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Western Cape Education Department
ISebe leMfundo leNtshona Koloni

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ISebe leMfundo leNtshona Koloni

INgxelo yoNyaka: 2009/2010

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Le Ngxelo yoNyaka inik a irekhodi ebanzi yo msebenzi weSebe leMf undo leNtshona Koloni (*Western Cape Education Department (WCED)*) kunyaka-mali ka-2009/10.

Eyona nto ephambili ekujoliswe k uyo kulo nyaka ibe k ukungqinelanisa ibhajethi yokuqala karhulumente nesicwangciso sentsebenz o sethu kuny e neeprayorithi ezibalulekileyo zolawu lo lwethu, apho sibek a amalungelo omfundi ekuqaleni kunye nokuphucula iziphumo zemfundo.

Siye sagx ininisa kakhulu kwiziseko z okufunda (*foundations for learning*), ngakumbi ukuphucula amaqanaba olwazi lokufunda nokubhala kunye nolwazi lokubala kumabakala asezantsi. Ukwenza oku, kuye kwafuneka sise ezona zibonelelo zikhulu kwabo bakwiminyaka emit hathu yokuqala ukufunda, kwaye siye s azibophelela ekwenzeni uvavanyo olumiselweyo (*formal testing*) kumaBakala 3, 6 no-9 kwakunye nokunika inkxaso ngak umbi kumagumbi okufundisela, uqeqesho lootits hala neencwadi zokufunda nokufundisa ezongezelelweyo.

Ukuze sikwazi ukudala igumbi lokufundisela elizele zizinto zokufunda, siye sabela iincwadi zokufunda i-R101 y ezigidi zeerandi ngaphezulu, ukongeza kwis abelo s onyaka sebhajethi yethu. I-R15 yezigidi zeerandi ez ifunyenwe k umaphulo ok uqoqosha imali nasekongeni imali kulo nyaka uphelileyo o ngokunciphisa inkcitho yokuthsafaza ngemali, enjengodidi lwabezoshishino kumatikiti eenqwelo-moya.

Sizimisele k wakhona uk uqinisekisa ukuba banin zi k angangoko abafundi be Bakala 12 abaphumelela iimviwo zabo ngo-2010 yaye ke ngoko siqalise uthotho lwamaphulo am atsha kulo nyaka, anjengokuthagetha isikolo ngasinye (sinezicwangciso ezibanzi zezikolo ezifuna inkxaso yethu), inkxaso ebanzi kakhulu kwezolawulo eyenziwa zii-ofisi zezithili zemfundo zethu, inkxaso enikwa izifundo ezithile kwizikolo ezinembali yok upasa ngam aqanaba asezantsi (*low pass rates*), ukuqaliswa kwephulo lokwazisa nokukhuthaza uluntu elithi “ *Own your future. Own your success. Study hard to pass your matric*”, iprogram yokuxhasa ukufundisa (*tutoring programme*) yezikolo ezipaselwa kakubi, ukuzincedisa kwezo ndawo zesilabhas i zinzima, ipr ogram yokux hasa nok unika ingc ebiso (*mentoring programme*) iinqununu nokusiwa ezikol weni kwenc wadana ethi “ *Tips for success*” enik we umfundi ngamnye okwiBakala 12 kweli phondo.

Kodwa k e, nangona uk uphucula izip humo zabafundi bekuyey ona nt o sijolise kuyo, kukwafuneka siphucule inkqubo yemfundo iphela. Ngako oko ke, k ulo nyaka uphelileyo s iye kwakhona saqwalas ela ngakumbi ezinye iiprayorithi ezibalulekileyo o, ez injengokwazi ngak umbi ukuphendula ngezinto eziluxanduva lwakho (*greater accountability*) kwak ule nkqubo y emfundo nokuqinisekisa uk uba iSebe iWCED liya lisiba bhelele mpela ekwenzeni umsebenzi walo, ekubeni nenkathalo ngakumbi nasekubeni liziko elinika inkxaso bonk e abantu balo. Sikwenzile ok u ngokuthi, phakathi kwezinye iz into, siqulunqe uMthetho oYilwayo oFakela iZ ilungiso kuMthetho weMfundo weZikolo zePho ndo leNtshona Koloni, saza saguzula okungafunekiyo iqela le msebenzi y ezolawulo neesistim (*administrative functions and systems*)

Enye iprayorithi yokwenene ekufuneke sijong ene nayo yimfuno y okusombulula ingxinano ngamandla (*overcrowding*) ezikolweni zethu nok wakha iz akhiwo ezik huselekileyo. Ngak o oko k e, k ulo ny aka uphelileyo ndiye ndamis ela ubalo (*audit*) lweziseko zophuhliso z ezikolo zethu ukwenzela ukuqonda ukuba siz ifuna phi na izakhiwo ez itsha, yaye iz eziphi iz ikolo ezifuna ukulungiswa ok anye amanye amagumbi okuf undisela. Siphinde s abhengeza is icwangciso sez iseko zophuhliso sethu sale minyak a mithathu izayo nesibandakanya ukwakhiwa kwezikolo ezitsha eziyi-25, ukulungiswa kwezikolo eziyi-20, amanye amagumbi okuf undisela am atsha ayi-300, amagumbi okuf undisela ayi-150 eBakala R, kwakunye nokubeka amanye amagumbi angoomahambanendlwana (*mobile classrooms*) ezikolweni.

Ezi zezinye zezinto esizenze ngempum elelo kulo ny aka. Sele s izimisele kangako ukuba siqinisekise ukuthi nganye irandi echithwayo kule bhajethi ijolise ekongezeni ixabiso kwimeko eqhubeka eklasini.

Kodwa k e andinak ukugxininisa ngok waneleyo uk uthi eyona mpumelelo eyenzeka ngokwenene kwezemfundo kweli phondo yenzeka mihla le kwizikolo zethu zeli phondo nakwii-ofisi zezithili zemfundo zethu zeli phondo k waye le mpum elelo engak a ikhok elwa ngootitshala bethu abazinik eleyo nangamagosa ethu akwazinikeleyo nawo.

Olu ke luhlobo lomoya wentsebenziswano esinqwenela ubekho kwiphondo liphela. Siza kuqhubeka siye phambili ekufikeleleni kwiinjongo z ethu eziphambili kwaye sikhuthaza abafundi, ootitshala, iinqununu, amagosa nabazali ukuba bawugange ngeentliziyo zabo zonke lo mbono, baze bathi bonke ngokubambisana bancedisane nathi ekuqinisekiseni ukuba siyawuphucula umgangatho wemfundo ebonelelwa liPhondo leNtshona Koloni.

Donald Grant

UMphathiswa weMfundo wePhondo

ENtshona Koloni

ICandelo 1 – INgcaciso ngokuBanzi

1. INgcaciso ngokuBanzi

1.1 Ukungeniswa kwengxelo yonyaka kwabasemagunyeni olawulo

Oku ku kungenisa ngo kusesikweni ing xelo yo nyaka ye Sebe leMfund do le Ntshona Ko loni yon yaka ka - 2009/10 kwabasemagunyeni olawulo abachaphazelekayo.

1.2 Intshayelelo yeNtloko yeSebe leMfundo

INgxelo yes iCwangciso sez eMfundo ukuqalela ku nyaka 2010 kuy e k u-2019 sa papashwa n goNovemba 2009. E si si cwangciso si gxininisa ukwandisa k okwazi ukuf ikelela k wimfundo nelungelo labafundi lokufumana imfundo esemgangathweni. Ng akumbi kwithuba eliqalela kunyaka 2010 kuye ku-2019 apho kujoliswe khona kusekuphuculeni ukwazi ukufunda, ukubhala nokubala kwabafundi.

Ezona z alathi-nkqubela z iphambili z okujonga inkqubela e yenziwe liS ebe iWC ED ek uboneleleni ngemfundo esemgangathweni z ezi: Uk uphucula ulwazi lok ufunda nokubhala k unye no lwazi l okubala kumaBakala 1 – 6, ukwandisa amanani abo bapasa iBakala 12 kubandakanywa ukwandisa amanani abo bapasa iMatriki ba kwazi ukudlulela kwimfu ndo ep hakamileyo (*passing with matric endorsement*), imathematika nesayensi nokunciphisa inani lezikolo eziqhuba kakubi.

Zibe liqela izi nto ez iye zenzeka k ulo ny aka up hononongwayo kwaye ez i zint o zic acisiwe k olu x webhu luphela.

1.3 Ingcaciso enge-Ofisi yoMphathiswa weMfundo wePhondo

Xa k uthathelwa i ngqalelo i meko e ngqongileyo y oLawulo olutsha k weli p hondo i-Ofisi y oMphathiswa weMfundo iye yazi nikela yo na ngokwayo eku phuculeni i njongo ephambili ye Sebe i WCED n akuthotho lwezicwangciso zo kuphumeza imig aqo no ngenelelo ngo ncedo ngokwenene (*practical interventions*). Ezona zinto ziphambili ekujoliswe kuzo ziziseko zophuhliso, uhlelo-hlelo lweziko (*organizational design*), ukwandisa ixesha eli chithwa ek unikeneni kanye i nkxaso ezikolweni, ukwandisa kakhulu ix esha lokufindisa kunye nokwazi ukuphendula ngezenzo eziluxanduva lwakho.

1.4 Ingcaciso yomnqophiso (*Mission statement*)

Injongo y eSebe leMfundo leNtshona K oloni k ukuqinisekisa u kuba bonke a bafundi bafumana u lwazi, izakhono neemfundiso ezisisiseko (*values*) abazifunayo ukwenza oku:

- Ukuphuhlisa iitalente zabo
- Ukuphila ubomi obanelisayo
- Ukwenza igalelo kuphuhliso lwezintlalo nezozoqosho eMzantsi Afrika
- Ukuthatha inxaxheba ngokupheleleyo kubomi nakwintlalo yeli lizwe
- Ukukhuphisana namazwe ngamazwe ehlabathi, kunye
- Nokwakha uluntu olukwaziyo ukulawula ubomi balo ngempumelelo nangesidima.

1.5 Isigunyaziso somthetho

UMgaqo-siseko weRip hablikhi yo Mzantsi Afrika, 1996 (u Mthetho 108 ka -1996), nje ngoko ufakelwe izilungiso

(*Constitution of the Republic of South Africa, 1996 (Act 108 of 1996), as amended*)

UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (UMthetho 1 ka-1998)

(*Constitution of the Western Cape, 1998 (Act 1 of 1998)*)

UMthetho weZikolo waseMzantsi Afrika, 1996 (uMthetho 84 ka-1996), njengoko ufakelwe izilungiso
(South African Schools Act, 1996) (Act 84 of 1996), as amended)

UMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996 (UMthetho 27 ka-1996)
(National Education Policy Act, (NEPA) 1996 (Act 27 of 1996)

UMthetho weMfundo noQeqesho oluQhubekayo, 1998 (otshitshiswe nguMthetho 16 ka-2006)
(Further Education and Training Act, 1998 (repealed by Act 16 of 2006)

UMthetho wo kuQinisekiswa ko Mgangatho we Mfundo n oQeqesho ngokuBanzi, 2001 (UMthetho 58 ka-2001)
(General Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001)

UMthetho weNgqesho yooTitshala, 1998 (UMthetho 76 ka-1998)
(Employment of Educators Act, 1998 (Act 76 of 1998)

UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (UMthetho 12 ka-1997)
(Western Cape Provincial School Education Act, 1997 (Act 12 of 1997)

UMthetho woLawulo lweMali kaRhulumente, 1999 (UMthetho 1 ka-1999), njengoko ufakelwe izilungiso
(Public Finance Management Act, 1999 (Act 1 of 1999), as amended)

UMthetho woLawulo lweMali yooMasipala, 2003 (UMthetho 56 ka-2003)
(Municipal Finance Management Act, 2003 (Act 56 of 2003))

UMthetho woKwahlulwa kweNgeniso yoNyaka
(Annual Division of Revenue Act)

UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo 103 sika-1994)
(Public Service Act, 1994 (Proclamation 103 of 1994)

UMthetho weGunya eliLawula iZiqinisekiso waseMzantsi Afrika, 1995 (UMthetho 58 ka-1995)
(South African Qualifications Authority Act, 1995 (Act 58 of 1995)

UMthetho weBhunga looTitshala laseMzantsi Afrika (UMthetho 31 ka-2000)
(The South African Council for Educators Act 9 (Act 31 of 2000)

UMthetho weMfundo noQeqesho lwaBadala, 2000 (UMthetho 52 ka-2000)
(Adult Basic Education and Training Act, 2000 (Act 52 of 2000)

ICANDELO 2: INDLELA EKUQHUTYWE NGAYO KWIIPROGRAM (*PROGRAMME PERFORMANCE*)

1. Iimali ezabiweyo (*Voted Funds*)

Uhlahlo-mali olunguNdoqo	Uhlahlo-mali oluHlenga-hlengisiweyo	Eyona Mali kanye eSetyenzisiweyo	Inkcitho engaphantsi kwaleyo ebindelekile
R10,346,039,000	R10,663,812,000	R10,613,313,000	R50,499,000
UMphathiswa othweswe uxanduva	UMphathiswa wezeMfundo wePhondo		
ISebe eliBambe ezoLawulo	ISebe lezeMfundo		
IGosa elimele ukuphendula ngemicimbi yezemali	INTloko yeSebe, ISebe lezeMfundo laseNtshona-Koloni (iSebe iWCED) (INTsumpa-Jikelele yezeMfundo)		

2. Injongo yoLwabiwo-mali

URhulumente waseNtshona Koloni unenjongo yokuphucula amathuba okuphila abo bonke abantwana bakhe ngokubabonelela **ngemfundo esemgangathweni**. Ngenxa yoku, bonke abantwana baya kuhlala besesikolweni kangangelo thuba linokwenzeka baze bazuze iziphumo ezigqwesileyo.

Ukwenzela ukuba kufikelelwe kule njongo, iSebe iWCED liya kubonelela ngezi nkonz zilandelayo zingundoqo, kwimeko ezingqonge imfundo enyanzelekileyo kumntu wonke, kubandakanywa iBakala R:

- Ukubonelela ngocwangciso lwako konke nolawulo lwenkqubo yemfundo
- Ukubonelela ngenkxaso kumaziko emfundo karhulumennte
- Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso izikolo ezizimeleyo
- Ukubonelela ngemfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente
- Imfundo noQeqesho oluQhubekayo kwiikholeji zeFET zikarhulumente
- Ukubonelela ngemfundo yabadala noqeqesho (*AET*) kumaziko emfundo oluntu
- Ukubonelela ngoPhuhliso lweMfundo yaBantwana aBasaqalayo (*ECD*) kwiBakala R
- Ukubonelela ngamathuba oqeqesho kootitshala nakwabo bangezotitshala
- Ukunika inkxaso umntwana kwinto yonke ngokwandisa ulwazi ngeHIV/AIDS; ukubonelela ngokutya kubafundi abahluphekileyo nabafunyenwe yindlala ukwenzela ukuba bafunde ngokuyimpumelelo nokukhuthaza ukuba indawo engqonge isikolo ibe yekhuselekileyo
- Ukunika inkxaso ootitshala ngokubabonelela ngenkonzo yeemeko ezingundoqo zengqesho, iiprogram yenkuthazo (*incentives*) neyempilo-qete yabasebenzi

Isishwankathelo seeprogram

Imisebenzi yawo onke amasebe ezemfundo ephondo eMzantsi Afrika icwangcise yaziiprogram ezisibhozo (8) ngolu hlobo lulandelayo:

Iprogram	Iprogram esekelayo
1. Ezolawulo	1.1. I-ofisi yoMphathiswa wezeMfundo (MEC) 1.2. IiNkonzo zeZiko 1.3. ULawulo lwezeMfundo 1.4. Uphuhliso lwezakhono zabasebenzi 1.5. ISistim yoLawulo lweNgcaciso yezeMfundo (i-EMIS)
2. Imfundo yeZikolo zikaRhulumente eziQhelekileyo	2.1. Izikolo zikarhulumente eziziiprayimari 2.2. Izikolo zikarhulumente eziziisekondari 2.3. Iinkonzo zokufundisa 2.4. Uphuhliso lwezakhono zabasebenzi 2.5. IProgram yoKutyiswa kwaBantwana kaZwelonke (<i>National School Nutrition Programme</i>)

Iprogram	Iprogram esekelayo
3. Inxaso-mali yeZikolo eziZimeleyo	3.1. Isigaba sePrayimari 3.2. Isigaba seSekondari
4. Izikolo zemfundo eneemfuno ezizodwa zikarhulumente	4.1. Izikolo 4.2. linkonzo zokufundisa 4.3. Uphuhliso lwezakhono zabasebenzi
5. IMfundo noQeqesho oluQhubekayo	5.1. Amaziko karhulumente 5.2. linkonzo zokufundisa 5.3. Uphuhliso lwezakhono zabasebenzi 5.4. Igranti ekhutshwa phantsi kwemiqathango
6. IMfundo noQeqesho lwaBadala olusisiseko	6.1. Inxaso-mali kumaziko abucala 6.2. linkonzo zokufundisa 6.3. Uphuhliso lwezakhono zabasebenzi
7. UPuhliso lweMfundo yaBantwana aBasaqalayo	7.1. IBakala R kwisikolo sikarhulumente 7.2. IBakala R kumaziko oluntu 7.3. linkonzo zokufundisa 7.4. Uphuhliso lwezakhono zabasebenzi
8. Iinkonzo eziNcedisayo neziNxulumene nazo*	8.1. Iintlawulo eziya kwiSETA 8.2. Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango-HIV/AIDS 8.3. Iimviwo zangaphandle 8.4. Uqeqesho lootitshala 8.5. iKapa Elihlumayo

* Apha kukho umahluko omncinane phakathi kwamaphondo

Isishwankathelo seemeko ezingokwenziwa kweenkonzo ngo-2009/10

Utshintsho lwesebe ngokubanzi nokuqhubekayo (*Macro shifts and trends*):

Kwasekwa urhulumente omtsha kwiNtshona Koloni ngoMeyi 2009. Lo rhulumente uyenze imfundo yayiprayorithi yakhe ephambili.

Uxwebhu lweNgxelo engesiCwangciso sezeMfundo 2010 - 2019 (*Strategic Statement for Education 2010 to 2019*) lwapapashwa ngoNovemba 2009. Esi cwangciso sibethelela ukwandiswa kofikelelo kwezemfundo nelungelo labafundi kwimfundo esemgangathweni. Ngokukodwa, kwithuba elisusela ku-2010 ukuya ku-2019, kuya kugxininiswa ekuphuculeni izakhono zabafundi zokufunda, ukubhala nokubala. Ithuba elisusela ku-2010–2014, kuya kubekwa isiseko sokuphuculwa kwezi zakhono ukwenzela ukuba kwithuba lango-2014–2019, abantwana bephondo bavune iziqhamo kule nkqubo iqulunqwe yaza yalawulwa ukwenzela ukufikelela kwithagethi emiselweyo.

Izalathi ezingundoqo zokulinganise inkqubela eyenziwe liSebe iWCED ekuboneleleni ngemfundo esemgangathweni zezi zilandelayo:

1. Ukuphucula inqanaba lolwazi lokufunda nokubhala nolwazi lokubala kumaBakala 1-6
2. Ukwandisa amanani abafundi abapasa iBakala 12, kubandakanywa nokwanda kwamanani abo bapasa nge-*matric endorsement*, kwimathematika nesayensi.
3. Ukunciphisa inani lezikolo eziqhuba kakubi

Ezi zalathi zamiselwa ngokweemeko-bume ezingqonge iqela leengxaki zezentlalo nezoqoqosho:

- Uninzi lwabantwana eNtshona Koloni aluqhubi kakuhle kwizifundo ngenxa yexesha elingonelanga elabelwa ukufunda, ukubhala nokubala kumabakala amathathu okuqala esikolweni
- Ulawulo nobunkokheli obuhexayo nobukumgangatho ophantsi kwizikolo ezithile
- Iqondo lokucotha ukuphendulwa nokufumaneka kwenkxaso kwisebe lemfundo
- Ukuba phantsi komoya wootitshala
- Iincwadi zezifundo nezinye izibonelelo zokufunda ezikumgangatho ongafanelekanga
- Izihlava kwezentlalo ezifana nentlupheko nolwaphulo-mthetho neziyobisi

- Umgangatho ohlayo kwiziseko zophuhliso zezikolo
- Isiqhelo (*legacy*) sokungabinazicwangciso zotyalo-mali kwiindawo ezithile eNtshona Koloni noxinzelelo olubekwa kukungena kwabantu bamanye amazwe eNtshona Koloni

Inkqubo yezemfundo eNtshona Koloni iye yachaphazeleka yimeko yokungaqhubi kakuhle kwezoqoqosho ngo-2009/10. Oku kube negalelo lesixa senkxaso-mali esifumanekayo nokubanako kwabazali ukunika inkxaso abantwana babo ngeefizi zezikolo, ukutya neencwadi zezifundo (*textbooks*).

Imiba yeenguqu kumanani abemi belizwe (*Population dynamics*)

Inani labemi baseNtshona Koloni landile ukususela kubalo-bantu (*census*) lwango- 2001 kwaye liye lisanda ngakumbi. Ngenxa yoku kwanda kwamanani abemi eNtshona Koloni, nayiphi na inkqubo yemfundo noqeqesho kwiphondo iya kuba nengxaki yokukhula kweemfunno ezimandla.

Ithebhile 1 inika amanani ayingqikelelo aphakathi enyakeni (*mid-year Population Estimates*) akwaStatsSA ngo-2008 nango-2009 kubantwana abaminyaka isusela ku-6 ukuya ku-15 nabaneminyaka eyi-16 ukuya kweyi-18. Idatha icacisa ukwanda kwabantu abayi-15 000 eNtshona Koloni, abakubudala beminyaka eyi-6 ukuya kweyi-18 phakathi ko-2008 no-2009.

Inani labafundi abaminyaka iyi-6- ukuya kweyi-15- eNtshona Koloni lande ukusuka ku- 994 084 ngo-2008 ukuya ku-1 006 113 ngo-2009. Ngeli thuba inani labaminyaka iyi-16- ukuya kweyi-18- lande ukusuka ku-286 337 ukuya ku- 289 167. INtshona Koloni ke ngoko ibe malunga nama-15 000 abantwana abongezelelweyo kwiminyaka yabana- 6 ukuya kwabane-18 iminyaka.

Ithebhile 1 Amanani abantu abakwiminyaka eyi-6 – 18 kumaphondo ngo-2008 nango-2009

Amaphondo	Amaqela obudala	2008	2009	Uahluko phakathi ko-2009 & 2008	I-% yokwanda/ yokuncipha xa kuthelekiswa no-2008	Ukuhlelwa ngokwephondo
3 Mpuma Koloni	Abaminyaka iyi-6-15	1 563 395	1 524 235	-39 160	-2.57%	
	16yrs - 18yrs	503 198	503 401	203	0.04%	
		2 066 593	2 027 636	-38 957	-1.92%	9
Freyistatha	Abaminyaka iyi-6-15	595 386	595 083	-303	-0.05%	
	16yrs - 18yrs	181 253	180 010	-1 243	-0.69%	
		776 639	775 093	-1 546	-0.20%	6
Gauteng	Abaminyaka iyi-6-15	1 784 711	1 824 438	39 727	2.18%	
	16yrs - 18yrs	500 239	510 886	10 647	2.08%	
		2 284 950	2 335 324	50 374	2.16%	1
Kwa Zulu Natala	Abaminyaka iyi-6-15	2 401 388	2 389 211	-12 177	-0.51%	
	16yrs - 18yrs	710 042	720 506	10 464	1.45%	
		3 111 430	3 109 717	-1 713	-0.06%	5
Limpopo	Abaminyaka iyi-6-15	1 329 306	1 304 558	-24 748	-1.90%	
	16yrs - 18yrs	405 659	408 167	2 508	0.61%	
		1 734 965	1 712 725	-22 240	-1.30%	8
Mpumalanga	Abaminyaka iyi-6-15	852 032	846 678	-5 354	-0.63%	
	16yrs - 18yrs	248 371	247 849	-522	-0.21%	
		1 100 403	1 094 527	-5 876	-0.54%	7
Mntla Koloni	Abaminyaka iyi-6-15	251 501	252 158	657	0.26%	
	16yrs - 18yrs	69 831	70 072	241	0.34%	
		321 332	322 230	898	0.28%	4
Mntla Ntshona	Abaminyaka iyi-6-15	710 002	712 800	2 798	0.39%	
	16yrs - 18yrs	205 102	205 106	4	0.00%	

Amaphondo	Amaqela obudala	2008	2009	Uahluko phakathi ko-2009 & 2008	I-% yokwanda/ yokuncipha xa kuthelekiswa no-2008	Ukuhlelwa ngokwephondo
		915 104	917 906	2 802	0.31%	3
Ntshona Koloni	Abaminyaka iyi-6-15	994 084	1 006 113	12 029	1.20%	
	16yrs - 18yrs	286 337	289 167	2 830	0.98%	
		1 280 421	1 295 280	14 859	1.15%	2
Itotali	Abaminyaka iyi-6-15	10 481 805	10 454 980	-26 825	-0.26%	
	16yrs - 18yrs	3 110 031	3 135 166	25 135	0.80%	
		13 591 836	13 590 146	-1 690	-0.01%	

Ithebhele 2 inika idatha yamanani obhaliso lwabafundi eNtshona Koloni kwinkqubo yezikolo zikarhulumente eziqhelekileyo zaseNtshona Koloni ukususela ku-2000 ukuya ku-2009 kwaye ibonisa ukuhla nokunyuka ekukhuleni kwamanani abafundi kumanqanaba onke. Ukwanda kwamanani kwinqanaba leBakala 12 kukukhula okunika ithemba.

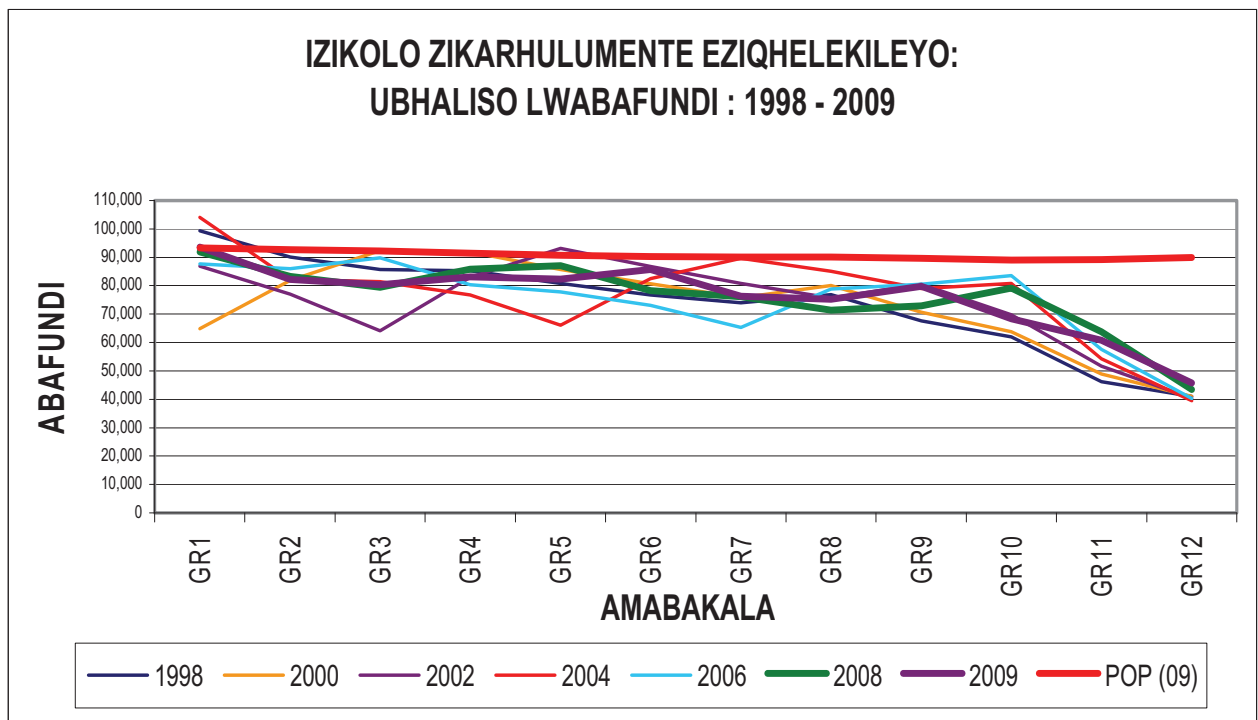
Ithebhele 2: Ubhaliso kwizikolo zikarhulumente eziqhelekileyo ukususela ku-2000 ukuya 2009

Uvimba weDatha: 2000 – 2009: Uphando lweSaveyi yoNyaka (Annual Survey) yeZikolo zikarhulumente eziqhelekileyo kungabandakanyanga abafundi beyunithi ye-LESEN; StatsSA: Amanani abemi ngo-2008 asekelwe kwiSaveyi yoLuntu yango-2007)

Unyaka	IBkl 1	IBkl 2	IBkl 3	IBkl 4	IBkl 5	IBkl 6	IBkl 7	IBkl 8	IBkl 9	IBkl 10	IBkl 11	IBkl 12	Itotali
2000	64,844	81,865	92,343	91,949	85,766	80,658	75,813	80,026	70,634	63,840	48,934	40,996	877,668
2001	81,790	62,960	81,832	94,302	89,254	83,305	77,778	82,190	71,966	67,034	50,206	39,910	882,527
2002	86,969	77,026	64,134	83,022	93,188	86,786	80,865	75,601	80,450	69,752	51,618	40,468	889,879
2003	86,916	82,454	75,931	66,033	82,383	92,341	84,514	81,154	73,200	81,739	51,746	39,644	898,055
2004	104,105	82,130	81,489	76,781	66,060	82,574	89,614	85,053	78,964	80,756	54,199	39,451	921,176
2005	93,515	94,231	80,695	80,809	74,984	66,141	81,953	88,778	82,169	81,577	56,657	39,303	920,812
2006	87,650	85,972	89,828	80,443	77,811	73,106	65,347	78,926	80,595	83,29	57,536	40,198	900,941
2007	92,818	82,562	83,914	89,973	78,674	78,021	72,733	66,406	80,697	86,495	61,938	42,624	916,855
2008	91,853	83,267	79,454	85,891	87,116	78,290	76,146	71,410	72,914	79,133	63,819	43,470	912,763
2009	93,601	82,158	80,385	83,150	82,382	85,621	76,262	75,227	79,795	68,405	60,812	45,692	913,490

Uvimba weDatha (Source): ISaveyi yeZikolo yaqho ngoNyaka (Annual Schools Survey) (2009)

UMfanekiso 1 ubonisa amanani obhaliso ngebakala kwiminyaka ka-1998 ukuya ku-2009 kwaye kukho ukugcinwa kwamanani abafundi okusemgangathweni kwinkqubo yesikolo bade baye kwiBakala 10. Makujongwane nazo izizathu zokuhla kwamanani kumaBakala 11 no-12.



Uvimba weDatha (Source): Isaveyi yeZikolo yaqho ngonyaka (Annual Schools Survey) (2009)

Esinye sezizathu eziphambili zokuphuma esikolweni ngumgangatho wemfundo yesigaba sesiseko ongemanga ngendlela eyiyo. Ezinye izizathu zokuphuma esikolweni ezichazwe kwi-2009 General Household Survey “kukusebenza”, “ukungabinamali”, “imfundo egqityiweyo”, “ukungabinantsingiselo kwemfundo”, “imisebenzi eluxanduva yosapho”, “ukukhulelwa” “nokungaluphumeleli uviwo”.

5. Isishwankathelo seemeko ezingqonge isebe ngo- 2009/10

ISebe iWCED lineSebe loMphathiswa wezeMfundo wePhondo (Provincial Ministry of Education), undlunkulu wephondo, ii-ofisi zezithili zemfundo ezisibhozo; namaziko emfundo, kuquka izikolo zikarhulumente eziqhelekileyo nezineemfundo ezizodwa zemfundo, iikholeji zeFET, amaziko emfundo yabadala namaziko eECD.

NgoMeyi 2009 kwaqeshwa uMphathiswa wezeMfundo omtsha kwaza ngoNovemba 2009 kwaqeshwa iNtloko yeSebe leMfundo. Kwisiqingatha sesibini sika-2009 iSebe iWCED lahlenga-hlengiswa kwakhona ukwandisa inkxaso ezikolweni. Umsebenzi wokunika inkxaso kwizikolo ezizimeleyo wabelwa uNdlunkulu ukwenzela ukuba kuvunyelwe ii-ofisi zezithili zigxininise kuninzi kwezo zikolo zisafuna inkxaso.

Iinjongo zokuhlenga-hlengisa kwakhona kukubonelela

1. ngamagosa anenkathalo, anolwazi nakwaziyo ukusebenza, ukunika inkxaso izikolo, ootitshala nabafundi;
2. ngootitshala abahamba isikolo, abazilungiselele ukufundisa nokusebenzisa iincwadi zezifundo (texts);
3. ngenkxaso-mali eyenzelwe ukwandisa impumelelo ngamandla;
4. ngezikolo ezaneleyo nezikhuselekileyo; kwakunye
5. ngendawo ekhuthaza abathathi-nxaxheba kwimfundo ukuba benze igalelo kwimfundo esemgangathweni: imanyano zootitshala, iSGBs, icandelo labucala, iiNGOs, izikolo zabucala, iiHEIs neekhohleji.

Imisebenzi yeSebe iWCED-imihlaba elifikelela kuyo nobungakanani bayo

Abafundi**	953 865
Izikolo zikarhulumente eziqhelekileyo	1 456
Izikolo zabafundi bemfundo eneemfundo ezizodwa	74
IiKholeji zeMfundo noQeqesho oluQhubekakayo (likholeji zobugcisa)	6 (43 amaziko)
Amaziko oluntu emfundo yabadala	112 (301 amaziko)
Ii-ofisi zesithili zemfundo	8
Ootitshala	31 498
Abasebenzi beNkonzo kaRhulumente (Izithuba zengqesho ezivunyiweyo)	11 677***

**2009: Isaveyi yeZikolo yaqho ngoNyaka (AmaBakala aphambi kweBakala R ukuya kutsho emva kwematriki)

*Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo, AmaBakala aphambi kweBakala R ukuya kutsho emva kwematriki). (31 Matshi 2010)

*** Inani eliyitotali elingu- 11 677 lezithuba zenkonzo karhulumente libandakanya izithuba eziyi-1 865 ezenzelwa ukphucula izithuba kwikategori engu-*occupational category clerk ukuya ku-SL5*. Ezi zithuba zenziwa ngokwenkqubo ethile phantsi kwe-SCC 1596614. Ezi zithuba zingatshitshiswa kuphela emva kwe- 31 Matshi 2010 kwaye zibandakanyiwe ke ngoko kwitotali epheleleyo.

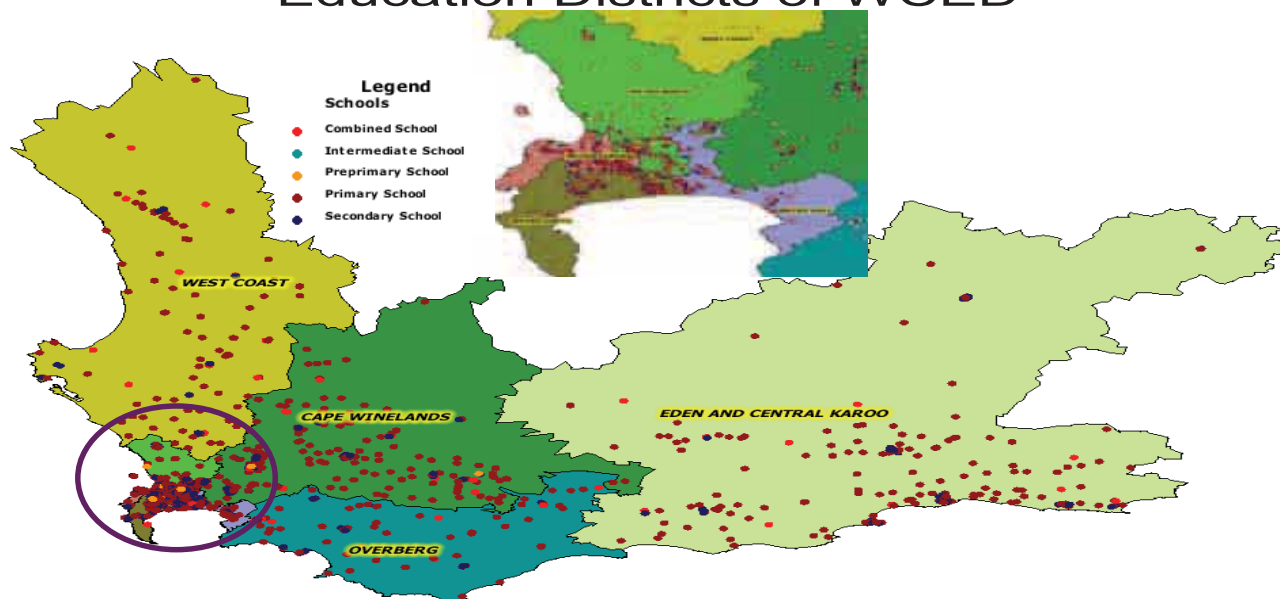
Ii-ofisi zezithili zemfundo ezisibhozo (8)

zahlulwe zaba ziisekethe ezibonelela ngenkxaso ethe ngqo ezikolweni. Ngo-2009 kwamiselwa imida yezithili ezitsha neesekethe zazo ukwenzela ukungqinelana nemida yoomasipala nokunciphisa iindleko zezehambo. Iikomiti zeesekeke ziiKOMITI ezenza imisebenzi emininzi phantsi kwabaphathi beekomiti zeesekeke kwaye iKOMITI nganye ijongene nenani elincinane lezikolo kunangaphambili.

IKOMITI yesekethe inamacandelo amathathu aphethwe *ngumphathi weKOMITI yesekethe*.

1. *Abacebisi ngezekharityhulam*: ISigaba seSiseko "nesiPhakathi/ nesaBadala (*Inter/Sen*)"
2. *Abasebenzi abaziiNgcali zeeNkonzo zeMfundo eneemfundo ezizodwa Epecial Education Services professionals*: isayikholoji, unontlalontle, umcebisi wezibonelelo ezixhasa ukufunda nokufundisa
3. *Icandelo loLawulo nokuPhathwa kwamaZiko (Institutional Management and Governance & School Based Management (Schools)*: Umphathi weze-IMG, umcebisi wophuhliso lwezolawulo (*administrative development adviser*)

Education Districts of WCED



Amanani ezikolo ami ngolu hlobo lulandelayo:

Izikolo zikarhulumente eziqhelekileyo nabafundi kwisithili semfundo neseke the nganye										
ISITHILI SEMFUNDO	ISekethe Izikolo Abafundi	1	2	3	4	5	6	7	8	Itotali iyonke
I-CAPE WINELANDS	Izikolo	40	35	33	38	30	30	32	36	274
	Abafundi	24917	25618	21900	12873	14879	22542	9094	9639	141462
I-EDEN & CENTRAL KAROO	Izikolo	33	32	24	32	40	40	28		229
	Abafundi	8786	22184	23213	18642	12670	14357	14068		113920
I-METRO CENTRAL	Izikolo	45	44	36	37	25	25			212
	Abafundi	28508	21252	21907	24741	17976	17461			131845
I-METRO EAST	Izikolo	36	20	19	18	18	25			136
	Abafundi	37977	21825	20637	19633	21177	26407			147656
I-METRO NORTH	Izikolo	27	26	27	26	33	31	30		200
	Abafundi	23550	18420	28836	22866	22936	21683	30466		168757
I-METRO SOUTH	Izikolo	35	33	28	16	17	30	30		189
	Abafundi	26042	20802	18135	12734	18021	31933	27388		155055
I-OVERBERG	Izikolo	29	27	25						81
	Abafundi	10577	17995	10224						38796
I-WEST COAST	Izikolo	27	27	21	26	31				132
	Abafundi	13432	9480	15924	7241	10297				56374
ITOTALI yezikolo		272	244	213	193	194	181	120	36	1453
ITOTALI yabafundi		173789	157576	160776	118730	117956	134383	81016	9639	953865
Makugatshelwe: Uvimba weDatha (Source): Isaveyi yeZikolo yaqho ngonyaka –Onke amaBakala: Ibakala PreGrR ukuya kwiBakala 12 ne-LSN										
IzikoLo ezi-3 ezivaliweyo: Lagunya Finishing School, Ganskraal SSKV Prim, ne Kliphoek SSKV Prim										
IzikoLo eziyi-6 izikolo ezivuliweyo: Wallacedene Prim, Bardale Sec, Solomon Qatya Prim, Gansbaai Academia, Avian Park Prim and Witteklip Prim										
Inani lezikolo ngowe-31 Matshi 2010: 1456										1456

6. Isishwankathelo sesiCwangciso (Strategic overview) nokuqulunqwa kwemigaqo-nkqubo ephambili kunyaka-mali ka-2009/10

Isishwankathelo sesiCwangciso (Strategic Statement) simisela ezi njongo ziphambili zintathu zeSebe iWCED:

1. Ukuphucula ukuqhuba kwabafundi kulwazi lokufunda nokubhala nolwazi lokubala kumaBakala 1-6
2. Ukwandisa amanani abapasa iBakala 12, kubandakanywa ukwanda kwamanani abo bapasa nge-matric exemption, imathematika nesayensi.
3. Ukunciphisa inani lezikolo eziqhuba kakubi

Ukwenzela ukuba kufikelelwe kwezi njongo iSebe iWCED lizimisele ukwenza oku kulandelayo:

1. Ukuqinisekisa ukuba iziphumo zokufunda zolwazi lokufunda nokubhala nolwazi lokubala ziyaphucuka ngokuthi kusiwe ezona zibonelelo zininzi (ezingabantu nezemali) kwiminyaka emithathu yokuqala yokuhamba isikolo. Oku kuya kuhlenganiswa novavanyo olufanayo nolunyanzelekileyo lwabafundi bamaBakala 1 ukuya ku-6 ukususela ku-2010. Kuya kumiselwa iimpawu neethagethi (benchmarks and targets) zemilinganiselo kwisikolo ngasinye.
2. Ukuqinisekisa ulawulo olugqwesileyo lwezikolo ezinamagosa, iinqununu nootitshala abafanele ukuphendula ngendima yabo yokuphucula ukuqhuba kwabafundi kwisikolo ngasinye
3. Ukuphucula ukubanako ukuphendula nobuchule (responsiveness and efficiency) kwiSebe iWCED ngokugxininisa ekuphuculeni iinkqubo nesistim zemcimbi yesebe
4. Ukunciphisa umthwalo womsebenzi wolawulo kootitshala ukuze kubonelelwe ngexesha lokufundisa elongeziweyo. Ootitshala baya kubonelelwa ngeencwadi zezifundo (texts) ngexesha elifanelekileyo nangamathuba oqeqesho lophuhliso oluqhebekekayo kwimfundo yabo. Amagosa aya kunika inkxaso kwezolawulo nakwizifundo kootitshala nezikolo xa kukho imfuno yoko.

5. Ukuqinisekisa ukuba ikhosi nganye ineencwadi zezifundo (*text-rich*) neencwadi zokufunda ukususela kwiklasi kumaBakala 1-6 neencwadi zezifundo kwisifundo ngasinye kumaBakala 4 ukuya ku-12, nokusetyenziswa kwethekhnoloji ukufundisa ikharithyulam esemgangathweni eklasini.
6. Ukubonelela ngokutya nangamanyathelo angamanye okuphelisa intlupheko nawokhuseleko ukujongana neemfuno zabafundi abaqhuba kakubi.
7. Ukuqulunqa uluhlu lweeprayorithi ukulungiselela ukulondolozwa kweziseko zophuhliso nokusebenzisa ezona ndlela zonga iindleko neziyimpumelelo zokulondoloza izikolo.
8. Ukusa izibonelelo ezingabasebenzi neziyimali kwezo zithili zemfundo nakwezo zikolo zingaphuhlisa ngokufanelekileyo ngokwezemali.
9. Ukucwangcisa ukungena kwabantu eNtshona Koloni kuze kusetyenziswe izinto eziqhubekayo kwezophando (*research trends*) ukuqinisekisa ukuba izikolo nootitshala bayafumaneka ukubonela ngemfundo esemgangathweni kubantwana abangena kwiphondo.
10. Ukubonelela ngoqeqesho lolawulo ekujoliswe kulo nangenkxaso ngaphakathi ezikolweni kuwo onke amalungu olawulo esikolo neSGBs.

Iindlela ezintsha nezingundoqo ezilungele ukusetyenziswa kunyaka ochaphazelekayo zibandakanya oku kulandelayo:

1. Izibonelelo (ezingabasebenzi, iincwadi iiteksti nezemali) zijoliswe ngakumbi ekuphuculeni inkxaso yezikolo ngokucacileyo nangokuphandle: Amananyathelo athathiweyo abandakanya ukuhlenga-hlengiswa kwezithuba zengqesho (umzekelo iimvumelwano ezingahlaziywanga nabasebenzi abasekondiwewayo ababuyela ezikolweni, izithuba zengqesho ezipapashwayo nezithuba ezongezelelweyo zibonelelwa ezikolweni ezinemfuno yoko).
2. Ukuveliswa nokwandiswa kwesiCwangciso seZiseko zoPhuhliso (*Infrastructure Plan*) esiyiprayorithi esonga iindleko, nesiza nezinto ezintsha ukwenzela ukuba kujongwane nemiba esileleyo nokukhula kwamanani abafundi.
3. Isigqibo sokuba amagosa aya kuqhuba iikhosi eCape Teaching and Leadership Institute (CTLI) kungabi ngababoneleli-nkonzo.
4. Izithuba zengqesho zakwaNdlunkulu (ukususela kwinqanaba leSMS ukuya kuwo onke amaqanaba ezithuba zengqesho) ezingazaliswanga kusaphononongwa imfuno yazo zonke izithuba nezitraktsha). Intsingiselo yoku kukuba amagosa enza imisebenzi emininzi ukwenzela ukuba kongiwe iimali engaphezulu ukuze isetyenziswe ekunikeni inkxaso ngqo ezikolweni. Okunxulumene noku ibe kukutshintsha kwimisebenzi eyenziwayo ukwenzela ukuba uNdlunkulu athwale uxanduva lokunika inkxaso iZikolo ezizimeleyo, ukuze ke ngoko kubekho umtyhi kwizithili zemfundo.
5. Ukutshintshwa kwenkqubo kwinto yonke ngokumalunga nokufikelela kwiinjongo zokuphucula iindlela abaqhuba ngayo abafundi ezikolweni. Oku kubandakanya ukusekwa kwezitraktsha ezinokuphendula ukuqinisekisa ukuba zonke iithagethi zezemfundo (*academic targets*) ezimiselwe zizikolo zezi zinako ukwenziwa ngamagosa eSebe eWCED kuwo onke amaqanaba.
6. Unxibelelwano oluphuculweyo nolungiselelwe iimeko ezithile nezikolo – umzekelo ukwaziswa kwasekuqaleni ngemisebenzi yekhalenda yaqho ngonyaka (*annual calendar*).
7. Isigqibo sokuba kubekho ilisti zezithuba zengqesho ezintlanu enyakeni xa kuthelekiswa nezimbini zangaphambili ukuqinisekisa ukubanako ukuphendula okukhulu kwiimfuno zabasebenzi (*greater responsiveness to human resource requirements*).
8. Kusetyenziswe iinkqubo zokunciphisa ukuphazamiseka kwexesha lokufundisa. Ezi nkqubo zibandakanya izikhumbuzi ezithunyelwa qho kwiinqununu (*on-going reminders*) nakootitshala zokuba kufanele kungabikho luphazamiseko kwiprogram yokufundisa ngamagosa ahambeleyo, iiNGOs neminye imisebenzi yesikolo. Zonke iintlanganiso nootitshala zaqala ngo-15:00, emva kosuku lwesikolo oluqhelekileyo. Iintlanganiso neenqununu nootitshala zancitshiswa kakhulu ngokwamanani; ingcaciso enako ukuthunyelwa ngekhompyutha yathunyelwa ngeli jelo lekhompyutha. ISebe iWCED laphumeza imigaqo ecacisa ukuba isikolo masenze isicelo kumlawuli wesithili phambi kokuba abafundi baye kuhambo olumalunga nezifundo (*excursion*). ISebe iWCED lanika izikolo imihla ekunokuqalwa ngayo iimviwo zangaphakathi (ngoJuni nangoNovemba), kwakunye nelona xesha lisekuqaleni lokuphela kweemviwo. Kwaqhutywa iikhosi zophuhliso lootitshala kuLwazi lokuFunda nokuBhala noLwazi lokuBala ngeeholide zesikolo.

Okuqhubekayo malunga nemigaqo-nkqubo ephambili (Key Policy Developments):

UMthetho oYilwayo weMithetho yeMfundo esiSiseko, 2009 (Basic Education Laws Amendment Bill, 2009): ISebe leMfundo kuZwelonke lapapasha lo Mthetho uYilwayo ukwenzela iikhomenti, nge-9 Disemba 2009 kwiGazethi kaRhulumente No. 32790. Injongo yalo Mthetho uYilwayo, phakathi kwezinye izinto: kukubonelela ngokwenziwa kwamasebe emfundo amabini kazwelonke nemibandela enxulumene noko, ukuze ngokwenza oko kufakelwe izilungiso kuMthetho iNational Education Policy Act (NEPA) noMthetho weZikolo waseMzantsi Afrika (South African Schools Act (SASA); ukufakela izilungiso kwingcaciso-magama angala: “umzali” ne“mali-mboleko”; ukulungiselela iindidi ezahlukileyo zezikolo ezineemfuno ezizodwa; ukongezwa kwimisebenzi yeenqununu zezikolo; kunye nokuqeqeshwa kwamabhunga olawulo yimibutho eyaziwayo yamabhunga olawulo (*recognised governing body association*).

UMthetho oYilwayo oFakela iZilungiso kuMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 2010 (Western Cape Provincial School Education Amendment Bill, 2010), wapapashwa ukwenzela ukuba uluntu lwenze iikhomenti, kwi-Provincial Gazette Extraordinary, No. 6705, nge-5 Matshi 2010, kunye neekhomenti zoluntu (*public comments*) ezilindeleke phambi okanye ngowe-16 Apreli 2010. UMthetho oYilwayo, phakathi kwezinye izinto, ujolise ekubeni ungqinelanise uMthetho i-Western Cape Provincial Schools Act, 12 ka-1997, noMthetho weZikolo woMzantsi Afrika, 1996 (UMthetho 84 ka-1996) (South African Schools Act, 84 of 1996) othe wafakelwa izilungiso amaxesha asibhozo (8) kwangelo thuba linye; ukwandisa amagunya okwenza imigaqo-nkqubo yezemfundo oMphathiswa weMfundo wePhondo namagunya okuqulunqa imithetho eNtloko yeSebe; ukwenza amalungiselelo okuhlolwa kwezikolo; ukulawula ngokutsha ukusekwa nemisebenzi yebhunga lezemfundo lephondo; ukubonelela umahluko ophakathi kwezikolo zemfundo eneemfuno ezizodwa zabafundi abanezithintelo ekufundeni nezikolo zemfundo eneemfuno ezizodwa ezinokubonelela ngemfundo ejolise kwiimfuno ezithile; ukugunyazisa uMphathiswa wePhondo ukuba amisele imimiselo nemigangatho malunga neziseko zophuhliso ezingundoqo nokwazi ukusebenza (*capacity*) kwabasebenzi kwizikolo zikarhulumente; ukuthintela izinto eziyingozi, iziyobisi ezingekho mthethweni notywala obunxiliso kumasango esikolo; ukuthintela iintshukumo zezopolitiko (*political activities*) esikolweni nangethuba lesikolo; ukuthintela ukuhlawulwa kwemivuzo engagunyaziswanga kubaqeshwa abathile; ukubonelela ngokuba ootitshala abathile baya kuthathwa njengabakhutshiweyo enkonzweni kwiimeko ezithile, nokunciphisa ithuba lokufakwa kwezikhalazo ezithile. Sele zifunyenwe iikhomenti ezingalo Mthetho oYilwayo yaye sele kwenziwe neengxoxo zothetha-thethwano nabachaphazelekayo (*stakeholders*).

7. Iimali ezifunyenwe liSebe

Iimali ezifunyenweyo (*receipts*) zibandakanyiwe kwiThebhile ST 001.

Iimali eziyingeniso zeSebe (*Departmental revenue*) ezifikelela kwi-R26,747 yezigidi, zafunyanwa ngethuba lango-2009/10. Abona vimba bangundoqo beemali yesebe eyeyalo ngaba balandelayo:

- Iintlawulo ii-administration fees (*insurance premium collections*)
- Iintlawulo zeenkonzo zokuvelisa amaxwebhu (*reprographic services*)
- Iimali zembuyiselo ngokubhekiselele kwiminyaka egqithileyo neemcimbi yezemali (*financial transactions*), o.k.t. –iimali ezingenakuphinde zifumaneka (*write-off to revenue*)

8. Iintlawulo zeSebe (Departmental Payments)

Iimali ezifunyenweyo (*receipts*) zibandakanyiwe kwiThebhile ST 001.

Inkcitho eyiyo kanye ngo-2009/10 ibiyi-99,5% yebhajethi ehlenga-hlengisiweyo evunyiweyo (*approved adjusted budget*). Inkcitho engaphantsi kwebilindelekile (*under-expenditure*) ibangelwa ubukhulu becala kukusetyenziswa ngokunganelanga kwebhajethi eyi-capital budget. Ulibaziseko oluthe lwenzeka kwiimvumelwano ezithile apho ukwakhiwa kungakhange kuqalise njengoko kuye kwangenwa kumaziko ngokungekho mthethweni, iimvavanyo zokuchaphazeleka kwendalo (*environmental impact assessments*) bezingafumanekanga, kunye/okanye iinkqubo zokuthengwa nokufunyanwa kweempahla zikarhulumente zithathe ixesha elide kunokuba bekucingwa.

Esona sixa sikhulu senkcitho yebhajethi sityalwe kwinkqubo yezemfundo yezikolo eziziiprayimari neezizisekondari, kubandakanywa nezikolo zeLSEN. Kwinkqubo yezikolo, abasebenzi babelwa ngokulinganayo ngokubhekiselele kwimimiselo nemigangatho yolwabiwo-mali ngokwamanani achaziweyo abafundi, ukuhlelwa koluntu ngokuhlwempuzeka nezifundo ezifundiswayo. Inkxaso-mali ngokwemimiselo nemigangatho yabiwa ngokwamanqanaba okuhlwempuzeka kazwelonke (*national poverty quintiles*), ukuze awona manqanaba okuhlwempuzeka asezantsi, afumane ukuya kufikelela kumatyeli amathandathu ngaphezu kwalawo angawona akumgangatho osezantsi.

Inkcitho engeyiyo eyabasebenzi (*Non-personnel expenditure*) imele i-22,9%% yenkcitho epheleleyo kunyaka-mali ka-2009/10. Inkcitho engeyiyo eyabasebenzi (*Non-personnel expenditure*) ibandakanya iimali zemimiselo nemigangatho; Inkxaso-mali yezikolo zikarhulumente eziqhelekileyo nezikolo ezizisekondari; izikim zothutho zabafundi neziseko zophuhliso. Ikwabandakanya intlawulo ezizii-*transfer payments* kwizikolo ezizimeleyo, izikolo ezineemfundo zemfundo ezizodwa zikarhulumente iikholeji zeFET, amaziko e-ABET nezikolo namaziko e-ECD.

Imfundo kwizikolo zikarhulumente eziqhelekileyo ichithe malunga ne-80,6% kwinkcitho epheleleyo ngo-2009/10. Iinkonzo eziphambili ezibandakanywe phantsi kwale program, zizikolo eziziiprayimari nezikolo ezizisekondari kwizikolo zikarhulumente eziqhelekileyo (kuquka neziseko zophuhliso (*infrastructure*), kwii-ofisi zolawulo nophuhliso lwezithili zemfundo zamaziko emfundo, uphuhliso lwabasebenzi kubasebenzi abakumaziko neProgram yeGranti ekhutshwa phantsi kweMiqathango yeProgram yoKutyiswa kwaBantwana yeSikolo iSchool Nutrition Programme (*National School Nutrition Programme Conditional Grant*). Yi-55,1% kwinkcitho yeProgram yeSondlo (*Nutrition Programme's expenditure*) kwizikolo zeprayimari ne-38,8% kwizikolo eziisekondari.

UPhuhliso lweMfundo yaBantwana aBasaqalayo luye lwakhula baza babonelelwa nangezibonelelo ezongezelelweyo ukukhuthaza uthatho-nxaxheba kwiBakala R nakwi-*Expanded Public Works Programme (EPWP)* ukubonelela uqeqesho lwabafundisa kwi-ECD bengezotitshala (*ECD practitioners*) kumaziko ee-ECD nokubonelela ngeekhithi zezibonelelo kula maziko.

9. INDLELA EKUQHUTYWE NGAYO KUMACANDELO, KWIIPROGRAM NAKWIIPROGRAM EZISEKELAYO

9.0 ICandelo looTitshala kwiphondo

Inkqubela kwiiNkonzo ezinguNdoqo (*Key Deliverables*) ngo-2009/10

1.1 UPhuhliso lweBakalaR:

- Amaziko ayi-30 aziimodeli avulwa kwaye asetyenziselwa ukubonisa iinkqubo ezisemgangathweni ezenziwayo kwizikolo ezingabamelwane;
- Abafundi abayi-5 973 baqeqeshwa njengabafundisa kwi-ECD bengezotitshala kubantwana abaminyaka iyi-0-4 njengenxalenye yeProgram i*Expanded Public Works Programme*
- Ukusekwa nokwakhiwa kweeklasi zeBakala R kwaphuculwa kwaye eziyi-13 kweziyi-104 iiklasi zeBakala R ezicwangciselwe ukwandisa kwe-ECD zagqitywa ekupheleni konyaka-mali. Iiklasi eziseleyo eziyi-91 zikwizigaba ezohlukileyo zokugqityezelwa.
- Ukwandiswa kwenkxaso-mali yabafundi beBakala R kwizikolo zikarhulumente nakwizikolo ezizimeleyo
- Iprogram yoqeqesho yaqulunqwa kwaye iya kuphunyezwa kwiphondo ngoJuni nangoJulayi ka-2010 ukwenzela bonke ootitshala beBakala R .

1.2 Inkxaso kwikharithulam ye-General Education and Training

Kukho inkxaso eqhubekela kumaziko evela kwii-ofisi zezithili zemfundo kuzo zonke izikolo ukuphucula amaqanaba olwazi lokufunda nokubhala nolwazi lokubala abo bonke abantwana kwizikolo eziziprayimari. Iprogram yoqeqesho lootitshala lo gama besemsebenzini (*in-service teacher training programme*) e-Cape Teaching and Learning Institute (CTLI) igxininisa ekufundiseni ukufunda, ukubhala, imathematika kwaye ifikelele ngaphezu kootitshala abayi-3 000. Bangaphezu kwe-1 000 ootitshala ababeze kwinkomfa yokufunda e-CTLI ngoMatshi 2010.

1.3 Amanani abafundi awandileyo kwicandelo leFET ababhalise kwiiprogram ezifanelekileyo

Andile amanani obhaliso lwabafundi kwiBakala 12 ukususela ku-39,803 ngo-2005 ukuya ku-46,862 ngo-2009. Phakathi ko-2008 no- 2009 amanani abo babhala iiMviwo zeSatifikethi seMatriki sikaZwelonke ande ukusuka ku-43 953 ukuya ku-44 931. Amanani abafundi abapasa iiMviwo zeSatifikethi seMatriki sikaZwelonke ehlile ukusuka ku-34 577 ukuya ku-34 017. Iqondo lokupasa lehle ukususela ku-78,67% ngo-2008 ukuya ku-75.71% ngo-2009. Bekukho nokuhla okuyi-1.2% kwipesenteji yabo bafaneleke ukubhalisela izifundo zesiDanga sokuqala (*Bachelor's degree*) ukususela ku-2008 ukuya ku-2009. La manyathelo athatyathiweyo ukujongana noku kuhla achazwe kwiProgram 2.

Kugqithiwe kwithagethi engu-11 970 yabafundi ababhalisele iNC (V) kwiikholeji ngamanani abafundi ababhalisileyo abayi-12 742. Amanani obhaliso kwiiKholeji zeFET zaseNtshona Koloni ezintandathu ngo-2010 ngama-29,887. Iziphumo zeekholeji zibonisa ukuba yi-63% abafundi abapasileyo kwinto yonke kwi-avareji yesifundo engu-68% kwi-NC (V) nakwiiProgram ii-NATED programmes.

1.4 Ukwandisa amanani abafundi abanako ukufikelela kwiiprogram zeMfundo noQeqesho lwaBadala (ABET) ezijolise kokuthile

Abafundi abayi-11 173 babhalise kwiProgram i-Kha Ri Gude Programme (ABET Level 1). Ukongeza apho, bayi-38 053 abafundi ababhalise kwiiprogram ze-AET ngo-2009/10. Bekukho ngaphezu kwabafundi abayi-2 212 kwiiprogram zeGET nokuncipha okungabhekanga phi kumanani obhaliso abafundi ababhalisele iiprogram zeFET (abayi-17 892 kwiBakala 12 kungokunje) ngenxa yokupheliswa kweSatifikethi seMatriki. Kubekho abafundi abayi-652 beenkampani ezingamahlakani esebe (*partnership learners*) – ezixhaswe ngezimali ngamanye amasebe. Okokugqibela, ngabafundi abayi-241 kwii-*Presidential Nodal Zones* abagqibe izikhosi zezakhono kwi-*Home-based Care, Catering, Furniture Repair ne-Appliance Repair*.

1.5 *Ukwenziwa kweenkonzo okuphuculweyo kumaziko emfundo*

Onke amacandelo enze izicwangciso kwangaphambili ukwenzela u-2010 – 2014 ukuze kucwangciswe ngokweemeko ezithile amaphulo ongenelelo ngoncedo (*streamline interventions*) nokuba kucaciswe kakuhle ukuba onke la maphulo ongenelelo ngoncedo aya kukhokelela njani na ekuphuculeni ukufunda kumaziko okufunda. Ukucwangcisa kwakhokelwa yinkqubo yokujongisisa kwaye zonke iithagethi zamiselwa zithelekiswa nezigaba zentsebenzo okanye izalathi zentsebenzo zeeprogram. Kwaqhutywa iSaveyi iCustomer Satisfaction Survey kwizikolo eziyi-290 neyathi yanika inkxaso kwiTshatha yoKwenziwa kweeNkonzo entsha ka-2010 (*Service Delivery Charter for 2010*). Imisebenzi kaNdlunkulu nezithili zemfundo yacokiswa yaza yacaciswa ngakumbi. Kubekho ukuncitshiswa kwamanani eentlanganiso neminye imisebenzi engumthwalo wabasebenzi bolawulo echaziweyo (*other reported administrative burdens*) kwezo zikolo kujongenwe nazo.

ISebe iWCED liqalise i-WCEDnews, iphephandaba lesebe, ukuququzelela unxibelelwano phakathi kwezikolo nolawulo. Ukongeza apho, kwathunyelwa uthotho lwelela ezikolweni ukuzinceda ekubeni zenze izicwangciso nolawulo olukumgangatho ophezulu. Inani labantu abangena kwiziko lewebhu leWCED lande nge-19.7% ukusuka ku-722 009 ngo-2008/09 ukuya ku-864 021. Iziko leeFoni leWCED lifumene iikholi eziyi-140 259, ukwanda okuyi-5.3% xa kuthelekiswa nonyaka ongaphambili.

1.6 *Ii-ofisi zezithili zemfundo ezomeleziweyo (strengthened district offices)*

Ukuqaliswa (*inception*) kweekomiti zeesekeke nokuvulwa kwee-ofisi ezintsha zeSithili seMfundo i-Overberg District kuze nenkonzo ephuculweyo kwaza kwazisondeza kumaziko emfundo. Kuphelisiwe ukusekondwa ezikolweni baza abasebenzi abasekondweyo babuyela ezikolweni. Ziyi-136 izithuba zengqesho eziphambili ezabhengezwayo zaza zaliswa. Ukuqeqeshwa kwabasebenzi abanika inkxaso kwizithili zemfundo kuqhutywe ngocwangco-ngaba balandelayo: abaphathi beze-IMG (Agasti 2009), abacebisi abanika inkxaso ekufundeni (Januwari 2010); oonontlalontle (Matshi 2010) nabo bonke abasebenzi abachaphazelekayo ekubekeni esweni ulawulo lwezimali zesikolo (ezilindeleke ngo-Apreli 2010). Iingxelo zonyaka zezikolo ziye kuMphathiswa weMfundo ngo-Apreli 2010 nezicwangciso zokuphucula iBakala 12 (*Grade 12 improvement plans*) zaqulunqwa ngokwezithili zemfundo nangokwesikolo ngasinye kwanokuphunyezwa kwazo ngoJanuwari 2010.

1.7 *Imfundo eBandakanya bonke abafundi eyomeleziweyo (Strengthened Inclusive education)*

Inani leeyunithi ze-ELSEN kwizikolo ezenza zonke iinkonzo zokufundisa likhule ukuya kufikelela ku-100 ngo-2009/2010. Ukumisela imfundo ebandakanya bonke abafundi nenkqubo yoqeqesho kuthetha ukumisela izitraktsha, izibonelelo neeprogram zokuthintela, ezokususa okanye ukubuyisela ukusilela okubangelwe zizithintelo ekufundeni nakuphuhliso. Abasebenzi abanika inkxaso eyodwa bayinxalenye yenani lezithuba zengqesho zesithili semfundo ngokusekelwe kwiikomiti ezinika inkxaso nezikolo zemfundo eneemfundo ezizodwa/namaziko ezibonelelo. Kubonelelwe ufikelelo olungaphezulu kwikharithulam ngokumiselwa kwezikolo zezakhono ezibini ezitsha.

1.8 *Ukuzinzisa/ukudibanisa (consolidate) nokwandisa iisistim zekhompuyutha ii-e-delivery and e-systems*

Ukufundisa ngezethekhonoloji (*Telematic teaching*) (kusetyenziswa i-satellite technology) kwalingwa kwizikolo ezili-10 eziqhuba kakubi ukususela ngo-Agasti ukuya ku-Oktobha kwi-Mathematics, Physical Sciences, Life Sciences, English First Additional Language (FAL) ne- Accounting.

Oku kulandelayo zezinye zeziphumo ezibekho ngokufundisa okuthelematikhi (*telematic teaching*) kwaye oko kukhuthaze isigqibo sokwandisa iprojekthi elingwayo ukuya kwizikolo eziyi -120 ngo-2010:

likhonsepthe neenkqubo ebezisokolisa ootitshala nabafundi, zenziwe zalula, kugxininiswa umoya wokufunda esikolweni; iseshoni zasemva kokufundisa, ootitshala nabafundi baqhubekile ngohlaziyo nokuzinzisa izifundo; ukuzithemba kwabafundi nootitshala kwaphuculwa; kwaziswa umoya wentsebenzisano ekufundiseni, ekufundeni nasekuxoxeni eklasini; kubekho ukuphuculwa kwenkqubo yokufundisa (*improved pedagogy*) eklasini; kwaphuculwa indlela abafundi abazibona ngayo bona ziqu; abafundi bancediswa ngamacebo eemviwo baza bacaciselwa nangeekhonsepthe ezinzima.

ISebe leMfundo esiSiseko likazwelonke (*national Department of Basic Education*) liqulunqe isistim yokulandelela abafundi kazwelonke (*national learner tracking system*), iUnit Record and Information Tracking System (LURITS), apho amaphondo abonelela ngedatha yeenkcukacha zabafundi khona. Iphondo ngalinye lamiselwa iithagethi yaza iNtshona Koloni yazigqitha iithagethi zayo kunyaka-mali ka-2009/10 ngezikolo eziyi-1436 nabafundi abayi-881 104 abathe bafakwa (*upload*) ngokuyimpumelelo kwi-LURITS. Kunyaka-mali ka-2010/11, iinkqubela ezizezinye ziya kuqhubeka ngezigaba ezithathu, kude kube kufakwe yonke idatha yabafundi nootitshala kwisistim.

ISigaba 1 se-District Management Information System (DMIS) salingwa kuzo zonke izithili ukufaka, ukucwangcisa nokwenza ingxelo ngayo yonke intsebenziswano yezikolo (*school interactions*) nenkxaso ngamagosa ezithili. ISigaba 2 seDMIS, esicwangciselwe unyaka-mali ka-2010/11, siya kugxininisa ngokwanda kwemiba imisebenzi enokucaciswa kumaphulo alingwayo nolawulo lokwenziwa kwengxelo emalunga nesixhobo soshishino *ibusiness intelligence reporting tool*, u-EdulInfoSearch.

Kwalingwa i-SA-SAMS (*national School Administration Management System*) kwizikolo eziyi-100 njengenxalenye yeSA SAMS eyenziwe yasebenza ngekhompyutha (*web-enablement SAMS*). I-SAMS iya kuvumela izikolo ukuba zenze inkqubo yazo yolawulo izisebenzele ngokwayo (*automate*) kwimeko yonxibelelwano ngekhompyutha (*networked environment*) kwaye iya lungiselela abafundi, ootitshala, abazali, ikharithyulam, imiba yezemali, neemodyuli zethayimthebhile. Idatha yezikolo iya kuhanjiswa (*shifted*) ngeWeb isiwe kuvimba oyi-central repository apho idatha yephondo inokungqinelaniswa khona (*can be aggregated*) kuze kunikwe ingxelo ngayo ngexesha elililio (*real time*), o.k.t. “iqhubeka” kwi-EdulInfoSearch. I-software ye-SAMS iya kuqaliswa ukusetyenziswa ngonyaka-mali ka-2010/11.

Ithagethi yeKhanya kunyaka-mali ka-2009/2010 yayikukubonelela izibonelelo (*facilities*) eziyi-150 kwizikolo ezitsha kwakunye nezinye izibonelelo zesibini kwizikolo ezikhulu ezifuna ithekhnoloji eyongezelelweyo – nokuphuculwa komgangatho wezibonelelo eziyi-50 ezidala. Oku bekuyimfuneko ukwenzela ukuba kukhuselwe utyalo-mali kwezethekhnoloji kwezinye izikolo zeKhanya ezabonelelwa ngezixhobo ngethuba lango-2001 ukuya ku-2003. Ekupheleni kukaMatshi 2010, zagqitywa izibonelelo eziyi-150 kwaza kwaphuculwa nezibonelelo ezidala –nto ebengaele ukuba kugqithwe ithagethi ngo-60. Ukongeza apho, kuye kwafakwa ii-interactive whiteboards eziyi-450 kwizikolo eziyi-150. UTelkom ubinze ngesipho-mali esiyi-R22 yezigidi kwi-hardware ezizixhobo zokusebenza, laza iSebe iWCED lajongana nolawulo lweprojekthi neendleko zamalungiselelo eziseko zophuhliso. UKhanya naye ukwabonelele ngee-interactive whiteboards kwezinye izikolo eziyi-89, nezixhobo ezizizongezelelo zethekhnoloji kwizikolo eziyi-28. Ngokwento yonke, zi-1 145 izikolo ezincediswe ngokuba zifumane izibonelelo zethekhnoloji, zayi-135 izikolo ezilindele ukufumana izibonelelo zethekhnoloji, kubonelelwe ngekhompyutha eziyi-43 993, bayi-25 038 ootitshala abathe baqeqeshwa (abaza kuqeqeshwa) kumanqanaba awahlukileyo ethekhnoloji, bayi-826 390 abafundi abanako ukufikelela kwizibonelelo zethekhnoloji ukuze zibe yi-2 100 iiklasi ezinee-interactive whiteboards.

1.9 Ukuqaliswa kwenkxaso kwizikolo ezikumanqanaba okuhlwempuzeka 1-3

Zizigidi eziyi-R42 ezabhajethelwa ukuphucula iziseko zophuhliso zeelayibrari noovimba bezibonelelo ngokubonelela ngeencwadi nezinye izibonelelo ezinxulumene nazo, ukwenziwa kweeshelufu, ifanitshala, iikhompyutha, i-software yokulawula noqeqesho elayibrari (*library administration software*), uqeqesho lootitshala kwizikolo zamanqanaba okuhlwempuzeka kazwelonke (NQ) 1-3 nge-QIDS-UP School Library Project. Izikolo eziyi-654 zeNQ1-3 zafumana izibonelelo zeelayibrari. Kwabonelelwa ngeengxowa-mali kuvavanyo lwesikolo siphela kwizikolo eziziiprayimari nezizisekondari eziyi-30 kwi-NQ1-3, kwaza kwabonelelwa ngeendidi ezininzi ezahlukileyo zezibonelelo ezixhasa ukufunda, kwezi nkalo zilandelayo: *Life Orientation, Physical Science* ne-ECD.

1.10 *Ukujongana nokhuseleko lwezakhiwo kwezo zikolo zisengozini*

Kwanikezelwa ngee-*Metal detectors* kwizikolo eziyi-109 ezisengozini kwaye zibonakala zisebenza ngempumelelo ekunqandeni (*curbing*) ukuxhaphaka kwezixhobo kumasango esikolo. Kugqityiwe ukufakwa kwee-CCTV nokuhlolwa kweprogram kuya kuqinisekisa ifuthe lezi zixhobo. Ubudlelwane bentsebenziswano phakathi kweNkonzo yamaPolisa oMzantsi Afrika (*South African Police Services (SAPS)*) neSebe loKhuseleko loLuntu (*Department of Community Safety*) buyaqhubeka ngeentlanganiso zarhoqo ukuxoxa ngokhuseleko lwesikolo. Iinkqubo zokusetshwa ngequbuliso nokohluthwa (*Random search and seizure exercises*) kugqityiwe kwizikolo ezikhethiweyo ngokusebenzisana neSAPS. Iikomiti zezikolo zibandakanya abahlali, amanye amasebe karhulumente neMibutho eNgekho ngaphantsi kukaRhulumente (*NGOs*) ukwenzela ukuqinisa ukhuseleko ezikolweni ngokubanzi.

1.11 *Ukudibanisa (Consolidate) izikolo ekuGxilwe kuzo neZikolo zeDinaledi*

Inkqubela ngokweziphumo zeBakala 12 ihlala iye cothayo. Nangona bengaphezulu ngo-176 abafundi ababhala iMathematika ngo-2009 kunango-2008, bangaphezulu ngo-30 ababhale iPhysical Science, inani labo bapase ngamanqaku ayi->50% lihle nge- 31% ukuya ku-24% kwiMathematika nokusuka kwi-25% ukuya kwi-15% kwiPhysical Science. Ngokwamanani abafundi kwiphondo abapasa ezi zifundo zibini, izikolo zeDinaledi zibalelwe i-16% yetotali yephondo kwiMathematika ne-15% yetotali yephondo kwi-Physical Science ngo-2009. Ziyi-13 izikolo zeDinaledi zababhale iMathematika IPhepha 3. Kuthathelwa ingqalelo ngakumbi ukunika inkxaso nophuhliso kwezi zikolo ukwenzela ukuba kujongwane nemiba engumngeni ebonakalayo.

Ngo-2008, ireyithi yokupasa ngokwento yonke kwizifundo zoBugcisa (*Arts subjects*) kwizikolo eKugxilwe kuzo ibingu-78.64%. Bayi-681 abafundi ababebhalise ngo-2009 kwiZifundo soBugcisa baza bayi-604 (88.69%) abapasileyo, into leyo ebonisa ukuphucuka komgangatho kangange-10.05%.

Kwitotali yabafundi abayi-3081 ababhala izifundo zeBCM (*Business Commerce and Management*), bayi-2 539 (82.4%) apase ngo-2009. Le yi-2.26% eyipesenti yokuhla kwiziphumo zango-2008 kwaye oko kunokubangelwa kukuhla kwinto yonke kwiziphumo ze-*Accounting ne-Economics*.

1.12 *Ukugcina iprogram ehlaziyiweyo nesekelwe kwiimfuno yezibonelelo zeziseko zophuhliso*

Kunyaka ochaphazelekayo, kwagqitywa izakhiwo zezikolo ezili-10. Ukongeza apho, kwakhiwa zayi-184 izikolo eziziiprayimari nezikolo eziziisekondari eziyi-101, izikolo eziziiprayimari eziyi-16 namagumbi ayi-24 ee-*secondary specialist rooms*. Kwaziswa iklasi ezingoomahamba nendlwana eziyi-55 (*mobile classrooms*) ukunceda izikolo zimelane noxinzelelo lwendawo yokufundela (*accommodation pressures*) kunyaka-mali ochaphazelekayo.

1.13 *Ukuphucula ulwazi lokufunda nokubhala nolwazi lokubala kwizikolo eziziiprayimari*

Ukususela ku-2003 kubekho uvavanyo lwephondo lwabafundi bamaBakala 3 no-6 kwiminyaka emibini (*alternate years*) ukwenzela ukuba kufunyaniswe iinkalo eziyingxaki (*diagnose difficulties*) ukuze kulandelelwe nendlela abaqhuba ngayo abafundi. Ezona ziphumo zakutshanje zeBakala 3 zeminyaka yangaphambili ukuya ku-2008 zezi: Ulwazi lokuFunda nokuBhala-54%, uLwazi lokuBala-35%.

Iziphumo zemvavanyo zeBakala 6, ezakhutshwa ngoNovemba 2009, zabonisa ukuphucuka okuqhubekayo kumanqaku ovavanyo kulwimi, ngo-48.6% kubafundi abanamanqaku angu-50% ubuncinane. Oku kumele i-3.8 % yokuphucuka ukusuka ku-44.8% ngo-2007.

Ipesenteji yabafundi beBakala 6 abafumana 50% okanye ngaphezulu kulwazi lokufunda nokubhala kwiNtshona Koloni yande ngokungangxamanga kule minyaka mithandathu igqithileyo:

2003	2005	2007	2009
35%	42.1%	44.8%	48.6%

Oku kwanda kwe-13.6% ukususela ngo-2003.

Nakuba kunjalo iziphumo zemathematika zithe zenyuka zisihla njalo-njalo. Amanqaku eBakala 6 aphucuka ukususela kwasezantsi angu-14% ukuya ku-17.4%. Kusekho ke ngoko abafundi abambalwa kuno-1 kubafundi aba-5 eyamkelekileyo indlela abaqhuba ngayo. Nakuba kunjalo liyanda inani labafundi beBakala 6 abafumene amanqaku afanelekileyo kwezo zinto zisetelwe amanqanaba amaBakala 4 no-5.

2003	2005	2007	2009
15.6%	17.2%	14.0%	17.4%

Ezi ziphumo zigqithe iithagethi zokuphuculwa kwamanqanaba okupasa kwabafundi kulwazi lokufunda nokubhala (ithagethi engu-45%) nolwazi lokubala (ithagethi engu-15%) ngo-2010. Ithagethi ngu-65% kulwazi lokufunda nokubhala nengu-50% kulwazi lokubala ngo-2014 ziyangqinelana nomgangatho

Iphulo lamajelo eendaba lokubandakanya abazali ngakumbi ukuze bathathe inxaxheba lamiselwa ngoJanuwari 2010.

linkcukacha ezingaphezulu zibonelelwe kwi-Program 2.

1.14 *Ukuqhuba uvavanyo lwesikolo siphela neeprogram zolawulo nophuhliso lomgangatho*

Uvavanyo lwesikolo siphela lwaqhutywa kwizikolo eziyi-99, endaweni yezikolo eziyi-90 ezithagethiweyo. Njengoko iikomiti zeeseke the ezintsha ziye zisiba zeziqhuba ngcono ngokomgangatho wentsebenzo, zithe zayisondeza ezikolweni inkxaso elungiselelwe iimeko ezithile. Ingxelo ngokuqhubekayo eneenkcukacha (*comprehensive trend report*) – esekelwe kwiziphumo kwezi zikolo ngokubanzi yaqulunqwa kwaza kwaxoxwa ngayo nabalawuli beWCED ukwenzela ukuba kunikwe inkxaso amaphulo ongenelelo ngoncedo acwangciswe ngobuchule.

1.15 *Ukuphuhlisa iinqununu nootitshala kumsebenzi wabo abawuqeqeshelweyo*

Bayi-2281 ootitshala ababhaliswa kumaziko emfundo ephakamileyo (*tertiary institutions*) ukuphucula ulwazi lwabo namabanga emfundo abawaphumeleleyo (*qualifications*). Bayi-1724 ootitshala ababhalisela i-*Advanced Certificate for Education*; babe yi-349 kwi-*National Professional Diploma in Education* baze babe yi-145 abenza iikhosi zeB *Ed Honours Post Graduate*. Bayi-5 253 abaye kwiiprogram ye-*Cape Teaching and Leadership Institute*; iinqununu, iintloko zamasebe namasekela, benze 652 kweli nani, nootitshala abayi-4 601

1.16 *Ukuqinisekisa ukuba bonke ootitshala banikwa inkxaso esemgangathweni abayifunayo: kusenziwa oko ngokwaba ibhajethi yamaphulo ongenelelo ngoncedo nenkxaso ngendlela eqingqiweyo enenjongo neyakhayo*

Kunyaka ochaphazelekayo, ziibhiliyoni eziyi-R2, 463 ezabelwa inkcitho enganxulumananga nabasebenzi (*non-personal expenditure*), ekwachithwa kuyo R223,123 yezigidi kwi-LTSM ne-R66,701 yezigidi ekuphuhliseni ootitshala. Ukwenzela ukuba kuhlangebezwane neemfundo eziqatshelweyo ekuvulweni kwezikolo ngoJanuwari 2010, kwabonelelwa ngeencwadi zezifundo ezongeza kwebezikho kwizifundo eziphambili kubafundi beBakala 12 (R1,5m). Iincwadi zezifundo zeBakala 11 ezixabiswa R 52 450 740 zabonelelwa kwizikolo eziziisekondari zikarhulumente eziqhelekileyo eziyi-359.

Ukomeleza ukufundiswa kweekhonsepthe zezandi (*sound concepts*) kwizikolo eziziprayimari zikarhulumente eziqhelekileyo eziyi-154 apho isiXhosa ilulwimi lokufundisa, ootitshala kumgangatho weBakala 4-6 banikwa iincwadi zezifundo zesiXhosa. Banikwa nezichazi-magama zesayensi neekhonsepthe zemathematika. Kweli qela lezikolo kukho izikolo eziyi-16 ezizii-*Learning Transformation Project schools* apho ukufunda kuqhutywa ngesiXhosa ukuya kufikelela kwiBakala 6. Bonke abafundi kumaBakala 4-6 banikwa ezi ncwadi zezifundo (R 3 418 734).

Ukunika inkxaso iphulo likazwelonke i*Foundations for Learning Campaign*, kunikezelwe ngeetshathi zodonga zeeklasu zamaBakala 1-6 kwizikolo zikarhulumente eziqhelekileyo ngexabiso le-R 8 532 833,17.

Ukunika iingxelo ngemingeni

Ngokwale Ngxelo yoNyaka makuqatshelwe oku kulandelayo:

Le ngxelo isekelwe kwiithemplethi ezimbini: imigqaliselo kaNondyabo kuZwelonke (*National Treasury*) neethemplethi zecandelo leSebe leMfundo esiSiseko (*Department of Basic Education*) kwelinye icala.

Ingxelo ikwasekelwe kwiithagethi ezimiswe kwi-*Annual Performance Plan (APP)* ka-2009/10. Ngenxa yeengxaki ezimalunga nokuqokelelwa kwedatha (*data collection*) ye-*National Performance Measures* ezisetyenziswe kwiminyaka yangaphambili kuye kwamkelwa ii-*PMs* zikazwelonke ezintsha ukungiselela u-2009/10. Nangona kunjalo, esi sigqibo size nesethi entsha yeengxaki:

- Izalathi ezithembekileyo kwintsebenzo kuvavanyo lokuzwelonke azinakubonelelwa njengoko idatha eneenkcukacha ngeemvavanyo zeBakala 6 zika-2007 ingekafumaneki. Iimvavanyo zokugqibela zeBakala 3 zazingo-2004. Ngenxa yeemvavanyo ii-*systematic tests* zesebe lemfundo kuzwelonke, iimvavanyo “*Annual National Assessments*”(Grades 1-6) zaphehlelelwa ngokusesikweni.
- Ngenxa yokuba uninzi lweMilinganiselo yeNtsebenzo kaZwelonke ka-2009/10 (*National Performance Measures (2009/10)*) ibimitsha okanye imiselwe ngokutsha ngeparamitha ezilungiswe apha nalapha (*adjusted parameters*), kunye/okanye ukungabikho kwesethi zedatha ezilindelekileyo (*tentative data sets*), kuye kwanzima ukumisela iithagethi ukulungiselela zona. Le nkxalabo iqatshelwe kwi-APP echatshazelweyo.

Eminye iMilinganiselo yeNtsebenzo isekelwe kwidatha yamanani abemi belizwe. Uvimba wedatha zizalathi zaphakathi enyakeni (*mid-year indicators*) ze-*Statistics South Africa (StatsSA)* eziqulethwe kwi-*General Household Survey (GHS)*. Le yinkqubo yokuvavanya iisampula kuphela kwaye ukusilela ekuzuzeni idatha kusoloko kuthathelwa ingqalelo. Oku kuthetha ukuba ayizothagethi ezimiswe kwisethi yezalathi eziphelelwe lixesha kuphela, kodwa ngokunjalo ikwazizo kanye (*actuals*) iithagethi zango-2009/10 ezingezizo kanye “*ii-actuals*”, koko izithagethi zoqikelelo oluphelelwe lixesha.

ST001	ICANDELO LEMFUNDO YEPHONDO-Imiba ephambili	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
INGENISO (REVENUE) (R'000)					
	Isabelo esilinganayo	7,387,687	8,782,197	10,236,557	10,183,421
	Iigranti eziphuma ngokwemiqathango ethile	271,718	282,736	302,764	302,345
	Inkxaso-mali yabaxhasi (donors)	0	0	0	0
	Ukuxhasa ngemali	47,000	105,000	100,800	100,800
	Ingeniso yethu	31,392	22,545	23,691	26,747
	ITOTALI	7,737,797	9,192,478	10,663,812	10,613,313
IINTLAWULO NGEPROGRAM (R'000)					
	1 Ezolawulo	361,470	393,529	416,038	415,605
	2 Imfundo yezikolo zikarhulumente eziqhelekileyo (funda okanye ukwahlula kwayo phakathi)	6,221,983	7,410,535	8,630,807	8,587,360
	3 Iinkxaso-mali kwizikolo ezizimeleyo	39,713	44,119	55,522	55,522
	4 Imfundo kwizikolo zikarhulumente ezineemfundo ezizodwa zemfundo	434,325	510,390	626,223	623,604
	5 Imfundo noqeqesho oluqhubelekayo	317,228	367,190	368,917	368,917
	6 Imfundo noqeqesho lwabadala	25,821	26,838	29,479	29,479
	7 Uphuhliso lwemfundo yabantwana abasaqalayo	142,259	228,748	292,620	288,620
	8 Iinkonzo ezincedisayo nezinxulumene nazo	194,998	211,129	244,206	244,206
	ITOTALI	7,737,797	9,192,478	10,663,812	10,613,313
IINTLAWULO EZIYA KWIMFUNDO YEZIKOLO ZIKARHULUMENTE EZIQHELEKILEYO (R'000)*					
	2.1 Izikolo zikarhulumente eziziprayimari	3,503,102	4,085,516	4,915,753	4,885,119
	2.2 Izikolo zikarhulumente ezizisekondari	2,428,511	2,874,010	3,157,191	3,149,110
IINTLAWULO NGOKOKUHLLELWA KWEZOQEQESHO (R'000)*					
	Intlawulo zalo nyaka-mali	6,667,613	7,908,367	9,229,956	9,217,862
	Imbuyiselo yabasebenzi	5,904,035	7,089,690	8,214,843	8,214,843
	Ootishala	5,150,845	6,262,879	7,249,591	7,249,591
	Abasebenzi abangengabo ootishala	753,190	826,811	965,252	965,252
	Iimpahla neenkono kunye nezinye izinto kulo nyaka-mali	763,578	818,677	1,015,112	1,003,113
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	917,516	1,077,123	1,169,442	1,164,546
	Iintlawulo zee-capital assets	152,668	206,988	264,415	230,811
	ITOTALI	7,737,797	9,192,478	10,663,812	10,613,313

ST001	ICANDELO LEMFUNDO LEPHONDO-Imiba ephambili (kusaqhutywa)				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Eyona kanye kanye 2009/10
IINKUKAKACHA-MANANI ZENTSEBENZO					
UKUQESHWA KWABASEBENZI					
	Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	31 462	31 401	31 581	31 965
	Inani labasebenzi abangengabo ootishala (abaqeshwe kwinkonzo karhulumente)	9 112	8 750	8 600	8 851
UBHALISO KWINQANABA LOKUFUNDA ELINYANZELEKILEYO*					
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo zikarhulumente eziqhelekileyo	696 927	715 151	693 000	721 443
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	9 012	9 208	9 200	10 047
	Abafundi abaminyaka yobudala eyi-6 –15 kwizikolo ezizimeleyo	15 502	20 064	21 000	25 776
ITOTALI		721 441	744 423	723 200	757 266
UBHALISO KWINQANABA ELIQITHILEYO KWELINYANZELEKILEYO*					
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo zikarhulumente eziqhelekileyo	182 136	182 454	183 000	181 645
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	6 082	6 614	6 700	6 917
	Abafundi abaminyaka yobudala eyi-16 –18 kwizikolo ezizimeleyo	3 245	6 599	7 000	7 290
	Abafundi abakwiikholeji zeFET abaminyaka iyi-16-18	3 593	4 000	3 593	6 170
ITOTALI		195 056	199 667	200 293	202 022
AMANANI ABEMI BELIZWE					
	Abemi abaminyaka yobudala eyi-6-15	881 808	994 084	914 227	1 006 113
	Abemi abaminyaka yobudala eyi-16-18	257 185	286 337	268 158	289 167
► IMILINGANISELO YENTSEBENZO					
► PM001: Ipesenteji yamanani abemi belizwe ababudala buyiminyaka eyi-6 ukuya ku-15 abahamba izikolo	Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango		** [77.9%]	Makufundwe amanqakwana 5 no-6 apha ngezantsi	74.59%
► PM002: Ipesenteji yamanani abemi belizwe ababudala buyiminyaka eyi-16 ukuya ku-18 abakumaziko emfundo	Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango		***	Makufundwe amanqakwana 5 no-7 apha ngezantsi	71.6%
► PM003: Inkqubo engaxulumananga nabasebenzi karhulumente kubafundi abangabona bahluphekileyo abayi- 20% kwizikolo zenqanaba lokuhlompuzeka 1 njengepesenteji yenkcitho engaxulumanga nabasebenzi karhulumente kubafundi abangabona bahlompuzekileyo bayi- 20% kwiinqanaba 5 lokuhlompuzeka kwezikolo	Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango		396%	396%	391.71%

ST001	ICANDELO LEMFUNDO YEPHONDO-Imiba ephambili (Isaqhubeka)				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
► Imilinganiselo yentsebenzo (Isaqhubeka)					
► PM004: Ipesenteji yabantu abadala abagqibele iBakala 9		Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango	69.2%	69.3%	71%
► PM005: Ipesenteji yabantu abadala abagqibele iBakala 12		Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango	13.4%	13.4%	39%
► PM006: Ireyithi yolwazi lokufunda nokubhala kubantu abadala		Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango	85%	85.2%	83.9%
► PM007: Inani labathathi-nxaxheba kwiphulo/kwiprogram yokufunda nokubhala kaKha Ri Gude		Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango	4 762	7 262	11 173
► PM008: Inani labathathi-nxaxheba kwiphulo/kwiprogram yokufunda nokubhala yePhondo (kungabandakanywanga uKha Ri Gude)		Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango	0	0	0
<p>Amanqaku:</p> <ol style="list-style-type: none"> Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo yoNyaka kazwelonke. Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngoku hlobo: Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantisi kwezo fomula zithile nemiqathango. Ngenxa yokuba lithagethi kufanele zimiselwe: kusetyenziswe uqikelelo ukwenzele inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwiisethi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo mlisha zingabonisiwanga kwiNgxelo yoNyaka ka-2008/09 inkcazo yazo mayothathwe njenge: "actuals" mayithathwe ingqalelo kwezo meko-bume. Yonke imilinganiselo yentsebenzo ngaphandle kwe-PM003, PM007 no-PM008, isekelwe kwiidatha yesaveyi ey-general household survey data kuvimba wedatha kumlinganiselo othile. Amanani ezembali (historical figures) afunyanwa kwi-General Household Surveys yango-2008 kwaye anokwahluka kancinane nje kumanani obhaliso nawabemi belizwe abonisiweyo. PM 007: Eli liphulo likazwelonke kwaye alikho phantisi kolawulo lwephondo. Iithagethi ke ngoko zixhomekeke kwiizicwangciso zakazwelonke. PM 008: Kuye kwenziwa isigqibo sokuba kugxininiswe kwilizame zephondo kwiprogram ka-Kha Ri Gude kwaye yiyo le nto kungekho zithagethi zephondo kwi-PM008. * Makuqatshelwe iindidi ezintsha zeminyaka yobudala zika- 6 – 15 no-16 – 18 ezisetyenzisiwayo endaweni yeendidi zangaphambili zika- 7 – 14 no-15 – 17. ** Yi-99.2% eyasetyenziswa kwi-APP ka-2009/10 njengesiseko sengqikelelo. Idatha yakutshanje ye-GHS ibonisa ukuba yi- 77.9% eyona pesenti ichaneke ngokungaphezulu kunenani lango-2008. ** Yi-84% eyasetyenziswa kwi-APP ka-2009/10 njengesiseko sengqikelelo. Idatha yakutshanje ye-GHS ibonisa ukuba yi- 69.7% eyeyona pesenti ichaneke ngokungaphezulu kunenani lango-2008. Le PMI Ngokwenkcazo, isebenzisa idatha ebonelelwa yi-GHS. Makufundwe ingcaciso apha ngezantsi. Ovimba beDatha (Sources): KwiProvincial Budget Statement (2010) [2009/10 amanani ezembali ngqikelelweyo ahlanga-hlengisiweyo (adjusted estimates); IPesali lamanani abasebenzi ango-2007 no-2008 abhekiselele kuMarch; Amanani obhaliso e-EMIS 2009 ngawe-Annual Survey 2009 nganye; Amanani abemi abonelelwa yi-DBE kwi-Stats SA; Uqikelelo lwamanani abemi aphakathi enyakani ka-2008 no-2009. Amanani abasebenzi abaqeshwe ngurhulumente kule thebhile yemiba ephambili (key trends) ebonisa ukubalwa kwemeko yezengqesho yabasebenzi abaneempawu ezizodwa kwiPesali. kungajongwanga ukugqeshwa isigxina okanye okwelutshyana). 					

ST002								
	Iprogram 1 Admin	Iprogram 2 POS	Iprogram 3 Indep	Iprogram 4 Indep	Iprogram 5 FET	Iprogram 6 ABET	Iprogram 7 ECD	Itotali
Inkcitho (R 000)	12,343	59,065	-	-	-	-	-	71,408
Abaqeqeshwa	12,700	19,500	-	-	-	-	-	32,200
Ootitshala	8,000	20,000	-	-	-	-	-	28,000
Iprogram zokuxhobisa ngezakhono	2,250	13,900						16,150
Uqeqesho ngezotshintsho kwikharithyulam	0	5,700	-	-	-	-	-	5,700
Olunye uqeqesho lwabakwinkonzo	3,750	700	-	-	-	-	-	4,450
Uqeqesho ngeze-HIV/AIDS	-	250	-	-	-	-	-	250
Abasebenzi abangengabo ootitshala	5,120	1,803	-	-	-	-	-	6,923

Makuqatshelwe: Le thebhile ibonisa inkcitho yeSebe kuphuhliso lwezakhono zabasebenzi beSebe. Ibandakanya iindleko zootitshala abaqeqeshwayo abaqeshwe liSebe Utitshala omnye unokubalwa kabini, ukuba umzekelo utitshala ukhe wakuqeqesho lwekharithyulam neHIV/AIDS ngalo nyaka uchaphazelekayo. Nakuba kunjalo, amanani kumqolo 'Ootitshala' awabonisi nakuphi na ukubalwa kabini kootitshala.

Uvimba weDatha (Source): Internal Human Capital Development, WCED.

Imilinganiselo yentsebenzo: lingxoxo ngoMahluko (Variances)	
► PM001: Ipesenteji yamanani abemi belizwe ababudala buyiminyaka eyi-6 ukuya ku-15 abahamba izikolo	
Ithagethi: Uqikelelo olutsha lwamanani abemi belizwe lubonisa ipesenti engu-77.8 % kolu didi lwababhalise ngo-2008/9. Iseti zedatha yeGHS zangaphambili azibonelelanga ngezalathi kolu didi.	
Eyona kanye: 74.59%	
Le PM ilandelela ubhaliso kwikategori zobudala obutsha (ngoku obungu- 6 – 15 obabungu-7 – 14). Oku kunatyiswa kwekategori kubandakanya abafundi abaminyaka mi-6 abangekayi mhlawumbi esikolweni nokwandisa umhlaba wabafundi abadala kunoku. Amanani obhaliso abonisa ukuba bekukho ngaphezu kwabafundi abayi-6 000 kolu didi lobudala ngo-2009 xa kuthelekiswa no-2008. (Abafundi abayi-721, 443 kolu didi lobudala lubhalise ngo-2009 xa kuthelekiswa nabayi-715, 151 ngo-2008). Kwangaxeshanye uqikelelo lwamanani abemi belizwe lubonisa ukuba iNtshona Koloni ibe namanani awandileyo ngabafundi abayi-12 029 kolu didi luphakathi ko-2008 no-2009. Oku kucacisa ukhula kumanani obhaliso kolu didi, o.k.t. zombini iisethi zamanani anokwahluka zitshintshile.	
► PM002: Ipesenteji yamanani abemi belizwe ababudala buyiminyaka eyi-16 ukuya ku-18 abakumaziko emfundo	
Ithagethi: Uqikelelo olutsha lwamanani abemi belizwe lubonisa 69.7%% kolu didi lwalubhalise ngo-2008/9. Iseti zedatha yeGHS yangaphambili azibonelelanga ngezalathi kolu didi.	
Eyona kanye: 71.6%	
Idatha ye <i>General Household Survey</i> ebonelelwe yi-DoBE inika amanani apheleleyo ka-16 -18 kubantwana abadala abahamba isikolo kumaziko emfundo engu-194 739 kumanani asisiseko samanani abemi belizwe bebonke (<i>total population base</i>) kolu didi lweqela leminyaka yobudala ukuya ku- 272 096.3 Oku kuthetha yi- 71.6% yabantwana abaminyaka iyi- 16-18 abahamba amaziko emfundo. Nakuba kunjalo idatha yeWCED ibonisa ukuba inani lobhaliso elingu-199 493 nezinye iisethi zedatha ezivela kwiGHS zibonisa amanani abemi belizwe angu-289 167 kwangelo thuba linye. Ngelo thuba lalo APP ichaphazelekayo idatha ye-GHS inike inani elingu- 83%, ukuze ke ithagethi ye-APP eyintsusa ibe ngu- 84%.	
Uvimba wedatha owamiselwa kuzwelonke kule PM yidatha yeGHS kunokuba ibe yidatha eyona kanye. Nangeyiphi na indlela ubhaliso lweWC ngo-2009/10 lungaphezu kobhaliso lwango-2008 kangange-2%.	
Oku kubonisa umngeni wokusekela inkcazo (<i>analyses</i>) noqikelelo kwizixa zoqikelelo neesampula. Ukongeza apho le datha ingumngeni ibonisa ukuba kungani na iMilinganiselo yokuqhutywa kweeProgram (<i>Programme Performance Measures</i>) ka-2010/11 ingenako ukulandelela idatha esekelwe kumanani abemi belizwe (<i>population-based</i>) kwaye endaweni yoko ihlelwe kwakhona le milinganiselo njengeZalathi zaMacandelo (<i>Sector Indicators</i>).	
► PM003: Inkcitho eyi-non-personnel expenditure karhulumente kubafundi abangabona bahluphekileyo abayi- 20% kwizikolo zenqanaba lokuhlompuzeka 1 njengepesenteji yenkcitho engaxulumene nabasebenzi karhulumente kwi-20% yabafundi abangabona bahlwempuzekileyo kwizikolo ezikwinqanaba 5 lokuhlompuzeka.	
Ithagethi: 396 %	
Eyona kanye:391.71 %	
Inkcitho engaxulumene nabasebenzi yenziwe ngezinto ezahlukileyo. Iinguqu kwiqela elithagethiweyo kuMaphulo oNgenelelo ngoncedo awodwa (<i>Special interventions</i>) (o.k.t. QIDS-UP, NSNP, abathengisi beencwadi zezifundo (<i>textbook supplies</i>), njl.njl.) Neeprojekthi zokwakha ezinefute lomlinganiselo wenkcitho phakathi kwamanqanaba okuhlompuzeka 1 no- 5.	

Imilinganiselo yentsebenzo: lingxoxo ngoMahluko
<p>► PM004: Ipesenteji yabantu abadala abagqibe iBakala 9</p> <p>Ithagethi: 69.3%</p> <p>Eyona kanye: 71%</p> <p>Ezi nkcukacha-manani zibonelelwa ngokusetyenziswa kwenkqubo yesampula zamanani abemi belizwe ngu-StatsSA. Nangona kunjalo, inani elandileyo labafundi bamaBakala 9 no-10 kwiminyaka yokugqibela eli-10 lixhasa oku kwanda.</p>
<p>► PM005: Ipesenteji yabantu abadala abagqibe iBakala 12</p> <p>Ithagethi: 13.4%</p> <p>Eyona kanye 39%</p> <p>Ezi nkcukacha-manani zibonelelwa ngokusetyenziswa kwenkqubo yesampula zamanani abemi belizwe ngu-StatsSA. Inani linokuchatshazelwa kukwanda kwamanani abafundi abapase imatriki abayishiyayo inkqubo yesikolo, amanani awandileyo abafundi abathweswa isidanga/idiploma kwiiKholeji zeFET nabafundi abayigqibezela ngempumelelo iMatriki yabo kumaziko e-AET.</p>
<p>► PM006: Ireyithi yolwazi lokufunda nokubhala kubantu abadala</p> <p>Ithagethi: 85.2%</p> <p>Eyona kanye 83.9%</p> <p>Ezi nkcukacha-manani zibonelelwa ngokusetyenziswa kwenkqubo yesampula zamanani abemi belizwe ngu-StatsSA.</p>
<p>► PM007: Inani labathathi-nxaxheba kwiphulo/kwiprogram yokufunda nokubhala kaKha Ri Gude</p> <p>Ithagethi: 7 262</p> <p>Eyona kanye: 11 173</p> <p>Le program iqhutywa ngababoneleli-nkonzo abaqeshwe nabalawulwa kwinqanaba likazwelonke. Iphondo alinagunya lolawulo kwiinkcukacha-manani. Le ngcaciso ibonelelwe ngo-Apreli 2010 liSebe leMfundo esiSiseko (<i>Department of Basic Education</i>).</p>
<p>► PM008: Inani labathathi-nxaxheba kwiphulo/kwiprogram yokufunda nokubhala yephondo(kungabandakanywanga uKha Ri Gude)</p> <p>Ithagethi: 0</p> <p>Eyona kanye: 0</p> <p>ISebe iWCED likhetha ukunika inkxaso iprogram kaKha Ri Gude kazwelonke, ngoko ke akukho thagethi yamiselwayo kule khategori inganyanzelekanga (<i>optional category</i>).</p>

Inkqubela

Ngeli thuba lichaphazelekayo, kubekho ukwanda kwabafundi abayi-9 055 ababhalise kwiBakala R kwiZikolo zikaRhulumente eziQhelekileyo (*Public Ordinary Schools*), xa kuthelekiswa nenani lango-2008; ukwanda kwabafundi kwizikolo zikarhulumente eziqhelekileyo nakwizikolo ezineemfuno ezizodwa zemfundo. Inani labaviwa abasisigxina beSatifikethi seMatriki sikaZwelonke lande ukusuka ku-45408 ngo-2008 ukuya ku-46862 ngo-2009, ukwanda ngabaviwa abayi-1454. Kubekho nokwanda kwinani labantu abadala ababhalise kumaziko emfundo oluntu ukuya kufikelela ku-38 053. Inani labafundi benqanaba 1 ibingu-11, 173. Oku kukwanda kwe-4,762 ukususela ngo-2008. Bekukho kuphela abaviwa abayi-2201 abongezelelweyo be-A(B)ET ababhalisela amabanga emfundo eGET kunyaka ochaphazelekayo.

Iqela lamaziko emfundo abe nokuhla kwamanani abafundi okungabhekanga kwiiKholeji zeFET.

Kubekho nobungqina bokuphucuka komgangatho wemfundo. Iziphumo zeBakala 6 zeemvavanyo zolwimi nemathematika zabonisa ukwanda okususela kwi- 44.8% kwabaphumelele uLwazi lokuFunda nokuBhala ngo-2007 ukuya ku-48.6% ngo-2009 nokususela kwi-14% yokupasa uLwazi lokuBala ngo-2007 ukuya ku-17.4% ngo-2009.

Abafundi abanesidanga sokuqala abayi-690 kwi-NC(V) Level 4 baphumelele ngereyithi yokupasa isifundo engu-84.8%.

Ukongeza apho, bekukho ootitshala abayi- 2281 ababhalise kumaziko emfundo ephakamileyo.

Imiba efuna uqwalaselo oluqhubelekayo

Amanani obhaliso, ukugcinwa kwawo neendawo zokufundela (*accommodation*) ukwenzela ukwanda kumanani abemi belizwe kwiphondo kuya kuqhubeka kufuna ukuthathelwa ingqalelo, njengoko kuya kwenziwa njalo ukubonelela ngootitshala abaqeqeshwe ngokufanelekileyo nangezibonelelo ezinika inkxaso ukufunda nokufundisa.

9.1 IProgram 1: Ezolawulo

Injongo yeprogram

Ukubonelela ngolawulo lwamacandelo onke nenkxaso kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (*National Education Policy Act*), uMthetho woLawulo lwezeMali kaRhulumente (*Public Finance Management Act*) neminye imigaqo-nkqubo efanelekileyo.

Iprogram yolawulo iqulethe ezi program zisekelayo zilandelayo:

I-Ofisi kaMphathiswa wezeMfundo

- ukulungiselela ngokwenziwa kweenkonzo kwi-ofisi yoMphathiswa wezeMfundo

IiNkonzo zeZiko

- ukubonelela ngeenkonzo zolawulo ezingqamananga ngqo nezemfundo kwinkqubo yezemfundo

ULawulo lwezeMfundo

- ukubonelela ngeenkonzo zolawulo lwezemfundo kwinkqubo yezemfundo

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi abase-ofisini engundlunkulu

I-EMIS (Education Management Information System (EMIS))

- ukubonelela ngengcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kaZwelonke (*National Education Information Policy*)

Uphuhliso lomgaqo-nkqubo weprogram ngo-2009/10

- Ukuphucula yonke imiba yolawulo lwezemali nemisebenzi yeze-akhawuntingi ukwenzela ukufikelela kwinqanaba lika *Level 4 kuphicotho lwezincwadi zemali (Level 4 audit)*

ST101	EZOLAWULO-Imiba ePhambili	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Eyona kanye 2009/10
IINTLAWULO NGEPROGRAM ESEKELAYO (R'000)*					
1.1	I-ofisi yoMphathiswa wezeMfundo (MEC)	3,829	3,522	4,200	4,200
1.2	Iinkonzo zeZiko	186,652	214,259	218,176	217,745
1.3	ULawulo lwezeMfundo	142,806	136,384	154,576	154,574
1.4	Uphuhliso lwezakhono zabasebenzi	12,215	17,078	15,878	15,878
1.5	I-EMIS (Education Management Information System (EMIS)	15,968	22,286	23,208	23,208
ITOTALI		361,470	393,529	416,038	415,605
IINTLAWULO NGOKOKUHLLELWA KWEZOQEQESHO (R'000)*					
	Intlawulo zalo nyaka-mali	324,340	327,798	355,877	355,847
	Imbuyiselo yabasebenzi	170,919	192,440	228,456	228,456
	Ootitshala	35,893	86,367	81,850	81,850
	Abasebenzi abangengabo ootitshala	135,026	106,073	146,606	146,606
	Iimpahla neenkonzokunye nezinye izinto kulo nyaka-mali	153,421	135,358	127,421	127,391
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	25,775	34,841	40,566	40,564
	Iintlawulo zee-capital assets	11,355	30,890	19,595	19,194
ITOTALI		361,470	393,529	416,038	415,605
IINKCUKACHA-MANANI ZENTSEBENZO					
UKUQESHA KWABASEBENZI					
	Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	170	131	144	117
	Inani labasebenzi abangengabo ootitshala (abaqeshwe kwinkonzo karhulumente)	1 237	858	827	872
IINKCUKACHA-MANANI KWIISITIM ZOLAWULO					
	Inani lezikolo ezineSAMS (a)	1 452	1 452	1 455	1456
	Inani lezikolo ezine-imeyili	1 427	1 450	1 455	1450

ST101	EZOLAWULO-Imiba ePhambili					limali kanye ezifunyenweyo 2009/10
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi			
► IMILINGANISELO YENTSEBENZO						
► PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukubonelela idatha kwisitim yokulandelela abafundi kazwelonke (national learner tracking system) ngexesha lokunika ingxelo	Umlinganiselo omisha	1 452	1 455			1456
► PM102: Inani lezikolo eziziqeshwe ngokupheleleyo ekubhaliseni iimodyuli (core registration modules) kwi-School Administration and Management System kwithuba lokunika ingxelo (ingcaciso yesikolo, ingcaciso ngabafundi nengcaciso yezemfundo)	Umlinganiselo omisha	100	850			100
► PM103: Inani lezikolo ekunokuchagamshelwana nazo ngekhompyutha (e-mail) lisebe	Umlinganiselo omisha	1 450	1 455			1450
► PM104: Ipesenti yabasebenzi abangoomama abesezi-ofisini kwiNkonzo yaBalawuli abakhulu (Senior Management Service)	Umlinganiselo omisha	33.30%	35%			28.85%
► PM105: Ipesenti yoomama abazinqununu zezikolo	Umlinganiselo omisha	25.20%	33%			28.32%
► PM106: Ipesenjeji yenkcitho yangoku ebhekiselele kwizinto ezinganxulumene nabasebenzi (non-personnel items)	22.20%	21.1%	22.70%			20.84%
Makugatshelewe: 1. Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngoku hlobo: "Ngumlinganiselo weNtsebenzo kaZwelonke omisha yiyo le nto kungokho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango". Ngenxa yokuba iithagethi kufanele zimiselwe, kusetyenziswe uqikelelo ukwenzela inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwiisethi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo misha ibingabonisiwanga kwiNgxelo yoNyaka ka2008/09 inkcazo yazo njenge-"Eyona kanye" mayithathelwe ingqalelo kwezo meko-bume. 2. Iprojekthi ye-SA-SAMS isalingwa phambi kokuba kusetyenziswe imilinganiselo (going to scale). 3. Kwi-PM 104 ne-PM105 iithagethi ziya kuchaphazeleka njengoko abantu bephuma bezishiya izithuba zengqesho. 4. *Iithagethi ka-2009/10 yeNkcitho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2009/10						

ST102	Inkcitho ngento nganye (2009/10) R'000	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali
Iintlawulo zalo nyaka-mali		355,753	7,891,316	0	490,034	212,675	6,901	119,332	141,851	9,217,862
Imbuyiselo yabasebenzi		228,456	7,151,029	0	484,441	212,670	6,621	58,740	72,886	8,214,843
Ootitshala abasezi-ofisini		81,850	6,503,866	0	389,140	180,045	5,662	58,415	30,611	7,249,589
Imivuzo nemihlo (Salaries and wages)		71,387	5,665,713	0	339,481	157,362	5,551	49,990	27,099	6,316,583
Iintlawulo zezentlalo (Social Contributions)		10,463	838,153	0	49,659	22,683	111	8,425	3,512	933,006
Abasebenzi abangengabo ootitshala		146,606	647,163	0	95,301	32,625	959	325	42,275	965,254
Imivuzo nemihlo (Salaries and wages)		131,786	561,996	0	82,281	27,671	861	292	38,083	842,970
Iintlawulo zezentlalo (Social Contributions)		14,820	85,167	0	13,020	4,954	98	33	4,192	122,284
Iimpahla neeNkonzo		117,902	740,287	0	5,593	5	280	60,592	68,965	993,624
I-inventri		10,124	330,426	0	227	0	34	222	20,333	361,366
Izibonelelo ezixhasa ukufunda nokufundisa (LTSM)		24	191,119	0	165	0	-	125	720	192,153
Izinto zokubhala nokuprinta		5,808	9,173	0	9	0	34	97	19,573	34,694
Okunye		4,292	130,134	0	53	0	0	0	40	134,519
Iinkonzo zabacebisi, ezeekhontraka neenkonzo ezizodwa		31,616	7,483	0	0	0	0	10,621	13,202	62,922
Izixhobo ezingaphantsi kwe-R5, 000		2,926	10,659	0	0	0	0	46	29	13,660
Ukulondolozwa kwezakhiwo		9,851	150,199	0	0	0	0	14,419	378	174,847
Iingqeshiso ezisebenzayo		2,078	4,158	0	0	0	0	-	592	6,828
Ezothutho zabafundi		749	145,728	0	0	0	8	1,122	10	147,617
Ezinye iimpahla neenkonzo		60,558	91,634	-	5,366	5	238	34,162	34,421	226,384
Inzala, nerenti yemihlaba		0	0	0	0	0	0	0	0	0
Inzala		0	0	0	0	0	0	0	0	0
Irenti yemihlaba		0	0	0	0	0	0	0	0	0
Ii-Financial transactions kwii-asethi nee-liabilities		9,489	0	0	0	0	0	0	0	9,489
Inkcitho engagunyaziswanga		0	0	0	0	0	0	0	0	0

ST102	Inkcitho ngento nganye (2009/10) (Isaqhubeka)								
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali
Inkxaso-mali neentlawulo ezenziwa ngoomatshini		513,983	55,522	104,246	156,242	22,578	169,288	102,123	1,164,656
Oomasipala									-
li-arhente zesebe nee-aakhawunti									-
Amaziko angenzi ngeniso	37,117	487,986	55,522	102,011	126,988	22,578	169,154	100,118	1,101,474
Izikolo zeSiqendu 21	5	303,938	0	0	0	0	0	74	304,017
I- LTSM	0	254,077	0	0	0	0	0	0	254,077
Izixhobo ezilulutho	0	41,045	0	0	0	0	0	74	41,119
Ukulondolozwa kwezakhiwo	5	8,816	0	0	0	0	0	0	8,821
linkonzo ezenziweyo	0		0	0	0	0	0	0	0
Amanye amaziko ezemfundo	37,003	184,048	55,522	102,011	126,988	22,578	169,154	100,044	797,348
Ezamakhaya	3,556	25,997	0	2,235	29,254	-	134	2,005	63,181
Iintlawulo zee-capital assets	19,207	182,061	0	29,324	0	0	0	232	230,824
Izakhiwo nezinye izitraksha ezingenakushenxiswa	0	180,089	0	29,324	0	0	0	0	209,413
Izakhiwo	0	0	0	0	0	0	0	0	0
Iihostele	0	0	0	0	0	0	0	0	0
Izikolo ezitsha	0	0	0	0	0	0	0	0	0
Iiklasi ezongezelelweyo	0	0	0	0	0	0	0	0	0
Ezinye izongezelelo	0	0	0	0	0	0	0	0	0
Okunye	0	0	0	0	0	0	0	0	0
Izakhiwo nezinye izitraksha ezingenakushenxiswa	0	180,089	0	29,324	0	0	0	0	209,413
Oomatshini nezixhobo	9,907	1,972	0	0	0	0	0	109	11,988
Izixhobo zezothutho	123	58	0	0	0	0	0	0	181
Abanye oomatshini & nezixhobo	9,784	1,914	0	0	0	0	0	109	11,807
I-software nezinye ii-asethi ezizii-intangible assets	9,287	0	0	0	0	0	0	123	9,410
ITOTALI IYONKE	415,605	8,587,360	55,522	623,604	368,917	29,479	288,620	244,206	10,613,313

Imilinganiselo yentsebenzo: lingxoxo ngoMahluko	
► PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukubonelela idatha kwisistim yokulandelela abafundi kazwelonke (<i>national learner tracking system</i>) ngexesha lokunika ingxelo	
Ithagethi: 1 455 Eyona kanye: 1 456 ISebe iWCED lakhetha ukuqalisa isistim yokulandela abafundi (CEMIS) phambi kokuba kuqaliswe iSA-SAMS. Nangona ingezizo zonke izikolo ezine-School Administration and Management System (SASAMS) ezisebenzayo, zonke izikolo zine-Central Education Management Information System (CEMIS) ezisebenzayo. I-CEMIS iqhagamshelene ngqo nesistim yokulandelela abafundi (<i>national tracking system</i>), i-Learner Unit Record Performance and Tracking System (LURITS) nazo zonke izikolo zeCEMIS zinokubonelela ngedatha yeSASAMS eyimfuneko.	
► PM 102: Inani lezikolo eziqeqeshwe ngokupheleleyo ekubhaliseni iimodyuli (<i>core registration modules</i>) kwi-School Administration and Management System kwithuba lokunika ingxelo (Inkcukacha ngeSikolo, ngaBafundi nangooTitshala (<i>School Information, Learner Information and Educator Information</i>))	
Ithagethi: 850 Eyona kanye: 100 Ingcaciso engezikolo iyafumaneka kuzo zonke izikolo kwi-CEMIS nengcaciso engootitshala iyafumaneka kwi-Human Capital – Leave Management System (HC-LMS) kwizikolo zikarhulumente. I-SA-SAMS esebenza ngwebhu (<i>web-enabled</i>) (i-SAMS) yenzelwe ukuhlanganiswa ne-CEMIS ne-HC-LMS. Ngenxa yokuntshonkotha kweemeko ezithile nemingeni yeemeko ezingqongile iSebe iWCED (umba wexesha ezikolweni nokungqinelana neSITA) nokunqongophala kwezibonelelo zababonelelinkonzo, ukuqulunqwa (<i>development</i>) kwe-SAMS kuye kwalibaziseka kwaye ke ngoko kulungiselelwe ukuphunyezwa kunyakamali ka-2010/11. Ngenxa yesi sizathu, kuphela zizikolo eziyi-100 ezilingwayo eziqeqeshwe kwii-core modules ze-SA-SAMS, lo gama kusalingwa ne-User Acceptance Testing ye-i-SAMS. Ngenxa yoku, akufikelelwangwa kwithagethi kwaza kwenziwa uqikelelo oluye lwajongisizwa kwakhona, oluyinyani nolusekelwe kwiziphumo zenkqubo ebilingwa, ukwenzela i-APP ka-2010/11.	
► 103: Inani lezikolo ekunokuhagamshelwana nazo ngekhompyutha (i-imeyili) lisebe	
Ithagethi: 1 455 Eyona kanye: ziyi-1450 kweziyi-1456 Izikolo ezithandathu akukwazeki ukuqhagamshelana nazo nge-imeyili. Izikolo i-Bardale Secondary, iSolomon Qatjana ne-Witteklip Primary zavulwa nge-1 Januwari 2010. Sele kuqaliswe amalungiselelo okuba ziqhagamshelane nabaBoneleli-nkonzo be-Intanethi abakhethwe ngabo (<i>Internet Service Providers</i>). Izikolo i-Hindle Road West Primary, iPietersfontein NGK Primary ne-Vleiplaas NGK Primary, zinengxaki yokubiwa kwekheyibhili zekopolo zakwaTelkom (<i>Telkom copper cables</i>). ISebe iWCED kungokunje liphonononga izisombululo ezizezinye ezingabizi xabiso liphezulu zonxibelelwano olungasebenzisi zikheyibhili (<i>alternate wireless solution</i>) kwizikolo ezingenakhonekthivithi okanye ezinekhonekthivi ekumgangatho ophantsi. Ngenxa yekhonekthivithi ekumgangatho ophantsi nokubiwa kweekheyibhile kwezinye iingingqi, ezinye izikolo zibanengxaki nje yokusebenza kuka-intanethi ngexesha elithile (<i>intermittent e-mail functionality</i>). Uumba we-Broadband connectivity uphononongwa kwinqanaba likazwelonke.	
► PM 104: Ipesenti yabasebenzi abangoomama abesezi-ofisini kwinqanaba leNkonzo yaBalawuli abaKhulu (<i>Senior Management Service</i>)	
Ithagethi: 35% Eyona kanye: 28.85% Ngamabhinqa ama-4 nendoda enye (1) abangamalungu eSMS ayishiyileyo inkonzo yeWCED kunyakamali ochatshazelweyo neHOD entsha ethe yaqalisa. Njengoko bekukho isigqibo sokungazalisi nasiphi na isithuba sengqesho kwaNdlunkulu sexesha elifutshane, ithagethi iye yachaphazeleka ngendlela embi.	
► PM105: Ipesenti yoomama abaziinqununu zezikolo	
Ithagethi: 33% Eyona kanye: 28.32% Nangona le thagethi iyithagethi enqwenelekayo, kuye kwakho inkqubela eyenziweyo ngokumalunga nayo. Uumba osisithintelo ngulo wokuba isantya sotshintsho sixhomekeke kumanani eenqununu abayishiyayo inkonzo kwelo thuba linikiweyo.	
► PM 106: Ipesenteji yenkcitho yangoku ebhekiselele kwizinto ezinganxulumene nabasebenzi ezikolweni	
Ithagethi: 22.70% Eyona kanye: 20.84% Inkcitho enganxulumananga nabasebenzi ingaphantsi kwehagethi ngenxa yokuba phezulu kotshintsho olulindelekileyo kumba wokubuyiselwa kwabasebenzi, kwakunye nenkcitho yokuhlawula ootitshala be-OSD.	

Inkqubela

Ukuzaliswa kwezithuba zengqesho

Inani lezithuba zengqesho lande ukusuka ku-2 ukuya ku-5. Lo mbandela uhamba ngendlela kwaye kujongwe ngomdla kwireyithi yesantya sokugqitywa kwamalungiselelo okuqeshwa kwabantu abayi-136 kwii-ofisi zezithili ngexesha ebelithenjisiwe. Njengoko sele kuchaziwe, kuye kwapheliswa okanye kwahlenga-hlengiswa izithuba zengqesho zamagosa asekondiweyo naqeshwe ngemvumelwano okwethutyana, kwaza kwabhengezwa, kwazaliswa izithuba zengqesho ezifanelekileyo neziyiprayorithi kwizithili zemfundo ngoJanuwari kwangexesha ukwenzela ukuba abo baqeshiweyo bangene kwizithuba zabo ngomhla woku- 1 ku-Apreli.

Ukwabiwa kwakhona (*re-assignment*) kwebhajethi

Bekugxininiswa kwiBakala 11 kwithuba elichaphazelekayo. Kubonelelwe iincwadi zezifundo zebakala 11 ezixabisa R 52 450 740 kwizikolo eziziisekondari zikarhulumente eziqhelekileyo eziyi-365. Kwabekelwa bucala inkxaso-mali eyongezelelweyo ukwenzela injongo yokuthenga iincwadi zezifundo kuzo zonke izikolo ezafumana iziphumo zereyithi yokupasa engaphantsi ko-60%. Ukwenzela ukuba kuhlangebezwane neemfuno eziqatshelweyo ngoJanuwari 2010 ekuvulweni kwezikolo, kwabonelelwa ngeencwadi zezifundo ezongezelelweyo kwizifundo eziphambili kubafundi beBakala 12 (R1,5m).

Ukwandiswa kwe*Central Education Management Information System (CEMIS)*

Iisistim zeWCED zihlanganise kunye ne-*i-SAMS*. Izikolo ngoku zinako ukusebenzisa iCEMIS *online* ukubhalisela iimvavanyo zeBakala 3, 6, 9 neemviwo zeBakala 12. U-*EduInfoSearch (EIS)* usetyenziselwa ukunika ingxelo ngemeko yeesaveyi neengxelo ezongezelelweyo ziyongezwa kwi-EIS xa kwenziwe isicelo soko. Izithuba zengqesho ezabelwe amaziko zabalwa kusetyenziswa iEIS. Kukho inkqubo eyi-*online functionality* entsha ukusingatha iinguqu zezifundo kumaBakala 10-12. Isibonelelo sokuvumela izithili zemfundo ukuba zigcine iiprofayili senziwa saqulunqwa saza saqaliswa ukusetyenziswa.

I-District Management Information System (DMIS)

I-DMIS ijolise ekuboneleleni izithili zemfundo ngesixhobo ukuze zibenako ukucwangcisa nokulandelela amathuba okuhanjelwa kwesikolo. Ixabiso loku kukuba le miba inokuphakanyiswa ize ilandelelwe de kubekho izisombululo. Isixhobo sivumela abaphathi ukuba baloge bangene (*log in*) baze balandelele intsebenzo kwinqanaba elisezantsi (elenkcukacha) okanye kwinqanaba lezinto eziqhubekayo (*level of trends*) kumagosa, kwisekethe nesithili semfundo. Konke oku kuya kwandisa ukuba nokuphendula, kunciphise ixesha elichithwa ekunikeni ingxelo nokuququzelela isisombululo kwiingxaki nokunika inkxaso ukwenziwa kweenkonzo. Uqeqesho oluyi-*master level training* kwiDMIS lugqityiwe kwizithili zemfundo eziyi-7 kweziyi-8 kwaye ezi zi-7 izithili zemfundo ziqhuba iiseshoni zangaphakathi zoqeqesho olulandela olo. Zonke izithili zemfundo eziyi-8 zaqalisa ukusebenzisa isistim eyi-*live system* nge-1 Apreli 2010.

Iisistim zeFET

Emva kothetha-thethwano oluthathe ixesha elide phakathi koMboneleli-nkonzo, iSITA, iikholeji zeFET neSebe iWCED, kuye kwafikelelwa kwisigqibo semvumelwano ngowe-4 Matshi 2010 esafakela uqhagamshelwano phakathi kweCEMIS ne-FET BMS esacetywayo ukuqinisekisa ukulandelelwa kwabafundi kwiZikolo zikaRhulumente eziqhelekileyo ukuya kwiikholeji zeFET. Ezi nkukacha ngesistim ebanzi kunoku (*the broader system*) kuya kugqitywa ngazo kwezi nyanga zimbalwa zizayo kunye nabo bonke abachaphazelekayo.

Izingeni ethile (*specific*) nezisombululo

Umngeni 1

Ukuhlanganiswa kwamanyathelo ngamanyathelo (*measures*) oqinisekiso lwemigangatho nokwazi ukuphendula (*accountability*) ngumngeni kwiSebe iWCED. Kubalulekile ukuqinisekisa ukuba la manyathelo anokukhokelela ekuphuculeni ukufunda nokufundisa yaye angabonwa njengento enokuphelela eluhayeni kungenziwa nto ngawo.

Isisombululo kuMngeni 1

ISebe iWCED lijongene/lixhomekeke kwiinkqubo ezibanzi ezahlukeyo zokubeka esweni, ukuvavanya nokuphendula ngokuqhubekayo. Ukongeza kumaqhina oqhagamshelwano amiselweyo kunye neSebe leMfundo esiSiseko neSebe iWCED, ezi nkqubo zibandakanya oku kulandelayo:

- Ukuphicothwa kweenkqubo zolawulo lwezemali (*financial management processes*) qho ngonyaka yi-ofisi yoMphicothi-zincwadi wephondo (*provincial Auditor-General's office*): isebe lifuna ukuqinisekisa ukuba umgangatho wolawulo lwezemali ukugcina ingxelo yophicotho-zincwadi enganamakhwiniba (*an unqualified audit report*). Icandelo lophicotho-zincwadi langaphakathi linceda ekuphuculeni indawo yolawulo.

- Ukubakho kwiiseshoni eziqhelekileyo neKomiti yeePhotifoliyo zezeMfundo neKomiti eSebenzayo kwii-Akhawunti zikaRhulumente kwiPalamente yePhondo
- Iintlanganiso nabachaphazelekayo kwezemfundo abahlukileyo rhoqo ngamathuba athile nguMphathiswa wezeMfundo neNtsumpa-Jikelele ukuze babelane ngengcaciso ngezinto eziqhubekayo zakutshanje kwezemfundo okanye beve ngeengxaki ezelehla ootitshala nabaphathi bezikolo
- Imfuno eyimbophelelo (*obligation*) yokuba kungeniswe ingxelo yonyaka engemisebenzi yezi ntlanganiso kwiNdlu yoWiso-mthetho
(Uxwebhu oluyiNdxelo yoNyaka lunokufumaneka kuluntu ngokubanzi kwaye lunika uluntu lwezemfundo ithuba lokubeka esweni iinkqubo zesebe, ngokunxulumene nemithetho yolawulo neemigaqo-nkqubo kwakunye nezicwangciso zobuchule zalo (*legislative and policy mandates and its strategic plans.*)
- Ubeko-sweni novavanyo oluqhubeka okoko oluqhutywa licandelo loqinisekise lwemigangatho kwisebe.
- Zonke iinkqubo ezimalunga novavanyo neemviwo kumaCandelo eGET neFET, kuqinisekiswa umgangatho wazo ngu-Umalusi, iBhunga loQinisekiso lweMigangatho (Further and Training Education and Council for Quality Assurance) ngokoMthetho woQinisekiso lweMigangatho kwiMfundo noQeqesho oluQhubekayo Training Quality Assurance Act, 2001 (UMthetho No 58 ka-2001)

Umngeni 2

Ukubanako ukuphendula nenkqubela ekwenziweni kweenkonzo, yimiba efuna uqwalaselo kuye nawuphi na urhulumente olawulayo osemagunyeni (*bureaucracy*), ngakumbi kulo umkhulu ngolu hlobo lweSebe iWCED.

Isisombululo kuMngeni 2

Ukuphuculwa kweenkqubo zoshishino ngumba ophambili ekuphuculweni kwesiCwangciso soPhuculo loKwenziwa kweNkonzo (*Service Delivery Improvement Plan*) esigxininisa kwizinto eziqatshelwe kwiSaveyi iCustomer Satisfaction Survey–eqhutywa okokuqala ngo-2009.

Imiba efuna uqwalaselo oluqhubekayo

I-EMIS (Education Management Information System (EMIS) I-EMIS iya kunika inkxaso iWCED ngokumisela (*setting up*) nokulondoloza iisistim zengcaciso ukunceda ukulandela nokubeka esweni inkqubela yazo. Igridi yengcaciso iya kwenziwa ibe yefumanekayo, nequlethe okuninzi kwaye kube lula ukuyisebenzisa kwabo bafuna ukusebenzisa izixhobo zokwenza nokungqinisisa izigqibo. Isistim ye-*software* eyi-*web-enabled central school administration software* (i-SAMS) iya kuqaliswa ngezigaba ngezigaba (progressively) ezikolweni kwiminyaka emithathu ezayo njengenkqubo yomgangatho wolawulo lokusebenza kwesikolo (*operational school administration standard*). Isixhobo sokunika ingxelo solawulo (*management reporting tool*) (*EduInfoSearch*) siya kwandiswa. Ukusebenza kweekhompyutha (*online functionality*) ezikunxibelelwano kuya kwandiswa ngokulandela inkqubo zoshishino.

Isisombululo seDMIS siya kubonelela ngendawo yokugcina ingcaciso (*central storage of information*) ukulungiselela kanye ngqo iinkqubo zoshishino kwizithili zemfundo, ukubeka esweni nokuvavanya ngempumelelo, kwanokuqinisekisa ukunika ingxelo okuyimpumelelo. Ngaphezu koko, kuyimfuneko ukuba isisombululo sibonelele ngonxibelelwano (*interface*) kwezinye iisistim zeWCED ezifana no-*EduInfoSearch*, *CEMIS*, ikhalenda yeziganeko, i-*Human Capital – Leave Management System* (HC-LMS), iPesali, njl.njl.

Kuya kuphuculwa ukusebenza kweDMIS (*Districts MIS*) kwinto yonke ngokuqinisekisa ukwenziwa kwenkonzo okuyimpumelelo ngokwenza oku kulandelayo:

- ukwenziwa kwamalungiselelo okubhalwa kwengcaciso okucwangcisiweyo ukwenzela ulawulo;
- iinkqubo zoshishino ezilungiselelwe iimeko nezisemgangathweni kwizithili zemfundo;
- ukubeka esweni okusebenza ngempumelelo novavanyo lwamaphulo ongenelelo ngoncedo;
- ukunika ingxelo nokucwangcisa okuphuculweyo;
- ukusetyenziswa okuyimpumelelo kwabasebenzi kwizithili, kwakunye
- nokwenziwa kweenkonzo okuphuculweyo nokuyimpumelelo.

I-Enterprise Content Management (ECM)

Ukuqalisa nokuphumeza isiCwangciso iWCED *ICT Strategic Plan* esiqala ngokwazisa isisombululo seEnterprise Content Management (ECM) kwiWCED ngokusebenzisa inkqubo yezigaba, eqala ngokungqinelanisa nesiCwangciso seSebe loMphathiswa se-e-Filing (*Department of the Premier (DotP)'s e-Filing strategy*) sePGWC.

9.2 IProgram 2: Imfundo kwiZikolo zikaRhulumente

linjongo zeprogram

Ukubonelela ngemfundo eqhelekileyo ukususela kwiBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo waseMzantsi Afrika, 1996

Iprogram yeMfundo kwiSikolo esiQhelekileyo (*Ordinary School Education programme*) inezi program zisekelayo zilandelayo:

Izikolo zikarhulumente eziziiprayimari

- o ukubonelela izikolo eziziiprayimari zikarhulumente ezithe ngqo ngezibonelelo eziyimfuneko kwisigaba seBakala 1 ukuya kwiBakala 7

Izikolo zikarhulumente eziziisekondari

- o ukubonelela ngezibonelelo ezithe ngqo kwizikolo eziziisekondari zikarhulumente eziqhelekileyo eziyimfuneko kumaBakala 8 ukuya kwiBakala 12

Iinkonzo zokufundisa

- o ukubonelela ootitshala nabafundi kumaziko eenkonzo zenkxaso aphethwe lisebe

Uphuhliso lwezakhono zabasebenzi

- o ukubonelela ngoqeqesho nolunye uphuhliso loqeqesho lootitshala nabangezotitshala

*IProgram yoKutyiswa kwaBantwana beSikolo kaZwelonke (*National School Nutrition Programme*)*

- o ukubonelela ngokona kutya kuncinane kuya kufunwa ngabafundi abaqatshelweyo abathwaxwa yintlupheko nabalambileyo kwizikolo zikarhulumente eziqhelekileyo ukuze bafunde ngempumelelo esikolweni

Uphuhliso lomgaqo-nkqubo weprogram ngo-2009/10

Kungokunje kujongiswa inkxaso-mali yezikolo ye-“Mimiselo neMigangatho” ngokumalunga nenkqubo yokuhlelwa ngokwamanqanaba okuhlompuzeka asetyenziswa liSebe leMfundo esiSiseko kuZwelonke. Oku kunokubandakanya ukutshintshwa kwenkqubo yamanqanaba okuhlompuzeka, esetyenziselwa injongo yokuqinisekisa ulwabiwo-mali lwezikolo (*school allocation*), kwisikolo esihlawulisa iifizi esilawulwa yinkqubo emisela ulwabiwo-mali lwesikolo ngokusekelwe “kwiifizi ezisebenzayo (*effective fee*)” o.k.t. iifizi ezingumyinge eziqokelelweyo.

ISebe leMfundo esiSiseko kungokunje lithathela ingqalelo inkqubo yokubuyisela izikolo ekunyinyiseni iifizi okuvunyiweyo.

UMthetho oYilwayo oFakela iZilungiso kwiMithetho yeMfundo esiSiseko, 2009 (*Basic Education Laws Amendment Bill, 2009*): ISebe leMfundo kuZwelonke lapapasha lo Mthetho uYilwayo oFakela iZilungiso kwiMithetho yeMfundo esiSiseko ukwenzela ukuba kwenziwe iikhomentsi, nge-9 Disemba 2009, kwiGazethi kaRhulumente No. 32790. Injongo yalo Mthetho uYilwayo phakathi kwezinye izinto: kukubonelela ngokwenziwa kwamasebe emfundo amabini kazwelonke nemibandela enxulumene noko, ukuze ngokwenza oko kufakelwe izilungiso kuMthetho i-*National Education Policy Act (NEPA)* noMthetho weZikolo waseMzantsi Afrika (*South African Schools Act (SASA)*); kufakelwe izilungiso kwingcaciso-magama angala: “umzali” ne“mali-mboleko”; kulungiselelwe iindidi ezahlukeneyo zezikolo zemfundo eneemfuno ezizodwa; kongezwe imisebenzi yeenqununu zezikolo; kuze kuqeqeshwe amabhunga olawulo yimibutho eyaziwayo yamabhunga olawulo (*recognised governing body association*).

UMthetho oYilwayo oFakela iZilungiso kuMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 2010 (*Western Cape Provincial School Education Amendment Bill, 2010*), wapapashwa ukwenzela ukuba uluntu lwenze iikhomentsi, kwi-*Provincial Gazette Extraordinary*, No. 6705, nge-5 Matshi 2010, kunye neekhomentsi zoluntu (*public comments*) ezilindeleke phambi okanye ngowe-16 Apreli 2010. UMthetho oYilwayo, phakathi kwezinye izinto, ujolise ekubeni ungqinelanise uMthetho i-*Western Cape Provincial Schools Act*, 12 ka-1997, noMthetho weZikolo woMzantsi Afrika, 1996 (UMthetho 84 ka-1996) (*South African Schools Act, 84 of 1996*) othe wafakelwa izilungiso amaxesha asibhozo (8) kwangelo thuba linye; ukwandisa amagunya okwenza imigaqo-nkqubo yezemfundo oMphathiswa weMfundo wePhondo namagunya okuqulunqa imithetho eNtloko yeSebe; ukwenza amalungiselelo okuhlolwa kwezikolo; ukulawula ngokutsha ukusekwa nemisebenzi yebhunga lezemfundo lephondo; ukubonelela umahluko ophakathi kwezikolo zemfundo eneemfuno ezizodwa zabafundi

abanezithintelo ekufundeni nezikolo zemfundo eneemfuno ezizodwa ezinokubonelela ngemfundo ejolise kwiimfuno ezithile; ukugunyazisa uMphathiswa wePhondo ukuba amisele imimiselo nemigangatho malunga neziseko zophuhliso ezingundoqo nokwazi ukusebenza (*capacity*) kwabasebenzi kwizikolo zikarhulumente; ukuthintela izinto eziyingozi, iziyobisi ezingekho mthethweni notywala obunxiliso kumasango esikolo; ukuthintela iintshukumo zezopolitiko (*political activities*) esikolweni nangethuba lesikolo; ukuthintela ukuhlawulwa kwemivuzo engagunyaziswa kubaqeshwa abathile; ukubonelela ngokuba ootitshala abathile baya kuthathwa njengabakhutshiweyo enkonzweni kwiimeko ezithile, nokunciphisa ithuba lokufakwa kwezikhalazo ezithile. Sele zifunyenwe iikhomenti ezingalo Mthetho oYilwayo yaye sekwenziwe neengxoxo zothetha-thethwano nabachaphazelekayo (*stakeholders*).

I-NCS kumaBakala R – 12:

1. Emva kokupapashwa kwengxelo yekomiti ephathiswe umsebenzi wophunyezo lweNCS ngo-Oktobha 2009, kwapapashwa (kwi-GG 32836 no.1227 ye-29 kaDisemba 2009) ukuba iiphotifoliyo nemisebenzi eqhelekileyo yovavanyo (iICTAs zeBakala 9) ziza kupheliswa ngoko nangoko. Inani leprojekthi ezifunekayo lancitshiswa kwisifundo ngasinye.

2. Ukwenzela ukuba kuncedwe izikolo ekwenzeni izicwangciso, iSebe iWCED lazisa iinqununu, ootitshala nabazali ngezi nguqu phambi kokuba izikolo zivalwe ngo-2009.

3. Iinguqu ezizezinye eziya kuqaliswa ngo-2011 zabhengezwa nazo ngokunjalo: linkalo zezifundo ezimbalwa kwiSigaba esiPhakathi, ukufundiswa kwe-*English FAL* njengeprayorithi ukususela kwiBakala 1; iimvavanyo zenkqubo yezemfundo zaqho zangaphandle (*regular external systemic assessment*) zeMathematika, zeeLwimi zaseKhaya (*Home Languages*), uLwimi i*English First Additional Language* kumaBakala 3, 6 no-9; nokuqulunqwa kwamaxwebhu oMgaqo-nkqubo i*National Curriculum and Assessment Policy documents* kwinkalo yesifundo nganye.

UMgaqo-nkqubo wezoThutho lwaBafundi weWCED (*WCED Learner Transport Policy*) kwiZikolo zikaRhulumente: Injongo yalo mgaqo-nkqubo kukubonelela ngeekhrayitheriya ezicacileyo zokuthathwa kwezigqibo zokuba kubonelelwe kusini na ngezithuthi kubafundi abakwizikolo zikarhulumente beSebe leMfundo leNtshona Koloni, nokubeka phambili (*prioritise*) ukubonelelwa kwezithuthi kwiingingqi ezisemaphandleni (*peripheral and outlying areas*) ezikumgama we- 5km nangaphezulu kwesona sikolo sikufutshane sifanelekileyo apho zikhoyo izithuthi zikarhulumente ezifumanekayo. Umgao-siseko wapapashelwa ukuba kwenziwe iikhomenti ngawo kwiGazethi kaRhulumente yePhondo (*Provincial Gazette Extraordinary*) nge-27 Matshi 2009, waza wasiwa ezikolweni nakwabachaphazelekayo nge-8 Apreli 2009, ukuze umhla wokuvala kwikhomenti ube yi-30 Meyi 2009. Iikhomenti namaxwebhu angeniswayo kwidrafti athathelwa ingqalelo.

Ukujongiswa koMgaqo-nkqubo weWCED ongokuBonelelwa, ukuVulwa, nokuDityaniswa noKuvalwa kweZikolo zikaRhulumente (*Provision, Opening, Merger and Closing of Public Schools*)

Umgao-nkqubo oyidrafti ubonelela ngenkqubo-sikhokelo eya kunceda iSebe iWCED ukuba likungxamise ukusekwa, ukuvulwa nokudityaniswa nokuvalwa kwezikolo zikarhulumente okanye amaziko emfundo karhulumente. Lo mgaqo-nkqubo uya kuchaza iinkqubo eziya kwenza igalelo lokuba izikolo zibe nezibonelelo ezikhulu, ezingcono ePhondo leNtshona Koloni. Ukufakelwa kwezilungiso kumgaqo-nkqubo okhoyo kugqitywe. Yakuba idrafti yoxwebhu igqityiwe liCandelo leYunithi yoKunika iNkxaso eKwenziweni kweMisebenzi (*Operational Support Unit (DOS)*), kuya kuthethwana nalo malunga nabathathi-nxaxheba abafanelekileyo.

UMthetho iGovernment Immovable Asset Management Act (GIAMA) – Ucwangciso lweziseko zophuhliso (*Infrastructure Planning*). Oomasifundisane babebanjwe ngo-2009/10 ukwenzela ukuxhobisa amagosa malunga nokuphunyezwa kwalo Mthetho. Ukususela ngo-2010/11, IziCwangciso zeZiseko zoPhuhliso maziqulunqwe ngokwemigaqo yalo Mthetho. UNondyebo kaZwelonke (*National Treasury*)-wacacisa isiCwangciso seZiseko soPhuhliso sexa elizayo indawo yaso iya kuthathwa yi-*National Public Works*- ecaciswa njenge-*User Asset Management Plan (U-AMP)*

Umgaqo-nkqubo kazwelonke woKubonelelwa okuLinganayo kweNdawo eKhuthaza ukuFunda nokuFundisa (*Equitable Provision of an Enabling School Physical Teaching and Learning Environment*). Amaxwebhu oMgaqo-siseko oyidrafti neMimiselo neMigangatho amkelwa ukuze kwenziwe iikhomenti ngawo yi-CEM neKhabhinethi yaza yapapashelwa iikhomenti ngoNovemba 2008. Iikhomenti nenkcazo ezixhasayo zoluntu zathathelwa ingqalelo zaza iidrafti zafakelwa izilungiso ezifanelekileyo. La maxwebhu mabini avunywa nguMphathiswa ngoJulayi 2009 kwaye angeniswe kuMphathiswa wezeMali ukwenzela ungqinelwaniso lwawo (*concurrency*). Lo mgaqo-nkqubo ulindele ukuba ubhengezwe ngokusesikweni.

UMgaqo- nkqubo ongokuHamba iSikolo kwaBafundi

Uphando ngokungahambi isikolo kwabafundi kwinkqubo yoKufunda yaseMzantsi Afrika lufumanise ukuba ulawulo lokungahambi isikolo kwabafundi alufani kwizikolo zonke nakumaphondo. Ngo-2008, iSebe leMfundo lacebisa ukuba kuveliswe umgaqo-nkqubo ongokuhamba isikolo kwabafundi. Lo mgaqo-nkqubo wapapashwa ukwenzela ukuba kwenziwe iikhomenti, ngo-2009. Kwenziwe ilinge lawo (*pilot study*) kwa-KZN naseFreyistata yaye lo Mgaqo- nkqubo ongokuHamba iSikolo kwaBafundi uza kubhengezwa ngoMeyi ukuze uphunyezwe ngoJanuwari 2011.

ST201	IMFUNDO YESIKOLO SIKARHULUMENTE ESIQHELEKILEYO- Imiba ephambili	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
IINTLAWULO NGEPROGRAM ESEKELAYO (R'000)*					
2.1	Izikolo zikarhulumente eziziprayimari	3,503,102	4,085,516	4,915,753	4,885,119
2.2	Izikolo zikarhulumente ezizisekondari	2,428,511	2,874,010	3,157,191	3,149,110
2.3	Iinkonzo zokufundisa	216,841	339,108	380,940	376,208
2.4	Uphuhliso lwezakhono zabasebenzi	20,454	30,615	59,172	59,172
2.5	Igranti ephuma ngokwemiqathango	53,075	81,286	117,751	117,751
Itotali		6,221,983	7,410,535	8,630,807	8,587,360
IINTLAWULO NGOKOKUHELELWA KWEZOQEQESHO (R'000)*					
	Intlawulo zalo nyaka-mali	5,625,189	6,779,686	7,897,209	7,891,316
	Imbuyiselo yabasebenzi	5,091,264	6,164,427	7,151,029	7,151,029
	Ootitshala	4,597,411	5,601,008	6,503,866	6,503,866
	Abasebenzi abangengabo ootitshala	493,853	563,419	647,163	647,163
	Iimpahla neenkonziso kunye nezinye izinto kulo nyaka-mali	533,925	615,259	746,180	740,287
	Inkxaso-mali neentlawulo ezenziwa ngoomatshini	455,517	454,906	518,767	513,983
	Iintlawulo zee-capital assets	141,277	175,943	214,831	182,061
Itotali		6,221,983	7,410,535	8,630,807	8,587,360
IINKCUKACHA-MANANI ZENTSEBENZO					
	Abafundi (a)	911 412	912 763	922 763	913 965
	Iintsuku ezinokubakho zokufunda ngomfundi ngamnye (b)	191	200	195	198
	Inani looTitshala (abaqeshwe ngurhulumente) bezikolo eziziprayimari neeSekondari (d)	28 457	27 271	29 513	28 995
	Inani lootitshala abaqeshwe isisigxina abazishiyileyo izikolo zikarhulumente eziziqhelekileyo (e)	1 320	1 521	1 300	1 046
	Ireyithi yokuncipha kwamanani abasebenzi ngenxa yeemeko ngeemeko (e/d)	4.60%	5.60%	4%	3.6%
	Iintsuku zokusebenza ezinokubakho ngotitshala ngamnye (f)	195	204	199	200
	Izikolo ezingezizo ezeSiqendu 21 ezifumana iL TSM ngosuku lokuqala lonyaka (h)	456	422	405	405

ST201 IMFUNDO YESIKOLO SIKARHULUMENTE ESIQHELEKILEYO -Imiba ephambili -(Isaqhubeka)				
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
IINKUKAKACHA-MANANI ZEMFUNDO EBANDAKANYA BONKE ABAFUNDI				
Abafundi abaneelMfuno eziZodwa kwizikolo zikarhulumente eziqhelekileyo (i)	15 110	12 758	13 258	13 765
IINKUKAKACHA-MANANI ZEPROGRAM YOKUTYISWA KWABANTWANA YEZIKOLO				
Abafundi abazuzayo kwiprogram yesondle yezikolo (j)	233 420	334 287	335,000	334 287
Ukufikelela kweprogram ngokomyinge weentsuku ngomfundi ngamnye (k)	170	198/184	198/184	198/170**
IINKUKAKACHA-MANANI ZENKQUBO YEZOTHUTHO LWABAFUNDI				
Inani labafundi abaxhamlayo kwinkqubo yezothutho lwabafundi	44 495	44 496	46 500	47 753
► IMILINGANISELO YENTSEBENZO				
► PM201: Inani labafundi abazuzayo kwiprogram yesondlo yezikolo	233 420	334 287	335 000	334 287
► PM202 Inani labafundi kwizikolo zikarhulumente eziqhelekileyo zemfundo eneemfuno eziziodwa	15 110	12 758	13 258	13 765
► PM203: Inani lezikolo ezenza zonke iinkonzo zokufundisa kwiphondo	10	11	68	95
► PM204:Inani lezikolo zikarhulumente eziqhelekileyo ezingenawo amanzi	0	0	0	0
► PPM 205: Inani lezikolo zikarhulumente eziqhelekileyo ezingenambane	0	0	0	0
► PM 206: Inani lezikolo ezingenazo izindlu zangasese ezisebenzayo	0	0	0	0
► PM207: Inkcitho epheleleyo kwibhajethi karhulumente kulungiso olucwangcisiweyo njengepesenti yexabiso leziseko zophuhliso zezikolo	0.2%	0.5%	0.4%	0.61%
► PPM208:Inani lezikolo eziziprayimari zikarhulumente eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-40 kwiyunithi yeklasu nganye	0	0	0	0
► PPM209:Inani lezikolo zikarhulumente eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-35 kwiyunithi yeklasu nganye	0	0	0	0
► PM210: Inani lezikolo zikarhulumente eziqhelekileyo ezineel TSM zonke nezinye izibonelelo ezifunwayo eziziswa ngolo suku lokuqala lwesikolo njengoko zi-odolwe.	1,452	1,452	1,455	1 456
Makuqatshelwe:				
1. Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngolu hlobo: "Ngumlinganiselo weNtsebenzo kaZwelonke omntsha yiyo le nto kungekho dalha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango". Ngenxa yokuba iithagethi kufanele zimiselwe, kusetyenziswe uqikelelo ukwenzela inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwinkcazo eneentkukacha kwisethi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo mitsha ibingabontswanga kwiNgxelo yoNyaka ka2008/09 inkcazo yazo njenge- "Eyona kanye" mayithathelwe ingqalelo kwezo meko-bume.				
2. ** Amanani awahlukileyo abafundi bezikolo zeSekondari (170) nabezikolo eziziiPrayimari (198) njengabafundi bezikolo eziphakamileyo abondliwa ngexesha leemviwo xa ukuhamba kwabo isikolo kwahlukile.				
3. *Ithagethi ka-2009/10 yeNkcitho (Expenditure) linani lolwabiwo-Mali lokuGqibela (Final Appropriation) luka-2009/10				

ST202	IZIKOLO EZIZIIPRAYIMARI ZIKARHULUMENTE –Imiba ephambili				
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10	
IINTLAWULO NGOKOKUHLELWA KWEZOQOQOSHO (R'000)*					
Intlawulo zalo nyaka-mali	3,166,583	3,734,042	4,451,374	4,450,212	
Imbuyiselo yabasebenzi	2,920,292	3,538,917	4,148,094	4,148,094	
Ootitshala	2,637,024	3,220,414	3,774,765	3,774,765	
Abasebenzi abangengabo ootitshala	283,268	318,503	373,329	373,329	
Iimpahla neenkonziso kunye nezinye izinto kulo nyaka-mali	246,291	195,125	303,280	302,118	
Inkxaso-mali neentlawulo ezenziwa ngoomatshini	262,151	283,953	323,898	319,115	
Iintlawulo zee-capital assets	74,368	67,521	140,481	115,792	
ITOTALI	3,503,102	4,085,516	4,915,753	4,885,119	
IINKCUKACHA-MANANI ZENTSEBENZO					
UKUQESHWA KWABASEBENZI					
Inani labasebenzi (abaqeshwe kwinkonzo karhulumente)	17 178	16443	17 717	17 217	
Inani labasebenzi abangengabo ootitshala (abaqeshwe kwinkonzo karhulumente)	3 539	3 652	3 612	3 534	
UBHALISO					
Abafundi kwizikolo zikarhulumente eziziiprayimari (b)	589 041	598 119	595 799	591 441	
Umlinganiselo wenani womfundi notitshala kwizikolo eziziiprayimari zikarhulumente (b/a)	34.3	36	33.6	34.4	
Abafundi beBakala 1 ukuya kwiBakala 7 (c)	581 683	584 484	587 017	584 034	
abangabafundi abakhubazekileyo	11 737	10 108	13 321	9 516*	
abangamabhinqa	287 107	288 419	294 720	288 146	
Isalathiso seyantlukwano ngokwesini (Gender parity index)	0.95	0.95	0.98	0.95	

ST202	IZIKOLO ZIKARHULUMENTE EZIZIPRAYIMARI –Imiba ephambili (Isaqhubeka)				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
AMAZIKO NEZISEKO ZOPHUHLISO					
Izikolo		1 096	1 096	1 096	1 097
Inani lezikolo eziphantsi kweSigendu 21 soMthetho weSASA		736	783	795	805
Inani lezikolo ezibhengezwe njengezikolo “ezingahlawuli zifizi”		547	547	546	546
Inani lezikolo ezinamanzi		1 096	1 096	1 096	1 097
Inani lezikolo ezinombane		1 096	1 096	1 096	1 097
Inani lezikolo ezinenani lezindlu zangasese ezisebenzayo ezaneleyo		663	845	626	1 087
Amagumbi okufundela (d)		20 243	20 243	20 399	19 362**
Inani labafundi kwiklasi nganye (b/d)		29.1	29.5	29.2	30.5
Inani lezikolo azinabafundi abangaphezu ko-40 kwiklasi nganye		0	0	0	0
INKCITHO EYENZIWENI KULONDOLZO LWEZAKHIWO ZEZIKOLO (R'000)*					
Inkcitho eyenziweni kulondolozo lwezakhiwo zezikolo		7,700	36 381	49,146	28,712
Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezisisigxina (immobile school infrastructure) (R'000)		R10,035,200	R10,035,200	R10,035,200	R11,407,191
IINKUKACHA-MANANI ZEZIPHUMO NOKWENZIWA NGOBUCHULE KOMSEBENZI					
Inani labafundi beBakala 3 abachophele iimvavanyo ezifanayo (e)-iimvavanyo zikaZwelonke		Iimvavanyo zokugqibela ngo-2007	Iimvavanyo zokugqibela ngo-2007	50%	ayifanelekanga
Inani labafundi beBakala 3 abafumene iziphumo zezifundo ezamkelekileyo (f) -iimvavanyo zikaZwelonke		Iimvavanyo zokugqibela ngo-2007	Iimvavanyo zokugqibela ngo-2007	50%	Ayifanelekanga
Inani labafundi beBakala 6 abachophele iimvavanyo ezifanayo (g) iimvavanyo zikaZwelonke		Idatha ayikho	Idatha ayikho	Idatha ayikho	Idatha ayikho
Inani labafundi beBakala 6 abafumene iziphumo zezifundo ezamkelekileyo (f) -iimvavanyo zikaZwelonke		Idatha ayikho	Idatha ayikho	Idatha ayikho	Idatha ayikho
Inani labafundi beBakala 1 ukuya kwiBakala 7 abaphinda amabakala abo (i)		49 380	52 608	50 000	55 358

ST202	IZIKOLO ZIKARHULUMENTE EZIZIIPRAYIMARI –Imiba ephambili (Isaqhubeka)			
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	Iimali kanye ezifunyenweyo 2009/10
► IMILINGANISELO YENTSEBENZO				
► PM211: Ipesentji yabafundi kwiBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala	49%	49%	50%	Idatha ayikho
► PM212: Ipesentji yabafundi kwiBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuFunda nokuBhala	48%	48%	50%	Idatha ayikho
► PM213: Umlinganiselo wentsebenzo we-20% wabafundi abakwinqanaba 1 lokuhlompuzeka elilelona liphantsi xa litheleiswa nelabafundi abakwinqanaba 5 lokuhlompuzeka elilelona liphantsi ngo-20% abakwiBakala 3	Idatha ayikho	Idatha ayikho	Idatha ayikho	Idatha ayikho
► PM214: Ipesentji yabafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kuLwimi	Iimvavanyo zokugqibela ngo-2004(58.79%)	Iimvavanyo zokugqibela ngo-2004(58.79%)	50%	Idatha ayikho
► PM215: Ipesentji yabafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kwiMathematika	Iimvavanyo zokugqibela ngo-2004 (40.22%)	Iimvavanyo zokugqibela ngo-2004 (40.22%)	50%	Idatha ayikho
Makuqatshelwe: 1. Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngolu hlobo: “Ngumlinganiselo weNtsebenzo kaZwelonke omisha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango” Ngenxa yokuba lithagethi kufanele zimiselwe, kusetyenziswe uqikelelo ukwenzela inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwinkcazo eneencukakacha kwisethi zedatha elanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo misha ibingabonisiwanga kwiNgxelo yoNyaka ka2008/09 inkcazo yazo njenge- “Eyona kanye” mayithathelwe ingqalelo kwezi meko-bume. 2. Le Mlinganiselo yeNtsebenzo kazwelonke liqikelelwa kwisethi yeemvavanyo ezingekenziwa ukususela ngo-2007 nesampuli yezikolo kuphela. Idatha epheleleyo ayikabonelelwa nguvimba wedatha owalathelwe oku, oliSebe leMfundo esiSiseko. Kwaye ke ngoko ayinakubandakanywa apha. Idatha yezembali ibingatumaneki ngexesha lokuya kushicilelo lwe-APP ka-2009. Oku kungenxa yokuba yimingeni yedatha ebangele ukuba iMlinganiselo yeNtsebenzo ingabandakanywa kwi-APP ukwenzela u-2010/11 kwinqanaba likazwelonke. 3. * Makuqatshelwe ukuba eli nani lincitshiswe ngenxa yolawulo lwedatha olungcono neenkcazo ezitshintshayo kwinqanaba likazwelonke 4. **. Makuqatshelwe ukuba la manani (reading) alshintshwe ngenxa yesigqibo sokubhala kuphela iiklasi ezizizo kanye kunazo zonke izibonelelo, ngokungqinelana neenkcazo ezitshintshayo kwinqanaba likazwelonke				

ST203	IZIKOLO ZIKARHULUMENTE EZIZIISEKONDARI –Imiba ephambili			
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye
IINTLAWULO NGOKOKUHLLELWA KWEZOQOQOSHO (R'000)*				
Intlawulo zalo nyaka-mali	2,189,101	2,613,291	2,910,869	2,910,869
Imbuyiselo yabasebenzi	2,006,353	2,365,738	2,692,203	2,692,203
Ootitshala	1,811,737	2,129,164	2,422,982	2,422,982
Abasebenzi abangengabo ootitshala	194,616	236,574	269,221	269,221
Iimpahla neenkongo kunye nezinye izinto kulo nyaka-mali	182,748	247,553	218,666	218,666
Inkxaso-mali neentlawulo ezenziwa ngoomatshini	173,524	162,788	173,771	173,771
Iintlawulo zee-capital assets	65,886	97,931	72,551	64,470
ITOTALI	2,428,511	2,874,010	3,157,191	3,149,110
IINKCUKACHA-MANANI ZENTSEBENZO				
UKUQESHWA KWABASEBENZI				
Inani labasebenzi (abaqeshwe kwinkonzo karhulumente) (a)	10 748	10 318	10 708	10 247
Inani labasebenzi abangengabo ootitshala (abaqeshwe kwinkonzo karhulumente)	2 600	2 714	2 634	2 428
AMANANI OBHALISO				
Abafundi kwizikolo ezizisekondari zikarhulumente (b)	322 371	322 567	327 177	322 524
Umlinganiselo wenani womfundi notitshala (L:E ratio) kwizikolo zikarhulumente ezizisekondari (b/a)	30	31.3	30.6	31.5
Abafundi beBakala 8 ukuya kwiBakala 12 (c)	329 729	327 202	335 746	329 931
Abangababhinqileyo (d)	175 764	175 034	173 518	176 489
Isalathiso seyantlukwano ngokwesini (Gender parity index)	1:1	1:1	1:1	1:1
Ababhinqileyo kwiBakala 12 abafunda iMathematika	13 402	11 183	11 000	10 670
Ababhinqileyo kwiBakala 12 abafunda iSayensi	6 640	6 824	6 500	6 815

ST203	IZIKOLO ZIKARHULUMENTE EZIZISEKONDARI –Imiba ephambili				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Iihagethi	2009/10 Eyona kanye kanye
AMAZIKO NEZISEKO ZOPHUHLISO					
Izikolo		356	356	359	359
Inani lezikolo eziphantsi kweSigendu 21 soMthetho weSASA		242	249	260	255
Inani lezikolo ezibhengezwe njengezikolo “ezingahlawuli zifizi”		106	106	107	107
Inani lezikolo ezinamanzi		356	356	359	359
Inani lezikolo ezinombane		356	356	359	359
Inani lezikolo (ezinenani elaneleyo) lezindlu zangasase ezisebenzayo		87	147	99	359
Inani lezikolo ezinelebhhu yesayensi		354	357	354	357
Amagumbi okufundela (f)		11 661	11 645	11 661	9 387*
Inani labafundi kwiklasi nganye (b/d)		27.6	27.7	27.8	34.4
Inani lezikolo azinabafundi abangaphezu ko-40 kwiklasi nganye		0	0	0	0
INKGITHO EKULONDOLOZWENI KWEZAKHIWO ZEZIKOLO (R'000)*					
Inkcitho ekulondolozweni kwezakhiwo zezikolo		R29,624	R40,119	R20,573	R46, 326
Ixabiso lokutshintshwa kwazo zonke iziseko zophuhliso ezisisigxina (immobile school infrastructure) (R'000)		R5,017,600	R5,017,600	R5,017,600	R5,722,268
INKKUKACHA-MANANI ZEZIPHUMO NOKWENZIWA NGOBUCHULE KOMSEBENZI					
Inani labafundi beBakala 9 abachophele iimvavanyo ezifanayo (g)		73 877	65 780	76 000	74 836
Inani labafundi beBakala 9 abafumene iziphumo zezifundo ezamkelekileyo (h)		54 693	46 409	63 840	53 651
Inani labafundi beBakala 8 ukuya kwiBakala 12 abaphinda amabakala abo (i)		68 906	66 042	66 042	62 454
Inani labemi abane- 18 iminyaka ubudala (j)		86 392	95 216	88 200	97 273
Inani labafundi ababhala iimviwo zeNSC (k)		41 922	43 953	43 000	44 931
Inani labafundi abapase iimviwo zeNSC (l)		33 787	34 577	35 260	34 017
Inani labafundi abapase nge-endosimenti		10 300	14 522	11 200	14 324
Ireyithi yokupasa iNSC (l/k)		80.60%	78.67%	82%	75.7%
Inani labaviwa beNSC abapasa zombini iMathematika neSayensi (m)		8 241	8103	16 800	6 633
Inani lezikolo ezibhala iimviwo zeNSC		399	406	401	417

ST203	IZIKOLO ZIKARHULUMENTE EZIZISEKONDARI –Imiba ephambili (isaqhubeka)				
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye	
IINKCUKACHA-MANANI ZEZIPHUMO (OUTPUT STATISTICS) (zisaqhubeka)					
Inani lezikolo ezinereyithi yokupasa yeNSC engaphantsi ko-40%	6	17	0		17
Ireyithi yokupasa yeNSC yezikolo zenqanaba 1 lokuhlompuzeka (n)	72.7%	70.2%	72%		60.2%
Ireyithi yokupasa yeNSC yezikolo zenqanaba 5 lokuhlompuzeka (o)	98.2%	91.6%	96%		89.1%
► IMILINGANISELO YENTSEBENZO					
► PM216: Ipesenteji yabafundi abangamantombazana abafunda iMathematika kwiBakala 12	Umlinganiselo omtsha	50%	50%		40%
► PM217: Ipesenteji yabafundi abangamantombazana abafundi iFizikhali Sayensi kwiBakala 12	Umlinganiselo omtsha	24%	28%		26%
► PM218: Umlinganiselo wepesenti yentsebenzo engu-20% yabona bafundi bahlompuzekileyo kwizikolo zenqanaba 1 lokuhlompuzeka xa kuthelekiswa ne-20% yabafundi abahlompuzekileyo kwizikolo zenqanaba 5 ezimi kakhule ngokumalunga nereyithi yokupasa kwiBakala 12	Umlinganiselo omtsha	0.77	0.78		0.56
► PM219: Ireyithi yokupasa yeBakala 12	Umlinganiselo omtsha	78.6%	80%		75.7%
► PM220: Ireyithi yokupasa kwiBakala 12 kwiMathematika	Umlinganiselo omtsha	65%	67%		65%
► PM221: Ireyithi yokupasa kwiBakala 12 kwiFizikhali Sayensi	Umlinganiselo omtsha	50%	71%		53%
► PM222: Inani labafundi abaxhamlayo kwinkqubo yezothutho lwabafundi emahala	Umlinganiselo omtsha	46 000	46 500		47 753
► PM223: Inani labafundi abaxhamlayo kumgaqo-nkqubo wesikolo "esingahlawulisi zifizi"	Umlinganiselo omtsha	Umlinganiselo omtsha	346 139		349 373
Makuqatshelwe:					
1. Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amangaku afundeka ngolu hlobo: "Ngumlinganiselo weNtsebenzo kaZwelonke omtsha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zihlele nemiqathango". Ngenxa yokuba ithagethi kufanele zimiselwe, kusetyenziswe uqikelelo ukwenzela inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwinkcazo eneencukacha kwiselhi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo mitsha ibingaboniswa kwiNgxelo yoNyaka ka-2008/09 inkcazo yazo njenge-"Eyona Kanye" mayithathelwe ingqalelo kwezo meko-bume.					
2. Makuqatshelwe ukuba idatha ka-2008 yamanani abemi belizwe abaneminyaka eyi-18 ibingafumaneki ngexesha lokuya kushicilelo ngethuba ebeboniswe engu-88 200 nelithe lachaphazela ithagethi engu-88 200. Liishintshiwe eli nani laba ngu-95 216 nelithathwe kuqikelelo lwe-GHS kuNyaka oPhakathi ka-2008. Inani elililo langa-2009 lisuselwa kwinani eliqikelelweyo langa-2009 (GHS of StatsSA)					
3. # Makuqatshelwe ukuba inkcazo itshintshile – yiyo ke lento kukhula okubonakalayo (exponential growth)					
4. * Makuqatshelwe ukuba la manani (reading) atshintshiwe ngenxa yesigqibo sokurekhoda kuphela iiklasi ezizizo kanye, kunazo zonke izibonelelo, ngokungqinelana neenkcazo ezitshintshayo kwinqanaba likazwelonke.					
5. *Ithagethi ka-2009/10 yeNkcitho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2009/10					

Imilinganiselo yentsebenzo: lingxoxo ngoMahluko (<i>Variances</i>)
<p>► PM 201: Inani labafundi abaxhamlayo kwiprogram yokutyiswa kwabantwana yezikolo</p> <p>Ithagethi 335 000 Eyona kanye: 334 287 Amaxabiso okutya aqingqiweyo eNSNP aboniswa njengemfuneko esezantsi kwi-<i>Division of Revenue Act</i>. Ibhajethi yeNSNP ayibanganako ukubonelela ngaphezu kwabafundi abayi-334 287.</p>
<p>► PM 202 Inani labafundi kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa eziqhelekileyo</p> <p>Ithagethi: 13 258 Eyona kanye: 13 765 Ngokwanda kwezitraktsha zenkxaso zemfundo ebandakanya bonke abafundi, kubandakanywa ukusekwa kweeyunithi ezingaphezulu ze-LSEN, abafundi abangaphezulu abaneemfuno zemfundo ezizodwa bangabhaliswa baze banikwe inkxaso yokuba bafikelele kwikharithulam.</p>
<p>► PM 203: Inani lezikolo ezenza zonke iinkonzo zokufundisa kwiphondo</p> <p>Ithagethi: 68 Eyona kanye: 95 Kungokunje ziyi-95 izikolo ezenza zonke iinkonzo zokufundisa ezithe zomelezwa. Kwezi zikolo zenza zonke iinkonzo kusekho itotali ka-100 yeeklassi zeyunithi ye-<i>ELSEN</i>. Ukukhula kweli candelo kuxhomekeke kubukho bezibonelelo (<i>financial and human capital</i>).</p>
<p>► PM 204: Inani lezikolo zikarhulumente eziqhelekileyo ezingenawo amanzi</p> <p>Ithagethi: 0 Eyona kanye: 0 Zonke izikolo zikarhulumente eziqhelekileyo ezinawo amanzi.</p>
<p>► PPM 205: Inani lezikolo zikarhulumente eziqhelekileyo ezingenambane</p> <p>Ithagethi: 0 Eyona kanye: 0 Zonke izikolo zikarhulumente eziqhelekileyo ezinombane</p>
<p>► PM 206: Inani lezikolo ezingenazo izindlu zangasese ezisebenzayo</p> <p>Ithagethi: 0 Eyona kanye: 0 Zonke izikolo zikarhulumente eziqhelekileyo ezinezindlu zangasese ezisebenzayo</p>
<p>► PM 207: Inkcitho epheleleyo kwibhajethi karhulumente yokulungiswa kwezakhiwo okucwangcisiweyo njengepesenti yexabiso leziseko zophuhliso zezikolo</p> <p>Ithagethi: 0.4% Eyona kanye: 0.61% Umgqaliselo omiselweyo kwimeko engqonge izakhiwo (<i>built environment</i>) yoMgaqo wokuZiphatha waBasebenzi beNkonzo kaRhulumente (<i>Public Service Code</i>) kukubhajetha isixa esikhoyo ukwenzela ukulondolozwa kwezakhiwo nesilingana ne-1.5% ukuya ku- 2% kwixabiso lee-asethi zezakhiwo. Kungokunje yi-0.5% kwixabiso lee-asethi yenziwa ifumaneke njengesixa-mali seziseko zophuhliso esiyinyani esabelwe ukulondolozwa kwezakhiwo. Ithagethi eyintsusa yasekelwa kubalo kusetyenziswa isixa esabelwe ukulondolozwa kwezakhiwo (<i>maintenance funds</i>). Inxenye yebhajethi ye-<i>QIDS-UP</i> yasayinelwa ulondolozo. Kugqithwe ngaphaya kwethagethi ukutsho oko.</p>
<p>► PPM208: Inani lezikolo zikarhulumente eziziprayimari eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-40 kwiyunithi yeklassi nganye</p> <p>Ithagethi: 0 Eyona kanye: 0 Akukho zikolo zikarhulumente ziziprayimari eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-40 kwiyunithi yeklassi nganye. Nakuba kunjalo, amanani obhaliso onyaka nonyaka, kunye nokushota kweeklassi, kubaneziphumo zeeklassi ezizodwa ezinabafundi kwiiklassi ezingazodwa ezinabafundi abangaphezu kwabayi-40 kwiyunithi yeklassi nganye kwiimeko ezithile.</p>
<p>► P209: Inani lezikolo zikarhulumente eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-35 kwiyunithi yeklassi nganye</p> <p>Ithagethi: 0 Eyona kanye: 0 Akukho zikolo zikarhulumente ziziisekondari eziqhelekileyo ezinomyinge wabafundi abangaphezu kwabayi-35 kwiyunithi yeklassi nganye. Nakuba kunjalo, ukudityaniswa kwezifundo nokushota kweeklassi kuba neziphumo zokuba ezinye iiklassi ezifundiswayo zibe ngaphezu kwabafundi abayi- 35 kwiklassi nganye.</p>

► **PM210: Inani lezikolo zikarhulumente eziqhelekileyo ezineLTSM zonke nezinye izibonelelo ezifunwayo eziziswa ngolo suku lokuqala lwesikolo njengoko zi-odolwe.**

Ithagethi: 1 455

Eyona kanye: 1 456

Ithagethi ekufikelelwe kuyo. 100%: Inani lezikolo ezingekho phantsi kweSiqendu 21 apho zonke izikolo zineLTSM nezinye izibonelelo ezifunwayo eziziswa ngolo suku lokuqala lwesikolo

Imilinganiselo yentsebenzo: lingxoxo ngomahluko

► **PM211: Ipesenteji yabafundi kwiBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala**

► **PM212: Ipesenteji yabafundi kumaBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuFunda nokuBhala**

► **PM213: Umlinganiselo wentsebenzo wabafundi abayi-20 abangabona bahlwempuzekileyo abakwinqanaba 1 lokuhlwempuzeka elilelona liphantsi xa kuthelekiswa nowabafundi abayi-20 abakwinqanaba 5 lokuhlwempuzeka elilelona liphantsi abakwiBakala 3**

► **PM214: Ipesenteji yabafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kuLwimi**

► **PM215: Inani labafundi kwiBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kwiMathematika**

Oku akubandakanyanga kwezi ngxoxo: makufundwe “Inqaku” kwitheiyibhili engentla.

► **PM216: Ipesenteji yabafundi abangamantombazana abafundi iMathematika kwiBakala 12**

Ithagethi: 50%

Eyona kanye: 40%

Inani labafundi abafunda izifundo ezithile ngumba wezigqibo zabafundi ngabodwa. ISebe iWCED maliyacacise ithagethi, limisele iimeko ezinokubangela nezikhuthaza ukwanda. Iprogram yezikolo zeDinaledi nezikolo zeMathematika neSayensi ekugxilwe kuzo (*Maths and Science Focus schools*) ziyinxalenye yeprogram yeWCED yokwandisa amanani abafundi. ISebe iWCED lithathele kulo izikolo ezigxila kwiprogram ye-*Mathematics, Science and Technology (MST)* nesikhokelo kumakhondo omsebenzi ukukhuthaza bonke abafundi ngakumbi abangamantombazana, ukubakhuthaza ukuba bathathe iMathematika ne-Fizikhali Sayensi. Kukho uluvo lokuba ezi zizifundo ezinzima kwaye olu luvo luxhaswa kukuba ireyithi yokupasa kwiNSC kwezi zifundo zibini isezantsi kakhulu kunezinye izifundo.

► **PM217: Ipesenteji yabafundi abangamantombazana abafundi iFizikhali Sayensi kwiBakala 12**

Ithagethi: 28%

Eyona kanye: 26%

Makujongwe iPM 216 apha ngentla

► **PM218: Umlinganiselo wenani lentsebenzo kwizikolo ezihlelekileyo ukuya kwezona zikolo zimi kakuhle ngokumalunga nereyithi yokupasa engu-20% kwiBakala 12**

Ithagethi: 0.78

Eyona kanye: 0.56

Kukho izikolo ezine (4) kuphela eNtshona Koloni kwi-20% yezikwiNqanaba lokuhlwempuzeka 1 ngoko ke lo mahluko kule PM kufanele ube ngolindelekileyo.

► **PM219: Ireyithi yokupasa yeBakala 12**

Ithagethi: 80%

Eyona kanye: 75.7%

I-NCS libanga lemfundo (*qualification*) elitsha elineemfuno zokupasa ezahlukileyo “kwimatriki”. Uviwo lokuqala lwaqhutywa ngo-2008. Okwangoku akukabikho luqikelelo lunokwenziwa kwireyithi yokupasa yezifundo okanye iNSC. Ireyithi yokupasa ngo-2009 yayingu-2.96 engaphantsi kwale ka-2008.

Unyaka	Ababhalileyo	Abapasileyo	% yabapasileyo	B. Deg	% B. Deg
2008	43953	34 577	78.67	14 522	33.04
2009	44931	34 017	75.71	14 324	31.88

► **PM219: Ireyithi yokupasa yeBakala 12**

Nangona iSebe iWCED libe neyona reyithi yokupasa iphakamileyo kwizifundo zonke kwiimviwo zeNSC ngo-2009, iziphumo ibe zezidanisayo kwaye sele kwenziwe izicwangciso zokuhlangabezana nethagethi emiselweyo ngo-2010. Izifundo ezinengxaki yokuhla kwereyithi yokupasa zibandakanya i*Mathematics*, *Physical Sciences*, *Accounting ne-Geography*. I-*Physical Sciences* ne-*Geography* zibe nereyithi yokupasa ehlileyo ngokunjalo. Le theyibhile ingezantsi ibonisa ukupasa eNtshona Koloni kwizifundo ezinamanani obhaliso amakhulu eNtshona Koloni xa kuthelekiswa nereyithi yokupasa kwinto yonke eNtshona Koloni kwezi zifundo.

Isifundo	Ireyithi yokupasa yeWCED 2008	Ireyithi yokupasa kaZwelonke 2008	Ireyithi yokupasa yeWCED 2009	Ireyithi yokupasa kaZwelonke 2009
IMathematika	65.2 %	45.7 %	64.9 %	45.9 %
I-Physical Science	71.2 %	54.9 %	52.9 %	36.8 %
I-Accounting	78.2 %	61.4 %	74.1 %	61.5 %
I-Geography	92.6 %	80.3 %	78.0 %	72.3 %

Imilinganiselo yentsebenzo: lingxoxo ngomahluko

► **PM220: Ireyithi yokupasa kwiBakala 12 kwiMathematika**

Ithagethi: 67%

Eyona kanye: 65%

Nangona ithagethi ebimiswe yokwandisa isiphumo esingu- 65% ilingana ne-avareji ekufikelelwe kuyo ngo-2008 o.k.t. bekukho ukuhla (*nominal decrease*) kwe-0.3% okuqhelekileyo kuphela okurekhodiweyo. Inkcazo (*remark*) (PM 219) ngentla apha icacisa oku.

► **PM221: Ireyithi yokupasa kwiBakala 12 kwiFizikhali Sayensi**

Ithagethi: 71%

Eyona kanye: 53%

Ukupasa kwiFizikhali Sayensi eNtshona Koloni

	Inani lababhalileyo	Inani labapasileyo	Ireyithi yokupasa
2008	13612	9691	71.19%
2009	13349	7064	52.92%

Izikhaziso ezininzi bezifunyanwa kwizikolo ngokumalunga namanqaku angaphantsi kwabelindelekile. Lugqityiwe uphando. Ukupasa kwiFizikhali Sayensi kumaphondo ngokubanzi kucaciswe apha ngezantsi:

Iziphumo zeFizikhali Sayensi –2008-2009

Iziphumo zeFizikhali Sayensi 2008 – 2009					
Iphondo	Unyaka	Ababhalileyo	Abapasileyo (30%)	Ireyithi yokupasa (%)	Umahluko
Mpuma Koloni	2008	25 595	11 119	43.4	
	2009	30 121	8 628	28.6	-14.8
Mntla Koloni	2008	3 058	1 917	62.7	
	2009	12 010	4 789	39.9	-22.8
Mntla Ntshona	2008	13 713	8 768	63.9	
	2009	12 006	4 593	38.3	-25.6
Freyistatha	2008	12 469	7 870	63.1	
	2009	12 010	4 789	39.9	-23.2
Gauteng	2008	40 340	25 998	64.4	
	2009	39 688	16 910	42.9	-21.5
KZN	2008	54 251	26 774	49.4	
	2009	50 470	19 800	39.2	-10.2
Limpopo	2008	34 926	18 022	51.6	
	2009	39 469	12 558	31.8	-19.8
Mpumalanga	2008	20 193	9 667	47.9	
	2009	20 666	5 979	28.9	-19.0
Ntshona Koloni	2008	13 612	9 691	71.2	
	2009	13 349	7 064	52.9	-18.3

Ukupasa kwinto yonke kuzwelonke kwi-Physical Sciences

	Unyaka	Ababhalileyo	Abapasileyo (30%)	Ireyithi yokupasa (%)	Umahluko
RSA	2008	218 156	119 823	54.9	
	2009	220 882	81 356	36.8	-18.1

Ukuncipha kwireyithi yokupasa kwiSebe iWCED kwiFizikhali Sayensi ukususela ngo-2008 ukuya ku-2009 kuyangqinelana nokuhla kwireyithi yokupasa kuzwelonke ukususela ku-54.9% ngo-2008 ukuya ku-36.8% ngo-2009.

Imilinganiselo yentsebenzo: lingxoxo ngomahluko

► **PM222: Inani labafundi abaxhamlayo kwinkqubo yezothutho lwabafundi emahala**

Ithageethi: 46 500

Eyona kanye: 47 753

Eli linani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwinkqubo yokuthuthwa kwabafundi emahala. Ezinye iindlela zapheliswa, kodwa kusekho ukwanda kwemfuno kuzo. Bayi-606 abafundi abatsha ababenako ukufikelela kwinkqubo yothutho lwabafundi ngoJanuwari 2010 nokuba kukwiindlela ebezikho kakade okanye kukwiindlela ezimbini ezintsha ebezisanda kuqaliswa – ezizezi: PS Karookop (abafundi abayi-39) naseBardale HS(abafundi abayi-489). Oku kungangqinelani kunokubangelwa ngakumbi kukuba abafundi bafudukela kweli phondo.

► **PM223: Inani labafundi abaxhamlayo kumgaqo-nkqubo wezikolo “ezingahlawulisi zifizi”**

Ithageethi: 346 139

Eyona kanye: 349 373

Kuye kwagqithwa kwithageethi ngo-3,234. Oku kubangelwa kukwanda kwabafundi kwizikolo ezingahlawulisi zifizi njengoko amabakala amatsha esongezwa ngenxa yokuba kuvulwe izikolo ezitsha kunyaka ongaphambili. I-Hlula Street Primary School ne-Maksa Primary School zizikolo ezitsha ukuze iSt Mary's RC Primary School ibe seso sihlelwe ngokutsha kolu udidi (*reclassified*). Esinye isikolo siye sanamanani awandileyo kubhaliso lwabafundi.

Inkqubela

Inkqubela ecaciswa phantsi “kweeNkonzo eziPhambili (*Key Deliverables*)” ayiphindwa apha ukwenzela ukuba kuncitshiswe uphinda-phindo kuxwebhu lulonke.

Ukomeleza uLwazi lokuFunda nokuBhala noLwazi lokuBala

I-WCED inesicwangciso esibanzi sokuphucula ulwazi lokufunda nokubhala nolwazi lokubala kwiBakala 1-6. Elinye lamanyathelo asetyenziswayo ekuqhutyweni kweemviwo zeWCED kumaBakala 3 no-6. Iziphumo zeemvavanyo ngo-2008 zabonisa i-53.5% yabafundi beBakala 3 abaqhuba ngokommiselo weminyaka yobudala/yebakala kuLwazi lokuFunda nokuBhala ne-35% kuLwazi lokuBala. Iimvavanyo ngo-2009 zabonisa ukuba yi-44.8% kubafundi beBakala 6 abaqhuba ngokommiselo weminyaka yobudala/yebakala kuLwazi lokuFunda nokuBhala ne-35% kuLwazi lokuBala.

Xa kuqatshelwa oko kuvavanywa luvavanyo ngalunye kwiBakala 6, ngokwendlela oludizayinwe ngayo, ukuqhuba kwabo kumanqanaba amaBakala 3, 4 no- 5, kunokubonakaliswa ukuphuculwa komgangatho kwiminyaka ngokubanzi ngolu hlobo lulandelayo:

IZIPHUMO ZEPHONDO: IIMVAVANYO ZEBAKALA 6 NGO-2003 -2009

Amanqanaba eBakala loLwazi lokuBala	2003 Abapasi-leyo (%)	Abapasi-leyo (%)	Abapasi-leyo (%)	Abapasi-leyo (%)	2003 I-avareji (%)	2005 I-avareji (%)	2007 I-avareji (%)	2009 I-avareji (%)
IBakala 3	40.4	43.2	43.0	48.5	42.3	43.9	43.1	46.8
IBakala 4	29.1	31.4	37.8	45.1	37.4	39.1	43.7	48.2
IBakala 5	24.1	25.9	23.6	26.7	33.3	34.4	34.2	36.9
IBakala 6	15.6	17.2	14.0	17.4	27.5	29.0	27.9	31.9
IBakala 7	10.0	11.2	15.1	19.3	17.0	18.2	23.4	27.9
Inani laBafundi abaVavanyiweyo	34,596	31,726	71,854	81,005	34,596	31,726	71,854	81,005
Inani leZikolo eziVavanyiweyo	1,079	1,040	1,034	1,046	1,079	1,040	1,034	1,046

IZIPHUMO ZEPHONDO : IIMVAVANYO ZEBAKALA 6 NGO-2003 – 2009								
Amanqanaba oLwazi lokuFunda nokuBhala	2003 Abapasi-leyo (%)	2005 Abapasi-leyo (%)	2007 Abapasi-leyo (%)	2009 Abapasi-leyo (%)	2003 I-avareji (%)	2005 I-avareji (%)	2007 I-avareji (%)	2009 I-avareji (%)
IBakala 3	82.8	84.8	84.1	85.8	75.5	77.7	72.5	72.8
IBakala 4	67.4	70.5	50.1	57.0	61.5	63.8	51.4	56.1
IBakala 5	78.3	80.7	54.7	59.8	67.0	70.2	50.7	54.1
IBakala 6	35.0	42.1	44.8	48.6	36.8	40.6	45.0	48.2
Inani labafundi abavavanyiweyo	34,596	31,726	71,854	81,005	34,596	31,726	71,854	81,005
Inani leZikolo ezivavanyiweyo	1,079	1,040	1,034	1,046	1,079	1,040	1,034	1,046

Oku kulandelayo kuqhubeka kwithuba lalo nyaka uchaphazelekayo:

- Izithili zemfundo zenziwa ngohlobo lokuba zibonelele ngenkxaso kwabo bangabona bayifuna kakhulu.
- Isikolo ngasinye sifumene iKhithi i-Maths, Science and Technology Kit yeSigaba seSiseko (*Foundation Phase*) neSigaba esiPhakathi (*Intermediate Phase*).
- Utitshala ngamnye kumaBakala 1-6 ufumene iMental Maths book.
- Ootitshala beSigaba esiPhakathi bafumene i-item bank of Mathematics Assessment Tasks.
- Ziyi-250 izikolo ezifumene iincwadi zokufunda (*reading schemes*) (AmaBakala 1-3) neencwadi (*readers*) (amaBakala 4-6).
- Zonke izikolo zeSigaba esiPhakathi zafumana iReading Intervention Programme. Ezi ncwadi zasetyenziselwa ukuqeqesha ootitshala kwi-Balanced Language Program.
- Izikolo eziyi-342 zafumana iikhithi iiGrade R Literacy ne-Numeracy Kits.
- Ziyi-125 izikolo ezithathe inxaxheba kwiProgram yoLwazi lokuBala edizayinelwe okuthile nezikolo eziyi-125 kwiprogram ebanzi yoLwazi lokuFunda nokuBhala.
- Izicwangciso zonyaka neeshedyuli zemisebenzi zeBakala R kumaBakala 7 ukuya ku-9 zaqulunqelwa u-2010.
- Ziyi-64 izikolo ezavavanyelwa ukufundisa nokufunda kwaza kwamiselwa isiseko sovavanyo (*baseline*) sephulo iLit Num Interventions.
- Kwaqulunqwa isixhobo sephondo sokubeka esweni esifanayo ukwenzela ukuphunyezwa koLwazi lokuFunda nokuBhala (*Literacy and Numeracy implementation*). IProgram yoVavanyo lokwaNdlela yaqulunqelwa ootitshala beBakala 1.
- Amagosa ali-100 aqeqeshelwa ukubeka esweni inkqubo yoLwazi lokuFunda nokuBhala noLwazi lokuBala.

Ukuqaliswa kweProgram yeZikolo eziPhakamileyo

Ngo-2009, kwabhalwa iimviwo zeSatifikethi seMatriki kuZwelonke (*National Senior Certificate (NSC)*) ngabafundi abayi-44 931 kumaziko okubhalela iimviwo ayi-417. ISebe leMfundo leNtshona Koloni layigcina ireyithi yokupasa iyeyona iphezulu engu-75.1%. Nangona kunjalo kubekho ukuhla nge-3% xa kuthelakiswa neqondo lokupasa lika-78.6% ngo-2008. Itotali ngu-14 324 (31.88%) abaviwa abaphumelele iNSC, nabanako ukulungela izifundo zesiDanga sokuQala (*Bachelor Degree study*). Kubekho ukuhla kangange-1.16% kubafundi abalungele ukufunda izifundo zesidanga ukususela ngo-2008 ukuya ku-2009. Kubekho nokwanda kwini lezikolo eziphumelele ngaphantsi kwama-60% kwiireyithi yokupasa kwizikolo eziyi-85.

Iprogram yongenelelo ngoncedo yeZikolo eziPhakamileyo (*High School intervention programme*) yaqulunqelwa ukuphunyezwa ngoJanuwari 2010. Inkqubo yile ilandelayo: inkcazo eneenkcukacha yeziphumo zeBakala 12 kwisikolo ngasinye; ukuqulunqwa kwesicwangciso esibanzi njengesisombululo kwiziphumo zango-2009; ukuqatshelwa kwezifundo ezithile ezinereyithi ephezulu yokungaqhubi kakuhle; ukuthunyelwa kwedatha yezifundo kwisikolo ngasinye ukulungiselela iSatifikethi seMatriki; nokumiselwa nokucaciswa kweethagethi ezahlukenisiweyo (*setting and communication of differentiated lthagethis*) nokungenelele ngoncedo ukulungiselela iqela labafundi abafanele ukupasa iNSC ngo-2010 kwisikolo ngasinye.

Izithili zikhethe inani elithile lootitshala (*tutors*) kwisifundo ngasinye esinabafundi abaninzi ababhalisileyo zaza zamisela iprogram nekhulanda yokufundisa (*tutoring*). Kuthengwe iincwadi zezifundo ezongezelelweyo, ngokungqinelana nezo mali zifumanekayo kwaza kwalungiswa neenkqubo zokuqinisekisa ukusetyenziswa nokubuyiswa kweencwadi (*retrieval of textbooks*) ngabafundi nootitshala. Kuye kwabonelelwa nangezinto zokubhala.

Kumiselwe izicwangciso zokubonelela umfundi ngamnye ngephekhi yamaphepha emibuzo yeemviwo kwakunye nencwadana ethi "*Tips for Success in NSC*". Kukho iiseshoni zengcaciso nabazali nabanye abachaphazelekayo malunga namalungiselelo eemviwo.

Ukunika inkxaso ukufunda nokufundisa, kukho iiklasi ezongezelelweyo eziqhutywa ngootitshala kwaye kuya kuhlala zikho (emva kwemini/ngeempelaveki/ngeeholide); aBacebisi ngezeKharityhulam abanika inkxaso kwizifundo ezithile ngethuba lokundwendwelwa kwezikolo, ubuncinane kabini ngekota; usetyenziso olukumgangatho ophezulu lwazo zonke iintsuku zesikolo nethuba lokufundisa; ukubeka esweni ukuhamba isikolo kootitshala nabafundi nokufundiswa kwekharityhulam. Iimviwo zangoJuni zifanele ukubhalwa ngelo thuba livunyiweyo kuphela. Kukho iprogram ye *Telematics* kwizikolo eziyi-120 ezikhethiweyo kwaye kukho iintlanganiselo zezikolo ezidibeneyo (*cluster meetings*) neentlanganiselo zokumisela imigangatho ezibanjwe zizithili zemfundo.

Kumba wolawulo lwesikolo, ukuhamba izikolo kweenqununu kubekwe esweni kwaye kukho inkxaso kwezolawulo evela kubaphathi beekomiti zeesekethe neenqununu ezingabacebisi (*mentor principals*).

Uphuhliso looTitshala nenkxaso

Malunga ne-1% kwiipeyiroli yeWCED esetyenziswa ngempumelelo ukuphucula izakhono nobuchule babo bonke abasebenzi beWCED.

Kulungiswa amanqanaba ezakhono zootitshala ngamaphulo ongenelelo ngoncedo kwiProgram yeZakhono zaseMsebenzini (*Workplace Skills' Programme (WSP)*). La maphulo ajolise kwiimfuno zoqeqesho, ezithezaqatshelwa kwiziCwangciso zoPhuculo lweSikolo (*School Improvement Plans*) nezoPhuculo lweZithili zeMfundo (*District Improvement Plans*), kwaye aququzelelwa kwisithili semfundo.

Ikhosi zoqeqesho ezahlukeyo, iisemina neenkomfa ziqhutywa eCape Teaching and Leadership Institute (CTLI), eliziko leWCED elingundoqo loqeqesho lwabasebenzi lo gama besemsebenzini. Kujongwana nazo zombini ikharityhulam neenkqubo zokufundisa (*methodology*) kwiSigaba seSiseko, esiPhakathi nesaBadala. Enye inkalo ephambili ziiprogram zolawulo lwesikolo nophuhliso lweenkokheli. Ukongeza kwezi khosi zeeveki ezimbini nezine kwezi ngingqi, iCTLI ikwaqhuba iisemina ezahlukeyo zethuba elifutshane neenkomfa ngemiba ebalulekileyo. Ngala maphulo ongenelelo ngoncedo, iCTLI ifikelela kootitshala abangaphezu kwe-3000 ngonyaka-mali.

Ikhosi ezimiseliweyo ekujoliswe kuzo (*Ithagethied formal courses*) ezifana ne-Advanced Certificate in Education (ACE) nejolise kwiinkalo zezifundo ezahlukeyo kubandakanywa ezi zilandelayo: *Mathematics, Natural Science, School Leadership, Librarianship, Life Orientation, Foundation Phase* neye-Language, ziqhutywa kumaziko emfundo aphakamileyo. La maphulo ongenelelo ngoncedo aqulunqwa aze anikwe inkxaso-mali yi-WCED ngelinge lokuphucula amabanga emfundo ootitshala nokuphucula umgangatho wokufunda nokufundisa eklasini. Ilibhasari eziyi-2100 zanikezelwa kootitshala abasenkonzweni ukwenzela ukuba baphucule amabanga emfundo abo neebhasari eziyi-106 ezifunyanwa phambi kokuqalisa inkonzo (*pre-service bursaries*) ezanikwa ootitshala kwiinkalo zezifundo ezingqongopheleyo (*scarce subject areas*).

Ukhuseleko lwezikolo:

IProgram yoKhuseleko lweZikolo (*Safe Schools Programme*) inenjongo eziphambili ezintathu ezizezi: iZiko leeFoni leZikolo eziKhuselekileyo (*Safe Schools Call Centre*), apho kunokuxelwa khona miba ngemiba engobundlobongela obusesizikolweni (*school-based violence*; kunikwe iingcebiso ngeZiko leeFoni kwabo benzakale emiphefumleni (*traumatised individuals*); yaye kubonelelwa ngokhuseleko kwizakhiwo.

Ngo-2008 iZiko leeFoni leZikolo eziKhuselekileyo (*Safe Schools Call Centre*) lafumana iikholi ezimalunga ne-19 449 itotali, kwaza kwalandelelwa eziyi-3840. Itotali ibingu-17 554 iikholi ngo-2009 ezinamatyala ayi-3588 athealandelelwa (*follow-up cases*).

Ngo-2008, amatyala ayi-321 kwayi-3840 afuna ingcaciso malunga nokuba kungenziwa njani xa kusingathwa isoyikiso esithile, ingcaciso emalunga neHIV/AIDs, ukukhulelwa kolutsha okanye ukuziphatha kakubi, njl.njl. Ngo-2008, ziyi-660 iikholi ezafunyanwayo ezimalunga nohlukunyezo (ngokomzimba, ngokomphefumlo, naziziyobisi) kwaye zibe yi-623 iimeko zohlukunyezo ngo-2009. Iziko leeFoni leZikolo eziKhuselekileyo linika inkxaso inkcazo yokuqala ekwikhompyutha (*online debriefing*) okanye "uncedo lokuqala kunxunguphalo lomphefumlo" (*psychological first aid*) kwaye eso sehlo sigqithiselwa kubaboneleli-nkonzo ukwenzela ukuba ochaphazelekayo afumane iingcebiso ezibanzi (*in-depth counselling*).

Iziko leeFoni leZikolo eziKhuselekileyo linika ingxelo yokuhla kwezenzo zoqhekezo nokonakaliswa kwezakhiwo (*burglary and vandalism*) enyakeni, ukususela kumatyala ayi-796 ngo-2008 ukuya ku-750 ngo-2009. Amatyala ohlukunyezo achaziweyo ehla ukususela ku-660 ukuya ku-623. Izehlo zamatyala ii-*trauma cases* zehlile ukusuka ku-348 ngo-2008 ukuya ku-297 ngo-2009. Kubekho ukwanda kumatyala olwaphulo-mthetho axeliweyo ukusuka ku-605 ngo-2008 ukuya ku-645 ngo-2009.

Ngokwe-totali yi-240 izikolo ezafumana iziseko zophuhliso lokhuseleko (*security infrastructure*). Izikolo eziyi-62 zafumana isistim ye-alam (*alarm systems*) eqhagamshelaniswe ne-armed response; Izikolo eziyi-13 zafumana ii-burglar bars; ziyi-50 izikolo ezafumana iigeyithi zokhuseleko; eziyi-28 zafumana ii-stone guards; eziyi-25 zafumana iisistim ze-intakhom ukulungiselela iinjongo zokuphuma kwisakhiwo ngongxamiseko; izikolo eziyi-4 zafumana iikhamera ze-CCTV zaza eziyi-57 zanikwa inkxaso ekubiyeni apha naphaya ukuvala izikhewu. Iipatrol zokhuseleko ii-emergency security patrols ziququzelelwa ngethuba leeholide zesikolo ukunceda ukunciphisa ulwaphulo-mthetho olunxulumene nezakhiwo (*property-related crimes*).

Ukongeza kwiZiko leeFoni leZikolo eziKhuselekileyo neziseko zophuhliso, iSebe iWCED libonelela ngeeprogram zemfundo ukwenzela ukuguqula izinto ezingumdla wabafundi zibe zizinto abazinqwenelayo ebomini ezifana nezemidlalo, ezobugcisa, ezedrama namakhondo emisebenzi exa elizayo. Iiprogram zigxininisa kwiinguqu ezimalunga nendlela yokucinga okanye iinguqu zeendlela zokuziphatha; iiprogram zoqeqesho ezibubuchule nezakhayo zolawulo lokusombulula nalamlo kungquzulwano.

Amagosa oKhuseleko (*Safety resource officers*) ayaqeshwa ukunika inkxaso izikolo ngeekomiti zokhuseleko lwezikolo nezicwangciso zokhuseleko lwezikolo; ukumisela iiprogram zenkxaso kunye/okanye iiprogram zothintelo nokuthatha amanyathelo njengemodeli ezidlala indima eyakhayo nabaniki-zingcebiso (*mentors*) kwizikolo eziyi-109 ezisengozini enkulu (*high-risk schools*).

Amagosa anika inkxaso abafundi (*Learner support officers*) alandelela abafundi abatshungayo (*truant learners*) aze aqinisekise ukuphononongwa kweengxaki zabafundi. Abonelela ngeengcebiso nokucetyiswa (*coaching*) kwabafundi abasemngciphelweni nokuqinisekisa ukuba abafundi banokufikelela kwiinkonzo abazidingayo. Amagosa anika inkxaso abafundi aququzelela iprojekthi ye-*"Youth In Control"* njengenxalenye yeprogram yeholide. Le projekthi ijolise ekubetheleni iindlela zokucinga neendlela zokuziphatha ngeenkqubo ezifanelekileyo nemfundo: ukumisa ngendlela izitraktsha zezemfundo eziyongene nabafundi abayeka isikolo bengagqibanga (*dropouts*) nokuphuhliswa kwezakhono zokuphumeza iiprojekthi zabahlali.

Ukubonelelwa kweziseko zophuhliso

Kunyaka ochaphazelekayo, kwagqitywa izakhiwo zezikolo ezili-10. Ukongeza apho, kwakhiwa zayi-184 izikolo eziziprayimari nezikolo ezizisekondari eziyi-101, izikolo eziziprayimari eziyi-16 namagumbi ayi-24 amagosa azii-secondary specialist rooms. Ziyi-75 iiklasi ezingoomahamba nendlwana (*mobile classrooms*) ezaziswayo ukunceda izikolo ukuba zimelane noxinzelelo lwendawo yokufundela nokufundisela.

IsiCwangciso i-Infrastructure Plan sika-2010/11 – 2012/13 sabekwa etafileni ngooMatshi kwaye sicebisa ngezi zinto zilandelayo ukujongana nokubonelelwa ngeziseko zophuhliso kwi-MTEF.

1. Ukusetyenziswa kwamagumbi okufundela angasetyenziswa ngokupheleleyo kwizikolo ezikhoyo
2. Ukwakha amagumbi okufundela ayi-322 kwizikolo ezikhoyo ukunciphisa ukukhula kwanani abafundi nengxinano
3. Ukwakha amagumbi okufundela ayi-25 ukunciphisa ukukhula kwanani abafundi nengxinano
4. Ukutshintsha iiklasi ezingafanelekanga kwizikolo eziyi-20 ezikhoyo nokutshintsha izibonelelo ezingafanelekanga ngezinye izibonelelo eziyi-20
5. Ukulondolozwa nokulungiswa kwezakhiwo

Kwi-MTEF, iSebe iWCED liya kwakha iiklasi zeBakala R eziyi-150, izikolo ezineemfuno ezizodwa ezi-4 nezikolo zezakhono eziyi-6 lindlela ezinezinye ezingekuko ukwakha eziya kuthathwa ingqalelo ziinkqubo zothutho lwabafundi zangoku, usetyenziso ngokupheleleyo lweehostele, ukuqeshiswa kwezakhiwo zesikolo, ukuhlenganiswa nokudityaniswa kwezibonelelo ezikhoyo, isayizi yefanitshala nokuchithwa kwezakhiwo nemihlaba.

Imiba efuna uqwalaselo oluqhubekayo

Zonke izinto ezidweliswe phantsi ko-“Inkqubela” zifuna uqwalaselo oluqhubekayo. Inxenye yezi zinto sele icacisiwe kwisiCwangciso seWCED iWCED *Strategic Statement and Strategic Plan*.

Amaphulo ongenelelo ngoncedo okomeleza uLwazi lokuFunda nokuBhala noLwazi lokuBala

Sele zikhankanyiwe ezi zinto phantsi kwesihloko “Inkqubela” (ICandelo 2, Amaphepha 41 no-42 apha ngentla). Zibandakanya ukubonelela ngeprogram yenkxaso ebanzi kwizikolo eziyi-250, ukusekwa kwenkqubo ezandlalelayo ukwenzela ukubonelelwa kwamaphulo ongenelelo ngoncedo ephondo, ukubonelwa kweekhithi nezicwangciso zonyaka kuzo zonke izikolo, nezicwangciso zongenelelo ngoncedo ezisekelwe kumaziko zexesha elide. Eyona nto ibaluleke ngakumbi phulo kukuqeqesha isikolo esiyiprayimari ngasinye kwiphondo esisebenzisa ababoneleli-nkonzo bangaphandle kulwazi lokufunda nokubhala nolwazi lokubala. Oku kukhatshwa zizibonelelo zeLTSM ezaneleyo kuLwimi lwaseKhaya noLwimi lokuQala oloNgezelelweyo (*Home Language and First Additional Language*).

IsiCwangciso sephondo i*Literacy and Numeracy Strategy (2006)*, sibonelela ngenkqubo-sikhokelo efanayo ukulungiselela inkqubo efanayo nekuvumelayo ukutshintshwa (*uniformity and flexibility*). Simisela imodeli yoqeqesho lootitshala beseklasini olunamandla (*strong in-class training*) nenkxaso, ukubeka esweni, ukunika ingxelo, nokucaciswa kweendima nemisebenzi yabathathi-nxeba beSebe iWCED nokuba nokuphendula apho kungekho nkqubela kwaye oko kusekelwe kule mingxilo ilandelayo (*following pillars*):

- Iprogram ye-*pre-school*
- Ukomeleza nokwenza utshintsho kwindlela yokufundisa (*classroom practice*)
- Uqeqesho lootitshala nophuhliso
- Izibonelelo ezixhasa ukufunda nokufundisa (*LTSM*)
- Uphando
- Ukubeka esweni nenkxaso
- Uququzelelo nokuqhubeka ithuba elide (*co-ordination and sustainability*)
- Ukunika inkxaso (Advocacy), uluntu olunolwazi neentsapho ezinako ukufunda nokubhala

Kumiselwe ezi thagethi zilandelayo –ukuya kuthi ga ku-2019:

I-% yabafundi kumaBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokufunda nokubhala

I-% yabafundi kumaBakala 3 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala

I-% yabafundi kumaBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuFunda nokuBhala

I-% yabafundi kumaBakala 6 abafumene iziphumo zokufunda ezamkelekileyo kuLwazi lokuBala

I-% yabafundi kumaBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kwiLwimi

I-% yabafundi kumaBakala 9 abafumene iziphumo zokufunda ezamkelekileyo kwiMathematika

Ukuphuculwa kokupasa kwabafundi kwiBakala 12

Oku kubandakanya iprogram ebekwe esweni esekelwe ekumiseleni iithagethi, ukufundisa, ukubonelelwa ngeencwadi zokufunda, inkxaso ebanzi kumalungiselelo eemviwo ngeenkcazo ezisekelwe kumaziko (*site-based analyses*), amaxwebhu, kwakunye neprogram yokuqinisekisa ukugqibelela kokufundisa, ukusetyenziswa ngokupheleleyo kwexesha lokufundisa, nokomeleza izintlu zolawulo lwesikolo.

Kumiselwe ezi thagethi zilandelayo –ukuya kuthi ga ku-2019:

Izikolo ezinereyithi yokupasa engaphezu ko-60%

Ireyithi yokupasa kwiSatifikethi seMatriki sikaZwelonke

Amanani okupasa iSatifikethi seMatriki sikaZwelonke

Ipesenti (%) yabafundi abafaneleke ukungena kwizifundo zesiDanga sokuQala (*Bachelor Degree*)

Amanani abafundi abafaneleke ukungena kwizifundo zesiDanga sokuQala (*Bachelor Degree*)

Amanani abafundi abapasa iMathematika kwiSatifikethi seMatriki sikaZwelonke

Amanani abafundi abapasa iFizikhali Sayensi kwiimviwo zeSatifikethi seMatriki sikaZwelonke

9.3 IProgram 3: Inxaso-mali yeZikolo eziZimeleyo

Injongo yeprogram

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo waseMzantsi Afrika, 1996

Iprogram ye-Independent School Subsidies iqulethe ezi program zisekelayo zilandelayo:

Isigaba sePrayimari

- ukunika Inxaso kwizikolo ezizimeleyo ezifundisa amaBakala 1-7

Isigaba seSekondari

- ukunika inkxaso kwizikolo ezizimeleyo ezifundisa amaBakala 8-12

Izinto eziqhubekayo malunga nemigaqo-nkqubo yeprogram ngo-2009/10

NgokoMgaqo-siseko waseMzantsi Afrika (*South African Constitution*) nabani na angaseka aze aqhuba isikolo esizimeleyo ngeendleko zakhe, ngokuxhomekeka kwiikhrayitheriya ezingqongqo. Ezi zikolo mazingaze zibacalule abafundi ngenxa yezizathu zobuhlanga, koko mazingcine umgangatho wezemfundo ongekho ngaphantsi kwalowo ufana nokwizikolo zikarhulumente, kwaye masibhaliswe kwisebe lezemfundo lephondo.

NgoJanuwari ngo-2009 owaye nguMphathiswa wezeMfundo uNks Pandor, wabhengeza kwiGazethi kaRhulumente No 31848 yange-30 Januwari 2009 ukuba umhla wokuhlelwa (*categorization*) kwezikolo ezizimeleyo ukwenzela iinjongo zenkxaso-mali ngokweMimiselo neMigangatho yeNkxaso-mali (*National Norms and Standards for School Funding (NWSSF)*), unokutshintshwa ukususela ku-Januwari 2004 ukuya ku-Januwari 2008.

NgoMatshi 2009, iSebe iWCED lafumana esi saziyo laza laqhubela phambili ngenkqubo yokuhlela izikolo (*categorization*). Izikolo ezizimeleyo zacelwa ukuba zinike iSebe iWCED inkcazo ngeefizi zazo nokuba ezi fizi zimiselwe njani na. Emva kokuhlelwa kwezikolo (*categorization of the schools*), zonke izikolo zachazelwa ngesabelo sazo sango-2009-2010.

Ngo-2010 iNtshona Koloni yenza isiphakamiso sokuxhasa izikolo ezizimeleyo kwaNdlunkulu ukwenzela ukuba amagosa ezithili zemfundo akhululeke abe nako ukunika inkxaso izikolo zikarhulumente. ISebe iWCED lihambela izikolo eziyi-127 ezizimeleyo kweziyi-195. Izikolo zafumana zonke iisetyhula nembalelwano zeWCED kwaye ziyakhuthazwa ukuba zisebenzise amaziko ewebhu eWCED.

Imigaqo emalunga nobhaliso nenkxaso-mali kwizikolo ezizimeleyo.

ILungu leBhunga leSigqeba elijongene nezeMfundo kwiPhondo leNtshona Koloni, ngokweSiqendu 46 soMthetho weMfundo noQeqesho lwaBadala, 48 (uMthetho 1996 ka-84), njengoko ufakelwe izilungiso, ngokungqinelana nentloko yezemali (*financial head*), labhengeza imigaqo ecaciswe kule shedyuli.

1. Iimfundo ezimiselweyo neMiqathango yoBhaliso (*Requirements and Conditions for Registration*)
2. Imigaqo yoBhaliso
3. Imvume yaBafundi yokuchophela iiMviwo
4. Ukuhlolwa kweZikolo eziZimeleyo
5. Inxaso kwiZikolo eziZimeleyo
6. Ukurhoxiswa koBhaliso nokuValwa kwezikolo eziZimeleyo
7. Izibheni ezenziwa kwiLungu leSigqeba soLawulo

Lugqityiwe uxwebhu oluyidrafti.

ST301	Inkxaso-mali yezikolo ezizimeleyo—Imiba ephambili	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye
IINTLAWULO ZEEPROGRAM EZISEKELAYO (R'000)					
3.1 Isigaba sePrayimari		19,042	19,500	22,610	22,610
3.2 Isigaba seSekondari		20,671	24,619	32,912	32,912
ITOTALI		39,713	44,119	55,522	55,522
IINTLAWULO NGOKOKUHLLELWA KWEZOQEQESHO (R'000)*					
Intlawulo zalo nyaka-mali		0	0	0	0
Imbuyiselo yabasebenzi		0	0	0	0
Ootitshala		0	0	0	0
Abasebenzi abangengabo ootitshala		39,713	44,119	55,522	55,522
Iimpahla neenkonziso kunye nezinye izinto kulo nyaka-mali		0	0	0	0
ITOTALI		39,713	44,119	55,522	55,522
IINKCUKACHA-MANANI ZENTSEBENZO					
UKUQESHWA KWABASEBENZI					
Inani lootitshala (abaqeshwe ngurhulumente)		-	-	-	-
UBHALISO					
Abafundi kwizikolo ezizimeleyo abafumana inkxaso-mali		16 703	17 397	18 432	17 928
Isigaba sePrayimari		8 626	11 115	12 106	11 657
Isigaba seSekondari		8 077	6 282	6 326	6 271
Abafundi kwizikolo ezizimeleyo abangafumani nkxaso-mali		8 532	13 744	8 532	9 096
AmaBakala 1-7		6 474	6 871	6 474	6 218
AmaBakala 8-12		2 058	6 873	2 058	2 878
ITOTALI (bonke abafundi bezikolo ezizimeleyo)		25 235	31 141	26 964	27 024
Makucatshelwe: 1. Idatha yabafundi engumahluko (variable learner data) ngumba wepatheni engathembakalanga wokungensiwa kweesethi zadatha kwixa elidluleyo. Izalathi zango-2010 zibonisa ukuba izikolo ezizimeleyo ziye zaphendula kwii- audit vests ngokukhetha ukungensia iidatha zazo ngokuzithandela, nto ke leyo eya kukhokelela kwidatha ethembeke ngakumbi kwixa elizayo. 2. *Ithagethi ka-2009/10 yeNkcitho (Expenditure) linani loLwabiwo-Mali lokuGqibela (Final Appropriation) luka-2009/10					

ST301	INKXASO-MALI YEZIKOLO EZIZIMELEYO–Imiba ephambili				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye
AMAZIKO					
	Izikolo ezifumana inkxaso-mali (a)	87	98	100	106
	3.1 Isigaba sePrayimari	65	66	65	80
	3.2 Isigaba seSekondari	22	26	22	26
	Izikolo ezingafumani nkxaso-mali	118	115	129	125
	ITOTALI	205	213	229	231
	Izikolo ezifumana inkxaso-mali ebezihanjelwe enyakeni ngenjongo yokuzibeka esweni (b)	-	61	45	106
► IMILINGANISELO YENTSEBENZO					
	► PM301: Inani lezikolo ezizimeleyo ezixhaswa ngezimali ezihanjelweyo ngenjongo yokuzibeka esweni	0.00%	45	45	106
	► PM302 Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo	Idatha yenkcazo ayifumaneki	17 397	18 432	17 928
<p>Makuqatshelwe:</p> <p>Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngolu hlobo: Ngumlinganiselo weNtsebenzo kaZwelonke omsha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango Ngenxa yokuba iithagethi kufanele zimiselwe, kusebenziswe uqikelelo ukwenzela inqanaba eliqikelelweyo ngo-2008/09 ngokusekelwe kwinkcazo eneenkukacha kwisethi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo misha bezingabonisiwanga kwiNgxelo yoNyaka ka2008/09 inkcazo yazo njenge- "Eyona kanye" mayithathelwe ingqalelo kwezo meko-bume.</p>					

Imilinganiselo yentsebenzo: lingxoxo ngomahluko
<p>► PM 301: Inani lezikolo ezizimeleyo ezixhaswa ngezimali ezihanjelweyo ngenjongo yokuzibeka esweni</p> <p>Ithagethi: 45 Eyona kanye: 106 Zonke izikolo zihanjelwe. Ii-ofisi zezithili zemfundo zigcine iirekhodi yemeko yobunjani yenkxaso ebonelelweyo</p>
<p>► PM302 Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo</p> <p>Ithagethi: 18 432 Eyona kanye: 17 928 Amanani abafundi angawo kanye afunyanwa kwiifom zokwenza izicelo zezikolo ezizimeleyo ezenza izicelo zenkxaso-mali. Ngenxa yokuhlelwa kwakhona kwezikolo ezizimeleyo (<i>re-categorization of independent schools</i>) ukwenzela iinjongo zenkxaso-mali, ngokweMimiselo neMigangatho yeNkxaso-mali yeZikolo, okwaqhubeka ngo-Apreli 2009, izikolo ezimbalwa zakulungela ukufumana inkxaso-mali. Oku kube negalelo ekuhlени kwamanani abafundi kwizikolo ezizimeleyo ezifumana inkxaso-mali.</p>

Inkqubela

Ukubalwa kwezikolo kwaqhutywa kwikota yokuqala ka-2010 ngabasebenzi bakwaNdlunkulu. Ingxelo ngezikolo ezihanjelweyo yagqitywa kwaza kwavunyelwana ngemiba ekucetyiswayo ngayo. ISebe iWCED lihambela izikolo eziyi-127 ezizimeleyo kweziyi-195. Izikolo eziyi-106 zafumana inkxaso-mali ngexesha elifanelekileyo ukuba zazingenisi iiritheni zekota zazo ezaziyimfuneko kwangexesha. Ootitshala bezikolo ezizimeleyo baya kumasifundisane owaqhutywa yiWCED

Ukungeniswa kweedatha efanelekileyo kwiSebe iWDCED kune notshintsha-tshintsho. Ngaphandle kwango-2008, kubekho ireyithi ephezulu yokubuyiswa kweengxelo kwiSnap Survey ye-*Annual School Survey*. Iprogram ka-2010 yokuhanjelwa kwezikolo ezizimeleyo yakhokelela ekwandeni kakhulu kokubuyiswa kweengxelo kwi-Snap Survey ngo-2010.

	SNAP 07 Kwangeniswa	SNAP 08 Kwangeniswa	SNAP 09 Kwangeniswa	ASS 07 Kwangeniswa	ASS 08 Kwangeniswa	ASS 09 Kwangeniswa	SNAP 10 Kwangeniswa
Inani	73	63	96	59	86	62	105
%	57.48	49.61	75.59	46.46	67.72	48.82	82.6

IThebhile 2 Ukufana kwamaxwebhu e-ASS neSS ngokususelwa kwisampula zezikolo eziyi-127 (Uvimba eDatha: I-EMIS)

Imingenzi ekhethekileyo nezisombululo nemiba efuna uqwalaselo oluqhubelekayo

Umngeni 1: Ukulawula unxibelelwano nezikolo ezizimeleyo ngokweemeko zemisebenzi ezikhuphisanayo (in the context of competing responsibilities)

Isisombululo:

- Amagosa akwaNdlunkulu aya kuqhuba ubalo ngokusebenzisa amaxwebhu (*paper-based audit*) kuzo zonke izikolo ezizimeleyo nezikolo zasemakhaya kwiziko ledatha leWCED ngo-2010.
- Yi-80% yezikolo ezizimeleyo ezingenisa iingxelo zemali eziphicothiweyo njengoko kumiselweyo kwimigaqo.
- Izikolo ezizimeleyo ezifaneleke ukufumana inkxaso-mali, ziya kuyifumana ngexesha elililo.
- Bamalunga ne-25% ootitshala kwizikolo ezizimeleyo abaya koomasifundisane bophuhliso abaqhutywa sisithili semfundo, ngakumbi aboo boLwazi lokuFunda noLwazi lokuBhala noLwazi lokuBala.

9.4 IProgram 4: Imfundo yeSikolo esineeMfuno eziZodwa sikaRhulumente

Injongo yeprogram

Ukubonelela ngemfundo enyanzelekileyo kwizikolo zemfundo eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo waseMzantsi Afrika nomgaqo-nkqubo i-*White Paper 6 on Inclusive Education*

Iprogram yeMfundo yeSikolo sikaRhulumente esiQhelekileyo (*Ordinary School Education programme*) inezi program zisekelayo zilandelayo:

Izikolo

- ukubonelela izikolo zemfundo eneemfuno ezizodwa zikarhulumente ngezibonelelo (*resources*)

linkonzo zoqeqesho/zootitshala

- ukunika inkxaso izikolo zikarhulumente zemfundo eneemfuno ezizodwa

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabo bangezo titshala kwizikolo zikarhulumente eziqhelekileyo

Ukuqulunqwa kwemigaqo-nkqubo yeprogram ngo-2009/10

Nge-1 Apreli 2010 uMthetho waBantwana, 2005, (uMthetho 38 ka-2005) waqalisa ukusebenza. NgokweSiqu 196 (3) kuMthetho waBantwana, 2005 (uMthetho 38 ka-2005), izikolo zemizi-mveliso (*schools of industry*) nezokubuyiswa kwezimilo (*reform schools*), eziluxanduva lweSebe leMfundo lephondo, ngalo mhla apho eli esi siqendu siqalisa ukusebenza, ziba luxanduva lweSebe loPhuhliso lweNtlalo lephondo (*provincial Department of Social Development*), kwisithuba seminyaka emibini yokuqaliswa kwesahluko esifanelekileyo kulo Mthetho. Oku kuthetha ukuba izikolo zemizi-mveliso nezikolo zokubuyiselwa kwezimilo eMzantsi Afrika kufanele zinikezelwe kwiSebe loPhuhliso lweNtlalo ekupheleni kuka-Apreli 2010. ISebe leMfundo esiSiseko kuZwelonke (*National Department of Basic Education*) liya kuququzelela inkqubo ngokudibene neSebe loPhuhliso lweNtlalo okanye amanye amasebe afanelekileyo. Kungokunje kuphela zizikolo ezithathu ezineemfuno ezizodwa eNtshona Koloni ezinako ukuthatha abafundi abathunyelwe ngokwale mithetho ifanelekileyo.

ST401	IZIKOLO ZIKARHULUMENTE ZEMFUNDO ENEEMFUNO EZIZODWA -Imiba ephambili				
	2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye	
IINTLAWULO ZEEPGRAM EZISEKELAYO (R'000)					
4.1 Izikolo	434,279	510,390	626,223	623,604	
4.2 linkonzo zoqeqesho/zootitshala	46	0	0	0	
4.3 Uphuhliso lwezakhono zabasebenzi	0	0	0	0	
ITOTALI	434,325	510,390	626,223	623,604	
IINTLAWULO NGOKOKUHLELWA KWEZOQOQOSHO (R'000)*					
Intlawulo zalo nyaka-mali	354,586	414,963	490,034	490,034	
Imbuyiselo yabasebenzi	349,223	411,090	484,441	484,441	
Ootitshala	276,235	328,379	389,141	389,141	
Abasebenzi abangengabo ootitshala	72,988	82,711	95,300	95,300	
limpahla neenkonzo kunye nezinye izinto kulo nyaka-mali	5,363	3,873	5,593	5,593	
Inkxaso-mali neentlawulo ezenziwa ngoomatshini	79,739	95,427	106,446	104,246	
Intlawulo zee-capital assets	0	0	29,743	29,324	
ITOTALI	434,325	510,390	626,223	623,604	
IINKCUKACHA-MANANI ZENTSEBENZO					
UKUQESHWA KWABASEBENZI					
Inani lootitshala (abaqeshwe ngurhulumente)	1 649	1 646	1 644	1 746	
Inani labangezotitshala (abaqeshwe ngurhulumente)	950	963	915	984	
UBHALISO					
Ukuya kufikelela kubandakanywa neBakala 7	9 665	6143	10 244	8 522	
IBakala 8 nengaphezulu	6 050	7 772	6 866	9 444	
AMAZIKO NEZISEKO ZOPHUHLISO					
Izikolo	72	72	75	72	

ST401	IZIKOLO ZIKARHULUMENTE ZEMFUNDO ENEEMFUNO EZIZODWA -Imiba ephambili (Isaqhubeka)				
		2007/08 Eyona kanye kanye	2008/09 Eyona kanye kanye	2009/10 Ithagethi	2009/10 Eyona kanye kanye
► IMILINGANISELO YENTSEBENZO					
► PM 401: Inani labantwana abaneemfuno zemfundo ezizodwa abaneminyaka eyi-6 ukuya kweyi- 15 abangabhalisanga kumaziko emfundo					
	Umlinganiselo omtsha	15,764	306	204	1 800* [295]
► PM402: Inani labafundi ababhalise kwiZikolo zikahulumente zemfundo eneeMfuno ezizodwa					
		15,764	15 790	17 110	17 966
<p>Makuqatshelwe:</p> <p>1. Le Ngxelo yoNyaka inika ingxelo kwisethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (Performance Measures). Kwi-Annual Performance Plan (APP) ka- 2009/10 amanqaku afundeka ngolu hlobo: Ngumlinganiselo weNtsebenzo kaZwelonke omisha yiyo le nto kungekho datha yezembali (historical data) phantsi kwezo fomula zithile nemiqathango Ngenxa yokuba ithagethi kufanele zimiselwe, kusetyenziswe uqikelelo ukwenzela inqanaba eliqikeleliweyo ngo-2008/09 ngokusekelwe kwinkcazo eneenkcukacha kwisethi zedatha efanayo. Njengoko izinto zedatha kule Mlinganiselo yeNtsebenzo mitsha ibingaboniswa kwiNgxelo yoNyaka ka2008/09 inkcazo yazo njenge-“Eyona kanye” mayithathelwe ingqalelo kwezo meko-bume.</p> <p>2. * Makuqatshelwe ukuba ithagethi yamiselwa ngethuba lezicelo ezenziwa kwiWCED. Inani elingu-1800 yingcaciso ebonelelwe yi-DoBE nefunyenwe kwi-General Household Survey (GHS) ka- StatsSA. Okokuba ingxelo zamaxwebhu kukuba itotali yamanani abemi baseNtshona Koloni (WC population) yabantwana abakhubazekileyo kolu didi ngu- 10 416 nokuba, yi-17.3% yelo nani lityolali ngabo bangayibo kumaziko emfundo.</p> <p>3. Uvimba weDatha kwi- PM 402: “Annual Survey for Public Special Schools” (2009)</p> <p>4. Ithagethi ka-2009/10 kwi-Nkcitho linali loLwabiwo-mali lokuGqibela luka-2009/2010(Final Appropriation 2009/10 figure)</p>					

IMilinganiselo yeNtsebenzo: Ingxoxo ngemiba engangqinelaniyo kwingxelo
<p>► PM401: Inani labantwana abaneemfuno zemfundo ezizodwa abaneminyaka eyi-6 – 15 abangabhalisanga kumaziko emfundo</p> <p>Ithagethi: 204 Ithagethi kanye kanye: 295 Lo mlinganiselo wentsebenzo awukwazi kungqiniswa. Izinto ezenzeka ngoku zibonisa ukwanda kwabafundi ababengabhalisanga ngaphambili kwizikolo zemfundo eneemfuno ezizodwa, ngakumbi abasuka eMpuma Koloni, kumanye amaphondo kunye nabaziimbacu (<i>refugees</i>). Funda inothi ekwithebhile elapha ngasentla.</p> <p>► PM402: Inani labafundi ababhalise kwiZikolo zeMfundo eneeMfuno eziZodwa</p> <p>Ithagethi: 17,110 Inani kanye kanye: 17,966 Ukwanda kwinani labafundi abakweli candelo sisiphumo sokukhula ngokwandayo kwezikolo ezikhoyo zokufundisa ngezakhono kwithuba leminyaka emine kwakhona nokusekwa kwezikolo ezibini ezongezelelweyo zokufundisa ngezakhono minyaka le.</p>

Inkqubela

Iziseko zokukhuthaza ukwanda

NgokoMgaqo-nkqubo 6 weMfundo oSebenzayo (*Education White Paper 6*) iSebe iWCED limisele iziseko zokulungiselela ukuqaliswa kwemfundo ebandakanya bonke abafundi (*inclusive education*) (IE) ngokusebenzisa (iikomiti zee-ofisi zezithili zemfundo zokunika inkxaso) (*district-based support teams*), (2) ukomelezwa kwezikolo zemfundo eneemfuno ezizodwa ukuba zibe ngamaziko oncedo (*resource centres*), (3) ukusekwa kweyunithi ze-ELSEN kwizikolo zikarhulumente eziqhelekileyo ezikhethiweyo ukuba zibe zizikolo ezinika inkonzo ephela, kuze okwe-(4) ibe kukwakhiwa kweekomiti zokunika inkxaso kwinqanaba lamaziko.

(1) Iikomiti zokunika inkxaso kwii-ofisi zezithili zemfundo

Iikomiti zokunika inkxaso kwii-ofisi zezithili zemfundo ziyakwazi ukufikelela kule nkonzo ilandelayo yabasebenzi yokunika inkxaso kwimfundo eneemfuno ezizodwa: kwiisayikhlojisti, koonontlalo-ntle, kubacebisi bokunika inkxaso kwimfundo, kwiitheraphisti eziziintloko, kubacebisi ngezekharityhulam bemfundo eneemfuno ezizodwa, kubasebenzi abaqeqeshiweyo bezeHIV/AIDS kunye nakubasebenzi abaqeqeshelwe ukutya abafundi ezikolweni.

(2) Izikolo zemfundo eneemfuno ezizodwa njengamaziko oncedo

Ngoku, iSebe iWCED linezikolo zemfundo eneemfuno ezizodwa eziyi-74 ezinabafundi abamalunga ne-17,970 yabaneemfuno zemfundo ezizodwa. Eli nani liqitha kwithagethi eqikelelwayo ye-17,110 ngabafundi abayi-856. Ukwanda kwinani labafundi kweli candelo kusiiphumo sokukhula ngokwandayo kwezikolo ezikhoyo ezifundisa ngezakhono kwithuba leminyaka emine edlulileyo, kwakhona nokuphuhlisa kwezikolo ezibini ezongezelelweyo zokufundisa ngezakhono minyaka le. Isebe lemfundo lizibandakanya kwiprogram yokomeleza izikolo zemfundo eneemfuno ezizodwa ezikhethiweyo ukuba zibe ngamaziko oncedo kwanezikolo zemfundo eneemfuno ezizodwa. Amaziko oncedo akhethiweyo akwazizikolo zemfundo eneemfuno ezizodwa afumana izithuba ezongezelelweyo zeekomiti zokunika inkxaso zangaphandle ukunika inkxaso kwizikolo zemfundo eneemfuno ezizodwa nakwiiyunithi ze-ELSEN kwizikolo ezibonelela ngenkonzo ephela. Ezi zithuba zingaphezulu zibandakanya iitheraphisti ezingootitshala, iisayikhlojisti kwanootitshala bokunika inkxaso ekufundeni.

(3) Izikolo zikarhulumente eziqhelekileyo njengezikolo ezibonelela ngenkonzo ephela

Inani leeyunithi ze-ELSEN kwizikolo eziyi-95 ezibonelela ngenkonzo ephela landile ukuya kutsho ku-100 kwaye kuqikelelwa ukuba eli nani liya kukhula liyokutsho ku-139 ngo-2010/2011. Uninzi lwabafundi abakwiiyunithi ze-ELSEN ngabafundi ababesenokuthunyelwa kwizikolo zemfundo eneemfuno ezizodwa kwixesha elidlulileyo. Inani lootitshala abanika inkxaso ekufundeni abakwizikolo zikarhulumente eziqhelekileyo kunye nezikolo ezibonelela ngenkonzo ephela linyukile ngo-32 ukuya kwitotali engu-552 yezithuba. Aba titshala bancedisa ekufundeni bancediswa ziikomiti zezithili zemfundo ezinika inkxaso, ziikomiti zeeseke the kwanangamaziko oncedo/nazizikolo zemfundo eneemfuno ezizodwa.

(4) Iikomiti zokunika inkxaso zenqanaba lamaziko (*Institutional level support teams*) (ILSTs)

Iikomiti zokunika inkxaso kwinqanaba lamaziko zisekiwe kwizikolo zikarhulumente kwaye zifumana ukomelezwa qho.

Izikolo zokufundisa ngezakhono

Izikolo ezibini ezongezelelweyo zokufundisa ngezakhono, iCafda neFaure School of Skills, zasekwa ngo-2009/2010 ukwandisa itotali yenani kweli phondo iyokutsho ku-15. Ukwamkelwa kwabafundi eSiviwe School of Skills kwaye kwandiswa ngokongeza iiklasi ezintlanu ezingaphezulu. Ukongeza kwezi zikolo zikhoyo ngoku zokufundisa ngezakhono, izikolo zemfundo eneemfundo ezizodwa ezithandathu zaye zongeza iiyunithi ezifundisa iiprogram zezakhono zepraktikhali kwizikolo ezifundisa ngezakhono.

Ikharithyulam

Iikharithyula ze-NCS ziye zalungelelaniselwa izikolo zokufundisa ngezakhono. Ikharithyulam yeSikolo sokufundisa ngezakhono izama ukubandakanya iMfundo eneeMfundo eziZodwa zeMfundo yabafundi abathile ababuthathaka abasengozini yokuyeka esikolweni phambi kokufikelela kwiBakala 9. Ikharithyulam yeSikolo esifundisa ngezakhono ifundisa abafundi ngezakhono kwiinkalo ezinjengomsebenzi wokubeka isitena (*bricklaying*), wokuchwela (*carpentry*), wokudibanisa iintsimbi (*welding*) kunye nezinye iinkalo ezinxulumeneyo ezibenza ukuba bakwazi ukuthatha inxaxheba kwimalike yezomsebenzi. Le kharithyulam icetyiswayo ithatha iminyaka emine. UNyaka 1 ngunyaka wezifundo ezikulungiselela elinye inqanaba (*bridging year*) kwaye bonke abafundi bafumana ukuvavanywa ngesixhobo sovavanyo olwandlalelayo (*baseline evaluation tool*). Iimfundo zabafundi ngokuphathelele kwizifundo zoLwazi lokuFunda nokuBhala kunye noLwazi lokuBala zifumana ukuqatshelwa ngelokungenelela ngoncedo kwanokunika inkxaso. Abafundi kwakhona bafundiswa iindidi ngeendidi zezakhono ukwenzela ukuba benze izigqibo ezingingisisekweyo zoNyaka 2. KuNyaka 2–4: Ugxininiso lusasele lukwizifundo zoLwazi lokuFunda nokuBhala kunye noLwazi lokuBala lukhatshwa sisifundo sesakhono esibalulekileyo nesakhono esisekelayo (*major skill and a sub-skill*).

Uphuhliso lwezakhono zabasebenzi

Isemina engeenkqubo ezingcono zonyango nokuphilisa ngokwasengqondweni okanye emzimbeni (*medical and therapeutic services*) kwakuyiwe kuyo ziitheraphisti zemfundo eziyi-162 noonesi abaqeqeshiweyo.

Iisayikholojisti zezikolo zinyanzelekile ukuba zilandele imigaqo yokuziphatha ngentsulungeko (*ethical codes*) enxulumene nomhlaba wokusebenza kweesayikholojisti. ISebe iWCED libonelele ngamathuba oqeqesho kwiisayikholojisti ezibhalisiweyo kwi*Ethics for Psychologists: Introduction and Confidentiality* zaze iisayikholojisti eziyi-82 zaya kolu qeqesho.

Oonontlalo-ntle bezikolo baya kuqeqesho ngenjongo yokwandisa ubuchule babo bokuqonda, ukucalula nokuphendula kwimeko yezamaziko yeSebe iWCED. Oonontlalo-ntle kufuneka balungelane nemeko eyahluke kakhulu ngenxa yokuba oonontlalo-ntle bezikolo babonelela ngenkonzo kwimeko apho ukugxila kwenkonzo kukwimfundo kunokuba kusenxa kwezobuntlalo-ntle. Oonontlalo-ntle baye bafumana uqeqesho kuMthetho waBantwana, ka-2005 (uMthetho 38 ka-2005), noMthetho woLwaphulo-mthetho kwezeSondo (*Sexual Offences Act*) ngokunjalo neenkalo ezilishumi eziphambili ngokobaluleko seSebe iWCED. Uxwebhu olusayilwayo i*WCED Strategy for the Prevention and Management of Substance Abuse in Schools* kuye kwabonelelwa ngalo ukulungiselela isicwangciso sokuthintela ukusetyenziswa gwenxa kweziphithikezi-ngqondo (*substance abuse*). Ngelokuphuhlisa izakhono kwiSebe iWCED zokujongana nemiba yokusetyenziswa gwenxa kweziphithikezi-ngqondo ngabafundi, Uxwebhu olusayilwayo i*WCED Child Protection* lwaqulunqwa ngentsebenziswano namagosa avela kwi-ofisi yeNkulumbuso nakwamanye amasebe karhulumente ukwenzela iNdebe yeSoka yeHlabathi.

Amagosa ayi-141 okunika inkxaso ekufundeni kwanootitshala bokunika inkxaso ekufundeni ababeye kwinkomfa egxile kwi*Learning Support within the Paradigm of Inclusive Education*. Amagosa okunika inkxaso ekufundeni nootitshala bokunika inkxaso ekufundeni bayile kwiprogram yokuqeqesha yeMathematika yabafundi bezikolo eziziprayimari kwaye baye babonelelwa ngefayili yokunika inkxaso ekufundeni ukuxhasa iinkqubo eziqhutywa ngcono kakhulu.

Ukugxila kwesicwangciso seSebe iWCED sokukhuthaza indlela yokuziphatha kakuhle kusekutshintsheni indlela yokucinga isuke kwiinkqubo zokohlwaya kwanokunyanzelisa isingise kwindlela yengqeqesho eyakhayo, uphuhliso lolutsha kunye nezicwangciso zokubuyisela izinto esiqhelweni (*restorative strategies*). Uqeqesho kwiprogram yokulawula ukuziphatha ngendlela eyiyo olusekelwe phezu kwemigaqo yentsusa yeNkqubo yeSangqa soBugorha kwaye kwaqhu-tyekwa nalo. Itotali yootitshala abayi-613 nabasebenzi bee-ofisi zesithili zemfundo bafumana uqeqesho kwiiprogram ezintathu zesiseko (*three foundation programmes*).

Ukuphunyezwa kwakhona kweSicwangciso sokuSkrina, ukuQwalasela, ukuVavanya nokuNika iNkxaso (*Screening, Identification, Assessment and Support Strategy*) kwakhokelela ekuqeqeshweni kwamagosa angaphezulu ayi-1929 ezikolweni nakwii-ofisi zezithili zemfundo.

Imingeni ethile namanyathelo okuyoyisa

Umngeni: Uxinzelelo kwindawo yokufundela

Imfuno ekhulayo yokunika inkxaso igqithile kwizibonelelo zoncedo ezifumanekayo ezibandakanya ezoluntu, ezezakhiwo kwanezibonelelo zemali kwiphondo oko kukhokelele kwilisti yabasalandileyo kuninzi lwezikolo zemfundo eneemfuno ezizodwa. Nangona ikho le mingeni, ukunikwa kwenkxaso yemfundo eneemfuno ezizodwa kwandisiwe ngemali engaphezulu evela kwiOfisi kaNondyebo kaZwelonke ukwenzela ukuba kwandiswe imfundo ebandakanya bonke abafundi. Nakuba kunjalo, uninzi lwenkxaso-mali kubonelelwe ngayo ekudaleni izithuba ezingaphezulu ukomeleza izikolo ezinemfuno eneemfuno ezizodwa ezikwangamaziko oncedo, izikolo ezibonelela ngenkonzo ephelileyo kwaneekomiti ezinika inkxaso ezikwii-ofisi zezithili zemfundo.

Imiba efuna ukunikwa ingqwalaselo okokoko

Ukwandiswa kwemfundo ebandakanya bonke abafundi kufuna ukunikwa ingqwalaselo okokoko. Le projekthi isasele iyiprojekthi exhaswa ngemali nguzwelonke. Ekuhambeni kwexesha iSebe iWCED liya kubandakanya inkxaso-mali yokwandiswa kwemfundo ebandakanya bonke abafundi kwibhajethi yamacandelo yeSebe iWCED.

Ukuphuculwa kokuziphatha kwabafundi ezikolweni kusasele kungumngeni ofuna inkqubo eqingqiweyo nelungiselelweyo ukwenzela ukuba ibe yimpumelelo. Isicwangciso seSebe iWCED sokukhuthaza ukuziphatha ngendlela eyiyo sinika umgaqo-sikhokelo wokutshintsha izikolo zibe ziindawo ezinceda abo banokuziphatha ngendlela edala ingxaki ukuba batshintshe oku kuziphatha, kwaye kunikwe amathuba ootitshala okuphendula ngempumelelo nangokufanelekileyo koku kuziphatha kungumngeni ngaphakathi nangaphandle eklasini.

9.5 IProgram 5: IMfundo noQeqesho oluQhubekayo

Injongo yeprogram

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelana noMthetho weKholeji weMfundo noQeqesho oluQhubekayo (2006)

Iprogram yeFET inezi program zisekelayo zilandelayo:

Amaziko karhulumente

- Ukubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo (*resources*)

Iinkonzo zokuqeqeshelwa umsebenzi

- Ukunika inkxaso kwiikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

- Ukubonelela ngophuhliso loqeqesho kootitshala nakwabangengotitshala kwiikholeji zeFET zikarhulumente

Igranti ekhutshwa phantsi kwemiqathango

- Ukubonelela ngokuxhotyiswa kwakhona kwabasebenzi (*re-capitalisation*) beekholeji zeFET zikarhulumente

Iprogram yophuhliso lomgaqo-nkqubo ngo-2009/10

ISebe leMfundo yaMaziko ePhakamileyo noQeqesho (*Department of Higher Education and Training*) (DHET) lasekwa ngoMeyi 2009. Eli sebe lifaka amaziko emfundo ephakamileyo, iikholeji zeFET, iiSETA nee-AET phantsi kwesebe elinye kwaye ligxininisa kwimfundo noqeqesho olulandela emva kwemfundo yasesikolweni. Ngokusekwa kweSebe leMfundo noQeqesho i-DHET, iikholeji zeFET ziya kuba phantsi kolawulo lukazwelonke. ISebe leMfundo noQeqesho i-DHET namasebe emfundo kazwelonke aya kusayina umgaqo wemvumelwano ngezolawulo (*protocol of agreement*) ngethuba leenguqu kunye nolawulo lweekholeji.

Umgqo-nkqubo wemimiselo nemigangatho yokuxhaswa ngemali kweekholeji zeFET (*The norms and standards policy for funding FET Colleges*): Ngokwesiqendu 23 soMthetho 16 weMfundo eQhubekayo neKholeji ka-2006, uMphathiswa kufuneka aqinisekise imimiselo nemigangatho engumlinganiselo omncinane wokuxhaswa ngemali kweekholeji zeFET. Le mimiselo nemigangatho yaqulunqwa ngokuthetha-thethana njengoko kufunekayo kuMthetho okhankanywe ngasentla yaza yapapashwa kwiGazethi kaRhulumente No. 32010 nge-16 Matshi 2009. Umhla wokuqalisa ukusetyenziswa kwemimiselo yenkxaso-mali yayiyi-1 Apreli 2010.

Okubalulekileyo kukuba imimiselo nemigangatho isekelwe kwiindleko zokubonelela ngemfundo noqeqesho lweSatifikethi sikaZwelonke: kwiiProgram zeZifundo ngoMsebenzi (*National Certificate: Vocational Programmes*). Isiqendu 13 semimiselo yokubonelela ngemali sichaza ukuba: "Ifomula yokubonelela ngemali inamacandelo amathathu. Eyokuqala yinkxaso-mali karhulumente ehlawula i-80% yeendleko zeprogram. Eyesibini kukubeka umqathango omakungagqithwa kuwo kwiifizi zenqanaba lekholeji, ngokwenjenjalo kuncitshiswe iindleko zeprogram ezisenokuhlululwa ukuya kutsho kwi-20% yeendleko zeprogram. Eyesithathu kukusekwa kwesikim sebhazari kazwelonke ukuqinisekisa ukuba abafundi, abanamandla ngokwezemfundo koko behlwempuzekile, bafumana ukuncediswa ukuba bahlawule iifizi zekholeji." Ukwabelwa kweemali iikholeji kwiinzame zokusebenzisa le mimiselo kwenzeka ngohlobo lwegranti ekhutshwa phantsi kwemiqathango, kuhamba neentlawulo zenyanga. Intlawulo yemali ezikholejini ukuphumeza le mimiselo yenzeka ngegranti ehlawulwa ngemiqathango, iintlawulo zisenziwa qho ngenyanga.

ST501	IMFUNDO NOQEQESHO OLUQHUBELEKAYO – Imiba ephambili				
	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagethi	2009/10 Eyona kanye	
INTLAWULO NGOKOHHLELO LWEZOQQQOSHO (R'000)*					
5.1 Amaziko karhulumente	237,228	289,885	368,917	368,917	
5.2 linkonzo zokufundisa	0	0	0	0	
5.3 Uphuhliso lwezakhono zabasebenzi	0	0	0	0	
5.4 ligranti ezikhutshwa phantsi kwemiqathango	80,000	77,305	0	0	
ITOTALI	317,228	367,190	368,917	368,917	
INTLAWULO NGOKOHHLELO LWEZOQQQOSHO (R'000)*					
Intlawulo yangoku	169,049	200,850	212,675	212,675	
Imbuyiselo yabaqeshwa	169,049	200,850	212,670	212,670	
Ootitshala	142,508	169,098	180,045	180,045	
Abangengotitshala	26,541	31,752	32,625	32,625	
limpahla neenkonzo nokunye	0	0	5	5	
limali ezihlawuliweyo (transfers) neenkxaso-mali	148,179	166,340	156,242	156,242	
lintlawulo zee-asethi i-capital assets	0		0	0	
ITOTALI	317,228	367,190	368,917	368,917	
*Ithagethi yeNkcitho ka-2009/10 linani loLwabiwo-mali lokuGqibela luka-2009/10					
EZABASEBENZI					
Ootitshala	1176	1123	24	24	
UKUBHALISA					
Inani elilinganayo labafundi abasisigxina	23 945	29 868	20 000	28 053	
Abafundi (Ukubala iintloko zabafundi) (a)	54 721	39 083	39 551	29 887	
abanye babo ngababhinqileyo	22 737	17 918	19 343	15 247	
abakumacandelo ezobugcisa (b) *	2 321	1 810	8 500	1 154	
Abafundi abagqiba iiprogram ngempumelelo apha enyakeni (c)	38 304	20 744	30 000	21 665	

ST501	IMFUNDU NOQEQESHO OLUQHUBELEKAYO – Imiba ephambili				
	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagethi	2009/10 Eyona kanye	
IINKUKACHA-MANANI EZINGOKUQHELANISO-MSEBENZI (LEARNERSHIPS)					
limvumelwano ezisebenzayo zabafundi zoqhelaniso-msebenzi kwiphondo (d) **		Akukho datha ifumanekayo	5 000	4 196	
Inani leemvumelwano ezibandakanya iikholeji zeFET njengababoneleli (e) ***	4 500	4 200	1 090	4 196	
► IMILINGANISELO YENTSEBENZO					
► PM501: Inani labafundi beNC(V) ababhalise kwiikholeji zeFET zikarhulumente	I-PM entsha	5 720	11 970	12 742	
► PM502: Inani labafundi be-NC(V) ababhalise kumacandelo obugcisa (Civil, Mechanical, Design ne-Electrical fields, ubuncinane enye yezi, akumelanga ukuba zibalwe kabini)	I-PM entsha	8 147	5 027	4 280	
► PM503: Inani labafundi abafakwe kwiinkqubo zoqhelaniso-msebenzi (learnerships) abafundi kunye nomsebenzi kwiikholeji yeFET	I-PM entsha	2 470	6 500	4 196	
► PPM 501: Inani leebhasari zokufunda ezinikwa abafundi kwiikholeji zeFET	I-PM entsha	6 260*	10 000	8 124	
Qaphela:					
1. Le Ngxelo yoNyaka ichaza ngesethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (national Performance Measures). KwiSicwangciso seNtsebenzo soNyaka (Annual Performance Plan) (APP) ka-2009/10 isaziso sifundeka ngokulandelayo: "Le yiMlinganiselo yeNtsebenzo kaZwelonke eMfisha kungoko kungekho datha inika imbali phantsi kwezo fomiyula kwanemimiselo ethile". Ngenxa yokuba iithagethi ezintsha kufuneka zimiselwe, kwasetyenziswa uthelekiso kwindanaba lenggikelelo okanye lokucingelwayo ilika-2008/09, kusekelwe ekwenzeni izigqibo ngokufunda isethi zedatha ezifanayo. Njengoko imiba yedatha echazwe kule Mlinganiselo yeNtsebenzo mitsha yayingabhalwanga kwiNgxelo yoNyaka ka-2008/09, ukuchazwa kwazo njengemali "eyeyona kanye" zimelwe ukuqondwa ngokwale meko.					
2. * Qaphela ukuba inkcazo-magama yamacandelo ezobugcisa icaciswe ngqo yaziswa kumacandelo ezoBunjinieli ukwenzela ukuba ingqinelane nenkcazo-magama ye-NC(V).					
3. ** Ababoneleli bakaarhulumente nababucala bayabandakanyeka kuqhelaniso-msebenzi (learnership delivery). Le datha imele idatha "yeekholeji zeFET zikarhulumente kuphela"					
4. *** Iikholeji zisayina iimvumelwano nabafundi abakwiiprogram zoqhelaniso-msebenzi, ngoko ke inani elo linye nelo likwiPM503					
5. **** Qaphela ukuba inani lentusa libaliwe kwi-APP echaphazelekayo, kwamiselwa ithagethi yayo, engu-9 250. Imihla yokupapashwa kwe-APP yandulela inkqubo yoku-oditha ekupheleni konyaka kungenxa yeso sizathu ithagethi yayisekelwe kwingcamango engacingisiswanga.					

IMilinganiselo yeNtsebenzo: lingxoxo ngomahluko
PM401: Inani labantwana abaneemfundo zemfundo ezizodwa abaneminyaka eyi-6 – 15 abangabhalisanga kumaziko emfundo
<p>Ithagethi: 204</p> <p>Ithagethi kanye kanye: 295</p> <p>Lo mlinganiselo wentsebenzo awukwazi kungqinisiswa. Izinto ezenzeka ngoku zibonisa ukwanda kwabafundi ababengabhalisanga ngaphambili kwizikolo zemfundo eneemfundo ezizodwa, ngakumbi abasuka eMpuma Koloni, kumanye amaphondo kunye nabaziimbacu (<i>refugees</i>). Funda inothi ekwithebhile elapha ngasentla.</p>
► PM402: Inani labafundi ababhalise kwiZikolo zeMfundo eneemfundo eziZodwa
<p>Ithagethi: 17,110</p> <p>Inani kanye kanye: 17,966</p> <p>Ukwanda kwani labafundi abakweli candelo sisiphumo sokukhula ngokwandayo kwezikolo ezikhoyo zokufundisa ngezakhono kwithuba leminyaka emine kwakhona nokusekwa kwezikolo ezibini ezongezelelweyo zokufundisa ngezakhono minyaka le.</p>

Inkqubela

Iziseko zokukhuthaza ukwanda

NgokoMgaqo-nkqubo 6 weMfundo oSebenzayo (*Education White Paper 6*) iSebe iWCED limisele iziseko zokulungiselela ukuqaliswa kwemfundo ebandakanya bonke abafundi (*inclusive education*) (IE) ngokusebenzisa (iikomiti zee-ofisi zezithili zemfundo zokunika inkxaso) (*district-based support teams*), (2) ukomelezwa kwezikolo zemfundo eneemfundo ezizodwa ukuba zibe ngamaziko oncedo (*resource centres*), (3) ukusekwa kweeyunithi ze-ELSEN kwizikolo zikarhulumente eziqhelekileyo ezikhethiweyo ukuba zibe zizikolo ezinika inkonzo epheleleyo, kuze okwe-(4) ibe kukwakhiwa kweekomiti zokunika inkxaso kwinqanaba lamaziko.

(1) Iikomiti zokunika inkxaso kwii-ofisi zezithili zemfundo

Iikomiti zokunika inkxaso kwii-ofisi zezithili zemfundo ziyakwazi ukufikelela kule nkonzo ilandelayo yabasebenzi yokunika inkxaso kwimfundo eneemfundo ezizodwa: kwiisayikhlojisti, koonontlalo-ntle, kubacebisi bokunika inkxaso kwimfundo, kwiitheraphisti eziziintloko, kubacebisi ngezekharityhulam bemfundo eneemfundo ezizodwa, kubasebenzi abaqeqeshiweyo bezeHIV/AIDS kunye nakubasebenzi abaqeqeshelwe ukutyisa abafundi ezikolweni.

(2) Izikolo zemfundo eneemfundo ezizodwa njengamaziko oncedo

Ngoku, iSebe iWCED linezikolo zemfundo eneemfundo ezizodwa eziyi-74 ezinabafundi abamalunga ne-17,970 yabaneemfundo zemfundo ezizodwa. Eli nani ligqithe kwithagethi eqikelelwayo ye-17,110 ngabafundi abayi-856. Ukwanda kwani labafundi kweli candelo kususiphumo sokukhula ngokwandayo kwezikolo ezikhoyo ezifundisa ngezakhono kwithuba leminyaka emine edlulileyo, kwakhona nokuphuhlisa kwezikolo ezibini ezongezelelweyo zokufundisa ngezakhono minyaka le. Isebe lemfundo lizibandakanye kwiprogram yokomeleza izikolo zemfundo eneemfundo ezizodwa ezikhethiweyo ukuba zibe ngamaziko oncedo kwanezikolo zemfundo eneemfundo ezizodwa. Amaziko oncedo akhethiweyo akwazizikolo zemfundo eneemfundo ezizodwa afumana izithuba ezongezelelweyo zeekomiti zokunika inkxaso zangaphandle ukunika inkxaso kwizikolo zemfundo eneemfundo ezizodwa nakwiyunithi ze-ELSEN kwizikolo ezibonelela ngenkonzo epheleleyo. Ezi zithuba zingaphezulu zibandakanya iitheraphisti ezingootitshala, iisayikhlojisti kwanootitshala bokunika inkxaso ekufundeni.

(3) Izikolo zikarhulumente eziqhelekileyo njengezikolo ezibonelela ngenkonzo epheleleyo

Inani leeyunithi ze-ELSEN kwizikolo eziyi-95 ezibonelela ngenkonzo epheleleyo landile ukuya kutsho ku-100 kwaye kuqikelelwa ukuba eli nani liya kukhula liyokutsho ku-139 ngo-2010/2011. Uninzi lwabafundi abakwiyunithi ze-ELSEN ngabafundi ababesenokuthunyelwa kwizikolo zemfundo eneemfundo ezizodwa kwixesha elidlulileyo. Inani lootitshala abanika inkxaso ekufundeni abakwizikolo zikarhulumente eziqhelekileyo kunye nezikolo ezibonelela ngenkonzo epheleleyo linyukile ngo-32 ukuya kwitotali engu-552 yezithuba. Aba titshala bancedisa ekufundeni bancediswa ziikomiti zezithili zemfundo ezinika inkxaso, ziikomiti zeeseke the kwanangamaziko oncedo/nazizikolo zemfundo eneemfundo ezizodwa.

(4) Iikomiti zokunika inkxaso zenqanaba lamaziko (*Institutional level support teams*) (ILSTs)

Iikomiti zokunika inkxaso kwinqanaba lamaziko zisekiwe kwizikolo zikarhulumente kwaye zifumana ukomelezwa qho.

Izikolo zokufundisa ngezakhono

Izikolo ezibini ezongezelelweyo zokufundisa ngezakhono, iCafda neFaure School of Skills, zasekwa ngo-2009/2010 ukwandisa itotali yenani kweli phondo iyokutsho ku-15. Ukwamkelwa kwabafundi eSiviwe School of Skills kwaye kwandiswa ngokongeza iiklasi ezintlanu ezingaphezulu. Ukongeza kwezi zikolo zikhoyo ngoku zokufundisa ngezakhono, izikolo zemfundo eneemfundo ezizodwa ezithandathu zaye zongeza iiyunithi ezifundisa iiprogram zezakhono zepraktikhali kwizikolo ezifundisa ngezakhono.

Ikharityhulam

Ikharityhula ze-NCS ziye zalungelelaniselwa izikolo zokufundisa ngezakhono. Ikharityhulam yeSikolo sokufundisa ngezakhono izama ukubandakanya iMfundo eneeMfundo eziZodwa zeMfundo yabafundi abathile ababuthathaka abasengozini yokuyeka esikolweni phambi kokufikelela kwiBakala 9. Ikharityhulam yeSikolo esifundisa ngezakhono ifundisa abafundi ngezakhono kwiinkalo ezinjengomsebenzi wokubeka isitena (*bricklaying*), wokuchwela (*carpentry*), wokudibanisa iintsimbi (*welding*) kunye nezinye iinkalo ezinxulumeneyo ezibenza ukuba bakwazi ukuthatha inxaxheba kwimalike yezomsebenzi. Le kharityhulam icetyiswayo ithatha iminyaka emine. UNyaka 1 ngunyaka wezifundo ezikulungiselela elinye inqanaba (*bridging year*) kwaye bonke abafundi bafumana ukuvavanywa ngesixhobo sovavanyo olwandlalelayo (*baseline evaluation tool*). Iimfundo zabafundi ngokuphathelele kwizifundo zoLwazi lokuFunda nokuBhala kunye noLwazi lokuBala zifumana ukuqatshelwa ngelokungenelela ngoncedo kwanokunika inkxaso. Abafundi kwakhona bafundiswa iindidi ngeendidi zezakhono ukwenzela ukuba benze izigqibo ezingisisiweyo zoNyaka 2. KuNyaka 2–4: Ugxininiso lusasele lukwizifundo zoLwazi lokuFunda nokuBhala kunye noLwazi lokuBala lukhatshwa sisifundo sesakhono esibalulekileyo nesakhono esisekelayo (*major skill and a sub-skill*).

Uphuhliso lwezakhono zabasebenzi

Isemina engeenkqubo ezingcono zonyango nokuphilisa ngokwasengqondweni okanye emzimbeni (*medical and therapeutic services*) kwakuyiwe kuyo ziitheraphisti zemfundo eziyi-162 noonesi abaqeqeshiweyo.

Iisayikholojisti zezikolo zinyanzelekile ukuba zilandele imigaqo yokuziphatha ngentsulungeko (*ethical codes*) enxulumene nomhlaba wokusebenza kweesayikholojisti. ISebe iWCED libonelele ngamathuba oqeqesho kwiisayikholojisti ezibhalisiweyo kwi*Ethics for Psychologists: Introduction and Confidentiality* zaze iisayikholojisti eziyi-82 zaya kolu qeqesho.

Oonontlalo-ntle bezikolo baya kuqeqesho ngenjongo yokwandisa ubuchule babo bokuqonda, ukucalula nokuphendula kwimeko yezamaziko yeSebe iWCED. Oonontlalo-ntle kufuneka balungelane nemeko eyahluke kakhulu ngenxa yokuba oonontlalo-ntle bezikolo babonelela ngenkonzo kwimeko apho ukugxila kwenkonzo kukwimfundo kunokuba kusenxa kwezobuntlalo-ntle. Oonontlalo-ntle baye bafumana uqeqesho kuMthetho waBantwana, ka-2005 (uMthetho 38 ka-2005), noMthetho woLwaphulo-mthetho kwezeSondo (*Sexual Offences Act*) ngokunjalo neenkalo ezilishumi eziphambili ngokobaluleko seSebe iWCED. Uxwebhu olusayilwayo i*WCED Strategy for the Prevention and Management of Substance Abuse in Schools* kuye kwabonelelwa ngalo ukulungiselela isicwangciso sokuthintela ukusetyenziswa gwenxa kweziphithikezi-ngqondo (*substance abuse*). Ngelokuphuhlisa izakhono kwiSebe iWCED zokujongana nemiba yokusetyenziswa gwenxa kweziphithikezi-ngqondo ngabafundi, Uxwebhu olusayilwayo i*WCED Child Protection* lwaqulunqwa ngentsebenziswano namagosa avela kwi-ofisi yeNkulumbuso nakwamanye amasebe karhulumente ukwenzela iNdebe yeSoka yeHlabathi.

Amagosa ayi-141 okunika inkxaso ekufundeni kwanootitshala bokunika inkxaso ekufundeni ababeye kwinkomfa egxile kwi*Learning Support within the Paradigm of Inclusive Education*. Amagosa okunika inkxaso ekufundeni nootitshala bokunika inkxaso ekufundeni bayile kwiprogram yokuqeqesha yeMathematika yabafundi bezikolo eziziprayimari kwaye baye babonelelwa ngefayili yokunika inkxaso ekufundeni ukuxhasa iinkqubo eziqhutywa ngcono kakhulu.

Ukugxila kwesicwangciso seSebe iWCED sokukhuthaza indlela yokuziphatha kakuhle kusekutshintsheni indlela yokucinga isuke kwiinkqubo zokohlwaya kwanokunyanzelisa isingise kwindlela yengqeqesho eyakhayo, uphuhliso lolutsha kunye nezicwangciso zokubuyisela izinto esiqhelweni (*restorative strategies*). Uqeqesho kwiprogram yokulawula ukuziphatha ngendlela eyiyo olusekelwe phezu kwemigaqo yentsusa yeNkqubo yeSangqa soBugorha kwaye kwaqhutyekwa nalo. Itotali yootitshala abayi-613 nabasebenzi bee-ofisi zesithili zemfundo bafumana uqeqesho kwiiprogram ezintathu zesiseko (*three foundation programmes*).

Ukuphunyezwa kwakhona kweSicwangciso sokuSkrina, ukuQwalasela, ukuVavanya nokuNika iNkxaso (*Screening, Identification, Assessment and Support Strategy*) kwakhokelela ekuqeqeshweni kwamagosa angaphezulu ayi-1929 ezikolweni nakwii-ofisi zezithili zemfundo.

Imingeni ethile neMpendulo

Umngeni: Uxinzelelo kwindawo yokufundela

Imfuno ekhulayo yokunika inkxaso igqithile kwizibonelelo zoncedo ezifumanekayo ezibandakanya ezoluntu, ezezakhiwo kwanezibonelelo zemali kwiphondo oko kukhokelele kwilisti yabasalandileyo kuninzi lwezikolo zemfundo eneemfuno ezizodwa. Nangona ikho le mingeni, ukunikwa kwenkxaso yemfundo eneemfuno ezizodwa kwandisiwe ngemali engaphezulu evela kwiOfisi kaNondyebo kaZwelonke ukwenzela ukuba kwandiswe imfundo ebandakanya bonke abafundi. Nakuba kunjalo, uninzi lwenkxaso-mali kubonelelwe ngayo ekudaleni izithuba ezingaphezulu ukomeleza izikolo ezinemfundo eneemfuno ezizodwa ezikwangamaziko oncedo, izikolo ezibonelela ngenkonzo epheleleyo kwaneekomiti ezinika inkxaso ezikwii-ofisi zezithili zemfundo.

Imiba efuna ukunikwa ingqwalaselo okokoko

Ukwandiswa kwemfundo ebandakanya bonke abafundi kufuna ukunikwa ingqwalaselo okokoko. Le projekthi isasele iyiprojekthi exhaswa ngemali nguzwelonke. Ekuhambeni kwexesha iSebe iWCED liya kubandakanya inkxaso-mali yokwandiswa kwemfundo ebandakanya bonke abafundi kwibhajethi yamacandelo yeSebe iWCED.

Ukuphuculwa kokuziphatha kwabafundi ezikolweni kusasele kungumngeni ofuna inkqubo eqingqiweyo nelungiselelweyo ukwenzela ukuba ibe yimpumelelo. Isicwangciso seSebe iWCED sokukhuthaza ukuziphatha ngendlela eyiyo sinika umgaqo-sikhokelo wokutshintsha izikolo zibe ziindawo ezinceda abo banokuziphatha ngendlela edala ingxaki ukuba batshintshe oku kuziphatha, kwaye kunikwe amathuba ootitshala okuphendula ngempumelelo nangokufanelekileyo koku kuziphatha kungumngeni ngaphakathi nangaphandle eklasini.

9.5 IProgram 5: IMfundo noQeqesho oluQhubekayo

Injongo yeprogram

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelana noMthetho weKholeji weMfundo noQeqesho oluQhubekayo (2006)

Iprogram yeFET inezi program zisekelayo zilandelayo:

Amaziko karhulumente

- Ukubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo (*resources*)

Iinkonzo zokuqeqeshelwa umsebenzi

- Ukunika inkxaso kwiikholeji zeFET zikarhulumente

Uphuhliso lwezakhono zabasebenzi

- Ukubonelela ngophuhliso loqeqesho kootitshala nakwabangengotitshala kwiikholeji zeFET zikarhulumente

Iigranti ekhutshwa phantsi kwemiqathango

- Ukubonelela ngokuxhotyiswa kwakhona kwabasebenzi (*re-capitalisation*) beekholeji zeFET zikarhulumente

Iprogram yophuhliso lomgaqo-nkqubo ngo-2009/10

ISebe leMfundo yaMaziko ePhakamileyo noQeqesho (*Department of Higher Education and Training*) (DHET) lasekwa ngoMeyi 2009. Eli sebe lifaka amaziko emfundo ephakamileyo, iikholeji zeFET, iiSETA nee-AET phantsi kwesebe elinye kwaye ligxinisa kwimfundo noqeqesho olulandela emva kwemfundo yasesikolweni. Ngokusekwa kweSebe leMfundo noQeqesho i-DHET, iikholeji zeFET ziya kuba phantsi kolawulo lukazwelonke. ISebe leMfundo noQeqesho i-DHET namasebe emfundo kazwelonke aya kusayina umgaqo wemvumelwano ngezolawulo (*protocol of agreement*) ngethuba leenguqu kunye nolawulo lweekholeji.

Umgaqo-nkqubo wemimiselo nemigangatho yokuxhaswa ngemali kweekholeji zeFET (*The norms and standards policy for funding FET Colleges*): Ngokwesiqendu 23 soMthetho 16 weMfundo eQhubekayo neKholeji ka-2006, uMphathiswa kufuneka aqinisekise imimiselo nemigangatho engumlinganiselo omncinane wokuxhaswa ngemali kweekholeji zeFET. Le mimiselo nemigangatho yaqulunqwa ngokuthetha-thethana njengoko kufunekayo kuMthetho okhankanywe ngasentla yaza yapapashwa kwiGazethi kaRhulumente No. 32010 nge-16 Matshi 2009. Umhla wokuqalisa ukusetyenziswa kwemimiselo yenkxaso-mali yayiyi-1 Apreli 2010.

Okubalulekileyo kukuba imimiselo nemigangatho isekelwe kwiindleko zokubonelela ngemfundo noqeqesho lweSatifikethi sikaZwelonke: kwiiProgram zeZifundo ngoMsebenzi (*National Certificate: Vocational Programmes*). Isiqendu 13 semimiselo yokubonelela ngemali sichaza ukuba: "Ifomula yokubonelela ngemali inamacandelo amathathu. Eyokuqala yinkxaso-mali karhulumente ehlawula i-80% yeendleko zeprogram. Eyesibini kukubeka umqathango omakungagqithwa kuwo kwiifizi zenqanaba lekholeji, ngokwenjenjalo kuncitshiswe iindleko zeprogram ezisenokuhlawuliswa ukuya kutsho kwi-20% yeendleko zeprogram. Eyesithathu kukusekwa kwesikim sebhassari kazwelonke ukuqinisekisa ukuba abafundi, abanamandla ngokwezemfundo koko behlwempuzekile, bafumana ukuncediswa ukuba bahlawule iifizi zekholeji." Ukwabelwa kweemali iikholeji kwiinzame zokusebenzisa le mimiselo kwenzeka ngohlobo lwegranti ekhutshwa phantsi kwemiqathango, kuhamba neentlawulo zenyanga. Intlawulo yemali ezikholejini ukuphumeza le mimiselo yenzeka ngegranti ehlawulwa ngemiqathango, iintlawulo zisenziwa qho ngenyanga.

ST501	IMFUNDU NOQEQESHO OLUQHUBELEKAYO – Imiba ephambili				
	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagethi	2009/10 Eyona kanye	
INTLAWULO NGOKOHELELO LWEZOQQQOSHO (R'000)*					
5.1 Amaziko karhulumente	237,228	289,885	368,917	368,917	
5.2 linkonzo zokufundisa	0	0	0	0	0
5.3 Uphuhliso lwezakhono zabasebenzi	0	0	0	0	0
5.4 Iigranti ezikhutshwa phantsi kwemiqathango	80,000	77,305	0	0	0
ITOTALI	317,228	367,190	368,917	368,917	
INTLAWULO NGOKOHELELO LWEZOQQQOSHO (R'000)*					
Intlawulo yangoku	169,049	200,850	212,675	212,675	
Imbuyiselo yabaqeshwa	169,049	200,850	212,670	212,670	
Ootitshala	142,508	169,098	180,045	180,045	
Abangengotitshala	26,541	31,752	32,625	32,625	
Iimpahla neenkono nokunye	0	0	5	5	5
Iimali ezihlawuliweyo (transfers) neenkxaso-mali	148,179	166,340	156,242	156,242	
Iintlawulo zee-aseti i-capital assets	0		0	0	0
ITOTALI	317,228	367,190	368,917	368,917	
*Ithagethi yeNkcitho ka-2009/10 linani loLwabiwo-mali lokuGqibela luka-2009/10					
EZABASEBENZI					
Ootitshala	1176	1123	24	24	
UKUBHALISA					
Inani elilinganayo labafundi abasisigxina	23 945	29 868	20 000	28 053	
Abafundi (Ukubala iintloko zabafundi) (a)	54 721	39 083	39 551	29 887	
abanye babo ngababhinqileyo	22 737	17 918	19 343	15 247	
abakumacandelo ezobugcisa (b) *	2 321	1 810	8 500	1 154	
Abafundi abagqiba iprogram ngempumelelo apha enyakeni (c)	38 304	20 744	30 000	21 665	

ST501	IMFUNDO NOQEQESHO OLUQHUBELEKAYO – Imiba ephambili				
	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Iithagethi	2009/10 Eyona kanye	
IINKUKACHA-MANANI EZINGOKUQHELANISO-MSEBENZI (LEARNERSHIPS)					
limvumelwano ezisebenzayo zabafundi zoqhelaniso-msebenzi kwiphondo (d) **		Akukho datha ifumanekayo	5 000	4 196	
Inani leemvumelwano ezibandakanya iikholeji zeFET njengababoneleli (e) ***	4 500	4 200	1 090	4 196	
IMILINGANISELO YENTSEBENZO					
► PM501: Inani labafundi beNC(V) ababhalise kwiikholeji zeFET zikahulumente	I-PM entsha	5 720	11 970	12 742	
► PM502: Inani labafundi be-NC(V) ababhalise kumacandelo obugcisa (Civil, Mechanical, Design ne-Electrical fields, ubuncinane enye yezi, akumelanga ukuba zibalwe kabini)	I-PM entsha	8 147	5 027	4 280	
► PM503: Inani labafundi abafakwe kwiinkqubo zoqhelaniso-msebenzi (learnerships) abafundi kunye nomsebenzi kwiikholeji yeFET	I-PM entsha	2 470	6 500	4 196	
► PPM 501: Inani leebhasari zokufunda ezinikwa abafundi kwiikholeji zeFET	I-PM entsha	6 260*	10 000	8 124	
<p>Qaphela:</p> <p>1. Le Ngxelo yoNyaka ichaza ngesethi entsha yeMlinganiselo yeNtsebenzo kazwelonke (national Performance Measures). KwiSicwangciso seNtsebenzo soNyaka (Annual Performance Plan) (APP) ka-2009/10 isaziso sifundeka ngokulandelayo: "Le yMlinganiselo yeNtsebenzo kaZwelonke eMisha kungoko kungekho datha inika imbali phantsi kwezo fomiyula kwanemimiselo ethile". Ngenxa yokuba iithagethi ezinsha kufuneka zimiselwe, kwasetyenziswa uthelekiso kwiingqanaba lengqikelelo okanye lokucingelwayo lika-2008/09, kusekelwe ekwenzeni izigqibo ngokufunda iisethi zedatha ezifanayo. Njengoko imiba yedatha echazwe kule Mlinganiselo yeNtsebenzo mitsha yayingabhalwanga kwiNgxelo yoNyaka ka-2008/09, ukuchazwa kwazo njengemali "eyeyona kanye" zimelwe ukuqondwa ngokwale meko.</p> <p>2. * Qaphela ukuba inkcazo-magama yamacandelo ezobugcisa icaciswe ngoo yaziswa kumacandelo ezoBunjinieli ukwenzela ukuba ingqinelane nenkcazo-magama ye-NC(V).</p> <p>3. ** Ababoneleli bakahulumente nababucala bayabandakanyeka kuqhelaniso-msebenzi (learnership delivery). Le datha imele idatha "yeekholeji zeFET zikahulumente kuphela"</p> <p>4. *** Iikholeji zisayina iimvumelwano nabafundi abakwiiprogram zoqhelaniso-msebenzi, ngoko ke inani elo linye nelo likwiPPM503</p> <p>5. **** Qaphela ukuba inani lentlusa libhalwe kwi-APP echaphazelekayo, kwamiselwa iithagethi yayo, engu-9 250. Imihla yokupapashwa kwe-APP yandulela inkqubo yoku-oditha ekupheleni konyaka kungenxa yeso sizathu ithagethi yayisekelwe kwingcanango engacingisiswanga.</p>					

Imilinganiselo yentsebenzo: Ingxoxo ngemiba yokungangqinelani kwingxelo
<p>► PM501: Inani labafundi beNC(V) ababhalise kwiikholeji zeFET zikarhulumente</p> <p>Ithagethi: 11 970 Inani kanye kanye: 12 742 Ithagethi yenziwe kwagqithiswa kuyo.</p> <p>► PM502: Inani labafundi beNC(V) ababhalise kumacandelo obugcisa (<i>Civil, Mechanical, Design, Electrical fields</i>, ubuncinane, enye yezi, abamelanga kubalwa kabini)</p> <p>Ithagethi: 5 027 Inani kanye kanye: 4 280 Ayenziwanga ithagethi. Zonke iiprogram zeNC(V) zimakethwa ngokulinganayo, kodwa abafundi bayaskrinwa baze bafakwe kwiiprogram zeNC(V) ngokomdla namandla wabo.</p> <p>► PM503: Inani labafundi abafakwe kwezoqhelaniso-msebenzi (<i>learnerships</i>) kwiikholeji zeFET</p> <p>Ithagethi: 6 500 Inani kanye kanye: 4 196 Ayenziwanga ithagethi. ISebe iWCED neekholeji zeFET zilandela inkqubo eyenziwa okokoko yokomeleza ubudlelane kunye neeSETA obumele ukukhokelela ekubeni iikholeji zibe ngababoneleli babo abakhethwayo. Inyaniso yokuba iiSETA neekholeji zeFET ngoku ziphantsi kweSebe leMfundo yaMaziko ePhakamileyo kunye noQeqesho imele ukufaka igalelo ekuphunyezweni ngempumelelo engaphezulu kokubhaliswa kuqhelaniso-msebenzi lwabafundi.</p> <p>► PM501: Inani leebhasari zokufunda ezinikwa abafundi abakwiikholeji zeFET.</p> <p>Ithagethi: 10 000 Inani kanye kanye: 14 071 Ithagethi yenziwe kwagqithiswa kuyo. Indleko eye isanda yeeprogram yaye yavumela kuphela ukuba kunikwe iibhasari zibe yi-8,124 ze-iKapa Elihlumayo. Nakuba kunjalo, ukongeza kwezi zi-4,876 iibhasari eziya kwiikholeji zeFET zeSebe iDHET kwiikholeji ze-(NC(V)) zaye zabelwa abafundi beNC(V)) zaza iibhasari eziyi-1,071 zanikwa abeAccess (TECSAT).</p>

Inkqubela

Ukuxhaswa ngemali (*recapitalisation*)

Ukuxhaswa ngemali kweekholeji zeFET kuqale ngo-2006 kwaphela ngo-2009. Itotali yesixa-mali eyabelwe iikholeji zaseNtshona Koloni yayiyi-R227,305,000. Esi sixa-mali sachithwa kumacandelo asixhenxe ezibalulekileyo, nanto leyo eyakhokelela ekubeni

- kuqeqeshwe abahloli nabaphathi abayi-1 700 ekufundiseni nasekulawuleni iNC(V);
- ukuphuculwa kweesistim zolawulo zekholeji nokuphucuka koqhagamshelwano lweekholeji;
- ukuphuculwa kweewekhishophu, iiklasi, amagumbi ekhompuyutha namaziko oncedo abafundi;
- ukuphuculwa kweekholeji;
- ukwakhiwa kweewekhishophu ezintsha, iiklasi, ii-ofisi, amaziko oncedo namagumbi eekhompuyutha kwiqela leekhampasi; kunye
- nokuthengwa kwezinto zokusebenza kwanezixhobo zokufunda nokufundisa zeNC(V).

Inkqubo yokuxhasa ngemali yaseka iziseko zophuhliso kwaneesistim ezisemagqabini ukuphumeza iiprogram zokufundela umsebenzi nezobugcisa ezikwinqanaba eliphezulu. Yancedisa ekutsaleni inani elininzi labasebenzisanayo abavela kwimizi-mveliso, umz. iBelhar Campus and Building Industry

- Belhar Campus and Buiding
- Vredendal Campus and Namaqua Sands
- Wingfield and Toolmaking

Ngaphezulu, inkxaso-mali ye-iKapa eLihlumayo yephondo yayiphucula impembelelo yegranti yokuxhasa ngemali

- Ukwakhiwa kweebhowuthi e-False Bay College
- I-ICT/Integrated Creative Arts Development Initiative e-College of Cape Town
- UBunjini e-Bellville Campus

Ikharithyulam kunye neziphumo zoviwo

Iliprogram zeNC(V) iNqanaba 4 zaqaliswa ngo-2009. Ikholeji zabhalisa malunga ne-690 yabafundi be-NC(V) beNqanaba 4 kuwiwo lukaNovemba 2009 abapasa ngereyithi yokupasa izifundo engu-84,8%. Iziphumo zeNC(V) zalibaziseka ngokungamkelekanga ekupheleni kuka-2008 zaphinda kwakhona ekupheleni kuka-2009. Izizathu zoku ziphangalele kwaye zintsonkotho kakhulu zikwangunobangela wophando olusaqhubekayo. Abafundi beNqanaba 3 bapase ngereyithi yokupasa ka-74,8% baze bona abafundi Benqanaba 2 bapasa ngo-67,4%. Ikholeji zaseNtshona Koloni zapasa ngeyona reyithi iphezulu kwizifundo elizweni. I-NATED Engineering Studies yafumana umndilili wokupasa izifundo ongu-58,4% kwizifundo ezibhaliweyo yaza kwiBusiness Studies yangu-68,8%.

ABacwangcisi bezeKharithyulam beSebe iWCED bayakuxhasa ukufundiswa kwekharithyulam yeNC(V). Umgangatho wezixhobo zovavanyo zabo kwaneenkqubo zokumodareyitha ziyawuphucula umgangatho wokufundisa.

Inkxaso kwizifundo

Ikholeji zinike inkxaso yezifundo enzulu kubafundi. Oku kukhokelele ekwandeni kwiireyithi yokupasa kuwiwo lukaNovemba 2009. Inkxaso kwizifundo ibibandakanya, phakathi kwezinye izinto, inkxaso kwimathematika, iiklasi zokusombulula iingxaki zabafundi (*remedial classes*), iityhuthoriyali, izinto zokuncedisa ukufunda ezingaphezulu kwanezikim zentsusa zokondla abafundi ezikolweni (*basic feeding schemes*). Inkxaso kwizifundo ibixhaswa li-iKapa eLihlumayo Student Support Programme. Olu ngenelelo loncedo lukhethekileyo luyaqhubeka ngokuzisa iziphumo ezincumisayo ekukhuthazeni ukufikelela nasekunikeni inkxaso kubafundi.

Ubhaliso lwabafundi ngo-2010

Ikholeji zabhalisa i-12,742 yabafundi beNC(V) nabafundi beNATED abayi-9,919 ngo-2010. Abayi-7,226 abafundi babebhaliswe kwiiprogram zezomsebenzi (*occupational programmes*), oko kunike itotali yonke yabafundi abayi-29,887 abakwisistim ngoku. Nangona kukho ukuhla kwetotali yonke, amanani eNC(V) anyukile ukusuka ku-10,164 ukuya ku-12,742 (yi-42% yetotali yenani labafundi). Ngokumalunga nobhaliso lweNC(V) amanani kaMatshi yi-7790 iNqanaba 2, abayi-3354 kwiNqanaba 3 ize ibe yi-1479 kubafundi Benqanaba 4, bebonke benze i-12 623. Kubafundi abayi-9919 besifundo se-N ababhalise ngo-2010, i-1840 ngabafundi be-N3, i-4276 yayingabafundi besifundo se-N4, i-1634 ingabafundi be-N5 baze abafundi abayi-2169 ibe ngabafundi be-N6.

Indlela yokungena kumaziko emfundo

Ikholeji zandisa iinkqubo namaxesha azo okufundisa ngenjongo yokufikeleleka okungaphezulu. Kwiimeko ezininzi, izinto zokunceda zisetyenziswa ngokupheleleyo ukufundisa abafundi abasisigxina nabangesosigxina. Uninzi lwekholeji zisebenzisa amaziko okufunda avulelekileyo azo ukwenzela ukuba kuzuze abafundi bazo kwanoluntu lwasekuhlaleni olubangqongileyo.

libhasari

Uninzi lwabafundi lwaluxhaswa ngemali yeebhasari eziziintlobo ngeentlobo ngo-2009

- libhasari eziyi-8,124 ze-iKapa Elihlumayo
- libhasari eziyi-4,876 ze-DHET FET College (NC(V))
 - Yi-1,071 ezeAccess (TECSAT)

Iqela leekholeji liziqalele ezazo iingxowa-mali zeebhasari ukunika inkxaso kubafundi abasweleyo.

liSistim zoLawulo lwaMashishini

ISebe iWCED lixhase iikholeji zeFET ngentlawulo yemali yokuqala ukwenzela ukuba ifumane i-ITS njengeprogram yolawulo lwekholeji entsha. Ukuqulunqwa kweprogram nokuqeqeshwa kwabasebenzi ngoku kuza kwenzeka. Le sistim iya kuqaliswa ngokupheleleyo ngoJanuwari 2011. ISebe iWCED kwakhona laxhasa uphuhliso lwangaphakathi lwesistim eyiprogram yolawulo ebizwa ngokuba yiASSET (*Advanced Software Solutions to Education and Training*). Le program inceda abaphathi bemfundo ukuba bacwangcise baze babeke esweni ukuqaliswa kweprogram.

Ukuqaliswa kweMimiselo neMigangatho yeNkxaso-mali yeNC(V)

Ukucwangciswa kweprogram yokufundisa ngo-2010 kusekelwe kwimimiselo yenkxaso-mali kazwelonke esebenzayo ngoku kwesi satifikethi seminyaka emithathu yeSatifikethi sikaZwelonke: seeprogram zezomsebenzi:

- National Certificate Office Administration
- National Certificate Marketing
- National Certificate Finance, Economics and Accounting
- National Certificate Management
- National Certificate Civil Engineering and Building Construction
- National Certificate Engineering and Related Design
- National Certificate Electrical Infrastructure and Construction
- National Certificate Information Technology and Computer Science
- National Certificate Primary Agriculture
- National Certificate Hospitality
- National Certificate Tourism
- National Certificate Safety in Society
- National Certificate in Mechatronics
- National Certificate in Education and Development

IMingeni ethile neMpendulo

UMngeni 1

Ukutshintshelwa kweeKholeji zeFET kwiSebe leMfundo i-DHET

Umgqo wemvumelwano (*protocol agreement*) phakathi kweSebe iWCED neSebe leMfundo i-DHET wosayinwa ngoMeyi 2010.

UMngeni 2

IsiGunyaziso seeKholeji zeFET ezintsha

Iikholeji kulindeleke ukuba zandise iprogram yazo yokufundisa zikhulise namanani abafundi bazo. Uninzi lweekhampasi sele luphendule kakade ngokwandisa iiyure zokufundisa. Isiseko sophuhliso esikhoyo nangona kunjalo, asikwazi kuvumela la manani abafundi kujoliswe kuwo. Isisombululo kukutyala imali kwiziseko zophuhliso ezintsha nakwiziseko zophuhliso ezandisiweyo.

3. Imiba efuna ingqwalaselo okokoko

Uvavanyo noviwo lwe-NC(V)

Umgqo wemvumelwano ophakathi kweSebe iWCED kunye neSebe leMfundo i-DHET

Ukubekwa esweni kweGranti eneMiqathango yeShedyuli 4 (*Schedule 4 Conditional Grant*), ekufumaneka kuyo imali yokuxhasa iikholeji, ngo-2010/2011

9.6 IProgram 6: IMfundo noQeqesho yaBadala

Injongo yeprogram

Ukufundisa iABET ngokungqinelana noMthetho weMfundo noQeqesho yaBadala, ka-2000 (*Adult Basic Education and Training*)

Iprogram yeABET inezi program zisekelayo zilandelayo:

Iinkxaso-mali kumaziko abucala

- ukunika inkxaso kwizikolo zabucala zeABET ezithile ngokuzinika iinkxaso-mali

Iinkonzo zokufundisa

- ukubonelela ngenkxaso kwizikolo zeABET

Upuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lwezokuqeqeshelwa umsebenzi kootitshala nakwabangengotitshala kwizikolo zeABET

Iprogram yokuphuhliswa komgaqo-nkqubo ngo-2009/10

Imimiselo esayilwayo enxulumene nokubhalswa kwamaziko abucala eABET yayipapashiwe ukwenzelwa ukuba kukhomentwe ngayo kwiGazethi kaRhulumente No. 6695 nge-8 Februwari 2010. Umhla wokuvala ukungenisa iikhomenti wawunge-23 Matshi 2010. Iikhomenti ezivela eluntwini ngoku zifumana ukuqwalaselwa.

ISatifikethi seThutyana seMfundo ngokuBanzi neMfundo noQeqesho yaBadala (*Interim General Education and Training Certificate*) (GETC) Adult Education and Training (ABET))

UMphathiswa weMfundo yaMaziko ePhakamileyo kunye noQeqesho wazisa uluntu nge-11 Disemba 2009 ngeMfundo ngokuBanzi neSatifikethi seMfundo noQeqesho yaBadala (*interim General Education and Training Certificate*) (GETC) Adult Education and Training (ABET)) ebhaliswe phantsi kwe-ID No 64309 kwiSAQA. Esi siqinisekiso saGazethwa nge-5 Novemba 2009, savunywa ukwenzela abafundi abadala kwiABET iNqanaba 4 (NQF iNqanaba 1) kumaziko karhulumente nawabucala.

ST601	IMFUNDO NOQEQUESHO OLUQHUBELEKAYO – Imiba ephambili				
	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagethi	2009/10 Eyona kanye	
IINTLAWULO EZENZIWA NGEPROGRAM EZISEKELAYO (R'000)					
6.1 Iisabsidi kumaziko abucala	25,821	26,838	29,479	29,479	
6.2 Iinkonzo zoqeqesho	0	0	0	0	
6.3 Uphuhliso lwezakhono zabasebenzi	0	0	0	0	
ITOTALI	25,821	26,838	29,479	29,479	
IINTLAWULO NGOHLELO LWEZOQOQOSHO (R'000)					
Intlawulo yangoku	6,585	4,803	6,901	6,901	
Imbuyiselo yabaqeshwa	6,524	4,487	6,621	6,621	
Ootitshala	4,971	3,618	5,663	5,663	
Abangengotitshala	1,553	869	959	959	
Iimpahla neenkonzo nokunye	61	316	280	280	
Iimali ezihlawulweyo (transfers) neesabsidi	19,236	22,035	22,578	22,578	
Iintlawulo zee-aseethi i-capital assets	0	0	0	0	
ITOTALI	25,821	26,838	29,479	29,479	
EZABASEBENZI					
Inani lootitshala (abaqeshwe kwinkonzo karhulumente)	4	4	4	3	
Inani labangengotitshala (abaqeshwe kwinkonzo karhulumente)	9	8	8	8	
UBHALISO					
Inqanaba leGET	16 612	16682	20 655	18 894	
Inqanaba leFET	23 405	19902	21 845	19 159	
ITOTALI (a)	40 017	36 584	42 500	38 053	
ABAFUNDI ABABHALISILEYO					
Abafundi ababhalisileyo abaneminyaka eyi-18 ukuya kweyi-60 (b)	2 821 443	3 059 745	2 874 777	3 118 622	
*Ithagethi yeNkcitho ka-2009/10 linani loLwabiwo lweMali lokuGqibela ngo-2009/10					

ST601	IMFUNDO NOQEQESHO OLUQHUBELEKAYO – Imiba ephambili				
		2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Iithagethi	2009/10 Eyona kanye
AMAZIKO KARHULUMENTE					
Amaziko afumana iinkxaso-mali		368	296	368	102
► IMILINGANISELO YENTSEBENZO					
► PM601: Inani labafundi beABET kwiphondo		I-PM entsha	16 684	42 500	38 053
► PPM601: Inani labafundi beABET ababhalisele iFET		22 110	19 902	21 845	19 159
Qaphela : Le Ngxelo yoNyaka ichaza malunga nesethi entsha yeMlinganiselo yeNtsebenzo soNyaka (Annual Performance Plan) (APP) sika-2009/10 isaziso eso situndeka ngokulandelayo: "Le yMlinganiselo yeNtsebenzo kaZwelonke eMntsha kungenxa yoko kungekho datha yimbali phantsi kwezo fomyula kunye nemimiselo ethile". Ngenxa yokuba iithagethi ezintsha kutuneka zimiselwe, kwasetyenziswa usondelelwano kwinqanaba eliqikelelwayo okanye elicingelwayo ngo-2008/09, kusekelwe kwizigqibo ezenziwe zisuka kwiidatha ezifanayo. Njengoko imiba yedatha echazwe kule Mlinganiselo yeNtsebenzo mitsha yayingabhalwanga kwiNgxelo yoNyaka ka-2008/09, ukuchazwa kwazo njengemali "eyona kanye" zimele ukuqondwa ngokuphathelele koko. Idatha yoluntu ka-2008/09 yayingekafumaneki ngethuba lokuya kushicilelo lwe-APP ngo-2009/10, kungenxa yoko kukho ukungangqinelani kwiitotali. Uvimba wedatha: General Household Survey of Statistics SA for 2008 and 2009.					

* Iithagethi yeNkcitho ka-2008/09 linani loLwabiwo lweMali lokuGqibela ngo-2009/10

Imilinganiselo yentsebenzo: Ingxoxo engokungangqinelani kwingxelo
<p>► PM601: Inani labafundi beABET kwiphondo</p> <p>Ithagethi: 42 500 Inani kanye kanye:</p> <p>Ukuqaliswa kweNCS, isiqukumbelo esilindelweyo seNgxelo 550 ngo-2011 nesigqibo esilandelayo sokuyeka ukubhaliswa kwabafundi abatsha kwiFET kwabangelwa kukuhla kubhaliso. Nakuba kunjalo, oku kwakhokelela ekugxileni kwiABET iNqanaba 1-4 (iNqanaba leGET) okwenza ukuba kwande abafundi babe yi-2201 ngo-2009/10. Kwafikelelwa kubafundi abayi-11 173 ngokusebenzisa iPhulo leKha Ri Gude. Eli phulo lilawulwa kuzwelonke laye lathagetha abafundi beABET iNqanaba 1 kwaneefisi zezithili zemfundo kwiNqanaba leGET, o.k.t. iABET iNqanaba 1.</p>
<p>► PPM601: Inani labafundi beABET ababhalisele iFET</p> <p>Ithagethi: 21 845 Inani kanye kanye: 19 159</p> <p>Kuthe ngokuqaliswa kweNCS kwiBakala 12 kwanesiqukumbelo ekujoliswe kuso kwiNgxelo 550 ngo-2011 kunye nesigqibo sokuyeka ukubhaliswa kwabafundi abatsha kwiFET kubangele ukuhla kubhaliso. ii-CLC azabhalisa bafundi batsha kwicandelo leFET. Ke ngoko kwabakho ukuncipha kwinqanaba labafundi kweli nqanaba.</p>

Inkqubela

Imimiselo yaqulunqwa yaze yapapashwa

ISebe iWCED lapapasha iMimiselo yokuBhaliswa kwaMaziko aBucala kwiGazethi No. 6695 nge-8 Februwari 2010. Le mimiselo ijolise ekulawuleni ukubonelelwa ngeNkonzo kweeAET ngababoneli babucala eNtshona Koloni. Le mimiselo ijolise ekulawuleni ukubonelelwa kweNkonzo zeAET ngababoneleli babucala eNtshona Koloni. Banyanzelisa abo baboneleli ukuba babhalise bacacise gca iimfuneko zeziseko zophuhliso kunye nomoya okhuthaza ukufunda nokufundisa ukwenzela ukuba kuqaliswe ngempumelelo iiprogram zeAET ngaba baboneleli.

Emva kokusebenzisa inkqubo ephangaleleyo yothetha-thethwano, “IMimiselo eluYilo yamaBhunga oLawulo aMaziko” (*Draft Regulations for the Centre Governing Bodies*) yaye yagqitywa kwaye iza kupapashwa kungekudala. Kwakhona okubandakanyiweyo kule mimiselo ngumgaqo-sikhokelo wokusebenza kweeRCL kuMaziko eAET.

I-Kha Ri Gude

Iphulo leKha Ri Gude lokufundisa iZakhono zokuFunda nokuBhala kwaBafundi aBaninzi (*The Kha Ri Gude Mass Literacy campaign*) laqaliswa ngoAprili 2008 ngenjongo yokunika amathuba abantu abayi-4.7 yezigidi baseMzantsi Afrika ukuba bakwazi ukufunda nokubhala kwaye babe nolwazi lokubala kolunye kwiilwimi ezilishumi elinanye zaseburhulumente ngo-2012. Abafundi baxhotyiswa ngolwazi lokufunda nokubhala ngolwimi lwenkobe lwabo ngokungqinelanayo neeyunithi zemigangatho zeABET iNqanaba 1.

Njengexalenye yovavanyo lwabo abafundi kufuneka ukuba bagqibe imisebenzi yovavanyo engamashumi amabini (iyi-10 kwizifundo zolwazi lokufunda nokubhala ize ibe yi-10 kwezolwazi lokubala) kwiiPhothifoliyo zoVavanyo zaBafundi (*Learner Assessment Portfolios*) (LAPS). IiLAPS zimodareyithwa zize zingqinisiswe yiSAQA. Abafundi abaphumeleleyo iirekhodi zabo ziya kufakwa kwiSAQA National Learners' Record Dababase (NLRD).

Ngo-2009 abafundi abayi-11 173 babhaliswa eNtshona Koloni. Kwaba abayi-9 430 bangenisa iiLAPS kwezo ezabafundi abayi-7 525 abaye babhengezwa njengabanobuchule.

Iziphumo zeAET

Akukho viwo lubhalwayo kumaNqanaba 1 – 3. INqanaba 1 nele-2 linezifundo zoNxibelelwano kunye nezifundo zoLwazi lokuBala, lo gama iNqanaba 3 lifumana ukudityaniswa kweNkalo zeZifundo eziBalulekileyo (*Core Learning Areas*) ziyongezwa kwezi-2 eziphambili (*fundamentals*).

Le nkqubo imi ngokulandelayo:

- Umfundi ngamnye ubhala uvavanyo lokuqinisekisa ulwazi (*placement test*) (esisixhobo sephondo esisetyenziswayo, emakishwa ngutitshala) ukuvavanya inqanaba lomfundi.
- Umsebenzi wovavanyo olwandlalelayo (*baseline activity*) wenzeka ekuqaleni kwemodyuli nganye (esetwa ngutitshala) ukuqinisekisa ubuchule babafundi.
- Imisetyenzana kwimodyuli nganye yokufundisa ikhontenti ekusa kwiiyunithi zemigangatho zekharithyulam kwanokuvavanya kujoliswe ekuphonyezweni kweziphumo.
- Emva kokugqiba imodyuli leyo yesakhono/ubuchule babafundi buvavanywa ngomsebenzi wokuvavanya amandla omfundi
- Zi-5 iimodyuli kwinkalo yesifundo nganye, o.k.t.
 - Iyi-5 imisebenzi yokuqaphela isakhono anaso kwizifundo zonxibelelwano (iNqanaba 2&3)
 - Iyi-5 imisebenzi yokuqaphela isakhono anaso kwizifundo zolwazi lokubala (iNqanaba 2&3)
 - Iyi-5 imisebenzi yokuqaphela ezingolwazi ngeZifundo zoMsebenzi (*Pathways*) (iNqanaba 3 kuphela). Iziko elo lizalisa amaxwebhu angokucacululwa kweemfuno baze emva koko abafundi bakhethe amanye ala makhondo ezifundo ngomsebenzi alandelayo: *a) Life & Social Pathways*; b) *Economic Entrepreneurship Pathway* kunye no-c) *Science & Technology*
- Umgqaliselo (*benchmark*) wenkqubela nowokupasa ngu-50% kodwa abafundi kufuneka bagqibe yoyi-5 iyonke imisebenzi yokuqaphela yonke yomi-5 yokuqaphela isakhono kwinkalo yesifundo nganye.

INKALO YESIFUNDO	ABET iNqanaba 1	ABET iNqanaba 2	ABET iNqanaba 3
<i>Ancillary Health Care</i>	120	87	110
<i>Applied Agriculture</i>			
<i>Arts and Culture</i>	195	20	154
<i>Economic and Management Sciences</i>	31		383
<i>Human and Social Science</i>			194
<i>Languages, Literacy and Communication</i>	3 631	2 435	2 262
<i>Life Orientation</i>	268	244	888
<i>Mathematics and Literacy</i>	2 940	1 991	1 866
<i>Mathematics and Mathematical Science</i>	59	42	44
<i>Natural Science</i>	31		88
<i>Other</i>	55	34	141
<i>Small, Medium and Micro Enterprises</i>			150
<i>Technology</i>	72	22	230
<i>Tourism</i>			
ITOTALI	7 402	4 875	6 510

Iziphumo ezipheleleyo zoviwo luka-2009 lweABET inqanaba 4

	Ababhalisileyo	Ababhalileyo	% Ababhalileyo	Ababhalisele isifundo	Abasibhalileyo isifundo	% Abasibhalileyo isifundo	Abasipasile yo isifundo	% Abapa- sileyo
2009	2 738	1 901	69.43	11 950	7 440	62.26	4 759	63.97

ABafundi abakwiZifundo zeZakhono

Bayi-258 abafundi abagqibe izifundo zezakhono zokunonophela abagulayo ekhaya (*home-based care*), ukuphekela iindwendwe, nokulungisa ifanitshala nokulungisa izixhobo zombane.

IiProgram zeMfundo yaBadala zabaqeshwa bamasebe karhulumente

ISebe iWCED laqhubeka ngokubonelela ngeProgram zeMfundo yaBadala kubaqeshwa bamaSebe kaRhulumente kuMaphondo nakuZwelonke. Kukho ngoku abafundi kolu bambiswano abayi-628 kwisistim. Zilishumi ii-arhente zokubambisana zephondo – ezilawulwa ziiMemoranda zeMvumelwano yeNtsebenziswano (*Memoranda of Understanding*) (*MOUs*) namanye amasebe amaphondo kunye namabini angamaSebe eMicimbi yaManzi neeNkonzo zoLuleko. Ngezi arhente zobambiswano, abaqeshwa bamasebe amaphondo banikwa ithuba lokuba bapase iGETC. “UMgaqo-nkqubo oPhangaleleyo wokuFundiswa kweABET kuBaqeshwa Bamasebe amaPhondo kaRhulumente” (*Transversal Policy for the Delivery of ABET to Employees of Provincial Government Departments*) uyasebenza. Ii-arhente zobambiswano ziyenziwa kwinqanaba lephondo neleziko.

Ukubonelelwa ngezinto zokufunda

Ngokwe-LTSM, iSebe iWCED ladlala indima ephambili ekuqulunqeni izinto zokufunda (iincwadi zokufunda) zabo bonke abafundi beABET iNqanaba 2. Ngeli linge, umfundi ngamnye weNqanaba 2 uya kuba nencwadi yokufunda (*textbook*) kuzo zonke iinkalo zezifundo, lo gama ootitshala baya kunikwa iSikhokelo saBaqquzeleli neSikhokelo soVavanyo (*Facilitators' Guide and Assessment Guidelines*).

Imingeni ethile kunye neempendulo kuyo

Ukulibaziseka ekubhengezeni iMimiselo neMigangatho yenkxaso-mali yeAET, kube neziphumo zilandelayo:

- Ukungabikho kwenkqubo efanayo yenkxaso-mali kumaziko eAET, esasele ingumngeni
- Amaziko eAET angaphenduli ngokwaneleyo kwiimfuno zoluntu ngenxa yokunqongophala kwezibonelelo zoncendo.

Le mimiselo yabhengezwa nge-14 Disemba 2008. Umgao-nkqubo/ iinkqubo zeSebe iWCED ezisebenzayo ngoku zaphembelela okuninzi okubhalwe kule mimiselo. Ukuphunyezwa kwale migaqo kurhoxiselwe u-2011 liSebe leMfundo esisiSeko. Ukwenzela ukuba kube nokuphunyezwa imimiselo kwanenkxaso-mali esekelwe kwiiprogram, onke amaziko emfundo yabadala kufuneka aqinisekise. Ukuqinisekiswa kubandakanya ukungqinisekiswa okanye ukubhengezwa liSebe iWCED ukuba “eli ziko lemfundo yabadala lithathwa njengelinobuchule bokulawula nokubhala iimali zikarhulumente ngokungqinelanayo noMthetho weABET kunye nePFMA” (umhlathi 23). Ngalo ndlela, njengomqathango wokuqaliswa kwale nkqubo, zonke iiCLC ziya kuqinisekiswa ngo-2010.

Imiba efuna ingqwalaselo okokoko

Into ebizwa ngokuba “yiNgxelo 550 yamaBakala 12” okanye “iSatifikethi seMatriki” (*“Report 550 for Grade 12s”*) iya kubhalwa okokugqibela ngo-2011. ISebe iWCED liya kuqhubeka ukudlala indima ekuphuculweni kwemfundo yabadala kwinqanaba lephondo nelikazwelonke. Kwinqanaba likazwelonke uMgaqo-nkqubo oSebenzayo usaqulunqwa, ngokunjalo nesiqinisekiso esitsha ukuthatha indawo yeSatifikethi seMatriki. Oku kuya kulungiselela ukuqaliswa kwesiqinisekiso esijoliswe kwiimfuno zabadala kwaye kumele ukuphucula ireyithi yokugcinwa kwabafundi abadala bekumaziko emfundo yabadala. Esi siqinisekiso siya kufuna ukufundwa kweenkalo zezifundo ezimbalwa size sigxile kulutsha oluyigqibileyo imatriki, ngakumbi abo bangekho kwezemfundo, bangaqeshwanga kwaye bengafumani luqeqesho.

Ngethuba lokwenziwa kwale ngxelo, kwenziwe imitsi ephambili ukufikelela kwiiprogram ezizezinye zeFET ezisekelwe kwizakhono.

Umba wemimiselo yomsebenzi (*service conditions*) weAET ufumana ingqwalaselo okokoko kwaye kuxoxwa ngawo qho liSebe leMfundo esisiSeko.

Imiba efuna ingqwalaselo okokoko

Ekupheleni kweNgxelo 550 kumaBakala 12 nokutshintshela kwiSatifikethi seMfundo noQeqesho oluQhubekayo (*Further Education and Training Certificate (FETC)* kwiBakala 12 ngo-2008 iya kuqinisekisa ukuba iiCLC ziyakwazi ukufundisa iiprogram ezifanele ngakumbi iimfuno zabadala. Ngethuba lokwenziwa kwengxelo, aliqela amanyathelo abalulekileyo enkqubo awenziweyo ukufikelela kwiiprogram ezizezinye zeFET ezisekelwe kwizakhono.

Uninzi lwabafundi baphumelela iikhredithi ezo ziceliweyo kwithuba leminyaka ubuncinane emibini ukuya kwemithathu. Nje ukuba umfundi afumane iikhredithi zibe yi-120 ezifunekayo, iGETC inokukhutshwa nguUmalusi. Izatifikethi zeenkalo zezifundo ziyakhutshwa xa abafundi beyigqibe ngokuyimpumelelelo inkalo yesifundo leyo.

ISebe iWCED liya kuqhubeka ngokudlala indima ekwakheni ngokutsha imfundo yabadala kwinqanaba lephondo nelikazwelonke. Kwinqanaba likazwelonke uMgaqo-nkqubo oSebenzayo (*White Paper*) usaqulunqwa, ngokunjalo nesiqinisekiso esitsha esiza kuthatha indawo yeMatriki. Oku kuya kulungiselela ukusetyenziswa kwesiqinisekiso esijolise kwiimfuno zabantu abadala kwaye imele ukuphucula ireyithi yokugcinwa kwabafundi bamaziko abadala. Esi siqinisekiso siya kubonisa iinkalo zezifundo ezimbalwa size sigxinise kwimfundo yesikolo yolutsha, ngakumbi eyabo bangekho sesikolweni, bangaqeshwanga kwaye bengezuzi luqeqesho.

Umba weemeko zomsebenzi zabaqeshwa beAET zifumana ingqwalaselo okokoko kwaye kuxoxwa ngawo qho kwiSebe leMfundo lesiSeko likazwelonke.

9.7 IProgram 7: UPhuhliso lweMfundo yaBasaqalayo

Injongo yale program

Kukufundisa iECD kwiBakala R nakumanqanaba aselula ngokungqinelana noMgaqo-nkqubo 5 oSebenzayo (*White Paper 5*)

Iprogram yeECD iqulathe ezi program zincinane zilandelayo:

IBakala R kwizikolo zikarhulumente

- Ukunika izikolo ezithile zikarhulumente eziqhelekileyo izibonelelo zoncedo ezifunekayo kwiBakala R *IBakala R kumaziko oluntu*
- ukunika inkxaso kumaziko oluntu athile kwinqanaba leBakala R

Iinkonzo zokufundisa

- ukunika inkxaso kumaziko eECD

Uphuhliso lwezakhono zabasebenzi

- ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nakwabo bangengootitshala kwizikolo zeECD

Iprogram yomgaqo-nkqubo wezophuhliso ngo-2009/10

IMimiselo neMigangatho kaZwelonke yenkxaso-mali yeBakala R:

ISebe iWCED laqalisa ubhaliso lwamaziko oluntu njengezikolo ezizimeleyo kunye neMimiselo neMigangatho kaZwelonke yenkxaso-mali yeBakala R njengoko ipapashiweyo ngoJanuwari 2008 yavunywa yiHEDCOM ngoMatshi 2008.

Izinto ekufuneka zenziwe zibandakanya iiklasi zeBakala R; ukubonelelwa kwezinto zokuncedisa ukufunda nokufundisa (*learning and teaching support material*) (*LTSM*); ooJingi (*Jungle Gyms*) (Izixhobo ezisetyenziswa phandle); ukubonelela abafundi beBakala R ngeesabsidi ezinikwa zonke iiklasi zeBakala R ezibhalisileyo kwizikolo zikarhulumente eziqhelekileyo nezikolo ezizimeleyo kwanokubonelela ngophuhliso kwezokuqeqeshelwa umsebenzi kubasebenzi beECD abakumaziko oluntu /kwiikhritshi ezibhalisileyo zeECD.

ST701	UPhuhliso lweMfundo yaBasaqalayo – Imiba ephambili	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagathi	2009/10 Eyona kanye
IINTLAWULO EZENZIWA NGEPROGRAM ESEKELAYO (R'000)					
7.1	IBakala R kwizikolo zikarhulumente	70,382	137,345	178,502	174,502
7.2	IBakala R kumaziko oluntu	29,399	34,468	45,869	45,869
7.3	linkonzo zokufundisa	0	0	0	0
7.4	Uphuhliso lwezakhono zabasebenzi	42,478	56,935	68,249	68,249
7.5	ligranti ezikhutshwa phantsi kwemiqathango	0	0	0	0
ITOTALI		142,259	228,748	292,620	288,620
IINTLAWULO NGOKOHPHELO LWEZQQQOSHO (R'000)*					
Intlawulo yangoku		99,794	67,715	123,332	119,332
Imbuyiselo yabaqeshwa		69,649	53,202	58,740	58,740
Ootitshala		69,649	53,202	58,416	58,416
Abangengotitshala		0	0	324	324
limpahla neenkonzelo nokunye		30,145	14,513	64,592	60,592
limali ezihlawuliweyo (transfers) neesabsidi		42,465	161,033	169,288	169,288
Intlawulo zee-aseti i-capital assets		0	0	0	0
ITOTALI		142,259	228,748	292,620	288,620
* Ithagathi yeNkcitho ka-2009/10 linani loLwabiwo lweMali lokuGqibela ngo-2009/10					
UKUQESHWA KWABASEBENZI					
Inani lootitshala (abaqeshwe kwinkonzo karhulumente)		278	265	266	251*
Inani labangengotitshala (abaqeshwe kwinkonzo karhulumente)		-	-	0	0
UBHALISO (OLUXHASWA NGEMALI KARHULUMENTE KUPHELA)					
IBakala R kwizikolo zikarhulumente* (a)		32 428	37 045	43 932	46 100
7.2 IBakala R kumaziko oluntu (b)		24 899	31 556	24 000	21 077
IBakala R kwizikolo zikarhulumente		1 375	1 644	1 700	1 820
IBakala pre-R kumaziko oluntu	Ezi nkcukacha-manani azikwazi kubalwa kuba oovimba bedatha abaphathelele koku abafumaneki kwiSebe iWCED.				
ITOTALI		58 702	70 245	69 632*	68 997

ST701	UPhuhliso lweMfundo yaBasaqalayo – Izinto eziphambili				
		2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Ithagethi	2009/10 Eyona kanye
ABAFUNDI KWIMFUNDU YABASAQALAYO					
Abafundi kwimfundo yabasaqalayo abaneminyaka eyi-5 (c)		91 757	92 829	92 829	100 799
► IMILINGANISELO YENTSEBENZO					
► PM701: Inani labafundi beBakala R kwizikolo zikahulumente		31 916	37 045	43 932	46 100
► PM702: Inani labantwana abaneminyaka emihlanu abakumaziko emfundo		I-PM entsha	I-PM entsha	I-PM entsha	55 357
► PPM701: Inani labasebenzi ababhaliswe kwiinkqubo zoQhelaniso-msebenzi zeECD (abanesiqinisekiso ngokupheleleyo)		0	3 000	4 000	5 573
<p>Qaphela:</p> <p>1. Le Ngxelo yoNyaka ichaza ngesethi entsha yeMlinganiselo yeNtsebenzo kazwelonke. KwiSicwangciso seNtsebenzo soNyaka (Annual Performance Plan) (APP) ka-2009/10 isaziso sifundeka ngokulandelayo: "YiMiniselo yeNtsebenzo kaZwelonke emitsha kungenxa yoko kungekho datha yembali phantsi kwezo ndlela kunye neemeko ezithile". Kuba ithagethi entsha kwakufuneka ukuba imiselwe, kwasetyenziswa ukusondelelanisa kwiinqanaba lengqikelelo okanye elicingelwayo ngo-2008/09 okwakusekwe kwisigqibo esenziwe ngokujonga kwezinye iisethi zedatha ezifanayo. Njengoko imiba yedatha echazwe kule Mlinganiselo yeNtsebenzo mitsha yayingabhalwanga kwiNgxelo yoNyaka ka-2008/09, ukuchazwa kwazo njengemali "Eyona kanye" kumele ukuqondwa ngokwale meko.</p> <p>2. Uvimba wedatha we-PM702 yiStatistics South Africa, General Household Survey, 2008</p> <p>3. *Qaphela ukuba yayikho impazamo yokubala kule nkcazacho-manani ye-APP ka-2009</p> <p>4. * 248 yoolitshala abayi-251 kwiProgram 7 ngaBasebenzi bePri-Prayimari – aba basebenzi bonke baqeshwe kwizithuba ezingaphezulu ngokwenani eliqingqiweyo</p>					

Imilinganiselo yentsebenzo: Ingxelo emalunga nokungangqinelani kwengcaciso
<p>► PM701: Inani labafundi beBakala R kwizikolo zikarhulumente</p> <p>Ithagethi: 43 932 Inani kanye kanye: 46 100</p> <p>Itoyali yenani labafundi beBakala R abakwizikolo zikarhulumente ligqithile kwithagethi. Lo gama inani labafundi abakwizikolo zikarhulumente eziqhelekileyo landile de lagqithisa kwithagethi, inani labafundi beBakala R kwizikolo ezizimeleyo linciphile. Oku kungqinelana noMgaqo-nkqubo 5 weMfundo oSebenzayo (<i>Education White Paper 5</i>) ocebisa ukuba abafundi beBakala R bamele ukufumana izifundo kwiiklasi zamaBakala R kuzo zonke izikolo zikarhulumente nakwizikolo ezizimeleyo ezikhethekileyo ezithile.</p>
<p>► PPM702: Inani labantwana abaneminyaka emihlanu abakumaziko emfundo</p> <p>Ithagethi: bekulindelwe idatha engqinisiweyo evela kwaStatsSA ngexa lokupapashwa kwe-APP ka-2009/10 Inani kanye kanye: 55 357</p> <p>Njengoko kungabangakho ngcaciso ifumanekileyo phambi komhla wokupapashwa kwe-APP, akukho thagethi ibimiswe. Kumele kuqatshelwe ukuba iSebe iWCED alinaxanduva lakufundisa abantwana abaminyaka mi-5 ubudala kwaye le sethi yedatha yayibhalwe ngo-2008 kwaye isisiphumo somsebenzi wokwenziwa kwesampula ngabakwaStatsSA.</p>
<p>► PPM701: Inani labasebenzi ababhalise kwiiNkqubo zoQhelaniso-msebenzi zeECD (abanisiqinisekiso semfundo esipheleleyo)</p> <p>Ithagethi: 4 000 Inani kanye kanye: 5 973</p> <p>Inani labasebenzi ababhalise kwiinkqubo zokuqhelaniso-msebenzi zeECD ligqithile kwithagethi. Baninzi kunokuba kulindelekile abasebenzi beECD abenze isicelo sokuphucula iziqinisekiso zemfundo yabo. Isicwangciso sephulo lenkxaso yasesidlangalaleni leEPWP nenjongo yeSACE yokubhalisa abasebenzi abaneziqinisekiso zemfundo zeNqanaba 4 nele-5 sivuselele umdla omkhulu ekupasweni kweziqinisekiso ezipheleleyo.</p>

Inkqubela

Ukuqeqeshwa kwabasebenzi abafundisa iECD njengenxalenye yeProgram yeCandelo leMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme*) kuyaqaliswa kwiphondo liphela. Abasebenzi abafundisa abantwana abasaqalayo abavela emaphandleni bayafakwa kwakhona kwezi nkqubo zoqhelaniso-msebenzi. Abayi-3 653 ababesebhalise kwisifundo esipheleleyo esenzelwe abasebenzi abafundisa abantwana abasaqalayo bajoyinwa linani elitsha elingu-2 320 ngoJanuwari 2010, yanyuka itotali yenani labafundi abafumana uqeqesho yayokutsho ku-5 973 kulo mjikelo.

Isimo esitsha nokwakhiwa kweeklasi zeBakala R kwaphucuka ngo-2009. Oku kuluncedo kubafundi beBakala R abaya kufundiswa ngemeko ephucula umgangatho wokufunda nokufundisa.

Iiklasi eziyi-30 ezingumzekelo zeBakala R zakhiwa ukwabelana ngeenkqubo ezizezona zingcono zeECD kwizikolo ezisebumelwaneni.

Eziyi-13 kweziyi-104 iiklasi zeBakala R ezazicwangciselwe ukwandiswa kweECD zagqitywa ekupheleni konyaka-mali. Iiklasi ezisaleleyo eziyi-91 zikumanqanaba ahlukeneyo okugqitywa.

Zonke izikolo ezineeklasi ezintsha zeBakala R kwakhona zafumana inkxaso-mali yokuthenga ifanitshala nesibonelelo sokuncedisa ukufunda sokuqala seECD (*basic start-up ECD resource pack*).

Isabelo sesabsidi yabafundi beBakala R kwizikolo zikarhulumente nezizimeleyo yandile ukwenzela ukuba ingqinelanise kwiimfuneko eziyiMimiselo neMigangatho yenkxaso-mali yeBakala R. Inkxaso-mali ifumene ukwandiswa ngokulandelayo: Inkxaso-mali yeZikolo ezikwiZalathiso zaManqanaba oBuhlwempu kuZwelonke (*National Quintile*) (NQ 7) yanyuka ukusuka kwiR12 ukuya kwiR17 ngosuku ngalunye ukuya kutsho kwitotali enguR3400 umfundi ngamnye Qho ngonyaka. Izibonelelo zenkxaso zeNQ2 zanyuka ukusuka kwiR12 ukuya kwiR16 ngosuku, o.k.t. zayokutsho kwi-R3200 Qho ngonyaka ngamnye; izibonelelo zenkxaso ze-NQ 3 zanyuka ukusuka kwiR9 ukuya kwiR13 ngosuku ngalunye, o.k.t. zayokutsho kwiR2600 Qho ngonyaka ngamnye; izibonelelo zenkxaso zeNQ4 zanyuka ukusuka kwiR6 ukuya kwiR9 ngosuku, o.k.t. zayokutsho kwiR1800 ngonyaka zaze kwiNQ 5 zasala zikwiR5 ngosuku okanye ziR1000 ngonyaka.

Zonke izikolo zoluntu lwasekuhlaleni kufuneka zibhalise njengezikolo ezizimeleyo. Eziyi65% zezi zikolo sezibhalisileyo ukuza kuthi ga ngoku.

Abafundi beBakala R abaseZikolweni eziZimeleyo babekade bengabhaliswanga kwiCEMIS kwixa eligqithileyo. ISebe iWCED ngoku lilawula inkqubo apho bonke aba bafundi baya kubhaliswa khona kwiCEMIS.

Imingeni ethile kunye neempendulo kuyo

UMngeni 1:

Amanqanaba asezantsi olwazi lokufunda nokubhala kubasebenzi abafundisa abantwana abasaqalayo nakumalungu eSGB

Impendulo kuMngeni 1

liklasi zokufunda nokubhala zabadala ziya kunikwa kubasebenzi abathile (umz. kubanonopheli) nakumalungu eSGB akwizikolo zeECD. Ukwandiswa kokubhalisa kwiprogram yeEPWP kuya kunceda ekuphuculeni amanqanaba. Iprogram yezakhono yabasebenzi abancedisayo beECD abayi-60 iya kufundiswa ukusombulula imingeni yamanqanaba asezantsi olwazi lokufunda nokubhala.

UMngeni 2

Ukuqokelelwa kwedatha, umz. iSaveyi yonyaka kunye neCEMIS

Impendulo kuMngeni 2

Abancedisi beECD abakiwinkqubo zokuqhelaniso-msebenzi (*learnerships*) bayasetyenziswa ngoku ukuncedisa ekuqokeleleni nasekufakweni kwedatha yeCEMIS yabafundi beBakala R kwizikolo ezizimeleyo.

Zonke izikolo zoluntu, kungakhathaliseki kubhalisa okwakwenziwe kwixesha eligqithileyo, kufuneka kwakhona zibhalise njengezikolo ezizimeleyo. Le yimfuneko engummiselo yeSebe leMfundo esiSiseko. Ii-SGB zezikolo ezizimeleyo ziya kufumana uqeqesho lweCEMIS ukwenzela ukuba idatha yabafundi beBakala R ibe yechaneke ngaphezulu.

UMngeni 3:

Ukwakhiwa emva kwexesha kweeklasi eziyi-150 zeBakala R ngo-2009/2010

Impendulo kuMngeni 3

Ii-SMT neeSGB zezikolo ezikhethiweyo zaye zaziswa ngokulibaziseka kokwakhiwa kweeklasi zacelwa zenze amanye amalungiselelo ukulungiselela abafundi abatsha beBakala R zide zibe zigqityiwe ukwakhiwa iiklasi.

Imiba efuna ingqwalaselo okokoko

Inkxaso kwezi zikolo nokufikelela kwizikolo ezisemaphandleni nakwiindawo ezikude kusasele kungumngeni. Oku kuphazamisa ukuqokelelwa kwedatha echanekileyo ephathelele kwiBakala R kumaziko oluntu, njengoko uninzi lwawo lusematyotyombeni, kunqabe needilesi zeposi/zendawo abahlala kuzo ukuzisa iifom zesaveyi yonyaka. Ukungqinisiswa kweminyaka yobudala babafundi kuzo zonke izikolo kubalulekile ukuqinisekisa ukuchaneka kwamabango.

Eminye imiba efuna ingqwalaselo okokoko:

- Intlawulo esisibonelelo (*stipend*) yabasebenzi beECD basemaphandleni abakwiprogram yoqhelaniso-msebenzi ayanelanga. Iindleko zothutho ukuya kwindawo enezibonelelo zoqeqesho ziphezulu. Abasebenzi abafundisa abantwana abasaqalayo mabahlawule ezi ndleko zingaphezulu kwaye oku kuvamise kakhulu ukuba negalelo lokungayi kwabafundi esikolweni nasekuyekeni phakathi bengagqibanga ukufunda. Ikomiti kazwelonke ejongene nemiba ethile iphanda okusengenzeka ngokuphathelele kwireyithi yentlawulo esisibonelelo esemgangathweni ukusombulula iimfuno zabafundi abavela kwiindawo ezisemaphandleni ezisengaphunyezwa kuwo onke amaphondo.
- Iziseko zophuhliso (*infrastructure*): Ukubonelelwa ngeeklasi zeBakala R kwizikolo ezingenandawo yaneleyo okanye ezingenandawo yokufundisela ifanelekileyo kuya kuqhubeka. Oku kuya kulandela ifomula yezikolo eziyi-50 eziqatshelweyo ngonyaka ngamnye kwiinkalo zeyona mfundo inkulu ezisekelwe kwizalathiso zobuhlwempu, kuxinzelelo lwamanani oluntu (umzekelo apho kukho inani elininzi labafundi beBakala 1), ukufumaneka komhlaba kwanolawulo lwezemali.
- Ukubhalwa phantsi, ukungqinisiswa nokugcinwa kwamaziko eedatha eECD nokubeka esweni kwanovavanyo oluqhubelekayo lubalulekile ukuqinisekisa ukusetyenziswa kakuhle kwemali nokufundiswa ngobuchule kweprogram yeECD.
- Le miba ifumana ingqwalaselo okokoko ukuphucula ukusebenza ngempumelelo nangobuchule kwecandelo leECD.

9.8 IProgram 8: IiNkonzo eziNcedisayo neziNxulumene nazo (*Auxiliary and Associated Services*)

Injongo yeprogram

Kukubonelela ngenkxaso kumaziko emfundo xa ewonke

Iprogram yeeNkonzo eziNcedisayo neziNxulumene nazo iqulethe eziprogram zisekelayo:

Iintlawulo eziya kwiSETA

- Ukubonelela ngophuhliso lwezakhono zabasebenzi ngokungqinelana noMthetho woPhuhliso lweZakhono (*Skills Development Act*)

Iiprojekthi zegranti ezikhutshwa phantsi kwemiqathango

- ukubonelela ngeeprojekthi ezikhethekileyo zeSebe leMfundo likazwelonke ezinokusetyenziswa kwiprogram enye nangaphezulu zixhaswe ngemali ngeegranti ezikhutshwa phantsi kwemiqathango

Uviwo lwangaphandle

- Ukubonelela ngeenkonzo zoviwo ezilawulwa lisebe

Uqeqesho lootitshala

- Ukunceda ngokubonelela ngootitshala abaqeqeshiweyo nabanochule kumsebenzi wokufundisa

IKapa Elihlumayo

- ukuncedisa ekuphuculeni izakhono zabasebenzi

Iprogram yophuhliso lwemigaqo-nkqubo ka-2009/10

Akukho nto zintsha zenzekileyo

ST801	IINKonzo eziNcedisayo neeNkonzo eziNxulumene nazo – Imiba ephambili	2007/08 Eyona kanye	2008/09 Eyona kanye	2009/10 Iithagethi	2009/10 Eyona kanye
IINTLAWULO ZIIPROGRAM EZISEKELAYO (R'000)					
8.1 Iintlawulo eziya kwiSETA		3,944	4,255	4,604	4,604
8.2 Iiprojekthi zegranti ekhutshwa phantsi kwemiqathango		13,001	13,727	14,626	14,626
8.3 Uviwo lwangaphandle		64,442	87,865	101,914	101,914
8.4 Uqeqesho lotitshala		1,909	0	2,000	2,000
8.5 IKapa eLihlumayo		111,702	105,282	121,062	121,062
ITOTALI		194,998	211,129	244,206	244,206
IINTLAWULO NGOHLELO LWEZOQOQOSHO (R'000)*					
Iintlawulo yangoku		88,070	112,552	141,851	141,851
Imbuyiselo yabaqeshwa		47,407	63,194	72,886	72,886
Ootitshala		24,178	21,207	30,611	30,611
Abangengotitshala		23,229	41,987	42,275	42,275
Iimpahla neenkonzo nokunye		40,663	49,358	68,965	68,965
Iimali ezihlawulweyo (transfers) neesabsidi		106,892	98,422	102,123	102,123
Iintlawulo zee-asethi i-capital assets)		36	155	232	232
ITOTALI		194,998	211,129	244,206	244,206
EZINGOKUQESHWA KWABASEBENZI					
Inani lootitshala (abaqeshwe ngurhulumente) (a)		19	12	10	7*
Inani labangengotitshala		234	114	117	91
► IMILINGANISELO YENTSEBENZO					
► PPM801: Amanqanaba epesenteji yaqho ngonyaka obukho beHIV phakathi kolutsha oluneminyaka eyi-15-19		4.3%	5.4%	4.7%	Idatha ibinge kakukhu-tshwa liSebe i-DOH
► PPM802: Inani lezikolo zikarhulumente ezinesibonelelo esinye qha ubuncinane sekhompuyutha yokufunda nokufundisa		950	1 029	1 239	1 255
Qaphele: 1. Le Ngxelo yoNyaka ichaza ngesethi entsha yeMilinganiselo yeNtsebenzo kazwelonke. Isicwangciso seNtsebenzo soNyaka (Annual Performance Plan) (APP) sika-2009/10 inesaziso esifundeka ngokulandelayo: "Yimlinganiselo eMitha yeNtsebenzo kaZwelonke kungenxa yeso sizathu kungekho datha yembali phantsi kwezo fomula nemimiselo ethile". Ngenxa yokuba iithagethi ezintsha kufuneka zimiselwe, kwaye kwasetyenziswa ukubala ngokusondelelanisa kwinqanaba lengqikelelo okanye elcingelwayo ngo-2008/09 kusekelwe ekuthatheni isigqibo ngokufunda iisethi zedatha ezifanayo. Njengoko imiba yedatha echazwe kule Milinganiselo yeNtsebenzo misha yayingabhalwanga kwiNngxelo yoNyaka ka-2008/09, ukuchazwa kwazo ukuba yimali "Eyona kanye" zimele ukuqondwa ngokunxulumene noko. 2. Ootitshala abayi-6 abakwiProgram 8 ngabasebenzi abanika inkxaso kwezeHIV kwaye bonke baqeshwe kwizithuba ezingaphezulu. Utitshala oyi-1 oqeshwe isigxina naye ukwayinxalenye yale totali. 3. Iithagethi ka-2009/10 yeNkitho linani loLwabiwo-mali lokuGqibela lika-2009/10					

IMilinganiselo yeNtsebenzo: lingxoxo ngomahluko0
► PPM801: Amanqanaba epesenteji yobukho beHIV phakathi kolutsha olubudala buyiminyaka eyi-15-19
Ithagethi: 4.7% Eyona kanye: Bekungekabikho datha ifumanekileyo
► PPM802: Iqela lezikolo zikarhulumente ezinesibonelelo sekhompyutha esinye ubuncinane sokufunda nokufundisa
Ithagethi: 1 239 Eyona kanye: 1 255 Izikolo eziyi-1 145 zinikwe kwixesha elidlulileyo izibonelelo zoncendo xa zizonke. Kulo nyaka uphantsi kokujongiswisa izikolo eziyi-150 zifakelwe iikhompyutha ezintsha zaze izikolo eziyi-110 zaxhamla eku-apgreyidweni kweekhompyutha. Ngalo ndlela ithagethi kugqithwe ngaphaya kwayo.

Inkqubela

Inxalenye yenkxaso-mali evela kule program yenza iintlawulo zaseburhulumenteni kwiSETA kwaye yimali encediswa kwimali kwezinye iiProgram, umzekelo, inkxaso-mali yoLwazi lokuFunda nokuBhala noLwazi lokuBala, ukwenzela iiBhasari, zoqeqesho lwezakhono nezinye iiprogram zoPhuhliso lwezakhono zaBasebenzi (*Human Resource Development Programmes*) ezidweliswe phantsi kwezinto “EziBalulekileyo ekuFuneka ziPhunyeziwe”. Ezinye iiprojekthi ezixhaswe kule Program ziwa phantsi “kweeGranti ezikhutshwa ngeMiqathango ethile” kwaze kwaripotwa ngazo phantsi kweNgongoma 11, apha ngasezantsi.

Uviwo

ISebe iWCED liqhuba iimviwo ezi-4 ezibalulekileyo qho ngonyaka: uViwo lweSatifikethi seMatriki sikaZwelonke ngoOktobha/ Novemba; uViwo lokuXabangela lweSatifikethi seMatriki ngoFebruwari/Matshi, uViwo lweMatriki (kwisilabhasi endala) ngoMeyi/Juni kunye noViwo lweABET L4 ngoMeyi/Juni nangoOktobha.

Amaphepha emibuzo eemviwo ezine aye asetwe liSebe leMfundo esisiSeko. Iphondo liqinisekisa ngamanyathelo angqongqo kakhulu ezokhuseleko neesistim zolawulo ngethuba leenkqubo zokushicilela, ukupakisha nokusa amaphepha eemviwo ezikolweni. Iinqununu kunye nabagadi babaviwa abaziintloko baqeqeshiwe ukwenzela ukuba balawule baze baqhuba uviwo ngokweMimiselo yokuQhuba, ukuLawula nokuPhathwa koVavanyo zeSatifikethi seMatriki sikaZwelonke (*Regulations on the Conducting, Administration and Management of Assessment for the National Senior Certificate*).

Icandelo loviwo lashicilela amaphepha ayi-28 640 itotali yawo kwiimviwo ezi-4: uViwo lweABET iNqanaba 4 lwaqhubeka ngoMeyi (kumaziko ayi-47); uviwo lwaphakathi enyakeni lweSC (kuMaziko ayi-251); uviwo lokuphela konyaka kumaziko ayi-420 kwanoViwo lwangoFebruwari kumaziko ayi-156.

Oku kubandakanya ukulungiselela ukuprinta amaphepha emibuzo, ukufakwa ngokwemiqulelo nokuziswa kwawo ezikolweni okwakwenziwe ngaxeshanye nangokuphathelele kuxinzelelo lokubambelela kwimihla esikiweyo. Imihla esikiweyo yamanqanaba okulungiselela eemviwo ezahlukeneyo iyangenana (*overlap*) - nanto leyo ibeka uxinzelelo kumagosa ukuqinisekisa uviwo oluyimpumelelo noluqhuba kakuhle.

Le nkqubo yayifuna aBagadi Babaviwa aBaziintloko naBancedisi abayi-2 194 boviwo lokuphela konyaka (kubandakanywa iABET); abayi-385 bejongene noviwo lokuxabangela baze abayi-759 bajongana noviwo lukaApreli/Meyi. Bebonke ibingabamakishi abayi-3 735 neemodareyitha zangaphakathi eziyi-66 ebezilungiselela uviwo lukaNovemba/Disemba; yayi-184 bebonke ngoFebruwari/Matshi baze bayi-627 kuviwo lwangoApreli/Meyi.

IKhanya Project

Oku kunikwa ingxelo ngako ngokuthe vetshe phantsi phantsi kwesihloko esithi “Izinto eziphambili emazenziwe” Ziphelele zizikolo eziyi-1145 ezancedwa ukuba zifumane izibonelelo zethekhnoloji; izikolo eziyi-135 sekukufutshane ukuba zifumane izibonelelo zethekhnoloji; sekubonelelwe ngeekhompyutha eziyi-43 993; ootitshala abayi-25 038 bafumene (okanye basafumana) uqeqesho lwamanqanaba ahlukeneyo ethekhnoloji; abafundi abayi-826 390 bayakwazi ukufikelela kwizibonelelo zethekhnoloji zona iiklasi eziyi-2 100 zine-*interactive whiteboards*.

Imingeni neempendulo ezithile

UMngeni 1:

IKhanya project sekulithuba isebenza kule minyaka isibhozo igqithileyo kwaye ezinye zeenkqubo esezindala ezazifakelwe ngoku zifuna ukulungiswa.

Impendulo kuMngeni 1

Ngethuba lalo nyaka uphantsi kokujongiswa zizibonelelo eziyi-110 ezaye za-apgreyidwa kwaza ngokwenjenjalo kwaqinisekiswa ukufikelela qho kwiilaboratri zekhompuyutha nasekusetyenzisweni kwezixhobo zekhompuyutha.

UMngeni 2

Imfuno yokuphucula amandla apheleleyo e-ICT kwanezibonelelo zaseLayibrari

Impendulo kuMngeni 2

Ezi mpendulo zilandelayo ziya kuphunyezwa:

UPhuhliso loMgaqo-nkqubo

1. Yenza uze uphumeze imigaqo-nkqubo enxulumene nokusetyenziswa kwengcaciso kwimfundo nakwiithekhinoloji zonxibelelwano (*communication technologies*) (ICTs).
2. Yenza uze uphumeze imigaqo-nkqubo enxulumene neSikhokelo sikaZwelonke esisaXoxwayo seeNkonzo zeeLayibrari zeZikolo (*Draft National Guidelines for School Library Services*).
3. *Ukuqeqeshwa kootitshala.* Ukuqeqeshwa kootitshala okubandakanya iiseshoni eziqhubeka ubuso ngobuso neeseshoni zoqeqesho zekhompuyutha kumanqanaba okungena, okwamkela (*adoption*), okulungiselela (*adaptation*), ukusetyenziswa nokusetyenziswa kweengcamango ezintsha ngabo bonke ootitshala, abacwangcisi bezekharithulam nabacebisi ngezekharithulam.
4. Nika inkxaso yasesidlangalaleni neyokusetyenziswa kweSikhokelo sikaZwelonke esisaXoxwayo seeNkonzo zeeLayibrari zeZikolo, ngokusebenzisa iingcaciso-ntetho kumaqela ezolawulo lwemfundo xa olu xwebhu lugqityiwe kwaye selusetyenziswa ngokwaseburhulumenteni.
5. Ukufundiswa okungaphezulu kootitshala abajongene neelayibrari zezikolo zeQIDS-UP abangekayi kwizifundo zoqeqesho.

UkuFikelela kwiZibonelelo ze-ICT nezeeLayibrari

6. Ukubonelela ngokufikelela kwiziseko zophuhliso zeICT neesistim kuzo zonke izikolo ezikwiSebe iWCED.
7. Ukubonelela ngokufikelela kwamagosa eSebe iWCED, ootitshala nabafundi kwingcaciso yedijithali, kwikhompuyutha, kokumanyelwayo kukwabona ngamehlo nengcaciso yamaphephandaba kwiLayibrari uEDULIS, kumasebe abo nakumaziko encwadi ezithili.

IZibonelelo zokuFunda kwanokuFumaneka kwiMfundo ngeKhompuyutha (e-Content)

8. Ukufikelela kwingcaciso yedijithali yabafundi, ootitshala, kwanoootitshala abasebenza ezi-ofisini. Ukufikelela kwazo zonke izikolo kuluhlu lwe *software* ecetyiswayo kuxhomekeke kuvavanyo lwekharithulam nolwezobugcisa kwi-CMS.
9. Milisela iqela labayili nabaphuhlisi bedijithali kwanabaphuhlisi bayo bevela kootitshala abasebenzayo nakubacebisi ngezekharithulam.
10. Zibandakanye nokusebenzisa izibonelelo ze-elektronikhi ezifanelekileyo.

Ukubandakanyeka koluntu

11. Khuthaza intsebenziswano phakathi koluntu ngokukhuthaza izikolo ezineziseko zophuhliso zeICT neelayibrari/namaziko olwazi ukuvula izikolo neendawo zabo kuluntu lwabo lwasekuhlaleni ukukhuthaza ukubandakanyeka komntu wonke nokufunda ubomi bonke ngokuthi zisebenze njengamaziko okufunda/engcaciso e-ekhompuyutha.

EzoPhando noPhuhliso

12. Zibandakanye kuphando nakuphuhliso ukwenzela ukuba uphonononge iinkqubo ezikhoyo, uphonononge ngaphezulu, uvavanye, wenze amalinge neenzame zokusebenzisa iithekhinoloji, iimethodoloji namacebo amatsha uzame iithekhinoloji namacebo amatsha ukuphambela izigqibo ezinxulumene nokusasazwa kwanokusetyenziswa kwazo ukukhuthaza ukufunda okusemgangathweni, ukufundisa nezolawulo.
13. Qaphelisisa iinkqubo ezizezona zingcono neethekhinoloji zengcaciso ukunika inkxaso kuphando lwemfundo, kwezomgaqo-nkqubo kunye nezingokufundisa eklasini.

Ukuqhagamshelaniseka

14. Kukuqinisekisa ukuqhagamshelaniseka kwezikolo kwiisistim nezibonelelo zokufundisa, ezolawulo nokufunda.

Imiba eqhubeka okokoko

linkqubo zoviwo

Iprogram yeemviwo ixhaswa ngemali esuka kwiProgram 8. Lo msebenzi uqhubelekayo ngokuba ngumngeni uthelwe iingozi ezinkulu kwaye zifuna ukwenziwa ngexesha elichanekileyo. Ukucwangcisa umsebenzi kungumngeni njengoko iiprojekthi ezixakekiso zilandela enye emva kwenye zize zibeke uxinzelelo kubasebenzi, kwiinkqubo zokhutshelo lwamaphepha, izinto zokusebenza kunye nezokhuseleko kunye nokusiwa kwamaphepha ezikolweni.

IiProgram zeGranti ekhutshwa phantsi kweMiqathango

KwiKhasi 78 kunikwe ingxelo ngokuzimeleyo ngeprogram yesondlo yezikolo neyeHIV/AIDS.

Inkqubo yesondlo: Le program inendima ebaluleke kakhulu eyidlalayo yonke imihla. Imiba ephambili ngumgangatho nobungakanani bokutya. Le projekthi ibekwe phantsi kweliso elibukhali. Ixesha elichithwa ekondleni abafundi maliqatshelisiswe ukuqinisekisa ukuba oku akungeneleli kwixesha lokufundisa.

HIV/AIDS. Umngeni kukugcina iprogram egxilayo nehlala ihlaziyekile ukwamkela abafundi abatsha.

9. Iimali ezihlawulweyo (*Transfer payments*)

Igama leZiko/Abazuzayo	Imali ehlawulweyo (R'000)	Ukungqinelana neSiqendu 38(1)(j) sePFMA
IProgram 1	30,224	
Ezizezi -		
IProjekthi i <i>Telecommunication Project</i> kwizikolo zikarhulumente eziqhelekileyo	7,118	Y
IProjekthi i <i>Mathematics and Science Project</i> kwizikolo zikarhulumente eziqhelekileyo	11	Y
IProjekthi yeZikolo eZikhuselekileyo kwizikolo zikarhulumente eziqhelekileyo	15,858	Y
I-FET MIS yeekholeji zeFET	7,237	Y
IProgram 2	484,954	
Ezizezi -		
kuzo zonke izikolo eziziiprayimari zikarhulumente eziqhelekileyo	304,177	Y
kuzo zonke izikolo eziziiprayimari zikarhulumente eziqhelekileyo	164,945	Y
Iprogram i <i>National School Nutrition Programme</i>	15,832	Y
IProgram 3	55,522	
Ezizezi -		
Izikolo eziziiprayimari ezizimeleyo	22,610	Y
Izikolo eziziisekondari ezizimeleyo	32,912	Y
IProgram 4	102,011	
Ezizezi -		
Izikolo zikarhulumente zemfundo eneemfundo ezizodwa	102,011	Y
IProgram 5	126,988	
Ezizezi -		
Amaziko eFET karhulumente	126,988	Y
Igranti yeFET ekhutshwa phantsi kwemiqathango	N/A	
IProgram 6	22,578	
Ezizezi -		
Amaziko emfundo oluntu	22,578	Y
IProgram 7	135,173	
Ezizezi -		
Imfundo yabantwana abasaqalayo kwizikolo zikarhulumente	89,441	Y
Imfundo nophuhliso lwabasaqalayo kumaziko oluntu	45,732	Y
IProgram 8	100,118	
Ezizezi -		
I-ETDP SETA	4,604	Y
Iprojekthi i <i>Khanya Projects</i> kwizikolo zikarhulumente eziqhelekileyo	61,145	Y
Iprojekthi i <i>Kapa eLihlumayo</i> kwiikholeji zeFET	3,000	Y
Iprojekthi i <i>Kapa eLihlumayo</i> kwizikolo ekugxilwe kuzo	18,366	Y
IProjekthi i <i>Kapa eLihlumayo</i> kwizikolo zezakhono	13,003	Y
Itotali yemali ehlawulweyo	1,057,568	

10. IiGranti ezikhutshwa phantsi kwemiqathango

Ithebhire: Isishwankathelo seeGranti ezikhutshwa phantsi kweMiqathango zango-2009/10 (R'000)

IGranti ekhutshwa phantsi komqathango	INkcitho eyiyo kanye kanye 2008/09	Egqithiselwe ukusuka 2008/09	Itotali yee-mali ezabi-weyo 2009/10	Itotali yee-mali ezihla wul-weyo	INkcitho eyiyo kanye 2009/10	% INkcitho
	R'000	R'000	R'000	R'000	R'000	
I-HIV/AIDS	13,727		14,626	14,626	14,626	100%
Iprogram iNational School Nutrition Programme (NSNP)	81,301	5,195	117,751	117,751	117,751	100%
UkuXhotyiswa kweCandelo leeKholeji zeMfundo noQeqesho oluQhubekayo	77,305		-	-	-	-
Igranti iProvincial Infrastructure Grant	120,478		170,395	170,395	169,976	99,75%
ITOTALI	292,811	5,195	302,772	302,772	302,353	99,86%

Kwahlangabezwana nazo zonke iimfuneko ze *Division of Revenue Act* ngokuphathelele kwiiGranti ezikhutshwa phantsi kwemiqathango, ezizezi:

- Zonke iimali ezihlawulweyo ezifunyenweyo zafakwa kwi-akhawunti yebhanka yesebe lemfundo;
- Zonke iinkxaso-mali zichithiwe.
- Kufikelelwe kuzo zonke iimeko zeegranti ezikhutshwa phantsi kwemiqathango, njengoko zimiselwe kwizicwangciso ze *Business Plans*, ezivunyiweyo.

IZakhono zoBomi: I-HIV/AIDS	
IINKALO ZENTSEBENZO EZIPHAMBILI	INKQUBELA
KPA 1: Ukugaya inkxaso <i>Kukunika ingcaciso yezonxibelelwano nokusasazwa komgaqo-nkqubo kunye neprogram; ukukhuthazwa kobambiswano olubumbeneyo ukuxhasa iinjongo zeMfundo ngezeMpilo; nokuphuhlisa kwendawo ekufundelwa kuyo ebandakanya amacandelo amaninzi ukuxhasa izicwangciso zempilo kwimfundo.</i>	<p>Ngenxa yokunyuka nge-16,1% kobukho beHIV eNtshona Koloni phakathi kwabane-15 - 49 yeminyaka ubudala (xa kuthelekiswa nokuzinza nge-29,3% kuzwelonke), ugayo lwenkxaso yasesidlangalaleni (<i>advocacy</i>) luyaqhubeka kumanqanaba ephondo, awee-ofisi zezithili zemfundo, kwiikomite zeesekethe nakuluntu lwasekuhlaleni oluyinxalenye yesikolo. Oku kubandakanya iphetshana leendaba lekota elitsha elisiwa ezikolweni (ngentsebenziswano neNACOSA, iSebe iDoH) neDSD; iintlanganis ezahlukeneyo zabathathi-nxaxheba; inkxaso yee-ofisi zezithili yokubanjwa kweentlanganis zabazali (ziyi-51 ezachazwayo); kwanokulondolozwa kweZikolo zaBuququzeleli bezeHIV/AIDS eziyi-1450. Ilinge lokugaya inkxaso litshintshile ngabom ukusuka 'ekunikeni ulwazi ngeAIDS' obekusoloko kuqhubeka iminyaka eliqela egqithileyo, yayokutsho kucwangciso oluphathelele kwiimpendulo ezisekelwe kubungqina zokulwa iHIV/AIDS (nemiba enxulumene nayo echaphazela ingqondo nezentlalo kunye nemiba yezoqoqosho enjengokusetyenziswa gwenxa kweziyobisi notywala) eziya kuqinisekisa ukuncitshiswa kwamanqanaba okuxhaphaka kweHIV phakathi kolutsha oluneminyaka eyi-15-24 ubudala. Iiprogram zemisebenzi yasemva kwamaxesha okufundisa (<i>extra-mural</i>), ezasemva kweeyure zesikolo (<i>after-school</i>) nezeeholide zezikolo zinikwa inkxaso, ngokusebenzisana namaziko ngamaziko, ukugcina abafundi abasengozini bekhuselekile kwaye besesikolweni. Intsebenziswano 'yoluntu oluyinxalenye yesikolo', 'ekarhulumente namashishini abucala' 'nekarhulumente nemibutho yoluntu' kunye nentsebenziswano ephakathi kwamacandelo ngamacandelo iyakhuthazwa kuzo zonke iiKPA, ukuqinisekisa ngeempendulo ezifanelene nezasekuhlaleni, ezinoqoqosho nezizinzileyo ezinciphisa ukuxhomekeka kwizibonelelo zemali nakwinkxaso encinane yabasebenzi. Iinkqubo eziphangaleleyo zokukhuthaza ezempilo ngokusebenzisa imfundo ezinjenge <i>Child-Friendly Schools (UNICEF)</i>,</p>

<p>KPA 1: Ukugaya inkxaso <i>Kukunika ingcaciso yezonxibelelwano nokusasazwa komgaqo-nkqubo kunye neprogram; ukukhuthazwa kobambiswano olubumbeneyo ukuxhasa iinjongo zeMfundo ngezeMpilo; nokuphuhliswa kwendawo ekufundelwa kuyo ebandakanya amacandelo amaninzi ukuxhasa izicwangciso zempilo kwimfundo.</i></p>	<p><i>Health Promoting Schools (WHO), Caring Schools (UCT) nakwiZikolo njengeeNodi zokuNonophela nokuNika iNkxaso (Schools as Nodes of Care and Support) (SNOG) ziqhubela phambili ukukhuthazwa injongo ikukuphemebelela ukunciphisa ingozi nokuthintela i-AIDS. Nakuba kunjalo, uthintelo lweHIV olusebenza ngempumelelo ludodobaliswa yingcaciso eyimposiso nesenzo sokubekwa ibala kwabachatshelelwe sesi sifo.</i></p>
<p>KPA 2: Uphuhliso lootitshala: Ezekharithyulam <i>NgokoMthetho woMgaqo-nkqubo weMfundo kaZwelonke weHIV/AIDS (National Education Policy Act on HIV/AIDS) kwanezibonelelo zeNCS, imfundo ngezakhono zobomi ze-HIV/AIDS nemfundo ngezesondo isisinyanzelo kuwo onke amabakala. Ithagethi yephondo yokuqinisekisa ukuba i-80% yabo bonke ootitshala bezikolo eziziprayimari ne-80% yootitshala bezifundo zoLwazi ngezoBomi bezikolo eziziisekondari bafumana ukuqeqeshwa ngokufanelekileyo ekufundiseni izakhono zobomi zeHIV/AIDS ayitshintshanga.</i></p>	<p>Le KPA mayiqinisekise ukuba ootitshala bafumana uqeqesho olululo kwanokuba izikolo zixhotyiswe ngezinto zokusebenza zanikwa nenkxaso. Ngokuphathelele kwithagethi ka-2009/10 yootitshala abayi-1000 abaya kufumana uqeqesho, ithagethi yeAPP kwagqithiswa kuyo: i-1007 yootitshala bezifundo zoLwazi ngezoBomi beBakala 1-7 nabeBakala 8-9 abayi-220 bafumana uqeqesho. Abaqeqeshi bootitshala abatsha beBkl 10-12 bafumana uqeqesho kwakhona ukulungiselela ukuqhubela phambili ngokufundisa ngo-2010 iprogram yeSebe iWCED i 'Today's Choices'. Ithagethi ka-2011 yootitshala abayi-100 beBakala 1-7, yabayi-100 beBakala 8-9 nabayi-50 beBakala 10-12 yamkelwe sisithili semfundo ngasinye. Ukuqeqeshwa kootitshala beBakala 8-9 bezifundo zoLwazi ngezoBomi (Life Orientation) (LO) educators, ngokukodwa, kusasele kungowona mngeni uphambili. Uqeqesho luphonononga ezinye iindlela zokufundisa ekujoliswe kuzo ukulwa ukuphelelwa ngumdlu wokufundiswa ngeAIDS. Abaqeqeshi bootitshala abayi-180 bafumene uqeqesho ekulungiseleleni ukuqaliswa kwayo ngo-2010/11.</p>
<p>I-KPA 3: I-HIV/AIDS UBunkokeli, uLawulo nokuPhatha ezikolweni <i>Ukubonelela ngoqeqesho nengcaciso kuzo zombini iiKomiti zoLawulo zeZikolo (School Management Teams (SMTs) namaBhunga oLawulo eZikolo (School Governing Bodies) (SGBs), olufakwe kuphuhliso lwezikolo olupheleleyo nakwiZicwangciso zoPhuhliso lweZikolo) (SIPs).</i></p>	<p>NgokoMthetho woMgaqo-nkqubo weMfundo kaZwelonke: uMgaqo-nkqubo weHIV/AIDS wooTitshala naBafundi (National Education Policy Act: HIV/AIDS Policy for Educators and Learners (1996), usisinyanzelo kwisikolo ngasinye ukuba siqulunqe esaso iSicwangciso sokuFundisa ngeHIV/AIDS (HIV/AIDS Implementation Plan). Oku kuya kufakwa kwiSIP yesikolo ngasinye. Ngokusebenzisa inkqubo yokufumana izibonelelo (resource mapping), izikolo ziyakhuthazwa zikhangele amahlakani eziya kusebenzisana nawo asekuhlaleni kwaye, apho kufanelekileyo kunye/okanye kuyimfuneko, zibandakanye abantu abajongene nezibonelelo (resource persons) kwii-SGB zazo. Iifayili zoqeqesho/zezibonelelo zoncedo sezilungisiwe ukwenzela ukuba zisasazwe kuzo zonke izikolo kuqhubeka uqeqesho ngentsebenziswano neekomiti zeesekeke, kodwa umlilo owaqhambuka ePaarl Print wayilibazisa inkqubo yokuqalisa. Eli cebo limiselwe kwakhona u-2010/11. Ukuqaliswa kwalo kuya kulawulwa ziiKomiti zeeSekethe, kunye neRetired Teachers' Association) (uMbutho wooTitshala aBathathe uMhlala-phantsi) sowuyinxalenye yoku. Ukutsalwa kwegazi kuxilongwa iHIV ngokuZithandelayo nokufumana ingcebiso kuyakhuthazwa kwizikolo eziphakamileyo ezinabafundi abayi-5 000-10 000 abaqhuba uxilongo lwegazi kwikota nganye kwanokusetyenziswa kweVCT kunyuke kwayokutsho ku-95% kwezinye izikolo eziphakamileyo. Ngokungqinelanayo noMthetho woMgaqo-nkqubo weMfundo kaZwelonke weHIV/AIDS, izikolo ezininzi ezikwiindawo zoluntu ezisengozini zinceda abafundi abasebezibandakanya kwiindibano zesondo ngokubanika iikhondom ngendlela efanelekileyo bekwaqwalasela imeko yendawo. ethile. Omabini la macebo kukholelwa ukuba ziintsika zokuxhathisa ezibalulekileyo ekuncitshisweni nge-50% kweereyithi zobukho beHIV kulutsha kule minyaka mihlanu igqithileyo.</p>

<p>I-KPA 4: UkuNonophela nokuNika iNkxaso <i>Ukuqeqeshwa kootitshala (kwezokunonophela nokunika inkxaso) namaBhunga oLawulo eZikolo kunye nabathathi-nxaxheba boluntu lwasekuhlaleni (SNOC), ngokunjalo nokuqeqeshwa kootitshala abathile kwiiNgcebiso zesiSeko neZakhono zokuGqithisela aBafundi kwiiNgcali zoNyango (Basic Counseling and Referral Skills) kunye neendidi zeeprogram zokunika inkxaso - zonke zenzelwe iinkedama, abafundi abasuleleke nabachaphazeleke yiHIV kunye nabasengozini - nokunciphisa ukuyeka kwabafundi esikolweni bengekagqibi ukufunda.</i></p>	<p>Bamalunga ne-5 ootitshala namalungu eSGB ayi-5 kwisikolo ngasinye (kuxhomekeke kubukhulu besikolo) abathagethiweyo. Uqeqesho kwimodeli ye <i>Soul City 'Schools as Nodes of Care and Support' (SNOC)</i>, kweeSGB namahlakani oluntu oluyinxalenye yesikolo, luyaqhubeka ukwenziwa ngokugqitha kuqala kwiiKomiti zeeSekethe. Ootitshala abaqeqesha abanye abangaphezulu abayi-80 bafumene uqeqesho kulo nyaka, kwaqhutywa iiseshoni zoqeqesho eziyi-251. Iprogram ehamba nale yootitshala kuya kubonelelwa ngayo kwakhona kwiiKomiti zeeSekethe, neya kuthi inikwe inkxaso ziisayikholojist noonontlalo-ntle abayi-90 beSebe leMfundo abaqeqeshelwe injongo ethile. Le program, eyaye yaqulunqwa liSebe i-DBE neSADC neyaziswa njenge- <i>'Care and Support for Teaching and Learning' (CSLT)</i> iya kugqitywa nge-2011. Abasebenzi bee-ofisi zezithili zemfundo abayi-25 abangaphezulu bafumana uqeqesho kuLawulo ngezokuSwelekelwa (<i>Bereavement Management</i>) kulo nyaka baze ootitshala abayi-473 bafumana uqeqesho kwimfundo ebandakanya bonke abafundi.</p>
<p>I-KPA 5: UkuFundisana koontanga <i>UkuFundisana kooNtanga yisistim yokufundisana-kolutsha-nolutsha yokuthintela ukusuleleka zizifo, exhomekeke ekubekweni kweliso elibukhali ngumntu omdala. Ootitshala abafundisa abalingane, abasenkonzweni yoogxa babo, baye benza imisebenzi emihlanu enxulumeneyo: Imfundo (ukuqhutywa kwesifundo), ukuqatshelwa nokugqithiselwa kwiingcali (kwabafundi abafuna uncedo lwabadala), impembelelo engaqingqwanga nokuba ngumzekelo, ukugaya inkxaso esidlalalaleni (nenkxaso ngokwasengqondweni nasentlalweni). Umsebenzi wemfundo ubalulekile kuba iphuhlisa eminye imisebenzi emine.</i></p>	<p>Ngo-2009, zingaphezulu kwe-5 000 'iinkokeli eziselula', ezixhaswa yi <i>loveLife groundbreakers</i>, ezathatha inxaxheba kwiprogram ye <i>lifeStyle</i> kwizikolo eziziisekondari eziyi-176; bangaphezulu kwe-7 500 abafundi abafundisanayo abaqalisa isicwangciso sokufundisana kwabafundi baseNtshona Koloni kwizikolo eziziisekondari eziyi-150; ngaphezulu kwe-10 000 ye-<i>'Buddyz'</i> zezikolo eziziiprayimari zathatha inxaxheba kwiprogram yeklabhu yemisebenzi eyenziwa emva kweeyure zokufunda ye <i>Soul City</i> kwanootitshala abangamahlakani beekholeji zeFET abaye bafumana uqeqesho ngentsebenziswano yemibutho yeWCYPE. Yonke iMibutho ejongene nokuQaliswa kweNkqubo nezikolo eziziisekondari yatyelelwa yafumana ukuvavanywa ngokwentsebenzo yayo.. Iprogram yezikolo zasesekondari yaxhaswa kakhulu yiGlobal Fund (GF) kwiminyaka emihlanu egqithileyo, apho kwaqeqeshwa khona oontanga abafundisanayo abayi-37 348 abaselula (beBkl 10) kwizikolo zeGF kuphela, nalapho kuzo abayi-21 169 baqhubeka njengaBafundisa aBafundi abakumabakala emfundo ephakamileyo (kwiBkl 11) baza abayi-7 822 baqhubeka njengabasebisi beBkl 12. Le program ilawulwa ngokubambiseneyo neSebe leMpilo lephondo (iSebe iDoH). Ngokuphathelele kwireyithingi yokulawulwa kwentsebenzo engu-A+, iGF icele iNtshona Koloni ukuba yenze isicelo senkxaso-mali eyandisiweyo yeminyaka eyi-6 nokuphunyezwa kwayo (ukuba ivunyiwe) kuya kuqalisa ngo-2011.</p> <p>Le program iya kwandiswa iyokutsho kwizikolo eziyi-110 zeGF neziyi-245 ze-GF kunye nezeSebe iWCED eziyi-245 engagqithanga u-2012 - exabisa malunga ne-R60 yezigidi (ne-R1,2 yezigidigidi) (<i>billion</i>) xa kubandakanywa zonke ezinye iiprogram zeHIV/AIDS ezingabandakanyi zikolo). Uphononongo luka-2009 lweSebe leMpilo iDoH lwaveza ukuba, kwiinkalo apho ukufundisana koontanga kwaqhubekayo kwizikolo eziziisekondari kwiminyaka eyi-5 egqithileyo, amanqanaba okuxhaphaka kweHIV kulutsha ehla – aze abuya anda kwiindawo apho kungekho kufundisana koontanga kwaqhubekayo. Inkomfa yephondo yayibanjwe ngoNovemba 2009 ukuxoxa ngenkqubo ehlaziyiweyo yezikolo eziziisekondari. Ngoku kukho iiklabhu ezibhalisiweyo zeSoul Buddyz zezikolo eziziiprayimari eziyi-454 (zehlele ukusuka ku-540 ngo-2008/9) nootitshala abangaphezulu abayi-144 abafumene uqeqesho ukuququzelela nokuqhubela phambili umsebenzi weklabhu.</p>
<p>I-KPA 6: IZixhobo zokuNcedisa ukuFunda nokuFundisa <i>Sisikhokelo sikatitshala neencwadi zomsebenzi zabafundi ukuncedisa kwizifundo zoLwazi ngezobomi ngokukodwa kwiNjongo 1 yeSifundo) kwanezincedisi zokufunda ezingaphezulu ezanikwa izikolo kwane-ofisi zezithili zemfundo ukuncedisa kwamanye amacebo okujongana neHIV/AIDS.</i></p>	<p>I-Ntshona Koloni kuphela kwephondo elenza iZinto zokuNcedisa ukuFunda nokuFundiswa kweZakhono zoBomi zeHIV/AIDS (<i>HIV/AIDS Life Skills Learning and Teaching Support Material (LTSM)</i>) kwiilwimi ezingesosiNgesi (o.k.t. iAfrikansi nesiXhosa) bazisasaze ezi zinto minyaka le kuwo onke amabakala. Nakuba kunjalo, iLTSM yeBkl 1-7 ayikwazanga ukuziswa ezikolweni ngo-2009 ukususela ukuba kwenziwa iLTSM ezintsha ezilungelelanisiweyo zeNCS liSebe leMfundo i-DBE (ukufaka endaweni yazo iLTSM ezilungelelanisiweyo zika-2005) kwaye kwafuneka ukuba zihlelwe zihlelwe ziguqulwe ukuqinisekisa amanqanaba aphezulu omgangatho. Ukusiwa kwazo ezikolweni kuya kuqhubeka</p>

<p>I-KPA 6: IZixhobo zokuNcedisa ukuFunda nokuFundisa</p>	<p>phakathi ku-2010. Ii-LTSM zeBakala 8-9 nezeBakala 10-12 zaye zaziswa ngo-2009, ukwenzela u-2010. Ii-LTSM zeMfundo eneeMfuno eziZodwa kwabonelelwa ngazo kwakhona kwiindidi ezahlukeneyo zezikolo zeELSEN. Ii-HIV/AIDS LTSM kubonelelwa ngazo ukunika inkxaso iKharithulam kwaye zithathwa njengezinto zokufunda ezingaphezulu emazeniwe ngokuzithandelayo ngootitshala eklasini.</p>
<p>I-KPA 7: UkuBeka esweni (Monitoring), ukuNika iNkxaso (Support) noVavanyo (Evaluation) <i>Iprogram ephelileyo yeM no-E. Izikolo zinikwa inkxaso ngaBaqquzeleli beHIV/AIDS Bezithili nangaBenzi Bophando nangokwandayo naziKomiti zeeSekethe ezijongene nemiba ngemiba.</i></p>	<p>Isistim efana yodwa yaseNtshona Koloni yaBaqquzeleli abaqeshelwe iZikolo beze-HIV/AIDS (abancediswa ngokuzithandelayo ngaBaqquzeleli Beeklasta), efakwe kwisigunyaziso sokwenziwa komsebenzi seKomiti yeNgcebiso ngezeMpilo (<i>Health Advisory Committee</i>) (NEPA) neeKomiti zokuNika iNkxaso kuBafundi ezikuMaziko zeEWP 6 (<i>EWP 6 Institution-based Learner Support Teams</i>) (okanye ii-EST/TST), zizo emazomelezwe ukwandisa ukuzimela kwezikolo nasekuxhomekeni kwiinzame zazo zokujongana nesiphumo seHIV neAIDS kwiMfundo nakuluntu oluyinxalenye yesikolo. Ukubekwa esweni kwezikolo eziyi-1 216 notyelelo lokunika inkxaso lwaqhubeka kulo nyaka, iintlanganiso zeklasta eziyi-185 zaye zabanjwa kwaza kwaqhubeka iintlanganiso ezingaphezulu zaBaqquzeleli Beeklasta eziyi-8. Uvavanyo lukazwelonke oluzimeleyo lwaqhubeka (kwiSebe leMfundo i-DBE), ngokunjalo nezimeleyo (AG) novavanyo lweprogram olusuka kwiphondo luye kwizithili. Ukongeza kwezi, uvavanyo neesaveyi ezimbini ezizimeleyo zaqhutywa kwiprogram yokuFundisana kooNtanga (<i>Peer Education Programme</i>), kwakhona neqela leemvavanyo ezaye zenziwa zeeprogram ezililinge kwanababoneleli ngeenkonzo. Iprogram yaseNtshona Koloni iqhubela phambili ngokufaka igalelo kuphuhliso lokufunda ngeHIV/AIDS kazwelonke, kwezokuthintela nokunonophela kunye nakumacebo okunika inkxaso.</p>
<p>I-KPA 8: EzokuPhatha nezoLawulo <i>Iprogram yephondo yenziwe ukwenzela ukuba impendulo yezeMfundo kwi-AIDS ilawulwe ngokubanzi ngobuchule ngawo onke amasetyana eSebe iWCED namacandelo achaphazelekayo, kwaye iyalungelelaniswa ngokwamanqanaba kwiZithili zayo eziyi-8 nakwiiKomiti zeeSekethe eziyi-49 (kunokuba ilawulwe njengeprogram ezimeleyo enayo kancinane okanye engenalo unxibelelwano nenxalenye yezeMfundo kunye/okanye indlela yokuziphatha eyingozi kwanezigqibo zokuziphatha ngokusempilweni).</i></p>	<p>Isikhokelo nabaphathi balo program bagxile kwiziphumo zethuba eliphakathi kwaye sichaphazela izalathiso ezibhalwe kumgaqo-sikhokelo seUNGASS samazwe ngamazwe kwanezicwangciso zoorhulumente bakaZwelonke nabamaPhondo zango-2007-2011, apho uxanduva oluphambili lwezeMfundo ikukuqinisekisa ukuba (i) ngonyaka ngamnye, kubo bonke abafundi bamaBakala 1-12, amashumi amathathu (30) eeyure zokufundisa zakuqhubekela eklasini kweZakhono zoBomi ngeHIV/AIDS, ukwenzela ukuba (ii) iMfundo ikwazi ukufaka igalelo ngokuqaphelekayo ekuncitshisweni ekujoliswe kuko kwe-50% yamanqanaba obukho beHIV phakathi kolutsha oluyiminyaka 15-24 ubudala (engagqithanga u-2011). Ngentsebenziswano namasebe ngamasebe, eli phondo liphumelele ekunciphiseni iHIV phakathi kolutsha. Igrant ekhutshwa phantsi kwemiqathango ibonelela ngotyalo-mali lwamalunga ne-R15 kumfundi ngamnye ngonyaka – yi-R150 kwiminyaka eyi-10 – kubandakanywa noqeqesho lootitshala, iILTSM neprogram yokuqeshwa kootitshala. Ngokuphathelele kwiprogram yokuqeshwa kootitshala, isicwangciso sabasebenzi soHlengahlengiso lweSebe iWCED (<i>Redesign</i>) ekubonelelwe ngaso kwisithili ngasinye. Ukulungiselelwa kwemisebenzi yeprogram kujoliswe ekulawuleni, ekuphumezeni iithagethi zephondo ezilibhongo nezo zeSicwangciso seKhabhinethi seHIV/AIDS sikaZwelonke sika-2007-2011 (<i>Cabinet's National HIV/AIDS Strategic Plan 2007-2011</i>). Le program ifake igalelo eliqaphelekayo ekunciphiseni amanqanaba obukho beHIV kulutsha oluza kubeleka lwaseNtshona Koloni nge-50% (abakwiminyaka yobudala eyi-15-19) (lehlile ukusuka ku-8,7% ngo-2004, ukuya ku-4,3% ngo-2007, kodwa lanyuka laya kutsho ku-5,4% ngo-2008 – xa kuthelekiswa ne-14,1% kuzwelonke ngo-2008) nokuncipha kwamanqanaba okuxhaphaka kweHIV kwabakubudala beminyaka eyi-20-24 (lehla ukusuka ku-17,4% ngo-2004 ukuya ku-13,6% ngo-2008). Amanqanaba okwenzeka kokusuleleka kwabakubudala beminyaka eyi-25-49 kwiphondo aqhubela phambili ngokunyuka.</p>

Iprogram yeSondo iNational School Nutrition Programme	
Iprayorithi	Inkqubela
Ukuqinisekisa ukufikelela okwaneleyo kwi <i>National School Nutrition Programme</i> zizikolo ezithagethiweyo	<p>Abafundi abayi-334 287 babonelelwa ngokutya okunesondlo kwizikolo eziyi-997 ezithagethiweyo [sinye isikolo esathagethwayo nesavalayo baze abafundi basiwa kwezinye izikolo].</p> <p>Izikolo eziziisekondari ezikwiNqanaba 2 loBuhlwempu zizimisele ukondla bonke abafundi ukusuka nge-1 Apreli 2010.</p> <p>Uqeqesho lwabasebenzi beProgram yeSondlo seZikolo kuZwelonke (<i>National School Nutrition Programme</i>) [NSNP] lwaqhutywa kwezi zihloko zilandelleyo:</p> <ul style="list-style-type: none"> • Umfanekiso-ngqondweni kazwelonke weMfundo ngezeZondlo (<i>National perspective on Nutrition Education</i>) [25 Juni 2009] • INkqubo yokuBeka eSweni nokuPhonononga (<i>Monitoring and Evaluation</i>) [29-30 Juni 2009] • Inkxaso yengcebiso zabanamava: Ukubeka esweni nokuphonononga [17 Septemba 2009] • Ukusetyenziswa ngempumelelo kwezicima-milo nezinto zokwenza ukutya, ukulondolozwa kwegesi, isikhokelo sokhetho lweemenyu ezintsha kunye noqeqesho lwabasebenzi abaza kuqeqesha abanye: ABapheki aBangamavolontiya [21 Januwari 2010] • ISistim yoLawulo noPhuhliso lweNtsebenzo yaBasebenzi [30 Matshi 2010] <p>Oomasifundisane bokuphuhlisa izakhono abayi-566 baye baqhutywa ukwenzela aBapheki-kutya aBangamavolontiya malunga nokutya nokusebenzisa igesi ngokukhuselekileyo kunye nezempilo.</p> <p>Izinto zoqeqesho olungaphezulu zaphuhliswa ngokunxulumene nokuphuhlisa kwezakhono zamavolontiya angabapheki nezokhuseleko lwegesi kwanezococeko.</p> <p>Izikolo zathenga izixhobo zasekhitshini ezingaphezulu ukulungisa iziqhamo nemifundo emitsha nentlanzi enkonkxiweyo (<i>tinned pilchards</i>), eya kuba yinxalenye yokhetho lwemenyu entsha eya kusetyenziswa kunyaka-mali ka-2010/11.</p> <p>Izikolo ezazithagethiwe zatyelwa qho ngeenjongo zokuba zibekwe esweni.</p> <p>Iindawo zokugcina (<i>warehouses</i>) zabo bonke ababoneleli ngenkonzo kabini ngonyaka ukuqinisekisa ukuba ngaba iziveliso zokutya ziyangqinelana neenkukacha ezimiselweyo.</p> <p>Izixhobo zokufunda ngezezondlo</p> <p>Izikolo eziswelelo eziyi-159 zathenga amakhitshi angoomahambanendlwana (<i>mobile kitchens</i>) okusebenza njengeendawo zokulungiselela ukutya. Eziyi-61 kwezi zikolo zafumana ukuxhaswa ngemali ngentsebenziswano neprogram yeQIDS-UP. Ukuza kuthi ga ngoku izikolo eziyi-297 eziswelelo zivunyelwe ukuba zithenge amakhitshi angoomahamba-nendlwana.</p> <p>Kufunyenwe inkxaso eyiyo kumagosa akwiSebe lezeMpilo ngokumalunga nokhuseleko lokutya nesondlo.</p>
Ukukhuthaza, ukucebisa nokunika inkxaso ukusekwa kweegadi zokutya (<i>food gardens</i>) nezinye iimveliso neminye imisebenzi yokuvelisa ukutya enokugcinakala (<i>sustainable food production activities</i>) kwizikolo ekujoliswe kuzo apho sekukho amaseko okulungela le meko nabasebenzi nokuzimisela koluntu	<p>Oomasifundisane abayi-29 bokuphuhlisa izakhono zokuVeliswa koKutya baqhutyelwa kwii-Ofisi zeZithili zeMfundo kweli phondo ngonyaka-mali ka-2009/10. Abayi-21 kwaba masifundisane babeququzelelwe yiNSNP baza abayi-8 baqhutywa nguEduplant, olilinge likaWoolworths eligxile kuqeqesho ekulimeni igadi kusetyenziswa izinto eziphilayo zokuchumisa (<i>organic gardening</i>).</p> <p>Aba masifundisane babe kule miba ilandelayo:</p> <ul style="list-style-type: none"> • Ukusekwa kwegadi • Ukulawulwa kwegadi

Ukukhuthaza, ukucebisa nokunika inkxaso ukusekwa kweegadi zokutya (*food gardens*) nezinye iimveliso neminye imisebenzi yokuvelisa ukutya enokugcinakala (*sustainable food production activities*) kwizikolo ekujoliswe kuzo apho sekukho amaseko okulungela le meko nabasebenzi nokuzimisela koluntu

- Ukutyeba komhlaba
- Ukutyalwa kwemithi yeziqhamo.

Inani lezikolo ezineegadi zokutya kweli phondo lanyuka ukusuka ku-284 ukuya ku-303.

ISebe lezoLimo (*Department of Agriculture*) (*DoA*) lalisindleke uSuku LweHlabathi Lokongiwa koKutya lwePhondo (*Provincial World Food Day*) (WFD) eWest Coast. Abameli be-NSNP babemelwe kukuthatha inxaxheba kwiprogram. I-NSNP kwakhona yaququzelela isiganeko sayo soSuku loLondolozo lokuTya lweHlabathi (*World Food Day*) kwiOfisi yeSithili seMfundo yeOverberg.

linkampu zokunonophela abantwana abasebancinane ezenzelwe abafundi zabanjwa kwiOfisi yeSithili seMfundo yeOverberg. Abafundi bafundiswa ngokuLima iGadi, iZinto zokuNcedisa zeNdalo neeSistim zeNgcaciso zeJografi (*Gardening, Nature Resources and Geography Information Systems*) (*GIS*). ISebe lezoLimo laseOverberg (*DoA*) laqhuba ezi nkampu. Izikolo ezineegadi zokulima ukutya zazihanjelwa qho ngeenjongo zokunika inkxaso.

ISebe leMfundo esisiSeko, ngentsebenziswano neBhunga laMayeza lezoPhando (*Medical Research Council*) (*MRC*) nakwiBhunga lezoPhando lezoLimo (*Agriculture Research Council*) (*ARC*), liqhuba iprojekthi yophando ngezesondlo esikolweni kwizikolo eziyi-10 kwiOfisi yeSithili seMfundo seWest Coast nakwizithili zemfundo ezithile kwamanye amaphondo. Injongo yolu phando kukuqulunqa izinto zokufunda nokufundisa ngokuveliswa kokutya kwanokufunda ngezesondlo.

11. Ukubonelela ngeMali zokuthenga izinto (*Capital*), ulawulo nolondolozo lwee-asethi

Urhulumente wenze ukuba kunyuke imali efumanekayo ukwenzela iziseko zophuhliso oko kwenza ukuba kubekho iiprojekthi ezingaphezulu) kwaye iOfisi kaNondyebo kaZwelonke ijolise ekuphuculeni ukwakhiwa kweziseko zophuhliso ngokusebenzisa iSicwangciso soPhuculo lweZiseko zoPhuhliso (*Infrastructure Development Improvement Plan*) (*IDIP*). Iprogram yeIDIP inika amaphondo ithuba lokusebenzisa imigqaliselo engcono ukuqaphela umsantsa ophakathi kweziseko zophuhliso ezikhoyo neziseko zophuhliso ezifunekayo.

12.1 Utyalo lwemali ixesha elide

12.1.1 Iiprojekthi zokwakha ezagqitywa ngo-2009/10

Isishwankathelo:

IMisebenzi yoPhuhliso lweZiseko	Inani leeprojekthi ezigqityiweyo		Izikolo
Iiprojekthi zokwakhiwa kwezikolo	Izikolo eziziprayimari	Ezi-7 kwezi-5 (ithagethi yentsusa yezikolo ekufuneka zigqityiwe - 5	Ezigqityiweyo kwikota yokuqala: Klapmuts PS Ezigqityiweyo kwikota yesibini: Table View PS Ezigqityiweyo kwikota yesithathu: Vredenburg PS, Avian Park PS Ezigqityiweyo kwikota yesine Zwelihle PS, Nomzamo PS, Bongolethu PS Akukho lwakhiwo luqhubekileyo, ithenda yakhutshwa emva kwexesha: Westlake PS

IMisebenzi yoPhuhliso lweZiseko	Inani leeprojekthi ezigqityiweyo		Izikolo
	Izikolo ezizisekondari	Ezi-3 kwezi-3 (ithagethi yentsusa yezikolo ekufuneka zigqityiwe)	Ezigqityiweyo kwikota yokuqala: Gansbaai SS, Bloekombos SS Ezigqityiweyo kwikota yesibini: Wellington SS Ezisephantsi kolwakihiwo: Wallacedene SS
	Izikolo zemfundo ezineemfuno ezizodwa	Ngu-0 kwesi-1 (ithagethi yentsusa yezikolo ekufuneka zigqityiwe)	Isikolo esiphantsi kolwakihiwo esakhiwe kamva: Tafelberg School
liklasi ezigqityiweyo kwizikolo ezitsha okanye ezikhoyo	Izikolo zemfundo ezineemfuno ezizodwa	liklasi kwizikolo zemfundo ezineemfuno ezizodwa – 0 ka-46	Amagumbi okufundela asakhiwa kwizikolo ezitsha: Tafelberg School (40), Amagumbi okufundela asakhiwa kwizikolo ezitsha Karitas (6)
Amagumbi okufundela akhiwe ngezitena njeng- enxalenye yeprojekthi nganye okanye yeprojekthi ezizimeleyo	Izikolo eziziiprayi-mari	Kugqitywe eziyi-184 zeziyi-142 (ithagethi yentsusa yezikolo ebekufuneka zigqityiwe ngu-193)	Ezigqityiweyo kunyaka-mali ogqithileyo: Gordonsbay PS (3), Marine PS (3), FJ Conradie PS (2), Chris Nissan PS (4), , Gansbaai PS (2), Lukhanyo PS (8), Thembaletu PS (6), Heidedal Ps (6) Ezigqityiweyo kwikota yesibini: Table View PS (30) Ezigqityiweyo ngekota yesithathu: Vredenburg PS, Avian Park PS Ezigqityiweyo kwikota yesine Zwelihle PS (32), Nomzamo PS (30), Bongoletu PS (32) Akukho lwakihiwo luqhubekileyo, ithenda yakhutshwa emva kwexesha: Westlake PS (17) Inani lamagumbi okufundela kwizikolo ezitsha: Amagumbi okufundela ayi-198 Amagumbi okufundela kwizikolo ezikhoyo Ezigqityiweyo kwikota yesine Meulenhof (6) liklasi ezisisigxina ezisephantsi kolwakihiwo: Bloekombos PS (6), Staweklip PS (5)
	Izikolo ezizisekondari	Kugqitywe eziyi-101 kweziyi-139 (ithagethi yentsusa yezikolo ekwafuneka zigqityiwe ngu-142)	Inani lamagumbi okufundela kwizikolo ezitsha: Ezigqityiweyo kwikota yokuqala: Gansbaai SS (22) , Bloekombos SS (35), Ezigqityiweyo kwikota yesibini: Wellington SS (35), <i>Ngamagumbi okufundela ayi-92 kwizikolo ezitsha</i> Amagumbi okufundela kwizikolo ezikhoyo: Ezigqityiweyo Qho ngekota yesine: Masibambane SS (9), <i>Amagumbi okufundela ayi-9 kwizikolo ezikhoyo</i> Ezisephantsi kolwakihiwo: Wallacedene SS (35), Waveren SS (3) (zibe mbalwa ngeeklasi ezintathu iiklasi eziphantsi kolwakihiwo kunezo zithagethiweyo)

ULwaxhiwo lweziSeko zoPhuhliso	Inani leeprojekthi ezigqithileyo	Izikolo
	<p>Ukufuduswa kweeklasi ezikhoyo</p> <p>Ukubonelelwa ngeeklasi ezingooMahamba-nendlwana</p>	<p>Zingu-0 kweziyi-75 iiklasi ezingoomahamba-nendlwana ezifudusiweyo.</p> <p>KwiSicwangciso seNtsebenzo soNyaka sika-2009/10 (<i>Annual Performance Plan</i>) kwaye kwaboniswa ukuba iiklasi eziyi-75 ezingoomahamba-nendlwana zaziza kufumaneka kwaye zifuduselwe kwiindawo ezintsha.</p> <p>Ukukhula ngokugqithisileyo kwamanani abafundi beeprayimari eWallacedene kwaqinisekisa ukuba iiklasi eziyi-30 ezazifumaneka zazingasafumaneki kwaphela ukwenzela ukuba zifuduswe.</p> <p><u>Iiklasi eziyi-25 eWellington</u> zange kwakhona zifuduswe njengoko kwakungekho kungena kwisiza esitsha eMfuleni kunikiweyo nguMasipala waseKapa.</p>
		<p>Ngenxa yokukhula ngokugqithisileyo kwabafundi beesekondari eNomzamo oomahamba-nendlwana abayi-15 eSimanyene SS zange bafuduselwe kwezinye iindawo</p> <p>Ithenda yanikwa ukufudusa oomahambanendlwana abayi-5 ukusuka eTable View PS ukuya eMamesbury kodwa umntu ekwakungenwe kwimvumelwano naye zange azifuduse iiklasi</p> <p>ISebe lezoThutho neMisebenzi kaRhulumente laye lacelwa ukuba lifuduse iyunithi eziyi-41, ekungokunje ziphantsi kolwaxhiwo.</p> <p>Ukususwa kweeklasi ezidilileyo zimkise ezikolweni Iyi-1 evela eCathkin HS Iyi-1 evela kwiMurray HS Zi-2 ezivela eLutzville PS Iyi-1 evela eJurie Hayes PS</p> <p>Amagumbi okufundela kwizikolo ezitsha Abayi-55 kwabayi-151 oomahambanendlwana (ukubekwa koomahamba-nendlwana kusombulula ukunqongophala kwendawo)</p> <p>Amagumbi okufundela oomahambanendlwana ayi-20 kwizikolo ezitsha</p> <p>Amagumbi okufundela kwizikolo ezitsha Ezigqityiweyo kwikota yokuqala: EKlapmuts PS (20)</p> <p>Isicelo seeklasi ezintsha ezingoomahamba-nendlwana senziwa mva kunyaka-mali kwaye ukuza kuthi ga ngoku ngoomahamba-nendlwana abayi-13/25 beesekondari, oomahamba-nendlwana bezikolo zemfundo eneemfuno ezizodwa abayi-2/4 kunye noomahamba-nendlwana bezikolo eziziprayimari abayi-40/95 abakhiweyo.</p>

			Isicelo kwakhona sakhutshwa ukwenzela ukubonelela ngeeklassi zeBakala R eziyi-67 kunyaka-mali ka-2009/10. Izicwangciso ezizizo zolwakhiwo lweeklassi zeBakala R zalungiswa yi-DTPW phambi kokuba iiprojekthi zibe nokupapashwa. Iiprojekthi zangena zinamaxabiso axhomileyo ngokungamkelekanga kwaza kwenziwa isigqibo sokuba kungakhutshwa zithenda futhi kungenziwa zibhengezo kwakhona.
	liforam/amaholo	Izikolo eziziiprayimari – yi-1 kweziyi-3 ((ithagethi yentsusa yamaholo aza kugqitywa yayingu-3)	Ezigqitywe kwikota yesithathu: De Heide PS Ezisephantsi kolawulo: Plantation Rd, Siyazakha PS
		Izikolo eziziisekondari – esiyi-1 kweziyi-3 ((ithagethi yentsusa yamaholo aza kugqitywa yayingu-3)	Ezigqitywe kwikota yesithathu: Diazville SS Ezisephantsi kolawulo: Indwe SS, Forest Heights SS (iprojekthi yophuculo eyenziwa yi-SGB)
lithoyilethi	Izikolo eziziiprayimari	Eziyi-235 kweziyi-160 ((ithagethi yentsusa yamaholo aza kugqitywa yayingu-160)	Ezigqityweyo kwikota yesibini: Table View PS (35) Ezigqitywe kwikota yesithathu: Vredenburg PS (35), Avian Park PS (41) Ezigqitywe kwikota yesine: Zwelihle PS (41), Nomzamo PS (41), Bongoletu PS (42) Ezisephantsi kolawulo: Westlake PS (20)
	Izikolo eziziisekondari	Eziyi-117 kweziyi-115 (ithagethi yentsusa yeethoyilethi eziya kugqitywa zaziyi-115)	Ezigqityweyo kwikota yokuqala: Gansbaai SS (36) , Bloekompos SS (44), Ezigqityweyo kwikota yesibini: Wellington SS (37), Ezisephantsi kolawulo: Wallacedene SS (37)
liprojekthi zokuphucula izakhiwo	Izikolo eziziiprayimari	Ngu-0 kweziyi-1	Ezisephantsi kolawulo: Cloeteville PS, Klamputs PS
		Izikolo eziziisekondari – ngu-0 kweziyi-0	
		Izikolo zemfundo ezineemfuno ezizodwa – esiyi-1 kwesiyi-1	Isikolo saseKaritas sisephantsi kolwakhiwo.
Izikolo apho iithenda zikhutshiweyo khona	Izikolo eziziiprayimari	0	Ezisephantsi kolwakhiwo: Blue Downs PS, Westlake PS, Delft N2 Gateway PS 1; Delft N2 Gateway PS 2
	Izikolo eziziisekondari	0	Apho ulwakhiwo lukufutshane khona ukwenzeka: Delft N2 Gateway SS 1, Delft N2 Gateway SS 2,
Izikolo apho ucwangciso seluqalileyo khona	Izikolo eziziiprayimari	0	Nali'kamva PS
	Izikolo eziziisekondari	0	Northpine SS, New Eisleben SS, Brackenfell SS

12.1.2 Iiprojekthi zokulondoloza izakhiwo ezenziwe ngo-2009/10

Inani leeprojekthi	IBhajethi ka-2009/10 R'000	Iindleko eziqikelelwayo ezipheleleyo R'000
541	R75,038m	R75,038m

*Inani elibhaliweyo leeprojekthi

IProgram yeCandelo leMisebenzi kaRhulumente eYandisiweyo (*Expanded Public Works Programme (EPWP)*)

Ukuya kutsho ekupheleni konyaka-mali ka-2009/10 iSebe iWCED libhajethela iBuildings Facilities Maintenance Programme (BFMP) eyayisebenza kwizikolo eziyi-480. Kwixesha elizayo iSebe lezoThutho neMisebenzi kaRhulumente liya kuyibhajethela le program lenze ingxelo malunga nemiba ye-BFMP. Imisebenzi ebandakanyeka kwiprogram endala yayikukucoca iiploti, ukucheba ingca, ukucociswisa kweethoyilethi, ukubonelela ngoqeqesho, izixhobo zokusebenza nezinto zokuncedisa zabasebenzi be-BFMP, ukucocwa kweeklasi nokucocwa kweegatari ezibaleka amanzi. Ezi ndidi zilandelayo zemisebenzi yokulondoloza zaye zabandakanywa kwiprogram zaba ke ngaloo ndlela zifumana ingqwalaselo:

- Ukulungiswa kwemibhobho yamanzi needreyini
- Ukulungiswa kunye/okanye ukususwa kufakelwe ezinye iisistim zokuhambisa amanzi emvula
- Ukulungiswa kwemigangatho, iisilingi kunye neendonga
- Ukulungiswa kweengcango neelokho kwanokuzisusa kufakelwe ezinye
- Ukulungiswa kweefreyim zeefestile
- Umsebenzi wokupeyinta kunye nokuhombisa izakhiwo kwakhona
- Ukuza kuthi ga ngoku imisebenzi iye yadalwa yabantu abayi-6797, abanye babo abayi-293 yayilutsha olungamadoda, abayi-739 yayilutsha lwababhinqileyo, baza abayi-1,291 ibe ngamadoda baza abayi-4,474 bangababhinqileyo.

12.2 Ukulawulwa kwee-asethi

Ii-asethi ezisisigxina

ISebe iWCED lisebenzisa iSistim yoLawulo lweNgcaciso yeMfundo (*Education Management Information System (EMIS)*) kunye neSistim yeRejista yeZikolo yeeMfundo zeNgcaciso (*Schools' Register of Needs Information System (SRNIS)*) ukulawula ii-asethi ezisisigxina

Ii-asethi ezinkulu ezingesosigxina

KwaNdlunkulu nakwii-Ofisi zeZithili zeMfundo (kubandakanywa ii-ofisi ezinxulumene nee-Ofisi zeZithili zeMfundo)

Ngokunxulumene nee-asethi ezingesosigxina, iSebe iWCED laseka iyunithi yokulawulwa kwee-asethi. Le yunithi yenye yeentsika zeCandelo leNkonzo yokuThengiswa kweeMpahla neeNkonzo (*Supply Chain Unit*).

Yonke ifanitshala nezixhobo ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zazithengwe kwaNdlunkulu zaze zafakwa kwi-inventri njengee-asethi ezingesosigxina ngokweemfuneko ezingummiselo ezimiswe yi-Ofisi kaNondyebo kaZwelonke. Ukubhalwa kwesitokhwe qho Qho ngonyaka (ngoNovemba 2009 ukuya kuMatshi 2010) kwaye kwenziwa.

Le mimiselo ilandelayo yaye yathathwa ukuqinisekisa ukunyaniseka kwedatha ekuncediseni ekubhalweni kwerejista yee-asethi ngempumelelo yona elondoloza imigangatho ye-akhawunti nasekuqinisekiseni ukungqinisiswa ngempumelelo, ngobuchule nangokuchanekileyo kwengcaciso:

- Ukuthathwa kwesitokhwe qho Qho ngonyaka kwenziwa lisebe lemfundo, njengoko kumiselweyo yiMimiselo ye-Ofisi kaNondyebo
- Ukusayinwa kwee-inventri ngamagosa ajongene noko kwanokuqinisekiswa kwazo ngaBaphathi Bamacandelo
- Ukukhutshwa kweesetyhula ngokungqamene neSahluko 10 seMimiselo ye-Ofisi kaNondyebo
- Imigaqo yokuthengwa kwee-asethi kwiSistim yeGosa loLawulo lweMali (*Accounting Officer's System*)
- Ukulungelelaniswa kwamaxwebhu ezinto ezithengwayo qho ngenyanga kwiLOGIS nenkcitho kwiBAS
- Ukulondolozwa kwerejista yee-asethi ekubhalwe kuyo yonke ingcaciso efunekayo ngokweMimiselo ye-Ofisi kaNondyebo

lindlela ezazisetyenziswa zanzelwe ukuqinisekisa ukuba kumiselwa isistim esebenza kakuhle yokuqaphela, ukukhusela, ukubeka esweni nokugcina iirekhodi zee-asethi ezingesosigxina ngokulandelayo:

- Zonke ii-asethi zafakelwa iibhakhawudi, zaphawula “RSA” kwii-inventri ezirekhodiweyo.
- Zonke ii-asethi zaye zabhalwa kwirejista yee-asethi ezingesosigxina kuzo zonke iindidi zee-asethi ezibhalwe yi-Ofisi kaNondyabo zanyikwa iinombolo ezifana zodwa (iibhakhawudi).
- Abaphathi bamacandelo banoxanduva lokukhusela ii-asethi zabo.
- Zonke ii-asethi ezingesosigxina zarekhodwa kwi-inventri ngokweendleko zeziko ngalinye nendawo ezifumaneka kuyo. Ii-inventri zaqinisekiswa njengezichanekileyo ngabaphathi bamaziko bezeendleko zaza zagcinwa kwindawo esekuhleni kwindawo nganye.

Izikolo

ISebe iWCED lathenga ifanitshala nezixhobo zokwenza ukhawuleze umsebenzi zezikolo kwaye ezi zinto aziyonxalenye yeRejista yeeAsethi yeSebe iWCED (WCED Asset Register). NgokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996), ezi zithathwa njengezinto ezizii-inventri zezikolo. Izikolo kufuneka, ngoko ke, zinike ingxelo malunga nezi zinto zizii-inventri kwiingxelo-mali zonyaka zazo. IRejista yee-Asethi yeSebe iWCED libonisa ii-inventri zakwaNdlunkulu kunye nee-ofisi zezithili zemfundo kunye neendawo zazo ezenza inkonzo.

Izicwangciso ngokuphathelele kwii-asethi ezingesosigxina, ezinjengeemoto

ISebe lePhondo lezoThutho neMisebenzi (ezoThutho zeeMoto zikaRhulumente) (*The Provincial Department of Transport and Works (Government Motor Transport)*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye iimoto zeGaraji zikaRhulumente (*Government Garage*) (GG). ISebe leMfundo lijongene nokuhlululwa kweelayisensi, ukulondoloza nokwathiwa amafutha kweemoto, ngokunjalo nokulondoloza irejista yee-asethi kwiSistim yeCandelo lezoThutho (*Fleetman System*). Bakwaqulunqa umgaqo-nkqubo wephondo ophathelele ekusetyenzisweni kwezithuthi ze-GG.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasebenza. Likwalondoloza irejista yezithuthi ezisetyenziswa liSebe iWCED lize libeke esweni ukusetyenziswa kwazo ngokusebenzisa amaxwebhu okulogisha.

Ezi zithuthi zikhoyo ziyazifizekisa iimfuno zeSebe iWCED.

13. Ukuququzelela, intsebenziswano kunye nezicwangciso zokuthengwa kwenkonzo yangaphandle

13.1 Amaqhina entsebenziswano aphakathi kwamasebe

Iintlanganisano neengxoxo eziqhubeka qho kwiiforam zeBhunga laBaphathiswa beMfundo (*Council of Education Ministers*), iKomiti yeeNtloko zamaSebe eMfundo (*Heads of Education Committee*) (HEDCOM) neekomiti ezincinane zayo ezahluka-hlukeneyo, zibanjwa neSebe leMfundo esisiSeko (*Department of Basic Education*) kunye namanye amasebe emfundo amaphondo ngokuphathelele kumgaqo-nkqubo wemfundo.

Iingxoxo namanye amasebe ngentsebenziswano phakathi kwamacandelo kwakhona iqhubeka qho, ngakumbi kumaSebe ezeMpilo (kwicandelo lezeHIV/AIDS) kwanezakhono zobom, impilo-qete ezikolweni, ukuqatshelwa kwezinto kwangethuba kunye neenkonzo zempilo zezikolo), iSebe loKhuseleko loLuntu (iProjekthi yeZikolo eZikhuselekileyo kunye neProjekthi yaMagosa okuNika iNkxaso aBafundi) (*Safe Schools Project and Learner Support Officers Project*) ukunciphisa ukungahanjwa kwesikolo kwanolwaphulo-mthetho lolutsha), iNkulumbuso (nekukho phakathi kwayo i-Ofisi yaBakwimeko yokuKhubazeka kunye noQhagamshelwano lweBatho Pele), iSebe loPhuhliso loQoqosho nezokhenketho noThutho kunye neMisebenzi kaRhulumente (iiprojekthi zolwakhiwo nolondolozo). Kubanjisenwe namasebe amaphondo kunye nawoorhulumente basekhaya, iSicwangciso sePhondo esiDibeneyo seze-HIV neAIDS sika-2007-2—1 siqulunqiwe saxhaswa liBhunga lezeAIDS lePhondo (*Provincial AIDS Council*).

ICandelwana leABET leSebe iWCED libandakanyeka kwintsebenziswano nabathathi-nxaxheba abalishumi – elawulwa yiMemoranda engokuQondana (*Memoranda of Understanding*) (MOUs) kunye namanye amasebe ephondo zize ezimbini zibe zezamaSebe eMicimbi yaManzi kunye neeNkonzo zeSebe loLuleko (*Departments of Water Affairs and Correctional Services*). Ngala maqhina entsebenziswano, abaqeshwa bamasebe amaphondo

banikwa ithuba lokufumana i-GETC. UMgaqo-nkqubo oBanzi wokuFundiswa kweABET kuBaqeshwa bakaRhulumente wePhondo usekiwe (*A Transversal Policy for the Delivery of ABET to Employees of Provincial Government Departments*). Amakhonkco entsebenziswano ayenziwa kwinqanaba lephondo nakwinqanaba lesebe lemfundo lephondo. Ezi zikhokelo zibandakanya, phakathi kwezinye izinto, izigaba zokwenziwa kwamakhonkco obudlelwane; imisebenzi yabo babandakanyekayo, iindleko nabo bahlawula iindleko.

13.2 Uqhagamshelwano norhulumente wasekhaya

ISebe iWCED lisebenzisana neSixeko saseKapa ngokuphathelele kwiProgram yokuPhuculwa kweeDolophu (*Urban Renewal Programme*) (*URP*) kunye nooMasipala beCentral Karoo ngokuphathelele kwiProgram eHlangeneyo yoPhuhliso oluZinzileyo lwaMaphandle (*Integrated Sustainable Rural Development Programme*) (*ISRDP*). Injongo yeeprogram zombini kukusebenza ngokubambiseneyo namanye amasebe kwanoorhulumente ukunciphisa ubuhlwempu ngokusebenzisa uphuhliso lwezakhono ukwenzela ulutsha olungaqeshwanga. Le Program yayiqhutywa ngeFalse Bay College (eKhayelitsha naseMitchells Plain) kugxilwe kwi*Welding, Spray-painting, Panel beating* nakwi-ECD; iSouth Cape College (ibambisene neBeaufort West CLC) nakwiKannidood Project yaseBoland College.

KwiKannidood project inani eliyithagethi leshumi elinesibhozo (18) labafundi babhalisa laza iSebe iWCED laxhasa ngemali abalishumi elinesihlanu. Kwakukho uqeqesho ekupeyintweni kwemichako (*textile painting*), ekutyotyozweni kweglasi (*glass slumping*), ukwenziwa kwamaphepha neeseramikhilizitya zomdongwe (kusekelwe kwisiqinisekiso seNqanaba 2 soBuchule Beemveliso zomSebenzi weSandla (*Craft Production Level 2*)). Babefumene uqeqesho ngokunjalo kwezakhono zoshishino. Le Kholeji yabambisana noMasipala weSithili owaye wafaka inkxaso kwisibonelelo; yabambisana neZiko lezoKhenketho laseLaingsburg (*Tourism Bureau of Laingsburg*) ukuthengisa iziveliso zabo yaza saza isikolo iLaingsburg High sabonelela ngendawo yokuhlala ezihostele ukulungiselela abaququzeleli.

Abafundi be-A(B)ET kwezi nkalo bafundiswa ngokunjalo iikhosi eziqulathe iikhredithi - ekuchaziweyo malunga nazo kwenye indawo - zinetotali yabafundi abayi-258 kwiikhosi eziFundisa ngeZakhono (*Skills Courses*).

13.3 Amaziko oluntu

ISebe iWCED kulo nyaka-mali alinamaziko oluntu (*public entities*) elijongene nalo.

13.4 Amakhonkco entsebenziswano phakathi kwamaziko karhulumente namashishini abucala norhulumente kwanokuthengwa kweenkonzo zangaphandle (*public-private partnerships and outsourcing*)

Nangona iSebe iWCED lingenamakhonkco entsebenziswano aqingqiweyo phakathi kwamaziko karhulumente namashishini abucala (*formal public-private partnerships*) (*PPPs*), isebe lemfundo liqalise iinkqubo eziliqela zongenelelo ngoncedo kunye neeprojekthi kwiinzame zokusombulula imiba eyahluka-hlukeneyo yemfundo esemgangathweni ezikolweni. Ezi projekthi neenkqubo zongenelelo loncedo zilawulwa nokuba liSebe iWCED (kusetyenziswa ii-ofisi zezithili zemfundo) okanye oko kusenziwa ngqo ngemibutho eliqela engekho phantsi kukarhulumente yemfundo (*education non-governmental organisations*) (*NGOs*). La makhonkco entsebenziswano ngokubanzi ahangalele (*transversal*) (ngaphakathi kwiSebe iWCED) kunye/okanye abandakanya amacandelo ngamacandelo (*multi-sectoral in nature*), asekelwe ukusombulula imiba yezengqondo neyezintlalo kunye nemiba yezoqoqosho ekwenzekayo ukuba, ngaphandle kokuba isonjululwa ngempumelelo, isingele phantsi ukubonelelwa kwemfundo esemgangathweni ezikolweni, kwaye ngaphezulu asekelwe ukwandisa umthombo wemali yenkxaso ofumanekayo.

IGlobal Fund, ngentsebenziswano neSebe lezeMpilo, ixhasa ilinge lokufundisana kwabalingane yeze-HIV/AIDS kwizikolo ezizisekondari eziyi-94. Izikolo ezongezelelweyo eziyi-42 ziyayiphumeza kwakhona le program ngolunye uhlobo lwenkxaso-mali. Kukho kwakhona amanye 'amakhonkco entsebenziswano' ngaphakathi kwiprogram ye-HIV/AIDS yeSebe iWCED.

ISebe iWCED liye kwakhona lasebenzisana noPETROSA kwisikolo sezigidi eziyi-R12 eRietvlei Primary School eMossel Bay. I-PETROSA kwakhona iye yaxhobisa ngokupheleleyo zonke izikolo ezazisaya kuba zeze-DET eMossel Bay ngeelaboratri zekhompuyutha nezeSayensi zale mihla.

IMemorandum yeMvisiswano (*Memorandum of Understanding*) yaye yasayinwa yiPETROSA naliSebe leMfundo leNtshona Koloni, ebonelela ngendlela yokusetyenziswa komnikelo wezigidi eziyi-R15 zokwakhiwa kwesikolo esiyiprayimari esitsha eVredenburg. I-Witteklip Primary School (kwiSithili saseWest Coast) yavulwa ngoJanuwari 2010. Esi sikolo sitsha sizisa uncendo kubafundi abathuthwa ngebhasi ukuya esikolweni okanye abahamba imigama emide, kwaye sibonelela ngeyantlukwano kwezenkcubeko yendawo yoluntu lwasekuhlaleni esilukhonzayo.

IGardens Cities Pty Ltd icwangcisa ize ilawule ukwakhiwa kwamaholo ezikolo. Ukwakhiwa kwamaholo eMatthew Goniwe SS (Khayelitsha), Intshukumo Comprehensive School (Gugulethu), i-Knysna SS (Knysna), i-Rocklands SS (Mitchells Plain), i-Sarepta SS (Kuil River), i-Scottville SS (Kraaifontein), Phoenix SS (eManenberg) naseMountview SS (Hanover Park) zagqitywa ngo-2007/08. Ukugqitywa kweholo yesikolo eWestridge High kwaqinisekiswa ngoJanuwari 2010 emva kokuba iWestern Cape Education Foundation (WCEF) lasayina ilinge eliyindibaniselwano (*joint venture*) leziyi-R4 elibandakanya iGarden Cities Archway Foundation ne Vodacom Foundation.

13.5 INkxaso-mali yoMnikeli

ISebe iWCED alizange lifumane mnikelo wemali Qho ngonyaka-mali ka-2009/10.

Isebe lemfundo liseke iWestern Cape Education Foundation ukwakha amakhonkco entsebenziswano nemibutho yamashishini abucala, kwanokufumana inkxaso yemali eyongezelelweyo yokuziswa kwemfundo kweli phondo.

ISebe iWCED lafumana umnikelo wemali Qho ngonyaka-mali ka-2009/10.

Isigidi esiyi-R1.6 esivela kwiAirports Company South Africa (ACSA) esijoliswe ekuboneleleni ngeelayibrari zezikolo kunye nezibonelelo ezinxulumene noko ezikolweni ezikufutshane nesikhululo seenqwelo-moya. Imali yenkxaso iya kusetyenziselwa ukuseka iziko lolwazi lwemfundo ngekhompyutha (*e-learning resource centre*). Le projekthi ikhethiweyo ye-ACSA ibandakanya ukubonelela ngezibonelelo zeelayibrari kunye nophuhliso lweziseko zophuhliso – izinto ezo ziphambili ngokobaluleko kwiSebe iWCED. Kuya kuhlonyelwa ilayibrari kwiziko lolwazi lwemfundo ngekhompyutha) oluya kusekwa kumda wesikolo ukwenzela ukuba lufikeleleke lula.

Sisigidi esiyi-R1,25 esivela kwaBMW esiya kwiprojekthi ebandakanya iZonnebloem Nest High School, esisikolo sikarhulumente esiqhelekileyo esiseWalmer Estate, eDistrix Six. Le projekthi iya kugxila ekuboneleleni isikolo ngezibonelelo zoncendo ukuphuhlisa ulwazi olufanelekileyo lokufunda nokufundisa kwiMathematika nakwiFizikhali Sayensi kumaBakala 10 ukuya kwele-12. Kunyaka wokuqala (2010) le projekthi iya kubonelela ngezibonelelo zoncendo kwiilabhoratri ezimbini zeMathematika neFizikhali Sayensi. Ukongeza, isikolo, esinezibonelelo zoncendo eziphuculiweyo, siya kusetyenziswa njengeziko leMathematika neSayensi kwanendawo yeeprogram zeholide zesikolo zabafundi abakumaBakala 8 - 12.

I-R500,000 kwakubonelelwe ngayo i-BP (yakumaZantsi eAfrika) ejoliswe kuPhando lokuphonononga ukuphumelela kophuhliso kwanokuzinza kweeklabhu zesayensi kwiZikolo zeDinaledi eNtshona Koloni. Impendulo encumisayo kwiprophozali yeklabhu yesayensi exhaswa ngabakwaBP ibonisa amandla elinawo eli nyathelo okumisela iziseko eziluqilima kwanokutshintsha ezokufunda nokufundisa isayensi kwezi zikolo.

Isigaba sesibini sale projekthi sigqityiwe ngokuqulunqa kweSicwangciso soMsebenzi se-BP ukwenzela ukusekwa kweeklabhu zesayensi kwizikolo zeDinaledi ezikhethiweyo. Izikolo ezilishumi elinesihlanu ziya kuzuza.

Isishwankathelo: IMilinganiselo yeNtsebenzo			
IProgram / iProgram encinane / iMilinganiselo yeNtsebenzo	Ithagethi ecwangcisiweyo eqikelelwayo	Imali Eyona kanye efumanekileyo eyithagethi ka-2009/10	Umdluko phakathi kwengqiqelelo nentsebenzo yalo nyaka-mali
IProgram 1: EzoLawulo			
► PM001: Ipesenteji yabafundi abaminyaka eyi-6 ukuya kweyi-15 abaya ezikolweni	[77.9%] ¹	74.59%	-3.3%
► PM002: Ipesenteji yabafundi abaminyaka eyi-16 ukuya kweyi-18 abaya kumaziko emfundo	[69.7%] ²	71.6%	1.9%
► PM003: Inkcitho eyenzelwe abangengabo abasebenzi bakarhulumente kubafundi abangabona bahlwempuzekileyo abayi-20% abakwizikolo zenqanaba 1 lobuhlwempu njengepesenteji yenkcitho eyenzelwe abangengabo abasebenzi bakarhulumente kwabona bafundi bahlwempuzeke kakhulu ubuncinane nge-20% abakumanqanaba 5 obuhlwempu	396%	391.71%	-4.29%
► PM004: Ipesenteji yabafundi abadala abaligqibileyo iBakala 9	69.3%	71%	1.70%
► PM005: Ipesenteji yabafundi abadala abaligqibileyo iBakala 12	13.4%	39%	25.60%
► PM006: Ireyithi yolwazi lokufunda nokubhala lwabafundi abadala	85.2%	83.9%	-1.30%
► PM007: Inani labathathi-nxaxheba abakwiphulo/ kwiprogram yolwazi lokufunda nokubhala yeKha Ri Gude	7 262	11 173	3 911
► PM008: Inani labathathi-nxaxheba abakwiphulo/ kwiprogram yolwazi lokufunda nokubhala yePhondo (engabandakanyi Kha Ri Gude)	0	0	0
► PM101: Inani lezikolo ezisebenzisa i-SA-SAMS ukubonelela ngedatha kwisistim yokulandelela inkqubela yabafundi kazwelonke (<i>national learner tracking system</i>) kwithuba lokunika ingxelo	1 455	1 456	1
► PM102: Inani lezikolo eziqeqeshwe ngokupheleleyo kwiimodyuli zokubhalisa ezibalulekileyo kwiSistim yezoLawulo nokuPhatha (<i>School Administration and Management System</i>) ngethuba lokunika ingxelo	850	100	-750
► PM103: Inani lezikolo ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili) lisebe lemfundo	1 455	1 450	-5
► PM104: Ipesenteji yabafazi abasebenza e-ofisini kwiNkonzo yaBaphathi aBakhulu (<i>Senior Management Service</i>)	35%	28.85%	-6.15%
► PM105: Ipesenteji yabafazi abaziinqununu zezikolo	33%	28.32%	-4.68%
► PM106: Ipesenteji yenkcitho yalo nyaka-mali ejoliswe kwizinto ezinganxulumanga nezabasebenzi ezikolweni	22.7%	20.84%	-1.86%
IProgram 2: IMfundo yeZikolo zikaRhulumente eziQhelekileyo:			
► PM201: Inani labafundi abaxhamlayo kwiprogram yesondlo yesikolo	335 000	334 287	-713
► PM202: Inani labafundi abasezikolweni zikarhulumente eziqhelekileyo ezinemfundo eneemfundo ezizodwa	13 258	13 765	507
► PM203: Inani lezikolo ezibonelela ngenkonzo epholeleyo kweli phondo	68	95	27
► PM204: Inani lezikolo zikarhulumente eziqhelekileyo ezingenaso isibonelelo samanazi	0	0	0
► PM205: Inani lezikolo zikarhulumente eziqhelekileyo ezingenawo umbane	0	0	0
► PM206: Inani lezikolo ezingenazifisitle zisebenzayo	0	0	0
► PM207: Ulwabiwo lwebhathethi karhulumente iyonke yokulondoloza okucwangcisiweyo njengepesenteji yexabiso leziseko zophuhliso zesikolo	0.4 %	0.61%	0.21%
► PM208: Inani lezikolo eziziprayimari eziqhelekileyo zikarhulumente ezinabafundi umndilili abangaphezulu kwabayi-40 kwiyunithi yabafundi yeklasu nganye.	0	0	0
► PM209: Inani lezikolo ezizisekondari eziziprayimari eziqhelekileyo zikarhulumente ezinabafundi umndilili abangaphezulu kwe-35 kwiyunithi yabafundi yeklasu nganye.	0	0	0
► PM210: Inani lezikolo zikarhulumente eziqhelekileyo ezinazo zonke ii-LTSM kwanezinye izinto ezifunekayo ngosuku lokuqala lonyaka wesikolo njengoko kwakuyalelwe	1 455	1 456	1

¹ See fuller explanation in Programme 2

² See fuller explanation in Programme 2

Isishwankathelo: IMilinganiselo yeNtsebenzo			
IProgram / IProgram encinane / IMilinganiselo yeNtsebenzo	Ithagethi ecwang-cisiweyo eqikelel-wayo ka-2009/10	Ithagethi ephun-yeziweyo kunyaka mali ka-2009/10	Uahluko phakathi kwengqikelelokun-ye nentse-benzo eqhubekileyo
► PM211: Ipesenteji yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kwizifundo zoLwazi lokuBala	50%	Akukho datha	Ayikwazeki ukuba ibalwe
► PM212: Ipesenteji yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kwizifundo zoLwazi lokuFunda	50%	Akukho datha	Ayikwazeki ukuba ibalwe
► PM213: Umyinge wentsebenzo wezikolo eziyi-20% ezizezona zikwinqanaba 1 lokuhlompuzeka kwabafundi xa bethlekiswa nabafundi abangahlompuzekanga abayi-20% benqanaba 5 lobuhlompuzeka kwiBakala 3	Akukho datha	Akukho datha	Ayikwazeki ukuba ibalwe
► PM214: Ipesenteji yabafundi abakwiBakala 5 abafumana iziphumo ezamkelekileyo kwizifundo zoLwazi	50%	Idatha ayikho	Ayikwazeki ukuba ibalwe
► PM215: Ipesenteji yabafundi abakwiBakala 6 abafumana iziphumo ezamkelekileyo kwiMathematika	50%	Akukho datha	Ayikwazeki ukuba ibalwe
► PM216: Ipesenteji yabafundi abangamantombazana beMathematika iBakala 12	50%	40%	-10%
► PM@17: Ipesenteji yabafundi abangamantombazana ababhalisela iFizikhali Sayensi kwiBakala 12	28%	26%	-2%
► PM218: Umyinge wentsebenzo wabafundi abayi-20% abahlompuzeka kakhulu kwinqanaba 1 lezikolo ezihlompuzekileyo xa kuthelekiswa nabafundi abangahlompuzekanga abayi-20% kwinqanaba lobuhlompuzeka elingu-5 ngokunxulumene nereyithi yokupasa yebakala 12	0.78	0.56	-0.22
► PM219: Ireyithi yokupasa yeBakala 12	80%	75.7%	-4.3%
► PM220: Ireyithi yokupasa kwiBakala 12 kwiMathematika	67%	65%	-2%
► PM221: Ireyithi yokupasa kwiBakala 12 kwiFizikhali Sayensi	71%	53%	-18%
► PM222: Inani labafundi abaxhamlayo kuthutho lwasimahla lwabafundi	46 500	47 753	1253
► PM223: Inani labafundi abaxhamlayo kumgaqo-nkqubo wesikolo "wokungahlawulisi fizi"	346 139	349 373	3234
IProgram 3: IZikolo eziZimeleyo			
► PM301: Inani lezikolo eziZimeleyo ezixhaswa ngemali ezaye zatyelwa ngeenjongo zokubeka esweni inkqubo	45	106	61
► PM302: Inani labafundi abaxhaswa ngemali abakwiZikolo eziZimeleyo	18 432	17 928	-504
IProgram 4: IMfundo yeZikolo zeMfundo eneeMfundo eziZodwa:			
► PM401: Inani labantwana abaneemfundo zemfundo ezizodwa abaneminyaka eyi-6 ukuya kweyi-15 engabhaliswanga kumaziko emfundo	204	[1800] 295	- 91
► PM402: Inani labafundi ababhalisiweyi kwiZikolo zeMfundo eneeMfundo eziZodwa	17 110	17 966	856
IProgram 5: IMfundo noQeqesho oluQhubekayo			
► PM501: Inani labafundi be-NC(V) ababhalisileyo kwiikholeji ze-FET zikarhulumente	11 970	12 742	772
► PM502: Inani labafundi be-NC(V) ababhalisileyo kwiinkalo zobugcisa (inkalo zeSivili, ezeMekhenikhali, ezoYilo, iinkalo zezoMbane, ubuncinane enye yezi, akumelanga ukuba kubalwe ngokuphindwe kabini)	5 027	4 280	-747
► PM503: Inani labafundi abafakwe kwiinkqubo zokuqhelanisa ngezomsebenzi kwiikholeji ye-FET	6 500	4 196	-2 304
► PPM501: Inani leebhasari zokufudna ezanikwa abafundi kwiikholeji ze-FET	10 000	14 071	4 071
IProgram 6: IMfundo noQeqesho lweMfundo yaBadala			
► PM601: Inani labafundi beABET kweli phondo	42 500	38 053	-4 447
► PPM601: Inani labafundi beABET ababhalisileyo be-FET	21 845	19 159	-2 686
IProgram 7: IMfundo yaBantwana aBasaqalayo			
► PM701: Inani labafundi beBakala R abakwizikolo zikarhulumente	43 932	46 100	2 168
► PM702: Inani labantwana abaneminyaka emihlanu yobudala abakumaziko emfundo	I-PM entsha	55 357	Akukho thagethi isekiweyo
Isishwankathelo: seMilinganiselo yeNtsebenzo			
► PPM703: Inani labasebenzi ababhalisileyo kwiinkqubo zokuqhelanisa nezomsebenzi (isiginisekiso semfundo esipheleleyo)	4 000	5 573	1 573
IProgram 8: Iinkonzo zoNcedo neeNkonzo eziNxumelene noko			
► PPM801: IZakhono zoBomi kunye neeProgram ngez—HIV: Ipesenteji yonyaka yamanqanaba okuxhaphaka kwe-HIV phakathi kolutsha oluneminyaka eyi-15-19 (ababene-8,7 iminyaka ngo-2003, yayiyi-7,2 ngo-2005)	4.7%	Azikhakhutshwa yiDoH	Azikhakhutshwa yiDoH
► PPM802: Inani lezikolo zikarhulumente ezinesibonelelo ubuncinane esinye sekhompyutha sokufunda nokufundisa	1 239	1 255	16

IMILINGANISELO YENTSEBENZO (2009/10)

Inkcazo-magama neefomyula ezishunqulelweyo njengoko kubonelelweyo liSebe leMfundo elisisiSeko

PM 001: Ipesenteji yabafundi abaneminyaka eyi-6 ukuya kweyi-15 abayayo ezikolweni

Inkcazo-magama

Le yipesenteji yabantwana abakwiminyaka yobudala enyanzelekileyo ukuba baye esikolweni abakweli phondo besiya esikolweni. Lo mlinganiselo wentsebenzo ubonisa indlela amalungelo emfundo abantwana, njengoko evakalisiweyo kuMgaqo-siseko, afumana ukuphunyezwa ngayo, nomlinganiselo wemimiselo yoMthetho weZikolo waseMzantsi Afrika yokuya kwabafundi esikolweni ngokunyanzelekileyo uyaphunyezwa

Ifomula

Le fomyula ilandelayo imele ukusetyenziswa ukubala le PM.

$$ASER_{6-15} = \frac{E_{6-15}}{P_{6-15}} * 100$$

Phi

$ASER_{6-15}$ yipesenteji yabantwana abaneminyaka eyi-6-15 abakwiphondo abayayo esikolweni.

E_{6-15} abafundi abaneminyaka yobudala eyi-6 ukuya kweyi-15 ababhalise kuso nasiphi isikolo (zonke izikolo zikarhulumente nezikolo ezizimeleyo, kubandakanywa izikolo zeMfundo eneeMfundo eziZodwa).

P_{6-15} abafundi abaneminyaka yobudala eyi-6 ukuya kweyi-15.

Ubalo lwenziwe;

NgamaSebe eMfundo amaPhondo

Oovimba beDatha

- ISistim yoLawulo lweNgcaciso yeMfundo (*Education Information Management Information System (EMIS)*): ISaveyi yeZikolo yoNyaka (*Annual School Survey*) (ASS)
- IiNgqikelelo zaManani oLuntu zeSiqingatha soNyaka zeStatsSA (*StatsSA Mid year Production Estimates*)

Ukuxhaphaka kwendlela yokunika1 ingxelo

Qho ngonyaka

PM 002: Ipesenteji yabafundi abaneminyaka yobudala eyi-16 ukuya kweyi-18 abaya kumaziko emfundo

Inkcazo-magama nenjongo

Le yipesenteji yabafundi abakwiphondo abaneminyaka eyi-16 ukuya kwabaneminyaka eyi-18 abaya kwiziko lemfundo. Oku kubandakanya izikolo, iMfundo noQeqesho lweekholeji oluqhubelekayo. Ibonisa indlela urhulumente nelizwe eliphumeleleyo ekuboneleleni ngesikolo kunye nenye imfundo engaphezulu kwenqanaba lemfundo elisisiseko. UMgaqo-siseko unyanzelisa urhulumente ukwenza ukuba imfundo eqhubelekayo efumaneka ngokuncomekayo nangokufikelelekayo kubafundi abaneminyaka yobudala eyi-16 - 18.

Ifomula

Le fomyula ilandelayo imele ukusetyenziswa ukubala le PM.

$$ASER_{16-18} = \frac{E_{16-18}}{P_{16-18}} * 100$$

phi

$ASER_{16-18}$ yipesenteji yabaneminyaka eli-16 ukuya kwabaneminyaka eli-18 kwiphondo abahamba isikolo kwiziko lemfundo elithile.

E_{16-18} ngabafundi abaneminyaka eyi-16 ukuya ku-18 ababhalise kulo nalo naliphi na iziko lemfundo.

P_{16-18} ngabafundi abaneminyaka yobudala eyi-16 ukuya kweyi-18

Ukubala kwenziwe ngu;

ISebe leMfundo elisiSiseko

UVimba weDatha

Statistics South Africa, General Household Survey (GHS)

Ukubonelelwa kwedatha liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo kumaSebe amaPhondo iiPED engagqithanga uNovemba 2009

Ukuphindaphindwa kokuNika iNgxelo

Qho ngonyaka

PM 003: Inkcitho kubantu abangengabo abasebenzi bakarhulumente eyenziwa kubafundi abayi-20% abakwizikolo zenqanaba 1 lobuhlwempu abangengabo abasebenzi bakarhulumente kubafundi abangahlwempuzekanga abayi-20% kwinqanaba 5 lamanqanaba okuhlwempuzeka ezikolweni

Inkcazo-magama neNjongo

Le yinkcitho karhulumente ejoliswe kwabona bafundi abasisinye kwisihlanu njengepesenteji yencitho karhulumente kwabona bafundi bangahlwempuzekanga kakhulu. Ngeminyaka yokugqibela yenkqubo yocalu-calulo, ipesenteji yayimalunga no-20%, ngamanye amazwi, nge-R1 nganye eyayichithwa kubafundi abahlwempuzekileyo yayiyi-R0.20. Yinjongo karhulumente ukwandisa le pesenteji ukuya kutsho ngaphezulu kwe-100% kuwo onke amaphondo. Zininzi izizathu zokunyusa le pesenteji inyuke iphinde ihle: Isibonelelo sezithuba esijoliswe kwabahlwempuzekileyo kunye nemigaqo-nkqubo yokwabiwa kwezikolo ngurhulumente; iiprogram zokwakha izikolo zikarhulumente (ziyayinyusa ipesenteji ibe phezulu); iingxaki ekutsaleni ootitshala baye kwiindawo ezisemaphandleni (ezi meko ziyayithoba ihle ipesenteji).

Lo mmiselo ubalwa lula kakhulu ukuba kusetyenziswa isibonelelo somfundi ngamnye. Ngoko ke, ukubala inkcitho eyenziwa kubantu abangengabo abasebenzi yabafundi abathagethiweyo, ulwabiwo lomfundi ngamnye ekubonelelwa ngalo liPhondo limele ukusetyenziswa.

Oku kuthetha ukuba lo mmiselo awusayi kubandakanya inkcitho yemali eyenziwa kubafundi abathagethiweyo kwaye ke ngoko ayikho ngolu hlobo ichazwa ngayo kwisihloko soMlinganiselo weNtsebenzo. Oku kunxaxha kwisihloko se-PM kuvumela ukubala okulula kwalo Mlinganiselo weNtsebenzo.

Ifomula

Le fomula ilandelayo imele ukusetyenziswa ukubala le PM.

Inkcitho – Inkcitho kubantu abangengabo abasebenzi eyenziwa kwi-20% yabafundi abahlwempuzekanga kakhulu abakwinqanaba 1 lokuhlwempuzeka Inkcitho kubantu abangengabo abasebenzi kwi-20% yabafundi abangahlwempuzekanga abakwinqanaba 5 lezikolo ezihlwempuzekileyo

Oko kukuthi:

$$EXP = \frac{NonPE_{20\%Q1}}{NonPE_{20\%Q5}} * 100$$

Ibalwa ngaba;

AmaSebe eMfundo amaPhondo

OoVimba beDatha

- ISabelo soMfundi ngamnye
- ULuhlu oluThagethe iziBonelelo zoNcedo (*Resource Targeting List*)
- Inkcazo-magama yeBhajethi yePhondo (*Provincial Budget Statement*)

UkuPhindaphinda kokwenziwa kweNgxelo

Qho ngonyaka

PM 004: Ipesenteji yabantu abadala abagqibe ukwenza iBakala 9

Inkcazo-magama nenjongo

Lo mmiselo uzama ukuphonononga ukugqitywa kokufunda okunyanzelekileyo, kwiBakala 9. UMgaqo-siseko wethu uqinisekisa ilungelo lemfundo esisiseko yabantu bonke. Ngezizathu zamalungelo oluntu, kodwa kwakhona ngezizathu zophuhliso lwezoqoqosho, lo ngummiselo obalulekileyo wentsebenzo karhulumente. Injongo yethu imele ukuba ibe kukuphunyezwa ko-100% kwimfundo esisiseko.

Ifomula

Le fomula ilandelayo imele ukusetyenziswa ukubala le PM.

$$PAAG9 = \frac{T}{N} * 100$$

Phi

$PAAG\ 9$ = Ipesenteji yabantu abadala abaphumelele iBakala 9 kubafundi abo.

T = Itotali yenani yabo bonke abantu abaneminyaka eyi-20 ubudala nabadadlana abapase iBakala 9 kubafundi.

N = Iqela labantu abaneminyaka eyi-20 nabadadlana apha elizweni

Ukubala kwenziwe ngu:

ISebe leMfundo esiSiseko

UVimba weDatha

Statistics South Africa, General Household Survey (GHS)

Ukubonelelwa ngedatha liSebe leMfundo likaZwelonke

Le datha iya kunikwa amaSebe eMfundo amaPhond ii-PED ngoNovemba 2009

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 005: Ipesenteji yabantu abadala abagqibileyo ukwenza iBakala 12

Inkcazo-magama nenjongo

Njengoko uluntu lwethu luye luphucula ngokwasemfundweni, ixabiso lomlinganiselo wentsebenzo umele ukwanda. Simele ukulindela ukwanda ngokucothayo, njengoko kuthatha iminyaka emininzi ukufunda kunye neABET ukutshintsha amanqanaba apheleleyo emfundo kubafundi bephela abadala.

Ifomula

Le fomula ilandelayo imele ukusetyenziswa ekubaleni le PM.

$$PACG12 = \frac{T}{N} * 100$$

Phi

PACG 12 = Ipesenteji yabantu abadala abaye bapasa iBakala 12 kubafundi.

T = Itotali yenani labo bonke abantu abaneminyaka eyi-20 nabadadlana abaye bagqiba ukwenza iBakala 12 kubafundi.

N = Iqela labantu abaneminyaka eyi-20 nabadadlana abalapha elizweni

Ukubala kwenziwe ngaba:

ISebe leMfundo esisiSeko

UVimba weDatha

Statistics South Africa, General Household Survey (GHS)

Ukubonelelwa ngedatha liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo kumaSebe eMfundo amaPhondo ii-PED

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 006: Ireyithi yolwazi lokufunda nokubhala yabafundi abadala

Inkcazo-magama nenjongo

Le yipesenteji yabantu abadala abakwaziyo ukufunda nokubhala, ubuncinane kwinqanaba elisisiseko. UMgaqo-siseko uqinisekisa ngelungelo lemfundo elisisiseko kubo bonke abantu abadala. Ngezizathu zamalungelo oluntu, kodwa ngokunjalo nangezizathu zophuhliso lwezozoqoqosho, lo ngumlinganiselo wentsebenzo obalulekileyo karhulumente. Injongo yethu imele ukuba kupaswe ngereyithi engu-100% kulwazi lokufunda nokubhala ngabafundi abadala.

Kwingxelo eyenziwe yiKomiti yoMphathiswa (*Ministerial Committee*) (DoE: 2006) ngezoLwazi lokuFunda nokuBhala, umntu uchazwa njengokwaziyo ukufunda nokubhala kancinane (*functionally literate*) xa efikelele ubuncinane kwiminyaka esixhenxe yemfundo (o.kt. uyifunde wayigqiba imfundo yaseprayimari). Umntu uchazwa njengomntu ongafundanga ukuba wayeka esikolweni phambi kokuba agqibe ukwenza iBakala 7. Umntu uchazwa njengongafundanga ukuba akazange afumane mfundo kwaphela.

Ifomula

Le fomula ilandelayo imele ukusetyenziswa ekubaleni le PM.

$$LIT = \frac{T}{P} * 100$$

Phi

LIT = Ireyithi yoLwazi lokuFunda nokuBhala lwaBantu aBadala

T = yitotali yenani labantu abaneminyaka eyi-20 ubudala nabadadlana abapase inqanaba leBakala 7 lemfundo ngokwedatha yeGHS yonyaka lowo uchaphazelekayo.

P = yitotali yenani labantu abaneminyaka eyi-20 ubudala nabadadlana ngokwedatha yakutshanje ye-GHS

Ukubala kwenziwe ngaba:

ISebe leMfundo elisisiseko

UVimba weDatha

Statistics South Africa, General Household Survey (GHS)

Ukubonelelwa ngedatha liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo ii-PED

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

**PM 007: Inani labathathi-nxaxheba kwiphulo/kwiprogram yolwazi lokufunda nokubhala yeKha Ri Gude
Inkcazo-magama nenjongo**

Esi salathisi sithatha umlinganiselo wothatho-nxaxheba kwabantu abadala kwiprogram yolwazi lokufunda nokubhala yeKha Ri Gude. Ngokwamanani aseburhulumenteni avela kwaStatsSA, kukho abantu abayi-4.7 yezigidi eMzantsi Afrika abangakwaziyo ukufunda. Ngoko ke, lo mlinganiselo kumele ukuba kunikwe ingxelo ngawo ngokunxulumene nethagethi emiselweyo kuzwelonke.

Ingcaciso inikwe ngaba:

ISebe leMfundo likaZwelonke

UVimba weDatha

UMphathi weProgram (kuZwelonke)

Ukubonelelwa ngedatha:

ISebe leMfundo esisiSeko

Ukuphindaphindwa kokunikwa kweNgxelo

Qho ngekota

**PM 008: Inani labathathi-nxaxheba abakwiphulo/kwiprogram yezolwazi lokufunda nokubhala kwiPhondo
(ingafakwanga iKha Ri Gude)**

Inkcazo-magama nenjongo

Esi salathisi sithatha imlinganiselo yokuthatha inxaxheba kwabantu kwiprogram yezolwazi lokufunda nokubhala lwephondo, (lingafakwanga iphulo lezolwazi lokufunda nokubhala leKha Ri Gude). Kumele ukuba kunikwe ingxelo ngalo mlinganiselo ngokunxulumene neethagethi ezisekiweyo kweli phondo.

Ukubala kwenziwe ngaba:

AmaSebe eMfundo amaPhondo

UVimba weDatha

UMphathi weProgram wezoLwazi lokuFunda nokuBhala/weABET kwiPhondo (*Provincial Programme Manager for Literacy/ABET*)

Ukusekwa kwethagethi

Kwiinzame zokuseka iithagethi kwiSicwangciso seNtsebenzo soNyaka (*Annual Performance Plan*) (APP) salo mlinganiselo, amaSebe eMfundo amaPhondo (*Provincial Education Departments*) (PEDs) kufuneka baqwalasele ukuba, ziintoni ezisilelayo ngokuphathelele kwezolwazi lokufunda nokubhala. Sebenzisa amanani anikiweyo kwi-PM006 ukunceda ekuthatheni isigqibo malunga neethagethi.

Ukuphindaphindwa kokwenza iNgxelo

Qho ngekota

PM 101: Inani lezikolo ezisebenzisa i-SA-SAMS ukubonelela ngedatha kwisistim yokulandelela inkqubela yabafundi kuzwelonke ngethuba lokunika ingxelo

Inkcazo-magama nenjongo

ISistim yezoLawulo nokuPhathwa kweZikolo zaseMzantsi Afrika (*The South African School Administration and Management System*) yisistim eyilwe kuzwelonke esebenza ngekhompyutha evumela izikolo zicwangcise kwaye zisebenzise izibonelelo zabafundi, ezootitshala kunye nengcaciso yezemali ngempumelelo. I-SA-SAMS iya kuphucula amandla okucwangcisa ezikolo nokusisiphumo soko okuyinkonzo engcono enokulindeleka kwezi zikolo.

Ukubala kwenziwe ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

ISistim yokuLawula iNgcaciso yezeMfundo (*Education Management Information System*) (EMIS) - kwiPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngekota

PM 102: Inani lezikolo ezifumene ukuqeqeshwa ngokupheleleyo kwiimodyuli zobhaliso olungundoqo kwiSistim yoLawulo nokuPhathwa kweZikolo ngethuba lokunika ingxelo

Inkcazo-magama nenjongo

Eli linani lezikolo ezifumene uqeqesho kwiimodyuli ezingundoqo ze-SA-SAMS. Iimodyuli zobhaliso ezingundoqo ziimeko ezingundod ezisetyenziswayo ukufaka ingcaciso yeSikolo, yaBafundi nooTitshala. Ingcaciso ekwezi modyuli ibalulekile kwiSistim yeYunithi yokuRekhoda nokuLandelela iNkqubela yoMfundi (*Leaner Unit Record Performance and Tracking System*) (LURITS).

Kumalinge okuqinisekisa umgangatho wezolawulo nokuphathwa kwezikolo, iSebe leMfundo esisiSeko lenze iSouth African Schools Management and Administration System (SA-SAMS), eya kuphucula ukulawulwa nokuphathwa kwezikolo. Le sistim inamandla okufaka iindidi ezahlukeneyo zengcaciso malunga nabafundi, ootitshala kunye nebhajethi yesikolo.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

Education Management Information System (EMIS) UMphathi weProgram - kwiPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngekota

PM 103: Inani lezikolo ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili) lisebe lemfundo

Inkcazo-magama nenjongo

Eli linani lezikolo ezikwaziyo ukufikelela kwii-imeyili. Ii-imeyili zanceda izikolo ekuqhagamshelaneni neSebe leMfundo xa kukho ingxaki iSebe leMfundo elifuna ukuyisombulula. Olu hlobo lonxibelelwano kwakhona luvumela iSebe leMfundo ukuba lugqithisele ngokukhawuleza nangexabiso eliphantsi ingcaciso emalunga nenguqu kumgaqo-nkqubo, iiprojekthi eziqhubekayo kwaneesetyhula ngokubanzi. Yinjongo karhulumente ukuqinisekisa ukuba zonke izikolo zixhamla ukunxibelelana ngekhompyutha (*e-connectivity*).

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram (umz. we-IT) n

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngekota

PM 104: Ipesenteji yabafazi abasezi-ofisini kwiNkonzo yaBaphathi aBakhulu

Inkcazo-magama nenjongo

Lo mlinganiselo uzama ukuqwalasela inkqubo yobulungisa kwanokulungiswa kobugwenxa bexesha elidlulileyo (*equity and redress*) ngokuphathelele kwezengqesho ngokoMthetho woBulungisa kwezeNgqesho ka-1998 kunye noMthetho oSebenzayo wokuBonelela aBabevinjwe aMathuba kwiXesha eLidlulileyo kwiNkonzo kaRhulumente (*Employment Equity Act of 1998 and the White Paper on Affirmative Action in the Public Service*). Ezi zinto zigxininisa imfuneko yabafazi abaneziqinisekiso zemfundo ezifanelekileyo ekusafuneka ukuba baqeshwe kwizikhundla zokulawula zabaphezulu.

Kuba esi salathisi sigxila kwiprogram 1 yezolawulo, "isikhundla sokuphatha" (*"management position"*) sibhekiselela kwizikhundla zaBalawuli nakwizikhundla ezilingana nezo kwakhona nezikhundla zodidi oluphezulu. Abasebenzi abasebenza kumaziko abafakwanga kule PM. Le PM ibhekiselela kuphela kubasebenzi abasebenza ezi-ofisini.

Ifomula

$$WSMS = \frac{NWSM}{TSM} * 100$$

Phi:

WSMS yipesenteji yabafazi abasebenza ezi-ofisini abakwiiNkonzo zaBaphathi aBakhulu (*Senior Management Service*) kwiSebe leMfundo lePhondo

NWSM linani labafazi ababambe izikhundla zokuba ngabalawuli nabangaphezulu kwiSebe leMfundo lePhondo (abafakwanga abasebenzi abasezikolweni, kwiikholeji ze-FET nakumanye amaziko)

I-TSM yitotali yenani labo bonke abaqeshwa abasebenza e-ofisini kwizikhundla zeNkonzo yaBaphathi aBakhulu kwiSebe leMfundo lePhondo

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

IPESALI

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 105: Ipesenteji yabafazi abaziinqununu zezikolo

Inkcazo-magama nenjongo

Le yipesenteji yabafazi abakwizikhundla zeenqununu kwaye isisalathisi senkqubo yobulungisa kwezengqesho (*equity indicator*). Nangona inkqubo yobulungisa kwezengqesho ibandakanya iqela leenkalo, abafazi abakwizikhundla

eziphezulu babalulekile ekuqambiseni inkqubela ejolise kubulungisa ngokwezengqesho kumaSebe eMfundo amaPhondo.

Ifomula

$$WSP = \frac{NWSP}{TSP} * 100$$

Phi:

WSP yipesenteji yabafazi ababambe izikhundla zobunqununu kwiSebe leMfundo lePhondo

NWSP linani labafazi ababambe izikhundla zobunqununu kwiSebe leMfundo lePhondo

TSP yitotali yenani lazo zonke iinqununu zezikolo eziqeshwe liSebe leMfundo lePhondo

Ukubala kwenziwe ngaba

LiSebe leMfundo lePhondo

UVimba weDatha

YIPESALI

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 106: Ipesenteji yenkcitho yalo nyaka-mali eya kwimiba engeyiyo eyabasebenzi ezikolweni

Inkcazo-magama nenjongo

Le yipesenteji yenkcitho yezemfundo kwiphondo kulo nyaka-mali eya kwimiba engeyiyo eyabasebenzi enjengeencwadi zokufunda (*textbooks*), izinto zokubhala kunye nezinto zokuthutha abafundi, njl. njl. Oku kunika imbono malunga nokuba ngaba ootitshala banazo na izixhobo ezifunekayo ukwenza imisebenzi yabo.

Ifomula

$$NonPE_{curr} = \frac{Curr - PE}{Curr} * 100$$

Phi:

NonPE_{curr} yipesenteji yenkcitho yalo nyaka-mali ejoliswe kwimiba engeyoyabasebenzi

Curr yinkcitho yalo nyaka-mali esisabelo sawo

Inkcitho yalo Nyaka-mali yimbuyekazo eyenziwa kubaqeshwa kunye nenkcitho eyenziwa kwiimpahla neenkonzo (inkcitho kwizi

PE = yimbuyekazo efunyanwa ngabaqeshwa

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

BAS

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngekota

PM 201: Inani labafundi abaxhamlayo kwiprogram yesondlo yesikolo

Inkcazo-magama nenjongo

Oku kubhekiselele kwinani labafundi abaxhamla ubuncinane isidlo esinye ngemini ubuncinane beentsuku eziyi-156 kwiprogram yesondlo yesikolo kazwelonke.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram

Ukuphindaphindwa kokwenziwa kweNgxelo

Ngekota

PM 202: Inani labafundi abakwizikolo zikarhulumente eziqhelekileyo ezinemfundo eneemfundo ezizodwa

Inkcazo-magama nenjongo

Eli linani labafundi abakwizikolo zikarhulumente eziqhelekileyo ezinemfundo eneemfundo ezizodwa. Lo mmiselo awubandakanyi abafundi abakwiimfundo eneemfundo ezizodwa Ngokwasembalini, abafundi abanjalo baye baneengxaki nokufikelela kwimfundo eneemfundo ezizodwa nangona, ngokomgaqo-nkqubo wemfundo karhulumente ebandakanya wonke umfundi (*government's inclusive education policy*), kumele ukuba kuthathwe amanyathelo okwenza ukufikeleleka kube yinto eyenzekayo kubafundi abaneemfundo eneemfundo ezizodwa.

“Abafundi bemfundo eneemfuno ezizodwa” ngabafundi abaqatshelwe ngokuskrinwa, ngenkqubo yokuqaphelwa ngokuphononongwa njengabaneemfuno zokunikwa inkxaso ezingaphezulu ebezinokufuna indawo efanelekileyo kunye neenkqubo zongenelelo ngoncedo zohlobo lwemfundo eneemfuno ezizodwa (DoE, 2008).”

Ukubala kwenziwe ngaba:

LiSebe leMfundo leNtshona Koloni

UVimba weDatha

Education Management Information System (EMIS), Annual School Survey (ASS)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

Ukuseka iithagethi

Ithagethi yalo mlinganiselo kufuneka isekwe kwi-PM401

PM 203: Inani lezikolo ezibonelela ngenkonzo epheleleyo kweli phondo

Inkcazo-magama nenjongo

Esi salathisi sithatha umlinganiselo wenani lezikolo ezibonelela ngenkonzo epheleleyo kweli phondo. Isikolo esibonelela ngenkonzo epheleleyo sichazwa njengesikolo sikarhulumente esiqhelekileyo, esixhotyiswe ngokukodwa saza salungiselelwa ngohlobo lokuba sikwazi ukujongana neendidi ngokupheleleyo zezithintelo ekufundeni kwimeko yemfundo ebandakanya bonke abafundi. Ezi zikolo zixhasa imfundo kubo bonke abafundi, kungakhaqwalaselwe ziyantlukwano, kwaye zibonelela ngendawo yokufunda ebandakanya bonke abafundi ngokunciphisa izithintelo ekufundeni ngokubhekiselele kwikharithulam, kwiindlela zokufundisa kunye nendawo leyo isikolo sikuyo.

Ukubala kwenziwe ngaba:

AmaSebe eMfundo amaPhondo

UVimba weDatha

ABaphathi beProgram yePhondo (beMfundo aBandakanya bonke aBafundi

Ukuphindaphindwa kokwenziwa kwengxelo

Qho ngonyaka

PM 204: Inani lezikolo zikarhulumente eziqhelekileyo ezingenaso isibonelelo samanzi

Inkcazo-magama nenjongo

Eli linani lezikolo zikarhulumente eziqhelekileyo ezingenaso isibonelelo samanzi acocokileyo. Lo mlinganiselo ubandakanya zonke izikolo ezingenaso isibonelelo sokufikelela kuyo nayiphi enye yezi zilandelayo: Iminxuma engombiwanga ngumasipala okanye iisistim zokuqokelela amanzi emvula, izikolo ezinikwa inkxaso ngumasipala ngokuzibonelela ngoogqa-mpompo (*mobile tankers*), oophayiphi abazimeleyo ekwabelwana ngabo luluntu, okanye inkqubo yokuqokelela amanzi eyadini ngenjongo ethile.

Ngezizathu zempilo kunye nezinye, kubalulekile ukuba zonke izikolo zifanele ukuba nendlela yokufikelela emanzini acocokileyo kwimihlaba yazo.

Ukubala kwenziwe ngaba:

ISebe leMfundo lePhondo

UVimba weDatha

ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System (NEISM)*)

Ukuphindaphindwa kokwenza iNgxelo

Qho ngonyaka

PM 205: Inani lezikolo zikarhulumente eziqhelekileyo ezingenawo umbane

Inkcazo-magama nenjongo

Eli linani lezikolo zikarhulumente eziqhelekileyo ezingenaso isibonelelo sombane. Oku kubandakanya izikolo ezingenaluhagamshekwano lwantambo zombane okanye umbane ekubonelelwa ngawo, ijenerayitha, amandla ombane, njl. njl. Umbane uyinto efunekayo ukwenzela ukuba kusetyenziswe iithekinoloji zale mihla ezinokuphucula ukulawula, ukufunda nokufundisa ezikolweni.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System (NEISM)*)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 206: Inani lezikolo ezingenazithoyilethi zisebenzayo

Inkcazo-magama nenjongo

Eli linani lezikolo ezingenazithoyilethi zisebenzayo. Oku kubandakanya izikolo ezingenayo isistim yamaBhakethe, ezingenazo iithoyilethi ezombelwa umngxuma, Ngezizathu zempilo nokuhamba isikolo, kubalulekile kwisistim yesikolo ukusondela kulo mmiselo mncinane kuzo zonke izikolo.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System (NEISM)*)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 207: Itotali yesibonelelo sebhajethi senkonzo karhulumente senkqubo yokulondoloza ecwangcisiweyo yexabiso leziseko zophuhliso zezikolo

Inkcazo-magama nenjongo

Oku kubonelela ngenkcazo yebhajethi echithwe kwinkqubo yokulondolozwa kwezakhiwo kunye nezixhobo ezikhoyo njengomlinganiselo wexabiso leziseko zophuhliso zezikolo. Kubalulekile ukuba izakhiwo nezixhobo ezikhoyo ezikolweni zigcinwe kakuhle, ukwenzela ukuba zisebenze ngokupheleleyo, kuncitshiswe ukutshintshwa kufakwe ezinye izinto. Umgaqo-nkqubo ukhankanya ukuba inkcitho yonyaka kulondolozo lwezibonelelo zimele ukuxabisa ukuya kutsho ubuncinane kwi-1.5% yetotali yexabiso lezo zibonelelo.

Ifomula

$$M \% = \frac{MExp}{CValue}$$

Phi

$M \%$ yinkcitho kwezokulondoloza njengepesenteji yexabiso leziseko zophuhliso lwezikolo

$MExp$ yinkcitho kwiinkqubo zokulondoloza Qho ngonyaka eluhlobo lweerandi

$CValue$ lixabiso leziseko zophuhliso zezikolo ezifunyanwa kwi-NEIMS

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

OoVimba beDatha

- Umphathi weProgram (weCandelo leZakhiwo zeZikolo) okanye i-BAS ICandelo leZakhiwo zeZikolo) okanye i-BAS
- ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System (NEISM)*)

Ukuphindwaphindwa kweNgxelo

Qho ngonyaka

PM 208: Inani lezikolo zikarhulumente eziziprayimari eziqhelekileyo ezinabafundi abangaphezulu kwabayi-40 kwiyunithi yeklassi nganye

Inkcazo-magama nenjongo

Eli linani lezikolo zikarhulumente eziziprayimari eziqhelekileyo ezinenani elingumndilili wabafundi abangaphezulu kwabayi-40 kwiyunithi yeklassi nganye. Iiklassi ezinkulu kakhulu ngokucacileyo azikulungela ukufunda nokufundisa, kwaye injongo kuzisa le pesenteji iyokutsho ezantsi kwinto engEyona kanye (0).

Inani elingumndilili labafundi abakwiyunithi yeklassi (isayizi yeklassi engumndilili) lisengabalwa ngokwahlula itotali yenani labafundi elisesikolweni ngenani leeyunithi zeklassi elisesikolweni.

Oko kukuthi:

Isayizi yeklassi – Yitotali yenani labafundi abasesikolweni

Inani leeyunithi zeklassi ezisesikolweni

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System (NEISM)*)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 209: Inani lezikolo zikarhulumente eziqhelekileyo eziziisekondari ezinomndili wabafundi abangaphezulu kwabafundi abayi-35 kwiyunithi yeklassi nganye

Inkcazo-magama nenjongo

Eli linani lezikolo zikarhulumente eziqhelekileyo eziziisekondari ezinani labafundi abangaphezulu kwe-35 kwiyunithi yeklassi nganye. Iiklassi ezinkulu kakhulu ngokucacileyo azilunganga ekufundeni nasekufundiseni, kwaye injongo ikukwehlisa ipesenteji iye kwinto engEyona kanye (0). Lo mlinganiselo ubalwa njengalowo we-PM 208.

Isayizi yeklassi = Itotali yenani labafundi ababhalise esikolweni

Inani leeyunithi zeeklassi ezisesikolweni

Ukubala kwenziwa ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

ISistim yoLawulo lweZiseko zoPhuhliso zeMfundo kaZwelonke (*National Education Infrastructure Management System*)(NEISM)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 210: Inani lezikolo zikarhulumente eziqhelekileyo elinazo zonke ii-LTSM kunye nezinye izinto zokuncedisa eziziswe ngosuku lokuqala lonyaka wesikolo njengoko kucwangcisiwe

Inkcazo-magama nenjongo

Eli linani lezikolo zikarhulumente eziqhelekileyo ezifumana iZincedisi zokuFunda nokuFundisa (*Learning and Teaching Support Material*) (LTSM) iZincedisi zokuFunda nokuFundisa (*Learning and Teaching Support Material*) (LTSM) lithathwa njengezona zixhobo zibaluleke kakhulu zokukhuthaza ubulungisa kwezengqesho (*equity*), ukulungiswa kobugwenxa bexesha elidlulileyo (*redress*) kunye nokufunda okusemgangathweni kwisistim yemfundo karhulumente.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram wePhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 211: Ipesenteji yabafundi abakwiBakala 3 abapase iziphumo ezamkelekayo kwizifundo zoLwazi lokuBala

Inkcazo-magama nenjongo

Esi salathisi sithatha umlinganiselo wokuba ngaba abafundi bayaliphumelela inqanaba elamkelekileyo lobuchule kwizifundo zoLwazi lokuBala kwiBakala 3. Abafundi bafumana ukuvavanywa ngeemvavanyo zikazwelonke ekubonelelwa ngazo liSebe leMfundo kwilizwe liphela ebekubhekiselelwe kulo kutshanje njengoVavanyo lukaZwelonke loNyaka (*Annual National Assessment*). Kubonakalisa ipesenteji yabo bonke abafundi beBakala 3 bona bathi, bekumndilili, bapase iziphumo ezamkelekileyo kwizifundo zoLwazi lokuBala. Isiphumo esamkelekileyo sifumaneka xa abafundi bepase ngo-50% okanye ngaphezulu kuVavanyo lukaZwelonke loNyaka

Ifomula

$$Gr3Min = \frac{L}{N} * 100$$

Phi:

Gr3Min yipesenteji yabafundi abapase iziphumo ezamkelekileyo kwizifundo zoLwazi lokuBala kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

L linani labafundi beBakala 3 abapase iziphumo ezamkelekileyo kwizifundo zoLwazi lokuBala kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

N yitotali yenani labafundi beBakala 3 ababefumene ukuvavanya kwizifundo zoLwazi lokuBala kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*).

Ukubala kwenziwe ngaba:

LiSebe leMfundo esisiSeko

UVimba weDatha

DoE, Annual National Assessment (Systemic Evaluation Directorate)

Ukubonelelwa ngedatha kwenziwe liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 212: Ipesenteji yabafundi abakwiBakala abapase iziphumo ezamkelekileyo kwizifundo zoLwazi lokuBala

Inkcazo-magama nenjongo

Le PM ibonisa ipesenteji yabo bonke abafundi beBakala 3 abaye bathi, ngokufumana amanqaku angumndilili, bapasa iziphumo ezamkelekileyo kwizifundo zoLwazi lokuFunda nokuBhala. Isiphumo esamkelekileyo sifumaneka xa abafundi bepasa nge-50% okanye ngaphezulu koVavanyo lukaZwelonke loNyaka (*Annual National Assessment*).

Ngenxa yeziphumo zolwazi lokufunda nokubhala ezimbi kweli lizwe, urhulumente uzinikele ekuphuculeni ulwazi lokufunda nokufubhala lwabafundi besikolo. Lo mlinganiselo wentsebenzo usekelwe kwiinzame zeSebe leMfundo esisiSeko zokuphucula iziphumo zezolwazi lokufunda nokubhala ezikolweni.

Ifomula

$$Gr3Min = \frac{L}{N} * 100$$

Phi:

Gr3Min yipesenteji yabafundi abapase iziphumo ezamkelekileyo kwezolwazi lokuFunda kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*).

L linani labafundi beBakala 3 abapase iziphumo ezamkelekileyo kwezolwazi lokuFunda nokuBhala kwiiMvavanyo zikaZwelonke (*Annual National Assessments*).

N yitotali yenani labafundi beBakala 3 abafumana ukuvavanywa ngeemviwo zezolwazi lokuFunda nokuBhala kwiiMvavanto zikaZwelonke zoNyaka (*Annual National Assessments*).

Ukubala kwenziwe ngaba:

LiSebe leMfundo esisiSeko

UVimba weDatha

DoE, Annual National Assessment (Systemic Evaluation Directorate)

Ukubonelelwa ngedatha liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo ngaMasebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 213: Ireshiyo yenkqubo yabafundi abayi-20% abakwinqanaba 1 labafundi abangabona bahlwempuzekileyo xa kuthelekiswa nabafundi abakwinqanaba 5 abangabona bangahlwempuzekanga abayi-20% kwiBakala 3

Inkcazo-magama nenjongo

Lo mlinganiselo uthlekisa inkqubo yabafundi abayi-20% abakwinqanaba 1 labafundi abangabona bahlwempuzekileyo xa kuthelekiswa nabafundi abakwinqanaba 5 abangabona bangahlwempuzekanga.

Akubalulekanga nje kuphela ukujongana nembali yenkqubo yocalu-calulo yenkcitho engalinganiyo kubafundi. Kubalulekile kwakhona ukuqinisekisa ukuba ukungalingani kubafundi kuyancitshiswa, ukwenzela ukuba abafundi bafumane ukuqala okulinganayo ngaphezulu ebomini.

Ifomula

Le fomula ilandelayo iya kusetyenziswa ukubala i-PM

$$PR3_{Q1/Q5} = \frac{Perf_{Q1}}{Perf_{Q5}}$$

Phi

PR3_{Q1/Q5} yiReshiyo yeNkqubo yabafundi abakwinqanaba 1 abayi-20% beBakala 3 ngokunxulumene ne-20% yabafundi abakwinqanaba 5 lobuhlwempu.

Perf_{Q1} ngumndilili wenkqubo yabafundi abakwinqanaba 1 labafundi beBakala 3 abahlwempuzeke kakhulu kwiphondo.

Oku kubalwa ngokulandelayo:

$$Perf_{Q1} = \left(\frac{\sum Lit}{N} + \frac{\sum Num}{N} \right) / 2$$

Kunye

$\sum Lit$	$\sum Lit$ Dibanisa onke amaqaku ezoLwazi lokuFunda nokuBhala zabafundi abakwinqanaba 1 abayi-20% abahlwempuzeke kakhulu ephondo elithile
$\sum Num$	Dibanisa onke amaqaku ezoLwazi lokuFunda nokuBhala zabafundi abakwinqanaba 1 abayi-20% abahlwempuzeke kakhulu ephondo elithile
N	Inani labafundi beBakala 3 abakwinqanaba 1 elivavanywe kusenokuba kwizifundo zoLwazi lokuBala okanye uLwazi lokuBala kwiphondo elithile.

$Perf_{Q5}$ $Perf_{Q5}$ ngamaqaku angumndilili obuncinane be-20% yabafundi beBakala 3 kwinqanaba 5 lokuhlwempuzeka kwiphondo. Oku kubalwa njengokuba kusenziwa njalo kubafundi abakwinqanaba 1 lobuhlwempu.

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

DoE, Annual National Assessment (Systemic Evaluation Directorate)

Ukubonelelwa ngedatha liSebe leMfundo esisiSeko

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 214: Ipesenteji yabafundi abakwiBakala 6 abapase iziphumo ezamkelekileyo kuLwimi

Inkcazo-magama nenjongo

Lo mlinganiselo wenkqubo ubonisa ipesenteji yabo bonke abafundi beBakala abaye bathi, ngokomndilili, bapasa iziphumo ezamkelekileyo kuLwimi, oko kukuthi, abafundi abapasa i-50% nangaphezulu kuVavanyo lukaZwelonke loNyaka (*Annual National Assessment*).

UMgaqo-siseko uyavuma ukuba iyantlukwano yethu ngokwenkcubeko yinto enxabiso kuzwelonke kungenxa yoko imfundo inikwe umsebenzi wokuba ikhuthaze zonke iilwimi zaseburhulumenteni elizweni.

Ifomula

$$Gr6Lan = \frac{L}{N} * 100$$

Phi:

$Gr6Lan$ $Gr6Lan$ yipesenteji yabafundi abapase iziphumo ezamkelekileyo kwizifundo zeeLwimi kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

L L linani labafundi beBakala 6 abaye bapasa iziphumo ezamkelekileyo kwizifundo zeeLwimi kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

N linani labo bonke abafundi beBakala 6 abafumene ukuvavanywa kwizifundo zeeLwimi kwiphondo kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

DoE, Annual National Assessment (Systemic Evaluation Directorate)

Ukubonelelwa ngedatha liSebe leMfundo esisiSeko

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 215: Ipesenteji yabafundi abakwiBakala 6 abapase iziphumo ezamkelekileyo kwiMathematika

Inkcazo-magama nenjongo

Esi salathisi sithatha imilinganiselo yepesenteji yabo bonke abafundi abakwiBakala 6 abaye bathi, ngokomndilili, bapase iziphumo ezamkelekileyo kwiMathematika, oko kukuthi, abafundi abapase ngo-50% nangaphezulu kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessment*).

Ngenxa yokunqongophala kwezakhono kumacandelo ezobugcisa, iSebe leMfundo libeka ugxininiso kwiMathematika. Ukongeza, abafundi baseMzantsi Afrika baqhuba kakubi kwiiMvavanyo zeMathematika zamazwe ngamazwe.

Ifomula

$$Gr6Mat = \frac{L}{N} * 100$$

Phi:

Gr6Mat *Gr6Mat* yipesenteji yabafundi abafumene iziphumo ezamkelekileyo kwiMathematika kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

L *L* linani labafundi beBakala 6 abapase iziphumo ezamkelekileyo kwiMathematika kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

N yitotali yenani labafundi beBakala 6 ababefumene ukuvavanya kwiMathematika kweli phondo kwiiMvavanyo zikaZwelonke zoNyaka (*Annual National Assessments*)

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

DoE, Annual National Assessment (Systemic Evaluation Directorate)

Ukubonelelwa kwedatha liSebe leMfundo esisiSeko

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 216: Ipesenteji yabafundi ababhalisela iMathematika kwiBakala 12

Inkcazo-magama nenjongo

Le yipesenteji yabafundi ababhinqileyo abaye babhalisa kwiMathematika kumaBakala 12. Ngokwembali, amantombazana afumene ukumelwa kancinane kwiMathematika, ke ngoko ukwanda kwentatho-nxaxheba kwiMathematika kungasisolathisi esibalulekileyo sokuqhubela phambili ukuya kufikelela kulungelelwaniso olungaphezulu lwezesini. Ngokunqwenelekayo le PM imele ukubalwa ngokuthi kuthathelwe ingqalelo inani labafundi abangamantombazana abafunda isifundo seMathematika kwiBakala 12. Onke amantombazana athi abhalisa kwizikolo zikarhulumente eziqhelekileyo afumana ukuqatshelwa le PM.

Ifomula

Ukubala ipesenteji yamantombazana abhalisela iMathematika kwiBakala 12, le fomyula ilandelayo imele ukusetyenziswa.

$$PGRMat = \frac{GRMat}{N} * 100$$

PGRMat yipesenteji yamantombazana abhalisela iMathematika kwiBakala 12 kwizikolo zikarhulumente eziqhelekileyo kweli phondo.

GRMat yitotali yenani lamantombazana abhalisela iBakala 12 kwizikolo zikarhulumente eziqhelekileyo kweli phondo.

N n

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

Iziko ledatha leeMviwo zeSatifikethi seMatriki sikaZwelonke (leeMviwo zeBakala 12)

Ukubonelelwa ngedatha liSebe leMfundo esisiSeko

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 217: Ipesenteji yabafundi abangamantombazana ababhalisela iFizikhali Sayensi kwiBakala 12

Inkcazo-magama nenjongo

Le yipesenteji yabafundi ababhinqileyo ababhalisele iFizikhali Sayensi kumaBakala 12. Ngokwembali, amantombazana afumene ukumelwa kancinane kwezi zifundo, ke ngoko ukuthatha inxaxheba okwandisiweyo kubo kungasisolathisi esibalulekileyo senyathelo elisingise kulungelelwaniso lwezesini ngaphezulu. Ngokunqwenelekayo i-PM imele ukubalwa ngokuthathela ingqalelo inani labafundi abangamantombazana abenza iFizikhali Sayensi kwiBakala 12. Onke amantombazana abhalise kwizikolo zikarhulumente eziqhelekileyo afumana ukuqwalaselelwa le PM.

Ifomula

Ukubala ipesenteji yamantombazana abhalisela iFizikhali Sayensi kwiBakala 12, le fomyula ilandelayo imele ukusetyenziswa.

$$PGRPS = \frac{GRPS}{N} * 100$$

PGRPS yipesenteji yamantombazana abhalisela iFizikhali Sayensi kumaBakala 12 kwizikolo zikarhulumente eziqhelekileyo kweli phondo.

GRPS linani lamantombazana abhalisela iFizikhali Sayensi kwiBakala 12 kwizikolo zikarhulumente eziqhelekileyo kweli phondo.

N yitotali yenani lamantombazana abhalisela iBakala 12 kwizikolo zikarhulumente eziqhelekileyo kweli phondo.

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

Iziko ledatha leeMviwo zeSatifikethi seMatriki sikaZwelonke (iMviwo zeBakala 12)

Ukubonelelwa ngedatha liSebe leMfundo esisiSeko

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 218: Ireshiyo yabafundi abakwinqanaba 1 labafundi abayi-20% abakwizikolo ezizezona zihlwempuzeke kakhulu xa zithelekiswa nabafundi abayi-20% bezikolo ezingahlwempuzekanga ezikumanqanaba 5 ezinxulumene nereyithi yokupasa ibakala 12

Inkcazo-magama nenjongo

Le yipesenteji yamanqaku eSatifikethi seMatriki sikaZwelonke abafundi beBakala 12 abakwinqanaba 1 lezikolo ezihlwempuzekileyo ngokunxulumene nenqanaba 5 lezikolo ezihlwempuzekileyo. Ukubala lo mlinganiselo i-20% yabafundi abakwinqanaba 1 nakwi-20% yabafundi abangahlwempuzekanga kwinqanaba 5 kwenziwa isampula yabo.

Ifomula

Le fomula ilandelayo yayisetyenziswa ukubala i-PM:

$$PR12_{Q1/Q5} = \frac{Perf_{Q1}}{Perf_{Q5}}$$

Phi:

$PR12_{Q1/Q5}$ yiReshiyo yeNkqubo yabona bafundi bahlwempuzekileyo abayi-20% abakwinqanaba 1 ngokunxulumene nabafundi abayi-20% abangahlwempuzekanga abakwinqanaba 5 ngokuphathelele kwiBakala 12.

$Perf_{Q1}$ ngamanqaku angumndilili eSatifikethi seMatriki sikaZwelonke sabafundi abayi-20% beBakala 12 abakwinqanaba 1 lezikolo ezihlwempuzekileyo kweli phondo. Oku kubalwa ngale ndlela ilandelayo:

$$Perf_{Q1} = \frac{\sum AggrMarks}{N}$$

$$Perf_{Q1} = \frac{\sum AggrMarks}{N} \text{ kunye}$$

$\sum AggrMarks$ nokudityaniswa kwamanqaku angumndilili kubafundi abayi-20% beBakala 12 abakwizikolo ezikwinqanaba 1 zephondo elithile
 N i-20% yabafundi beBakala 12 abakwinqanaba 1 lezikolo ezihlwempuzekileyo abaye bapasa iSatifikethi seMatriki sikaZwelonke ngethuba lokunika ngxelo

$Perf_{Q5}$ ngumndilili wamanqaku eSatifikethi seMatriki sikaZwelonke sabo bonke abafundi beBakala 12 abakwinqanaba 5 lezikolo ezihlwempuzekileyo kwiphondo. Oku kubalwa ngendlela efanayo ngqo neyinqanaba 1 lokuhlwempuzeka.

Ukubala kwenziwa ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

Iziko ledatha loViwo lweSatifikethi seMatriki sikaZwelonke (kwiMviwo zeBakala 12)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 219: Ireyithi yokuPasa yeBakala 12**Inkcazelo-magama nenjongo**

Le yitotali yenani labapase iSatifikethi seMatriki sikaZwelonke kunyaka lo, lahlula-hlulwe ngetotali yenani labafundi abaye babhala uViwo lukaZwelonke lweBakala 12. Lo mlinganiselo wenkqubo ubonisa umyinge wabafundi ababhalisileyo abaya kufumana iSatifikethi seMatriki sikaZwelonke. Le PM ijolise ekulandeleleni ukuba bangaphi abafundi abapasa uviwo lweSatifikethi seMatriki sikaZwelonke njengoko kuvakalisiweyo ngokuphathelele kwinani labafundi abaye babhala iimviwo zeBakala 12.

Ifomula

Le fomula ilandelayo iyasebenza ekubalweni kwale PM:

$$PR = \frac{LP}{N} * 100$$

Phi:

PR *PR* yiReyithi yokuPasa, o.k.t. yipesenteji yaBapasileyo beSatifikethi seMatriki sikaZwelonke ebhaliweyo njengepesenteji yetotali yabafundi abaye babhala iimviwo zeBakala 12 kwiPhondo.

LP yitotali yenani labafundi abaye bapasa uviwo lweSatifikethi seMatriki sikaZwelonke kwiPhondo kunyaka lowo uchaphazelekayo.

N yitotali yenani labafundi abaye babhala uviwo lweBakala 12 kwiPhondo kuwo nawuphi na unyaka ochaphazelekayo.

Ukubala kwenziwe ngaba:

LiSebe leMfundo esiSiseko

UVimba weDatha

Iziko ledatha loViwo lweSatifikethi seMatriki sikaZwelonke (loViwo lweBakala 12)

Ukuphindaphindwa kokwenza iNgxelo

Qho ngonyaka

PM 220: Ireyithi yokupasa kwiBakala 12 yeMathematika**Inkcazo-magama nenjongo**

Le yitotali yenani labafundi abapasa iMathematika kuviwo lweSatifikethi seMatriki sikaZwelonke kunyaka ngamnye, eyohlula-hlulwa ngetotali yenani labafundi ababehlalele uviwo lweMathematika. Lo mlinganiselo wenkqubo ubonelela ngengcamango emalunga nendlela le sistim evelisa ngayo amacandelo ezakhono ezinqabileyo.

Le PM ijolise ekulandeleleni ukuba bangaphi abafundi abapasa iMathematika kuViwo lweSatifikethi seMatriki sikaZwelonke njengoko kuchaziweyo ngokuphathelele kwinani elilindelekileyo labafundi abaye bakwazi ukubhala uviwo lweMathematika lweBakala 12.

IMathematika sesinye sezifundo eziphambili ezifunekayo ukuphuhlisa ngokwaneleyo uvimba wokufumaneka kwamandla abasebenzi baseMzantsi Afrika ngokungqinelanayo nethagethi karhulumente yokukhula kwezoqoqosho nge-6%.

Kulo nyaka-mali kukho amanyathelo asaqhubekayo ukwandisa inani labafundi abapase izifundo zeMathematika neSayensi. Umzekelo iZikolo zeDinaledi eziyi-528 ezigxile ngokukodwa kwiMathematika neSayensi zijolise ekwandiseni nani labafundi bezikolo eziphakamileyo abapase iMathematika neSayensi ukuya kutsho ubuncinane kwi-50 000 ngo-2008.

Ifomula

$$PRMat_{Gr12} = \frac{LPMat}{N} * 100$$

Phi:

PRMat_{Gr12} yireyithi yokupasa kwiMathematika kuViwo lweBakala 12 lweSatifikethi seMatriki sikaZwelonke kwiPhondo.

LPMat linani labafundi abakwiPhondo abapasa iMathematika, kuviwo lweSatifikethi seMatriki sikaZwelonke.

N linani labo bonke abafundi abaye babhala iMathematika kuviwo lukaZwelonke lweBakala 12 kwiPhondo.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

Iziko ledatha yoViwo lweSatifikethi seMatriki sikaZwelonke (yoViwo lweBakala 12)

Ukuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 221: Ireyithi yokuPasa kwiBakala 12 yeFizikhali Sayensi

Inkcazo-magama nenjongo

Le yitotali yenani labafundi abapasa iFizikhali Sayensi kuviwo lweSatifikethi seMatriki lukaZwelonke ngonyaka, yahlulahlulwe ngetotali yenani labo bonke abafundi abaye bahlalela uviwo lweFizikhali Sayensi kwiBakala 12. Le PM ijolise ekulandeleleni ukuba bangaphi abafundi abapasa iFizikhali Sayensi kuViwo lweSatifikethi seMatriki sikaZwelonke njengoko kuchaziweyo ngokuphathelele kwinani elilindelekileyo labafundi abaye bahlalela uviwo lweFizikhali Sayensi kunyaka ochaphazelekayo.

IFizikhali Sayensi sesinye sezifundo eziphambili ezifunekayo ukuphuhlisa ngokufanelekileyo ukufumaneka kovimba wabantu bokusebenza baseMzantsi Afrika.

Ifomula

$$PRPhys_{Gr12} = \frac{LPP_{Phys}}{N} * 100$$

Phi:

$PRPhys_{Gr12}$ yireyithi yokupasa kwiFizikhali Sayensi kwiSatifikethi seMatriki sikaZwelonke kwiPhondo.

LPP_{Phys} linani labafundi abakwiPhondo abapasa iFizikhali Sayensi kuviwo lweSatifikethi seMatriki sikaZwelonke.

N yitotali yenani labafundi abaye bahlalela uviwo lweFizikhali Sayensi kwiBakala 12 kwiphondo kunyaka ochaphazelekayo

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

Iziko ledatha loViwo lweSatifikethi seMatriki sikaZwelonke (loViwo lweBakala 12)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 222: Inani labafundi abaxhamlayo kwinkqubo yokuthuthwa simahla kwabafundi

Inkcazo-magama nenjongo

Eli linani labafundi abakwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwinkqubo yokuthuthwa simahla kwabafundi. Lo mlinganiselo ubandakanya abafundi abaneengxaki zokufikelela kwizikolo zikarhulumente eziqhelekileyo ngenxa yomgama okanye ukungafumaneki kwezikolo ezikwiindawo abahlala kuzo. Lo mlinganiselo awubabandakanyi abafundi abaxhamlayo kwizikim zezothutho ezixhaswa ngemali.

Ukubala kwenziwe ngaba:

ISebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram okanye wedatha yezeMali

Amatyeli okuphindaphindwa kweNgxelo

Qho ngonyaka

PM 223: Inani labafundi abaxhamlayo kumgaqo-nkqubo wezikolo ezingahlawulisi fizi

Inkcazo-magama nenjongo

Eli linani labafundi abakwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo wesikolo wezikolo ezingahlawulisi fizi. ISiqendu 29(1) soMgaqo-siseko waseMzantsi Afrika sichaza ukuba wonke umntu unelungelo lokuxhamla imfundo esisiseko. Umgaqo-nkqubo weZikolo eZingahlawulisi Fizi (*No-fee Schools policy*) ngoko ke, uphelisa nya iifizi zezikolo kwizikolo ezizezona zihlwempuzeke kakhulu kuzwelonke kubafundi ukusuka kwiBakala R ukuya kwiBakala 12. Izikolo ezingahlawulisi fizi zabelwa isixa-mali esikhudlwana ngomfundi ngamnye ukuthatha indawo yeefizi engezihlawulisiwe.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram yePhondo

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 301: Inani lezikolo ezizimeleyo ezifumana inkxaso ezaye zatyelwe ngeenjongo zokubeka iliso

Inkcazo-magama nenjongo

Eli linani lezikolo ezizimeleyo ezamkela inkxaso-mali karhulumente eziye zityelwe ngeenjongo zokulawula umgangatho liSebe leMfundo ebudeni bonyaka. Kubalulekile ukuba urhulumente ufanele ukubeka esweni umgangatho wemfundo

efundiswa kwizikolo ezizimeleyo, nangakumbi ezo zifumana iinkxaso-mali zombuso, aze athathe amanyathelo urhulumente apho imigangatho emincinane ingaphunyezwayo khona.

lingcaciso ezingaphezulu

Eli linani lezikolo ezizimeleyo ezaye zafumana ubuncinane utyelelo lwalunye lokubeka izinto esweni apha enyakeni olwenziwa ligosa leSebe leMfundo lePhondo.

Utyelelo lokubeka izinto esweni olubalulekileyo kule PM luchazwe ngokukodwa kwi *National Norms and Standards for School Funding for independent schools* (IMimiselo neMigangatho yokuNika iNkxaso-mali eZikolweni eyenzelwe izikolo ezizimeleyo. Zonke izikolo ezizimeleyo ezicela inkxaso-mali kwiSebe leMfundo zimele ukwenziwa ulutshu lokutshekisha lwabaphathi oluya kugqiba malunga nokuba ngaba isikolo eso sinako ukulawula imali karhulumente ngendlela ebonisa inkathalo. Emva kokuba imvume yokuqala inikiwe, amaSebe eMfundo amaPhondo ii-PED kwakhona anokwenza uhlobo olungaziswanga kwangaphambili ukuqinisekisa ukuba iinkqubo zezikolo zihlaziyiwe ngokuphathelele kuluhlu lokutshekisha. Uluhlu lokutshekisha lumele ukubandakanya izinto ezinxulumene nobuchule besikolo bokulawula nokuphendula malunga neemali zikarhulumente, ubuchule bokuphumeza imisebenzi eyenziwa phantsi kolawulo kubaboneleli ngeempahla neenkonzo kwanobuchule bokwenza izigqibo zemfundo ezicingisisiweyo. Utyelelo lokubeka esweni ejolise ukuyilandeleda le PM lunxulumene ngoko ke nokutshekishwa ngqo kwamanani abafundi ababhalisileyo xa kuthelekiswa namabango okufumana inkxaso-mali kwanokuqinisekisa ukuba kufundiswa imfundo esemgangathweni. Ukuba iimali zikarhulumente ziyasetyenziswa ukuxhasa ezi zikolo zizimeleyo, amaSebe eMfundo amaPhondo ii-PED anoxanduva lokuqinisekisa ukuba inkcitho leyo ibalulekile.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram wePhondo

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

Ukumisela ithagethi

Kumele ukuba kumiselwe ithagethi ngokuphathelele kwitotali yenani lezikolo ezizimeleyo ezifumana inkxaso-mali kurhulumente kweli phondo.

PM 302: Inani labafundi abakwiZikolo eziZimeleyo ezifumana inkxaso-mali

Inkcazo-magama nenjongo

Eli linani labafundi ababhalise kwizikolo ezizimeleyo ezifumana inkxaso-mali. Amanqanaba enkxaso-mali anxulumene namanqanaba eefizi adweliswe ngokomlinganiselo onyukayo weengongoma ezintlanu (*five point progressive scale*). Izikolo ezihlawulisa awona manqanaba asezantsi ziya kulungela elona nqanaba liphezulu lenkxaso-mali. Izikolo ezihlawulisa iifizi ezigqithileyo ngokuphindwe ngo-2.5 wengqikelelo engumndilili ezimeleyo yephondo ngomfundi ngamnye okwisigaba seprayimari okanye sesekondari kwizikolo zikarhulumente eziqhelekileyo ngokulandelelanayo ziyaqatshelwa ukwenzela ukuba zikhonze abenzelwa inkonzo abatyebe kakhulu ngokwezemali, ize inkxaso-mali engu-0% ihlawulwe bona ivela kwiimali zikarhulumente, ngokweSaziso 20 sika-2003 (*Notice 20 of 2003*). Kubalulekile ukuba urhulumente ufanele ukubeka esweni umgangatho wemfundo efundiswa ezikolweni ezizimeleyo, ngakumbi ezo zifumana inkxaso-mali yombuso, aze athathe amanyathelo apho ingaphumezekiyo imigangatho emincinane.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

UMphathi weProgram yePhondo (yeDatha yezeMali)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 401: Inani labantwana abaneemfuno zemfundo ezizodwa abaneminyaka eyi-6 ukuya kweyi-15 abangabhalisanga kumaziko emfundo

Inkcazo-magama nenjongo

Eli linani labantwana abaneemfuno zemfundo ezizodwa abakwiminyaka yobudala enyanzelekileyo yokuya esikolweni kulo naliphi na iziko lemfundo. Kubalulekile ukuba urhulumente makabonelele ngokufikelela okwaneleyo nokufanelekileyo kwizikolo zemfundo eneemfuno ezizodwa kunye nezikolo zikarhulumente eziqhelekileyo ukwenzela aba bafundi. Ngokunqwenekayo, lo mlinganiselo wentsebenzo umele ukuba nexabiso elingu-0%.

Ngenxa yenjongo yale PM, “**abantwana abaneemfuno zemfundo ezizodwa**” baya kuqatshelwa kwiinkcukacha-manani ezimalunga nokhubazeko njengoko kubonelelwe ngazo ngabeStatistics South Africa.

Ukubala kwenziwe ngaba:

LiSebe leMfundo lePhondo

UVimba weDatha

General Household Survey (GHS)

Ukubonelelwa kwedatha liSebe leMfundo likaZwelonke

Le datha kuya kubonelelwa ngayo ngamaSebe eMfundo amaPhondo

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 402: Inani labafundi ababhalise kwiZikolo zeMfundo eneeMfuno eziZodwa**Inkcazo-magama nenjongo**

Eli linani labafundi abakwiZikolo zeMfundo eneeMfuno eziZodwa. Kubalulekile ukuba urhulumente makabonelele ngokufikelela okwaneleyo nokufanelekileyo kwizikolo zemfundo eneemfuno ezizodwa.

Le PM ijolise ekuniken iinkcazo kwabo Bafundi Baneemfuno zeMfundo eziZodwa (*Learners with Special Needs*) (LSEN) abangafakwanga kuyo nayiphi na inkqubo yemfundo. Isistim yemfundo noqeqesho ijolise ekukhuthazeni imfundo kubo bonke ize ibethelele ukwakhiwa kwamaziko emfundo abandakanya bonke abafundi nanika inkxaso ekufundeni eya kwenza ukuba bonke abafundi bathathe inxaxheba ngokukhuthaleyo kwinkqubo yemfundo ukwenzela ukuba babe nalo ukuphuhlisa nokwandisa ubuchule babo kunye nokuthatha inxaxheba njengabantu abalinganayo eluntwini.

Ukubala kwenziwa ngaba:

LiSebe leMfundo lamaPhondo

UVimba weDatha

EMIS SNAP (Special Schools)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 501: Inani labafundi be-NC(V) ababhalise kwiikholeji ze-FET zikarhulumente**Inkcazo-magama nenjongo**

Le PM isixelela ngenani labafundi beNational Certificate (Vocational) NC(V) ababhalise kwiikholeji ze-FET zikarhulumente. Ukusuka ngoJanuwari 2007, iNational Certificate (Vocational) yaye yathatha indawo yezifundo zeNATED (N1 – N3). INational Certificate (Vocational) sisiqinisekiso esitsha nesala maxesha kumanqanaba 2, 3 nawe-4 oMgaqo-sikhokelo seZiqinisekiso sikaZwelonke (*National Qualifications Framework*) (NQF). Le NC (Vocational) yaye yaqaliswa kwiikholeji ze-FET kwi-NQF iNqanaba 2 ngo-2007, iNqanaba 3 ngo-2008 ize iqaliswe kwiNqanaba 4 ngo-2009.

Ukubala kwenziwe ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

EMIS- SNAP (FET Colleges)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 502: Inani labafundi be-NC(V) ababhalise kumacandelo ezobugcisa (kwiCivil, Mechanical, Design, Electrical fields, ubuncinane enye yezi zimele ukuba zingaphinda kabini ukubalwa)**Inkcazo-magama nenjongo**

Le PM ifuna inani labafundi be-NC(V) ababhalise kwisifundo esinye ubuncinane senkalo yezobugcisa esibhalwe njengepesenteji yetotali yenani labafundi be-NC(V) ababhalise kwiikholeji ze-FET zikarhulumente. Ukwenzela iinjongo zale PM nasiphi na isifundo esifumaneka kwiinkalo zeCivil Engineering, Mechanical Engineering, Electrical Engineering nakwezinye i*Electrical Programmes* ezithathwa njenge-*Technical Fields*. Akumelanga ukuba kuphindwe kabini ukubalwa kwabafundi ngokunxulumene nale PM.

Ukubala kwenziwe ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

EMIS- SNAP (FET Colleges)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 503: Inani labafundi abafakwe kwiinkqubo zokuqhelanisa abafundi umsebenzi (learnerships) kwiikholeji ze-FET

Inkcazo-magama nenjongo

Eli linani labafundi abafakwe kwiinkqubo zokuqhelanisa abafundi nomsebenzi (*learnerships*) oko kusenziwa kwikholeji ye-FET. Esi salathisi senza umlinganiselo wenani labafundi abakwiikholeji ze-FET abafundiswe iindlela zokuthatha inxaxheba ekwenzeni izinto (*hands-on experience*) nasemsebenzini.

Ukubala kwenziwe ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

ABaphathi beeProgram zeeKholeji ze-FET

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 601: Inani labafundi be-ABET abakwiphondo

Inkcazo-magama nenjongo

Eli linani labafundi ababhalise kumaziko e-ABET karhulumente. Lo Mlinganiselo weNtsbenzo ubonelela ngengcaciso emalunga nokuba ukufundiswa kwe-ABET eluntwini kweli phondo kungakanani na.

Ukubala kwenziwa ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

EMIS-SNAP (ABET)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 701: Inani labafundi beBakala R kwizikolo zikarhulumente

Inkcazo-magama nenjongo

Le yitotali yenani labafundi beBakala R kwizikolo zikarhulumente. Oku kubandakanya abafundi beBakala R kwizikolo zikarhulumente eziqhelekileyo zemfundo eneemfuno ezizodwa. Nakuba kunjalo, ayibabandakanyi abafundi abakwiZikolo eziZimeleyo okanye kumaziko azimeleyo asebenzisana nezikolo.

Ukubala kwenziwe ngaba:

NgamaSebe eMfundo amaPhondo

UVimba weDatha

EMIS- SNAP survey

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

PM 702: Inani labantwana abaneminyaka emihlanu abakumaziko emfundo

Inkcazo-magama nenjongo

Le yitotali yenani labafundi abaneminyaka emihlanu abakulo nalo naliphi na iziko lemfundo. Lo mlinganiselo ubandakanya abafundi abahamba ezikolweni zikarhulumente nakumaziko abucala (aZimeleyo)

Ukubala kwenziwa ngaba:

ISEbe leMfundo likaZwelonke

UVimba weDatha

General Household Survey (GHS)

Amatyeli okuphindaphindwa kokwenziwa kweNgxelo

Qho ngonyaka

GLOSSARY

A(B)ET:	Adult (Basic) Education and Training	MST:	Mathematics, Science and Technology
ACE:	Advanced Certificate in Education	MTEF:	Medium-Term Expenditure Framework
BMS:	Business Management System	NCS:	National Curriculum Statement
CA:	Curriculum Advisor	NC(V):	National Curriculum (Vocational)
CEM:	Council of Education Ministers	NPDE :	National Professional Diploma in Education
CEMIS:	Central Education Management Information System	NEEDU:	National Education Evaluation Development Unit
CLC:	Community Learning Centre	NEPA:	National Education Policy Act
CIP:	Circuit Improvement Plans	NGO:	Non-Governmental Organisation
CTLI:	Cape Teaching and Leadership Institute	NQF:	National Qualifications Framework
DHET:	Department of Higher Education	NSC:	National Senior Certificate
DIP:	District Improvement Plans	NSNP:	National School Nutrition Programme
DOCS:	Department of Community Safety	NSSF:	Norms and Standards for School Funding
DBE:	Department of Basic Education	OHSA:	Occupational Health and Safety Act
DMS:	Document Management System	PED:	Provincial Department of Education
DMIS:	District Management Information System	PFMA:	Public Finance Management Act
DTC:	Departmental Training Committee	PPP:	Public-Private Partnership
ECD:	Early Childhood Development	PPMs:	Programme Performance Measures
ECM:	Enterprise Content Management	QIDS-UP:	Quality Improvement, Development, Support and Upliftment Programme
EMIS:	Education Management Information System	RCL:	Representative Council of Learners
EIP:	Education Information Policy	SACE:	South African Council for Educators
EPWP:	Expanded Public Works Programme	SAQA:	South African Qualifications Authority
ETDP:	Education, Training and Development Practices	SASA:	South African Schools' Act
FET:	Further Education and Training	SASAMS:	School Administration and Management System
FETMIS:	Further Education and Training Management Information System	SAPS:	South African Police Services
GET:	General Education and Training	SETA:	Sector Education and Training Authority
HEDCOM:	Heads of Education Departments' Committee	SGB:	School Governing Body
HEI:	Higher Education Institution	SIP:	School Improvement Plan
ICT:	Information and Communication Technology	SITA:	State Information Technology Agency
IMG:	Institutional Management and Governance	SMT:	School Management Team
I-SAMS:	Integrated School Administration and Management System	SPMDS:	Staff Performance Management and Development System
IQMS:	Integrated Quality Management System	WSE:	Whole School Evaluation
KM:	Knowledge Management	WSP:	Workplace Skills Plan
LTSM:	Learning and Teaching Support Materials		

IPHEPHA ELILANDULAYO

Olu xwebhu lophicotho, luxwebh u oluguq ulweyo oluy ikopi yoxwebh u lophicot ho olwatyikitywa lwaza lwamkelwa, kwaye l -Ofisi yo Mphicot hi-Jikelele ayinakubekwa butyala xa kut he kwaf umaniseka ukuba akuguqulwanga ngokuchanekileyo xa bekuguqulwa.

Part 3 – Report of the Audit Committee

REPORT OF THE AUDIT COMMITTEE OF THE DEPARTMENT OF EDUCATION (VOTE 5) OF THE WESTERN CAPE PROVINCIAL GOVERNMENT FOR THE FINANCIAL YEAR ENDING 31 MARCH 2010

1. Introduction

The Audit Committee is pleased to present its report for the financial year ending 31 March 2010.

2. Audit Committee members and attendance

The Audit Committee consists of the members listed below. It is required to meet a minimum of FOUR times per annum as per its approved Terms of Reference. During the year four (4) meetings were held:

15 May 2009

6 July 2009

13 August 2009

23 October 2009

Member	Comment	Number of meetings attended
Ms B Daries		4
Prof E Calitz	Appointed committee member on 1 January 2010 and subsequently appointed as Chairperson with immediate effect	0
Mr RG Nicholls	Chairperson – contract expired 31 July 2009	2
Dr L Kathan		3
Mr L Mdunyelwa	Appointed committee member on 1 October 2008 and appointed as the Interim Chairperson from 1 August 2009 to 31 December 2009	4
Ms P White		4

3. Audit Committee responsibility

The Audit Committee reports that it has complied with its responsibilities arising from Section 38(1)(a) of the Public Finance Management Act, 1999 (Act 1 of 1999) and Treasury Regulation 3.1.13, as required.

The Audit Committee has adopted the appropriate terms of reference in terms of the 2008 Charter and regulated its affairs and discharged its responsibilities in compliance with this Charter.

4. Effectiveness of internal control

The system of internal control was not effective for the year under review. In its 2008/09 report the Committee stated that the operational internal control environment contained significant weaknesses, which had to be strengthened in the financial year ending March 2010. Major changes in the management structure and the incumbents in management in the Department of Education during the course of the period under review put the controls under pressure, but there were already signs that the same changes have laid the foundation for major improvements in future. There has been highly improved interaction, under the leadership of the new accounting officer, between the Audit Committee and top management towards the end of the financial year.

The Department has reported that 72% of the findings by the Auditor-General had been dealt with. Implementation was in progress in respect of a further 11% of the findings and no status reports were received on the remaining 17% of the findings. None of the outstanding issues were Annexure A matters. The Auditor-General pointed out that action plans tend not to address the root causes underlying the findings and Internal Audit and the Audit Monitoring Team have been requested to rectify this. The Auditor-General also indicated that they were able to rely on aspects of internal audit's risk assessment, but not on any other internal audit work. This informs the future performance evaluation of Internal Audit.

5. The quality of in-year-monitoring and monthly/quarterly reports submitted in terms of the Public Finance Management Act (PFMA) and the Division of Revenue Act

The requirements of the PFMA and the Division of Revenue Act have only been partially met in so far as monthly and quarterly reports are concerned. These reports were not submitted consistently to the Audit Committee. Most of the nonfinancial performance indicators in education relate to scholastic achievement, of which data become available only annually. The quarterly reporting of financial management was adequate and facilitated the management of expenditure within the allocated budget.

6. Risk Management Function

The Department has undertaken a comprehensive review of its risks and outlined the approach to risk management in respect of each of its budgetary programmes in its strategic plan for the fiscal years 2010-2014. A presentation by the Head of Department to the Audit Committee has been scheduled for the next financial year.

The Committee conveyed its concern about the fraud register to the Department. Some of the cases were long outstanding and unresolved outsourced cases were indicated as closed.

7. Evaluation of financial statements

The Audit Committee:

- reviewed and discussed the audited financial statements to be included in the annual report of the Auditor General and the Accounting Officer;
- reviewed the Auditor General's management letter and management's response thereto; and
- reviewed significant adjustments resulting from the audit.

The Audit Committee concurs and accepts the Auditor-General's conclusion on the annual financial statements and is of the opinion that the audited annual financial statements may be accepted and read together with the report of the Auditor-General.

The Department is congratulated once again, for receiving an unqualified audit opinion from the Auditor-General.

8. Internal Audit

This was the first full year of operation of Internal Audit after the change from an outsourced provider to an in-sourced provider towards the end of the 2008/09 financial year. In the year under review the Internal Audit unit experienced challenges relating to capacity and change management which impacted on its ability to achieve its plan. A number of vacancies were only filled towards the end of 2009. Because of training and skills development the staff complement will only be fully operational during the course of 2010/11. As a consequence, the approved 2009/10 Internal Audit Plan could not be implemented in its entirety. The Committee will in future years continue to monitor Internal Audit's progress towards achieving optimal capacity.

9. Performance Information

The conclusion of the Auditor-General on performance information in 2008/09 identified a number of further issues which the Department has been requested to attend to and report to the Audit Committee. In the Department's feedback to the Audit Committee on the status of implementation of Auditor-General findings (see Section 4 above) it was indicated that all recommendations relating to performance information had been implemented. In its external audit of predetermined objectives pertaining to the 2009/10 financial year the Auditor-General stated that there were no matters to report.

10. Communication

Before the current Head of Department took office on 1 November 2009, the only form of direct communication which the Audit Committee had with the Department was the attendance of certain TOPCO meetings by the Chairperson. Communication between the Department and the Audit Committee has been greatly improved since the new Head of Department took office. The Head of Department has undertaken to attend Audit Committee meetings and to schedule a meeting (before and/or after Audit Committee meetings) with the Chairperson of the Audit Committee.

11. Other areas of concern

As a case study of systems and procedures at school level, a task team of the Audit Committee visited a number of low-performing schools, selected by the Department. The findings were reported to the Department and revealed:

- shortcomings with regard to safety and inconsistent communication between Head Office, District Offices and schools;
- a lack of clarity on the division of roles and responsibilities between the Head Office, District Offices and schools; and
- shortcomings regarding the support required from other government agencies.

These issues have been brought to the attention of the Department. A response is expected in the new financial year.

12. Auditor-General

The Audit Committee met with the Auditor-General and confirms that there were no unresolved issues.

13. Conclusion

The Audit Committee observes that the new management in the Department is serious about ensuring good corporate governance and establishing effective internal controls and risk management. The challenge is to translate this into action. Some of the tests of success will be: the implementation of the strategic plans and internal controls, given budget constraints; the quality of internal audit investigations; the timely and credible response to internal and external audit findings; and the interaction with the recently centralised risk management and internal audit functions in the Department of the Premier.



Estian Calitz
Chairperson of the Audit Committee of the
Western Cape Education Department
11 August 2010

ISiqendu 4 – IiNgxelo zeMali zoNyaka (*Annual Financial Statements*)

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**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
yonyaka-mali ophele ngowe-31 Matshi 2010**

**Ingxelo yeGosa elinoXanduva lokuPhendula ngemiba yezemali (*Accounting Officer*) kwisiGqeba
soLawulo soMthetho samaPhondo seRiphabliki yaseMzantsi Afrika**

1. Ukuphononongwa ngokubanzi kwemiba yemali

- 1.1 Imfundo isoloko iyeyona nto kujoliswe kuyo ibalulekileyo kwikamva leli lizwe. Iingxaki zezemali ehlabathini nazo zidlala indima kwindlela yesebe ekwenziwe ngayo uhlahlo-lwabiwo mali lwesebe. Nangona ibhajethi yesebe i ngakhange inciphe ngokwento y onke, k ubekho ukw anda ku hlahlo-lwabiwo lwemali o lujoliswe ekuphunyezweni kweNkq ubo yoKwa biwa kweMivu zo ngokweMisebenzi k wiNkonzo ka Rhulumente (*Specific Occupation Dispensation (SOD)*) nochatha kwimivuzo onxulumene nokuhla kwamandla emali.

Ngaphandle koku kuchazwe apha ngentla, iSebe libenako ukuqhubeka neprogram ephambili yongenelelo ngoncedo kazwelonke efana neProgram yeSondlo saBantwana eZikolweni kazwelonke (*National School Nutrition Programme*) ne-QIDS-UP.

ISebe lichithe i-99,96% kwibhajethi ehlanga-hlengisiweyo, nto ke leyo ebonisa inkqubela xa kuthelekiswa nonyaka ongaphambili. Ith agethi emise lwe ng uNondyebo we Phondo (*Provincial Treasury*) ku kuba amasebe afanele an gachithi iima li n gokungaphezulu n kqu na nge-1%. Inkcitho ebe ngaphantsi kokulindelekileyo (*under expenditure*) ifikelele kwizigidi ezingama-R50 (*R50 million*).

Izizathu zokungachithi yonke imali zezi zilandelayo.

- Inkcitho ebe ngaphantsi koku lindelekileyo ye ziseko zop huhliso (*infrastructure under-spending*) ibangelwe ziiprojekthi z olwakhiwo (*capital projects*) ezifumene in kxaso-mali (*committed*). K ubekho ulibaziseko n gokumalunga n eqela le emvumelwano (*contracts*) a pho u lwakhiwo lung abanganako ukuqaliswa njengoko be kuhlala abantu kwe zo ndawo ngokungekho mthe thweni, iimvavanyo zokuchaphazeleka kwe ndalo (*environmental impact assessments*) b ezingagqitywanga ya za nenkqubo y okuthengwa kweenkonzo z ethenda (*procurement processes*) yathatha ixes ha eli de kunokuba bekucingwa.
- Makuqatshelwe ukuba ezi projekthi, zizo zonke iiprojekthi ezabelwe imali kwaye isicelo sokuqalisa loo nkxaso-mali sangeniswa kuNondyebo wePhondo (*Provincial Treasury*).

Intlawulo yemali esuka kwenye i-akhawunti iye kwenye (*virement*):

UNondyebo wePhondo uvume ez i ntlawulo zil andelayo ph akathi k wamacandelo amakhulu k uLwabiwo-mali :

Ukutshintshwa kwe-R 19,728,000 ukus uka kwi program 1 ukuy a kw iprogram 4 n genxa ye eMeko zeNgqesho (*Conditions of Service (ICS) ne-Occupational Specific Dispensation (OSD)*).

Ukutshintshwa kw e-R11,958,000 u kusuka kwi program 2 ukuya k wiprogram 4 ng enxa y eeMeko zeNgqesho (*Conditions of Service (ICS) ne-Occupational Specific Dispensation (OSD)*).

Ukutshintshwa kwe- R7,631,000 u kusuka kwi program 2 uk uya kw iprogram 4 n genxa y okuthenga ifanitshala yesikolo.

Ukutshintshwa kw e-R1,108,000 ukusuka kwi program 2 ukuya k wi-program 4 ng enxa y ekhefu elihlawulelwayo (*leave gratuity*).

Ukutshintshwa kwe-R1,571,000 ukusuka kwiprogram 2 ukuya kwiprogram ngenxa y eeMeko zeNgqesho (*Conditions of Service (ICS) ne-Occupational Specific Dispensation (OSD)*).

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
yonyaka-mali ophele ngowe-31 Matshi 2010**

Ukutshintshwa kwe-R4,684,000 ukusuka kwiprogram 7 ukuya kwiprogram 5 ngenxa yeeMeko zeNgqesho (*Conditions of Service (ICS) ne-Occupational Specific Dispensation (OSD)*).

Ukutshintshwa kwe -R183,000 uku suka kwiprogram 3 u kuya kwiprogram 5 ngenxa yokuhlawulwa kweentsuku zekhefu (*payment of leave gratuity*).

Ukutshintshwa kwe-R202,000 ukusuka kwiprogram 3 ukuya kwiprogram 8 ngenxa yokuhlawulwa kwabevi (*examiners*).

Ukutshintshwa kwe-R1,479,000 ukusuka kwiprogram 6 ukuya kwiprogram 8 ngenxa yokuhlawulwa kwabevi.

Ukutshintshwa kwe-R8,185,000 ukusuka kwiprogram 7 ukuya kwiprogram 8 ngenxa yokuhlawulwa kwabevi.

1.2 Naziphi na ezinye izinto – limphahla namatikiti eNdebe yeSoka yeHlabathi (*Soccer World Cup*).

ISebe alikhange lingene nakweyiphi na inkcitho.

2. Inkonzo eyenziwa lisebe

2.1 Umgao-nkqubo wentlawulo (*Tariff policy*)

Isebe lemfundo lihlawulisa imali ngeenkondo ezinxulumene neemviwo, ezi njengomakishwa kw eencwadi zeempendulo, izicelo ze kopi yesatifikethi se matriki ezimaxabiso amiselweyo liSebe leMfundo esiSiseko likaZwelonke (*National Department of Basic Education*).

2.2 **linkonzo zasimahla**

Isebe lemfundo aliboneleli ngayo nayiphi na inkonzo esimahla ebinokuthi yenze ingeniso eqaphelekayo.

2.3 **li-inventri (*Inventories*)**

I-inventri eyayikho ekupheleni konyaka-mali yayibandakanya imisebenzi esaqhubekayo (*work-in-progress*) (*WIP*) enxulumene neemvumelwano zokwakha. Umsebenzi osaqhutywayo uchazwa njengeemvumelwano zokwakha ekuye kw abonelelwa ngeenkondo zaz o. Na kuba kunjalo, imali ezi sagciniweyo ku safuneka zihlawulwe, nj engoko kwakuvunyelwene nomthengisi ngokumalunga nemigqaliselo yemvumelwano. Isixa-mali se-WIP yi-R65, yezigidi kulo nyaka-mali uphicothwayo.

3. Izithintelo ekuphumezeni umsebenzi (*Capacity constraints*)

Izikolo zijongene nemingeni yokufumana abasebenzi abaqeqeshwe ngokufanelekileyo kwizifundo ezithile, ezifana ne-mathematika nesayensi. Isebe linaso isikimis ebhasari esijongene nalomnegeni ngokungagqibelelenga. ISebe leMfundo esiSiseko kuZwelonke likaphanda ng ezi-sombululo ezinokusetyenziswa kule meko. Nakuba kunjalo, kwithuba elifutshane amagosa esebela bonelela ngeprogram eyi-*telematics broadcast programme* kwizikolo eziyi-120 ukunika uncedo abafundi beBakala 12 kwezo zifundo zibaluleke gqitha.

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
yonyaka-mali ophele ngowe-31 Matshi 2010**

Izithuba zen gqesho ezin genamntu kwan dlunkulu, ngokukodwa k umacandelo em isebenzi a xananazileyo (*transversal disciplines*) a njengeCandelo l oLawulo l waBasebenzi (*Human Resources Management*), iCandelo lo kuThengwa kwee Nkonzo neeMpahla (*Supply Chain Management*) neCan delo lo Lawulo nokuSetyenziswa k weMali (*Financial Accounting*), z isasele zi ngumngeni. Ise be lemfundo lithe gqolo lizalisa izithu ba zo msebenzi. Ukuq eqeshwa kwaba sebenzi abakhoyo nokuhlolwa kwakhona kwamanqanaba emisebenzi ngamaphulo aqhutyelwa ukujongana nezi ngxaki. Nakuba kunjalo, ukongeza apho, sisahlola iinkqubo zoshishino kwiinkalo ezithile.

4. Ukusetyenziswa kweezipho-mali zabaxhasi (donor funds)

Isebe lemfundo alibanga nakufumana baxhasi abaphambili.

5. Amaziko oshishino namaziko karhulumente (Trading entities and Public entities)

Isebe lemfundo alinawo nawaphi amaziko afana nala.

6. Amaziko esele kukhutshelwe wona iintlawulo

Uluhlu lw amaziko as ele ek hutshelwe iintlawulo luchaziwe kwis iHlomelo 1B seengxelo zem ali zonyaka. Isebe lemfundo le nza iintlawulo kumaziko emfundo a hluka-hlukeneyo. Isebe linamalunga namaziko ayi-1900 ekukhutshelwa wona iintlawulo.

Iintlawulo ze nziwa ku maziko emfundo n gokomthetho wePalamente ochaphazelekayo o lawula zona. Umzekelo, iintlawulo zihlawulwa kwizikolo zikarhulumente eziqhelekileyo ngokwemimiselo nemigangatho, njengoko kumiselweyo kuMt hetho weZikolo was eMzantsi Afrika (*South African Schools Act*). U yacelwa ukuba ufunde isiHlomelo 1B ukufumana ingcaciso engaphezulu ngohlobo ngalunye lweziko lwemfundo.

Isebe lemfundo lisebenzisa ngokungqongqo iSiqendu 38(i)(i) se-PFMA, apho amaziko emfundo afumana iintlawulo kufuneka angqine ukuba achitha ezo mali kwinjongo ezabelwe yona. Amaziko achaphazelekayo kufuneka a chaze aze asayine is atifikethi esi phathelele kok o p hambi ko kuba k wenziwe int lawulo elandelayo. E mva k oko, ng okomthetho oc haphazelekayo op hathelele k umaziko e mfundo, a noxanduva ngokunjalo lokungenisa iingxelo zemali eziphicothiweyo (*audited financial statements*) ungadlulanga umhla osikiweyo wo kuphonononga nok uthotyelwa komth etho. Ii -Ofisi zeZit hili zeMfundo zinik a ingqwalasela kuphuhliso lwezakho kwinq anaba lesikolo zize zin ike inkxaso eqhubeka okoko. Le nkqubo ithe gqolo ukubekwa esweni.

7. Intsebenziswano namaziko abucala norhulumente (public private partnerships) (PPP)

Isebe lemfundo iWCED alikangeni kuyo nayiphi imvumelwano elolo hlobo.

8. Iimvumelwano zolawulo lwamaqumrhu (Corporate governance arrangements)

IMimiselo ekhoyo ngoku y e-Ofisi kaNondyebo y agqiba ngokusekwa kwenkqubo y okulwa ilahleko (*risk-based approach*) kuphicotho-zincwadi lwangaPhakathi. Le nkqubo iyavumelana nengxelo kaKing II.

Inkqubo yo kulwa i lahleko ifu na u kujongwa kway o yo nke ila hleko eqaphelekayo, ko dwa a yiphelelanga ekujoliseni kwilahleko yosetyenziso lwemali nelahleko engabangela iingxaki kwizicwangciso.

Lugqityiwe uph engululo lwezicwangciso ne enkqubo e zisetyenziswayo (*strategic and operational risk assessments*). Ko dwa, iYunithi yo Phicotho-zincwadi entsha i- *Internal Audit Unit*, iq ale umsebenzi wayo kade ku lo kunya ka-mali. Nakuba kun jalo ila hleko engabangela iing xaki kwizicwangciso (*strategic risk*) beyisoloko ifumana uqwalaselo lwabalawuli abakhulu.

**ISEBE LEMFUNDO LENTSHONA KOLONI
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
yonyaka-mali ophele ngowe-31 Matshi 2010**

Isebe l inayo ikomiti y ophicotho-zincwadi (*audit committee*), enamalungu az imeleyo. N jengangoku ikunyaka w ayo wes ithandathu (6) i sebenza. Ba hlangana qh o, kw aye bab amba i ingxoxo n abalawuli abakhulu. Ic andelo l eyunithi y ophicotho-zincwadi lw angaphakathi linika ingxelo ng qo kwiKomiti yoPhicotho-zincwadi (*Audit Committee*).

Isebe lemfundo linayo iYunithi yoPhengululo lweLahleko (*Risk Assessment Unit*), ebingakwazi kusebenza ngempumelelo n genxa yo kunqongophala kwezakhono nangenxa yo kubakho kwe zithuba ze ngqesho zangaphakathi e zingazaliswanga. Omnye we yona misebenzi iphambili ku kuqulunqa u Mgaqo-nkqubo wokuLawulwa kweLahleko (*Risk Management Policy*) ngokubambisana ne-Ofisi kaNondyabo wePhondo (*Provincial Treasury*). Umgqo-nkqubo welahleko uya kutshintsha ube ng umgaqo-nkqubo wophengululo lwelahleko ebangelwa l urhwaphilizo (*fraud*). Nak uba oku ku sandula kukhankanywa kun gekho, is ebe lemfundo alinaso isicwangciso so kuthintela ur hwaphilizo olu qhelekileyo (a *generic fraud prevention*) obelungazi kwahluka kakhulu, xa uphengululo lwelahleko ebangelwa lurhwaphilizo belugqityiwe.

Qho ngonyaka kufuneka abaphathi abakhulu bazalise yaye bangenise isibhengezo esibhalwe 'No conflict of interest' ('Akukho ku ngqubana kweemfu no zo kudlelelela a banye'). O nke a malungu e komiti yokhuphiswano nga maxabiso nab asebenzi beCandelo loLawulo lokuThengwa kwee Nkonzo neeMpahla (*Supply Chain Management*) kwakhona mababhengeze n aluphi na ungqubano lweemfuno zokudlelelela abanye'. ISe be ngoku l ikwafuna i nkampani e zikhuphisana ngamaxabiso (*bidders*) uk uba z ivakalise unxulumano l wazo ezinokuba n alo nabaqeshi o kanye n abaqeshwa. Am alungu e Komiti y oPhicotho-zincwadi nawo ku funeka angenise izibh ebgezo zawo e zithi 'Aku kho kungqubana kwee mfuno zokudlelelela abanye'.

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mn geni up hambili kwa ye isebe le mfundo liseke intsebenziswano namanye amasebe ephondo achaphazelekayo okujongana na lo mba . Ise be le mfundo linecandelo e lijongene n okhuseleko l wezikolo nemiba enxulumene n eziyobisi. K ubonakala ngathi k ukho inkqubela ngokumalunga neeprogram isebe eliza kuzenza ukukhusela izikolo.

9. Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo

Ayikho

10. Imisebenzi emitsha /ecetyiswayo

Ayikho

11. Ukulawulwa kwee-asethi

Isebe lemfundo liziphumeze zonke izigaba ezibalulekileyo (*milestones*), njengoko kumiselweyo kwiinguqu zoLawulo lwee-asethi. Inkqubo yokungqinisiswa kwee-asethi yenziwa qho kunyaka wesibini ukuqinisekisa ukuphucuka o kuthe rh oqo. Zonk e ii- asethi ziye zaf akwa kwire jista ye e-asethi y aze i meko/umqathango nge-asethi nganye warekhodwa.

12. Iziganeko zasemva komhla wokufakwa kwengxelo

Urhulumente weNtshona K oloni u qalise ink qubo yo hlaziyo ngokutsha (*modernisation process*). Ukugqitywa kwa le nkqubo kube nesiphumo so kususwa kwe misebenzi kwiSe be leMfu ndo leNtshona Koloni yasiwa kwiSebe leNkulumbuso (*Department of the Premier*). Umsebenzi we- *Internal Audit and Risk Assessment* ususiwe ukususela nge-1 Apreli 20 10. Isiphumo soku ibe kukutshintshelwa kwelinye iSebe kwebhajethi eyi-R5,859 yezigid zeerandi.

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13. Ingcaciso ngokwenziwa komsebenzi

Ingcaciso ngokwenziwa komsebenzi irekhodwa qho ngekota ingeniswe kwi-Ofisi kaNond yebo wePhondo lisistim e zisebenzayo eziphambili yiCentral Education Management Information System (CEMIS) ukubonelela ng edatha yabafundi, iPesali u kubonelela ng eenombolo zabaqeshwa ne nkcitho. I-Basic Accounting System (BAS) isetyenziselwa ukubonelela idatha yenkcitho.

ICandelo loQinisekiso lweMigangatho (Quality Assurance) linoxanduva lokungqinisisa idatha engeniselwe ukunika i ngcaciso y entsebenzo. Ok u ku yimfuneko uk uze ku qinisekiswa uk uba i ngcaciso y entsebenzo iboniswa ngokuchanekileyo nangokupheleleyo.

Ingcaciso et hile y okusetyenziswa k wemali ayifumaneki k waye isebe l emfundo l isaxakeke k ukuqaphela iisistim e zizizo nem igaqo ethile ukurekhoda ing caciso ey iyo. Ise be lemfundo lenza il inge (piloting) le-Human Capital Leave Management System (HC-LMS) ukufaka iir ejista zok uhamba izikolo. Le s istim ijoliswe ek uncediseni uk ulandela umk hwa wok ungahanjwa kakuhle kwesikolo ng elokulungiselela ukuba isebe lemfundo liqalise amanyathelo okuphucula ukuhanjwa kwesikolo.

14. IZIGQIBO ZESCOPA

Imiba ebhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Okufunyanisiweyo kwizinto ezisenziwayo
Ingxelo yeSCOPA yomhla we-25 Matshi 2010	ISebe kungafuneka liphendule malunga nee-akhawunti ezicinyiweyo (<i>write-offs</i>) ngokumalunga nenkcitho engenanzuzo neyilahleko ebhekiselele kwiiprosjekthi zeziseko zophuhliso (<i>infrastructure projects</i>). Isiphumo sokugqibela salo mbandela asinakuqinisekiswa kungokunje kwaye akukho malungiselelo ayo nayiphi na inkcitho engenanzuzo neyilahleko (<i>fruitless and wasteful expenditure</i>) enokuba sisiphumo soku kwiingxelo zemali. Ilahleko ngenxa yokurhoxiswa kweemvumelwano ithathwa njengenkcitho engenanzuzo neyilahleko;.	ISebe iWCED liyazamkela iingcebiso zekomiti. Isebe libandakanye amanqaku kwingxelo yezemali ngokubhekiselele ekubeni isixa esiya-R1,75 yezigidi, sele siqatshelwe njengenkcitho engenanzuzo neyilahleko enokwenzeka, nto ke leyo eya kuxhomekeka ekugqityweni kwale ngxelo.
	Kuye kwafunyanwa ubunzima ngethuba lophicotho-zincwadi ngokubhekiselele ekulibazisekeni okanye ukungafumaneki kwengcaciso efuniweyo. Oku kubonisa imeko yokungabikho kwenkqubo yokubeka esweni neyokusuphavyiza eqhubeka okoko kwakunye nokungabikho kwemisebenzi yolawulo esebenzayo emalunga nokufumaneka kwengcaciso elindelekileyo. Amaxwebhu emvumelwano kunye okanye eethenda angangafumaneki (<i>misplaced</i>) kuze kwenziwe intlawulo engangqinelaniyo neemfuno zemvumelwano okanye ingcaciso yokhuphiswano ngamaxabiso (<i>bid information</i>) okanye amaxwebhu ethenda.	ISebe iWCED liyazamkelwa iingcebiso zekomiti. ISebe liziphumezile iinkqubo zolawulo ezimalunga nokuthathwa kwamaxwebhu angoozimba (<i>collection of source documentation</i>), nokubekwa esweni rhoqo ngenyanga.

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Imiba ebhekiselele kwingxelo yangaphambili yokuphicothwa kweencwadi nezigqibo zeSCOPA	Umba	Okufunyanisiweyo kwizinto ezisenziwayo
	Izigqibo zeSCOPA azikaphunyezwa ngokubonakalayo. Ukuba amanyathelo olungiso awathathwanga ngokwezigqibo zeSCOPA, kunokwenzeka ukuba iimpazamo neenkqubo zangaphambili ziphinde zenzeke .	ISebe iWCED liyazamkela iingcebiso zekomiti.
	Amaxwebhu axhasayo kule Milingniso yeNtsebenzo elandelayo awakhangela abandakanywe ukwenzela iinjongo zokuphicothwa kweencwadi zemali njengoko isiphumo esisiso kanye, sithunyelwa kwigosa eliqulunqa ingxelo yentsebenzo ngaphandle kwamaxwebhu axhasayo. Umkhondo ocacileyo wamaxwebhu axhasayo afumaneka ngokulula nangexesha elifanelekileyo, ngoko ke, awukho. Ngenxa yoko ingcaciso yentsebenzo echazwa kwingxelo yonyaka ayibanga nakungqinisiswa ngabaphicothi-zincwadi.	ISebe iWCED liyazamkela iingcebiso zekomiti. Amaxwebhu angeniswa waza umbandela wathathwa njengogqityiweyo.

15. Ulungelelwano lwangaphambili neengxelo zokuphicothwa kweencwadi

IKomiti y okuBeka eSweni uPh icotho-zincwadi (*Audit Monitoring Team*) (*AMT*) ya qinisekisa u kuba amanyathelo o kulungisa izinto n gokuphathelele kwiingcebiso zoMphicothi-ncwadi Jikelele en ziwa kwaniwa uncdo nesikhokelo kubaphathi ngokuphathelele ekuphunyezweni kwawo.

I-AMT yan cedisa n gempumelelo uk usombulula imi ba ey i-37 edweliswe kwisiHlomelo A no- B se ngxelo yoMphicothi-ncwadi Jike lele ya baphathi ka-2008-09. I-AMT ya kuphumeza oku ngokucela aBalawu li aBaziintloko abachaphazelekayo ukuba baqulunqe izicwangciso zokusebenza eziphathelele kuphunyezo, ekubeka esweni inkqubela qho ngenyanga.

Isebe le mfundo le nze isi cwangciso s okujongana n ezinto ezi xhalabisayo ez iphathelele kw iziqinisekiso zootitshala nezifundo ezinxulumene nabo abazifundisayo. Isistim yeZiko leDatha yeziQinisekiso zeMfundo (*Qualification Database*) (*QDB*) ise nziwa uku lungiselela ukufakwa kw eziqinisekiso zootitshala kw aye iya kuqaliswa ngokusesikweni kuzo zonke izikolo.

16. Uxolelo (exemptions) nokutenxa kwimigaqo (deviations) okuvela kwi-Ofisi kaNondyabo kaZwelonke

Alukho

17. Olunye

Alukho

**ISEBE LEMFUNDO LENTSHONA KOLONI
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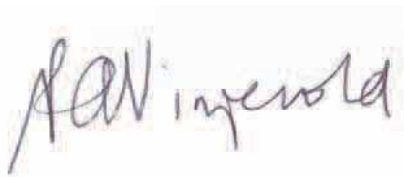
**INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
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18. Imiba engeziseko zophuhliso: Ityala likaMagqwaka

Ingxelo, eyagunyaziswa yiNtloko yeSebe lezoThutho neMisebenzi kaRhulumente (*Head of Department of Transport and Public Works*), ev ela k umcebisi oz imeleyo i vakalisa i imbono e ziphathelele k wisityholo senkcitho engenanzuzo neyilahleko eyenziwa k wiiprojekthi z eziseko z ophuhliso z ezikolo (*infrastructure projects for schools*). lingcebiso ezenziwa ngumcebisi ezinxulumene neenkqubo zokwenziwa komsebenzi nezolawulo zasonjululwa, ii -akhawunti zonke ze nziwe kway e iGq wetha loM buso (*State Attorney*) ligunyaziswe u kuba li zirhoxise ii garanti (*guarantees*). In kqubo ekujoliswe kuyo ise kufumaneni naziphi iindleko ez ingenanzuzo n eziyilahleko nokucinywa kw ayo na yiphi ink citho. Uku phicothwa kw ezimali (*accounting treatment*) kwinkcitho engenanzuzo n eyilahleko ku kuba imicimb i yemali iya ku rekhodwa kuphela k wiincwadi zo kubhalwa kwemali kw akuba k uqinisekiswa ngesixa-mali e singenakuphinda sifunyanwe (*once the irrecoverable amount is quantified*). Nakuphi na ukucinywa kwamatyala kuya kuba yi-akhawunti yelo sebe liyiklayenti njengoko imigaqo yokuphunyezwa kweziseko zophuhliso ngokoMthetho woKwahlulwa kweNgen iso (*Division of Revenue Act*) zik umagunya eebhajethi zamasebe, ekuleli, iSebe leMfundo. Abalawuli bavakalise ukuba nayiphi na inkcitho engenanzuzo neyilahleko inokubalwa kuphela kwakuba kungq inisiswe i-a khawunti yo kugqibela ap ha ngaphakathi kwise be. Ukub alwa kwe -akhawunti yokugqibela kuqikelelelelwa kumhla we-31 Agasti 2010.

19. Ukuvunywa

liNgxelo zeMali zoNya ka ezichazwe kuma phepha 13 u kuya kwe le-83 zivunywe l iGosa eliMele ukuPhendula ngoSetyenziso lweMali (*Accounting Officer*).



**PA VINJEVOLD
INTSUMPA JIKELELE
UMHLA: 31 MEYI 2010**

IPHEPHA ELILANDULAYO

Olu xwebhu lophicotho, luxwebh u oluguq ulweyo oluy ikopi yoxwebh u lophicot ho olwatyikitywa lwaza lwamkelwa, kwaye l -Ofisi yo Mphicot hi-Jikelele ayinakubekwa butyala xa kut he kwaf umaniseka ukuba akuguqulwanga ngokuchanekileyo xa bekuguqulwa.

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ISEBE LEMFUNDO
IBHAJETHI YEMALI YESI-5**

**INGXELO YOMPHICOTHI-ZINCWADI
yonyaka-mali ophele nge-31 Matshi 2010**

**INGXELO YOMPHICOTHI-ZINCWADI JIKELELE EYA KWIPALAMENTE YEPHONDO LENTSHONA KOLONI
ENGEENGXELO ZEMALI NENGACISO YOKULAWULWA KOKUSETYENZISWA KWEBHAJETHI 5:
YESEBE LEMFUNDO LENTSHONA KOLONI YONYAKA OPHELE NGE-31 MATSHI 2010**

INGXELO ENGEENGXELO ZEMALI

Intshayelelo

1. Ndiziphicothile ezi ngxelo zemali zihamba nala maxwebhu zeSebe leMfundo leNtshona Koloni ekuzezi ingxelo yo lwabiwo lwemali (*appropriation statement*), ingxelo yobume bembali njengoko injalo nge-31 Matshi 2010, nengxelo engokusetyenziswa kwemali, ingxelo engokutshintshwa kwee-asethi ii-*net assets*, nengxelo yokungena nokuphuma kwemali (*cash flow statement*) yonyaka-mali ogqibela kuphela, kunye nesishwankathelo semigaqo-nkqubo ephambili yokulawulwa nokusetyenziswa kwemali namanye amanqaku achazayo (*explanatory notes*), njengoko kubhaliwe kumaphepha 13 ukuya kwele-83.

Uxanduva lwegosa elimele ukuphendula ngokuphathelele kwiingxelo zemali

2. Igosa lolawulo lwemali linoxanduva lokulungiselela nokucaciswa kakuhle kwezi ngxelo zemali ngokwenkqubo etshintshiweyo yokulawulwa kwemali (*modified cash basis of accounting*) ekufikelelwe esigqibeni ngayo yi-Ofisi kaNondyebo kaZwe lonke, njengoko ibhaliwe kwisazi so 1.1 somgaqo-nkqubo wokulawulwa kwemali (*accounting policy note*) nan gendlela efuna nwa ngumthetho woLawulo lweMali zikaRhulumente, ka-1999 (UMthetho No. 1 ka-1999 (*Public Finance Management Act, 1999*) (*Act 1 of 1999*) (PFMA) kunye noMthetho woKwahlulwa kweMali, ka-2008 (UMthetho No. 2 ka-2008) (DORA). Loms ebenzi uxanduva olubandakanya ukuqulungwa, ukuphunyazwa nokugcinwa kolawulo lwangaphakathi okufanelekileyo ukuya kuthesho ekulungisweni no kwanlalwa ngendlela efanelekileyo kwe ngxelo zemali ezingenampazamo ziqaphalekayo zokungaqondeki kakhulu (*misstatement*), no kuba ngaba oko kubangelwa urhwaphilizo okanye yimpazamo, ukukhethwa nokusetyenziswa kwemigaqo-nkqubo efanelekileyo yokulawulwa kwemali (*accounting policies*); no kwenza uqikelelo lolawulo lwemali olufanelekileyo kwiimeko eziqhubekayo.

Umsebenzi oluxanduva loMphicothi-zincwadi jikelele

3. Njengoko oku kuyimfuneko ngokweSiquendu 188 somgaqo-siseko weRiphabliki yaseMzantsi Afrika, ka-1996 (*Constitution of the Republic of South Africa, 1996*) ofundwa kunye neSiquendu 4 noMthetho wokuPhicothwa kweMali zikaRhulumente (UMthetho No. 25 ka-2004) (*Public Audit Act, 2004*) (*Act No. 25 of 2004*) (PAA) neSiquendu 40(2) se-PFMA, umsebenzi oluxanduva lwam kukuvakalisa uluvo lwam ngezi ngxelo zemali zisekelwe kuphucotho-zincwadi olwenziwe ndim.
4. Ndilwenzile uphucotho-zincwadi lwam ngokweMigangatho yaMazwe naMazwe yoKuphucotha iincwadi (*International Standards of Audit*) ofundwa kunye neSaziso Ngokubanzi 616 sika-2008, (*General Notice 616 of 2008*), esakhutshwa kwiGazethi kaRhulumente No. 31057 (*Government Gazette No. 31057*) ye-27 Novemba 2009. Loo migangatho ifuna ukuba ndizithobele iimfuno ezingummiselo ngokwemigaqo (*ethical requirements*), ndenze izicwangciso zophucotho-zincwadi ukuze ndifumane ingqinisekiso efanelekileyo malunga nokuba ngaba iingxelo zemali azinampazamo ziqaphalekayo zokungaqondeki kakuhle (*material misstatement*) na.
5. Ukuphucothwa kweencwadi kubandakanya ukulandela imigaqo ethile ukufumana ubungqina bokuphucothwa kwee zixa-mali nezibhengezo (*disclosures*) ezitsha kwii ngxelo zemali. Imigaqo ekhethiweyo ihomekeke kwisigqibo somphicothi zincwadi, kubandakanywa uphengululo lwezinto ezingabangela iingxaki zokungachaneki kweengxelo zemali (*material misstatement*) nokuba ngaba oko kwenzeka ngenxa yorhwaphilizo okanye yempazamo. Ekwenzeni olo phengululo lwezinto ezingabangela iingxaki, umphicothi-zincwadi uthathela ingqalelo ulawulo lwangaphakathi olululo oluchaphazela ukwazi kweziko kulungiswa nokwandlalwa ngendlela efanelekileyo kweengxelo zemali ukuze kuveliswe imigaqo neenkqubo zokuphucothwa kweencwadi ezifanelekileyo kwiimeko eziqhubekayo, kodwa kungabi ngenjongo yokuvakalisa uluvo ngokusebenza ngempumelelo kolawulo lwangaphakathi lweliziko.

**IPHONDO LENTSHONA KOLONI
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**INGXELO YOMPHICOTHI-ZINCWADI
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Ukuphicothwa kw eencwadi kw akhona kubandakanya ukuvavanya u kufaneleka kwemigaqo-nkqubo yokulawulwa k wemali e setyenzisiweyo n okufaneleka k weengqikelelo zo kulawulwa kw emali okwenziwa ngabaphathi, kwakunye nokwandlalwa ngokupheleleyo kweengxelo zemali.

6. Ndikholelwa ekubeni ubu ngqina bophicotho lween cwadi ze mali en dibufumeneyo banele kwa ye bufanelekile ukuba bube sisiseko sokuvakaliswa koluvo lwam ngophicotho lweencwadi zemali.

Ukuvakalisa uluvo

7. Ngokoluvo lwam, ezi ngxelo ze mali zic haza n gokwanelisayo ub ume b ezemali beS ebe l eMfundo leNtshona Ko loni nj engoko bekunjalo n ge-31 Matshi 2010, ne ngxelo yokusetyenziswa kw emali, ukuphuma nokungena k wayo kul o nyaka o gqiba k uphela, ng okwenkqubo ets hintshiweyo y okulawulwa kwemali (*modified cash basis of accounting*) ekufikelelwe e sigqibeni ngayo yi-Ofisi ka Nondyebo kaZwelonke, njengoko ibhaliwe kwisaziso 1.1 somgaqo-nkqubo wokulawulwa kwemali (*accounting policy note*) nangendlela efunwa yi-PFMA ne-DoRA (*Division of Revenue Act, 2008*) (Act No. 2 of 2008).

Ukugxininiswa komba

Ndicela ukuba kukhe kuqwalaselwe lo mba ulandelayo. Alukatshintshi uluvo lwam ngokumalunga nawo:

Iziseko zokulawulwa kwemali (*Basis of accounting*)

8. Umgqaqo-nkqubo we sebe l emfundo kukucwangcisa iingxelo zem ali ngokwenkqubo etsh intshiweyo yokulawulwa kwemali (*modified cash basis of accounting*) njengoko kucacisiwe kwisaziso 1.1 somgaqo-nkqubo wokulawulwa kweengxelo zemali.

Imiba eyongezelelweyo

Ndicela ukuba kukhe kuqwalaselwe lo mba ulandelayo. Alukatshintshi uluvo lwam ngokumalunga nawo:

Ishedyuli ezongezelelweyo ezingaphicothwangwa (*Unaudited supplementary schedules*)

9. Ingcaciso eyo ngezelelweyo eca ciswa kumaphepha 75 ukuya ku-83 ayiyonxalenye yezi zic wangciso zengxelo ze mali k waye y andlalwa njengengcaciso eyongezelweyo. A ndiziphicothanga ezi s hedyuli kwaye ke ngoko akukho zizathu ndingazibekayo ngokoluvo lwam.

INGXELO EMALUNGA NEZINYE IIMFUNO ZOMTHETHO KUNYE NEMIQATHANGO YOMTHETHO

10. Ng okwe-PAA of South Africa and *General notice 1570 of 2009*, eyakhutshwa kwiGazethi kaRhulumente No. 32758 ye-27 Novemba 2009, ndibandakanya ap ha ng ezantsi iziphumo zam ng engxelo en gemiba emiselwe k wangaphambili (*predetermined objectives*), ukungqinelana n e-PFMA, ne DORA no lawulo lwezemali (ulawulo lwangaphakathi).

Iziphumo

Iinjongo ezimiselwe kwangaphambili

11. Akukho ngxelo inikwayo

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**INGXELO YOMPHICOTHI-ZINCWADI
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Ukungqinelana nomthetho nemigaqo

DoRA

Ukungangqinelani nemithetho elawulayo (*Non-adherence to legislation*)

Inkqubo-sikhokelo yeGranti yeHIV/AIDS (Imfundo ngeZakhono zoBomi)

12. Ngokunxamnye neemfuno zesiqendu 24 (1) (d) se -DoRA HIV/ AIDS bezingafumaneki izibone lelo ezincedisa ukufunda nokufundisa kunye/okanye zange zisiwe okanye zisetyenziswe kwizikolo ezithile.
13. Ngokunxamnye neemfuno zesiqendu 24 (1) (d) se -DoRA HIV/ AIDS iziikolo ezithile azikwenzi sicwangciso/mgaqo-nkqubo we *HIV/AIDS* ohlanganisiweyo njen genxalenye yesicwangciso so kufundisa sazo esibonisa iimfuno, umoya ogqubayo neemfundiso ezisisiseko (*ethos and values*) zesikolo nabahlali baso ngokumalunga nenkqubo-sikhokelo yomgaqo-nkqubo wephondo..

ULAWULO LWANGAPHAKATHI

14. Ndithathele i ngqalelo ulawulo lwangaphakathi olufanelekileyo kumsebenzi wam wokuphicotha ii ngxelo zemali ku nye ngxelo emalunga nokungqinelana ne-DoRA, kodwa i ngenzelwanga iinjongo zokuveza izimvo malunga nokusebenza ngempumelelo kolawulo lwangaphakathi. Imiba ekunikwe i ngxelo nayo apha ngezantsi iphelela kuphela kwizinto ezilabalabayoziziqatshelweyo ngexesha lokuphicothwa kweencwadi zemali.

- **Ubunkokeli**

Umoya obonakalayo (*tone*) onxulumene nokulandela ngqo ulawulo lwangaphakathi umiselwe ukususela phezulu kodwa igosa elinoxanduva ngolawulo lwemali alikuvavanyi ukuba ingaba abalawuli bayiphumezile kusini na inkqubo yolawulo ongempumelelo, nokuba bayenze njani na imisebenzi yabo. Kube khowe izehle ezibini zokungqinelana ne-DoRA ngokubhekiselele kwigranti ekhutshwa phantsi kwemiqathango ye-HIV/AIDS.

EZINYE IINGXELO

Uphicotho oluqhubekayo

15. Uphicotho lwaqhutywa yi- *Auditor General of South Africa (AGSA)* ngo-Agasti 2008 ngokungqinelana nophicotho lwentsebenzo lwamaziko (*performance audit of entities*) anxulumene nabaqeshwa bakarhulumente nokwenza imicimbi namasebe oLawulo lwe Phondo laseNtshona KOLONI (*Western Cape Provincial Administration*). Ngomhla wale ngxelo akubangakho k uqinisekisa ukuba yenziwe kusini na eminye imisebenzi yophicotho lisebe.
16. ICan delo le-*Forensic Investigative Unit* ligqithisele amatyala amabini kwisebe ukwenzela ukuba aphantwe de kufikelelwe esigqibeni ngawo. Lamatyala mabini amalunga nophicotho lokufumanisa ukuba ingaba zenzekile kusini na izityholo zokusetyenziswa gwenxa kwamagunya nokuthengwa kweempahla neenkonzo zikarhulumente ngokumalunga no-*Education Library and Information Services (EDULIS)* nesityholo sezitenxo ezimalunga nokuthuthwa kwabafundi. Ngomhla wale akubangakho k uqinisekisa ukuba lwenziwe kusini na uphando olo delwagqitywa na.

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**INGXELO YOMPHICOTHI-ZINCWADI
yonyaka-mali ophela nge-31 Matshi 2010**

17. Ngokubhekiselele kum hlathi 18 w engxelo yegosa el imele uk uphendula ng osetyenziso lw emali, is ebe kusengafuneka lini ke i ingxelo ng amatyala ac inyiweyo ng okwezityholo ze nkcitho en genanzuzo neyilahleko enxulumene neeprojekthi z ophuhliso lweziseko. Isi phumo s okugqibela n galo m ba asinakwaziwa okwangoku kwaye akukho malungiselelo enziweyo ayo nayiphi na inkcitho engenanzuzo neyilahleko, e nokuba neziphumo k wiingxelo zem ali. Abalawuli ba cacise uk uba na yiphi na inkcitho engenanzuzo neyilahleko i nokuqinisekiswa kup hela xa i -akhawunti y okugqibela ithe yan gqinisiswa. Inkqubo ye-akhawunti yokugqibela eqikelelwayo ngumhla we-31 Agasti 2010.

Uphicotho-zincwadi lwentsebenzo

18. Uphicotho-zincwadi lwe ntsebenzo lwaqhutywa kumaziko e sebe a qhagamshelene na baqeshwa bakarhulumente na wenza im isebenzi na manye amasebe kaR hulumente we Phondo l eNtshona Kol oni njengoko k utshiwo k umhlathi 1 5 a pha n gentla. Imis ebenzi ebandakanyiweyo k wingxelo y eyethuba elisusela kwi-1 Apreli 2005 ukuya ku-Matshi 2007 kwaye ingxelo yandlalwa nge-12 Juni 2009.
19. Uphicotho lwen tsebenzo lwaq hutywa ng okumalunga no kwenziwa kwenkq ubo yo kwenziwa kween konzo zeziseko z ophuhliso kw isebe. Ingx elo yo lawulo y abandakanya iiprojekthi eziyi-19 e zifikelela k wi-R242 yezigidi zeerandi (*R242 million*) neyakhutshwa nge-30Novemba 2009.

Auditor - General

EKapa

31 Julayi 2010



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophela nge-31 Matshi 2010**

Usetyenziso lwemali kwiProgram nganye									
	2009/10							2008/09	
liprogram	Ukusetyen- ziswa kwemali okuhlenga- hlengisiweyo	Ukutshint- shelwa kweemali kwenye i- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akha- wunti ukuya kwenye (virement):	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye	Uahluko	Inkcitho ngokwe-% yokusetyenzis- wa kwemali iyonke	Ukusetyenzis wa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Ezolawulo									
Intlawulo yalo nyaka-mali	369,442	(712)	(12,853)	355,877	355,847	30	100.0	327,796	327,796
limali ezihlawulweyo									
neenkxaso-mali	41,453	447	(1,334)	40,566	40,564	2	100.0	34,841	34,841
Intlawulo yee-asethi eziyimali	24,871	265	(5,541)	19,595	19,194	401	98.0	30,892	30,892
2. Imfundo yezikolo zikarhu- lumente eziqhelekileyo									
Intlawulo yalo nyaka-mali	7,877,324	34,565	(14,680)	7,897,209	7,891,316	5,893	99.9	6,782,665	6,779,687
limali ezihlawulweyo									
neenkxaso-mali	554,517	(28,162)	(7,588)	518,767	513,983	4,784	99.1	453,895	454,904
Intlawulo ye-capital assets	221,234	(6,403)	-	214,831	182,061	32,770	84.7	187,463	175,944
3. linkxaso-mali kwizikolo ezizimeleyo									
Intlawulo ngoomatshini									
neenkxaso-mali	55,907	-	(385)	55,522	55,522	-	100.0	44,119	44,119
4. Imfundo yezikolo zikarhu- lumente ezineemfundo ezizodwa									
Intlawulo yalo nyaka-mali	460,548	(2,200)	31,686	490,034	490,034	-	100.0	414,963	414,963
limali ezihlawulweyo									
neenkxaso-mali	95,507	2,200	8,739	106,446	104,246	2,200	97.9	95,427	95,427
Intlawulo ye-capital assets	29,743	-	-	29,743	29,324	419	98.6	-	-
5. Imfundo noqeqesho oluqhubelekayo									
Intlawulo yalo nyaka-mali	206,415	5	6,255	212,675	212,675	-	100.0	200,850	200,850
limali ezihlawulweyo									
neenkxaso-mali	156,064	(5)	183	156,242	156,242	-	100.0	166,341	166,340
6. Imfundo noqeqesho lwabadala									
Intlawulo yalo nyaka-mali	7,414	-	(513)	6,901	6,901	-	100.0	4,803	4,803
limali ezihlawulweyo									
neenkxaso-mali	23,544	-	(966)	22,578	22,578	-	100.0	22,035	22,035
7. UPuhliso lweMfundo yaBantwana abasaqalayo									
Intlawulo yalo nyaka-ma	157,246	(21,045)	(12,869)	123,332	119,332	4,000	96.8	67,715	67,715
limali ezihlawulweyo									
neenkxaso-mali	148,243	21,045	-	169,288	169,288	-	100.0	161,034	161,033
8. linkonzo ezincedisayo nezinxulumene noko									
Intlawulo yalo nyaka-mali	129,337	2,648	9,866	141,851	141,851	-	100.0	112,582	112,552
limali ezihlawulweyo									
neenkxaso-mali	104,859	(2,736)	-	102,123	102,123	-	100.0	98,422	98,422
Intlawulo ye-capital assets	144	88	-	232	232	-	100.0	245	155
Itotali	10,663,812	-	-	10,663,812	10,613,313	50,499	99.5	9,206,088	9,192,478
Ukungqinisiswa kweNgxelo yoSetyenziso lweMali									
Yongeza:									
lirisithi zeSebe leMfundo				3,056				-	
Izixa-mali ezizizo kanye zeNgxelo yoSetyenziso lweMali n(Itotali yemali)				10,666,868				9,206,088	
Izixa-mali ezizizo kanye zeNgxelo yoSetyenziso lweMali					10,613,313				9,192,478

**IPHONDO LENTSHONA KOLONI
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**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2010**

Ulwabiwo-mali kudidi lwezoqoqosho ngalunye									
Udidi lwezoqoqosho	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahlengisiweyo	Ukutshintshelwa kweemali kwenye i-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwe-mali iyonke	Inkcitho eyiyo kanye	Umahluko	Inkcitho ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyakamali									
Imbuyiselo yabaqeshwa	8,200,780	(12,312)	26,375	8,214,843	8,214,843	-	100.0	7,089,690	7,089,690
Iimpahla neenkonzo ezithile	1,003,438	19,592	(19,483)	1,003,547	993,624	9,923	99.0	816,018	813,020
Usetyenziso lwemali kwii-asethi nasematyaleni	3,508	5,981	-	9,489	9,489	-	100.0	5,657	5,657
Intlawulo yoomatshini nee-nkxaso mali									
Amaphondo noomasipala									
Ii-arhente zeSebe									
IeMfundo nee-akhawunti	4,604	-	-	4,604	4,604	-	100.0	4,255	4,255
Amaziko angajonge nzuzo	1,123,555	(17,275)	(2,532)	1,103,748	1,096,762	6,986	99.4	1,016,187	1,017,195
Ezamazakha	51,935	10,064	1,181	63,180	63,180	-	100.0	55,674	55,673
Iintlawulo ze-capital assets									
Izakhiwo nezinye iziseko ezisisigxina	242,602	-	-	242,602	209,413	33,189	86.3	170,674	162,455
Izixhobo zokusebenza nezinye izinto zokusebenza	19,993	(6,678)	(926)	12,389	11,988	401	96.8	37,257	33,857
Isoftware nezinye ii-asethi ezingaphathekiyo	13,397	628	(4,615)	9,410	9,410	-	100.0	10,676	10,676
Itotali	10,663,812	-	-	10,663,812	10,613,313	50,499	99.5	9,206,088	9,192,478

**IPHONDO LENTSHONA KOLONI
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**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
kunyaka ophele nge-31 Matshi 2010**

**Ingcombolo ngeprogram 1 nganye - Ezolawulo
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyen- ziswa kwe- mali okuhlen- gahlengi- siweyo	Ukutshin- tshelwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali uku- suka kwenye i- akhawunti ukuya kwenye	Ukusetye n-ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzis- wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 I-Ofisi ye-MEC									
Intlawulo yalo nyaka-mali	4,107	87	-	4,194	4,194	-	100.0	3,501	3,501
Intlawulo ngoomatshini	-	-	-	-	-	-	-	12	12
neenkxaso-mali	-	6	-	6	6	-	100.0	9	9
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
1.2 Iinkonzo zamaziko									
Intlawulo yalo nyaka-mali	201,578	(1,569)	(9,563)	190,446	190,416	30	100.0	175,322	175,322
Intlawulo ngoomatshini	17,758	1,246	-	19,004	19,004	-	100.0	19,277	19,277
neenkxaso-mali	12,690	(20)	(3,944)	8,726	8,325	401	95.4	19,660	19,660
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
1.3 Ezolawulo lwemfundo (EMIS)									
Intlawulo yalo nyaka-mali	137,624	(335)	(1,787)	135,502	135,502	-	100.0	121,520	121,520
Intlawulo ngoomatshini	13,932	(110)	(1,334)	12,488	12,486	2	100.0	8,159	8,159
neenkxaso-mali	6,141	445	-	6,586	6,586	-	100.0	6,705	6,705
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
1.4 ICandelo loLawulo lwaBasebenzi									
Intlawulo yalo nyaka-mali	13,400	2,455	-	15,855	15,855	-	100.0	17,056	17,056
Intlawulo ngoomatshini	2,063	(2,039)	-	24	24	-	100.0	16	16
neenkxaso-mali	165	(166)	-	(1)	(1)	-	100.0	6	6
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
1.5 Iisistim zemfundo zolawulo lwengcaciso (EMIS)									
Intlawulo yalo nyaka-mali	12,733	(1,350)	(1,503)	9,880	9,880	-	100.0	10,397	10,397
Intlawulo ngoomatshini	7,700	1,350	-	9,050	9,050	-	100.0	7,377	7,377
neenkxaso-mali	5,875	-	(1,597)	4,278	4,278	-	100.0	4,512	4,512
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
Itotali	435,766	-	(19,728)	416,038	415,605	433	99.9	393,529	393,529

IProgram 1 – yodidi loqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenzis- wa kwemali okuhlangahle- ngisiweyo	Ukutshint- shelwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetye n-ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzis- wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	228 926	5 796	(6 266)	228 456	228 456	-	100.0	192 440	192 440
Iimpahla neenkonziso ezithile	137 008	(12 489)	(6 587)	117 932	117 902	30	100.0	129 701	129 701
Usetyenziso lwemali kwii-asethi nasematyaleni	3 508	5 981	-	9 489	9 489	-	100.0	5 657	5 657
Intlawulo yoomatshini neenkxaso mali									
Amaziko angajongwe nzuzo	39 679	(1 445)	(1 224)	37 010	37 008	2	100.0	31 059	31 059
Ezamaziko	1 774	1 892	(110)	3 556	3 556	-	100.0	3 782	3 782
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	-	-
Izixhobo zokusebenza nezinye izinto zokusebenza	11 586	(352)	(926)	10 308	9 907	401	96.1	22 014	22 014
I- <i>software</i> nezinye ii-asethi ezingaphathekiyo	13 285	617	(4 615)	9 287	9 287	-	100.0	8 876	8 876
Itotali	435 766	-	(19 728)	416 038	415 605	433	99.9	393 529	393 529

**IPHONDO LENTSHONA KOLONI
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**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
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**Ingcombolo ngeprogram 2 – yeMfundo yeSikolo sikaRhulumente esiqhelekileyo
kunyaka-mali ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlangahle ngisiweyo	Ukutshint shelwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzi s-wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.1 IZikolo ziRhulumente eziziiPrayimari									
Intlawulo yalo nyaka-mali	4,371,652	79,722	-	4,451,374	4,450,213	1,161	100.0	3,735,045	3,734,042
Intlawulo ngoomatshini neenkxaso-mali	321,943	1,955	-	323,898	319,114	4,784	98.5	283,953	283,953
Intlawulo ze- <i>capital assets</i>	140,320	161	-	140,481	115,792	24,689	82.4	75,740	67,521
2.2 IZikolo zikaRhulumente eziziiSekondari									
Intlawulo yalo nyaka-mali	2,991,939	(67,114)	(13,956)	2,910,869	2,910,869	-	100.0	2,613,291	2,613,291
Intlawulo ngoomatshini neenkxaso-mali	183,550	(9,779)	-	173,771	173,771	-	100.0	161,779	162,788
Intlawulo ze- <i>capital assets</i>	72,539	12	-	72,551	64,470	8,081	88.9	97,931	97,931
2.3 Iinkonzo zokufundisa									
Intlawulo yalo nyaka-mali	368,782	8,991	-	377,773	373,041	4,732	98.7	326,556	326,556
Intlawulo ngoomatshini neenkxaso-mali	803	565	-	1,368	1,368	-	100.0	2,378	2,378
Intlawulo ze- <i>capital assets</i>	4,989	(3,190)	-	1,799	1,799	-	100.0	10,174	10,174
2.4 ICandelo loLawulo lwaBasebenzi									
Intlawulo yalo nyaka-mali	42,654	13,344	(724)	55,274	55,274	-	100.0	30,275	30,275
Intlawulo ngoomatshini neenkxaso-mali	36,161	(24,675)	(7,588)	3,898	3,898	-	100.0	22	22
Intlawulo ze- <i>capital assets</i>	-	-	-	-	-	-	-	318	318
2.5 IProgram yoKutyiswa kwaBantwana yeZikolo									
Intlawulo yalo nyaka-mali	102,297	(378)	-	101,919	101,919	-	100.0	77,498	75,523
Intlawulo ngoomatshini neenkxaso-mali	12,060	3,772	-	15,832	15,832	-	100.0	5,763	5,763
Intlawulo ze- <i>capital assets</i>	3,386	(3,386)	-	-	-	-	-	3,300	-
Itotali	8,653,075	-	(22,268)	8,630,807	8,587,360	43,447	99.5	7,424,023	7,410,535

Iprogram 2 ngokodidi lwezoqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlangahle ngisiweyo	Ukutshint shelwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali uku- suka kwenye i-akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzi s-wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo zalo nyaka-mali									
Imbuyiselo yabaqeshwa	7,189,403	(23,694)	(14,680)	7,151,029	7,151,029	-	100.0	6,164,427	6,164,427
Iimpahla neenkonziso ezithile	687,921	58,259	-	746,180	740,287	5,893	99.2	618,227	615,259
Intlawulo ngoomatshini neenkxaso-mali									
Amaziko angajonge nuzo	537,476	(37,117)	(7,588)	492,771	487,987	4,784	99.0	435,170	436,179
Ezamaziko	17,041	8,955	-	25,996	25,996	-	100.0	18,727	18,727
Intlawulo ze-<i>capital assets</i>									
Izakhiwo nezinye iziseko ezisisigxina	212,859	-	-	212,859	180,089	32,770	84.6	170,674	162,455
Izixhobo zokusebenza nezinye izinto zokusebenza	8,375	(6,403)	-	1,972	1,972	-	100.0	14,998	11,688
I- <i>software</i> nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-	-	1,800	1,800
Itotali	8,653,075	-	(22,268)	8,630,807	8,587,360	43,447	99.5	7,424,023	7,410,535

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**INGXELO YOLWABIWO LWEMALI (APPROPRIATION STATEMENT)
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**Ingcombolo ngeprogram 3 – Inxaso-mali yeZikolo eziZimeleyo
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlengahl engisiweyo	Ukutshintshe lwa kweemali kwenye i- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzi s-wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
3.1 ISigaba sePrayimari lintlawulo ngoomatshini neenkxaso-mali	23,865	(870)	(385)	22,610	22,610	-	100.0	19,500	19,500
3.2 ISigaba seSekondari lintlawulo ngoomatshini neenkxaso-mali	32,042	870	-	32,912	32,912	-	100.0	24,619	24,619
Itotali	55,907	-	(385)	55,522	55,522	-	100.0	44,119	44,119

IProgram 3 ngokodidi lwezinqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlengahl engisiweyo	Ukutshintshe lwa kweemali kwenye i- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzi s-wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo ngoomatshini neenkxaso-mali Amaziko angajonge nzuzo	55,907 -	- -	(385) -	55,522 -	55,522 -	- -	100.0 -	44,119 -	44,119 -
Itotali	55,907	-	(385)	55,522	55,522	-	100.0	44,119	44,119

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**Ingcombolo ngeprogram 4 – IMfundo eneeMfuno eziZodwa kwiZikolo zikaRhulumente
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Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenyei-akhawunti	Ukuhlawu lwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.1 Izikolo									
Intlawulo yalo nyaka-mali	460,548	(2,200)	31,686	490,034	490,034	-	100.0	414,963	414,963
Intlawulo ngoomatshini neenkxaso-mali	95,505	2,202	8,739	106,446	104,246	2,200	97.9	95,427	95,427
Intlawulo ze- <i>capital assets</i>	29,743	-	-	29,743	29,324	419	98.6	-	-
4.2 Iinkonzo zoqeqeshelo-msebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
4.3 ICandelo loLawulo lwaBasebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Itotali	585,798	-	40,425	626,223	623,604	2,619	99.6	510,390	510,390

IProgram 4 ngokodidi lwezozoqosho ngalunye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenyei-akhawunti	Ukuhlawu lwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenziswa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	449,482	3,273	31,686	484,441	484,441	-	100.0	411,090	411,090
Iimpahla neenkonziso ezithile	11,066	(5,473)	-	5,593	5,593	-	100.0	3,873	3,873
Intlawulo yoomatshini neenkxaso mali									
Amaziko angajonge nzuzo	94,380	2,200	7,631	104,211	102,011	2,200	97.9	93,919	93,919
Ezamaziko	1,127	-	1,108	2,235	2,235	-	100.0	1,508	1,508
Intlawulo ze-<i>capital assets</i>									
Izakhiwo nezinye iziseko ezisisigxina	29,743	-	-	29,743	29,324	419	98.6	-	-
Itotali	585,798	-	40,425	626,223	623,604	2,619	99.6	510,390	510,390

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**Ingcombolo ngeprogram 5 – IMfundo noQeqesho oluQhebelekayo
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahengisiweyo	Ukutshintsha lwa kweemali kwenyei-akhawunti	Ukuhlawulwa kwemali uku-uka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenzi s-wa kwemali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
5.1 AmaZiko kaRhulumente									
Intlawulo yalo nyaka-mali	206,415	5	6,255	212,675	212,675	-	100.0	200,850	200,850
Intlawulo ngoomatshini neenkxaso-mali	156,062	(3)	183	156,242	156,242	-	100.0	89,036	89,035
5.2 Iinkonzo zoqeqesho-msebenzi									
Transfers and subsidies	1	(1)	-	-	-	-	-	-	-
5.3 ICandelo loLawulo lwaBasebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	77,305	77,305
Itotali	362,479	-	6,438	368,917	368,917	-	100.0	367,191	367,190

IProgram 5 ngokodidi lwezoqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahlangisiweyo	Ukutshintsha lwa kweemali kwenyei-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali iyonke	Indleko eyiyo kanye	Uahluko	Indleko ngokwe-% yokusetyenziswa kwe-mali iyonke	Ukusetyenziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	206,415	-	6,255	212,670	212,670	-	100.0	200,850	200,850
Iimpahla neenkonziso ezithile	-	5	-	5	5	-	100.0	-	-
Intlawulo yoomatshini neenkxaso mali									
Amaziko angajonge nzuzo	127,316	(328)	-	126,988	126,988	-	100.0	135,407	135,407
Ezamaziko	28,748	323	183	29,254	29,254	-	100.0	30,934	30,933
Itotali	362,479	-	6,438	368,917	368,917	-	100.0	367,191	367,190

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IBHAJETHI 5 EVUNYIWEYO**

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**Ingcombolo ngeprogram 6 – IMfundo noQeqesho lwaBadala
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlangahle ngisiweyo	Ukutshintsha lwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Umahluko	Indleko ngokwe-% yokusetyenzis- wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
6.1 linkxaso-mali eziya kuMaziko aBucala									
Intlawulo yalo nyaka-mali	7,414	-	(513)	6,901	6,901	-	100.0	4,803	4,803
Intlawulo ngoomatshini neenkxaso-mali	23,542	-	(964)	22,578	22,578	-	100.0	22,035	22,035
6.2 linkonzo zoqeqeshelo-msebenzi									
Transfers and subsidies	1	-	(1)	-	-	-	-	-	-
6.3 ICandelo loLawulo lwaBasebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	-	(1)	-	-	-	-	-	-
Itotali	30,958	-	(1,479)	29,479	29,479	-	100.0	26,838	26,838

IProgram 6 nganye – yodidi lwezoqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenzis wa kwemali okuhlangahle ngisiweyo	Ukutshintsha lwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i- akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Umahluko	Indleko ngokwe-% yokusetyenzis- wa kwemali iyonke	Ukusetyen- ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	7,107	-	(486)	6,621	6,621	-	100.0	4,487	4,487
Iimpahla neenkonzo ezithile	307	-	(27)	280	280	-	100.0	316	316
Intlawulo ngoomatshini neenkxaso-mali									
Amaziko angajonge nzuzo	23,544	-	(966)	22,578	22,578	-	100.0	22,020	22,020
Ezamazakha	-	-	-	-	-	-	-	15	15
Itotali	30,958	-	(1,479)	29,479	29,479	-	100.0	26,838	26,838

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kunyaka ophele nge-31 Matshi 2010**

**Ingcombolo ngeprogram 7 – UPhuhliso lweMfundo yaBantwana aBasaqalayo
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenyei-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali lyonke	Indleko eyiyo kanye	Umahluko	Indleko ngokwe-% yokusetyenziswa kwemali lyonke	Ukusetyenziswa kwemali lyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
7.1 IBakala R kwiZikolo zikaRhulumente									
Intlawulo yalo nyaka-mali	120,866	(19,070)	(12,869)	88,927	84,927	4,000	95.5	55,417	55,417
Intlawulo ngoomatshini neenkxaso-mali	77,673	11,902	-	89,575	89,575	-	100.0	81,929	81,928
7.2 IBakala R kuMaziko oLuntu									
Intlawulo yalo nyaka-mali	230	(93)	-	137	137	-	100.0	13	13
Intlawulo ngoomatshini neenkxaso-mali	37,869	7,863	-	45,732	45,732	-	100.0	34,455	34,455
7.3 Iinkonzo zoqeqeshelo-msebenzi									
Intlawulo ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
7.4 ICandelo loLawulo lwaBasebenzi									
Intlawulo yalo nyaka-mali	36,150	(1,882)	-	34,268	34,268	-	100.0	12,285	12,285
Intlawulo ngoomatshini neenkxaso-mali	32,700	1,281	-	33,981	33,981	-	100.0	44,650	44,650
Itotali	305,489	-	(12,869)	292,620	288,620	4,000	98.6	228,749	228,748

IProgram 7 ngokodidi lwezoqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahle ngisiweyo	Ukutshintshelwa kweemali kwenyei-akhawunti	Ukuhlawulwa kwemali ukusuka kwenye i-akhawunti ukuya kwenye	Ukusetyenziswa kwemali lyonke	Indleko eyiyo kanye	Umahluko	Indleko ngokwe-% yokusetyenziswa kwemali lyonke	Ukusetyenziswa kwemali lyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali									
Imbuyiselo yabaqeshwa	58,403	337	-	58,740	58,740	-	100.0	53,202	53,202
Iimpahla neenkonziso ezithile	98,843	21,382	(12,869)	64,592	60,592	4,000	93.8	14,513	14,513
	-	-	-	-	-	-	-	-	-
Intlawulo yoomatshini neenkxaso mali									
Amaziko angajonge nzuzo	147,063	22,091	-	169,154	169,154	-	100.0	160,896	160,895
Ezamazakha	1,180	(1,046)	-	134	134	-	100.0	138	138
	-	-	-	-	-	-	-	-	-
Itotali	305,489	-	(12,869)	292,620	288,620	4,000	98.6	228,749	228,748

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**Ingcombolo ngeprogram 8 – linkonzo zeNkxaso neziNxulumene noko
kunyaka ophele ngowe-31 Matshi 2010**

Ingcombolo ngeprogram esekelayo nganye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahlengisi weyo	Ukutshintsha lwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali uku- suka kwenye i-akhawunti ukuya kwenye	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Umahluko	Indleko ngo- kwe-% yoku- setyenziswa kwemali iyonke	Ukusetye nziwa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
8.1 lintlawulo eziya kwiSETA lintlawulo ngoomatshini neenkxaso-mali	4,604	-	-	4,604	4,604	-	100.0	4,255	4,255
8.2 liprojekthi zeGranti ephuma phantsi kwemiqathango Intlawulo yalo nyaka-mali	14,626	(25)	-	14,601	14,601	-	100.0	13,757	13,727
Payment for capital assets	-	25	-	25	25	-	100.0	90	-
8.3 limvavanyo zangaphandle Intlawulo yalo nyaka-mali	91,011	888	9,866	101,765	101,765	-	100.0	87,614	87,614
lintlawulo ngoomatshini neenkxaso-mali	65	(60)	-	5	5	-	100.0	96	96
Payment for capital assets	144	-	-	144	144	-	100.0	155	155
8.4 Uqeqesho looitshala lintlawulo ngoomatshini neenkxaso-mali	2,000	-	-	2,000	2,000	-	100.0	-	-
8.5 IKapa eliHlumayo Intlawulo yalo nyaka-mali	23,700	1,785	-	25,485	25,485	-	100.0	11,211	11,211
lintlawulo ngoomatshini neenkxaso-mali	98,190	(2,676)	-	95,514	95,514	-	100.0	94,071	94,071
Payment for capital assets	-	63	-	63	63	-	100.0	-	-
Itotali	234,340	-	9,866	244,206	244,206	-	100.0	211,249	211,129

IProgram 8 ngokodidi lwezoqoqosho ngalunye	2009/10							2008/09	
	Ukusetyenziswa kwemali okuhlengahlengisi weyo	Ukutshintsha lwa kweemali kwenyei- akhawunti	Ukuhlawulwa kwemali uku- suka kwenye i-akhawunti ukuya kwenye (virement):	Ukusetyen- ziswa kwemali iyonke	Indleko eyiyo kanye	Umahluko	Indleko ngo- kwe-% yoku- setyenziswa kwemali iyonke	Ukusetye n-ziswa kwemali iyonke	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Intlawulo yalo nyaka-mali Imbuyiselo yabaqeshwa	61,044	1,976	9,866	72,886	72,886	-	100.0	63,194	63,194
limpahla neenkonziso ezithile	68,293	672	-	68,965	68,965	-	100.0	49,388	49,358
lintlawulo ngoomatshini neenkxaso-mali li-arhente zeSebe leMfundo nee- akhawunti	4,604	-	-	4,604	4,604	-	100.0	4,255	4,255
Amaziko angajonge nzuzo	98,190	(2,676)	-	95,514	95,514	-	100.0	93,597	93,597
Ezamazakha	2,065	(60)	-	2,005	2,005	-	100.0	570	570
	-	-	-	-	-	-	-	-	-
Intlawulo ze-capital assets Izixhobo zokusebenza nezinye izinto zokusebenza	32	77	-	109	109	-	100.0	245	155
I-software nezinye ii-asethi ezingaphathekiyo	112	11	-	123	123	-	100.0	-	-
Itotali	234,340	-	9,866	244,206	244,206	-	100.0	211,249	211,129

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**INGCACISO KWINGXELO YOLWABIWO-MALI
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1. Ingcombolo yeentlawulo zoomatshini neenkxaso-mali ngokoMthetho wokuSetyenziswa kweMali (emva kokuTshintshelwa kweentlawulo kwezinye ii-akhawunti (virement):

Ingcombolo yo kusetyenziswa kwemali in gafundwa kwingcaciso en geNtlawulo ne Nkxaso-mali, in gcaciso echazayo nesiHlomelo (A-C) kwiiNgxelo-mali zaQho ngonyaka (*Annual Financial Statements*).

2. Ingcombolo yezixa-mali ezigunyazisiweyo zasetyenziselwa injongo ethile (emva kokwenziwa kweentlawulo eziya kwezinye ii-akhawunti) (Virement):

Ingcombolo y okusetyenziswa kwez i m ali ingafundwa k wingcaciso 1 (kuSetyenziso lweMali l oNyaka) kwiiNgxelo zeMali zoNyaka.

3. Ingcombolo yokusetyenziswa kwemali (financial transactions) kwii-asethi nasematyaleni (liabilities)

Ingcombolo yezi ntlawulo ngeprogram nganye ingafundwa kwisaziso 5 esingentlawulo zemali ezizii-asethi nezingamatyala kwiiNgxelo zeMali zoNyaka.

4. Iingcaciso zeeyantluko kumaxabiso ezinto (material variances) ezivela kwizixa-mali ezigunyazisiweyo (emva kokuhlululwa kweentlawulo kwenye i-akhawunti:

4.1 Ngeprogram nganye	Usetyenziso lwemali olupheleleyo R'000	Inkcitho eyiyo kanye R'000	Uahluko R'000	Uahluko njenge-% woSetyenziso lweMali ophelaleyo %
Ezolawulo	416,038	415,605	433	0%
Imfundo yezikolo zikarhulumente eziqhelekileyo	8,630,807	8,587,360	43,447	1%
Iinkxaso-mali kwizikolo ezizimeleyo	55,522	55,522	-	0%
Imfundo yezikolo zikarhulumente ezineemfuno ezizodwa zemfundo	626,223	623,604	2,619	0%
Imfundo noqeqesho oluqhubelekayo	368,917	368,917	-	0%
Imfundo noqeqesho lwabadala	29,479	29,479	-	0%
Uphuhliso lwemfundo yabasaqalayo	292,620	288,620	4,000	1%
Iinkonzo ezincedisayo nezinxulumene noko	244,206	244,206	-	0%

Inkcitho engaph antsi ko kulindelekileyo (*under-expenditure*) kwiMfundo kwiSikolo sikaRhulumente esiqhele kileyo ibangelwa ubukhulu becala ziiprojekthi zeziseko **zophuhliso** ezaqala kulo nyaka-mali nesele ziqikelelwe ukuba ziya kugqitywa kunyaka-mali olandelayo. Ukonga kw icandelo lo Phuhliso lwaBantwana abasaqalayo kubangelwe kukulibaziseka kolwakhiwo lweeklasi ezongezelelweyo kumaBakala R kwizikolo zikarhulumente eziqhelekileyo.

4.2 Ngokodidi lwezoqoqosho ngalunye	Ukusetyenziswa kwemali iyonke R'000	Inkcitho eyiyo kanye R'000	Uahluko R'000	Uahluko njenge-% woSetyenziso lweMali ophelaleyo %
Inkcitho yalo nyaka-mali				
Imbuyiselo yabaqeshwa	8,214,843	8,214,843	-	0%
Iimpahla neenkono ezithile	1,003,547	993,624	9,923	1%
Usetyenziso lwemali kwii-asethi nasematyaleni	9,489	9,489	-	0%
Iintlawulo ngoomatshini neenkxaso-mali				
Ii-arhente zeSebe leMfundo nee-akhawunti	4,604	4,604	-	0%
Amaziko angajonge nzuzo	1,103,748	1,096,762	6,986	1%
Ezamaxhaya	63,180	63,180	-	0%
Iintlawulo ze-capital assets				
Izakhiwo nezinye iziseko ezisisigxina	242,602	209,413	33,189	14%
Izixhobo zokusebenza nezinto zokusebenza	12,389	11,988	401	3%
Isoftware nezinye ii-asethi ezingaphathekiyo	9,410	9,410	-	0%

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ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOKUSETYENZISWA KWEMALI (FINANCIAL PERFORMANCE)
kunyaka ophele ngowe-31 Matshi 2010**

		2009/10 R'000	2008/09 R'000
	Ingcaciso		
IMALI EYINGENISO			
Ukusetyenziswa kwemali ngenjongo ethile ngonyaka	1	10,663,812	9,206,088
Imali eyingeniso yeSebe leMfundo	2	3,056	-
ITOTALI YEMALI EYINGENISO		10,666,868	9,206,088
IINKCITHO			
Inkcitho yalo nyaka-mali			
Imbuyiselo yabaqeshwa	3	8,214,843	7,089,690
Iimpahla neenkonziso ezithile	4	993,624	813,020
Usetyenziso lwemali kwii-asethi nasematyaleni	5	9,489	5,657
Inkcitho epheleleyo yalo nyaka-mali		9,217,956	7,908,367
lintlawulo ngoomatshini neenkxaso-mali		1,164,546	1,077,123
lintlawulo ngoomatshini neenkxaso-mali	6	1,164,546	1,077,123
lintlawulo ze-capital assets			
I-capital assets eziphathekayo	7	221,401	196,312
I-software nezinye ii-asethi ezingaphathekiyo	7	9,410	10,676
Inkcitho epheleleyo ye-capital assets		230,811	206,988
ITOTALI YENKCITHO		10,613,313	9,192,478
INTSALELA YONYAKA		53,555	13,610
Ukungqinisiswa kwesixa-mali esiyiNtsalela yonyaka			
Imali ezabiweyo		50,499	13,610
Uhlahlo-lwabiwo loNyaka		10,663,812	9,206,088
Imali eyingeniso yeSebe leMfundo	14	3,056	-
INTSALELA YONYAKA		53,555	13,610

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**INGXELO YEMEKO YOBUME BEMALI (FINANCIAL POSITION)
kunyaka ophele ngowe-31 Matshi 2010**

		2009/10 R'000	2008/09 R'000
II-ASETHI	INGCACISO		
li-asethi zalo nyaka-mali		109,498	92,052
Imali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>)	8	16,596	17,220
Intlawulo zangaphambili nee- <i>advances</i>	10	3,274	53
Imali ezamkelweyo	11	89,628	74,779
li-asethi ezingeyomali		13,471	13,324
Eziyinzuzo ngenzala	12	13,471	12,506
Ezinye i- <i>capital assets</i>	9	-	818
ITOTALI YEE-ASETHI		122,969	105,376
AMATYALA EKUSAFUNEKA AHLAWULWE			
Amatyala alo nyaka-mali		72,015	55,324
Imali ezigunyazisiweyo eziya kuhlulwa kwiNgxowa yoNgeniso lweMali	13	50,498	13,657
Imali eyingeniso yeSebe eya kuhlulwa kwiNgxowa yoNgeniso lweMali	14	1,493	6,194
I-ovadrafti yeBhanki	15	13,838	5,491
Amatyala ekwakufuneka ukuba ahlawulwe	16	6,186	29,982
ITOTALI YAMATYALA		72,015	55,324
II-ASETHI EZIYINTSALELA		50,954	50,052
Ezimelwe zezi:			
Imali eselugcinweni		13,471	12,506
Imali eyingeniso enokufumaneka		37,483	37,546
ITOTALI		50,954	50,052

IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO
INGXELO YOTSHINTSHO KWII-NET ASSETS
kunyaka ophela ngowe-31 Matshi 2010

	Ingcaciso	2009/10 R'000	2008/09 R'000
limali eziselugcinweni			
Ibhalansi ekuqalwe kuyo		12,506	11,191
limali ezihlawulwa ngoomatshini			
Ukusetyenziswa kweeMali) (<i>Movement in Operational Funds</i>)		965	1,315
Ibhalansi ekugqityelwe kuyo		13,471	12,506
 limali eyingeniso enokufumaneka			
Ibhalansi ekuqalwe kuyo		37,546	35,440
limali ezihlawulwa ngoomatshini		(63)	2,106
Amatyala ahlawuliweyo (afakiwe kwiirisithi zesebe lemfundo)		(63)	-
Amatyala awenziweyo		-	2,106
Ibhalansi ekugqityelwe kuyo		37,483	37,546
 Itotali		50,954	50,052

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**INGXELO YOKUPHUMA NOKUNGENA KWEMALI
kunyaka ophela ngowe-31 Matshi 2010**

	Ingcaciso	2009/10 R'000	2008/09 R'000
IIMALI EZISETYENZISWAYO KWIMISEBENZI YEENTLAWULO			
Iirisithi		10,690,559	9,228,633
Iimali ezisetyenzisiweyo ezamkelweyo ngonyaka	1.1	10,663,812	9,206,088
Iimali eyingeniso yeSebe leMfundo	2	26,747	22,545
Ukuncipha kwimali esetyenziswayo		(41,866)	13,421
Iimali ehlawulwe kwiNgxowa yeNzuzo		(45,106)	(104,637)
Iintlawulo zalo nyaka-mali		(9,217,956)	(7,908,367)
Iintlawulo ngoomatshini neenkxaso-mali ezenziweyo		(1,164,546)	(1,077,123)
Iimali esetyenziswayo eyintsalela evela kwiintlawulo ezenziwayo 17		221,085	151,927
IIMALI EZISETYENZISWAYO KWIINTLAWULO			
Iintlawulo ze- <i>capital assets</i>	7	(230,811)	(206,988)
Ukwanda kwiimali eziselugcinweni		(965)	(1,316)
Ukuncipha kwezinye ii-asethi zemali		818	-
Iimali eziyintsalela ezisetyenziswayo ezivela kwiimali eziselugcinweni		(230,958)	(208,304)
IIMALI ENGANA IPHUMA KWIMALI ESELUGCINWENI			
Ukwanda kwii-asethi eziyintsalela		902	3,421
Iimali eziyintsalela ezisetyenziswayo ezivela kwiimali eziselugcinweni		902	3,421
Iimali eyintsalela (ehlileyo) nemilinganiselo yemali (<i>cash equivalents</i>)		(8,971)	(52,956)
Iimali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>) ekuqaleni konyaka-mali odlulileyo		11,729	64,685
Iimali neemali ezingumlinganiselo wemali (<i>cash equivalents</i>) ekupheleni konyaka-mali odlulileyo	18	2,758	11,729

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
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liNgxelo zeMali se zilungisiwe ngokwale migaqo-nkqubo iland elayo, eseyisetyenziswe ng okungqongqo kuyo yonke imiba ebalulekileyo, ngaphandle kokuba kuchazwe ngenye indlela. Nakuba kunjalo, apho kufanelekileyo nalapho kululutho khona ukwenjenjalo, kunikwe ingcaciso entsha ukugxinisa ukuba lulutho kweNgxelo zeMali nokuthobela iimfuneko ezingummiselo zikarhulumente zoMthetho woLawulo lweMali zikaRhulumente, uMthetho 1 ka- 1999 (njengoko ufa kelwe izi lungiso ngoMthetho 29 ka-1999) (*Public Finance Management Act, Act 1 of 1999*) nefakelwe izilungiso nguMthetho 29 ka-1999), neMimiselo ye-Ofisi kaNondyebo kaZwelonke eyakhutshwa ngokwalo Mthetho nangokoMthetho woKwahlulwa kweNgeniso, uMthetho 2 ka-2006 (*Division of Revenue Act, Act 12 of 2009*).

1. Ukwandlalwa kweNgxelo zeMali

1.1 Indlela yamalungiselelo

liNgxelo zeMali se zilungiswe ngokwenkqubo ets hintshiweyo y okulawulwa k wemali (etshintshiweyo yokulawulwa kwemali i qulethe i ndlela yo setyenziso k unye n esibhengezo s engcaciso eyongezelelweyo (*additional disclosure items*.) Phantsi kwemisebenzi ye zemali ngokwemigaqo yo kubalwa kwemali (*cash basis of accounting*) iimali ezihlawulweyo (*transactions*) ne zinye izi nto ez iqwalaselwayo xa kufunyanwa okanye kuhlawulwa ngekheshi.

1.2 Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

Yonke imiyinge (*amounts*) ibhalwe ngohlobo lwemali eyiRandi (R) yaseMzantsi Afrika neluhlobo lwemali olusetyenziswayo lwesebe lemfundo.

1.3 Bhala ngokuzeleyo (*rounding*)

Ngaphandle kokuba kuchazwe ngenye indlela amanani emali abhalwe ngokuzeleyo (*rounded*) ukuya kutsho kwelona waka linye lisondeleyo (R'000).

1.4 Amanani ngokuthelekisekayo

Ingcaciso elut helekiso ya ngaphambili y andlaliwe k wiingxelo zem ali z alo ny aka-mali. Kwim eko apho amanani afakiweyo kwiingxelo zemali z angaphambili acazululwe ngokutsha ukuqinisekisa ukuba ifomathi ingcaciso enikwe ngayo ingqamene nefomathi yeengxelo zemali zalo nyaka-mali.

1.5 Amanani abhalwe ngokuthelekisekayo – iNgxelo yokuSetyenziswa kweMali

Uthelekiso phakathi kwezixa-mali ezizizo kanye nokusetyenziswa kodidi oluphambili ngalunye lokucalulwa kwendleko lufakiwe kwiNgxelo yokuSetyenziswa kweMali.

2. Imali eyingeniso

2.1 Imali ezisetyenzisiweyo

Iimali e zisetyenzisiweyo zi qulethe y onke imali ey abiweyo ye sebe kwakunye neentlawulo ezithe ngqo (*direct charges*) ezithelekiswa kwimali engenileyo (o.k.t. ulwabiwo olusemthethweni).

Iimali ez isetyenziselwe i njongo et hile ziy avunywa kwi irekhodi z emali ngomhla lo wo kwen zeka n gawo ukusetyenziswa kwazo. Uk uhlehlengiswa kw iimali ezis etyenzisiweyo okwenziwe ng okwenkqubo yokuhlehlengiswa kwebh ajethi kuyaboniswa k wiirekhodi zemali ng omhla l owo uhlehlengiso lwalwenziwe ngawo.

Itotali yeemali ezisetyenzisiweyo ibhaliwe kwiNgxelo engokuSetyenziswa kweMali.

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**IMIGAQO-NKQUBO YOKULAWULWA KWEEMALI
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Iimali e zingakhange zise tyenziselwe injong o e thile zin ikezelwa kwiNgxowa-mali yeMali e yiNgeniso yePhondo (*Provincial Revenue Fund*). I zixa-mali ezilityala kwiNgx owa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

2.2 Iimali eyingeniso yeSebe leMfundo

Yonke imali eyingeniso ye sebe le mfundo (*departmental revenue*) ith athelwa ingq alelo njeng engxelo yokusetyenziswa kw emali xa ifu nyenwe kway e ih lawulwa k e ng oko kwi Ngxowa-mali eyi Ngeniso yePhondo (*Provincial Revenue Fund*), ngaphandle kokuba kuchazwe ngenye indlela.

Izixa-mali ezilityala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwingxelo yobume bemali (*statement of financial position*).

Akukho zim ali ziyi- *accrual* z enziweyo kw eso si xa s ifumanekayo u kususela k uloo m hla w okufunyanwa kwazo wokugqibela wethuba lokunika ingxelo. Ezi zi xa nakuba kunjalo zichazwa kwingcaciso kwingxelo yemali yonyaka.

2.3 Iimali eyingeniso yeSebe leMfundo

Zonke ii mali eziyi ngeniso ii- *direct exchequer receipts* zi thathelwa in gqalelo kw ingxelo yok usetyenziswa kwemali xa im ali eyik heshi if unyanwa ize i hlawulwe kw iNgxowa-mali ye Ngeniso y ePhondo (*Provincial Revenue Fund*) ngaphandle kokuba kuchazwe ngenye indlela.

Zonke ii mali eziyi ngeniso ii- *direct exchequer receipts* zi thathelwa in gqalelo kw ingxelo yok usetyenziswa kwemali xa u kugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Izixa-mali ez ilityala kw iNgxowa-mali eyiNgeniso ye Phondo ekup heleni kon yaka-mali ziya bhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

2.4 Uncedo lwezemali

Uncedo lwezemali luyabhalwa njengemali eyinzuzo xa zifunyenwe.

Zonke izipho z ezinto ez iyimfuneko (*in-kind gifts*), i minikelo n eenkxaso k unikwa i ngcaciso entsha ngazo kwingqikelelo yexabiso (*fair value*) kwizihlomelo ezikwiingxelo zemali.

Iintlawulo ze mali ez aye zen ziwa e nyakeni z iphathelele kwi iprojekthi zo ncedo lw angaphakathi nolwangaphandle ziyabhalwa njengeendleko kwin gxelo yokusetyenziswa kw emali xa uku gunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye.)

Ixabiso loncedo ol uhlawulwe ph ambi ko kwamkelwa k weemali ez o li yabhalwa nj engemali ey amkelweyo kwingxelo yobume bemali.

Izixa-mali ezihlawulwe ng okungafanelekanga kusetyenziswa un cedo lw angaphakathi no lwangaphandle nazo naziphi izixa-mali zivunywa njengeziziintlawulo kwingxelo yobume bemali.

Zonke iimali ze-CARA ezamkelweyo mazirekhodwe njengemali eyingeniso xa iimali zamkelwe. Iintlawulo zemali ezenziwa e nyakeni ziph athelele kwii projekthi zoncedo lw angaphakathi nol wangaphandle ziyavunywa njen geendleko kwi ngxelo y okusetyenziswa kw emali xa uk ugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

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Izixa-mali ezi hlalulwe ng okungafanelekanga kusetyenziswa iimali ze- CARRA nazo naz iphi izixa-mali ezingasetyenziswanga z iyavunywa njengeziintlawulo kw ingxelo y obume b emali. Naziphi na izixa-mali ezingasetyenziswanga zitsh intshelwa kwiingxowa-mali e zigciniweyo n jengoko zinganikezelwanga kwingxowa-mali yengeniso.

3. Inkcitho

3.1 Imbuyiselo yabaqeshwa

3.1.1 Izibonelelo zabaqeshwa zethutyana

Indleko ye zibonelelo z abaqeshwa zet hutya ezihlawulweyo z iyabhalwa kwi ngxelo y okusetyenziswa kwemali xa u kugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye.)

Izibonelelo z abaqeshwa z ethutyana ezikhokelela k wesi si nyanzeliso s isemthethweni okanye kwisinyanzeliso semv umelwano (*legal or constructive obligation*) ziyab halwa n jengencaciso en tsha kwiingxelo zemali. Ezi zixa-mali azivunywa kwiingxelo yokusetyenziswa okanye yobume bemali.

Iindleko zabaqeshwa zibalelwa kwiindleko zeprojekthi eyi-*capital project* xa umqeshwa echithe ngaphezu kwe-50% yexesha lakhe kwiprojekthi. Ezi ntlawulo ziba yinxalenye yenkcitho yee-*capital assets* okanye ngaphezulu.

3.1.2 Izibonelelo ezihlawulwa emva komhlala-phantsi

Iintlawulo ezivela kumqeshi (o .k.t. iint lawulo zentlalo) kwiingxowa-mali ziyahlaw ulwa kwiingxelo yokusetyenziswa kw emali xa ugunyaziso lokugqibela l weentlawulo k wiingxowa-mali lwenziwe kw isistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

Akukho si bonelelo s enziweyo n gokumalunga nezibonelelo zo mhlala-phantsi kwii ngxelo z emali ze sebe lemfundo. Neziphi na i zinto ezisenokuba ngamatyala zi bhalwa njengencaciso entsha kwiingxelo zemali zeNgxowa-mali eyiNgeniso yePhondo kungekuko kwiingxelo zemali zesebe elingumqeshi.

Iintlawulo zen tlalo (*social contributions*) (ezifa na ne zibonelelo ze zonyango) e zenziwe lise be u kwenzela abaqeshwa ab athile b alo bethuba la ngaphambili (*department for certain of its ex-employees*) zihlelwa njengeentlawulo eziya kumakhaya kwiingxelo zokusetyenziswa kwezimali.

3.1.3 Izibonelelo zokupheliswa kwengqesho

Izibonelelo z okupheliswa k wenkonzo e zinjengeephakheji z okuyeka ng okuzithandela emsebenzini (*severance packages*) ziyavunywa njengeendleko kwiingxelo yokusetyenziswa kwemali njengokuhlalulwa kwemali n goomatshini (kwezamakhaya) xa u kugunyaziswa kwen tlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.1.4 Ezinye izibonelelo zabaqeshwa zethuba elide

Ezinye izibonelelo zabaqeshwa zethuba elide (ezinjengekhefu elihlawulelwayo (*capped leave*) ziyavunywa njengeendleko kwiN gxelo yokuS etyenziswa kw eMali njengokuhlalulwa kwe mali ng oomatshini (kwezamakhaya) xa ukugunyaziswa kwe ntlawulo kuphunyeziwe kwisistim (u ngadlulanga owe-31 Matshi wonyaka ngamnye).

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Izibonelelo zabaqeshwa ze thuba elide ezik hokelela kwesinyanzeliso semthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyabhalwa njengengcaciso entsha kwiingxelo.

3.2 Iimpahla neenkonzo ezithile

Iintlawulo zempahla ku nye/okanye zeenkonzo ziyavunywana njengeendleko kwiNgxelo yokusetyenziswa kwemali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

Ezi ndleko zicalulwa njenge-*capital* ukuba iimpahla neenkonzo ezo zasetyenziselwa i- *capital project* okanye i-asethi ye-R5,000 okanye xa kuye kwathengwa ngaphezulu. Zonke ii-asethi ezibiza ngaphantsi kwe-R5,000 ziya kubhalwa phantsi kweempahla neenkonzo.

3.3 Inzala nokurentwa komhlaba

Iintlawulo zenzala nezerenti ziyavunywana njengeendleko kwiNgxelo yokusetyenziswa kwemali xa ukugunyaziswa kokugqibela kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Lo mba awubandakanyi re nte yokusetyenziswa kw ezakhiwo okanye ezinye iziseko ezisisigxina. Ukuba akunako ukwahlula phakathi kwentlawulo yokusetyenziswa komhlaba neziseko zesigxina ezikuwo, esi si xa-mali sis onke sifanele ukurekhodwa phantsi kweempahla neenkonzo ezithengiweyo.

3.4 Usetyenziso lwemali kwii-asethi nasematyaleni

Amatyalana aya cinywa xa aye aqatshelwa nje ngalawo angahlawulekileyo. Amatyalana acinywayo aphelele kwizixa-mali ezongiweyo (*savings*) kunye/okanye kwinkcitho enganeni yeemali ezisetyenziselwe injongo ethile. Ukucinywa kwamatyalana kwenzeka ekupheleni konyaka xa iimali zifumaneka. Akukho sibonelelo senziweyo malunga nezixa-mali ezingahlawulekiyo kodwa la maxabiso ayavezwa njengengcaciso entsha

Zonke ezinye iilahleko ziyabhalwa xa ukugunyaziswa kwenziwe ukulungiselela ukugunyaziswa kwazo.

3.5 Iintlawulo ezenziwa ngoomatshini neenkxaso-mali

Iintlawulo ezenziwa ngoomatshini neenkxaso-mali ziyavunywana njengeendleko xa ukugunyaziswa kwentlawulo kokugqibela kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.6 Inkcitho engagunyaziswanga

Xa iinkcitho ezingagunyaziswanga zibhaqiwe ziyunywana njenge-asethi kwiNgxelo yobume beemali kude kuyokuba lelo xesha apho inkcitho ezo ziyavunywana ngabasemagunyeni abachaphazelekayo, aze ahlawuliswe lowo unoxanduva loko okanye licinywe ityala elojengetyala elingahlawulekileyo kwiNgxelo yokusetyenziswa kwemali.

Inkcitho engagunyaziswanga evunywana neenkxaso-mali ibayevunywanga (*derecognised*) kwiNgxelo yokusetyenziswa kwemali xa inkcitho engagunyaziswanga ivunywana neemali ezinxulumene na yozifunyenwe.

Xa isixa-mali esosivunyiwe ngaphandle kwenenkxaso-mali siyavunywana njengeendleko, kwiNgxelo yokusetyenziswa kwemali kumhla lowo wokugunyaziswa.

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3.7 Inkcitho engenanzuzo neyilahleko

Inkcitho eng enanzuzo neyilahleko ivun ywa njeng enkcitho kwing xelo yo kusetyenziswa kw emali ngokobunjani bent lawulo kodw a i ngeyiyo i- ayithem eya hlukileyo kum gca o kwingxelo e bhalwe yokusetyenziswa kwem ali enjengoko in jalo. (*a separate line item on the face of the statement*). Uku ba imali ebeyinkcitho inako u kuphinda ifu nyanwe, oko k uthathwa n jenge-asethi k ude k ube kuyahlawulwa ngumntu lowo u chaphazelekayo o kanye i bhalwe njengetyala elingahlawulekileyo k wingxelo yokusetyenziswa kweemali

3.8 Inkcitho engagunyaziswanga

Inkcitho en gagunyaziswanga ithathwa n jengenkitho ekwi-*Statement of Financial Performance*. U kuba inkcitho a yigunyaziswanga ng abanamagunya a fanelekileyo itha thwa njenge-asethi de ibe ibu yekeziwe kwakhona ok anye ic inyiwe (*written off*) n jengenakuphinda ib uyiseke kwi *Statement of Financial Performance*.

4. Ii-asethi

4.1 Iimali nee-cash equivalents

Ii-cash and cash equivalents zenziwa kwingxelo yobume bemali ngeendleko.

Ii-ovadrafti z eBhanki zi boniswa ngokwahlukeneyo kw ingxelo e njengoko in jalo (f ace of the st atement) kwingxelo yobume bemali.

Ukulungiselela ii njongo z e*Cash Flow Statement*, ii -cash and cash equivalents ze nziwa yimali e khoyo (*cash on hand*), ii dipozithi ezigciniweyo (*deposits held*), nezinye iintlobo zotyalo-mali zethuba elifutshane (*short-term highly liquid investments*) nee-ovadrafti zebhanki.

4.2 Ezinye ii-asethi zezemali (finincial assets)

Ezinye ii-finincial assets zenziwa kwingxelo yobume bemali (*statement of financial position* kwindleko.

4.3 Iintlawulo zangaphambili nee-advances

Izixa ezihlawulwa kwangaphambili (*pre-payments and advances*) zibhalwa kwingxelo yobume bemali xa kwenziwe iintlawulo naxa zingekafunyanwa iimpahla neenkonzo ekupheleni konyaka.

Izixa e zihlawulwa kwa ngaphambili (p *re-payment and advances*) e zingenziwanga ekupheleni k onyaka zenziwa kwingxelo yobume bemali kwindleko.

4.4 Iimali ezifunyenweyo

Iimali ii- *Receivables* ezi bandakanywe kwi ngxelo yo bume bem ali zivela kwi intlawulo zekheshi (*cash payments*) ezenziweyo ezinako ukufunyanwa k wezinye i inkampani/amaziko ac haphazelekayo (*another party*) okanye kwiintengiso zeempahla/kwiinkonzo ezenziweyo.

Iimali ii- *Receivables* ezingekahlawulwa ekupheleni konyaka kwakunye nenzala ethe yenzeka ziyabhalwa kwingxelo yobume bemali kwindleko.

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4.5 Iintlawulo zotyalo-mali

Iintlawulo zotyalo-mali ii-*Capitalised investments* ziboniswa kwindleko kwingxelo yobume bemali.

Utyalo-mali luvavanyelwa ilahleko engumonakalo (*impairment loss*) kwithuba ngalinye kukho ukutshintsha kwiimeko ezinokwalatha ukuba utyalo-mali lunokungahambi kakuhle. Nayiphi na ilahleko ibandakanyiwe kwingcaciso yokucacisa oku.

4.6 Ii-inventri

Ii-inventri ezifanekileyo ukuthathelwa ingqalelo maziqale ziboniswe kwiindleko. Apho ii-inventri zifunekayo ngaphandle kweendleko, okanye ukuthathelwa ingqalelo kwa zo okubonakalayo, indleko ya zo iya kuba yeyexabiso elamkelekileyo ngolo mhla wokufunyanwa kwalo.

Zonke ii-ayithem ze-inventri (*inventory items*) ekupheleni konyaka ziboniswa kusetyenziswa ifomula eyi-*weighted average cost okanye iFIFO cost formula*.

4.7 Ii-Capital assets

4.7.1 Ii-asethi ezinokushenxiseka (*movable assets*)

Ukurekhodwa okokuqala (*Initial recognition*)

I-*capital asset* iyarekhodwa yakufunyanwa kwiindleko (*on receipt of the item at cost*). Ixabiso le-asethi (*asset*) icaciswa njengexabiso li phelele le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, i-*capital asset* enokususwa (*movable capital asset*) icaciswa ngokwexabiso elamkelekileyo. Apho ixabiso elamkelekileyo lingenako uqinisekiswa, i-*capital asset* ibandakanywa kwiirejista yee-asethi kwi-R1.

Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 zibandakanywa kwiirejista yee-asethi kwi-R1.

Inkcitho ethi ilandele

Inkcitho ethi ilandele ka mva (*subsequent expenditure*) yo hlobo oluyimali irekhodwa kwngxelo yokusetyenziswa kwemali njengenkcitho ye-asethi eyimali ize ifakwa kwiirejista ye-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwinkcitho "njengempahla neenkonzo" kwingxelo yobume bemali.

4.7.2 Ii-asethi ezingenakushenxiseka (*Immovable assets*)

Ukurekhodwa okokuqala (*Initial recognition*)

I-asethi eyimali (*capital asset*) iyarekhodwa yakufunyanwa njengendleko (*on receipt of the item at cost*). Ixabiso le-asethi libhalwa njengexabiso liph elele lo kuth engiweyo (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, ii-asethi ezingenakushenxiseka (*immovable capital asset*) zibhalwa ngokweR1 ngaphandle kokuba ixabiso elamkelekileyo le-asethi liqikelelwe ngokuthembekileyo.

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Ukurekhodwa okulandelayo (*Subsequent recognition*)

Umsebenzi o saqhutywayo wo hlobo lwee-asethi ez iyimali (*capital nature*) uyarekhodwa k wingxelo yokusetyenziswa kw emali nj engenkitho e yi-“*expenditure for capital asset*”. Kw ezigqityiweyo i projekthi, iindleko ezipheleleyo zeprojekthi zibandakanyiwe kwirejista yee-asethi yesebe elinelungelo ngokomthetho kulo asethi okanye isebe lephondo lemisebenzi yoluntu.

Ukulungisiswa nok ulondolozwa k wezakhiwo (*repairs and maintenance*) k ufakwa k winkcitho “njengempahla neenkonziso” kwingxelo yokusetyenziswa kwemali.

5. Iintlawulo ezingamatyala afanele ukuhlawulwa (*Liabilities*)

5.1 Iimali ezihlawulwayo (*Payables*)

Iimali ezihlawulwayo ezithathelwa ingqalelo ub ukhulu becala zi qulethe i zixa ez ingamatyala kw amanye amasebe k arhulumente (*governmental entities*). Ezi nt lawulo zit hathelwa i ngqalelo kwiindleko ezinika imbali (*historical cost*) kwi *Statement of Financial Position*.

5.2 Amatyala azii-Contingent liabilities

Ii-Contingent liabilities zibandakanyiwe kum anqaku acacisa ok u (*disclosure notes*) kwiingxelo z ezemali (*financial statements*) apho ku nokwenzeka ukuba izibo nelelo ze zoqoqosho zino kuphuma kwise be (*flow from the department*), okanye xa ukukhutshwa kwezibonelelo zezoqoqosho (outflow of economic benefits) okanye uk wenziwa kw eenkonzo (*service potential*) kun okwenzeka ko dwa ku ngenako u kulinganiselwa ngokuthembekileyo.

5.3 Ii-Contingent Assets

Ii-asethi ii-Contingent assets zibandakanyiwe kwingcaciso (*disclosure notes*) kwiingxelo zezemali apho kunokwenzeka ukuba izibonelelo zezoqoqosho ezingenileyo ziye kungena kwi-entity elisebe.

5.4 Iimali ezabelwe iinjongo ezithile (*Commitments*)

Iimali eza belwe iinjongo ezit hile azit hathelwa ng qalelo kwingxelo yobume bem ali njengetyala okanye inkcitho (*liability or as expenditure*) k wingxelo y okusetyenziswa k wemali k odwa zi bandakanyiwe kwingcaciso (*disclosure notes*).

5.5 Iimali ii-Accruals

Ii-accruals azithathelwa ngqalelo kwingxelo yobume bemali njengematyala okanye inkcitho (*liability or as expenditure*) kwingxelo yokusetyenziswa kwemali) kodwa zibandakanyiwe kwingcaciso (*disclosure notes*).

5.6 Izibonelelo zabaqeshwa

Izibonelelo z abaqeshwa z ethutyana ezikhokelela k wesi si nyanzeliso s isemthethweni okanye kwisinyanzeliso sem vumelwano (*legal or constructive obligation*) ziyachazwa kwingcaciso (*disclosure notes*) kwi ingxelo zez emali. Ezi zixa azit hathelwa ng qalelo kwingxelo y okusetyenziswa kwemali ok anye kwingxelo yobume bemali.

5.7 Iimali ezabelwe ukuqeshisa (*Lease commitments*)

Ukuqeshisa kwezemali

Ukuqeshisa k wezemali (*Finance leases*) akuthathelwa ng qalelo nj engee-asethi na matyala kwi ngxelo yemeko yezemali. Iintlawu lo zokuqeshisa kwezem ali (*finance lease payments*) z ithathelwa i ngqalelo njengenkitho kwi ngxelo yo kusetyenziswa kwemali (*statement of financial performance*) kwaye za biwa

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phakathi kwezixa eziyikhapitali neziyinzala (*capital and the interest portions*). Amatyala azii-finance lease liability ayachaza kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

lingqeshiso ezisebenzayo (Operating lease)

Intlawulo zeengqeshiso ezisebenzayo (*Operating lease payments*) zitathelwa i ngqalelo njengenkcitho kwiingxelo yokusetyenziswa kwemali. Iimali ii-operating lease commitments ziyachazwa kwiingxelo zezemali (*disclosure notes*) kwiingxelo zezemali.

5.8 Izibonelelo (Provisions)

Izibonelelo zi chazwa kw ingcaciso xa k ukho is inyanzeliso esisemthethweni ok anye isinyanzeliso semvumelwano (*legal or constructive obligation*) zo kuphulukana nezibonelelo ze zoqoqosho ngen xa yezehlo zethuba langaphambili kwaye kusenokwenzeka ukuba ukuphuma kwezibonelelo njengezibonelelo zezoqoqosho kuy a kuba yimfuneko ukuhlawula eso si nyanzeliso kw aye u qikelelo oluthembekileyo lunokwenziwa ngeso sinyanzeliso.

6. Iimali ezifunyenweyo zengeniso yesebe (Receivables for departmental revenue)

Ii-Receivables zen geniso y esebe ziy achazwa kw ingcaciso k wingxelo yok usebenza kw emali y aqho ngonyaka (*annual financial statements*).

7. Ii-asethi ii-Net Assets

7.1 Ii-Capitalisation reserve

Ii-capitalisation reserve ziqulethe ii-asethi zezemali (*financial assets*) kunye/okanye am atyala a vela kwithuba elingaphambili kokwenziwa kwengxelo yobume bemali nezithathelwa ingqalelo kwiingxelo yobume bemali ok okuqala kwit huba l okwenza i ngxelo la ngoku (*current reporting period*). Izix a zi hlawulwa kwi-capitalisation reserves xa zichaziwe kwithuba lokwenza ingxelo kwaye zihlawulwa kwi-Provincial Revenue Fund xa i-asethi eyi-underlining asset itshitshiswa kuze kufunyanwe iimali ezinxulumene nayo.

7.2 Iimali ezinokubuyiswa (Recoverable revenue)

Izixa zitathelwa i ngqalelo njengeemali ezinokubuyiswa (*recoverable revenue*) xa kus enziwa ii ntlawulo kunyaka-mali wangaphambili xa zibuyiswa kwabanamatyala (*debtor*) kunyaka-mali omiyo (*current financial year*). Izi xa-mali z ihlawulwa kwiN gxowa-mali y eNgeniso ye Phondo xa zifu nyenwe oka nye zihlawulwe kwiingxelo yokusetyenziswa kwemali xa zicinyiwe.

8. Imicimbi yemali namaqela achaphazekelayo (Related party transactions)

Ingcaciso ec hanekileyo n gokumalunga n emicimbi y emali n amaqela achaphazekelayo (*related party transactions*) ibandakanyiwe kwiingcaciso echazayo.

9. Abasebenzi bolawulo abaphambili (Key management personnel)

Imbuyiselo e hlawulwa a basebenzi a bakulawulo a baphambili (*key management personnel*) kuqu ka amalungelo osapho apho kufanelekileyo, ibandakanyiwe kwiingcaciso echazayo.

10. Intsebenziswano neenkampani zabucala (Public private partnerships)

Ingcaciso y amalungiselelo ePPP, iifizi zem vumelwano (*contract fees*) n enkitho eyi-current and capital expenditure emalunga namalungiselelo ePPP ibandakanyiwe kwiingcaciso echazayo.

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1. Ulwabiwo-mali lonyaka (Annual Appropriation)

1.1 Ulwabiwo-mali lonyaka (Annual)

	Ulwabiwo lokugqibela 2009/10	limali kanye ezifunye-nweyo 2009/10	limali ezinga- biwanga/ ezinga- funya-nwanga 2009/10	limali ezabiweyo ezifunyenweyo 2008/09
IProgram	R'000	R'000	R'000	R'000
<i>Ezolawulo</i>	416,038	416,038	-	416,129
Imfundo yeSikolo sikarhulumente esiqhelekileyo	8,630,807	8,630,807	-	7,412,214
linkxaso-mali zeZikolo eziZimeleyo	55,522	55,522	-	48,406
Izikolo zemfundo eneemfuno ezizodwa zikarhulumente	626,223	626,223	-	509,592
IMfundo noQeqesho oluQhubekayo	368,917	368,917	-	346,469
IMfundo noQeqesho lwaBadala	29,479	29,479	-	27,887
Uphuhliso lwemfundo yaBasaqalayo	292,620	292,620	-	227,961
linkonzo eziNcedisayo neziNxulumene noko (<i>Auxiliary and Associated Services</i>)	244,206	244,206	-	217,430
Itotali	10,663,812	10,663,812	-	9,206,088
		Ingcaciso	2009/10	2008/09
			R'000	R'000

1.2 Igranti ephuma phantsi kwemiqathango**

igranti ezipheleleyo ezifunyenweyo	32	302,772	298,188
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(**Makuqatshelwe ukuba iigranti ezikhuth swa phantsi kwemiqathango (*Conditional grants*) zibandakanyiwe kwizixa kuLwabiwo loKugqibela (*Final Appropriation*) kwi-Nqaku 1.1)

2. Izimali zesebe (Departmental Revenue)

Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii- <i>capital assets</i>	2.1 9,127	8,297
lifayini, izohlwayo neemali ekuphulukenwe nazo	2.2 383	382
Inzala, izahlulo nerenti yemihlaba	2.3 1,394	1,227
li-Financial transactions kwii-asethi nasematyaleni (<i>assets and liabilities</i>)	2.4 15,843	12,639
Izimali (revenue) eziqokelelweyo	26,747	22,545
Thabatha izimali ezizesebe eziqikelelweyo kulwabiwo-mali	14 23,691	22,545
Izimali zesebe (Departmental Revenue) eziqokelelweyo	3,056	-

**2.1 Ukuthengiswa kweempahla neenkonzo ngaphandle
kwee-asethi ii-capital assets**

lintengiso zeempahla neenkonzo eziveliswa lisebe	2	9,044	8,297
lintengiso ngamaziko eentengiso (<i>market establishment</i>)	9,044		8,297
lintengiso zezinye iimpahla ezifane ne-zinto ezilahliweyo (<i>scrap</i>), inkunkuma nezinye izinto ezizimpahla ezisetyenzisiweyo	83		-
Itotali		9,127	8,297

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	Ingcaciso	2009/10 R'000	2008/09 R'000
2.2	lifayini, izohlwayo neemali ezinikezelwa njengentlawulo eyimali ekuphulukenwe nayo (<i>forfeits</i>)		
	lifayini	383	382
	Itotali	383	382
2.3	Inzala, izahlulo nerenti yemihlaba		
	Inzala	1,394	1,227
	Itotali	1,394	1,227
2.4	Imicimbi yemali (<i>Financial transactions</i>) kwii-asethi nasematyaleni (<i>assets and liabilities</i>)		
	Ezifunyenweyo	4,184	-
	Iitshekhhi ezigqithelwe lixesha (<i>Stale cheques</i>) zibhalwe ngemva	-	(28)
	Ezinye iiRisithi kubandakanywa ii <i>Recoverable Revenue</i>	11,659	12,667
	Itotali	15,843	12,639
3.	Ukubuyiselwa kwabaqeshwa imali		
3.1	Imivuzo nemirholo (<i>Salaries and wages</i>)		
	Umvuzo oyintsusa	6,188,623	5,308,791
	Ibhaso lentsebenzo	20,289	11,224
	Esekelwe kwiNkonzo	8,369	22,570
	Eyimbuyiselo / Eyemeko-bume ezithile	80,898	75,403
	Iintlawulo zamathuba athile	10,334	12,705
	Ezinye izibonelelo ezingatsalelwa rhafu	855,845	746,654
	Itotali	7,164,358	6,177,347
3.2	Iintlawulo zezentlalo eziyiminikelo (<i>Social Contributions</i>)		
	Iintlawulo zomqeshi		
	Iipenshini	694,823	592,975
	Isikim soncedo lonyango	353,264	317,019
	IBhunga loThetha-thethwano phakathi kwabasebenzi nabaqeshi (<i>iBargaining council</i>)	4	-
		462	454
	Iimanyano nemibutho esemthethweni	1,932	1,895
	Itotali	1,050,485	912,343
	Itotali yokubuyiselwa kwabaqeshwa imali	8,214,843	7,089,690
	Inani labaqeshwa eliyi-avareji	40,558	39,949

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	Ingcaciso	2009/10 R'000	2008/09 R'000
4. Iimpahla neeNkonzo			
Intlawulo zolawulo		888	932
Upapasho		4,638	11,909
li-asethi ezingaphantsi kwe-R 5, 000	4.1	13,660	22,062
liBhasari (zabaqeshwa)		24,276	17,924
linkonzo zokutyisa (<i>Catering</i>)		6,018	-
Ezonxibelelwano		12,468	11,305
linkonzo zeKhompyutha	4.2	9,887	16,565
linkonzo zabacebisi, ezeekhontraka (<i>contractors</i>) nee-arhente zangaphandle (<i>outsourced services</i>)	4.3	115,835	56,146
Ezolonwabo		338	226
Iindleko zokuphicothwa kweencwadi zemali – iinkonzo zangaphandle	4.4	8,283	7,842
I-inventri	4.5	361,364	327,801
Iingqeshiso ezisebenzayo		6,602	6,293
Inkcitho ngepropati eyeyesebe okanye eqeshisayo	4.6	174,847	120,519
Izithuthi ezibonelelwa njengenxalenye yemisebenzi yephondo		147,691	113,101
Ihambo nenkxaso	4.7	58,505	58,553
Iindawo nezibonelelo (<i>facilities</i>)		17,786	20,689
Uqeqesho nophuhliso lwabasebenzi		20,161	19,441
Enye inkcitho yokusebenza	4.8	10,377	1,712
Itotali		993,624	813,020
4.1 li-asethi ezingaphantsi kwe-R 5, 000	4		
li-asethi eziphathekayo (<i>tangible</i>)		12,763	21,611
Oomatshini nezixhobo	12,763		21,611
li-asethi ezingaphathekiyo	897		451
Itotali		13,660	22,062
4.2 linkonzo zeKhompyutha	4		
linkonzo zeKhompyutha zeSITA		7,675	13,939
Ababoneleli-nkonzo beekhompyutha bangaphandle	2,212		2,626
Itotali		9,887	16,565
4.3 linkonzo zabacebisi, ezeekhontraka (<i>contractors</i>) nee-arhente zangaphandle (<i>outsourced services</i>)	4		
linkonzo zoshishino nezeengcebiso	34,755		11,519
Iziseko noCwangciso	3,912		1,673
Iindleko zezomthetho	6,469		4,303
Iikhontraka	17,784		6,615
li-arhente nenkxaso/ iinkonzo zangaphandle	52,915		32,036
Itotali		115,835	56,146

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		Ingcaciso	2009/10 R'000	2008/09 R'000
4.4	Iindleko zokuphicothwa kweencwadi zemali – iinkonzo zangaphandle	4		
	Uphicotho-zincwadi lokuchaneka kwemigaqo (<i>Regularity audits</i>)	7,883		6,437
	Uphicotho-zincwadi lokusebenza kwemali (<i>Performance audits</i>)	328		1,315
	Olunye uphicotho-zincwadi	72		90
	Itotali		8,283	7,842
4.5	I-inventri	4		
	Izibonelelo zeLTSM		228,395	222,114
	Ukutya nezibonelelo zokutya		97,793	72,668
	Ezinye izinto ezisebenzisekayo		460	567
	Izibonelelo zolondolozo		21	-
	Izinto zokubhala nokuprinta		34,693	32,452
	Izibonelelo zonyango		2	-
	Itotali		361,364	327,801
4.6	Inkcitho ngepropati eyeyesebe okanye eqeshisayo	4		
	Iinkonzo zoomasipala		17,594	12,179
	Ulungiso noLondolozo lwePropati		122,943	-
	Okunye		34,310	108,340
	Itotali		174,847	120,519
4.7	Ilihambo nenkxaso	4		
	Ezangaphakathi		57,949	57,478
	Ezamazwe angaphandle		556	1,075
	Itotali		58,505	58,553
4.8	Enye incitho yokusebenza	4		
	Intlawulo zeMibutho yaBaqeqeshiweyo, nezobulungu		665	37
	Intlawulo zokuhlawula amatyala (<i>Resettlement costs</i>)		1,796	1,463
	Okunye		7,916	212
	Itotali		10,377	1,712
5.	Imicimbi yemali (<i>Financial transactions</i>) kwii-asethi nasematyaleni (<i>assets and liabilities</i>)			
	Iilahleko zezinto (<i>material resources</i>) ngenxa yolwaphulo-mthetho		4,464	322
	Ezinye izinto eziyilahleko	5.1	4,464	322
	Ezinye izinto eziyilahleko ezikhutshiweyo ezincwadini	5.2	187	501
	Amatyala akhutshiweyo ezincwadini	5.3	4,838	4,834
	Itotali		9,489	5,657

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		Ingcaciso	2009/10 R'000	2008/09 R'000
5.1	Ezinye izinto eziyilahleko	5		
	Ubunjani bezinye izinto eziyilahleko (<i>material losses</i>)			
	Isehlo	Amanyathelo oluleko athathiweyo/ linkqubo zezomthetho		
	lingozi zezithuthi zikaRhulumente (GG –accidents)		406	322
	Intlawulo engaphezulu kwi- <i>Overtrans Bus Co</i> (urhwaphilizo)		3,677	-
	li- <i>Laser Repair Specialist</i> (intlawulo kwi-akhawunti engeyiyo)		343	-
	VMS Nazo – urhwaphilizo		38	-
	Itotali		4,464	322
5.2	Ezinye izinto eziyilahleko ezikhutshiweyo ezincwadini	5		
	Ubunjani bezinye izinto eziyilahleko (<i>nature of losses</i>)			
	Amabango ngakurhulumente		100	-
	Inkcitho engagunyaziswanga (Irregular expenditure)		87	-
	Inkcitho engenanzuzo neyilahleko		-	501
	Itotali		187	501
5.3	Amatyala acinyiweyo	5		
	Ubunjani bamatyala acinyiweyo			
	Amatyala acinyiweyo anxulumene nenkcitho engagunyaziswanga (<i>irregular expenditure</i>)		-	1,705
	Irhafu yabaqeshwa		7	206
	Igaranti zikarhulumente		47	103
	Imivuzo engaphezu kwefanelekileyo		779	593
	Iibhasari		400	1,225
	Inzala ematyaleni		514	941
	Okunye		26	61
	Amasebe ethuba langaphambili (Ex-departments) - Ukulungisa umonakalo (<i>mopping-up</i>)		3,065	-
	Itotali		4,838	4,834
5.4	Ii-asethi ezicinyiweyo			
	Ubunjani bezo zicinyiweyo			
	Ifanitshala nezixhobo		138	-
	Izixhobo zekhompyutha		3,723	-
	Itotali		3,861	-
6.	Iimali ezihlawulwe ngekhompyutha neenkxaso-mali			
	li-arhente zesebe nee-akhawunti	IsiHlomelo 1A	4,604	4,255
	Amaziko angenzi ngeniso	IsiHlomelo1B	1,096,762	1,017,195
Amak	haya	IsiHlomelo 1C	63,180	55,673
	Itotali		1,164,546	1,077,123

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	Ingcaciso	2009/10 R'000	2008/09 R'000
7. Inkcitho yee-asethi ii-capital assets			
li-asethi eziphathekayo (tangible)		221,401	196,312
Izakhiwo nezinye izitraksha ezingenakususwa (fixed structures)	31	209,413	162,455
Oomatshini nezixhobo	29	11,988	33,857
I-software nezinye ii-asethi ezingaphathekiyo		9,410	10,676
Iindleko zophuhliso ezenziwe iKhaptali (Capitalised)		-	8,149
Isoftware yekhompyutha		9,410	2,527
Itotali		230,811	206,988
7.1 Inkcazo yezimali ezisetyenziselwa ukufumana ii-capital assets - 2009/10			
	limali ezabiweyo R'000	Uncedo R'000	Itotali R'000
li-asethi eziphathekayo (tangible)	221,401	-	221,401
Izakhiwo nezinye izitraksha ezingenakususwa (fixed structures) 209,	413	-	209,413
Oomatshini nezixhobo	11,988	-	11,988
I-software nezinye ii-asethi ezingaphathekiyo	9,410	-	9,410
Isoftware yekhompyutha	9,410	-	9,410
Itotali	230,811	-	230,811
7.2 Inkcazo yezimali ezisetyenziselwa ukufumana ii-capital assets - 2008/09			
	limali ezabiweyo R'000	Uncedo R'000	Itotali R'000
li-asethi eziphathekayo (tangible)	196,312	-	196,312
Izakhiwo nezinye izitraksha ezingenakususwa (fixed structures)	162,455	-	162,455
Oomatshini nezixhobo	33,857	-	33,857
I-software nezinye ii-asethi ezingaphathekiyo	10,676	-	10,676
Iindleko zophuhliso ezenziwe iKhaptali (Capitalised)	8,149	-	8,149
Isoftware yekhompyutha	2,527	-	2,527
Itotali	206,988	-	206,988
8. Imali ne-cash equivalents			
Imali neebhanki zorhwebo (Ezangaphakathil)		16,596	17,220
Itotali		16,596	17,220

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	INgcaciso	2009/10 R'000	2008/09 R'000
12. Utyalo-mali			
Olungelulo olwangoku			
Izabelo nezinye ii-equity			
<i>Sir David Harris Trust</i>		1	4
<i>JL Bisset Fund</i>		399	373
<i>Graham Civil Service Bursary Fund</i>		44	44
<i>Royal Reception Fund</i>		33	34
<i>School Building Fund</i>		12,994	12,051
Itotali		13,471	12,506
 Ucazululo ngotyalo-mali olungelulo olwangoku			
Imali eyibhalansi ekuqalwe kuyo		12,506	11,190
Izongelelo zemali		965	1,316
Ibhalansi ekugqityelwe kuyo		13,471	12,506
 13. Iimali ezabiweyo (voted funds) emazinikezelwe (surrendered) kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe kuyo		13,657	84,982
Iintlawulo ezihlawulweyo ezikwixelo yokusetyenziswa kwemali		50,499	13,610
Ezihlawulwe apha enyakeni		(13,658)	(84,935)
Ibhalansi ekugqityelwe kuyo		50,498	13,657
 14. Iimali zesebe (departmental revenue) emazinikezelwe kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe kuyo		6,194	3,351
Iintlawulo ezihlawulweyo ezikwixelo yokuSetyenziswa kweMali <i>(Statement of Financial Performance)</i>		3,056	-
Izimali ezizesebe eziqukiweyo kulwabiwo-mali		23,691	22,545
Ezihlawulwe apha enyakeni		(31,448)	(19,702)
Ibhalansi ekugqityelwe kuyo		1,493	6,194
 15. I-ovadrafti yeBhanki			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		13,838	5,491
Itotali		13,838	5,491
 16. Ezihlawulweyo-ezangoku			
Izixa ezibanjwa kwamanye amaziko Ukuhlawula ii-akhawunti		277	-
Ezinye ezihlawulwayo	16.1	5,888	29,958
	16.2	21	24
Itotali		6,186	29,982

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	Ingcaciso	2009/10 R'000	2008/09 R'000
16.1	Ukuhlawula ii-akhawunti ngokupheleleyo	16	
	Imivuzo: amatyala eepenshini	614	-
	Imivuzo (Sal): li-ACB recalls	886	1,974
	Imivuzo (Sal): irhafu yengeniso	3,029	119
	Imivuzo (Sal): ingxowa-mali yepenshini	203	468
	I-Salary reversal control	876	812
	Umvuzo:uncedo lonyango	137	26,480
	Ezinye ii-akhawunti zotsalo-mali	109	105
	Imivuzo: ityala lerhafu	34	-
	Itotali	5,888	29,958
16.2	Ezinye ezihlawulwayo payables	16	
	Izinto ngezinto	21	24
	Itotali	21	24
17.	Imali engenayo nephumayo eyi-Net cash flow efumanekayo xa kusenziwa imisebenzi		
I-	Net surplus kwiNxelo yoKusebenza kweMali ngasinye	53,555	13,610
li-	Add back non cash/cash movements ezingathathwa njengemisebenzi eyenziwayo (operating activities)	167,530	138,317
	Ukwanda kwiimali ezifunyenweyo – ezangoku	(14,849)	(2,683)
	Ukwanda kwiintlawulo zangaphambili nee-advances	(3,221)	1,428
	Ukuncipha kwiimali ezihlawulwayo – ezangoku	(23,796)	14,676
	Inkcitho yee-aseti ii-capital assets	230,811	206,988
Uku	nikezela kwi-Revenue Fund	(45,106)	(104,637)
	Izimali ezizesebe eziqukiweyo kulwabiwo-mali	23,691	22,545
	Imali eyi-Net cash flow efumanekayo xa kusenziwa imisebenzi	221,085	151,927
18.	Ukungqinelanisa i-cash necash equivalents ukwenzela iinjongo ze-cash flow		
I-Ak	hawunti eQhelekileyo neHlanganisiweyo kaPeymasta	(13,838)	(5,491)
	Imali neebhanki zorhwebo (Ezangaphakathi)	16,596	17,220
	Itotali	2,758	11,729

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	Ingcaciso	2009/10 R'000	2008/09 R'000		
19.	li-Contingent liabilities nee-Contingent Assets				
	li-Contingent liabilities Afanele				
	ukuhlawulwa				
	Ubunjani				
	ligaranti zemali-mboleko yeze- zindlu (<i>Housing loan guarantees</i>)	IsiHlomelo 2A	2,358	2,671	
	Amabango ngakwisebe	IsiHlomelo 2B	34,815	45,279	
	Amanye amasebe (imali eziyibhalansi zama-sebe asebenzi- sanayo ezingaqinisekiswa (<i>interdepart-mental unconfirmed balances</i>) Is	iHlomelo 4	1,632	4,926	
	Itotali		38,805	52,876	
20.	limali ezabelwe injongo ezithile (<i>Commitments</i>)				
	Inkcitho yangoku				
	Ezivunyiweyo nezineemvumelwano		199,781	220,166	
	Ezivunyiweyo kodwa ekungekho mvumelwano zazo		98,218	-	
			297,999	220,166	
	Inkcitho iCapital Expenditure				
	Ezivunyiweyo nezineemvumelwano		208,903	148,098	
	Ezivunyiweyo kodwa ekungekho mvumelwano zazo		249,811	72,516	
			458,714	220,614	
	Itotali yeemali ezabiweyo (<i>Commitments</i>)		756,713	440,780	
21.	li-Accruals				
	Ezidweliswe ngohlelo lwezoqoqosho	30 lintsuku	30+ lintsuku	Itotali	Itotali
	Iimpahla neeNkonzo	17,733	4,343	22,076	87,829
	limali ezihlawulweyo (<i>transfers</i>) neenkxaso-mali	20,284	2,921	23,205	22,528
	Izakhiwo nezinye izitraksha ezingenakususwa (<i>fixed structures</i>)	1,316	-	1,316	4,937
	Oomatshini nezixhobo	95	-	95	-
	I-Software nezinye ii-asethi ezingaphathekiyo	2	-	2	-
	Okunye	-	-	-	1,682
	Itotali	39,430	7,264	46,694	116,976
	Ezidweliswe ngenqanaba leprogram				
	Iprogram 1			10,637	26,780
	Iprogram 2			12,762	72,157
	Iprogram 3			-	675
	Iprogram 4			6,793	1,902
	Iprogram 5			-	117
	Iprogram 6			121	126
	Iprogram 7			11,836	8,800
	Iprogram 8			4,545	6,419
	Itotali			46,694	116,976
	Ibhalansi eziqinisekisiweyo namasebe		IsiHlomelo 4	383	-
	Ibhalansi eziqinisekiweyo namanye amasebe karhulumente		IsiHlomelo 4	-	481
	Itotali			383	481

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	Ingcaciso	2009/10 R'000	2008/09 R'000
22. Izibonelelo zabaqeshwa			
Amalungelo ekhefu		87,838	79,450
IBhonasi yenkonzo (Itshekhi ye-13)		246,631	205,248
Iimali ezabelwe ikhefu elihlawulelwayo (<i>capped leave</i>)		973,608	857,540
Ezinye		20,016	-
Itotali		1,328,093	1,142,238

- | |
|--|
| <p>1. Iikhredithi ze khefu ii-<i>negative leave credits</i> ngokumalunga nekamva lekhefu elithathiweyo ngok wengxelo yeengcombolo zekhefu, zezi zilandelayo:
Umjikelo wangoku wekhefu (<i>Current leave cycle</i>) -R483
Ikhefu elihlawulelwayo (<i>Capped leave</i>) - R2,718</p> <p>2. Isixa es iboniswa phantsi k o-"Ezinye" s iyimbuyiselo y abaqeshwa (<i>compensation of employee</i>). Uth elekiso lweminyaka yangaphambili k weli na ni li bandakanyiwe ph ants k o-"Ezinye" kwiNgcaciso y ee- <i>Accruals</i> njeng oko imb uyiselo yabaqeshwa yokuhlelwa ngokwezoqoqosho isusiwe phantsi kwee-"<i>Accruals</i>".</p> |
|--|

23. Iimali ezihlawulwe kwiingqeshiso

23.1 Inkcitho yeemali zengqeshiso

	Umhlaba R'000	Izakhiwo nezini- ye izitraksha ezingenaku- shenxiswa R'000	Oomatshini nezixhobo	Itotali R'000
2009/10				
Kungabi semva konyaka omnye (1)	-	-	1,619	1,619
Ngaphantsi konyaka omnye (1) kungabi kungabi semva kweminyaka emi-5	-	-	969	969
Itotali yeemali ezabelwe amatyala engqeshiso	-	-	2,588	2,588
2008/09				
Kungabi semva konyaka omnye (1)	-	-	1,369	1,369
Ngaphantsi konyaka omnye (1) kungabi kungabi semva kweminyaka emi-5	-	-	778	778
Itotali yeemali ezabelwe amatyala engqeshiso	-	-	2,147	2,147

23.2 Inkcitho yengqeshiso yezemali

	Umhlaba R'000	Izakhiwo nezini- ye izitraksha ezingenaku- shenxiswa R'000	Oomatshini nezixhobo	Itotali R'000
2009/10				
Kungabi semva konyaka omnye (1)	-	-	32	32
Itotali yeemali ezabelwe amatyala engqeshiso	-	-	32	32
KUTHATYATHWE: lindleko zezemali	-	-	1	1
Itotali yexabiso langoku leemali ezabelwe amatyala engqeshiso	-	-	31	31
2008/09				
Kungabi semva konyaka omnye (1)	-	-	348	348
Kungabi semva kweminyaka emi-5	-	-	172	172
Itotali yeemali ezabelwe amatyala engqeshiso	-	-	520	520
KUTHATYATHWE iindleko zezemali	-	-	520	520
Itotali yexabiso langoku leemali ezabelwe amatyala engqeshiso	-	-	-	-

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	INGcaciso	2009/10 R'000	2008/09 R'000
24. Inkcitho engagunyaziswanga (irregular expenditure)			
24.1 Ukungqinelanisa inkcitho engagunyaziswanga			
Imali eyibhalansi ekuqalwe ku:		2,361	5,181
Kongezwe: Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili		70	78
Kongezwe: Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili		760	256
Kuthatyathwe izixa-mali ezigunyazisiweyo		(364)	(1,449)
Kuthatyathwe izixa-mali ezingenakubuyiswa (ezingavunywanga)		(87)	(1,705)
		-	-
Inkcitho engagunyaziswanga ezilinde ukuvunywa (condonation)		2,740	2,361
Ucazululo (analysis) olulindele ukuvunywa ngokohlelo lweminyaka yobudala (per age classification)			
Unyaka omiyo		470	78
Iminyaka yangaphambili		2,270	2,283
Itotali		2,740	2,361

Makuqatshelwe

Uthelekiso luka-2008/09 luphindwe lwachazwa (*re-stated*) ngenxa yebhalansi ekuqalwe kuyo yeR5,199 eye yaphindwa yachazwa (*overstated*) nge-R18 n gokumalunga n amatyala eN kcitho en gaGunyaziswanga k u-2007/08. Ok u k wenzeke pha mbi k okuqala kwenkqubo echanekileyo yeNkcitho engaGunyaziswanga.

	2008/09 R'000
24.2 linkcukacha zenkcitho engagunyaziswanga –unyaka omiyo	
Isehlo	Amanyathelo oluleko athathiweyo/ linkqubo zezomthetho
<i>EMDC South Cape Karoo – Ukuthengwa kweempahla neenkonzo</i>	70
<i>Sechaba Protection Services</i>	34
<i>HFF Lupkom Furniture Manufacturers</i>	326
<i>Iindawo neZibonelelo - I-ofisi yeSithili seMfundo iCape Winelands</i>	2
<i>Ezehambo neeNkxaso engagunyaziswanga- Kleynhans</i>	2
<i>Izitenxo zeethenda -Imveliso zeeNkonzo</i>	10
<i>Izitenxo zeethenda - Ii-ofisi zezithili zeMfundo -Overberg & Winelands</i>	379
<i>Intlawulo engaphezu kwefanelekileyo – engaphezu kwe- 30% yomvuzo – UNdlunkulu</i>	7
	830
24.3 linkcukacha zenkcitho engagunyaziswanga evunyiweyo	
Isehlo	Ivunye (ngabasemagunyeni okuvuma inkcitho)
<i>Sechaba Protection Services</i>	34
<i>HFF Lupkom Furniture Manufacturers</i>	326
<i>JG Gaffely</i>	4
	364

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**24.4 linkcukacha zenkcitho engagunyaziswanga enokubuyiswa (*recoverable*)
(engavunywanga)**

Isehlo **Ivunywe (ngabasemagunyeni okuvuma inkcitho)**

SAEP - Brainy Bunch – ifizi zootitshala

(87)

(87)

24.5 linkcukacha zenkcitho engagunyaziswanga ephantsi kophando

Isehlo

EMDC South Cape Karoo - Ukuthengwa kweempahla neenkonzos 70

Iindawo neZibonelelo - I-ofisi yeSithili seMfundo iCape Winelands 2

Ezeehambo nenkxaso ezingagunyaziswanga - *Kleynhans* 2

Izitenxo zeethenda -limveliso zeeNkonzo 10

Izitenxo zeethenda -Izithili zeMfundo iOverberg & Winelands 379

Intlawulo engaphezu kwefanelekileyo – engaphezu kwe- 30% yomvuzo – 7

UNdlunkulu

470

Ingcaciso

**2009/10
R'000**

**2008/09
R'000**

25. Inkcitho engenanzuzo neyilahleko

25.1 Ukungqinelanisa inkcitho engenanzuzo neyilahleko engagunyaziswanga

Imali eyibhalansi ekuqalwe kuyo - -

Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili - -

Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili 645 -

Kuthatyathwe izixa-mali ezigunyazisiweyo - -

Kuthatyathwe izixa-mali ezingenakubuyiswa (ezingavunywanga) - -

Inkcitho engagunyaziswanga ezilinde ukuvunywa (condonation) **645** **-**

Ucazululo (*analysis*) olulindele ukuvunywa ngokohlelo lwezoqoqosho

Unyaka omiyo 645 -

I- *Capital* - -

Intlawulo ngomatshini neenkxaso-mali - -

Itotali **645** **-**

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R'000**

25.2 Ucazululo lwenkcitho engagunyaziswanga engenakubuyiswa

Isehlo	Amnyathelo oLuleko athathiweyo/iinkqubo zomthetho	
Inzala ehlawulwe ku- <i>Eskom</i>		1
Intlawulo engaphezulu yesibonelelo sokubambela - <i>JEE Adams</i>		5
Usetyenziso olungagunyaziswanga lwezithuthi zeGG		537
Ukujongisiswa kokunqunyanyiswa kwabasebenzi		102
Itotali		645

Ukugqitha kumaxabiso eemvumelwano (*contract values*) kwiNgxelo yeGosa lezeMali (Accounting Officer's Report) kunyaka ophele nge-2009/10, malunga nokwakhiwa kwezikolo ezithile, o.k.t. *Delft Secondary School, Mfuleni Primary School, Kalkfontein Primary School, Du Noon-Inkwenkwezi Primary School*, kwanikwa ingxelo yokuba kwiimeko ezazikho apho ik ontraka yegqithisayo kwixabiso ukugqibezela iimvumelwano (*contracts*), i mali engaphezulu i ngathathwa nj engenkcitho engenanzuzo neyilahleko. Is ix es iyi-*conservative amount* senkcitho engenanzuzo neyilahleko enikubakho siqikelelwa kwi-R1,75 yezigidi. Nakuba kunjalo, oku kuxhomekeke ekubeni kukho isixa esinokubangwa esinokufunyanwa kwigaranta (*claim receivable from guarantor*). Umhla wenkundla weBango leGqwetha likaRhulumente (*State Attorney claim*) ngu-2012. Ibango ngakwikontraka lixhomekeke kwisiphumo sebango legaranti (*outcome of the guarantee claim*).

26. Imicimbi yemali namasebe/namaziko anxulumene neWECD (Related party transactions)

Okunye

- Ngokwenkcazelo yamasebe anxulumene neWCED (*related parties*), izikolo zikarhulumente eziqhelekileyo zithathwa njengeqela elinxulumeneyo (*related party*) kwaye imicimbi yemali emalunga noku ichazwe kwisiHlomelo 1B.2
- Isebe i ifumane i inkonzo is ebe k ula ma qela ac haphazelekayo apha eny akeni nanxulumene nesebe n jengoko kucacisiwe:
- 1 ISebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni (*Western Cape Department of Transport and Public Works*) (DTPW).
ISebe elikwisakhiwo esisetyenziswa liSebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni mahala
- 2.2 I-Ofisi yeSebe loMphathiswa eNtshona Koloni (*Western Cape Department of the Premier*)
Isebe lisebenzise amaseko anxulumene ne-IT abonelelwa yi-Ofisi yeSebe loMphathiswa eNtshona Koloni mahala.

	Inani labantu	2009/10 R'000	2008/09 R'000
27. Abasebenzi bolawulo abaphambili (Key management personnel)			
Abasezikhundleni zezopolitko (<i>Political office bearers</i>)	2	1,355	943
Amagosa:			
Amanqanaba 15 ukuya ku-16	7	5,228	5,715
Inqanaba 14 (kuquka CFO ukuba bakwinqanaba elisezantsi)	11	8,011	5,738
Amalungu osapho abasebenzi bolawulo abaphambili (<i>key management personnel</i>)	11	2,783	2,819
Itotali		17,377	15,215
28. Izibonelelo (Provisions)			
Amatyala asenokwenzeka angenakubuyiswa			
Amatyala afunyenwe kumasebe angaphambili		-	818
Amatyala abasebenzi		2,776	4,880
Amanye amatyala		20,254	31,655
Itotali		23,030	37,353

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	Inani labantu	2009/10 R'000	2008/09 R'000
29. Izehlo ezingezizo ezohlenga-hlengiso emva komhla wokunika ingxelo			
Ukutshintshwa k we- <i>Internal Audit and Risk Assessment Unit</i> ukusuka kwisebe lemfundo i <i>WCED</i> ukuya kwiSebe leNkulumbuso (<i>Department of the Premier</i>) ukususela kwi- 1 Apreli 2010 ngenxa yenkqubo y ohlenga-hlengiso (<i>modernisation process</i>), ku be nesiphumo se bhajethi yo tshintsho (<i>budget shift</i>) y ezigidi eziyi-R5,859.		5,859	-
Itotali		5,859	-

30. Ii-Capital assets eziPhathekiyo ezinokuShenxiswa
Utshintsho kwii-capital assets ezinokushenxiswa eziphathekayo ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2010

	Imali eyibhalansi ekusalelwe kuyo	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongapha-mbili	Izongeze-lelo	Ezichithiwe-ye	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
Oomatshini neziXhobo	52,839	(20)	12,107	6,652	58,274
Ii-asethi zezoThutho	13	-	220	181	52
Izixhobo zeKhompyutha	40,740	(2,941)	6,962	4,144	40,617
Ifanitshala nezixhobo ze-ofisi	12,086	(295)	4,165	2,327	13,629
Abanye oomatshini nezixhobo	-	3,216	760	-	3,976
Itotali yee-capital assets eziphathekayo ezinokushenxiswa	52,839	(20)	12,107	6,652	58,274

30.1 Izongezelelo
Utshintsho kwii-capital assets eziphathekayo ezinokushenxiswa ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2009

	Imali	Okunge-yomali (kheshi) (Non- cash)	Iindleko ezimiyo zomsebenzi wophuhliso oqhubeke-kayo	Ezifunye-weyo, ezimiyo ezingahlawul- wanga (Unyaka omiyo ohlawulweyo, ezifunyenwe kunyaka ongaphambili)	Itotali
	R'000	R'000	R'000	R'000	R'000
Oomatshini neziXhobo	11,988	119	-	-	12,107
Ii-asethi zezoThutho	181	39	-	-	220
Izixhobo zekhompyutha	6,918	44	-	-	6,962
Ifanitshala nezixhobo ze-ofisi		36	-	-	4,165
Abanye oomatshini nezixhobo		-	-	-	760
Itotali yee-Capital Assets eziPhathekayo ezinokushenxiswa (Movable Tangible Capital Assets)	11,988	119	-	-	12,107

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	Inani labantu	2009/10 R'000	2008/09 R'000	
30.2 Ezichithiweyo				
Utshintsho kwii-capital assets eziphathekayo ezinokushenxiswa ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2010				
	Ezithengiselwe imali	Ezigqithisiweyo okanye ezitshatyalalisiweyo okanye ezicinyiweyo (scrapped)	Itotali yezichithiweyo	Imali efunyenweyo Eyiyo
	R'000	R'000	R'000	R'000
Oomatshini neziXhobo	3,861	2,791	6,652	-
li-asethi i zezoThutho	-	181	181	-
Izixhobo zekhompyutha	3,723	421	4,144	-
Ifanitshala nezixhobo ze-ofisi	138	2,189	2,327	-
Itotali yee-Capital Assets eziPhathekayo nezinokuShenxiswa (Movable Tangible Capital Assets)	3,861	2,791	6,652	-

30.3 Utshintsho (movement) -Iwango-2007/08				
Utshintsho kwii-capital assets eziPhathekayo ezinokuShenxiswa ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2009				
	Imali eyibhalansi ekuqalwe kuyo	Izongezelelo	Ezichithiweyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
Oomatshini neziXhobo	44,854	33,880	25,895	52,839
li-asethi zezoThutho	13	7,080	7,080	13
Izixhobo zekhompyutha	35,018	10,038	4,316	40,740
Ifanitshala nezixhobo ze-ofisi		16,762	14,499	12,086
Itotali yee-Capital Assets eziPhathekayo ezinokuShenxiswa (Movable Tangible Capital Assets)	44,854	33,880	25,895	52,839

30.4

li-asethi ezincinane

li-asethi ezincinane zesebe nge- 31 Matshi 2010

	li-asethi ezingaphathekiyo	li-asethi ezililifa	Oomatshini nezixhobo	li-asethi ezi-biological	Itotali
li-asethi ezincinane	1,305	-	22,783	-	24,088
Itotali	1,305	-	22,783	-	24,088
Inani lee-asethi ezincinane kwiindleko	295	-	36,314	-	36,609
Itotali	295	-	36,314	-	36,609

30.5 li-asethi ezincinane zesebe nge-31 Matshi 2009					
	li-asethi ezingaphathekiyo	li-asethi ezililifa	Oomatshini nezixhobo	li-asethi ezi-biological	Itotali
	R'000	R'000	R'000	R'000	R'000
li-asethi ezincinane	408	-	21,564	-	21,972
Itotali	408	-	21,564	-	21,972
Inani lee-asethi ezincinane	23	-	39,377	-	39,400
Itotali	23	-	39,377	-	39,400

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31. Ii-Capital assets ezingaphathekiyo

Utshintsho kwii-capital assets ezinokushenxiswa ezingaphathekiyo ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2010

	Imali eyibhalansi ekuqalwe kuyo	Ungqinelwan o lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphamb	Izongeze-lelo	Ezichithiweyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
lindleko zoPhuhliso eziCapitalised	-	-	3,791	-	3,791
I-Software yeKhompyutha	2,817	-	9,410	-	12,227
Itotali ye-capital assets ezingaphathekiyo	2,817	-	13,201	-	16,018

31.1 Izongezelelo

Utshintsho kwii-capital assets ezingaphathekiyo ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2010

	Imali	Okunge- yomali (kheshi) (Non- cash)	(lindleko ezimiyo zomsebenzi wophuhliso oqhubeke-kayo	Ezifunye-weyo, ezi-miyo ezingahlawul-wanga (Unyaka omiyo ohlawulweyo, ezifun- yenwe kunyaka ongaphambili)	Itotali
	R'000	R'000	R'000	R'000	R'000
lindleko zoPhuhliso eziCapitalised	6,923	3,791	(6,923)	-	3,791
I-Software yeKhompyutha	9,410	-	-	-	9,410
Itotali ye-capital assets ezingaphathekiyo	16,333	3,791	(6,923)	-	13,201

31.2 Utshintsho (movement) lwango- 2008/09

Utshintsho kwii-capital assets ezingaphathekiyo ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2009

	Imali eyibha- lansi ekuqalwe kuyo	Izongeze-lelo	Ezichithi-weyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
I-Software yeKhompyutha	290	2,527	-	2,817
Itotali ye-capital assets ezingaphathekiyo	290	2,527	-	2,817

32. Ii-Capital assets eziPhathekayo eziNgenakushenxiswa

Utshintsho kwii-Capital assets eziPhathekayo neziNgenakushenxiswa ngokwerejista yee-asethi kunyaka ophela ngowe-31 Matshi 2010

	Imali eyibhalansi ekuqalwe kuyo	Ungqine-wano lonyaka omiyo ukuya kwiibha- lansi zonyaka ongaphamb-bili	Izongezelelo	Ezichithiweyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye izittraksha ezinge-nakususwa	-	-	560,000	560,000	-
Izakhiwo ekungahlalwayo kuzo	-	-	560,000	560,000	-
Itotali yee-asethi ezingenakushenxiswa eziphathekayo	-	-	560,000	560,000	-

32.1 Izongezelelo

Izongezelelo kwii-capital assets ezingenakushenxiswa eziphathekayo ngokwerejista yee-asethi kunyaka ophela nge-31 Matshi 2010

	Imali	Okungeyomali (kheshi) (Non- cash)	(lindleko ezimiyo zeMsebenzi yolwakhiwo eyenziwayo (Capital work-in- progress)	Ezifunye-weyo, ezi- miyo ezinga- hlawulwan-ga (Unyaka omiyo ohlawulweyo, ezifunyenwe kunyaka ongaphambili)	Itotali
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye izittraksha ezingenakususwa	209,413	416,753	(65,566)	-	560,600
Izakhiwo ekungahlalwayo kuzo	209,413	416,753	(65,566)	-	560,600
Itotali yezongezelelo kwii-asethi	209,413	416,753	(65,566)	-	560,600

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32.2 Ezichithiweyo

Ezichithiweyo kwii-capital assets ezinokushenxiswa eziphathekayo ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2010

	Ezithengi- selwe imali	Ezigqithisiwe yo okanye ezitshatyalali siweyo okanye ezicinyiweyo (scrapped)	Itotali yezichithiweyo		Imali efunyenweyo Eyiyo
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye izitraksha ezingenakuswa (fixed structures)	-	-	560,000	560,000	-
Izakhiwo ekungahlalwayo kuzo	-	-	560,000	560,000	-
Itotali yee-Capital Assets eziNgenakushenxiswa neziPhathekayo	-	-	560,000	560,000	-

32.3 Utshintsho (movement) lwango- 2008/09

Utshintsho kwii-Capital Assets eziNgenakushenxiswa neziPhathekayo ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2010

	Imali eyibhalansi ekuqalwe kuyo	Izongeze-lelo	Ezichithi-weyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
Izakhiwo nezinye izitraksha ezingenakuswa (fixed structures)	-	352,577	352,577	-
Izakhiwo ekungahlalwayo kuzo	-	352,577	352,577	-
Itotali yee-Capital Assets neziPhathekayo ezinokushenxiswa	-	352,577	352,577	-

33. IiNgxelo zeeigranti ephuma phantsi kwemiqathango ezifunyenweyo

IGAMA LESEBE	Ulwabiwo lweigranti						Ezichithiweyo			2008/2009
	Iigranti ze- Division of Revenue Act / ezePhon-do	Ii-Roll overs	Ezihlenga- hlengisi- weyo zeDoRA	Ezinye ezihle- nga- hlengisi- weyo	Itotali ekhoyo	Isixa esifunyenwe lisebe	Isixa esichithi- we lisebe	I-% yeemali ezikhoyo ezichithi-we lisebe	I-Division of Revenue Act	Izixa ezichithwe ngamaSebe
	R'000	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
I-HIV/AIDS	14,626	-	-	-	14,626	14,626	14,626	100	13,847	13,727
Iprogram iNational School Nutrition Programme	112,548	5,195	-	8	117,751	117,751	117,751	100	86,561	81,301
Iigranti zeFET	-	-	-	-	-	-	-	-	77,305	77,305
Iigranti yeziseko zophuhliso zePhondo	170,395	-	-	-	170,395	170,395	169,976	100	120,475	120,478
Itotali	297,569	5,195	-	8	302,772	302,772	302,353		98,188	292,811

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IsiHlomelo 1A

Iingxelo zeemali ezihlawulweyo kwii-arhente zamasebe nakwii-akhawunti

ISebe/ I-akhawunti ye- Arhente	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2008/2009
	<small>UMthetho woLwabiwo oluhlenga- hlengisiweyo</small>	<small>Ulwabiwo ii- Roll overs</small>	<small>Uhlenga- hlengiso</small>	<small>Itotali yezikhoyo</small>	<small>Eyiyo imali ehlawulweyo</small>	<small>I-% yeemali ezikhoyo ezihlawulweyo</small>	<small>UMthetho woLwabiwo- mali lokugqibela</small>
	R'000	R'000	R'000	R'000	R'000	%	R'000
I-SETA	4,604	-	-	-	4,604	100	4,255
Itotali	4,604	-	-	-	4,604		4,255

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IsiHlommel 1B

liNngxelo zeemali ezihlawulweyo kumaziko angenzi ngeniso (*non-profit institutions*)

Amaziko angenzi ngeniso	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2008/2009
	UMthetho woLwabiwo oluhlenga-hlengisiweyo	Ulwabiwo li-Roll overs	Uhlenga-hlengiso	Itotali yezikhoyo	Eyiyo imali ehlawulweyo	I-% yeemali ezikhoyo ezihlawulweyo	UMthetho woLwabiwo-mali
	R'000	R'000	R'000	R'000	R'000	%	R'000
Imali ezihlawulweyo							
Izikolo zikarhulumente eziqhelekileyo	661,145	-	(51,853)	609,292	604,506	99	553,673
IZikolo eziZimeleyo	55,907	-	(385)	55,522	55,522	100	44,119
Izikolo ezinabafundi abaneemfuno zemfundo ezizodwa	105,580	-	11,634	117,214	115,014	98	95,081
IiKholeji zeMfundo noQeqesho oluQhubekayo	163,016	-	953	163,969	163,969	100	186,057
ABET:Amaziko abucala	23,544	-	(966)	22,578	22,578	100	22,020
ECD: Izikolo zikarhulumente zeBakala R	76,494	-	12,947	89,441	89,441	100	81,790
ECD:Amaziko oluntu eBakala R	37,869	-	7,863	45,732	45,732	100	34,455
Itotali	1,123,555	-	(19,807)	1,103,748	1,096,762		1,017,195

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IsiHlommel 1C

liNngxelo zeeMali ezihlawulweyo kumakhaya (households)

Amakhaya	Ulwabiwo lweemali ezihlawulweyo				Inkcitho		2008/2009
	UMthetho woLwabiwo oluhlenga-hlengisiweyo	Ulwabiwo ii-Roll overs	Uhlenga-hlengiso	Itotali yezikhoyo	Eyiyo imali ehlawulweyo	I-% yeemali ezikhoyo ezihlawulweyo	Eyona nkcitho kanye
	R'000	R'000	R'000	R'000	R'000	%	R'000
Imali ezihlawulweyo							
Izibonelelo zezeNtalo zabaqeshwa (Employee Soc Benefits):	-	-	27,766	27,766	27,766	100	18,722
Ikhefu esisipho (Leave Gratuity)							
Izibonelelo zezeNtalo zabaqeshwa (Employee Soc Benefits):	18,764	-	(18,203)	561	561	100	3,505
Izibonelelo zomhlala-phantsi							
Izibonelelo zezeNtalo zabaqeshwa (Employee Soc Benefits):	-	-	2,113	2,113	2,113	100	2,989
Ipakeji yokuqhawula inkonzo okuqawa ngabasebenzi							
IiBhasari (abangengobaqeshwa)	31,928	-	173	32,101	32,101	100	28,415
Amabango ngakurhulumente (ikheshi)	-	-	449	449	449	100	1,403
Izenzo zemfesane	-	-	44	44	44	100	6
Izipho-mali neZipho (ikheshi)	-	-	-	-	-		634
Izibonelelo zezeNtalo zabaqeshwa (Employee Soc Benefits):	1,243	-	(1,097)	146	146	100	-
Ukwenzakala emsebenzini							
Itotali	51,935	-	11,245	63,180	63,180		55,674

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IsiHlomelo 1D

liNgxelo zezipho, izipho-mali (*donations*) neemali zenkxaso (*sponsorships*) ezifunyenweyo

Igama lombutho	Uhlobo lwesipho, izipho-mali okanye iimali zenkxaso	2009/10	2008/09
		R'000	R'000
Ezifunyenweyo			
Khanya I-	Smart-board	25	-
ABSA I-	Data projector	4	
ABSA I-	Hot water urn	1	-
ABSA I-	Microwave oven	1	-
Japanese NPO SPJD	libhasi ezi-3 zeLayibrari	39	-
Itotali		70	-

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IsilHlomelo 1F

liNgxelo zezipho, izipho-mali (*donations*) neemali zenkxaso (*sponsorships*) ezenziweyo neemali zezaphulelo (*remissions*), iimali zembuyiselo (*refunds*) neentlawulo ezenziweyo njengezenzo zemfesane (*act of grace*)

Udidi lwesipho, izipho-mali minikelo okanye iimali zenkxaso	2009/10	2008/09
	R'000	R'000
Ezihlawulwe ziyikheshi		
Ukuxhaswa kwe <i>Youth Festival Program 2009</i>	8	150
Itotali engekapheleli	8	150
 Iimali zezaphulelo (<i>Remissions</i>), iimbuyiselo neentlawulo ezenziwe njengezenzo zemfesane (<i>act of grace</i>)		
Parow East Primary School – lindleko zomngwabo kaS Dziba	23	6
Itotali engekapheleli	23	6
 Itotali	31	156

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IsilHlomelo 2A

**liNgxelo zeegaranti zezemali (*financial guarantees*) ezikhutshwe ukususela kwi-31 Matshi 2009 –
Ezengingqi (*Local*)**

Iziko/Ibhanki eliyigaranta (<i>guarantor</i>)	Igaranti emalunga	Isixa i- <i>guaranteed</i> capital amount esiyintsusa	Imali eyibhalansi ekuqalwe kuyo 1 Apreli 2009	Il-Guarantees draw downs apha enyakeni	Iintlawulo zegaranti eziyimbuyiselo leziyekisiweyo/ezin- c/shisiweyo/ezikhu- tshiweyo apha enyakeni	Ukuxatyiswa kwakhona (<i>Revalu- ations</i>)	Ibhalansi ekugqityelwe kuyo 31 Matshi 2010	Inzala eyi- <i>Guaranteed interest</i> yonyaka ophelileyo 31 Matshi 2010	lilahleko eziqatshe- weyo / ezingenabuyi swa o.k.t amabango ahlawulweyo
		R' 000	R' 000	R' 000	R' 000	R' 000	R' 000	%	R' 000
0001 - Standard Bank Of S.A. Limited		-	425	-	340	-	85	-	-
0003 - Nedbank Limited		-	20	-	-	-	20	-	-
0004 - Firstrand Bank Limited: First Na		-	1,374	-	28	-	1,346	-	-
0010 - Nedbank Ltd Incorporating B O E		-	11	-	-	-	11	-	-
0017 - Absa		-	478	155	62	-	571	-	25
0041 - Old Mutual Finance Limited		-	49	-	-	-	49	-	-
0052 - Peoples Bank Limited (Former Fbc		-	37	-	-	-	37	-	-
0053 - Nedbank Limited Incorporating Nb		-	43	-	13	-	30	-	-
0055 - Old Mutual Bank Div. Of Nedbank		-	61	-	25	-	36	-	22
0444 - Boe Bank Limited		-	16	-	-	-	16	-	-
0516 - Green Start Home Loans (Pty)Ltd		-	90	-	-	-	90	-	-
0530 - National Housing Finance Corporation		-	67	-	-	-	67	-	-
Itotali		-	2,671	155	468	-	2,358	-	47

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IsiHlommel 2B

Ingxelo yamatyala azii-contingent liabilities ukususela ngowe-31 Matshi 2010

Uhlobo lwetyala (<i>Liability</i>)	Ibhalansi ekuqalwa kuyo 1 Apreli 2009 R'000	Amatyala ahlawulwe apha enyakeni R'000	Amatyala ahlawulweyo/ ayekiweyo/ ancitshisiweyo apha enyakeni R'000	Amatyala anokubuyiswa (Nika iinkcukacha apha ngezantsi) R'000	Ibhalansi ekugqityelwe kuzo 31 Matshi 2010 R'000
Amabango ngakurhulumente					
Awahluka-hlukeneyo	31,006	12,904	9,095	-	34,815
Itotali	31,006	12,904	9,095	-	34,815

Makuqatshelwe

Ibhalansi ekugqityelwe kuyo ku-2008/09 ibe yi-R45,279. Nakuba kunjalo, ibhalansi ekuqalwe kuyo ye-R31,006 kunyaka ekunikwa ngawo ingxelo ayingqinelani nale bhalansi. Umahluko ubangelwe kukungqinelaniswa kwebhalansi ekuqalwe kuyo kunye namatyala ii-*individual litigation cases*, e kuthe e mva k wawo k wafunyaniswa uk uba a manye am atyala achazwe ngok ungachanekanga k waye k e ngok o makalungiswe.

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
ophele ngowe-31 Matshi 2010**

**IsiHlommel 3
Amabango anokubuyiswa**

Amasebe karhulumente	libhalansi eziqinisekisiweyo ezingakahlawulwa		libhalansi ezingaqinisekiswa ezingakahlawulwa		Itotali	
	31/03/2010	31/03/2009	31/03/2010	31/03/2009	31/03/2010	31/03/2009
	R'000	R'000	R'000	R'000	R'000	R'000
ISebe						
ISebe leMfundo kuzwelonke	-	67	76	-	76	67
ISebe leMfundo leMpuma Koloni	-	-	380	1,754	380	1,754
ISebe lezeMali zePenshini (Dept. of Finance Pensions) ePitoli (GEPF)	-	-	110	-	110	-
ISebe leMfundo laseGauteng (JED)	-	-	74	17	74	17
ISebe lezeMisebenzi kuZwelonke (National Department of Labour) (DLB)	-	-	-	19	-	19
NAT: Statistics SA (DSS)	-	-	64	-	64	-
I-ELRC (Electoral Labour Resolution Council)	-	809	-	459	-	1,268
I-SADTU (South African Democratic Teachers Union)	-	-	-	511	-	511
CTPA (Cape Teachers Professional Ass.)	-	-	99	85	99	85
ISebe leeNkonzo zoLuleko (DCS)	-	-	-	38	-	38
I-Public Allied Workers Union S.A.	-	-	-	31	-	31
ISebe likaRhulumente weNgingqi laseNtshona Koloni (WC Department of Local Government (WGA)	-	-	-	1	-	1
ISebe loKhuseleko loLuntu lwaseNtshona Koloni) (WC Dept. Community Safety (WSL)	-	2	11	-	11	2
ISebe lezoLimo leNtshona Koloni WC (Dept. of Agriculture) (WLA)	-	20	-	-	-	20
Isebe lezeMpilo (Dept. Health) (WHW)	-	40	312	-	312	40
ISebe leMicimbi yezeNkcubeko (Cultural Affairs (WAC)	-	-	1	149	1	149
ISebe loMphathiswa (Dept of the Premier) (WAM)	-	-	35	5	35	5
I-Clanwilliam Secondary (WED)	-	-	-	160	-	160
ISebe leZothutho neMisebenzi kaRhulumente leNtshona Koloni	-	-	87	301	87	301
NAT: Justice & Const. Dev (DJC)	-	-	8	-	8	-
Volmoed Primary School (WED)	-	-	115	-	115	-
Izikolo eZahlukileyo zaseNtshona Koloni (Various Western Cape Schools (WED)	-	-	11,000	-	11,000	-
IBhunga lezoNyulo eliZimeleyo (Independent Electoral Council) (IEC)	-	-	46	-	46	-
NAT: ISebe loKhuseleko (Dept of Defence)	-	-	23	-	23	-
ISebe leMfundo loMntla Ntshona (NW: Department of Education)	-	-	18	-	18	-
Itotali	-	938	12,459	3,530	12,459	4,468

**IPHONDO LENTSHONA KOLONI
ISEBE LEMFUNDO
IBHAJETHI 5 EVUNYIWEYO**

**IZIHLOMELO KWIINGXELO ZEMALI ZONYAKA
ophele ngowe-31 Matshi 2010**

IsiHlomelo 4

Iintlawulo eziphakathi kwamasebe (Inter-Departmental Payables) – Ezikhoyo (Current)

Amasebe karhulumente	Ibhalansi eziqinisekisiweyo ezingakahlawulwa		libhalansi ezingaqinisekiswa		Itotali	
	31/03/2010	31/03/2009	31/03/2010	31/03/2009	31/03/2010	31/03/2009
	R'000	R'000	R'000	R'000	R'000	R'000
ISebe.						
Ezikhoyo						
ISebe leZothutho, iiNdlela neMisebenzi kaRhulumente leNtshona Koloni	-	-	-	4,179	-	4,179
ISebe lezoBulungisa noPhuhliso loMgaqo-siseko kuZwelonke	-	-	-	82	-	82
ISebe lezeMpilo laseNtshona Koloni	-	2	-	-	-	2
ISebe likaNondyebo lePhondo	-	-	-	274	-	274
ISebe loPhuhliso lweNtlobo yoLuntu laseNtshona Koloni (<i>WC Dept of Social Development</i>)	-	-	4	-	4	-
ISebe leMfundo kuZwelonke	-	-	-	3	-	3
ISebe leNkonzo ye-SAPS kuZwelonke	1	-	-	-	1	-
ISebe leMicimbi yezeKhaya	-	9	-	-	-	9
ISebe leMfundo lakwaKwazulu Natal	-	-	-	6	-	6
ISebe lobuRhulumente beNgingqi nezeZindlu ENtshona Koloni	-	74	-	-	-	74
ISebe lezoThutho neMisebenzi kaRhulumente leNtshona Koloni	350	311	-	-	350	311
ISebe loMphathiswa laseNtshona Koloni	-	-	48	364	48	364
ISebe leMfundo laseFree State	15	52	-	-	15	52
ISebe leMfundo laseMntla Koloni	-	33	-	-	-	33
ISebe leMfundo laseMpuma Koloni	-	-	-	18	-	18
ISebe likaNondyebo kuZwelonke	-	-	1,580	-	1,580	-
ISebe lezeMpilo leMpuma Koloni	17	-	-	-	17	-
Itotali	383	481	1,632	4,926	2,015	5,407

ICandelo 5 – ULawulo lwaBasebenzi

1. Inkqubo yokwenziwa kweenkonzo

Onke amasebe ku funeka aq ulunqe isiCwa ngciso so Phuculo loKwenziwa kwe eNkonzo (*Service Delivery Improvement Plan*) (*SDIP*). Ezi thebhile zilandelayo zibonisa i-SDIP yeSebe iWCED. Ezi theyibhile zilandelayo zibonisa ik homponenti y e-SDIP ye Sebe iWCED k wakunye n enkqubela eyenziweyo ukophumeza es i sicwangciso.

IThebhile 1.1: linkonzo eziphambili (*Main services*) ezibonelelwayo nemigangatho

linkonzo eziphambili	Abasebenzisi beenkonzo kanye	Abanokuba ngabasebenzisi beenkonzo abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
Ukubeka abantu phambili ngokwenza iinkonzo ezibonisa ukunonophela, ezibonisa ukuqeqeshelwa umsebenzi ezijoliswe kwabenzelwa iinkonzo				
Ukubonelela ngokufikelela kwingcaciso nengcebiso ngemiba yezibonelelo zeenkonzo neyemivuzo enge-na ngeZiko leeFoni nange <i>Walk-in Centre</i>	linqununu, ootitshala, abasebenzi bakarhulumente, uluntu	Ithagethi yabantu ekujoliswe kubo inye kwimiba emininzi	<ul style="list-style-type: none"> • Ukunciphisa ireyithi yenani leefoni “ezikhala zodwa ziqhawuke zingaphumelanga” liyokutsho ku-10% • Ukunciphisa ixesha lokulinda ifoni liyokutsho kwimizuzwana eyi-20. • Ii-imeyili ezamkelweyo zaze zaphendulwa • Ibhokisi yokufaka iimbono efumaneka kwiziko lewebhu • ICandelo lokuQinisekiswa koMgangatho – Icandelo leZikhalazo • Ukusebenzisa isistim yokubeka esweni esebenzisa ikhompyutha nesistim yovavanyo ukufaka igalelo ekuphuculweni kokwenziwa kweenkonzo (ukuqulunqwa kweendidi zemibuzo, iinkcukacha-manani nexesha eya kuba seyigqityiwe ngalo ukwenziwa inkonzo). • Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo. 	<ul style="list-style-type: none"> • Ireyithi yokukhala zodwa iifoni ziqhawuke zingaphumelanga kuphucukile apha enyakeni ukusuka ku-12.6% ukuya ku-7.6%, ukugqitha kwithagethi • IZiko leeFoni laBenzelwa iNkonzo laphucula ireyithi yokukhala zodwa iifoni ziqhawuke zingaphumelanga nangona kwabakho ukwanda kwiifoni ukusuka ku-133 206 ngo-2008/09 ukuya ku-140 257 ngo-2009/10. • Ukunciphisa ixesha elingumndilili wokulinda kokuphendulwa kweefoni ebudeni bonyaka ukusuka kwimizuzwana eyi-58 ukuya kwimizuzwana eyi-39 • Ii-imeyili ezamkelweyo zaze zaphendulwa • Ibhokisi yokufaka iimbono kwiziko lewebhu • ICandelo lokuQinisekiswa koMgangatho – Icandelo leZikhalazo • ISaveyi emalunga noLwaneliseko lwaBenzelwa iNkonzo eyaqhutywa ngo-2009 ukumisela iziseko ezandlalelayo (<i>baseline</i>) • Ukusebenzisa i-<i>Call Centre automation software</i> no-<i>Excel</i> ukufaka idatha ekhompyutheni yabenzelwa iinkonzo nabaze kufuna ukwenzelwa iinkonzo • Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo.

IThebhile 1.2: Amalungiselelo okuthetha-thethana nabasebenzisi beenkonzo (*customers*)

Uhlobo lokulungiselela	ABasebenzisi kanye	beeNkonzo	Abanokuba ngabasebenzisi beenkonzo abalindelekileyo	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa inkonzo				
ISaveyi emalunga noLwaneliseko lwaBenzelwa iNkonzo eyaqhutywa kwisampula yezikolo eziyi-290 ukuqaphela iimfuno zabenzelwa iinkonzo.	Ootitshala Abasebenzi benkonzo karhulumente. Imibutho yabasebenzi (limanyano) Amanye amasebe Abafundi Uluntu ngokubanzi Ababoneleli ngeenkonzo iiNGEOs/NGOs Amaziko abucala	Abazali	Abasebenzi Beziko leeFoni nabeWalk-in Centre basebenza iishifti ukuqinisekisa ukuqhubeka kokwenziwa kweenkonzo. Ii-Ofisi zeZithili zixhobisa abasebenzi ukwenzela ukuba baphendule ngqo kwiimfuno zabenzelwa iinkonzo. Kucetyiswa ukuba kuqulunqwe iTshatha eNtsha yoKwenziwa kweeNkonzo (New Service Delivery Charter) ukumisela iithagethi malunga namaxesha eempendulo kunye neenkonzo.	

IThebhile 1.3: Isicwangciso sokufikelela kwiinkonzo ezenziwayo

Isicwangciso sokufikelela	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa iNkonzo	
<ul style="list-style-type: none"> Inxaso emalunga neCandelo laBenzelwa iNkonzo Ukwandisa inani labasebenzi ngamaxesha engxakeko Impendulo ekhawulezileyo kwizicelo ezenziwa ngabenzelwa iinkonzo Ukulungisa ubugwenxa ngokwenza imbuyekezo, ngokusombulula okanye ngokwenza izilungiso. 	<ul style="list-style-type: none"> Xa kuyimfuneko, abasebenzi abongeziweyo basiwa kwiCandelo laBenzelwa iNkonzo ukuhlangabezana nemfuno eyandileyo Ngo-2009 ukusekwa kweeKomiti zeeSekethe kusondezele kufutshane nezikolo ukwenziwa kweenkonzo Ingxelo emalunga nokoniselwa kwabenzelwa iinkonzo yenze ukuba iSebe iWCED likwazi ukuphanda ngezimvo abenzelwa iinkonzo abanazo ngeenkonzo ezifumanekayo kodwa kwakhona nokuba nako ukusombulula imiba ethile yokungoniselwa ekusengenzeka ukuba baye bayivakalisa.

IThebhile 1.4: Isixhobo sokufumana ingcaciso malunga neenkonzo ezenziwayo

Iindidi zezixhobo zokufumana ingcaciso	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa iNkonzo	
<ul style="list-style-type: none"> IZiko leeFoni lipapashwa kuwo onke amaxwebhu onxibelelwano eSebe iWCED I<i>software</i> yeZiko leeFoni yenza idatha yomsebenzi ngokuzenzekelayo ukwenzela ukuba abaphathi bakwazi ukucaculula imiba nokuthatha amanyathelo afanelekileyo njengoko kuyimfuneko ukuqinisekisa ukwenziwa kweenkonzo ezikwinqanaba eliphezulu. Umgqo wezonxibelelwano uyalela abaqeshwa ukuba basebenzise iCandelo laBenzelwa iNkonzo malunga nemibuzo abanayo. Iziko lewebhu leSebe iWCED lenzelwe ukunika ingcaciso kubo bonke abathathi-nxaxheba, kubandakanywa abafundi, abazali, ootitshala, abaphathi bezikolo, ekusetyenziswa nabo kwezemfundo noluntu ngokubanzi. ISebe iWCED laqalisa iphephandaba, i<i>WCEDnews</i>, ekuhambeni konyaka ukulungiselela unxibelelwano "Imiboniso yasesidlangalaleni yokwabelana ngengcaciso" eyenziwa liCandelo loMlawuli oyiNtloko loLawulo lwaBasebenzi 	<ul style="list-style-type: none"> Amaziko emfundo nezikolo ekungelula ukufikelela kuzo zifumana iisetyhula, ingcaciso, njl.njl. ngeposi ethunyelwa ngekhompyutha. Inani labangena kwiziko lewebhu leSebe iWCED linyuke ngo-19.7% ukusuka ku-722 009 ukuya ku-864 021. Eli ziko lewebhu linguvimba osisiseko wokufunda owenzelwe uluntu ngokubanzi oluyinxalenye yemfundo noluntu ngokubanzi. I-<i>WCEDnews</i> ibandakanya isishwankathelo seesetyhula nezinye iingxelo ukwazisa izikolo ngeenguqu kumgaqo-nkqubo nezinto ezenzekayo ezingumdla kootitshala nakwabanye abaqeshwa beSebe iWCED.

IThebhile 1.5: linkqubo zezikhalazo

linkqubo zezikhalazo	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa iiNkonzo	
<ul style="list-style-type: none"> • Umgaqo wonxibelelwano ukhuthaza abenzelwa iinkonzo ukuba bafake izikhalazo • Utyelelo lukaMphathiswa kwakhona nolweekomiti zabaphathi kumaziko emfundo 	<ul style="list-style-type: none"> • Abenzelwa i inkonzo bay akhuthazwa ba gqithisele imibuzo abanayo apho bafumene k hona iin gxaki k wiimpendulo abazifumeneyo kubalawuli babo abachaphazelekayo. • Uluntu, ab afundi, oot itshala n abasebenzi b enkonzo karhulumente b angavakalisa o kubakhathazayo ngqo kwisebe lemfundo ukuphucula ukufikelela kwiinkonzo.
<ul style="list-style-type: none"> • Ukusekwa kwe-'Thetha Nathi' (eyi-Ofisi yokuFaka iZincomo/ iZikhalazo) liCandelo loQinisekiso loMgangatho 	
<ul style="list-style-type: none"> • 'IThetha Nathi' ivumela abenzelwa iinkonzo ukuba bavakalise indlela abavakalelwa ngayo ngenkonzo abayifumeneyo. 	Ibrosha ye-'Thetha Nathi' ecacisa ngemigaqo yenziwe yaze yahanjiswa
<p>Banako:</p> <ul style="list-style-type: none"> • Ukuvakalisa umbulelo nokuthakazelela oko kwenziwe ngumntu omnye/akwenzelwe liziko • Ukuncoma ebhekisa kwiSebe iWCED/kumagosa alo • Ukukhalaza ngokwenziwa kweenkonzo ezibuthathaka • Ukufuna ukulungiswa kwemposiso (<i>redress</i>) • Ukufikelela kwinkonzo yeefoni ekhawulezileyo (<i>Hotline access</i>) kwi-Ofisi kaMongameli emva kokuba bonke abanye oovimba boncedo besetyenzisiwe 	<ul style="list-style-type: none"> • I-IMS ilungiselelwe ukwenzela ukuba isebenze njengeziko ledatha le 'Thetha Nathi' • Idilesi ye-imeyili esetyenziselwa le njongo yile (wcedcomp@pgwc.gov.za) nefeksi (021) 467 9337) • Umlawuli wez oNxibelelwano uqeshwe nj engegosa lonxibelelwano n oluntu lweS ebe iW CED k waye uy a k unika umyalelo kwimiba elolu hlobo

2. Inkcitho

lithebhile ezilapha ngasezantsi zibonisa amagama eeprogram neendidi zemivuzo eqhotyoshelwe kumanqanaba omvuzo ahlukeneyo ekubhekiselelwe kuwo kule ngxelo.

Iiprogram

Iiprogram	Indlela ecwangciswa ngayo iprogram
Iiprogram 1	Ezolawulo
Iiprogram 2	Imfundo yeZikolo zikaRhulumente eziQhelekileyo
Iiprogram 3	IMfundo yeZikolo eziZimeleyo
Iiprogram 4	Izikolo zeMfundo eneeMfuno eziZodwa zikaRhulumente
Iiprogram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
Iiprogram 6	IMfundo noQeqesho lwaBadala
Iiprogram 7	Imfundo yoPhuhliso lwaBasaqalayo
Iiprogram 8	IiNkonzo eziNcedisayo neZinxulumene noko

AmaCandelo eMivuzo

Inqanaba lomvuzo	Inkcazo	Udidi lomvuzo
Inqanaba lomvuzo 1	Abanezakhono ezisezantsi	R 48 210 x 1.5% - R 51 168
Inqanaba lomvuzo 2	Abanezakhono ezisezantsi	R 51 936 x 1.5% - R 61 176
Inqanaba lomvuzo 3	Abanezakhono	R 62 094 x 1.5% - R 73 143
Inqanaba lomvuzo 4	Abanezakhono	R 73 584 x 1.5% - R 86 679
Inqanaba lomvuzo 5	Abanezakhono	R 87 978 x 1.5% - R 103 635
Inqanaba lomvuzo 6	Abanezakhono eziphezulu zokwenza umsebenzi	R 105 645 x 1.5% - R 124 443
Inqanaba lomvuzo 7	Abanezakhono eziphezulu zokwenza umsebenzi	R 130 425 x 1.5% - R 153 636
Inqanaba lomvuzo 8	Abanezakhono eziphezulu zokwenza umsebenzi	R 161 970 x 1.5% - R 190 791
Inqanaba lomvuzo 9	Abanezakhono eziphezulu zokusuphavayiza	R 192 540 x 1.5% - R 232 590
Inqanaba lomvuzo 10	Abanezakhono eziphezulu zokusuphavayiza	R 240 318 x 1.5% - R 283 080
Inqanaba lomvuzo 11	Abanezakhono eziphezulu zokusuphavayiza	R 378 456 x 1.5% - R 445 803
Inqanaba lomvuzo 12	Abanezakhono eziphezulu zokusuphavayiza	R 448 521 x 1.5% - R 528 333
Inqanaba lomvuzo 13	INkonzo yoLawulo lwaBakhulu (ICandelo (Band A))	R 652 572 x 1.5% - R 780 228
Inqanaba lomvuzo 14	INkonzo yaBaphathi aBakhulu (ICandelo B (Band B))	R 790 953 x 1.5% - R 959 871
Inqanaba lomvuzo 15	INkonzo yoLawulo lwaBakhulu (ICandelo (Band C))	R 976 317 x 1.5% - R 1 144 452
Inqanaba lomvuzo 16	INkonzo yoLawulo lwaBakhulu (ICandelo (Band D))	R 1 275 732 x 1.5% - R 1 437 111

Ezi th ebhile zil andelayo zish wankathela inkcitho ep hicothiweyo n gokweprogram (iThebhile 2. 1) nangokwamacandelo emivuzo (iTh ebhile 2.2). Ng okuchanekileyo zi nika in kcazo ngesixa-mali esic hithwe kwiindleko zezabasebenzi ngeprogram nganye kwiiprogram okanye kumacandelo emivuzo kwisebe lemfundo.

Ithebhile 2.1: lindleko ezimalunga nabo bonke abasebenzi ngokweprogram nganye: 2009/10

Iprogram	Itotali yenkcitho ((R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yoqeqesho (R'000)	linkonzo zokufundisa neziZodwa (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho epheleleyo	Inani labaqeshwa	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1	415,605 228,	455	12,343	-	2.15	989	231
2	8,587,360 715	1,029	59,065	-	67.38	35 686	200.39
3	55,522 -		-	-	0.00	-	-
4	623,604 484,	441	-	-	4.56	2 730	177.45
5	368,917	212,670 1 *1,668	-	-	2.00	051 11 *	202.35 57. 42
6	29,479 **4,	953	-	-	0.02	-	-
7	288,620	58,741 0 ***51,228	55	-	0.54 98	251	234.03 ***393.11
8	244,206 ***21,	658	-	-	-	-	-
litotali	10,613,313	8,241,843	71,408	-	77.40	40 816	201.27

Qaphela:

* Inkcitho ngezabasebenzi ngokweProgram 6 (I Mfundo noQeqesho lwaBa dala) efikelela kwi-R1,668 yezigidi, yeyabasebenzi abasisigxina abayi-11. I - avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

** Isixa esiya-R4,953 yezigidi sibonisa isixa esiyinkcitho ngootitshala abayi-77 abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e-ABET.

*** Inkcitho ngezabasebenzi ngokweProgram 8 (IiNkonzo eziNcedisayo neziNxulumene noko) efikelela kwi-R51,228 yezigidi, yeyabasebenzi abasisigxina abayi-98 kuphela. I-avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

**** Isixa esiya-R21, 658 yezigidi sibonakalis a isixa sen kcitho ngaBevi/ liModareyitha/ABamakishi nabas ebenzi bet hut yana benkxaso yoLaw ulo loViwo lweMatriki ngo-2009).

Ithebhile 2.2: lindleko zezabasebenzi ngokumalunga nabo bonke abasebenzi ngokwamacandelo emivuzo: 2009/10

Amanqanaba emivuzo	Inkcitho emalunga nabasebenzi (R'000)	I-% yetotali yeendleko zezabasebenzi	Inani labaqeshwa*	lindleko eziyi-avareji zezabasebenzi ngomqeshwa ngamnye (R'000)
1-2	231,446 3.26		3 232	71,51
3-5	489,511 6.88		5 066	96,23
6-8	5,008,767 70.5	6	24 748	202,02
9-12	2,432,267 34.1	9	7 718	313,85
13-16	43,031 0.58		52**	827,52
litotali	8,205,022*	100.00	40 816	201,02

Qaphela:

* Inkcitho yezabasebenzi iyonke kwiithebhile 2.1 no-2.2 yahlukile ngenxa yeentlawulo eziphathelele kwezabasebenzi ezenziwa ngqo kwiBAS.

** Inani lilonke labasebenzi elibonakalisw e kw iithebhile 2.1 no-2.2 ngentla libandakanya aba sebenzi benk onzo karhul umente nootitsh ala. I nani labaqeshwa abakwicandelo 13-16 libandakanya ii-CEOs eziyi-6 eziqeshwe kwiKholeji zeMfundo noQeqesho oluqhubelekayo.

Inani lab aqeshwa libandakanya ab aqeshwa ab ongezelelweyo k winani lezithuba ezabelwe iz iko lemf undo (*establishment*). Inani elipheleleyo l abasebenzi l ikwabhekiselele ku bo BONK E a baqeshwa a baqeshiweyo nokuba baqeshwe njani na, o.k.t. ab asisigxina, abeemvumel wano zekota, ababambe leyo nabethutyana (*part-time*).

Ezi th ebhile zilandelayo z inika is ishwankathelo ngeprogram n ganye (iThebhile 2. 3) nam acandelo emiv uzo (iThebhile 2.4) se nkcitho e yenziwe ngenxa y emivuzo, i ntlawulo y e-ovathayim, iz ibonelelo zo kuthenga izindlu noncedo lw ezonyango (*homeowners' allowance and medical assistance*). Kwimeko nganye, ithe bhile in ika inkcazo yepesenteji yebhajethi emalunga nabasebenzi ebisetyenziselwe ezi zinto.

Ithebhile 2.2: Imivuzo, intlawulo ye-ovathayim, iziBonelelo zokuThenga iZindlu nezoNcedo lwezoNyango ngokumalunga nabo bonke abasebenzi ngokweprogram: 2009/10

Iprogram	Imivuzo		Intlawulo ye-ovathayim		Izibonelelo zokuThenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Intlawulo ye-ovayithayim njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo sokuThenga iNdlu (HOA) njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo soNyango njenge-% yeendleko zezabasebenzi
Iprogram 1	198,442	2.801	2,032	0.029	3,43	0.048	9,98	0.141
Iprogram 2	5,378,716	75.908	69	0.0001	93,603	1.321	307,976	4.346
Iprogram 3	0	0.000	0	0.000	0	0.000	0	0.000
Iprogram 4	360,438	5.08	7	0.002	7,772	0.110	21,827	0.30
Iprogram 5	152,943	2.158	0	0.000	2,68	0.038	8,89	0.125
Iprogram 6 1,35	0	0.019	0	0.00	36	0.001	37	0.001
Iprogram 7	45,049	0.63	6	0.000	662	0.009	2,676	0.03
Iprogram 8	34,445	0.48	6	0.015	700	0.010	2,173	0.03
Itotali	6,171,383	87.095	3,344	0.047	108,893	1.537	353,563	4.990

Ithebhile 2.2: Imivuzo, intlawulo ye-ovathayim, iziBonelelo zokuThenga iNdlu nezoNcedo lwezoNyango ngokuphathelele kubo bonke abasebenzi ngokwamacandelo emivuzo: 2009/10

Amanqanaba emivuzo	Imivuzo		Intlawulo ye-ovathayim		Isibonelelo sobunini-ndlu (HOA)		IsiBonelelo loNcedo lwezoNyango	
	Isixa-(R'000)	Imivuzo njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Intlawulo ye-ovayithayim njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo sokuThenga iNdlu (HOA) njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Uncedo lwezoNyango njenge-% yeendleko zezabasebenzi
1-2	167,941	2.370	56	0.00	1	6,128	0.086	10,846
3-5	356,160	5.026	1,438	0.02	0	11,242	0.159	24,804
6-8	3,778,543	53.325	1,623	0.02	3	63,078	0.890	223,143
9-12	1,844,774	26.035	227	0.00	3	28,446	0.401	94,132
13-16	23,966	0.338	0	0.00	0	0	0.000	639
Itotali	6,171,383	87.095	3,344	0.047	108,893	1.537	353,563	4.990

3. Ezengqesho nezithuba zengqesho

Ezi thebhile zilandelayo zishwankathela inani lezithuba kwiziko, inani labaqeshwa, ireyithi yezithuba zengqesho, nokuba ngaba ku kho abasebenzi abongezelelweyo na k winani e labelwe iz iko. Le ngcaciso i bhalwa ngokweendlela ezint athu ez ahlukeneyo (*variables*) ez iphambili: - ipro gram (iTh ebhile 3.1), ic andelo lomvuzo (iThebhile 3.2). Ireyithi yezithuba zengqesho ibonisa ipesenteji yezithuba zengqesho ezingekazaliswa.

Ithebhire 3.1: Ezengqesho neZithuba zeNgqesho ngokweeprogram: 31 Matshi 2010

Iqela labasebenzi	Iprogram	Inani lezithuba	Inani lezithuba zengqesho ezizalisiweyo	Ireyithi yezithuba zengqesho	* Inani lezithuba ezizalisiweyo ukongezelela kwiziko	Inani labasebenzi lilonke
Abasebenzi xa bebonke	Iprogram 1	1 018	987	3	2	989
	Iprogram 2	35 933	35 462	1	224	35 686
	Iprogram 3	0	0	0	0	0
	Iprogram 4	2 814	2 696	4	34	2 730
	Iprogram 5	1 385	1 050	24	1	1 051
	Iprogram 6	17	11	35	0	11
	Iprogram 7**	15	251	0	0	251
	Iprogram 8	128	97	24	1	98
	Itotali	41 310	40 554	2	262	40 816
Ootitshala	Iprogram 1	128	116	9	1	117
	Iprogram 2	28 762	28 847	0	148	28 995
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 710	1 728	0	18	1 746
	Iprogram 5	878	845	4	1	846
	Iprogram 6	4	3	25	0	3
	Iprogram 7 **	15	251	0	0	251
	Iprogram ***	1	6	0	1	7
	Itotali	31 498	31 796	0	169	31 965
ABasebenzi beNkonzo kaRhulumente	Iprogram 1	890	871	2	1	872
	Iprogram 2	7 171	6 615	8	76	6 691
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 104	968	12	16	984
	Iprogram 5	507	205	60	0	205
	Iprogram 6	13	8	38	0	8
	Iprogram 7	0	0	0	0	0
	Iprogram 8***	127	91	28	0	91
	Itotali	9 812	8 758	11	93	8 851

Qaphela:

* Kwimeko yoot itshala abong ezelelweyo kwiziko, kub oniswe kuph ela amana ni abo t itshala ba chazwe ng okufanelekileyo njenga bongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi.

** Iprogram 7: Izithuba zengqesho zootitshala: Ezepryayimari ziyabhangiswa nje ukuba zingabi nabantu. ISebe iWCED lamkela umgaqo-nkqubo ekuthi ngawo ku valwe izit huba ngentlawulo ye sabsidi uku zama uk udala ii ndawo zok ufunda ezinga phezulu kubafundi bepri-prayimari (iM fundo noPhuhliso lwaBasaqalayo), ngokukodwa kuluntu oluhlelekileyo. *Abayi-248 kootitshala abayi-251 kwiProgram 7 ngaBasebenzi bePri-Prayimari - aba basebenzi bebonke baqeshwe kwizithuba ezingaphezulu kwesabelo seziko

*** Ootitshala abayi-6 k wiProgram 8 nga basebenzi beHIV kwaye bebonke ba qeshwe kwizit huba ezing aphezulu kwe sabelo seziko. Ngoyi -1 ut itshala osisigxina obhalwe njengongaphezulu kwizithuba ezabelwe iziko

Qaphela: Inani lezithuba zengqesho ngokuphathelele kootitshala alithethi uku ba iziko linezithuba ezimbalwa kunenani lootitshala abafanele ukuba nalo. Li bonisa ku phela u kuba izithuba zengqesho zootitshala azizaliswanga ngokusisigxina. Kwi meko nganye apho isithuba si ngazaliswanga ngokusisigxina, kuqeshwa ngemvumelwano ukuqinisekisa ukuba onke amaziko emfundo anenani elifunekayo lootitshala abafanele ukuba nalo.

IThebhile 3.2: Ezengqesho neZithuba zeNgqesho ngokwamacandelo emivuzo: 31 Matshi 2010

Iqela labasebenzi	Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lezithuba zengqesho ezizalisweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizalisweyo ukongezelela kwiziko	Inani lilonke labasebenzi nge-31 Matshi 2010
Bonke abasebenzi	1-2	3 497	3 199	9	33	3 232
	3-5	5 214	5 125	2	13	5 138
	6-8	24 465	24 525	0	149	24 674
	9-12	8 081	7 654	5	66	7 720
	13-16	53 52		4	0	52
	Itotali	41 310	40 554	2	262	40 816
Ootitshala	1-2	0 0		0	0	0
	3-5	851	1 230	0	1	1 231
	6-8	22 843	23 145	0	102	23 247
	9-12	7 804	7 421	5	66	7 487
	13-16	0 0		0	0	0
	Itotali	31 498	31 796	0	169	31 965
Abasebenzi beNkonzo kaRhulumente	1-2	3 497	3 199	9	33	3 232
	3-5	4 363	3 895	11	12	3 907
	6-8	1 622	1 380	15	47	1 427
	9-12	277 233		16	0	233
	13-16	53 52		4	0	52
	Itotali	9 812	8 758	11	93	8 851

Qaphela:

* Kwimeko yootitshala abongezelelweyo kwinani elabelwe iziko, kuboniswe kuphela amanani abootitshala bachazwe njengabongezelelweyo ngokwemvumelwano ekungeni kuzo namaqela abameli beemanyano ozaqabanezi. Ukumat anisa nokufakwa kwabasebenzi abongezelelweyo kwizithuba zengqesho ezihlawulelwayo ezingenamntu (*vacant substantive posts*) yinkqubo eqhubekayo ekhokelwa zii mvumelwano neemanyano zabasebenzi ezinokusetyenziswa. Ukuzama kwa khona uku khuthaza ukusasazwa ngokutsha kwabasebenzi abongezelekileyo (*redployment of additional employees*), kupapashwa qho izithuba zengqesho kwiilisti zezithuba zengqesho zesebe lemfundo. ISebe iWC ED liqulunqe la manyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zootitshala abangaphezulu kwenani elabelwe iziko.

** Zonke izithuba zootitshala zenzelwa ukuqeshwa kootitshala abaziingcungela nabaqeqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emi-3 yoqeqesho) kwawo na manqanaba omvuzo 6-7 asezantsi. Inyaniso kukuba iSebe iWCED linabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kwinkqubo yalo. Abangootitshala abayi-1 231 abahlawula kumanqanaba emivuzo 3-5 kuba bengezifizekisi ezo namafundo zisezantsi zokuhlululwa kumanqanaba emivuzo 6-7. Bonke abootitshala baqeqeshwa ngokwezithuba ezivuyiweyo nezibonakaliswe kumacandelo emivuzo 6-8 kule thebhile.

4. Ukuxatyiswa kwemisebenzi

IMimiselo yeNkonzo kaRhulumente, ka-2001, njengoko ifa kelwe izilungiso, yaqalisa ukuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emi selwe kuzwelonke, a basemagunyeni olawulo ba vumelekile ukuba baxabise oka nye bax abise kwakhona (*evaluate and re-evaluate*) n awuphi na umsebenzi kwiziko labo. N gokwale Mimiselo (*Regulations*), zonke izithuba zengqesho kumanqanaba 9 emivuzo nangaphezulu mazixatyiswe phambi kokuba zizaliswe.

Le thebhile ilandelayo (iThebhile 4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ekubhekiselelwe kuwo.

IThebhile 4.1: UkuXatyiswa kweMisebenzi ngokweZithuba zeNgqesho kwiNkonzo kaRhulumente: 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yemisebenzi exatyisiweyo	Ukuhlelwa kwezithuba okungatshintshwanga		IZithuba eziNyusiweyo		Izithuba ezihliselweyo	
				Inani	%	Inani	%	Inani	%
1-2	3 497	5	0.14	0		106	3.03	0	0
3-5	4 363	5	0.11	0		1 777	40.73	0	0
6-8	1 622	0	0.00	0		10	0.62	0	0
9-12	277	0	0.00	0		1	0.36	0	0
13	39	0	0.00	0		0	0.00	0	0
14	9	0	0.00	0		0	0.00	0	0
15	4	0	0.00	0		0	0.00	0	0
16	1	0	0.00	0		0	0.00	0	0
Itotali	9 812	15	0.15	0	0	1 894	19.30	0	0

Qaphela: Zonke izithuba ze-SMS yayiyimisebenzi ekwenziwa kuyo inkqubo yokuxatyiswa.

Lilonke iNani laBasebenzi abamivuzo yabo ibe ngaphezulu kwamaqondo achazwa luxatyiso lwemisebenzi ngo-2009/10	ABAKHO
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5. IiNguqu kwezeNgqesho

Eli candelo libonelela ngengcaciso engeenguqu kwezengqesho kunyaka-mali ekubhekiselelwe kuye.

Iireyithi zo kuhla kwamanani a basebenzi (*turnover rates*) zinik a izalathisi z okuqhubekayo kwiprofayili yezengqesho ye sebe le mfundo. Ezi thebhile zilandelayo zibon elela ngesishwankathelo se ereyithi zok uhla kwamanani ab asebenzi ngo kwamacandelo omvuzo (iThebhile 5 .1) kwana ngemisebenzi ebalulekileyo (iThebhile 5.2).

ABasebenzi be Nkonzo kaRhulumente no oTitshala ab angekho kwizikhundla ezis isigxina ba qeshwa ngemvumelwano ixesha elivalelekileyo. Aba b aquka na basebenzi ab aqeshwe zith uba ezihlawulelwayo ezingenamntu eziv ele n genxa yo kucutheka kw abasebenzi ok ubangwa yi ndaloo, ukuf a, u nyuselo, n jl. n jl. nabasebenzi (ootits hala) a babambeleyo k wiindawo za bo bangekhoyo emsebenzini ngenxa ye khofu lokugula, elokuya kubeleka, njl. njl. Lo mqaqo-nkqubo uthetha ukuba abasebenzi abanye bangaqeshwa u kuya kumatyeli amane n gonyaka othile wo kunika in gxelo kuba imvume lwano n ganye ith athwa n jengengqesho en tsha. Ukuphelelwa kwemvumelwano kuthathwa njengokuyekiswa kwenkonzo ngeenjongo zokunika ingxelo kwaye oku sisizathu s enani eliphezulu k akhulu s okushiya umsebenzi. Kus ahleli, n axa k unjalo izinjongo z eSebe iWCE D ukwenza ukuba z onke i zithuba z emisebenzi k umaziko emf undo, ng okukodwa ezo otitshala, ziza liswe ngokusisigxina ngokukhawuleza kwangoko emva kokuba isithuba sivelile.

Ithebhire 5.1: lireyithi zabasebenzi abahambileyo zonyaka zaza izithuba zabo zathathwa ngabanye (turnover rates) ngokwamacandelo emivuzo kwithuba lowe-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iqela labasebenzi	Icandelo lomvuzo	Inani laBaqeshwa ngokwecandelo ngalinye njengakwi-1/4/2009	Ukuqeshwa nokuTshintshelwa kwiSebe leMfundo	Ukulahlwa komsebenzi nokutshintsha kwisebe lemfundo	Ireyithi yabasebenzi abahambileyo
Bonke abasebenzi	1-2	3 347	2 899	2 742	4.69
	3-5	4 744	6 707	5 581	23.74
	6-8	26 521	12 572	12 795	-0.84
	9-12	5 487	552	697	-2.64
	13	39 3		4	-2.56
	14	9 1		1	0
	15	5 0		1	-20.00
	16	1 1		1	0
	Itotali	40 153	22 915	21 822	2.72
Ootitshala	1-2	0 0		0	0
	3-5	1 043	4 342	3 231	106.52
	6-8	25 086	12 520	12 501	0.08
	9-12	5 274	406	571	-3.13
	13	0 0		0	0
	14	0 0		0	0
	15	0 0		0	0
	16	0 0		0	0
	Itotali	31 403	17 268	16 353	2.91
ABasebenzi beNkonzo kaRhulumente	1-2	3 347	2 899	2 742	4.69
	3-5	3 701	2 365	2 350	0.41
	6-8	1 435	232	244	-0.84
	9-12	213 146		126	9.39
	13	39 3		4	-2.56
	14	9 1		1	0
	15	5 0		1	-20.00%
	16	1 1		1	0
	Itotali	8 750	5 647	5 469	2.03

IThebhire 5.2: Izizathu zokuba abasebenzi balishiye isebe lemfundo

Uhlobo lokushiya kwenkonzo	Inani	I-% yeTotali
Ukusweleka	111 031	
Ukuyeka emsebenzini (<i>Resignation</i>) 896		4.11
Ukuphela kwexesha leMvumelwano yengqesho *	20 058	91.91
Ukugxothwa – ngenxa yeenguqu kwezomsebenzi **	0	0.00
Ukugxothwa – Ngenxa yokungaziphathi kakuhle	55	0.25
Ukugxothwa - Ngenxa yokungawenzi kakuhle umsebenzi	0	0.00
Ngenxa yokugula	95 044	
Ukuthatha umhlala-phantsi	513	2.35
Ukutshintshelwa kwamanye amaSebe oMbuso, aMaqumrhu aseMthethweni, njl. njl.	72	0.33
Ukutshintshelwa kwengqesho kwesisigxina	23	0.11
Itotali	21 823	100
Itotali yenani labaqeshwa abaye bemka njenge-% yabo bonke abaqeshiweyo ***	1 765	8.08

Qaphela:

* Inani "lokuPhelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthlekiswa namanye amasebe ombuso kunye nabaqeshi. Eli nani eliphezulu libangwa kukuba iSebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yexesha elifutshane. (Ezi zithuba zipapashwa qho ngokwenkqubo-sikhokelo yeemvumelwano nemibutho yabasebenzi efanelekileyo enokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusingxina ngokukhawuleza kangangoko). Ngaphezulu, kufuneka kuqatshelwe ukuba ootitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo kwaye elona thuba lifutshane kakhulu lengqesho katitshala ziiveki ezimbini.

** Inani lilonke libonakalisa inani laBasebenzi aBafumana iPhakheji yokuYeka iNgqesho ngokuZithandela (*Employee Initiated Severance Packages*) eyanikwa abasebenzi

IThebhire 5.3 (1): Unyuselo ngokwamacandelo emivuzo ephathelele kooTitshala

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1 Apreli 2009	Unyuselo ukuya kwelinye iNqanaba loMvuzo	UNyuselo wa kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwamanqanaba leMivuzo	Unyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuManqanaba eMivuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo
Ootitshala	1-2	0 0		0.00	0	0.00
	3-5	1 043	2	0.19	258	24.74
	6-8	25 086	213	0.85	19 566	78.00
	9-12	5 274	852	16.15	5 186	98.33
	13	0 0		0.00	0	0.00
	14	0 0		0.00	0	0.00
	15	0 0		0.00	0	0.00
	16	0 0		0.00	0	0.00
	Itotali	31 403	1 067	3.40	25 010	79.64

Qaphela:

Ngokumalunga noku nyukela phezulu ngeNotshi, ukuQatshelwa kwamava, kufakwa ootitshala aBakhulu nootitshala aBaneqhuzu kunye neREVQ 10-12 ukuya kwinqa naba loMvuzo leREQV 1 3 phant si koNyuselo-sikhundleni, ukuN yukela phez ulu kwinqanaba loMvuzo zo elif anayo nokunyu kela p hezulu ngokweNotshi yecandelo loMvuzo.

IThebhire 5.3 (2): Unyuselo ngamacandelo omvuzo ngokuphathelele kuBasebenzi Benkonzo kaRhulumente

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1 Apreli 2009	Unyuselo kwelinye iNqanaba loMvuzo	UNyuselo kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo	UkuNyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuMaqondo oMvuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo
ABasebenzi beNkonzo kaRhulumente	1-2	3 347	8	0.24	1 803	53.87
	3-5	3 701	15	0.41	2 135	57.69
	6-8	1 435	85	5.92	643	44.81
	9-12	213 20		9.39	37	17.37
	13	39 1		2.56	29	74.36
	14	9 0		0.00	4	44.44
	15	5 0		0.00	4	80.00
	16	1 1		100.00	0	0.00
	Itotali	8 750	130	1.49	4 655	53.20

6. UBulungisa kwezeNgqesho (*Employment Equity*)

lithebhile kwe li can delo zise kelwe kwiifoma thi e zimiselwe ngu Mthetho woBulung isa kwe zeNgqesho, 1998 uMthetho 55 ka-1998 (*Employment Equity Act of 1998*).

IThebhile 6.1: Lilonke inani labasebenzi (kubandakanywa nabasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla we-31 Matshi 2010

Ikhathegori zemisebenzi (SASCO)	Amadoda				Abafazi				Abemi bamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
Abaqulunqi-mithetho, amagosa aphezulu, Abaphathi	4	14	2	12	6	6	1	2			47
Iingcali eziqeqeshiweyo	1 863	6 912	34	1 966	4 874	11 837	63	4 679	125	58	32 411
Iingcali ezingamagcisa nabanxulumene nabo abaqeqeshelwe umsebenzi	55	160	3	26	63	155	2	47			511
Oomabhalane	85	271	1	20	361	1 350	8	469	3	3	2 571
Abasebenzi bokwenza inkonzo nabezentengiso	1	25				5		2			33
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	1	13				1					15
Abaqhubi boomatshini bokusebenza nabakhandi	3	21		1		1					26
Abemisebenzi elula	617	2 053	3	111	371	1 861	2	181	2	1	5202
Itotali	2 629	9 469	43	2 136	5 675	15 216	76	5 380	130	62	40 816
Abasebenzi abakhubazekileyo	4	9	0	8	2	10	0	6	0	0	39

IThebhile 6.2: Lilonke inani labasebenzi (kubandakanywa abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngowe-31 Matshi 2010

AMacandelo eMisebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu		1		2		1		1			5
ULawulo lwaBakhulu	6	16	2	10	7	4	1	1			47
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	337	2 450	20	1 095	492	1 940	16	1 363	2	5	7 720
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	1 474	4 592	15	883	4 323	9 694	53	3 546	66	28	24 674
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo	351	1 228	3	128	529	2 384	6	419	61	29	5 138
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca	461	1 182	3	18	324	1 193		50	1		3 232
Itotali	2 629	9 469	43	2 136	5 675	15 216	76	5 380	130	62	40 816

IThebhile 6.3: Ukugaya abasebenzi kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

AmaCandelo eMisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu								1			1
ULawulo lwaBakhulu		2		1		1					4
Iingcali eziqeqeshiweyo nezinamava nolawulo oluphakathi	37	173	6	58	44	132	1	83	1	3	538
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	584	2 601	15	467	2 958	4 157	45	1 661	161	39	12 688
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo bekhokelwa yingqiqo yabo	343	812	10	121	920	3 480	12	511	348	142	6 699
Abangenazakhono nabuchule bakuthatha izigqibo ezicace gca	390	1 140	5	27	293	985	2	49	6		2 897
Itotali	1 354	4 728	36	674	4 215	8 755	60	2 305	516	184	22 827
Abaqeshwa abanokhubazeko	0	0	0	0	0	2	0	0	0	0	2

Qaphela:

Inani lonk e l abasebenzi aba gayiweyo lingak hangeleka liph ezulu x a lith elekiwa na manye amas ebe k arhulumente nab aqeshi. Eli n ani eliphezulu li bangwa k ukuba iSeb e iWCED liqes ha abasebenzi b ethutyana ix esha e liqingqekileyo. Ng enxa y oko, uk uqeshwa ith uba elifutshane ngalinye kuthathwa njengokugaywa ngokutsha kwabasebenzi.

IThebhile 6.4: Unyuselo-sikhundleni (kubandakanywa nendawo apho kutshintshwe khona isikali nenotshi yomvuzo) kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

AmaCandelo eMisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu				4	1						5
ABaphathi aBakhulu	4	11	1	7	6	3	1	1			34
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	304	2 037	31	1 025	383	1 202	26	1 083	2	2	6 095
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	1 295	3 946	20	750	3 664	7 842	50	2 921	5	14	20 507
Abanezakhono ezingephi nobuchule bokuthatha izigqibo bekhokelwa yingqiqo yabo	149	736		73	206	1 062	2	180	1	1	2 410
Abangenazakhono nabuchule bokuthatha izigqibo ezicace gca	252	660		7	152	706		34			1 811
Itotali	2 004	7 390	52	1 866	4 412	10 815	79	4 219	8	17	30 862
Abaqesebenzi abanokhubazeko	4	8	0	5	1	6	0	6	0	0	30

Qaphela:

Ezi nkqubo zonyuselo-sikhundleni zimele inani labaqeshwa ababeneyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwelinye eliphezulu. Imeko ye-OSD yomntu ngamnye ifakiwe kula manani

IThebhile 6.5: Ukuphela komsebenzi ngethuba elisuka kowe-1 Apreli 2009 ukuya kowe-31 Matshi 2010

likhathegori zemisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu		2									2
ULawulo lwaBakhulu		1		1		1		1			4
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	35	232	8	95	45	165	2	110	1	2	695
Abasebenzi abanezakhono zobugcisa nabafundileyo, abakulawulo olusezantsi, iisuphavayiza, iiforimani neesupharintendenti	599	2 656	18	450	2 820	4 283	42	1 631	193	49	12 741
Awabasebenzi abanezakhono ezingephi nobuchule bokuthatha izigqibo bekhokelwa yingqiqo yabo	288	705	5	85	733	3 004	6	366	260	118	5 570
Awabasebenzi abangenazakhono nabuchule bokuthatha izigqibo ezicace gca	373	1 078	3	29	274	927	3	46	8		2 741
Itotali	1 295	4 674	34	660	3 872	8 380	53	2 154	462	169	21 753
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0	0	0

Qaphela:

Inani labasebenzi li bandakanya abasebenzi abo ngezelelweyo kwisabelo seziko (*establishment*). I nani elipheleleyo la basebenzi likwabhekiselele kubona BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambelelo nabethutyana. Inani lezithuba eziphelisiweyo lisenakhangela liphezulu xa lithelekiswa namanye amasebe karhulument e nabaqeshi. Eli nani eliphezulu libangwa kukuba iWCED iqesha abasebenzi bemvumelwano ithuba elifutshane ixeshela eliqingqiweyo. Ngenxa yoko isithuba sengqesho shonkqubo sasebenzi sit huba elifutshane sit huba njengesitsha ukuze okokubangele ukupheliswa kwesithuba (Ezi zit huba zipa pashwa qho ngo kwenkqubo-sikhokelo esetyenziswayo yee mvumelwano ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko).

IThebhile 6.6: Uphuhliso lwezakhono lwethuba elisuka kwi-1 Apreli 2009 ukuya kowe-31 Matshi 2010

likhathegori zemisebenzi	Amadoda				Abafazi				Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, nabaphathi	274	1002	2861	3	268	258	778	14	264
Abaqeqeshelwe umsebenzi	1 703	2 141	12 235	199	848	1 815	3 699	294	1536
Abaqeqeshiweyo bengekho kwikhathegori ethile ngokohlana nesini	0	0	0	0	0	0	0	0	0
Iingcali ezingamagcisa neengcali ezinxulumene nazo ezingekho kwikhathegori	0	0	0	0	0	0	0	0	0
Oomabhalane	76	179	930	5	39	231	302	4	94
Oomabhalane abangekho kwikhathegori	0	0	0	0	0	0	0	0	0
Abasebenzi benkonzo nabezentengiso	0	0	0	0	0	0	0	0	0
Abasebenzi bezolimo nabalobi beentlanzi abanezakhono	0	0	0	0	0	0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	0	0	0	0	0	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	0	0	0	0	0	0	0	0	0
Imisebenzi yabanezakhono ezincinane ayibekwanga ngokwekhathegori	88	221	426	0	25	13	79	0	0
Itotali	2 141	3 543	16 452	207	1 180	2 317	4 858	312	1 894

Qaphela:

- Uninzi lwabaqeshwa, ngakumbi ootitshala, bayala ukubhala uhlanga nesini kwiirejista yokuhamba isikolo, nangona kucaciswa ukuba okokwenzelwa izizathu zobulungisa kwezengqesho (*equity*) nezeenkukacha-manani.
- Umqeshwa angabalwa kabini ngenxa yokuba esenokuthatha inxaxheba kwisifundo esingaphezulu kwesinye.
- Abaqulunqi-mithetho, aMagosa aPhezulu naBaphathi kubandakanywa nee-MMS

7. AmaBhaso okuWonga eNtsebenzo

Ukukhuthaza i ntsebenzo esemgangathweni, is ebe lemfundo li wonge n gala m abhaso alandelayo ku lo nyaka uphantsi koqwalaselo. Ingcaciso inikiwe ngokohlanga, is ini, nokhubazeko (iThebhile 6.1), amacandelo om vuzo (iThebhile 6.2), kunye nemisebenzi ebaluleke kakhulu (iThebhile 6.3).

IThebhile 7.1: AmaBhaso okuWonga eNtsebenzo ngokohlanga, isini nokhubazeko kuBasebenzi Benkonzo kaRhulumente (kungabandakanywanga ii-SMS): 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iprofayili yozuzayo			lindleko ngee-(R'000)		
Iqela labemi belizwe	Inani laBazuzayo	Inani eliyitotali labaqeshwa abaseqeleni	Ipesenteji yeqela lamanani abemi	Indleko ngee-(R'000)	lindleko ze-avareji ngomqeshwa ngamnye (R)
abaMnyama	100 1	679	5.96	439	4,395
Amadoda	38	808	4.70	142	3,729
Abafazi 62		871	7.19	297	4,803
UmAsiya	2 24		8.33	12	6,336
Amadoda	0	9 0		0 0	
Abafazi	2	15 13.3	3	12 6	33 6
abeBala	927	6 183 14.9	9	4,793 5	17 1
Amadoda	287	2 652	10.82	1,557	5,427
Abafazi	640	3 531 18.1	0	3,236 5	05 6
abaMhlophe	349	913 38.2	2	2,353 6	74 7
Amadoda	36	188 19.1	5	292 8	13 4
Abafazi	313	725 42.7	5	2,061 6	58 7
Itotali	1 378	8 799	15.67	7,597	5,515
Abasebenzi abanokhubazeko	0	0	0	0	0

Qaphela:

Inani labasebenzi libandakanya abasebenzi abongezelweyo kwisabelo sabasebenzi kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambelelo nabethutyana (*part-time*). Oku kubandakanya amabhaso okuwonga entsebenzo namabhaso okuwonga ayimali kwithuba elikhankanywe ngasentla.

IThebhile 7.2: AmaBhaso okuWonga eNtsebenzo ngokwamanqanaba emivuzo yaBasebenzi beNkonzo kaRhulumente abangaphantsi kweNkonzo yoLawulo lwaBakhulu: 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iprofayili yozuzayo			lindleko		
Inqanaba lomvuzo	Inani laBazuzayo	Inani labaqeshwa	Ipesenteji yeqela ngokwenqanaba lomvuzo	Itotali yeendleko (R'000)	lindleko ze-avareji ngomqeshwa ngamnye (R)
1-2	172	3 232	5.32	508	2,952
3-5	581	3 907	14.87	2,230	3,838
6-8	576 1	427	40.36	4,066	7,059
9-12	49 233		21	796	16,250
Itotali	1 378	8 799	15.67	7,600	7,525

Qaphela:

Inani labasebenzi libandakanya abasebenzi abongezelweyo kwisabelo saba sebenzi beziko lemfundo (*establishment*). Inani eliphelele eyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambelelo nabethutyana (*part-time*). Oku kubandakanya amabhaso okuwonga entsebenzo namabhaso okuwonga ayimali kwithuba elikhankanywe ngasentla.

IThebhile 7.3: AmaBhaso okuWonga anxulumene neNtsebenzo (imali eyibhonasi) ngokwamacandelo omvuzo: kwiCandelo leNkonzo yoLawulo lwaBakhulu

Inqanaba lomvuzo	Iprofayili yozuzayo			Itotali yeendleko (R'000)	lindleko ze-avareji ngozuzayo ngamnye (R)	Inkcitho epheleleyo njenge-% yetotali yenkcitho epheleleyo yabasebenzi beSMS (R'000)
	Inani laBazuzayo	Inani lamalungu eSMS	Ipesenteji yetotali ngokwenqanaba lomvuzo			
13	24 38		63	680	28.354	1.65
14	5 9		55.56	145	29.056	0.35
15	1 4		25	28	28.046	0.07
16	0 1		0	0 0		0
Itotali	30	52	57.70	853	28.460	2.07

8. Abasebenzi bamazwe angaphandle

Ezi thebhile zingasezantsi zishwankathela inkqubo yokuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo n gokwamacandelo omvuzo n angokwemisebenzi e phambili. lithe bhile k wakhona zishwankathela utshintsho kwinani elipheleleyo labasebenzi bamazwe angaphandle kwinqanaba ngalinye lomvuzo na ngokwemisebenzi ephambili.

IThebhile 8.1: ABasebenzi Bamazwe angaPhandle ngokwamacandelo emivuzo: nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inqanaba lomvuzo	1 Apreli 2009		31 Matshi 2010		linguqu kwezengqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
1-2	6 5	50	1	0.52	-5	-6.02
3-5	0	0	90 46	87	90 108	43
6-8	103 94	50	94	48.95	-9	-10.84
9-12	0 0		7	3.66	7	8.43
13 - 16	0 0		0	0	0	0
Itotali	109 100		192	100	83	100

IThebhile 8.2: ABasebenzi Bamazwe angaPhandle ngokwamacandelo emivuzo: nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

UMsebenzi oPhambili	1 Apreli 2009		31 Matshi 2010		linguqu kwezengqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
Abasebenzi bezolawulo be-abasezi-ofisini	6 5	50	6	3.13	0	0
Abemisebenzi elula	0 0	00	3	1.56	3	3.61
Abasebenzi abaqeqeshiweyo nabaphathi	103 94	50	183	95.31	80	96.39
Itotali	109	100	192	100 83	100	

Qaphela:

Abasebenzi bamazwe angaphandle baqeshwa kuphela kwiimeko apho kungekho basebenzi bafumanekayo bangabemi baseMzantsi Afrika (RSA) abaqeqeshwe ngokufanelekileyo ukuba banepemithi esemthethweni yaseMzantsi Afrika.

9. Ukusetyenziswa kwekhefu kwithuba elisusela kwi-1 Januwari 2009 ukuya kwi-31 Disemba 2009

IKomishoni yaBasebenzi Benkonzo kaRhulumente (*Public Service Commission*) yaqaphela imfuno yokuba ibeke esweni ik hefu lokugula kub asebenzi be nkonzo ka rhulumente. Ezi thebhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (iThebhile 9.1) nekhefu lokhubazeko (*disability leave*) (iThebhile 9.2). Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zibonelelwe.

Qaphela: Ukunika ingxelo malunga nekhe fu kwenzelwe uMjikelo weKhefu, o.k.t. ngokweKhalenda yoNyaka ingenguye uNyaka-mali, ngaphandle kwakwiThebhile 9.5 (iIntlawulo zeKhefu)

IThebhile 9.1: Ikhefu lokugula: 1 Januwari 2009 ukuya kwi-31 Disemba 2009

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku	I-% yeeNtsuku ezisetyenzisiweyo zabanePhepha likaGqirha	Inani labaqeshwa abasebenzis a iKhefu lokuGula	Inani lilonke labasebenzi nge-13/12/2009	I-% yeTotali yaBaqeshwa kwinqanaba lomvuzo abasebenzisa iKhefu lokuGula	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2008	Iindleko eziqikelelweyo (R'000)
Bonke abasebenzi	1-2	15 805	83	1 935	3 273	8	5 8	,94
	3-5	25 658	82	3 130	5 165	12	5 7,14	9
	6-8	136 401	76	17 506	26 245	68	5 80,0	96
	9-12	25 276	81	3 128	6 150	12	4 22,9	13
	13-16	286 80		35	53	0	5 462	
	Itotali	203 426	78	25 734	40 886	100	5	114,108
Ootitshala	1-2	0 0		0	0	0	0 0	
	3-5	4 276	75	661	1 268	3	3 1,48	0
	6-8	127 078	76	16 487	24 802	82	5 75,3	62
	9-12	24 200	81	2 975	5 923	15	4 21,8	62
	13-16	0 0		0	0	0	0 0	
	Itotali	155 554	77	20 123	31 993	100	5	98,125
ABasebenzi beNkonzo kaRhulumente	1-2	15 805	83	1 935	3 273	34	5 8,19	4
	3-5	21 382	84	2 469	3 897	44	5 5,57	2
	6-8	9 323	80	1 019	1 443	18	6 4,59	5
	9-12	1 076	80	153	227	3	5 1,04	0
	13-16	286 80		35	53	1	5 462	
	Itotali	47 872	83	5 611	8 893	100	5	14,855

IThebhile 9.2: Ikhefu lokhubazeko (okwexesha nokusisigxina): 1 Januwari 2009 ukuya kwi-31 Disemba 2009

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-% yeeNtsuku ezisetyenzisiweyo zabanePhepha likaGqirha	Inani laBaqeshwa abasebenzisa iKhefu loKhubazeko	Inani lilonke labaqeshwa nge-13/12/2009	Inani laBaqeshwa abasebenzisa iKhefu loKhubazeko	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2009	Iindleko eziqikelelweyo (R'000)
Bonke abasebenzi	1-2	4 107	97	146	3 273	9	1 853	
	3-5	7 328	99	198	5 165	13	1 200	2
	6-8	31 173	98	1 033	26 245	66	1 18,1	34
	9-12	7 055	98	187	6 150	12	1 6,41	8
	13-16	97 100		1	53	0	2 0	
	Itotali	49 760	98	1 565	40 886	100	1	27,244
Ootitshala	1-2	0 0		0	0	0	0 0	
	3-5	791 100		26	1 268	2	1 294	
	6-8	28 221	98	949	24 802	82	1 16,6	72
	9-12	6 940	98	179	5 923	16	1 6,28	2
	13-16	0 0		0	0	0	0 0	
	Itotali	35 952	98	1 154	31 993	100	1	22,816
ABasebenzi beNkonzo kaRhulumente	1-2	4 107	97	146	3 273	36	1 853	
	3-5	6 537	99	172	3 897	42	2 1,68	9
	6-8	2 952	97	84	1 443	20	2 1,41	5
	9-12	115 100		8	227	2	1 116	
	13-16	97 100		1	53	0	2 137	
	Itotali	13 808	98	411	8 893	100	2	4,183

Qaphela:

Ikhefu lokhubazeko (ikhefu lokugula) linikwa umsebe nzi ochazwe njengongenakukwazi uku sebenza okwethutyana ngenxa yempilo enkene nkene, kodwa enokukwazi ukuqalisa umsebenzi wakhe wesiqhelo emva kwexesha.

IThebhile 9.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo ekwafikelelwa kuyo kunye nemibutho yabasebenzi kwi-PSCBC ngo-2000 inyanzelisa ulawulo lwekhefu lonyaka ukuthintela ukuhlawulwa kwamanqanaba aphezulu ekhefu eliqokelelweyo ngethuba lokuyeka enkonzwini.

IThebhile 9.3: Ikhefu lonyaka: 1 Januwari 2009 ukuya kwi-31 Disemba 2009

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31 Disemba 2009	Inani lilonke labaqeshwa nge-13 Disemba 2009
Bonke abasebenzi	1-2	19 964	10	1 940
	3-5	30 168	11	2 726
	6-8	34 744	5	6 458
	9-12	21 428	9	2 421
	13-16	1 141	20	56
	Itotali	107 445	8	13 601
Ootitshala	1-2	0 0		0
	3-5	278 4		75
	6-8	16 848	3	5 265
	9-12	17 659	8	2 199
	13-16	0 0		0
	Itotali	34 785	5	7 539
ABasebenzi beNkonzo kaRhulumente	1-2	19 964	10	1 940
	3-5	29 890	11	2 651
	6-8	17 896	15	1 193
	9-12	3 769	17	222
	13-16	1 141	20	56
	Itotali	72 660	12	6 062

Qaphela:

Ngokwemiqathango yekhefu, ootitshala abakumaziko abanalo ilungelo lekhefu lonyaka njengoko bethathwa njengabasebenzisa ikhefu lonyaka ngethuba lokuvalwa kwezikolo, o.k.t. iiholide zezikolo.

IThebhile 9.4: Ikhefu elihlawulelwayo (capped leave): 1 Januwari 2009 ukuya kwi-31 Disemba 2009

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku zekhefu elihlawulelwayo elithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumqeshwa	I-avareji yekhefu elihlawulelwayo ngomqeshwa ukususela kwi-31 Disemba 2009	Inani lilonke labaqeshwa nge-31 Disemba 2009
Bonke abasebenzi	1-2	2 960	0.90	15	3 273
	3-5	11 143	2.16	27	5 165
	6-8	33 803	1.29	28	26 245
	9-12	23 763	3.86	70	6 150
	13-16	192 362		74	53
	Itotali	71 861	1.76	33	40 886
Ootitshala	1-2	0 0		0	0
	3-5	1 928	1.52	11	1 268
	6-8	31 337	1.26	27	24 802
	9-12	23 222	3.92	71	5 923
	13-16	0 0		0	0
	Itotali	56 487	1.77	35	31 993
ABasebenzi beNkonzo kaRhulumente	1-2	2 960	0.90	15	3 273
	3-5	9 215	2.36	32	3 897
	6-8	2 466	1.71	49	1 443
	9-12	541 238		32	227
	13-16	192 362		74	53
	Itotali	15 374	1.73	29	8 893

Qaphela:

- Le thebhile inika ingcaciso malunga nekhefu elihlawulelwayo (capped leave) lonyaka wekhalenda 1 Januwari 2009 ukuya kowe-31 Disemba 2009, lo gama le ngxelo yonyaka ibandakanya unyaka-mali osusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010.
- Kuphela ngabasebenzi ababegqeshwe isigxina phambi kwe-30 Juni 2000 nabasaqeshwe isigxina abanekhefu elihlawulelwayo abaselungelweni lokulisebenzisa.

IThebhile 9.5: lintlawulo zekhefu ngethuba elisuka kowe-1 Apreli 2009 ukuya kowe-31 Matshi 2010

Le thebhile ilandelayo ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elingasetyenziswanga.

Iqela labasebenzi	Isizathu	Isixa esiyitotali (R'000)	Inani labaqeshwa	Intlawulo ye-avareji ngomqeshwa ngamnye
Ootitshala	Intlawulo zekhefu ngo-2009/2010 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	0 0		0
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	15,195 255		95, 588
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	0 0		0
	Ukutshintshelwa kwekhefu kwintlawulo yemali ngo-2009/2010	6,280	779	8,062
	Itotali	21,475	1 034	20,769
ABasebenzi beNkonzo kaRhulumente	Intlawulo zekhefu ngo-2009/2010 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	0 0		0
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	5,474 132		41,470
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	0 0		0
	Ukutshintshelwa kwekhefu kwintlawulo yemali ngo-2009/2010	544	161	3,379
	Itotali	6,018	293	20,539

Qaphela:

- Isibe iWCED lamisela umgaqo-nkqubo othi akukho khefu elingasetyenziswanga malihlawulwe kubasebenzi. Abasebenzi neesuphavyiza bayalelwa ukuba baqinisekise ukuba bonke abasebenzi bayasisebenzisa sonke isibonelelo sekhefu lonyaka njengoko kuchaziweyo kwimiqathango evunyiweyo yekhefu.
- Intlawulo zekhefu elihlawulelwayo zithetha isongezelelo sekhefu lesiqhelo esihlawulwa akusweleka umntu, akuyekiswa emsebenzini ngenxa yempilo enkenenkene, nakumhlala-phantsi oqhelekileyo.
- Isibonelelo sekhefu elihlawulwayo elitshintshelwa kwintlawulo yemali (discounting of capped leave) sivumelekile ngokunxulumene namabhaso okuwonga ngenkonzo ende, o.k.t. ngeminyaka engama-20 nengama-30 eminyaka yenkonzo eyanelisayo nengaqhawukanga kubo bonke abaqeshwa.
- Intlawulo zekhefu elimiyo ukuphela kwenkonzo zithetha ukuhlawulwa kwekhefu elingasetyenziswanga ngethuba lokuyeka komqeshwa emsebenzini.

10. IiProgram zeHIV/AIDS nokuPhuculwa kwezeMpilo:

ITHEBHILE 10.1 – Amanyathelo athathiweyo ukunciphisa ingozi yokonzakala emsebenzini (*occupational exposure*)

Iiyunithi/iikhathegori njengabasengozini ezinxulumene nayo (ukuba zikho)	zabaqeshwa enkulu yokusuleleka yiHIV nezifo	abaqapheleka	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
➤ Ootitshala abakuMaziko oLutsha			➤ Oomasifundisane ab amalunga nok usuleleka z izifo emsebenzini
➤ Ootitshala n aBasebenzi aBa ncedisayo (oones i bezikolo, abasebenzi a bacocayo, ooti tshala abas elaboratri, iinji neli noomabhalane bezikolo)			➤ Ibrosha e ngeenkqubo em azilandelwe mal unga n obungozi bokusuleleka kwabasebenzi zizifo emsebenzini

ITHEBHILE 10.2 – Iinkcukacha zokuPhuculwa kwezeMpilo neeProgram zeHIV/AIDS (tikhisha kwiibhokisi ezinokusetyenziswa uze unike ingcaciso efunekayo)

Umbuzo	Ewe	Hayi	Nika iinkcukacha, ukuba impendulo ngu-ewe
1. Ngaba is ebe lemfundo lin egosa le-SMS e lalathelwe ukuphumeza imimiselo ebhalwe kwiCandelo VI E leSahluko 1 seMimiselo y aBasebenzi B enkonzo k aRhulumente, ngo-2001? Ukuba kunjalo, nika igama nesikhundla salo.			Umlawuli wezoLawulo lwaBasebenzi Lwngaphakathi
2. Ngaba isebe le mfundo li neyunithi ok anye lal athe abasebenzi ab athile uk uba bak huthaze ezempilo n empilo qete y abasebenzi bak ho Uk uba k unjalo, nika inan i labasebenzi a bachaphazeleka k ulo ms ebenzi n ebhajethi yonyaka ekhoyo ngenjongo yalo msebenzi.			ISebe iWCED line eprogram ez izodwa ez imbini eligxininise kuzo o.k.t. iNkqubo yeZakhono zo Bomi ngeHIV/AIDS (LSOP) neyeHIV neAIDS eMs ebenzini (HWP). Ez i progra m z imbini z iyaxhasana ngokubhekiselele kuqeqesho n ongenelelo k wananxaso (advocacy). Abas ebenzi ab abini aba gxile k uLawulo lweMpilo n eMpilo Qete y aBasebenzi (EHWP) ngokweNkcazelo z eNgqesho z abo. Ib hajethi y onyaka R1 258 360
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye eyokuKhuthazwa kwezeMpilo kubasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma eziqaphelekayo/zenkonzo yale Program.			Le pr ogram inika ink xaso eth e gq olo k wiimfuno zengqondo, z emvakalelo neendlela z okuphila kubasebenzi be thu. YiNk qubo y oLawulo lwez eMpilo neMpilo Qete eg xila, ph akathi k wezinye iz into, k wiHIV neAIDS, udandatheko, ulawulo lwezemali, ezobudlelane, ezomthetho, i micimbi y eentsapho, uk usetyenziswa gwenxa k weziyobisi noty wala. Ez i nk onzo k ubonelelwa ngazo n gababoneleli-nkonzo babucala uk uqinisekisa ukugcinwa k oku k uyimfihlo. Le pr ogram ik waqwalasela nemiba y entlalo-ntle y abasebenzi ngok uqatshelwa koSuku lweMpi lo neNtlal o-ntle lw aBasebenzi. Iin jongo zezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngee nkonzo elib onelela ngaso iSe be iWCED kubasebenzi ba lo. Ngaph ezulu, iin tsuku z okuKhuthazwa kwezeMpilo z iqhubeka ngokweentsuku ez iqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo
4. Ngaba is ebe le mfundo li qalise (a) i komiti (iikomiti) njengoko k ubhaliweyo k wiSiqendu VI E.5 s eSahluko 1 seMimiselo y eNkonzo k aRhulumente, ngo-2001? Ukuba kunjalo, uy acelwa unike am agama am alungu ek omi nawomthathi-nxaxheba (now abathathi-nxaxheba) a bamele yena (bona).			Umlawuli we-IHCM, uSekela Mlawuli we-IHCM, uMququzeleli weHIV, abameli bamaCandelo, abameli bamaqela abasebenzi achaphazelekayo. Kusaqulunqwa iKomiti yeeNgcebiso entsha eza kujongana ngokupheleleyo neProgram yeMpilo Qete neNtlalo-ntle yaBasebenzi (new Advisory Committee for the comprehensive Employee Health and Wellness Programme)
5. Ngaba is ebe lemfundo liy ihlaziyele im igaqo-nkqubo neenkqubo z alo z engqesho k waneendlela z okusebenza ukuqinisekisa uk uba ez iz into a zicaluli n gokunomkhethe abasebenzi n genxa y emeko y abo y okuba neHIV? Uk uba kunjalo, dwe lisa imig aqo-nkqubo y engqesho/yeenkqubo ezihlaziyelelweyo.			ISebe iWCED lavuma (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokweNkqubo-sikhokelo esibonelelwe nguRhulumente wePhondo.

Umbuzo	Ewe	Hayi	Nika iinkcukacha, ukuba impendulo ngu-ewe
6. Ngaba is ebe lemfundo li qalise imi miselo y okukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuze ba ngacalu-calulwa? Uk uba k unjalo, dwelisa iingongoma eziphambili zale mimiselo.			Kuqhutywa amaphulo ok ukhuthaza ulwazi k wiimeko ekufuneka iHIV neAIDS ijo ngwe ngayo. Imi ba eyodwa malunga neHIV neAIDS, u mz. Il ungelol okugcina ingcaciso iy imfihlo, ukuchaza elu bala, iVCT njl. njl. Iprogram y aMalungelo oLuntu y eSebe iWC ED ikwahambisa umyalezo o malunga nok ucha iz enzo zocalulo. Um gaqo-nkqubo weSebe iWCED weHIV neAIDS nawo uk wagqithisa lo myalezo k waye uyinxalenye yomsebenzi oluxanduva lomphathi oyintloko wecandelo ekufuneka ewuqwalasele.
7. Ngaba is ebe lemfundo likhuthaza abaqeshwa balo uk uba bafumane iNgc ebiso nok uXilonga iGazi ngok uZithandela? Ukuba kunjalo, dwelisa iziphumo oye wazifumana.			I-VCT y enziwa ifikeleleke k ubasebenzi ng eeNtsuku zoKwazisa ngeMpilo neMpilo Qete k uBasebenzi. Olu vavanyo lwenziwa yi-10% ukuya kwi-15% yabo bakhoyo kwezi Nts uku z oKwazisa nok uKhuthaza iMpilo Qete k uBasebenzi. Iintsuku z amaphulo eVCT ne <i>Spot Talks</i> zanika ulwazi kwakhona ngeenkqubo nemigaqo yeVCT
8. Ngaba is ebe lemfundo liqulunqe imimiselo/ i zalathisi ukubeka es weni nok uvavanya a mandla e program y alo yokukhuthaza ezempilo? Uk uba k unjalo, dwelisa amanyathelo/iindlela.			Iingxelo z enyanga ez ivela k ubaboneleli-nkonzo abohlukeneyo, ez ibonakalisa uk usetyenziswa kweenkonzo.

Qaphela: I-PEAP edibene ngokupheleleyo neSebe iWCED isinika ingcaciso malunga nezi ngongoma/iinkonzo ezilandelayo eziphambili:

1. Imfundo nokufumana ulwazi emsebenzini
2. Ukuqhutywa kophicotho-ncwadi zeHIV/AIDS emsebenzini ukuqaphela iimfuno zamaseko, umz. likhithi zoNcedo lokuQala, njl. njl.
3. Iiprogram zothintelo, umz. ukuhanjiswa kweekhondom
4. Ukukhuthaza amanyathelo othintelo ezwe liphela, umz. amanyathelo okhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. IiNgc ebiso noXilongo lweGazi ngokuZithandela
6. Khuthaza ukunikwa kwenkxaso kubasebenzi abosuleleke yiHIV/AIDS

DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (Employee Health and Wellness Strategic Framework) ugxininisa ukulandelwa mbo koLawulo lweHIV/AIDS neTB nowacebisa OMNYE wemisebenzi ebalulekileyo ye-EH&W emsebenzini.

1. Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokuNika iNkxaso.
2. Ukuqalisa iprogram yoSuku lwezeMpilo neMpilo qete yaBasebenzi ukwenzela abasulelekileyo nabasebenzi abachatshazelwe yiHIV
3. Ukuqaliswa kweprogram yokuFundisana kooNtanga (*Peer Educator programme*) yabaqeshwa beSebe iWCED kuthagethwe iindlela zokuziPhatha eziyiNgozi
4. UNcedo loNyango nokuNonotshelwa kwaBasebenzi abaphila neHIV/AIDS ekubonelelwa ngalo yiGEMS

11. UBudlelane phakathi koMqeshi neManyano zaBasebenzi

Kwangenwa kwezi mvumelwano zilandelayo phakathi komqeshi neManyano zabasebenzi kwisebe lemfundo.

IThebhile 11.1 – IiMvumelwano phakathi koMqeshi neManyano zaBasebenzi kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inani elipheleleyo leemvumelwano phakathi komqeshi neManyano zabasebenzi Alikho

Le thebhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa apha ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

IThebhile 11.2.1 – Ukuziphatha gwenxa neendibano zoluleko ezigqityiweyo, nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iziphumo zeengxoxo zoluleko	Inani
Ululeko ngokuCetyiswa	2
Isilumkiso somlomo	2
Isilumkiso esibhaliweyo	0
Isilumkiso esibhaliweyo sokugqibela	120
Ukunqunyanyiswa emsebenzini ngaphandle komvuzoo (njengesohlwayo)	24
Isohlwayo esiyintlawulo	89
Ukuhliselwa 0	
Ukugxothwa 17	
Ukufunyaniswa ungenatyala	16
Ityala lirhoxisiwe	3
Isohlwayo esiyintlawulo sixhonyiwe iinyanga eziyi-12	1
Itotali	274

IThebhile 11.2.2 – Amanathelo oluleko, kubandakanywa nokuLulekwa ngokwamanqanaba, kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inyathelo loluleko	Amadoda				Abafazi				Itotali
	abaMnyama	abeBala	amaNdiya	abaMhlophe	abaMnyama	abeBala	amaNdiya	abaMhlophe	
Itotali	48	126	0	8	90	86	2	3	363

IThebhile 11.3 – Iindidi zokuziphatha gwenxa zisonjululwe kwiingxoxo zoluleko

UHLOBO LOKUZIPHATHA GWENXA	INANI
Ubusela, ukunyoba, ubuqhophololo okanye isenzo senkohlakalo esiphathelele kwiimviwo	2
Ukuxhaphaza umfundi ngokwesondo	10
Ukuxhaphaza omnye umsebenzi ngokwesondo	0
Ubudlelane ngezesondo nomfundi kwisikolo esinye	0
Ukubetha omnye umntwana wesikolo okanye umfundi ngeenjongo zokwenzakalisa	0
Ukubetha omnye umsebenzi ngeenjongo zokwenzakalisa	0
Ukuphatha into engekho semthethweni, enxilisayo okanye edodobalisa ingqondo	2
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi na ongomnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	0
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo iimali zikaRhulumente	10
Ukusebenzisa gwenxa ipropathi karhulumente	3
Ukudlela indlala okungafanelekanga kulawulo, kwindlela yokuziphatha okanye ekusebenzeni ngobuchule kweSebe leMfundo	3
Usebenzisa gwenxa isikhundla sakhe kwiSebe leMfundo iDoE ukunyusa okanye ukudlela indlala okuyimfuno yakhe nawuphi na omnye umntu	1
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	1
Ukungaphumeleli ukuthobela umyalelo osemthethweni kunye/okanye nomyalelo wesiqhelo	5
Ukungabikho emsebenzini	10
Ukucalula	2
Umsebenzi ombi, izizathu ezingabangelwa bubuqhithala bokwenza umsebenzi	2
Ngexa usemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	1
Lo gama usemsebenzini, uziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	18
Ukubetha, okanye ilinge lokwenjenjalo okanye izoyikiso zokubetha	62
Ukwenziwa ixhoba kunye / okanye ukoyikiswa	0
Ukunika iingcaciso ezingeyonyaniso okanye ubungqina ekwenzeni imisebenzi, kunye / okanye ukuguqula ingcaciso ekwiirekhodi ibe yephosisayo	0
Iintshukumo zoqhankqalazo ezingekho semthethweni	0
Ukophula umthetho wemveli okanye woburhulumente (ubusela, urhwaphilizo nenkohlakalo)	17
Ukungathembeki	2
Ukunyamalala emsebenzini	28
Itotali	179

IThebhile 11.4 – Izikhalazo ezifakwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

	INANI
Inani lezikhalazo ezisonjululweyo	453
Inani lezikhalazo ezingasonjululwanga	146
Inani eliyitotali lezikhalazo ezifakiweyo	599

IThebhile 11.5 – Izikhalazo ezifakwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

	INANI
Inani leembambano ezimanyelweyo	42
Inani leembambano ezichithiweyo	101
Inani leembambano ezisaphethweyo	70
Inani eliyitotali lezikhalazo ezifakiweyo	213

IThebhile 11.6: Izenzo zqhankqalazo kwithuba elisuka kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inani eliyitotali leentsuku zomsebenzi zabantu ekuphulukwene nazo	0
Itotali yeendleko (R) yeentsuku zokusebenza ekuphulukwene nazo	0
Isixa (R) esifunyeke ngexa yomqathango othi, wangasebenzi wangahlawulwa	0

IThebhile 11.7 – Ukunqunyanyiswa okuyimiqathango kwithuba le-1 Apreli 2009 – 31 Matshi 2010

Inani labasebenzi abanqunyanyisiweyo emsebenzini	45
Inani labasebenzi abanqunyanyisiweyo iintsuku ezigqithileyo kwi-30	3
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo	98.73
Iindleko zonqunyanyiso	2,432,220.32

12. Uphuhliso lwezakhono

Eli candelo ligxininisa iinzame zesebe lemfundo ngokumalunga nophuhliso lwezakhono.

IThebhile 12.1: Iimfuno zoqeqesho eziqatshelwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010 ngokwesiCwangciso seZakhono zaseMsebenzini zeSebe iWCED

Amacandelo omsebenzi	Isini	Inani labasebenzi nge-1 Apreli 2009	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunik+ ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Abafazi	17	0	1 363	0	1 363
	Amadoda 33		0	970	0	970
Iinkonzo zoqeqesho	Abafazi	20 863	0	7 404	0	7 404
	Amadoda	10 871	0	5 649	0	5 649
Iingcali ezingamagcisa neengcali ezinxulumene noko	Abafazi 181		0	0	0	0
	Amadoda 179		0	30	0	30
Oomabhalane	Abafazi	2 302	0	1 555	0	1 555
	Amadoda 426		0	874	0	874
Abasebenzi beenkonzo neentengiso	Abafazi 7		0	0	0	0
	Amadoda 31		0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	Abafazi 0		0	0	0	0
	Amadoda 14		0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Abafazi 1		0	0	0	0
	Amadoda 21		0	0	0	0
Abemisebenzi elula	Abafazi 2	401	0	331	0	331
	Amadoda 2	806	0	278	0	278
Itotali engekaphileli	Abafazi	25 772		10 653	0	10 653
	Amadoda	14 381		7 801		7 801
Itotali		40 153	0	18 454		18 454

IThebhile 12.2: Uqeqesho ekubonelelwe ngalo nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

likhathegori zemisebenzi	Isini	Inani labasebenzang e-1 Apreli 2009	Uqeqesho olubonelelwe ngethuba lokunika ingxelo			
			linkqubo zoqhlaniso-msebenzi*	liProgram zeZakhono nezinye iZifundo eziMfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa amakhulu nabaphathi	Abafazi	17	0	1 450	0	1 450
	Amadoda	33	0	1 900	0	1 900
linkonzo zoqeqesho	Abafazi	20 863	0	6 117	0	6 117
	Amadoda	10 871	0	4 052	0	4 052
lingcali ezingamagcisa neengcali ezinxulumene noko	Abafazi 181		0	10	0	10
	Amadoda 179		0	95	0	95
Oomabhalane	Abafazi	2 302	0	1 900	0	1 900
	Amadoda 426		0	578	0	578
Abasebenzi beenkonzo nabeentengiso	Abafazi 7		0	0	0	0
	Amadoda 31		0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	Abafazi 0		0	0	0	0
	Amadoda 14		0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Abafazi 1		0	0	0	0
	Amadoda 21		0	0	0	0
Abemisebenzi elula	Abafazi 2	401	0	135	0	135
	Amadoda 2	806	0	215	0	215
Itotali engekaphileli	Abafazi	25 772	0	9 612	0	9 612
	Amadoda	14 381	0	6 840	0	6 840
Itotali		40 153	0	16 452	0	16 452

Qaphela:

* Iingxaki zemali nezexesha aziniki ngcaciso ngabo bonke abasebenzi abathe bafumana uqeqesho ekugqibeleni.

* Ik hosi okanye uqeqesho ekwakuyiwe kulo ngumsebenzi sibalwa njengomsebenzi omnye, ngaloo ndlela ubani owafumana uqeqesho usengalogqitha inani elililo labasebenzi kwelo nani lezithuba zengqesho ezabelwe amaziko.

* Ukwenzela iinjongo zoqeqesho aMagosa aMakhulu naBaphathi abandakanya iMMS.

* Ezinye iindidi zoqeqesho zibandakanya iiBhasari nezifundo zeCape Administrative Academy.

* Itotali ayibandakanyi okanye ayibonisi bantu bayi-4 203 abaqeqeshwe yiABET.

13. Ukwenzakala emsebenzini

Ezi thebhile zilandelayo zinika ingcaciso esisiseko ngokwenzakala emsebenzini.

Iqela labasebenzi	Ubunjani bomenzakalo emsebenzini	Inani	I-% yeTotali
Ootitshala	Ababefuna kuphela unyango olusisiseko	65	79%
	UkuKhubazeka ngokuPheleleyo kweThutyana	17	21%
	UkuKhubazeka ngokuPheleleyo	-	0%
	Ukusweleka	-	0%
	Itotali	82 100	%
Abasebenzi benkonzo karhulumente	Ababefuna kuphela unyango olusisiseko	71	77%
	UkuKhubazeka ngokuPheleleyo kweThutyana	21	23%
	UkuKhubazeka ngokuPheleleyo	-	0%
	Ukusweleka	-	0%
	Itotali	92 100	%

Qaphela:

Ukucaciswa kwenkqubo koNyango olusisiseko (*Basic Medical Attention*) kukuba umqeshwa lowo akakho emsebenzini ithutyana elifutshane (ukuya kutsho kwiintsuku ezimbalwa). Ukukhubazeka ngokupheleleyo ithutyana kwenzelwe amathuba amade, umzekelo, ngaphezu kweveki enye kumonzakalo womqolo (*back injury*).

14. Ukusetyenziswa kwaBacebisi (*Consultants*)

IThebhile 14.1: Ingxelo ngokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali ezifanelekileyo

ITayitile yeProjekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ithuba elithathiweyo: lintsuku zokusebenza	Ixabiso lemvumelwano ngokweeRandi
0 0		0	0

Inani eliyitotali leeprojekthi	Itotali yabacebisi abangabodwa	Ithuba elithathiweyo: lintsuku zokusebenza	Ixabiso lemvumelwano ngeeRandi
0 0		0	0

IThebhile 14.2: Ucazululo lokuqeshwa kwabacebisi kusetyenziswa iimali ezifanelekileyo, ngokwemeko yaBantu ngaBanye ababeVinjwe aMathuba ngaPhambili (*Historically Disadvantaged Individuals*) (HDIs)

ITayitile yeProjekthi	Ipesenteji yobunini ngamaqela eeHDI	Ipesenteji yabakulawulo ngamaqela eeHDI	Inani laBacebisi abakumaqela ee-HDI asebenza ngeeprojekthi
0 0		0	0

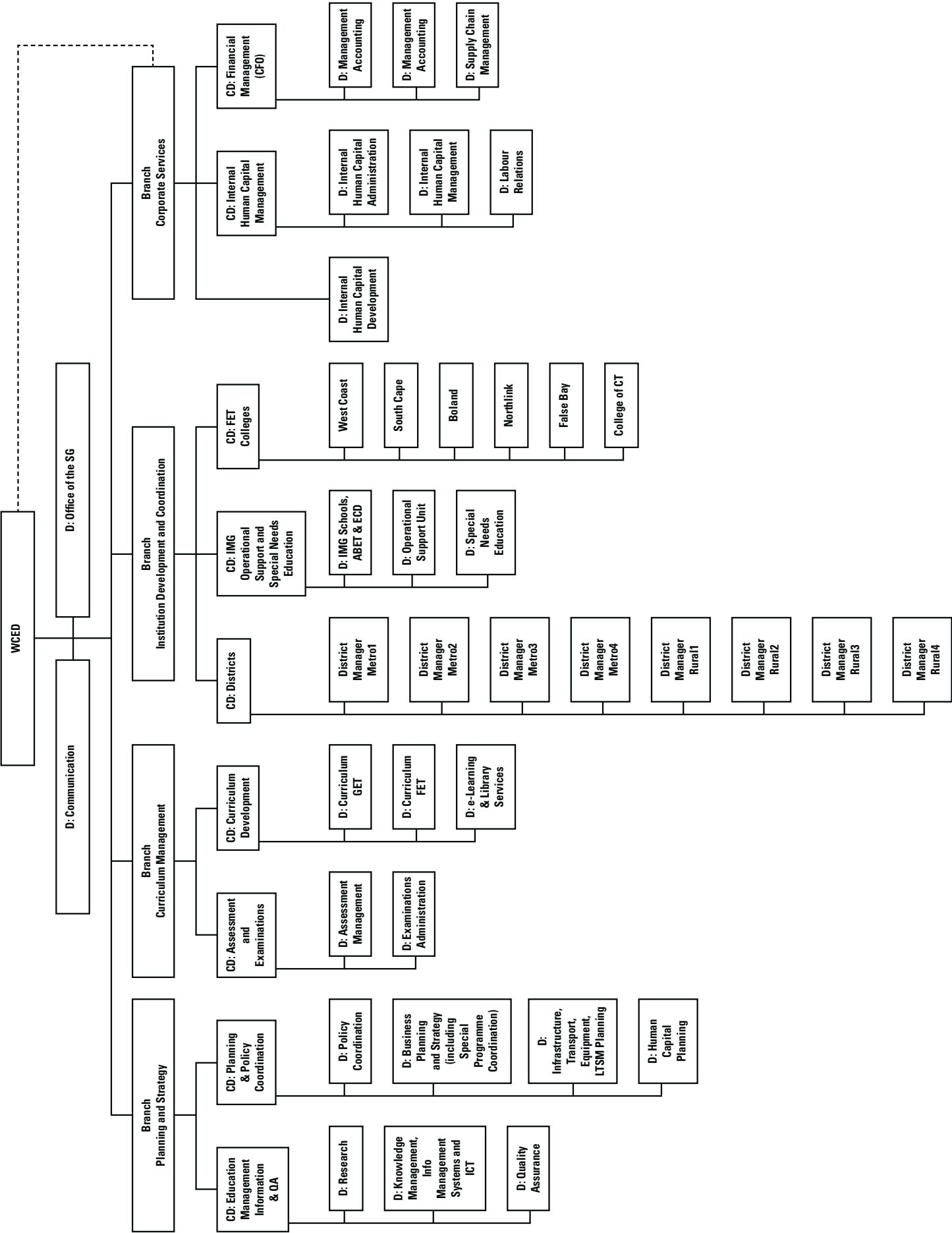
IThebhile 14.1: Ingxelo emalunga nokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali zaBaxhasi (*Donors*)

ISebe iWCE D alikhange li qeshe n abaphi na ab acebisi (*consultants*) ng eemali zab axhasi u kuze ba qhube iiprojekthi.

15. I-oganogram

Ukuma kwestraktsha seSebe iWCED kubonakaliswa kwi-oganogram kwikhasi elilandelayo.

Amanqwanqwa Okuma Kwesebe Lemfundo Lentshona Koloni



Superintendent-Generaal
Intsumpa-Jikelele

Director: Office of the SG

Direkteur: Kantoor van die SG
Umlawuli we-Ofisi Ye-Ntloko yeSebe

Director: Communication

Direkteur: Kommunikasie
Umlawuli weCandelo leZonxibelelwano

Deputy Director-General: Planning and Strategy

Adjunk-direkteur-generaal: Beplanning en Strategie
uSekela-Mlawuli Jikelele weCandelo leZocwangciso

Chief Director: Education Management Information and Quality Assurance

Hoofdirekteur: Onderwysbestuurinligting en Gehalteversekering
Umlawuli oyiNtloko weCandelo loLawulo lweMfundo, inGcaciso noQinisekiso weMigangatho

Director: Research

Direkteur: Navorsing
Umlawuli weCandelo leZophando

Director: Knowledge Management, Information and Record Management Systems and ICT

Direkteur: Kennisbestuur, Inligtings- en Rekordbestuurstelsels en IKT
Umlawuli weCandelo loLawulo loLwazi neEnkqubo zeNgcaciso neErekhodi zeZolawulo ne-ICTt

Director: Quality Assurance

Direkteur: Gehalteversekering
Umlawuli weCandelo loQinisekiso lwemiGangatho

Chief Director: Planning and Policy Co-ordination

Hoofdirekteur: Beplanning en Beleidskoördinasie
Umlawuli oyiNtloko weCandelo loCwangciso noQuquzelelo lwemiGaqo-Nkqubo

Director: Policy Co-Ordination

Direkteur: Beleidskoördinasie
Umlawuli weCandelo Loququzelelo lwemiGaqo-Nkqubo

Director: Business Planning and Strategy

Direkteur: Besigheidsbeplanning en -strategie
Umlawuli weCandelo Locwangciso Lwezoshishino

Director: Infrastructure, Transport, Equipment & LTSM Planning

Direkteur: Infrastruktuur, Vervoer, Toerusting en LOOMBeplanning
Umlawuli weCandelo loCwangciso lweZiseko zoPhuhliso, ezoThutho, iziXhobo ne-LTSM

Director: Human Capital Planning

Direkteur: Menslikekapitaalbeplanning
Umlawuli weCandelo loCwangciso Lophuhliso lweZakhono zoLuntu

Deputy Director-General: Curriculum Management

Adjunk-direkteur-generaal: Kurrikulumbestuur
Usekela-Mlawuli Jikelele weCandelo loLawulo lweKharityhulam

Chief Director: Assessment and Examinations

Hoofdirekteur: Assessering en Eksamens
Umlawuli oyiNtloko weCandelo leemVavanyo neeMviwo

Director: Assessment Management

Direkteur: Assesseringsbestuur
Umlawuli weCandelo loLawulo lweeMvavanyo

Director: Examinations Administration

Direkteur: Eksamenadministrasie
Umlawuli weCandelo loLawulo lweeMviwo

Chief Director: Curriculum Development

Hoofdirekteur: Kurrikulumontwikkeling
Umlawuli oyiNtloko weCandelo loPhuhliso lweKharityhulam

Director: Curriculum GET

Direkteur: Kurrikulum AOO
Umlawuli weCandelo leKharityhulam GET

Director: Curriculum FET

Direkteur: Kurrikulum VOO
Umlawuli weCandelo leKharityhulam ye-FET

Director: E-Learning and Library Services

Direkteur: E-Leer en Biblioteekdienste
Umlawuli weCandelo Le *E-Learning* neEnkonzo zeeLayibrari

Deputy Director-General: Institution Development and Co-Ordination

Adjunk-direkteur-generaal: Inrigtingsontwikkeling en –koördinasie
Usekela-Mlawuli Jikelele weCandelo loPhuhliso noQuquzelelo lwamaZiko

Chief Director: Districts

Hoofdirekteur: Distrikte
Umlawuli oyiNtloko weziThili

Chief Director: Institutional, Specialised and Operational Support

Hoofdirekteur: Inrigtings-, Gespesialiseerde en Operasionele Ondersteuning
Umlawuli oyiNtloko weCandelo loKunika inkXaso amaZiko, imFundo enEemfuno eziZodwa
noKwenziwa kwemiSebenzi

Director: Institutional Management and Governance Planning

Direkteur: Institusionele Bestuur-en-beheerbeplanning
Umlawuli wezoCwangciso loLawulo noKuphathwa kwamaZiko

Director: Operational Support Unit

Direkteur: Operasionele Ondersteuningseenheid
Umlawuli weYunithi yoKunika inkXaso yoKwenziwa kwemiSebenzi

Director: Specialised Education Support

Direkteur: Gespesialiseerde Onderwysondersteuning
Umlawuli weCandelo loKunika inkXaso imFundo enEemfuno eziZodwa

Chief Director: FET Colleges

Hoofdirekteur: VOO-Kolleges
Umlawuli oyiNtloko weeKholeji ze-FET IsiCwangciso seNtsebenzo soNyaka 2009/10 - 2011/12

Deputy Director- General: Corporate Services

Adjunk-direkteur-generaal: Korporatiewe Dienste
Usekela-Mlawuli Jikelele weCandelo leEnkonzo zeSebe

Chief Director: Internal Human Capital Management

Hoofdirekteur: Interne Menslikekapitaalbestuur
Umlawuli Oyintloko weCandelo Lokuphathwa Nophuhliso Lwezakhono Zoluntu Lwangaphakathi

Director: Internal Human Capital Administration

Direkteur: Interne Menslikekapitaaladministrasie

Umlawuli weCandelo leZolawulo noPhuhliso lwezaKhono zoLuntu lwanGaphakathi

Director: Internal Human Capital Management

Direkteur: Interne Menslikekapitaalbestuur

Umlawuli weCandelo lokuPhathwa noPhuhliso lwezaKhono zoLuntu lwangaPhakathi

Director: Labour Relations

Direkteur: Arbeidsverhoudinge

Umlawuli weCandelo leZobudlelwane emSebenzini

Director: Internal Human Capital Development

Direkteur: Interne Menslikekapitaalontwikkeling

Umlawuli weCandelo loPhuhliso lweZakhono zoLuntu lwanGaphakathi

Chief Director: Financial Management

Hoofdirekteur: Finansiële Bestuur

oyiNtloko weCandelo leZolawulo lwezeMali

Director: Management Accounting

Direkteur: Bestuursrekeningkunde

Umlawuli: kwiMpatho yeze-Akhawuntingi

Director: Financial Accounting

Direkteur: Bestuursrekeningkunde

Umlawuli weCandelo lezeMali nee-Akhawunti

Director: Procurement Management

Direkteur: Verkrygingsbestuur

Umlawuli weCandelo loLawulo lokuThengwa kweEmpahla neEnkonzo