ICANDELO 5 – ULAWULO LWEZABASEBENZI

1. Ukuhanjiswa kweenkonzo

Onke amasebe kulindeleke ukuba aphuhlise iSicwangciso soPhuculo lokuHanjiswa kweeNkonzo (SDIP). Ezi theyibhile zilandelayo zibonisa iSicwangciso se-WCED kwakunye nenkqubela malunga nokumiselwa kwaso.

Itheyibhile 1.1: Iinkonzo ezingundoqo ezibonelelwayo nemigangatho

Iinkonzo ezingundoqo	Abasebenzisi-nkonzo	Abantu abasenoku-sebenzisa inkonzo	Umgangatho wenkonzo	Okuphunyeziweyo xa kuthelekiswa nemigangatho
Uphuhliso looTitshala				
Uqeqesho lootitshala kwiziko loqeqesho i-Cape Teaching Institute	Ootitshala neeNqununu	Ootitshala abakumaziko kuqukwa neenqununu	• Kuqeqesho ngalunye bekuthathwa iititshala ezifikelela kuma-50 kwiSigaba esisiSeko, kwiNyumeresi, iLitheresi kunye neZakhono zoBomi neMfundo yeNtlanganisela; isiGaba esiPhakathi iMathematika, iiLwimi neNzululwazi yeZeNdalo; iSigaba esiPhezulu, ukuFunda, iTeknoloji; iNtloko yeSebe neeNqununu zamaBanga aPhezulu kwiNkcazelo yeKharityhulam yeSizwe eHlaziyiweyo. • Imigangatho esetwe kwiithenda • Ubhaliso oluyimpumelelo nolungenamakhwi niba nokuqeshwa kwabantu abatsha	• Kuqeqeshwe abasebenzi abayi-1875 - 460 yootitshala ithathe inxaxheba kwizifundo zeSigaba sesiSeko; 456 yootitshala kwisiGaba esiPhakathi; 336 kwiSigaba esiPhezulu; 151 Ootitshala kuqeqesho lweentloko zaMasebe neeNqununu zamaBanga aPhezulu eziyi-188. • Ngaphezu koko, Ootitshala abayi-174 bafumene uqeqesho lwe-Women In and Into Leadership Positions; Ootitshala abayi-45 bathathe inxaxheba kwinkqubo yokubekwa kooSekela-nqununu abasandula kuqeshwa ukanti iimanejala zeeSekethe eziyi-18 kunye nabaCebisi beKharityhulam bathathe inxaxheba kwizifundo ezingeNdima kunye noxanduva lwee-HOD. • Abasebenzi benza umahluko eziklasini ngokusebenzisa ulwazi abalufumeneyo • Iinqununu ziyaxhotyiswa ukuba zilawule ukwaziswa kwekharityhulam entsha

Iinkonzo ezingundoqo	Abasebenzisi-nkonzo	Abantu abasenokusebe-nzisa inkonzo	Umgangatho wenkonzo	Okuphunyeziweyo xa kuthelekiswa nemigangatho
Ubonelelo ngeNkonzo yeThala LeeNcwadi noLwazi				
• Ukubonelela ngeNkonzo yeThala leNcwadi noLwazi • Ukuxhasa uphuhliso lwamaThala eencwadi ezikolo	Ootitshala Abasebenzi bakarhulumente Abaphandi beSebe lezeMfundo Cape Administrative Academy Amaziko eWCED Abafundi Abafundi bezeMfundo kunye nabahlohli iiNGO Abanye abantu abajongene nezemfundo	Abo bangekasebenzi si iEDULIS (Education Library & Information Service)	• Iintlobo zenkqubo zokufikelela kule nkonzo • Idilesi yendawo • Inkqubo yamathala eencwadi iEDUPALS • Ukufumaneka kwewebhsayithi • Oovimba bobuchwepheshe • Ukubolekisana phakathi kwamathala • Isebe elikwiindawo ngeendawo namaziko ooVimba akwii-EMDC • Ilayibrari ezithuthwayo emaphandleni • IManifesto yeLayibrarI zeZikolo yeUNESCO • Umgaqonkqubo we*National School Library osaYilwayo* • *Beginners' Guide to School Library Organisation* • *Uludwe olulula lwezihloko olwenzelwe iiLayibrari zeZikolo*	• Ukongeza abasebenzisi-nkonzo • Isebe lethala lencwadi eKuils River (KR) Multi-centre elixhasa uqeqesho oluqhutywa eCTI • Iindibano zocweyo zoququzelelo zeSL (eziqhutywa ngabaCebisi be-SL) ezizinyaswe ngooSomathala bezikolo bee-EMDC ezintandathu zezithili
Uphuculo lokukhathalelwa kwabasebenzisi-nkonzo				
• Ukubonelela ngeenkonzo ezisemgangathwe ni zokukhathalela abasebenzisi-nkonzo kusetyenziswa iziko ekungenwa kulo nekufowunelwa kulo	• Ootitshala, abasebenzi bakarhulumente, uluntu jikelele, abafundi •	Uluntu ngokubanzi	• Ukubonelela ngolwazi olupheleleyo nolululo kunye neengcebiso ngeenzuzo zabasebenzi nemiba yemivuzo • kunye neminye nje imibuzo • Ukubonelela ngolwazi kwimibuzo ebuziweyo ukulungiselela abalawuli	• Icandelo elijongene nabasebenzisi-nkonzo le-WCED laphumelela iSilver Premiers' Award ngenxa yeNkonzo eBalaseleyo ngo-2006 • I-Client Services Call Centre incede i-95% yeeklayenti ngokukhawuleza • I-Walk-in Centre yanceda i-98% yeeklayenti ngokukhawuleza • IZiko leMinxeba laBasebenzisi-nkonzo liphendule iifowuni eziyi-125 884

Iinkonzo ezingundoqo	Abasebenzisi-nkonzo	Abantu abasenokusebe-nzisa inkonzo	Umgangatho wenkonzo	Okuphunyeziweyo xa kuthelekiswa nemigangatho
				• I-Walk-in Centre yanceda i-65 457 yeendwendwe • Iziko leefowuni lidlulisele imibuzo eyi-5 888 eofisini ukuze iphandwe • Amaziko ekungenwa kuwo naweminxeba ayakwazi ukunceda abasebenzisi-nkonzo ngazo zontathu iilwimi ezisemthethweni zaseNtshona Koloni.

Itheyibhile 1.2: Amalungiselelo okubonisana kunye nabasebenzisi-nkonzo

Uhlobo lwamalungiselelo	Abasebenzisi-nkonzo	Abantu abasenokusebe-nzisa inkonzo	Okuphunyeziweyo
Uphuhliso looTitshala			
Iphepha leMibuzo/Ingxelo yohlolo ekupheleni kwezifundo ngazinye ebezikhona; Uvavanyo-zimvo ngefowuni	Iimanejala zeeSekethe Abacebisi bekharityhulam Iinqununu	Bonke abasebenzi	Ukulungiswa kakuhle kwenkqubo yokukhetha abantu emabaye kuqeqesho
Ubonelelo ngeNkonzo yeThala leeNcwadi noLwazi			
Iinkonzo ziyanatyiswa ngokuthi kunxityelelwane nabasebenzisi-nkonzo malunga nolwazi kunye nenkonzo abanqwenela ukubonelelwa ngayo	Ootitshala Abasebenzi bakarhulumente Abaphandi beSebe lezeMfundo Cape Administrative Academy Amaziko eWCED Abafundi Abafundi bezeMfundo kunye nabahlohli iiNGOs Abanye abantu abajongene nezemfundo	Icandelo lezemfundo	• Oovimba abakhoyo bayongezwa ukuze babonelele ngezihloko kunye neenkqubo ezichongiweyo, kambe oko kuya kuxhomekeka kubukho bemali nabasebenzi • Iimfuno zabasebenzisi-nkonzo ziyaneliswa ngokubanika oko bakufunayo xa oko kukwazeka • IForam yokukhetha imiselwe ukuze inike izimvo zayo ngemakuthengwe • Iinkonzo ze-elektroni zibonelelwe ngokwezicelo zabantu
Uphuculo lokukhathalelwa kwabasebenzisi-nkonzo			
Uvavanyo-zimvo/ Udliwanondlebe luyenziwa ukukhangela iimfuno zabasebenzisi-zinkonzo	Ootitshala Abasebenzi bakarhulumente Amaqela abasebenzi (Imibutho) Amanye amasebe Abafundi Uluntu ngokubanzi Ababoneleli ngeenkonzo iiNGEOs/NGOs Amaziko abucala	Abazali	Kusekelezwe kwiziphumo zovavanyo-zimvo, iiyure zokusebenza kumaziko ekungenwa kuwo ziye zatshintshwa zangu-07:45 ukuya ku-17:00 yaye abasebenzi basebenzisa amaxesha okuphumla angafaniyo ukuqinisekisa ukuba inkonzo iyaqhubeka.

Itheyibhile 1.3: Icebo lokuFikelela kuBonelelo lweeNkonzo

Icebo lokuFikelela	Okuphunyeziweyo
Uphuhliso looTitshala	
Inkonzo kwiCape Teaching Institute ibikade inikwa kuphela ootitshala neenqununu ezikwiZixeko eziKhulu. Ukungeniswa nokwaziswa kweemali zokuhamba neendawo zokulala zenze ukuba iCTI ifikeleleke kootitshala abangaphandle kwezixeko. Kubakho ootitshala ababambelayo endaweni yootitshala abazimase izifundo zaseCTI	Iititshala eziyi-1127 ezisuka kwizikolo zasemaphandleni ziye zakwazi ukuza kwizifundo eziseCTI, zimele malunga ne-60% yabo bonke ebebezimase ezi zifundo. Abazimase izifundo bathatha inxaxheba epheleleyo kuqeqesho.
Ubonelelo ngeNkonzo yeThala leeNcwadi	
• Ukwenza ukuba iinkonzo zethala lencwadi zikwazi ukufikelela kubo bonke abasebenzisi-nkonzo bephondo, iEDULIS yenze ukuba iwebhsayithi yayo ikwazi ukufikeleleka kuvimba weThala leeNcwadi weEDUPALS • Iincwadi ezintsha zidwelisiwe kwiwebhsayithi yeKharityhulam • Amaxwebhu afumaneka ngazo zo-3 iilwimi ezisemthethweni, xa oko okuyimfuneko • Abantu bayakwazi ukufikelela ngqo ngefowuni, ngefeksi, nge-imeyili nokuya (kubandakanywa iintsasa zangoMgqibelo) • Kukho inkonzo yejenali ekuqikelelwa kuyo ngekhompyutha ukuze kuphuculwe ufikelelo kwiijenali ezikhoyo ngoku • Kuphuhliswe isebe le-KR, amaziko oovimba akwiindawo ngeendawo kunye naMathala eeNcwadi asiwa eluntwini • Ukubandakanyeka kukaEDULIS kwiSicwangciso seLitheresi seWCED kuvula amathuba ofikeleleko • Iintlanganiso ngekota nganye nabasebenzi beeEMDC LIS apho kuplanwa ufikeleleko kuwo wonke amathala nakuwo wonke amanqanaba • Ukufikelela kulwazi kubandakanyiwe kwiSicwangciso soPhuhliso lwaBasebenzi beWCED	• Iinkonzo kubasebenzisi-zinkonzo zinatyisiwe kunye/okanye zisasaziwe yaye ubulungu kwithala le-EDULIS. Isebe le-KR kunye nakumaziko oovimba eeEMDC bunyukile • Kwaziswe inkonzo zeeJenali ezikwikhompyutha kwi-HO zaze zanatyiselwa nakwiiEMDC • Unxibelelwano luphuculiwe • Kwakhiwe aMaziko ooVimba okuxhasa ootitshala kwiiEMDC ezi-5 kwezisi-7 ezikhoyo yaye la maziko kungoku nje afakelelwa izixhobo noovimba • Kumiselwe idepho yoqokelelo kwaEDUMEDIA kuba kungekho RC isebenzayo kwi-EMDC eseMetro Central • Iinkqubo zeLitheresi zikhokelele ekusetyenzisweni okumandla kwemithombo yakwaEDULIS • Ukumiswa ngendlela eyiyo kwe-SL neemanyuwali zokukhathaloga zipapashiwe yaye zisetyenzisiwe kwiindibano zocweyo noosomathala bezikolo • Kubekho ubuncinane iindibano zocweyo ezimbini zokunceda kulungelelaniso lweSL kwiEMDC nganye
Uphuculo lokukhathalelwa kwabasebenzisi-nkonzo	
• Ukwaziswa abantu ngeeNkonzo ezikhoyo zeeKlayenti • Ukongeza abasebenzi xa kusetyenziswa ithala kakhulu	Iziko leeNkonzo zeeKlayenti laphehlelelwa apho kwakukho amajelo eendaba ahlukileyo. • Kwathunyelwa nesetyhula eyayisazisa abasebenzisi-nkonzo ngokumiselwa kweli ziko. • Xa kuyimfuneko, bekubonelelwa ngabasebenzi abongezelelekileyo kwiNkonzo le ukuqinisekisa ukuba ukuba abantu bancedwa ngokukhawuleza.

Itheyibhile 1.4: Izixhobo zolwazi

Uhlobo lwesixhobo solwazi	Okuphunyeziweyo
Uphuhliso looTitshala	
Ileta ephuma qho ngonyaka ethunyelwa kuwo onke amaziko eWCED apho kwaziswa ngale nkonzo kunye nendlela yokufikelela kuyo. Ukumana kutyelelwa aMaziko oLawulo lweMfundo noPhuhliso kunye neeNqununu.	Inkqubo yokwabelana ngolwazi isebenza ngcono. Iidarekthri ziyahanjiswa ukuze ulwazi lufikelele kuwo onke amaziko yaye iinombolo zoqhagamshelwano ziyaziwa.

Uhlobo lwesixhobo solwazi	Okuphunyeziweyo
Ubonelelo ngeNkonzo yeThala leeNcwadi	
• Inkqubo yekhompyutha yeEDUPALS yamathala eencwadi • Imiboniso ethe gqolo kwi- EDULIS nakwiingqungquthela, iinkomfa, amacweyo, njl.njl. • Iwebhsayithi ye-EDULIS • Ufakelo olutsha kwiwebhsayithi yeKharityulam • Ukusasazwa kweencwadana, izintlu zezicatshulwa, uhlaziyo kwi-Intanethi (izibonelelo neencwadana zesikhokelo ezikhethiweyo ze SL) • Iincwadi zamalungu ze-EDULIS • Imiboniso yePowerPoint ngeenkonzo ze- EDULIS nakumaphephandaba angaphakathi	• Ukwandisa abaxumi. Kuya kusanda yaye kuphucuka ukusetyenziswa kwezibonelelo neenkonzo anikezela ngazo u- EDULIS ngabathengi. • Ootitshala nabaphandi bolwazi baziqonda ngakumbi izibonelelo neenkonzo zethala leencwadi yaye baqalile/bakwandisile ukusetyenziswa kwazo
Uphuculo lokukhathalelwa kwabasebenzisi-nkonzo	
• Ukufikelela kwinkqubo ye- e-postmaster kwamaziko eMfundo eWCED. • Incwadi ejikelezayo echaza ukusekwa koMnxeba woNcedo iyalela abaxumi ukuba basisebenzise esi siseko sitsha • Inkqubo yezixhobo zoMnxeba woNcedo ibonelela ngolwazi olufunekayo ukubeka esweni amanqanaba enkonzo nemveliso nokuba nezixhobo zokunika ingxelo, ukuze ulawulo lukwazi ukuhlalutya iindlela zokusebenza namanqanaba okusebenza kumaxesha ohlukeneyo. • UNxibelelwano oluneZigaba luyalela abasebenzi ukuba basebenzise Iinkonzo zaBaxumi ukubuza. • I- Webhsayithi ye WCED. Ukufikelela kulwazi ekubonelelwa ngalo liCandelo leMfunalwazi ngezeMfundo. • "Imiboniso yendlela yokwabelana ngolwazi" the gqolo eyenziwa liCandelo eliyiNtloko: uLawulo lwaMandla aBasebenzi	Iindawo zenkonzo ezikumaziko emfundo nakwiindawo ezikude zifumana iincwadana ezijikelezayo, ulwazi njl.njl. ngembalelwano yobunzululwazi. I Webhsayithi yeWCED ibonelela kakhulu ngokufikelela kulwazi olumalunga neenkonzo zeSebe. Icwecwe eliqulethe ulwazi olusekelwe kuhlolo lonyaka lwezikolo. Eli phulo lonxibelelwano ligcina i EMDC- nabalawuli bezikolo benolwazi ngeentshukumo/ulwazi lwakutsha-nje malunga nemiba yoLawulo lwaBasebenzi (HR –). Kwangaxeshanye, kuhlangatyezwa inkxalabo yaba bathathi-nxaxheba kucelwe negalelo labo ukuphucula unikezelo ngenkonzo.

Uluhlu 1.5: INkqubo yeZikhalazo

INkqubo yeZikhalazo	Okuphunyeziweyo
Uphuhliso looTitshala	
Kwaziswe inkqubo yabaququzeleli kuzo zonke ii- EMDC ukuququzelela nokwenza lula ukuchongwa kwabaza kuchophela izifundo kwiziko leCTI. I-CTI inomlawuli ophaya kuyo nabaququzeleli.	• Ngokuphendula imibuzo nokumamela izikhalazo umlawuli nabaququzeleli bakwazile ukwandisa amandla olwazi lweenkqubo nemiqathango, bakwazi nokuhlangabezana nezona meko zinobuzaza. • Uqeqesho lwamagosa neeSGB ngeemfuno • La magosa kungokunje asebenzisana ngqo nabo bonke abaxumi.
Ubonelelo ngeNkonzo yeThala leeNcwadi	
• Iindlela zonxibelelwano lwemihla ngemihla • Iibhokisi zeengcebiso • Iifomu zokuxabisa	Ababoneli zinkonzo be-EDULIS bazisiwe ngemfuno yophuculo, yaye benze iinguqu apho zinokwenziwa khona. Inkonzo ibe yefanele abathengi kanye nangakumbi.

INkqubo yeZikhalazo	Okuphunyeziweyo
Uphuculo lokukhathalelwa kwabasebenzisi-nkonzo	
• Unxibelelwano olunezigaba lumema izikhalazo malunga nkufikeleleka • Ukundwendwelwa kwamaziko emfundo nguMphathiswa nangamaqela olawulo • “Imiboniso yendlela yokwabelana ngolwazi”ethe gqolo eyenziwa liCandelo eliyiNtloko: uLawulo lwaMandla aBasebenzi.	• Abaxumi bakhuthazwa ukuba beze nemibuzo yabo kubalawuli abafanelekileyo xa bathe bafumana iingxaki zokusatyelwa. • Uluntu, abafundi, Ootitshala nabasebenzi boluntu bangavakalisa inkxalabo yabo kwisebe ngqo ukuphucula ukufikeleleka kweenkonzo. • Ukundwendwelwa kweengingqi zee- EMDC ngekota. • iEMDC- nabalawuli bezikolo babonelelwa ngendlela yokuhoya inkxalabo nezikhalazo zabo.
• Uusekwa kwe 'Thetha Nathi' (Itafile yezincomo/zikhalazo) yeCandelo: ukuQinisekiswa koMgangatho	
• I 'Thetha Nathi' ivumela abaxumi ukuba bachaze ukuba baziva njani na ngenkonzo abayifumeneyo.	Kuphuhliswe kwasasazwa incwadana ye 'Thetha Nathi' ecacisa ngezigaba
• Banga: • vakalisa umbulelo nokuncoma kumntu othile/iziko • thumela izincomo kwi WCED/amagosa ayo • khalaza ngonikezelo lwenkonzo engekho mgangathweni • funa imbuyekezo	• Kwamkelwe i-IMS ukuze isebenze njengovimba weenkcukacha ze 'Thetha Nathi' • Idilesi ye- e-meyile emiselweyo (wcedcomp@pgwc.gov.za) nenombolo yefeksi (021 467 9337) yasebenza • Kwenziwa uphando-vavanyo kwi EMDC yoMntla-Mbindi dolophu • Kukhutshwe izaziso kwi 'Die Burger" nakwi 'Northern Bulletin' ukwazisa uluntu

2. Inkcitho

Ezi theyibhile zingezantsi zibonisa amagama eenkqubo kunye nemiyinge yemivuzo ehambelana naManqanaba eMivuzo ekubhekiswe kuwo kule ngxelo.

Iinkqubo

Inkqubo	Abantu eyenzelwe bona iNkqubo
Inkqubo 1	Abamacandelo olawulo
Inkqubo 2	Izikolo zeMfundo zoLuntu eziphantsi korhulumente
Inkqubo 3	Imfundo kwiZikolo eziziMeleyo
Inkqubo 4	Imfundo yeZikolo eziZodwa zoLuntu Jikelele
Inkqubo 5	Amaziko aPhezulu neeKholekji zoQeqesho
Inkqubo 6	Imfundo yaBadala noQeqesho
Inkqubo 7	Uphuhliso lwabantwana abasaqalayo
Inkqubo 8	Iinkonzo zeNkxaso neZinye

Amanqanaba eMivuzo

Inqanaba lomvuzo	Inkcazelo	Umyinge womvuzo
Inqanaba lomvuzo 1	Abanezakhono eziphantsi	R 35 916 x 1% - R 40 059
Inqanaba lomvuzo 2	Abanezakhono eziphantsi	R 40 227 x 1% - R 44 883
Inqanaba lomvuzo 3	Abanezakhono	R 46 200 x 1% - R 53 640
Inqanaba lomvuzo 4	Abanezakhono	R 54 222 x 1% - R 62 946
Inqanaba lomvuzo 5	Abanezakhono	R 64 143 x 1% - R 74 472
Inqanaba lomvuzo 6	Imveliso yabanezakhono eziphezulu	R 79 407 x 1% - R 92 193
Inqanaba lomvuzo 7	Imveliso yabanezakhono eziphezulu	R 98 916 x 1% - R 114 843
Inqanaba lomvuzo 8	Imveliso yabanezakhono eziphezulu	R 122 841 x 1% - R 142 617
Inqanaba lomvuzo 9	Abaphathi abanezakhono eziphezulu	R 146 685 x 1% - R 170 295
Inqanaba lomvuzo 10	Abaphathi abanezakhono eziphezulu	R 183 084 x 1% - R 212 550
Inqanaba lomvuzo 11	Abaphathi abanezakhono eziphezulu	R 289 635 x 1% - R 335 730
Inqanaba lomvuzo 12	Abaphathi abanezakhono eziphezulu	R 343 257 x 1% - R 397 986
Inqanaba lomvuzo 13	Inkonzo yeeNgqonyela (Inqanaba A)	R 502 725 x 1.5% - R 541 284
Inqanaba lomvuzo 14	Inkonzo yeeNgqonyela (Inqanaba B)	R 591 510 x 1.5% - R 636 939
Inqanaba lomvuzo 15	Inkonzo yeeNgqonyela (Inqanaba C)	R 717 045 x 1.5% - R 772 173
Inqanaba lomvuzo 16	Inkonzo yeeNgqonyela (Inqanaba D)	R 922 491 x 1.5% - R 993 492

Amasebe enza uhlahlo lwabiwo-mali ngokwenkqubo ezichaziweyo. Ezi theyibhile zilandelayo zishwankathela inkcitho ephicothiweyo ngokwenkqubo (Itheyibhile 2.1) nangokwaManqanaba eMivuzo (Itheyibhile 2.2). Ikakhulu, zibonelela ngenkcitho eyenziweyo kubasebenzi kwinkqubo nganye okanye ngokwaManqanaba eMivuzo kwisebe.

Itheyibhile 2.1: Iindleko zabasebenzi bonke ngokwenkqubo: 2006/07

Inkqubo	Inkcitho iyonke (R'000)	Inkcitho kuBasebenzi (R'000)	Inkcitho yoQeqesho (R'000)	Inkonzo zobuNgcali neziZodwa (R'000)	Inkcitho kuBasebenzi njenge-% yenkcitho iyonke	Inani labasebenzi*	Umyinge weNkcitho ngoM-sebenzi ngamnye (R'000)
1	287 714	140 651	17 541	0	2.03	898	156.63
2	5 623 650	4 573 713	14 495	0	66.09	33 329	137.23
3	34 259	0	0	0	0	0	0
4	389 112	307 468	0	0	4.44	2 487	123.63
5	271 048	139 993	0	0	2.02	1 053	132.95
6	23 539	*1 397 **4 519	94	0	0.09	13	107.46
7	90 195	44 390	5	0	0.64	291	152.54
8	200 845	***25 061 ****16 260	17 328	0	0.60	136	***184.27
Iitotali	**6 920 362**	**5 253 452**	**49 463**	**0**	**75.91**	**38 207**	**137.50**

Qaphela:

* Inkcitho kubasebenzi ekwiNkqubo 6 (Imfundo yaBantu aBadala noQeqesho) exabisa i-R 1.397m, yeyabasebenzi abali-13 abaqeshwe isigxina. Ngoko ke, inkcitho kubasebenzi echaziweyo ibhekisa kuphela kubasebenzi abaqeshwe isigxina.

** Isixamali esiyi-R 4.519m sibonisa inkcitho eyenziwe kwiititshala eziyi-105 eziqeshwe zihlawulwa ngeyure nganye ebeziqeqesha kumaziko e-ABET.

*** Inkcitho kubasebenzi ekwiNkqubo 8 (Iinkonzo zeNkxaso neZinye) exabisa i-R25.061m, yeyabasebenzi abayi-136 abaqeshwe isigxina. Ngoko ke, inkcitho kubasebenzi echaziweyo ibhekisa kuphela kubasebenzi abaqeshwe isigxina.

**** Isixamali esiyi-R16.260m simalunga nenkcitho yabaSeti-Maphepha/iiModareyitha/abantu abaMakishayo kunye nabasebenzi becandelo lolawulo bexeshana (ngexesha leeMviwo zika-2006 zeBanga leShumi).

Itheyibhile 2.2: Inkcitho eyenzelwe Bonke aBasebenzi ngokwaManqanaba eMivuzo: 2006/07

Amanqanaba omvuzo	Inkcitho kuBasebenzi (R'000)	% yetotali yenkcitho kubasebenzi	Inani labasebenzi*	Umyinge weNkcitho ngoMsebenzi ngamnye R'000)
1-2	188 466	3.58	3 641	51.76
3-5	233 848	4.44	3 543	66.00
6-8	3 648 756	69.34	25 911	140.82
9-12	1 167 590	22.19	5 071	230.25
13-16	23 468	0.45	41	572.39
Itotali	**5 262 128**	**100.00**	**38 207**	**137.72**

Qaphela

* Itotali yenkcitho kubasebenzi ekwiiTheyibhile 2.1 no-2.2 yahlukile ngoba intlawulo yekhefu kunye neyeMirhumo yeBhunga leeNkonzo zeNqila ebandakanywe kwiTheyibhile 2.2, zibekwe njengeentlawulo ezenziweyo kwiBAS yaye ezinye iintlawulo zabasebenzi zenziwa ngqo ngenkqubo yeBAS.

** Itotali yeNani labasebenzi eboniswe kwiiTheyibhile 2.1 no-2.2 apha ngentla ibandakanya abasebenzi abaseziofisini nootitshala. Inani labasebenzi kumanqanaba 13 – 16 libandakanya iiCEO ezi-6 ezikwiiKholeji zeMfundo yoQeqesho.

Inani labasebenzi libandakanya abasebenzi abongezelelekileyo kweli sebe. Itotali yeNani labasebenzi ikwabhekisa kubo BONKE abasebenzi abaqeshiweyo, nokuba baqeshwe phi nangaluphi uhlobo, ukutsho oko, abaqeshwe isigxina, abekhontrakti, abangamalalela nabangaqeshwanga isigxina.

Ezi theyibhile zilandellayo zibonelela ngesishwankathelo senkqubo nganye (Itheyibhile 2.3) nangokwaManqanaba eMivuzo (Itheyibhile 2.4) kwinkcitho eyenziwe kwimivuzo, ama-ova, isibonelelo sendlu noncedo lwezonyango. Kwimeko nganye, itheyibhile ichaza ubungakanani beepesenti bebhajethi yabasebenzi esetyenzisiweyo kulo miba.

Itheyibhile 2.3: Imivuzo, Ama-Ova, iSibonelelo seNdlu, uNcedo lwezoNyango lwabo Bonke aBasebenzi ngokwenkqubo: 2006/07

Inkqubo	Imivuzo		Ama-ova		Isibonelelo seNdlu		Uncedo lwezoNyango	
	Isixamali (R'000)	Imivuzo njenge% yenkcitho kubasebenzi	Isixamali (R'000)	Overtime njenge% yenkcitho kubase-benzi	Isixamali (R'000)	HOA njenge% yenkcitho kubasebenzi	Isixamali (R'000)	Uncedo lwezoNyango njenge% yenkcitho kubasebenzi
Inkqubo 1	169 226	3.22	1 539	0.029	2 472	0.047	9 470	0.180
Inkqubo 2	3 505 501	66.73	67	0.001	50 789	0.967	200 508	3.817
Inkqubo 3	0	0	0	0	0	0	0	0
Inkqubo 4	236 016	4.49	160	0.003	3 506	0.067	13 947	0.265
Inkqubo 5	111 317	2.12	0	0	1 424	0.027	6 237	0.119
Inkqubo 6	1 064	0.02	0	0	19	0.000	57	0.001
Inkqubo 7	33 891	0.65	0	0	473	0.009	2 145	0.041
Inkqubo 8	18 099	0.34	885	0.017	393	0.007	1 263	0.024
Itotali	4 075 114	77.57	2 651	0.050	59 076	1.125	233 627	4.447

Itheyibhile 2.4: Imivuzo, ama-Ova, isiBonelelo seNdlu kunye noNcedo lwezoNyango lwabo bonke aBasebenzi ngokwaManqanaba eMivuzo: 2006/07

Amanqa naba omvuzo	Imivuzo		Ama-ova		Isibonelelo seNdlu (HOA)		Uncedo lwezoNyango	
	Isixamali (R'000)	Imivuzo njenge% yenkcitho kubasebenzi	Isixamali (R'000)	Overtime njenge% yenkcitho kubasebenzi	Isixamali (R'000)	HOA njenge% yenkcitho kubasebenzi	Isixamali (R'000)	Uncedo lwezoNyango njenge% yenkcitho kubasebenzi
1-2	144 968	2.759	168	0.003	3 075	0.059	6 629	0.126
3-5	13 411	0.255	655	0.012	237	0.005	661	0.013
6-8	185 491	3.531	1 546	0.029	3 432	0.065	11 149	0.212
9-12	2 845 817	54.170	282	0.005	38 746	0.738	164 857	3.138
13-16	885 427	16.854	0	0.000	13 586	0.259	50 331	0.958
Itotali	4 075 114	77.57	2 651	0.050	59 076	1.125	233 627	4.447

3. Ingqesho neZithuba

Ezi theyibhile zilandelayo zishwankathela inani lezithuba ezikhoyo kwiziko, inani labasebenzi, ireyithi yezithuba nokuba ingaba kukho abasebenzi abangozelelekileyo na kwiziko. Le nkqubo ibekwe ngokwezintlu ezithathu eziphambili: - inkqubo (Itheyibhile 3.1), Inqanaba loMvuzo (Itheyibhile 3.2) nemisebenzi engundoqo (Itheyibhile 3.3). Amacandelo aye achonga imisebenzi engundoqo ekufuneka ihloliwe. Itheyibhile 3.3 inikwa ulwazi ngeziko nangezithuba ezikhoyo kwimisebenzi engundoqo yecandelo okanye isebe ngalinye. Ireyithi yezithuba ibonisa umyinge weepesenti wezithuba ezingazaliswanga.

Itheyibhile 3.1: Ingqesho neZithuba ngokwenkqubo: 31 Matshi 2007

Iqela laBasebenzi	Inkqubo	Inani leZithuba	Inani leZithuba ezizalisiweyo	Ireyithi yeZithuba	* Inani leZithuba ezizalisiweyo ezongezelekileyo zeziko	Inomb yaBaseben zi beBonke
Bonke aBasebenzi	Inkqubo 1	972	894	8	4	898
	Inkqubo 2	33 452	33 042	1	287	33 329
	Inkqubo 3	0	0	0	0	0
	Inkqubo 4	2 551	2 434	5	53	2 487
	Inkqubo 5	1 349	1 052	22	1	1 053
	Inkqubo 6	15	13	13	0	13
	Inkqubo 7 **	15	291	0	0	291
	Inkqubo 8	132	136	0	0	136
	Itotali	38 486	37 862	2	345	38 207
Ootitshala	Inkqubo 1	169	139	18	4	143
	Inkqubo 2	26 941	26 966	0	149	27 115
	Inkqubo 3	0	0	0	0	0
	Inkqubo 4	1 564	1 544	1	29	1 573
	Inkqubo 5	882	807	9	0	807
	Inkqubo 6	4	4	0	0	4
	Inkqubo 7**	298	291	0	0	291
	Inkqubo 8***	0	18	0	0	18
	Itotali	29 858	29 769	0.3	182	29 951
Abasebenzi bakaRhulumente	Inkqubo 1	803	755	6	0	755
	Inkqubo 2	6 511	6 076	7	138	6 214
	Inkqubo 3	0	0	0	0	
	Inkqubo 4	987	890	10	24	914
	Inkqubo 5	467	245	48	1	246
	Inkqubo 6	11	9	18	0	9
	Inkqubo 7	0	0	0	0	0
	Inkqubo 8***	132	118	11	0	118
	Itotali	8 911	8 093	9	163	8 256

Qaphela:

* Kumba wootitshala abongezelelekiieyo abaqeshiweyo, amanani akhoyo eetitshala ezichongwe njengezongezelelekileyo kunezo ekuvunyelwene ngazo anikiwe.

** Inkqubo 7: Izithuba zotitshala: zamabanga abantwana abasaqalayo ziye zapheliswa njengokuba bezimana zingabi namntu. I-WCED iye yavumelana ngomgaqonkqubo wokuba kwezo zithuba makwenziwe intlawulo yenkxaso kwezo titshala ukwenzela ukuba kuvuleleke iisayithi ezininzi zokufundisa abantwana abasebancinci (Uphuhliso lweMfundo yeeNtsana), ingakumbi kwiindawo ebezihlelelekile.

*** Ootitshala abali-18 abakwiNkqubo 8 ngabo bafundisa iZakhono zoBomi zeHIV/Aids – bonke aba basebenzi bakwizithuba ezongezelelekileyo yaye bahlawulwa ngeegranti zoxhomekeko.

Qaphela: Kufuneka ikhankanywe into yokuba kumaziko emfundo, inani lezithuba zeetitshala ezikhoyo alithethi ukuba isikolo sineetitshala ezimbalwa kunenani leetitshala esifanele ukuba sinalo. Lithetha nje ukuba izithuba zeetitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, umntu uqeshwa ngokwekhontrakthi ukuqinisekisa ukuba onke amaziko ezemfundo anenani leetitshala ekufuneka enalo.

Itheyibhile 3.2: Ingqesho nezithuba ngokwaManqanaba eMivuzo: 31 Matshi 2007

Iqela laBase-benzi	Amanqanaba omvuzo	Inani leZithuba	Inani leZithuba ezizalisiweyo	Izinga lezithuba	* Inani leZithuba ezizalisiweyo ezongezelekileyo zeziko	Itotali yeNani labasebenzi nge-31 Matshi 2007
Bonke aBasebenzi	1-2	3 916	3 561	9	80	3 641
	3-5	3 443	3 521	0	22	3 543
	6-8	25 307	25 714	0	197	25 911
	9-12	5 780	5 025	13	46	5 071
	13-16	40	41	0	0	41
	Itotali	38 486	37 862	2	345	38 207
Ootitshala	1-2	0	0	0	0	0
	3-5**	0	**677	0	**1	**678
	6-8	24204	24222	0	135	24 357
	9-12	5654	4870	13.87	46	4 916
	13-16	0	0	0	0	0
	Itotali	29858	29769	0.3	182	29 951
Abasebenzi bakaRhulumente	1-2	3 916	3 561	9	80	3 641
	3-5	3 144	2 844	10	21	2 865
	6-8	1 685	1 492	11	62	1 554
	9-12	126	155	0	0	155
	13-16	40	41	0	0	41
	Itotali	8 911	8 093	9	163	8 256

Qaphela:

* Kwimeko yootitshala abongezelelekileyo kwiziko, kuboniswe kuphela ezo titshala ezichongwe njengezongezelelekileyo ngokwezivumelwano zabasebenzi nabaqeshi. Ukuhlanganiswa nokuqeshwa kwabasebenzi abongezelelekileyo kwimisebenzi eyongezelelekileyo yinkqubo eqhubekayo yaye ikhokelwa zizivumelwano zabasebenzi nabaqeshi. Kwimigudu eyenziwayo yokuba abasebenzi abongezelelekileyo bathunyelwe kwezinye iindawo, kumana kupapashwa izithuba ezikhoyo qho kuluhlu lwezithuba ezikhoyo kwisebe. I-WCED iye yaphuhlisa neqela lemigaqonkqubo ukuqinisekisa ukuba iinkonzo ezibonelelwa ngabasebenzi abongezelelekileyo ziyasetyenziswa.

** Zonke izithuba zootitshala zenzelwe ukuba kuqeshwe ootitshala abaneziqinisekiso ezipheleleyo zokufundisa (ubuncinane iMatriki kunye noqeqesho lweminyaka emi-3) ubuncinane kuManqanaba omvuzo 6-7. Ubunyaniso kukuba i-WCED inazo iititshala ezinezifundo ezinganelanga zokufundisa nezingenazo kwazifundo ezo ezikhoyo kwinkqubo yayo. Ezi titshala zezo ziyi-678 ezihlawulwa kula mivuzo iphaya kuManqanaba omvuzo 3 - 5 ngenxa yokuba azinazo ezona mfuno ziphantsi zokuba bahlawulwe kuManqanaba omvuzo 6-7. Ezi titshala ziqeshwe kwizithuba ezamkelweyo eziboniswe kwiNqanaba loMvuzo 6-8 kule theyibhile.

4. Uvavanyo lweMisebenzi

Imimiselo yeNkonzo kaRhulumente, 2001, njengoko yalungiswayo yaye yazisa inkqubo yokuvavanywa kwemisebenzi njengendlela yokuqinisekisa ukuba intlawulo yomsebenzi nexabiso lawo ziyahambelana. Kulandelwa izikhokelo ezisetyenziswa kwilizwe liphela, oogunyaziwe banokuvavanya nawuphi na umsebenzi kwiziko. NgokweMimiselo, zonke izithuba ezikuManqanaba omvuzo 9 ukuya phezulu kufuneka zivavanywe phambi kokuba kuqeshwe abantu kuzo.

Le theyibhile ilandelayo (Itheyibhile 4.1) ishwankathela inani lemisebenzi eye yavavanywa kulo nyaka sibhekisa kuwo apha.

Itheyibhile 4.1: Uvavanyo lweMisebenzi yeZithuba ezikwiNkonzo kaRhulumente: 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Aman-qanaba omvuzo	Inani leZithu-ba	Inani leMisebenzi evavanyi-weyo	% yeMise-benzi eVavanyi-weyo	Ukugreyidwa kwezithuba okungatshint-shanga		Izithuba ezinyusiweyo		Izithuba ezihlisiweyo	
				Inani	%	Inani	%	Inani	%
1-2	3 916	0	0	0	0	0	0	0	0
3-5	3 144	0	0	0	0	0	0	0	0
6-8	1 685	20	1.13	0	0	20	1.19	0	0
9-12	126	1	0.50	1	0.50	0	0	0	0
13	30	20	64.52	20	64.52	0	0	0	0
14	6	7	100	7	100	0	0	0	0
15	3	3	100	3	100	0	0	0	0
16	1	1	100	1	100	0	0	0	0
Itotali	8 911	52	0.55	32	0.36	20	0.22	0	0

Qaphela: Zonke izithuba zeSMS zivavanyiwe.

Itotali yeNani labasebenzi abanemivuzo eyodlule igreyidi ezibekwe yinkqubo yovavanyo-misebenzi ka-2005/06	AYIKHO

5. Utshintsho kwiNgqesho

Eli candelo libonelela ngolwazi olumalunga notshintsho kwimisebenzi kulo nyaka-mali.

Ubungakanani bokwenzeka kwento nganye bubonisa indlela eli sebe eliqhuba ngayo izinto ezidibene nengqesho. Ezi theyibhile zilandelayo zibonelela ngesishwankathelo sobe kusenzeka kwezengqesho ngokwenqanaba loMvuzo (Itheyibhile 5.1) nangokwemisebenzi engundoqo (Itheyibhile 5.2).

Abasebenzi bakarhulumente nootitshala abangekho kwimisebenzi esisigxina baye baqeshwe isithuba sexesha elithile. Abo basebenzi baquka abo baqeshwe kwizithuba eziye zivele ngenxa yeemeko ezifana nokubhubha, ukunyuselwa komntu, njalo njalo kunye nabasebenzi (ootitshala) abangene endaweni yabo bangekhoyo ngenxa yokugula, abaye kwikhefu lokubeleka, njalo njalo. Lo mgaqonkqubo uthetha ukuba umsebenzi omnye unakho ukuqeshwa kane kunyaka omnye ngoba ikhontrakthi nganye ithathwa njengengqesho entsha. Ukuphela kwekhontrakthi kuthathwa njengokuphela kwalo nkonzo xa kunikwa ingxelo. Yiloo nto ke le ibangela ukuba kubekho izithuba ezininzi eziphelisiweyo okanye abasebenzi abaninzi abayekileyo. Noxa kunjalo, kuyinjongo ye-WCED ukuqinisekisa ukuba zonke izithuba ezingenabantu kumaziko emfundo, ingakumbi ezo zeetitshala zizaliswa isigxina ngokukhawuleza emva kokuba isithuba eso siye savela.

Itheyibhile 5.1: Ubungakanani beziganeko ngonyaka ngokweNqanaba loMvuzo ukususela nge-1 Epreli 2006 ukuya nge-31 Matshi 2007

Iqela laBasebenzi	Inqanaba loMvuzo	Inani labasebenzi ngokwenqanaba ukususela nge-1/4/2006	Ingqesho nokutshintshelwa kwiSebe	Ukuyekiswa nokuphuma kwisebe	Izinga lezi ziganeko %
Bonke aBasebenzi	1-2	3 709	2 364	2 378	-0.38
	3-5	3 483	3 894	3 140	21.65
	6-8	26 511	14 833	14 817	0.06
	9-12	4 524	255	410	-3.43
	13	30	1	1	0
	14	7	0	1	14.28
	15	3	0	0	0
	16	1	0	0	0
	Itotali	38 268	21 347	20 747	1.57
Ootitshala	1-2	0	0	0	0
	3-5	687	1 907	1 250	95.63
	6-8	24 900	14 695	14 625	0.28
	9-12	4 390	151	318	-3.80
	13	0	0	0	0
	14	0	0	0	0
	15	0	0	0	0
	16	0	0	0	0
	Itotali	29 977	16 753	16 193	1.87
Abasebenzi bakaRhulumente	1-2	3 709	2 364	2 378	-0.38
	3-5	2 796	1 987	1 890	3.47
	6-8	1 611	138	192	-3.35
	9-12	134	104	92	8.95
	13	30	1	1	0
	14	7	0	1	14.28
	15	3	0	0	0
	16	1	0	0	0
	Itotali	8 291	4 594	4 554	0.47

Itheyibhile 5.2: Izizathu ezibangela ukuba abantu balishiye eli sebe

Uhlobo lopheliso-msebenzi	Inani	% yetotali
Ukufa	111	0.54
Ukuyeka	1 044	5.05
Ukuphela kweKhontrakthi *	18 823	91.01
Ukugxothwa – ngenxa yoTshintsho kwiinkqubo **	0	0
Ukugxothwa – Ngenxa yokuziphatha kakubi	103	0.50
Ukugxothwa – Ngenxa yokungawenzi kakuhle umsebenzi	0	0
Ingulo	158	0.76
Ukuthatha umhlala-phantsi	420	2.03
Ukuya kwelinye iSebe likaRhulumente, iZiko likaRhulumente, njl njl.	23	0.11
Itotali	20 682	100
Itotali yeNani labasebenzi abamkileyo njenge% of yeNgqesho iyonke	1 836	4.85

Qaphela:

* Inani "lokuPhela kweKhontrakthi" linokukhangeleka ngathi liphezulu xa lithelekiswa namanye amasebe nabanye abaqeshi. Isizathu senani eliphezulu lenziwa yinto yokuba iWCED inomgaqonkqubo wokuqesha abasebenzi ngekhontrakthi, ibaqesha izithuba ezifutshane. (Ezi zithuba zikhutshwa rhoqo kulandelwa izikhokelo zopapasho ngokwezivumelwano phakathi kwabasebenzi nabaqeshi ngenjongo yokuba ezi zithuba zizalisiwe isigxina ngokukhawuleza kangangoko isebe linakho.). Ngaphezu koko, kufuneka ithathelwe ingqalelo into yokuba iititshala eziqeshwe ezindaweni zeetitshala ezithathe ikhefu okanye ezithunyelwe ukuba ziye kusebenza kwenye indawo, esona sithuba sifutshane siye sibe ziiveki ezimbini.

Itheyibhile 5.3: Unyuselo ngokweNqanaba loMvuzo

Iqela laBasebenzi	Amanqanaba omvuzo	Abasebenzi 1 Epreli 2006	Ukunyuselwa ukuya kwelinye inqanaba lomvuzo	AManqanaba eMivuzo nge-% yabasebenzi ngokwaManqanaba omvuzo	Ukunyukela kwenye inotshi kwakwinqanaba elinye lomvuzo	Ukunyukela kwenye inotshi nge-% yabasebenzi ngokwaManqanaba omvuzo
BONKE ABASEBENZI	1-2	3 709	0	0.00	3 305	89.11
	3-5	3 483	42	1.78	2 800	80.39
	6-8	26 511	2 498	10.07	21 420	80.80
	9-12	4 524	581	12.93	3 664	80.99
	13	30	0	0.00	26	83.87
	14	7	0	0.00	5	83.33
	15	3	0	0.00	3	100.00
	16	1	0	0.00	1	100.00
	Itotali	38 268	3 121	9.13	31 224	81.59
OOTITSHALA	1-2	0	0	0.00	0	0.00
	3-5	687	0	0.00	364	52.98
	6-8	24 900	2 475	10.66	20 072	80.61
	9-12	4 390	573	13.13	3 580	81.55
	13	0	0	0.00	0	0.0
	14	0	0	0.00	0	0.0
	15	0	0	0.00	0	0.0
	16	0	0	0.00	0	0.0
	Itotali	29 977	3 048	10.82	24 016	80.11
ABASEBENZI BAKARHULUMENTE	1-2	3 709	0	0.00	3 305	89.11
	3-5	2 796	42	1.50	2 436	87.12
	6-8	1 611	23	1.43	1 348	83.67
	9-12	134	8	5.97	84	62.69
	13	30	0	0.00	26	63.41
	14	7	0	0.00	5	83.33
	15	3	0	0.00	3	100.00
	16	1	0	0.00	1	100.00
	Itotali	8 291	73	0.88	7 208	86.94

Qaphela:

Unyuselo lwama-34 345 lumele:

Abasebenzi abayi-3 121 abanyuselwe kwinqanaba lomvuzo basiwa kwelinye Inqanaba lomvuzo eliphezulu; kunye Nabasebenzi abangama-31 224 abafumene inotshi kwimivuzo yabo.

6. UBulungisa kwezeNgqesho

Itheyibhile kweli candelo zenziwe ngokweendlela ezimiselwe kuMthetho woBulungisa kwezeNgqesho, uMthetho 55 ka-1998.

Itheyibhile 6.1 Itotali yeNani labasebenzi (kubandakanywa nabasebenzi abenzakeleyo) kwinqanaba ngalinye lomsebenzi kula alandelayo ngomhla wama-31 Matshi 2007

Amanqanaba omsebenzi (SASCO)	Amadoda				Abafazi				Itotali
	Abamnyama	Abebala	Amandiya	Abamhlophe	Abamnyama	Abebala	Amandiya	Abamhlophe	
Abenzi-mthetho, amagosa aphezulu kunye nabaphathi	1	15	1	17	4	1		1	40
Abafundileyo	1 801	6 743	60	2 029	4 285	10 784	73	4 294	30 069
Amagcisa nabanye abafana nabo	25	97	0	23	29	74	2	33	283
Oonobhala	95	368	1	32	350	1 372	10	526	2 754
Abasebenzi beenkonzo nabathengisayos	1	36				7		1	45
Amachule nabanye bomsebenzi wezandla	1	13	0	0	0	0	0	1	15
Abasebenzi ngoomatshini nakwimizi-mveliso kunye nabanye abakhandi	3	21	0	1	0	1	0	0	26
Imisebenzi yabasaqalayo	544	2 025	0	120	289	1 786	1	210	4 975
Itotali	2 471	9 318	62	2 222	4 957	14 025	86	5 066	38 207
Abasebenzi abenzakeleyo	4	12		8	3	9		6	42

Itheyibhile 6.2 Itotali yeNani labasebenzi (kubandakanywa nabasebenzi abenzakeleyo) kwinqanaba lomsebenzi ngalinye kula alandelayo ngomhla wama-31 Matshi 2007

Inqanaba lomsebenzi	Amadoda				Abafazi				Itotali
	Abamnyama	Abebala	Amandiya	Abamhlophe	Abamnyama	Abebala	Amandiya	Abamhlophe	
Abalawuli abakhulu	0	2	0	2	0	0	0	0	4
Abalawuli abaphezulu	1	14	1	15	4	1	0	1	37
Abafundileyo neengcali ezinamava kunye nabalawuli abakwinqanaba eliphakathi	284	1 842	27	975	292	836	20	795	5 071
Abasebenzi abanobuchule ngobugcisa nabakufundeleyo oko, abalawuli abasezantsi, abaphathi, abaphathibasebenzi nabaphathi abakhulu	1 501	5 159	33	1 071	4 014	10 242	62	3 829	25 911
Abanobuchule obungephi namagunya abalingeneyo	263	979	1	142	377	1 386	3	392	3 543
Abangenabuchule nabangenakuthatha zigqibo	422	1 322	0	17	270	1 560	1	49	3 641
Itotali	2 471	9 318	62	2 222	4 957	14 025	86	5 066	38 207

Itheyibhile 6.3 Ukuqeshwa kwisithuba esisuka kumhla woku-1 Epreli 2006 ukuya kowama-31 Matshi 2007

Inqanaba lomsebenzi	Amadoda				Abafazi				Itotali
	Abamn-yama	Abebala	Ama-Ndiya	Abam-hlophe	Abamn-yama	Abebala	Ama-Ndiya	Abam-hlophe	
Abalawuli abakhulu									0
Abalawuli abaphezulu					1				1
Abafundileyo neengcali ezinamava kunye nabala-wuli abakwinqanaba eliphakathi	17	87	3	38	19	54		37	255
Abasebenzi abanobu-chule ngobugcisa naba-kufundeleyo oko, abala-wuli abasezantsi, aba-phathi, abaphathi-base-benzi nabaphathi abakhulu	908	3 266	21	620	3 021	5 272	17	1 708	14 833
Abanobuchule obungephi namagunya abalingeneyo	324	507	5	141	729	1 701	3	484	3 894
Abangenabuchule naban-genakuthatha zigqibo	443	854		42	257	709		59	2 364
Itotali	1 692	4 714	29	841	4 027	7 736	20	2 288	21 347
Abasebenzi abenzakeleyo									0

Qaphela:
Inani labaqeshiweyo bebonke lingakhangeleka ingathi liphezulu xa lithelekiswa nelamanye amasebe namashishini karhulumente. La manani aphezulu abangelwa kukuba i-WCED iqesha abantu okwethutyana xa kuvaliwe. Oku ke kubangele ukuba umntu oqeshwe okwethutyana abalwe njengomqeshwa omntsha.

Itheyibhile 6.4 Ukunyuselwa kwisithuba esisuka kumhla woku-1 Epreli 2006 ukuya kowama-31 Matshi 2007

Inqanaba lomsebenzi	Amadoda				Abafazi				Itotali
	Abamn-yama	Abebala	Ama-Ndiya	Abam-hlophe	Abamn-yama	Abebala	Ama-Ndiya	Abam-hlophe	
Abalawuli abakhulu									
Abalawuli abaphezulu									
Abafundileyo neengcali ezinamava kunye nabala-wuli abakwinqanaba eliphakathi	44	181	1	64	66	160	5	60	581
Abasebenzi abanobuchu-le ngobugcisa nabakufun-deleyo oko, abalawuli abasezantsi, abaphathi, abaphathi-basebenzi nabaphathi abakhulu	57	719	5	57	200	1 108	5	317	2 498
Abanobuchule obungephi namagunya abalingeneyo	5	12		3		18	1	3	42
Abangenabuchule naban-genakuthatha zigqibo									
Itotali	136	912	6	124	266	1 286	11	380	3 121
Abasebenzi abenzakeleyo		1		1					2

Qaphela:
Ezi zikhundla zokunyuselwa zingasentla zibonakalisa inani labasebenzi abanyuselwe ukusuka kwelinye inqanaba lomvuzo baye kwinqanaba lomvuzo eliphezulu.

Itheyibhile 6.5 Abaphelelwe ngumsebenzi kwisithuba esisuka kumhla woku-1 Epreli 2006 ukuya kowama-31 Matshi 2007

Inqanaba lomsebenzi	Amadoda				Abafazi				Itotali
	Abamn-yama	Abe-bala	Ama-Ndiya	Abam-hlophe	Abamn-yama	Abe-bala	Ama-Ndiya	Abam-hlophe	
Abalawuli abakhulu									0
Abalawuli abaphezulu	1			1					2
Abafundileyo neengcali ezinamava kunye nabalawuli abakwinqanaba eliphakathi	28	136	3	62	30	63		75	397
Abasebenzi abanobuchule ngobu-gcisa nabakufundeleyo oko, aba-lawuli abasezantsi, abaphathi, abaphathi-basebenzi nabaphathi abakhulu	862	3 302	21	620	2 885	5 318	20	1 753	14 781
Abanobuchule obungephi namagunya abalingeneyo	262	417	5	115	557	1 398	1	370	3 125
Abangenabuchule nabangenaku-thatha zigqibo	446	880		41	241	710		59	2 377
Itotali	1 599	4 735	29	839	3 713	7 489	21	2 257	20 682
Abasebenzi abenzakeleyo	1	2						1	4

Qaphela:
Inani labasebenzi libandakanya abasebenzi abongezelelweyo. Itotali yenani labasebenzi ibhekisele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe phantsi kwaziphi iimeko, okkt, abasisigxina, abethutyana, ababambeleyo nabangxungxayo. Inani labayekileyo emsebenzini lingakhangeleka liphezulu xa lithelekiswa namanye amasebe kunye namashishini karhululumente. La manani aphezulu abangelwa kukuba i-WCED iqesha abantu okwethutyana xa kuvaliwe. Oku ke kubangele ukuba umntu oqeshwe okwethutyana abalwe njengomqeshwa omntsha aphinde amele umntu omnye ophelelwe ngumsebenzi. (Ezi zithuba zipapashwa rhoqo ngokwesicwangciso-nkqubo sesivumelwano esisebenzayo ekwakuvunyelwene ngaso ngeenjongo zokuzenza ezi ziithuba imisebenzi esisigxina xa kuvela ithuba)

Itheyibhile 6.6 Uphuhliso lwezakhono kwisithuba esisuka kumhla woku-1 Epreli 2006 ukuya kowama-31 Matshi 2007

Inqanaba lomsebenzi	Amadoda				Abafazi				Itotali
	Abamn-yama	Abe-bala	Ama-Ndiya	Abam-hlophe	Abamn-yama	Abe-bala	Ama-Ndiya	Abam-hlophe	
Abenzi-mthetho, Amagosa aphezulu nabalawuli	12	85	3	78	35	29	0	5	247
Abafundileyo	421	1 587	12	450	1 402	3 835	14	1 680	9 401
Abafundileyo abangacalulwanga ngokobuhlanga nobuni									7 795
Amagcisa neminye emisebenzi efana nabo engachazwanga									264
Oonobhala	126	569	3	46	487	996	21	590	2 838
Oonobhala abangachazwanga									102
Abasebenzi abancedisa kwiinkonzo nabathengisayo	0	0	0	0	0	0	0	0	0
Abasebenzi bezolimo nabasebenza ngentlanzi abanobuchule	0	0	0	0	0	0	0	0	0
Amachule nabanye bomsebenzi wezandla	0	0	0	0	0	0	0	0	0
Abasebenzi ngoomatshini nakwimi-zimveliso kunye nabanye abakhandi	0	0	0	0	0	0	0	0	0
Imisebenzi yabasaqalayo engachazwanga	0	0	0	0	0	0	0	0	24
Itotali	559	2 241	18	574	1 924	4 860	35	2 275	20 671

Qaphela:

- Abasebenzi abaninzi, ingakumbi ootitshala, abakafuni nangoku ukuzichaza ngokobuhlanga nobuni kwirejista zabakhoyo nangona kuye kucaciswe ukuba oku kulungiselelwa ukulungelelanisa kwenkcukacha-manani.
- Umsebenzi angabalwa kabini njengoko benokuthatha inxaxheba kwizifundo ezininzi
- Abenzi-mthetho, amaGosa aPhezulu kunye nabaLawuli babandakanya i-MMS.

7. Iimbuyekezo ngokwentsebenzo

Ukukhuthaza ukuqhuba kakuhle emsebenzini, isebe linikezele ngezi mbuyekezo zihamba ngokomgangatho womsebenzi kulo nyaka kuphethwe wona. Ulwazi ludweliswe ngokwebala, ubuni, nokwenzakala (Itheyibhile 6.1), Amanqanaba eMivuzo (Itheyibhile 6.2) kunye nemisebenzi engundoqo (Itheyibhile 6.3).

Itheyibhile 7.1: Imbuyekezo yeNtsebenzo ngokobuhlanga, isini nokhubazeko kubasebenzi bakaRhulumente (ngaphandle kwabeSMS): 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Inkcazelo yabaZuzi			Iindleko (R'000)		
Iqela loLuntu	Inani laBazuzi	Itotali yeNani labasebenzi kwiqela	Ipesenti yeQela loLuntu	Itotali yeeNdleko (R'000)	Umyinge weeNdleko ngomsebenzi ngamnye
Abamnyama	0	1 328	0	0	0
Amadoda	0	666	0	0	0
Amakhosikazi	0	662	0	0	0
UmEyishiya	0	13	0	0	0
Amadoda	0	2	0	0	0
Amakhosikazi	0	11	0	0	0
Abebala	13	5 855	0,22	78	6 000
Amadoda	6	2 647	0.23	38	6 333
Amakhosikazi	7	3 208	0.22	40	5 714
Abamhlophe	4	1 019	0.39	42	10 500
Amadoda	1	197	0.51	27	27 000
Amakhosikazi	3	822	0.36	15	5 000
Itotali	17	8 215	0.21	120	7 059
Abasebenzi abakhubazekileyo	0	0	0	0	0

Qaphela:
Inani labasebenzi libandakanya abasebenzi abongezelelekileyo abakwiziko. Itotali yeNani labasebenzi ibhekisa nakubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe isigxinwa, okanye ngekhontrakthi, ababambeleyo nabangaqeshwanga isigxina.

Itheyibhile 7.2: Imbuyekezo yeNtsebenzo ngokwaManqanaba omvuzo yaBasebenzi bakaRhulumente abakwinqanaba elingaphantsi kwelaBaphathi: 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Inkcazelo yabaZuzi			Iindleko		
Inqanaba lomvuzo	Inani laBazuzi	Inani labasebenzi	Ipesenti yeqela ngeNqanaba lomvuzo	Itotali yeeNdleko (R'000)	Umyinge weeNdleko ngoMsebenzi ngamnye (R)
1-2	1	3 641	0.03	4	4 000
3-5	4	2 865	0.14	16	4 000
6-8	10	1 554	0.64	64	6 400
9-12	2	155	1.29	36	18 000
Itotali	17	8 215	0.21	120	7 059

Qaphela:
Inani labasebenzi libandakanya abasebenzi abongezelelekileyo abakwiziko. Itotali yeNani labasebenzi ibhekisa nakubo BONKE abasebenzi bakarhulumente abaqeshiweyo nokuba baqeshwe isigxinwa, okanye ngekhontrakthi, ababambeleyo nabangaqeshwanga isigxina.

Itheyibhile 7.3: Imbuyekezo edibene nentsebenzo (ibhonasi eyimali) ngokweNqanaba loMvuzo: Inkonzo yabaphathi abaPhezulu

Inqanaba lomvuzo	Inkcazelo yaBazuzi			Itotali yeeNdleko (R'000)	Umyinge weeNdleko ngoMzuzi ngamnye (R)	Itotali yeeNdleko njenge% yeetotali yenkcitho kubasebenzi beSMS (R'000)
	Inani laBazuzi	Inani lamalungu eSMS	Ipesenti yetotali kwiNqanaba lomvuzo			
13	14	30	47	205	14 643	0,98
14	4	7	57	68	17 000	0,32
15	2	3	67	42	21 000	0,20
16	1	1	100	27	27 000	0,13
Itotali	21	41	51	342	16 286	1.63

Qaphela:
Isivumelwano sabaqeshi nabasebenzi sembuyekezo yentsebenzo yootitshala siseza kugqityezelwa kwiELRC yesizwe.

8. Abasebenzi abavela kwamanye amazwe

Ezi theyibhile zingezantsi zishwankathela ingqesho yabantu abasuka kwamanye amazwe abalapha kwisebe ngokwaManqanaba eMivuzo nangokomsebenzi ongundoqo. Ezi theyibhile zikwashankathela utshintsho kwitotali yenani labasebenzi bamanye amazwe kwinqanaba ngalinye leMivuzo nangokomsebenzi ngamnye ongundoqo.

Itheyibhile 8.1: Abasebenzi bamanye amazwe ngokweNqanaba loMvuzo: 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Inqanaba lomvuzo	1 Epreli 2006		31 Matshi 2007		Utshintsho	
	Inani	% yetotali	Inani	% yetotali	Inani	% yetotali
1-2	0	0	0	0	0	0
3-5	6	15	11	23.41	5	71.43
6-8	34	85	29	61.70	-5	-71.43
9-12	0	0	7	14.89	7	100
13 - 16	0	0	0	0	0	0
Itotali	40	100	47	100.00	7	100

Itheyibhile 8.2: Abasebenzi bamanye amazwe ngokomsebenzi ongundoqo: 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Umsebenzi ongundoqo	1 Epreli 2006		31 Matshi 2007		Utshintsho	
	Inani	% yetotali	Inani	% of Itotali	Inani	% yetotali
Abasebenzi baseziofisini	0	0	0	0	0	0
Imisebenzi elula	0	0	0	0	0	0
Iingcali neemanejala	40	100	47	100	7	14.89
Itotali	40	100	47	100	7	14.89

Qaphela:
Abasebenzi bangaphandle baqeshwa kuphela xa kungekho mntu walapha eRSA ofumanekayo okwaziyo ukwenza loo msebenzi naxa benepemethi evumelekileyo yokusebenxa apha eMzantsi Afrika.

9. Ukusetyenziswa kwekhefu kwisithuba sowe-1 Januwari 2006 ukuya kwi-31 Disemba 2006

IKomishoni yeNkonzo kaRhulumente ichaze ukuba kufuneka ikhefu lokugula liqathselwe ngeso elibukhali apha kurhulumente; Ezi theyibhile zilandelayo zibonisa ukusetyenziswaa kwekhefu lokugula (Itheyibhile 9.1) nekhefu lokhubazeko (Itheyibhile 9.2). Kwezi meko iindleko eziqikelelwayo zekhefu zichaziwe.

Qaphela: Ukuchaza ngekhefu kokoMjikelo weKhefu, ukutsho oko, ikhefu loNyaka oqhelekileyo hayi unyakamali, ngaphandle kwakwiTheyibhile 9.5 (Ikhefu: Iintlawulo)

Itheyibhile 9.1: Ikhefu lokugula: 1 Januwari 2006 ukuya kwi-31 Disemba 2006

Iqela laBasebenzi	Inqanaba lomvuzo	Iintsuku zizonke	% yeeNtsuku umntu enephepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	Itotali yeNani labasebenzi ukususela ngowe-31/12/2006	% yetotali yabasebenzi abasebenzi-sa ikhefu lokugula ngokwen-qanaba loMvuzo	Umyinge weentsuku kumsebenzi ngamnye ngokwenani labasebenzi ukususela nge-31/12/2006	Iindleko eziqikelel-wayo (R'000)
BONKE ABASEBENZI	1-2	15 716	83	2 040	3 761	54	8	2 443
	3-5	16 026	81	1 933	3 516	55	8	3 310
	6-8	185 743	82	16 579	26 251	63	11	78 481
	9-12	29 084	86	2 617	5 054	52	11	19 250
	13-16	132	88	19	42	45	7	165
	Itotali	246 701	83	23 188	38 624	60	11	100 831
OOTITSHALA	1-2	0	0	0	0	0	0	0
	3-5	5 012	88	347	706	49	7	1 229
	6-8	176 614	82	15 481	24 674	63	7	75 444
	9-12	28 579	86	2 529	4 909	52	6	18 866
	13-16	0	0	0	0	0	0	0
	Itotali	210 205	83	18 357	30 289	60	7	95 816
ABASEBENZI BAKARHULUMENTE	1-2	15 716	83	2 040	3 761	54	8	2 443
	3-5	11 014	78	1 586	2 810	56	7	2 182
	6-8	9 129	79	1 098	1 577	70	8	3 259
	9-12	505	72	88	145	61	6	360
	13-16	132	88	19	42	45	7	165
	Itotali	36 496	80	4 831	8 335	58	8	8 384

Itheyibhile 9.2: Ikhefu lokhubazeko (ababambeleyo nabasisigxina): 1 Jan. 2006 ukuya ku-31 Disemba 2006

Iqela laBasebenzi	Inqanaba lomvuzo	Iintsuku zizonke ezitha-hiweyo	% yeeNtsuku umntu enephepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokhubazeko	Itotali yeNani labasebenzi ukususela ngowe-31/12/2006	% yetotali yabasebenzi abaseben-zisa ikhefu lokhubazeko	Umyinge weentsuku kumsebenzi ngamnye ngokwenani labasebenzi ukususela nge-31/12/2006	Iindleko eziqikelel-wayo (R'000)
BONKE ABASEBENZI	1-2	4 116	100	151	3 761	4	1	659
	3-5	5 191	99	165	3 516	5	1	1 208
	6-8	83 843	95	2 836	26 251	11	3	35 960
	9-12	13 115	98	400	5 054	8	3	8 630
	13-16	0	0	0	42	0	0	0
	Itotali	106 265	96	3 552	38 624	9	3	46 473

Iqela laBasebenzi	Inqanaba lomvuzo	Iintsuku zizonke ezitha-thiweyo	% yeeNtsuku umntu enephepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokhubazeko	Itotali yeNani labasebenzi ukususela ngowe-31/12/2006	% yetotali yabasebenzi abasebenzisa ikhefu lokhubazeko	Umyinge weentsuku kumsebenzi ngamnye ngokwenani labasebenzi ukususela nge-31/12/2006	Iindleko eziqikelel-wayo (R'000)
OOTITSHALA	1-2	0	0	0	0	0	0	0
	3-5	2 977	98	65	706	9	4	784
	6-8	81 491	95	2 750	24 674	11	3	35 144
	9-12	13 066	98	395	4 909	8	3	8 602
	13-16	0	0	0	0	0	0	0
	Itotali	97 534	96	3 210	30 289	11	3	44 457
ABASEBENZI BAKARHULUMENTE	1-2	4 116	100	151	3 761	4	1	659
	3-5	2 214	100	100	2 810	4	1	471
	6-8	2 352	100	86	1 577	5	1	830
	9-12	49	100	5	145	3	0	31
	13-16	0	0	0	42	0	0	0
	Itotali	8 731	100	342	8 335	4	1	2 016

Qaphela:
Ikhefu lokhubazeko (ikhefu lokugula) linikwa umsebenzi obonwe ngoogqirha njengongafanelekanga ukuba asebenze okwethutyana, oya kuthi akunikwa ithuba lokuchacha abuyele emsebenzini enze umsebenzi wakhe wesiqhelo.

Itheyibhile 9.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo esagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 sinyanzelisa ukuba ikhefu lonyaka lilawulwe ngendlela ukunqanda ukuba kungahlawulwa iimali zekhefu elingasetyenziswanga xa umsebenzi eyeka emsebenzini.

Itheyibhile 9.3: Ikhefu Lonyaka: 1 Januwari 2006 ukuya kwi-31 Disemba 2006

Iqela laBasebenzi	Inqanaba lomvuzo	Iintsuku zizonke ezithathiweyo	Umyinge weentsuku kumsebenzi ngamnye ngokwenani labasebenzi ukususela nge-31 Dis. 2006	Itotali yeNani labasebenzi ukususela nge-31 Dis. 2006
BONKE ABASEBENZI	1-2	27 549	7	3 761
	3-5	19 218	5	3 516
	6-8	41 656	2	26 251
	9-12	18 724	4	5 054
	13-16	930	22	42
	Itotali	108 077	3	38 624
OOTITSHALA	1-2	0	0	0
	3-5	301	0	706
	6-8	21 987	1	24 674
	9-12	16 479	3	4 909
	13-16	0	0	0
	Itotali	38 767	1	30 289
ABASEBENZI BAKARHULUMENTE	1-2	27 549	7	3 761
	3-5	18 917	7	2 810
	6-8	19 669	12	1 577
	9-12	2 245	15	145
	13-16	930	22	42
	Itotali	69 310	8	8 335

Qaphela:
Ngokwemiqathango yekhefu, iititshala ezisezikolweni azikwazi kuthatha khefu lonyaka nanjengoko bethathwa ukuba basebenzisa ikhefu laxa kuvalwe izikolo.

Itheyibhile 9.4: Ikhefu leminyaka edlulileyo elintswinyiweyo: 1 Januwari 2006 ukuya kwi-31 Disemba 2006

Iqela laBasebenzi	Inqanaba lomvuzo	Iintsuku zizonke zekhefu elintswinyiweyo	Umyinge weenani leentsuku ezithathwe ngumsebenzi ngamnye	Ikhefu elintswinyiweyo lomsebenzi ngamnye ukususela nge-31 Dis. 2006	Inani labasebenzi ukususela nge-31 Dec. 2006
BONKE ABASEBENZI	1-2	12 490	3.32	36	3 761
	3-5	7 604	2.16	35	3 516
	6-8	49 243	1.88	40	26 251
	9-12	17 343	3.43	82	5 054
	13-16	6	0.14	101	42
	Itotali	86 686	2.24	45	38 624
OOTITSHALA	1-2	0	0	0	0
	3-5	2 472	3.50	35	706
	6-8	44 795	1.82	39	24 674
	9-12	17 191	3.50	84	4 909
	13-16	0	0	0	0
	Itotali	64 458	2.13	46	30 289
ABASEBENZI BAKARHULUMENTE	1-2	12 490	3.32	36	3 761
	3-5	5 132	1.83	35	2 810
	6-8	4 448	2.82	55	1 577
	9-12	152	1.05	45	145
	13-16	6	0.14	101	42
	Itotali	22 228	2.67	40	8 335

Qaphela:

1. Le theyibhile inika ulwazi ngekhefu leminyaka edlulileyo elintswinyiweyo lonyaka wesiqhelo ukususela nge-1Januwari 2006 ukuya kwi-31 Disemba 2006, ngeli lixa le ngxelo yonyaka iyeyonyakamali oqala nge-1 Epreli 2006 ukuya kowe-31 Matshi 2007.
2. Eli khefu lelabasebenzi ababeqeshwe isigxina phambi kwe-30 Juni 2000 abasaqeshwe isigxina, ngabobodwa abaneli khefu.

Itheyibhile 9.5: Ukuhlawulwa kwekhefu kwisithuba esisukela kowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007

Le theyibhile ilandelayo ishwankathela iintlawulo ezinikwe abasebenzi ngenxa yekhefu elingazange lithathwe.

Iqela laBasebenzi	isizathu	Imali iyonke (R'000)	Inani labasebenzi	Umyinge wentlawulo ngomsebenzi ngamnye
Ootitshala	Ukuhlawulwa kwekhefu ngo-2006/07 ngenxa yokungasetyneziswa kwayo kumjikelo odlulileyo	0	0	0
	Ukuhlawulwa kwekhefu leminyaka edlulileyo xa umsebenzi eyeka ku-2006/2007	7 949	221	35 968
	Ukuhlawulwa kwekhefu lonyaka xa umsebenzi eyeka ku-2006/2007	0	0	0
	Isaphulelo sekhefu ngo-2006/2007	5 881	1 016	5 788
	Itotali	13 830	1 237	11 180
Abasebenzi bakarhulumente	Ukuhlawulwa kwekhefu ngo-2006/07 ngenxa yokungasetyneziswa kwayo kumjikelo odlulileyo	0	0	0
	Ukuhlawulwa kwekhefu leminyaka edlulileyo xa umsebenzi eyeka ku-2006/2007	2 978	134	22 223
	Ukuhlawulwa kwekhefu lonyaka xa umsebenzi eyeka ku-2006/2007	536	60	8 933
	Isaphulelo sekhefu ngo-2006/2007	998	360	2 772
	Itotali	4 512	554	8 144

Qaphela:

1. I-WCED yamkela umgaqonkqubo othi akukho khefu lingasetyenziswanga eliya kuthi lihlawulwe kubasebenzi. Abasebenzi nabaphathi baxelelwa ukuba mabaqinisekise ukuba balisebenzisa lonke ikhefu labo belandela imigaqo yokuthatha ikhefu.
2. Ikhefu leminyaka edlulileyo lihlawulwa xa ubani ethe wabhubha, wayekiswa ngenxa yempilo naxa ethatha umhlalaphantsi wesiqhelo.
3. Ukwaphulelwa kwikhefu leminyaka edlulileyo kuvumeleke kuphela kwabo banenkonzo ende besebenzela urhulumente iminyaka eyi-20 ukuya kweyi-30 benika inkonzo eyanelisayo nengazange yaqhawuka.
4. Intlawulo yekhefu xa kupheliswe inkonzo ibhekisa ekuhlawulweni kwekhefu elingasetyenziswanga ngexesha umntu eyeka emsebenzini.

10. IiNkqubo zoKwazisa nge-HIV/AIDS nezeMpilo:

ITHEYIBHILE 10.1 – Amanyathelo athatyathiweyo okunciphisa ubungozi bokosulelwa zizifo emsebenzini

Iiyunithi/izintlu zabasebenzi abachazwe njengebasengozini emandla yokosulelwa yi-HIV nezifo ezinxulumene naso (ukuba zikho)	Amanyathelo aphambili athathiweyo ukunciphisa ubungozi
➢ Ootitshala kumaZiko oLutsha	➢ Iindibano eziphathelele kubungozi emsebenzini
➢ Ootitshala naBasebenzi beNkxaso (abongikazi base-zikolweni, abasebenzi abacocayo, ootitshala kumagumbi olingo lobunzululwazi, oonobhala beenjineli nabezikolo)	➢ Incwadana eneenkqubo emazilandelwe kubungozi emsebenzini

ITHEYIBHILE 10.2 – Iinkcukacha zoKwazisa ngezeMpilo neeNkqubo ze-HIV/AiDS (phawula iibhokisi ezifanelekileyo unike ulwazi oluyimfuneko)

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba uthe ewe
1. Ingaba eli sebe lonyule ilungu le-SMS ukuba limisele imiqathango equlethwe kwiSahluko VI E seCandelo loku-1 leMiqathango yeeNkonzo zoLuntu, 2001? Ukuba kunjalo, chaza igama lakhe nesikhundla sakhe.			UMlawuli: icandelo loPhuhliso lwezaBasebenzi
2. Ingaba eli sebe linalo icandelo elilungiselelwe okanye lonyule abasebenzi abathile ukuba baphuhlise impilo nentlalo yabasebenzi benu? Ukuba kunjalo, bonisa inani labasebenzi ababandakanyeka kulo msebenzi nohlahlo-mali lonyaka olubekelwe bucala le njongo.			I-WCED ineenkqubo ezimbini ezizodwa egxile kuzo, umz: inkqubo yokwaZisa nge-HIV/AIDS neZakhono zoBomi (LSOP) nenkqubo ye-HIV ne-AIDS kwiindawo zokusebenza (HWP). Ezi nkqubo zimbini ziyaxhasana ngokoqeqesho nokwazisa. Abasebenzi ababini bagxile kwimpilo yaBasebenzi noLawulo lweNtlalo-ntle (EHWP). R1 300 000
3. Ingaba eli sebe liyazisile inkqubo yoNcedo lwaBasebenzi okanye ukuPhuculwa kwezeMpilo kubasebenzi balo? Ukuba kunjalo, bonisa iimpawu eziphambili/iinkonzo zale Nkqubo.			Le nkqubo inika inkxaso eqhubekayo kwiimfuno zengqondo nezomoya zabasebenzi bethu, yiNkqubo ejongene neMpilo nenTlalo-ntle yaBasebenzi egxile, phakathi kwezinye, kwi-HIV ne-AIDS, uxinzelelo, ulawulo lwezemali, ulwalamano, ezomthetho, imicimbi yezekhaya, ukusetyenziswa kakubi kweziyobisi. Ezi nkonzo zinikezelwa ngabanikezeli ngeenkonzo babucala ukuqinisekisa imfihlo. Le nkqubo ikwajongana nemibandela yentlalo-ntle yabasebenzi yaye ineeNtsuku zoKwazisa ngeMpilo neNtlalo-ntle. Injongo yezi ntsuku bkukuphucula iindlela zokuphila ngokusempilweni nokuphucula ulwazi ngeenkonzo ezinikezelwa yi-WCED kubasebenzi bayo. Ngaphezulu, iiNtsuku zoKwazisa ngezeMpilo zichotshelwa ngeentsuku eziqwalaselwe kwiKhalenda yezeMpilo yeSebe lezeMpilo.
4. Ingaba eli sebe lizimisele (a) iikomiti njengoko kubonisiweyo kwiSahluko VI E.5 (e) seCandelo loku-1 leMiqathango yeeNkonzo zoLuntu, 2001? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nabachaphazelekayo abamelweyo.			UMlawuli: HRD, uSekela-Mlawuli: HRD, UMququzeleli we-HIV, abameli bamaCandelo oLawulo, abameli bemibutho yabasebenzi.
5. Ingaba eli sebe liyiphengulule imigaqo-nkqubo yalo yengqesho ukuqinisekisa ukuba ayicaluli ngokunganabulungisa abasebenzi ngokwesimo sabo se-HIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho ephengululiweyo.			I-WCED lamkela owalo uMgaqo-nkqubo we-HIV ne-AIDS kwiNdawo yokusebenza, ngokusekelwe kwiSikhokelo esinikezelwe nguRhulumente wePhondo.

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba zikho
6. Ingaba eli sebe liwamisele amanyathelo okukhusela abasebenzi abosulelwe yi-HIV okanye abo bacingelwa ngokuba bosulelwe yi-HIV kucalulo? Ukuba kunjalo, dwelisa iimpawu eziphambili zala manyathelo.			Ukwazisa okuqhubekayo ngowona mxholo ekumele ukuba ijongwe ngawo i-HIV ne-AIDS. Imibandela eyodwa ephathelele kwi-HIV ne-AIDS, umz: imfihlo, ukuzazisa, uvavanyo nentuthuzelo, njl, njl. Inkqubo ejongene naMalungelo oLuntu e-WCED ikwabonakalisa lo myalezo ngezenzo ezingacaluliyo.
7. Ingaba eli sebe liyabakhuthaza abasebenzi balo ukuba benze uVavanyo neNtuthuzelo ngokuzithandela? Ukuba kunjalo, dwelisa iziphumo eniziphumeleleyo.			VCT made available to staff.
8. Ingaba eli sebe liwaphuhlisile kusini na amanyathelo/izalathisi ukujonga nokuphononononga impembelelo yenkqubo yayo yezempilo? Ukuba kunjalo, dwelisa la manyathelo/izalathiso.			Iingxelo zenyanga ezivela kubanikezeli ngeenkonzo abohlukeneyo, ezibonakalisa ukusetyenziswa kweenkonzo.

Qaphela:
I-PEAP enxulunyaniswe ne-WCED inika isalathiso esakhayo ngokuphathelele kwezi mpawu zibalulekileyo zilandelayo / iinkonzo:

1. Imfundo nokwazisa kwiindawo zokusebenza
2. Ukwenziwa kophicotho lwe-HIV/AIDS kwiindawo zokusebenza ukumisela iimfuno zezixhobo zokusebenza umz: izixhobo zoNyango lokuqala, njl, njl.
3. Iinkqubo zothintelo umz: ukusasazwa kweekhondom
4. Ukuphuculwa kweenkqubo zezilumkiso ezifanayo umz: amanyathelo okhuseleko amakaqwalaselwe xa kusetyenzwa ngegazi neencindi zomzimba zabantu abonzakeleyo
5. UVavanyo neNtuthuzelo ngokuZithandela
6. Ukuphuculwa kwenkxaso kubasebenzi abosulelwe yi-HIV/AIDS

11. Impathiswano emsebenzini

Ezi zivumelwano zilandelayo zentsebenziswano zatyikitywa neemanyano zabasebenzi kweli sebe.

Itheyibhile 11.1 – Izivumelwano zeNtsebenziswano, 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Zizonke izivumelwano zentsebenziswano Azikho

Le theyibhile ilandelayo ishwankathela iziphumo zenkqubo yoluleko ezazichotshelwe kweli sebe kulo nyaka uphononongwayo:

Itheyibhile 11.2.1 – Izigqibo zokuziphatha kakubi neenkqubo zoluleko, 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Iziphumo zeenkqubo zoluleko	Inani
Ululeko lokulungisa/lokunceda	1
Isilumkiso somlomo	0
Isilumkiso esibhaliweyo	0
Isilumkiso esibhaliweyo sokugqibela	191
Abamisiweyo ngaphandle kwentlawulo (njengempindezelo)	58
Izohlwayo	124
Abahliselweyo	1
Abagxothiweyo	80
Abangenatyala	11
Abarhoxiselwe izimangalo	1
bebonke	467

Itheyibhile 11.2.2 – Amantahelo oluleko, kuqukwa noLuleko oluQhubekayo, kwisithuba esisusela ngowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007

Amanyathelo oluleko	Amadoda				Amakhosikazi				Bebonke
	Abamn-yama	Abebala	Ama-Ndiya	Abam-hlophe	Abam-nyama	Abebala	Ama-Ndiya	Abam-hlophe	
Bebonke	48	124	0	12	208	84	0	7	483

Qaphela:
483 ezigqityiweyo – oku kuquka namatyala angama-57 ababalekileyo nangama-213 orhwaphilizo (aMatyala eZibonelelo-nkxaso).

Itheyibhile 11.3 – Iintlobo zezenzo zokuziphatha kakubi ekujongenwe nazo kwiinkqubo zoluleko

UHLOBO LOKUZIPHATHA KAKUBI	INANI
Ubusela, ukunyoba, urhwaphilizo okanye izenzo zenkohlakalo ngokuphathelele kwiimviwo	1
Ukunukuneza ngokwesondo kwabafundi	6
Ukunukunezwa ngokwesondo kwabanye abasebenzi	0
Ukwazana ngokwesondo nomfundi okwisikolo esinye	0
Ukuhlaselo kakubi ngenjongo yokonzakalisa kakubi umzimba umfundi	0
Uhlaselo olubi ngenjongo yokonzakalisa kakubi umzimba omnye umsebenzi	0
Ukuphatha ngokungekho mthethweni iziyobisi ezinxilisayo ezingekho mthethweni okanye ukudengiswa ziziyobisi	1
Ukungaphumeleli ukuthobela okanye ukungquzulana noMthetho okanye ummiselo osemthethweni, umqathango okanye isinyanzelo esisemthethweni	0
Ukuphatha kakubi ngenjongo okanye ngokunganankathalo izimali zikarhulumente	7
Ukusebenzisa ngendlela engeyiyo ipropati karhulumente	1
Ukujongela phantsi ngokungenasizathu ulawulo, ululeko okanye ubuchule beSebe	0
Ukusebenzisa ngendlela engeyiyo isikhundla sakhe kwi-DOE ukuphakamisa okanye ukujongela phantsi iimfuno zomnye umntu	0
Ukwamkela ingqesho yesibini kunye/okanye imbuyekezo ngaphandle kolwamkelo olubhaliweyo loMqeshi	1
Ukungaphumeleli ukwenza umyalelo osemthethweni kunye / okanye umsebenzi wesiqhelo	4
Ukungaphangeli	23
Ukucalula	0
Ukungasebenzi kakuhle, ngezizathu ezingezizo eziquka ukungabi nasakhono	0
Ngexesha asemsebenzini, uphantsi kwempembelelo zeziyobisi ezinxilisayo	3
Ngexesha asemsebenzini, uziphatha ngendlela engafanelekanga, ehlazayo okanye engamkelekanga	14
Ukuhasela, okanye ukuzama okanye ukugrogrisa ngenjongo yokuhlasela	47
Ukuphatha kakubi kunye / okanye ukoyikisa	0
Ukunika iingxelo zobuxoki okanye ubungqina obubuxoki xa esenza umsebenzi wakhe, kunye / okanye ukubhala ngobuxoki iinkcukacha eziselugcinweni	0
Intshukumo engekho mthethweni emsebenzini	16
Ukwaphula umthetho ongabhalwanga okanye omiswe ngokomthetho (ukuba, ubuqhetseba nezenzo zenkohlakalo)	113
Ukunganyaniseki	0
Ukuqhwesha emsebenzini	57
ZIZONKE	294

Itheyibhile 11.4 – Izikhalazo ezingeniswe kwisithuba esisukela kowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007

	Inani
Inani lezikhalazo ezisonjululweyo	174
Inani lezikhalazo ezingasonjululwanga	168
Zizonke izikhalazo ezingenisiweyo	342

Itheyibhile 11.5 – Izikhalazo zempikiswano ezingeniswe kumaBhunga kwisithuba esisukela kowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007

	Inani
Inani lezenzo zempikiswano ezixhasiweyo	7
Inani lezenzo zempikiswano ezichithiweyo	35
Inani lezenzo zempikiswano ezimisiweyo	64
Zizonke izenzo zempikiswano ezingenisiweyo	106

Itheyibhile 11.6 – Ugwayimbo kwisithuba esisukela kowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007

*Itotali yeNani leentsuku ekungasetyenzwanga ngazo	0
Itotali yeeNdleko (R'000) yeentsuku ekungasetyenzwanga ngazo	0
Imali (R'000) efunyenweyo ngenxa yomgaqo othi xa ungasebenzanga awuhlawulwa	0

Itheyibhile 11.7 – Ukumiswa njengesilumkiso kwisithuba sowe-1 Epreli 2006 – 31 Matshi 2007

Inani labantu abamiswayo	18
Inani labantu abamiswa iintsuku ezingaphaya kwama-30	16
Umyinge wenani leentsuku zokumiswa kwabantu	106
Iindleko zokumiswa	R811 985

12. Uphuhliso lwezakhono

Eli candelo libonisa amalinge esebe malunga nophuhliso lwezakhono.

Itheyibhile 12.1: Iimfuno zoqeqesho ezichongiweyo kwisithuba esisukela kowo-1 Epreli 2006 ukuya kowe-31 Matshi 2007 ngokweSicwangciso ngasinye sezakhono zokusebenzela iWCED

Imisebenzi eyenziwayo	Isini	Inani labasebenzi nge-1 Epreli 2006	Iimfuno zoqeqesho ezichongiweyo ekuqaleni kwethuba lengxelo			
			Uqeqesho lwabasafundayo *	Uphuculo lwezakhono nezinye izifundo ezifutshane	Olunye - uhlobo loqeqesho	Itotali
Abapasi beMithetho, amagosa aphezulu neemanejala	Amakhosikazi	4	0	10	0	10
	Amadoda	36	0	46	0	46
Iingcali	Amakhosikazi	19 346	0	7 500	5	7 505
	Amadoda	10 739	0	4 505	12	4 517
Abasebenza ngobuchwepheshe	Amakhosikazi	126	0	30	13	43
	Amadoda	136	0	95	16	111
Oomabhalane	Amakhosikazi	2 256	16	1 250	45	1 311
	Amadoda	502	7	750	67	824
Abasebenzi abalungisayo nabathengisayo	Amakhosikazi	8	0	10	0	10
	Amadoda	42	0	15	0	15
Abasebenzi abenza imisebenzi yezandla neyorhwebo	Amakhosikazi	0	0	2	0	2
	Amadoda	14	0	5	0	5
Abasebenzi beemitshini nabahlanganisi	Amakhosikazi	1	0	0	0	0
	Amadoda	24	0	5	0	5
Imisetyenzana elula	Amakhosikazi	2 015	0	0	0	0
	Amadoda	2 739	0	0	0	0
Itotalana	Amakhosikazi	23 756	16	8 802	63	8 881
	Amadoda	14 512	7	5 421	95	5 523
Itotali		38 268	23	14 223	158	14 404

Itheyibhile 12.2: Uqeqesho olubonelelweyo ngowe-1 Epreli 2006 ukuya kowe-31 Matshi 2007

Imisebenzi eyenziwayo	Isini	Inani labasebenzi ngowe-1 Epreli 2007	Uqeqesho olubonelelweyo ngeli xesha lokunika ingxelo			
			Uqeqesho lwabasa-fundayo *	Uphuculo lwezakhono nezinye izifundo ezifutshane	Olunye uhlobo loqeqesho	Itotali
Abapasi beMithetho, amagosa aphezulu neemanejala	Amakhosikazi	6	0	99	0	99
	Amadoda	35	0	148	0	148
Iingcali	Amakhosikazi	19 436	0	12 051	2	12 053
	Amadoda	10 633	0	5 164	3	5 167
Abasebenza ngobuchwepheshe	Amakhosikazi	138	0	84	15	99
	Amadoda	145	0	154	11	165
Oomabhalane	Amakhosikazi	2258	16	1 971	58	2 045
	Amadoda	496	7	844	44	895
Abasebenzi abalungisayo nabathengisayo	Amakhosikazi	8	0	0	0	0
	Amadoda	37	0	0	0	0
Abasebenzi abenza imisebenzi yezandla neyorhwebo	Amakhosikazi	1	0	0	0	0
	Amadoda	14	0	0	0	0
Abasebenzi beemitshini nabahlanganisi	Amakhosikazi	1	0	0	0	0
	Amadoda	25	0	0	0	0
Imisetyenzana elula	Amakhosikazi	2285	0	0	0	0
	Amadoda	2689	0	0	0	0
Itotalana	Amakhosikazi	24 133	16	14 205	75	14 296
	Amadoda	14 074	7	6 310	58	6 375
Itotali		38 207	23	20 515	133	20 671

Qaphela

- Iingxaki zokunqongophala kwemali nexesha zenza ukuba singakwazi ukuqeqesha bonke abasebenzi ebesizimisele ukubaqeqesha.
- Isifundo okanye uqeqesho ngalunye oluzinyaswe ngumsebenzi lubalwa njengomsebenzi omnye ofumene uqeqesho nonokodlula inani labasebenzi abakwiziko.
- Amagosa aPhezulu neeManejala, ukulungiselela iinjongo zokurekhoda, aquka ne-MMS.
- Olunye uhlobo loqoqosho lubandakanya iiBhasari nezifundo zeCAA.
- Itotali ayibandakanyi abantu abayi-4203 abaqeqeshwe kwi-ABET.

13. Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zibonelela ngolwazi olungundoqo malunga nokwenzakala emsebenzini.

Itheyibhile 13.1: Ukwenzakala emsebenzini, 1 Epreli 2006 ukuya kowe-31 Matshi 2007

Iqela laBasebenzi	Uhlobo lokwenzakala emsebenzini	Inani	% yetotali
Ootitshala	Ukwenzakala okufuna unyango olungephi lukagqirha	64	100
	Ukukhubazeka okwethutyana	0	0
	Ukukhubazeka unomphelo	0	0
	Ukubhubha	0	0
	Itotali	64	100
Abasebenzi bakaRhulume nte	Ukwenzakala okufuna unyango olungephi lukagqirha	116	92.8
	Ukukhubazeka okwethutyana	9	7.2
	Ukukhubazeka unomphelo	0	0
	Ukubhubha	0	0
	Itotali	125	100

Qaphela:
Intsingiselo yoNyango lukagqirha olungephi kukuba umsebenzi angabikho emsebenzini ithutyana (iintsuku ezimbalwa). Ukukhubazeka okwethutyana kuthetha ukuba angabikho ixesha elidana, umzekelo ngaphezulu kweveki enomqolo obuhlungu.

14. Ukusetyenziswa kweeNgcali

Itheyibhile 14. 1: Ingxelo yokuqeshwa kweengcali kusetyenziswa iimali ezabelwe oko

Isihloko seprojekthi	Itotali yeNani leengcali ebezisebenza kwiprojekthi	Ithuba: Iintsuku zokusebenza	Ixabiso lekhontrakthi ngokweeRandi
Asikho	0	0	0

Itotali yeNani leeprojekthi	Itotali yeengcali ezizodwa	Itotali yethuba: Iintsuku zokusebenza	Itotali yekhontrakthi ngokweeRandi
Asikho	0	0	0

Itheyibhile 14.2: Ukuphonongwa kweengcali kusetyenziswa iimali ezabelwe oko, ngokwabantu abebeHlelekile ngaPhambili (HDI)

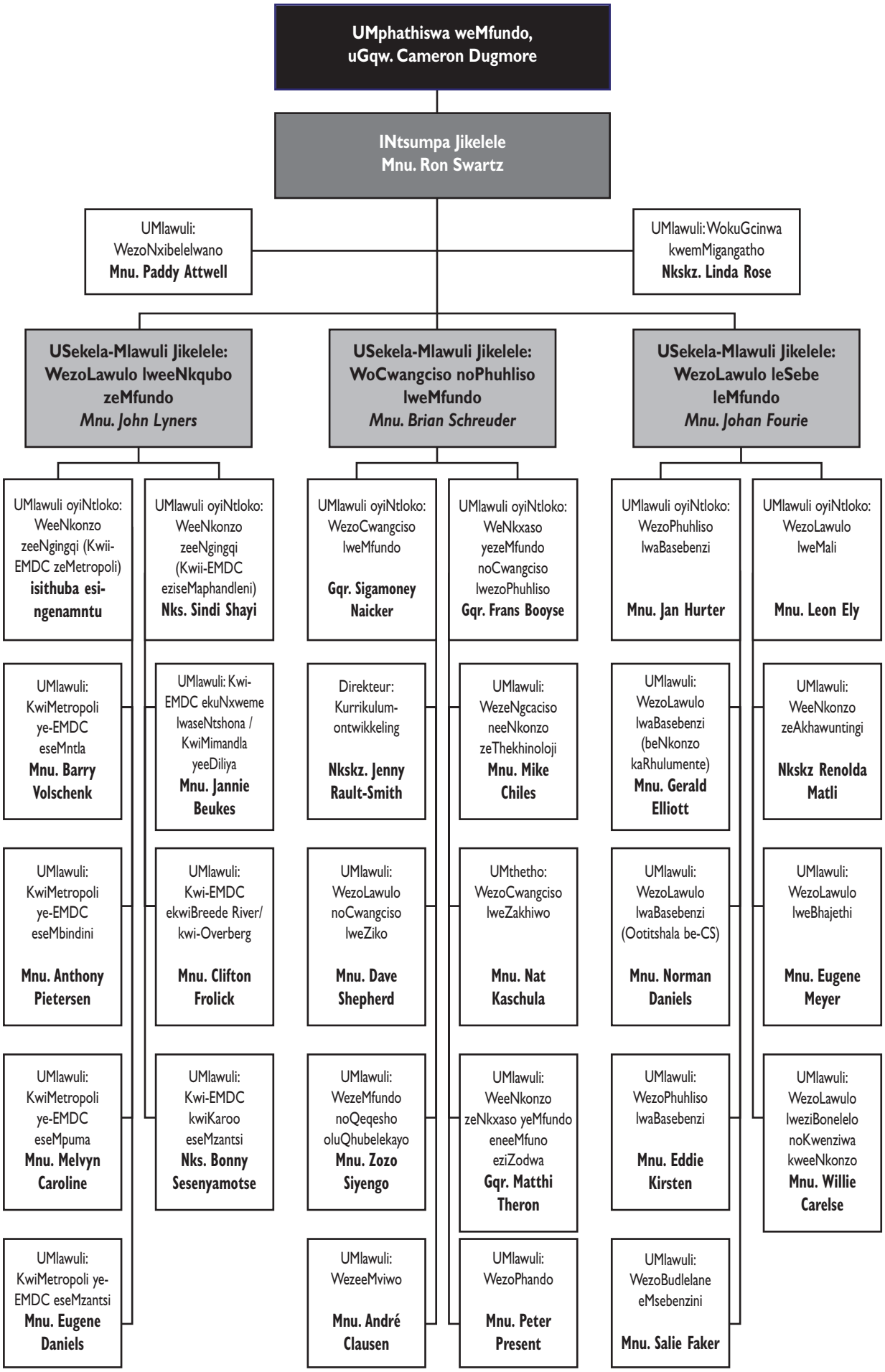
Isihloko seprojekthi	Ipesenti yobunini bamaqela abantu ababeHlelelekile	Ipesenti yabalawuli bamaqela abantu ababeHlelelekile	Inani leeNgcali ezisuka kumaqela abantu ababeHlelelekile abasebenze kwiprojekthi
Asikho	0	0	0

Itheyibhile 14.3: Ingxelo ngokuqeshwa kweengcali kusetyenziswa iimali zamalizo

I-WCED khange iqeshe zingcali ngeemali zamalizo ukuba zenze iiprojekthi.

15. Umzobo wobume beziko

Ubume beziko leWCED buboniswe kwesi sicwangciso sizotyiweyo seziko sikwiphepha elilandelayo.


UMphathiswa weMfundo, uGqw. Cameron Dugmore
INtsumpa Jikelele Mnu. Ron Swartz
UMlawuli: WezoNxibelelwano Mnu. Paddy Attwell
UMlawuli: WokuGcinwa kwemMigangatho Nkskz. Linda Rose
USekela-Mlawuli Jikelele: WezoLawulo lweeNkqubo zeMfundo Mnu. John Lyners
USekela-Mlawuli Jikelele: WoCwangciso noPhuhliso lweMfundo Mnu. Brian Schreuder
USekela-Mlawuli Jikelele: WezoLawulo leSebe leMfundo Mnu. Johan Fourie
UMlawuli oyiNtloko: WeeNkonzo zeeNgingqi (Kwii-EMDC zeMetropoli) isithuba esi-ngenamntu
UMlawuli oyiNtloko: WeeNkonzo zeeNgingqi (Kwii-EMDC eziseMaphandleni) Nks. Sindi Shayi
UMlawuli oyiNtloko: WezoCwangciso lweMfundo Gqr. Sigamoney Naicker
UMlawuli oyiNtloko: WeNkxaso yezeMfundo noCwangciso lwezoPhuhliso Gqr. Frans Booyse
UMlawuli oyiNtloko: WezoPhuhliso lwaBasebenzi Mnu. Jan Hurter
UMlawuli oyiNtloko: WezoLawulo lweMali Mnu. Leon Ely
UMlawuli: KwiMetropoli ye-EMDC eseMntla Mnu. Barry Volschenk
UMlawuli: Kwi-EMDC ekuNxweme lwaseNtshona / KwiMimandla yeeDiliya Mnu. Jannie Beukes
Direkteur: Kurrikulum-ontwikkeling Nkskz. Jenny Rault-Smith
UMlawuli: WezeNgcaciso neeNkonzo zeThekhinoloji Mnu. Mike Chiles
UMlawuli: WezoLawulo lwaBasebenzi (beNkonzo kaRhulumente) Mnu. Gerald Elliott
UMlawuli: WeeNkonzo zeAkhawuntingi Nkskz Renolda Matli
UMlawuli: KwiMetropoli ye-EMDC eseMbindini Mnu. Anthony Pietersen
UMlawuli: Kwi-EMDC ekwiBreede River/ kwi-Overberg Mnu. Clifton Frolick
UMlawuli: WezoLawulo noCwangciso lweZiko Mnu. Dave Shepherd
UMthetho: WezoCwangciso lweZakhiwo Mnu. Nat Kaschula
UMlawuli: WezoLawulo lwaBasebenzi (Ootitshala be-CS) Mnu. Norman Daniels
UMlawuli: WezoLawulo lweBhajethi Mnu. Eugene Meyer
UMlawuli: KwiMetropoli ye-EMDC eseMpuma Mnu. Melvyn Caroline
UMlawuli: Kwi-EMDC kwiKaroo eseMzantsi Nks. Bonny Sesenyamotse
UMlawuli: WezeMfundo noQeqesho oluQhubelekayo Mnu. Zozo Siyengo
UMlawuli: WeeNkonzo zeNkxaso yeMfundo eneeMfuno eziZodwa Gqr. Matthi Theron
UMlawuli: WezoPhuhliso lwaBasebenzi Mnu. Eddie Kirsten
UMlawuli: WezoLawulo lweziBonelelo noKwenziwa kweeNkonzo Mnu. Willie Carelse
UMlawuli: KwiMetropoli ye-EMDC eseMzantsi Mnu. Eugene Daniels
UMlawuli: WezeeMviwo Mnu. André Clausen
UMlawuli: WezoPhando Mnu. Peter Present
UMlawuli: WezoBudlelane eMsebenzini Mnu. Salie Faker