URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
ICandelo eliyiNtloko loLawulo lweMicimbi yaBasebenzi
Rudolf Oosthuizen
Directorate Strategic People Management
Rudolf.Oosthuizen@westerncape.gov.za | Tel: 021 467 2480

Inombolo yefayili: 3/1/3/1
Isalathiso: 20231117-9942

ISetyhula: 0034/2023
Umhla wokuphelelwa: Awukho

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

Isishwankathelo esifutshane: *Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa ngezithuba zootitshala ezabelwe izikolo ngo-2024.*

ISihloko: Ukubonelelwa kwezikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa **ngezithuba zootitshala ezabelwe izikolo ngo-2024**

1. Kucelwa nifunde iSetyhula 0031/2009 yomhla we-28 Agasti 2009, ukufumana inkcazo epheleleyo yemithetho nemiqathango esetyenziselwa ukubonelelwa kwezikolo ngezithuba zootitshala ezabelwa izikolo qho ngonyaka. Okuqulethwe yile setyhula ikhankanyiweyo njengoko ipapashiwe, kuhlala kusebenza nango-2024,.

2. **Inani lezithuba zootitshala ezabelwe izikolo ngo-2024**

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 wokufunda ka-2023 ezikhutshelwe izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa, (kwakunye nazo zonke izithuba ezongezelelwayo eziye zadalwa zaza zanikwa isikolo sikarhulumente ngo-2023, nokuba ngaba kungenxa yokwanda kwamanani obhaliso lwabafundi okanye kungenxa yeemfuno zekharityhulam yezikolo), ziya kuphelelwa nge-31 Disemba 2023.

2.2 Amanani ezithuba zootitshala ezabelwe izikolo ngo-2024 apapashwa kwi-*Central Education Management Information System (CEMIS)*, phantsi kwale linki *Administration (Establishments)*, nge-29 Septemba 2023.

3. **Uthethathwethwano olumalunga nenani lilonke lezithuba ezinokuhlawulelwa *(affordable basket of posts)***

3.1 Ngethuba lothethathwano phakathi koMphathiswa weMfundo wePhondo, imibutho yeemanyano zabasebenzi nemibutho yamabhunga olawulo ngowe-18 Agasti 2023, inani lilonke lezithuba ezabelwe izikolo ezinokuhlawulelwa ezabhengezelwa unyaka wokufunda ka-2023, lagcinelwa unyaka wokufunda ka-2024. Ngowe-22 Septemba 2023, iNtloko yezeMfundo ithathe izigqibo kuthethathethwano nemibutho yeemanyano zabasebenzi nemibutho yamabhunga olawulo ezimalunga nokusetyenziswa nokwabiwa kwenani lilonke lezithuba ezinokuhlawulelwa ezabelwe izikolo ngowe-22 Septemba 2023.

3.2 Njengokuba injongo ikukugcina uzinzo ezikolweni ukwenzela unyaka wokufunda ka-2024, iNtloko yezeMfundo ibhengeze ukuba izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa, ziya kuligcina inani lezithuba zootitshala ezabelwe izikolo ngo-2023, kuqukwa nezithuba ezongezelelweyo ezabelwe izikolo ukwenzela u-2023, nokwenzela unyaka wokufunda ka-2024. Izikolo ezafumana imvume yangaphambili yokwandiswa kwekharityhulam, kwamabakala noLwimi loKufunda noKufundisa ukulungiselela unyaka wokufunda ka-2024, sele zizifumene izithuba zootitshala ukulungiselela iinjongo ezilolu hlobo.

3.3 Ngethuba lothethathethwano olukhankanywe ngaphambili, iNtloko yezeMfundo yazise bonke abathathi-nxaxheba abachaphazelekayo ngemiqathango yokuncitshiswa kweendleko *(cost containment measures*) ekufuneka onke amasebe karhulumente eyimisele, neya kuba nefuthe elikhulu kwezezimali.

3.4 Ukwenzela ukuzinzisa inani lilonke lezithuba ezabelwe izikolo ezinokuhlawulelwa ukwenzela u-2024 kuthathelwa ingqalelo imiqathango yokongiwa kweendleko, kuya kuba yimfuneko ukuba kuqaliswe la manyathelo alandelayo ukususela ngowe-01 Apreli 2024 asebenza kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa:

(a) Akuyi kubakho sibonelelo siya kwenziwa kwizithuba zokubambela, ngaphandle kwakwizicelo zekhefu lokuya kubeleka.

(b) Naziphi na izithuba zeNqanaba 1 (PL1) ezingazaliswanga kusetyenziswa inkqubo yokutshintshwa kwengqesho (*conversion process*), ungadlulanga owe-31 Matshi 2024 zinokuzaliswa kuphela ngokulandelwa kwenkqubo yokukhethwa nokugaywa kwabasebenzi emiselweyo.

  (i) Ukunika inkxaso izikolo, izintlu zezithuba ezikhethekileyo ziya kupapashwa ukongeza kwizintlu zezithuba eziboniswe kwiSaziso seCandelo lokuGaywa nokuKhethwa kwaBasebenzi 0001/2023, somhla we-31 Oktobha 2023.

(c) Izithuba zeNqanaba 1 aziyi kubonelelwa ukulungiselela izithuba zokubambela xa kuthelekiswa nezithuba ezingenamntu ezixhaswa ngemali ngurhulumente *(vacant substantive posts)* zeeKomiti zoLawulo zeSikolo (*School Management Team*), ngaphandle kwezithuba zeenqununu.

(e) Kuya kumiswa (*will be frozen*) ukuzaliswa kwazo zonke izithuba zenkonzo karhulumente zabasebenzi abasezi-ofisini (kwaNdlunkulu nakwii-ofisi zezithili) yaye zizithuba ezibaluleke ngokugqithisileyo eziya kuhlala zivulekile kwakuba kuvunyiwe oko.

4. **Indlela ezimi ngayo izithuba (*Post structure*)**

Ukuma kwezithuba neenkcazo eziqulethwe kwiMigaqo yoLawulo lwaBasebenzi (*Personnel Administration Measures) (PAM))* njengoko zipapashiwe nguMphathiswa weMfundo esiSiseko kwiGazethi kaRhulumente No. 46879 yomhla we-09 Septemba 2022 zisebenza kumanani ezithuba zootitshala ezabelwe izikolo.

5. **Ukuhlelwa kwezikolo**

Izikolo zihlelwa ngokweMigaqo yoLawulo lwaBasebenzi (*Personnel Administration Measures) (PAM)*.

6. **Ukuhlaziywa kwamanani ezithuba zootitshala ezabelwe izikolo ngo-2024**

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 kuthathwa siso/zizo *(receiving schools*).

7. **Ukubalwa kwakhona kwamanani ezithuba zootitshala ezabelwe amaziko ngenxa yokutshintsha kwamanani obhaliso lwabafundi ngo-2024**

7.1 ISebe i*WCED* linelungelo lokuziphelisa (*abolish*) izithuba zeNqanaba 1 ukuba kukho ukuhla kumanani obhaliso lwabafundi esikolweni ngethuba lonyaka ka-2024. 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.

7.2 Zonke izikolo ziyacelwa ziwahlaziye amanani obhaliso azo kwi-*CEMIS* engadlulanga uLwesibini, we-05 Matshi 2024. Inani lezithuba ezabelwe ootitshala abafundisayo azo zonke ezo zikolo apho amanani obhaliso lwabafundi bazo engaphantsi kwamanani obhaliso lwazo, aya kuphindwa abalwe ngokutsha ungadlulanga umhla we-22 Matshi 2024. Ukuba isikolo kufuneka siphulukane nesithuba saso okanye nezithuba zaso, ngako oko ke inani lezithuba zokuqeshwa ngemvumelwano (*contract appointment),* lilingana okanye lingaphantsi kwenani lezithuba isikolo esiphulukana nazo, liya kujongisiswa ngokufanelekileyo ukususela kwi-01 Apreli 2024.

8. **Ukuzaliswa kwezithuba ezipapashiweyo**

8.1 Zonke izithuba esele zipapashiwe kuluhlu lwezithuba lweSebe iWCED zinokuzaliswa ngokusisigxina, ngokuxhomekeka ekubeni eso sithuba siyavela kwinani lezithuba zootitshala zango-2024 ezabelwe elo ziko.

8.2 Ukuba isithuba esipapashiweyo sithi singaveli kwinani lezithuba zootitshala zango-2024 ezabelwe elo ziko, eso sikolo asinalungelo lakusifumana eso sithuba yaye eso sithuba siya kuthathwa njengesithuba esipapashwe ngempazamo.

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

8.4 Ukuba inqununu nebhunga lolawulo bathi babe noluvo lokuba inkcazo yesithuba esipapashiweyo ayizanelisi iimfuno zekharityhulam yesikolo, bangacela i-ofisi yoMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi, isithathe eso sithuba njengesipapashwe ngempazamo. Isicelo esilolu hlobo masihanjiswe nenkcazo ebanzi ecacisayo, esayinwe yinqununu kunye nangusihlalo webhunga lalawulo.

8.5 Kuya kuqala kukhethwe ootitshala ngokolu luhlu lulandelayo lokufakwa kootitshala kwizithuba zootitshala ezongezelelweyo:

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

9. Ukulawulwa kootitshala abongezelelwe kwinani lootitshala elabelwe izikolo ukwenzela u-2024

9.1 Ngenxa yemiqathango yokuncitshiswa kweendleko noxinzelelo lweemeko zezemali kwiibhajethi ii-*Compensation of Employees (CoE) budgets* ukwenzela ii-*Medium Term Expenditure Frameworks (MTEFs)* zango-2023/24 ukuya ku-2024/25 nezango-2025/2026 nokunciphisa ifuthe lenkcitho ye-*CoE*, iSebe i-*WCED* maliphononongе zonke iindlela zokumatanisa nokufaka kwizithuba ootitshala abangaphezu kwemfuneko, ezibandakanya ukutshintshwa kootitshala okuphakathi kwezikolo *(lateral transfer of educators)* ezinezithuba ezifanayo nokusetyenziswa kootitshala abangaphezu kwemfuneko apho kukho imingeni yekharityhulam ekhoyo kwizikolo.

9.2 ISebe iWCED liya kuphinda kwakhona liyiphumeze imiqathango yaye libeke esweni ngokusondeleyo ulawulo oluyimpumelelo nokusetyenziswa kootitshala abangaphezu kwemfuneko ngo-2024. Kuya kuthathwa la manyathelo alandelayo kweli thuba limisiweyo liqatshelweyo:

Imisebenzi yongenelelo ngoncedo	Ixesha elimisiweyo
Bonke ootitshala abangenako ukufakwa kwizithuba zango-2024 zootitshala ezilinani elabelwe izikolo bathathwa njengootitshala abangaphezu kwemfuneko.	30 Novemba 2023
Izithili ziqaphela izithuba ezifanelekileyo zootitshala abathathwa njengabangaphezu kwemfuneko ukulungiselela ukufakwa kwabo kwizithuba ngo-2024 yaye makuboniswane neenqununu/namabhunga olawulo ngokufakwa kwizithuba kootitshala abangaphezu kwemfuneko. Makukhutshwe iileta ezisemthethweni zokufakwa kwizithuba kootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngemali ukwenzela u-2024.	30 Novemba 2023
Iileta ezisemthethweni zokufakwa kwizithuba ezikhutshelwe ootitshala abanako ukumataniswa bafakwe kwizithuba ezingenamntu ezixhaswa ngezimali ukwenzela u-2024.	30 Novemba 2023
Ootitshala abangaphezu kwemfuneko abangenako ukumataniswa yaye bafakwe kwizithuba mabangabi yinxalenye yethayimthebhile yesikolo yango-2024.	08 Disemba 2023

9.3 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*). Aba titshala kuya kujongwana nabo ngokulandela izigqibo ezikhoyo ngoku zothethathethwano nemibutho yabasebenzi ngokumalunga neBhunga lezeMfundo lezoBudlelane eMisebenzini (*ELRC)*.

9.4 Ootitshala abaqeshwe isigxina bamele ukuqatshelwa njengabangaphezu kwemfuneko ngokweSigqibo 4 soThethathethwano seBhunga lezeMfundo lezoBudlelane eMisebenzini (*ELRC)* sango-2016, somhla we-23 Agasti 2016.

9.5 Iinzame zokufaka ootitshala abangaphezu kwemfuneko ziya kuqhubeka nakunyaka wokufunda ka-2024 xa kunokwenzeka ukuba ootitshala bayishiye inkonzo yeSebe i*WCED* nokuba iprofayili katitshala ongaphezu kwemfuneko iyazifezekisa iimfuno zekharityhulam zesithuba (zezithuba) sikatitshala esingenamntu.

10. **Ukuqeshwa kootitshala abatsha abafikayo *(new entrants)***

10.1 Ukwenzela ukunciphisa iindleko kwibhajethi eyi-*CoE budget,* ootitshala abatsha abafikayo kumsebenzi wokufundisa, kumele baqeshwe endaweni yootitshala abasele behlawulwa imivuzo ephezulu. Ngokwenjenjalo, siya kuba sibonelela ootitshala abatsha abafikayo ukuba baqeshwe kwiSebe i-WCED.

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

10.3 Kwangaxeshanye, siyavuma ukuba izikolo zimele ukuba zizigayele ekugqibeleni oyena mntu ugqwesileyo ukwenzela isikolo eso. Ukwenzela ukuqinisekisa ukuba siyazingqinelanisa ngokufanelekileyo iimfuno ezahlukileyo, kucelwa iinqununu namabhunga olawulo , ukuba bathethane ngqo noMlawuli weCandelo loKukhethwa noKugaywa kwaBasebenzi ochaphazelekayo ngencwadi ebhaliweyo (eyazisa noMlawuli weSithili ochaphazelekayo) 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.

11. Abanye ootitshala abanamabanga emfundo afanelekileyo

Kuphela ngootitshala abaqeqeshwe ngokufanelekileyo abanamabanga emfundo afanelekileyo 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.

12. Ukuzaliswa kwezithuba zootitshala ukongeza kwinani lezithuba zootitshala ezabelwe izikolo elimiselweyo (izithuba zemvumelwano kuphela)

12.1 Kuphela ngootitshala abanamabanga emfundo afanelekileyo e-*REQV* 13 okanye amabanga emfundo angaphezulu abanokuqwalaselelwa izithuba zootitshala ezingenamntu nezongezelelweyo. Ukuqeshwa kwabanye ootitshala kuya kuthathelwa ingqalelo kuphela ukuba abakho ootitshala abanamabanga emfundo afanelekileyo abanako ukukhethwa kwezi ndidi zikhankanywe apha ngentla nakwizithuba ekunzima ukuba zizaliswe. Izicelo zokuqeshwa kootitshala ngokungesosigxina (*temporary teachers*) kwezi ndidi zilandelayo, kuyimfuneko ukuba 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 abangenawo amabanga emfundo afanelekileyo nabangaqeqeshwanga ngokupheleleyo

12.2 Ii-ofisi ezithili kuphela zinokukuvuma ukutshintshelwa kwezinye izikolo kootitshala apho ukufakwa okulolunye udidi kootitshala kwizithuba, kuya kukhuthaza inkqubo yokusiwa kootitshala kwizithuba ezikwezinye izikolo (*process of redeployment*) o.k.t. apho ukutshintshwa/ukufakwa kwisithuba kuya kubangela ukuthunyelwa kukatitshala ongaphezu kwemfuneko kwisithuba esingenamntu esixhaswa ngemali.

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

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

ISAYINWE: NGU-B WALTERS
INTLOKO: YESEBE LEMFUNDO
UMHLA: 2023-11-21