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Imibuzo: ABaphathi beeSekethe

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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kuBaphathi beze-*IMG*, kwiiNqununu zezikolo zikarhulumente eziqhelekileyo nakumalungu amabhunga olawulo

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2018.*

ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2018

1. Inani lezithuba zootitshala ezabelwe izikolo ngo-2018

Kucelwa nifunde iSetyhula 0031/2009 yeSebe leMfundo leNtshona Koloni (*WCED*) yomhla we-28 Agasti 2009, ukufumana inkcazo epheleleyo yemithetho nemiqathango esetyenziswayo ukubonelela izikolo ngezithuba zootitshala ezabelwa izikolo qho ngonyaka. Le setyhula ikhankanyiweyo inokufunyanwa kwiziko lewebhu leSebe i*WCED* phantsi kweesetyhula zango-2009. Okuqulethwe yiloo setyhula kuhlala kusebenza nango-2018, ngaphandle kwezi zilungiso zilandelayo:

1.1 Ngokwemiqathango yeNdlela eHlaziyiweyo yoLwabiwo lweZithuba (*Revised Post Distribution Model*), izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa mazikhutshelwe inani lezithuba zootitshala ezabelwa amaziko qho ngonyaka ungadlulanga owe-30 Septemba wonyaka ongaphambili. Ngoko ke, zonke izithuba zootitshala kunyaka wezifundo ka-2017 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zikarhulumente zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2017, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2017.

1.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2018 aya kupapashwa kwi-*Central Education Management Information System (CEMIS)*, phantsi kwale linki *Administration (Establishments)*, nge-25 Agasti 2017.

2. Ukwabiwa kwezithuba ezongezelelweyo (IZithuba zeNqanaba 1)

Le ofisi inembopheleleko yokukujongisisa kwakhona (*review*) ukwabiwa kwezithuba zootitshala zango-2018 ukuba nayiphi na ingcaciso ngesikolo, njengoko ikwi*CEMIS,* kufumaniseke ukuba ayichanekanga.

3. Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2018

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 2017. Ukwenzela ukuba le ofisi ibenako 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 zibonise ukuba zineeklasi ezaneleyo yaye zinabo abafundi abongezelelweyo okanye zinenjongo yokubhalisa abafundi abongezelelweyo ngo-2018, zinokufaka izicelo zezithuba ezongezelelweyo. Izicelo zezithuba kumelwe <u>zingeniswe</u> ngethuba elisusela kwi-28 Agasti 2017 ukuya kwi-15 Septemba 2017, yaye zonke izicelo mazenziwe kwi*CEMIS*. Izicelo zezithuba ezongezelelweyo *(additional posts)* ziya kuqwalaselwa kuphela xa ngaba zizaliswe kwi-*CEMIS*.

3.2 Kwimeko apho isikolo siliphelisileyo ibakala okanye amabakala, aya kuhlaziywa amanani ezithuba zootitshala abelwe isikolo esilolu hlobo, ngokusekelwe kwinani 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-2018

4.1 ISebe i*WCED* linelungelo lokuziphelisa iZithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka ka-2018. Kwiimeko ezilolu hlobo, ootitshala abaqeshwe okwethutyana, emva kothethathethwano, baya kutshintshelwa kwizithuba ezikwezinye izikolo. Ngako oko ke, xa kugaywa ootitshala kwizithuba zethutyana, iinqununu kumele <u>zazise</u> 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*) kumelwe zizaliswe kangangeenyanga eziyi-12. La magama abatyunjiweyo *(nominations)* angeniswa 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 sinokuzaliswa kwangulo mqeshwa mnye ukweso sithuba ngokuxhomekeke ekubeni iyanelisa intsebenzo yakhe kweso sithuba.

4.4 Zonke izikolo ziyacelwa ziwahlaziye amanani obhaliso azo kwi*CEMIS* engadlulanga uLwesibini, we-06 Matshi 2018. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo nge-31 Julayi 2017 engaphantsi kwamanani obhaliso lwazo, aya kuphindwa abalwe ngokutsha ungadlulanga owe-23 Matshi 2018. 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, siya kujongisiswa ngokufanelekileyo ukususela kwi-01 Apreli 2018.

4.5 Kwimeko apho kwande amanani obhaliso lwabafundi ukususela nge-17 Januwari 2018 ukuya kwi-31 Januwari 2018, isikolo sinokwenza isicelo ekhompyutheni (*apply online*), ngethuba elisusela kwi-15 Januwari 2018 ukuya kwi-31 Januwari 2018, sicele isithuba (izithuba) sokwanda kwamanani (*growth post*). Itotali yamanani obhaliso lwabafundi ethathelwa ingqalelo iya kuba yitotali yamanani obhaliso kwi*CEMIS* ngethuba lokwenza isicelo. Kuphela zizicelo ezingeniswe kwi*CEMIS* eziya kuqwalaselwa.

Kucelwa ii-ofisi zezithili ziqinisekise ukuba zonke izikolo zizingenisile izicelo zazo kwikhompyutha ungadlulanga owe-31 Januwari 2018.

4.6 Ziyacelwa iinqununu ukuba ziqwalasele oku kulandelayo:

- Ukutyunjwa kootitshala kwizithuba ezongezelelweyo, ezenzelwe izicelo ngenxa yokwanda kunye/okanye yeemfuno zekharityhulam zesikolo, kungenziwa kuphela emva kokuba kufunyenwe imvume ebhaliweyo evela kwaNdlunkulu.

- Utitshala akanakuyiqalisa imisebenzi yakhe phambi kokuba kufumaneke 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-2018 ezabelwe elo ziko.

5.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2018 ezabelwe elo ziko, eso sikolo asinalungelo 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 zekharityhulam yesikolo, bangacela le ofisi isithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo simele ukuhanjiswa nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.

5.5 Ukuqinisekisa ukubakho kozinzo ngo-2018, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 *(Post Level 1 posts*) ukulungiselela owe-01 Januwari 2018 njengomhla ekuqeshwa ngawo. Apho izithuba sele zifakiwe ukulungiselela ukupapashwa kwazo kuLuhlu lweZithuba 02/2017 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-25 Agasti 2017)

6.1 ISebe lisajongene neembopheleleko zezemali (*financial constraints)* kwiibhajethi ii-*Compensation of Employees (CoE) budgets* zeenkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks)* zango-2017/2018 ukuya ku-2019/2020. Esinye sezicwangciso eziqalwaselweyo ngo-2017 ibe kukunciphisa igalelo lenkcitho ye-*CoE*, ngokuthi kulawulwe ngokusebenzayo ukusetyenziswa kootitshala abangaphezu kwemfuneko, nokubandakanya ukutshintshelwa kwisithuba esilingana neso utitshala akuso phakathi kwezikolo ezinezithuba zengqesho nokusebenzisa ootitshala abangaphezu kwemfuneko apho kuye kwakho imingeni emalunga nekharityhulam.

6.2 ISebe liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2018. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2018 zootitshala ezilinani elabelwe izikolo ngo-2018 bathathwa njengootitshala abangaphezu kwemfuneko.	01– 30 Septemba 2017
Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2018 yaye makubhungwe neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba emazikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ngo-2018.	01– 31 Oktobha 2017
Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangenako ukufakwa kwizithuba" abangaphezu kwemfuneko ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi *(cross-district placements)*.	31 Oktobha 2017
UNdlunkulu unika iingcebiso ngabo kwizithili ukulungiselela ukufakwa kwabo kwizithili ngokubanzi.	01– 30 Novemba 2017
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2018.	01– 30 Novemba 2017
Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2018.	10 Disemba 2017
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.	15 Januwari 2018

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 bamele ukuqatshelwa njengabangaphezu kwemfuneko ngokweSigqibo 4 sango-2016 seBhunga lezeMfundo lezoBudlelane eMisebenzini (*ELRC)*.

6.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2018 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe i*WCED* nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharityhulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

6.6 **<u>Ukuqeshwa kootitshala abatsha abafikayo *(new entrants)*</u>**

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

<u>Utitshala omtsha ofikayo</u> 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 zizigayele 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, bayacelwa bathethane ngqo neNtloko yezeMfundo ngencwadi ebhaliweyo (bayithumele nakuMlawuli weSithili ochaphazelekayo ikopi), baze balindele isiphumo sezikhalazo zabo. Izikhalazo ezilolu hlobo zimele ukungeniswa ubuncinane kwiiveki ezimbini phambi kokuba utitshala aqalise ukusebenza ukuvumela ukuba imeko nganye ithathelwe ingqalelo ngokufanelekileyo.

6.7 **<u>Abanye ootitshala abanamabanga emfundo afanelekileyo</u>**

Kuphela ngootitshala abanamabanga emfundo e-*REQV* 13 okanye amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu ezixhaswa ngemali. Le ofisi iya kuthathela ingqalelo ukuqeshwa kwabanye ootitshala

kuphela xa ngaba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla.

7. Ukuzalisa izithuba zootitshala ezongezelelweyo (ngokusekelwe kwizicelo zokwanda kwamanani abafundi nezeemfuno zekharityhulam phakathi kwe-28 Agasti 2017 ne-15 Septemba 2017)

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 amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu nezongezelelweyo. Le ofisi iya kuthathela ingqalelo ukuqeshwa kwabanye ootitshala kuphela ukuba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla. Izicelo zokuqeshwa kootitshala ngokungesosigxina (*temporary teachers*) kwezi ndidi zilandelayo, zifuna 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 *(resignation)*
    - Ukugula
    - Ukuziphatha kakubi
    - Ukunyamalala okanye ukuqhwesha emsebenzini (*abscondence)*
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 kotitshala ongaphezu kwemfuneko kwisithuba esingenamntu esixhaswa ngemali. Lo mqathango ukwasebenza nakwiimeko apho ukutshintshwa kuya kuvumela ukuba utitshala omtsha ofikayo aqeshwe kwisithuba 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- BK SCHREUDER
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2017-08-24