonjululwa ngokufanelekileyo.

## 3. UbuQhophololo noRhwaphilizo

Ubuqhophololo norhwaphilizo zibonisa imingcipheko ebonakalayo kwiiasethi zeSebe kwaye lunokuba nefuthe elibi ekusebenzeni kakuhle kohanjiso lweenkonzo nesidima seSebe.

I-WCG yamkele isicwangciso sokuLwa ubuQhophololo noRhwaphilizo esingqina isimo sePhondo sokungabunyamezeli tu ubuqhophololo, ubusela norhwaphilizo. Ngokuhambelana nesiCwangciso iSebe lizibophelele ekunganyamezelini urhwaphilizo, ubuqhophololo okanye naziphi na izenzo zolwaphulomthetho, nokuba zangaphakathi okanye zangaphandle, kwaye lizisukela ngamandla kwaye litshutshise ngazo zonke iindlela zomthetho ezikhoyo, nawaphi na amaqela abandakanyeka kwizenzo ezinjalo okanye iinzame ezinjalo.

ISebe linesicwangciso esivunyiweyo sokuThintela uRhwaphilizo nesiCwangciso soPhumezo esihambelanayo esiphumeza isicwangciso soThintelo loRhwaphilizo.

Iindlela ezahlukeneyo zokuxela izityholo zobuqhophololo, ubusela norhwaphilizo zikhoyo kwaye ezi zichazwe ngokweenkcukacha kwisiCwangciso sePhondo sokuLwa ubuQhophololo noRhwaphilizo, uMgaqonkqubo weWCG wokudiza amahlebo nesiCwangciso seSebe

sokuThintela ubuQhophololo. Isityholo ngasinye esifunyenwe yiYunithi yeeNkonzo zoPhando lwePhondo (PFS) sirekhodwa kwiNkqubo yoLawulo lwamaTyala esetyenziswa njengesixhobo solawulo sokunika ingxelo ngenkqubela eyenziweyo ngamatyala anxulumene neSebe nokuvelisa iinkcukachamanani zeWCG neSebe.

Abasebenzi nabasebenzi abavuthela impempe ngezikrokro zobuqhophololo, urhwaphilizo nobusela bakhuselwe ukuba ukubhengezwa kukudiza okukhuselweyo (oko kukuthi, kuhlangebezana neemfuno ezisemthethweni zoMthetho wokuDiza okukhuselweyo, wama26 kowama2000 umz., ukuba ubhengezo lwenziwe kakuhle ukhohlo). UMGaqonkqubo weWCG wokudiza amahlebo ubonelela ngezikhokelo kubasebenzi nakubasebenzi ngendlela yokuvakalisa iinkxalabo kubaphathi abafanelekileyo, abantu abathile abachongiweyo kwiWCG okanye kumaziko angaphandle, apho banezizathu ezivakalayo zokukholelwa ukuba izenzo zolwaphulomthetho okanye izenzo ezingafanelekanga zenziwe okanye zenziwe. kwiWCG. Ithuba lokuhlala ungaziwa linikwa nawuphi na umntu ongathanda ukuchaza izenzo zobuqhophololo, ubusela norhwaphilizo kwaye, ukuba bakwenza oko ngokwabo, iinkcukacha zabo zigcinwa ziyimfihlo nguloo mntu baxela kuye.

Ukuba, emva kophando, ubuqhophololo, ubusela, okanye urhwaphilizo luqinisekisiwe, umsebenzi othathe inxaxheba kwizenzo ezinjalo uya kuchophela ityala loluleko. Ummeli weWCG osungula iinkqubo zoluleko kufuneka acebise ngokugxothwa komqeshwa lowo uchaphazelekayo. Apho kufunyaniswe ubungqina obubambekayo bolwaphulomthetho, umba wolwaphulomthetho uxelwa kwiNkonzo yamaPolisa oMzantsi Afrika.

Kunyaka ophantsi kophononongo, iPFS ikhuphe isiQinisekiso sokuSusa iTyala kwiSebe siqaphela oku kulandelayo:

<b>Amatyala</b>	<b>Inombolo</b>
Amatyala avuliweyo ngokowoku1 kuTshazimpuzi wama2022	1
Amatyala amatsha (kowama2022/23)	0
Amatyala avaliwweyo (kowama2022/23)	(1)
Amatyala avuliweyo ngokowama31 kweyoKwindla wama2023	0

Le theyibhile ilandelayo ihlalutya ngakumbi iimeko ezivaliweyo eziboniswe ngasentla:

Ubume nesiphumo sophando lwetyala elivaliweyo.
Kwityala elinye izityholo zokungahambi kakuhle nokungathotyelwa kwemigaqo zaxhaswa.

#### **4. Ukunciphisa uNgqubano koMdlala**

Umgangatho ophezulu weenqobo ezisesikweni ezichubekileyo kufuneka ukhuthazwe kwaye ugcinwe kwinkonzo karhulumente. Ukuza kuthi ga ngoku, onke amalungu eSMS kufuneka achaze kwiSigqeba esiLawulayo iinkcukacha zazo zonke iimfanelo zawo ezinokubhaliswa ngokungqinelana neSahluko sesi2 seMimiselo yeNkonzo kaRhulumente, yowama2016. Injongo yeSahluko sesi2 kukuchonga nakuphi na ukungqubana kwemidla ukuze ukukhuthaza izenzo zolawulo ezinobulungisa nezingenamkhethe zamagosa akwizikhundla eziphezulu nokukhusela inkonzo yoluntu kumanyathelo anokuphazamisana nokusebenza kwayo. Ubhengezo olunjalo lwenzeka ngonyaka. Ukuba kuye kwakho nakuphi na ukungqubana kwemidla kuyakujongwana nayo, ngokungqinelana noMthetho weNkonzo kaRhulumente neMimiselo yeNkonzo kaRhulumente, yowama2016 nemigqaliselo enxulumene noko.

Ngokwecandelo lama30 loMthetho weNkonzo kaRhulumente, (njengoko ulungisiwe), abasebenzi kwinkonzo karhulumente banokwenza omnye umsebenzi ohlawulelwayo ngaphandle kwengqesho yabo kwisebe elichaphazelekayo, ukuba banemvume ebhaliweyo evela kuGunyaziwe oLawulayo. Ngaphaya koko, uMmiselo we13(c) weMigaqo yeNkonzo kaRhulumente, yowama2016 oqale ukusebenza ngomhla woku1 kweyeThupha yowama-2016 uyalela ukuba "umsebenzi akayi kuqhuba ushishino nalo naliphi na iziko likarhulumente okanye abe ngumlawuli wenkampani karhulumente okanye yabucala eqhuba ushishino nenkampani.

kwiziko likarhulumente, ngaphandle kokuba loo mqeshwa ukwisikhundla esisemthethweni umlawuli wenkampani edweliswe kwishedyuli yesi2 neyesi3 yoMthetho woLawulo lweMali kaRhulumente."

Abaqeshwa abangayifumananga imvume efunekayo nangexesha yokwenza omnye umsebenzi ohlawulelwayo ngaphandle kwenkonzo karhulumente (RWOPS) baya kululekwa.

Abasebenzi abanqwenela ukwenza ezinye iiRWOPS, kufuneka bafake izicelo ngokungqinelana necandelo lama30 loMthetho weNkonzo kaRhulumente kwaye basebenzise isakhelo solawulo esekwe nguMphathiswa weNkonzo kaRhulumente noLawulo (MPSA), ebandakanya ifom yesicelo efakelwe izilungiso, ukuba ingeniswe kwiGosa leeNqobo ezisesikweni elityunjweyo ukuba lixhase kunye/okanye libonise isizathu (izizathu) xa lingasixhasi isicelo, phambi kokuba kunikwe imvume nguGunyaziwe oLawulayo okanye ngoGunyaziwe oThunyelweyo. Ekuvunyweni koGunyaziwe oLawulayo okanye uGunyaziwe oGqwethiweyo ukhupha iSiqinisekiso: Ukuvunywa koMnye uMsebenzi oVumayo, esazisa umfakisicelo ukuba imvume inikezelwe. Isiqinisekiso sichaza ngokucacileyo ukuba yeyiphi enye iRWOPS umntu anokuyenza kuquka nexesha. Isiqinisekiso sichaza ukuba xa kufunyaniswe ukuba kukho ukungathotyelwa okanye ukuthotyelwa kwemimiselo karhulumente elawula omnye umsebenzi ohlawulelwayo, kubandakanywa ukungaqhubeki kweshishini nequmrhu likarhulumente, imvume iya kurhoxiswa namanyathelo oluleko, ngokuhambelana neKhowudi yoLuleko. neeNkqubo zeNkonzo kaRhulumente okanye iiNcwadana yesikhokelo yeSMS, ziza kuqaliswa. Kukwakhanywa ukuba ukuba umntu onqwenela ukuqhubeka nomnye umsebenzi ohlawulelwayo emva kokuphela komhla ovunyiweyo, makungeniswe esinye isicelo. Zonke izicelo mazibhalwe phantsi kwaye kufuneka, phakathi kwezinye izinto, zichaze uhlobo nobungakanani bomsebenzi ohlawulelwayo ekufuneka wenziwe, kubandakanywa amaxesha/iiyure zomsebenzi nonxulumano ngoko (ungquzulwano lweminqweno okanye iinkalo ezixhalabisayo) kwimisebenzi eqhelekileyo enokuthi yenziwe. Umqeshwa usebenza kwinkonzo karhulumente. Ezo zicelo ziya kuthi ke zijongwe kwakhona. Abasebenzi kufuneka bafake izicelo ngonyaka phambi kokuba liphele ixesha elivunywe liGunyabantu eliLawulayo okanye igunya eliGunyazisiweyo.

Ngaphaya koko, amagosa emikhwa esesikweni atyunjwa liGunyabantu eliLawulayo ukuze abeke iliso kuthotyelo malunga nokubhengezwayo. Ukunciphisa ungquzulwano lomdla kwiinkqubo zeSCM, amagcisa eSCM namalungu eKomiti yoBizo lwamaxabiso aye aziswa ngezibophelelo zabo zemikhwa esesikweni equka ukutyikitywa kweeNdlela zokuziPhatha, kwamalungu eKomiti oBizo nabasebenzi beSCM. Ngexesha lokuqwalaselwa, ukwamkelwa okanye ukwabiwa kobizo lwamaxabiso okanye naluphi na unikezelo lwefomu yokubhengeza umdla luyazaliswa kwaye lutyikitywe ngawo onke amalungu apho azibophelele khona ukuba njengamalungu ekomiti, awayi kukhetha ngabom okanye adlelelele nabani na kwinkqubo yokwenziwa kwezigqibo zekomiti.

Ukuqinisekisa ukuthotyelwa koMthetho weNkonzo kaRhulumente (njengoko ulungisiwe) neMimiselo yeNkonzo kaRhulumente, yowama2016, uMgaqonkqubo wesiSipho esiXananazileyo, iRejista yeSebe leZipho neMinikelo nezibhengezo ezibhaliweyo ziyasetyenziswa.

IKomiti yeMikhwa esesikweni yokuziphatha yoPhando, eyasekwa ngowama2009, iqinisekisa ukukhuthazwa kophando olusekwe ngokweenqobo ezisesikweni kwiSebe. Ukuqulunqwa koMgaqonkqubo weNdlela yoPhando kuphelela ekuboneleleni ngezikhokelo ezisesikweni zokwenziwa kophando.

## **5. UMgaqo wokuziPhatha**

UMgaqo wokuziPhatha kwiNkonzo kaRhulumente, njengoko uqukiwe kwiSahluko sesi2 seMigaqo yeNkonzo kaRhulumente, phakathi kwezinye izinto, ulawula indlela yokuziphatha kwabasebenzi bakarhulumente kwaye bonke abasebenzi kulindeleke ukuba bayithobele. UMgaqo wokuZiphatha umisela izithethe nemigangatho ekukhuthazeni imfezeko, nonikezelo lweenkonzo olusebenzayo nolusebenzayo kuluntu; luluhlu lwemigangatho echaza indlela yokuziphatha esiyilindeleyo kubasebenzi bethu; kwaye ukhokela abasebenzi malunga noko kulindelekileyo kubo ngokwemikhwa esesikweni, kwihambo yabo eyodwa nakubudlelwane babo nabanye.

Ukwaziswa malunga noMgaqo wokuziPhatha kuye kwaphakanyiswa ngoqeqesho loqhelaniso lwabaqeshwa abatsha, abasafundayo nabasebenzi kwaye lomelezwa ngokudanyaza kweendaba okubhengezwe kubo bonke abasebenzi. Iiseshoni zeenkukacha ezibonakalayo malunga nomgaqo wokuziphatha kubasebenzi benkonzo yentlalontle zathiwa thaca kwiingcali zenkonzo yentlalontle ngokubonisana neBhunga laseMzantsi Afrika leeNgcali zeNkonzo yeNtlalo (SACSSP).

IKhowudi yoLuleko neeNkqubo zeNkonzo kaRhulumente zisetyenziselwa ukukhuthaza ukuziphatha okwamkelekileyo, ukuthintela nokulungisa ukuziphatha okungamkelekanga. Ukongeza, ukwaphulwa kwemigaqo yokuziphatha yoonontlalontle, namatyala okuziphatha kakubi okanye ukuziphatha kakubi kuxelwa kwiSACSSP.

## **6. Imiba yoKhuseleko lweMpilo neNdalo**

Imingcipheko yempilo nokhuseleko kwiSebe iyahluka ngokweeofisi nakwiziko lezehlelo ukuya kwiingozi ezintsonkothileyo zomsebenzi ezinje ngokwenzakala emzimbeni kungoko kufuneka kwenziwe uvavanyo lwengozi yempilo kubasebenzi namaziko rhoqo ngonyaka.

ISebe lizamile ukuqinisekisa ukuthotyelwa kwayo yonke imithetho yezempilo nokhuseleko, imimiselo yomthetho nangokutyumba abathunywa beCandelo le16(2), abameli bezempilo nokhuseleko, abasebenzi bokukhutshwa ngexesha likaxakeka, aboncedo lokuqala, ukusekwa kweekomiti zokhuseleko nekomiti yokhuseleko. Ukuphuhlisa ngokuqhubekayo nokwakha amandla ala magosa atyunjiweyo, igosa eligadileyo, ummeli wokhuseleko, uqeqesho lokucima umlilo noncedo lokuqala lwanikezelwa.

Uluhlu lokuqinisekisa lwenyanga lungenisiwe ukulandelela ukuthotyelwa kokufunekayo koMthetho wezeMpilo noKhuseleko eMsebenzini kwiofisi nganye okanye kwiziko ngalinye. Imiba ekhankanyiweyo kuluhlu lokuqinisekisa iyasonjululwa ngokusebenzisa iSebe okanye yiDol. ISebe libandakanye ukuthotyelwa kweOHS kuzo zonke izakhiwo/izibonelelo kwiU-AMP yeSebe yalo engeniswe kwiDol nakwiPT.

IKomiti yoKhuseleko yeSebe iqinisekisa ukumelwa kwabaphathi abaphezulu abaphendula ngemibandela yokhuseleko kuzo zonke iiofisi zeDSD, iindawo zeenkonziso nezibonelelo. IKomiti ihlala isebenza kwaye ihlangana qho ngekota. Ibeke iliso ekuphunyezweni kwezindululo zophicothozincwadi lwezokhuseleko novavanyo lokhuseleko lweenkcukacha olwenziwa liSebe lokuJonga iPolisa noKhuseleko loLuntu, iSAPS neArhente yoKhuseleko lukaRhulumente (SSA), ngokulandelelanayo.

ISebe likwayibonile imfuneko yokuphuhlisa, ukuphumeza nokugcina imigaqonkqubo, iinkqubo, neendlela zokunceda kuphazamiseko olukhulu lweshishini kungoko kuphuhliswa isiCwangciso sokuQhubekaka koShishino (BCP). Okuqukiweyo kwiBCP sisiCwangciso sokuSabela saManzi, isiCwangciso sokuPhendula ngoMlilo nesiCwangciso sokuQhubekaka koMbane noLawulo lweNtsholongwane. I-BCP ichaza amanyathelo aza kuqaliswa liSebe ukubuyisela iinkqubo nokuqinisekisa ukuqhubeka kwemisebenzi ebalulekileyo yoshishino nezibonelelo ezincinci.

## 7. IiKomiti zeMicimbi yeSebe

Umhla	Umba	Impendulo yeSebe	IKomiti eMiyo
05 kuTshazimpuzi wama2022	<ul style="list-style-type: none"> <li>● Isicwangciso sokuphunyezwa kweGBV nenkqubela phambili eyenziweyo ekuphumezeni</li> <li>● UMgaqonkqubo weGBV</li> <li>● UMgaqonkqubo woNgcungcuthekiso ngokweSondo</li> </ul>	Intetho kwikomiti yenziwa	UPhuhliso loLuntu
03 kwekaCanzibe wama2022	Utyelelo okuya kwiStellCARE eStellenbosch.	Utyelelo lwenziwa	UPhuhliso loLuntu
23 kweyeThupha wama2022	Inkcazo ngobekoliso, uvavanyo nolwabiwo lohlahlo lwabiwomali lweeNGO namaziko eenkonzo eWC.	Intetho kwikomiti yenziwa	UPhuhliso loLuntu
26 kweyeThupha wama2022	Ukunikwa kwamagqabantshintshi ngeenkqubo ezikhoyo zokujongana nezithinteli zentlalo ezifaka uxinzelelo kwinkqubo yezempilo, ngakumbi kwiZibhedlele zeNgingqi yaseKhayelitsha neyaseMitchells Plain.	Intetho kwikomiti yenziwa	EzeMpilo
06 kweyoMsintsi wama2022	Ukunikwa kwengcaciso ngenkxasomali kuMakhaya aBantu abaDala eWC kugxininiswa ngakumbi kwiindawo zasemaphandleni.	Intetho kwikomiti yenziwa	UPhuhliso loLuntu
23 kweyoMsintsi wama2022	Ukunikwa kwamagqabantshintshi ngeenkqubo ezikhoyo zokujongana nezithinteli zentlalo ezifaka uxinzelelo kwinkqubo yezempilo, ngakumbi kwiZibhedlele zeNgingqi yaseKhayelitsha neyaseMitchells Plain.	Intetho kwikomiti yenziwa	EzeMpilo
18 kweyeDwarha wama2022	Inkcazo ngeNgxelo yoNyaka yeSebe loPhuhliso loLuntu kunyakamali wama2021/2022.	Intlanganiso yazinyaswa ngamagosa eDSD	UPhuhliso loLuntu
10, 13, 19 nama20 kweyeDwarha wama2022	Iindibano zovakalisozimvo ngoMthetho oSaiyilwayo oLungisiweyo waBantwana.	Iindibano zovakaliso-zimvo zazinyaswa, kwaye kwanikwa nezimvo	UPhuhliso loLuntu
31 kweyeDwarha wama2022	UGunyaziso loThethathethwano kuMthetho oSaiyilwayo oLungisiweyo waBantwana.	Intlanganiso yazinyaswa ngabameli beDSD	UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti eMiyo
28 kweyeNkanga wama2022	Inkcazo ngoMthetho oSaYilwayo woLungelelwaniso lweNtshona Koloni.	Intlanganiso yazinyaswa ngamagosa eDSD	UPhuhliso loLuntu
06 kweyoMnga wama2022	Isicelo sokubonelela iKomiti ngemigaqo nenkqubo yokumisela ukuba nini, njani kwaye ngubani oya kufakwa okanye athunyelwe kwindawo yokhuseleko.	Iinkcukacha zangeniswa kwiKomiti ngomhla obekiweyo	URhulumente weNgingqi
28 kweyoMdumba wama2023	Inkcazo ngeNgxelo zeKota zeSebe zexesha kuTshazimpuzi ukuya kweyeSilimela wama2022, kweyeKhala ukuya kweyoMsintsi wama2022, nakweyeDwarha ukuya kweyoMnga wama2022.	Iinkcukacha zangeniswa kwiKomiti ngomhla obekiweyo	UPhuhliso loLuntu
17 kweyoKwindla wama2023	Inkcazo ngoMthetho oSaYilwayo woLwabiwomali weNtshona Koloni, wama2023.	Intlanganiso yazinyaswa ngamagosa eDSD	UPhuhliso loLuntu

## 8. Izisombululo zeKomiti eMiyo kuKhala ojongene nemali kaRhulumente (SCOPA)

IKomiti iluqaphele uluvo lophicothozincwadi lweAGSA malunga neengxelo mali zonyaka zonyakamali wama2021/22 weSebe, ifumene uluvo lophicothozincwadi olungenaziphene ngaphandle kweziphumo ezifunyenweyo kwiinjongo ezimiselwe kwangaphambili, iintsilelo kulawulo lwangaphakathi okanye ukuthotyelwa kwemithetho engundoqo. Olu luvo lophicothozincwadi alungatshintshanga ukusuka kunyakamali wama2020/21.

### ULuvo loPhicothozincwadi

I-AGSA ayizange iveze nto zifunyenweyo kwiSebe malunga nokuthotyelwa kwemithetho nemigaqo, iinjongo ezimiselwe kwangaphambili okanye iintsilelo zolawulo lwangaphakathi..

### ULawulo lweMali

Kunyakamali ophantsi kophononongo, iSebe lichithe amaR2.706 eebhiliyoni zohlahlo lwabiwomali olubekelwe amaR2.726 eebhiliyoni, nto leyo ekhokelele kwinkcitho engaphantsi kwamaR20.388 ezigidi (ama99 eepesenti echithiweyo kuhlahlo lwabiwomali). Kunyakamali wama2020/21, iSebe lichithe amaR2.679 eebhiliyoni kuhlahlo lwabiwomali ebelubekelwe amaR2.692 eebhiliyoni, nto leyo ekhokelele kwinkcitho engaphantsi kweR13.491 ezigidi (ama99 eepesenti enkitho yohlahlo lwabiwomali).

Inkcitho enganeno iyonke kwiSebe yenzeke phantsi kwezi nkqubo zilandelayo:

- Inkqubo yesi2: IiNkonzo zeNtlalontle (amaR7.839 ezigidi); kunye
- Inkqubo yesi3: Abantwana neeNtsapho (iR12.549 lezigidi zeerandi).

Kunyakamali wama2021/22, iSebe liqokelele iR1.965 lezigidi zeerisithi zeSebe kwingqokelela eqikelelwa kwiR1.192 lezigidi, nto leyo ekhokelele kwingqokelela egqithisileyo yemali engamawaka angamaR773.

Ukuqokelelwa ngokugqithisileyo kwengeniso kwenzeke phantsi kwezi zinto zilandelayo:

- Ukuthengiswa kwempahla neenkonzo ngaphandle kweeasethi ezinkulu (iwaka eliR1); kunye
- Iintengiselwano zemali kwiiasethi namatyala (amawaka angamaR772).

### Izisombululo

Inombolo yesisombululo	Umxholo	Iinkcukacha	Impendulo yesebe	Isonjululwe (Yes/No)
11.3.1	Amaphepha: 4-6 noxwebhu lweNgxelo yeKomiti yoPhicothozincwadi..  Isihloko: "ImiNgcipheko eVelayo"	Ukuba iKomiti yoPhicothozincwadi inike ingcaciso kwiKomiti yeeAkhawunti zikaRhulumente ngendlela elawule ngayo, kubandakanywa nobume bomngcipheko ovelayo kunyakamali wama2021/22.	Iqatshelwe	Ewe
11.3.2	Inkcazelo: IKomiti iqaphela imingcipheko evelayo ethe yaphawulwa yaza yaxoxwa neKomiti yoPhicothozincwadi xa yayinika ingxelo phambi kokuthethana nayo.	Ukuba iKomiti yoPhicothozincwadi icacisele iKomiti ngemingcipheko eli15 engakhange igutyungelwe kwaye oko kwenza umsantsa wengqinisekiso wama50%.	Iqatshelwe	Ewe
11.3.3	iSebe kwiziquatho zeNgxelo yalo yoNyaka.	Ukuba iKomiti yoPhicothozincwadi inike ingcaciso kwiKomiti ngesiCwangciso soMlinganiselo oMahluko woPhicotho-zincwadi ekubhekiswe kuso entlanganisweni.	Iqatshelwe	Ewe

## **Uluhlu lweenkcukacha oluceliweyo**

IKomiti icele ukuba iSebe Lophuhliso Loluntu liyibonelele nge:

- Ikopi yetyala lenkundla labaphila noKhubazeko njengoko kukhankanyiwe yiHoD entlanganisweni kwaye ibonisiwe kwiphepha lama80 leNgxelo yoNyaka.
- Ingxelo yenkqubela kuyilo lwesebe olusetyenzweyo ephawulwe phantsi kwebhulethi yesi4 yemingcipheko engundoqo eqwalaselwe kwaze kwaqutyiswana ngayo apha enyakeni kwiphepha lama89 leNgxelo yoNyaka.
- Ingxelo enika inkcazo eneenkcukacha nengcaciso eyongezelelekileyo yezinto ezinokuthengiseka ezinokubakho njengoko kubonisiwe phantsi kwenqaku le16.2 kwiphepha le195 leNgxelo yoNyaka.
- Ikopi yomgaqonkqubo wenkxasomali weSebe osebenza kuyo yonke imibutho engekho phantsi kukarhulumente eyenza isicelo kwiSebe senkxasomali.
- Ikopi yeFayile yoNxaxho kuPhicothozincwadi njengoko kukhankanyiwe entlanganisweni ngamagosa eSebe.

## **9. Ukuguqulwa kwangaphambili kweeNgxelo zoPhicothozincwadi**

Akukho nanye.

## **10. IYunithi yoLawulo lwangaPhakathi**

Ugqaliselo lweyunithi kulo nyaka uphononongwayo belugxile ikakhulu kwimiba yoLawulo oluLulo, iInkonzo zeNgqinisekiso noLawulo lokuPhatha iLahleko.

### **ULawulo oluLulo**

ISebe lenze le misebenzi ilandelayo ngokubhekiselele kulawulo lwangaphakathi:

- Ingxelo yarhoqo ngenyanga ngobume beNkcitho engaFanelekanga, engaGunyaziswanga nengenaNzuzo neyiLahleko (IYM).
- ULawulo lweefayili zamatyala eNkcitho engaFanelekanga, engaGunyaziswanga nengenaNzuzo neyiLahleko.
- Yenza uphando kwiNkcitho engaFanelekanga, engaGunyaziswanga nengenaNzuzo neyiLahleko.
- ISebe lisebenzisa inkqubo yeORACLE ukulawula iNkcitho engaFanelekanga, engaGunyaziswanga nengenaNzuzo neyiLahleko nolawulo lwelahleko.
- Ukubeka iliso ekuphonyezweni kwezindululo zoPhicothozincwadi lwangaPhakathi nolwangaPhandle nezo zoPhononongo loLawulo oluManyanisiweyo neNkangeleko (CGRO).
- Gcina irejista yeZipho neMinikelo yeSebe kwaye wenze ingxelo rhoqo ngekota ukuze ibandakanywe kwiINgxelo zeMali zeThutyana nezoNyaka.
- Ququzelela iintlanganiso ze-ERMCO.
- Nika ingxelo rhoqo ngenyanga kwiintlawulo ezingenziwanga kwiintsuku ezingama30 kwiPT.
- Yenza uphando kwiintlawulo ezingenziwanga kwiintsuku ezingama30.

ISebe liyabaqaphela aba bachaphazelekayo balandelayo, abangaba, iKomiti yoPhicothozincwadi, uPhicothozincwadi lwaNgaphakathi, IPT neAGSA ekuqakumbeleni imiba.

### **IInkonzo zeNgqinisekiso**

Kulo nyaka uphantsi kophononongo, oku kulandelayo kwenziwa kwiSebe:

- Ukuqinisekiswa kweentlawulo emva kokucubungula ukuqinisekisa ukuba semthethweni, ukuchaneka nokulungela uphicotho (+/- 28 990 eentlawulo).
- Onke amaxwebhu askenwa ukuze agcinwe nanjengenyathelo lokuthintela ukulahleka.



## **UbuQhophololo noLawulo lweLahleko**

- ISebe lisebenzisa inkqubo yoLawulo lweLahleko yeORACLE ukulawula ilahleko ngenxa yobusela, umonakalo, njl.
- ISebe liyabaqaphela aba bachaphazelekayo balandelayo, abangaba, iSAPS, iCSC – iiNkonzo zoMthetho, uThutho lweNqwelo zikaRhulumente (GMT), nePT ekuqukumbeleni imiba.
- Ngeli xesha liphantsi kophononongo, amatyala angama68 (ingozi nomonakalo wezithuthi zeGG, iisethi) aye aqakunjelwa aza acinywa.

## **11. UPhicothozincwadi lwangaPhakathi neeKomiti zoPhicotho**

UPhicothozincwadi lwaNgaphakathi lubonelela abaphathi ngengqinisekiso ezimeleyo, enenjongo neenkono zothethwano eziyilelwe ukongeza ixabiso nokuphucula ngokuqhubekayo ukusebenza kweSebe. Kufuneka incedise iSebe ekuphumezeni iinjongo zalo ngokuzisa indlela ecwangcisiweyo, eaqeshekileyo yokuvavanya nokuphucula ukusebenza kakuhle koLawulo, uLawulo loMngcipheko neenkqubo zoLawulo. Le misebenzi iphambili ilandelayo iyenziwa ngokumalunga noku:

- Ukuvavanya nokwenza izindululo ezifanelekileyo zokuphucula iinkqubo zolawulo ekuphumezeni iinjongo zeSebe;
- Ukuvavanya ukufaneleka nokusebenza negalelo ekuphuculeni inkqubo yokulawula umngcipheko; kunye
- Nokuncedisa iGosa eliPhendulayo ekugcineni ulawulo olusebenzayo nolufanelekileyo ngokuvavanya olo lawulo ukumisela impumelelo nocikizeko lwalo, nangokuphuhlisa izindululo zokukhulisa okanye zokuphucula.

Umsebenzi woPhicothozincwadi lwangaphakathi ogqityiweyo kulo nyaka uphononongwayo weSebe uquka uthethathethwano lwengqinisekiso lwezihlandlo ezine, uthethwano olunye neenkalo ezintandathu zokulandelela. Iinkcukacha zolu thethathethwano zibandakanyiwe kwingxelo yeKomiti yoPhicothozincwadi.

IKomiti yoPhicotho-zincwadi isekwe njengequmrhu lokongamela, ibonelela ngolongamelo oluzimeleyo kulawulo, ulawulo lomngcipheko neenkqubo zolawulo kwiSebe, ezibandakanya ukongamela nokuhlolwa koku kulandelayo:

- Umsebenzi woPhicothozincwadi lwangaPhakathi;
- Umsebenzi woPhicothozincwadi lwangaPhandle (AGSA);
- UCwangciso-mali lweSebe noniko lwengxelo;
- Imigaqonkqubo yoCwangcisomali yeSebe;
- Ulawulo lweAGSA nengxelo yophicothozincwadi;
- Ukubekwa eSweni kweSebe eNyakeni;
- ULawulo loMngcipheko weSebe;
- ULawulo lwangaPhakathi;
- Iinkongo ezimiselwe kwangaphambili; kunye
- Nemikhwa esesikweni, ubuQhophololo noRhawaphilizo.

Le theyibhile ingezantsi iveza iinkcukacha ezifanelekileyo ngamalungu eKomiti yoPhicothozincwadi: qualifications

Igama	Amabakala emfundo	Ngaphakathi okanye ngaphandle	Ukuba ngaphakathi, isikhundla esebeni	Umhla wokuqeshwa	Umhla wokuyeka emsebenzini	Inani leeNtlanganiso ezizinyasiweyo
Mnu P Strauss (uSihlalo)	B Com Accounting; BCompt Honours; CA (SA)	Ngaphandle	AYINGENI	Woku1 kweyoMqungu wama2022 (Ikota yesi2)	AYINGENI	8
Mnu E Abrahams	B Com Accounting Honours	Ngaphandle	AYINGENI	Woku1 kweyoMqungu wama2022 (Ikota yesi2)	AYINGENI	8
Nksz A Cilliers	B Compt Honours; CA (SA)	Ngaphandle	AYINGENI	Woku1 kweyoMqungu wama2022 (Ikota yesi2)	AYINGENI	8
Nksz F Mohamed	B Compt Honours; CA (SA)	Ngaphandle	AYINGENI	Woku1 kweyoMqungu wama2022 (Ikota yoku1)	AYINGENI	7

## 12. INgxelo yeKomiti yoPhicothozincwadi

Siyavuya ukunikezela ngengxelo yethu yonyakamali ophela ngomhla wama31 kweyoKwindla ngowama2023.

### UXanduva lweKomiti yoPhicothozincwadi

IKomiti yoPhicothozincwadi inika ingxelo yokuba iluthobeke uxanduva lwayo oluvela kwiCandelo lama38 (1) (a) (ii) loMthetho woLawulo lweMali kaRhulumente noMgaqo kaNondyebo 3.1. IKomiti yoPhicothozincwadi ikwanika ingxelo yokuba iyamkele imimiselo yongqinisiso olufanelekileyo esesikweni njengoMqulu weKomiti woPhicothozincwadi, iyilawule imicimbi yayo ngokuhambelana nalo mqulu kwaye ilufezekisile lonke uxanduva lwayo njengoko luqulethwe apho.

### Ukusebenza koLawulo lwangaPhakathi

ISebe lilindeleke ukuba liphuhlise kwaye ligcine iinkqubo zolawulo lwangaphakathi eziya kuphucula ukuba nokwenzeka kokuphumeza iinjongo zalo, ukuziqhelanisa neenguqu kwimo yendalo esebenza kuyo nokukhuthaza ukusebenza kakuhle nokufaneleka kakuhle, ukuxhasa ingxelo ethembekileyo nokuthotyelwa kwemithetho nemimiselo. I-WCG yamkele iSakhelo soQinisekiso oluDityanisiweyo esichonga kwaye sidibanise ababoneleli bengqinisekiso. Inqanaba lokuqala lengqinisekiso yokuqinisekiswa kolawulo, efuna ukuba ulawulo lwangaphakathi luginelwe ulawulo lwangaphakathi olusebenzayo kwaye luphumeze ezo nkqubo mihla le ngolawulo lokongamela nokuthatha amanyathelo okulungisa apho kuyimfuneko. Inqanaba lesibini lengqinisekiso yokuqinisekisa yangaphakathi ebonelelwa ngemisebenzi eyahlukileyo kulawulo oluthe ngqo, oluphathiswe ukuvavanya ukuthotyelwa kwemigaqonkqubo, iinkqubo, izithethe, imigangatho neziseko. Inqanaba lesithathu lengqinisekiso ngababoneleli bengqinisekiso abazimeleyo abakhokelwa yimigangatho yobuchwephesha efuna awona manqanaba aphezulu okuzimela.

IsiCwangciso soQinisekiso esiDityanisiweyo esisekwe kumngcipheko siphuhliselwe iSebe, siququzelelwa luPhicothozincwadi lwaNgaphakathi, nolukwangumboneleli wengqinisekiso ozimeleyo. Uphicothozincwadi lwangaphakathi lubonelela iKomiti yoPhicothozincwadi

noLawulo ngesiqinisekiso esinengqiqo sokuba ulawulo lwangaphakathi lwanele kwaye luyasebenza. Oku kuphunyezwa ngesicwangciso esivunyiweyo sophicothozincwadi lwangaphakathi, uPhicothozincwadi lwangaPhakathi oluvavanya ukufaneleka kolawulo oluthomalalisa imingcipheko neKomiti yoPhicothozincwadi ebeka iliso ekuphunyezweni kwamanyathelo okulungisa.

Olu thethwano lulandelayo lophicothozincwadi lwangaphakathi lwamkelwe yiKomiti yoPhicotho lwaza lwaqakunjelwa kulo nyaka uphantsi kophononongo:

### **UThethathethwano oluQinisekisayo:**

- liKhefi zoLutsha
- Inkqubo yoLawulo lweNPO
- Uvavanyo lweYuniti yoLawulo lwangaPhakathi
- INkqubo yeSanitary Dignitary

### **UThethathethwano lweNgcebiso**

- ULawulo lweziKhalazo

Iinkalo zophuculo, njengoko kuphawulwe luPhicothozincwadi lwaNgaphakathi ngethuba lokwenziwa komsebenzi wabo, kwavunyelwana ngazo ngabaphathi. IKomiti yoPhicothozincwadi ibeka esweni ukuphunyezwa kwamanyathelo ekuvunyelwene ngawo rhoqo ngekota.

### **INgxelo yoBekoliso eNyakeni yeNyanga/yeKota**

IKomiti yoPhicothozincwadi yanelisekile ngumxholo nomgangatho wolawulo lwekota enyakeni neengxelo zokusebenza ezikhutshwe kulo nyaka uphononongwayo liGosa elinoXanduva leSebe ngokwemigaqo yeMimiselo kaNondyebo kaZwelonke noMthetho weCandelo leNgeniso.

### **UVavanyo lweNgxelo zeMali**

IKomiti yoPhicothozincwadi:

- Phonononge yaza yaxoxa ngeeNgxelo zeMali zoNyaka eziPhicothiweyo ezizakubandakanywa kwiNgxelo yoNyaka;
- Phonononge iNgxelo yoLawulo yeAGSA nempendulo yabalawuli kuyo;
- Phonononge iinguqu kwimigaqonqubo yocwangcisolali neendlela zokusebenza njengoko kuchaziwe kwiiNgxelo zeMali zoNyaka;
- Phonononge uhlehlengiso lwamakhwiniba afunyenweyo avela kuphicothozincwadi lweSebe.

### **UThotyelo**

IKomiti yoPhicothozincwadi iye yaphonononga iinkqubo zeSebe zokuthobela imimiselo yomthetho nolawulo.

### **IiNkcukacha zokuSebenza**

IKomiti yoPhicothozincwadi iye yaphonononga iinkcukacha kwiinjongo ezimiselwe kwangaphambili njengoko kuchaziwe kwiNgxelo yoNyaka.

### **INgxelo yoMphicothozincwadi Jikelele woMzantsi Afrika**

IKomiti yoPhicothozincwadi iye yaphonononga rhoqho ngekota isicwangciso somiliselo seSebe kwimiba yophicothozincwadi ephakanyiswe kunyaka ongaphambili. Siye sadibana neAGSA ukuqinisekisa ukuba akukho miba ingasonjululwanga evela kuphicothozincwadi olulawulayo. Amanyathelo olungiso kwiziphumo ezineenkukacha eziphakanyiswe yiAGSA zibekwe esweni yiKomiti yoPhicothozincwadi qho ngekota.

IKomiti yoPhicothozincwadi iyavumelana kwaye iyalwamkela uluvo lweAGSA malunga neeNgxelo zeMali zoNyaka kwaye iphakamisa ukuba ezi Ngxelo ziPhicothiweyo zamkelwe kwaye zifundwe nengxelo yazo.



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**Mnu Pieter Strauss**  
**USihlalo weKomiti yoPhicothozincwadi yeQela leNtlalo**  
**Umhla: Owe11 kweyeThupha wama2023**

### 13. IiNkcukacha zokuSebenza zokuThotyelwa kweB-BBEE

Olu ludwe lulandelayo lugqitywe ngokuhambelana nokuthotyelwa kweemfuneko zokuXhotyiswa kwabaNtsundu ngokuBanzi kwezoQoqosho (B-BBEE) zoMthetho weB-BBEE wowama2013 nanjengoko kumiselwe liSebe lezoRhwebo, uShishino noKhuphiswano.

<b>Ngaba iSebe/iQumru loLuntu ikhona na noba inye esetyenziswe ngokufanelekileyo iKhowudi yokuSebenza ngokuLungileyo (iNqanaba lesiQinisekiso loku1 ukuya kwelesi8 leB-BBEE) ngokumalunga noku kulandelayo:</b>		
<b>Umgqaqo</b>	<b>Impendulo Ewe / Hayi</b>	<b>Ingxoxo</b>
Ukumisela umgqaqo wokukhutshwa kwamaphephamvume, iimvume okanye ezinye izigunyaziso ngokubhekiselele kumsebenzi wezoqoqosho ngokwawo nawuphi na umthetho?	<b>AYINGENI</b>	AYINGENI
Ukuqulunqa nokuphumeza umgqaqonkqubo wokuthengwa kweempahla okukhethekileyo?	<b>EWE</b>	ISebe liphumeze iAOS ehlaziyiweyo ngowama2022 equka ukusetyenziswa kokuthengwa kwempahla ekhethiweyo. I-AOS isetyenziswa kwinkqubo yeSCM xa ukuthengwa kwempahla neenkonzo kuqukunjelwe.  Olu xwebhu lomgqaqonkqubo lusekelwe kuMthetho weSakhelo sokuThenga ngokuziKhethela, wama2000 neMimiselo yokuThenga ngokuziKhethela enxulumene nawo. Emva kokukhutshwa kweMigaqo yokuThenga ngokuziKhethela wama2022 ehlaziyiweyo, iKhabhinethi yePhondo ivumile ukuba imeko yangoku ihleli malunga nendlela ukhethe olusetyenziswa ngayo ngekhadi lenqaku leBBB-EE njengesicwangciso sethutyana sokuqinisekisa uzinzo kwinkqubo yokuthengwa kweempahla neenkonzo ngelixa uphononongo lobugcisa luqhutywa nguNondyebo wePhondo ukuze amisele indlela enokwenzeka eya phambili.  ISebe, kwiimeko ezithile lisebenzisa izalathisi zengingqi kusetyenziswa iNkqubo yokuThenga ukuvuselela uqoqosho lwengingqi apho iimpahla okanye iinkonzo ziyafuneka.
Ukumisela indlela yokufaneleka yokuthengisa amashishini karhulumente?	<b>AYINGENI</b>	-
Ukuphuhlisa indlela yokungena kubuhlakani necandelo labucala?	<b>AYINGENI</b>	-
Ukumisela iindlela zokunikezelwa kwenkuthazo, izibonelelo kunye neenkqubo zotyalomali ukuxhasa ukuXhotyiswa kwabaMnyama kwezoQoqosho ngokuBanzi?	<b>AYINGENI</b>	-

## **Icandelo D: ULawulo lwezaBasebenzi**

### **1. Intshayelelo**

Igalelo lethu kumsebenzi weWCG kungenxa yemigudu ethe gqolo, kwaye ihlala njalo ingazicingeli yona kuphela, iinzame zabantu abakwiSebe loPhuhliso loLuntu.

Ukunikezela rhoqo ngeenkonzelo eziphuculiweyo kubemi bePhondo leNtshona Koloni akunayo imingeni. ULawulo lwabantu bale mihla lutshintshile kakhulu kwiminyaka yakutshanje kwaye lufuna ukuhambahamba okuntsonkothileyo phakathi koluhlu lwezinto ezikhuphisanayo.

Ngaphandle kwento yokuba oku kwahlukana kuxhomekeke kwezinye kwaye zinobudlelwane, zikwalawulwa yimithetho nemigaqo engqongqo, ethi ibonakale inzima xa kuphononongwa amalinge ogcino nawomtsalane.

Oku kuquka ukulungelelanisa izigunyaziso zonikezelo lwenkonzo, ukutsala nokugcinwa kwezakhono ezibalulekileyo nezinqabileyo, ukuxhotyiswa kwabasebenzi, ulawulo lwekhondo lomsebenzi, isicwangciso sokungena ezihlangwini, ulungelelwaniso lwengqesho nokudala imekobume eyenza ukuba abasebenzi bakwazi ukuphumelela. Ngaphaya koku, iSebe kufuneka lisebenze phantsi kobume obungqongqo, obufuna ukuba abaphathi bathathele ingqalelo ifuthe "lokwenza okungakumbi ngokuncinci".

Ngaphandle kweepatheni eziguqukayo nezidingo ezinefuthe kwindawo yokusebenza yale mihla, ukusebenza nzima kwabantu bethu, kubeneziqhamo zempumelelo emangalisayo nokuphuculwa konikezelo lweenkonzo kulo nyaka uphantsi kophononongo.

### **2. Isimo soLawulo lwaBantu eSebeni**

#### **2.1 OkuPhambili kuCwangciso lwaBasebenzi beSebe**

Indima yoCwangciso lwaBasebenzi ibalulekile ukuqinisekisa ukuba iSebe linenani elifunekayo labantu abanezakhono eziyimfuneko, ulwazi neengcinga zokuwenza lo msebenzi. Ngale nkqubo iSebe minyaka le livavanya iprofayili yabasebenzi balo litholekisa neemfuno zangoku nezexesha elizayo zombutho kwakunye nokuqinisekisa ukuthotyelwa kwezakhelo zolawulo olunxulumene nomsebenzi wentlalontle.

Injongo yolu vavanyo kukuchonga ukuba iprofayili yangoku yabasebenzi ijongana kangakanani neziphumo eziphambili zolawulo lwabantu eziya kuqinisekisa ukuqhubeka kwenkonzo nokuthotyelwa kwezakhelo zolawulo.

IsiCwangciso soMsebenzi wama2021 ukuya kowama2026 ke ngoko sihambelana nombono nenjongo yeQhinga lesiCwangciso seSebe.

Iingqikelelo apho esi siCwangciso soMsebenzi saphuhlisa siqinisekisa ukuba izicwangciso (ngokwezinto eziphambili ezidwelisiweyo) ziya kuzifizekisa iziphumo zawo:

- Ukuchonga nokuphuhlisa isakhono sombutho esifunekayo;
- Iimpawu zentsulungeko ezisemgangathweni noBuchule obusekwe kumsebenzi wokuqeshwa (obandakanya ukubakho kwesiCelo ngeintanethi nenkqubo yokuHlola ukuphucula iindlela zokugaya nokutsala abagqatswa abafanelekileyo kwixesha elizayo nenkcubeko efanelekileyo);
- Uphuhliso lweetalente nophuhliso lwezakhono kubasebenzi kwizakhono ezitsha ezisakhulayo (umzekelo, ubuchule be4IR Meta / izakhono ezisebenzayo nezobugcisa nezakhono zokuziphatha ezinxulumene nomsebenzi wezentlalo ezifuneka kakhulu ukuxhasa umbutho wexesha elizayo);
- Ukubeka phambili ungenelelo loqeqesho ukujongana noBuchule obuBalulekileyo beSebe nezidingo zesiCwangciso soPhuhliso lweMisebenzi (CDP);
- Iinkqubo zophuhliso lolutsha zokuncedisa ekudaleni imibhobho yetalente (ukuqeqeshelwa umsebenzi);
- Izinto eziphambili ngoBulungisa kwezeNgqesho (EE) njengoko zibonisiwe kwisiCwangciso se-EE seSebe ukukhokela izigqibo zokuQeshwa nokuKhetha iSebe;
- Ukubonelela ngongenelelo lwezeMpilo neMpilo-ntle / iinkonzo zokuxhasa intlalontle yabasebenzi; kunye

- Phuhlisa uze uphumeze iNguqulelo kwiNdelela entsha yokuSebenza/iprojekthi yenkcubeko egxile kubemi kwiWCG.

## **2.2 ULawulo lokuSebenza kwaBasebenzi**

Injongo yoLawulo lokuSebenza kukwandisa umsebenzi ngokukhuthaza ukuzibophelela komntu ngamnye, ukuphendula, nenkuthazo.

Bonke abasebenzi kufuneka bagqibezele isivumelwano sentsebenzo phambi komhla wama31 kwekaCanzibe kunyaka ngamnye. Isivumelwano ngokwenyani sisivumelwano phakathi komqeshi nomqeshwa esiqulethe iiprojekthi, iinkqubo, imisebenzi, okulindelweyo, nemigangatho yonikezelo olufunekayo. Ukwenzela ukuququzelela inkqubo yolawulo ekumgangatho ofanayo, iWCG iye yaqulunqa inkqubo ye-elekroniki, ebizwa ngokuba yiNkqubo yeeNkcukacha zoLawulo lokuSebenza (PERMIS), evumela ukuba yonke inkqubo yolawulo lwentsebenzo ifakwe ekhompuytheni, ibekwe esweni ize ilawulwe.

Inkqubo yolawulo lwentsebenzo ifuna ukuba kwenziwe uphononongo lwaphakathi enyakeni novavanyo lonyaka, kodwa oko kujoliswe kuko nokusebenza okunxulumene nesivumelwano sokwenziwa komsebenzi kubekwe iliso kwaye kuchazwe ngokuqhubekayo. Kwiimeko apho ekujoliswe kuko okanye umsebenzi olindelweyo kungafikelelwanga kuwo, le misantsa kuqutyiswana nayo umsantsa uyavalwa ngolawulo lokusebenza elukumgangatho ophantsi. Kulo mxholo, iyunithi yokubonisana ngokusebenza iye yasekwa ngaphakathi kwiDotP (iCandelo loMlawuli oyiNtloko: liNdelela zoLawulo lwaBantu) ukunceda abaphathi bamacandelo (abaphathi babantu) ekujongeni ukusebenza kakubi. Inkqubo iyaphuhla, nangona kunjalo, kwiimeko apho abantu baye bachongwa njengabangaqhubi kakuhle ngokwesikhokelo somthetho, kufuneka bazithobe kwisicwangciso sophuhliso okanye kuthathwe amanyathelo oluleko.

## **2.3 IMpilo yaBasebenzi**

Inkqubo exananazileyo yeMpilo yabaSebenzi nokuPhila kwabo (EHW) ilandela indlela ephelileyo yokuphila kwabasebenzi kwaye iyathintela kakhulu ngokwendalo, inikezela ngeenkonzo eziphambili nezingananelo.

Inkqubo ye-EHW ibekwe iliso kwiSebe ngokusebenzisa iingxelo zenyanga kwiinkonzo eziphambili (24/7/365 inkonzo yokucetyiswa ngomnxeba, inkonzo yeintanethi ye-e-Care nokunika ingxelo) neenkonzo zesibini (ingcebiso ubuso ngobuso, umonzakalo neziganeko ezibalulekileyo, uqeqesho nongenelelo ekujoliswe kulo, isigqeba soqeqesho, uthethelelo).

Ingxelo yekota ilungiselelwa liCandelo loLawulo: Indlela yokuziphatha kwiSebe kwiDotP ebonelela ngohlalutyo lwentsingiselo yokusebenza, ukuchongwa komngcipheko nefuthe lawo kwimveliso. Ngaphaya koko, ukunika ingxelo rhoqo kwiSebe leeNkonzo zoLuntu noLawulo (DPSA) yimfuneko kwaye ingxelo enjalo ijolise kwiinkalo ezine ezizezi, iHIV/AIDS, iMpilo neMveliso, uLawulo lweMpilo noKhuseleko lweMpilo eMngciphekweni noMgangatho (SHERQ).

## **2.4 Ukubeka iliso kuLawulo lwaBantu**

ISebe, ngentsebenziswano neDotP libeka esweni ukuphunyezwa koluhlu lwezalathisi zokuthobela ulawulo lwabantu. IFayile yeNyanga yeBarometer yenyanga, ephuhlise liCandelo loLawulo: liNdelela zoLawulo lwaBantu kwiDotP, ibonelela iSebe ngohlaziyo oluthe gqolo malunga neprofayili yabasebenzi nezinye iinkcukacha zolawulo lwabantu ezifanelekileyo ukuze kwenziwe izigqibo. Ezi zalathi zibandakanya, phakathi kwezinye izinto, iinkcukacha ngezithuba zabasebenzi, ukubalwa kwabantu ngabanye, uqikelelo lwenkcitho yabantu, iipatheni zekhefu lokugula, ixabiso lemali leekhredithi zekhefu lonyaka, iimeko zokuziphatha, umlinganiselo wezithuba, intshukumo yabasebenzi, ubulungisa kwezengqesho, njl.njl.

### 3. IiNkcukachamanani zokoNgamela uLawulo lwaBantu

#### 3.1 Inkcitho enxulumene nabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela ephicothiweyo ngokwenkqubo (iThebhile 3.1.1) nangokwamanqanaba emivuzo (Itheyibhuli 3.1.2).

Amanani akwiTheyibhuli 3.1.1 athathwe kwiNkqubo yoCwangcisomali olusiSiseko kwaye amanani akuTheyibhuli 3.1.2 athatyathwe kwinkqubo yePERSAL [iMivuzo yaBasebenzi]. Ezi nkqubo zimbini azilungelelaniswanga ukuze kubuyiswe imivuzo ngokumalunga nokuqeshwa kwabasebenzi nokuyeka emsebenzini kunye/okanye ukutshintshelwa nokusuka kwamanye amasebe. Oku kuthetha ukuba kunokubakho umahluko kwinkcitho iyonke ebonakaliswe kwezi nkqubo.

Undoqo kolu luhlu lungezantsi yinkcazelo yeeNkqubo ezingaphakathi kwiSebe. Iinkqubo ziza kubhekiswa kuzo ngenani lazo ukususela ngoku ukuya phambili.

<b>INkqubo</b>	<b>UkuTyunjwa kweNkqubo</b>
INkqubo yoku1	ULawulo
INkqubo yesi2	IiNkonzo zeNtlalontle
INkqubo yesi3	ABantwana neeNtsapho
INkqubo yesi4	IiNkonzo zoBuyiselo
INkqubo yesi5	UPhuhliso noPhando



**Ittheyibhile 3.1.1: Inkciitho yabasebenzi ngokwenkqubo, kowama2022/23**

INkqubo	INkciitho iYonke (R'000)	INkciitho yaBasebenzi (R'000)	INkciitho yoQeqesho (R'000)	Impahla neeNkonzo (R'000)	Inkciitho yabasebenzi ngokwe% yenkciitho iyonke	Umyinge wenkciitho kubasebenzi ngomsebenzi ngamnye (R'000)	Inani laBasebenzi abahlawuliweyo
INkqubo yoku1	228 612	176 509	1 069	33 369	77.21	431	410
INkqubo yesi2	1 070 750	547 042	-	92 025	51.09	415	1 319
INkqubo yesi3	452 193	20 859	-	780	4.61	535	39
INkqubo yesi4	486 106	257 613	-	83 645	53.00	303	851
INkqubo yesi5	116 741	20 949	-	6 727	17.94	582	36
<b>Iyonke</b>	<b>2 354 402</b>	<b>1 022 972</b>	<b>1 069</b>	<b>216 546</b>	<b>43.45</b>	<b>385</b>	<b>2 655</b>

Qaphela: Inani labasebenzi libhekiselele kubo bonke abantu abahlawulwayo ngeli xesha lokunika ingxelo, kubandakanywa abafundi abasaqeqeshwayo (o.k.t. Inkqubela phambili yoLutsha yeNkulumbuso [PAY], imatriki, izidanga nabafundi], kodwa ngaphandle koMphathiswa wePhondo. ngomhla othile.

**Ittheyibhile 3.1.2: Inkciitho yabasebenzi ngokwebakala lomvuzo, yowama2022/23**

Uhlelo lomvuzo	Inkciitho yaBasebenzi (R'000)	i% yenkciitho iyonke yabasebenzi	Umyinge wenkciitho yabasebenzi ngokomsebenzi ngamnye (R'000)	Inani laBasebenzi
Abafundi abasaqeqeshelwa umsebenzi	216	0.02	10	22
Abanezakhono ezisezantsi (Amanqanaba 1-2)	6 181	0.60	182	34
Abanezakhono (Amanqana 3-5)	249 607	24.40	252	991
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	492 299	48.12	404	1 220
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	243 056	23.76	671	362
Abaphathi abaphezulu (Amanqanaba 13-16)	31 613	3.09	1 216	26
<b>Iyonke</b>	<b>1 022 972</b>	<b>100</b>	<b>385</b>	<b>2 655</b>

Qaphela: Inani labasebenzi libhekiselele kubo bonke abantu abahlawulwayo ngeli xesha lokunikwa kwengxelo, kubandakanywa abafundi abasaqeqeshwayo (o.k.t. Inkqubela phambili yoLutsha yeNkulumbuso [PAY], imatriki, izidanga kunye nabafundi), kodwa ngaphandle koMphathiswa wePhondo. ngomhla othile.

Ezi theyibhile zilandelayo zibonelela ngesishwankathelo ngokwenkqubo nganye (Itheyibhuli 3.1.3) namanqanaba emivuzo (Itheyibhuli 3.1.4), yenkcitho ekungenwe kuyo ngenxa yemivuzo, ixesha elongezelelweyo, isibonelelo sendlu noncedo lwezonyango. Ezi theyibhile aziboneleli ngenye inkcitho efana noMhlalaphantsi, iBhonasi yeNdlela yokusebenza nezinye izibonelelo ezenza inkcitho iyonke yabasebenzi. Kwimeko nganye, itheyibhile inika isalathiso sepesenti yenkcitho yabasebenzi esetyenziselwe ezi zinto.

**Itheyibhile 3.1.3: Imivuzo, Ixesha elingaphaya kweeyure zomsebenzi, isibonelelo seNdlu isibonelelo sezonyango, kowama2022/23**

INkqubo	Imivuzo		Ixesha ngaphaya kweeyure zomsebenzi		Isibonelelo sendlu		Isibonelelo sezonyango	
	Isixamali (R'000)	Imivuzo ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Ixesha ngaphaya kweeyure zomsebenzi ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Isibonelelo sendlu ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Isibonelelo sezonyango ngokwe % yenkcitho yabasebenzi
INkqubo yoku1	119 249	11.6	1 807	0.2	5 129	0.5	11 875	1.2
INkqubo yesi2	374 232	36.4	9 630	0.9	15 218	1.5	33 386	3.2
INkqubo yesi3	14 714	1.4	311	0.0	462	0.0	1 150	0.1
INkqubo yesi4	163 747	15.9	4 429	0.4	10 620	1.0	22 147	2.2
INkqubo yesi5	14 625	1.4	15	0.0	400	0.0	1 111	0.1
<b>Iyonke</b>	<b>686 567</b>	<b>66.7</b>	<b>16 191</b>	<b>1.6</b>	<b>31 829</b>	<b>3.1</b>	<b>69 669</b>	<b>6.8</b>

Qaphela: Amanani akuTheyibhile 3.1.3 no3.1.4 athatyathwe kwinkqubo yePERSAL [iMvuzo yaBasebenzi] hayi iBAS. Ezi nkqubo zimbini azilungelelaniswa ukuze kubuyiswe imivuzo ngokumalunga nokuqeshwa kwabasebenzi nokuyeka emsebenzini kunye/okanye ukutshintshelwa nokusuka kwamanye amasebe. Oku kuthetha ukuba kunokubakho umahluko kwinkcitho ebonakaliswe kwezi nkqubo, umz. Imivuzo, ixesha elongezelelweyo, isibonelelo seZindlu nezonyango. Ukongeza koku, le theyibhile ingentla ayiyiboneleli enye inkcitho efana noMhlalaphantsi, iBhonasi yokuSebenza nezinye izibonelelo ezenza inkcitho iyonke kubasebenzi. Le nkqubo ingentla ibonakalisa bonke abantu abahlawuliweyo ngexesha lokunika ingxelo, kubandakanywa abafundi abasaqeqeshelwa umsebenzi (iPAY, imatriki, abaphumeleleyo nabafundi), kodwa ngaphandle koMphathiswa wePhondo.

**Ittheyibhile 3.1.4: Imivuzo, Ixesha elingaphaya kweeyure zomsebenzi, isiBonelelo seziNdlu nesiBonelelo sezoNyango ngokwehlelo lomvuzo, kowama2022/23**

IHlelo loMvuzo	Imivuzo		Ixesha elingaphaya kweeyure zomsebenzi		Hsibonelelo seziNdlu		Isibonelelo sezoNyango	
	Isixamali (R'000)	Imivuzo ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Ixesha elingaphaya kweeyure zomsebenzi ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Isibonelelo seziNdlu ngokwe% yenkcitho yabasebenzi	Isixamali (R'000)	Isibonelelo sezoNyango ngokwe% yenkcitho yabasebenzi
Abafundi abaseqeqeshelwa umsebenzi	189	0.0	-	-	-	-	-	-
Abanezakhono eziphantsi (Amanqanaba 1-2)	3 392	0.3	51	0.0	453	0.0	842	0.1
Abanezakhono (Amanqanaba 3-5)	152 661	14.8	3 794	0.4	11 882	1.2	25 624	2.5
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	335 065	32.5	10 074	1.0	14 832	1.4	31 695	3.1
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	174 503	17.0	2 272	0.2	4 516	0.4	11 047	1.1
Ulawulo lwabaphezulu (Amanqanaba 13-16)	20 758	2.0	0	0.0	146	0.0	460	0.0
<b>Iyonke</b>	<b>686 567</b>	<b>66.7</b>	<b>16 191</b>	<b>1.6</b>	<b>31 829</b>	<b>3.1</b>	<b>69 669</b>	<b>6.8</b>

Qaphela: Amanani akuTheyibhile 3.1.3 no-3.1.4 athatyathwe kwinkqubo yePERSAL [uMvuzo waBasebenzi] hayi iBAS Ezi nkqubo zimbini azidityanisiwanga ukuze kubuyiswe imivuzo ngokumalunga nokuqeshwa kwabasebenzi nokuyeka emsebenzini kunye/okanye ukudluliselwa nokusuka kwamanye amasebe. Oku kuthetha ukuba kunokubakho umahluko kwinkcitho ebonakaliswe kwezi nkqubo, umz. Imivuzo, ixesha elongezelelweyo, IsiBonelelo seZindlu nesezoNyango. Ukongeza koku, le theyibhile ingentla ayiyiboneleli enye inkcitho efana noMhlalaphantsi, iBhonasi yeNdlela yokuSebenza nezinye izibonelelo ezenza inkcitho iyonke kubasebenzi. Le nkqubo ingentla ibonakalisa bonke abantu abahlawulweyo ngexesha lokunika ingxelo, kubandakanywa abafundi abaseqeqeshelwa umsebenzi (iPAY, imatriki, abaphumeleleyo kunye nabafundi), kodwa ngaphandle koMphathiswa wePhondo.

### 3.2 Ingqesho nezithuba zoMsebenzi

Ezi theyibhile zilandelayo zishwankathela inani lezithuba ezisebenzayo kwiziko, inani labasebenzi (kungabandakanywanga abafundi abasaqeqeshelwa umsebenzi noMphathiswa wePhondo), nepesenti yezithuba ezingenabantu ezisebenzayo ekupheleni konyakamali. Olu lwazi lubonakaliswe ngokwezinto ezintathu eziphambili eziguquguqukayo, ezizezi: Inkqubo (Itheyibhile 3.2.1), iHlelo loMvuzo (Itheyibhuli 3.2.2) neMisebenzi enguNdoqo (Itheyibhuli 3.2.3). Zonke iinkcukacha ezikweli candelo kubonelelwe ngazo njengomfanekiso okhawulezayo ekupheleni konyakamali ophantsi kophononongo.

#### Itheyibhile 3.2.1: Ingqesho nezithuba zomsebenzi ngokwenkqubo, ngokowama31 kweyoKwindla wama2023

INkqubo	Inani lamathuba omsebenzi ekhoyo	Inani lamathuba omsebenzi azalisweyo	Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe%
INkqubo yoku1	378	375	0.8
INkqubo yesi2	1 253	1 216	3.0
INkqubo yesi3	39	37	5.1
INkqubo yesi4	820	801	2.3
INkqubo yesi5	35	35	-
<b>Iyonke</b>	<b>2 525</b>	<b>2 464</b>	<b>2.4</b>

Qaphela: Inani lezithuba ezigcwalisiweyo ziquka abali111 abathweswe izidanga zobunontlalontle, abaqeshwe ngesivumelwano, bazalisekise izibhambathiso zabo zebhasari.

#### Itheyibhile 3.2.2: Ukuqeshwa nezithuba zomsebenzi ngokwehlelo lemivuzo, ukususela ngokowama31 kweyoKwindla wama2023

IHlelo loMvuzo	Inani lezithuba zomsebenzi ezikhoyo	Inani lezithuba zomsebenzi ezizalisweyo	Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe%
Abanezakhono eziphantsi (Amanqanaba 1-2)	36	35	2.8
Abanezakhona (Amanqanaba 3-5)	1 012	986	2.6
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	1 103	1 080	2.1
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	351	340	3.1
Ulawulo oluphezulu (Amanqanaba 13-16)	23	23	-
<b>Iyonke</b>	<b>2 525</b>	<b>2 464</b>	<b>2.4</b>

Qaphela: Inani lezithuba ezizalisweyo ziquka abali111 abathweswe izidanga zobunontlalontle, abaqeshwe ngesivumelwano, bazalisekise izibhambathiso zabo zebhasari.

**Itheyibhile 3.2.3: Inqesho nezithuba zomsebenzi ngokwemisebenzi ebalulekileyo, ngokowama31 kweyoKwindla wama2023**

<b>Imisebenzi eBalulekileyo</b>	<b>Inani lezithuba zomsebenzi ezikhoyo</b>	<b>Inani lezithuba zemisebenzi ezizalisiweyo</b>	<b>Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe%</b>
ABasebenzi boKhathalelo lwabantwana noLutsha	561	553	1.4
IGosa lezeMfundo	41	39	4.9
UNontlalontle	933	909	2.6
UMcwangcिसimali kaRhulumente	39	39	-
IGcisa loLawulo lweNtengo	13	13	-
UMongikazi oQeqeshiweyo	16	14	12.5
INgcali yezoNyango	10	10	-
<b>Iyonke</b>	<b>1 613</b>	<b>1 577</b>	<b>2.2</b>

Qaphela: Imisebenzi ebalulekileyo - jonga kwimisebenzi ebalulekileyo khangiso lweenkonzo. Ukuba le misebenzi ayikho kwiSebe, umsebenzi/iinkonzo ziza kuvalwa. Inani lezithuba ezizalisiweyo ziquka abali111 abathweswe izidanga zobunontlalontle, abaqeshwe ngesivumelwano, bazalisekise izibhambathiso zabo zebhasari.

**3.3 UVavanyo lweMisebenzi**

UVavanyo lomsebenzi lwaziswa njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwisakhelo esimiselwe kuzwelonke, amagunya alawulayo kufuneka avavanye isithuba ngasinye esitsha kumbutho wakhe okanye aphinde avavanye nasiphi na isithuba apho isigunyaziso sesithuba okanye umxholo utshintshe kakhulu. Le nkqubo yovavanyo lomsebenzi imisela umgangatho nehlelo lomvuzo wesithuba. Kufuneka iqondwe into yokuba uVavanyo lweMisebenzi noLawulo lokuSebenza kwaBasebenzi kwahluka ngengqiqo yokuba uVavanyo lweMisebenzi lubhekiselele kwixabiso/umlinganiselo wemisebenzi enxulumene nesithuba noLawulo lokuSebenza kwaBasebenzi lubhekiselele kuphononongo lokusebenza komntu ngamnye.

Itheyibhile 3.3.1 ishwankathela inani lezithuba zomsebenzi ezithe zavavanywa ngexesha lonyaka ophantsi kophononongo. Itheyibhile ikwabonelela ngeenkukachamanani kwini lezithuba zemisebenzi ethe yanyuselwa okanye yathotyiselwa.

**Itheyibhile 3.3.1: Ukuvavanywa kwemisebenzi, ngokowoku1 kuTshazimpuzi wama2022 ukuya kweyoKwindla wama2023**

IHlelo loMvuzo	Inani lezithuba zomsebenzi ezikhoyo ngokowama31 kweyoKwindla wama2023	Inani lezithuba zomsebenzi ezivavanyiweyo	i% yezithuba zomsebenzi ezivavanyiweyo	Izithuba zomsebenzi eziNyuselweyo		Izithuba zomsebenzi eziThotyiselweyo	
				Inani	Izithuba zomsebenzi ezithe zanyuselwa ngokwe% yezithuba zizonke	Inani	Izithuba zomsebenzi ezithe zathotyiselwa ngokwe% yezithuba zizonke
Abanezakhono eziphantsi (Amanqanaba 1-2)	36	-	-	-	-	-	-
Abanezakhono (Amanqanaba 3-5)	1 012	1	-	-	-	-	-
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	1 103	54	2.1	-	-	-	-
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	351	-	-	-	-	-	-
Ihlelo A leNkonzo yoLawulo oluPhezulu (Amanqanaba 13)	16	-	-	-	-	-	-
Ihlelo B leNkonzo yoLawulo oluPhezulu (Amanqanaba 14)	6	-	-	-	-	-	-
Ihlelo C leNkonzo yoLawulo oluPhezulu (Amanqanaba 15)	1	-	-	-	-	-	-
<b>Ewonke</b>	<b>2 525</b>	<b>55</b>	<b>2.2</b>	-	-	-	-

Qaphela: "Inani lezithuba zomsebenzi ezivavanyiweyo" ngokweHlelo loMvuzo libonisa iNqanaba lokuGqibela eliVunyiweyo leSithuba emva koVavanyo lweMisebenzi.

**Ittheyibhile 3.3.2: Iprofayili yabasebenzi abazithuba zabo zemivuzo zithe zanyuselwa ngenxa yokuba izithuba zabo zomsebenzi zinyusiwe, ngomhla woku1 kuTshazimpuzi wama2022 ukuya kumhla wama31 kweyoKwindla wama2023**

Abaxhamli	Abantsundu	Abebala	Amalndiya	Abamhlophe	Bebonke
Abakho.					

Ittheyibhile 3.3.3 ishwankathela inani leemeko apho amanqanaba emivuzo aye abengaphezu kwenqanaba elimiselwe luvavanyo lwemisebenzi okanye apho iinotshi eziphezulu ezinikezelwe kubasebenzi kwinqanaba lomvuzo elithile. Inqanaba lomvuzo ngalinye lineenotshi ezili12. Izizathu zokunxaxha zibonelelwe kwimeko nganye.

**Ittheyibhile 3.3.3: Abasebenzi abanikwe imivuzo ephezulu kunaleyo imiselwe luvavanyo lwemisebenzi ngokobukhulu bomsebenzi, ngomhla woku1 kuTshazimpuzi wama2022 ukuya kumhla wama31 kweyoKwindla wama2023**

UMsebenzi oMkhulu	Inani labasebenzi	Inqanaba lovavanyo lomsebenzi	Umvuzo kwinqanaba eliphezulu lemivuzo	Umvuzo okwinothshi ephezulu kwinqanaba lomvuzo elifanayo	Isizathu sonxaxho
Awukho.					

**Ittheyibhile 3.3.4: Ubume babasebenzi abanikwe imivuzo ephezulu kunaleyo ichazwe luvavanyo lomsebenzi, ngomhla woku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla ngowama2023**

Abaxhamli	Abantsundu	Abebala	Amalndiya	Abamhlophe	Bebonke
Abakho.					

### 3.4. UTshintsho kwezeNgqesho

Izinga lokumka kwabasebenzi lubonelela ngesalathisi semeko yengqesho yeSebe kulo nyaka uphantsi kophononongo. Ezi theyibhile zilandelayo zibonelela ngesishwankathelo samazinga enguqu ngokwenqanaba lomvuzo (Itheyibhile 3.4.1) nangomsebenzi obalulekileyo (Itheyibhile 3.4.2). Eli candelo azibandakanyi iinkcukacha ezinxulumene nabafundi abasaqeqeshelwa umsebenzi.

#### Itheyibhile 3.4.1: Amazinga enguqu yonyaka ngokwehlelo lomvuzo, ngowoku1 kuTshazimpunzi wama2022 ukuya kowama31 kweyoKwindla wama2023

IHlelo loMvuzo	Inani labasebenzi ngokowama31 kweyoKwindla wama2022	Izinga lenguqu ngokwe% 2021/22	Ingqesho eSebeni	Udluliselo olungena eSebeni	Abaphumayo eSebeni	Udluliselo oluphuma eSebeni	Izinga lenguqu ngokwe% 2022/23
Abanezakhono eziphantsi (Amanqanaba 1-2)	38	5.6	-	-	-	-	-
Abanezakhono (Amanqanaba 3-5)	1 108	4.4	76	1	43	18	5.5
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	1 072	10.5	73	2	104	26	12.1
Ulongamelo lwanezakhono eziphezulu (Amanqanaba 9-12)	294	15.7	10	1	27	15	14.3
IHlelo A leNkonzo yoLawulo oluPhezulu (Amanqanaba 13)	18	5.9	1	-	4	-	22.2
IHlelo B leNkonzo yoLawulo oluPhezulu (Amanqanaba 14)	6	-	-	-	-	-	-
IHlelo C leNkonzo yoLawulo oluPhezulu (Amanqanaba 15)	1	-	-	-	-	-	-
<b>Ewonke</b>	<b>2 537</b>	<b>8.2</b>	<b>160</b>	<b>4</b>	<b>178</b>	<b>59</b>	<b>9.3</b>
			<b>164</b>		<b>237</b>		

Qaphela: "Udluliselo" lubhekiselele kwintshukumo esecaleni yabasebenzi besuka kwelinye iSebe leNkonzo kaRhulumente besiya kwelinye (kwiPhondo nakuZwelonke). Izinga lenguqu limiselwa ngokubala bonke abaphumayo njengepesenti esisiseko (Inani labasebenzi ngowama31 kweyoKwindla wama2022). Ukupheliswa kubandakanya ukurhoxa kwabaphumeleleyo abali14 kwezentalontle nabathe baqeshwa kwakhona ngokusisigxina emva kokuba bephumelele (ngenkqubo yokugaya nokukhethwa) kwizithuba zoonontlalontle kwiSebe.



**Ittheyibhile 3.4.2: Amazinga enguqu ngonyaka ngokomsebenzi obalulekileyo, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

UMsebenzi oBalulekileyo	Inani labasebenzi ngokowama31 kweyoKwindla wama2022	Izinga lengququ ngokwe % 2021/22	Inggqesho eSebeni	Udluliselo olungena eSebeni	Abaphumayo eSebeni	Udluliselo oluphuma eSebeni	Izinga lengququ ngokwe% 2022/23
UMsebenzi woKhathalelo lwaBantwana noLutsha	560	7.0	28	-	29	-	5.2
IGosa lezeMfundo	36	23.3	8	-	6	-	16.7
UNontlalontle	961	9.9	50	-	89	15	10.8
UMcwangcisimali kaRhulumente	40	5.1		-	2	2	10.0
IGcisa loLawulo lweNtengo	13	18.2	1	-	1	-	7.7
UMongikazi oQeqeshiweyo	12	50.0	2	1	-	1	8.3
INgcali yezoNyango	9	0.0	1	-	-	-	-
<b>Iyonke</b>	<b>1 631</b>	<b>9.6</b>	<b>90</b>	<b>1</b>	<b>127</b>	<b>18</b>	<b>8.9</b>
			<b>91</b>		<b>145</b>		

Qaphela: "Udluliselo" lubhekiselele kwintshukumo esecateni yabasebenzi besuka kwelinye iSebe leNkonzo kaRhulumente besiya kwelinye (kwiPhondo nakuZwelonke). Izinga yenguqu limiselwa ngokubala bonke abaphumayo njengepesenti esisiseko (Inani labasebenzi ngowama31 kweyoKwindla wama2022). Ukupheliswa kubandakanya ukurhoxa kwabaphumeleleyo abali14 kwezintlalontle nabathe baqeshwa kwakhona ngokusisigxina emva kokuba bephumelele (ngenkqubo yokugaya nokukhethwa) kwizithuba zoonontlalontle kwiSebe.

**Itheyibhile 3.4.3: Abasebenzi abashiya ingqesho yeSebe, ngowoku1 kuTshazimpuzi wama2022 ukuya kuma31 kweyoKwindla wama2023**

Uluhlu oluPhumayo	Inani	i% yabo bonke abaphumayo engqeshweni	Inani labasebenzi abaphumayo ngokwe% yenani lonke labasebenzi ngowama31 kweyoKwindla wama2022
Ukufa	2	0.8	0.1
Ukuyeka emsebenzini *	106	44.7	4.2
Ukuphelelwa kwesivumelwano	16	6.8	0.6
Ukugxothwa – iinguqu zokusebenza	-	-	-
Ukugxothwa – ukungaziphathi kakuhle **	7	3.0	0.3
Ukugxothwa – ukungasebenzi kakuhle	-	-	-
Ukuqhwesha	4	1.7	0.2
Ukukhululwa ngenxa yempilo enkenekene	5	2.1	0.2
Umhlalaphantsi	38	16.0	1.5
Umsebenzi ocele iphakheji yokuyeka emsebenzini	-	-	h
Udluliselo kwiZiko eliseMthethweni	-	-	-
Udluliselo kwamanye amasebe eNkonzo kaRhulumente	55	23.2	2.2
Ukunyuselwa kwelinye iSebe leWCG	4	1.7	0.2
<b>Zizonke</b>	<b>237</b>	<b>100.0</b>	<b>9.3</b>

Qaphela: Itheyibhile 3.4.3 ichonga iindidi ezahlukeneyo zokuphuma kwabo basebenzi bashiye ingqesho yeSebe.

\* Ukurhoxa kuxoxwa ngakumbi kwitheyibhile 3.4.4 no-3.4.5.

**Ittheyibhile 3.4.4: Izizathu zokushiya ingqesho kwabasebenzi, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Izizathu zokushiya ingqesho	Inani	i% yabo bonke abasebenzi abashiye ingqesho
Umvuzo waNgoku	7	6.6
limeko zosapho / zobuqu	6	5.7
Izifundo ezisisigxina	1	0.9
Ukunqongophala kwamathuba okuthengisa	2	1.9
Isidingo sokutshintsha umsebenzi	11	10.4
Akukho sizathu sinikiweyo	64	60.4
Impilo yomntu	3	2.8
Ukulingana komsebenzi / ubomi	1	0.9
Ophumeleleyo kwisikhundla esisisigxina kwiSebe	11	10.4
<b>Zizonke</b>	<b>106</b>	<b>100.0</b>

**Ittheyibhile 3.4.5: Amaqela ahlukeneyo eminyaka yobudala abasebenzi abaye barhoxa, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Iqela ngokweminyaka	Inani	i% yabashiye ingqesho bebonke
Iminyaka <19	-	-
Iminyaka 20 ukuya kuma24	1	0.9
Iminyaka 25 ukuya kuma29	20	18.9
Iminyaka 30 ukuya kuma 34	30	28.3
Iminyaka 35 ukuya kuma 39	19	17.9
Iminyaka 40 ukuya kuma 44	14	13.2
Iminyaka 45 ukuya kuma 49	9	8.5
Iminyaka 50 ukuya kuma 54	7	6.6
Iminyaka 55 ukuya kuma 59	4	3.8
Iminyaka 60 ukuya kuma 64	1	0.9
Iminyaka 65 >	1	0.9
<b>Ewonke</b>	<b>106</b>	<b>100.0</b>

**Ittheyibhile 3.4.6 Umsebenzi ocele iphakheji yokushiya ingqesho**

Lilonke inani labasebenzi abacele iphakheji yokushiya ingqesho ekubonelelwe ngazo ngowama2022/23	Abekho.
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**Ittheyibhile 3.4.7: Ukunyuselwa ngokwehlelo lomvuzo, ngowoku1 kuTshazimpuzi wamaA2022 ukuya kowama31 kweyoKwindla wama2023**

IHlelo loMvuzo	Inani labasebenzi ngokowama31 kweyoKwindla wama2022	Unyuso ukuya kwelinye inqanaba lomvuzo	Unyuso ngokwe% yabasebenzi bebonke	Ukuqhubela phambili ukuya kwenye inotshi ngaphakathi kwinqanaba lomvuzo	Ukuqhubela phambili kwintotshi ngokwe% yabasebenzi bebonke
Abanezakhono eziphantsi (Amanqanaba 1-2)	38	-	-	20	52.6
Abanezakhono (Amanqanaba 3-5)	1 108	6	0.5	571	51.5
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	1 072	9	0.8	625	58.3
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	294	11	3.7	218	74.1
Ulawuo oluphezulu (Amanqanaba 13-16)	25	1	4.0	14	56.0
<b>Iyonke</b>	<b>2 537</b>	<b>27</b>	<b>1.1</b>	<b>1 448</b>	<b>57.1</b>

Qaphela: Ukunyuselwa kubhekiselele kwinani lilonke labasebenzi abathe banyukela kwizikhundla eziphezulu kwiSebe ngokufaka izicelo nokuphumelela kwisithuba esipapashiweyo ngenkqubo yokugaya nokukhethwa. Ulwazi lubonisa inqanaba lomvuzo womqeshwa emva kokuba enyuselwe. Abaqeshwa abangakulungelanga ukunyuswa kweenotshi abaqkwanga.

**Ittheyibhile 3.4.8: Ukunyuselwa ngokomsebenzi obalulekileyo, ngomhla woku1 kuTshazimpuzi wama2022 ukuya kowama31 kuweyoKwindla wama2023**

Umsebenzi oBalulekileyo	Inani labasebenzi ngokowama31 kweyoKwindla wama2022	Ukunyuselwa kwelinye inqanaba lomvuzo	Ukunyuselwa ngokwe% yabasebenzi bebonke kwimisebenzi ebalulekileyo	Ukuqhubela phambili ukuya kwenye inotshi kwakumsebenzi obalulekileyo	Ukuqhubela phambili ukuya kwenye inotshi ngokwe% yabo bonke abasebenzi abakwimisebenzi ebalulekileyo
UMsebenzi woKhathalelo lwaBantwana noLutsha	560	-	-	342	61.1
IGosa lezeMfundo	36	1	2.8	19	52.8
UNontlalontle	961	10	1.0	515	53.6
UMcwangcisimali kaRhulumente	40	3	7.5	21	52.5
IGcisa loLawulo lweNtengo	13	-	-	9	69.2
UMongikazi oQeqeshiweyo	12	-	-	3	25.0
INgcali yezoNyango	9	-	-	8	88.9
<b>Iyonke</b>	<b>1 631</b>	<b>14</b>	<b>0.9</b>	<b>917</b>	<b>56.2</b>

Qaphela: Ukunyuselwa kubhekiselele kwinani lilonke labasebenzi abathe banyukela kwizikhundla eziphezulu kwiSebe ngokufaka izicelo nokuphumelela kwisithuba esipapashiweyo ngenkqubo yokugaya nokukhethwa. Ulwazi lubonisa inqanaba lomvuzo womqeshwa emva kokuba enyuselwe. Abaqeshwa abangakulungelanga ukunyuswa kweenotshi abaqkwanga.

### 3.5. Ulingano kwezeNgqesho

**Itheyibhile 3.5.1: Lilonke inani labasebenzi (kubandakanywa nabasebenzi abaphila nokhubazeko) kwinqanaba ngalinye kula manqanaba omsebenzi alandelayo, ngowama31 kweyoKwindla wama2023**

Amanqanaba oMsebenzi	Amadoda				Abasetyhini				Abamanye amazwe		Ewonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Ulawulo oluphezulu (Amanqanaba 15-16)	-	-	-	1	-	-	-	-	-	-	<b>1</b>
Abaphathi abaphezulu (Amanqanaba 13-14)	2	4	-	3	1	8	1	3	-	-	<b>22</b>
Iingcali eziqeqeshiweyo nezinamava nabaphathi abaphakathi (Amanqanaba 9-12)	32	65	1	6	45	153	2	37	-	1	<b>342</b>
Abasebenzi abanezakhono zobuchwephesha nabaneziqinisekiso zemfundo, abaphathi abasezantsi, abaphathi, abaphathi, nabaphathi (Amanqanaba 6-8)	133	165	1	14	314	461	4	41	1	1	<b>1 135</b>
Ukuthathwa kwezigqibo ezinezakhono ezingephi kwanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	158	288	-	6	148	320	1	11	1	-	<b>933</b>
Ukuthathwa kwezigqibo ezingenazakhono nezichaziweyo (Amanqanaba 1-2)	4	9	-	-	8	10	-	-	-	-	<b>31</b>
<b>Ewonke</b>	<b>329</b>	<b>531</b>	<b>2</b>	<b>30</b>	<b>516</b>	<b>952</b>	<b>8</b>	<b>92</b>	<b>2</b>	<b>2</b>	<b>2 464</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Iyonke iphelele</b>	<b>329</b>	<b>531</b>	<b>2</b>	<b>30</b>	<b>516</b>	<b>952</b>	<b>8</b>	<b>92</b>	<b>2</b>	<b>2</b>	<b>2 464</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.

Qaphela: Amanani abonakaliswe ngokwenqanaba lomsebenzi abandakanya bonke abasebenzi abasisigxina, abangesosigxina nabekhontrakthi, kodwa bengabaquki abasaqeqeshelwa umsebenzi. Ngaphaya koko, ulwazi lunikezelwa ngokwenqanaba lomvuzo hayi ngokwenqanaba lesithuba. Inani lezithuba ezizalisiweyo ziquka abali111 abathweswe izidanga zobunontlalontle, abaqeshwe ngesivumelwano, bazalisekise izibhambathiso zabo zebhasari.

Ngenani labasebenzi abaphila nokhubazeko, jonga kwiTheyibhile 3.5.2.

**Itheyibhile 3.5.2: Inani labasebenzi bebonke (nabo baphila nokhubazeko kuphela) kumanqanaba omsebenzi ngamnye kule ilandelayo, ngokowama31 kweyoKwindla wama2023**

Amanqanaba oMsebenzi	Amadoda				Abasetyhini				Abamanye aMazwe		Ewonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Abaphathi abaPhezulu (Amanqanaba 15-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abaKhulu (Amanqanaba 13-14)	-	-	-	-	-	-	-	-	-	-	-
Abalawuli abaphakathi abaneziqinisekiso nabanamava obuchule obukhethekileyo (Amanqanaba 9-12)	2	1	-	1	1	2	-	-	-	-	7
Abakumgangatho ophezulu wezakhono zobuchwephesha nabasebenzi abanemfundo ephakamileyo, abalawuli abaphakathi nabongameleyo (Amanqanaba 6-8)	1	2	-	2	-	4	-	1	-	-	10
Abanesakhono eziphezulwana nabanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	2	1	-	1	-	2	-	-	-	-	6
Abangenazakhono nabanokuthatha izigqibo eziqinisekileyo (Amanqanaba 1-2)	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>23</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke epholele</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>23</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.



Qaphela: Amanani abonakaliswe ngokwenqanaba lomsebenzi abandakanya bonke abasebenzi abasisigxina, abangesosigxina nabekhontrakthi, bengaqukwanga abasaqeqeshelwa umsebenziw. Ngaphaya koko, iinkcukacha zinikezelwa ngokwenqanaba lomvuzo hayi ngokwenqanaba lesithuba.

**Itheyibhile 3.5.3: Ukugaywa kwabasebenzi, ngokowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

AmaNqanaba oMsebenzi	Amadoda				Abasetyhini				Abamanye amazwe		Ewonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Abaphathi abaPhezulu (Amanqanaba 15-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abaKhulu (Amanqanaba 13-14)	-	-	-	-	-	1	-	-	-	-	1
Abalawuli abaphakathi abaneziqinisekiso nabanamava obuchule obukhethekileyo (Amanqanaba 9-12)	-	3	-	-	1	7	-	-	-	-	11
Abakumgangatho ophezulu wezakhono zobuchwephesha nabasebenzi abanemfundo ephakamileyo, abalawuli abaphakathi nabongameleyo (Amanqanaba 6-8)	13	9	-	-	23	27	-	3	-	-	75
Abanezakhono eziphezulwana nabanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	3	28	-	1	8	36	-	-	1	-	77
Abangenazakhono nabanokuthatha izigqibo eziqinisekileyo (Amanqanaba 1-2)	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke</b>	<b>16</b>	<b>40</b>	<b>-</b>	<b>1</b>	<b>32</b>	<b>71</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>164</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke ephela</b>	<b>16</b>	<b>40</b>	<b>-</b>	<b>1</b>	<b>32</b>	<b>71</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>164</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.

Qaphela: Ukugaywa kwabasebenzi kubhekiselele ekuqeshweni kwabasebenzi abatsha kwiziko leSebe, kodwa kungabandakanywanga abasaqeqeshelwa umsebenzi. Zizonke zibandakanya udluliselo olusuka kwamanye amasebe karhulumente kunye/okanye amaziko, ngokweTheyibhile 3.4.1.

**Itheyibhile 3.5.4: Ukunyuselwa, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

AmaNqanaba oMsebenzi	Amadoda				Abasetyhini				Abamanye amazwe		Ewonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Abaphathi abaPhezulu (Amanqanaba 15-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abaKhulu (Amanqanaba 13-14)	-	-	-	-	1	-	-	-	-	-	1
Abalawuli abaphakathi abaneziqinisekiso nabanamava obuchule obukhethekileyo (Amanqanaba 9-12)	2	3	-	1	-	3	-	2	-	-	11
Abakumgangatho ophezulu wezakhono zobuchwephesha nabasebenzi abanemfundo ephakamileyo, abalawuli abaphakathi nabongameleyo (Amanqanaba 6-8)	1	3	-	-	1	3	-	1	-	-	9
Abanesakhono eziphezulwana nabanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	2	-	-	-	4	-	-	-	-	-	6
Abangenazakhono nabanokuthatha izigqibo eziqinisekileyo (Amanqanaba 1-2)	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>27</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke ephelele</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>27</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.

Qaphela: Ukunyuselwa kubhekiselele kwinani lilonke labasebenzi abathe banyukela kwizikhundla eziphezulu kwiSebe, ngokufaka izicelo nokuphumelela kwisithuba esipapashiweyo, ngokwenqubo yokufumana abasebenzi nokukhethwa ngokweTheyibhile 3.4.7.

**Itheyibhile 3.5.5: Ukupheliswa kwemsebenzini, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Amanqanaba oMsebenzi	Amadoda				Abasetyhini				Abamanye amazwe		Ewonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Abaphathi abaPhezulu (Amanqanaba 15-16)	-	-	-	-	-	-	-	-	-	-	-
Abaphathi abaKhulu (Amanqanaba 13-14)	-	1	-	1	-	1	-	1	-	-	4
Abalawuli abaphakathi abaneziqinisekiso nabanamava obuchule obukhethekileyo (Amanqanaba 9-12)	3	14	-	1	6	16	1	1	-	-	42
Abakumgangatho ophezulu wezakhono zobuchwephesha nabasebenzi abanemfundo ephakamileyo, abalawuli abaphakathi nabongameleyo (Amanqanaba 6-8)	16	19	-	2	31	58	-	4	-	-	130
Abanesakhono eziphezulwana nabanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	16	20	1	2	12	10	-	-	-	-	61
Abangenazakhono nabanokuthatha izigqibo eziqinisekileyo (Amanqanaba 1-2)	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke</b>	<b>35</b>	<b>54</b>	<b>1</b>	<b>6</b>	<b>49</b>	<b>85</b>	<b>1</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>237</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Ewonke ephелеle</b>	<b>35</b>	<b>54</b>	<b>1</b>	<b>6</b>	<b>49</b>	<b>85</b>	<b>1</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>237</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.

Qaphela: Ukupheliswa kwemsebenzini kubhekisa kwabo basebenzi (kungabandakanywanga abo baqeqeshelwa umsebenzi) baye bashiya ingqesho yeSebe, kubandakanywa nokutshintshelwa kwamanye amasebe, ngokweTheyibhile 3.4.1. Ukupheliswa kwemisebenzi kubandakanya ukurhoxa kwabaphumeleleyo abali14 kwezentlalontle nabathe baqeshwa kwakhona ngokusisigxina emva kokuba bephumelele (ngenkqubo yokufunwa kwabasebenzi nokukhethwa) kwizithuba zoonontlalontle kwiSebe.

**Ittheyibhile 3.5.6: Iintshukuno zoluleko, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Iintshukumo zoLuleko	Amadoda				Abasetyhini				Abamanye amazwe		Zizonke
	A	C	I	W	A	C	I	W	Amadoda	Abasetyhini	
Ukulahla / Ukuqhwehsha	1	1	-	-	-	2	-	-	-	-	<b>4</b>
Ukugxothwa	2	4	-	-	1	-	-	-	-	-	<b>7</b>
Ukunqunyanyiswa ngaphandle kwentlawulo kudityaniswa neSilumkiso esiBhaliweyo sokuGqibela	7	6	-	-	1	3	-	-	-	-	<b>17</b>
<b>Zizonke</b>	<b>10</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-	-	-
<b>Zizonke ziphelele</b>	<b>10</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28</b>

A = Abantsundu; C = Abebala; I = Amalndiya; W = Abamhlophe.

Qaphela: Ewonke amanyathelo oluleko kubhekisa kwiziphumo ezisesikweni kuphela hayi ukubalwa kwabantu. Ukufumana iinkcukacha ezithe vetshe ngeziphumo zamatyala oluleko neentlobo zokungaziphathi kakuhle ezithe zaqwalaselwa kwiindibano zoluleko, jonga kwiTheyibhile 3.12.2 neTheyibhile 3.12.3.

**Ittheyibhile 3.5.7: Uphuhliso lwezakhono, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

AmaNqanaba oMsebenzi	Amadoda				Abasetyhini				Ewonke
	A	C	I	W	A	C	I	W	
Abaphathi abaPhezulu (Amanqanaba 15-16)	-	-	-	-	-	-	-	-	-
Abaphathi abaKhulu (Amanqanaba 13-14)	1	1	-	1	1	3	-	2	9
Abalawuli abaphakathi abaneziqinisekiso nabanamava obuchule obukhethekileyo (Amanqanaba 9-12)	20	47	1	5	35	109	1	26	244
Abakumgangatho ophezulu wezakhono zobuchwephesha nabasebenzi abanemfundo ephakamileyo, abalawuli abaphakathi nabongameleyo (Amanqanaba 6-8)	82	104	1	8	199	329	2	31	756
Abanesakhono eziphezulwana nabanobulumko bokuthatha izigqibo (Amanqanaba 3-5)	50	96	-	2	68	146	1	6	369
Abangenazakhono nabanokuthatha izigqibo eziqinisekileyo (Amanqanaba 1-2)	2	3	-	-	5	3	-	-	13
<b>Ewonke</b>	<b>155</b>	<b>251</b>	<b>2</b>	<b>16</b>	<b>308</b>	<b>590</b>	<b>4</b>	<b>65</b>	<b>1 391</b>
Abasebenzi bethutyana	-	-	-	-	-	-	-	-	-
<b>Ewonke ephelele</b>	<b>155</b>	<b>251</b>	<b>2</b>	<b>16</b>	<b>308</b>	<b>590</b>	<b>4</b>	<b>65</b>	<b>1 391</b>

A = Abantsundu; C = Abebala; I = AmaIndiya; W = Abamhlophe.

Qaphela: Le theyibhile ingentla ibhekisa kwinqanaba lilonke labasebenzi abafumene uqeqesho ngeli xesha liphantsi kophononongo, hayi inani longenelelo loqeqesho oluzinyaswe ngumntu ngamnye. Ukufumana iinkcukacha ezithe vetshe ngoqeqesho olunikiweyo, jonga kwiTheyibhile 3.13.2.

### 3.6. Ukutyikitywa kwesiVumelwano sokuSebenza ngaMalungu eSMS

#### Ittheyibhile 3.6.1: Ukutyikitywa kweSivumelwano sokuSebenza ngaMalungu eSMS, ngowama31 kwekaCanzibe wama2022

Inqanaba lesithuba somsebenzi seSMS	Inani lezithuba somsebenzi ezikhoyo zeSMS ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leziVumelwano zokuSebenza ezityikityiweyo ngokwenqanaba ngalinye	IziVumelwano zokuSebenza eziTyikityiweyo ngokwe% yamalungu eSMS ngokwenqanaba ngalinye
INTloko yeSebe	1	1	1	100.0
Inqanaba loMvuzo 14	6	6	6	100.0
Inqanaba loMvuzo 13	17	17	16	94.1
<b>Ewonke</b>	<b>24</b>	<b>24</b>	<b>23</b>	<b>95.8</b>

Qaphela: Olu luhlu lubhekiselele kubasebenzi abaqeshwe njengamalungu eNkonzo yoLawulo oluPhezulu (SMS) kuphela. Abasebenzi abahlawulwa ngaphezulu kweSL12, kodwa abangengawo amalungu eSMS ababandakanywanga. Ngaphezu koko, ittheyibhile ibonisa iinkcukacha zomvuzo wesithuba hayi inqanaba lomvuzo ngamnye womsebenzi. Ukwabiwa kwamabhaso anxulumene nomsebenzi (imali yebhonasi) kumalungu eSMS kujongwana nawo kamva kwingxelo. Jonga kwiTheyibhile 3.8.5 ngokumalunga noku.

#### Ittheyibhile 3.6.2: Izizathu zokungazigqibezeli iziVumelwano zokuSebenza nawo onke aMalungu eSMS ngowama31 kuCanzibe wama2022

Izizathu zokungazigqibezeli iziVumelwano zokuSebenza nazo zonke iiSMS
Ilungu leSMS elingakhange lisigqibe isiVumelwano sokuSebenza ngomhla wama31 kuCanzibe wama2022 liye lafakwa ikhefu ngenxa yokungakwazi ukwenza umsebenzi yaye alikwazanga ukusigqiba isiVumelwano sokuSebenza. Ilungu leSMS liyishiyile inkonzo yomsebenzi ngowesi06 kweyoKwindla wama2023.

#### Ittheyibhile 3.6.3: Amanyathelo oluleko athatyathelwe amalungu eSMS ngokungasigqibi isiVumelwano sokuSebenza ngomhla wama31 kuCanzibe wama2022

Amanyathelo oluleko athatyathelwe ngokuchasene namalungu eSMS ngokuthi bangazigqibezeli iziVumelwano zokuSebenza
Akukho mfuneko.

### 3.7. Ukuzaliswa kweziThuba zeSMS

Iitheyibhile ezikweli candelo zibonelela ngolwazi ngengqesho nezithuba njengoko zinxulumene namalungu eSMS ngokwenqanaba lomvuzo. Ikwabonelela ngeenkukacha zentengiso nokuzaliswa kwezithuba zeSMS, izizathu zokungahambelani namaxesha amiselweyo namanyathelo oluleko athatyathiyeyo kwiimeko zokungathotyelwa.

#### Ittheyibhile 3.7.1: linkcukacha zezithuba zomsebenzi zeSMS, ngokowama30 kweyoMsintsi wama2022

Inqanaba leSMS	Inani lezithuba zomsebenzi zeSMS ezikhoyo ngokwenqanaba ngalinye	Inani lezithuba zomsebenzi zeSMS posts filled per level	i% yezithuba zomsebenzi ezizalisiweyo ngokwenqanaba ngany	Inani lezithuba zomsebenzi ezivulelekileyo zeSMS ngokwenqanaba ngalinye	i% yezithuba zomsebenzi zeSMS ezivulelekileyo ngokwenqanaba ngalinye
INTloko yeSebe	1	1	100.0	-	-
Inqanaba loMvuzo 14	6	6	100.0	-	-
Inqanaba loMvuzo 13	17	16	94.1	1	5.9
<b>Ewonke</b>	<b>24</b>	<b>23</b>	<b>95.8</b>	<b>1</b>	<b>4.2</b>

Qaphela: Oku kubhekiselele kubasebenzi abaqeshwe njengamalungu eNkonzo yoLawulo oluPhezulu (SMS) kuphela. Abasebenzi abahlawulwa ngaphezulu kweSL12, kodwa abangengawo amalungu eSMS abaqukwanga.

#### Ittheyibhile 3.7.2: linkcukacha zezithuba zomsebenzi zeSMS, ngokowama31 kweyoKwindla wama2023

Inqanaba leSMS	Inani lezithuba zomsebenzi zeSMS ngokwenqanaba ngalinye	Inani lezithuba zomsebenzi zeSMS ezizalisiweyo kwinqanaba ngalinye	i% yezithuba zomsebenzi zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zomsebenzi ezivulelekileyo zeSMS ngokwenqanaba ngalinye	i% yezithuba zomsebenzi ezivulelekileyo ngokwenqanaba ngalinye
INTloko yeSebe	1	1	100.0	-	-
Inqanaba loMvuzo 14	6	6	100.0	-	-
Inqanaba loMvuzo 13	16	16	100.0	-	-
<b>Ewonke</b>	<b>23</b>	<b>23</b>	<b>100.0</b>	<b>-</b>	<b>-</b>

Qaphela: Oku kubhekiselele kubasebenzi abaqeshwe njengamalungu eNkonzo yoLawulo oluPhezulu (SMS) kuphela. Abasebenzi abahlawulwa ngaphezulu kweSL12, kodwa abangengawo amalungu eSMS abaqukwanga.

**Ittheyibhile 3.7.3: Ukupapashwa nokuZaliswa kwezithuba zomsebenzi zeSMS, ngokowama31 kweyoKwindla wama2023**

Inqanaba leSMS	Ukupapashwa	Ukuzaliswa kwezithuba zomsebenzi	
	Inani lezithuba zomsebenzi kwinqanaba ngalinye ezipapashiweyo kwiinyanga ezi6 sivulelekile isithuba	Inani lezithuba kwinqanaba ngalinye ezizaliswe kwiinyanga ezi6 emva kokuba isithuba sivulelekile	Inani lezithuba zomsebenzi kwinqanaba ngalinye ezingazaliswanga kwiinyanga ezi6 kodwa zizaliswe kwiinyanga ezili12
INtloko yeSebe	-	-	-
Inqanaba loMvuzo 14	-	-	-
Inqanaba loMvuzo 13	-	2	-
<b>Ewonke</b>	-	<b>2</b>	-

Qaphela: Izithuba zomsebenzi zeSMS ezizaliswe kwiNqanaba loMvuzo 13 zapapashwa kunyakamali wama2021/22.

**Ittheyibhile 3.7.4: Izizathu zokungahambelani nokuzaliswa kwezithuba zeSMS ezivulelekileyo - Yapapashwa kwiinyanga ezi6 kwaye yazaliswa kwiinyanga ezili12 emva kokuba zivulelekile.**

Inqanaba leSMS	Izizathu zokungathotyelwa
INtloko yeSebe	AYINGENI
Inqanaba loMvuzo 14	AYINGENI
Inqanaba loMvuzo 13	AYINGENI

**Ittheyibhile 3.7.5: Amanyathelo oluleko athatyathiweyo ngenxa yokungahambelani namaxesha amiselweyo okuzaliswa kwezithuba zeSMS kwiinyanga ezili12**

Amanyathelo oluleko athatyathiweyo ngenxa yokungahambelani namaxesha amiselweyo okuzaliswa kwezithuba zeSMS
Awekho.



### 3.8. Indlela yokuSebenza kwaBasebenzi

Ezi theyibhile zilandelayo ziqaphela inani labasebenzi ngokokuhlelwa kwemivuzo (itheyibhile 3.8.1) nabasebenzi abakwimisebenzi ebaluleke kakhulu (3.8.2) abafumene unyuselo lwenotshi ngenxa yolawulo lwendlela yokusebenza. (o.k.t. abasebenzi abafanelekileyo abafumene phakathi kwesi3 ukuya kwisi4 kuhlelo lwabo lokusebenza).

#### **Itheyibhile 3.8.1: Ukunyuswa kwenotshi ngokwenqanaba lomvuzo, ngowoku1 kuTshazimpuzi wama2022 ukuya kuma31 kweyoKwindla wama2023**

Ihlelo loMvuzo	Abasebenzi ngokowama31 kweyoKwindla wama2022	Ukunyuselwa kwenye inotshi kwinqanaba lomvuzo	Ukunyuselwa kwinqotshi ngokwe% yabasebenzi ngokwehlelo lomvuzo
Abanezakhono eziphantsi (Amanqanaba 1-2)	38	20	52.6
Abanezakhono (Amanqanaba 3-5)	1 108	571	51.5
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	1 072	625	58.3
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	294	218	74.1
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	25	14	56.0
<b>Ewonke</b>	<b>2 537</b>	<b>1 448</b>	<b>57.1</b>

#### **Itheyibhile 3.8.2: Ukunyuswa kwenotshi ngokomsebenzi obalulekileyo, ngowoku1 kuTshazimpuzi wama2022 ukuya kuma31 kweyoKwindla wama2023**

IMisebenzi eBalulekileyo	Abasebenzi ngokowama31 kweyoKwindla wama2022	Ukunyuselwa kwenye inotshi kwinqanaba lomvuzo	Ukunyuselwa kwinqotshi ngokwe% yabasebenzi ngokwehlelo lomvuzo
UMsebenzi woKhathalelo lwaBantwana noLutsha	560	342	61.1
IGosa lezeMfundo	36	19	52.8
UNontlalontle	961	515	53.6
UMcwangcिसimali kaRhulumente	40	21	52.5
INgcali yolawulo lweNtengo	13	9	69.2
UMongikazi oQeqeshiweyo	12	3	25.0
INgcali yezoNyangao	9	8	88.9
<b>Ewonke</b>	<b>1 631</b>	<b>917</b>	<b>56.2</b>

**Itheyibhile 3.8.3: Amabhaso ngokwentsebenzo ngokobuhlanga, isini, nokuphila nokhubazeko, ngowoku1 kuTshazimpuzi wama2022 ukuya kuma31 kweyoKwindla wama2023**

Uhlanga neSini	Iprofayili baBaxhamli			Iindleko	
	Inani labaxhamli	Lilonke inani labasebenzi abakwiqela ngokowama31 kweyoKwindla wama2022	i% iyonke kwiqela	Iindleko (R'000)	Umyinge weendleko ngomxhamli ngamnye (R)
Azikho.					

**Itheyibhile 3.8.4: Amabhaso ngokwentsebenzo (ibhonasi eyimali ezinkozo), ngokwamahlelo emivuzo kubasebenzi abangaphantsi kwenqanaba leNkonzo yoLawulo oluPhezulu, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

IHlelo loMvuzo	Iprofayili yaBaxhamli			Iindleko		
	Inani labaxhamli	Lilonke inani labasebenzi abakwiqela ngokowama31 kweyoKwindla wama2022	i% iyonke kumahlelo omvuzo	Iindleko (R'000)	Umyinge weendleko ngomxhamli ngamnye (R)	Iindleko ngokwe% yenkcitho iyonke yabasebenzi
Alikho.						

**Itheyibhile 3.8.5: Amabhaso ngentsebenzo (ibhonasi eyimali ezinkozo), ngokwamahlelo emivuzo, kwinqanaba leNkonzo yoLawulo oluPhezulu, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

IHlelo loMvuzo	Iprofayili yaBaxhamli			Iindleko		
	Inani labaxhamli	Lilonke inani labasebenzi abakwiqela ngokowama31 wama2022	i% iyonke kumahlelo omvuzo	Iindleko (R'000)	Umyinge weendleko ngokomxhamli ngamnye (R)	Iindleko ngokwe% yenkcitho iyonke yabasebenzi
Alikho.						

**Itheyibhile 3.8.6: PerformanceAmabhaso ngokomsebenzi (ibhonasi yemali ezinkozo) ngokomsebenzi obalulekileyo, ngowok1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

UMsebenzi oBalulekileyo	Iprofayili yaBaxhamli			Iindleko		
	Inani labaxhamli	Lilonke inani labasebenzi abakwiqela ngokowama31 kweyoKwindla wama2022	i% iyonke kumahlelo emivuzo	Iindleko (R'000)	Umyinge weendleko ngokomxhamli ngamnye (R)	Iindleko ngokwe% yenkcitho iyonke yabasebenzi
Awukho.						

**3.9 Abamanye aMazwe**

Ezi theyibhile zingezantsi zishwankathela ukuqeshwa kwabemi bamazwe angaphandle kwiSebe ngokwemigangatho yemivuzo (Itheyibhile 3.9.1) nemisebenzi engundoqo (Itheyibhile 3.9.2). Ezi theyibhile zikwashwankathela utshintsho kwinqanaba lilonke labasebenzi bamanye amazwe kwihlelo ngalinye lomvuzo nangomsebenzi ophambili ngamnye.

**Itheyibhile 3.9.1: Abasebenzi bamanye amazwe ngokwenqanaba lomvuzo, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

IHlelo loMvuzo	Kowoku1 kuTshazimpuzi wama2022		Kowama31 kweyoKwindla wama2023		Utshintsho	
	Inani	i% iyonke	Inani	i% iyonke	Inani	i% yotshintsho
Abanezakhono eziphantsi (Amanqanaba 1-2)	-	-	-	-	-	-
Abanezakhono (Amanqanaba 3-5)	-	-	1	25.0	1	100.0
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	2	66.7	2	50.0	-	-
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	1	33.3	1	25.0	-	-
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	-	-	-	-	-	-
<b>Ewonke</b>	<b>3</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>1</b>	<b>33.3</b>

Qaphela: Itheyibhile engentla ibandakanya abantu abangengabo abemi abahlala ngokusingxina kwiRiphabhliki yoMzantsi Afrika.

**Itheyibhile 3.9.2: Abasebenzi abangengabo abemi ngokomsebenzi ophambili, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

UMsebenzi oPhambili	Kowoku1 kuTshazimpuzi wama2022		Kowama31 kweyoKwindla wama2023		Utshintsho	
	Inani	i% iyonke	Inani	i% iyonke	Inani	i% yochintsho
UMsebenzi woKhathalelo lwaBantwana noLutsha	-	-	1	25.0	1	100.0
UNontlalontle	1	33.3	1	25.0	-	-
IGosa loLawulo: UkuBeka iliso	1	33.3	1	25.0	-	-
UMphuhisi woMgaqonkqubo wooNontlalontle	1	33.3	1	25.0	-	-
<b>Iyonke</b>	<b>3</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>	<b>1</b>	<b>33.3</b>

Qaphela: Itheyibhile engentla ibandakanya abantu abangengabo abemi abahlala ngokusisigxina kwiRiphabhliki yoMzantsi Afrika.

**3.10 Ukusetyenziswa kweKhefu ngeXesha Phakathi kowoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022**

Ezi theyibhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (Itheyibhile 3.10.1) nekhefu lokungabinakho ukusebenza (iTheyibhile 3.10.2). Kuzo zombini ezi meko, kukwabonelelwe ngeendleko eziqikelelweyo zekhefu.

**Itheyibhile 3.10.1: Ikhefu lokugula, kwoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022**

IHlelo loMvuzo	Iintsuku zizonke	i% yeentsuku ezinesiqinisekiso sonyango	Inani labasebenzi abasebenzisa ikhefu lokugula	Lilonke inani labasebenzi	i% yabasebenzi bebonke abasebenzisa ikhefu lokugula	Umyinge weentsuku ngokomsebenzi ngamnye	IiNdleko eziQikelelweyo (R'000)
Abafundi abasaqeqeshelwa umsebenzi	32	46.9	9	9	100.0	4	6
Abanezakhono eziphantsi (Amanqanaba 1-2)	417	89.2	30	32	93.8	14	174
Abanezakhono (Amanqanaba 3-5)	11 171	86.0	873	995	87.7	13	7 195
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	11 045	81.1	1 084	1 249	86.8	10	12 240
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	3 363	84.5	305	386	79.0	11	6 277
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	199	92.0	20	28	71.4	10	665
<b>Ewonke</b>	<b>26 227</b>	<b>83.8</b>	<b>2 321</b>	<b>2 699</b>	<b>86.0</b>	<b>11</b>	<b>26 557</b>

Qaphela: Ulawulo lwekhefu njengoko lumiselwe "kuMiselo lweKhefu", olufundwa nezivumelwano zabasebenzi ezisebenzisanayo, lubonelela ngekhefu lokugula lesiqhelo leentsuku ezingama36 zokusebenza kumjikelo wekhefu lokugula leminyaka emithathu. Umjikelo wekhefu lokugula leminyaka emithathu uqale kweyoMqungu wama2022 uze uphele kweyoMnga wama2024. Iinkcukacha zemeko nganye zibonisa konke ngaphandle kwekhefu lokungabinakho ukusebenza elithathwa ngabasebenzi. Ukufumana isalathiso sekhefu lokungakwazi ukwenza umsebenzi elithathiweyo, jonga kwiTheyibhile 3.10.2.

**Ittheyibhile 3.10.2: Ikhefu lokungabinakho ukuwenza umsebenzi, kowoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022**

IHlelo loMvuzo	Zizonke iintsuku	i% yeentsuku ezinesiqinisekiso sonyango	Inani laBasebenzi abasebenzisa ikhefu lokungabinakho ukuwenza umsebenzi	Lilonke inani labasebenzi	i% yabasebenzi bebonke abasebenzisa ikhefu lokungabinakho ukwenza umsebenzi	Umyinge weentsuku ngokomsebenzi ngamnye	IiNdleko eziQikelelweyo (R'000)
Abafundi abaseqeqeshelwa umsebenzi	-	-	-	9	-	-	-
Abanezakhono eziphantsi (Amanqanaba 1-2)	-	-	-	32	-	-	-
Abanezakhono (Amanqanaba 3-5)	712	100.0	17	995	1.7	42	497
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	637	100.0	18	1 249	1.4	35	729
Ulongamelo lwabanezakhono ziphezulu (Amanqanaba 9-12)	822	100.0	9	386	2.3	91	1 650
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	18	100.0	1	28	3.6	18	74
<b>Ewonke</b>	<b>2 189</b>	<b>100.0</b>	<b>45</b>	<b>2 699</b>	<b>1.7</b>	<b>49</b>	<b>2 950</b>

Qaphela: Ulawulo lwekhefu njengoko lumiselwe "kuMiselo lweKhefu", olufundwa nezivumelwano zabasebenzi ezisebenzisanayo, lubonelela ngekhefu lokugula lesiqhelo leentsuku ezingama36 zokusebenza kumjikelo wekhefu lokugula leminyaka emithathu. Ukuba umsebenzi uligqibile ikhefu lakhe eliqhelekileyo lokugula, umqeshi kufuneka enze uphando ngohlobo nobungakanani bokungakwazi komsebenzi. Olo phando kufuneka lwenziwe ngokungqinelana nenqaku le10(1) leShedyuli yesi8 yoMthetho woBudlelwane bezaBasebenzi (LRA).

Ikhefu lokungakwazi ukwenza umsebenzi ayisosixamali esingasikelwanga mda seentsuku ezongezelelweyo zekhefu lokugula emsebenzini. Ikhefu lokungabi namandla okusebenza likhefu lokugula elongezelelweyo elinikezelwa phantsi kwemiqathango ngokokubona komqeshi, njengoko kubonelelwe kuMiselo lweKhefu noMgaqanqubo weKhefu lokungakwazi ukwenza umsebenzi noMhlalaphantsi ngenxa yokugula (PILIR).

Ittheyibhile 3.10.3 ishwankathelo ukusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo esagqitywa nemibutho yabasebenzi kwiBhunga leeNgxoxo loLungelelaniso lweNkonzo kaRhulumente (PSCBC) ngowama2000 lifuna ulawulo lwekhefu lonyaka ukuze kuthintelwe amanqanaba aphezulu ekhefu eliqokelelweyo ekufuneka lihlawulwe ngexesha lokuyeka emsebenzini.

**Ittheyibhile 3.10.3: Alkhefu loNyaka, kowoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022**

<b>Ihlelo loMvuzo</b>	<b>Zizonke iintsuku ezithathiweyo</b>	<b>Inani lilonke labasebenzi abasebenzisa ikhefu lonyaka</b>	<b>Umyinge wenani leentsuku ezithathiweyo ngumsebenzi ngamnye</b>
Abafundi abasaqeqeshelwa umsebenzi	75	7	11
Abanezakhono eziphantsi (Amanqanaba 1-2)	660	31	21
Skilled (Amanqanaba 3-5)	20 196	939	22
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	28 697	1 203	24
Ulongemelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	9 389	371	25
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	626	27	23
<b>Ewonke</b>	<b>59 643</b>	<b>2 578</b>	<b>23</b>

**Itheyibhile 3.10.4: Ikhefu eliqingqiweyo, kowoku1 kweyoMqungu wama2022 ukuya kowama31 kweyoMnga wama2022**

IHlelo loMvuzo	Lilonke ikhefu eliqingqiweyo elifumanekayo ngokowama31 kweyoMnga wama2021	Zizonke iintsuku zekhefu eliqingqiweyo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu eliqingqiweyo	Umyinge wenani leentsuku ezithathiweyo ngokomsebenzi ngamnye	Inano labasebenzi abanekhefu eliqingqiweyo ngokowama31 kweyoMnga wama2022	Lilonke ikhefu elishiyekileyo elifumanekayo ngokowama31 kweyoMnga wama2022
Abanezakhono eziphantsi (Amanqanaba 1-2)	-	-	-	-	-	-
Abanezakhono (Amanqanaba 3-5)	876.83	152.50	7	21.79	27	594.55
Imveliso yabanezakhono eziphezulu (Amanqanaba 6-8)	3 433.81	467.42	18	25.97	95	2 365.64
Ulongamelo lwabanezakhono eziphezulu (Amanqanaba 9-12)	3 991.47	530.05	13	40.77	94	2 921.78
Ulawulo lwabaphathi abaphezulu (Amanqanaba 13-16)	216.66	33.57	4	8.39	9	256.80
<b>Ewonke</b>	<b>8 518.77</b>	<b>1 183.54</b>	<b>42</b>	<b>28.18</b>	<b>225</b>	<b>6 138.77</b>

Qaphela: Kunokwenzeka ukuba inani lilonke leentsuku zekhefu eliqingqiweyo linyuke njengoko abasebenzi abanyuselweyo okanye abatshintshelwa kwiSebe, bagcine ikhefu labo elishiyekileyo eliqingqiweyo, eliyinxalenye yelo nqanaba lomvuzo kwaye ekugqibeleni lilonke ilelesebe.

**Itheyibhile 3.10.5: lintlawulo zekhefu, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Isizathu	Sisonke iSixamali (R'000)	Inani laBasebenzi	Umyinge wentlawulo ngomsebenzi ngamnye
lintlawulo zekhefu ngowama2022/23 ngenxa yokungasetyenziswa kwekhefu kumjikelo wangaphambili	-	-	-
Intlawulo yekhefu eliqingqiweyo ekushiyweni kwenkonzo yengqesho ngumsebenzi	1 881	31	60 671
lintlawulo zangoku zekhefu ekushiyweni kwenkonzo yengqesho ngumsebenzi	2 763	139	19 875



### 3.11 IiNkqubo zokuKhuthaza iMpilo, kuquka iHIV neAIDS

**Itheyibhile 3.11.1: Amanyathelo athatyathiweyo ukunciphisa umngcipheko wokuba sesichengeni emsebenzini, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Iyunithi/iindindi zabasebenzi abachongwe ukuba basemngciphekweni omkhulu wokosulelwa yiHIV nezifo ezinxulumene noko (ukuba zikhona)	Amanyathelo angundoqo athatyathiweyo ukunciphisa umngcipheko
<p>Ubume bomsebenzi weSebe alibavezi abasebenzi kumngcipheko owongezelelweyo wokuba afumane iHIV neAIDS. Ngaphandle komngcipheko ophantsi kakhulu womsebenzi, bonke abasebenzi kujoliswe kubo kuwo onke amanqanaba eSebe.</p>	<p>IiNkonzo zeMpilo yaBasebenzi zinikezelwa kubo bonke abasebenzi abasweleyo kwaye ziquka oku kulandelayo:</p> <ul style="list-style-type: none"> <li>● Uvavanyo lwempilo yabasebenzi ukuze basazi isimo sabo seHIV;</li> <li>● Ukusasazwa kweeKhondom;</li> <li>● Iinkcukacha, uNxibelelwano namaPhulo eMfundo;</li> <li>● Ungenelelo lophuhliso ngokwempilo yasengqondweni; kunye</li> <li>● Neentuthuzelo yomphefumlo.</li> </ul>

**Itheyibhile 3.11.2: Iinkcukacha zokuKhuthazwa kwezeMpilo kuquka iNkqubo zeHIV neAIDS, ngomhla woku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba nguwe
<p>1. Ngaba isebe lichonge ilungu leSMS ukuba liphumeze izibonelelo eziqulethwe kwiCandelo VI E leSahluko soku1 seMigaqo yeNkonzo kaRhulumente, sama2016? Ukuba kunjalo, nika igama nesikhundla sakhe.</p>	✓		<p>Nksz Letitia Isaacs, uMlawuli (oBambeleyo): UkuziPhatha koMbutho (DotP)</p>
<p>2. Ngaba isebe linayo iyunithi ezinikeleyo okanye ngaba lichonge abasebenzi abathile ukuba bakhuthaze impilo nempilontle yabasebenzi bakho? Ukuba kunjalo, bonisa inani labasebenzi ababandakanyekayo kulo msebenzi nakuhlahlo lwabiwomali lonyaka olubekelwe le njongo.</p>	✓		<p>ISebe leNkulumbuso libonelela ngenkonzo exananazileyo kumasebe alishumi elinanye (11) abaxhasi beWCG, kuquka neSebe loPhuhliso loLuntu. Iyunithi echongiweyo yeMpilo yaBasebenzi neMpilontle ngaphakathi kwiCandelo loLawulo lokuZiphatha koMbutho neCandelo loMlawuli oyiNtloko woPhuhliso loMbutho lisebenza ukukhuthaza impilo nokuphila kakuhle kwabasebenzi kumasebe alishumi elinanye (11) abaxumi. Icandelo libandakanya uSekela Mlawuli, abaNcedisi baBalawuli abathathu (3), neeNgcali ze-EHW ababini (2). Uhlahlo lwabiwomali lonyaka laluzizigidi eziR3.261.</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba nguwe
<p>3. Ngaba iSebe eli liye lasungula iNkqubo yoNcedo lwaBasebenzi okanye yokuKhuthaza iMpilo kubasebenzi? Ukuba kunjalo, bonisa iimpawu/iinkonzo eziphambili zale Nkqubo.</p>	✓		<p>ISebe leNkulumbuso lingene kwisivumelwano somgangatho wenkonzo neMpilo yeMetropolitan (umboneleli ngeenkonzo wangaphandle) ukunika iNkonzo yezeMpilo yaBasebenzi neMpilontle kumasebe alishumi elinanye (11) ephondo.</p> <p>Olu ngenelelo lulandelayo lwenziwe: Ukuchazwa komothuko nokwazisa; Uthethwano ngoLawulo; Ungenelelo lophuhliso lwengqondo; Iinkcukacha, uNxibelelwano neMfundo; Ukuqeqesha; Unyango lweQela; Indawo yokuhlala eFanelekileyo.</p> <p>Olu ngenelelo ngoncedo lusekelwe kwiindlela eziboniswa kwiingxelo zekota kwaye ziphunyezwe ukuhlangabezana nezidingo zabasebenzi okanye zesebe.</p> <p>Ulwazi malunga nendlela yokufikelela kwiNkqubo yeMpilo neNtlalontle yaBasebenzi (EHW) yasasazwa kwi-intanethi.</p>
<p>4. Ngaba iSebe eli liye laseka (a) i(ii)komiti njengoko kuchaziwe kwiCandelo VI E.5 (e) leSahluko soku1 seMigaqo yeNkonzo kaRhulumente, yowama2016? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nochaphazelekayo (abachaphazelekayo) ababameleyo.</p>	✓		<p>IKomiti eLawula iMpilo neMpilontle yaBasebenzi yePhondo iye yasekwa inamalungu achongwe lisebe ngalinye.</p> <p>ISebe limelwe nguMaurice Robinson.</p>
<p>5. Ngaba isebe liyiphononongile imigaqonkqubo yengqesho neendlela zokusebenza ukuqinisekisa ukuba ezi azibacalucaluli ngokungafanelekanga abasebenzi ngenxa yesimo sabo seHIV? Ukuba kunjalo, dwelisa imigaqonkqubo/izenzo ezithe zaphononongwa.</p>	✓		<p>ISakhelo soLawulo oluXananazileyo kwiNkqubo zeMpilo neNtlalontle yaBasebenzi kwiWCG iyasebenza kwaye yamkelwa liGunya lokuLungelelanisa lePSCBC yePhondo leNtshona Koloni kweyoMnga wama2016.</p> <p>Ngokubhekiselele koku, yonke imigaqonkqubo yengqesho ibonelela ngezenzo ezinobulungisa, nokuba sithini na isimo seHIV sabasebenzi okanye sabafakizicelo. Iinkqubo zasemsebenzini zisoloko zibekwe esweni ukuqinisekisa ukuthotyelwa komgaqonkqubo nobulungisa.</p> <p>Phantsi kwebhena ye-EHW, imiGaqonkqubo ye-EHW emine (4) yamkelwa equka iHIV neAIDS noLawulo lweTB esabela kuthintelo localucalulo olujoliswe kubasebenzi abachatshazelwe baza bosulelwe yiHIV neAIDS neTB emsebenzini.</p> <p>Ukongeza koku, iDoH&amp;W, elisebe elikhokelayo kwiHIV neAIDS, iphumeze uMgaqonkqubo oNqamlezileyo weHIV neAIDS/STI eMsebenzini neNkqubo esetyenziswa kuwo onke amasebe eWCG. Olu xwebhu luhambelana neentsika ezine zeSakheloi sesiCwangciso se-EHW sikaZwelonke sowama2018 njengoko sihlonyelwe.</p> <p>Ngeli xesha lokunika ingxelo, imigaqonkqubo exananazileyo ye-EHW equka uMgaqonkqubo woLawulo lweHIV, iAIDS neTB iye yaphononongwa</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba nguwe
			ngokuchasene nemigaqonkqubo yeDPSA nesiCwangciso sikaZwelonke seHIV, iTB neeSTI (sama2023 ukuya kowama2028) esiqinisekisa ukubandakanywa nokupheliswa kocalucalulo nokubekwa ibala kubasebenzi abaneHIV.
6. Ngaba isebe likhe lawasungula amanyathelo okukhusela abasebenzi abaneHIV okanye abo bacingelwa ukuba baneHIV kucalucalulo? Ukuba kunjalo, dwelisa imiba ephambili yala manyathelo.	✓		<p>IQhinga lesiCwangciso sePhondo seHIV neAIDS, iiSTI neTB siye saphunyezwa ukuze kujongwe iHIV neTB nesini nemilinganiselo esekelwe kumalungelo kwigunya eliphambili lokunciphisa ukubekwa kwebala okunxulumene neHIV.</p> <p>Injongo kuku:</p> <ul style="list-style-type: none"> <li>● Nciphisa ucalucalulo lweHIV neTB emsebenzini. Oku kubandakanya amaphulo achasene nokucalulwa okungafanelekanga kwanokuxhotyiswa kwabasebenzi.</li> <li>● Ukunciphisa ucalulo ekufikeleleni kwiinkonzo. Oku kuquka nokuqinisekisa ukuba iCandelo lezoBudlelwane baBasebenzi lizilungisa izikhalazo okanye izikhalazo ezinxulumene nocalulo olungafanelekanga lize libonelele ngoqeqesho kubasebenzi.</li> </ul> <p>ISebe liphumeze la manyathelo alandelayo ukulungisa ukubekwa ibala nocalucalulo kwabo bosulelekileyo okanye ekucingelwa ukuba bosulelwe yiHIV:</p> <ul style="list-style-type: none"> <li>● Amaphulo okuFundisa;</li> <li>● Isikhumbuzo soSuku lukaGawulayo seHlabathi;</li> <li>● Inkqubo yezikhalazo; kunye</li> <li>● Nongenelelo olunje ngoLawulo lweYantlukano.</li> </ul>
7. Ngaba isebe liyabakhuthaza abasebenzi balo ukuba baye kuvavanyelwa iHIV nokuhlolwa (HCT)? Ukuba kunjalo, dwelisa iziphumo othe wazizuzwa.	✓		<p><b>IISESHONI ZEHCT:</b></p> <p>ISebe lithathe inxaxheba kwiiseshoni ezintathu (3) zeHCT neMpilonhle.</p> <p>Abasebenzi abangama<b>94</b> baye bavavanywa ze banikwa iingcebiso malunga neHIV, iSifo sePhepha nezifo ezosulela ngokwabelana ngesondo (iiSTI).</p>
8. Ngaba isebe liphuhlise imilinganiselo/izalathisi zokubeka iliso nokuvavanya ifuthe lenkqubo yalo yokukhuthaza impilo? Ukuba kunjalo, dwelisa le la manyathelo/izalathisi.	✓		I-EHWP ijongwa ngokunikwa kwengxelo yeKota nangoNyaka nohlalutyo lwentsingiselo inokufunyanwa ngokuthelekisa ukusetyenziswa kwesebe nenani labantu okt iminyaka, isini, iprofayili yeengxaki, ukusetyenziswa komsebenzi ngokuchasene nomphathi, inani lamatyala. Imixholo neentsingiselo zikwabonelela ngomfanekiso wemingcipheko nefuthe imiba ye-EHW enayo kumntu ngamnye nendawo yokusebenza.

### 3.12 UBudlelwane baBasebenzi

Ezi zivumelwano zilandelayo zendibaniselwano zephondo kwangenwa kuzo neemanyano zabasebenzi kwixesha eliphantsi kophononongo.

#### Itheyibhile 3.12.1: Izivumelwano zendibaniselwano, kowku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023

Umba osisiHloko	Umhla
IsiSombululo zePSCBC sesi2 sama2023 ukuya kwisiVumelwano ngoLungelelwaniso loMvuzo wama2023 ukuya kowama2025	31/3/2023

Itheyibhile 3.12.2 ishwankathela isiphumo samatyala oluleko aqhutywe ngaphakathi kwiSebe ngeli xesha.

#### Itheyibhile 3.12.2: Ukuziphatha kakubi namatyala oluleko aqakunjelwe, ngowoku1 kuTshazimpuzi wama2022 ukuya kuma31 kweyoKwindla wama2023

Iziphumo zamatyala oluleko	Inani lamatyala agqityiweyo	i% yazo zonke
UkuLahla / ukuQhwesha	4	14.3
Ukugxothwa	7	25.0
Ukurhoxiswa ngaphandle kwentlawulo okuhamba neSilumkiso seMbalelwano sokuGqibela	17	60.7
<b>Zizonke</b>	<b>28</b>	<b>100.0</b>
Ipesenti yengqesho iyonke		1.1

Qaphela: Iziphumo zamatyala oluleko kubhekisele kumatyala asemthethweni kuphela.

**Ittheyibhile 3.12.3: Iintlobo zokungaziphathi kakuhle kwaqutyiswana nazo kumatyala oluleko, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

<b>Uhlobo lokungaziphathi kakuhle</b>	<b>Inani</b>	<b>i% yazo zizonke</b>
Ukulahla	4	14.3
Ukungabikho eMsebenzini ngaPhandle kweSizathu okanye iMvume	1	3.6
Uhlaselo/Ukuzama okanye Ukugrogrisa ukubetha uMntu	4	14.3
UkuziPhatha ngendlela engaNkelekanga/engaNkelekanga	2	7.1
Ichasana nayo nayiphi na iNdlela yokuziPhatha kaRhulumente	4	14.3
Ulawulo lokuCalulwa koMbuthe okanye iSebe	1	3.6
UkuXhatshazwa ngokweSondo	1	3.6
Phantsi kweMpembelelo yokwenza uMkhwa/iSiyobisi esiDengisayo	10	35.7
Abanepropati okanye baSebenzise ngokungaNkelekanga iPropati kaRhulumente	1	3.6
	<b>28</b>	<b>100.0</b>

**Ittheyibhile 3.12.4: Izikhalazo ezifakiweyo, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

<b>Izikhalazo ezifakiweyo</b>	<b>Inani</b>	<b>i% yazo zizonke</b>
Inani lezikhalazo ezisonjululiweyo	35	89.7
Inani lezikhalazo ezingasonjululwanga	4	10.3
<b>Lilonke inani lezikhalazo ezifakiweyo</b>	<b>39</b>	<b>100.0</b>

Qaphela: Izikhalazo ezifakiweyo zibhekisa kumatyala athe aqakunjelwa kwisithuba sokunikezelwa kwale ngxelo. Izikhalazo ezingasonjululwanga zibhekiselele kumatyala apho isiphumo besingamfanelanga lowo ukhalazayo. Onke amatyala asonjululwe kwaye angasonjululwanga agqityiwe.

**Ittheyibhile 3.12.5: limbambano ezifakwe kumaBhunga, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

limbambano ezifakwe kumaBhunga	Inani	i% yazo zizonke
Inani leembambano ezixhasiweyo	2	20.0
Inani leembambano ezichithiweyo	8	80.0
<b>Lilonke inani leembambano ezifakiweyo</b>	<b>10</b>	<b>100.0</b>

Qaphela: Amabhunga abhekisa kwiBhunga leeNgxoxo loLungelelwaniso lweNkonzo kaRhulumente (PSCBC), iBhunga leeNgxoxo leCandelo leNkonzo kaRhulumente Jikelele (GPSSBC) neBhunga leeNgxoxo leCandelo lezeMpilo noPhuhliso lweNtshona (PHSDSBC). Xa imbambano "ivunyiwe", oko kuthetha ukuba iBhunga ligweba lowo ukhalazayo. Xa imbambano "ichithiwe", oko kuthetha ukuba iBhunga ligweba ngokuxhasa iSebe.

**Ittheyibhile 3.12.6: lintshukumo zogwayimbo, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

lintshukumo zogwayimbo	Inani
Lilonke inani leentsuku zokusebenza ezilahlekileyo	392
Zizonke iindleko (R'000) zeentsuku zokusebenza ezilahlekileyo	347
Isixamali (R'000) esifunyenwe ngenxa yokungahlawulwa kokungabikho emsebenzini	347

**Ittheyibhile 3.12.7: Ukunqunyanyiswa phantsi kwemiqathango, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31kweyoKwindla wama2023**

Ukunqunyanyiswa phantsi kwemiqathango	Inani
Inani labantu abanqunyanyisiweyo	16
Inani labantu abanqunyanyiso lwabo ludlulile kwiintsuku ezingama30	15
Umyinge wenani leentsuku zonqunyanyiso	174
Iindleko (R'000) zonqunyanyiso	1 443

Qaphela: Ukunqunyanyiswa okuphantsi kwemiqathango kubhekiselele kubasebenzi ababanqunyanyisiwe kodwa befumana umvuzo ophelileyo, ngexa ityala lisaphandwa.

### 3.13 UPuhliso lweZakhono

Eli candelo liqaqambisa iinzame zeSebe malunga nophuhliso lwezakhono. Uluhlu 3.13.1 lubonisa izidingo zoqeqesho ukususela ekuqaleni kwethuba eliphantsi kophononongo, noLuhlu 3.13.2 olona qeqesho lubonelelweyo.

#### Itheyibhile 3.13.1: Izidingo zoqeqesho zichongiwe, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023

IiNdidi zoMsebenzi	Isini	Inani labasebenzi ngokowoku1 kuTshazimpuzi wama2022	Izidingo zoqeqesho zichongiwe ekuqaleni kwexesha lokunikwa kwengxelo			
			Ufundoqeqesho	IiNkqubo zeZakhono nezifundo zexeshana ezizezinye	Ezinye iintlobo zoqeqesho	Zizonke
Abaqulunqi bomthetho, amagosa aphezulu nabaphathi (IHlelo loMvuzo 13 – 16)	Abasetyhini	12	1	18	-	19
	Amadoda	12	-	26	-	26
AbaQeqeshiweyo (IHlelo loMvuzo 9 - 12)	Abasetyhini	236	1	1 154	2	1 157
	Amadoda	108	-	504	1	505
Amagcisa neengcali ezimanyeneyo (IHlelo loMvuzo 6 - 8)	Abasetyhini	834	1	4 049	1	4 051
	Amadoda	321	3	1 420	-	1 423
OoNobhala (IHlelo loMvuzo 3 – 5)	Abasetyhini	455	17	1 722	-	1 739
	Amadoda	454	52	1 456	-	1 508
Imisebenzi yokuqala (IHlelo loMvuzo 1 – 2)	Abasetyhini	19	1	78	-	79
	Amadoda	15	-	63	-	63
<b>Iyonkana</b>	Abasetyhini	<b>1 556</b>	<b>21</b>	<b>7 021</b>	<b>3</b>	<b>7 045</b>
	Amadoda	<b>910</b>	<b>55</b>	<b>3 469</b>	<b>1</b>	<b>3 525</b>
<b>Zizonke</b>		<b>2 466</b>	<b>76</b>	<b>10 490</b>	<b>4</b>	<b>10 570</b>
Abasebenzi nokhubazeko abaphila	Abasetyhini	11	-	36	-	36
	Amadoda	13	1	65	-	66

Qaphela: Le theyibhile ingentla ichaza iimfuno zoqeqesho ekuqaleni kwexesha lokunika ingxelo ngokwesiCwangciso seZakhono seSebe.

**Ittheyibhile 3.13.2: Uqeqesho ekubonelelwa ngalo, ngowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023**

IiNdidi zeMisebenzi	Isini	Inani labasebenzi ngokowama31 kweyoKwindla wama2023	Uqeqesho ekubonelelwa ngalo ngexesha lokunika ingxelo			
			Ufundoqeqesho	IiNkqubo zeZakhono nezifundo zethutyana ezizezinye	Ezinye iintlobo zoqeqesho	Zizonke
Abaqulunqi bomthetho, amagosa aphezulu nabaphathi (IHlelo loMvuzo 13 – 16)	Abasetyhini	13	-	23	-	<b>23</b>
	Amadoda	10	-	11	-	<b>11</b>
AbaQeqeshiweyo (IHlelo loMvuzo 9 - 12)	Abasetyhini	238	-	492	-	<b>492</b>
	Amadoda	104	-	178	-	<b>178</b>
Amagcisa neengcali ezimanyeneyo (IHlelo loMvuzo 6 - 8)	Abasetyhini	821	-	1 349	-	<b>1 349</b>
	Amadoda	314	-	432	-	<b>432</b>
OoNobhala (IHlelo loMvuzo 3 – 5)	Abasetyhini	480	-	445	-	<b>445</b>
	Amadoda	453	-	301	-	<b>301</b>
Imisebenzi yokuqala (IHlelo loMvuzo 1 – 2)	Abasetyhini	18	-	11	-	<b>11</b>
	Amadoda	13	-	10	-	<b>10</b>
<b>Iyonkana</b>	Abasetyhini	<b>1 570</b>	-	<b>2 320</b>	-	<b>2 320</b>
	Amadoda	<b>894</b>	-	<b>932</b>	-	<b>932</b>
<b>Iyonke</b>		<b>2 464</b>	-	<b>3 252</b>	-	<b>3 252</b>
Abasebenzi abaphila nokhubazeko	Abasetyhini	10	-	11	-	<b>11</b>
	Amadoda	13	-	24	-	<b>24</b>

Qaphela: Le theyibhile ingentla ichaza inani lezifundo zoqeqesho ezizinyaswe ngumntu ngamnye ngeli xesha liphantsi kophononongo.



### 3.14 Ukwenzakala eMsebenzini

Eli candelo libonelela ngeenkukacha ezisisiseko ngokwenzakala okuthe kwafunyanwa ngelixa usemsebenzini.

#### Ittheyibhile 3.14.1: Ukwenzakala emsebenzini, kowoku1 kuTshazimpuzi wama2022 ukuya kowama31 kweyoKwindla wama2023

Uhlobo lokwenzakala emsebenzini	Inani	i% lwawo uwonke
Kufuneka unyango olusisiseko kuphela	16	16.0
Ukukhubazeka okwexeshana	84	84.0
Ukukhubazeka okusisigxina	-	-
Ukufa	-	-
<b>Iyonke</b>	<b>100</b>	<b>100.0</b>
Ipesenti yengqesho iyonke		3.8

### 3.15 Ukusetyenziswa kwabaCebisi

#### Itheyibhile 3.15.1: Ukuqeshwa kwabacebisi kusetyenziswa imali ebekelwe oko

INkqubo	Inkampani yeeNgcebiso	Igama leprojekthi	Uhlobo lweprojekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ubude bexesha: iintsuku zomsebenzi / liyure	Ixabiso lekhontrakthi ngokwerandi	Lilonke inani leprojekthi	Bebonke abacebisi ngabanye	Inqanaba leBBBEE
ULawulo	Beryl Botha noAmeera Baker	UkuTolika ngoLwimi lweZandla (SASL)	ISamithi yePhondo yoBundlobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini	2	Usuku olu1	7 200.00	1	2	Ongenanxaxheba
ULawulo	Litha Lethu	UVavanyo loBuchule beSMS	UVavanyo loBuchule beSMS Umlawuli: liNkqubo eziZodwa zeDSD 179/2021	1	Iintsuku ezi2	9 230.00	1	1	2
ULawulo	Arina Wilson	UGuqulelo	UGuqulelo lweAPP yowama2022/23 (IsiBhulu)	1	Imveliso yokugqibela: Uguqulelo lweAPP yowama2022/23 kwisiBhulu	33 936.80	1	1	4
ULawulo	Thandiwe Goxo	UGuqulelo	UGuqulelo lweAPP yowama2022/23 (isiXhosa)	1	Imveliso yokugqibela: Uguqulelo lweAPP yowama2022/23 kwisiXhosa	41 769.60	1	1	Ongenanxaxheba
ULawulo	D.S. Gxilishe	UGuqulelo	UGuqulelo lweNgxelo yoNyaka yowama2021/22 (IsiXhosa)	1	Imveliso yokugqibela: Uguqulelo lweNgxelo yoNyaka yowama2021/22 kwisiXhosa	35 009.60	1	1	Ongenanxaxheba

Inkqubo	Inkampani yeeNgcebiso	Igama leprojekthi	Uhlobo lweprojekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ubude bexesha: iintsuku zomsebenzi / liyure	Ixabiso lekhontrakthi ngokwerandi	Lilonke inani leprojekthi	Bebonke abacebisi ngabanye	Inqanaba leBBBEE
ULawulo	Brenda Barrow	UGuqulelo	UGuqulelo lweNgxelo yoNyaka yowama2021/22 (isiBhulu)	1	Imveliso yokugqibela: Uguqulelo lweNgxelo yoNyaka yowama2021/22 kwisiBhulu	35 009.60	1	1	Ongenanxaxheba
ULawulo	EOH Mthombo Columbus Technologies Quantum Leap Consulting	IiNkonzo zophuhliso	Iinkonzo zophuhliso: INkqubo yoLawulo lweNPO	3	Iiyure ezi2 204.7	1 584 681.79	1	6	Ongenanxaxheba
ULawulo	6-degree shift	UQuquzelelo	IiNcoko eziKhuthazayo zeGBV	1	Usuku olu1	1 500.00	1	1	Ongenanxaxheba
ULawulo	Linda Diedericks	Uluhlu lwepaneli	IiNcoko eziKhuthazayo zeGBV	1	Usuku olu1	2 000.00	1	1	Ongenanxaxheba
ULawulo	Ameera Baker	Ukutolika ngoLwimi lweZandla (SASL)	GBV Webinar	1	Iiyure2	1 400.00	1	1	Ongenanxaxheba
ULawulo	Ameera Baker	Ukutolika ngoLwimi lweZandla (SASL)	GBV Webinar	1	Iiyure ezi2	1 400.00	1	1	Ongenanxaxheba
ULawulo	Linda Diedericks	Uluhlu lwepaneli	IiNcoko eziKhuthazayo zeGBV	1	Usuku olu1	2 000.00	1	1	Ongenanxaxheba
IiNkonzo zoBuyiselo	Randaq Healthcare	Inkonzo yophicotho lwezempilo	Inkonzo yophicotho lwezempilo olubanzi	1	Usuku olu1 ezineeyure ezi4	96 500.00	1	1	Ongenanxaxheba

**Ittheyibhile 3.15.2: Ukuqeshwa kwabacebisi kusetyenziswa imali yaBanikeli**

INkqubo	Inkampani yeeNgcebiso	Igama leprojekthi	Uhlobo lweprojekthi	Lilonke inani labacebisi abathe basebenza kwiprojekthi	Ubude bexesha: lintsuku zokusebenza/liyure	Ixabiso lekhontrakthi ngokwerandi	Lilonke inani leprojekthi	Bebonke abacebisi ngabanye	Inqanaba leBBBEE
Ayikho.									

## Icandelo E: INgxelo yokuThotyelwa kwePFMA

### 1. INkcitho engafanelekanga, engenaNzuzo neyilahleko, engagunyaziswanga neLahleko yezinto eziPhathekayo

#### 1.1 Inkcitho engafanelekanga

##### a) Ungqinelwaniso lwenkcitho engafanelekanga

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Ibhalansi yokuvula	2 793	1 211
Imposiso yexesha langaphambili	-	434
Njengoko kuchaziwe kwakhona	-	1 645
Yongeza: Inkcitho engafanelekanga eqinisekisiweyo	2 548	2 280
Ngaphantsi: Inkcitho engafanelekanga exolelweyo	(14)	(657)
Ngaphantsi: Inkcitho engafanelekanga ayixolelwanga kwaye isusiwe	(57)	(475)
Ngaphantsi: Inkcitho engafanelekanga ayifunyenwanga	(8)	-
Ngaphantsi: Inkcitho engafanelekanga engafunyanwanga necinyiweyo	-	-
<b>Ibhalansi yokuvala</b>	<b>5 262</b>	<b>2 793</b>

##### Amanqaku ongqinelwaniso

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelekanga ebe iphantsi kovavanyo ngowama2022/23	-	-
Inkcitho engafanelekanga ebe inxulumene nowama2021/22 nechongwe ngowama2022/23	-	2 280
Inkcitho engafanelekanga yalo nyaka	2 548	-
<b>Iyonke</b>	<b>2 548</b>	<b>2 280</b>

**b) linkcukacha zenkcitho engafanelekanga yangoku nonyaka odlulileyo (phantsi kovavanyo, uqinisekiso nophando)**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelekanga phantsi kovavanyo	2 516	2 280
Inkcitho engafanelekanga phantsi kokuqinisekiswa	32	-
Inkcitho engafanelekanga phantsi kophando	-	-
<b>Iyonke</b>	<b>2 548</b>	<b>2 280</b>

**c) linkcukacha zenkcitho engafanelekanga yangoku neyonyaka odlulileyo zixolelwe**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelekanga ixolelwe	14	657
<b>Iyonke</b>	<b>14</b>	<b>657</b>

**d) linkcukacha zenkcitho engafanelekanga yangoku neyonyaka odlulileyo zisusiwe - (azixolelwanga)**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelanga ENGAXOLELWANGA nesusiweyo	57	475
<b>Iyonke</b>	<b>57</b>	<b>475</b>

Kunyakamali wama2022/23, amaR48 000 aphinda ahlelwa njengenkcitho engenanzuzo neyilahleko kwaza kwafunyanwa amaR9 000.

**e) linkcukacha zenkcitho engafanelekanga yangoku neyonyaka odlulileyo ifunyenwe**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelekanga ifunyenwe	8	-
<b>Iyonke</b>	<b>8</b>	<b>-</b>

**f) linkcukacha zenkcitho yangoku engafanelekanga neyonyaka odlulileyo zicinyiwe (engenakufumaneka)**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engafanelekanga icinyiwe	-	-
<b>Iyonke</b>	-	-

**Udizo olongezelelweyo olunxulumene noLungiselelo lwaMaziko**

**g) linkcukacha zamatyala okungathotyelwa kwemigaqo apho iziko lithatha inxaxheba kumalungiselelo angaphakathi kwamaziko (apho iziko elilolu hlobo lingenaxanduva lokungathotyelwa kwemigaqo)**

Inkcazelo
Ayingeni.
<b>Iyonke</b>

**h) linkcukacha zamatyala okungathotyelwa kwemigaqo apho iziko lithatha inxaxheba kumalungiselelo aphakathi kwamaziko (apho iziko elilolu hlobo linoxanduva lokungathotyelwa kwemigaqo)**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Ayingeni.	-	-
<b>Iyonke</b>	-	-

**i) linkcukacha zamanyathelo oluleko okanye olwaphulomthetho lwangoku nolonyaka odlulileyo athatyathiweyo ngenxa yenkcitho engafanelekanga**

Amanyathelo oluleko athatyathiweyo
Ayingeni.

## 1.2 Inkcitho engenanzuzo neyilahleko

### a) Ulungelelwano lwenkcitho engenanzuzo neyilahleko

Inkcazelo	2022/2023	2022/2023
	R'000	R'000
Ibhalansi yokuvula	-	-
Yongeza: Inkcitho engenanzuzo neyilahleko eqinisekisiweyo	48	-
Ngaphantsi: Inkcitho engenanzuzo neyilahleko ecinyiweyo	-	-
Ngaphantsi: Inkcitho engenanzuzo neyilahleko efunyenweyo	(48)	-
<b>Ibhalansi yokuvala</b>	<b>-</b>	<b>-</b>

### Amanqaku olungelelwano

Inkcazelo	2022/2023	2022/2023
	R'000	R'000
Inkcitho engenanzuzo neyilahleko ebe iphantsi kovavanyo ngowama2022/23	-	-
Inkcitho engenanzuzo neyilahleko ebe inxulumene nowama2021/22 nechongwe ngowama2022/23	-	-
Inkcitho engenanzuzo neyilahleko yalo nyaka	48	-
<b>Iyonke</b>	<b>48</b>	<b>-</b>

### b) linkcukacha zalo nyaka nowangaphambili zenkcitho engenanzuzo neyilahleko (phantsi kovavanyo, uqinisekiso nophando)

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engenanzuzo neyilahleko phantsi kovavanyo	-	-
Inkcitho engenanzuzo neyilahleko phantsi kokuqinisekiswa	-	-
Inkcitho engenanzuzo neyilahleko phantsi kophando	-	-
<b>Iyonke</b>	<b>-</b>	<b>-</b>



**c) linkcukacha zalo nyaka nowangaphambili zenkcitho engenanzuzo neyilahleko efunyenweyo**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engenanzuzo neyilahleko efunyenweyo	48	-
<b>Iyonke</b>	<b>48</b>	<b>-</b>

**d) linkcukacha zalo nyaka nezonyaka ophelileyo zenkcitho engenanzuzo neyilahleko engafunyanwanga necinyiweyo**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engenanzuzo neyilahleko ecinyiweyo	-	-
<b>Iyonke</b>	<b>-</b>	<b>-</b>

**e) linkcukacha zamanyathelo oluleko okanye olwaphulomthetho alo nyaka nonyaka odlulileyo athatyathiweyo ngenxa yenkcitho engenanzuzo neyilahleko**

Amanyathelo oluleko athatyathiweyo
Kuthatyathwe amanyathelo oluleko ngokusesikweni ngokuchasene negosa ngenxa yokungahoyi abathunywa bezemali nokungathobeli iPFMA. Igosa lifumene isohlwayo senyanga enye (1) yokunqunyanyiswa kwaye akukho mvuzo nasilumkiso sibhaliweyo sokugqibela.

### 1.3 Inkcitho engagunyaziswanga

**a) Ulungelelwaniso lwenkcitho engagunyaziswanga**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Ibhalansi yokuvula	-	-
Yongeza: inkcitho engagunyaziswanga iqinisekisiwe	-	-
Ngaphantsi: inkcitho engagunyaziswanga ivunywe ngenkxasomali	-	-
Ngaphantsi: inkcitho engagunyaziswanga ivunywe ngaphandle kwenkxasomali	-	-

Ngaphantsi: inkcitho engagunyaziswanga efulmanekayo	-	-
Ngaphantsi: inkcitho engagunyaziswanga ayivumanekanga kwaye icinyiwe	-	-
<b>Ibhalansi yokuvala</b>	-	-

**Amanqaku olungelelwaniso**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engagunyaziswanga ebe iphantsi kovavanyo ngowama 2021/22	-	-
Inkcitho engagunyaziswanga enxulumene nowama2021/22 nechongiweyo ngowama2022/23	-	-
Inkcitho engagunyaziswanga yalo nyaka	-	-
<b>Iyonke</b>	-	-

**b) linkcukacha zenkcitho yalo nyaka nodlulileyo engagunyaziswanga (phantsi kovavanyo, uqinisekiso nophando)**

Inkcazelo	2022/2023	2021/2022
	R'000	R'000
Inkcitho engagunyaziswanga phantsi kovavanyo	-	-
Inkcitho engagunyaziswanga phantsi koqinisekiso	-	-
Inkcitho engagunyaziswanga phantsi koqinisekiso	-	-
<b>Iyonke</b>	-	-

#### 1.4 Udizo olongezelelweyo olunxulumene nelahleko yezinto eziphathekayo ngokweCandelo 40(3)(b)(i) ne(iii) lePFMA

##### a) linkcukacha zelahleko yezinto eziphathekayo yalo nyaka neyonyaka ophelileyo ngokuziphatha kolwaphulomthetho

Ilahleko yezinto eziphathekayo ngokwenziwa kolwaphulomthetho	2022/2023	2021/2022
	R'000	R'000
Ubusela	-	-
Enye ilahleko yezinto eziphathekayo (engenaNzuzo neziyiLahleko)	-	-
Ngaphantsi: Ezifunyenweyo	-	-
Ngaphantsi: Azifunyanwanga kwaye zicinyiwe	-	-
<b>Iyonke</b>	-	-

##### b) linkcukacha zenye ilahleko yezinto eziphathekayo

Uhlubo lwenye ilahleko yezinto eziphathekayo	2022/2023	2021/2022
	R'000	R'000
Ayingeni.	-	-
<b>Iyonke</b>	-	-

##### c) Enye ilahleko yezinto eziphathekayo efunyenweyo

Uhlubo lwelahleko	2022/2023	2021/2022
	R'000	R'000
Ayingeni.	-	-
<b>Iyonke</b>	-	-

**d) Enye ilahleko yezinto eziphathekayo ecinyiweyo**

Uhlobo lwelahleko	2022/2023	2021/2022
	R'000	R'000
Ayingeni.	-	-
<b>Iyonke</b>	-	-

**2. Emva kwexesha kunye/okanye ukungahlawulwa kwababoneleli zinkonzo**

Inkcazelo	Inani leevoyisi	Ixabiso eliManyanisiweyo
		R'000
li-invoyisi zokwenyani zifunyenwe	<b>19 442</b>	<b>216 546</b>
li-invoyisi ezihlawulwe <b>kwiintsuku</b> ezingama30 okanye ngexesha ebekuvunyelwene ngalo	<b>19 419</b>	<b>215 889</b>
li-invoyisi ezihlawulwe <b>emva</b> kweentsuku ezingama30 okanye ngexesha ebekuvunyelwene ngalo	<b>20</b>	<b>652</b>
li-invoyisi ezindala kuneentsuku ezingama30 okanye kunexesha ebekuvunyelwene ngalo <b>(ezingahlawulwanga kwaye ngaphandle kwembambano)</b>	<b>20</b>	<b>652</b>
li-invoyisi ezindala kuneentsuku ezingama30 okanye kunexesha ebekuvunyelwene ngalo <b>(ezingahlawulwanga kwaye kukho imbambano)</b>	<b>2</b>	<b>6</b>

### 3. ULawulo lweNtengo

#### 3.1 Intengo ngezinye iindlela

Inkcazo yeprojekthi	Igama lomboneleli zinkonzo	Uhlobo lwentengo ngezinye iindlela	Inombolo yesivumelwano	Ixabiso lesivumelwano R'000
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala kwiNgingqi yase-Eden Karoo isithuba seenyanga ezili12 (iOfisi yeNgingqi yaseBeaufort West, eMurraysburg nasePrince Albert iMimandla yoNikezelo lweenkonzo)	City Security Services	Ukwandiswa kwesivumelwano	SD 02/2014-2015	1 468
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eCape Winelands Overberg isithuba seenyanga ezili12	Distinctive Choice Security	Ukwandiswa kwesivumelwano	SD 07/2013-2014	3 895
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala kuMmandla weMetro North kangangesithuba seeNyanga ezili12	Distinctive Choice Security	Ukwandiswa kwesivumelwano	SD 10/2013-2014	580
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eOuteniekwa isithuba seeNyanga ezili12	City Security Services	Ukwandiswa kwesivumelwano	SD 01/2014-2015	2 091
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eDelft, eKapa, naseAtlantis SDA phantsi kwesiVumelwano seSakhelo soKhuseleko oluXananazileyo kangangeeNyanga ezili12	Distinctive Choice Security	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC1694824380- DSD07297	2 259
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala ePaarl nasePaarl East phantsi kwesiVumelwano seSakhelo soKhuseleko okuXananazileyo kangangeeNyanga ezili12	Ensemble Security	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC1694822643- DSD07303	775

Inkcazo yeprojekthi	Igama lomboneleli zinkonzo	Uhlobo lwentengo ngezinye iindlela	Inombolo yesivumelwano	Ixabiso lesivumelwano R'000
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eCape Gate, eKhayelitsha SDA 2, Eerste River naseSomerset West phantsi kwesiVumelwano seSakhelo soKhuseleko okuXananazileyo kangangeeNyanga ezili12	Bokwe's Security Services	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC1714979375- DSD07295R	2 068
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eNyanga, eAthlone naseGugulethu isithuba seeNyanga ezili12	Distinctive Choice Security	Ukwandiswa kwesivumelwano	WCPT-TR01-2017-2018 IsiVumelwano seSakhelo soKhuseleko - DOC1694724445- DSD07296	4 067
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eGoodwood, eBellville, Langa kangangesithuba seeNyanga ezili12	Royal Security Services	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC1694901849- DSD07304	2 858
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala eWynberg, eMitchell's Plain, eFish Hoek, eGrassy Park kangangeeNyanga ezili12	Imvula Quality Protection (PTY) LTD	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC1699078300- DSD07328	3 615
Ukwandiswa kwesivumelwano seenkonzo zokhuseleko zabucala kwiMbonakalo yoKhathalelo lwaBantwana noLutsha isithuba seeNyanga ezili12	Distinctive Choice Security	Ukwandiswa kwesivumelwano	WCPT 01/2016/17 IsiVumelwano seSakhelo soKhuseleko - DOC2038854476- DSD08745	13 910
Ukwandiswa kwesivumelwano sokubonelela nokuhanjiswa kwemiqamelo yococeko yabasetyhini ixesha leNyanga enye	Pariware (PTY) LTD	Ukwandiswa kwesivumelwano	SD 08/2020 /2021	No monetary implication
Ukwandiswa kwesivumelwano seenkonzo zokutshisa eVredelus isithuba seeNyanga ezi3	Terminix C.C	Ukwandiswa kwesivumelwano	OR-000214	4

Inkcazo yeprojekthi	Igama lomboneleli zinkonzo	Uhlobo lwentengo ngezinye iindlela	Inombolo yesivumelwano	Ixabiso lesivumelwano R'000
Ukwandiswa kwesivumelwano seenkonzo zolawulo lwezinambuzane kwiZiko iSivuyile ixesha elingangeeNyanga ezi3	D.I.S. Solutions	Ukwandiswa kwesivumelwano	OR-000268	6
Ukwandiswa kwesivumelwano sokutshisa nolawulo lwezinambuzane kwiWest Cost isithuba seeNyanga ezi3	Pest Control Specialists West Coast	Ukwandiswa kwesivumelwano	OR-002905	4
<b>Iyonke</b>				<b>37 600</b>

### 3.2 Unxaxho nezandiso zesivumelwano

Inkcazelo yeprojekthi	Igama lomboneleli zinkonzo	Uhlobo lolungiso lwesivumelwano (uLwandiso okanye uNxaxho)	Inombolo yesivumelwano	Ixabiso lesivumelwano soqobo	Ixabiso lolwandiso lwesivumelwano sangaphambili okanye unxaxho (ukuba kuyangena)	Ixabiso lokwandiswa okanye unxaxho lwesivumelwano sangoku
				<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
Ukwandiswa kwesivumelwano seenkonzo zokucoca eOuteniekwa CYCC nabacoci aba3 abongezelelweyo kumagumbi okulala ongezlelweyo	Pronto Kleen Cleaning Services	ULwandiso	SD 02/2021-2022	19 373	AYINGENI	639
Ukwandiswa kwesivumelwano seenkonzo zokutya eLindelani CYCC neClanwilliam CYCC ukuquka iZiko loNyango iKensington, iKraaifontein Roar, iBonnytoun CYCC, iHorizon CYCC neOuteniekwa CYCC	Feedem Group	ULwandiso	SD 11 / 2021 – 2022	22 441	AYINGENI	7 179
Ukwandiswa kwesivumelwano sobonelelo nokuhanjiswa kwemiqushulo yabasetyhini yococeko	AC Disposable and Cleaning Products	ULwandiso	SD 01/ 2022 – 2023	7 839	AYINGENI	2 400
<b>Iyonke</b>						<b>10 218</b>



## ICandelo F: liNkcukacha zeMali

<b>1. INgxelo yoMphicothizincwadi Jikelele .....</b>	<b>169</b>
<b>2. liNgxelo zeMali zoNyaka .....</b>	<b>177</b>
INgxelo yoLwabiwomali.....	177
AmaNqaku kwiNgxelo yoLwabiwomali1 .....	185
INgxelo yokuSebenza kweMali .....	188
INgxelo yeSimo seMali.....	189
INgxelo yoTshintsho lweeAsethi eziShiyekileyo .....	190
INgxelo yoHanjiso lweMali .....	191
AmaNqaku kwiiNgxelo zeMali zoNyaka (kubandakanywa iMigaqonkqubo yoCalulomali)	192
IziHlomelo .....	232

## 1. INgxelo yoMphicothizincwadi Jikelele

### INGxelo yophicothozincwadi jikelele kwiPalamente yePhondo leNtshona Koloni ngevoti 7: ISebe loPhuhliso loLuntu leNtshona Koloni

#### INGxelo kuphicotho lweengxelo zemali

##### ULuvo

1. Ndiziphicothile iinkcazo zemali zeSebe loPhuhliso lweNtlalo eNtshona Koloni ezichazwe kwiphepha le179 ukuya kwelama233, eziquka inkcazo yolwabiwomali, inkcazo yesimo semali ngomhla wama31 kweyoKwindla wama2023, ingxelo yendlela yokusebenza kwemali, ingxelo yotshintsho kwiiasethi ezishiyekileyo Ingxelo yokuhanjiswa kwemali yonyaka othe waphela, kwanamanqaku eengxelo zemali, kubandakanywa isishwankathelo semigaqonkqubo yocwangcisolali.
2. Ngokoluvo lwam, iingxelo zemali zibonisa ngokufanelekileyo, kuyo yonke imiba ebambekayo, isimo semali seSebe loPhuhliso loLuntu eNtshona Koloni ngowama31 kweyoKwindla wama2023, nendlela yokusebenzisa imali nokuhanjiswa kwemali kulo nyaka ophela ngokungqinelana noMgangatho weMali oLungisiweyo (MCS) omiselwe nguNondyebo kaZwelonke nezidingo zoMthetho woLawulo lweMali kaRhulumente woku1 we1999 (PFMA) noMthetho weCandelo leNgeniso yesi5 wama2022 (Dora).

##### Isiseko soluvo

3. Ndilwenzile uphicotho lwam ngokweMigangatho yeHlabathi yoPhicothozincwadi (ISA). Uxanduva lwam phantsi kwaloo migangatho luchazwe ngakumbi kuxanduva lomphicothizincwadi jikelele kuphicotho-zincwadi lwecandelo leengxelo zemali kwingxelo yam.
4. Ndizimele kwisebe ngokungqinelana neBhodi yeMigangatho yeMigaqo yokuziphatha yaMazwe ngaMazwe yeendlela zokuziphatha zaBabali mali abaqeqeshiweyo (kubandakanywa neMigangatho eZimeleyo yaMazwe ngaMazwe) (ikhowudi yeIESBA) kwakunye nezinye izidingo zokuziphatha ezifanelekileyo kuphicothozincwadi lwam eMzantsi Afrika. Ndilufezekisile olunye uxanduva lwam ngokweempawu zentsulungeko ngokuhambelana nezi zidingo nekhawudi yeIESBA.
5. Ndikholelwa ekubeni ubungqina bophicothozincwadi endibufumeneyo banele kwaye bufanelekile ukunika isiseko soluvo lwam.

##### Eminye imiba

6. Nditsalela ingqalelo kule miba ingezantsi. Uluvo lwam alutshintshwanga ngokumalunga nale miba.

##### Ishedyuli ezongezelelweyo ezingaphicohwanga

7. Iinkcukacha eyongezelelweyo ecaciswe kwiphepha lama234 ukuya kwelama244 ayiyonxalenye yeengxelo zemali kwaye ibonakaliswe njengeenkukacha ezongezelelweyo. Andiziphicothanga ezi shedyuli kwaye ngokufanelekileyo, andivezi luvo ngoko ke.

##### Inkcitho engafanelekanga engaphicohwanga nenkcitho engenanzuzo neyilahleko

8. Ngomhla wama23 kweyoMnga wama2022, uNondyebo kaZwelonke wakhupha iNqaku loMyalelo wesi4 wama2022-23, oqale ukusebenza ngowesi3 kweyoMqungu wama2023, ngokwecandelo 76(1)(b), (e) no-(f), 2(e) nesi(4)(a) no(c) nePFMA. Inqaku lomyalelo limalunga nokuthotyelwa kwePFMA nesakhelo sokunika ingxelo needilesi, phakathi kwezinye izinto, ukubhengezwa kwenkcitho engagunyaziswanga, inkcitho engafanelekanga nenkcitho engenanzuzo neyilahleko. Inkcitho engafanelekanga nenkcitho engenanzuzo neyilahleko eyenziwe kwiminyakamali engaphambili nengekalungiswa akusekho mfuneko yokuba ichazwe nokuba kukwingxelo yonyaka okanye kumanqaku achazayo kwiingxelo zemali zonyaka. Kuphela ngokwamanani onyaka nonyaka ongaphambili achazwe kwinqaku lama21 kwiingxelo zemali zeSebe loPhuhliso loLuntu leNtshona Koloni. Iintshukumo ngokubhekiselele kwinkcitho

engafanelekanga nenkcitho engenanzuzo neyilahleko nayo akusekho mfuneko yokuba ichazwe kumanqaku eengxelo zemali zonyaka. Ukubhengezwa kwezi ntshukumo (umzekelo, ezixolelweyo, ezinokufunyanwa kwakhona, ezisusiweyo, ezicinyiweyo, phantsi kovavanyo, phantsi koqinisekiso naphantsi kophando) ngoku kuqukiwe njengenxalenye yezinye iinkcukacha kwingxelo yonyaka yeSebe loPhuhliso loLuntu leNtshona Koloni. Andiluvezi luvo lwam malunga nokubhengezwa kwenkcitho engekho mgaqweni kunye nenkcitho engenanzuzo neyilahleko kwingxelo yonyaka.

### **Uxanduva lwegosa eliphendulayo kwiingxelo zemali**

9. IGosa eliphendulayo linoxanduva lokulungiselela nokunikezela ngeengxelo zemali ngokufanelekileyo ngokungqinelana neMCS njengoko kumiselwe nguNondyebo kaZwelonke neemfuno zePFMA neDora, nololawulo lwangaphakathi njengoko igosa eliphendulayo libona kuyimfuneko ukuze kube nako ukwenziwa kwamalungiselelo eengxelo zemali ezingenaziphene, nokuba kungenxa yobuqhetseba okanye impazamo.
10. Ekulungiseleleni iingxelo zemali, igosa eliphendulayo linoxanduva lokuvavanya ukukwazi kwesebe ukuqhubeka njengenxalabo eqhubekayo; ukubhengeza, njengoko kufanelekile, imiba enxulumene nenxalabo eqhubekayo; nokusebenzisa isiseko senxalabo eqhubekayo yocwangcisolali ngaphandle kokuba isigqeba solawulo esifanelekileyo sinenjongo yokulibhangisa isebe okanye ukuyekisa ukusebenza, okanye akukho ndlela yimbi inokwenzeka ngaphandle kokwenza oko.

### **Uxanduva lomphicothizincwadi jikelele kuphicothozincwadi lweengxelo zemali**

11. Iinjongo zam kukufumana isiqinisekiso esifanelekileyo malunga nokuba ingaba iingxelo zemali xa zizonke azinaziphene, nokuba kungenxa yobuqhophololo okanye impazamo; nokukhupha ingxelo yomphicothizincwadi ebandakanya uluvo lwam. Isiqinisekiso esinengqiqo linqanaba eliphezulu loqinisekiso kodwa ayisosiqinisekiso sokuba uphicothozincwadi olwenziwe ngokungqinelana neelSA luza kusoloko lufumanisa impazamo yezinto eziphathekayo xa ikho. Iingxelo ezigwenxa zinokubela kubuqhophololo okanye kwiimpazamo kwaye zithathwa njengezinto eziphathekayo ukuba, ngabanye okanye xa zizonke, zinokulindeleka ngokufanelekileyo ukuba zibe nefuthe kwizigqibo zoqoqosho zabasebenzisi ezithatyathwe ngokusekelwe kwezi ngxelo zemali.
12. Ingcaciso eyongezelelekileyo yoxanduva lwam lomphicotho lweengxelo zemali ezibandakanywe kwisihlomelo sale ngxelo yomphicothizincwadi.

### **Ingxelo ngophicothozincwadi lweengxelo yomsebenzi wonyaka**

13. Ngokuhambelana noMthetho woPhicothozincwadi kaRhulumente wama25 wama2004 (PAA) nesaziso ngokubanzi esikhutshwe ngokwemigaqo yoko, kufuneka ndiphicothe kwaye ndinike ingxelo malunga nokuba luncedo nokuthembeka kwentsebenzo exeliweyo xa kuthelekiswa neenjongo ezimiselwe kwangaphambili zeenkqubo ezikhethiweyo ezithiwe thaca kwingxelo yomsebenzi wonyaka. IGosa eliphendulayo linoxanduva lokulungiselela ingxelo yokusebenza yonyaka.
14. Ndikhethe ezi nkqubo zilandelayo ezithiwe thaca kwingxelo yomsebenzi wonyaka ophela ngowama31 kweyoKwindla wama2023 ukuze ziphicothwe. Ndikhethe iinkqubo ezilinganisa ukusebenza kwesebe kwimisebenzi egunyazisiweyo ephambili nebalulekileyo kuzwelonke, kuluntu okanye kumdlawoluntu.

<b>Inkqubo</b>	<b>linombolo zamaphepha</b>	<b>Injongo</b>
Inkqubo yesi2: linkonzo zentlalontle	Ama49 ukuya kuma55	Ukubonelela ngeenkono ezihlangeneyo zophuhliso lwentlalontle yoluntu kwabo bahlelekileyo nababuthathaka ngentsebenziswano namahlakani nemibutho yoluntu.

Inkqubo	linombolo zamaphepha	Injongo
INkqubo yesi3: Abantwana neentsapho	Ama56 ukuya kuma64	Ukubonelela ngeenkonzoz eziphangaleleyo zononophelo nenkxaso kubantwana nosapho kuluntu ngentsebenziswano namahlakani nemibutho yoluntu.

15. Ndivavanye iinkcukacha zokwenziwa komsebenzi ezixeliweyo kwiinkqubo ezikhethiweyo ngokuchasene nemigaqo ephuhliswe kulawulo lokusebenza nesikhokelo sokunika ingxelo, njengoko kuchaziwe kwisaziso jikelele. Xa ingxelo yokusebenza yonyaka ilungiswa kusefeyenziswa ezi ndlela zokwenza, ibonelela ngeenkcukacha eziluncedo noezithembekileyo nokuqonda kubasebenzisi malunga nocwangciso lwesebe nonikezelo kwisigunyaziso nakwiinjongo zalo.

16. Ndenza iinkqubo zokuvavanya ukuba ngaba:

- izalathisi ezisetyenziselwa ucwangciso nokunika ingxelo ngomsebenzi zinokunxulunyaniswa ngokuthe ngqo kwisigunyaziso sesebe nempumelelo yeenjongo zalo ezicwangcisiweyo.
- izalathisi zichazwe kakuhle kwaye ziqinisekiswa ukuqinisekisa ukuba ziqondakala lula kwaye zisebenza ngokuqhubekayo kwaye ndinokuqinisekisa iindlela neenkqubo eziza kusefeyenziswa ukulinganisa impumelelo.
- ekujoliswe kunokunxulunyaniswa ngokuthe ngqo kwimpumelelo yezalathi kwaye zithe ngqo, zimiselwe ixesha kwaye ziyalinganiseka ukuqinisekisa ukuba kulula ukuyiqonda into ekufuneka inikezelwe kwaye nini, umgangatho ofunekayo wokwenziwa komsebenzi nendlela yokusebenza eza kuvavanywa.
- izalathisi nezinto ekujoliswe kuzo ekunikwe ingxelo ngazo kwingxelo yomsebenzi wonyaka ziyafana nezo bezibopheleleke kuzo kumaxwebhu ocvangciso aphunyeziweyo okanye ahlaziyiweyo.
- iinkcukacha zokusebenza ezichaziweyo zinikiwe kwingxelo yomsebenzi wonyaka ngendlela emiselweyo.
- kukho ubungqina obaneleyo bezinto eziphunyeziweyo ezixeliweyo nezizathu eziboneleleweyo kuko nakuphi na ukufezekiswa okungaphezulu/ngaphantsi koko bekujoliswe kuko.

17. Ndenze iinkqubo ngenjongo yokunika ingxelo ngezinto ezifunyenweyo kuphela kwaye hayi ukuvakalisa uluvo lwesiqinisekiso.

18. Khange ndibone naziphi na izinto ezifunyenweyo kwiinkcukacha zokusebenza ezixeliweyo zeenkqubo ezikhethiweyo.

### **Eminyane imiba**

19. Ndiqalelela ingqalelo kulo mba ungezantsi.

### **Ukufezekiswa kokujoliswe kuko okucwangcisiweyo**

20. INgxelo yentsebenzo yonyaka ibandakanya ulwazi malunga neempumelelo ezixeliweyo xa kuthelakiswa noko kujoliswe kuko okucwangcisiweyo kwaye inika neengcaciso malunga nezinto eziphunyeziweyo ngaphezulu/ngaphantsi.

### **INgxelo ngokuthotyelwa komthetho**

21. Ngokuhambelana nePAA nesaziso ngokubanzi esikhutshwe ngokwemigaqo yoko, kufuneka ndiphicothe kwaye ndinike ingxelo ngokuthotyelwa kwemithetho esebenzayo enxulumene nemicimbi yemali, ulawulo lwemali neminye imiba enxulumene noko. Igosa eliphendulayo linoxanduva lokuthobela umthetho wesebe.

22. Ndenze iinkqubo zokuvavanya ukuthotyelwa kwezidingo ezikhethiweyo kuwisomthetho oluphambili ngokuhambelana neziphumo zokuzibandakanya kwindlela yoMphicothizincwadi jikelele woMzantsi Afrika (AGSA). Olu thethathethwano

asilothethathethwano oluqinisekiso. Ngokufanelekileyo, andivezi luvo okanye isigqibo esiqinisekiso.

23. Ngenkqubo esekiweyo yeAGSA, ndiye ndakhetha iimfuno kumthetho ongundoqo wovavanyo lothotyelo olufanelekileyo kulawulo lwezemali nokusebenza kwesebe, ngokucacileyo ukuvumela umlinganiselo novavanyo olungaguqukiyo, ngeli lixa zineenkukacha ngokwaneleyo kwaye zifumaneka lula ukunika ingxelo ngendlela eqondakalayo. Izidingo ezikhethiweyo zomthetho zibandakanyiwe kwisihlomelo sale ngxelo yomphicothizincwadi.
24. Khange ndibone nakuphi na ukungathotyelwa kwezidingo zomthetho ezikhethiweyo.

### **Ezinye iinkcukacha kwingxelo yonyaka**

25. Igosa eliphendulayo linoxanduva lwezinye iinkcukacha ezibandakanyiweyo kwingxelo yonyaka. Ezinye iinkcukacha ekubhekiselwe kuzo azibandakanyi iingxelo zemali, ingxelo yomphicothizincwadi nezo nkqubo zikhethiweyo zithiwe thaca kwingxelo yomsebenzi wonyaka ekuye kwanikelwa ingxelo ngazo ngokukodwa kule ngxelo yomphicothizincwadi.
26. Uluvo lwam kwiingxelo zemali, ingxelo yophicothozincwadi lwengxelo yokusebenza yonyaka nengxelo yokuthotyelwa kwemithetho, azibandakanyi ezinye iinkcukacha eziqukiweyo kwingxelo yonyaka kwaye andiluvezi uluvo lophicothozincwadi okanye naluphi na uhlobo lwesiphelo sesiqinisekiso kuso.
27. Uxanduva lwam kukufunda ezi nkcukacha zizezinye kwaye, ngokwenza njalo, ndiqwalasele ukuba ngaba alungqinelani ngokwezinto eziphathekayo neengxelo zemali neenkqubo ezikhethiweyo ezithiwe thaca kwingxelo yomsebenzi wonyaka, okanye ulwazi lwam endilufumene kuphicothozincwadi, okanye ngenye indlela lubonakala luchanekile ngokwezinto eziphathekayo.
28. Ukuba, ngokusekelwe kumsebenzi endiwenzileyo, ndigqiba ekubeni kukho ukungahambi kakuhle kwezinto kwezinye iinkcukacha, kufuneka ndinike ingxelo ngaloo nto.
29. Andinanto ndinokunika ingxelo ngayo kulo mba.

### **Ukusilela kolawulo lwangaphakathi**

30. Ndilubone ulawulo lwangaphakathi lufanelekile kuphicothozincwadi lwam lweengxelo zemali, ingxelo yomsebenzi wonyaka nokuthotyelwa kwemithetho esebenzayo; nangona kunjalo, injongo yam yayingekokuvakalisa naluphi na uhlobo lwesiqinisekiso kuyo.
31. Khange ndibone nakuphi na ukusilela okunobaluleko kulawulo lwangaphakathi.

*Auditor-General*

EKapa

Ngowama31 kweyeKhala wama2023



AUDITOR - GENERAL  
SOUTH AFRICA

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## **IsiHlomelo kwingxelo yophicothozincwadi**

Isihlomelo sibandkanya oku kulandelayo:

- uxanduva lomphicothizincwadi jikelele kuphicothozincwadi.
- izidingo zomthetho ezikhethiweyo zovavanyo lokuthotyelwa.

## **Uxanduva lomphicothizincwadi jikelele kuphicothozincwadi**

### **Isigwebo sobuchwephesha nentandabuzo yeengcali**

Njengenxalenye yophicothozincwadi ngokungqinelana neeISA, ndisebenzisa isigwebo sobungcali kwaye ndikhusela intandabuzo kubungcali ngalo lonke ixesha lophicothozincwadi lwam lweengxelo zemali nemigaqonkqubo eyenziweyo kwiinkcukacha zokusebenza ezixeliweyo kwiinkqubo ezikhethiweyo nokuthotyelwa kwesebe nezidingoe ezikhethiweyo kumthetho ophambili.

### **Iingxelo zemali**

Ukongeza kuxanduva lwam lophicotho lweengxelo zemali njengoko kuchaziwe kule ngxelo yomphicothizincwadi, nam ndikwa:

- chonga ndize ndivavanye umngcipheko wokuchaneka kweengxelo zemali, nokuba kungenxa yobuqhophololo okanye impazamo; ndiyila kwaye ndenze iinkqubo zophicothozincwadi ezisabelayo kwezo ngozi; kwaye ndifumane ubungqina bophicothozincwadi olwaneleyo nobufanelekileyo ukunika isiseko soluvo lwam. Umngcipheko wokungabhaqwa kwengxelo eyimposiso evela kurhwaphilizo iphezulu kunaleyo ebangelwe yimpazamo, njengoko ubuqhophololo bunokubandakanya iqhinga, ubuqhophololo, ukushiya ngabom, ukumelwa kakubi okanye ukugqwethwa kolawulo lwangaphakathi.
- fumana ingqiqo yolawulo lwangaphakathi olufanelekileyo kuphicothozincwadi ukuze kuyilwe iinkqubo zophicothozincwadi olufanelekileyo kwiimeko, kodwa kungekhona ngenjongo yokuvakalisa uluvo malunga nokusebenza kolawulo lwangaphakathi lwesebe.
- vavanya ukufaneleka kwemigaqonkqubo yocwangcisolali esetyenziswayo nokufaneleka koqikelelo lobalomali nodizo olunxulumeneyo olwenziweyo.
- gqiba ngokufaneleka kokusetyenziswa kwesiseko senkxalabo eqhubekayo yobalomali kulungiselelo lweengxelo zemali. Ndikwaqakumbela, ngokusekelwe kubungqina bophicothozincwadi olufunyenweyo, ukuba ngaba kukho ukungaqiniseki okuphathekayo malunga neziganeko okanye iimeko ezinokuthi zenze intandabuzo enkulu ekukwazini kwesebe ukuqhubeka njengenkxalabo eqhubekayo. Ukuba ndigqiba ekubeni kukho ukungaqiniseki okubonakalayo, kufuneka nditsale ingqalelo kwingxelo yophicothozincwadi malunga nokudzwa okunxulumeneyo kwiingxelo zemali malunga nokungaqiniseki kwezinto okanye, ukuba oko kuxelwa akwanelanga, ndilungise uluvo lwam kwiingxelo zemali. Izigqibo zam zisekelwe kwiinkcukacha ezifumanekileyo kum ngomhla wale ngxelo yomphicothizincwadi. Nangona kunjalo, iziganeko zexesha elizayo okanye iimeko zinokubangela ukuba isebe liyeke ukusebenza njengenkxalabo eqhubekayo.
- vavanya inkcazontetho iyonke, ulwakhiwo nesiqulatho seengxelo zemali, kubandakanywa udizo, nokugqiba ukuba ingaba iingxelo zemali zimele iintengiselwano neziganeko ezisisiseko ngendlela ephunyezwa ngokufanelekileyo na.

## Unxibelelwano nabo bajongene nolawulo

Ndinxibelelana neGosa eliphendulayo malunga, phakathi kweminye imiba, imida ecetyiweyo nexesha lophicothozincwadi neziphumo ezibalulekileyo zophicothozincwadi, kubandakanywa nakuphi na ukusilela okubalulekileyo kulawulo lwangaphakathi endiluchongayo ngexesha lophicothozincwadi lwam.

Ndikwabonelela igosa eliphendulayo ngengxelo yokuba ndiye ndathobelana nezidingo ezisesikweni ezifanelekileyo malunga nokuzimela nokunxibelelana nabo bonke ubudlelwane neminye imiba ekusenokwenzeka ukuba kucingelwa ukuba inento yokwenza nokuzimela kwam kwaye, apho kufanelekileyo, amanyathelo athatyathiweyo ukuphelisa izoyikiso okanye izikhuselo ezisetyenziswayo.

## Ukuthobela umthetho – izidingo ezikhethiweyo zomthetho

Izidingo ezikhethiweyo zomthetho zezi zilandelayo:

Umthetho	Amacandelo okanye imimiselo
UMthetho woLawulo lweMali kaRhulumente (PFMA)woku1 we999	Icandelo loku1 Icandelo lama38(1)(a)(iv); 38(1)(b); 38(1)(c); 38(1)(c)(i); 38(1)(c)(ii); 38(1)(d); 38(1)(h)(iii) Icandelo lama39(1)(a); 39(2)(a) Icandelo lama40(1)(a); 40(1)(b); 40(1)(c)(i) Icandelo lama43(4); 44; 44(1) nelesi (2); 45(b)
IMimiselo kaNondyebo yamasebe, amaqumrhu arhwebayo, amaziko omgaqosiseko namaqumrhu karhulumente (TR)	IMimiselo kaNondyebo 4.1.1; 4.1.3 IMimiselo kaNondyebo 5.1.1; 5.2.1; 5.2.3(a); 5.3.1 IMimiselo kaNondyebo 6.3.1(a); 6.3.1(b); 6.3.1(c); 6.3.1(d); 6.4.1(b) IMimiselo kaNondyebo 7.2.1 IMimiselo kaNondyebo 8.1.1; 8.2.1; 8.2.2; 8.2.3; 8.4.1 IMimiselo kaNondyebo 9.1.1; 9.1.4 IMimiselo kaNondyebo 10.1.1(a); 10.1.2 IMimiselo kaNondyebo 11.4.1; 11.4.2; 11.5.1 IMimiselo kaNondyebo 12.5.1 IMimiselo kaNondyebo 15.10.1.2(c) IMimiselo kaNondyebo 16A3.1; 16A3.2; 16A3.2(a); 16A6.1;16A6.2(a), (b) & (e); 16A6.3(a); 16A6.3(a)(i);16A6.3(b); 16A6.3(c);16A6.3(d); 16A6.3(e); 16A6.4; 16A6.5; 16A6.6; 16A7.1; 16A.7.3; 16A.7.7; 16A8.2; 16A8.3; 16A8.3(d); 16A8.4; 16A9; 16A9.1; 16A9.1(b)(ii);16A9.1 (c); 16A9.1(d); 16A9.1(e); 16A9.2; 16A9.2(a)(ii) & (iii);16A9.1(f) IMimiselo kaNondyebo 17.1.1 IMimiselo kaNondyebo 18.2
UMthetho woKwahlulwa kweNgeniso wesi5 wama2022	Icandelo 12(5) Icandelo 16(1) Icandelo 16(3) Icandelo 16(3)(a)(i) Icandelo 16(3)(a)(ii) (bb)

<b>Umthetho</b>	<b>Amacandelo okanye imimiselo</b>
UmMiselo wenkonzo kaRhulumente	UmMiselo wenkonzo kaRhulumente 13(c);18; 18(1) nowesi (2); 25(1)(e)(i); 25(1)(e)(iii)
UMthetho woThintelo noKulwa iMisebenzi yoRhawaphilizo we12 wama2004 (PRECCA)	Icandelo lama29 necandelo lama34(1)
UMthetho weBhodi yoPhuhliso loShishino loKwakha wama38 wama2000 (CIDB)	Icandelo 18(1)
IMimiselo yeCIDB	UmMiselo weCIDB 17; 25(1); 25(5); 25(7A)
UMthetho weSakhelo soMgaqonkqubo wokuThengisa ngokuZithandela, wesi5 wama2000	Icandelo loku1 (i); 2.1 (a); 2.1 (b); 2.1 (f)
ImiMiselo yokuThengisa ngokuZithandela, yama2017	Umhlathi 4.1; 4.2 Umhlathi 5.1; 5.3; 5.6; 5.7 Umhlathi 6.1; 6.2; 6.3; 6.5; 6.6; 6.8 Umhlathi 7.1; 7.2; 7.3; 7.5; 7.6; 7.8 Umhlathi 8.2; 8.5 Umhlathi 9.1; 9.2 Umhlathi 10.1; 10.2 Umhlathi 11.1; 11.2 Umhlathi 12.1; 12.2
ImiMiselo yokuThengisa ngokuZithandela, yama2022	Umhlathi 3.1 Umhlathi 4.1; 4.2; 4.3; 4.4 Umhlathi 5.1; 5.2; 5.3; 5.4
UMthetho weArhente yobuChwepheshe beeNkcukacha zoMbuso wama88 we1998 (SITA)	Icandelo lesi7(3) Icandelo lesi7(6)(b) Icandelo lama20(1)(a)(I)
Imimiselo yeSITA	UmMiselo 8.1.1(b); 8.1.4; 8.1.7 UmMiselo 9.6; 9.4 UmMiselo 12.3 UmMiselo 13.1(a) UmMiselo 14.1; 14.2
Umyalelo wePFMA SCM onguNombolo 9 wama2022/2023	Umhlathi 3.1; 3.3(b); 3.3(c); 3.3(e); 3.6
Umyalelo kaNondyebo kaZwelonke onguNombolo1 wama2015/16	Umhlathi 3.1; 4.1; 4.2
Umyalelo weSCM kaNondyebo kaZwelonke weNqaku lesi3 wama2021/22	Umhlathi 4.1; 4.2(b); 4.3; 4.4(a)-(d); 4.6 Umhlathi 5.4 Umhlathi 7.2; 7.6



<b>Umthetho</b>	<b>Amacandelo okanye imimiselo</b>
Umyalelo weSCM kaNondyebo kaZwelonke ongu4A wama2016/17	Umhlathi 6
Umyalelo weSCM kaNondyebo kaZwelonke weNqaku lesi3 wama2019/20	Umhlathi 5.5.1(vi); 5.5.1(x)
Umyalelo weSCM kaNondyebo kaZwelonke weNqaku le11 wama2020/21	Umhlathi 3.1; 3.4(a); (b); 3.9; 6.1; 6.2; 6.7
Umyalelo weSCM kaNondyebo kaZwelonke wenqaku lesi2 wama2021/22	Umhlathi 3.2.1; 3.2.2; 3.2.4(a); (b); 3.3.1; 3.2.2 Umhlathi 4.1
Umyalelo wePFMA SCM wesi4 wama2022/23	Umhlathi 4(1); 4(2); 4(4)
Inqaku lokuziqhelanisa lesi5 lama2009/10	Umhlathi 3.3
Umyalelo wePFMA SCM wesi8 wama2022/23	Umhlathi 3.2 Umhlathi. 4.3.2; 4.3.3
UMthetho woKhuphiswano wama89 we1998	Icandelo 4(1)(b)(ii)
Umyalelo kaNondyebo kaZwelonke (NTI) wenqaku lesi4 wama2015/16	Umhlathi 3.4
Umyalelo kaNondyebo kaZwelonke wesi3 wama2019/20 - Isihlomelo A	Icandelo 5.5.1(iv); 5.5.1(x)
Isihlomelo sesibini seNTI sesi5 wama2020/21	Umhlathi 4.8; 4.9; 5.1; 5.3
Isiphosiso ekushicileleni seNTI yesi5 sama2020/21	Umhlathi 1 Umhlathi 2
Inqaku lokuziqhelisa lesi7 lama2009/10	Umhlathi 4.1.2
Inqaku lokuziqhelisa le11 lama2008/9	Umhlathi 3.1 Umhlathi 3.1(b)
Umyalelo kaNondyebo kaZwelonke wenqaku loku1 lama2021/22	Umhlathi 4.1
UMthetho weNkonzo yoLuntu we103 we 1994	Icandelo 30(1)

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOLWABIWOMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

**2. IiNgxelo zeMali zoNyaka**

Ulwabiwo ngokwenkqubo									
2022/23							2021/22		
Imali evotelweyo neentlawulo ezithe Ngqo	Uhlahlo lwabiwomali oluVunyiweyo	Ukutshintshwa kweMali	Inkqubo yotshintshelo	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Inkcitho ngokwe% yohlahlo lwabiwomali	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<b>Inkqubo</b>									
1. Ulawulo	244 225	-	(10 319)	233 906	230 708	3 198	98.6%	241 891	241 891
2. IiNkonzo zeNtlalontle	1 067 075	-	4 881	1 071 956	1 070 750	1 206	99.9%	1 058 331	1 050 492
3. Abantwana neeNtsapho	454 019	-	9	454 028	452 193	1 835	99.6%	866 207	853 658
4. IiNkonzo zoBuyiselo	482 737	-	5 429	488 166	486 106	2 060	99.6%	466 393	466 393
5. UPhuhliso noPhando	117 020	-	-	117 020	116 741	279	99.8%	93 209	93 209
<b>IYONKE</b>	<b>2 365 076</b>	<b>-</b>	<b>-</b>	<b>2 365 076</b>	<b>2 356 498</b>	<b>8 578</b>	<b>99.6%</b>	<b>2 726 031</b>	<b>2 705 643</b>
				2022/23				2021/22	
				Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho			Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho
				R'000	R'000			R'000	R'000
<b>IYONKE (evelisiweyo)</b>									
<b>Ungqinelaniso nengxelo yokusebenza kwemali</b>									
<b>YONGEZA</b>									
Iirisithi zesebe				726				773	
<b>Esona sixamali ngokwengxelo nganye yokusebenza kwemali (ingeniso iyonke)</b>				<b>2 365 802</b>				<b>2 726 804</b>	
<b>Esona sixamali sengxelo nganye sokusebenza kwemali (inkcitho iyonke)</b>					<b>2 356 498</b>				<b>2 705 643</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOLWABIWOMALI  
kunyaka opele ngowama31 kweyoKwindla wama2023**

Ulwabiwo ngokohlelo ngalunye loqoqosho									
2022/23								2021/22	
	Uhlahlo lwabiwomali oluVunyiweyo	Ukutshintshwa kweMali	Inkqubo yoTshintshelo	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Inkcitho ngokwe % yohlahlo lwabiwomali	Uhlahlo lwabiwomali lokuGqibela	Eyona nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<b>Udidi lwezoqoqosho</b>									
<b>lintlawulo zangoku</b>	<b>1 250 216</b>	<b>(22)</b>	<b>(1 266)</b>	<b>1 248 928</b>	<b>1 241 614</b>	<b>7 314</b>	<b>99.4%</b>	<b>1 226 933</b>	<b>1 225 384</b>
Imbuyekezo yabasebenzi	1 032 807	(333)	(601)	1 031 873	1 025 068	6 805	99.3%	1 004 460	1 004 460
limpahla neenkonzo	217 409	311	(665)	217 055	216 546	509	99.8%	222 473	220 924
<b>Udluliselo nezibonelelo</b>	<b>1 062 889</b>	<b>(21)</b>	<b>843</b>	<b>1 063 711</b>	<b>1 063 503</b>	<b>208</b>	<b>100.0%</b>	<b>1 445 233</b>	<b>1 432 684</b>
Iiarhente zesebe neekhawunti	3 024	152	-	3 176	3 118	58	98.2%	2 835	2 835
Amaziko angenzi nzuzo	1 036 128	(2 108)	233	1 034 253	1 034 103	150	100.0%	1 419 254	1 406 705
Amakhaya	23 737	1 935	610	26 282	26 282	-	100.0%	23 144	23 144
<b>lintlawulo zeeasethi ezinkulu</b>	<b>51 059</b>	<b>(32)</b>	<b>423</b>	<b>51 450</b>	<b>50 394</b>	<b>1 056</b>	<b>97.9%</b>	<b>53 383</b>	<b>47 093</b>
Izakiwo kunye nezinye izakiwo ezisisigxina	-	56	-	56	56	-	100.0%	153	153
Oomatshini nezixhobo	51 059	(88)	423	51 394	50 338	1 056	97.9%	53 230	46 940
<b>lintlawulo zeeasethi zemali</b>	<b>912</b>	<b>75</b>	<b>-</b>	<b>987</b>	<b>987</b>	<b>-</b>	<b>100.0%</b>	<b>482</b>	<b>482</b>
<b>Iyonke</b>	<b>2 365 076</b>	<b>-</b>	<b>-</b>	<b>2 365 076</b>	<b>2 356 498</b>	<b>8 578</b>	<b>99.6%</b>	<b>2 726 031</b>	<b>2 705 643</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOLWABIWOMALI**  
*kunyaka ophele ngowama31 kweyoKwindla wama2023*

<b>Inkqubo yoku1: Ulawulo</b>									
<b>2022/23</b>							<b>2021/22</b>		
	<b>Uhlahlo lwabiwomali okuVunyiweyo</b>	<b>Ukutshintshelwa kweMali</b>	<b>Inkqubo yotshintshelo</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>	<b>Unxaxho</b>	<b>Inkcitho ngokwe% yohlahlo lwabiwomali lokuGqibela</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Inkqutyana</b>									
1. I-Ofisi kaMEC	8 090	(406)	-	7 684	7 644	40	99.5%	7 430	7 430
2. IiNkonzo zoLawulo lweQumrhu	150 517	1 067	(8 080)	143 504	141 295	2 209	98.5%	142 641	142 641
3. ULawulo lwesSithili	85 618	(661)	(2 239)	82 718	81 769	949	98.9%	91 820	91 820
<b>Zizonke iinkqutyana</b>	<b>244 225</b>	<b>-</b>	<b>(10 319)</b>	<b>233 906</b>	<b>230 708</b>	<b>3 198</b>	<b>98.6%</b>	<b>241 891</b>	<b>241 891</b>
<b>Udidi lwezoqoqosho</b>									
<b>Iintlawulo zangoku</b>	<b>224 408</b>	<b>(513)</b>	<b>(8 723)</b>	<b>215 172</b>	<b>211 974</b>	<b>3 198</b>	<b>98.5%</b>	<b>218 624</b>	<b>218 624</b>
Ibuyekezo yabasebenzi	183 840	(96)	(2 239)	181 505	178 605	2 900	98.4%	179 604	179 604
Iimpashla neenkonzo	40 568	(417)	(6 484)	33 667	33 369	298	99.1%	39 020	39 020
<b>Udluliselo nezibonelelo</b>	<b>8 881</b>	<b>451</b>	<b>-</b>	<b>9 332</b>	<b>9 332</b>	<b>-</b>	<b>100.0%</b>	<b>7 277</b>	<b>7 277</b>
Iiarhente zesebe neekhawunti	2 998	2	-	3 000	3 000	-	100.0%	2 805	2 805
Amakhaya	5 883	449	-	6 332	6 332	-	100.0%	4 472	4 472

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOLWABIWOMALI**  
*kunyaka ophele ngowama31 kweyoKwindla wama2023*

<b>lintlawulo zeeasethi ezinkulu</b>	<b>10 024</b>	<b>(13)</b>	<b>(1 596)</b>	<b>8 415</b>	<b>8 415</b>	<b>-</b>	<b>100.0%</b>	<b>15 508</b>	<b>15 508</b>
Izakhiwo nezinye izakhiwo ezisisigxina	-	34	-	34	34	-	100.0%	-	-
Oomatshini nezixhobo	10 024	(47)	(1 596)	8 381	8 381	-	100.0%	15 508	15 508
<b>lintlawulo zeeasethi zemali</b>	<b>912</b>	<b>75</b>	<b>-</b>	<b>987</b>	<b>987</b>	<b>-</b>	<b>100.0%</b>	<b>482</b>	<b>482</b>
<b>Iyonke</b>	<b>244 225</b>	<b>-</b>	<b>(10 319)</b>	<b>233 906</b>	<b>230 708</b>	<b>3 198</b>	<b>98.6%</b>	<b>241 891</b>	<b>241 891</b>

<b>Inkqubo yesi2: IiNkonzo zeNtlalontle</b>									
<b>2022/23</b>							<b>2021/22</b>		
	<b>Uhlahlo lwabiwomali oluVunyiweyo</b>	<b>Ukutshintshelwa kweMali</b>	<b>Inkqubo yotshintshelo</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>	<b>Unxaxho</b>	<b>Inkcitho ngokwe% yohlahlo lwabiwomali lokugqibela</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Inkqutyana</b>									
1. Ulawulo neNkxaso	605 510	102	4 198	609 810	609 810	-	100.0%	580 287	580 287
2. IiNkonzo kuBantu aBadala	246 095	(180)	119	246 034	246 034	-	100.0%	259 544	259 544
3. SiiNkonzo kuBantu abaphila noKhubazeko	198 905	187	564	199 656	198 450	1 206	99.4%	204 743	198 453
4. UHlangulo loLuntu	16 565	(109)	-	16 456	16 456	-	100.0%	13 757	12 208
<b>Zizonke iinkqutyana</b>	<b>1 067 075</b>	<b>-</b>	<b>4 881</b>	<b>1 071 956</b>	<b>1 070 750</b>	<b>1 206</b>	<b>99.9%</b>	<b>1 058 331</b>	<b>1 050 492</b>
<b>Udidi lwezoqoqosho</b>									

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOLWABIWOMALI**  
**kunyaka ophele ngowama31 kweyoKwindla wama2023**

<b>linflawulo zangoku</b>	<b>636 515</b>	<b>(10)</b>	<b>2 563</b>	<b>639 068</b>	<b>639 068</b>	<b>-</b>	<b>100.0%</b>	<b>605 623</b>	<b>604 074</b>
Imbuyekezo yabasebenzi	545 404	-	1 638	547 042	547 042	-	100.0%	524 166	524 166
limpahla neenkonzozo	91 111	(10)	925	92 026	92 026	-	100.0%	81 457	79 908
<b>Udluliselo nezibonelelo</b>	<b>397 178</b>	<b>(68)</b>	<b>720</b>	<b>397 830</b>	<b>397 680</b>	<b>150</b>	<b>100.0%</b>	<b>422 936</b>	<b>422 936</b>
Iiarhente zesebe neekhawunti	4	(2)	-	2	2	-	100.0%	3	3
Amaziko angenzi nzuzo	392 728	(60)	119	392 787	392 637	150	100.0%	416 149	416 149
Amakhaya	4 446	(6)	601	5 041	5 041	-	100.0%	6 784	6 784
<b>linflawulo zeeasethi ezinkulu</b>	<b>33 382</b>	<b>78</b>	<b>1 598</b>	<b>35 058</b>	<b>34 002</b>	<b>1 056</b>	<b>97.0%</b>	<b>29 772</b>	<b>23 482</b>
Oomatshini nezixhobo	33 382	78	1 598	35 058	34 002	1 056	97.0%	29 772	23 482
<b>Iyonke</b>	<b>1 067 075</b>	<b>-</b>	<b>4 881</b>	<b>1 071 956</b>	<b>1 070 750</b>	<b>1 206</b>	<b>99.9%</b>	<b>1 058 331</b>	<b>1 050 492</b>

<b>Inkqubo yesi3: Abantwana neeNtsapho</b>									
<b>2022/23</b>							<b>2021/22</b>		
	<b>Uhlahlo lwabiwomali oluVunyiweyo</b>	<b>Ukutshintshelwa kweMali</b>	<b>Inkqubo yotshintshelo</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>	<b>Unxaxho</b>	<b>Inkcitho ngokwe% yohlahlo lwabiwomali lokugqibela</b>	<b>Uhlahlo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>
<b>Inkqutyana</b>									
1. Ulawulo neNkxaso	4 979	(165)	-	4 814	4 687	127	97.4%	4 533	4 533
2. Ukhathalelo neeNkonzo kwiiNtsapho	107 020	1 134	-	108 154	106 446	1 708	98.4%	106 385	106 385
3. Ukhathalelo noKhuselo lwaBantwana	210 842	1 389	9	212 240	212 240	-	100.0%	222 419	222 419
4. I-ECD noKhathalelo olungaGqibelelanga	19 520	(2 358)	-	17 162	17 162	-	100.0%	424 212	411 663
5. AmaZiko oKhathalelo lwaBantwana noLutsha	111 658	-	-	111 658	111 658	-	100.0%	108 658	108 658

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOLWABIWOMALI**  
*kunyaka ophele ngowama31 kweyoKwindla wama2023*

<b>Zizonke iinkqutyana</b>	<b>454 019</b>	-	<b>9</b>	<b>454 028</b>	<b>452 193</b>	<b>1 835</b>	<b>99.6%</b>	<b>866 207</b>	<b>853 658</b>
<b>Udidi lwezoqoqosho</b>									
<b>lintlawulo zangoku</b>	<b>23 482</b>	<b>(8)</b>	-	<b>23 474</b>	<b>21 639</b>	<b>1 835</b>	<b>92.2%</b>	<b>54 039</b>	<b>54 039</b>
Imbuyekezo yabasebenzi	22 694	-	-	22 694	20 859	1 835	91.9%	38 914	38 914
Iimpahla neenkonzozo	788	(8)	-	780	780	-	100.0%	15 125	15 125
<b>Udluliselo nezibonelelo</b>	<b>430 220</b>	<b>105</b>	<b>9</b>	<b>430 334</b>	<b>430 334</b>	-	<b>100.0%</b>	<b>811 787</b>	<b>799 238</b>
Amaziko angenzi nzuzo	418 215	(1 148)	-	417 067	417 067	-	100.0%	803 262	790 713
Amakhaya	12 005	1 253	9	13 267	13 267	-	100.0%	8 525	8 525
<b>lintlawulo zeeasethi ezinkulu</b>	<b>317</b>	<b>(97)</b>	-	<b>220</b>	<b>220</b>	-	<b>100.0%</b>	<b>381</b>	<b>381</b>
Oomatshini nezixhobo	317	(97)	-	220	220	-	100.0%	381	381
<b>Iyonke</b>	<b>454 019</b>	-	<b>9</b>	<b>454 028</b>	<b>452 193</b>	<b>1 835</b>	<b>99.6%</b>	<b>866 207</b>	<b>853 658</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOLWABIWOMALI  
kunyaka opele ngowama31 kweyoKwindla wama2023**

Inkqubo yesi4: IiNkonzo zoBuyiselo									
2022/23							2021/22		
	Uhlahlo lwabiwomali oluVunyiweyo	Ukutshintshelwa kweMali	Inkqubo yotshintshelo	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Inkcitho ngokwe% yohlahlo lwabiwomali lokugqibela	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<b>Inkqutyana</b>									
1. Ulawulo neNkxaso	5 954	(150)	162	5 966	5 966	-	100.0%	5 612	5 612
2. Uthintelo loLwaphulomthetho neNkxaso	297 735	3 541	4 038	305 314	305 314	-	100.0%	283 376	283 376
3. UkuXhotyiswa kwaMaxhoba	68 245	54	-	68 299	68 299	-	100.0%	66 495	66 495
4. Ukusetyenziswa Gwenxa kweZiyobisi, uThintelo noBuyiselo kwimeko yesiqhelo	110 803	(3 445)	1 229	108 587	106 527	2 060	98.1%	110 910	110 910
<b>Zizonke iinkqutyana</b>	<b>482 737</b>	<b>-</b>	<b>5 429</b>	<b>488 166</b>	<b>486 106</b>	<b>2 060</b>	<b>99.6%</b>	<b>466 393</b>	<b>466 393</b>
<b>Udidi lwezoqoqosho</b>									
<b>Iintlawulo zangoku</b>	<b>338 660</b>	<b>(237)</b>	<b>4 894</b>	<b>343 317</b>	<b>341 257</b>	<b>2 060</b>	<b>99.4%</b>	<b>316 827</b>	<b>316 827</b>
Ibuyekezo yabasebenzi	259 910	(237)	-	259 673	257 613	2 060	99.2%	242 877	242 877
Iimpahla neenkonzo	78 750	-	4 894	83 644	83 644	-	100.0%	73 950	73 950
<b>Udluliselo nezibonelelo</b>	<b>136 749</b>	<b>237</b>	<b>114</b>	<b>137 100</b>	<b>137 100</b>	<b>-</b>	<b>100.0%</b>	<b>142 052</b>	<b>142 052</b>
Iiarhente zesebe neekhawunti	22	(2)	-	20	20	-	100.0%	27	27
Amaziko angenzi nzuzo	135 324	-	114	135 438	135 438	-	100.0%	139 537	139 537
Amakhaya	1 403	239	-	1 642	1 642	-	100.0%	2 488	2 488
<b>Iintlawulo zeeasethi ezinkulu</b>	<b>7 328</b>	<b>-</b>	<b>421</b>	<b>7 749</b>	<b>7 749</b>	<b>-</b>	<b>100.0%</b>	<b>7 514</b>	<b>7 514</b>
Izakhiwo nezinye izakhiwo ezisisigxina	-	22	-	22	22	-	100.0%	153	153
Oomatshini nezixhobo	7 328	(22)	421	7 727	7 727	-	100.0%	7 361	7 361
<b>Iyonke</b>	<b>482 737</b>	<b>-</b>	<b>5 429</b>	<b>488 166</b>	<b>486 106</b>	<b>2 060</b>	<b>99.6%</b>	<b>466 393</b>	<b>466 393</b>



**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOLWABIWOMALI**  
**kunyaka opehle ngowama31 kweyoKwindla wama2023**

Inkqubo yesi5: UPuhliso noPhando									
2022/23							2021/22		
	Uhlahlo lwabiwomali oluVunyiweyo	Ukutshintshelwa kweMali	Inkqubo yotshintshelo	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Inkcitho ngokwe% yohlalo lwabiwomali lokugqibela	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
<b>Inkqutyana</b>									
1. Ulawulo neNkxaso	7 452	(142)	-	7 310	7 310	-	100.0%	6 891	6 891
2. Ukuxhotyiswa ngezakhono kweziko (ICB) nenkxaso yeeNPO	2 951	146	-	3 097	3 096	1	100.0%	2 270	2 270
3. UkuPheliswa kweNtlupheko noBomi obuZinzileyo	86 459	(29)	-	86 430	86 288	142	99.8%	62 094	62 094
4. UPuhliso loLutsha	16 928	79	-	17 007	16 919	88	99.5%	18 031	18 031
5. UkuKhuthazwa koMgaqonkqubo waBemi	3 230	(54)	-	3 176	3 128	48	98.5%	3 923	3 923
<b>Zizonke iinkqutyana</b>	<b>117 020</b>	<b>-</b>	<b>-</b>	<b>117 020</b>	<b>116 741</b>	<b>279</b>	<b>99.8%</b>	<b>93 209</b>	<b>93 209</b>
<b>Udidi lwezoqoqosho</b>									
<b>Iintlawulo zangoku</b>	<b>27 151</b>	<b>746</b>	<b>-</b>	<b>27 897</b>	<b>27 676</b>	<b>221</b>	<b>99.2%</b>	<b>31 820</b>	<b>31 820</b>
Imbuyekezo yabasebenzi	20 959	-	-	20 959	20 949	10	100.0%	18 899	18 899
Iimpahla neenkonzolo	6 192	746	-	6 938	6 727	211	97.0%	12 921	12 921
<b>Udluliselo nezibonelelo</b>	<b>89 861</b>	<b>(746)</b>	<b>-</b>	<b>89 115</b>	<b>89 057</b>	<b>58</b>	<b>99.9%</b>	<b>61 181</b>	<b>61 181</b>
Iiarhente zesebe neeakhawunti	-	154	-	154	96	58	62.3%	-	-
Amaziko angenzi nzuzo	89 861	(900)	-	88 961	88 961	-	100.0%	60 306	60 306
Amakhaya	-	-	-	-	-	-	-	875	875
<b>Iintlawulo zeeasethi ezinkulu</b>	<b>8</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>100.0%</b>	<b>208</b>	<b>208</b>
Oomatshini nezixhobo	8	-	-	8	8	-	100.0%	208	208
<b>Iyonke</b>	<b>117 020</b>	<b>-</b>	<b>-</b>	<b>117 020</b>	<b>116 741</b>	<b>279</b>	<b>99.8%</b>	<b>93 209</b>	<b>93 209</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWINGXELO YOLWABIWOMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

**1. linkcukacha zodluliselo nezibonelelo ngokoMthetho woLwabelo (emva kwenkqubo yoTshintshelo)**

linkcukacha zale ntengiselwano zinokujongwa kwinqaku elingoDluliselo neZibonelelo, neSihlomelo 1A - C seeNgxelo yeMali yoNyaka.

**2. linkcukacha zeemali ezivotelweyo nezabelwe ngokukodwa nokukhethekileyo (emva kwenkqubo yoTshintshelo)**

linkcukacha zale ntengiselwano zinokujongwa kwinqaku loLwabiwo loNyaka kwiiNgxelo zeMali zoNyaka.

**3. linkcukacha kwiintlawulo zeeasethi zemali**

linkcukacha zale ntengiselwano zinokujongwa kwinqaku leeNtlawulo zeeasethi zemali kwiiNgxelo zeMali zoNyaka.

**4. linkcazo zezinto ezinxahileyo kwiMali eVotelweyo (emva kwenkqubo yoTshintshelo):**

**4.1 Ngokwenkqubo nganye**

Inkqubo	Uhlalo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Unxaxho ngokwe% yoHlahlo lwabiwomali lokuGqibela
	R'000	R'000	R'000	%
Ulawulo	233 906	230 708	3 198	1.4%

*Ukuchitha ngaphantsi kwiMbuyekezo yabaSebenzi kungenxa yokuphuma kwabasebenzi. Ukuchitha ngaphantsi kwiiMpahla neeNkonzo kungenxa yokusetyenziswa kwamaqonga onxibelelwano nge-elektroniki.*

liNkonzo zeNtlalontle	1 071 956	1 070 750	1 206	0.1%
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*Inkcitho enganeno kudluliselo nakwizibonelelo kungenxa yokulibaziseka ekusebenzeni kwezithuthi ezikhethekileyo zabantu abaphila nokhubazeko. Inkcitho enganeno kwiiAsethi eziNkulu ibe ngenxa yokulibaziseka ekuhanjiseni kwezithuthi ezikhethekileyo ngenxa yokunyuka kweendleko zokuguqulwa. Isebe lifake isicelo sokudluliselwa kwemali engasetyenziswanga kuNondyebo wePhondo.*

Abantwana neeNtsapho	454 028	452 193	1 835	0.4%
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**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWINGXELO YOLWABIWOMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

*Ukuchitha ngaphantsi kwiMbuyekezo yabasebenzi kungenxa yokuphuma kwabasebenzi engqeshweni*

liNkonzo zoBuyiselo	488 166	486 106	2 060	0.4%
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*Ukuchitha ngaphantsi kwiMbuyekezo yabasebenzi kungenxa yokuphuma kwabasebenzi engqeshweni.*

UPhuhliso noPhando	117 020	116 741	279	0.2%
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*Ukuchitha ngaphantsi kwiiMpahla neeNkonzo kungenxa yokusetyenziswa kwamaqonga onxibelelwano nge-elektroniki. Inkcitho enganeno kuDluliselo neZibonelelo kungenxa yembuyekezo engekahlawulwa ngenxa yeentlawulo zomthetho wokonzakala nezifo kubasebenzi benkqubo eyandisiweyo yemisebenzi yoluntu. Isebe lifake isicelo sokudluliselwa kwemali engasetyenziswanga kuNondyebo wePhondo.*

#### 4.2 Udidi ngalunye lwezoqoqosho

Udidi lwezoqoqosho	Uhlahlo lwabiwomali lokuGqibela	Eyona Nkcitho	Unxaxho	Unxaxho ngokwe% yoHlahlo lwabiwomali lokuGqibela
	R'000	R'000	R'000	%
<b>lintlawulo zangokuj</b>				
Imbuyekezo yabasebenzi	1 031 873	1 025 068	6 805	0.7%
limpahla neenkonzo	217 055	216 546	509	0.2%
<b>Udluliselo nezibonelelo</b>				
liarhente zesebe neeakhawunti	3 176	3 118	58	1.8%
Amaziko anenzi nzuzo	1 034 253	1 034 103	150	0.0%
Amakhaya	26 282	26 282	-	0.0%
<b>lintlawulo zeeasethi ezinkulu</b>				
Izakhiwo nezinye izakhiwo ezisisigxina	56	56	-	0.0%
Oomatshini nezixhobo	51 394	50 338	1 056	2.1%
<b>lintlawulo zeeasethi zemali</b>	987	987	-	0.0%
<b>Iyonke</b>	<b>2 365 076</b>	<b>2 356 498</b>	<b>8 578</b>	<b>0.4%</b>

*Ukuchitha ngaphantsi kwiMbuyekezo yabaSebenzi (CoE) kungenxa yokushiya kwabasebenzi ingqesho. Imali engasetyenziswanga yeCoE iza kunikezelwa kuNondyebo wePhondo. Ukuchitha ngaphantsi kwiiMpahla neeNkonzo kungenxa yokusetyenziswa kwamaqonga onxibelelwano nge-elektroniki. Inkcitho enganeno kudluliselo nenkxaso kungenxa yokulibaziseka ekusebenzeni kwezithuthi ezikhethekileyo zabantu abaphila nokhubazeko nembuyekezo engekahlawulwa yoMthetho woMenzakalo neZifo (COIDA) kubasebenzi beNkqubo eyandisiweyo yeMisebenzi kaRhulumente (EPWP). Inkcitho enganeno kwiiAsethi eziNkulu ibe ngenxa yokulibaziseka ekuhanjiseni kwezithuthi ezikhethekileyo ngenxa yokwanda kweendleko zokuguqulwa.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWINGXELO YOLWABIWOMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

**4.3 Ngokwesibonelelo ngasinye soxhomekeko**

<b>Isibonelelo soxhomekeko</b>	<b>Uhlalo lwabiwomali lokuGqibela</b>	<b>Eyona Nkcitho</b>	<b>Unxaxho</b>	<b>Unxaxho ngokwepesenti yoHlahlo lwabiwomali lokuGqibela</b>
	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>
ISibonelelo seNkuthazo se-EPWP yeCandelo leNtlalo kumaPhondo	4 978	4 920	58	1.2%
<b>Iyonke</b>	<b>4 978</b>	<b>4 920</b>	<b>58</b>	<b>1.2%</b>

*Ukuchitha ngaphantsi kungenxa yeentlawulo ezingekahlawulwa zoMthetho weMbuyekezo yoMenzakalo neZifo (COIDA) zabasebenzi beNkqubo eyaNdisiweyo yeMisebenzi kaRhulumente (EPWP).*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOKUSEBENZA KWEMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

	<i>Inqaku</i>	2022/23 R'000	2021/22 R'000
<b>INGENISO</b>			
Ulwabiwo lonyaka	1	2 365 076	2 726 031
Ingeniso yesebe	2	726	773
<b>IYONKE INGENISO</b>		<b>2 365 802</b>	<b>2 726 804</b>
<b>INKCITHO</b>			
<b>Inkcitho yangoku</b>			
Imbuyekezo yabasebenzi	3	1 025 068	1 004 460
Iimpahla neenkonzelo	4	216 546	220 924
<b>Udluliselo nezibonelelo</b>			
Udluliselo nezibonelelo	6	1 063 503	1 432 684
<b>Inkcitho yeeasethi ezinkulu</b>			
Iiasethi eziphathekayo	7	50 394	47 093
<b>Iintlawulo zeeasethi zemali</b>			
	5	987	482
<b>INKCITHO IYONKE</b>		<b>2 356 498</b>	<b>2 705 643</b>
<b>INTSALELA YONYAKA</b>		<b>9 304</b>	<b>21 161</b>
<b>Ungqinisiso lweNtsalela eShiyekileyo yonyaka</b>			
Imali evotelweyo		8 578	20 388
Ulwabelo lonyaka		8 520	10 097
Izibonelelo zoxhomekeko		58	10 291
Ingeniso yesebe neerisithi zePRF	12	726	773
<b>INTSALELA YONYAKA</b>		<b>9 304</b>	<b>21 161</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOBUME BEZEMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>IIASETHI</b>			
<b>liasethi zangoku</b>		<b>11 256</b>	<b>23 307</b>
Imali eziinkozo nokulinganiswa nayo	8	5 160	15 174
lintlawulo ezenziwe kwangaphambili nentlawulo yaphambi kwexesha	9	558	2 467
Ezifunyenweyo	10	5 538	5 666
<b>liasethi ezingezizo ezangoku</b>		-	<b>7</b>
Ezifunyenweyo	10	-	7
<b>IIASETHI ZIZONKE</b>		<b>11 256</b>	<b>23 314</b>
<b>AMATYALA</b>			
<b>Amatyala angoku</b>		<b>9 347</b>	<b>21 171</b>
Imali evotelweyo eza kunikezelwa kwiNgxowamali yeNgeniso	11	8 578	20 388
Ingeniso yesebe neeRisithi zePRF eziza kunikezelwa kwiNgxowamali yeNgeniso	12	114	117
lintlawulo	13	655	666
<b>EWONKE AMATYALA</b>		<b>9 347</b>	<b>21 171</b>
<b>IIASETHI EZISHIYEKILEYO</b>		<b>1 909</b>	<b>2 143</b>
		<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>Imelwe ngu:</b>			
Ingeniso enokuhlawuleka		1 909	2 143
<b>IYONKE</b>		<b>1 909</b>	<b>2 143</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**INGXELO YOTSHINTSHO KWIIASETHI EZISELEYO**  
**kunyaka ophele ngowama31 kweyoKwindla wama2023**

	<i>Inqaku</i>	2022/23 R'000	2021/22 R'000
<b>IIASETHI EZISHIYEKILEYO</b>			
<b>Ingeniso enokuhlawuleka</b>			
Ibhalansi yokuvula		2 143	1 947
Udluliselo:		<b>(234)</b>	<b>196</b>
Isixamali esingenakuhlawuleka sicinyiwe	5.2	(325)	(45)
Amatyala ahlaziyiweyo		(66)	(310)
Amatyala afunyenweyo (okubandakanyiweyo kwingeniso yesebe)		(458)	(608)
Amatyala aphakanyiweyo		615	1 159
Ibhalansi yokuvala		<b>1 909</b>	<b>2 143</b>
<b>IYONKE</b>		<b>1 909</b>	<b>2 143</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
INGXELO YOHANJISO LWEMALI  
kunyaka ophele ngowama31 kweyoKwindla wama2023**

	<i>Inqaku</i>	2022/23 R'000	2021/22 R'000
<b>UKUHANJISWA KWEMALI EVELA KWIMISEBENZI EQHUTYWAYO</b>			
lirisithi		<b>2 367 060</b>	<b>2 727 996</b>
Imali zolwabiwo lonyaka ezifunyenweyo	1.1	2 365 076	2 726 031
Ingeniso yesebe efunyenweyo	2	1 710	1 938
Inzala efunyenweyo	2.2	274	27
Intsalela (yonyuso)/ukwehla kwimali eyinkunzi yokusebenza		2 026	1 833
Inikezelwe kwiNgxowamali yeNgeniso		(22 375)	(16 023)
lintlawulo zangoku		(1 241 614)	(1 225 384)
lintlawulo zeeasethi zemali		(987)	(482)
Udluliselo nezibonelelo ezihlawuliweyo		(1 063 503)	(1 432 684)
<b>Uhanjiso lwemali eyintsalela efumanekayo kwimisebenzi eqhubekayo</b>	<b>14</b>	<b>40 607</b>	<b>55 256</b>
<b>UHANJISO LWEMALI OLUVELA KWIMISEBENZI EQHUBEKAYO</b>			
lintlawulo zeeasethi ezinkulu	7	(50 394)	(47 093)
(Enyuswe)/yathotywa kwimali efunyenweyo engeyiyo eyangoku	10	7	16
<b>Uhanjiso lwemali eyintsalela efumanekayo kwimisebenzi yotalomali</b>		<b>(50 387)</b>	<b>(47 077)</b>
<b>UHANJISO LWEMALI OLUVELA KWIMISEBENZI YEZEMALI</b>			
Enyuswe/(yathotywa) kwiiasethi ezishiyekileyo		(234)	196
<b>Uhanjiso lwemali yentsalela kwimisebenzi yezemali</b>		<b>(234)</b>	<b>196</b>
Ukunyuswa/(ukwehliswa) kwentsalela kwimali ezinkozo nokulinganiswa nayo		(10 014)	8 375
Imali ezinkozo nokulinganiswa nayo ekuqaleni kwexesha		15 174	6 799
<b>Imali ezinkozo nokulinganiswa nayo ekupheleni kwexesha</b>	<b>8</b>	<b>5 160</b>	<b>15 174</b>



**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

<b>Isishwankathelo semigaqonkqubo ebalulekileyo yocwangcisolali</b>	
<p>lingxelo zemali zilungiswe ngokungqinelana nale migaqonkqubo ilandelayo, ethe yasetyenziswa ngokungaguququkiyo kuyo yonke imiba yezinto eziphathekayo, ngaphandle kokuba kuboniswe ngolunye uhlobo. Ulawulo lugqibe ekubeni iingxelo zemali zinike ngokufanelekileyo iinkcukacha ezisisiseko nezodidi lwesibini lwesebe.</p> <p>Indleko yeendleko eziyimbali kwisivumelwano isetyenzisiwe, ngaphandle kwalapho kuchazwe ngenye indlela. Abaphathi basebenzise iimvavanyo noqikelelo ekulungiseleleni iinkcazo zemali zonyaka. Ezi zisekelwe kwezona nkcukacha zibalaseleyo ezikhoyo ngexesha lokulungiselela.</p> <p>Apho kufanelekileyo kwaye kunentsingiselo, kuye kwabhengezwa iinkcukacha ezongezelelekileyo ukomeleza ukuba luncedo kweengxelo zemali nokuthobela izidingo ezisemthethweni zoMthetho woLawulo lweMali kaRhulumente (PFMA), uMthetho woku1 we1999 (njengoko uhlonyelwe nguMthetho wama29 we1999), iMimiselo kaNondyabo ekhutshwe ngokwePFMA noMthetho woLwahlulo lweNgeniso lonyaka.</p>	
<b>1.</b>	<p><b>Isiseko sokulungiselela</b></p> <p>lingxelo zemali zilungiswe ngokungqinelana neMigangatho yeMali eLungisiweyo.</p>
<b>2.</b>	<p><b>Inkxalabo eqhubekayo</b></p> <p>lingxelo zemali bezikwisiseko senkxalabo eqhubekayo.</p>
<b>3.</b>	<p><b>Ingcaciso ngemali</b></p> <p>Izixamali zinikezelwe ngokwemali yeRandi yaseMzantsi Afrika (R) ekwayimali esebenzayo yesebe.</p>
<b>4.</b>	<p><b>Ukusondeza</b></p> <p>Ngaphandle kokuba kuchazwe ngenye indlela amanani emali asondezwe kwelona nani likufutshane kwiwaka leeRandi (R'000).</p>
<b>5.</b>	<p><b>Ukuguqulelwa kwemali yangaphandle</b></p> <p>Ukungena kwemali evela kwintengiselwano yemali yangaphandle iguqulelwa kwiiRandi zaseMzantsi Afrika kusetyenziswa iqondo lotshintshiselwano olukhoyo ngomhla wentlawulo / werisithi.</p>
<b>6.</b>	<p><b>Iinkcukacha zokuthelekisa</b></p>
<b>6.1</b>	<p><b>Iinkcukachal zothelekiso lwexesha langaphambili</b></p> <p>Iinkcukacha ezithelekisekayo zexesha elingaphambili zibonakalisiwe kwiingxelo zemali zalo nyaka. Apho kukho imfuneko amanani abandakanyiweyo kwiingxelo zemali zexesha langaphambili aye ahlelwa ngokutsha ukuqinisekisa ukuba ifomathi yeenkcukacha ezinikezelwa ngayo iyangqinelana nefomathi yeengxelo zemali zalo nyaka.</p>
<b>6.2</b>	<p><b>Ukuthlekisa unyaka wangoku nohlahlo lwabiwomali</b></p> <p>Uthelekiso phakathi kohlahlo lwabiwomali oluvunyiweyo, lokugqibela neyona mali yenkqubo nganye nokuhlelwa koqoqosho kubandakanyiwe kwiingxelo yolwabiwomali.</p>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>7.</b>	<b>Ingeniso</b>
<b>7.1</b>	<p><b>Imali eyabelweyo</b></p> <p>Imali eyabiweyo iquka ulwabiwo lwesebe neentlawulo ezithe ngqo kwingxowamali yengeniso (okt., ulwabiwo olusemthethweni).</p> <p>Imali eyabiweyo iyanakanwa kwingxelo yokusetyenziswa kwemali ngomhla wolwabiwomali oluqala ngawo ukusebenza. Uhlengahlengiso olwenziwe ngokwenkqubo yohlengahlengiso lohlahlo lwabiwomali luyanakanwa kwingxelo yokusetyenziswa kwemali ngomhla wolungelelwano oluqala ngawo ukusebenza.</p> <p>Imali eyabiweyo ithelekiswa nezixamali ezifunyenweyo.</p> <p>Isixamali esishiyekileyo sayo nayiphi na iimali eyabiweyo efunekayo/ukusuka kwingxowamali yengeniso efanelekileyo ngomhla wokunika ingxelo ibonwa njengehlawuliweyo/efunyenweyo kwingxelo yesimo semali.</p>
<b>7.2</b>	<p><b>Ingeniso yesebe</b></p> <p>Ingeniso yeSebe iyanakanwa kwingxelo yokusetyenziswa kwemali xa ifunyenwe kwaye ihlawulwe emva koko kwingxowamali yengeniso efanelekileyo, ngaphandle kokuba kuchazwe ngenye indlela.</p> <p>Ingeniso yeSebe ibalwa ngokwemali efunyenweyo.</p> <p>Izipho zesisa ezifunyenweyo zirekhodwa kumanqaku eengxelo zemali ngomhla wokufunyanwa kwazo kwaye zilinganiselwa ngexabiso elifanelekileyo.</p> <p>Nasiphi na isixamali esityalwa kwingxowamali yengeniso efanelekileyo ngomhla wokunika ingxelo sichazwa njengemali ehlawulweyo kwingxelo yesimo semali.</p>
<b>7.3</b>	<p><b>Ingeniso yesebe eyongezelelweyo</b></p> <p>Imali eyongezweyo ngokubhekiselele kwingeniso yesebe (ngaphandle kwengeniso yerhafu) irekhodwa kumanqaku eengxelo zemali:</p> <ul style="list-style-type: none"> <li>• kusenokwenzeka ukuba izibonelelo zoqoqosho okanye inkonzo enokubakho enxulumene nentengiselwano iza kuphumela kwisebe; kwaye</li> <li>• isixamali sengeniso sinokulinganiswa ngokuthembekileyo.</li> </ul> <p>Ingeniso eyongezelelweyo ilinganiswa ngexabiso elifanelekileyo ngokuthathelwa ingqalelo oko kufunyenweyo.</p> <p>Ingeniso yerhafu eyongezweyo (nenzala enxulumene nayo kunye/ nezohlwayo) ilinganiswa kwizixamali esifunyenwe kwiirhente eziqokelelayo.</p> <p>Ukucinywa kwetyala kwenziwa ngokomgaqonkqubo wesebe wokucinywa kwamatyala.</p>
<b>8.</b>	<b>Inkcitho</b>
<b>8.1</b>	<b>Imbuyekezo yabasebenzi</b>
<b>8.1.1</b>	<b>Imivuzo nemirholo</b>
	Imivuzo nemirholo ziyakanwa kwingxelo yokusebenza kwemali ngomhla wentlawulo.
<b>8.1.2</b>	<b>Igalelo loluntu</b>
	Igalelo loluntu elenziwe lisebe ngokumalunga nabasebenzi abakhoyo abonakaliswe kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo.

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

	Igalelo loluntu elenziwe liSebe ngokusingise kwabo babefudula bengabasebenzi lihlelwa njengemali edluliselwe kumakhaya kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo.
<b>8.2</b>	<p><b>Enye inkcitho</b></p> <p>Enye inkcitho (efana neempahla neenkonzu, udluliselo nenkxasomali neentlawulo zeeasethi ezinkulu) ibonakaliswa kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo. Inkcitho ihlelwa njengeendleko ezinkulu ukuba yonke eqwalaselweyo ihlawulwe ingaphezulu komlinganiselo wemali eyinkunzi.</p> <p>Iminikelo eyenziwe ngohlobo oluthile irekhodwa kumanqaku eengxelo zemali ngomhla wokudluliselwa kwaye ithelekiswa nexabiso okanye ixabiso elifanelekileyo.</p>
<b>8.3</b>	<p><b>Imali eyongeziweyo nehlawuliweyo ayinakanwa</b></p> <p>Imali eyongezelekileyo nehlawuliweyo engaqatshelwanga irekhodwa kumanqaku eengxelo zemali ngokwexabiso okanye ixabiso elifanelekileyo ngomhla wokunika ingxelo.</p>
<b>8.4</b>	<b>Ukuqeshisa</b>
<b>8.4.1</b>	<p><b>Ingqeshiso eqhubekayo</b></p> <p>Iintlawulo zengqeshiso esebenzayo ezenziwe ngexesha lokunika ingxelo zibonakaliswa njengencitho yangoku kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo. Iintlawulo zengqeshiso ezisebenzayo ezifunyenweyo zibonakaliswa njengengeniso yesebe.</p> <p>Izibophelelo zengqeshiso yokusebenza zirekhodwa kumanqaku eengxelo zemali.</p>
<b>8.4.2</b>	<p><b>Imali yengqeshiso</b></p> <p>Iintlawulo zengqeshiso yemali ezenziwe ngexesha lokunika ingxelo zibonakaliswa njengencitho enkulu kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo. Iintlawulo zemali yengqeshiso ezifunyenweyo zamkelwa njengengeniso yesebe.</p> <p>Izibophelelo zengqeshiso yemali zirekhodwa kumanqaku eengxelo zemali kwaye azahlulwa phakathi kwemali eyinkunzi nenzala.</p> <p>Iiasethi zokuqeshisa ngemali ezifunyenwe ekupheleni kwexesha lokuqeshisa ziyarekhodwa kwaye zilinganiswe ngezantsi kwe:</p> <ul style="list-style-type: none"> <li>• ixabiso, lixabiso elifanelekileyo leasethi; okanye</li> <li>• Isixamali sobuncinane beentlawulo zengqeshiso ezenziweyo, kuquka naziphi na iintlawulo ezenziweyo ukufumana ubunini ekupheleni kwexesha lengqeshiso, ngaphandle kwenzala.</li> </ul>
<b>9.</b>	<b>Unikezelo ngoncedo</b>
<b>9.1</b>	<p><b>Uncedo lwemali lufunyenwe</b></p> <p>Uncedo olufunyenwe ngemali ezinkozo lubonakaliswa kwingxelo yokusetyenziswa kwemali xa lufunyenwe. Uncedo lwesisa lurekhodwa kumanqaku eengxelo zemali ngomhla efunyenwe ngawo kwaye lulinganiswa ngexabiso elifanelekileyo.</p> <p>Ingxowamali (CARA) iyanakanwa xa ifunyenwe ize ilinganiselwe kwisixamali esifunyenweyo.</p> <p>Uncedo lwemali olungakhange lusetyenziswe ngokwenjongo ecetyiweyo nayo nayiphi na imali engasetyenziswanga evela kuncedo ekufuneka ibuyiselwe kumnikeli ibonakaliswa njengemali ehlawulweyo kwingxelo yesimo semali.</p>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>9.2</b>	<p><b>Uncedo lwemali luhlawulwe</b></p> <p>Uncedo lwemali oluhlawulweyo lubonakaliswa kwingxelo yokusetyenziswa kwemali ngomhla wentlawulo. lintlawulo zoncedo ezenziwe phambi kokufunyanwa kwemali zibonakaliswa njengemali efunyenweyo kwingxelo yesimo semali.</p>
<b>10.</b>	<p><b>Imali ezinkozo nokulinganiswa nayo</b></p> <p>Imali ezinkozo nokulinganiswa nayo kuchaziwe ngeendleko kwiingxelo yesimo semali.</p> <p>Iiovodrafti zebhanki ziboniswa ngokwahlukeneyo kwingxelo yesimo semali njengetyala langoku.</p> <p>Ngenjongo yengxelo yokungena nokuphuma kwemali, imali eziinkozo nezinto ezilingana nemali ziquka imali esesandleni, idiphozithi ebanjiwe, olunye utyalomali lwexeshana elifutshane neeovodrafti zebhanki.</p>
<b>11.</b>	<p><b>lintlawulo ezihlawulwa phambi kwexesha nomvuzo obhatakwa phambi kwexesha</b></p> <p>lintlawulo ezenziwa phambi kwexesha nomvuzo obhatakwa phambi kwexesha ziyakanwa kwingxelo yesimo semali xa isebe liyifumana okanye liyikhupha imali.</p> <p>lintlawulo ezenziwa ngaphambi kwexesha nomvuzo obhatakwa ngaphambi kwexesha ziqale zilinganiswe ngokweendleko.</p> <p>Intlawulo eyenziwa ngaphambil kwexesha kuza kuchithwa xa iimpahla neenkonziso zifunyenwe ngokwesivumelwano esisayiniweyo neziko elingekho phantsi kukarhulumente. Intlawulo yangaphambili iza kuhlawulwa xa iimpahla okanye iinkonziso zifunyenwe ngokwesivumelwano esisayiniweyo neziko likarhulumente.</p>
<b>12.</b>	<p><b>Imalimboleko nokufunyenweyo</b></p> <p>Iimalimboleko ezifunyenweyo zibonakaliswa kwingxelo yesimo semali ngexabiso nenzala eyongeziweyo, apho kutsalwa inzala, imali engaphantsi esele ihlawulwe okanye icinyiwe. Ukucinywa kwetyala kwenziwa ngokomgaqonkqubo wesebe wokucinywa kwemali.</p>
<b>13.</b>	<p><b>Utyalomali</b></p> <p>Utyalomali lunakaniwe kwingxelo yesimo semali ngokweendleko.</p>
<b>14.</b>	<p><b>liasethi zemali</b></p>
<b>14.1</b>	<p><b>liasethi zemali` (ayikhankanywanga kwenye indawo)</b></p> <p>Iasethi eyimali yamkelwa ekuqaleni ngexabiso layo kunye neendleko zentengiselwano ezibalelwa ngokuthe ngqo ekufumaneni okanye ekukhutshweni kweasethi eyimali.</p> <p>Ngomhla wokunika ingxelo, isebe liya kulinganisa iiasethi zalo eziyimali ngeendleko, izixamali ezingaphantsi esele zihlawulwe okanye zicinyiwe, ngaphandle kweemalimboleko ezamkelweyo nezifunyenweyo, ezibalwa ngeendleko nenzala eyongeziweyo, apho kubizwa inzala, imali encinci esele ihlawulwe yagqitywa okanye icinyiwe.</p>
<b>14.2</b>	<p><b>Ukonakaliswa kweasethi zemali</b></p> <p>Apho kukho isalathisi sokuthotywa kweasethi eyimali, uqikelelo lokuthotywa kwexabiso eligciniweyo elirekhodiweyo, ukubonisa olona qikelelo lwexabiso leenzuzo zoqoqosho lwexesha elizayo olulindeleke ukuba lufunyenwe kuloo asethi, lurekhodwa kumanqaku eengxelo zemali.</p>
<b>15.</b>	<p><b>Iintlawulo</b></p> <p>lintlawulo zichaziwe kwingxelo yesimo semali zibonakaliswa ngexabiso.</p>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>16.</b>	<b>liasethi ezinkulu</b>
<b>16.1</b>	<p><b>liasethi ezinkulu ezingashenxiswayo</b></p> <p>liasethi ezingenakushenxiswa eziboniswe kwirejista yeeasethi zesebe zirekhodwa kumanqaku eengxelo yemali ngexabiso okanye ixabiso elifanelekileyo apho iindleko zingenakuqinisekiswa ngokuthembekileyo. liasethi ezingenakushenxiswa ezifunyenwe kwintengiselwano engeyiyo eyolwananiso zirekhodwa ngexabiso elifanelekileyo ngomhla ezifunyenwe ngawo. liasethi ezingashenxiswayo zigcinwa kwirejista yeeasethi ngexabiso kwaye okwangoku azikho phantsi kokuhla kwexabiso okanye ukonakala.</p> <p>Inkcitho elandelayo yesimo semali iyinxalenye yeendleko zeasethi ekhoyo xa ilungele ukusetyenziswa.</p> <p>linkcukacha ezongezelelweyo malunga neeasethi ezingashenxiswayo ezingaboniswa kwirejista yeeasethi inikwe kumanqaku kwiingxelo zemali.</p>
<b>16.2</b>	<p><b>liasethi ezinkulu ezishenxiswayo</b></p> <p>liasethi ezinkulu ezinokususwa zirekhodwa kumanqaku eengxelo zemali ngokwexabiso. liasethi ezinkulu ezinokususwa ezifunyenwe ngentengiselwano zithelekiswa nexabiso elifanelekileyo ngokomhla ezifunyenwe ngawo.</p> <p>Apho iindleko zeeasethi ezinkulu ezinokususwa zingenakuqinisekiswa ngokuthembekileyo, liasethi ezinkulu ezinokususwa zilinganiselwa ngexabiso elifanelekileyo nalapho ixabiso elifanelekileyo lingenakuqinisekiswa; liasethi ezinokushenxiswa zilinganiselwa kwiR1.</p> <p>Zonke liasethi ezifunyenwe phambi komhla woku1 kuTshazimpuzi wama2002 (okanye ngomhla osemva koko njengoko kuvunyiwe yiOAG) zinokurekhodwa kwiR1.</p> <p>liasethi ezinkulu ezinokushenxiswa zithwalwa ngokwexabiso kwaye azikho phantsi kwexabiso okanye ukonakala.</p> <p>Inkcitho elandelayo yemali eyinkunzi yenza inxalenye yeendleko zeasethi ekhoyo xa ilungele ukusetyenziswa.</p>
<b>16.3</b>	<p><b>liasethi ezinkulu ezingaphathekiyo</b></p> <p>liasethi ezingaphathekiyo zirekhodwa kumanqaku eengxelo zemali ngokwexabiso. liasethi ezingaphathekiyo ezifunyenwe ngokungeyontengiselwano zithelekiswa ngexabiso elifanelekileyo ngokomhla ezifunyenwe ngawo.</p> <p>liasethi ezingaphathekiyo eziveliswe ngaphakathi zirekhodwa kumanqaku eengxelo zemali xa isebe liqalisa isigaba sophuhliso lweprojekthi.</p> <p>Apho iindleko zeeasethi ezingaphathekiyo zingenakuqinisekiswa ngokuthembekileyo, liasethi ezinkulu ezingaphathekiyo zilinganiselwa ngexabiso elifanelekileyo nalapho ixabiso elifanelekileyo lingenakuqinisekiswa; liasethi ezingaphathekiyo zilinganiselwa kwiR1.</p> <p>Zonke liasethi ezifunyenwe phambi komhla woku1 kuTshazimpuzi wama2002 (okanye ngomhla osemva koko njengoko kuvunyiwe yiOAG) zinokurekhodwa ngeR1.</p> <p>liasethi ezingaphathekiyo emva koko zithwalwa ngexabiso kwaye azikho phantsi kwexabiso okanye ukonakala.</p> <p>Inkcitho elandelayo yesimo semali iyinxalenye yeendleko zeasethi ekhoyo xa ilungele ukusetyenziswa.</p>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>16.4</b>	<p><b>lindleko zeprojekthi: Umsebenzi osaqhubekayo</b></p> <p>Inkcitho yesimo semali ichazwa kuqala kwinkcazo yokusebenza kwemali ngexabiso xa ihlawulwe. Izixamali ezihlawulwe kwiiprojekthi ezinkulu zohlulwe kwimali evunyiweyo neqokelelwe kumsebenzi osaqhubekayo de iasethi esisiseko ilungele ukusetyenziswa. Nje ukuba ilungele ukusetyenziswa, iintlawulo zizonke eziqokelelweyo zirekhodwa kwirejista yeeasethi. Iintlawulo ezilandelayo zokugqibezela iprojekthi zongezwa kwiasethi eyinkunzi kwirejista yeeasethi. Apho isebe lingengomgcini weasethi yeprojekthi egqityiweyo, iasethi idluliselwa kumgcini emva kokuba igqityiwe.</p>
<b>17.</b>	<p><b>Izibonelelo nezinto ezinokuvela</b></p>
<b>17.1</b>	<p><b>Izibonelelo</b></p> <p>Izibonelelo zirekhodwa kumanqaku eengxelo zemali xa kukho isibophelelo esikhoyo somthetho okanye esakhayo sokuphulukana nenzuzo yoqoqosho ngenxa yeziganeko zexesha elidlulileyo kwaye kusenokwenzeka ukuba ukuphuma kwezibonelelo ezibandakanya inzuzo yoqoqosho okanye amandla enkonzo kuza kufuneka ukuba lungisa uxanduva noqikelelo oluthembekileyo lwesibophelelo lunokwenziwa. Isibonelelo silinganiswa njengolona qikelelo lwemali efunekayo ukulungisa isibophelelo esikhoyo ngomhla wokunika ingxelo.</p>
<b>17.2</b>	<p><b>Amatyala anokuvela</b></p> <p>Amatyala anokuvela arekhodwa kumanqaku eengxelo zemali xa kukho isibophelelo esinokubakho esivela kwizinto ezidlulileyo, kwaye ubukho bayo buza kuqinisekiswa kuphela ngokwenzeka okanye kungenzeki kwesiganeko esinye okanye ngaphezulu esingaqinisekanga sexesha elizayo esingekho phantsi kolawulo lwesebe okanye xa kukho isibophelelo esikhoyo esingathathelwa ngqalelo ngenxa yokuba akunakwenzeka ukuba ukuphuma kwezibonelelo kuza kufuneka ukhulawula isibophelelo okanye isixamali sesibophelelo asinakulinganiswa ngokuthembekileyo.</p>
<b>17.3</b>	<p><b>Iiasethi ezinokuvela</b></p> <p>Iiasethi ezinokubakho zirekhodwa kumanqaku eengxelo zemali xa iasethi enokwenzeka ivela kwizinto ezenzeke kwixesha elidlulileyo, kwaye ubukho bayo buza kuqinisekiswa ngokwenzeka okanye kungenzeki kwesiganeko esinye okanye ngaphezulu esingaqinisekanga sexesha elizayo esingekho phantsi kolawulo lwesebe.</p>
<b>17.4</b>	<p><b>Izibophelelo zemali eyinkunzi</b></p> <p>Izibophelelo zemali eyinkunzi zirekhodwa kwiindleko kumanqaku eengxelo zemali.</p>
<b>18.</b>	<p><b>Inkcitho engagunyaziswanga</b></p> <p>Inkcitho engagunyaziswanga ibalwa ngokwexabiso lenkcitho engagunyaziswanga eqinisekisiweyo.</p> <p>UInkcitho engagunyaziswanga ichaziwe kwingxelo yotshintsho kwiasethi eziyintsalela kude kufike elo xesha lokuba incitho ingaba:</p> <ul style="list-style-type: none"> <li>• ivunywe yiPalamente okanye yiNdlu yoWisomthetho yePhondo ngenkxasomali nemali enxulumene noko ifunyenwe; okanye</li> <li>• ivunywe yiPalamente okanye yiNdlu yoWisomthetho yePhondo ngaphandle kwenkxasomali kwaye icinyiwe ngokuchasene nolwabiwo olukwingxelo yokusebenza kwemali; okanye</li> <li>• udluliselo kwiintlawulo zobuyiselo</li> </ul> <p>Inkcitho engagunyaziswanga ebhalwe kumanqaku eengxelo zemali equka</p> <ul style="list-style-type: none"> <li>• incitho engagunyaziswanga ebe iphantsi kovavanyo kunyakamali odlulileyo;</li> <li>• incitho ephathelele kunyakamali odlulileyo nechongwe kulo nyakamali; kunye</li> <li>• Nokungagunyaziswanga okwenzeke kulo nyaka umiyo.</li> </ul>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>19.</b>	<p><b>Inkcitho engenanzuzo neyilahleko</b></p> <p>Inkcitho engenanzuzo neyilahleko efunyenweyo ibonakaliswa kwingxelo yesimo semali xa ifumaneka. Okufunyenweyo kuthelakiswa nemali ekulindeleke ukuba ifunyanwe kwaye ayichazwa xa ihlawulwe okanye icinyiwe njengengenakuhlawuleka.</p> <p>Inkcitho engenanzuzo neyilahleko irekhodwa kumanqaku eengxelo zemali xa nangokwesixamali eqinisekisiweyo nesibandakanya i.</p> <ul style="list-style-type: none"> <li>• nkcitho engenzuzo neyilahleko ebe iphantsi kovavanyo kunyakamali odlulileyo;</li> <li>• nkcitho engenanzuzo neyilahleko ephathelele kunyakamali odlulileyo nochongwe kunyaka omiyo; kunye</li> <li>• Nenkitho engenanzuzo neyilahleko kulo nyaka umiyo.</li> </ul>
<b>20.</b>	<p><b>Inkcitho engafanelekanga</b></p> <p>Ilahleko evela kwinkcitho engaqhelekanga ibonakaliswa njengemali efunyenweyo kwingxelo yobume bemali xa ifumaneka. Okufunyenweyo kuthelakiswa nemali ekulindeleke ukuba ifunyanwe kwaye ayichazwa xa ihlawulwe okanye icinyiwe njengengenakuhlawuleka.</p> <p>Inkcitho engafanelekanga irekhodwa kumanqaku eengxelo zemali xa naxa izixamali ziqinisekisiweyo kwaye ziquka i:</p> <ul style="list-style-type: none"> <li>• inkcitho engafanelekanga ebe iphantsi kovavanyo kunyakamali odlulileyo;</li> <li>• inkcitho engafanelekanga ephathelele kunyakamali odlulileyo nochongwe kulo nyaka; kunye</li> <li>• nenkcitho engafanelekanga eyenzeke kulo nyaka umiyo.</li> </ul>
<b>21.</b>	<p><b>Utshintsho kuqikelelo localulomali neempazamo</b></p> <p>Utshintsho kuqikelelo lobalo lusetyenziswa ngokulindelekileyo ngokuhambelana nezidingo zeMCS.</p> <p>Ukulungiswa kweempazamo kusetyenziswa ngokubuyela emva kwixesha apho impazamo yenzekile ngokuhambelana neemfuno zeMCS, ngaphandle nje kokuba kungenakwenzeka ukumisela iziphumo zexesha elithile okanye isiphumo esongezelekayo sempazamo. Kwiimeko ezinjalo isebe liya kuphinda lichaze ibhalansi yokuvula yeeasethi, amatyala neeasethi ezishiyekileyo ngelona xesha lingaphambi kokuba inkcazelo ebuyela umva iyenzeka.</p>
<b>22.</b>	<p><b>Iziganeko emva kokunikwa kwengxelo</b></p> <p>Iziganeko ezisemva komhla wokunika ingxelo ezihlelwe njengeziganeko zohlengahlengiso zichazwe kwiingxelo zemali. Iziganeko ezisemva komhla wokunika ingxelo ezihlelwe njengeziganeko ezingalungelelaniswanga emva komhla wokunikwa kwengxelo ziye zachazwa kumanqaku eengxelo zemali.</p>
<b>23.</b>	<p><b>Utyeshelo lomqathango okuzimfuneko zeMCS</b></p> <p>ISebe alikhange lihambe ngokweemfuno zeMCS.</p>
<b>24.</b>	<p><b>Uvimba weeasethi ezinkulu</b></p> <p>Uvimba weeasethi ezinkulu uquka iiasethi zemali kunye/okanye amatyala asuka kwixesha langaphambili lengxelo, kodwa abonakaliswa kwingxelo yesimo semali okokuqala kwixesha lokunika ingxelo. Izixamali ziqwalaselwa koovimba beeasethi ezinkulu xa ichongiwe kwixesha langoku kwaye idluliselwa kwiNgxowamali yeNgeniso yePhondo xa iasethi ephantsi ichithwa, nemali ephathelele noko ifunyenwe.</p>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

<b>25.</b>	<p><b>Ingeniso enokubuyiswa</b></p> <p>Izixamali zibonwa njengengeniso enokubuyiswa xa intlawulo eyenziwe kunyakamali odlulileyo ifunyanwa kumntu onetyala kulo nyakamali. Izixamali zikhutshelwa kwiNgxowamali yeNgeniso yePhondo xa zifunyanwa okanye zidluliselwe kwingxelo yokusetyenziswa kwemali xa icinyiwe.</p>
<b>26.</b>	<p><b>Iintengiselwano zehlakani eliyeleleneyo</b></p> <p>Iintengiselwano zehlakani eliyeleleneyo kwipotfoliyo yoMphathiswa/yeMEC zirekhodwa kumanqaku eengxelo zemali xa intengiselwano unenakukwazi ukuyiphepha.</p> <p>Imbuyekezo ephelleleyo yabasebenzi abaphambili bolawulo irekhodwa kumanqaku eengxelo zemali.</p>
<b>27.</b>	<p><b>Uluhlu lwempahla</b></p> <p>Ngomhla wokufunyanwa kwezinto, uluhlu lwempahla lubonakaliswa ngexabiso kwingxelo yokusetyenziswa kwemali.</p> <p>Apho uluhlu lwempahla lufunyenwe njengenxalenye yentengiselwano engeyiyo eyolwananiso, uluhlu lwempahla lulinganiswa ngexabiso elifanelekileyo ngokomhla wokufunyanwa kwalo.</p> <p>Uluhlu lwempahla lulinganiswa emva koko ngexabiso eliphantsi nentsalela yexabiso elifikelelekayo okanye apho kujongwe khona ukusasazwa (okanye okusetyenziswe kwimveliso yeempahla ukuze zisasazwe) ngexabiso okanye ngentlawulo eqhelekileyo, ixabiso eliphantsi nexabiso lokubuyisela langoku.</p> <p>Iindleko zoluhlu lweempahla zabelwa ngokusebenzisa isiseko seendleko ezilinganiselweyo.</p>
<b>28.</b>	<p><b>UbuHlakani phakathi kukaRhulumente namaShishini abucala</b></p> <p>UbuHlakani phakathi kukaRhulumente namaShishini abucala bunikwa ingxelo ngokusekwe kubume okanye uhlobo lwentsebenziswano. Intengiselwano ibalwa ngokungqinelana nemigaqonkqubo yocwangcिसomali efanelekileyo.</p> <p>Isishwankathelo semigaqo ebalulekileyo yesivumelwano sePPP, amahlakani kwisivumelwano, nomhla wokuqalisa kwaso nenkcazo kwanohlobo lwemirhumo yemvumelwano efunyenweyo, imirhumo ehlangeneyo ehlawulweyo, amalungelo nezibophelelo zesebe zirekhodwa kumanqaku kwiingxelo zemali.</p>
<b>29.</b>	<p><b>Izibonelelo kubasebenzi</b></p> <p>Ixabiso lodidi ngalunye olukhulu lwesinyanzelo sesibonelelo somsebenzi (imali ezongeziweyo, iintlawulo ezingachazwanga nezibonelelo) zibhalwe kwinqaku lenzuzo yoMsebenzi.</p> <p>Imali eyongezelelekileyo nehlawulwayo enganakanwanga kwiintlawulo zabasebenzi zithelekiswa nexabiso okanye ixabiso elifanelekileyo ngomhla wokunika ingxelo.</p> <p>Ulungiselelo lwezibonelelo zabasebenzi lulinganiswa njengolona qikelelo lwemali efunekayo ukuhlawula isibophelelo esikhoyo ngomhla wokunika ingxelo.</p>
<b>30.</b>	<p><b>Udluliselo lwemisebenzi</b></p> <p>Udluliselo lwemisebenzi luxelwa ngulowo uzuzayo ngokuqaphela okanye ukurekhoda iiasethi ezifunyenweyo namatyala acingelwayo ngezixamali zawo zokuphatha ngomhla wokudluliselwa.</p> <p>Udluliselo lwemisebenzi luxelwa ngumdluliseli ngokungazinaki okanye ukususa iiasethi namatyala kwizixamali zabo ezithweleyo ngomhla wokudluliselwa.</p>



**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**1. ULwabiwo loNyaka**

**1.1. Ulwabiwo loNyaka**

Okuqukiweyo yimali eyabiwe ngokwemigaqo yoMthetho woLungelelwaniso (noMthetho woLungelelwaniso loLwabiwo) weSebe:

	2022/23			2021/22		
	Uhlalo lwabiwomali lokuGqibela R'000	Eyona Ngxowamali iFunyenweyo R'000	Ingxowamali ayicelwanga / ayifunyenwanga R'000	Uhlalo lwabiwomali lokuGqibela R'000	Ulwabiwo oluFunyenweyo R'000	Ingxowamali ayicelwanga / ayifunyenwanga R'000
Ulawulo	233 906	233 906	-	241 891	241 891	-
liNkonzo zeNtlalontle	1 071 956	1 071 956	-	1 058 331	1 058 331	-
Abantwana neeNtsapho	454 028	454 028	-	866 207	866 207	-
liNkonzo zoBuyiselo	488 166	488 166	-	466 393	466 393	-
UPhuhliso noPhando	117 020	117 020	-	93 209	93 209	-
<b>Iyonke</b>	<b>2 365 076</b>	<b>2 365 076</b>	<b>-</b>	<b>2 726 031</b>	<b>2 726 031</b>	<b>-</b>

**1.2. Izibonelelo zoXhomekeko**

	<i>Inqaku</i>	2022/23 R'000	2021/22 R'000
Zizonke izibonelelo zoxhomekeko ezifunyenweyo	29	4 978	126 789
Izibonelelo zikaZwelonke zibandakanyiwe kwizibonelelo zizonke ezifunyenweyo		4 978	126 789

*Isibonelelo soxhomekeko sikaZwelonke: ISibonelelo seNkuthazo se-EPWP yeCandelo leNtlalo kumaPhondo*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**2. Ingeniso yesebe**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ukuthengiswa kwempahla neenkonzon gaphandle kweeasethi ezinkulu	2.1	895	814
Inzala, izabelo nerenti yomhlaba	2.2	274	27
lintengiselwano kwiiasethi zemali namatyala	2.3	815	1 124
<b>Iyonke ingeniso eqokelelweyo</b>		<b>1 984</b>	<b>1 965</b>
Ngaphantsi: Ingeniso yalo ibandakanyiwe kulwabiwo	12	(1 258)	(1 192)
<b>Iyonke</b>		<b>726</b>	<b>773</b>

**2.1. Ukuthengiswa kwempahla neenkonzon gaphandle kweeasethi ezinkulu**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ukuthengiswa kwempahla neenkonzon eziveliswe lisebe		895	814
Iintengiso ngokusekwa kwemarike		57	58
Enye intengiso		838	756
<b>Iyonke</b>	2	<b>895</b>	<b>814</b>

*Iintengiso ngokusekwa kwemarike ziquka irenti yeendawo zokuhlala neentlawulo zokupaka. Ezinye iintengiso zinxulumene ikakhulu nekhomishini yeinshorensi nokutsalwa kweganishi, imirhumo yezothutho neefotokopi.*

**2.2. Inzala, izabelo nerenti yomhlaba**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Inzala		274	27
<b>Iyonke</b>	2	<b>274</b>	<b>27</b>

*Inzala enxulumene neNzala kwiiakhawunti zamatyala ahlawuliweyo.*

**2.3. Iintengiselwano kwiiasethi zemali namatyala**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ezinye iirisithi kubandakanywa iNgeniso eBuyiselweyo		815	1 124
<b>Iyonke</b>	2	<b>815</b>	<b>1 124</b>

*Ezinye iirisithi eziquka iNgeniso eBuyiselweyo ikakhulu zinxulumene neminyaka yangaphambili yetyala elifunyenweyo okanye elicinyiweyo.*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**2.4. Udluliselo olufunyenweyo**

**2.4.1. Iminikelo efunyenwe ngesisa**

	<i>Inqaku</i>	<b>2022/23</b>	<b>2021/22</b>
		<b>R'000</b>	<b>R'000</b>
Impahla neeNkonzo		394	73
liAsethi eziNkulu		21	56
<b>Iyonke</b>		<b>415</b>	<b>129</b>

*Jonga kwisiHlomelo 1D ngeenkukacha zemnikelo.*

**3. Imbuyekezo yabasebenzi**

**3.1. Uhlalutyo lwebhalansi**

	<i>Inqaku</i>	<b>2022/23</b>	<b>2021/22</b>
		<b>R'000</b>	<b>R'000</b>
Umvuzo osisissekos		686 813	679 151
Ibhaso lomsebenzi		244	77
Okusekelwe kwiinkonzo		623	1 342
Imbuyekezo/imeko		31 955	24 919
Ezinye izibonelelo ezingatsalelwa mhlalaphantsi		151 096	151 324
<b>Iyonke</b>		<b>870 731</b>	<b>856 813</b>

*Ukunyuka komvuzo osisisseko kungenxa yohlehlengiso lweendleko zokuphila. Ukuhla kokusekelwe kwinkonzo kubangelwe kukuncitshiswa kwamawonga enkonzo ende. Ukunyuka kwamabhaso omsebenzi kungenxa yentlawulo eya kubasebenzi ngokufumana iziqinisekiso ezongezelelweyo. Ukuhla kwezinye izibonelelo ezingatsalelwayo mhlalaphantsi kubangelwe kukuhla kwamanani abasebenzi.*

**3.2. Igalelo loluntu**

<b>Igalelo lomqeshi</b>	<i>Inqaku</i>	<b>2022/23</b>	<b>2021/22</b>
		<b>R'000</b>	<b>R'000</b>
Umhlalaphantsi		84 732	83 431
Ezonyango		69 411	64 019
Ibhunga leengoxo		194	197
<b>Iyonke</b>		<b>154 337</b>	<b>147 647</b>
<b>Iyonke imbuyekezo yabasebenzi</b>		<b>1 025 068</b>	<b>1 004 460</b>
Umyinge wenani labasebenzi		<b>2 510</b>	<b>2 552</b>

*Ukwehla kubangelwe kukushiya kwabasebenzi ingqesho.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophele kowama31 kweyoKwindla wama2023**

**4. Impahla neenkonz**

	Inqaku	2022/23 R'000	2021/22 R'000
Imirhumo yolawulalo		675	521
Upapasho		1 666	2 332
Iiasethi ezincinci	4.1	3 801	4 064
Iibhasari (abasebenzi)		650	2 139
Ubonelelo lokutya		813	434
Unxibelelwano		3 616	4 385
Iinkonzo zekhompyutha	4.2	2 523	2 758
Abacebisi: Iinkonzo zoshishino neengcebiso		2 582	781
Iziseko ezingundoqo neenkonz zocwangciso		-	10 908
Iinkonzo zomthetho		754	676
Oonokhontrakha		2 901	2 853
I-arhente nenkxaso/iinkonzo zangaphandle		35 205	42 605
Ezolonwabo		17	10
Iindleko zophicothozincwadi – Iwangaphandle	4.3	5 023	6 808
Iinkonzo zemithwalo		26 291	23 381
Uluhlu lwempahla	4.4	11 278	8 058
Okusebenzisekayo	4.5	19 186	15 617
Iingqeshiso eqhubekayo		2 828	2 751
Iintlawulo zepropati	4.6	86 290	81 376
Ukurenta nokuqesha/shisa		13	8
Uhambo nemali yokuphila	4.7	4 869	4 213
Iindawo zokudibana namaziko		107	399
Uqeqesho nophuhliso		1 069	339
Enye inkcitho yokusebenza	4.8	4 389	3 508
<b>Iyonke</b>		<b>216 546</b>	<b>220 924</b>

*Ukunyuswa kwemirhumo yolawulo kungenxa yentlawulo eya kumabhunga olawulo kwiinkqubo zezemidlalo kumaziko nokuhlululwa kwemirhumo yearhente yohambo. Ukunciphisa kwentengiso ngenxa yeentengiso eziphantsi ezisemthethweni. Ukunciphisa kwempahla yexabiso kubangelwe ziiasethi ezincinci ezithengelwe iinkqubo kumaziko. Ukwehla kweebhasari kungenxa yokucuthwa kweebhasari ezinikwe abasebenzi ngowama2022/23. Ukonyuka kokutya kubangelwe yinkxasomali yeeprojekthi ezongezelelweyo zentlalontle. Unxibelelwano lwehlile ngenxa yokufakelwa kweVoice over Internet Protocol kwiiNgingqi nokunqunyanyiswa kwentlawulo yedatha kubasebenzi. Abacebisi: Iinkonzo zoShishino neeNgcebiso zandiswe ngokufanelekileyo ukulungiswa nophuhliso lwenkqubo yoMbutho ongajonganga nzuzo. Iziseko zophuhliso neenkonz zocwangciso ziyinxalenye yotshintsho lomsebenzi woPhuhliso lwaBantwana aBasaqalayo ukuya kwiVoti 5: iSebe leMfundo leNtshona Koloni. Ukuhla kweArhente nenkxaso/iinkonzo zezibonelelo kungenxa yoPhuhliso lwaBantwana aBasaqalayo lutshintshelwe kwiVoti 5: iSebe leMfundo leNtshona Koloni nokucuthwa kwabasebenzi beNkqubo eYandisiweyo yeMisebenzi kaRhulumente. Ukuhla kwimirhumo yophicothozincwadi kungenxa yetyala elingekafunyanwa liSebe. Ukonyuka kweNkonzo zeMithwalo ngenxa yokunyuka kwamaxabiso ohambo nokuphila. Ukonyuka koluhlu lweempahla kungenxa yokuthengwa kwemiqamelo yabasetyhini eyongezelelweyo yococeko. Ukonyuka kwezinto eziSetyenzwayo ngenxa yokunyuka kweendleko zamafutha ngenxa yokucinywa komthwalo. Ukonyuka kweNtlawulo zePropati ngenxa yokunyuka kwamaxabiso okungaphezulu. Ukwanda kokuhamba kunye nokutya kungenxa yoxinzelelo lwenkonzo. Ukunciphisa kwendawo nezibonelelo kungenxa yokusetyenziswa kwamaqonga e-elektroniki onxibelelwano. Ukwanda koqeqesho nophuhliso kungenxa yongenelelo oluthe kratya loqeqesho lwangaphakathi. Ukonyuka kwenye inkcitho yokusebenza kungenxa yokuthengwa kweeflegi noshicilelo olunxulumene nephulo.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophele kowama31 kweyoKwindla wama2023**

**4.1. Iiasethi ezincinci**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>Iiasethi ezinkulu eziphathekayo</b>		3 801	4 064
Oomatshini nezixhobo		3 801	4 064
<b>Iyonke</b>	4	<b>3 801</b>	<b>4 064</b>

*Ii-asethi ezincinci ezithengelwe iinkqubo kumaziko.*

**4.2. Iinkonzo zekhompyutha**

	<i>Note</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Iinkonzo zekhompyutha zeSITA		1 467	1 368
Ababoneleli zinkonzo bekhompyutha bangaphandle		1 056	1 390
<b>Iyonke</b>	4	<b>2 523</b>	<b>2 758</b>

*I-Arhente yoBuchwepheshe beeNkcukacha zoMbuso (SITA) ibonelela ngeenkonzo zobuchwepheshe beenkcukacha kwiinkqubo ezixananazileyo zeSebe. Ababoneleli ngenkonzo yekhompyuter yangaphandle banxulumene ikakhulu neendleko zedatha yeerutha zeintanethi, amaphephamvume onyaka, nemirhumo yolondolozo.*

**4.3. Iindleko zophicothozincwadi - zangaphandle**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Uphicothozincwadi oluqhelekileyo		4 984	6 773
Uphicothozincwadi lweekhompyutha		39	35
<b>Iyonke</b>	4	<b>5 023</b>	<b>6 808</b>

*Ukuhla kwimirhumo yophicothozincwadi kungenxa yetyala elingekafunyanwa liSebe.*

**4.4. Uluhlu lweempahla**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ezinye izibonelelo	4.4.1	11 278	8 058
<b>Iyonke</b>	4	<b>11 278</b>	<b>8 058</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**4.4.1. Ezinye izibonelelo**

	<i>Inqaku</i>	<b>2022/23</b> <b>R'000</b>	<b>2021/22</b> <b>R'000</b>
Ezinye		11 278	8 058
<b>Iyonke</b>	<b>4.4</b>	<b>11 278</b>	<b>8 058</b>

*Ezinye izibonelelo ezinxulumene nokuthengwa kwemiqoshelo yabasetyhini yococeko.*

**4.5. Okusebenzisekayo**

	<i>Inqaku</i>	<b>2022/23</b> <b>R'000</b>	<b>2021/22</b> <b>R'000</b>
Izibonelelo ezisebenzisekayo	4	15 404	10 982
Iyunifom nempahla		3 079	2 240
Izibonelelo zasekhaya		5 384	4 612
Izixhobo nezibonelelo zokwakha		1 562	1 988
Izincedisi nonxibelelwano		7	6
Okusebenzisekayo kwelT		56	434
Okunye okusebenzisekayo		5 316	1 702
Izinto zokubhala nokubhalela, ukushicilela, nezibonelelo zeofisi		3 782	4 635
<b>Iyonke</b>		<b>19 186</b>	<b>15 617</b>

*Ukwanda kwempahla yokunxiba nempahla kungenxa yenxalenye yentlawulo yezibophelelo zonyaka ophelileyo. Ukunyuka kwezinto ezibonelelwa ngamakhaya kubangelwe kukunyuka kwamaxabiso ezinto ezityiwayo nokutya okuninzi kwabathengi kumaziko. Ezinye izinto ezisetyenziswayo ikakhulu zinxulumene nezibonelelo zamafutha, izixhobo zonyango neminikelo. Ukonyuka kwezinye izinto ezisetyenziswayo ngenxa yokwanda kweemfuno zamafutha ejenereyitha kwiindawo zokusabela ekucinyweni komthwalo. Ukuncipha kwezinto zokubhala noshicilelo kungenxa yokusetyenziswa kwamaqonga e-elektroniki kunxibelelwano.*

**4.6. Iintlawulo zepropati**

	<i>Inqaku</i>	<b>2022/23</b> <b>R'000</b>	<b>2021/22</b> <b>R'000</b>
Iinkonzo zikamasipala		9 630	8 870
Okunye		76 660	72 506
<b>Iyonke</b>	<b>4</b>	<b>86 290</b>	<b>81 376</b>

*Iinkonzo zikamasipala zye zanda eVredelus nakwingingqi yaseWinelands. Ezinye iintlawulo zepropathi zonyukile ngenxa yokunyuka okungaphezulu kokunyuka kwamaxabiso kwiinkonzo zokhuseleko.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**4.7. Uhambo nesibonelelo sokuphila**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ezekhaya		4 869	4 213
<b>Iyonke</b>	<b>4</b>	<b>4 869</b>	<b>4 213</b>

*Ukunyuka kwezohambo nokuphila kungenxa yoxinzelelo lweenkonzo.*

**4.8. Enye inkcitho eqhubekayo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
lindleko zokuhlaliswa ngokutsha		131	435
Okunye		4 258	3 073
<b>Iyonke</b>	<b>4</b>	<b>4 389</b>	<b>3 508</b>

*Ezinye ikakhulu ezinxulumene noshicilelo nopapasho lwezicwangciso zokusebenza zonyaka, ingxelo yonyaka, ushicilelo nezixhobo zokuthengisa, iintengiso ezisemthethweni ezinxulumene nemisebenzi yentlalontle nokushicilelwa kweekopi.*

**5. Iintlawulo zeeasethi zemali**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Enye ilahleko yezixhobo ecinyiweyo	5.1	128	187
Amatyala acinyiweyo	5.2	859	295
<b>Iyonke</b>		<b>987</b>	<b>482</b>

**5.1. Enye ilahleko yezixhobo ecinyiweyo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>Uhlobo lwelahleko</b>			
Umonakalo neelahleko		128	187
<b>Iyonke</b>	<b>5</b>	<b>128</b>	<b>187</b>

*Umonakalo nelahleko inxulumene nomonakalo weziThuthi zikaRhulumente apho abasebenzi bangakhange baphulukane neinshorensi yabo karhulumente.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**5.2. Amatyala acinyiweyo**

<b>Uhlobo lwamatyala acinyiweyo</b>	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ingeniso enokubuyiselwa icinyiwe			
Amatyala abasebenzi anxulumene nababoneleli kwanabo babefudula bengabasebenzi		325	45
<b>Iyonke</b>		<b>325</b>	<b>45</b>
Amanye amatyala acinyiweyo			
Amatyala abasebenzi anxulumene nababoneleli kwanabo babefudula bengabasebenzi		534	250
<b>Iyonke</b>		<b>534</b>	<b>250</b>
<b>Ewonke amatyala acinyiweyo</b>	<b>5</b>	<b>859</b>	<b>295</b>

*Ityala labasebenzi limalunga nokucinywa kwetyala lalowo wayesakuba ngumsebenzi, ngokusekelwe kwingcebiso yeGqwetha likaRhulumente, ukungabi namali ukubuyisela namatyala abo baswelekayo.*

**6. Udluliselo nezibonelelo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Iiarhente zesebe neeakhawunti	<i>IsiHlomelo 1A</i>	3 118	2 835
Amaziko angezi nzuzo	<i>IsiHlomelo 1B</i>	1 034 103	1 406 705
Amakhaya	<i>IsiHlomelo 1C</i>	26 282	23 144
<b>Iyonke</b>		<b>1 063 503</b>	<b>1 432 684</b>

*Ukwandisa iiArhente zeSebe neeakhawunti ngenxa yentlawulo yesinyanzelo kwiCandelo lezeMfundo noGunyaziwe woQeqesho kwiRhafu yoPhuhliso lweZakhono*

**6.1. Iminikelo eyenziwe ngesisa**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Iiasethi ezinkulu ezingashenxiswayo – Iiasethi zoThutho		1 454	-
<b>Iyonke</b>		<b>1 454</b>	<b>-</b>

*Jonga kwisiHlomelo 1E ngeenkukacha.*



**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**7. Inkcitho yeeasethi ezinkulu**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>liasethi ezinkulu eziphathekayo</b>		<b>50 394</b>	<b>47 093</b>
Izakhiwo nezinye izakhiwo ezisisigxina	26	55	153
Oomatshini nezixhobo		50 339	46 940
<b>Iyonke</b>		<b>50 394</b>	<b>47 093</b>

**7.1. Uhlalutyo lweengxomali ezisetyenziselwe ukufumana iiasethi ezinkulu – Zalo nyaka**

<b>Igama lequmrhu</b>	<b>lingxowamali ezivotelweyo</b>	<b>Iyonke</b>
	<b>R'000</b>	<b>R'000</b>
<b>liasethi ezinkulu eziphathekayo</b>	<b>50 394</b>	<b>50 394</b>
Izakhiwo nezinye izakhiwo ezisisigxina	55	55
Oomatshini nezixhobo	50 339	50 339
<b>Iyonke</b>	<b>50 394</b>	<b>50 394</b>

*Oomatshini nezixhobo zinento yokwenza nenkcitho yemali yokuqeshisa ezizigidi ezingamaR32.035 (izigidi ezingamaR 32.474: 2021/22) nokuthengwa kwabanye oomatshini neZixhobo iR18.304 lezigidi (iR14.466 lezigidi: ngowama2021/22). Abanye oomatshini neZixhobo baquka izixhobo zasekhithshini, izixhobo ezibonwayo ezivakalayo, izixhobo zokuhlamba iimpahla nemidlalo kwanezixhobo zokuzonwabisa. Isakhiwo nezinye izakhiwo ezisisigxina zibhekiselele ekuthengeni izakhiwo esele zilungisiwe.*

**7.2. Uhlalutyo lweengxowamali olusetyenziselwe ukufumana iiasethi ezinkulu – Zonyaka ongaphambili**

<b>Igama lequmrhu</b>	<b>lingxowamali ezivotelweyo</b>	<b>Iyonke</b>
	<b>R'000</b>	<b>R'000</b>
<b>liasethi ezinkulu eziphathekayo</b>	<b>47 093</b>	<b>47 093</b>
Izakhiwo nezinye izakhiwo ezisisigxina	153	153
Oomatshini nezixhobo	46 940	46 940
<b>Iyonke</b>	<b>47 093</b>	<b>47 093</b>

*Oomatshini neZixhobo zinxulumene nenkcitho yoqeshiso lwemali nokuthengwa kwabanye oomatshini nezixhobo ezinxulumene nesixhobo sasekhithshini, izixhobo zokuhlamba impahla kwanezixhobo zokulima.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**7.3. Inkcitho yengqeshiso yemali ibandakanywe kwiNkcitho yeeasethi ezinkulu**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
<b>liasethi ezinkulu eziphathekayo</b>			
Oomatshini nezixhobo		32 035	32 474
		<b>32 035</b>	<b>32 474</b>

Oomatshini nezixhobo zinxulumene nezithuthi zikaRhulumente (iGMT), iiSelula nengqeshiso zePABX.

**8. Imali ezinkozo nekulinganiswa nayo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
lakhawunti eManyanisiweyo yoMhlawulisi Jikelele		4 962	14 988
Imali ezinkozo ekhoyo		198	186
<b>Iyonke</b>		<b>5 160</b>	<b>15 174</b>

**9. lintlawulo ezenziwe phambi kwexesha nomvuzo obhatalwa phambi kwexesha**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
lintlawulo ezibhatalwe phambi kwexesha zihlawulwe (Azihlawulwanga)	9.1	558	2 467
<b>Iyonke</b>		<b>558</b>	<b>2 467</b>

**Uhlalutyo lweNtlawulo ehlawulwe phambi kwexesha nako  
konke okuBhatalwe phambi kwexesha**

lintlawulo zangoku neemali ezihlawulwa kwangaphambili		558	2 467
<b>Iyonke</b>		<b>558</b>	<b>2 467</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
**kunyaka ophela kowama31 kweyoKwindla wama2023**

**9.1. Iimali zentlawulo yaphambi kwexesha ezihlawulweyo (Azihlawulwanga)**

		2022/23				
		Isixamali ngokowoku 1 kuTshazimpuzi wama2022	Ngaphantsi: Izixamali ezisetyenzisiweyo kulo nyaka	Yongeza / Ngaphantsi : Ezinye	Yongeza iintlawulo zaphambi kwexesha zalo nyaka	Izixamali ngokowama31 kweyoKwindla wama2023
<i>Inqaku</i>		R'000	R'000	R'000	R'000	R'000
Amaqumrhu kaRhulumente		538	-	-	20	558
Amanye amaqumrhu		1 929	(768)	(1 161)	-	-
<b>Iyonke</b>	<b>9</b>	<b>2 467</b>	<b>(768)</b>	<b>(1 161)</b>	<b>20</b>	<b>558</b>

*Ngokumalunga namaqumrhu karhulumente, intlawulo yenziwa kwangaphambili kwaEskom, isixamali esingamaR257 amawaka, ngokubhekiselele kuphuculo loqhagamshelo olwenziwe ngumboneleli zinkonzo kwiOfisi yoku1 yeSDA eKhayelitsha. U-Eskom wazisa iSebe ukuba uhlaziyo lugqityiwe. Esi sixamali siza kuhlala de kucinywe le akhawunti yakwaEskom. Idipozithi eyenziwa kanye yamaR281yamawaka yahlawulwa kwaEskom ngokwesiqinisekiso seakhawunti yombane kwiziko leSebe leHorizon. Idipozithi yamaR20 yamawaka eyenziwa kanye ihlawulwe kwaEskom kukhuseleko lwaseHermanus. Ngokwamanye amaziko, iGMT yahlawulwa kwangaphambili, ixabisa isiR3.49 sezigidi zokuthenga izithuthi ezine ebezifuna uhlehlengiso oluthile ukulungiselela ukuthutha abantu abaphila nokhubazeko ukusuka kuThutho lweeNqwelo zikaRhulumente (GMT). Isithuthi sokugqibela esixabisa amaR768 samawaka safunyanwa lisebe kulo nyakamali. I-MOU ngoku igqityiwe kwaye iimali engasetyenziswanga ezixabisa iR1 161 lezigidi yabuyiselwa kwisebe ukususela ngowama31 kweyoKwindla wama2023.*

		2021/22				
		Izixamali ngokowoku1 kuTshazimpuzi wama2021	Ngaphantsi: Izixamali ezisetyenzisiwe kulo nyaka	Yongeza / Ngaphantsi: Ezinye	Yongeza umvuzo ohlawulwe phambi kwexesha Kulo nyaka	Izixamali ngokowama31 kweyoKwindla wama2022
<i>Inqaku</i>		R'000	R'000	R'000	R'000	R'000
<b>Umvuzo obhatalwa phambi kwexesha (Awuhlawulwanga)</b>						
Amaqumrhu kaRhulumente		538	-	-	-	538
Oamanye amaqumrhu		3 491	(1 562)	-	-	1 929
<b>Iyonke</b>		<b>4 029</b>	<b>(1 562)</b>	<b>-</b>	<b>-</b>	<b>2 467</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
**kunyaka ophela kowama31 kweyoKwindla wama2023**

**9.2. Iintlawulo ezenziwe phambi kwexesha (Ezisetenzisiweyo)**

2022/23

	Azixamlali ngokowoku1 kuTshazimpuzi wama2022	Ngaphantsi: Okufunyenweyo kunyaka omiyo	Yongeza / Ngaphantsi: Ezinye	Yongeza iintlawulo zakwangaphambili kulo nyaka	Izixamlali ngokowama31 kweyoKwindla wama2023
	R'000	R'000	R'000	R'000	R'000
Iimpahla neenkonzozo	1 781	(1 575)	-	-	206
Udluliselo nezibonelelo	76 876	(31 020)	(44 133)	-	1 723
<b>Iyonke</b>	<b>78 657</b>	<b>(32 595)</b>	<b>(44 133)</b>	<b>-</b>	<b>1 929</b>

*Iimpahla neenkonzozo zinxulumene nemali ehlawulwe kwiiNGO zokuthenga nokusasazwa kweepasile zokutya kuluntu oluchaphazelekayo. Yonke imali yachithwa ekupheleni kweyoKwindla wama2023. Intsalela eseleyo kwimpahla neenkonzozo inxulumene nenkqubo ye-EPWP. Udluliselo neeNkxasomali zinxulumene neprojekthi yengxowamali yohlangulo lweSivuseleli seNgqesho yoPhuhliso lweSigaba sabasaQalayo ekuthe umsebenzi wayo watshintshelwa kwiSebe leMfundo ukususela ngomhla woku1 kuTshazimpuzi wama2022. Uhlengahlengiso oluthiwe thaca "njengolunye" kudluliselo lwemali engasetyenziswanga enxulumene noPhuhliso lwabeSigaba sabasaQalayo (ECD). Intsalela eshiyekileyo phantsi koDluliselo neNkxasomali ibhekiselele kwiiimali ezihlawulwa kwiiNGO ngokwenkqubo yeenkonzo zokuKhathalelwa nokuKhuselwa kwabantwana.*

2021/22

	Isixamlali ngokowoku1 kuTshazimpuzi wama2021	Ngaphantsi: Okufunyenweyo kunyaka omiyo	Yongeza / Ngaphantsi: Ezinye	Yongeza iintlawulo ezenziwe phambi kwexesha kunyaka omiyo	Isixamlali ngowama31 kweyoKwindla wama2022
	R'000	R'000	R'000	R'000	R'000
<b>Iintlawulo ezenziwa phambi kwexesha (Ezisetenzisiweyo)</b>					
Iimpahla neenkonzozo	40 800	(39 019)	-	-	1 781
Udluliselo nenkxasomali	51 497	(35 296)	-	60 675	76 876
<b>Iyonke</b>	<b>92 297</b>	<b>(74 315)</b>	<b>-</b>	<b>60 675</b>	<b>78 657</b>

**9.3. Imivuzo ehlawulwa phambi kwexesha ihlawulwe (Esetenzisiweyo)**

2022/23

	Isixamlali ngokowoku1 kuTshazimpuzi wama2022	Ngaphantsi: Okufunyenweyo kulo nyaka umiyo	Yongeza / Ngaphantsi: Ezinye	Yongeza imivuzo ehlawulwe phambi kwexesha kunyaka omiyo	Isixamlali ngowama31 kweyoKwindla wama2023
	R'000	R'000	R'000	R'000	R'000
Amanye amaqumrhu	-	-	-	6 796	6 796
<b>Iyonke</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6 796</b>	<b>6 796</b>

*Ukuthengwa kwezithuthi ezintandathu ebezifuna uhlengahlengiso olukhethekileyo lokuthuthwa kwabantu abakhubazekileyo zisuka kwiGMT kwaye ubunini abukadluliselwa kwisebe ekupheleni konyakamali kwaye bubalelwa kwisiR 6.796 sezigidi.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophele kowama31 kweyoKwindla wama2023**

**10. Okufunyenweyo**

	Inqaku	2022/23			2021/22		
		Okwangoku	Okungekuko okwangoku	Iyonke	Okwangoku	Okungekuko okwangoku	Iyonke
		R'000	R'000	R'000	R'000	R'000	R'000
Amabango anokubuyiselwa	10.1	205	-	205	152	-	152
Inkcitho enokubuyiselwa	10.2	786	-	786	491	-	491
Ityala labasebenzi	10.3	4 215	-	4 215	4 432	7	4 439
Okunye okufunyenweyo	10.4	332	-	332	591	-	591
<b>Iyonke</b>		<b>5 538</b>	<b>-</b>	<b>5 538</b>	<b>5 666</b>	<b>7</b>	<b>5 673</b>

*Okunye okufunyenweyo kuqulathe iMibutho eNgekho phantsi kukarhulumente (NGO)/ityala loMboneleli zinkonzo.*

	Inqaku	2022/23 R'000	2021/22 R'000
Ukungavunyelwa koMonakalo neLahleko		593	335
Ukungavunyelwa kweNgxubevange		192	132
Umnxeba waBucala		-	1
Sal: Ityala leRhafu:CA		1	1
Unp/Rc Bas EBT Cntr Acc: Dom		-	22
<b>Iyonke</b>	10	<b>786</b>	<b>491</b>

*Ukungavunyelwa Okuyingxubevange (iakhawunti - ethandabuzekayo ) ibandakanya iintlawulo ezingaphezulu kubaxhasi, apho iinkqubo zokubuyisela ziphunyeziwe kwaye amabango aphakathi kwamasebe namabango ajoliswe kumnikezeli wangaphandle ayaqhubeka.*

**10.1. Amabango anokubuyiselwa**

	Inqaku	2022/23 R'000	2021/22 R'000
Amasebe kazwelonke		205	152
<b>Iyonke</b>	10	<b>205</b>	<b>152</b>

*Amabango anokubuyiselwa anxulumene nesibonelelo soluntu namabango eenkonzo ekwabelwana ngazo.*

**10.2. Inkcitho enokufunyanwa**

	Inqaku	2022/23 R'000	2021/22 R'000
Ukungavunyelwa Umonakalo kunye nelahleko		593	335
Ukwaleliswa kwezinto ezahlukeneyo		192	132
Umnxeba waBucala		-	1
Sal: Tax Debt:CA		1	1
Unp/Rc Bas EBT Cntr Acc: Dom		-	22
<b>Iyonke</b>	10	<b>786</b>	<b>491</b>

*Ukungavunyelwa Okuyingxubevange (i-akhawunti ye-suspense) ibandakanya iintlawulo ezingaphezulu kubaxhasi, apho iinkqubo zokubuyisela ziphunyeziwe kwaye amabango aphakathi kwamasebe kunye namabango ajoliswe kumnikezeli wangaphandle ayaqhubeka.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**10.3. Ityala labasebenzi**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
lakhawunti yeTyala: Abasebenzi		1 288	1 370
lakhawunti yeTyala: Ababesakuba ngabasebenzi		2 927	3 069
<b>Iyonke</b>	10	<b>4 215</b>	<b>4 439</b>

*lakhawunti yeTyala: 288 (343:2021/22) amatyala etyala abandakanya ikakhulu ikhefu elingahlawulelwayo elinxulumene nabasebenzi abasaqeshiweyo kwaye libuyiswe ngokuxhuzulwa komvuzo. ngokwemigaqo yenkqubo yokubuyisela amatyala. Amatyala etyala 208 (210:2021/22) abhekiselele kubasebenzi ababefudula bengabaqeshwa abalandelwayo ngokwemigaqo yenkqubo yokubuyisela ityala.*

**10.4. Okunye okufunyenweyo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
lakhawunti yeTyala: Imibutho eNgekho Phantsi kukRrhulumente (NGO)		136	368
lakhawunti yeTyala: Ityala loMboneleli zinkonzo		196	222
Inkcitho engenanzuzo neyilahleko		-	1
<b>Iyonke</b>	10	<b>332</b>	<b>591</b>

*lakhawunti yeTyala: inamatyala ama3 (4:2021/22) amatyala amatyala, ama5 (8:2021/22) amatyala anxulumene netyala leNGO elibe nesiphumo sokuhlawulwa ngokugqithisileyo kwaye kujongwana nawo ngokubonisana neOfisi yeGqwetha loMbuso.*

**10.5. Ukonakaliswa kwezinto ezifunyenweyo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Uqikelelo lokonakaliswa kwezinto ezifunyenweyo		2 269	3 067
<b>Iyonke</b>		<b>2 269</b>	<b>3 067</b>

*Ubalo lumiselwa njengazo zonke iimali ezifunyenweyo ezidala kuneminyaka emi3 apho ukubuyiselwa kungenzeki. Uqikelelo lothomalaliso lunxulumene netyala labasebenzi isisR 1.845 sezigidi (isisR2.584 yezigidi: ngowama2021/22), ityala lomboneleli zinkonzo ngamaR 68 amawaka (iR128 lamawaka: ngowama2021/22), inkcitho enokubuyiswa ngamaR 204 amawaka (amaR203 amawaka: ngowama2021/22) naMabango afumanekayo kwiR 152 lamawaka (iR152 lamawaka: ngowama2021/22).*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophele kowama31 kweyoKwindla wama2023**

**11. Iingxowamali ezivotelweyo ukuba zinikezelwe kwiNngxowamali yeNgeniso**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Ibhalansi yokuvula		20 388	13 491
Njengoko kuchaziwe kwakhona		20 388	13 491
Udluliselo oluvela kwingxelo yokusebenza kwemali (njengoko kuchaziwe kwakhona)		8 578	20 388
Ihlawulwe apha enyakeni		(20 388)	(13 491)
<b>Ibhalansi yokuvala</b>		<b>8 578</b>	<b>20 388</b>

**11.1. Ungqinelwaniso kwizibonelelo zoxhomekeko ezingasetyenziswa**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Zizonke izibonelelo zoxhomekeko ezifunyenweyo	1.2	-	126 789
Zizonke izibonelelo zoxhomekeko ezisetyenzisiweyo		-	(116 498)
Izibonelelo zoxhomekeko ezingasetyenziswa zizakunikezelwa		-	10 291
Ngaphantsi: Ihlawulwe kwiNngxowamali yeNgeniso yePhondo lisebe lePhondo		-	(10 291)
Ivunyiwe kunatyiselo		-	-
Ayivunywanga kunatyiselo		-	(10 291)
Yongeza: Efunyenwe kwingxowamali yengeniso yephondo lisebe likazwelonke		-	-
<b>Ihlawulwe yiNngxowamali yeNgeniso yePhondo</b>		<b>-</b>	<b>-</b>

**12. Ingeniso yesebe neeRisithi zePRF ziza kunikezelwa kwiNngxowamali yeNgeniso**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2020/22 R'000</b>
Ibhalansi yokuvula		117	684
Njengoko kuchaziwe		117	684
Udluliselo oluvela kwingxelo yokusebenza kwemali (njengoko kuchaziwe)		726	773
Ingeniso yalo ibandakanyiwe kulwabiwo		1 258	1 192
Ihlawuliwe enyakeni		(1 987)	(2 532)
<b>Ibhalansi yokuvala</b>		<b>114</b>	<b>117</b>

**13. Iintlawulo - zangoku**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Umvuzo obhatalwa phambi kwexesha	13.1	183	183
Ukucinywa kweekhawunti	13.2	472	483
<b>Iyonke</b>		<b>655</b>	<b>666</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**13.1. Imivuzo ebhatalwe phambi kwexesha efunyenweyo**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Amanye amaziko		183	183
<b>Iyonke</b>	<b>13</b>	<b>183</b>	<b>183</b>

*Imivuzo ebhatalwe phambi kwexesha efunyenweyo ibandakanya uGunyaziwe weCandelo lezeMfundo noQeqesho kwiCandelo lezeMpilo neNtlatontle (HWSETA) yenkxasomali elungiselelwe abafundi abasaqeqeshelwa umsebenzi wophuhliso loluntu.*

**13.2. Ukucinywa kweekhawunti**

<b>Inkcazelo</b>	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Umvuzo: INkqubo yeZindlu zaBasebenzi bakaRhulumente INkqubo yeZindlu zaBasebenzi bakaRhulumente		338	436
Umvuzo: Irhafu yeNgeniso: CL		134	47
<b>Iyonke</b>	<b>13</b>	<b>472</b>	<b>483</b>

*Ukucinywa kweekhawunti kubandakanya iintlawulo ezinxulumene nomvuzo ukusuka kowoku1 kweyoKwindla wama2023 apho intlawulo yenziwa kuTshazimpuzi wama2023.*

**14. Ukuhanjiswa kwemali eyintsalela ekhoyo kwimisebenzi eqhubekayo**

	<i>Inkqubo</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Intsalelela eshiyekileyo ngeNgxelo nganye yokuSebenza kweMali		9 304	21 161
Buyisela umva iintshukumo ezingezizo ezemali/zemali ezingathathwa ngokuba ziyimisebenzi eqhubekayo		31 303	34 095
(Nyusa)/nciphisa kwizinto ezifunyenweyo		128	434
(Nyusa)/nciphisa kwiintlawulo ezenziwe phambi kwexesha nemivuzo ehlawulwe phambi kwexesha		1 909	1 562
Nyusa/(nciphisa) kwiintlawulo – zangoku		(11)	(163)
Inkcitho kwiiasethi ezinkulu		50 394	47 093
Unikezelo kwiNgxowamali yeNgeniso		(22 375)	(16 023)
Ingeniso yalo ibandakanywe kulwabiwo		1 258	1 192
<b>Ukuhanjiswa kwemali eyintsalela esele ingenile</b>		<b>40 607</b>	<b>55 256</b>

**15. Ungqinelwaniso lwemali ezinkozo nokulinganiswa nayo ngeenjongo zokuhanjiswa kwemali**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Iakhawunti eManyanisiweyo yoMhlawulisi Jikelele		4 962	14 988
Imali ezinkozo ekhoyo		198	186
<b>Iyonke</b>		<b>5 160</b>	<b>15 174</b>



**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**16. Amatyala anokuvela neasethi ezinokuvela**

**16.1. Amatyala anokuvela**

<b>Uxanduva loku</b>	<b>Uhlobo</b>	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Amabango achasene nesebe		<i>IsiHlomelo 2</i>	8 071	10 071
<b>Iyonke</b>			<b>8 071</b>	<b>10 071</b>

*Amabango achasene neSebe ajongwana neeNkonzo zoMthetho (DotP) kwaye aqukiwe phantsi kwamatyala anokuvela njengoko isiphumo sawo onke amatyala avuliweyo singaqinisekanga. Iimali ezihlawulwa phakathi koorhulumente ezingangqinwanga zimela amabango anembambano.*

**16.2. Iiasethi ezinokuvela**

<b>Uhlobo lweasethi enokuvela</b>	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
LT/14/2017-18: Izityholo zobuqhophololo nobusela		1 460	1 460
LT/414/2018-19: Amabango esibonelelo sezindlu ngobuqhophololo		60	60
LT/376/2022-23- Izityholo zokuphatha kakubi imali		19	-
<b>Iyonke</b>		<b>1 539</b>	<b>1 520</b>

*Inombolo yetyala LT/14/2017-18 yezityholo zobuqhophololo nobusela: linkqubo zasemthethweni ngokwemiqathango yetyala elingentla ziyaqhuba. Kwafakwa isicelo nombala olindele ukuqinisekiswa kwiGqwetha likaRhulumente. Inombolo yetyala LT414/2018-19 yamabango enkxaso yezindlu zobuqhophololo - Bonnytown: ulinde impendulo evela kwiGqwetha likaRhulumente malunga nobume betyala. Ityala leLT/376/2022-23 leAwendrus Tehuis- Ukuqokelelwa kwemali ehlawulwa ngokugqithisileyo yiNGO kumboneleli zinkonzo, umcimbi oqhubekayo. Kukho amatyala ama2 ePILIR aphantsi kophando angazange aqakunjelwe liSebe leNkulumbuso ukususela ngowama31/03/2023 kwaye akaqakwanga. ISebe alinako ukulinganisa ngokuthembekileyo iasethi enokubakho yeNkqubo yeZindlu zabaSebenzi bakaRhulumente yeZiko loLondolozo oluDityaniswe ngumntu ngamnye (ILSF) ngenxa yokurhoxa nokupheliswa kwengqesho.*

**17. Izibophelelo zemali eyinkunzi**

<b>Oomatshini nezixhobo</b>	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
Oomatshini nezixhobo		154	607
<b>Iyonke</b>		<b>154</b>	<b>607</b>

*Izibophelelo zemali eyinkunzi zinxulumene nezixhobo zekhompyutha, ifenitshala nezixhobo zeofisi nabanye oomatshini nezixhobo.*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**18. Iimali ezongezelekileyo nezihlawulwayo ezinganakanwanga**

**18.1. Ezongezelelweyo**

	<i>Inqaku</i>	2022/23			2021/22
		lintsuku ezingama30	lintsuku ezingama30+	lyonke	lyonke
		R'000	R'000	R'000	R'000
<b>Idweliswe ngokodidi lwezoqoqosho</b>					
limpahla neenkonz		9 291	420	9 711	7 305
Udluliselo nezibonelelo		1 080	-	1 080	763
liasethi ezinkulu		2 683	-	2 683	96
<b>lyonke</b>		<b>13 054</b>	<b>420</b>	<b>13 474</b>	<b>8 164</b>

	<i>Inqaku</i>	2022/23	2021/22
<b>Idweliswe ngokwenqanaba lenkqubo</b>		R'000	R'000
ULawulo		3 154	2 184
liNkonzo zeNtlalontle		6 068	3 011
Abantwana neeNtsapho		1 112	814
liNkonzo zeoBuyiselo		3 130	2 132
UPhuhliso noPhando		10	23
<b>lyonke</b>		<b>13 474</b>	<b>8 164</b>

**18.2. Iimali ezihlawulwayo azinakanwa**

	<i>Inqaku</i>	2022/23			2021/22
		lintsuku ezingama30	lintsuku ezingama30+	lyonke	lyonke
		R'000	R'000	R'000	R'000
<b>Idweliswe kudidi lwezoqoqosho</b>					
limpahla neenkonz		363	2	365	750
Udluliselo nezibonelelo		41	-	41	92
liasethi ezinkulu		28	-	28	4
<b>lyonke</b>		<b>432</b>	<b>2</b>	<b>434</b>	<b>846</b>

	<i>Inqaku</i>	2022/23	2021/22
<b>Idweliswe ngokwenqanaba lenkqubo</b>		R'000	R'000
ULawulo		205	91
liNkonzo zeNtlalontle		157	117
Abantwana neeNtsapho		54	112
liNkonzo zoBuyiselo		13	513
UPhuhliso noPhando		5	13
<b>lyonke</b>		<b>434</b>	<b>846</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

	Inqaku	2022/23 R'000	2021/22 R'000
<b>Okubandakanywe kuko konke okungentla koku kulandelayo:</b>			
libhalansi eziqinisekiswa namanye amasebe	IsiHlomelo 4	348	501
libhalansi eziqinisekiswa namanye amqumrhu karhulumente	IsiHlomelo 4	5 455	868
<b>Iyonke</b>		<b>5 803</b>	<b>1 369</b>

**19. Igalelo labasebenzi**

	Inqaku	2022/23 R'000	2021/22 R'000
Ilungelo lekhefu		35 200	39 149
Ibhonasi yenkonzo ende		25 732	25 509
Ikhefu elishiyekileyo		9 802	11 581
Okunye		3 703	10 513
<b>Iyonke</b>		<b>74 437</b>	<b>86 752</b>

*Ilungelo lekhefu ngokwengxelo yeenkcukacha zomhla wama31 kweyoKwindla wama2023 libandakanya iR1.346 lezigidi (amaR 958 amawaka: ngowama2021/22) etyala lekhefu elithathwe kwangaphambili. Uhlengahlengiso emva kowama31 kweyoKwindla wama2023 lubandakanya ikhefu elityalwayo ngokumalunga nekhefu elifakwe kade. Ezinye zinxulumene namabhaso enkonzo ende, ixesha elongezelelekileyo, ezinye izibonelelo, nokuthatha umhlalaphantsi phambi kwexesha ngaphandle kwesohlwayo. Uthelekiso (ngowama2021/2022) lubandakanya amabhaso enkonzo ende, ixesha elongezelelekileyo, ezinye izibonelelo, nokuthatha umhlalaphantsi phambi kwexesha ngaphandle kwesohlwayo. Kwakhona okuBandakanywe "kwenye" sisixamali esingamaR661 samawaka ukususela ngowama31 kweyoKwindla wama2023 (amaR586 amawaka: ngowama2021/22) ngokumalunga nolungiselelo olwenziweyo lwemali yokuphuma engqeshweni okutyalwa uMphathiswa SG Fernandez. Okwangoku iSebe alikwazi ukulinganisa ngokuthembekileyo inxalenye yexesha elide yamabhaso enkonzo ende.*

**20. Izibophelelo zengqeshiso**

**20.1. Iingqeshiso eziqhubekayo**

2022/23

	Izakhiwo nezinye izakhiwo ezisisigxina R'000	Oomatshini nezixhobo R'000	Iyonke R'000
Hayi emva konyaka omnye	175	1 687	1 862
Emva konyaka omnye kwaye kungekuko semva kweminyaka emi5	-	354	354
<b>Zizonke izibonelelo zengqishiso</b>	<b>175</b>	<b>2 041</b>	<b>2 216</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

2021/22

	Izakhiwo nezinye izakhiwo ezisisigxina	Oomatshini nezixhobo	Iyonke
	R'000	R'000	R'000
Hayi emva konyaka omnye	159	2 617	2 776
Emva konyaka omnye kwaye kungekho semva kweminyaka emi5	-	2 161	2 161
<b>Zizonke izibophelelo zengqeshiso</b>	<b>159</b>	<b>4 778</b>	<b>4 937</b>

*Izibophelelo zokuqeshisa koomatshini neZixhobo ziphathelele nokuqeshwa kwezixhobo zokufotokopa ezingama97 nezivumelwano ezi3 zokuqeshisa kwisithuba seofisi. Oku kuquka izibophelelo ezi3 zengqeshiso yezakhiwo ezitsha (eziqokunjelwe kwiFY ngowama2022/2023). Ukuncitshiswa kwenani leematshini zokufotokopa ngerejista yokuqeshisa kunokuchazwa kwiSivumelwano sikaNondyabo kaZwelonke RT3/2018, ebandakanya ukwandiswa okusisinyanzelo kweminyaka emi2 yokuqeshisa ngeefotokopi kude kube ngumhla wama30 kweyoMsintsi wama2023.*

**20.2. Iingqeshiso zemali**

2022/23

	Oomatshini nezixhobo	Iyonke
	R'000	R'000
Hayi emva konyaka omnye	29 463	29 463
Emva konyaka omnye kwaye kungekho semva kwiminyaka emi5	62 095	62 095
<b>Zizonke izibophelelo zengqeshiso</b>	<b>91 558</b>	<b>91 558</b>

2021/22

	Oomatshini nezixhobo	Iyonke
	R'000	R'000
Hayi emva konyaka omnye	27 090	27 090
Emva konyaka omnye kwaye kungekho semva kweminyaka emi5	37 476	37 476
<b>Zizonke izibophelelo zengqeshiso</b>	<b>64 566</b>	<b>64 566</b>

*ISebe loPhuhliso loLuntu liqeshise izithuthi ezingama354 kwiGMT ukususela ngomhla wama31 kweyoKwindla ngowama2023 (ngowama31 kweyoKwindla wama2022: 349). Iintlawulo zemihla ngemihla zihlawulwa ngenyanga, zibandakanya iindleko zokusebenza, iindleko ezinkulu zokutshintshwa kwezithuthi, neendleko zemali ezicacileyo kolu hlobo lwamalungiselelo. Inzala ekhoyo isekelwe kwiintlawulo ezivunyiweyo zikaNondyabo wePhondo kwiGMT. Isebe lisebenzisa isithuthi ixesha elininzi lokuba siseluncedo kubukho baso. Isivumelwano asiboneleli ngeentlawulo zokuqeshisa okunokwenzeka, kwaye ekupheleni kokusebenza okuluncedo njengoko kumiselwe ngumqeshisi, izithuthi zibuyiselwa apho zithengiswe kwifandesi ukuze kuxhamle umqeshisi. Olunye uqeshiso lwemali luphathelele nokuqeshwa kwezixhobo ezili10 zePABX nezixhobo zeeselula ezingama27. Oku kuquka izibophelelo ezitsha ezingama27 zokuqeshisa ngeSelula (eziqokunjelwe ngoFY ngowama2022/2023).*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**21. Inkcitho engaGunyaziswanga, engaFanelekanga nengenaNzuzo neyilahleko**

	2022/23	2021/22
<i>Inqaku</i>	<b>R'000</b>	<b>R'000</b>
Inkcitho engafanelekanga – kulo nyaka	2 548	2 280
<b>Iyonke</b>	<b>2 548</b>	<b>2 280</b>

*Oku kungasentla kunxulumene neemeko ezichongiweyo kulo nyakamali ngokwezidingo zengxelo zeGMC zikaNondyabo kaZwelonke. Uxolelo, ukhutshelo kwimali efunyenweyo, ukususwa nokuvala ibhalansi kuxelwe kwingxelo yonyaka. Ukuchazwa kwakhona kwezixamali zothelekiso zowama2021/22 bekuyimfuneko ngenxa yokuphunyezwa kwezidingo zeNgxelo yokuThotyelwa kwePFMA.*

**22. Iintengiselwano zamahlakani anobudlelwane**

Apha enyakeni iSebe Lophuhliso Loluntu lifumene iinkonzo kula mahlakani alandelayo anobudlelwane neSebe njengoko kubonisiwe:

**ISebe lezoThutho neMisebenzi yoLuntu**

ISebe likwizakhiwo zaseKapa, eGugulethu, eKhayelitsha, eWorcester, kwaLanga, ePiketberg, eKraaifontein, e-Eerste River, eKensington, eClanwilliam, eKoelen Hof, eGeorge, eWynberg, e-Elsies River, eMurraysburg, eGoodwood, eBredasdorp, eAthlone, eGrassy Park, eBeaufort West, eMossel Bay, ePaarl, eSwellendam, eStikland naseSomerset West simahla.

Indawo yokupaka ikwabonelelwa kumagosa karhulumente ngomrhumo ovunyiweyo onganxulumananga namarike.

ISebe lisebenzisa izithuthi zikarhulumente ezilawulwa luThutho lweeNqwelo zikaRhulumente (GMT), ngokusekelwe kumaxabiso avunywe liSebe likaNondyabo wePhondo.

**ISebe leNkulumbuso.**

Kufunyenwe iinkonzo kwiZiko leeNkonzo eziManyanisiweyo kwiSebe leNkulumbuso eNtshona

IPhondo laseKapa, ukususela ngomhla woku1 kweyeNkanga wama2010, ngokumalunga nezi ndawo zilandelayo zeenkonzo

1. UbuChwephesha beeNkcukacha noNxibelelwano
2. Iinkonzo zoLawulo lwezaBasebenzi
3. Iinkonzo zoPhuhliso loMbutho
4. UQeqesho lwePhondo (uxananazo)
5. ULawulo loMngcipheko weShishini
6. UPhicothozincwadi lwangaPhakathi
7. IiNkonzo zoPhando oluNzulu lwePhondo
8. IiNkonzo zoMthetho
9. UNxibelelwano lweQumrhu

**ISebe loKhuseleko loLuntu**

Ifunyenwe idatha yolawulo lokufikelela kwiSebe loKhuseleko loLuntu (simahla), neeNkonzo zokuCebisa ngoKhuseleko neMisebenzi yoKhuseleko.

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**23. Abasebenzi abaphambili bolawulo**

	Inani Labantu	2022/23 R'000	2021/22 R'000
<b>ngokubunye</b>			
<i>Amagosa ezopolitiko (nika iinkcukacha ngezantsi)</i>			
Amagosa:	1	2 096	1 978
ULawulo	7	10 880	10 118
<b>Iyonke</b>		<b>12 976</b>	<b>12 096</b>

*Qaphela: Igosa lezoPolitiko elinoxanduva- uMphathiswa S.G Fernandez. Ulawulo lubandakanya onke amagosa akwinqanaba le 14 nangaphezulu anefuthe elibonakalayo kwizigqibo zomgaqonkqubo wemali nokusebenza kwesebe.*

**24. IiAsethi eziNkulu eziPhathwayo ezifumanekayo**

**UKUTYHUBEKA KWIASETHI EZINKULU EZIPHATHWAYO NGENGXELO YEASETHI YOMNYAKA OPHELE NGOWAMA31 KWEYOKWINDLA WAMA2023**

	2022/23				
	Ibhalansi yokuvula R'000	Ulungelelwano lwexabiso R'000	Izongezelelo R'000	Ukulahlwa R'000	Ibhalansi yokuvala R'000
<b>OOMATSHINI NEZIXHOBO</b>	83 060	-	11 624	(11 255)	83 429
liasethi zezothutho	686	-	768	(1 454)	-
Izixhobo zekhompyutha	57 178	-	5 646	(8 555)	54 269
Ifenitshala nezixhobo zeofisi	14 116	-	1 701	(674)	15 143
Abanye oomatshini nezixhobo	11 080	-	3 509	(572)	14 017
<b>IIASETHI EZINKULU EZIPHATHWAYO EZISHENXISWAYO</b>	<b>83 060</b>	<b>-</b>	<b>11 624</b>	<b>(11 255)</b>	<b>83 429</b>

*Ukongezwa kwemali eyiNkunzi koomatshini neZixhobo kubandakanya:*

*- Intlawulo eyimali ezinkozo: liasethi ezifunyenweyo neziHlawulwe kwiFY yangoku: iR11.562 ezigidi*

*- Umvuzo ohlawulwa phambi kwexesha/iNtlawulo eyenziwa kwangaPhambili: Izixhobo zezoThutho: amaR6.796 ezigidi*

*- Udluliselo lwemali: liasethi ezifunyenwe kwiVenkile yaNgaphandle: amaR86 amawaka*

*- Imali ezinkozo eyiNgxubevange: Irisithi eyoNgezelelweyo eQhelekileyo yeeAsethi evela kuMboneleli zinkonzo: iR11 lamawaka*

*- Umnikelo oyiMali: liasethi eziFunyenwe njengoMnikelo: amawaka angamaR21*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

IiAsethi eziNkulu eziPhathekayo phantsi kophando	Inani	Ixabiso
	<i>Inqaku</i>	R'000
<b>Ibandakanywe kuzo zonke iiasethi zexabiso ezinkulu eziphathwayo ezishenxiswayo ezingentla ngokwerejista nganye yeeasethi ephantsi kophando:</b>		
Oomatshini nezixhobo	157	2 576
<b>Iyonke</b>	<b>157</b>	<b>2 576</b>

Zizonke ii-asethi eziyi157, ezithengwe ekuqaleni ngamaR2.576 ezigidi (ngexabiso elithotyweyo lesiR6.83 samawaka elimele isi3,06% sexabiso leasethi eyinkunzi, ziphantsi kophando.  
 - Unyakamali omiyo: ukunqongophala kwezinto ezili109, okuxabisa izigidi eziliR1.732  
 - FY2021/2022: ukunqongophala kwezinto ezili11, okuxabisa izigidi eziliR1.87 kunye  
 - Nangaphambi kwemiNyakaMali: ukunqongophala kwezinto ezingama37, okuxabisa izigidi eziR6.57

**24.1. INTSHUKUMO YEEASETHI EZISHENXISWAYO EZIPHATHEKAYO NGOKWEREJISTA NGANYE KUNYAKA OPHELE NGOWAMA31 KWEYOKWINDLA WAMA2022**

2021/22

	Ibhalansi yokuvula	Impazamo yexesha langaphambili	Izongezelelo	Ukulahlwa	Ibhalansi yokuvula
	R'000	R'000	R'000	R'000	R'000
<b>OOMATSHINI NEZIXHOBO</b>	<b>74 818</b>	<b>(43)</b>	<b>14 647</b>	<b>(6 362)</b>	<b>83 060</b>
Iiasethi zezothutho	-	-	1 561	(875)	686
Izixhobo zekhompuyutha	51 169	-	10 665	(4 656)	57 178
Iifentshala nezixhobo zeofisi	13 599	33	991	(507)	14 116
Abanye oomatshini nezixhobo	10 050	(76)	1 430	(324)	11 080
<b>ZIZONKE IASETHI EZINKULU EZISHENXISWAYO EZIPHATHWAYO</b>	<b>74 818</b>	<b>(43)</b>	<b>14 647</b>	<b>(6 362)</b>	<b>83 060</b>

**24.1.1. Impazamo yexesha langaphambili**

Uhlobo lwempazamo yexesha langaphambili	<i>Inqaku</i>	2021/22 R'000
Ngokubhekisele kowama2021/22 [echaphazela ibhalansi yokuvula]		<b>(43)</b>
Impazamo yexesha langaphambili: Iiasethi ezisebenzisekayo		(76)
Impazamo yexesha langaphambili: Izilungiso zeXabiso		33
<b>Zizonke iimpazamo zexesha langaphambili</b>		<b>(43)</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**24.2. Iiasethi ezincinci**

**IINTSHUKUMO KWIIASETHI EZINCINCI EZINGUNDOQO NGOKWEREGISTA NGANYE YEASETHI YONYAKA OPHELE NGEOWAMA31 KWEYOKWINDLA WAMA2023**

	<b>Oomatshini nezixhobo</b>	<b>Iyonke</b>
	<b>R'000</b>	<b>R'000</b>
Ibhalansi yokuvula	44 983	44 983
Izongezelelo	4 009	4 009
Ukulahlwa	(3 876)	(3 876)
<b>Zizonke iiasethi ezincinci</b>	<b>45 116</b>	<b>45 116</b>

	<b>Oomatshini nezixhobo</b>	<b>Iyonke</b>
Inani leeasethi ezincinci ngeendleko	27 331	27 331
<b>Lilonke inani leeasethi ezincinci</b>	<b>27 331</b>	<b>27 331</b>

**Iiasethi ezincinci ezingundoqo phantsi kophando**

	<b>Inani</b>	<b>Ixabiso R'000</b>
<i>Inqaku</i>		
<b>Ibandakanywe kweeasethi zonke ezincinci ezingundoqo ezingentla ngokwerejista nganye yeeasethi eziphantsi kophando:</b>		
Oomatshini nezixhobo	475	644

*Ukongezwa kweeAsethi ezincinci kuMatshini nakwiZixhobo kubandakanya oku:*

- *Intlawulo eyiMali ezinkozo: Iiasethi ezifunyenweyo neziHlawulwe kwiFY yaNgoku: Iiasethi ezincinci ezili1832 ezixabisa isiR3.801 sezigidi*
- *Ukudluliselwa Kwemali: Iiasethi ezifunyenwe kwiVenkile yaNgaphandle: Iiasethi ezingama78 ezincinci ezixabisa iR188 lamawaka*
- *Imali esesandleni eyaHlukeneyo: IiAsethi ezongezelelweyo eziQhelekileyo ezivela kuMboneleli zinkonzo: Iiasethi ezingama53 ezixabisa iR18 lamawaka*
- *Imali esesandleni eNgekahlawulwa: Iiasethi ezifunyenweyo kodwa azikahlawulwahlawulwa: Iasethi enye encinci exabisa amawaka amaR2*

*Zizonke Iiasethi ezincinci ezingama475, ezithengwe ekuqaleni ngamaR644 amawaka (ngexabiso elithotyweyo leeR0.00), ezimele isi1.43% sexabiso leeasethi ezincinci, kungoku nje ziphantsi kophando.*

- *Unyakamali omiyo: ngama229 ezinto ebeziqongophele, ezixabisa amaR368 amawaka*
- *I-FY yowama2021/2022: ngama41 ezinto ebeziqongophele, ezixabisa amaR41 amawaka, kunye:*
- *Kunyakamali ongaPhambili: Ngama205 ezinto ebeziqongophele, ezixabisa amaR235 amawaka*



**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**IINTSHUKUMO KWIIASETHI EZINGNCINCI NGOKWEREJISTA NGANYE YEEASETHI KUNYAKA  
OPHELA NGOWAMA31 KWEYOKWINDLA WAMA2022**

	Oomatshini nezixhobo	lyonke
	R'000	R'000
Ibhalansi yokuvula	42 790	42 790
Impazamo yexesha langaphambili	17	17
Izongezelelo	4 193	4 193
Ukulahlwa	2 017	2 017
<b>Zizonke iiasethi ezincinci</b>	<b>44 983</b>	<b>44 983</b>

	Oomatshini nezixhobo	lyonke
Inani leasethi ezininci zeR1		
Inani leasethi ezincinci ngeendleko	28 102	28 102
<b>Lilonke inani leasethi ezincinci</b>	<b>28 102</b>	<b>28 102</b>

**24.2.1. Impazamo yexesha langaphambili**

<b>Uhlobo lwempazamo yexesha langaphambili</b>	<i>Inqaku</i>	<b>2021/22 R'000</b>
Ngokubhekisele kowama2021/22 [ <i>echaphazela ibhalansi yokuvula</i> ]		17
Intsalela yokuQinisekiswa kweAsethi yexesha langaPhambili		22
Ukuguqulwa kweXesha langaPhambili kweZongezo zeXesha langaPhambili/UkuBuyiselwa kuMboneleli zinkonzo		(1)
IiAsethi zeXesha langaPhambili ezinokuSetyenziswa		(4)
<b>Zizonke iimpazamo zexesha langaphambili</b>		<b>17</b>

**24.3. Iiasethi ezinkulu eziphathekayo ezinokushenxiswa ezicinyiweyo**

**MOVABLE IASETHI EZINKULU EZINOKUXHENXISWA EZICINYIWEYO NGONYAKA OPHELE  
NGOWAMA31 KWEYOKWINDLA WAMA2023**

	Oomatshini nezixhobo	lyonke
	R'000	R'000
Iiasethi ezicinyiweyo	138	138
<b>Zizonke iiasethi ezishenxiswayo ezicinyiweyo</b>	<b>138</b>	<b>138</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**IIASETHI EZINKULU EZISHENXISWAYO EZICINYIWEYO NGONYAKA OPHELE NGOWAMA31  
KWEYOKWINDLA WAMA2022**

	Oomatshini nezixhobo	lyonke
	R'000	R'000
liasethi ezicinyiweyo	258	258
<b>Zizonke liasethi ezishenxiswayo ezicinyiweyo</b>	<b>258</b>	<b>258</b>

*Moveableliasethi ezinkulu eziphathekayo ezishenxiswayo ezicinyiweyo zibandakanya oku:*  
- liasethi ezinkulu ezisi7 ezixabisa iR104 lamawaka  
- liasethi ezincinci ezingama30 ezixabisa amaR 34 amawaka

**25. IiAsethi eziNkulu eziPhathekayo**

**IINTSHULUMO KWIASETHI EZINGENKULU EZINGAPHATHWAYO NGOKWEREJISTA NGANYE  
YEEASETHI KUNYAKA OPHELA NGOWAMA31 KWEYOKWINDLA WAMA2023**

2022/23

	Ibhalansi yokuvula	Izongezelelo	Ukulahlwa	Ibhalansi yokuvula
	R'000	R'000	R'000	R'000
<b>I-SOFTWARE</b>	28	-	15	13
<b>ZIZONKE IIASETHI EZINKULU EZINGAPHATHWAYO</b>	<b>28</b>	<b>-</b>	<b>15</b>	<b>13</b>

*Isoftware inxulumene nesoftware yekhompyuter (iWindows Eyes 9.1)*

**25.1. IINTSHUKUMO KWIASETHI EZINKULU EZINGAPHATHEKIYO NGOKWEREJISTA NGANYE  
YEEASETHI KUNYAKA OPHELE NGOWAMA31 KWEYOKWINDLA WAMA2022**

2021/22

	Ibhalansi yokuvula	Impazamo yexesha langaphambili	Izongezelelo	Ukulahlwa	Ibhalansi yokuvula
	R'000	R'000	R'000	R'000	R'000
<b>I-SOFTWARE</b>	28	-	-	-	28
<b>ZIZONKE IIASETHI EZINKULU EZINGAPHATHEKIYO</b>	<b>28</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**26. IiAsethi eziNkulu eziPhathekayo ezingaShenxiswayo**

**IINTSHUKUMO KWIIASETHI EZINKULU EZIPHATHEKAYO EZINGASHENXISWAYO NGOKWEREJISTA  
NGANYE YEEASETHI KUNYAKA OPHELE NGOWAMA31 KWEYOKWINDLA WAMA2023**

**2022/23**

	Ibhalansi yokuvula	Izongezelelo	Ukulahlwa	Ibhalansi yokuvala
	R'000	R'000	R'000	R'000
<b>IZAKHIWO NEZINYE IZAKHIWO EZISISIGXINA</b>	545	55	-	600
Izakhiwo zeendawo ezingezizo ezokuhlala	545	55	-	600
<b>IIASETHI EZINKULU EZIPHATHWAYO EZINGASHENXISWAYO</b>	<b>545</b>	<b>55</b>	<b>-</b>	<b>600</b>

*Ulongezelelo lweMali eyinkunzi lweeasethi eziPhathekayo ezingaShenxiswayo lubandakanya oku:*

*- Intlawulo eyiMali esesandleni: IiAsethi eziFuyenweyo neziHlawulwe kwiFY yaNgoku: amaR55 amawaka (izakhiwo zeNutech eziye zatshintshwa zaba ziifosi neendibano zocweyo ezingashenxiswayo ngokwendalo*

**26.1. IINTSHUKUMO KWIIASETHI EZINKULU EZIPHATHEKAYO EZINGASHENXISWAYO NGOKWEREJISTA  
NGANYE YEEASETHI KUNYAKA OPHELE NGOWAMA31 KWEYOKWINDLA WAMA2022**

**2021/22**

	Ibhalansi yokuvula	Impazamo yesexha langaphambili	Izongezelelo	Ukulahla	Ibhalansi yokuvala
	R'000	R'000	R'000	R'000	R'000
<b>IZAKHIWO NEZINYE IZAKHIWO EZISISIGXINA</b>	565	-	153	173	545
Iindawo zokuhlala	173	-		173	
Izakhiwo ezingezizo ezokuhlala	392	-	153	-	545
<b>ZIZONKE IIASETHI EZINKULU EZIPHATHWAYO EZINGASHENXISWAYO</b>	<b>565</b>	<b>-</b>	<b>153</b>	<b>173</b>	<b>545</b>

*Iindawo zokuhlala ziphathelele ekuphuculweni kwendawo yokuhlala yaseSivuyile ephantsi kweSebe lezoThutho neMisebenzi yoLuntu. Udluliselo lwes42 lwaqunjelwa zaze iiasethi zahanjiswa. Izakhiwo ezingezizo ezokuhlala ziphathelele kwizikhongozeli nezakhiwo zeNutech eziye zatshintshwa zaba ziifosi neendibano zocweyo ezingenakushenxiswayo ngokwendalo.*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**27. Iimpazamo zexesha langaphambili**

**27.1. Ulungiso lweempazamo zexesha langaphambili**

		2021/22		
		Imali yolungiso lweempazamo	Impazamo yexesha langaphambili	Ichaziwe kwakhona
<i>Inqaku</i>		R'000	R'000	R'000
<b><i>liAsethi:</i></b>				
liasethi ezinkulu eziphathekayo ezishenxiswayo	24.1.1	83 103	(43)	83 060
liasethi ezincinci	24.2.1	44 966	17	44 983
lintlawulo ezenziwa phambi kwexesha (Ezisetyenzisiweyo)- Udluliselo neZibonelelo	9.2	76 369	507	76 876
<b>Isiphumo esishiyekileyo</b>		<b>204 438</b>	<b>481</b>	<b>204 919</b>

*Impazamo yexesha langaphambili ephathelele kwiiasethi eziphathekayo kungenxa yentsalela yoqinisekiso lweasethi, uhlehlengiso lwamaxabiso neeasethi kwizinto ezisetyenziswayo. Impazamo yexesha eligqithileyo ephathelele neeNtlawulo zangaphambili kungenxa yenkcitho engaphezulu kwengxelo ngokwemigaqo yovuselelo lwe-ECD.*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**28. Imisebenzi yodluliselo**

**28.1. Imisebenzi yodluliselo**

IsiBhengezo esiphantsi kwecandelo lama97 loMgaqosiseko weRiphabhliki yoMzantsi Afrika, we1996 satyikitywa nguMongameli ngowama27 kweyoMqungu wama2021 esicacisa ukuba umsebenzi woPhuhliso lwaBantwana aBasaqalayo (ECD) uya kususwa kwiSebe loPhuhliso lweNtlalo usiwe kwiSebe leMfundo. Esinye isiBhengezo phantsi kwecandelo le137 loMgaqosiseko weRiphabhliki yoMzantsi Afrika, we1996, ofundwa necandelo lama47 loMgaqosiseko weNtshona Koloni, we1997 (uMthetho woku1 we1998) sasayinwa ngomhla wama25 kweyeThuphaAgasti 2021 singqina ukudluliselwa komsebenzi ISebe leMfundo leNtshona Koloni (WCED) ukususela ngowoku1 kuTshazimpuzi wama2022.

**28.1.1. Amanqaku**

	<b>Ibhalansi phambi komhla wodluliselo</b>	<b>Umsebenzi woPhuhliso lwaBantwana aBasaqalayo</b>	<b>Ibhalansi emva komhla wodluliselo</b>
		<b>ISebe lezeMfundo - WC</b>	
<i>Inqaku</i>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>
Inzuzo yabasebenzi	86 752	(2 069)	84 683
Izibophelelo zengqeshiso –lingqeshiso eziqhubekayo	4 937	(43)	4 894
Iiasethi ezinkulu eziphathekayo ezishenxiswayo	128 043	(2 265)	125 778
Iiasethi ezinkulu eziphathekayo ezingashenxiswayo	-	-	-

Unikezelo nokuthatha indawo (iCandelo lama42) lakhutshwa nakwiSebe leMfundo leNtshona Koloni kwaza kwatyikitywa ngawo omabini amaGosa oCwangcisomali ngexabiso leR1,93 lezigidi. Esi sixamali sahlonyelwa kwiR1.762 lezigidi ngekota yokuqala yokunika ingxelo ngenxa yohlengahlengiso oluhlaziyiweyo lwamaxabiso kwifenitshala nezixhobo zekhompuyutha. Udhluliselo olongezelelweyo lwenzekile kwikota yesi4 kwixabiso lamaR503 lamawaka. Zizonke iiasethi eziphathekayo ezishenxiswayo (amaR2.265 ezigidi) zibandakanya iR1.547 lezigidi zeeasethi ezinkulu namaR718 amawaka eeasethi ezincinci.

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**AMANQAKU KWIINGXELOMALI ZONYAKA**  
**kunyaka ophela kowama31 kweyoKwindla wama2023**

IsiBhengezo esiphantsi kwecandelo le137 loMgaqosiseko weRiphabliki yoMzantsi Afrika, we1996, esifundwe necandelo lama47 loMgaqosiseko weNtshona Koloni, we1997 (uMthetho woku1 we1998) sapapashwa kwiPhondo leNtshona Koloni: Isongezelelo kwiGazethi yePhondo 8478 kowama25 kweyeThupha wama2021.

Akukho sivumelwano sisemthethweni siqulunqiweyo, ngaphandle kwesindululo esivunywe yiKhabhinethi yeNtshona Koloni. IsiBhengezo seNkulumbuso yePhondo leNtshona Koloni esatyikitywa ngomhla wama25 kweyeThupha wama2021, sadlulisela iindima, uxanduva noxanduva ngokungqinelana (a)neSahluko sesi5 soMthetho waBantwana ngokubhekiselele kumaziko okhathalelo lwethutyana abonelela ngeenkonzo zophuhliso lwabantwana abaselula njengoko kuchaziwe kwicandelo lama91(2) neenkqubo zophuhliso lwabantwana abaselula njengoko kuchaziwe kwicandelo lama91(3) loMthetho waBantwana, kangangokuba babonelela ngenkonzo okanye inkqubo enjalo.

(b) ISahluko sesi6 soMthetho waBantwana.

(c) ISahluko sama20 nesama21 soMthetho waBantwana —

(i) malunga nezahluko ezisebenza kwisahluko sesi5 soMthetho waBantwana, ukuya kuthi ga kwinqanaba elichazwe kumhlathi (a);

(ii) malunga nezahluko zisebenza kwiSahluko sesi6 soMthetho waBantwana.

Ibhalansi esetyenzisiweyo yentlawulo eyenziwe phambi kwexesha engamaR44,133 ezigidi ngokweprojekthi ye-ECD ilawulwa liSebe leMfundo ukusukela ngowoku1 kuTshazimpuzi wama2022. Jonga kwinqaku 9.2

Lo msebenzi wotshintsho wachaphazeleka kwiNkqubo yoHlahlo lwabiwomali lweDTD MTEF nohlahlo lwabiwomali oludluliselwe kwiWCED ngowama2022/3 ifike kumaR391,531 ezigidi.

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**29. Ingxelo yezibonelelo zoxhomekeko ezifunyenweyo**

	2022/23					2021/22						
	ULWABIWO LWEZIBONELELO					ECHITHIWEYO						
	ICandelo leNgeniso yeRhafu / iZibonelelo zePhondo	Unatyiselo	Ulungelelwano lweDORA	Olunye uLungelelwano	Iyonke eFumanekayo	Isixamali esifunyenweyo lisebe	Isixamali esichitywe lisebe	Inkcitho ngaPhantsi/ (ngaPhezu)	i% yengxowa mali ekhoyo echithwe liSebe	UMthetho weCandelo leRhafu	Isixamali esichithwe lisebe	
<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>	<b>%</b>	<b>R'000</b>	<b>R'000</b>	<b>R'000</b>		
<b>Igama lesibonelelo</b>												
UPhuhliso lwaBantwana abasaQalayo	-	-	-	-	-	-	-	-	-	121 506	111 215	
ISibonelelo seNkuthazo yeNtlalo yeCandelo le-EPWP yamaPhondo	4 978	-	-	-	4 978	4 978	4 920	58	99%	5 283	5 283	
<b>IYONKE</b>	<b>4 978</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4 978</b>	<b>4 978</b>	<b>4 920</b>	<b>58</b>		<b>126 789</b>	<b>116 498</b>	

*Ulondolozo kwiSibonelelo seNkuthazo seNkqubo yeMisebenzi yoLuntu eYandisiweyo (EPWP) yeCandelo lezeNtlalontle lwalenzelwe iMbuyekezo ebalaseleyo yeentlawulo zoMenzakalo eMisebenzini neZifo (COIDA) zeNkqubo yeMisebenzi yoLuntu eYandisiweyo (EPWP) yabasebenzi.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
AMANQAKU KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**30. Ukusebenza koXhotyiso lwabaMnyama kwezoQoqosho ngokuBanzi**

linkcukacha kuthotyelo loMthetho weB-BBEE zibandakanyiwe kwingxelo yonyaka phantsi kwecandelo leeNkcukacha zokuSebenza kokuThoyelwa kweB-BBEE.

**31. Inkcitho yokuPhendula kwiKHOVIDI 19**

	<i>Inqaku</i>	<b>2022/23 R'000</b>	<b>2021/22 R'000</b>
limpahla neenkonz		15	2 720
Udluliselo nezibonelelo		-	20 873
<b>Iyonke</b>	<i>IsiHlomelo 8</i>	<b>15</b>	<b>23 593</b>

*Inkcitho yeKhovidi yeeMpahla neeNkonzo ibandakanya iintlawulo ezenziweyo ngokweenkonzo zokuqhumisa neSibulali ntsholongwane.*



**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
IZIHLOMELO KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO 1A  
INGXELO YODLULISELO KWIARHENTE ZESEBE NEEAKHAWUNTI**

	2022/23				2021/22			
	ULWABIWO LODLULISELO			UDLULISELO				
	Uhlalo lwabiwomali oluLungelelwanisiweyo	Unatyiselo	Ulungelwaniso	Iyonke eFumanekayo	Olona dluliseLO	i% yengxowamali efumanekayo edluliselweyo	Uhlalo lwabiwomali lokuGqibela	Olona dluliseLO
R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
IArhente yeSebe okanye iAkhawunti								
Amaphephamvume – uNomathotholo neTV	41	-	(2)	39	39	100%	47	47
ICandelo lezeMfundo neGunya lezoQeqesho (IRhafu yoPhuhliso lweZakhono)	2 983	-	-	2 983	2 983	100%	2 788	2 788
I-SSF: INgxowamali yeInshorensi yokungaQeshwa	-	-	96	96	96	100%	-	-
<b>IYONKE</b>	<b>3 024</b>	<b>-</b>	<b>94</b>	<b>3 118</b>	<b>3 118</b>		<b>2 835</b>	<b>2 835</b>

*I-SSF: iNgxowamali yeInshorensi yokungaQeshwa inxulumene negalelo leUIF elenzelwe abasebenzi beeNkqubo zeMisebenzi yoLuntu eYandisiweyo (EPWP)*

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**IZIHLOMELO KWIINGXELOMALI ZONYAKA**  
**kunyaka opehe kowama31 kweyoKwindla wama2023**

**ISIHLOMELO 1B**  
**INGXELO YODLULISELO KUMAZIKO ANGENZI NZUZO**

Amaziko angenzi nzuzo	2022/23				2021/22			
	ULWABIWO LODLULISELO			Iyonke eFumanekayo	INKCITHO		Uhlahlo lwabiwomali lokuGqibela	Olona Dluliselelo
	Uhlahlo lwabiwomali oluLungelelwani siweyo	Unatyhiselelo	Ulungelwani so		Olona Dluliselelo	i% yengxowamali efumanekayo edluliselweyo		
R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
<b>Udluliselelo</b>								
UPhuhliso loLutsha	14 171	-	-	14 171	14 171	100%	14 974	14 974
UkuPhelisa iNtlupheko neMpilo eZinzileyo	75 690	-	(900)	74 790	74 790	100%	45 332	45 332
<b>Iyonke</b>	<b>89 861</b>	-	(900)	<b>88 961</b>	<b>88 961</b>		<b>60 306</b>	<b>60 306</b>
<b>Izibonelelo</b>								
UkuSetyenziswa kweZiyobiso Gwenxa, uThintelo noBuyiselelo kwiSimo esisiso	59 456	-	114	59 570	59 570	100%	63 052	63 052
UKhathalelo neeNkonzo kuBantu abaDala	235 907	-	120	236 027	236 027	100%	250 324	250 324
UkuThintelwa koLwaphulomthetho neNkxaso	13 002	-	-	13 002	13 002	100%	14 428	14 428
IiNkonzo kuBantu abaphila noKhubazeko	156 821	-	(61)	156 760	156 610	100%	165 825	165 825
UKhathalelo lwaBantwana neeNkonzo zoKhuseleko	191 740	-	(456)	191 284	191 284	100%	205 864	205 864
I-ECD noKhathalelo olungaGqibelelanga	17 379	-	(1 863)	15 516	15 516	100%	388 120	375 571
Amaziko oKhathalelo lwaBantwana noLutsha	111 658	-	-	111 658	111 658	100%	108 658	108 658
VUkuXhotyiswa kwaMaxhoba	62 866	-	-	62 866	62 866	100%	62 057	62 057
UKhathalelo neeNkonzo kwiiNtsapho	97 438	-	1 171	98 609	98 609	100%	100 620	100 620
<b>Iyonke</b>	<b>946 267</b>	-	(975)	<b>945 292</b>	<b>945 142</b>		<b>1 358 948</b>	<b>1 346 399</b>
<b>IYONKE</b>	<b>1 036 128</b>	-	(1 875)	<b>1 034 253</b>	<b>1 034 103</b>		<b>1 419 254</b>	<b>1 406 705</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**IZIHLOMELO KWIINGXELOMALI ZONYAKA**  
*kunyaka ophela kowama31 kweyoKwindla wama2023*

**ISIHLOMELO 1C**

**INGXELO YODLULISELO KUMAKHAYA**

Amakhaya	2022/23				2021/22			
	ULWABIWO LODLULISELO				INKCITHO			
	Uhlalo lwabiwomali oluLungelelwanisiweyo	Unatyiselo	ULungelelwaniso	Iyonke eFumanekayo	Olonu Dlulisele	i% lwengxowamali efumanekayo edluliselweyo	Uhlalo lwabiwomali lokuGqibela	Olonu Dlulisele
R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	
<b>Udlulisele</b>								
Izibonelelo zeNtlalo yabasebenzi	13 048	-	448	13 496	13 497	100%	13 980	13 980
lintlawulo zoKhuseleko lweNtlalo	9 864	-	1 757	11 621	11 621	100%	7 533	7 533
Olunye udlulisele (Imali esesandleni)	825	-	339	1 164	1 164	100%	1 631	1 631
<b>IYONKE</b>	<b>23 737</b>	<b>-</b>	<b>2 544</b>	<b>26 281</b>	<b>26 282</b>		<b>23 144</b>	<b>23 144</b>

*Olunye udlulisele (imali) lubandakanya umnikelo, iibhasari (kubantu abangengabo abasebenzi) namabango ahlawulwe kurhulumente.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
IZIHLOMELO KWIINGXELOMALI ZONYAKA  
kunyaka ophele kowama31 kweyoKwindla wama2023**

**ISIHLOMELO 1D**

**INGXELO YEZIPHO, IMINIKELO NENKXASO EZIFUNYENWEYO**

Igama lombutho	Uhlobo lwesipho, umnikelo, okanye inkxaso	2022/23	2021/22
		R'000	R'000
<b>Okufunyenwe ngesisa</b>			
Iziko lokuHlala iSivuyile	lingubo, isikali, izinto zangasese, amaqebengwana ejam, ikhastadi, impahla nezinto zokudlala, iincwadi, iiphazili, iibhola nokutya okutyiwayo, ujingi, imicrowave, izimuncumuncu, izinto zonyango, iitroli ezihambayo, inkqubo yekhamera yeCCTV. Amaqanda ePasika neebhansi ezishushu ezinomnqamlezo, ukulungiswa kwesixhobo sokujonga umqondiso, umrhumo wokubiza uncedo lokutshixeka kocango, isipho seKrisimesi, ukulungisa isikali sesitulo, iingubo ezinithiweyo zomngcwabo neekawusi.	51	77
UMsebenzi woKhathalelo lwaBantwana noLutsha -Outeniekwa	Imbewu yeOrganic, iifolda zeFayile ezingama35, iipakethi zezimuncumuncu, izinto zokubhala, iMemory stick, iMaskhi nesiBulala ntsholongwane, aMayeza, iPeyinti, izixhobo zaseGadini, izithambiso zobuso, iipakethi zetshokolethi enye ukuya kwezi2, iibhutsi zombhoxo, iincwadi, iimpahla zegalufa, iincwadi zemfundo, amanzi angangama500 eemililitha, isityalo sebeetroot, iimpahla zokubuka iindwendwe, iisampulu zomgquba, iiBhayibhile, Izityalo, iifaskoti, iipakethi zezimuncumuncu.	211	30
IOfisi yeNgingqi yeCape Winelands	Iipakethi ezinkulu ezisi8 zamanapkeni alahlwayo kubantwana neepakethi ezi2 zamanapkeni abantu abadala, Ifomula, yamaNapkeni.	10	7
IOfisi kaNdlunkulu yoMphathiswa	Iincwadi, iNtyatyambo njengophawu ngexesha lotyelelo lwesiza lukaMphathiswa, itheko lokuwonga, idayari, iambrela, usiba, iibhiskithi, iintyatyambo, ivawutsha yoboya, amatikiti ombhoxo.	2	2
Amaziko - Horizon	Izixhobo zezeMidlalo	6	-
Vredelus	Amaso neebhulukhwe zokwenza imithambo zesikolo zasebusika	-	1
Eden Karoo	Ibhodi zezibhengezo ezili9	1	9
Metro North	Iwotshi, intsimbi yomqala, izikipa zegalufa.	-	1
Iqhinga nesiCwangciso seShishini	Ixesha losasazo likanomathotholo malunga nephulo leWC GBV	115	-
ICandelo eliyiNtloko: INtlalontle neeNkosi zoBuyiselo	Ikhadi lesipho (TFG)	1	-
Metro East	Izihlangu zesikolo, iphurithi, amanapkeni neempahla esele zisetyenzisiwe	9	-
West Coast	Ivawutsha yesitya esikhulu samaqebengwana, isihluzo sekofu, itshokolethi, iminquma newayini	1	-
Amaziko – Lindelani	Ibhokisi zezihlangu zikaSanta	6	-
<b>Okunye</b>	Ibhotile yeWayini (eBomvu), iintyatyambo, iziqhamo, isigqubuthelo sobuso, isithambiso sezandla, ukuhlamba izandla, iingxowa zesipho zangasese ezingama20, isitendi selaptop, ubusi, incwadi yokubhalela, izinto zokubhala, isityalo, isikipa esibhalwe NPO, iidiliya ezityiwayo, iimpahla zesikolo, ibhiltong nebhokisi yesipho esomisiweyo, ibhokisi yetshokolethi enye, amanapkeni, ibhotile yediliya, iwayini, iilekese, iikomityi zekofu, ikhadi, izibambi eziphethe iipeni ezi2, itshokolethi, iikomityi yekofu, ibhega yakwasteers nesiselo.	3	3
<b>IYONKE</b>		<b>415</b>	<b>129</b>

*NgokoMmiselo ngamnye kaNondyebo 21.2.4 yonke iminikelo iyabhengezwa. Ezinye zinxulumene nomnikelo ofunyenwe ngaphantsi kwamaR500 ongakhange ubekwe ngokwamaqela kwiofisi nganye ngenxa yokusondezwa ekhulwini.*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
IZIHLOMELO KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO 1E**

**INGXELO YEZIPHO, IMINIKELO NENKXASO EZENZIWEYO**

<b>Uhlobo lwezipo, iminikelo okanye inkxaso</b>	<b>2022/23</b>	<b>2021/22</b>
<i>(lindidi eziphambili zeqela kodwa ukudwelisa izinto eziphathekayo kuquka negama lombuth)</i>	<b>R'000</b>	<b>R'000</b>
<b>Eenziwe ngesisa</b>		
liasethi ezinkulu eziphathekayo ezishenxiswayo -iasethi yezoThutho-uMbumbi weVW 50 (GFD071) - Iziko iVukani laBantwana abaneZidingo eziZodwa	768	-
liasethi ezinkulu eziphathekayo ezishenxiswayo -iasethi yezoThutho-uMbumbi weVW 50 (GFD068G) - Vrolike Vinkies	686	-
<b>IYONKE</b>	<b>1 454</b>	<b>-</b>

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
IZIHLOMELO KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO SESI2**

**INGXELO YAMATYALA ANOKUTHI AVELE NGOKOWAMA31 KWEYOKWINDLA WAMA2023**

Uhlobo lwetyala	Ibhalansi yokuvula ngokowoku1 kuTshazimpuzi wama2022	Amatyala enziweyo apha enyakeni	Amatyala ahlawulweyo / arhoxisiweyo / ancitshisiweyo apha enyakeni	Amatyala anokuhlawuleka (Nika iinkcukacha apha ngezantsi)	Ibhalansi yokuvula ngokowama31 kweyoKwindla wama2023
	R'000	R'000	R'000	R'000	R'000
<b>Amabango achasene nesebe</b>					
LT/166/2007 – Ukwenzakala emsebenzini	1 150				1 150
LT/356/2015-16 – Ibango lomonakalo	300				300
LT/152/2017-18 - Ibango lomonakalo	2 000		2 000		-
LT/237/2018-19 – Umba wabasebenzi	5 000				5 000
LT/273/2020-21- Ukwenzakala emsebenzini lyonkana	1 621				1 621
	<b>10 071</b>				<b>8 071</b>
<b>IYONKE</b>	<b>10 071</b>	<b>-</b>	<b>2 000</b>	<b>-</b>	<b>8 071</b>

*Amabango achasene neSebe kuqutyiswana nawo ngeeNkonzo zoMthetho (DotP) kwaye aqukiwe phantsi kwamatyala anokuvela njengoko isiphumo sawo onke amatyala avuliweyo angaqinisekiswa.*

*LT/152/2017-2018 kwaqakunjelwa ngomyalelo wenkundla wokuhlawula isixamali esingamaR450,000.00 endaweni yebango lokuqala lamaR2,000,000.00*

**IPHONDO LENTSHONA KOLONI  
ISEBE LOPHUHLISO LOLUNTU  
IVOTI 7  
IZIHLOMELO KWIINGXELOMALI ZONYAKA  
kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO SESI3  
AMABANGO AFUMANEKILEYO**

Iqumrhu likarhulumente	Ibhalansi eqinisekisiweyo engekahlawulwa		Ibhalansi engaqinisekiswa engekahlawulwa		Iyonke		Uqweqwediso lweenqweolo ezithutha imali ekupheleni konyaka wama2022/23	
							Umhla wokufunyanwa ukuya kutsho kwiintsuku ezintandathu (6) zokusebenza emva kokuphela konyaka	Isixamali
	31/03/2023	31/03/2022	31/03/2023	31/03/2022	31/03/2023	31/03/2022		R'000
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
<b>Isebe</b>								
ISebe likaZwelonke loPhuhliso loLuntu	-	-	152	152	152	152		
IArhente yezoKhuseleko lwezeNtlalo laseMzantsi Afrika	-	53	-	-	-	53	05/04/2023	53
<b>IYONKE</b>	<b>-</b>	<b>53</b>	<b>152</b>	<b>152</b>	<b>152</b>	<b>205</b>		<b>53</b>

**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**IZIHLOMELO KWIINGXELOMALI ZONYAKA**  
**kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO SESI4**

**UKUHLAWULWA KORHULUMENTE**

UMBUTHO KARHULUMENTE	Ibhalansi eqinisekisiweyo engekahlawulwa		Ibhalansi engaqinisekiswa engekahlawulwa		Iyonke		Uqweqwediswo lweenqweolo ezithutha imali ekupheleni konyaka wama2022/23	
	31/03/2023	31/03/2022	31/03/2023	31/03/2022	31/03/2023	31/03/2022	Umhla wokufunyanwa ukuya kutsho kwiintsuku ezintandathu (6) zokusebenza emva kokuphela konyaka	Isixamali
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
<b>AMASEBE</b>								
<b>Ngoku</b>								
ISebe lezeMpilo laseWC	296	483	-	-	296	483	31/03/2023	513
ISebe leNkulumbuso laseWC	32	14	-	-	32	14	31/03/2023	28
ISebe lezoBulungisa noMgaqosiseko laseWC UPuhliso	20	4	-	-	20	4		
<b>Ewonke amaSebe</b>	<b>348</b>	<b>501</b>	<b>-</b>	<b>-</b>	<b>348</b>	<b>501</b>		<b>541</b>
<b>AMANYE AMAQUMRHU KARHULUMENTE</b>								
<b>Ngoku</b>								
ISebe leZothutho neMisebenzi yoLuntu laseWC (GMT)	5 455	868	-	-	5 455	868	31/03/2023	631
<b>Ewonke Amanye amaQumrhu kaRhulumente</b>	<b>5 455</b>	<b>868</b>	<b>-</b>	<b>-</b>	<b>5 455</b>	<b>868</b>		
<b>ZIYONKE IINTLAWULO KURHULUMENTE</b>								
	<b>5 803</b>	<b>1 369</b>	<b>-</b>	<b>-</b>	<b>5 803</b>	<b>1 369</b>		



**IPHONDO LENTSHONA KOLONI**  
**ISEBE LOPHUHLISO LOLUNTU**  
**IVOTI 7**  
**IZIHLOMELO KWIINGXELOMALI ZONYAKA**  
**kunyaka ophela kowama31 kweyoKwindla wama2023**

**ISIHLOMELO 5**

**ULUHLU LWEMPAHLA**

	Abanye aBaboneleli zinkonzo	Iyonke
<b>Uluhlu lwempahla kunyaka ophela ngowama31 kweyoKwindla wama2023</b>	<b>R'000</b>	<b>R'000</b>
Ibhalansi yokuvula	3 832	3 832
Yongeza/(Ngaphantsi: Ulungelelwaniso kwiibhalansi zonyaka wangaphambili	-	-
Yongeza: Ukongezwa/Ukuthenga-Imali esesandleni	4 409	4 409
Yongeza: Ukongezwa – Okungeyiyo Imali esesandleni	-	-
(Ngaphantsi): Ukulahlwa	-	-
(Ngaphantsi): iMiba	(7 286)	(7 286)
Yongeza/(Ngaphantsi): Efunyenweyo okwangoku, angahlawulwanga; (Ehlawulwe kulo nyaka, efunyenwe kunyaka ongaphambili)	-	-
Yongeza/(Ngaphantsi): Ulungelelwaniso	7 263	7 263
<b>Ibhalansi yokuvala</b>	<b>8 218</b>	<b>8 218</b>

	Abanye aBaboneleli zinkonzo	Iyonke
<b>Uluhlu lwempahla kunyaka ophela ngowama31 kweyoKwindla wama2022</b>	<b>R'000</b>	<b>R'000</b>
Ibhalansi yokuvula	3 327	3 327
Yongeza/(Ngaphantsi: Ulungelelwaniso kwiibhalansi zonyaka wangaphambili	(9)	(9)
Yongeza: Ukongezwa/Ukuthenga - Imali	7 581	7 581
Yongeza: Ukongezwa – Okungeyiyo Imali esesandleni	-	-
(Ngaphantsi): Ukulahlwa	-	-
(Ngaphantsi): Imiba	(7 067)	(7 067)
Yongeza/(Ngaphantsi): Efunyenweyo okwangoku, angahlawulwanga; (Ehlawulwe kulo nyaka, efunyenwe kunyaka ongaphambili)	-	-
Yongeza/(Ngaphantsi): Ulungelelwaniso	-	-
<b>Ibhalansi yokuvala</b>	<b>3 832</b>	<b>3 832</b>

**WESTERN CAPE PROVINCE  
DEPARTMENT OF SOCIAL DEVELOPMENT  
VOTE 7  
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2023**

**ISIHLOMELO 6A**

**OKUHLAWULWA PHAMBI KWEXESHA KUBUDLELWANE BAMAQUMRHU KUHLAWULIWE (Inqaku le9)**

IQUMRHU	Ibhalansi eqinisekisiweyo ayikahlawulwa		Ibhalansi engaqinisekiswa ayikahlawulwa		IYONKE	
	31/3/2023	31/03/2022	31/3/2023	31/03/2022	31/3/2023	31/03/2022
	R'000	R'000	R'000	R'000	R'000	R'000
<b>AMAQUMRHU KARHULUMENTE</b>						
Iziko lamandla ombane	-	-	558	538	558	538
<b>Iyonkana</b>	-	-	<b>558</b>	<b>538</b>	<b>558</b>	<b>538</b>
<b>AMANYE AMAQUMRHU</b>						
UThutho lweeNqwelo zikaRhulumente (GMT)	6 796	1 929	-	-	6 796	1 929
<b>Iyonkana</b>	<b>6 796</b>	<b>1 929</b>	<b>-</b>	<b>-</b>	<b>6 796</b>	<b>1 929</b>
<b>IYONKE</b>	<b>6 796</b>	<b>1 929</b>	<b>558</b>	<b>538</b>	<b>7 354</b>	<b>2 467</b>

**WESTERN CAPE PROVINCE  
DEPARTMENT OF SOCIAL DEVELOPMENT  
VOTE 7  
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2023**

**ISIHLOMELO 6B**

**OKUHLAWULWA PHAMBI KWEXESHA KUBUDLELWANE BAMAQUMRHU KUFUNYENWE (Inqaku le13)**

	Ibhalansi eqinisekisiweyo ayikahlawulwa		Ibhalansi engaqinisekiswa ayikahlawulwa		IYONKE	
	31/3/2023	31/03/2022	31/3/2023	31/03/2022	31/3/2023	31/03/2022
	R'000	R'000	R'000	R'000	R'000	R'000
<b>IQUMRHU</b>						
<b>AMANYE AMAQUMRHU</b>						
<b>Ngoku</b>						
EzeMpilo neNtlalontle						
IMfundo yeCandelo lezeMpilo neNtlalontle neGunya loQeqesho						
Impilo kunye neNtlalontle						
IMfundo yeCandelo kunye IGunya loQeqesho (HWSETA)	183	183	-	-	183	183
<b>IYONKE</b>	<b>183</b>	<b>183</b>	<b>-</b>	<b>-</b>	<b>183</b>	<b>183</b>
<b>Ngoku</b>	<b>183</b>	<b>183</b>	<b>-</b>	<b>-</b>	<b>183</b>	<b>183</b>
<b>Engeyiyo eyangoku</b>						

**WESTERN CAPE PROVINCE  
DEPARTMENT OF SOCIAL DEVELOPMENT  
VOTE 7  
ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS  
for the year ended 31 March 2023**

**ISIHLOMELO SESI7**

**IIASETHI ZEZOTHUTHO NGOKWEREJISTA NGANYE YENQESHISO YEMALI YEXESHA  
ELIPHELE NGOWAMA31 KWEYOKWINDLA WAMA2023**

**IiAsethi eziNkulu eziPhathwayo eziShenxiswayo**

**IIASETHI ZEZOTHUTHO NGOKWEREJISTA NGANYE YENQESHISO YEZEMALI YEXESHA ELIPHELE  
NGOWAMA31 KWEYOKWINDLA WAMA2023**

	Ibhalansi yokuvula  R'000	Ulungelelwanis o lwalo nyaka kwiibhalansi zonyaka wangaphambili  R'000	Izongezelelo  R'000	Ukulahlwa  R'000	Ibhalansi yokuVala  R'000
	76 238	-	13 609	(7 647)	82 200
Izithuthi zeGG	76 238	-	13 609	(7 647)	82 200
<b>IYONKE</b>	<b>76 238</b>	<b>-</b>	<b>13 609</b>	<b>(7 647)</b>	<b>82 200</b>

**TRANSPORT IIASETHI ZEZOTHUTHO NGOKWEREJISTA NGANYE YENQESHISO YEMALI YEXESHA  
ELIPHELE NGOWAMA31 KWEYOKWINDLA WAMA2022**

	Ibhalansi yokuvula  R'000	Ulungelelwanis o lwalo nyaka kwiibhalansi zonyaka wangaphambili  R'000	Izongezelelo  R'000	Ukulahlwa  R'000	Ibhalansi yokuVala  R'000
	75 025	-	9 314	(8 101)	76 238
Izithuthi zeGG	75 025	-	9 314	(8 101)	76 238
<b>IYONKE</b>	<b>75 025</b>	<b>-</b>	<b>9 314</b>	<b>(8 101)</b>	<b>76 238</b>

*ISebe loPhuhliso loLuntu lisebenzise izithuthi zikaRhulumente ezingama354 ngexesha eliphela ngomhla wama31 kweyoKwindla ngowama-2023, nezithuthi zikaRhulumente ezingama349 kunyakamali odlulileyo ophela ngowama31 kweyoKwindla ngowama2022. Izithuthi ziqeshiswa phantsi kwesivumelwano semali esisodwa kuRhulumente weNtshona Koloni kwaye isihlomelo sijolise ekuphuculeni ubuncinane bezidingo zokunika ingxelo ngokoMgangatho weMali oGuquliweyo.*

**WESTERN CAPE PROVINCE**  
**DEPARTMENT OF SOCIAL DEVELOPMENT**  
**VOTE 7**  
**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS**  
*for the year ended 31 March 2023*

**ISIHLOMELO SESI8**  
**INKCITHO YOKUPHENDULA KWIKHOVIDI 19**  
**Ngekota nganye naxa iyonke**

Inkcitho ngokodidi ngalunye lwezoqoqosho	2022/23					2021/22
	Q1	Q2	Q3	Q4	lyonke	lyonke
	R'000	R'000	R'000	R'000	R'000	R'000
<b>Imbuyekezo yabasebenzi</b>						
<b>Iimpahla neenkonz</b>	13	2	-	-	15	<b>2 720</b>
Unxibelelwano						2
Izibonelelo zoncedo	13	2	-	-	15	572
Iintlawulo zePropati	-	-	-	-	-	2 146
<b>Udluliselo nezibonelelo</b>						<b>20 873</b>
NPI: Amanye amaZiko aNgenzi Nzuzo	-	-	-	-	-	20 873
<b>IYONKE INKCITHO YOKUPHENDULA KWIKHOVIDI 19</b>	<b>13</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>23 593</b>

*Inkcitho yeKhovidi kwiiMpahla neeNkonzo ibandakanya iintlawulo ezenziwe ngokweenkonzo zokuqhumisa neSibulali ntsholongwane.*

### IsiHlomelo A: Ukudluliselwa kweentlawulo kuyo yonke imibutho ngaphandle kwamaqumrhu karhulumente

Nceda usebenzise ikhonkco lonxibelelwano elimiselweyo ukufumana uluhlu lweentlawulo zoDluliseliso ezenziwe kuyo yonke imibutho efumana inkxasomali kwiDSD kunyakamali wama2022/23.

<https://www.westerncape.gov.za/dept/social-development/documents>

### IsiHlomelo B: IiNkcukacha zoQhagamshelwano

<b>UMphathiswa woPhuhliso loLuntu</b>			
<b>I-Ofisi yoMphathiswa</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
UMphathiswa wePhondo Private Bag X 9112 Cape Town 8000	Nksz. S. G. Fernandez	021 483 5208	DSDMinister@westerncape.gov.za
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INtloko yeSebe	Nksz. A. Nel	021 483 6400	Ananda.Nel@westerncape.gov.za
IGosa loNxibelelwano laMajelo eendaba	Nksz. M. Mortlock-Malgas	021 483 3858	Monique.Mortlock@westerncape.gov.za

<b>UNdlunkulu</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
INtloko yeSebe Private Bag X 9112 Cape Town, 8000	Gqr. R. Macdonald	021 483 3083	HOD.DSD@westerncape.gov.za
Umlawuli oyinTloko: iQhinga lesiCwangciso soShishino	Nksz. M. Johnson	021 483 3781	Marion.Johnson@westerncape.gov.za
Umlawuli: isiCwangciso soShishino noBekoliso	Nksz. S. Nieftagodien	021 483 6279	Sihaam.Nieftagodien@westerncape.gov.za
Umlawuli: uPhando noLawulo lweeNkcukacha	Mnu. G. Miller	021 483 4595	Gavin.Miller@westerncape.gov.za

<b>UNdlunkulu</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
UMlawuli oyiNtloko: uLawulo lweMali (iGosa eliyiNtloko leMali)	Mnu. J. Smith	021 483 8678	Juan.Smith@westerncape.gov.za
UMlawuli: iMali	Mnu. D. Holley	021 483 3923	Denver.Holley@ westerncape.gov.za
UMlawuli: iNkxaso yoLawulo oluSebenzayo	Nksz. R. Patel	021 483 3125	Ramula.Patel@westerncape.gov.za
UMlawuli: uMlawuli weNtengo	Nksz. T. Rakiep	021 483 4720	Tasneem.Rakiep@westerncape.gov.za
UMlawuli oyiNtloko: INtlalontle yoLuntu neeNkonzo zoBuyiselo	Nksz. L. Goosen	021 483 9394	Leana.Goosen@westerncape.gov.za
UMlawuli: liNkonzo zoBuyiselo	Mnu. M. Gaba	021 483 4212	Mzukisi.Gaba@westerncape.gov.za
UMlawuli: uLawulo lwamaZiko	Nksz M. Jonkerman	021 826 6040	Marshionette.Jonkerman@westerncape.gov.za
UMlawuli oyiNtloko: aBantwana, iiNtsapho namaQela aseSichengeni	Mnu. C. Jordan	021 483 2197	Charles.Jordan@westerncape.gov.za
UMlawuli: amaQela aseSichengeni	Nksz. P. Momoza	021 483 4015	Patiswa.Momoza@westerncape.gov.za
UMlawuli: aBantwana neeNtsapho	Mnu. T. Kwakwini (iBambela)	021 483 4115	Thembekile.Kwakwini@westerncape.gov.za
UMlawuli oyiNtloko: uPhuhliso loLuntu neNtsebenziswano	Mnu. M. Hewu	021 483 4765	Mzwandile.Hewu@westerncape.gov.za
UMlawuli: uPhuhliso loLuntu	Mnu. L. Arnolds	021 483 4994	Lionel.Arnolds@westerncape.gov.za

<b>UNdlunkulu</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
Umlawuli: uPhuhliso lweNtsebenziswano	Nksz. D. Dreyer	021 483 3924	Deborah.Dreyer@westerncape.gov.za
Umlawuli oyiNtloko: uLawulo loNikezelo lweeNkonzo noLungelelwaniso	Nksz. A. van Reenen	021 483 3996	Annemie.vanReenen@westerncape.gov.za

<b>IiOfisi zeNgingqi</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
Umlawuli: uMasipala oMbaxa oseMpuma (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Eerste Rivier; Khayelitsha I, II neyesilli; eKraaifontein; neSomerset West)	Nksz. M. Harris	021 812 0909	Martha.Harris@westerncape.gov.za
Umlawuli: uMasipala oMbaxa oseMazantsi (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Athlone; Fishhoek; Gugulethu; Mitchells Plain I neyesilli; Philippi; Retreat; neWynberg)	Mnu. Q. Arendse	021 763 6213/6209	Quinton.Arendse@westerncape.gov.za
Umlawuli: uMasipala oMbaxa oseMantla (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Bellville; Cape Town; Delft; Elsies River; Langa; Bonteheuwel neMilnerton).	Nksz. S. Abrahams	021 483 7672	Soraya.Abrahams@westerncape.gov.za
Umlawuli: iEden-Karoo (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Beaufort West; Bitou; George; Hessequa; Kannaland; Knysna; Laingsburg; Mossel Bay; Oudtshoorn; nePrince Albert)	Nksz. M. Hendricks	044 814 1687	Marie.Hendricks@westerncape.gov.za
Umlawuli: iWest Coast (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Atlantis; Bergrivier; Cederberg; Matzikama; Saldanha Bay; Swartland)	Gqr. W. Du Toit	022 713 2272	Willem.duToit@westerncape.gov.za
Umlawuli: iWinelands-Overberg (Ibandakanya iiNdawo zoNikezelo lweeNkonzo: Breede Valley; Cape Agulhas; Drakenstein; Langeberg; Overstrand; Stellenbosch; Swellendam; Theewaterskloof; neWitzenberg)	Nksz. M. Arendse (iBambela)	023 348 5300 / 021 861 1682	Maria.Arendse@westerncape.gov.za



<b>AbaPhathi beZiko</b>		<b>Inombolo yoMnxeba</b>	<b>Idilesi yeMeyile</b>
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IZiko loKhathalelo lwaBantwana noLutsha laseOuteniekwa	Nksz. B. Nicholas	044 803 7500	Barbara.Nicholas@westerncape.gov.za
IZiko loKhathalelo lwaBantwana noLutsha laseVredelus	Mnu. M. Benting	021 931 0233	Marowaan.Benting@westerncape.gov.za
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IZiko loKhathalelo lwaBantwana noLutsha laseHorizon	Mnu. M. Johnson	021 834 7171	Mornay.Johnson@westerncape.gov.za
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#### ISINIKEZELO

Ikopi yesiNgesi yeNgxelo yoNyaka ka2022/23 ithatyathwa njengoxwebhu olusesikweni. ISebe alinakubekwa tyala ngazo naziphi na iimeko zokungatolikwa ngendlela eyiyo okunokuthi kanti kwenzekile ngethuba lenkqubo yokuguqulela.

Le Ngxelo yoNyaka ka2022/23 yaqulunqwa liCandelo lezoLawulo kwiZicwangciso zoShishino neZicwangcisoqhingana leSebe loPhuhliso loLuntu.

