

ICandelo 5 ULawulo lwaBasebenzi

1. Inkqubo yokwenziwa kweenkonzo

Onke amasebe kufuneka aqulunqe isiCwangciso soPhuculo loKwenziwa kweNkonzo (*Service Delivery Improvement Plan (SDIP)*). Ezi theyibhile zilandelayo zibonisa ikhomponenti ye-SDIP yeSebe iWCED kwakunye nenkqubo eyenziweyo ukuphumeza esi sicwangciso.

Ittheyibhile 1.1: IiNkonzo eziPhambili (Main services) ezibonelelwayo nemigangatho

Iinkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo Abanokuba ngabasebenzi abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
Ukuqulunqwa kweTshatha yeeNkonzo neMigangatho yeeNkonzo (<i>Service Charter and Service standards</i>)				
<p>I-<i>WCED Service Delivery Charter</i> equlunqiweyo eneMigangatho yeeNkonzo eyi-12 esekelwe kwiiNkalo ekuJoliswe kuzo luVavanyo lweSikolo Siphela</p> <p>Ukususela ngoJanuwari ukuya ku-Apreli 2007, kwabanjwa oomasifundisane nawo onke amacandelo nee- <i>EMDC</i> kwaza kwamiselwa imigangatho yokwenziwa kweenkonzo yecandelo ngalinye ne- <i>EMDC</i> ngokweenkonzo ezenziwayo.</p> <p>Kwaqhutywa oomasifundisane abancinane (mini-workshops) neentlanganiso.</p> <p>Kwahlelwa, kwahleziywa imigangatho yoKwenziwa kweenkonzo yecandelo ngalinye</p>	<p>Abasebenzi bakwaNdlunkulu – ootitshala abasezi-ofisini, nabasebenzi benkonzo karhulumente</p>	<p>Abahlali abangqonge izikolo zeNtshona Koloni ngokubanzi, ootitshala, abazali nabafundi</p>	<ul style="list-style-type: none"> Onke amacandelo akwaNdlunkulu nee-Ofisi zeZithili amisela iMigangatho yoKwenziwa kweNkonzo ngokwemisebenzi neenkonzo abafanele ukuzenza 	<ul style="list-style-type: none"> Aqeqeshelwa oku kulandelayo onke amacandelo akwaNdlunkulu nee-Ofisi zeZithili zeMfundo Ukubhala umgangatho wenkonzo ngokwemigqalisela ye-Batho Pele nakwimigqalisela yeosekelwe kwi-<i>Quality, Quantity, Target group, Target Area and Time period (QQT)</i> Ukumisela imigangatho yoKwenziwa kweNkonzo ngokwemisebenzi neenkonzo ezifanelwe ukwenziwa Ukuqulunqa iSicwangciso soPhuculo loKwenziwa kweNkonzo Ukulawula Imigangatho yoKwenziwa kweNkonzo kumacandelo nezithili zazo Ukulinganisela iinkonzo zazo zizithelekisa neMigangatho yeeNkonzo

linkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo Abanokuba ngabasebenzi abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
				<ul style="list-style-type: none"> • Ukulinganisela iinkonzo zazo zizithelekisa neMigangatho yeeNkonzo • I- <i>WCED Service Delivery Charter</i> yaphehlelelwa ngokusesikweni ngowe-17 Agasti 2007 eFrank Pietersen Music Centre, Sanddrift Street, ePaarl. Amagosa e-WCED, amagosa neenqununu zezikolo namanye amalungu amabhunga alawula izikolo ayekho.

linkonzo eziphambili	Abasebenzi beenkonzo kanye	Abanokuba ngabasebenzi beenkonzo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
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Ukuqulunqwa kweTshatha yeeNkonzo neMigangatho yeeNkonzo (*Service Charter and Service standards*)

Kugxininiswe kwimigangatho emi- 2 yeeNkonzo zeNkqubo ze <i>Business Process Mapping</i> Nokungeniswa kwi- DPSA ukuze ibekwe esweni: <ul style="list-style-type: none"> • I- <i>West Coast Winelands ngoqeqesho lweSGB</i>; kwakunye 	AmaBhunga oLawulo eZikolo (SGBs)	AmaBhunga oLawulo eZikolo (SGBs)	Ukubonelela ngoqeqesho lokuxhobisa iiSGBs ukungqinelana noMthetho weZikolo waseMzantsi Afrika kwi- 100% lamabhunga alawula izikolo kuzo zoli- 9 iisekethe zesithili iWest Coast Winelands ze-WCED ngexesha lokufunda lonyaka	Onke amabhunga olawulo ezikolo kuzo zoli-9 iisekethe zesithili ze-WCED kwi- West Coast Winelands aqeqeshwa ngokweemfuno zazo ngazinye ngokweemfuno zazo ngazinye
<ul style="list-style-type: none"> • UNdlunkulu: iCandelo loKunika iNkxaso kwiMfundo eneemfuno ezi-Zodwa: Ukubonelela ngezidlo ezinesongo kwizikolo zamabanga ap-hantsi naphezulu ezikumanqanaba 1-5 okuhlwempuzeka 	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Ukubonelela ngezidlo ezinesongo kwizikolo zikarhulumente zeprayimari, neziziisekondari ezikumanqanaba 1-5 okuhlwempuzeka kangangentsuku eziyi-170 kwiiprayimari ne-156 kwiisekondari kunyaka wokufunda	Abafundi abayi-203 000 babonelelwa ngesidlo esinesongo kwizikolo ezikumanqanaba 1-5 okuhlwempuzeka zikarhulumente eziziprayimari, neziziisekondari ezikumanqanaba 203-000 okuhlwempuzeka kangangentsuku eziyi-170 kwiiprayimari ne-156 kwiisekondari Ama-260 eegadi zokutya alinywa kuzo zonke izithili zephondo.

Ittheyibhile 1.2: Amalungiselelo othethathethwano nabasebenzisi-nkonzo (*customers*)

Udidi lwamalungiselelo	Abasebenzisi beenkonzo kanye	Abanokuba ngabasebenzisi beenkonzo	Iziphumo kanye ekufikelelwe kuzo
Ukuqeqesha amaBhunga oLawulo			
likhweshine kwii-SGBs lintlanganiso neenqununu lintlanganiso nee- SGBs	Onke amaBhunga oLawulo eZikolo kwiingingqi ezisi-9 zeeseke the ze- <i>West Coast Winelands</i>	Onke amaBhunga oLawulo eZikolo kwiingingqi ezisi-9 zeeseke the ze- <i>West Coast Winelands</i>	Ukuqulungwa kwamaxwebhu eKhosi ngokweemfuno zeSGB nganye
Ukubonelelwa kweenkonzo			
Ukuqeqeshwa kweeSGBs ukungqinelana noMthetho weZikolo waseMzantsi Afrika	AmaBhunga oLawulo eZikolo	AmaBhunga oLawulo eZikolo	Onke amaBhunga eZikolo aqeqeshwa ngokweemfuno zazo ezikhethekileyo
lintlanganiso zekota nabasebenzi be <i>National School Nutrition Programme</i> kwii-ofisi zeSithili. lintlanganiso zekota naBaboneleli-Nkonzo	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Abafundi kwizikolo ezikumanqanaba okuhlwempuzeka 1-5	Bayi -203 abafundi abafumana ukutya okunesondlo

Ittheyibhile 1.3: IsiCwangciso sokwazi ukufikeleleka kweenkonzo ezenziwayo

Isicwangciso soKufikelela	Iziphumo kanye ekufikelelwe kuzo
Amabhunga oLawulo eZikolo makaqeqeshwe ukuthobela uMthetho weZikolo waseMzantsi Afrika. Onke Amabhunga oLawulo eZikolo aqeqeshelwa ukuthobela uMthetho weZikolo waseMzantsi Afrika.	IiNgxelo zeKota, iiNgxelo zoNyaka, iiSetyhula, iiNtlanganiso, nemagazini yooMasifundisane beSithili
Abafundi abakwizikolo ezikumanqanaba 1-5 okuhlwempuzeka mababonelelwe ngezidlo ezinesondlo ukwenza nokuphucula imfundo esemgangathweni. ligadi zokutya ziya kunceda ngesondlo, ziphucule imeko yemfundo.	Abafundi kwizikolo ezikumanqanaba 1-5 okuhlwempuzeka 203-000 babonelelwa ngezidlo ezinesondlo. Kwasungulwa iprojekthi yeegado zokutya yaye iqhuba kakuhle njengoko kwalinywa ama- 260 egadi zokutya kuzo zonke izithili zephondo.

Ittheyibhile 1.4: Isixhobo sengcaciso yeNkonzo (*Service information tool*)

lingxelo zeKota	lingxelo zeKota
lingxelo zoNyaka	lingxelo zoNyaka
lisetyhula	liSetyhula
lintlanganiso	lintlanganiso
Oomasifundisane	Oomasifundisane
Imagazini yesithili	Imagazini yesithili
Isitishi serediyo yengqingqi	Isitishi serediyo yengqingqi
Incwadana enengcaciso	Incwadana enengcaciso
Ibrowutsha engoKwenziwa kweeNkonzo	Ibrowutsha engoKwenziwa kweeNkonzo
Ibrowutsha ye <i>Batho Pele</i>	Ibrowutsha ye <i>Batho Pele</i>
Amaphetshana anengcaciso (<i>fliers</i>) eNkqubo yoKwenziwa kweeNkonzo	Amaphetshana anengcaciso (<i>fliers</i>) eNkqubo yoKwenziwa kweeNkonzo
<i>I-Tetha Nathi</i> Brochure	<i>I-Tetha Nathi</i> Brochure

Ittheyibhile 1.5: linkqubo zeziKhalazo

lintlanganiso, ooMasifundisane	lintlanganiso zaqho ngekota, umasifundisane omnye omakujongwane naye
linkqubo zeZikhalazo kuMphathi weSekethe	izikhalazo,
UMphathi weSekethe oMkhulu noMlawuli	Izikhalazo kuBaququzeleli beZithili
	nakuMququzeleli wePhondo neeFoni
	ezilungiselelwe oku zomququzeleli wesithili newephondo
linkqubo zezikhalazo/zezincomo (<i>Compliments</i>) zeCandelo LoQinisekiso lweMigangatho	ezilingwe kwisithili eesinye. I- <i>Telefax-line</i> eMiselwe oku Amaziko eDatha amatyala Izikhalazo/izincomo ezigqithiselwa kwicandelo elifanelekileyo ukuze zisonjululwe.

2. Inkcitho

Ezi theyibhile zingezantsi zibonisa amagama eeprogram namaqondo emivuzo ahambelana nazo kumanqanaba omvuzo awahlukileyo ekubhekiswa kuwo kule ngxelo.

Iiprogram

Iiprogram	Igama leprogram
Iiprogram 1	Ulawulo
Iiprogram 2	Imfundo yeSikolo sikaRhulumente esiqhelekileyo
Iiprogram 3	IZikolo zeMfundo eziZimeleyo
Iiprogram 4	IZikolo zeMfundo eneeMfuno ezizodwa zikaRhulumente
Iiprogram 5	liKholeji zeMfundo noQeqesho oluQhubekayo
Iiprogram 6	IMfundo noQeqesho lwaBadala
Iiprogram 7	Imfundo noPhuhliso lwaBasaqalay
Iiprogram 8	linkonzo eziNcedisayo neziNxulumene

Amanqanaba eMivuzo

Inqanaba lomvuzo	Inkcazo	Udidi lwenqanaba
Inqanaba lomvuzo 1	Abanezakhono ezisezantsi	R 42 663 x 1% - R 47 583
Inqanaba lomvuzo 2	Abanezakhono ezisezantsi	R 47 787 x 1% - R 53 316
Inqanaba lomvuzo 3	Abanezakhono	R 54 879 x 1% - R 63 717
Inqanaba lomvuzo 4	Abanezakhono	R 64 410 x 1% - R 74 772
Inqanaba lomvuzo 5	Abanezakhono	R 76 194 x 1% - R 88 464
Inqanaba lomvuzo 6	Abanezakhono eziphezulu	R 94 326 x 1% - R 109 515
Inqanaba lomvuzo 7	Abanezakhono eziphezulu	R 117 501 x 1% - R 136 419
Inqanaba lomvuzo 8	Abanezakhono eziphezulu	R 145 9201 x 1% - R 169 410
Inqanaba lomvuzo 9	Abanezakhono eziphezulu zokusuphavayiza	R 174 243 x 1% - R 202 287
Inqanaba lomvuzo 10	Abanezakhono eziphezulu zokusuphavayiza	R 217 482 x 1% - R 252 483
Inqanaba lomvuzo 11	Abanezakhono eziphezulu zokusuphavayiza	R 344 052 x 1% - R 398 805
Inqanaba lomvuzo 12	Abanezakhono eziphezulu zokusuphavayiza	R 407 745 x 1% - R 472 758
Inqanaba lomvuzo 13	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band A</i>))	R 615 633 x 1.5% - R 736 065
Inqanaba lomvuzo 14	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band B</i>))	R 746 181 x 1.5% - R 905 538
Inqanaba lomvuzo 15	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band C</i>))	R 921 054 x 1.5% - R 1 037
Inqanaba lomvuzo 16	Inkonzo yoLawulo lwaBakhulu (<i>Senior Management Service</i>) (ICandelo (<i>Band D</i>))	R 1 203 522 x 1.5% - R 1 355 766

libhajethi zamasebe ngokwee-program ezicaciswe kakuhle Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela ephicothiweyo ngokwenkqubo (iTheyibhile 2.1) nangokwacandelo/zintlu zemivuzo (iTheyibhile 2.2). Ngokuchanekileyo, zinika inkcazo ngesixa-mali esichithwe kwiindleko zezabasebenzi ngoprogram nganye e okanye uluhlu/inqanaba lomvuzo kwisebe.

Ittheyibhile 2.1: lindleko ezimalunga nabo bonke abasebenzi ngokwe-program nganye: 2008/09

Iprogram	Inkcitho epheleleyo (R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yoqeqesho (R'000)	IiNkonzo zoQeqesho neZizodwa (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho epheleleyo	Inani labaqeshwa	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1	393 529	192 440	21 395	0	2.09	989	194.58
2	7 410 411	6 164 427	26 924	0	67.06	35 152	175.36
3	44 119	0	0	0	0	0	0
4	510 390	411 090	0	0	4.47	2 609	157.57
5	367 190	200 850	0	0	2.18	994	202.06
6	26 838	*1 889 **2 598	147	0	0.02	12	*157.42
7	228 748	53 202	2 496	0	0.58	271	196.32
8	211 129	***49 532 ****13 662	6 974	0	0.54	126	***393.11
litotali	9 192 354	7 089 690	57 936	0	77.13	40 153	176.57

Qaphela :

* Inkcitho ngezabasebenzi ngokwe-Program 6 (IMfundo noQeqesho lwaBadala) efikelela kwi- R 1.889 yezigidi, yeyabasebenzi abasisigxina abali- 12. abasisigxina kuphela. I-avareji yeendleko zezabasebenzi obonakalisiweyo ngoko ke ngowabasebenzi abasisigxina kuphela.

** Isixa esiyi- R 2.598 izigidi sibonakalisa isixa esiyinkcitho ngootitshala i abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e-ABET.

*** Inkcitho ngezabasebenzi ngokwe-Program 8 (IiNkonzo eziNcedisayo neziNxulumene nazo) efikelela kwi- R R49.532 yezigidi, yeyabasebenzi abasisigxina abali- 126. abasisigxina kuphela. I-avareji yeendleko zezabasebenzi obonakalisiweyo ngoko ke ngowabasebenzi abasisigxina kuphela.

**** Isixa sama- R13.662 sezigidi sibonakalisa isixa senkcitho ngaBevi/IiModareyitha/Abamakishi nabasebenzi bethutyana benkxaso yolawulo kwiIMviwo zeMatriki zongo- 2008).

Ittheyibhile 2.2: lindleko zezabasebenzi ngokumalunga nabo bonke abasebenzi ngokwamacandelo emivuzo 2008/09

Amanqanaba emivuzo	Inkcitho emalunga nabasebenzi (R'000)	% yetotali yeendleko zezabasebenzi	Inani labaqeshwa*	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1-2	207 160	2.92	3 347	61.89
3-5	408 314	5.76	4 744	86.07
6-8	4 834 583	68.23	26 521	182.29
9-12	1 601 354	22.60	5 487	291.85
13-16	34 414	0.49	**54	637.30
litotali	*7 085 825	100.00	40 153	176.47

Qaphela :

* Inkcitho yezabasebenzi iyonke kwiitheyibhile 2.1 no- 2.2 yahlukile ngenxa yeentlawulo eziphathelele kwezabasebenzi ezenziwa ngqo kwi- BAS.

** Inani lilonke labasebenzi elibonakaliswe kwiitheyibhile 2.1 no- 2.2 ngentla libandakanya abasebenzi benkonzo karhulumente nootitshala. Inani labasebenzi abakuluhlu - 13 – 16 libandakanya ii- CEO ezintandathu ezikwiKholeji zeMfundo noQeqesho oluQhubekayo..

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, okt. abasigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Ezi theyibhile zilandelayo zinika isishwankathelo ngeprogram nganye (iTheyibhile 2.3) namacandelo emivuzo (iTheyibhile 2.4) senkcitho eyenziwe ngenxa yemivuzo, intlawulo ye-*overtime*, izibonelelo zokuthenga izindlu noncedo lwezonyango. Kwimeko nganye, itheyibhile inika inkcazo yepesenteji yebhajethi emalunga nabasebenzi ebisetyenziselwe ezi zinto.

Ittheyibhile 2.3: Imivuzo, Intlawulo ye-*overtime*, iziBonelelo zoKuthenga IZindlu nezoNcedo lwezoNyango kubasebenzi ngokweprogram: 2008/09

Iprogram	Imivuzo		Intlawulo ye- <i>overtime</i>		Izibonelelo zoKuthenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezaba-sebenzi	Isixa (R'000)	Imivuzo njenge-% yeendleko zezaba-sebenzi	Isixa (R'000)	Isibonelelo soKuthenga iNdlu (HOA) njenge-% yeendleko zezaba-sebenzi	Isixa (R'000)	Imivuzo njenge-% yeendleko zezaba-sebenzi
Iprogram 1	184 391	2.602	4.316	0.061	3.624	0.051	10.242	0.145
Iprogram 2	4 627 213	65.302	1.036	0.015	89.778	1.267	273.843	3.865
Iprogram 3	-	0.000	-	0.000	-	0.000	-	0.000
Iprogram 4	302 740	4.272	139	0.002	7.390	0.104	18.967	0.268
Iprogram 5	130 769	1.846	-	0.000	2.412	0.034	7.775	0.110
Iprogram 6	1 613	0.023	-	0.000	40	0.001	80	0.001
Iprogram 7	40 398	0.570	-	0.000	661	0.009	2.621	0.037
Iprogram 8	22 817	0.322	1.587	0.022	646	0.009	1.594	0.022
Itotali	5 309 941	74.938	7.078	0.100	104.549	1.475	315.122	4.447

Ittheyibhile 2.4: Imivuzo, Intlawulo ye-*overtime*, iziBonelelo zoKuthenga IZindlu nezoNcedo lwezoNyango ngokubhekiselele kumacandelo emivuzo abo bonke abasebenzi: 2008/09

Amanqa naba emivuzo	Imivuzo		Intlawulo ye- <i>overtime</i>		Izibonelelo zoKuthenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabas-ebenzi	Isixa (R'000)	I- <i>overtime</i> njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Isibonelelo soKuthenga iNdlu (HOA) njenge-% yeendleko zezaba-sebenzi	Isixa (R'000)	Uncedo lwezoNyango njenge-% yeendleko zezabasebenzi
1-2	150.578	2.125	126	0.002	6.389	0.090	9.687	0.137
3-5	296.288	4.181	2.224	0.031	10.692	0.151	21.827	0.308
6-8	3.642.569	51.406	4.221	0.060	66.200	0.934	217.414	3.068
9-12	1.200.361	16.940	507	0.007	21.268	0.300	65.554	0.925
13-16	20.144	0.284	0	0.000	0	0.000	641	0.009
Itotali	5.309.941	74.938	7.078	0.100	104.549	1.475	315.122	4.447

3. Ezengqesho neZithuba zeNgqesho

Ezi theyibhile zilandelayo zishwankathela inani lezithuba zengqesho kwiziko, inani labasebenzi, ireyithi yezithuba zengqesho, nokuba ngaba kukho abasebenzi abongezelelweyo na kwiziko kusini na. Le ngcaciso inikwa ngokwee-variables eziindlela ezintathu eziphambili: - iprogram (iTheyibhile 3.1), amacandelo emivuzo (iTheyibhile 3.2) nemisebenzi ebalulekileyo (iTheyibhile 3.3). Amasebe alathe imisebenzi ebalulekileyo efuna ukubekwa esweni. ITheyibhile 3.3 ibonelela ngengcaciso yenani lezithuba zengqesho kumaziko kwimisebenzi ebalulekileyo yesebe. Ireyithi yezithuba zengqesho ibonisa ipesenteji yezithuba zengqesho ezingekazaliswa.

ITheyibhile 3.1: Ezengqesho neZithuba zeNgqesho ngokweeprogram: 31 Matshi 2009

Iqela labasebenzi	Iprogram	Inani lezithuba zengqesho	Inani lezithuba zengqeshoezi-zalisweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizalisweyo ukongezelela kwiziko	Inani labasebenzilonke
Bonke abasebenzi	Iprogram 1	1 131	983	13	6	989
	Iprogram 2	35 515	34 893	2	259	35 152
	Iprogram 3	0	0	0	0	0
	Iprogram 4	2 681	2 567	4	42	2 609
	Iprogram 5	1 368	987	28	7	994
	Iprogram 6	15	12	20	0	12
	Iprogram 7	15	271	0	0	271
	Iprogram 8	141	126	11	0	126
	Itotali	40 866	39 839	3	314	40 153
Ootitshala	Iprogram 1	126	126	0	5	131
	Iprogram 2	28 451	28 404	0	160	28 564
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 643	1 623	1	23	1 646
	Iprogram 5	875	768	12	7	775
	Iprogram 6	4	4	0	0	4
	Iprogram 7**	15	271	0	0	269
	Iprogram 8***	1	12	0	0	12
	Itotali	31 115	31 208	1	195	31 403
Abasebenzi beNkonzo kaRhulumente	Iprogram 1	1 005	857	15	1	858
	Iprogram 2	7 064	6 489	8	99	6 588
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 038	944	9	19	963
	Iprogram 5	493	219	56	0	219
	Iprogram 6	11	8	27	0	8
	Iprogram 7	0	0	0	0	0
	Iprogram 8***	140	114	19	0	114
	Itotali	9 751	8 631	11	119	8 750

Qaphela :

* Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswe kuphela amanani abo titshala bachazwe njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi.

** Iprogram 7: Izithuba zengqesho zootitshala: ezeprye-priyimari zibhangisiwe njengoko zingenamntu. I- WCED yamkela umgaqo-nkqubo ekuthi ngawo kuvalwe izithuba ngentlawulo yenkxaso-mali ukuzama ukudala iindawo zokufunda ezingaphezulu kubafundi beprirayimari i (IMfundo noPhuhliso lwaBasaqalayo), ngokukodwa kuluntu oluhlelekileyo.

*** Ootitshala abali- 18 kwiProgram 8 ngabasebenzi beZakhono zoBomi nge- *HIV/Aids* – aba basebenzi bonke babalwa njengabongezelelweyo yaye bahlawulwa ngemali yegranti ezikhutshwa phantsi kwemiqathango.

Qaphela : Kufuneka kuchazwe ukuba kumaziko emfundo, inani lezithuba zengqesho zootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elifanelwe kukuba nalo. Libonisa kuphela ukuba izithuba zengqesho zootitshala azizaliswanga ngokusisigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kuqeshwa ngemvumelwano ukuqinisekisa ukuba onke amaziko emfundo anenani elifunekayo lootitshala afanelwe kukuba nalo.

ITheyibhile 3.2: Ezengqesho neZithuba zeNgqesho ngokwamacandelo emivuzo: 31 Matshi 2009

Iqela labasebenzi	Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lezithuba zengqeshoezizali siweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizalisiweyo ukongezelela kwiziko	Inali lilonke labasebenzi nge-32 Matshi 2009
Bonke abasebenzi	1-2	3 566	3 302	7	45	3 347
	3-5	5 611	4 724	16	20	4 744
	6-8	25 380	26 273	0	248	26 521
	9-12	6 255	5 487	12	0	5 487
	13-16	54	53	2	1	54
	Itotali	40 866	39 839	3	314	40 153
Ootitshala	1-2	0	0	0	0	0
	3-5**	0	1 041	0	2	1 043
	6-8	25 155	24 893	0	193	25 086
	9-12	5 960	5 274	12	0	5 274
	13-16	0	0	0	0	0
	Itotali	31 115	31 208	0	195	31 403
Abasebenzi beNkonzo kaRhulumente	1-2	3 566	3 302	7	45	3 347
	3-5	4 246	3 683	13	18	3 701
	6-8	1 590	1 380	13	55	1 435
	9-12	295	213	28	0	213
	13-16	54	53	2	1	54
	Itotali	9 751	8 631	11	119	8 750

Qaphela :

* Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswe kuphela amanani abo titshala bachazwe njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi.

Ukumatanisa nokufakwa abasebenzi abongezelelweyo kwizithuba zengqesho ezikhoyo ezingenamntu (*vacant substantive posts*) yinkqubo eqhubekakayo kwaye ikhokelwa ziimvumelwano o nemibutho yabasebenzi ezinokusetyenziswa. Ukuzama kwakhona ukukhuthaza ukufakwa kwizikhewu kwabasebenzi abongezelelekileyo (redeployment of additional employees), kupapashwa qho izithuba zengqesho kwizintlu zezithuba zengqesho zesebe.. I-WCED iqulunqe iqela lamanyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zabasebenzi abongezelelekileyo.

** Zonke izithuba zootitshala zenzelwa ukuqeshwa kootitshala abaziingcungela nabaqeqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emithathu (3) yoqeqesho) kwawona manqanaba omvuzo 6-7 asezantsi. Inyaniso kukuba i-WCED inabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kwinkqubo yayo. Aba ngootitshala abangama- 678 abahlawulwa kumanqanaba emivuzo 3 - 5 kuba bengafezekisi ezona mfuno zisezantsi zokuhlululwa kumanqanaba emivuzo 6-7. Bonke aba titshala baqeshwa ngokwezithuba ezivunyiweyo nezibonakaliswe kumacandelo emivuzo 6-8 kule theyibhile.

4. Ukuxatyiswa kweMisebenzi

IMigaqo yeNkonzo kaRhulumente, 2001, njengoko ifakelwe izilungiso, yaqalisa ukuxatyiswa kwemisebenzi njengendlela yokuninisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke, amagunya aphelelyo aphezulu angaxabisa okanye axabise ngokutsha nawuphi na umsebenzi kwiziko lawo. Ngokwale Migaqo (*Regulations*), zonke izithuba zengqesho kumanqanaba emivuzo 9 nangaphezulu mazixatyuswe phambi kokuba zizaliswe.

Le theyibhile ilandelayo (iTheyibhile 4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ekubhekiselelwe kuwo.

Itheyibhile 4.1: Ukuxatyiswa kweMisebenzi ngokweZithuba zeNgqesho kwiNkonzo kaRhulumente: 1 Apreli 2008 ukuya kwi-31 Matsi 2009

Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yemisebenzi exatyisiweyo	Ukuhlelwa kwezithuba okungatshintshwanga		Izithuba eziNyusiweyo		Izithuba ezihliselweyo	
				Inani:	%	Inani	%	Inani	%
1-2	3 566	18	0.50	18	.54	0	0	0	0
3-5	4 246	56	1.32	55	1.29	1	0.02	0	0
6-8	1 590	50	3.14	48	3.01	2	0.12	0	0
9-12	295	35	11.86	35	11.86	1	.33	0	0
13	39	0	0	0	0	0	0	0	0
14	9	0	0	0	0	0	0	0	0
15	5	0	0	0	0	0	0	0	0
16	1	0	0	0	0	0	0	0	0
Itotali	9 751	159	1.63	156	1.59	4	.04	0	0

Qaphela : Ukuxatyiswa kwemisebenzi kujolise kuphela kwizithuba zengqesho zabasebenzi abasezi-ofisini njengenxalenye yenkqubo yohlenga-hlengiso yeWCED. Kuqhutywe uxatyiso lwemisebenzi eyi-71 nokuthe kwachaphazela imisebenzi ethile kwizithuba ezingaphezu kwesinye kwinqanaba elithe ngqo, nelifanayo ngokwengcaciso yomsebenzi.

Lilonke iNani laBasebenzi abamivuzo yabo ibe ngaphezulu kwamaqondo achazwe luxatyiso lwemisebenzi ngowama- 2005/06	ALIKHO
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5. Iinguqu kwezeNgqesho

Eli candelo libonelela ngengcaciso engeenguqu kwezengqesho kunyaka-mali ekubhekiselelwe kuye.

Ireyithi zeenguqu –(*turnover rates*) zinika izalathi zokuqhubekayo kwiprofayili yesebe. Le theyibhile ilandelayo inika isishwankathelo see-*turnover rates* ngokwecandelo lemivuzo (Itheyibhile 5.1) kwanangemisebenzi ebalulekileyo (Itheyibhile 5.2).

Abasebenzi beNkonzo kaRhulumente nooTitshala abangekho kwizikhundla ezisisigxina baqeshwa ngemvumelwano ixesha elivalelekileyo. Aba baquka nabasebenzi abaqeshwe kwizikhundla ezikhoyo (*substantive vacancies*) ezivele ngenxa yokucutheka kwabasebenzi okubangwa yindalo, ukufa, unyuselo, njl.njl. nabasebenzi (ootitshala) ababembeleyo kwiindawo zabo bangekhoyo emsebenzini ngenxa yekhefu lokugula, elokuya kubeleka, njl.njl. Lo mgaqo-nkqubo uthetha ukuba abasebenzi abanye bangaqeshwa ukuya kumaxa amane kunyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Ukuphelelwa kwemvumelwano kuthathwa njengokuphela kwenkonzo ngenxa yezizathu zokunika ingxelo yaye esi sisizathu senani eliphezulu kakhulu sokushiya umsebenzi. Noxa kunjalo, kuyinjongo ye-WCED ukuba zonke izithuba zemisebenzi kumaziko emfundo, ngokukodwa ezootitshala, zizaliswe njengezisisigxina ngokukhawuleza kangangoko emva kokuba isithuba sivelile.

Itheyibhile 5.1: Ireyithi yabasebenzi abahambileyo ngonyaka zaza izithuba zabo zathathwa ngabanye (*turnover rates*) ngokwamacandelo emivuzo kwithuba lomhla woku- 1 Apreli 2008- 31 Matshi 2009

Iqela labasebenzi	Icandelo lomvuzo	Inani labaqeshwa ngokwecandelo ngalinye njengakwi-1 Apreli 2008	Ukuqeshwa nokuTshintshelwa kwiSebe	Ukulahlwa komsebenzi nokutshintshwa kwisebe	Ireyithi yabasebenzi abahambileyo nge-%
Bonke abasebenzi	1-2	3 160	2 623	2 382	7.63
	3-5	4 418	5 261	4 039	27.66
	6-8	26 301	14 620	1 498	49.89
	9-12	5 595	379	582	-4.59
	13	40	4	1	7.5
	14	7	1	3	-28.57
	15	5	0	0	0
	16	1	0	0	0
	Itotali	39 527	22 888	21 505	3.5
Ootitshala	1-2	0	0	0	0
	3-5	734	3 125	1 954	159.54
	6-8	24 804	14 452	14 265	0.54
	9-12	5 425	233	468	-4.33
	13	0	0	0	0
	14	0	0	0	0
	15	0	0	0	0
	16	0	0	0	0
	Itotali	30 963	17 810	16 687	3.63
Abasebenzi beNkonzo kaRhulumente	1-2	3 160	2 623	2 382	7.63
	3-5	3 684	2 136	2 085	1.38
	6-8	1 497	168	233	-4.34
	9-12	170	146	114	18.82
	13	40	4	1	7.5
	14	7	1	3	-28.57
	15	5	0	0	0
	16	1	0	0	0
	Itotali	8 564	5 078	4 818	3.04

Ittheyibhile 5.2: Izizathu zokuba abasebenzi balishiye isebe

Udidi lokushiya	Inani	% yeTotali
Ukufa	122	0.56
Ukulahla (<i>Resign</i>)	1 242	5.80
Ukuphelelwa kwemvumelwano*	19 384	90.53
Ukugxothwa – linguqu kwindlela yokusebenza **	0	0
Ukugxothwa – Ukuziphatha kakubi	113	0.52
Ukugxothwa – Ukungakwazi ukusebenza	1	0.03
Ukugula	13	0.06
Umdlala-phantsi	487	2.27
Ukutshintshelwa kwamanye amaSebe kaRhulumente, Amaqumrhu aseMthethweni, njl.njl.	18	0.08
	31	0.14
Itotali	21 411	100
Lilonke inani labasebenzi abalahlileyo njenge- % yabo bebonke abaqeshiweyo	2 027	9.46

Qaphela :

Inani "loKuphelelwa kweMvumelwano" lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED inomgaqo-nkqubo othi abasebenzi abasebenzi mabaqeshwe ngemvumelwano ixesha elifutshane. (Ezi zithuba zipapashwa ngokwenkqubo-sikhokelo yeemvumelwano nemibutho yabasebenzi efanelekileyo enokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko). Ngaphezulu, kufuneka kuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzisa ikhefu okanye abathunyelwe kwezinye iindawo yaye elona xesha lifutshane lengqesho katiitshala ziiveki ezimbini.

Ittheyibhile 5.3: Unyuselo ngokwamacandelo emivuzo

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1/4/2008	Unyuselo ukuya kwelinye iNqanaba loMvuzo	Unyuselo kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwenqanaba lemivuzo	Ukunyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuMaqondo oMvuzo njenge-% yaaBasebenzi ngokwamanqanaba emivuzo
BONKE ABASEBENZI	1-2	3 160	15	0.50	2 307	73.01
	3-5	4 418	145	3.28	2 801	63.40
	6-8	26 301	335	1.27	24 832	98.76
	9-12	5 595	423	7.56	5 103	92.08
	13	40	1	2.50	0	0.00
	14	7	6	85.71	0	0.00
	15	5	0	0	0	0.00
	16	1	0	0	1	100.00
	Itotali	39 527	925	2.34	35 044	88.66
OOTITSHALA	1-2	0	0	0	0	0
	3-5	734	1	0.14	644	87.74
	6-8	24 804	296	1.19	23 847	96.14
	9-12	5 425	397	7.32	5 024	92.61
	13	0	0	0	0	0
	14	0	0	0	0	0
	15	0	0	0	0	0
	16	0	0	0	0	0
	Itotali	30 963	694	2.24	29 515	95.32
ABASEBENZI BENKONZO KARHULUMENTE	1-2	3 160	15	0.50	2 157	76.39
	3-5	3 684	144	3.91	1 640	62.61
	6-8	1 497	39	2.61	985	67.14
	9-12	170	26	15.29	79	47.88
	13	40	1	2.50	0	0
	14	7	6	85.71	0	0
	15	5	0	0	0	0
	16	1	0	0	1	100
	Itotali	8 564	231	2.70	5 529	67.85

Qaphela :

Unyuselo olungama- 35969 lumele:

Abasebenzi abayi- 925 abanyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwinqanaba eliphezulu lomvuzo; nama- 350 44 abasebenzi abafumene unyuselo lwamaqondo emivuzo.

6. Ulingano kwezeNgqesho

litheyibhile kweli candelo zisekelwe kwiifomathi ezichazwe kuMthetho woBulungisa kwezeNgqesho, 1998, uMthetho 55 ka-1998.

Itheyibhile 6.1 Lilonke inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla wama- 31 Matshi 2009

likhathegori zemisebenzi (SASCO)	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, Abaphathi	3	15	3	12	9	5	1	2	50
Iingcali eziqeqeshiweyo	1 934	6 899	58	1 980	4 743	11 514	80	4 526	31 734
Iingcali ezingamagcisa ombane neengcali ezinxulumene noko	40	113	2	24	37	108	1	35	360
Oomabhalane	97	303	1	25	384	1 407	11	500	2 728
Abasebenzi beenkonzo zeentengiso	1	30	0	0	0	5	0	2	38
Abasebenzi kwezenkcubeko nokuyelee kuko	1	13	0	0	0	0	0	0	14
Abaqhubi boomatshini bokusebenza naba-khandi	2	18	0	1	0	1	0	0	22
Abemisebenzi elula	613	2 078	1	114	364	1 843	2	192	5 207
Itotali	2 691	9 469	65	2 156	5 537	14 883	95	5 257	40 153
Absebenzi abakhubazekileyo	4	9	0	8	2	8	0	6	37

Itheyibhile 6.2 Lilonke inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla wama- 31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Ulawulo Oluphezulu	0	2	0	2	1	1	0	0	6
Ulawulo oluphakathi	5	15	3	10	8	4	1	2	48
Iingcali eziqeqeshiweyo nezinamava nolawulo oluphakathi	293	1 901	29	969	341	1 042	24	966	5 565
Awabasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavayiza, iiforimani, neentsumpa	1 560	5 172	31	1 030	4 368	10 385	62	3 835	26 443
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	370	1 174	1	124	497	2 173	6	399	4 744
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	463	1 205	1	21	322	1 278	2	55	3 347
Itotali	2 691	9 469	65	2 156	5 537	14 883	95	5 257	40 153

Ittheyibhile 6.3 Ukugaya abasebenzi ukwenzela ithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	Aba Mnyama	AbeBala	Ama Ndiya	AbaMhlophe	AbaMnyama	AbeBala	Ama Ndiya	AbaMhlophe	
Ulawulo Oluphezulu	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu	0	0	1	1	0	0	0	1	3
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi	31	140	6	43	22	77	1	41	361
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavyiza, iiforimani, neentsumpa	746	2 901	20	561	3 242	5 275	19	1 805	14 569
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	595	635	11	112	977	2 465	9	452	5 256
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	381	1 026	3	29	290	837	2	55	2 623
Itotali	1 753	4 702	41	746	4 531	8 654	31	2 354	22 812
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0

Qaphela :

Inani lokugaya kwabasebenzi lingakhangeleka liphezulu xa lithlekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED iqesha abasebenzi bemvumelwano/bemvumelwano yethutyana kangangexesha eliqingqiweyo. Ngenxa yoko, ukuqeshwa ithuba elifutshane ngalinye kuthathwa njongokugaya ngokutsha kwabasebenzi.

Ittheyibhile 6.4 Unyuselo-sikhundleni kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	Aba Mnyama	AbeBala	Ama Ndiya	AbaMhlophe	AbaMnyama	AbeBala	Ama Ndiya	AbaMhlophe	
Ulawulo Oluphezulu	0	1	0	0	0	0	0	0	1
Ulawulo oluphezulu	2	2	0	1	0	1	0	1	7
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi	300	1 896	29	922	337	1 057	23	962	5 526
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavyiza, iiforimani, neentsumpa	1 568	4 946	32	882	4 215	10 103	52	3 369	25 167
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	231	803	1	97	289	1 208	2	315	2 946
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	299	793	0	12	230	955	1	32	2 322
Itotali	2 400	8 441	62	1 914	5 071	13 324	78	4 679	35 969
Abasebenzi abakhubazekileyo	5	10	0	6	3	10	0	6	40

Qaphela :

Olu nyuselo lungentla lumele inani labaqeshwa ababenuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwelinye eliphezulu.

Ittheyibhile 6.5 Izithuba eziphelisiweyo kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Amacandelo eMisebenzi	Amadoda				Amabhinqa				Itotali
	Aba Mnyama	AbeBala	Ama Ndiya	AbaMhlophe	AbaMnyama	AbeBala	Ama Ndiya	AbaMhlophe	
Ulawulo Oluphezulu	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu	0	1	0	3	0	0	0	0	4
Iingcali eziqeqeshiweyo nezizamava nolawulo oluphakathi	43	215	4	83	22	101	2	99	569
Abasebenzi abanezakhono nabafundileyo abakulawulo olusezantsi, iisuphavyiza, iiforimani, neentsumpa	810	2 874	26	537	3 092	5 398	14	1 685	14 436
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo ngobulumko	435	562	6	87	709	1 893	9	321	4 022
Awabasebenzi abangenezakhono nokwenza izigqibo zobulumko	337	960	2	24	253	751	1	52	2 380
Itotali	1 625	4 612	38	734	4 076	8 143	26	2 157	21 411
Abasebenzi abakhubazekileyo	0	2	0	0	0	0	0	0	2

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Inani lezithuba eziphelisiweyo lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba i-WCED iqesha abasebenzi bemvumelwano ithuba elifutshane kangangexesha eliqingqiweyo. Ngenxa yoko isithuba sengqesho ngasinye sethuba elifutshane sithathwa njengesitsha ukuze oko kubangele ukupheliswa kwesithuba. (Ezi zithuba zipapashwa ngokwenkqubo-sikhokelo yezivumelwano ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko).

Ittheyibhile 6.6 Uphuhliso lwezakhono kwithuba elisisula kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Iikhathegori zemisebenzi (SASCO)	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, Abaphathi	456	764	66	431	465	551	25	354	3 112
Iinkonzo zoqeqesho	870	1 748	4	402	941	2 799	158	498	7 420
Abaqeqeshiweyo angekho kwikhathegori ethile ngokobuhlanga nesini									
Iingcali ezingamagcisa ombane neengcali eziqeqeshiweyo ezingekho kwikhathegori	34	87	0	2	0	14	0	0	137
Oomabhalane	102	371	0	92	128	455	43	181	1 372
Oomabhalane abangekho kwikhathegori									
Abasebenzi beenkonzo zeentengiso	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono bezolimi nezokuloba	0	0	0	0	0	0	0	0	0
Abasebenzi kwezenkubeko nokuyelele kuko	0	0	0	0	0	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	0	0	0	0	0	0	0	0	0
Abemisebenzi elula	16	174	0	1	9	112	0	0	312
Itotali	1 478	3 144	70	928	1 543	3 931	226	1 033	12 353

Qaphela :

- Uninzi lwabaqeshwa ngakumbi ootitshala, basala ukuchaza uhlanga nesini kwirejista yokuhamba isikolo, nangona kucaciswa ukuba oko kwenzelwa izizathu zolingano nezeenkukacha-manani.
- Umqeshwa angabalwa kabini ngenxa yokuba angathatha inxaxheba kwikhosi ezingaphezu kwesibini.
- Abaqulunqi-mithetho, Amagosa aPhezulu, aBaphathi kuqukwa iMMS.

7. AmaBhaso eNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, izebe liwonge ngala mabhaso alandelayo kulo nyaka uphantsi koqwalaselo. Ingcaciso echazwa ngokohlanga, isini, ukhubazeko (Itheyibhile 6.1), amaqanaba omvuzo (Itheyibhile 6.2) nemisebenzi ebalulekileyo (Itheyibhile 6.3).

Itheyibhile 7.1: Amabhaso eNtsebenzo ngokohlanga, isini nokhubazeko kubasebenzi beNkonzo kaRhulumente (kungabandakanywanga -iiSMS): 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Iprofayili yozuzayo			lindleko ((R'000))		
Iqela labemi belizwe	Inani laBazuzayo	Inani eliyitotali labaqeshwa eqeleni	Ipesenteji yeqela lamanani abemi	lindleko eziyiTotali (R'000)	lindleko zeavareji ngomqeshwa ngamnye
AbaMnyama	127	1 614	7.87	549	4 323
Amadoda	47	779	6.03	182	3 870
Amabhinqa	80	835	9.58	367	4 589
Ama-Ashiya	6	20	30	34	5 736
Amadoda	0	5	0	0	0
Amabhinqa	6	15	40	34	5 736
AbeBala	1 151	6 118	18.81	5 805	5 043
Amadoda	429	2 653	16.17	2 194	5 113
Amabhinqa	722	3 465	20.83	3 611	5 001
AbaMhlophe	364	944	38.55	2 248	6 175
Amadoda	58	189	30.69	406	6 995
Amabhinqa	306	755	40.52	1 842	6 020
Itotali	1 648	8 696	18.95	8 636	5 240
Abasebenzi abakhubazekileyo	0	0	0	0	0

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Itheyibhile 7.2 AmaBhaso eNtsebenzo nokwamanqanaba emivuzo kuBasebenzi beNkonzo kaRhulumente abangaphantsi kweNkonzo yoLawulo oluPhakathi: 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Iprofayili yozuzayo			lindleko ((R'000))		
Inqanaba lomvuzo	Inani laBazuzayo	Inani labaqeshwa	Ipesenteji yeqela ngokwenqanaba lomvuzo	lindleko eziyiTotali (R'000)	lindleko ze-avareji ngomqeshwa ngamnye
1-2	337	3347	10.06	1 107	3 283
3-5	664	3701	17.94	2 709	4 079
6-8	612	1435	42.64	4 372	7 144
9-12	35	213	14.43	449	12 814
Itotali	1648	8696	18.95	8636	5 240

Qaphela :

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiziko lemfundo (*establishment*). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana.

Ittheyibhile 7.3: Amabhaso anxulumene nentsebenzo (ibhonasi yemali) ngokwamanqanaba omvuzo: Inkonzo yoLawulo oluPhezulu

Inqanaba lomvuzo	Iprofayili yozuzayo			lindleko eziyi Totali (R'000)	lindleko ze-avareji ngozuzayo gamnye	Inkcitho ephелеleyo njenge-% ye-totali yenkcitho ephелеleyo yabasebenzi be-SMS
	Inani laBazuzayo	Inani lamaLungu eSMS	Ipesenteji yetotali ngokwenqanaba lomvuzo			
13	10	39	25.64	288	28842	0.838
14	2	9	22.22	66	32993	0.192
15	0	5	0	0	0	0
16	0	1	0	0	0	0
Itotali	12	54	22.22	354	29534	1.03

Qaphela :

Kuseza kuthathwa isigqibo semvumelwano nemibutho yabasebenzi (*collective agreement*) ngokumalunga namabhaso entsebenzo kootitshala kwi-ELRC kazwelonke.

8. Abasebenzi baMazwe angaphandle

Le theyibhile ingezantsi inika isishwankathelo sokuqeshwa kwabasebenzi bamazwe angaphandle kwisebe ngokwamanqanaba emivuzo nangokwemisebenzi ephambili. litheyibhile zikwashwankathela utshintsho kwinani elipheleleyo labasebenzi bamazwe angaphandle kwinqanaba ngalinye lomvuzo nangokwemisebenzi ephambili.

ltheyibhile 8.1: Abasebenzi bamazwe angaphandle ngokwamacandelo emivuzo 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Inqanaba lomvuzo	1 Apreli 2008		31 Matshi 2009		linguqu kwezeNgqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
1-2	0	0	6	5.50	6	13.04
3-5	24	38.10	0	0	-24	-52.17
6-8	30	47.62	103	94.50	73	158.7
9-12	9	14.28	0	0	-9	-19.57
13 - 16	0	0	0	0	0	0
Itotali	63	100.00	109	100.00	46	100

ltheyibhile 8.2: Abasebenzi bamazwe angaphandle ngokwemisebenzi ephambili: 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Umsebenzi oPhambili	1 Apreli 2008		31 Matshi 2009		linguqu	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
Abasebenzi abasezi-ofisini zolawulo	0	0	6	5.50	6	13.04
Abemisebenzi elula	0	0	0	0.00	0	0
Abasebenzi abaqeqeshiweyo nabaphathi	63	100	103	94.50	40	86.96
Itotali	63	100	109	100	46	100

Qaphela :

Abasebenzi bamazwe angaphandle baqeshwa kuphela kwiimeko apho kungekho basebenzi bafumanekayo bangabemi baseMzantsi Afrika abaqeqeshwe ngokufanelekileyo ukuba banepemithi esemthethweni yaseMzantsi Afrika.

9. Ukusetyenziswa kwekhefu kwithuba elisusela kwi-1 Januwari 2008 ukuya kwi-31 Disemba 2008

IKomishoni yeNkonzo kaRhulumente (*Public Service Commission*) iqaphele imfuno yokuba kubekwe esweni ikhefu lokugula kubasebenzi benkonzo karhulumente. Ezi theyibhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (Itheyibhile 9.1) nekhefu lokukhubazeka (*disability leave*) (Itheyibhile 9.2). Kuzo zombini ezi meko, iindleko eziqikelelweyo zekhefu nazo zibonelelwe.

Qaphela: Ukunika ingxelo malunga nekhefu kwenzelwe uMjikelo weKhefu o.k.t. kuNyaka weKhalenda ingenguye uNyaka-mali, ngaphandle kwakwiTheyibhile 9.5 (Iintlawulo seKhefu)

Itheyibhile 9.1 : Ikhefu lokugula Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku	I-% yeentsuku ezineSatifikethi sokuGula	Inani laBaqeshwa abasebenzisa iKhefu lokuGula	Inali lilonke labasebenzi nge-31/12/2008	I-% yetotali yaBaqe-shwa kwinqanaba lomvuzo abasebenzisa iKhefu lokuGula	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinqanaba labaqeshwa ukususela kwi-31/12/2008	Iindleko eziqikelelweyo (R'000)
BONKE ABASEBENZI	1-2	23 620	87	2 050	3 330	62	7	4 281
	3-5	32 680	86	2 889	4 470	65	7	7 895
	6-8	203 163	83	18 499	26 214	71	8	107 244
	9-12	33 766	86	3 105	5 617	55	6	26 828
	13-16	177	87	27	52	52	3	253
	Itotali	293 406	84	26 570	39 683	67	7	146 501
OOTI-TSHALA)	1-2	0	0	0	0	0	0	0
	3-5	4 577	84	450	725	62	6	1 331
	6-8	188 854	83	17 363	24 759	70	8	100 929
	9-12	32 844	86	2 998	5 429	55	6	25 997
	13-16		0	0	0	0	0	0
	Itotali	226 275	83	20 811	30 913	67	13	128 257
ABASEBENZI BENKONZO KARHULUMENTE	1-2	23 620	87	2 050	3 330	62	7	4 281
	3-5	28 103	87	2 439	3 745	65	8	6 534
	6-8	14 309	86	1 136	1 455	78	10	6 119
	9-12	922	83	107	188	57	5	810
	13-16	177	87	27	52	52	3	253
	Itotali	67 131	87	5 759	8 770	66	8	17 997

Ittheyibhile 9.2: Ikhefu lokukhubazeka (kwethutyana nangokusisigxina): Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-% yeentsuku ezineSatifiketi hi sokuGula	Inani laBaqeshwa abasebenzisa iKhefu lokuKhubazeka	Inali lilonke labaqeshwa nge-31/12/2008	Inani laBaqeshwa abasebenzi sa iKhefu lokuKhubazeka	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2008	lindleko eziqikelelweyo (R'000)
BONKE ABASE-BENZI	1-2	9 526	97	204	3 330	6	3	1 776
	3-5	12 958	98	253	4 470	6	3	3 199
	6-8	79 575	98	1 853	26 214	7	3	42 174
	9-12	14 063	99	304	5 617	5	3	11 250
	13-16	25	100	1	52	2	0,48	0
	Itotali	116 147	98	2 615	39 683	7	3	58 399
	OOTI-TSHALA)							
OOTI-TSHALA)	1-2	0	0	0	0	0	0	0
	3-5	1 945	99	37	725	5	3	641
	6-8	73 631	98	1 740	24 759	7	3	39 580
	9-12	13 741	99	299	5 429	6	3	10 998
	13-16	0	0	0	0	0	0	0
	Itotali	89 317	98	2 076	30 913	7	3	51 219
	ABASEBENZI BENKONZO KARHULUMENTE							
ABASEBENZI BENKONZO KARHULUMENTE	1-2	9 526	97	204	3 330	6	3	1 776
	3-5	11 013	98	216	3 745	6	3	2 564
	6-8	5 944	99	113	1 455	8	4	2 458
	9-12	322	100	5	188	3	2	250
	13-16	25	100	1	52	2	0,48	33
	Itotali	26 830	98	539	8 770	6	3	7 081

Qaphela :

Ikhefu lokukhubazeka (ikhefu lokugula) linikwa umsebenzi ochazwe njengongenakwazi ukusebenza okwethutyana ngenxa yempilo, kodwa enokukwazi ukuqalisa umsebenzi wakhe wesiqhelo emva kwexesha.

Ittheyibhile 9.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo ekwafikelelwa kuyo nemibutho yabasebenzi kwi-PSCBC ngo-2000 inyanzelisa ulawulo lwekhefu lonyaka ukuthintela ukuhlawulwa kwamanqanaba aphezulu ekhefu eliqokelelweyo ngethuba lokuyeka enkonzweni.

Ittheyibhile 9.3: Ikhefu lonyaka: Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi- 31 Disemba 2008	Inali lilonke labaqeshwa nge-31 Disemba 2008
BONKE ABASE-BENZI	1-2	22 976	11	3 330
	3-5	29 382	11	4 470
	6-8	37 710	5	26 214
	9-12	20 521	8	5 617
	13-16	1 117	21	52
	Itotali	111 706	8	39 683

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi- 31 Disemba 2008	Inali lilonke labaqeshwa nge-31 Disemba 2008
OOTI-TSHALA	1-2	0	0	0
	3-5	301	4	725
	6-8	19 800	3	24 759
	9-12	17 650	8	5 429
	13-16	0	0	0
	Itotali	37 751	5	30 913
ABASEBENZI BENKONZO KARHU-LUMENTE	1-2	22 976	11	3 330
	3-5	29 081	11	3 745
	6-8	17 910	15	1 455
	9-12	2 871	16	188
	13-16	1 117	21	52
	Itotali	73 955	12	8 770

Qaphela :

Ngokwekhefu, ootitshala abakumaziko abanalo ilungelo lekhefu lonyaka njengoko bethathwa njengabasebenzisa ikhefu lonyaka ngethuba lokuvalwa kwezikolo, okt. liholide zezikolo.

Itheyibhile 9.4: Ikhefu eliqokelelweyo (*capped leave*): Ukususela nge-1 Januwari 2008 ukuya kwi-31 Disemba 2008

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku zekhefu eliqingqiweyo elithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngomqeshwa	I-avareji yekhefu eliqingqiweyo ngomqeshwa ukususela kwi- 31 Disemba 2008	Inali lilonke labaqeshwa nge- 31 Disemba 2008
BONKE ABASE-BENZI	1-2	4 027	1.21	19	3 330
	3-5	13 285	2.97	33	4 470
	6-8	45 095	1.72	33	26 214
	9-12	23 416	4.17	73	5 617
	13-16	180	3.46	72	52
	Itotali	86 003	2.17	37	39 683
OOTI-TSHALA)	1-2	0	0	0	0
	3-5	1 903	2.62	26	725
	6-8	41 375	1.67	31	24 759
	9-12	23 304	4.29	74	5 429
	13-16	0	0	0	0
	Itotali	66 582	2.15	39	30 913
ABASEBENZI BENKONZO KARHULUMENTE	1-2	4 027	2.62	19	3 330
	3-5	11 382	2.62	35	3 745
	6-8	3 720	2.62	51	1 455
	9-12	112	2.62	37	188
	13-16	180	2.62	72	52
	Itotali	19 421	2.21	32	8 770

Qaphela :

1. Le theyibhile inika ingcaciso ngekhefu eliqingqiweyo ngonyaka weKhalenda ukususela kwi-1 Januwari 2008 -31 Disemba 2008, lo gama le ngxelo yonyaka iquka unyaka-mali 1 Apreli 2008 ukuya kwi - 31 Matshi 2009.
2. Kuphela ngabasebenzi ebebeqeshwe isigxina phambi komhla wama- 30 Juni 2000 nabasaqeshwe isigxina abanekhefu eliqingqiweyo elingekasetyenziswa

Ittheyibhile 9.5: Iintlawulo zekhefu ngethuba lomhla woku- 1 Apreli 2008 ukuya kwi-31 Matshi 2009

Le theyibhile ilandelayo ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elingasetyenziswanga.

Iqela labasebenzi	Isizathu	Isixa esiyitotali (R'000)	Inani labaqeshwa	Iintlawulo ye-avareji ngoMqeshwa ngamnye
OOTITSHALA	Iintlawulo zekhefu ngowama- 2008/09 ngenxa yekhefu elingasetyenziswa kumjikelo odlulileyo	0	0	0
	Iintlawulo zekhefu eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	7 949	221	35 968
	Iintlawulo zekhefu lonyaka eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	0	0	0
	Isaphulelo sekhefu ngowama- 2008/2009	9 320	1 673	5 570
	Itotali	13 830	1 237	11 180
ABASEBENZI BEN-KONZO KARHULU-MENTE	Iintlawulo zekhefu ngowama- 2008/09 ngenxa yekhefu elingasetyenziswa kumjikelo odlulileyo	0	0	0
	Iintlawulo zekhefu eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	2 978	134	22 223
	Iintlawulo zekhefu lonyaka eliqingqiweyo ukupheliswa kwenkonzo ngo-2008/2009	536	60	8 933
	Isaphulelo sekhefu ngowama- 2008/2009	883	280	3 153
	Itotali	4 512	554	8 144

Qaphela :

1. I-WCED yamisela umgaqo-nkqubo othi akukho khefu lonyaka elingasetyenziswanga malihlawulwe kubasebenzi. Abasebenzi neesuphavyiza bayalelwa ukuba baqinisekise ukuba bonke abasebenzi bayasisebenzisa sonke isibonelelo sabo sekhefu lonyaka njengoko kuchaziwe kwimiqathango eyamkelekileyo yekhefu.
2. Iintlawulo zekhefu eliqingqiweyo zithetha isongezelelo sekhefu lesiqhelo esihlawulwa akubhubha umntu, akuyekiswa ngenxa yempilo, nakumhlala-phantsi oqhelekileyo.
3. Isaphulelo sekhefu eliqingqiweyo sinikwa njengentlawulo yenkonzo ende kwiminyaka engama- 20 & 30 enkonzo eyanelisayo nengaqhawukanga kubo bonke abaqeshwa.
4. Iintlawulo zekhefu elimiyo ukuphela kwenkonzo zithetha ukuhlawulwa kwekhefu elingasetyenziswanga ngethuba lokulahla emsebenzini.

10. Iiprogram ze-*HIV/AIDS* nokuPhuculwa kwezeMpilo:

ITHEYIBHILI 10.1 – Amanyathelo athatyathiweyo ukunciphisa ingozi yokoba semngciphekweni kwabasebenzi (occupational exposure)

Iiyunithi/iikategori zabaqeshwa abaqapheleka njengabasengozini enkulu yokosulelwa yi-HIV nezigulo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo ukunciphisa ingozi
➤ Ootitshala naMaziko oLutsha	➤ Oomasifundisane abamalunga nokuba semngciphekweni kwabasebenzi
➤ Ootitshala naBasebenzi abanika iNkxaso (amanesi ezikolo, abacoci ootitshala abasezilebhu, iinjinieli noonobhala)	➤ Ibrowutsha engeenkqubo emazilandelwe malunga nomngcipheko wokosuleleka kwabasebenzi

ITHEYIBHILE 10.2 – Iinkcukacha zoKuphuculwa kwezeMpilo neeProgram zeHIV/AIDS (tikhisha iibhokisi ezinokusetyenziswa uze ubonelele ngengcaciso efunekayo)

Umbuzo	Ewe	Hayi	Iinkcukacha ukuba ngu-ewe
1. Ingaba isebe linegosa le-SMS elalathelwe ukuphumeza sela imimiselo equlethwe kwiCandelo VI E seSahluko 1 seMimiselo yeNkonzo kaRhulumente, 2001? Ukuba kunjalo, nika igama nesikhundla salo.	X		Umlawuli weCandelo loPhuhliso lweZakhono zaBasebenzi lwaNgaphakathi
2. Ingaba isebe lineyunithi emiselwe oku okanye lalathe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo-qete yabasebenzi benu? Ukuba kunjalo, nika inani labasebenzi abachaphazeleka kulo msebenzi nebajethi yonyaka ekhoyo ngenjongo yalo msebenzi.	X		I- WCED ineeprogram ezizodwa ezimbini egxininise kuzo okt. iNkqubo yeZakhono zoBomi nge- <i>HIV/AIDS</i> (LSOP) neye-HIV ne-AIDS kwiNdawo yoMsebenzi (HWP). Ezi program zimbini ziyaxhasana ngokubhekiselele kuqeqesho nongenelelo ngenkxaso. Abasebenzi ababini abagxininise kuLawulo lweMpilo neMpilo Qete yaBasebenzi (EHWP) ngokweNkcazelo zeNgqesho zabo. Ibhajethi yonyaka: R1 258 360
3. Ingaba isebe lazise iProgram yoNcedo lwaBasebenzi okanye ukuKhuthazwa kwezeMpilo kubasebenzi benu? Ukuba kunjalo, nika eyona misebenzi/zinkonzo zale Program	X		Le nkqubo inika inkxaso ethe gqolo kwiimfuno zeemvakalelo nezengqondo neendlela yokuphila kubasebenzi bethu; yiNkqubo yoLawulo lwezeMpilo neMpilo Qete egxininisa, phakathi kwezinye izinto, kwi-HIV ne-AIDS, udandatheko, ulawulo lwezemali, ubudlelwane nobuhlobo, imiba yezomthetho, imicimbi yeentsapho, ukusetyenziswa gwenxa kwezinyobisi notywala. Ezi nkonzo kubonelelwa ngazo ngababoneleli-nkonzo babucala ukuqinisekisa ukuba yimfihlo koku. Le program ikwaqwalasela nemiba yentlalontle yabasebenzi ngokuqatshelwa koSuku lweMpilo neMpilo Qete lwaBasebenzi. Iinjongo zezi ntsuku kukukhuthaza indlela yokuphila enempilo nokwazisa ngeenkono ebonelela ngazo i- WCED kubasebenzi bayo Ngaphezulu, iintsuku zokuKhuthazwa kwezeMpilo ziqhubeka ngokweentsuku eziqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo
4. Ingaba isebe limisele ikomiti okanye iikomiti njengoko kumiselweyo kwiCandelo VI E.5 (e) leSahluko 1 seMimiselo yeeNkonzo zikaRhulumente, 2001? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nabathathi-nxaxheba ababameleyo.	X		Umlawuli we-IHCM, uSekela-Mlawuli we-IHCM, uMququzeleli weHIV, abameli bamaCandelo, abameli bamqela abasebenzi achaphazelekayo
5. Ingaba isebe liyhlaziyile na imigaqo-nkqubo yalo yengqesho neendlela zokusebenza ukuqinisekisa ukuba ayibacalu-caluli abasebenzi ngenxa yemeko yabo yokuba bene-HIV ? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho ehlaziyiweyo.	X		I- WCED yaseka owayo uMgaqo-nkqubo we- HIV ne-AIDS kwiNdawo yoMsebenzi, ngokweNkqubo-sikhokelo esibonelelwe nguRhulumente wePhondo.

Umbuzo	Ewe	Hayi	linkcukacha ukuba ngu-ewe
6. Ingaba isebe limisele imiqathango yokukhusela abasebenzi abane- HIV okanye abo babonwa njengabane- HIV ukuze bangacalu-calulwa? Ukuba kunjalo, dwelisa iingongoma eziphambili zala miqathango.	X		Amanyathelo okukhuthaza ulwazi kwiimeko-bume ezifanelekileyo apho kufuneka kuthathelwe ingqalelo iHIV ne-AIDS. Imiba eyodwa malunga ne-HIV ne-AIDS, umz. Ukuba yimfihlo, ukuchazwa elubala, iVCT njl.njl. Iprogram yaMalungelo oLuntu yeWCED ikwahambisa umyalezo omalunga nokuchasa izenzo zocalu-calulo. Umgaqo-nkqubo we-WCED weHIV ne-AIDS nawo ugqithisa kwalo myalezo kwaye ukwayinxalenye yomsebenzi oluxanduva lomphathi oyintloko yecandelo nekufuneka uqwalaselwe.
7. Ingaba isebe liyabakhuthaza abasebenzi balo ukuba baye kuVavanywa bafumane neeNgcebiso ngokuZithandela? Ukuba kunjalo, dwelisa iziphumo enizifumeneyo.			I-VCT yenziwa ifikeleleke kubasebenzi ngeeNtsuku zoKwazisa ngeMpilo neMpilo Qeqtg kuBasebenzi. Olu vavanyo lwenziwa yi-10% ukuya kwi-15% yabo bakhoyo kwezi Ntsuku zoKwazisa ngeNgcaciso.
8. Ingaba isebe liqulunqe amanyathelo/iindlela zokubeka esweni nokuvavanya ifuthe leprogram yokukhuthazwa kwempilo? Ukuba kunjalo, dwelisa la manyathelo/iindlela.			Iingxelo zenyanga ezivela kubaboneleli-nkonzo abohlukene, ezibonakalisa ukusetyenziswa kweenkonzo neengxelo zeeNtsuku zoKwazisa ngezeMpilo neMpilo-Qete yaBasebenzi.

Qaphela :

I- PEAP edibene ngokupheleleyo ne-WCED inika umkhombandlela owakhayo malunga nale miba/nezi nkonzo zibalulekileyo zilandelayo:

1. Imfuno nokufumana ulwazi kwindawo yomsebenzi
2. Ukuqhutywa kophicotho-zincwadi ze- HIV/AIDS kwindawo yomsebenzi ukuqaphela iimfuno zamaseko, umz likiti zoNcedo lokuQala njl.njl.
3. Iiprogram zothintelo umz. ukuhanjiswa kweekhondom
4. Ukukhuthazwa kokuba nenkathalo jikelele, umz. ukuthathwa kwamanyathelo okhuseleko xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. UVavanyo nokuFumana iiNgcebiso ngokuzithandela
6. Ukukhuthazwa kwenkxaso kubasebenzi abosuleleke yi- HIV/AIDS

11. Ubudlelwane emiSebenzini

Kwathathwa ezi zivumelwano zesininzi zilandelayo nemibutho neemanyano zabasebenzi ngaphakathi kwisebe.

Ittheyibhile 11.1 limvumelwano nemibutho yabasebenzi (*Collective Agreements*), kwithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

Izivumelwano zeSininzi ziphelele (*Total collective agreements*)

Azikho

Le theyibhile ilandelayo ishwankathela iziphumo zengxoxo zoluleko eziqhutywe apha ngaphakathi kwisebe kulo nyaka uphantsi koqwalaselo:

Ittheyibhile 11.2.1 – lingxoxo zokuziphatha kakubo noluleko ezigqityiweyo, 1 Apreli 2008 - 31 Matshi 2009

Iziphumo zeengxoxo zoluleko	Inani
Ululeko ngokuCetyiswa	2
Isilumkiso somlomo	0
Isilumkiso esibhaliweyo	3
Isilumkiso esibhaliweyo sokugqibela	112
Ukunqunyanyiswa ngaphandle komvuzo (njengesohlwayo)	29
Ifayini	71
Ukuhliselwa	3
Ukugxothwa	62
Ukungabinatyala	7
Ityala lirhoxisiwe	34
Itotali	323

Ittheyibhile 11.2.2 - Amanathelo oluleko, kuquka izigaba zoLuleko oluQhubekakayo (*Progressive Discipline*), kwithuba lomhla woku- 1 Apreli 2008 - 31 Matshi 2009

Inyathelo loLuleko	Amadoda				Amabhinqa				Itotali
	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	AbaMnyama	AbeBala	AmaNdiya	AbaMhlophe	
Itotali	65	160	0	22	44	94	0	6	391

Ittheyibhile 11.3 – lintlobo zokuziphatha kakubi eziqwalaselwe kwiingxoxo zoluleko

Uhlobo lokuziphatha kakubi	Inani
Ubusela, ukunyoba, isenzo sobuqhophololo malunga neemviwo	5
Ukuxhaphaza umfundi ngokwesondo	9
Ukuxhaphaza omnye umqeshwa ngokwesondo	0
Ubudlelwane ngezesondo nomfundi kweso sikolo sinye	0
Ukubetha omnye umfundi okanye isityudenti ngeenjongo zokwenzakalisa	0
Ukubetha omnye umqeshwa ngeenjongo zokwenzakalisa	0
Ukuphatha into engekho mthethweni, enxilisayo okanye edodobalisa ingqondo	0
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi na ummiselo, umgaqo okanye umsebenzi	0
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo izimali zikaRhulumente	19
Ukusebenzisa gwenxa ipropati karhulumente	3
Ukudlela indlala okungafanelekanga kulawulo, ululeko okanye ukugqibelela kweSebe	3
Ukusebenzisa gwenxa isikhundla sakhe kwi- DOE ukunyusa okanye ukusingela phantsi umdla wakhe nawuphi na omnye umntu	0

Uhlobo lokuziphatha kakubi	Inani
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	0
Ukungaphumeleli ukuthobela umyalelo osemthethweni okanye/kunye nomyalelo wesiqhelo	7
Ukungabikho emsebenzini	38
Ucalu-calulo	0
Umsebenzi ombi, ngenxa yezizathu ezingekuko ukungakwazi ukuphangela ngenxa yokugula	0
Ukunxila okanye ukuba phantsi kweempembelelo zeziyobisi emsebenzini	5
Ukuziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	47
Ukubetha, okanye ukuzama ukuetha nokugrogrisa ngokubetha	49
Ukudlakazelisa kunye/okanye ukugrogrisa	0
Ukunika ingxelo engeyonyani okanye ubungqina ekwenzeni umsebenzi, kunye/okanye ukugqwetha amaxwebhu	0
Iintshukumo zoqhankqalazo ezingekho mthethweni	0
Ulwaphulu-mthetho ngokomthetho wemveli (ubusela, ubuqhophololo)	10
Ukungathembeki	2
Ukunyamalala emsebenzini	25
ITOTALI	222

Ittheyibhile 11.4 – Izikhalazo ezifakwe kwithuba lomhla woku- 1 Apreli 2008- 31 Matshi 2009

	Inani
Inani lezikhalazo ezisonjuluweyo	472
Inani lezikhalazo ezingasonjululwanga	135
Inani eliyitotali lezikhalazo ezifakiweyo	607

Ittheyibhile 11.5 – Iimbambano ezifakwe kumaBhunga kwithuba lomhla woku-1 Apreli 2008 31 Matshi 2009

	Inani
Inani leembambano ezimanyelweyo	26
Inani leembambano ezichithiweyo	82
Inani leembambano ezisaphethweyo	102
Inani eliyitotali lezikhalazo ezifakiweyo	210

Ittheyibhile 11.6 –Izenzo zoqhankqalazo kwithuba lomhla woku-1 Apreli 2008 - 31 Matshi 2009

Inani eliyitotali leentsuku zomsebenzi zabantu ekuphulukwene nazo	1045
Itotali yeendleko(R) yeentsuku zomsebenzi ekuphulukwene nazo	R 288 005.73
Isixa (R) esifunyenweyo ngenxa kawangasebenzi wangahlawulwa	R 288 005.73

Ittheyibhile 11.7 Ukunqunyanyiswa okuyimiqathango kwithuba elisisula kwi-1 Apreli 2008 ukuya kwi-31 Matshi 2009

Inani labantu abanqunyanyisiweyo	45
Inani labantu abanqunyanyisiweyo abantsuku zabo zingaphezu kwe-30 iintsuku	39
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo	106
Iindleko zonqunyanyiso	R 2 387 226. 40

12. Uphuhliso lwezakhono

Eli candelo ligxininisa imizamo yesebe ngokumalunga nophuhliso lwezakhono.

Ittheyibhile 12.1: limfuno zoqeqesho eziqatshelweyo kwithuba elisusela kwi-1 Apreli 2008 ukuya kwi-31 Matshi ngokwesiCwangciso seZakhono eMsebenzini seWCED (*WCED's Workplace Skills Plan*).

likhathegori zemisebenzi	Isini	Inali labasebenzi nge-1 Apreli 2008	limfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Uqeqeshelo-msebenzi*	liprogram zezakhono nezinye iiKhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Amabhinqa	6	0	1 363	0	1 363
	Amadoda	35	0	970	0	970
linkonzo zoqeqesho	Amabhinqa	19 436	0	7 304	0	7 304
	Amadoda	10 633	0	5 549	0	5 549
lingcali ezingamagcisa ombane (<i>Technicians</i>) neengcali ezinxulumene noko	Amabhinqa	138	0	0	0	0
	Amadoda	145	0	30	0	30
Oomabhalane	Amabhinqa	2 258	0	1 505	0	1 505
	Amadoda	496	0	834	0	834
Abasebenzi beenkonzo zeentengiso	Amabhinqa	8	0	0	0	0
	Amadoda	37	0	0	0	0
Abasebenzi kwezenkcubeko nokuyelele kuko	Amabhinqa	1	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Amabhinqa	1	0	0	0	0
	Amadoda	25	0	0	0	0
Abemisebenzi elula	Amabhinqa	2 285	0	311	0	311
	Amadoda	2 689	0	268	0	268
Itotali engekapheleni	Amabhinqa	24 133		10 483	0	10 483
	Amadoda	14 074		7 651	0	7 651
Itotali		38 207		18 134	0	18 134

Ittheyibhile 12.2 limvumelwano nemibutho yabasebenzi (*Collective Agreements*), kwithuba elisusela kwi-1 Apreli 2008 ukuya 31 Matshi 2009

likhathegori zemisebenzi	Isini	Inali labasebenzi nge-1 Apreli 2008	Uqeqesho olubonelelwe ngethuba lokunika ingxelo			
			Uqeqeshelo-msebenzi*	liprogram zezakhono nezinye iiKhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Amabhinqa	6	0	1 392	0	1 392
	Amadoda	35	0	1 720	0	1 720
linkonzo zoqeqesho	Amabhinqa	19 436	0	4 248	0	4 248
	Amadoda	10 633	0	3 172	0	3 172
lingcali ezingamagcisa ombane (<i>Technicians</i>) neengcali ezinxulumene noko	Amabhinqa	138	0	14	0	14
	Amadoda	145	0	123	0	123
Oomabhalane	Amabhinqa	2 258	0	798	0	798
	Amadoda	496	0	578	0	578
Abasebenzi beenkonzo zeentengiso	Amabhinqa	8	0	0	0	0
	Amadoda	37	0	0	0	0
Abasebenzi kwezenkcubeko nokuyelele kuko	Amabhinqa	1	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Amabhinqa	1	0	0	0	0
	Amadoda	25	0	0	0	0
Abemisebenzi elula	Amabhinqa	2 285	0	121	0	121
	Amadoda	2 689	0	191	0	191
Itotali engekapheleni	Amabhinqa	24 133	0	6 573	0	6 573
	Amadoda	14 074	0	5 780	0	5 780
Itotali		38 207		12353		12 353

Qaphela

- Izithintelo zezemali nezexesha aziniki ngcaciso ngabo bonke abaqeshwa abathe bafumana uqeqesho.
- Ikhosi okanye uqeqesho ekuye kulo umqeshwa lubalwa njengemqeshwa omnye othe akufumana uqeqesho inani labo le ngaphezu kwenani elililo labaqeshwa kwelo nani lezithuba zenngqesho ezabelwe amaziko.
- Amagosa amakhulu naBaphathi ukwenzela iinjongo zoqeqesho kwabanakanywa iiMMS.
- Nceda uqaphele ukuba abo bakuluhlu oluphezulu (Abaqulunqi-mitho, amagosa aphezulu) becandelo 12.1 no-12.2 anganeno kulo manani akwiCandelo 6.6. Isizathu sesi sokuba kwasetyenziswa ii-*OFO codes* ngo-08/09. Ngokwezi khowudi , bonke abaphathi kuquka iinqununu, bafakwa phantsi koluhlu lwaBaqulunqi-mithetho njl.njl.
- Ezinye iindidi zoqeqesho zibandakanya iiBhasari neekhosi zeCAA.
- Itotali ayibandakanyi okanye ayiboniisi bantu bayi-4203 abaqeqeshwe yi-ABET.

13. Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zinika ingcaciso ngokwenzakala emsebenzini.

Ittheyibhile 13.1 Ukwenzakala emsebenzini ukususela nge-1 Apreli 2008 ukuya 31 Matshi 2009

Iqela labasebenzi	Ubunjani bomenzakalo emsebenzini	Inani	I-% yeTotali
OOTSIALA ABASEBENZI BENKONZO KARHULUMENT	Unyango olusiseko olufunekayo kuphela	62	77
	Ukukhubazeka ngokupheleleyo kwethutyana	19	23
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	Itotali	81	100
	Unyango olusiseko olufunekayo kuphela	75	82
	Ukukhubazeka ngokupheleleyo kwethutyana	16	18
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	Itotali	91	100

Qaphela :

Ukucaciswa kwe *Basic Medical Attention* kukuba umqeshwa akakho emsebenzini ithutyana elifutshane (kangangeentsuku ezimbalwa). Ukukhubazeka okupheleleyo okwethutyana (*Temporary total disablement*) kwamathuba amade, umzekelo, ngaphezu kweveki enye kumonzakalo womqolo (*back injury*).

14. Usetyenziso lwaBacebisi

Ittheyibhile 14. 1: Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa izimali ezifanelekileyo

Itayitile yeProjekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ithuba elithatyathweyo lintsuku zokusebenza	Ixabiso leMvumelwano ngeeRandi
AYIFANELEKANGA	0	0	0

Inani eliyitotali leprojekthi	Itotali yabacebisi abangabodwa	Ithuba elithatyathweyo lintsuku zokusebenza	Ixabiso leMvumelwano ngeeRandi
AYIFANELEKANGA	0	0	0

Ittheyibhile 14.2: Uhlalutyo lwokuqeshwa kwabacebisi kusetyenziswa izimali ezifanelekileyo, ngokwemeko yaBantu ababeVinjwe amathuba (HDIs)

Itayitile yeProjekthi	Ipesenteji yabunini ngamaqela eeHDIs	Ipesenteji yabakulawulo ngamaqela eeHDIs	Inani laBacebisi abakumaqela eeHDIs asebenza ngeprojekthi
AYIFANELEKANGA	0	0	0

Ittheyibhile 14.31: Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa izimali zaBaxhasi (Donor funds)

ISebe iWCED alikhange liqeshe nabaphi na abacebisi ngezimali zabaxhasi ukuze baqhube iiprojekthi.

15. I-oganogram

Ukuma kwestraksha seSebe bubonakaliswa kwi-oganogram kwiphepha elilandelayo.

Amanqwanqwa Okuma Kwesebe Lemfundo Lentshona Koloni

