

## ICandelo 5 – ULawulo lwaBasebenzi

### 1. Inkqubo yokwenziwa kweenkonzo

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

IThebhile 1.1: Iinkonzo eziphambili (*Main services*) ezibonelelwayo nemigangatho

Iinkonzo eziphambili	Abasebenzisi beenkonzo kanye	Abanokuba ngabasebenzisi beenkonzo abalindelekileyo	Umgangatho weenkonzo	Iziphumo ekufikelelwe kuzo kanye zithelekiswa nemigangatho
Ukubonelela ngokufikelela kwingcaciso nengcebiso ngemiba yezibonelelo zeenkonzo neyemivuzo enge-na ngeZiko leeFoni nangeWalk-in Centre	Iinqununu, ootitshala, abasebenzi bakarhulumente, uluntu	Ithagethi yabantu ekujoliswe kubo inye kwimiba emininzi	<ul style="list-style-type: none"> <li>• Ukunciphisa ireyithi yenani leefoni “ezikhala zodwa ziqhawuke zingaphumelanga” liyokutsho ku-10%</li> <li>• Ukunciphisa ixesha lokulinda ifoni liyokutsho kwimizuzwana eyi-20.</li> <li>• Ii-imeyili ezamkelweyo zaze zaphendulwa</li> <li>• Ibhokisi yokufaka iimbono efumaneka kwiziko lewebhu</li> <li>• ICandelo lokuQinisekiswa koMgangatho – ICandelo leZikhalazo</li> <li>• Ukusebenzisa isistim yokubeka esweni esebenzisa ikhompyutha nesistim yovavanyo ukufaka igalelo ekuphuculweni kokwenziwa kweenkonzo (ukuqulunqwa kweendidi zemibuzo, iinkcukacha-manani nexesha eya kuba seyigqityiwe ngalo ukwenziwa inkonzo).</li> <li>• Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo.</li> </ul>	<ul style="list-style-type: none"> <li>• Ireyithi yokukhala zodwa iifoni ziqhawuke zingaphumelanga kuphucukile apha enyakeni ukusuka ku-12.6% ukuya ku-7.6%, ukugqitha kwithagethi</li> <li>• IZiko leeFoni laBenzelwa iiNkonzo laphucula ireyithi yokukhala zodwa iifoni ziqhawuke zingaphumelanga nangona kwabakho ukwanda kwiifoni ukusuka ku-133 206 ngo-2008/09 ukuya ku-140 257 ngo-2009/10.</li> <li>• Ukunciphisa ixesha elingumndilili wokulinda kokuphendulwa kweefoni ebudeni bonyaka ukusuka kwimizuzwana eyi-58 ukuya kwimizuzwana eyi-39</li> <li>• Ii-imeyili ezamkelweyo zaze zaphendulwa</li> <li>• Ibhokisi yokufaka iimbono kwiziko lewebhu</li> <li>• ICandelo lokuQinisekiswa koMgangatho – ICandelo leZikhalazo</li> <li>• ISaveyi emalunga noLwaneliseko lwaBenzelwa iiNkonzo eyaqhutywa ngo-2009 ukumisela iziseko ezandlalelayo (baseline)</li> <li>• Ukusebenzisa i-Call Centre automation software no-Excel ukufaka idatha ekhompyutheni yabenzelwa iinkonzo nabaze kufuna ukwenzelwa iinkonzo</li> <li>• Abasebenzi abanamava nabaqeqeshiweyo mabajongane nokuphendula imibuzo.</li> </ul>

## IThebhile 1.2: Amalungiselelo okuthetha-thethana nabasebenzisi beenkonzo (*customers*)

Uhlobo lokulungiselela	ABasebenzisi kanye	beeNkonzo	Abanokuba ngabasebenzisi beenkonzo abalindelekileyo	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa inkonzo				
ISaveyi emalunga noLwaneliseko lwaBenzelwa iNkonzo eyaqhutywa kwisampula yezikolo eziyi-290 ukuqaphela iimfuno zabenzelwa iinkonzo.	Ootitshala Abasebenzi benkonzo karhulumente. Imibutho yabasebenzi (limanyano) Amanye amasebe Abafundi Uluntu ngokubanzi Ababoneleli ngeenkonzo iiNGEOs/NGOs Amaziko abucala	Abazali	Abasebenzi Beziko leeFoni nabeWalk-in Centre basebenza iishifti ukuqinisekisa ukuqhubeka kokwenziwa kweenkonzo.  Ii-Ofisi zeZithili zixhobisa abasebenzi ukwenzela ukuba baphendule ngqo kwiimfuno zabenzelwa iinkonzo. Kucetyiswa ukuba kuqulunqwe iTshatha eNtsha yoKwenziwa kweeNkonzo (New Service Delivery Charter) ukumisela iithagethi malunga namaxesha eempendulo kunye neenkonzo.	

## IThebhile 1.3: Isicwangciso sokufikelela kwiinkonzo ezenziwayo

Isicwangciso sokufikelela	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa iNkonzo	
<ul style="list-style-type: none"> <li>Inxaso emalunga neCandelo laBenzelwa iNkonzo</li> <li>Ukwandisa inani labasebenzi ngamaxesha engxakeko</li> <li>Impendulo ekhawulezileyo kwizicelo ezenziwa ngabenzelwa iinkonzo</li> <li>Ukulungisa ubugwenxa ngokwenza imbuyekezo, ngokusombulula okanye ngokwenza izilungiso.</li> </ul>	<ul style="list-style-type: none"> <li>Xa kuyimfuneko, abasebenzi abongeziweyo basiwa kwiCandelo laBenzelwa iNkonzo ukuhlangabezana nemfuno eyandileyo</li> <li>Ngo-2009 ukusekwa kweeKomiti zeeSekethe kusondezele kufutshane nezikolo ukwenziwa kweenkonzo</li> <li>Ingxelo emalunga nokoniselwa kwabenzelwa iinkonzo yenze ukuba iSebe iWCED likwazi ukuphanda ngezimvo abenzelwa iinkonzo abanazo ngeenkonzo ezifumanekayo kodwa kwakhona nokuba nako ukusombulula imiba ethile yokungoniselwa ekusengenzeka ukuba baye bayivakalisa.</li> </ul>

## IThebhile 1.4: Isixhobo sokufumana ingcaciso malunga neenkonzo ezenziwayo

Iindidi zezixhobo zokufumana ingcaciso	Iziphumo ekufikelelwe kuzo kanye
Ukuphucula uKunonotshelwa kwaBenzelwa iNkonzo	
<ul style="list-style-type: none"> <li>IZiko leeFoni lipapashwa kuwo onke amaxwebhu onxibelelwano eSebe iWCED</li> <li>Isoftware yeZiko leeFoni yenza idatha yomsebenzi ngokuzenzekelayo ukwenzela ukuba abaphathi bakwazi ukucaculula imiba nokuthatha amanyathelo afanelekileyo njengoko kuyimfuneko ukuqinisekisa ukwenziwa kweenkonzo ezikwinqanaba eliphezulu.</li> <li>Umgqo wezonxibelelwano uyalela abaqeshwa ukuba basebenzise iCandelo laBenzelwa iNkonzo malunga nemibuzo abanayo.</li> <li>Iziko lewebhu leSebe iWCED lenzelwe ukunika ingcaciso kubo bonke abathathi-nxaxheba, kubandakanywa abafundi, abazali, ootitshala, abaphathi bezikolo, ekusetyenziswa nabo kwezemfundo noluntu ngokubanzi.</li> <li>ISebe iWCED laqalisa iphephandaba, iWCEDnews, ekuhambeni konyaka ukulungiselela unxibelelwano</li> <li>"Imiboniso yasesidlangalaleni yokwabelana ngengcaciso" eyenziwa liCandelo loMlawuli oyiNtloko loLawulo lwaBasebenzi</li> </ul>	<ul style="list-style-type: none"> <li>Amaziko emfundo nezikolo ekungelula ukufikelela kuzo zifumana iisetyhula, ingcaciso, njl.njl. ngeposi ethunyelwa ngekhompyutha.</li> <li>Inani labangena kwiziko lewebhu leSebe iWCED linyuke ngo-19.7% ukusuka ku-722 009 ukuya ku-864 021. Eli ziko lewebhu linguvimba osisiseko wokufunda owenzelwe uluntu ngokubanzi oluyinxalenye yemfundo noluntu ngokubanzi.</li> <li>I-WCEDnews ibandakanya isishwankathelo seesetyhula nezinye iingxelo ukwazisa izikolo ngeenguqu kumgaqo-nkqubo nezinto ezenzekayo ezingumdlu kootitshala nakwabanye abaqeshwa beSebe iWCED.</li> </ul>

## IThebhile 1.5: linkqubo zezikhalazo

linkqubo zezikhalazo	Iziphumo ekufikelelwe kuzo kanye
<p>Ukuphucula uKunonotshelwa kwaBenzelwa iiNkonzo</p> <ul style="list-style-type: none"> <li>• Umgaqo wonxibelelwano ukhuthaza abenzelwa iinkonzo ukuba bafake izikhalazo</li> <li>• Utyelelo lukaMphathiswa kwakhona nolweekomiti zabaphathi kumaziko emfundo</li> </ul>	<ul style="list-style-type: none"> <li>• Abenzelwa iinkonzo bayakhuthazwa bagqithisele imibuzo abanayo apho bafumene khona iingxaki kwiimpendulo abazifumeneyo kubalawuli babo abachaphazelekayo.</li> <li>• Uluntu, abafundi, ootitshala nabasebenzi benkonzo karhulumente bangavakalisa okubakhathazayo ngqo kwisebe lemfundo ukuphucula ukufikelela kwiinkonzo.</li> </ul>
<ul style="list-style-type: none"> <li>• Ukusekwa kwe-'Thetha Nathi' (eyi-Ofisi yokuFaka iZincomo/ iZikhalazo) liCandelo loQinisekiso loMgangatho</li> </ul>	
<ul style="list-style-type: none"> <li>• 'IThetha Nathi' ivumela abenzelwa iinkonzo ukuba bavakalise indlela abavakalelwa ngayo ngenkonzo abayifumeneyo.</li> </ul>	<p>Ibrosha ye-'Thetha Nathi' ecacisa ngemigaqo yenziwe yaze yahanjiswa</p>
<p>Banako:</p> <ul style="list-style-type: none"> <li>• Ukuvakalisa umbulelo nokuthakazelela oko kwenziwe ngumntu omnye/akwenzelwe liziko</li> <li>• Ukuncoma ebhekisa kwiSebe iWCED/kumagosa alo</li> <li>• Ukukhalaza ngokwenziwa kweenkonzo ezibuthathaka</li> <li>• Ukufuna ukulungiswa kwemposiso (redress)</li> <li>• Ukufikelela kwinkonzo yeefoni ekhawulezileyo (Hotline access) kwi-Ofisi kaMongameli emva kokuba bonke abanye oovimba boncedo besetyenzisiwe</li> </ul>	<ul style="list-style-type: none"> <li>• I-IMS ilungiselelwe ukwenzela ukuba isebenze njengeziko ledatha le 'Thetha Nathi'</li> <li>• Idilesi ye-imeyili esetyenziselwa le njongo yile (wcedcomp@pgwc.gov.za) nefeksi (021) 467 9337)</li> <li>• Umlawuli wezoNxibelelwano uqeshwe njengegosa lonxibelelwano noluntu lweSebe iWCED kwaye uya kunika umyalelo kwimiba elolu hlobo</li> </ul>

## 2. Inkcitho

lithebhile ezilapha ngasezantsi zibonisa amagama eeprogram neendidi zemivuzo eqhotyoshelwe kumanqanaba omvuzo ahlukeneyo ekubhekiselelwe kuwo kule ngxelo.

### Iiprogram

Iiprogram	Indlela ecwangciswa ngayo iprogram
Iiprogram 1	Ezolawulo
Iiprogram 2	Imfundo yeZikolo zikaRhulumente eziQhelekileyo
Iiprogram 3	IMfundo yeZikolo eziZimeleyo
Iiprogram 4	Izikolo zeMfundo eneeMfuno eziZodwa zikaRhulumente
Iiprogram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
Iiprogram 6	IMfundo noQeqesho lwaBadala
Iiprogram 7	Imfundo yoPhuhliso lwaBasaqalayo
Iiprogram 8	IiNkonzo eziNcedisayo neZinxulumene noko

### AmaCandelo eMivuzo

Inqanaba lomvuzo	Inkcazo	Udidi lomvuzo
Inqanaba lomvuzo 1	Abanezakhono ezisezantsi	R 48 210 x 1.5% - R 51 168
Inqanaba lomvuzo 2	Abanezakhono ezisezantsi	R 51 936 x 1.5% - R 61 176
Inqanaba lomvuzo 3	Abanezakhono	R 62 094 x 1.5% - R 73 143
Inqanaba lomvuzo 4	Abanezakhono	R 73 584 x 1.5% - R 86 679
Inqanaba lomvuzo 5	Abanezakhono	R 87 978 x 1.5% - R 103 635
Inqanaba lomvuzo 6	Abanezakhono eziphezulu zokwenza umsebenzi	R 105 645 x 1.5% - R 124 443
Inqanaba lomvuzo 7	Abanezakhono eziphezulu zokwenza umsebenzi	R 130 425 x 1.5% - R 153 636
Inqanaba lomvuzo 8	Abanezakhono eziphezulu zokwenza umsebenzi	R 161 970 x 1.5% - R 190 791
Inqanaba lomvuzo 9	Abanezakhono eziphezulu zokusuphavayiza	R 192 540 x 1.5% - R 232 590
Inqanaba lomvuzo 10	Abanezakhono eziphezulu zokusuphavayiza	R 240 318 x 1.5% - R 283 080
Inqanaba lomvuzo 11	Abanezakhono eziphezulu zokusuphavayiza	R 378 456 x 1.5% - R 445 803
Inqanaba lomvuzo 12	Abanezakhono eziphezulu zokusuphavayiza	R 448 521 x 1.5% - R 528 333
Inqanaba lomvuzo 13	INkonzo yoLawulo lwaBakhulu (ICandelo (Band A)	R 652 572 x 1.5% - R 780 228
Inqanaba lomvuzo 14	INkonzo yaBaphathi aBakhulu (ICandelo B (Band B)	R 790 953 x 1.5% - R 959 871
Inqanaba lomvuzo 15	INkonzo yoLawulo lwaBakhulu (ICandelo (Band C)	R 976 317 x 1.5% - R 1 144 452
Inqanaba lomvuzo 16	INkonzo yoLawulo lwaBakhulu (ICandelo (Band D)	R 1 275 732 x 1.5% - R 1 437 111

Ezi thebhile zilandelayo zishwankathela inkcitho ephicothiweyo ngokweprogram (iThebhile 2.1) nangokwamacandelo emivuzo (iThebhile 2.2). Ngokuchanekileyo zinika inkcazo ngesixa-mali esichithwe kwiindleko zezabasebenzi ngeprogram nganye kwiiprogram okanye kumacandelo emivuzo kwisebe lemfundo.

#### Ithebhile 2.1: lindleko ezimalunga nabo bonke abasebenzi ngokweprogram nganye: 2009/10

Iprogram	Itotali yenkcitho ((R'000)	Inkcitho emalunga nabasebenzi (R'000)	Inkcitho yokeqesho (R'000)	linkonzo zokufundisa neziZodwa (R'000)	Inkcitho emalunga nabasebenzi njenge-% yenkcitho ephileleyo	Inani labaqeshwa	lindleko eziyi-avareji zezabasebenzi ngomsebenzi ngamnye (R'000)
1	415,605	228,455	12,343	-	2.15	989	231
2	8,587,360	7,151,029	59,065	-	67.38	35 686	200.39
3	55,522	-	-	-	0.00	-	-
4	623,604	484,441	-	-	4.56	2 730	177.45
5	368,917	212,670	-	-	2.00	1 051	202.35
		*1,668				11	*157.42
6	29,479	**4,953	-	-	0.02	-	-
7	288,620	58,741	-	-	0.55	251	234.03
		***51,228			0.54	98	***393.11
8	244,206	****21,658	-	-	-	-	-
Itotali	10,613,313	8,241,843	71,408	-	77.40	40 816	201.27

Qaphela:

\* Inkcitho ngezabasebenzi ngokweProgram 6 (IMfundo noQeqesho lwaBadala) efikelela kwi-R1,668 yezigidi, yeyabasebenzi abasisigxina abayi-11. I-avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

\*\* Isixa esiya-R4,953 yezigidi sibonisa isixa esiyinkcitho ngootitshala abayi-77 abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e-ABET.

\*\*\* Inkcitho ngezabasebenzi ngokweProgram 8 (IiNkonzo eziNcedisayo neziNxulumene noko) efikelela kwi-R51,228 yezigidi, yeyabasebenzi abasisigxina abayi-98 kuphela. I-avareji yeendleko zezabasebenzi ebonakalisiweyo ngoko ke yeyabasebenzi abasisigxina kuphela.

\*\*\*\* Isixa esiya-R21,658 yezigidi sibonakalisa isixa senkcitho ngaBevi/IiModareyitha/ABamakishi nabasebenzi bethutyana benkxaso yoLawulo loViwo lweMatriki ngo-2009).

#### Ithebhile 2.2: lindleko zezabasebenzi ngokumalunga nabo bonke abasebenzi ngokwamacandelo emivuzo: 2009/10

Amanqanaba emivuzo	Inkcitho emalunga nabasebenzi (R'000)	I-% yetotali yeendleko zezabasebenzi	Inani labaqeshwa*	lindleko eziyi-avareji zezabasebenzi ngomqeshwa ngamnye (R'000)
1-2	231,446	3.26	3 232	71.51
3-5	489,511	6.88	5 066	96.23
6-8	5,008,767	70.56	24 748	202.02
9-12	2,432,267	34.19	7 718	313.85
13-16	43,031	0.58	52**	827.52
Itotali	8,205,022*	100.00	40 816	201.02

Qaphela:

\* Inkcitho yezabasebenzi iyonke kwiithebhile 2.1 no-2.2 yahlukile ngenxa yeentlawulo eziphathelele kwezabasebenzi ezenziwa ngoko kwiBAS.

\*\* Inani lilonke labasebenzi elibonakaliswe kwiithebhile 2.1 no-2.2 ngentla libandakanya abasebenzi benkonzo karhulumente nootitshala. Inani labaqeshwa abakwicandelo 13-16 libandakanya ii-CEOs eziyi-6 eziqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo.

Inani labaqeshwa libandakanya abaqeshwa abongezelelweyo kwinani lezithuba ezabelwe iziko lemfundo (establishment). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abaqeshwa abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambelelo nabethutyana (part-time).

Ezi thebhile zilandelayo zinika isishwankathelo ngeprogram nganye (iThebhile 2.3) namacandelo emivuzo (iThebhile 2.4) senkcitho eyenziwe ngenxa yemivuzo, intlawulo ye-ovathayim, izibonelelo zokuthenga izindlu noncedo lwezonyango (homeowners' allowance and medical assistance). Kwimeko nganye, ithebhile inika inkcazo yepesenteji yebhajethi emalunga nabasebenzi ebisetyenziselwe ezi zinto.

Ithebhile 2.2: Imivuzo, intlawulo ye-ovathayim, iziBonelelo zokuThenga iZindlu nezoNcedo lwezoNyango ngokumalunga nabo bonke abasebenzi ngokweprogram: 2009/10

Iprogram	Imivuzo		Intlawulo ye-ovathayim		Izibonelelo zokuThenga iNdlu		Uncedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Intlawulo ye-ovayithayim njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo sokuThenga iNdlu (HOA) njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo soNyango njenge-% yeendleko zezabasebenzi
Iprogram 1	198,442	2.801	2,032	0.029	3,433	0.048	9,985	0.141
Iprogram 2	5,378,716	75.908	69	0.0001	93,603	1.321	307,976	4.346
Iprogram 3	0	0.000	0	0.000	0	0.000	0	0.000
Iprogram 4	360,438	5.087	151	0.002	7,772	0.110	21,827	0.308
Iprogram 5	152,943	2.158	0	0.000	2,689	0.038	8,890	0.125
Iprogram 6	1,350	0.019	0	0.000	36	0.001	37	0.001
Iprogram 7	45,049	0.636	0	0.000	662	0.009	2,676	0.038
Iprogram 8	34,445	0.486	1,092	0.015	700	0.010	2,173	0.031
Itotali	6,171,383	87.095	3,344	0.047	108,893	1.537	353,563	4.990

Ithebhile 2.2: Imivuzo, intlawulo ye-ovathayim, iziBonelelo zokuThenga iNdlu nezoNcedo lwezoNyango ngokuphathelele kubo bonke abasebenzi ngokwamacandelo emivuzo: 2009/10

Amanqanaba emivuzo	Imivuzo		Intlawulo ye-ovathayim		Isibonelelo sobunini-ndlu (HOA)		IsiBonelelo loNcedo lwezoNyango	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Intlawulo ye-ovayithayim njenge-% yeendleko zezabasebenzi	Isixa (R'000)	IsiBonelelo sokuThenga iNdlu (HOA) njenge-% yeendleko zezabasebenzi	Isixa (R'000)	Uncedo lwezoNyango njenge-% yeendleko zezabasebenzi
1-2	167,941	2.370	56	0.001	6,128	0.086	10,846	0.153
3-5	356,160	5.026	1,438	0.020	11,242	0.159	24,804	0.350
6-8	3,778,543	53.325	1,623	0.023	63,078	0.890	223,143	3.149
9-12	1,844,774	26.035	227	0.003	28,446	0.401	94,132	1.328
13-16	23,966	0.338	0	0.000	0	0.000	639	0.009
Itotali	6,171,383	87.095	3,344	0.047	108,893	1.537	353,563	4.990

### 3. Ezengqesho nezithuba zengqesho

Ezi thebhile zilandelayo zishwankathela inani lezithuba kwiziko, inani labaqeshwa, ireyithi yezithuba zengqesho, nokuba ngaba kukho abasebenzi abongezelelweyo na kwini elabelwe iziko. Le ngcaciso ibhalwa ngokweendlela ezintathu ezahlukeneyo (variables) eziphambili: - iprogram (iThebhile 3.1), icandelo lomvuzo (iThebhile 3.2). Ireyithi yezithuba zengqesho ibonisa ipesenteji yezithuba zengqesho ezingekazaliswa.

Ithebhele 3.1: Ezengqesho neZithuba zeNgqesho ngokweeprogram: 31 Matshi 2010

Iqela labasebenzi	Iprogram	Inani lezithuba	Inani lezithuba zengqesho ezizalisiweyo	Ireyithi yezithuba zengqesho	* Inani lezithuba ezizalisiweyo ukongezelela kwiziko	Inani labasebenzi lilonke
Abasebenzi xa bebonke	Iprogram 1	1 018	987	3	2	989
	Iprogram 2	35 933	35 462	1	224	35 686
	Iprogram 3	0	0	0	0	0
	Iprogram 4	2 814	2 696	4	34	2 730
	Iprogram 5	1 385	1 050	24	1	1 051
	Iprogram 6	17	11	35	0	11
	Iprogram 7**	15	251	0	0	251
	Iprogram 8	128	97	24	1	98
	Itotali	41 310	40 554	2	262	40 816
Ootitshala	Iprogram 1	128	116	9	1	117
	Iprogram 2	28 762	28 847	0	148	28 995
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 710	1 728	0	18	1 746
	Iprogram 5	878	845	4	1	846
	Iprogram 6	4	3	25	0	3
	Iprogram 7 **	15	251	0	0	251
	Iprogram ***	1	6	0	1	7
	Itotali	31 498	31 796	0	169	31 965
ABasebenzi beNkonzo kaRhulumente	Iprogram 1	890	871	2	1	872
	Iprogram 2	7 171	6 615	8	76	6 691
	Iprogram 3	0	0	0	0	0
	Iprogram 4	1 104	968	12	16	984
	Iprogram 5	507	205	60	0	205
	Iprogram 6	13	8	38	0	8
	Iprogram 7	0	0	0	0	0
	Iprogram 8***	127	91	28	0	91
	Itotali	9 812	8 758	11	93	8 851

Qaphela:

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

\*\* Iprogram 7: Izithuba zengqesho zootitshala: Ezepryayimari ziyabhangiswa nje ukuba zingabi nabantu. ISebe iWCED lamkela umgaqo-nkqubo ekuthi ngawo kuvalwe izithuba ngentlawulo yesabsidi ukuzama ukudala iindawo zokufunda ezingaphezulu kubafundi bepryayimari (iMfundo noPhuhliso lwaBasaqalayo), ngokukodwa kuluntu oluhlelekileyo. \*Abayi-248 kootitshala abayi-251 kwiProgram 7 ngaBasebenzi bePri-Prayimari - aba basebenzi bebonke baqeshwe kwizithuba ezingaphezulu kwesabelo seziko

\*\*\* Ootitshala abayi-6 kwiProgram 8 ngabasebenzi beHIV kwaye bebonke baqeshwe kwizithuba ezingaphezulu kwesabelo seziko. Ngoyi-1 utitshala osisigxina obhalwe njengongaphezulu kwizithuba ezabelwe iziko

Qaphela: Inani lezithuba zengqesho ngokuphathelele kootitshala alithethi ukuba iziko linezithuba ezimbalwa kunenani lootitshala abafanele ukuba 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 abafanele ukuba nalo.

IThebhile 3.2: Ezengqesho neZithuba zeNgqesho ngokwamacandelo emivuzo: 31 Matshi 2010

Iqela labasebenzi	Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lezithuba zengqesho ezizalisweyo	Ireyithi yezithuba zengqesho	*Inani lezithuba ezizalisweyo ukongezelela kwiziko	Inani lilonke labasebenzi nge-31 Matshi 2010
Bonke abasebenzi	1-2	3 497	3 199	9	33	3 232
	3-5	5 214	5 125	2	13	5 138
	6-8	24 465	24 525	0	149	24 674
	9-12	8 081	7 654	5	66	7 720
	13-16	53	52	4	0	52
	Itotali	41 310	40 554	2	262	40 816
Ootitshala	1-2	0	0	0	0	0
	3-5	851	1 230	0	1	1 231
	6-8	22 843	23 145	0	102	23 247
	9-12	7 804	7 421	5	66	7 487
	13-16	0	0	0	0	0
	Itotali	31 498	31 796	0	169	31 965
Abasebenzi beNkonzo kaRhulumente	1-2	3 497	3 199	9	33	3 232
	3-5	4 363	3 895	11	12	3 907
	6-8	1 622	1 380	15	47	1 427
	9-12	277	233	16	0	233
	13-16	53	52	4	0	52
	Itotali	9 812	8 758	11	93	8 851

Qaphela:

\* Kwimeko yootitshala abongezelelweyo kwinani elabelwe iziko, kuboniswe kuphela amanani abo titshala bachazwe njengabongezelelweyo ngokweemvumelwano ekungenwe kuzo namaqela abameli beemanyano zabasebenzi. Ukumatanisa nokufakwa kwabasebenzi abongezelelweyo kwizithuba zengqesho ezihlawulelwayo ezingenamntu (vacant substantive posts) yinkqubo eqhubekayo ekhokelwa ziimvumelwano neemanyano zabasebenzi ezinokusetyenziswa. Ukuzama kwakhona ukukhuthaza ukusasazwa ngokutsha kwabasebenzi abongezelekileyo (redeployment of additional employees), kupapashwa qho izithuba zengqesho kwiilisti zezithuba zengqesho zesebe lemfundo. ISebe iWCED liqulunqe la manyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zootitshala abangaphezulu kwenani elabelwe iziko.

\*\* Zonke izithuba zootitshala zenzelwa ukuqeshwa kootitshala abaziingcungela nabaqeqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emi-3 yoqeqesho) kwawona manqanaba omvuzo 6-7 asezantsi. Inyaniso kukuba iSebe iWCED linabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kwinkqubo yalo. Aba ngootitshala abayi-1 231 abahlawula kumanqanaba emivuzo 3-5 kuba bengazifezekisi ezona mfuno zisezantsi zokuhlululwa kumanqanaba emivuzo 6-7. Bonke aba titshala baqeshwa ngokwezithuba ezivunyiweyo nezibonakaliswe kumacandelo emivuzo 6-8 kule thebhile.



#### 4. Ukuxatyiswa kwemisebenzi

IMimiselo yeNkonzo kaRhulumente, ka-2001, njengoko ifakelwe izilungiso, yaqalisa ukuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke, abasemagunyeni olawulo bavumelekile ukuba baxabise okanye baxabise kwakhona (evaluate and re-evaluate) nawuphi na umsebenzi kwiziko labo. Ngokwale Mimiselo (Regulations), zonke izithuba zengqesho kumanqanaba 9 emivuzo nangaphezulu mazixatyiswe phambi kokuba zizaliswe.

Le thebhile ilandelayo (iThebhile 4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ekubhekiselelwe kuwo.

IThebhile 4.1: UkuXatyiswa kweMisebenzi ngokweZithuba zeNgqesho kwiNkonzo kaRhulumente: 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Amanqanaba emivuzo	Inani lezithuba zengqesho	Inani lemisebenzi exatyisiweyo	I-% yemisebenzi exatyisiweyo	Ukuhlelwa kwezithuba okungatshintshwanga		IZithuba eziNyusiweyo		Izithuba ezihliselweyo	
				Inani	%	Inani	%	Inani	%
1-2	3 497	5	0.14	0	0	106	3.03	0	0
3-5	4 363	5	0.11	0	0	1 777	40.73	0	0
6-8	1 622	0	0.00	0	0	10	0.62	0	0
9-12	277	0	0.00	0	0	1	0.36	0	0
13	39	0	0.00	0	0	0	0.00	0	0
14	9	0	0.00	0	0	0	0.00	0	0
15	4	0	0.00	0	0	0	0.00	0	0
16	1	0	0.00	0	0	0	0.00	0	0
Itotali	9 812	15	0.15	0	0	1 894	19.30	0	0

Qaphela: Zonke izithuba ze-SMS yayiyimisebenzi ekwenziwa kuyo inkqubo yokuxatyiswa.

Lilonke iNani laBasebenzi abamivuzo yabo ibe ngaphezulu kwamaqondo achazwa luxatyiso lwemisebenzi ngo-2009/10	ABAKHO
---	--------

#### 5. IiNguqu kwezeNgqesho

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

Iireyithi zokuhla kwamanani abasebenzi (turnover rates) zinika izalathisi zokuqhubekayo kwiprofayili yezengqesho yesebe lemfundo. Ezi thebhile zilandelayo zibonelela ngesishwankathelo seireyithi zokuhla kwamanani abasebenzi ngokwamacandelo omvuzo (iThebhile 5.1) kwanangemisebenzi ebalulekileyo (iThebhile 5.2).

ABasebenzi beNkonzo kaRhulumente nooTitshala abangekho kwizikhundla ezisisigxina baqeshwa ngemvumelwano ixesha elivalelekileyo. Aba baquka nabasebenzi abaqeshwe zithuba ezihlawulelwayo ezingenamntu ezivele ngenxa yokucutheka kwabasebenzi okubangwa yindaloo, ukufa, unyuselo, njl. njl. nabasebenzi (ootitshala) ababambeleyo kwiindawo zabo bangekhoyo emsebenzini ngenxa yekhefu lokugula, elokuya kubeleka, njl. njl. Lo mqaqo-nkqubo uthetha ukuba abasebenzi abanye bangaqeshwa ukuya kumatyeli amane ngonyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Ukuphelelwa kwemvumelwano kuthathwa njengokuyekiswa kwenkonzo ngeenjongo zokunika ingxelo kwaye oku sisizathu senani eliphezulu kakhulu sokushiya umsebenzi. Kusahleli, naxa kunjalo izinjongo zeSebe iWCED ukwenza ukuba zonke izithuba zemisebenzi kumaziko emfundo, ngokukodwa ezootitshala, zizaliswe ngokusisigxina ngokukhawuleza kwangoko emva kokuba isithuba sivelile.

Ithebhire 5.1: Ireyithi zabasebenzi abahambileyo zonyaka zaza izithuba zabo zathathwa ngabanye (*turnover rates*) ngokwamacandelo emivuzo kwithuba lowe-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iqela labasebenzi	Icandelo lomvuzo	Inani laBaqeshwa ngokwecandelo ngalinye njengakwi-1/4/2009	Ukuqeshwa nokuTshintshelwa kwiSebe leMfundo	Ukulahlwa komsebenzi nokutshintsha kwisebe lemfundo	Ireyithi yabasebenzi abahambileyo
Bonke abasebenzi	1-2	3 347	2 899	2 742	4.69
	3-5	4 744	6 707	5 581	23.74
	6-8	26 521	12 572	12 795	-0.84
	9-12	5 487	552	697	-2.64
	13	39	3	4	-2.56
	14	9	1	1	0
	15	5	0	1	-20.00
	16	1	1	1	0
	Itotali	40 153	22 915	21 822	2.72
Ootitshala	1-2	0	0	0	0
	3-5	1 043	4 342	3 231	106.52
	6-8	25 086	12 520	12 501	0.08
	9-12	5 274	406	571	-3.13
	13	0	0	0	0
	14	0	0	0	0
	15	0	0	0	0
	16	0	0	0	0
	Itotali	31 403	17 268	16 353	2.91
ABasebenzi beNkonzo kaRhulumente	1-2	3 347	2 899	2 742	4.69
	3-5	3 701	2 365	2 350	0.41
	6-8	1 435	232	244	-0.84
	9-12	213	146	126	9.39
	13	39	3	4	-2.56
	14	9	1	1	0
	15	5	0	1	-20.00%
	16	1	1	1	0
	Itotali	8 750	5 647	5 469	2.03

Ithebhire 5.2: Izizathu zokuba abasebenzi balishiye isebe lemfundo

Uhlobo lokushiywa kwenkonzo	Inani	I-% yeTotali
Ukusweleka	111	0.51
Ukuyeka emsebenzini (Resignation)	896	4.11
Ukuphela kwexesha leMvumelwano yengqesho *	20 058	91.91
Ukugxothwa – ngenxa yeenguqu kwezomsebenzi **	0	0.00
Ukugxothwa – Ngenxa yokungaziphathi kakuhle	55	0.25
Ukugxothwa - Ngenxa yokungawenzi kakuhle umsebenzi	0	0.00
Ngenxa yokugula	95	0.44
Ukuthatha umhlala-phantsi	513	2.35
Ukutshintshelwa kwamanye amaSebe oMbuso, aMaqumrhu aseMthethweni, njl. njl.	72	0.33
Ukutshintshelwa kwengqesho kwesisigxina	23	0.11
Itotali	21 823	100
Itotali yenani labaqeshwa abaye bemka njenge-% yabo bonke abaqeshiweyo ***	1 765	8.08

Qaphela:

\* Inani "lokuPhelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthlekiswa namanye amasebe ombuso kunye nabaqeshi. Eli nani eliphezulu libangwa kukuba iSebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yexesha elifutshane. (Ezi zithuba zipapashwa qho ngokwenkqubo-sikhokelo yeemvumelwano nemibutho yabasebenzi efanelekileyo enokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusingxina ngokukhawuleza kangangoko). Ngaphezulu, kufuneka kuqatshelwe ukuba ootitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo kwaye elona thuba lifutshane kakhulu lengqesho katitshala ziiveki ezimbini.

\*\* Inani lilonke libonakalisa inani laBasebenzi aBafumana iPhakheji yokuYeka iNgqesho ngokuZithandela (Employee Initiated Severance Packages) eyanikwa abasebenzi

IThebhile 5.3 (1): Unyuselo ngokwamacandelo emivuzo ephathelele kooTitshala

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1 Apreli 2009	Unyuselo ukuya kwelinye iNqanaba loMvuzo	UNyuselo wa kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwenqanaba leMivuzo	Unyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuManqanaba eMivuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo
Ootitshala	1-2	0	0	0.00	0	0.00
	3-5	1 043	2	0.19	258	24.74
	6-8	25 086	213	0.85	19 566	78.00
	9-12	5 274	852	16.15	5 186	98.33
	13	0	0	0.00	0	0.00
	14	0	0	0.00	0	0.00
	15	0	0	0.00	0	0.00
	16	0	0	0.00	0	0.00
	Itotali	31 403	1 067	3.40	25 010	79.64

Qaphela:

Ngokumalunga nokunyukela phezulu ngeNotshi, ukuQatshelwa kwamava, kufakwa ootitshala aBakhulu nootitshala aBaneqhuzu kunye neREVQ 10-12 ukuya kwinqanaba lomvuzo leREQV 13 phantsi koNyuselo-sikhundleni, ukuNyukela phezulu kwinqanaba lomvuzo elifanayo nokunyukela phezulu ngokweNotshi yecandelo lomvuzo.

IThebhile 5.3 (2): Unyuselo ngamacandelo omvuzo ngokuphathelele kuBasebenzi Benkonzo kaRhulumente

Iqela labasebenzi	Amanqanaba emivuzo	Abasebenzi 1 Apreli 2009	Unyuselo kwelinye iNqanaba loMvuzo	UNyuselo kuMacandelo eMivuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo	UkuNyuselwa kwenye iNotshi kwiNqanaba loMvuzo	Unyuselo kuMaqondo oMvuzo njenge-% yaBasebenzi ngokwamanqanaba emivuzo
ABasebenzi beNkonzo kaRhulumente	1-2	3 347	8	0.24	1 803	53.87
	3-5	3 701	15	0.41	2 135	57.69
	6-8	1 435	85	5.92	643	44.81
	9-12	213	20	9.39	37	17.37
	13	39	1	2.56	29	74.36
	14	9	0	0.00	4	44.44
	15	5	0	0.00	4	80.00
	16	1	1	100.00	0	0.00
	Itotali	8 750	130	1.49	4 655	53.20

## 6. UBulungisa kwezeNgqesho (*Employment Equity*)

lithebhile kweli candelo zisekelwe kwiifomathi ezimiselwe nguMthetho woBulungisa kwezeNgqesho, 1998 uMthetho 55 ka-1998 (Employment Equity Act of 1998 ).

IThebhile 6.1: Lilonke inani labasebenzi (kubandakanywa nabasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngomhla we-31 Matshi 2010

Iikhathegori zemisebenzi (SASCO)	Amadoda				Abafazi				Abemi bamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
Abaqulunqi-mithetho, amagosa aphezulu, Abaphathi	4	14	2	12	6	6	1	2			47
Iingcali eziqeqeshiweyo	1 863	6 912	34	1 966	4 874	11 837	63	4 679	125	58	32 411
Iingcali ezingamagcisa nabanxulumene nabo abaqeqeshelwe umsebenzi	55	160	3	26	63	155	2	47			511
Oomabhalane	85	271	1	20	361	1 350	8	469	3	3	2 571
Abasebenzi bokwenza inkonzo nabezentengiso	1	25				5		2			33
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	1	13				1					15
Abaqhubi boomatshini bokusebenza nabakhandi	3	21		1		1					26
Abemisebenzi elula	617	2 053	3	111	371	1 861	2	181	2	1	5202
Itotali	2 629	9 469	43	2 136	5 675	15 216	76	5 380	130	62	40 816
Abasebenzi abakhubazekileyo	4	9	0	8	2	10	0	6	0	0	39

IThebhile 6.2: Lilonke inani labasebenzi (kubandakanywa abasebenzi abakhubazekileyo) kudidi ngalunye kule misebenzi ilandelayo ngowe-31 Matshi 2010

AMacandelo eMisebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu		1		2		1		1			5
ULawulo lwaBakhulu	6	16	2	10	7	4	1	1			47
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	337	2 450	20	1 095	492	1 940	16	1 363	2	5	7 720
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	1 474	4 592	15	883	4 323	9 694	53	3 546	66	28	24 674
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo	351	1 228	3	128	529	2 384	6	419	61	29	5 138
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca	461	1 182	3	18	324	1 193		50	1		3 232
Itotali	2 629	9 469	43	2 136	5 675	15 216	76	5 380	130	62	40 816

IThebhile 6.3: Ukugaya abasebenzi kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

AmaCandelo eMisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu								1			1
ULawulo lwaBakhulu		2		1		1					4
Iingcali eziqeqeshiweyo nezinamava nolawulo oluphakathi	37	173	6	58	44	132	1	83	1	3	538
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	584	2 601	15	467	2 958	4 157	45	1 661	161	39	12 688
Awabasebenzi abanezakhono ezingephi nokwenza izigqibo bekhokelwa yingqiqo yabo	343	812	10	121	920	3 480	12	511	348	142	6 699
Abangenazakhono nabuchule bakuthatha izigqibo ezicace gca	390	1 140	5	27	293	985	2	49	6		2 897
Itotali	1 354	4 728	36	674	4 215	8 755	60	2 305	516	184	22 827
Abaqeshwa abanokhubazeko	0	0	0	0	0	2	0	0	0	0	2

Qaphela:

Inani lonke labasebenzi abagayiweyo lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba iSebe iWCED liqesha abasebenzi bethutyana ixesha eliqingqekileyo. Ngenxa yoko, ukuqeshwa ithuba elifutshane ngalinye kuthathwa njengokugaywa ngokutsha kwabasebenzi.

IThebhile 6.4: Unyuselo-sikhundleni (kubandakanywa nendawo apho kutshintshwe khona isikali nenotshi yomvuzo) kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

AmaCandelo eMisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu				4	1						5
ABaphathi aBakhulu	4	11	1	7	6	3	1	1			34
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	304	2 037	31	1 025	383	1 202	26	1 083	2	2	6 095
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti	1 295	3 946	20	750	3 664	7 842	50	2 921	5	14	20 507
Abanezakhono ezingephi nobuchule bokuthatha izigqibo bekhokelwa yingqiqo yabo	149	736		73	206	1 062	2	180	1	1	2 410
Abangenazakhono nabuchule bokuthatha izigqibo ezicace gca	252	660		7	152	706		34			1 811
Itotali	2 004	7 390	52	1 866	4 412	10 815	79	4 219	8	17	30 862
Abaqesebenzi abanokhubazeko	4	8	0	5	1	6	0	6	0	0	30

Qaphela:

Ezi nkqubo zonyuselo-sikhundleni zimele inani labaqeshwa ababeneyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwelinye eliphezulu.

Imeko ye-OSD yomntu ngamnye ifakiwe kula manani

### IThebhile 6.5: Ukuphela komsebenzi ngethuba elisuka kowe-1 Apreli 2009 ukuya kowe-31 Matshi 2010

likhathegori zemisebenzi	Amadoda				Abafazi				Abamanye amazwe		Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	M	F	
ULawulo oluPhezulu		2									2
ULawulo lwaBakhulu		1		1		1		1			4
Iingcali eziqeqeshiweyo nezinamava nolawulo olukudidi oluphakathi	35	232	8	95	45	165	2	110	1	2	695
Abasebenzi abanezakhono zobugcisa nabafundileyo, abakulawulo olusezantsi, iisuphavyiza, iiforimani neesupharintendenti	599	2 656	18	450	2 820	4 283	42	1 631	193	49	12 741
Awabasebenzi abanezakhono ezingephi nobuchule bokuthatha izigqibo bekhokelwa yingqiqo yabo	288	705	5	85	733	3 004	6	366	260	118	5 570
Awabasebenzi abangenazakhono nabuchule bokuthatha izigqibo ezicace gca	373	1 078	3	29	274	927	3	46	8		2 741
<b>Itotali</b>	<b>1 295</b>	<b>4 674</b>	<b>34</b>	<b>660</b>	<b>3 872</b>	<b>8 380</b>	<b>53</b>	<b>2 154</b>	<b>462</b>	<b>169</b>	<b>21 753</b>
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0	0	0

Qaphela:

Inani labasebenzi libandakanya abasebenzi abongezelelweyo kwisabelo seziko (establishment). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambelelo nabethutyana. Inani lezithuba eziphelisiweyo lisengakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Eli nani eliphezulu libangwa kukuba iWCED iqesha abasebenzi bemvumelwano ithuba elifutshane ixesha eliqingqiweyo. Ngenxa yoko isithuba sengqesho ngasinye sethuba elifutshane sithathwa njengesitsha ukuze oko kubangele ukupheliswa kwesithuba (Ezi zithuba zipapashwa qho ngokwenkqubo-sikhokelo esetyenziswayo yeemvumelwano ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko).

### IThebhile 6.6: Uphuhliso lwezakhono lwethuba elisuka kwi-1 Apreli 2009 ukuya kowe-31 Matshi 2010

likhathegori zemisebenzi	Amadoda				Abafazi				Itotali
	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	Aba-Mnyama	Abe-Bala	Ama-Ndiya	Aba-Mhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu, nabaphathi	274	1002	2861	3	268	258	778	14	264
Abaqeqeshelwe umsebenzi	1 703	2 141	12 235	199	848	1 815	3 699	294	1536
Abaqeqeshiweyo bengekho kwikhathegori ethile ngokohlana nesini	0	0	0	0	0	0	0	0	0
Iingcali ezingamagcisa neengcali ezinxulumene nazo ezingekho kwikhathegori	0	0	0	0	0	0	0	0	0
Oomabhalane	76	179	930	5	39	231	302	4	94
Oomabhalane abangekho kwikhathegori	0	0	0	0	0	0	0	0	0
Abasebenzi benkonzo nabezentengiso	0	0	0	0	0	0	0	0	0
Abasebenzi bezolimo nabalobi beentlanzi abanezakhono	0	0	0	0	0	0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	0	0	0	0	0	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	0	0	0	0	0	0	0	0	0
Imisebenzi yabanezakhono ezincinane ayibekwanga ngokwekhathegori	88	221	426	0	25	13	79	0	0
<b>Itotali</b>	<b>2 141</b>	<b>3 543</b>	<b>16 452</b>	<b>207</b>	<b>1 180</b>	<b>2 317</b>	<b>4 858</b>	<b>312</b>	<b>1 894</b>

Qaphela:

- Uninzi lwabaqeshwa, ngakumbi ootitshala, bayala ukubhala uhlanga nesini kwiirejista yokuhamba isikolo, nangona kucaciswa ukuba oko kwenzelwa izizathu zobulungisa kwezengqesho (equity) nezeenkukacha-manani.
- Umqeshwa angabalwa kabini ngenxa yokuba esenokuthatha inxaxheba kwisifundo esingaphezulu kwesinye.
- Abaqulunqi-mithetho, aMagosa aPhezulu naBaphathi kubandakanywa nee-MMS

## 7. AmaBhaso okuWonga eNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo liwonge ngala mabhaso alandelayo kulo nyaka uphantsi koqwalaselo. Ingcaciso inikiwe ngokohlanga, isini, nokhubazeko (iThebhile 6.1), amacandelo omvuzo (iThebhile 6.2), kunye nemisebenzi ebaluleke kakhulu (iThebhile 6.3).

IThebhile 7.1: AmaBhaso okuWonga eNtsebenzo ngokohlanga, isini nokhubazeko kuBasebenzi Benkonzo kaRhulumente (kungabandakanywanga ii-SMS): 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iprofayili yozuzayo			lindleko ngee-(R'000)		
Iqela labemi belizwe	Inani laBazuzayo	Inani eliyitotali labaqeshwa abaseqeleni	Ipesenteji yeqela lamanani abemi	Indleko ngee-(R'000)	lindleko ze-avareji ngomqeshwa ngamnye (R)
abaMnyama	100	1 679	5.96	439	4,395
Amadoda	38	808	4.70	142	3,729
Abafazi	62	871	7.19	297	4,803
UmAsiya	2	24	8.33	12	6,336
Amadoda	0	9	0	0	0
Abafazi	2	15	13.33	12	6,336
abeBala	927	6 183	14.99	4,793	5,171
Amadoda	287	2 652	10.82	1,557	5,427
Abafazi	640	3 531	18.10	3,236	5,056
abaMhlophe	349	913	38.22	2,353	6,747
Amadoda	36	188	19.15	292	8,134
Abafazi	313	725	42.75	2,061	6,587
Itotali	1 378	8 799	15.67	7,597	5,515
Abasebenzi abanokhubazeko	0	0	0	0	0

Qaphela:

Inani labasebenzi libandakanya abasebenzi abongezelelweyo kwisabelo sabasebenzi kwiziko lemfundo (establishment). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana (part-time). Oku kubandakanya amabhaso okuwonga entsibenziso namabhaso okuwonga ayimali kwithuba elikhankanywe ngasentla.

IThebhile 7.2: AmaBhaso okuWonga eNtsebenzo ngokwamanqanaba emivuzo yaBasebenzi beNkonzo kaRhulumente abangaphantsi kweNkonzo yoLawulo lwaBakhulu: 1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iprofayili yozuzayo			lindleko		
Inqanaba lomvuzo	Inani laBazuzayo	Inani labaqeshwa	Ipesenteji yeqela ngokwenqanaba lomvuzo	Itotali yeendleko (R'000)	lindleko ze-avareji ngomqeshwa ngamnye (R)
1-2	172	3 232	5.32	508	2,952
3-5	581	3 907	14.87	2,230	3,838
6-8	576	1 427	40.36	4,066	7,059
9-12	49	233	21	796	16,250
Itotali	1 378	8 799	15.67	7,600	7,525

Qaphela:

Inani labasebenzi libandakanya abasebenzi abongezelelweyo kwisabelo sabasebenzi beziko lemfundo (establishment). Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, o.k.t. abasisigxina, abeemvumelwano zekota, ababambeleyo nabethutyana (part-time). Oku kubandakanya amabhaso okuwonga entsibenziso namabhaso okuwonga ayimali kwithuba elikhankanywe ngasentla.

IThebhile 7.3: AmaBhaso okuWonga anxulumene neNtsebenzo (imali eyibhonasi) ngokwamacandelo omvuzo: kwiCandelo leNkonzo yoLawulo lwaBakhulu

Inqanaba lomvuzo	Iprofayili yozuzayo			Itotali yeendleko (R'000)	lindleko ze-avareji ngozuzayo ngamnye (R)	Inkcitho epheleleyo njenge-% yetotali yenkcitho epheleleyo yabasebenzi beSMS (R'000)
	Inani laBazuzayo	Inani lamalungu eSMS	Ipesenteji yetotali ngokwengqanaba lomvuzo			
13	24	38	63	680	28.354	1.65
14	5	9	55.56	145	29.056	0.35
15	1	4	25	28	28.046	0.07
16	0	1	0	0	0	0
Itotali	30	52	57.70	853	28.460	2.07

## 8. Abasebenzi bamazwe angaphandle

Ezi thebhile zingasezantsi zishwankathela inkqubo yokuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwamacandelo omvuzo nangokwemisebenzi ephambili. Ithebhile kwakhona zishwankathela utshintsho kwinqanaba elipheleleyo labasebenzi bamazwe angaphandle kwinqanaba ngalinye lomvuzo nangokwemisebenzi ephambili.

IThebhile 8.1: ABasebenzi Bamazwe angaPhandle ngokwamacandelo emivuzo: nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inqanaba lomvuzo	1 Apreli 2009		31 Matshi 2010		linguqu kwezengqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
1-2	6	5.50	1	0.52	-5	-6.02
3-5	0	0	90	46.87	90	108.43
6-8	103	94.50	94	48.95	-9	-10.84
9-12	0	0	7	3.66	7	8.43
13 - 16	0	0	0	0	0	0
Itotali	109	100	192	100	83	100

IThebhile 8.2: ABasebenzi Bamazwe angaPhandle ngokwamacandelo emivuzo: nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

UMsebenzi oPhambili	1 Apreli 2009		31 Matshi 2010		linguqu kwezengqesho	
	Inani	I-% yeTotali	Inani	I-% yeTotali	Inani	I-% yeTotali
Abasebenzi bezolawulo be-abasezi-ofisini	6	5.50	6	3.13	0	0
Abemisebenzi elula	0	0.00	3	1.56	3	3.61
Abasebenzi abaqeqeshiweyo nabaphathi	103	94.50	183	95.31	80	96.39
Itotali	109	100	192	100	83	100

Qaphela:

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



9. Ukusetyenziswa kwekhefu kwithuba elisusela kwi-1 Januwari 2009 ukuya kwi-31 Disemba 2009

IKomishoni yaBasebenzi Benkonzo kaRhulumente (Public Service Commission) yaqaphela imfuno yokuba ibeke esweni ikhefu lokugula kubasebenzi benkonzo karhulumente. Ezi thebhile zilandelayo zibonelela ngokusetyenziswa kwekhefu lokugula (iThebhile 9.1) nekhefu lokhubazeko (disability leave) (iThebhile 9.2). Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zibonelelwe.

Qaphela: Ukunika ingxelo malunga nekhefu kwenzelwe uMjikelo weKhefu, o.k.t. ngokweKhalenda yoNyaka ingenguye uNyaka-mali, ngaphandle kwakwiThebhile 9.5 (liNtlawulo zeKhefu)

IThebhile 9.1: Ikhefu lokugula: 1 Januwari 2009 ukuya kwi-31 Disemba 2009

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku	I-% yeeNtsuku ezisetyenzisiweyo zabanePhepha likaGqirha	Inani labaqeshwa abasebenzis a iKhefu lokuGula	Inani lilonke labasebenzi nge-13/12/2009	I-% yeTotali yaBaqeshwa kwinqanaba lomvuzo abasebenzis a iKhefu lokuGula	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2008	Iindleko eziqikelelweyo (R'000)
Bonke abasebenzi	1-2	15 805	83	1 935	3 273	8	5	3,94
	3-5	25 658	82	3 130	5 165	12	5	7,149
	6-8	136 401	76	17 506	26 245	68	5	80,096
	9-12	25 276	81	3 128	6 150	12	4	22,913
	13-16	286	80	35	53	0	5	462
	Itotali	203 426	78	25 734	40 886	100	5	114,108
Ootitshala	1-2	0	0	0	0	0	0	0
	3-5	4 276	75	661	1 268	3	3	1,480
	6-8	127 078	76	16 487	24 802	82	5	75,362
	9-12	24 200	81	2 975	5 923	15	4	21,862
	13-16	0	0	0	0	0	0	0
	Itotali	155 554	77	20 123	31 993	100	5	98,125
ABasebenzi beNkonzo kaRhulumente	1-2	15 805	83	1 935	3 273	34	5	3,194
	3-5	21 382	84	2 469	3 897	44	5	5,572
	6-8	9 323	80	1 019	1 443	18	6	4,595
	9-12	1 076	80	153	227	3	5	1,040
	13-16	286	80	35	53	1	5	462
	Itotali	47 872	83	5 611	8 893	100	5	14,855

**IThebhile 9.2: Ikhefu lokhubazeko (okwexesha nokusisigxina): 1 Januwari 2009 ukuya kwi-31 Disemba 2009**

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-% yeeNtsuku ezisetyenzisiweyo zabanePhepha likaGqirha	Inani laBaqeshwa abasebenzisa iKhefu loKhubazeko	Inani lilonke labaqeshwa nge-13/12/2009	Inani laBaqeshwa abasebenzisa iKhefu loKhubazeko	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31/12/2009	Iindleko eziqikelelweyo (R'000)
Bonke abasebenzi	1-2	4 107	97	146	3 273	9	1	853
	3-5	7 328	99	198	5 165	13	1	2,002
	6-8	31 173	98	1 033	26 245	66	1	18,134
	9-12	7 055	98	187	6 150	12	1	6,418
	13-16	97	100	1	53	0	2	0
	Itotali	49 760	98	1 565	40 886	100	1	27,244
Ootitshala	1-2	0	0	0	0	0	0	0
	3-5	791	100	26	1 268	2	1	294
	6-8	28 221	98	949	24 802	82	1	16,672
	9-12	6 940	98	179	5 923	16	1	6,282
	13-16	0	0	0	0	0	0	0
	Itotali	35 952	98	1 154	31 993	100	1	22,816
ABasebenzi beNkonzo kaRhulumente	1-2	4 107	97	146	3 273	36	1	853
	3-5	6 537	99	172	3 897	42	2	1,689
	6-8	2 952	97	84	1 443	20	2	1,415
	9-12	115	100	8	227	2	1	116
	13-16	97	100	1	53	0	2	137
	Itotali	13 808	98	411	8 893	100	2	4,183

Qaphela:

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

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

**IThebhile 9.3: Ikhefu lonyaka: 1 Januwari 2009 ukuya kwi-31 Disemba 2009**

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku ezisetyenzisiweyo	I-avareji yeeNtsuku ngoMqeshwa esekelwe kwinani labaqeshwa ukususela kwi-31 Disemba 2009	Inani lilonke labaqeshwa nge-13 Disemba 2009
Bonke abasebenzi	1-2	19 964	10	1 940
	3-5	30 168	11	2 726
	6-8	34 744	5	6 458
	9-12	21 428	9	2 421
	13-16	1 141	20	56
	Itotali	107 445	8	13 601
Ootitshala	1-2	0	0	0
	3-5	278	4	75
	6-8	16 848	3	5 265
	9-12	17 659	8	2 199
	13-16	0	0	0
	Itotali	34 785	5	7 539
ABasebenzi beNkonzo kaRhulumente	1-2	19 964	10	1 940
	3-5	29 890	11	2 651
	6-8	17 896	15	1 193
	9-12	3 769	17	222
	13-16	1 141	20	56
	Itotali	72 660	12	6 062

Qaphela:

Ngokwemiqathango yekhefu, ootitshala abakumaziko abanalo ilungelo lekhefu lonyaka njengoko bethathwa njengabasebenzisa ikhefu lonyaka ngethuba lokuvalwa kwezikolo, o.k.t. iiholide zezikolo.

**IThebhile 9.4: Ikhefu elihlawulelwayo (capped leave): 1 Januwari 2009 ukuya kwi-31 Disemba 2009**

Iqela labasebenzi	Inqanaba lomvuzo	Itotali yeentsuku zekhefu elihlawulelwayo elithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumqeshwa	I-avareji yekhefu elihlawulelwayo ngomqeshwa ukususela kwi-31 Disemba 2009	Inani lilonke labaqeshwa nge-13 Disemba 2009
Bonke abasebenzi	1-2	2 960	0.90	15	3 273
	3-5	11 143	2.16	27	5 165
	6-8	33 803	1.29	28	26 245
	9-12	23 763	3.86	70	6 150
	13-16	192	3.62	74	53
	Itotali	71 861	1.76	33	40 886
Ootitshala	1-2	0	0	0	0
	3-5	1 928	1.52	11	1 268
	6-8	31 337	1.26	27	24 802
	9-12	23 222	3.92	71	5 923
	13-16	0	0	0	0
	Itotali	56 487	1.77	35	31 993
ABasebenzi beNkonzo kaRhulumente	1-2	2 960	0.90	15	3 273
	3-5	9 215	2.36	32	3 897
	6-8	2 466	1.71	49	1 443
	9-12	541	2,38	32	227
	13-16	192	3.62	74	53
	Itotali	15 374	1.73	29	8 893

Qaphela:

- Le thebhile inika incaciso malunga nekhefu elihlawulelwayo (capped leave) lonyaka wekhalenda 1 Januwari 2009 ukuya kowe-31 Disemba 2009, lo gama le ngxelo yonyaka ibandakanya unyaka-mali osusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010.
- Kuphela ngabasebenzi ababegqeshwe isigxina phambi kwe-30 Juni 2000 nabasaqeshwe isigxina abanekhefu elihlawulelwayo abaselungelweni lokulisebenzisa.

**IThebhile 9.5: lintlawulo zekhefu ngethuba elisuka kowe-1 Apreli 2009 ukuya kowe-31 Matshi 2010**

Le thebhile ilandelayo ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elingasetyenziswanga.

Iqela labasebenzi	Isizathu	Isixa esiyitotali (R'000)	Inani labaqeshwa	Intlawulo ye-avareji ngomqeshwa ngamnye
Ootitshala	Intlawulo zekhefu ngo-2009/2010 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	0	0	0
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	15,195	255	95, 588
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	0	0	0
	Ukutshintshelwa kwekhefu kwintlawulo yemali ngo-2009/2010	6,280	779	8,062
	Itotali	21,475	1 034	20,769
ABasebenzi beNkonzo kaRhulumente	Intlawulo zekhefu ngo-2009/2010 ngenxa yekhefu elingasetyenziswanga kumjikelo odlulileyo	0	0	0
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	5,474	132	41,470
	Intlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2009/2010	0	0	0
	Ukutshintshelwa kwekhefu kwintlawulo yemali ngo-2009/2010	544	161	3,379
	Itotali	6,018	293	20,539

Qaphela:

- Isibe iWCED lamisela umgaqo-nkqubo othi akukho khefu elingasetyenziswanga malihlawulwe kubasebenzi. Abasebenzi neesuphavyiza bayalelwa ukuba baqinisekise ukuba bonke abasebenzi bayasisebenzisa sonke isibonelelo sekhefu lonyaka njengoko kuchaziweyo kwimiqathango evunyiweyo yekhefu.
- Intlawulo zekhefu elihlawulelwayo zithetha isongezelelo sekhefu lesiqhelo esihlawulwa akusweleka umntu, akuyekiswa emsebenzini ngenxa yempilo enkenenkene, nakumhlala-phantsi oqhelekileyo.
- Isibonelelo sekhefu elihlawulwayo elitshintshelwa kwintlawulo yemali (discounting of capped leave) sivumelekile ngokunxulumene namabhaso okuwonga ngenkonzo ende, o.k.t. ngeminyaka engama-20 nengama-30 eminyaka yenkonzo eyanelisayo nengaqhawukanga kubo bonke abaqeshwa.
- Intlawulo zekhefu elimiyo ukuphela kwenkonzo zithetha ukuhlawulwa kwekhefu elingasetyenziswanga ngethuba lokuyeka komqeshwa emsebenzini.

## 10. IiProgram zeHIV/AIDS nokuPhuculwa kwezeMpilo:

### ITHEBHILE 10.1 – Amanyathelo athathiweyo ukunciphisa ingozi yokonzakala emsebenzini (*occupational exposure*)

liyuniti/iikhathegori njengabasengozini ezinxulumene nayo (ukuba zikho)	zabaqeshwa enkulu yokusuleleka yiHIV nezifo	abaqapheleka	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
➤ Ootitshala abakuMaziko oLutsha			➤ Oomasifundisane abamalunga nokusuleleka zizifo emsebenzini
➤ Ootitshala naBasebenzi aBancedisayo (oonesi bezikolo, abasebenzi abacocayo, ootitshala abaselaboratri, iinjinieli noomabhalane bezikolo)			➤ Ibrosha engeenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini

### ITHEBHILE 10.2 – Iinkcukacha zokuPhuculwa kwezeMpilo neeProgram zeHIV/AIDS (tikhisha kwiibhokisi ezinokusetyenziswa uze unike ingcaciso efunekayo)

Umbuzo	Ewe	Hayi	Nika iinkcukacha, ukuba impendulo ngu-ewe
1. Ngaba isebe lemfundo linegosa le-SMS elalathelwe ukuphumeza imimiselo ebhalwe kwiCandelo VI E leSahluko 1 seMimiselo yaBasebenzi Benkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, nika igama nesikhundla salo.			Umlawuli wezoLawulo lwaBasebenzi Lwagaphakathi
2. Ngaba isebe lemfundo lineyuniti okanye lalathe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo qete yabasebenzi bakho Ukuba kunjalo, nika inani labasebenzi abachaphazeleka kulo msebenzi nebhajethi yonyaka ekhoyo ngenjongo yalo msebenzi.			ISebe iWCED lineeprogram ezizodwa ezimbini eligxininise kuzo o.k.t. iNkqubo yeZakhono zoBomi ngeHIV/AIDS (LSOP) neyeHIV neAIDS eMsebenzini (HWP). Ezi program zimbini ziyaxhasana ngokubhekiselele kuqeqesho nongenelelo kwanenkxaso (advocacy). Abasebenzi ababini abagxile kuLawulo lweMpilo neMpilo Qete yaBasebenzi (EHWP) ngokweNkcazelo zeNgqesho zabo. Ibhajethi yonyaka R1 258 360
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye eyokuKhuthazwa kwezeMpilo kubasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma eziqaphelekayo/zenkonzo yale Program.			Le program inika inkxaso ethe gqolo kwiimfuno zengqondo, zemvakalelo neendlela zokuphila kubasebenzi bethu. YiNkqubo yoLawulo lwezeMpilo neMpilo Qete egxila, phakathi kwezinye izinto, kwiHIV neAIDS, udandatheko, ulawulo lwezemali, ezobudlelane, ezomthetho, imicimbi yeentsapho, ukusetyenziswa gwenxa kwezinyobisi notywala. Ezi nkonzo kubonelelwa ngazo ngababoneleli-nkonzo babucala ukuqinisekisa ukugcinwa koku kuyimfihlo. Le program ikwaqwalasela nemiba yentlalo-ntle yabasebenzi ngokuqatshelwa koSuku lweMpilo neNtlalo-ntle lwaBasebenzi. Iinjongo zezi ntsoke kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzo elibonelela ngaso iSebe iWCED kubasebenzi balo. Ngaphezulu, iintsuku zokuKhuthazwa kwezeMpilo ziqhubeka ngokweentsuku eziqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo
4. Ngaba isebe lemfundo liqalise (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu VI E.5 seSahluko 1 seMimiselo yeNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, uyacelwa unike amagama amalungu ekomiti nawomthathi-nxaxheba (nowabathathi-nxaxheba) abamele yena (bona).			Umlawuli we-IHCM, uSekela Mlawuli we-IHCM, uMququzeleli weHIV, abameli bamaCandelo, abameli bamaqela abasebenzi achaphazelekayo. Kusaqulunqwa iKomiti yeeNgcebiso entsha eza kujongana ngokupheleleyo neProgram yeMpilo Qete neNtlalo-ntle yaBasebenzi (new Advisory Committee for the comprehensive Employee Health and Wellness Programme)
5. Ngaba isebe lemfundo liyhlaziyele imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azicaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/yeenkqubo ezihlaziyele.			ISebe iWCED lavuma (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokweNkqubo-sikhokelo esibonelelwe nguRhulumente wePhondo.

Umbuzo	Ewe	Hayi	Nika iinkcukacha, ukuba impendulo ngu-ewe
6. Ngaba isebe lemfundo liqalise imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuze bangacalu-calulwa? Ukuba kunjalo, dwelisa iingongoma eziphambili zale mimiselo.			Kuqhutywa amaphulo okukhuthaza ulwazi kwiimeko ekufuneka iHIV neAIDS ijongwe ngayo. Imiba eyodwa malunga neHIV neAIDS, umz. Ilungelo lokugcina ingcaciso iyimfihlo, ukuchaza elubala, iVCT njl. njl. Iprogram yaMalungelo oLuntu yeSebe iWCED ikwahambisa umyalezo omalunga nokuchasa izenzo zocalulo. Umgao-nkqubo weSebe iWCED weHIV neAIDS nawo ukwagqithisa lo myalezo kwaye uyinxalenye yomsebenzi oluxanduva lomphathi oyintloko wecandelo ekufuneka ewuqwalasele.
7. Ngaba isebe lemfundo likhuthaza abaqeshwa balo ukuba bafumane iNgcebiso nokuXilonga iGazi ngokuZithandela? Ukuba kunjalo, dwelisa iziphumo oye wazifumana.			I-VCT yenziwa ifikeleleke kubasebenzi ngeNtsuku zoKwazisa ngeMpilo neMpilo Qete kuBasebenzi. Olu vavanyo lwenziwa yi-10% ukuya kwi-15% yabo bakhoyo kwezi Ntsuku zoKwazisa nokuKhuthaza iMpilo Qete kuBasebenzi. Iintsuku zamaphulo eVCT neSpot Talks zanika ulwazi kwakhona ngeenkqubo nemigao yeVCT
8. Ngaba isebe lemfundo liqulunqe imimiselo/ izalathisi ukubeka esweni nokuvavanya amandla eprogram yalo yokukhuthaza ezempilo? Ukuba kunjalo, dwelisa amanyathelo/iindlela.			Iingxelo zenyanga ezivela kubaboneleli-nkonzo abohlukeneyo, ezibonakalisa ukusetyenziswa kweenkonzo.

Qaphela: I-PEAP edibene ngokupheleleyo neSebe iWCED isinika ingcaciso malunga nezi ngongoma/iinkonzo ezilandelayo eziphambili:

1. Imfundo nokufumana ulwazi emsebenzini
2. Ukuqhutywa kophicotho-ncwadi zeHIV/AIDS emsebenzini ukuqaphela iimfuno zamaseko, umz. likhithi zoNcedo lokuQala, njl. njl.
3. Iiprogram zothintelo, umz. ukuhanjiswa kweekhondom
4. Ukukhuthaza amanyathelo othintelo ezwe liphela, umz. amanyathelo okhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. IiNgcebiso noXilongo lweGazi ngokuZithandela
6. Khuthaza ukunikwa kwenkxaso kubasebenzi abosuleleke yiHIV/AIDS

DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (*Employee Health and Wellness Strategic Framework*) ugxininisa ukulandelwa mbo koLawulo lweHIV/AIDS neTB nowacebisa OMNYE wemisebenzi ebalulekileyo ye-EH&W emsebenzini.

1. Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokuNika iNkxaso.
2. Ukuqalisa iiprogram yoSuku lwezeMpilo neMpilo qete yaBasebenzi ukwenzela abasulelekileyo nabasebenzi abachatshazelwe yiHIV
3. Ukuqaliswa kweprogram yokuFundisana kooNtanga (Peer Educator programme) yabaqeshwa beSebe iWCED kuthagethwe iiNdelela zokuziPhatha eziyiNgozi
4. UNcedo loNyango nokuNonotshelwa kwaBasebenzi abaphila neHIV/AIDS ekubonelelwa ngalo yiGEMS

## 11. UBudlelane phakathi koMqeshi neManyano zaBasebenzi

Kwangenwa kwezi mvumelwano zilandelayo phakathi komqeshi neManyano zabasebenzi kwisebe lemfundo.

IThebhile 11.1 – IiMvumelwano phakathi koMqeshi neManyano zaBasebenzi kwithuba elisusela kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inani elipheleleyo leemvumelwano phakathi komqeshi neManyano zabasebenzi Alikho

Le thebhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa apha ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

IThebhile 11.2.1 – Ukuziphatha gwenxa neendibano zoluleko ezigqityiweyo, nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Iziphumo zeengxoxo zoluleko	Inani
Ululeko ngokuCetyiswa	2
Isilumkiso somlomo	2
Isilumkiso esibhaliweyo	0
Isilumkiso esibhaliweyo sokugqibela	120
Ukunqunyanyiswa emsebenzini ngaphandle komvuzoo (njengesohlwayo)	24
Isohlwayo esiyintlawulo	89
Ukuhliselwa	0
Ukugxothwa	17
Ukufunyaniswa ungenatyala	16
Ityala lirhoxisiwe	3
Isohlwayo esiyintlawulo sixhonyiwe iinyanga eziyi-12	1
Itotali	274

IThebhile 11.2.2 – Amanathelo oluleko, kubandakanywa nokuLulekwa ngokwamanqanaba, kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inyathelo loluleko	Amadoda				Abafazi				Itotali
	abaMnyama	abeBala	amaNdiya	abaMhlophe	abaMnyama	abeBala	amaNdiya	abaMhlophe	
Itotali	48	126	0	8	90	86	2	3	363

IThebhile 11.3 – Iindidi zokuziphatha gwenxa zisonjululwe kwiingxoxo zoluleko

UHLOBO LOKUZIPHATHA GWENXA	INANI
Ubusela, ukunyoba, ubuqhophololo okanye isenzo senkohlakalo esiphathelele kwiimviwo	2
Ukuxhaphaza umfundi ngokwesondo	10
Ukuxhaphaza omnye umsebenzi ngokwesondo	0
Ubudlelane ngezesondo nomfundi kwisikolo esinye	0
Ukubetha omnye umntwana wesikolo okanye umfundi ngeenjongo zokwenzakalisa	0
Ukubetha omnye umsebenzi ngeenjongo zokwenzakalisa	0
Ukuphatha into engekho semthethweni, enxilisayo okanye edodobalisa ingqondo	2
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi na ongomnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	0
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo iimali zikaRhulumente	10
Ukusebenzisa gwenxa ipropathi karhulumente	3
Ukudlela indlala okungafanelekanga kulawulo, kwindlela yokuziphatha okanye ekusebenzeni ngobuchule kweSebe leMfundo	3
Usebenzisa gwenxa isikhundla sakhe kwiSebe leMfundo iDoE ukunyusa okanye ukudlela indlala okuyimfuno yakhe nawuphi na omnye umntu	1
Ukwamkela ingqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kuMqeshi	1
Ukungaphumeleli ukuthobela umyalelo osemthethweni kunye/okanye nomyalelo wesiqhelo	5
Ukungabikho emsebenzini	10
Ukucalula	2
Umsebenzi ombi, izizathu ezingabangelwa bubuqhithala bokwenza umsebenzi	2
Ngexa usemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	1
Lo gama usemsebenzini, uziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	18
Ukubetha, okanye ilinge lokwenjenjalo okanye izoyikiso zokubetha	62
Ukwenziwa ixhoba kunye / okanye ukoyikiswa	0
Ukunika iingcaciso ezingeyonyaniso okanye ubungqina ekwenzeni imisebenzi, kunye / okanye ukuguqula ingcaciso ekwiirekhodi ibe yephosisayo	0
Iintshukumo zoqhankqalazo ezingekho semthethweni	0
Ukophula umthetho wemveli okanye woburhulumente (ubusela, urhwaphilizo nenkohlakalo)	17
Ukungathembeki	2
Ukunyamalala emsebenzini	28
Itotali	179

IThebhile 11.4 – Izikhalazo ezifakwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

	INANI
Inani lezikhalazo ezisonjululweyo	453
Inani lezikhalazo ezingasonjululwanga	146
Inani eliyitotali lezikhalazo ezifakiweyo	599

IThebhile 11.5 – Izikhalazo ezifakwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010

	INANI
Inani leembambano ezimanyelweyo	42
Inani leembambano ezichithiweyo	101
Inani leembambano ezisaphethweyo	70
Inani eliyitotali lezikhalazo ezifakiweyo	213

IThebhile 11.6: Izenzo zozhankqalazo kwithuba elisuka kwi-1 Apreli 2009 ukuya kwi-31 Matshi 2010

Inani eliyitotali leentsuku zomsebenzi zabantu ekuphulukwene nazo	0
Itotali yeendleko (R) yeentsuku zokusebenza ekuphulukwene nazo	0
Isixa (R) esifunyeke ngexa yomqathango othi, wangasebenzi wangahlawulwa	0

IThebhile 11.7 – Ukunqunyanyiswa okuyimiqathango kwithuba le-1 Apreli 2009 – 31 Matshi 2010

Inani labasebenzi abanqunyanyisiweyo emsebenzini	45
Inani labasebenzi abanqunyanyisiweyo iintsuku ezigqithileyo kwi-30	3
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo	98.73
Iindleko zonqunyanyiso	2,432,220.32

## 12. Uphuhliso lwezakhono

Eli candelo ligxininisa iinzame zesebe lemfundo ngokumalunga nophuhliso lwezakhono.

IThebhile 12.1: Iimfuno zoqeqesho eziqatshelwe kwithuba le-1 Apreli 2009 ukuya kwi-31 Matshi 2010 ngokwesiCwangciso seZakhono zaseMsebenzini zeSebe iWCED

Amacandelo omsebenzi	Isini	Inani labasebenzi nge-1 Apreli 2009	Iimfuno zoqeqesho eziqatshelwe ekuqaleni kwethuba lokunik+ ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	IiProgram zeZakhono nezinye iikhosi ezimfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa aphezulu, nabaphathi	Abafazi	17	0	1 363	0	1 363
	Amadoda	33	0	970	0	970
Iinkonzo zoqeqesho	Abafazi	20 863	0	7 404	0	7 404
	Amadoda	10 871	0	5 649	0	5 649
Iingcali ezingamagcisa neengcali ezinxulumene noko	Abafazi	181	0	0	0	0
	Amadoda	179	0	30	0	30
Oomabhalane	Abafazi	2 302	0	1 555	0	1 555
	Amadoda	426	0	874	0	874
Abasebenzi beenkonzo neentengiso	Abafazi	7	0	0	0	0
	Amadoda	31	0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	Abafazi	0	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Abafazi	1	0	0	0	0
	Amadoda	21	0	0	0	0
Abemisebenzi elula	Abafazi	2 401	0	331	0	331
	Amadoda	2 806	0	278	0	278
Itotali engekaphileli	Abafazi	25 772		10 653	0	10 653
	Amadoda	14 381		7 801		7 801
Itotali		40 153	0	18 454		18 454



IThebhile 12.2: Uqeqesho ekubonelelwe ngalo nge-1 Apreli 2009 ukuya kwi-31 Matshi 2010

likhathegori zemisebenzi	Isini	Inani labasebenzang e-1 Apreli 2009	Uqeqesho olubonelelwe ngethuba lokunika ingxelo			
			linkqubo zoghlaniso-msebenzi*	liProgram zeZakhono nezinye iZifundo eziMfutshane	Ezinye iindidi zoqeqesho	Itotali
Abaqulunqi-mithetho, amagosa amakhulu nabaphathi	Abafazi	17	0	1 450	0	1 450
	Amadoda	33	0	1 900	0	1 900
linkonzo zoqeqesho	Abafazi	20 863	0	6 117	0	6 117
	Amadoda	10 871	0	4 052	0	4 052
lingcali ezingamagcisa neengcali ezinxulumene noko	Abafazi	181	0	10	0	10
	Amadoda	179	0	95	0	95
Oomabhalane	Abafazi	2 302	0	1 900	0	1 900
	Amadoda	426	0	578	0	578
Abasebenzi beenkonzo nabeentengiso	Abafazi	7	0	0	0	0
	Amadoda	31	0	0	0	0
Abasebenzi bobugcisa nemisebenzi yezandla enxulumene naleyo	Abafazi	0	0	0	0	0
	Amadoda	14	0	0	0	0
Abaqhubi boomatshini bokusebenza nabakhandi	Abafazi	1	0	0	0	0
	Amadoda	21	0	0	0	0
Abemisebenzi elula	Abafazi	2 401	0	135	0	135
	Amadoda	2 806	0	215	0	215
Itotali engekaphileli	Abafazi	25 772	0	9 612	0	9 612
	Amadoda	14 381	0	6 840	0	6 840
<b>Itotali</b>		<b>40 153</b>	<b>0</b>	<b>16 452</b>	<b>0</b>	<b>16 452</b>

Qaphela:

\* Iingxaki zemali nezexesha aziniki ngcaciso ngabo bonke abasebenzi abathe bafumana uqeqesho ekugqibeleni.

\* Ikhosi okanye uqeqesho ekwakuyiwe kulo ngumsebenzi sibalwa njengomsebenzi omnye, ngaloo ndlela ubani owafumana uqeqesho usengalogqitha inani elililo labasebenzi kwelo nani lezithuba zengqesho ezabelwe amaziko.

\* Ukwenzela iinjongo zoqeqesho aMagosa aMakhulu naBaphathi abandakanya iMMS.

\* Ezinye iindidi zoqeqesho zibandakanya iiBhasari nezifundo zeCape Administrative Academy.

\* Itotali ayibandakanyi okanye ayibonisi bantu bayi-4 203 abaqeqeshwe yiABET.

### 13. Ukwenzakala emsebenzini

Ezi thebhile zilandelayo zinika ingcaciso esisiseko ngokwenzakala emsebenzini.

Iqela labasebenzi	Ubunjani bomenzakalo emsebenzini	Inani	I-% yeTotali
Ootitshala	Ababefuna kuphela unyango olusisiseko	65	79%
	UkuKhubazeka ngokuPheleleyo kweThutyana	17	21%
	UkuKhubazeka ngokuPheleleyo	-	0%
	Ukusweleka	-	0%
	Itotali	82	100%
Abasebenzi benkonzo karhulumente	Ababefuna kuphela unyango olusisiseko	71	77%
	UkuKhubazeka ngokuPheleleyo kweThutyana	21	23%
	UkuKhubazeka ngokuPheleleyo	-	0%
	Ukusweleka	-	0%
	Itotali	92	100%

Qaphela:

Ukucaciswa kwenkqubo koNyango olusisiSeko (Basic Medical Attention) kukuba umqeshwa lowo akakho emsebenzini ithutyana elifutshane (ukuya kutsho kwiintsuku ezimbalwa). Ukukhubazeka ngokupheleleyo ithutyana kwenzelwe amathuba amade, umzekelo, ngaphezu kweveki enye kumonzakalo womqolo (back injury).



#### 14. Ukusetyenziswa kwaBacebisi (*Consultants*)

IThebhile 14.1: Ingxelo ngokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali ezifanelekileyo

ITayitile yeProjekthi	Lilonke inani labacebisi abasebenze kwiprojekthi	Ithuba elithathiweyo: lintsuku zokusebenza	Ixabiso lemvumelwano ngokweeRandi
0	0	0	0

Inani eliyitotali leprojekthi	Itotali yabacebisi abangabodwa	Ithuba elithathiweyo: lintsuku zokusebenza	Ixabiso lemvumelwano ngeeRandi
0	0	0	0

IThebhile 14.2: Ucazululo lokuqeshwa kwabacebisi kusetyenziswa iimali ezifanelekileyo, ngokwemeko yaBantu ngaBanye ababeVinjwe aMathuba ngaPhambili (*Historically Disadvantaged Individuals*) (*HDIs*)

ITayitile yeProjekthi	Ipesenteji yobunini ngamaqela eeHDI	Ipesenteji yabakulawulo ngamaqela eeHDI	Inani laBacebisi abakumaqela ee-HDI asebenza ngeprojekthi
0	0	0	0

IThebhile 14.1: Ingxelo emalunga nokuqeshwa kwabacebisi (*consultants*) kusetyenziswa iimali zaBaxhasi (*Donors*)

ISebe iWCED alikhange liqeshe nabaphi na abacebisi (*consultants*) ngeemali zabaxhasi ukuze baqhube iiprojekthi.

#### 15. I-oganogram

Ukuma kwestraktsha seSebe iWCED kubonakaliswa kwi-oganogram kwikhasi elilandelayo.