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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-2019.

ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2019

1. Inani lezithuba zootitshala ezabelwe izikolo ngo-2019

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. Le setyhula ikhankanyiweyo inokufunyanwa kwiziko lewebhu leSebe iWCED phantsi kweesetyhula zango-2009. Okuqulethwe yiloo setyhula kuhlala kusebenza nango-2019, 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 ungalulanga owe-30 Septemba wonyaka ongaphambili. Ngoko ke, zonke izithuba zootitshala kunyaka wezifundo ka-2018 ezikhutshelwe izikolo zikarhulumente, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2018, nokuba ngaba kungenxa yokwanda kwamamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharithulam yezikolo), ziya kuphelelwa nge-31 Disemba 2018.

1.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2019 aya kupapashwa kwi-Central Education Management Information System (CEMIS), phantsi kwale linki Administration (Establishments), nge-24 Agasti 2018.

2. Ukwabiwa kwezithuba ezongezelelweyo (IZithuba zeNqanaba 1)

Le ofisi inembopheleleko yokukujongisisa kwakhona (review) ukwabiwa kwezithuba zootitshala zango-2019 ukuba nayiphi na ingcaciso ngesikolo, njengoko ikwiCEMIS, kufumaniseke ukuba ayichanekanga.

3. Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2019

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 2018. 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 ezibonise ukuba zineeklas ezaneleyo yaye zinabo abafundi abongezelelweyo okanye zinenjongo yokubhalisa abafundi abongezelelweyo ngo-2019, zinokufaka izicelo zezithuba ezongezelelweyo. Izicelo zezithuba kumelwe zingeniswe ngethuba elisusela kwi-27 Agasti 2018 ukuya kwi-14 Septemba 2018, yaye zonke izicelo mazenziwe kwiCEMIS. 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 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-2019

4.1 ISebe iWCED linelungelo lokuziphelisa izithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka ka-2019. Kwiimeko ezilolu hlobo, ootitshala abaqeshwe okwethutyana, emva kothethathethwano, baya kutshintshelwa kwizithuba ezikwezinye izikolo. Ngako oko ke, xa kugaywa ootitshala kwizithuba zethutyana, iinqununu kumele zazise 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 kwiCEMIS engadlulanga uLwesibini, we-05 Matshi 2019. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo nge-31 Julayi 2019 engaphantsi kwamanani obhaliso lwazo, aya kuphindwa abalwe ngokutsha ungadlulanga owe-22 Matshi 2019. 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 2019.
- 4.5 Kwimeko apho kwande amanani obhaliso lwabafundi ukususela nge-09 Januwari 2019 ukuya kwi-18 Januwari 2019, isikolo sinokwenza isicelo ekhompuyutheni (*apply online*), ngethuba elisusela kwi-07 Januwari 2019 ukuya kwi-21 Januwari 2019, sicele isithuba (izithuba) sokwanda kwamanani (*growth post*). Itotali yamanani obhaliso lwabafundi ethathelwa ingqalelo iya kuba yitotali yamanani obhaliso kwiCEMIS ngethuba lokwenza isicelo. Kuphela zizicelo ezingeniswe kwiCEMIS eziya kuqwalaselwa.

Kucelwa ii-ofisi zezithili ziqinisekise ukuba zonke izikolo zizingenisile izicelo zazo kwikhompuyutha ungadlulanga owe-21 Januwari 2019.

- 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.
 - Utitshala akanakuyiqalisa imisebenzi yakhe phambi kokuba kufumanekwe 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-2019 ezabelwe elo ziko.
- 5.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2019 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 zekharithulam 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-2019, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 (*Post Level 1 posts*) ukulungiselela owe-01 Januwari 2019 njengomhla ekuqeshwa ngawo. Apho izithuba sele zifakiwe ukulungiselela ukupapashwa kwazo kuLuhlu lweZithuba 02/2018 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 kwidrafft yoluhlu lwezithuba.

6. Ukuzaliswa kwezithuba zootitshalala ezingenamntu ezixhaswa ngemali ngurhulumente (*vacant substantive posts*) (ngokususela kumanani ezithuba zootitshala ezabelwe izikolo ange-24 Agasti 2018)

- 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-2019/2020 ukuya ku-2020/2021. Esinye sezicwangciso eziqalwaselweyo ngo-2018 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 nekharityulam.

6.2 ISebe liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2019. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2019 zootitshala ezilinani elabelwe izikolo ngo-2019 bathathwa njengootitshala abangaphezu kwemfuneko.	01– 30 Septemba 2018
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-2019.	01– 31 Oktobha 2018
Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangenako ukufakwa kwizithuba" abangaphezu kwemfuneko ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi (<i>cross-district placements</i>).	31 Oktobha 2018
UNdlunkulu unika iingcebiso ngabo kwizithili ukulungiselela ukufakwa kwabo kwizithili ngokubanzi.	01– 30 Novemba 2018
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2019.	01– 30 Novemba 2018
Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2019.	10 Disemba 2018
Kwimeko yaxa izikolo zifuna ootitshala abongezelelweyo ngenxa yokwanda kwamamani 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 2019

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-2019 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe iWCED nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharithyulam 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. Ngokwenjenjalo siya kuba silungiselela ukuba kuqeshwe ootitshala abatsha 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 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 **Abanye ootitshala abanamabanga emfundo afanelekileyo**

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 kwamamani abafundi nezeemfuno zekharithulam phakathi kwe-27 Agasti 2018 ne-14 Septemba 2018)

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 ukuqhwekha 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 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-BK SCHREUDER

INTLOKO: YESEBE LEMFUNDO

UMHLA: 2018-08-23