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Umhla wokuphelelwa: Awukho

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Isishwankathelo esifutshane: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2017.

ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2017

1. Inani lezithuba zootitshala ezabelwe izikolo ngo-2017

Kucelwa nifunde iSetyhula 0031/2009 yeSebe leMfundo leNtshona Koloni (WCED) yomhla we-28 Agasti 2009, ukufumana inkcazo ephelileyo yemithetho nemiqathango esetyenziswayo ukubonelela izikolo ngezithuba zootitshala ezabelwa izikolo qho ngonyaka. Okuqulethwe yiloo setyhula kuhlala kusebenza nango-2017, ngaphandle kwezi zilungiso zilandelayo:

- 1.1 Ngokwemiqathango yeNdelela eHlaziyiweyo yoLwabiwo lweZithuba (*Revised Post Distribution Model*), izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa mazikhutshelwe inani lezithuba zootitshala ezabelwa amaziko qho ngonyaka ungasadlulanga owe-30 Septemba wonyaka ongaphambili. Ngoko ke, zonke izithuba zootitshala kunyaka wezifundo ka-2016 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zikarhulumente zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2016, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharithulam yezikolo), ziyaphelelwa nge-31 Disemba 2016.
- 1.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2017 aya kupapashwa kwi-Central Education Management Information System (CEMIS), phantsi kwale linki Administration (*Establishments*), nge-19 Agasti 2016.

2. **Ukwabiwa kwezithuba ezongezelelweyo (IZithuba zeNqanaba 1)**

Lilungelo leSebe i-WCED ukujongisisa kwakhona (review) ukwabiwa kwezithuba zootitshala zango-2017 ukuba nayiphi na ingcaciso ngesikolo, njengoko ikwiCEMIS, kufumaniseke ukuba ayichanekanga.

3. **Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2017**

3.1 Izikolo zinokucela kujongisiswe kwakhona ukubalwa kwamanani azo ezithuba zootitshala (*computation of their teaching staff establishment*) ukuba **amanani obhaliso abafundi kwiCEMIS (CEMIS learner enrolments) aboniswe kwileta yokwabelwa izithuba yesikolo, ahlukile kwidatha yabafundi nge-31 Julayi 2016**. Ukwenzela ukuba iSebe iWCED libenako ukubala amanani, kuya kufuneka isikolo singenise ubungqina kwiCandelo loLawulo lwezaBasebenzi ngoBuchule bokuba akachanekanga amanani obhaliso asetyenzisiweyo nabhalwe kwileta yokwabelwa izithuba zootitshala yesikolo. Ukongeza apho, izikolo ezibonise ukuba zineeklasi ezaneleyo yaye zinabo abafundi abongezelelweyo okanye zinenjongo yokubhalisa abafundi abongezelelweyo ngo-2017, zinokufaka izicelo zezithuba ezongezelelweyo. Izicelo zezithuba **mazingeniswe** ngethuba elisusela kwi-22 Agasti 2016 ukuya kwi-16 Septemba 2016, yaye **zonke izicelo** mazenziwe kwiCEMIS. **Akukho sicelo sezithuba ezongezelelweyo (additional posts) siya kuqwalaselwa ukuba asizaliswanga kwi-CEMIS.**

3.2 Kwimeko apho isikolo siliphelisileyo ibakala okanye amabakala, aya kuhlaziywa amanani ezithuba zootitshala abelwe isikolo esilolu hlobo, ngokusekelwe kwini labafundi abaseleyo esikolweni. Kwimeko yabafundi abaphumayo esikolweni ngenxa yokupheliswa kwebakala okanye kwamabakala, kuya kuhlaziywa amanani ezithuba zootitshala ezabelwe isikolo (izikolo) abaya kuso.

4. **Ukubalwa kwakhona kwamanani ezithuba zootitshala ezabelwe isikolo ngenxa yokutshintsha kwamanani obhaliso lwabafundi ngo-2016**

4.1 ISebe iWCED linelungelo lokuziphelisa izithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka ka-2017. Kwiimeko ezilolu hlobo, ootitshala abaqeshwe okwethutyana, **emva kothethathethwano**, baya kutshintshelwa kwizithuba ezikwezinye izikolo. Ngako oko ke, xa kugaywa ootitshala kwizithuba zethutyana, iinqununu **mazazise** abenzi-sicelo ukuba baya kuqeshwa besazi ukuba banokutshintshelwa kwezinye izikolo ukuba izithuba zabo ziyapheliswa ngenxa yokuhla kwamanani obhaliso abafundi esikolweni.

4.2 Zonke izithuba zokuqeshwa phantsi kwemvumelwano (*contract appointment*) **mazizaliswe** kangangeenyanga eziyi-12 ukuba oko kwenziwa kwisithuba sokuqeshwa phantsi kwemvumelwano esongezelelweyo **esivunyiweyo kweso sikolo kangangeenyanga eziyi-12**. La magama abatyunjweyo (*nominations*)

makangeniswe kwaNdlunkulu kusetyenziswa isistim eyi-Contract Appointment Tracking (CAT) system.

- 4.3 Izithuba zokuqeshwa phantsi kwemvumelwano (*contract appointments*) **mazenziwe** kwizithuba ezisisigxina ezingenamntu kangangethuba leenyanga ezintandathu, ukuba isikolo sisifanele isithuba esilolu hlobo. **Ukuba eso sithuba asikabinamntu emva kweenyanga ezintandathu masizaliswe kwangulo mqeshwa mnye ukweso sithuba ngokuxhomekeke ekubeni iyanelisa intsebenzo yakhe kweso sithuba.**
- 4.4 Zonke izikolo maziwahlaziye amanani obhaliso azo kwiCEMIS engadlulanga uLwesibini, we-07 Matshi 2017. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo nge-31 Julayi 2016 engaphantsi kwamanani obhaliso lwazo, aya kuphindwa abalwe ngokutsha ungadlulanga owe-17 Matshi 2017. Ukuba isikolo kufuneka siphulukane nesithuba saso okanye nezithuba zaso, ngako oko ke inani lezithuba zokuqeshwa phantsi kwemvumelwano lilingana okanye lingaphantsi kwenani lezithuba isikolo esiphulukana nazo, asiyi kuzinikwa ukususela kwi-01 Apreli 2017.
- 4.5 Kwimeko apho kwande amanani obhaliso lwabafundi ukususela nge-11 Januwari 2017 ukuya kwi-31 Januwari 2017, isikolo sinokwenza isicelo ekhompuytheni (*apply online*), ngethuba elisusela kwi-11 Januwari 2017 ukuya kwi-31 Januwari 2017, sicele isithuba (izithuba) sokwanda kwamanani (*growth post*). Itotali yamanani obhaliso lwabafundi ethathelwa ingqalelo iya kuba yitotali yamanani obhaliso kwiCEMIS ngethuba lokwenza isicelo. Asiyi kuqwalaselwa isicelo ukuba asingeniswanga kwiCEMIS.

I-ofisi yesithili mayiqinisekise ukuba zonke izikolo zizingenisile izicelo zazo kwikhompuyutha ungadlulanga owe-31 Januwari 2017.

- 4.6 Ziyacelwa iinqununu ukuba ziqwalasele oku kulandelayo:
- **Ukutyunjwa kootitshala kwizithuba ezongezelelweyo, ezenzelwe izicelo ngenxa yokwanda kunye/okanye yeemfuno zekharithulam zesikolo, kungenziwa kuphela emva kokuba kufunyenwe imvume ebhaliweyo evela kwaNdlunkulu.**
 - **Akukho titshala unokuqalisa ngomsebenzi wakhe phambi kokuba kufumaneka imvume yesithuba esongezelelweyo (*an additional post*) evela kwaNdlunkulu.**

5. Uzaliswa kwezithuba ezipapashiweyo

- 5.1 Zonke izithuba esele zipapashiwe kuluhlu lwezithuba lweSebe iWCED zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni eso sithuba siyavela kwinani lezithuba zootitshala zika-2017 ezabelwe elo ziko.

- 5.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2017 ezabelwe elo ziko, eso sikolo asiyi kubanalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.
- 5.3 Uhlala ungatshintshanga umgqaliselo wokuba isithuba esipapashiweyo (ngokukodwa isithuba sonyuselo-sikhundleni) sinokuzaliswa kuphela xa singadali sithuba sikatitshala ongaphezu kwemfuneko (*teacher in excess*).
- 5.4 Ukuba ithi inqununu yesikolo nebhunga lolawulo babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayisazanelisi iimfuno zekharithulam yesikolo, bangacela iSebe iWCED lisithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo masihambe kunye nenkcazo ebanzi ecacisayo, **esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.**
- 5.5 Ukuqinisekisa ukubakho kozinzo ngo-2017, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 (*Post Level 1 posts*) ukulungiselela owe-01 Januwari 2017 njengomhla ekuqeshwa ngawo. Apho izithuba sele zifakiwe ukulungiselela ukupapashwa kwazo kuLuhlu lweZithuba 2/2016 yaye isikolo sele simqaphele utitshala ofanelekileyo nomeko yengqesho yakhe inokutshintshwa ukusuka kwimo yokuqeshwa ithutyana itshintshelwe kwingqesho esisigxina (*converted from temporary to permanent status*), sinokususwa isithuba esipapashiweyo kwidrafti yoluhlu lwezithuba.
6. **Ukuzaliswa kwezithuba zootitshalala ezingenamntu ezixhaswa ngemali ngurhulumente (*vacant substantive posts*) (ngokususela kumanani ezithuba zootitshala ezabelwe izikolo ange-19 Agasti 2016)**
- 6.1 Ngethuba lemiboniso yecandelo lolawulo lwabasebenzi (*people management roadshows*) eyayibanjwe ukususela ngoJuni ukuya ku-Agasti 2016, iinqununu zazazisiwe ngeembopheleleko zezemali (*financial constraints*) kwiibhajethi ze-*Compensation of Employees (CoE) budgets* zango-2016/2017 ukuya ku-2018/2019 zeenkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks*). Kwaqatshelwe iqela lezicwangciso namathuba okunciphisa igalelo lenkcitho ye-CoE, ezibandakanye nolawulo olusebenzayo nokusetyenziswa kootitshala abangaphezu kwemfuneko.
- 6.2 Omnye umba onegalelo lokuphehla inkcitho kwibhajethi yeCoE kukubagcina ootitshala abangaphezu kwemfuneko ngokongeza kunamanani ezithuba ezabelwe izikolo. Le miba iphehla iindleko yenze ukuba kube yimfuneko ukuqaliswa kwezicwangciso zokunqada inkcitho yabaqeshwa apha ngaphakathi kwibhajethi ye-CoE. Esinye sezicwangciso eziqatshelweyo, esiya kusetyenziswa yaye sibekwe esweni ngokusondeleyo liSebe iWCED, lulawulo olusebenzayo nokusetyenziswa kootitshala abangaphezu kwemfuneko. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2017 zootitshala ezilinani elabelwe izikolo ngo-2017 bathathwa njengootitshala abangaphezu kwemfuneko.	01–30 Septemba 2016
Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2017 yaye makubhungwe neenqununu /namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ngo-2017.	01–31 Oktobha 2016
Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangenako ukufakwa kwizithuba" abangaphezu kwemfuneko ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi (<i>cross-district placements</i>).	31 Oktobha 2016
UNdlunkulu unika iingcebiso ngabo kwizithili ukulungiselela ukufakwa kwabo kwizithili ngokubanzi.	01–30 Novemba 2016
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2017.	01–30 Novemba 2016
Ootitshala abangenako ukumataniswa yaye bafakwe kwizithuba abamele kuba yinxalenye yethayimthebhile yesikolo yango-2017.	07 Disemba 2016
Kwimeko yaxa izikolo zifuna ootitshala abongezelelweyo ngenxa yokwanda kwamanani abafundi, izithili ziya kuthethana neenqununu/namabhunga olawulo malunga nokufakwa kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba ziya kukhutshelwa ootitshala abanako ukumataniswa nokufakwa kwizithuba.	09 Januwari 2017

- 6.3 Ootitshala esekuthiwe bangaphezu kwemfuneko, ngokususela kulwabiwo lwezithuba zootitshala lwangaphambili nangokungqinelana neenkqubo zangaphambili, **nabasengaphezu kwemfuneko nangoku**, baya kugcina loo meko yabo yokubangaphezu kwemfuneko (*retain their in excess status*). Imeko yaba titshala iya kusingathwa ngokulandela iimvumelwano ezikhoyo ngoku kunye nemibutho yabasebenzi neBhunga lezeMfundo lezoBudlelane eMisebenzini (ELRC).
- 6.4 Ootitshala abaqeshwe isigxina mabaqatshelwe njengabangaphezu kwemfuneko ngokweSigqibo 2 sango-2003 seBhunga lezeMfundo lezoBudlelane eMisebenzini (ELRC).

6.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2017 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe iWCED nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharithulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

6.6 **Ukuqeshwa kootitshala abatsha abafikayo (new entrants)**

Esinye isicwangciso sokunqanda iindleko kwibhajethi i-CoE *budget* kukuqesha ootitshala abatsha abafikayo (*new entrants*) kumsebenzi wokufundisa kwiSebe iWCED endaweni yootitshala abasele behlawulwa ngemivuzo ekwiqondo eliphezulu. Ngokwenjalo siya kuba silungiselela ukuba kuqeshwe ootitshala abatsha abaselula kwiSebe iWCED.

Utitshala omtsha ofikayo uchazwa njengomfundi okunyaka wokugqibela kunye/okanye nawuphi na utitshala ofumene iziqinisekiso zamabanga akhe emfundo kwiminyaka emithathu edlulileyo nongazange afumane thuba lokuqeshwa isigxina kwisithuba sikatitshala kwingqesho karhulumente. Eli qela libandakanya ootitshala ababefumene ibhasari yeFunza Lushaka.

Kwangaxeshanye, siyavuma ukuba izikolo zimele ukuba zizikhethela ekugqibeleni oyena mntu ugqibeleleyo. Ukwenzela ukuqinisekisa ukuba siyazingqinelanisa ngokufanelekileyo iimfuno ezahlukileyo, sicela ukuba iinqununu namabhunga olawulo abakuchasa ngamandla ukuqeshwa kootitshala abatsha abafikayo abalolu hlobo ezikolweni zabo, bathethane ngqo neNtloko yeSebe iWCED ngencwadi ebhaliweyo (bayithumele nakuMlawuli weSithili ochaphazelekayo ikopi), baze balindele isiphumo sezikhalazo zabo. Izikhalazo ezilolu hlobo mazingeniswe ubuncinane kwiiveki ezimbini phambi kokuba utitshala aqalise ukusebenza ukuvumela ukuba imeko nganye ithathelwe ingqalelo ngokufanelekileyo.

6.7 **Abanye ootitshala abanamabanga emfundo afanelekileyo**

Kuphela ngootitshala abanamabanga emfundo e-REQV 13 okanye engaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu ezixhaswa ngemali. ISebe iWCED liya kusebenzisa ilungelo lalo lokuqesha abanye ootitshala kuphela ukuba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndizi zikhankanywe apha ngentla.

7. **Ukuzalisa izithuba zootitshala ezongezelelweyo (ngokusekelwe kwizicelo zokwanda kwamanani abafundi nezeemfuno zekharityhulam phakathi kwe-22 Agasti 2016 ne-16 Septemba 2016)**

7.1 Kuya kuqala kukhethwe ootitshala ngokulu luhlu lulandelayo ukufakwa kootitshala ezithubeni zootitshala ezongezelelweyo:

- Ootitshala abangaphezu kwemfuneko
- Ootitshala abatsha abafikayo
- Abanye ootitshala abanamabanga emfundo afanelekileyo

Kuphela ngootitshala abanamabanga emfundo e-REQV 13 okanye engaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu nezongezelelweyo. ISebe iWCED liya kusebenzisa ilungelo lalo lokuqesha abanye ootitshala kuphela ukuba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndizi zikhankanywe apha ngentla. Izicelo zokuqeshwa kootitshala ngokungesosigxina (*temporary teachers*) kwezi ndidi zilandelayo, kufuneka kufunyanwe imvume kwangaphambili kuMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi:

- a) Ootitshala abangaphezu kweminyaka eyi-65 ubudala;
- b) Ootitshala ababekhe bayishiya inkonzo yengqesho karhulumente ngenxa yoku:
 - Umhlala-phantsi
 - Ukulahla enkonzweni (*Resign*)
 - Ukugula
 - Ukuziphatha kakubi
 - Ukunyamalala okanye ukuqhwekha emsebenzini (*abscondment*)
- c) Ootitshala abavela kumazwe angaphandle
- d) Ootitshala abangaqeqeshwanga ngokufanelekileyo

7.2 Ii-ofisi ezithili zinokukuvuma ukutshintshelwa kwezinye izikolo kootitshala apho ukutshintshwa kuya kukhuthaza inkqubo yokusiwa kootitshala kwizithuba ezikwezinye izikolo (*process of redeployment*) o.k.t. apho ukutshintshwa kuya kubangela ukuthunyelwa kootitshala ongaphezu kwemfuneko kwizithuba esingenamntu esixhaswa ngemali. Lo mqathango ukwasebenza nakwiimeko apho ukutshintshwa kuya kuvumela ukuba utitshala omtsha ofikayo aqeshwe kwizithuba esivulekileyo esishiywe ngumntu ngenxa yokutshintshwa.

8. **Imibuzo**

Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

9. **Imiba ngokubanzi**

Okuqulethwe yile setyhula makwaziswe bonke ootitshala namalungu ebhunga lolawulo ukwenzela ukuba bakuthathele ingqalelo.

ISAYINWE: NGU-PA VINJEVOLD

INTLOKO YESEBE LEMFUNDO

UMHLA: 2016-08-17