Isalathiso: 20200921–8180
Inombolo yefayili: 3/1/3/1
Imibuzo: ABaphathi beeSekethe

ISetyhula: 0025/2020
Umhla wokuphelelwa: Awukho

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

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2021.*

**ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo ngezithuba zootitshala ezabelwe izikolo ngo-2021**

1. 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. Okuqulethwe yile setyhula ikhankanyiweyo kuhlala kusebenza nango-2021, ngaphandle kwezi zilungiso zilandelayo:

2. **Inani lezithuba zootitshala ezabelwe izikolo ngo-2021**

2.1 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-2020 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo , (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2020, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2020.

2.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2021 aya kupapashwa kwi-*Central Education Management Information System (CEMIS*), phantsi kwale linki *Administration (Establishments)*, nge-23 Septemba 2020.

3. **Ulwabiwo lwezithuba zootitshala zango-2021**

3.1 Ngethuba lothetha-thethwano phakathi koMphathiswa weMfundo wePhondo, iimanyano zabasebenzi, nemibutho yamabhunga olawulo ngowe-18 Agasti 2020, inani lilonke lezithuba ezabelwe amaziko elipapashiweyo ukwenzela unyaka wezifundo ka-2021 lihleli lingatshintshanga. Ngowe-31 Agasti 2020, iNtloko yezeMfundo yagqiba uthetha-thwano neemanyano zabasebenzi, nemibutho yamabhunga olawulo ngokusetyenziswa nokwabiwa kwenani lilonke lezithuba ezabelwe amaziko zango-2021.

3.2 Njengoko injongo ikukugcina uzinzo ezikolweni ukwenzela unyaka wezifundo ka-2021 iNtloko yezeMfundo ibhengeze ukuba izikolo zikarhulumente eziqhelekileyo ziya kuligcina inani lezithuba zootitshala ezabelwe u-2020, kuqukwa nezithuba ezongezelelweyo ezabelwe U-2020 ukwenzela unyaka wezifundo ka-2021. Izikolo ezafumana imvume yokwandiswa kwebakala noLwimi loKufunda noKufundisa ngo-2020 nezo ziya kukwenza oko ngo-2021, ziya kufumana izithuba zootitshala ukulungiselela ezo njongo.

3.3 Ngethuba lothetha-thethwano olusele lukhankanyiwe, iNtloko yezeMfundo yazisa bonke abathathi-nxaxheba ukuba ubhubhane we-COVID-19 ubenefuthe elikhulu kwezezimali yaye ukuba kungenziwa uhlengahlenganiso kwezezimali kwiinkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks)* , oko kuya kuba neziphumo zohlengahlengiso kulwabiwo-mali lwebhajethi yango-2020/21, 2021/22 no-2022/23.

3.4 <u>Ziyacelwa iinqununu namabhunga olawulo ukuba bathathele ingqalelo iilahleko ezinxulunyaniswa nohlengahlengiso lwebhajethi yeSebe iWCED, eziya kwenza kube yimfuneko ukuhlelwa kwakhona ngokokubaluleka nokwabiwa kwakhona kwezimali yaye oko kuya kuba nefuthe kwinani lilonke lezithuba ezabelwe amaziko ngo-2021. Ifuthe loku linokwaziwa kuphela yakuba i-Ofisi kaNondyebo wePhondo ibhengeza oko kuhlangahlengiswa kwebhajethi kulolu hlobo yaye oko kuya kufuna nohlengahlengiso ekubonelelweni kwamaziko ngezithuba zootitshala kwizikolo zikarhulumente eziqhelekileyo ukwenzela unyaka wezifundo ka-2021 nokuya kwaziswa yakuba igqityiwe le nkqubo.</u>

4 **Ukwabiwa kwezithuba ezongezelelweyo (IZithuba zeNqanaba 1)**

Ngenxa yelahleko yohlengehlengiso kulwabiwo lwebhajethi yeSebe iWCED ukulungiselela iinkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks)* yango-2020/21, akukho zicelo zezithuba ezongezelelweyo eziya kuthathelwa ingqalelo phambi kokuqaliswa konyaka wezifundo ka-2021

5. **Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2021**

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.

6. **Ukubalwa kwakhona kwamanani ezithuba zootitshala ezabelwe amaziko ngenxa yokutshintsha kwamanani obhaliso lwabafundi ngo-2021**

6.1 ISebe i*WCED* linelungelo lokuziphelisa iZithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka ka-2021. 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.

6.2 Zonke izithuba zokuqeshwa phantsi kwemvumelwano (*contract appointment*) kumelwe zizaliswe kangangeenyanga eziyi-12. La magama abatyunjiweyo *(nominations)* amele ukungeniswa kwaNdlunkulu kusetyenziswa isistim eyi-*Contract Appointment Tracking system.*

6.3 Izithuba zokuqeshwa phantsi kwemvumelwano (*contract appointments*) xa zithelekiswa nezithuba ezisisigxina ezingenamntu mazenziwe ithuba leenyanga ezintandathu okanye ezilishumi elinambini, ukuba isikolo sisifanele isithuba esilolu hlobo. Izikolo maziqinisekise ukuba abaqeshwe ngemvumelwano bayazifezekisa iimfuno ezimiselweyo ezizezona zisezantsi ukuqwalaselelwa ukuqeshwa ukuvumela ukuzaliswa kwesithuba ngokukhawuleza ngokusetyenziswa kwenkqubo yokutshintshwa kwemeko yengqesho yabo. Ukuba eso sithuba asikabinamntu emva kweenyanga ezintandathu sinokuzaliswa kwangulo mqeshwa mnye ukweso sithuba ngokuxhomekeke ekubeni iyanelisa intsebenzo yakhe kweso sithuba.

6.4 Zonke izikolo ziyacelwa ziwahlaziye amanani obhaliso azo kwi*CEMIS* engadlulanga uLwesibini, we-02 Matshi 2021. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo engaphantsi kwamanani

obhaliso lwazo, aya kuphindwa abalwe ngokutsha ungadlulanga owe-19 Matshi 2021. 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 2021.

7. **Ukuzaliswa kwezithuba ezipapashiweyo**

7.1 Zonke izithuba esele zipapashiwe kuluhlu lwezithuba lweSebe iWCED zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni eso sithuba siyavela kwinani lezithuba zootitshala zika-2021 ezabelwe elo ziko.

7.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zika-2021 ezabelwe elo ziko, eso sikolo asinalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.

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

7.4 Ukuba ithi inqununu nebhunga lolawulo babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayisazanelisi iimfuno zekharityhulam yesikolo, bangacelai-ofisi yeCandelo lokuGaya noKukhetha aBasebenzi isithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo simele ukuhanjiswa nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.

7.5 Ukuqinisekisa ukubakho kozinzo ngo-2021, iSebe iWCED lizimisele ukusebenzisa inkqubo yokutshintshwa kwemeko yengqesho (*conversion process*) ukuzalisa izithuba seNqanaba 1 *(Post Level 1 posts*) ukulungiselela owe-01 Januwari 2021 njengomhla ekuqeshwa ngawo. Apho izithuba sele zifakiwe ukulungiselela ukupapashwa kwazo kuLuhlu lweZithuba 03/2020 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 kuluhlu lwezithuba.

8. **Ukuzaliswa kwezithuba zootitshalala ezixhaswa ngemali ngurhulumente *(vacant substantive posts)* ezingenamntu (ngokususela kumananі ezithuba zootitshala ezabelwe izikolo ange-23 Septemba 2020)**

8.1 ISebe i-WCED lisajongene neembopheleleko zezemali (*financial constraints)* kwiibhajethi ii-*Compensation of Employees (CoE) budgets* zeenkqubo-sikhokelo zenkcitho yethuba eliphakathi (*medium-term expenditure frameworks)* zango-2020/21 ukuya ku-2022/23. Esinye sezicwangciso eziqalwaselweyo ngo-2020 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.

8.2 ISebe-iWCED liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2021. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

| Imisebenzi yongenelelo ngoncedo | Ixesha elimisiweyo |
|---|---|
| Bonke ootitshala abangenako ukufakwa kwizithuba zango-2021 zootitshala ezilinani elabelwe izikolo bathathwa njengootitshala abangaphezu kwemfuneko. | 01– 30 Oktobha 2020 |
| Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2021 yaye makubhungwe neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. Iileta ezisemthethweni zokufakwa kwizithuba emazikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ngo-2021. | 01– 30 Oktobha 2020 |
| Izithili zikhuphela uNdlunkulu iilisti zootitshala "abangenako ukufakwa kwizithuba" abangaphezu kwemfuneko ukwenzela ukuba bafakwe kwizithuba ezikwizithili ngokubanzi (*cross-district placement*). | 30 Oktobha 2020 |
| UNdlunkulu unika iingcebiso ngabo kwizithili ukulungiselela ukufakwa kwabo kwizithili ngokubanzi. | 01– 30 Novemba 2020 |
| Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2021. | 01– 30 Novemba 2020 |
| Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2021. | 05 Disemba 2020 |
| 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. | 13 Januwari 2021 |

8.3 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)*.

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

8.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2021 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe i*WCED* nokuba iprofayili yootitshala abangaphezu kwemfuneko iyazifezekisa iimfuno zekharityhulam zesithuba (zezithuba) zootitshala ezingenamntu ezixhaswa ngemali.

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

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

8.6.2 **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.

8.6.3 Kwangaxeshanye, siyavuma ukuba izikolo zimele ukuba zizigqayele ekugqibeleni oyena mntu ugqwesileyo ukwenzela isikolo eso. Ukwenzela ukuqinisekisa ukuba siyazingqinelanisa ngokufanelekileyo iimfuno ezahlukileyo, kucelwa iinqununu namabhunga olawulo , ukuba bathethane ngqo neNtloko yezeMfundo ngencwadi ebhaliweyo (bayithumele nakuMlawuli weSithili ochaphazelekayo ikopi), ukuba bakuchasa ngamandla ukuqeshwa kootitshala abatsha abafikayo abalolu hlobo ezikolweni zabo, 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.

8.7 **Abanye ootitshala abanamabanga emfundo afanelekileyo**

Kuphela ngootitshala abanamabanga emfundo e-*REQV (Relative Education Qualification Value)* 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.

9. **Ukuzaliswa kwezithuba zootitshala**

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

a) Ootitshala abangaphezu kwemfuneko
b) Ootitshala abatsha abafikayo
c) Abanye ootitshala abanamabanga emfundo afanelekileyo

9.2 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:
   i) umhlala-phantsi
   ii) ukulahla enkonzweni *(resignation)*
   iii) ukugula
   iv) ukuziphatha kakubi
   v) ukunyamalala okanye ukuqhwesha emsebenzini (*abscondence)*
c) Ootitshala abavela kumazwe angaphandle
d) Ootitshala abangaqeqeshwanga ngokufanelekileyo

9.3 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.

10. Yonke imibuzo emalunga nale setyhula nemithetho echaphazelekayo mayibhekiswe kubaphathi beesekethe.

11. Okuqulethwe yile setyhula makwaziswe bonke ootitshala namalungu amabhunga olawulo ukwenzela ukuba bakuthathele ingqalelo.

**ISAYINWE:** NGU-BK SCHREUDER
**INTLOKO: YESEBE LEMFUNDO**
**UMHLA:** 2020-09-22