Isalathiso: 20180828-5668
3/1/3/1
Imibuzo: ABaphathi beeSekethe

ISetyhula: 0032/2018
Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kwiiNgcali zeMfundo eziziiNtloko, kuBaphathi beeSekethe, kwiiNqununu zezikolo zikarhulumente *ezineemfuno ezizodwa* nakumalungu amabhunga olawulo ezikolo

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2019*

ISihloko: **Ukubonelelwa kwezikolo zikarhulumente zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2019**

1. Izithuba zootitshala ezabelwe izikolo ngo-2019

1.1 Izithuba zootitshala ezabelwe izikolo zemfundo eneemfuno ezizodwa ngo-2019 sele zibaliwe ngokwemimiselo yokubonelelwa kwezithuba ehlaziyiweyo eyavunywa yiKomiti yeeNtloko zamaSebe eMfundo amaPhondo ngo-2007, nangokwemimiselo eyacetyiswayo yeSebe leMfundo leNtshona Koloni (iSebe i*WCED*) nekwavunyelwana ngayo ngo-2007 nemibutho yootitshala kunye nemibutho yamabhunga olawulo ezikolo.

1.2 Ezi zizithuba zootitshala zabelwe izikolo ziya kupapashwa kwi-*Central Education Management Information System (CEMIS)*, phantsi kwefolda *Administration (Establishments)*, nge-31 Agasti 2018.

2. Imiqathango (Imigqaliselo ebanzi)

2.1 Indlela ezimi ngayo izithuba

Ukuma kwezithuba neenkcazo kwiSigqibo soThetha-thethwano neMibutho (*Personnel Administration Measures) (PAM)* njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

2.2 **Ukuhlelwa kwezikolo**

Izikolo zihlelwe ngokweMigaqo yoLawulo lwaBasebenzi (*Personnel Administration Measures) (PAM)* njengoko ipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 39684 yomhla we-12 Februwari 2016.

2.3 **Ukuphelelwa lixesha kwezithuba nge-31 Disemba 2018**

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-2018 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zikarhulumente zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2018, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2018.

3. Uzaliswa kwezithuba ezipapashiweyo

3.1 Zonke izithuba esele zipapashiwe kuLuhlu lweZithuba lwesebe zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni ezo zithuba ziyavela kwinani lezithuba zootitshala zika-2019 ezabelwe elo ziko.

3.2 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.

3.3 Uhlala ungatshintshanga umgqaliselo wokuba isithuba esipapashiweyo (ngokukodwa isithuba sonyuselo-sikhundleni) sinokuzaliswa kuphela xa singadali sithuba sikatitshala ongaphezu kwemfuneko (*teacher in excess*).

3.4 Ukuba ithi inqununu yesikolo nebhunga lolawulo babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayisazanelisi iimfuno zekharityhulam yesikolo, bangacela iSebe iWCED lisithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo masihambe kunye nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.

3.5 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 kwidrafti yoluhlu lwezithuba.

4. **Ukuzaliswa kwezithuba zootitshalala ezingenamntu ezixhaswa ngemali ngurhulumente *(vacant substantive posts)* (ngokususela kumanani ezithuba zootitshala ezabelwe izikolo ange-31 Agasti 2019)**

4.1 ISebe lisajongene neembopheleleko zezemali (*financial constraints)* kwiibhajethi ii-*Compensation of Employees (CoE) budgets* zeenkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks)* zango-2018/2019 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 nekharityhulam.

4.2 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 (*cross-district placements).*	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 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 2019

4.3 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)*.

4.4 Ootitshala abaqeshwe isigxina mabaqatshelwe njengabangaphezu kwemfuneko ngokweSigqibo soThetha-thethwano neMibutho yaBasebenzi 4/2016 se-*ELRC*.

4.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2019 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe i*WCED* nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharityhulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

4.6 **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 abaselula kwiSebe i*WCED*.

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 zizikhethele 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.

4.7 **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.

5. Imibuzo

Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

6. Izinto ngokubanzi

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

ISAYINWE: NGU-BK SCHREUDER
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2018-08-30