



ICandelo C
Ezolawulo

1. Intshayelelo

ISebe lenzelwa inkonzo yiKomiti yoPhicotho-zincwadi yeSebe leMfundo (*Education Audit Committee*), yaye onke amalungu ngamalungu azimeleyo atyunjwe liGosa eliMele uKuphendula ngeMicimbi yezeMali (*Accounting Officer*) ngokubhungisana neLungu leSigqeba (*Executive Authority*). IKomiti yoPhicotho-zincwadi isebenza ngokungqinelana "neMihlaba eza kuFikelelwa (*Terms of Reference*)", eyavunywa nge-18 Julayi 2012.

IKomiti yoPhicotho-zincwadi ihlangana ubuncinane qho ngekota ukuphumeza imisebenzi yayo ngokweMihlaba eza kuFikelelwa evunyiweyo. IKomiti yoPhicotho-zincwadi ikwahlangana kwakhona neGunya leSigqeba neGosa eliMele ukuPhendula ngoSetyenziso lweMali ukwenzela ukuxoxa ngemiba efuna ingqwalaselo.

UPhicotho-zincwadi lwangaphakathi (*Internal Audit*) luqhubekile nokwenziwa ngokuzimeleyo nabenza uMsebenzi woPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Activity*) abathi badityaniswa neZiko leeNkonzo zikaRhulumente (*Corporate Services Centre*) kwiSebe leNkulumbuso.

Ngokungqinelana noMthetho woLawulo lweMali kaRhulumente, 1999, (uMthetho 1 ka-1999) ne-KING III, abenza uMsebenzi woPhicotho-zincwadi lwangaphakathi banika iKomiti yoPhicotho-zincwadi nabaphathi ingqinisekiso yokuba iinkqubo zolawulo lwangaphakathi (*internal controls*) nolawulo lwenkcitho eyilahleko zanele yaye zisebenza ngokuyimpumelelo. Ngokungqinelana nePFMA ne-King III, isiCwangciso esisekelwe kwinkcitho eyilahleko seminyaka emithathu i-risk-based 3-Year Rolling Strategic and Annual Operational Internal Audit Plan saphunyezwa yiKomiti yoPhicotho-zincwadi, yaye iKomiti yoPhicotho-zincwadi yabeka esweni ukuphunyezwa kwesicwangciso sokuza kwenziwa nokuphunyezwa ngabaphathi kwamanyathelo okulungisa undonakele.

Akukho ngxowa-mali iyenye yenziwa yabanokufumaneka yokwandisa ukwazi ukumelana nomsebenzi woPhicotho lwangaphakathi (*Internal Audit capacity*) yaye kulo nyaka kugxininiswa kusetyenziso olungamandla lwezibonelelo ezikhoyo.

AboPhicotho-zincwadi lwangaPhakathi bayaqhubeka ukuqaphela iindima ezidlalwe ngabanye ababoneleli-nkonzo bengqinisekiso yaye banqwenela inkqubo yengqinisekiso edityanisiweyo (*combined assurance approach*) kunyaka ozayo neya kuqinisekisa ukuba izibonelelo zophicotho lwangaphakathi zisetyenziswa kwezona nkalo zenkcitho eyilahleko zifanelekileyo.

Onke amagosa athweswe uxanduva lokumelwa kukuphendula ngeemvumelwano zenkcazo yomsebenzi nangeemvumelwano zentsebenzo. AmaGosa akwaNdlunkulu athweswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo. Izikolo nezithili zemfundo zithweswe uxanduva lokuphendula malunga nenkxaso emayinikwe nangendlela abaqhuba ngayo abafundi. Ukuhamba isikolo kootitshala nabafundi nokusetyenziswa kosuku lwesikolo ngeyona ndlela inenzuzo enkulu, ibe zezona nkalo kujoliswe kuzo.

Uxanduva lokumelwa kukuphendula ngokuqhubeka ezikolweni komelezwa ngamandla ukususela ku-2011 ngokusetyenziswa koMthetho weMfundo wePhondo leNtshona Koloni oFakelwe iziLungiso, 2010 (uMthetho 7 ka-2010) (*Western Cape Provincial School Education Amendment Act*) (Act No 7 of 2010), nowaqala ukusebenza ngoJanuwari 2011.

Ukuthweswa uxanduva lokumelwa kukuphendula kwandiswe ngeendima zokongamela ezidlalwa yi-Ofisi kaNondyebo wePhondo nokaZwelonke (*Provincial and National Treasury*) ngokwemfundo ezinyanzelekileyo (*mandatory elements*) zemijikelo yezicwangciso neyokwenza ingxelo (*planning and reporting cycles*) nejongene nayo yomibini imibandela yezemali nengeyiyo eyezemali. Amathuba okunika ingxelo asusela kwawaqho ngenyanga (umz. engezemali) ukuya kwawaqho ngekota okanye ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye kw+iSebe leMfundo ePhakamileyo noQeqesho) (*Higher Education and Training*) apho kugcinwa khona iingxelo ezilandelelanayo, ingcaciso ngocazululo lwentsebenzo noqikelelo. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeWCED ezithi zilandelelwe ngenkqubo ye-Provincial Dashboard. Iinkqubo zophicotho-zincwadi, olwangaPhakathi nolwangaPhandle (*Internal and External Audit processes*) ziyongezelela kulawulo lweenkqubo (*controls*) yaye zancedise ekuqinisekiseni ukusebenza kakuhle nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kulawulwa bubudlelwane obumiselweyo (*formal relationship*) obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke weziphumo zokufunda. Obu budlelwane bungqinisiwa ekumodareyithweni kwangaphakathi kweenkqubo zovavanyo nokubonelelwa kwenkqubo yeemviwo eyamkelekileyo.

Ngokufanayo nawo onke amanye amasebe karhulumente kwilizwe ngokubanzi, iSebe iWCED lathatha inxaxheba kwisixhobo sokubeka esweni seSebe loMongameli weLizwe (*Presidency*), i-Management Performance Assessment Tool (MPAT) eyaphanda ngamacandelo amane olawulo, ekungala: *Strategic Planning, Human Resources, Governance and Accountability and Financial Management*. Lo msebenzi wawubalulekile yaye iSebe iWCED labonisa ukuphucuka komgangatho phakathi kwemisebenzi yokuqala neyesibini ngokumalunga noku ngamanqaku angawona maninzi.

UVavanyo lweSikolo Siphela (*Whole School Evaluation*) luyaqhubeka nokunika iingcebiso kungekuko kwiimfundo zenkxaso kwisikolo ngasinye kuphela koko nakwimiba emalunga nenkqubo yezemfundo. Kwenziwa utyelelo lwezikolo lwethuba elifutshane lwezikolo ezincinane, okanye ezo zaziqhuba kakuhle kakhulu. Ukungafani kobude bamaxesha okutyelelwa kuvumele ukuba kutyelelwe izikolo ezingaphezulu. Izikolo ziyakhowudwa ngokweereyithingi ii-WSE ratings. Kwabelwana ngeziphumo kwiingxelo zeempawu zokuqhubekayo ii-trend reports ukongeza kwiingxelo ezineenkukacha ezininzi ezinikwa izikolo ezichaphazelekayo.

(NgoFebruwari 2012, kwakhona nango-2013, zonke izikolo zagqiba ii-School Improvement Plans (SIPs) kusetyenziswa ikhompyutha, zenza neethageathi zeminyaka emithathu, zokupasa kwizifundo (*academic performance*); impumelelo kulawulo (*management efficiencies*) (olufana nokungabikho esikolweni kootitshala nabafundi (*teacher and learner absenteeism*); uqeqesho lootitshala, ukucwangcisa ithayimthebhile nezifundo (*timetabling and academic planning*); izibonelelo nolondolozo. Izalathi-nkqubela zingqinelana nezinye zeethageathi zikazwelonke phantsi kwe-Action Plan 2014 (Makufundwe isiHlomelo) yaye zimataniiswa neenkalo eziyi-9 ekujoliswe kuzo zovavanyo lwesikolo siphela. Ixabiso lesicwangciso sophuculo lwesikolo kusetyenziswa ikhompyutha esinjengesi kukuba zonke izikolo zijolise ekuqhubeni amaphulo ongenelelo ngoncedo aphambili. I-SIP ikwayinxalenye yenkqubo yokumelwa kukuphendula, njengoko abanelungelo lokusayina kwisicwangciso bebandakanya inqununu, iSGB neSebe iWCED. Ngo-2013, izikolo zafaka iziCwangciso zazo ii-Action Plans ukucacisa amanyathelo eziza kuwathatha ukufikelela kwiithageathi ezimiselweyo kwii-SIPs zazo.

Indlela entsha eyaqalwa ngo-2012, eqhagamshelwe kwi-School Improvement Plans yaba kukubeka esweni ukwenziwa komsebenzi qho ngekota, i-School Improvement Monitoring, apho kulandelelwa khona imiba ephambili yokusa izibonelelo ezikolweni nokusebenza kwazo (*resourcing and school functionality*) umzekelo unyulo lweSGB, nokulungela unyaka omtsha. Ngenxa yokuba iingxelo zifakwe kwikhompyutha, idatha inokufunyanwa yaye isetyenziselwe ukuphucula inkxaso enikwa izikolo. Idatha ibangele iSebe iWCED ukuba lihlale linolwazi ngakumbi ngokusiwa kweencwadi zokwenziwa komsebenzi, nto ke leyo ebe luncedo ngalo nyaka bekukho iingxaki ezingumngeni ngokumalunga noku.

2. Ulawulo lwenkcitho eyilahleko (Risk management)

IGosa eliMele uKuphendula ngoSetyenziso lweMali linoxanduva lokuphumeza i-Enterprise Risk Management (ERM) ngokungqinelana ne-National Treasury Public Sector Risk Management Framework. ICandelo iDirectorate Enterprise Risk Management (D: ERM) kwiSebe leNkulumbuso libonelela ngenkonzo endawonye yenkxaso kwizicwangciso (*strategic support service*) kwiSebe.

Ngaphezu koko, ngokungqinelana ne-National Treasury framework nokuzinzisa ngakumbi ulawulo lwenkcitho eyilahleko, uRhulumente weNtshona Koloni wavuma uMgaqo-nkqubo we-ERM ocacisa ingqwalasela emayinikwe liphondo ngokubanzi ngokumalunga ne-ERM.

IsiCwangciso i-ERM Implementation Strategy senziwa ngenjongo yokuba kufunyanwe i-Enterprise Risk Management Plan yesiCwangciso seSebe iWCED. Oku kuya kubangela ukuba ekugqibeleni iSebe lizenze iinkonzo zalo ezicaciswe kwiinjongo zeSebe, nezalathi-nkqubela nokuphucula ukwenziwa kwezigqibo ezimalunga nelahleko nokuphucula ngakumbi ukuthotyelwa kwemithetho echaphazelekayo. Sikwacacisa ngakumbi iindima nemisebenzi yabaphathi nabasebenzi ngokuzinzisa ulawulo lwenkcitho eyilahleko kwiSebe yaye sicacisa

imithetho, imigangatho, izixhobo, iinkqubo, nezibonelelo emazisetyenziswe ukuphumeza isicwangciso se-ERM.

KwiSebe iWCED, iKomiti yeSigqeba yeSebe kwangaxeshanye ikwenza inkonzo njenge-Enterprise Risk Management Committee (ERMCOM), yaye kuqeshwe amalungu ngokusesikweni ngolu hlobo. Kunyaka ophantsi koqwalaselo i-ERMCOM yahlangana qho ngekota ukubeka esweni iprofayili yenkcitho eyilahleko nokujongana nenkcitho eyilahleko yeSebe.

Uvavanyo lwenkcitho eyilahleko lwenziwa kumanqanaba eeprogram nezicwangciso qho ngekota ukwenzela ukujongisisa nokuhlaziya iilahleko ezikhoyo nokuqaphela iilahleko ezisaqalayo (*update existing risks and identify emerging risks*). Inkcitho eyilahleko ebonakalayo echaphazela iinjongo iyavavanywa ngokwezicwangciso neziphumo ezinokubakho; kwenziwa izicwangciso zokujongana nelahleko (*risk treatment plans*) nemihla yeethagethi yaye abanini-lahleko baziwe nokuba banoxanduva lokujongana nenkcitho leyo iyilahleko.

ICandelo le-ERM likwasebenzisana ngokusondeleyo nenkcuba-buchopho kwezenkcitho eyilahleko etyunjweyo ezancedisa ekuqhubeni inkqubo ye-ERM kwiSebe.

ISetyhula 5 ka-2013, yomhla we-1 Februwari 2013, yaqalisa uMgaqo-nkqubo: UMgaqo-nkqubo ongeNkcitho eSetyenziswe Gwenxa, ngokuNgenanzuzo nangokuDyakraza nengaGunyaziswanga kwiSebe iWCED (*Policy on Irregular, Fruitless, Wasteful and Unauthorised Expenditure in the Western Cape Education Department*).

Umgqo-nkqubo, ojongene phakathi kwezinye izinto nokwazi, ukurekhoda nokuxela inkcitho eyi-irregular, fruitless, wasteful and unauthorised expenditure ngokwesiqendu 38(1)(g) kuMthetho woLawulo lweMali kaRhulumente, 1999, (uMthetho 1 ka-1999) (*Public Finance Management Act, 1999 (Act 1 of 1999)*). Ujolise ekuqinisekiseni iinkqubo ezisebenzayo, nezisekukheleni zolawulo lwezemali neelahleko, nolawulo lwangaphakathi

3. Ubuhophololo norhwaphilizo (Fraud and corruption)

URhulumente weNtshona Koloni wamkela i-Anti-Corruption Strategy engqina ukuzimisela kwephondo ekubutshabalaliseni neengcambu ubuhophololo norhwaphilizo. ISebe likwavume isiCwangciso i- *Fraud Prevention Plan*.

Kuye kwaqhutyekwa nophando olumalunga nolwaphulo-mthetho (*Forensic Investigations*) yiYunithi iForensic Investigating Unit eyafakwa kwiZiko leeNkonzo zikaRhulumente (*Corporate Service Centre*) kwiSebe leNkulumbuso. Amajelo amaninzi okwenza iingxelo (*Various channels for reporting*) ngezityholo zokubakho kobuhophololo norhwaphilizo, yaye ezi zinto zichazwa ngokukhulu kwi-Anti-Corruption Strategy nakwi-Departmental Fraud Prevention Plan. Isityholo ngasinye esifunyenweyo yi-Forensic Investigating Unit sarekhodwa kwi-Case Management

System esetyenziswa njengesixhobo solawulo sokunika ingxelo ngenkqubela eyenziweyo malunga namatyala anxulumene neSebe.

Siyabakhusela abaqeshwa abavula umlomo bathethe xa berhanela ukuba kukho ubuqhophololo norhwaphilizo nobusela ukuba oko kuxela kokukhuselekileyo (a *protected disclosure*) (kungeyonjongo yolunya). Ithuba lokuhlala ungaziwa ukuba ungubani na linikwa nawuphi na umntu oxela izenzo zobuqhophololo, ubusela norhwaphilizo yaye xa benokuthi bakwenze oko bona ngokwabo, amagama abo agcinwa eyimfihlo ngumntu abaxela kuye.

Bakuba buqinisekisiwe ubuqhophololo norhwaphilizo emva kokugqitywa kophando, umqeshwa ochaphazelekayo, othathe inxaxheba kwezi zenzo usiwa kwiingxoxo zoluleko. Kwiimeko ezinjengezi, ummeli we-WCG oqalisa iingxoxo zoluleko kufuneka anike iingcebiso ngokugxothwa komqeshwa ochaphazelekayo. Apho kufunyanisiwa ubungqina bembonakalo yokuqala (*prima facie evidence*) malunga nolwaphulo-mthetho, umbandelo wolwaphulo-mthetho uxelwa kwiNkonzo yamaPolisa oMzantsi Afrika.

4. Ukunciphisa ukuNgqubana kweemfuno

Qho ngonyaka okanye njengoko iimeko zinokutshintsha, kufuneka abaphathi abakhulu (*senior management service*) bazalisa isibhengezo esibhalwe 'No conflict of Interest' ('Akukho kungqubana kweemfuno') yaye basingenise. Onke amalungu ekomiti yokhuphiswano ngamaxabiso nabasebenzi beCandelo loLawulo lokuThengwa kweeNkonzo neMpahla (*Supply Chain Management*) kufuneka kwakhona baxele naluphi na ungqubano lweemfuno lokudlelelela abanye. ISebe ngoku likwafuna ukuba zonke inkampani ezikhuphisana ngamaxabiso (*bidders*) zivakalise unxulumano lwazo olunokubakho nabo nabaqeshi okanye nabaqeshwa. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka angenise iingxelo zawo ezithi 'Akukho kungqubana kweemfuno zokudlelelela abanye'.

5. Umgaqo wokuziphatha

Isebe lihamba ngqo ngokoMgaqo iPublic Service Code of Conduct.

UMgaqo-nkqubo iPolicy on the Acceptance of Gifts by Office-based Officials of the weSebe leMfundo leNtshona Koloni, wavunywa nge-27 Matshi 2013. Lo mgaqo-nkqubo ujongene, phakathi kwezinye izinto, neRejista yeZipho (*Gift Register*), iinkqubo zokuzaliswa kweefom ii-Declaration Forms, iMibuzo eBuzwa Rhoqo (*Frequently Asked Questions*) nethemplethi yeRejista yeZipho (*Gift Register template*).

6. Imiba yezempilo, ukhuseleko nemiba yokusingqongileyo

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni uphambili kwaye iSebe limisele amaqumrhu obuhlakani namanye amasebe ephondo achaphazelekayo ukujongana nalo mba. Ukuthatha inxaxheba kwabahlali kuhlala kungumba ophambili kumlo ochasene nobundlobongela obuchaphazela izikolo zethu ezisengozini enkulu. ISebe lineekhamera ii-CCTV cameras kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo zibeke esweni okuqhubekayo.

7. IYunithi yoLawulo lwaNgaphakathi

IYunithi yoLawulo lwaNgaphakathi (*Internal Control Unit*) yamiselwa ukususela nge-01 Novemba 2012. IYunithi yagqiba ungqinisiso kangange-100% lwazo zonke iivawutsha zentlawulo zango-2012/13 ukwenzela ukufumanisa inkcitho eSetyenziswe Gwenxa, ngokuNgenanzuzo, ngokuDyakraza nengaGunyaziswanga (*irregular, fruitless and wasteful and unauthorised expenditure*) kwakunye nokungathotyelwa kwemigqaliselo.

8. Ingxelo yoPhicotho-zincwadi (Audit Committee report)

URhulumente wePhondo leNtshona Koloni – ISebe lezeMfundo (IBhajethi 5 evunyiweyo (Vote 5))

Ingxelo yoPhicotho-zincwadi (Audit Committee report)

Sinovuyo lokwandlala ingxelo yethu yonyaka-mali ophela nge-31 Matshi 2013.

Amalungu eKomiti yoPhicotho-zincwadi noKubakho kwawo

IKomiti yoPhicotho-zincwadi inala amalungu adweliswe apha ngezantsi yaye ifanele ukuhlalanga ubuncinane amaxesha amane ngonyaka ngokwee-terms of reference ezivunyiweyo. Kunyaka-mali ophantsi koqwalaselo, ziyi-8 iintlanganiso ebezibanjiwe. UMnu Kingwill uya kuba nguSihlalo ukususela nge-18 Juni 2013 ngenxa yokulahla esikhundleni kukaProfesa Calitz obengusihlalo. UProfesa Calitz uya kuqhubeka njengelungu leKomiti yoPhicotho-zincwadi.

Igama leLungu neNani leeNtlanganiso ekuYiweyo kuzo

UProfesa E Calitz (USihlalo ophinde wanyulwa kwakhona nge-01 Januwariu 2013)	8
Mnu L Mdunyelwa	5
Mnu L Nene	7
Mnu RI Kingwill	7
Nks Z Abrams	4

Umsebenzi weKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi inika ingxelo yokuba iyithobele imigaqo emalunga nemisebenzi yayo ngokwesiqendu 38(1)(a) se-PFMA ne-Treasury Regulation 3.1. IKomiti yoPhicotho-zincwadi ikwanike nengxelo yokuba isebenzise imigaqo efanelekileyo (*appropriate formal terms of reference*) njengeTshatha yeKomiti yoPhicotho-zincwadi, yaye ilawule imicimbi yayo ngokungqinelana nale tshatha yaza yenza yonke imisebenzi yayo njengoko iqulethwe apho kuyo.

Ukusebenza ngempumelelo koLawulo lwaNgaphakathi

Sizijongisisile iingxelo zaBaphicothi-zincwadi baNgaphakathi (*Internal Auditors*), ingxelo yoMphicothi-zincwadi Jikelele neeNgxelo-mali zoNyaka (*Annual Financial statements*) neNgxelo yoLawulo ye-Auditor-General of South Africa (AGSA); yaye nangona kuye kwaqatshelwe ukuphucuka komgangatho okubonakalayo, ikomiti iziqaphele ezo nkalo zichaziweyo kwingxelo yoLawulo ye-AGSA. Kuya kubekwa esweni amanyathelo olungiso abaphathi nokuzimisela kwabo ukujongana nokusilela kwiinkqubo zolawulo lwangaphakathi ngethuba leentlanganiso zethu zokujongisisa oku zaqho ngekota. Apha enyakeni, ukungasebenzi kakuhle kolawulo kwaqatshelwa luPhicotho lwangaPhakathi (*Internal Audit*) kwezi nkalo zilandelayo:

- UPuhliso looTitshala aBanobuchule (*Teacher Competency Development*)-Ootitshala bemfundo eneemfuno ezizodwa
- Inkcitho engagunyaziswanga
- IsiCwangciso soPhuculo lweSikolo – UCwangciso lweKharityhulam
- Ulondolozo lweziseko zophuhliso –izikolo eziqeshiweyo
- I-CEMIS/DMIS

Njengenxalenye ye-Western Cape Government IT Internal audit plan, uvavanyo lweemeko ezingqonge ulawulo nokhuseleko lwe-IT oluxhasa i-CEMIS ne-DMIS lwaqhutywa yi-Ernst and Young neyaqaphela ukusilela kulawulo olubalulekileyo.

Kuphunyezwa amanyathelo olungiso kule miba ingentla ngabapathi yaye ibekwe esweni yiKomiti yoPhicotho-zincwadi.

Sikhankanye ukuba iSebe lithathele kulo umsebenzi nobunini bokuphunyezwa kwemethodoloji nomsebenzi we-Enterprise-wide Risk Management (ERM). Umngeni uhlala ikukumisela kwe-ERM kwiZiko lilonke. IKomiti yoPhicotho-zincwadi iqaphele inkcitho eyilahleko ekusafunwa ingcaciso ngayo (*emerging risks*) yaye iya kukubeka esweni oku rhoqo.

Inkqubela kwakunye nemibandela yophando ngeenkcitho eziyilahleko kwiSebe (*forensic matters*) eliphantsi kophando kwiKomiti yoPhicotho-zincwadi qho ngekota, ibekwe esweni yiKomiti yoPhicotho-zincwadi. Lo gama kusaqwalaselwa iqela lemibandela, kuncitshisiwe ukusilela kwimibandela ethile.

Sikujongisisile yaye sakuvuma ukwamkelwa ngabaphathi kweNgxelo yoLawulo ye-AGSA. Siyangqina ukuba akukho miba ingasonjululwanga.

IKomiti yoPhicotho-zincwadi yanelisekile yikhontenti nomgangatho weengxelo zekota ngokumalunga nolawulo lonyaka neengxelo zentsebenzo yaqho ngekota ezingeniswe ngokwe*National Treasury Regulations ne-Division of Revenue Act* ezilungiswe zaza zakhutshwa liGosa eliMele ukuPhendula ngoSetyenziso lweMali kunyaka ophantsi koqwalaselo.

Sisiphumezile isigunyaziso sethu ngokumalunga neengxelo-mali zonyaka njengoko kucacisiwe apha ngezantsi.

Ukuhlolwa kweNgxelo zoKusetyenziswa kweMali

IKomiti yoPhicotho-zincwadi:

- Ihlolisise yaza yaxoxa noMphicothi-zincwadi Jikelele neGosa eliMele ukuPhendula ngoSetyenziso lweMali ngeNgxelo-mali zoNyaka (*Annual Financial Statements*) eziza kubandakanywa kwiNgxelo yoNyaka;
- Ihlolisise i-*Auditor-General's Management Report* nempendulo yabaphathi ngokubhekiselele kuyo ;
- Ihlolisise iinguqu kwimigaqo-nkqubo yeze-akhawuntingi neenkqubo njengoko kwenziwe ingxelo kwiiNgxelo-mali zoNyaka ;
- Ihlolisise iinkqubo zeSebe zokungqinelana nemigaqo nemithetho elawulayo (*legal and regulatory provisions*);
- Ihlolisise ingcaciso emalunga neenjongo esele zimiselwe njengoko kucacisiweyo kwingxelo yonyaka;
- Ihlolisise uhlelwa-hleliso olubalulekileyo olubangelwe lolu phicotho yaye
- Ihlolisise yaye apho kufanelekileyo yacebisa ngeenguqu kwiingxelo-mali zethutyana njengoko zandlaliwe kwiSebe kangangeenyanga ezintandathu eziphela nge-30 Septemba 2012.

IKomiti yoPhicotho-zincwadi iyavumelana yaye iyazamkela izigqibo zoMphicothi-zincwadi Jikelele malunga neNgxelo-mali yoNyaka, yaye icebisa ukuba iiNgxelo-mali eziPhicothiweyo (*Annual Financial Statements*) zamkelwe yaye zifundwe kunye nengxelo ye-AGSA.

Uphicotho-zincwadi lwangaphakathi

Ngokungqinelana neemfuno ze-PFMA nokuthathela ingqalelo i-*King III Report* malunga neemfuno zikaRhulumente weNtsebenziswano (*Corporate Governance*), uPhicotho-zincwadi lwangaphakathi (*Internal Audit*) lubonelela iKomiti yoPhicotho-zincwadi noLawulo (*Audit Committee and Management*) ngengqiniseko yokuba

iinkqubo zolawulo lwangaphakathi (*internal controls*) zifanelekile yaye ziyimpumelelo. Oku kunokufikelelwa ngokusetyenziswa kwesicwangciso sophicotho lwangaphakathi olusekelwe kwinkcitho eyilahleko (*a risk based internal audit plan*). Uphicotho lwangaphakathi luvavanya ukufaneleka nokusebenza ngempumelelo kolawulo lwangaphakathi ukunciphisa ilahleko yaye iKomiti yoPhicotho-zincwadi ibeke esweni ukuphunyezwa kwamanyathelo olungiso.

Uphicotho lolawulo lwangaphakathi olulandelayo lwacwangciswa yaye lwavunywa ngonyaka ophantsi koqwalaselo:

- Inkcitho engaGunyaziswanga
- Iziseko zophuhliso-Ulondolozo i-Schedule Maintenance
- Amaphulo ongenelelo ngoncedo eziCwangciso zoPhuculo lweZikolo (*School Improvement Plan Based Interventions*)
- Inkqubo yaBacebisi emalunga nokuNgqubana kweeMfuno (*Conflict of Interest Consulting Engagement*)

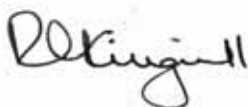
IKomiti yoPhicotho-zincwadi ihlala inenkxalabo ngokuba kufuneka kunikwe ingxelo ngophicotho-zincwadi ukuze kufikelelwe kwipesenti ebalulekileyo yeenkalo zenkcitho eyilahleko enkulu. IKomiti yoPhicotho-zincwadi iya kukhuthaza ingqinisekiso eyandisiweyo kwiinkalo zenkcitho eyilahleko ebonakalayo ngokongamela ukuphunyezwa kweemigqaliselo yengqinisekiso edityanisiweyo.

Ingxelo yoMphicothi-zincwadi Jikelele

Sijongisise isiCwangciso sophunyezo seSebe (*Department's implementation plan*) kwimiba yophicotho-zincwadi ephakanyiswe kunyaka ongaphambili qho ngekota. IKomiti yoPhicotho-zincwadi ihlangene noMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General South Africa*) ukuqinisekisa ukuba akukho mibandela ingasonjululwanga ethe yabangelwa yimithetho elawula uphicotho (*regulatory audit*). Amanyanthelo okulungisa imeko ngeziphumo ezicacisa iinkcukacha ezininzi (*detailed findings*) ezibangelwe yimithetho elawula uphicotho olukhoyo njengangoku (*current regulatory audit*) aya kubekwa esweni yiKomiti qho ngekota.

Umbulelo

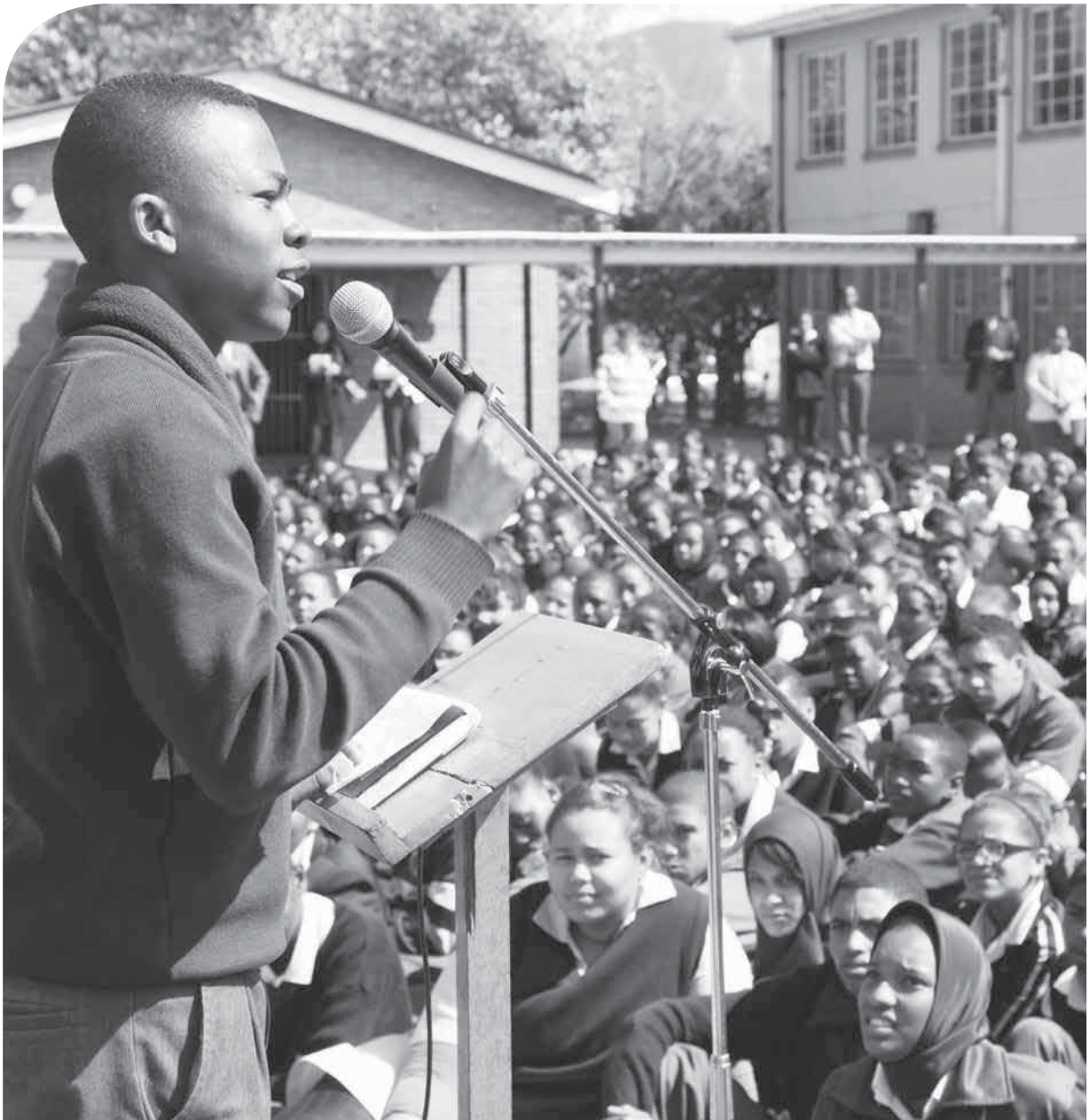
IKomiti inqwenela ukuvakalisa umbulelo kumagosa eSebe, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General South Africa*) nakwiYunithi yoPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Unit*) ngentsebenziswano nengcaciso abayinikileyo eyenze sabanako ukwenza le ngxelo.



Mnu RI Kingwill

USihlalo weKomiti yoPhicotho-zincwadi yeSebe leMfundo

Agasti 2013



ICandelo D
ULawulo kwiCandelo
lezaBasebenzi

1. Imithetho yoLawulo lweMicimbi yaBasebenzi

Ingcaciso enikwe kweli candelo imiselwe yiMimiselo yeNkonzo kaRhulumente (*Public Service Regulations*) (ISahluko 1, ICandelo III J.3 and J.4).

UMthetho weeMeko zeNgqesho ezisiSiseko, ka-1997 (UMthetho 75/1997) njengoko ufakelwe izilungiso (*Basic Conditions of Employment Act, 1997 (Act 75/1997)*),
“UMthetho wezoBudlelane emSebenzini” 1995 (uMthetho 66 ka-1995),
UMthetho woBulungisa kwezeNgqesho, 1998, (uMthetho 55 ka-1998),
I-Occupational Health and Safety Act, 1993 (Act 85 of 1993),
I-Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993),
I-Government Employees Pension Law, 1996 (Proclamation 21 of 1996),
UMthetho wezeNgqesho wooTitshala ka-1998, (UMthetho 76 ka-1998),
UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo 103 sika-1994) kunye noMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996;
I-Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000),
UMthetho woKhuthazo loFikelelo kwiNgcaciso, 2000, (uMthetho 2 ka-2000)
UMthetho oKhuthaza uLawulo ngoBulungisa, 2000 (UMthetho 3 ka-2000)
(Promotion of Access to Information Act, 2000, (Act 2 of 2000)

Ingcaciso ibonisa ukuba ukuma kwesebe ngokweempawu ezimalunga nohlanga, isini nokukhubazeka, njengoko kuyimfuneko kuMthetho woBulungisa kwezeNgqesho neSebe leNkonzo kaRhulumente noLawulo. Izithuba ezabelwe amaziko zifuna amabanga emfundo awahlukeneyo afana neSatifikethi seMatriki, amabanga emfundo yobugcisa okanye abanezidanga neediploma nabanemfundo yasemva kwesidanga sokuqala, kwanabanobuchule bamanqanaba athile. UMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*) ucacisa ukuba ekumiseleni amaqela ekubhekiswa kuwo ingaba amele ngokulinganayo na kuluhlu nakumanqanaba emisebenzi (*occupational category*) kubasebenzi bomqeshi (*employer's workforce*), inani lemiba emayithathelwe ingqalelo ebandakanya amanani abantu abaqeqeshwe ngokufanelekleup (*pool of suitably qualified people*) kwiqela ekubhekiswa kulo umqeshi ekulindeleke anyusele okanye aqeshe abaqeshwa. Amanani abonisiwe kweli candelo awayithatheli ngqalelo le miba yaye awabonisi ukuba iinkcukacha-manani zabemi belizwe ezinikwe luBalo-bantu lwango-2011 (*2011 Census*), abonisa ipesenti encinane kakhulu yabemi baseNtshona Koloni abaneMatriki namabanga emfundo asemva kwemfundo yasemva kweyematriki. Lo mba ucacisa “amanani abantu abaqeqeshwe ngokufanelekileyo” apho uRhulumente weNtshona Koloni anokuqesha khona abasebenzi (njengoko kucacisiwe kuMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*)). ISebe liyaqhubeka nokutyala imali kumanyathelo okwandisa iqela labasebenzi abafanele ukuqeshwa abanako ukukhuphisana ukwenzela amathuba ezengqesho ukwandisa, ukumela ngobulungisa kuwo onke amahlelo namanqanaba emsebenzini.

2. Intshayelelo

Isishwankathelo semiba yeCandelo lezaBasebenzi kwiSebe

Ulawulo lwamanani ezithuba ezabelwe amaziko zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba eziyi-154 ngaphezulu ukulungiselela unyaka wokufunda ka-2013. Ngaphezu koko, iSebe laphumeza umlinganiselo wenani ophuculweyo womfundi notitshala (*improved learner/educator ratio*) kwiSigaba seSiseko. ISebe liphumelele ukwandisa amanani alo ootitshala abasisigxina yaye ke ngoko inkqubo yezemfundo izinzile ngokubanzi. Kuthathwe amanyathelo okuqinisekisa ukuba umlinganiselo wenani ophuculweyo womfundi notitshala ka-1:37 kwizikolo eziziprayimari nongu-1:33 kwizikolo eziphakamileyo. Isebe likwaqalise isicwangciso esijolise kwiinjongo sokufaka ootitshala kwezinye izithuba (*goal oriented deployment plan*) kootitshala abangaphezu kwemfuneko nokunciphisa inani bubungqina boku. Ngethuba elisusela kwi-1 April 2012 ukuya kwi-31 Disemba 2012, iSebe iWCED lanciphisa inani lootitshala abangaphezu kwemfuneko ngo-149. Abanye abayi-53 ootitshala abangaphezu kwemfuneko bafakwa kwizithuba kwikota yokuqala ngo-2013.

ISebe liphumelele ukukhupha izintlu zezithuba ezintlanu zootitshala kunyaka wesikolo ka-2012.

Iprayorithi zeHR ezimiselweyo kunyaka ophantsi koqwaselo nefuthe lazo

Isebe liwuthatha njengeprayorithi umba wokugaywa kwabaphathi abanobuchule amabaqeshwe njengenqununu ezikolweni. Abameli besebe kwezo phaneli zokhethe zilolu hlobo bebehlaniphele ukuqinisekisa ukuba inkqubo yokumangala esemthethweni iyalandelwa.

Enye iprayorithi ibe kukunciphisa amanani abaqeshwa abakwikhefu ithuba elide ukwenzela ukunika isiqabu kuxinzelelo lwezemali kwisebe kuba oku kubangela ukuba kuqeshwe ootitshala ababambelayo.

Inkqubo-sikhokelo yesicwangciso sabasebenzi (Workforce planning framework) nezicwangciso eziphambili zokuloba nokugaya abasebenzi abanezakhono nabanako ukusebenza (skilled and capable workforce).

Isebe liqhubekile nokunika iibhasari zaphambi kokungena enkonzweni kubafundi abaza kuba ziititshala yaye ezo bhasari zilolu hlobo zisiwe kwizifundo ezikhethekileyo (*specific studies*). Ngaphezu koko isebe lasebenzisa amathuba ale nkonzo nokufumaneka kwabanesidanga beskim iFunza Lushaka Bursary scheme njengoko ilawulwa liSebe leMfundo elisiSiseko kuZwelonke. Ngethuba elisusela kwi-1 Apreli 2012 ukuya kwi-31 Disemba 2012, bayi-283 (57.76%) ababenikwe ibhasari yeFunza Lushaka (ababenikwe ibhasari bango-2011 abalungele ukufakwa kwizithuba ngo-2012) kwabayi-490 abafakwa kwizithuba ngokuyimpumelelo. Ngethuba elisusela kwi-1 Januwari 2013 ukuya kwi-31 Matshi 2013, bayi-298 ababenikwe ibhasari yeFunza Lushaka (abane-bhasari bango-2013 abalungele ukufakwa kwizithuba ngo-2013), abayi-669 (44.54%) bafakwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo.

Ngokuzaliswa kwezithuba zeSMS, isebe lagxininisa kwiziphumo zovavanyo olususelwa kubuchule umviwa athe walubhala.

Inkqubo-sikhokelo yolawulo lwentsebenzo yabaqeshwa

Isebe layamkela yaye layivuma imigaqo-nkqubo emiselweyo ngokumalunga nolawulo lwentsebenzo nokuqinisekisa ukuba bonke abasebenzi, ootitshala kwakunye nabasebenzi benkonzo karhulumente, bacaciselwa kakuhle ngezinto ezilindelekileyo kuMqeshi.

Iprogram yempilo-qete yabasebenzi

Umboneleli-nkonzo wangaphandle wenza inkonzo ngokumalunga norhulumente wephondo liphela yaye isebe liyazamkela ezi program zilolu hlobo.

Le program ibonelela ngenkxaso eqhubeka okokoko ngokumalunga neemfuno zokusebenza kwengqondo, ezeemvakalelo nendlela yokuphila yabaqeshwa. Yiprogram egxininisa phakathi kwezinye izinto, kwi-HIV ne-AIDS, kuxinzelelo, kulawulo lwezemali, kubudlelwane, kwezomthetho, kwimibandela yosapho, ekusetyenzisweni kwanokucebisa abasengozini (*trauma debriefing*). Iprogram ikwajongene nemiba yezempilo nempilo-qete yabasebenzi ngeenTsuku zeMpilo neMpilo Qete yaBasebenzi (*Employee Health and Wellness Awareness Days*). Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokuphucula ukuba nolwazi ngeenkonzo ezibonelelwa liSebe iWCED. Ukongeza apho, i-*Health Promotion Awareness* iqhubeka ngokweentsuku eziqatshelwe kwiKhalenda yezeMpilo yeSebe lezeMpilo. Isebe lisingethe iiNtsuku eziyi-6 zeMpilo neMpilo Qete yaBasebenzi (*Health and Wellness Awareness Days*) yaye zidale ukubakho kolwazi ngokwenza amalungiselelo eeseshoni eziyi-19 zeprogram yempilo qete ebonelelwa ngabasebenzi beSebe iWCED ngeli thuba lokunika ingxelo.

Ukuqulunqwa kwemigaqo-nkqubo

Isebe lenze kwafumaneka amanani ezithuba ezabelwe izikolo kuzo zonke izikolo ngo-2013 phambi kokuphela kuka-Agasti 2012. Oku kubangela isikolo ukuba siqalise kwangethuba izicwangciso zazo ukulungiselela unyaka ka-2013 yaye lidale amathuba awaneleyo kuzo zonke izikolo ukuba zicele izithuba ezingaphezulu apho zibona kuyimfuneko oku.

Isistim i-e-*Recruitment system* ("Recruiting the best") yaphunyezwa ukususela ngoJanuwari 2013. Le sistim yenza ukuba bonke ootitshala bazalise iiprofayili zabo kwisistim yaye bayisebenzisele ukufaka izicelo kwikhompyutha kwezo zithuba zipapashiweyo. Isistim isephantsi koqwalaselo ukwenzela ukuqinisekisa ukuba yimpumelelo kwayo.

Isebe lizenze ivolontiya ekuthatheni inxaxheba kwi-*Pensions e-Channeling system*. Le sistim ivumela ukusingathwa kwe-*pension withdrawal for beneficiaries* kusetyenziswa ikhompyutha yaye inciphise kakhulu ixesha lokuhlululwa kwezibonelelo kanye.

Imineni isebe elijongene nayo

Ukuhla kwamanani abafundi ngethuba lonyaka wesikolo kuneziphumo zokuba ezinye izikolo zinootitshala abangaphezulu kunomlinganiselo wenani labafundi abafundiswa ngutitshala okuvumelayo oko njengokuba unyaka uqhubeka.

Iinjongo/izicwangciso zeHR

Ukuqaliswa kwe-e-Recruitment system kootitshala abasezi-ofisini nakubasebenzi benkonzo karhulumente. Ukubonelelwa ngezicelo ezifakwa kwikhompyutha kootitshala abasezikolweni zikwifomathi yekhompuyutha (*electronic format*).

3. Iinkcukacha-manani eziphosakeleyo zeMicimbi yoLawulo lwaBasebenzi (Human Resource oversight statistics)

3.1. Inkcitho

Ibhajethi yeSebe ngokweeprogram ezicaciswe ngokuthe gca. Le theyibhile ilandelayo ishwankathela inkcitho ephicothiweyo (*audited expenditure*) ngeprogram nganye (Itheyibhile 3.1.1) nangokwamacandelo emivuzo (*salary bands*) (Itheyibhile 3.1.2). Ibonelela ngakumbi isixa esichithiweyo kwinkcitho yabasebenzi ngokweeprogram nganye okanye ngokwe-*salary bands* nganye apha ngaphakathi kwisebe.

<i>Iprogram</i>	<i>Igama leprogram</i>
<i>Iprogram 1</i>	<i>Ezolawulo</i>
<i>Iprogram 2</i>	<i>Imfundo kwiZikolo zikaRhulumente eziQhelekileyo</i>
<i>Iprogram 3</i>	<i>Imfundo kwizikolo eziZimeleyo</i>
<i>Iprogram 4</i>	<i>Imfundo kwiZikolo zeMfundo eneeMfuno eziZodwa zikarhulumente</i>
<i>Iprogram 5</i>	<i>likholeji ze-FET (Further Education and Training)</i>
<i>Iprogram 6</i>	<i>Imfundo yaBadala noQeqesho</i>
<i>Iprogram 7</i>	<i>Imfundo noPhuhliso lwabantwana aBasaqalayo (ECD)</i>
<i>Iprogram 8</i>	<i>IiNkonzo ezincedisayo nezinxulumene nazo</i>

ITheyibhile 3.1.1 Inkcitho yaBasebenzi ngeprogram, 2012/13

Iprogram	Inkcitho iyonke (R'000)	Inkcitho ngabaqeshwa (R'000)	Inkcitho ngoqeqesho (R'000)	Iimpahla neeNkonzo.	Inkcitho ngabaqeshwa njenge-% yenkcitho iyonke	Inkcitho ngabaqeshwa ngomqeshwa ngamnye (R'000)	Inani elingumndilili labaqeshwa
Iprogram 1	510 807	248 252	7 198	0	1.74	310.70	799
Iprogram 2	11 655 694	9 388 908	41 882	0	65.71	266.79	35 192
Iprogram 3	72 321	0	0	0	0	0	0
Iprogram 4	835 176	668 879	0	0	4.68	236.27	2 831
Iprogram 5	597 523	273 819	0	0	1.92	279.98	978
Iprogram 6	36 920	*1 587	0	0	0.01	*176.3	9
		**4 258	0	0	0.03	0	0
Iprogram 7	421 351	64 203	0	0	0.45	313.19	205
Iprogram 8	158 318	***25 206	0	0	0.18	***229.15	110
		****60 696	0	0	0.42	0	0
Inani lilonke	14 288 110	10 735 885	49 080	0	75.14	267.57	40 124
<p>Makuqatshelwe :</p> <p>* Inkcitho yabaqeshwa ngokumalunga neProgram 6 (Adult Basic Education and Training) ifikelele ku-R1,587 m ngokumalunga nabaqeshwa abaqeshwe isigxina abasi-9. Oku kubonise ukuba iindleko zabaqeshwa ezingumndilili ke ngoko zimalunga nabaqeshwa abasisigxina kuphela.</p> <p>** Isixa esifikelela kwi- R4,258 m sibonisa isixa ngokumalunga nenkcitho ephathelele kootitshala abayi-37 abaqeshwe ngokweeyure ezimiselayo ukuba bafundise kumaziko azii- ABET-centres.</p> <p>*** Inkcitho yabaqeshwa ngokumalunga neProgram 8 (Auxiliary and Associated Services) ifikelele ku-R25 206 m ngokumalunga nabaqeshwa abaqeshwe isigxina abayi-110. Oku kubonise ukuba iindleko zabaqeshwa ezingumndilili ke ngoko zimalunga naBaqeshwa abasisigxina kuphela.</p> <p>**** Isixa esiyi-R60,696m sibonisa isixa esichithwe kwinkcitho yaBevi/iiModareyitha/abaMakishi nabasebenzi bolawulo abanika inkxaso (kwiimviwo zeMatric zango- 2012) kwakunye nabasebenzi abanika inkxaso be-HIV/AIDS.</p>							

ITheyibhile 3.1.2 Inkcitho yaBaqeshwa ngokwamacandelo emivuzo, 2012/13

Icandelo lomvuzo	Inkcitho yaBasebenzi (R'000)	I-% yenkcitho iyonke yabaqeshwa	Inkcitho ephakathi yabaqeshwa ngomqeshwa ngamnye (R'000)	Inani labaqeshwa
Abanezakhono ezisezantsi (amanqanaba 1-2)	284 047	2.64	92.01	3, 087
Abanezakhono (amanqanaba 3-5)	670 766	6.23	140.39	4, 778
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	6 201 664	57.59	265.14	23, 390
Abanezakhono eziphezulu zokusuphavyiza (9-12)	3 567 327	33.13	404.46	8, 820
Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	44 890	0.42	916.12	##49
Inani lilonke	#10 768 694	100.00	268.39	40 124

Makuqatshelwe:

- # Inkcitho yabaqeshwa iphelele kwitheyibhile 4.1.1 no- 4.1.2 iyahluka kuba ezinye iitranezekhshini zenziwa ngqo kwi-BAS
- ## Inani lilonke lenkcitho ngezabasebenzi eliboniswe kwitheyibhile 4.1.1 no-4.1.2 apha ngasentla libandakanya abasebenzi benkonzo karhulumente kunye nootitshala. Inani labasebenzi kwicandelo 13 – 16 libandakanya ii-CEO eziyi-6 kwiKholeji zeMfundo noQeqesho oluQhubekayo.

Ezi theyibhile zilandelayo zinika isishwankathelo ngeprogram nganye (kwitheyibhile 3.1.3) nakumacandelo omvuzo (kwitheyibhile 3.1.4), yenkcitho ekungenwe kuyo ngenxa yezemivuzo, i-ovathayim, isibonelelo sendlu kwanoncedo lwezonyango.

Kwimeko nganye, itheyibhile inika umbhalo wepesente yebhajethi emalunga nabasebenzi eyayisetyenziselwe ezi zinto.

ITheyibhile 3.1.3 Imivuzo, i-ovathayim, isibonelelo sezindlu noncedo lwezonyango ngokweProgram nganye, ngo-2012/13

Iprogram	Imivuzo		I-ovathayim		Isibonelelo sezezindlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	I-ovathayim njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	Isibonelelo sezezindlu njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	Uncedo lezonyango njenge- % yenkcitho yabaqeshwa
Iprogram 1	179 076	1.66	2,203	0.02	6 205	0.06	11 061	0.10
Iprogram 2	7 031 109	65.29	295	0.00	219 464	2.04	417 237	3.87
Iprogram 4	493 024	4.58	61	0.00	17 523	0.16	29 744	0.28
Iprogram 5	206 344	1.92	0	0.00	5 909	0.05	11 305	0.10
Iprogram 6	7 497	0.07	0	0.00	258	0.00	403	0.00
Iprogram 7	47 867	0.44	0	0.00	1 094	0.01	2 586	0.02
Iprogram 8	33 681	0.31	1,407	0.01	1 124	0.01	1 999	0.02
Inani lilonke	7 998 598	74.28	3 966	0.03	251 577	2.34	474 335	4.40

ITheyibhile 3.1.4 Imivuzo, i-Ovathayim, isiBonelelo sezindlu noNcedo lwezoNyango ngokwamacandelo emivuzo ngo-2012/13

Icandelo lomvuzo	Imivuzo		I-ovathayim		Isibonelelo sezezindlu		Uncedo lwezonyango	
	Isixa (R'000)	Imivuzo njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	Imivuzo njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	Isibonelelo sezezindlu njenge- % yenkcitho yabaqeshwa	Isixa (R'000)	Uncedo lezonyango njenge- % yenkcitho yabaqeshwa
Abanezakhono ezisezantsi (amanqanaba 1-2)	200 409	1.86	93	0.00	15 494	0.14	15 819	0.15
Abanezakhono (amanqanaba 3-5)	476 095	4.42	1 659	0.01	29 429	0.27	41 627	0.39
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4 607 545	42.79	1 760	0.01	142 636	1.32	285 193	2.65
Abanezakhono eziphezulu zokusuphavyiza (9-12)	2 684 711	24.93	454	0.00	64 018	0.59	131 098	1.22
Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	29 838	0.28	0	0.00	0	0.00	598	0.01
Inani lilonke	7 998 598	74.28	3 966	0.03	251 577	2.34	474 335	4.40

3.2. Ezeengqesho nezithuba ezinganabantu

Ezi theyibhile zilanderlayo zishwankathela inani lezithuba ezabelwe amaziko, inani labaqeshwa, ipesenti yezithuba ezingenamntu, nokuba bakhona na abasebenzi abongezelelekileyo kwelo ziko. Le ngcaciso iboniswa ngeyantlaku ezimbini: - Iprogram (Itheyibhile 4.2.1) nenqanaba lomvuzo (Itheyibhile 4.2.2)

ITheyibhile 3.2.1 : Ezengqesho nezithuba ngeprogram, njenge-31 Matshi 2013

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ezixhaswa ngemali	I-1% yereyithi yeZithuba	Inani labantu abongezelelekileyo kwiziko	Inani labaqeshwa lilonke
Bonke abasebenzi	Iprogram 1	827	48	784	5.00	15	799
	Iprogram 2	35 032	259	34 841	1.00	351	35 192
	Iprogram 4	3158	9	2 798	11.00	33	2 831
	Iprogram 5	1 280	150	978	24.00	0	978
	Iprogram 6	12	0	9	25.00	0	9
	Iprogram 7	14	0	205	0.00	0	205
	Iprogram 8	109	25	110	0.00	0	110
	Inani lilonke	40 432	491	39 725	2.00	399	40 124
OoTitshala	Iprogram 1	99	7	108	0.00	6	114
	Iprogram 2	28 459	24	28 489	0.00	147	28 636
	Iprogram 4	2 054	0	1 844	10.00	16	1 860
	Iprogram 5	886	0	811	8.00	0	811
	Iprogram 6	4	0	2	50.00	0	2
	Iprogram 7	14	0	**205	0.00	0	205
	Iprogram 8	0	0	0	0.00	0	0
	Inani lilonke	31 516	31	31 459	0.00	*169	31 628
ABasebenzi beNkonzo kaRhulumente	Iprogram 1	728	41	676	7.00	9	685
	Iprogram 2	6 573	235	6 352	3.00	204	6 556
	Iprogram 4	1 104	9	954	14.00	17	971
	Iprogram 5	394	150	167	58.00	0	167
	Iprogram 6	8	0	7	13.00	0	7
	Iprogram 7	0	0	0	0.00	0	0
	Iprogram 8	109	25	110	0.00	0	110
	Inani lilonke	8 916	460	8 266	7.00	230	8 496

Makuqatshelwe:

* Kwimeko yootitshala abongezelelweyo kwiziko, kuboniswa amanani kuphela angawootitshala ababeqatshelwe njengabongezelelweyo ngokweemvumelwano zomqeshi nabaqeshwa.

** Iprogram 7: Izithuba zootitshala: ziphelisiwe ii-priprayimari njengoko zingenamntu. ISebe iWCED lamkela umgaqo-nkqubo ekuthi kwizithuba ezishiyiweyo zitshintshwe ngentlawulo yenkxaso-mali kwiingce lokudala amaziko angaphezulu kubafundi bepriprayimari (UPhuhliso lweMfundo yaBantwana aBasaqalayo). Ootitshala abayi-205 kwiProgram 7 ngabasebenzi bePriprayimari. Aba basebenzi bafakwe kwizithuba ezongezelelweyo.

Kumaziko emfundo, inani lezithuba ezingenamntu ngokubhekiselele kootitshala alithethi kuthi iziko lemfundo linootitshala abambalwa kunenani lootitshala abanelungelo lokuba kuzo. Oku kuthetha ukuba izithuba zootitshala azizaliswa ngabasebenzi abasisigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kuqeshwa abasebenzi bethutyana ukuqinisekisa ukuba onke amaziko emfundo anabasebenzi abaneleyo.

ITheyibhile 3.2.2 : Ezengqesho nezithuba ngokwamacandelo emivuzo nge-31 Matshi 2013

Iqela labasebenzi		Inani lezithuba ezixhaswa ngezimali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ezixhaswa ngemali	I-1% yereyithi yeZithuba	Number of persons additional to the establishment	Inani labaqeshwa lilonke
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 265	232	3 094	5.00	72	3 166
	Abanezakhono (amanqanaba 3-5)	4 238	99	3 846	9.00	92	4 834
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	28 661	104	28 817	0.00	184	28 105
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	4 218	56	3 921	7.00	49	3 970
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	50	0	47	6.00	2	49
	Inani lilonke	40 432	491	39 725	2.00	399	40 124
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0.00	0	0
	Abanezakhono (amanqanaba 3-5)	0	0	0	0.00	0	*896
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	27 502	4	27 722	0.00	127	26 953
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	4 014	27	3 737	7.00	42	3 779
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0.00	0	0
	Inani lilonke	31 516	31	31 459	0.00	169	31 628
Abasebenzi beNkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 265	232	3 094	5.00	72	3 166
	Abanezakhono (amanqanaba 3-5)	4 238	99	3 846	9.00	92	3 938
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 159	100	1 095	6.00	57	1 152
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	204	29	184	10.00	7	191
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	50	0	47	6.00	2	49
	Inani lilonke	8 916	460	8 266	7.00	230	8 496

Makuqatshelwe:

Kumaziko emfundo, inani lezithuba ezingenamntu ngokubhekiselele kootitshala alithethi kuthi iziko lemfundo linootitshala abambalwa kunenani lootitshala abanelungelo lokuba kuzo. Oku kuthetha ukuba izithuba zootitshala azizaliswa ngabasebenzi abasisigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kuqeshwa abasebenzi bethutyana ukuqinisekisa ukuba onke amaziko emfundo anabasebenzi abaneleyo.

* Zonke izithuba zootitshala zenzelwa ootitshala abaqeqeshwe ngokupheleleyo (abaneMatriki neminyaka emi-3 yoqeqesho) kumacandelo emivuzo 6-7 angawona asezantsi. Elokwenene kukuba iSebe iWCED alinabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga konke kwinkqubo yezemfundo. Aba ngootitshala abayi- 896 abahlawulwa kumacandelo emivuzo 3-5 kuba abafikeleli kwezona mfundo zingummiselo zisezantsi emazihlawulwe kumacandelo emivuzo 6-7. Ootitshala baqeshwa kwizithuba ezivunyiweyo ezichazwe kumacandelo emivuzo 6-8 kule theyibhile.

3.3. Ukuhlolwa kwemisebenzi (Job evaluation)

IMimiselo yeNkonzo kaRhulumente, 1999 yaqalisa ukuhlolwa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi wexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwinkqubo-sikhokelo emiselwe kuzwelonke, amagunya amisela oku, anokuhlola kwakhona nawuphi na umsebenzi okwiziko lakhe. NgokweMimiselo zonke izithuba ku macandelo emivuzo 9 nangaphezulu mazihlolwe phambi kokuba zizaliswe. Oku kwaxhaswa sisigqibo nguMphathiswa weNkonzo kaRhulumente noLawulo nokuba imisebenzi yababawuli abakhulu (SMS jobs) mayihlolwe phambi kwe-31 Disemba 2002.

Le theyibhile ilandelayo (iTheyibhile 3.3.1) ishwankathela inali lezithuba ezahlolwayo kunyaka ophantsi koqwalaselo. Itheyibhile ikwanika iinkcukacha-manani ngenani lezithuba ezaphuculwayo okanye ezathotyelwa kwamanye amanqanaba.

ITheyibhile 3.3.1:Ukuhlolwa kwemisebenzi, 1 Apreli 2012 ukuya kwi-31 Matshi 2013

Icandelo lomvuzo	Inani lilonke lezithuba nge-31/03/2013	Inani lezithuba ezihloliweyo	I-% yezithuba ezihloliweyo nga macandelo emivuzo	Izithuba ezihlaziyeiweyo		Izithuba ezithotyweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (amanqanaba 1-2)	3 265	0	0.00	0	0.00	0	0.00
Abanezakhono (amanqanaba 3-5)	4 238	0	0.00	0	0.00	0	0.00
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 159	65	5.60	0	0.00	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (9-12)	204	24	11.76	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	36	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	9	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	1	25.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0.00	0	0.00	0	0.00
Inani lilonke	8 916	90	1.00	0	0.00	0	0.00

Makuqatshelwe: Zonke izithuba ze-SMS zahlolwa ngo-2010. Izithuba zootitshala azixhomekekanga ekuhlolweni kwemisebenzi yaye azibandakanywa kule theyibhile ingentla.

ITheyibhile 3.3.2: Iprofayili yabaqeshwa abanyuselwa izithuba zabo gokwemivuzo ngenxa yokuhlaziywa kwezithuba zabo, 1 Apreli 2012 ukuya kwi- 31 Matshi 2013

Abaxhamlayo	AbaNtsundu	AbeBala	AmaNdiya	AbaMhlophe	Inani lilonke
Ibhinqa	0	0	0	0	0
Amadoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0
Abaqeshwa abakhubazekileyo					0

Le theyibhile ilandelayo ishwankathela inani lezo titshala apho amangqanaba okuhlulwa abe ngaphezulu kweqondo elimiselwe kukuhlulwa kwemisebenzi (kubandakanywa iinotshi zemivuzo ezinikiweyo). Izizathu zoku kutenxa zinikiwe kwimeko nganye.

ITheyibhile 3.3.3: Abaqeshwa abanamacandelo emivuzo egqithileyo kwiqonda elimiselwe kukuhlulwa kwemisebenzi, njenge-31 Matshi 2013 (ngokwe-PSR 1.V.C.3)

Inani lilonke laBaqeshwa abamivuzo yabo igqithileyo kwinqanaba elimiselwe luhlolo lwemisebenzi (kubandakanywa iinotshi zemivuzo ezinikiweyo) ngo-2012/2013	NIL
--	-----

ITheyibhile 3.3.4: Iprofayili yabaqeshwa abamivuzo yabo igqithileyo kwiqonda elimiselwe luhlolo lwemisebenzi, nge-31 Matshi 2013 (ngokwe-PSR 1.V.C.3)

Inani lilonke laBaqeshwa abamivuzo yabo igqithileyo kwinqanaba elimiselwe luhlolo lwemisebenzi (kubandakanywa iinotshi zemivuzo ezinikiweyo) ngo-2012/2013	NIL
--	-----

3.4. Iinguqu kwezengqesho

Ireyithi zokuhla kwamanani abasebenzi zinika ingcaciso ngemiba ekwiprofayili yengqesho yesebe lemfundo. Ezi theyibhile zilandelayo zinika isishwankathelo seereyithi zokuhla kwamanani abasebenzi ngokwecandelo lomvuzo (kwithebhiyile 3.5.1)

ITheyibhile 3.4.1: Ireyithi yokuhla kwamanani abasebenzi ngokwecandelo lomvuzo, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye kwi-31/3/2012*	Abaqeshwe kwisebe	Abatshintshelwe kwisebe	Abaqeshwe yo nabatshintshelwe kwisebe	Abayekileyo emsebenzini	Abatshintshela kwenye indawo baphuma kwisebe	Abayekileyo emsebenzini nabatshintshela ebaya kwenye indawo baphuma kwisebe	I-% yereyithi yokuhla kwamanani abasebenzi nge-%
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 115	3 352	0	3 352	3 219	1	3 220	103.00
	Abanezakhono (amanqanaba 3-5)	4 857	5 015	4	5 019	4 323	6	4 329	89.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 633	10 656	33	10 689	10 803	30	10 833	46.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	8 652	632	23	655	1 058	9	1 067	12.00
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	40	2	0	2	5	0	5	13.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	9	0	0	0	0	1	1	11.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	3	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
	Inani lilonke	40 310	19 657	60	19 717	19 408	47	19 455	48.00
OoTlshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0	0	0
	Abanezakhono (amanqanaba 3-5)	1 059	3 393	1	3 394	2 681	0	2 681	253.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	22 319	10 381	27	10 408	10 487	22	10 509	47.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	8 453	595	16	611	1 002	4	1 006	12.00
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 15)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 16)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 831	14 369	44	14 413	14 170	26	14 196	45.00
Inkonzo zikarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 115	3 352	0	3 352	3 219	1	3 220	103.00
	Abanezakhono (amanqanaba 3-5)	3 798	1 622	3	1 625	1 642	6	1 648	43.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 314	275	6	281	316	8	324	25.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	199	37	7	44	56	5	61	31.00
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	40	2	0	2	5	0	5	13.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	9	0	0	0	0	1	1	11.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	3	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
	Inani lilonke	8 479	5 288	16	5 304	5 238	21	5 259	62.00

Makuqatshelwe: Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho (*Nature of Appointment*) ne*Supernumerary Personnel* yaye ayibandakanyi uMphathiswa.

Abasebenzi benkonzo karhulumente nootlshala abangenazikhundla zisisigxina baqeshwa ngokwemvumelwano ngamathuba aqingqekileyo. Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezenzeka ngenxa yokuhla kwamanani ngokwesiqhelo (*natural attrition*), ukusweleka, iinkqubo zonyuselo-sikhundleni, njl. njl. Lo mgaqo-nkqubo uthetha ukuba umsebenzi omnye unokuqeshwa amatyeli amane ngonyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwemvumelwano uthathwa njengokuyeka emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu labayekayo emsebenzini.

ITheyibhile 3.4.2: Abasebenzi abashiya isebe lemfundo, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iqela	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abasebenzi	I-% yenani labayeke emsebenzini	Inani labayeke emsebenzini njenge-% yenani lilonke labasebenzi kwi-31 Matshi 2013
Bonke abasebenzi	Ukufa/ ukusweleka	95	0.49	0.24
	Ukuyeka emsebenzini (<i>Resignation</i>)	585	3.01	1.45
	Ukuphela kwemvumelwano yengqesho	17 850	91.74	44.28
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	5	0.03	0.01
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	67	0.34	0.17
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokugula	100	0.51	0.25
	Ukuthatha umhlala-phantsi	705	3.62	1.75
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	2	0.01	0.00
	Ukutshintshelwa kwamanye amaSebe enkonzo karhulumente	48	0.25	0.12
	Inani lilonke	19 457	100.00	48.27
Ootitshala	Ukufa/ ukusweleka	74	0.52	0.23
	Ukuyeka emsebenzini (<i>Resignation</i>)	504	3.55	1.58
	Ukuphela kwemvumelwano yengqesho	12 963	91.31	40.72
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	5	0.04	0.02
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	36	0.25	0.11
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	0	0.00	0.00
	Ukugxothwa - ngenxa yokugula	75	0.53	0.24
	Ukuthatha umhlala-phantsi	512	3.61	1.61
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	1	0.01	0.00
	Ukutshintshelwa kwamanye amaSebe enkonzo karhulumente	27	0.19	0.08
	Inani lilonke	14 197	100.00	44.60
Abasebenzi benkonzo karhulumente	Ukufa/ ukusweleka	21	0.40	0.25
	Ukuyeka emsebenzini (<i>Resignation</i>)	81	1.54	0.96
	Ukuphela kwemvumelwano yengqesho	4 887	92.91	57.64
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	31	0.59	0.37
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokugula	25	0.48	0.29
	Ukuthatha umhlala-phantsi	193	3.67	2.28
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela (<i>employee initiated severance package</i>)	1	0.02	0.01
	Ukutshintshelwa kwamanye amaSebe enkonzo karhulumente	21	0.40	0.25
	Inani lilonke	5 260	100.00	62.04

Makuqatshelwe:

Inani "lokuPhelelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kwakunye kwanabaqeshi. Eli nani liphezulu kuba iSebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo weemvumelwano phakathi komqeshi nomqeshwa ezifanelekileyo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo ngokusingxina ngoko nangoko. Ngaphezulu, makuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane ngokumalunga notitshala ziiveki ezimbini.

ITheyibhile 3.4.3: Izizathu zokuyeka emsebenzini kwabasebenzi, 1 Apreli 2012 ukuya kwi-31 Matshi 2013

Iqela	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abaqeshwa	I-% yenani labayeke emsebenzini
Bonke abasebenzi	Ubudala	2	0.01
	Impilo ebuthathaka	10	0.05
	Ukufumana umvuzo oncumisayo	38	0.20
	Kuphele imvumelwano yengqesho	4	0.02
	Ukuqhubela phambili ngemfundo	1	0.01
	Umtshato	4	0.02
	Uhlobo lomsebenzi	10	0.05
	Akukho sizathu ("kukuphela kwemvumelwano yezengqesho" ubukhulu becala	18 843	97.09
	Amanye masebe emfundo	4	0.02
	Eminye imisebenzi	38	0.20
	Ishishini elilelakho	1	0.01
	Izikhaziso zobuqu	10	0.05
	Uhlengahlengiso	1	0.01
	Ukulahla esikhundleni	435	2.24
	<i>Translation permanent</i>	1	0.01
	<i>Housewife</i>	1	0.01
	Iimali ezihlawulweyo (umlingane)	2	0.01
	Ukuziphatha kakubi kakhulu	1	0.01
	EISP	1	0.01
	Isithuba esingesiso esokufundisa	1	0.01
	Inani lilonke	19 408	100.00
Ootitshala	Ubudala	2	0.01
	Impilo ebuthathaka	7	0.05
	Ukufumana umvuzo oncumisayo	32	0.23
	Kuphele imvumelwano yengqesho	4	0.03
	Ukuqhubela phambili ngemfundo	1	0.01
	Umtshato	4	0.03
	Uhlobo lomsebenzi	7	0.05
	Akukho sizathu ("kukuphela kwemvumelwano yezengqesho" ubukhulu becala	13 683	96.56
	Amanye masebe emfundo	4	0.03
	Eminye imisebenzi	25	0.18
	Ishishini elilelakho	1	0.01
	Izikhaziso zobuqu	6	0.04
	Uhlengahlengiso	0	0.00
	Ukulahla esikhundleni	387	2.73
	<i>Translation permanent</i>	1	0.01
	<i>Housewife</i>	1	0.01
	Iimali ezihlawulweyo (umlingane)	2	0.01
	Ukuziphatha kakubi kakhulu	1	0.01
	EISP	1	0.01
	Isithuba esingesiso esokufundisa	1	0.01
	Inani lilonke	14 170	100.00
Abasebenzi benkonzo karhulumente	Ubudala	0	0.00
	Impilo ebuthathaka	3	0.06
	Ukufumana umvuzo oncumisayo	6	0.11
	Kuphele imvumelwano yengqesho	0	0.00
	Ukuqhubela phambili ngemfundo	0	0.00

Iqela	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abaqeshwa	I-% yenani labayeke emsebenzini
	Umtshato	0	0.00
	Uhlobo lomsebenzi	3	0.06
	Akukho sizathu ("kukuphela kwemvumelwano yezengqesho" ubukhulu becala	5 160	98.51
	Amanye masebe emfundo	0	0.00
	Eminye imisebenzi	13	0.25
	Ishishini elilelakho	0	0.00
	Izikhulazo zobuqu	4	0.08
	Uhlengahlengiso	1	0.02
	Ukulahla esikhundleni	48	0.92
	Uhlenga-hlengiso ngokupheleleyo	0	0.00
	Housewife	0	0.00
	Iimali ezihlawulweyo (umlingane)	0	0.00
	Ukuziphatha kakubi kakhulu	0	0.00
	EISP	0	0.00
	Isithuba esingesiso esokufundisa	0	0.00
	Inani lilonke	5 238	100.00

Ittheyibhile 3.4.3 (1): Izizathu zokuyeka emsebenzini kwabasebenzi abasisigxina, 1
Apreli 2012 ukuya kwi-31 Matshi 2013

Iqela	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abaqeshwa	I-% yenani labayeke emsebenzini
Bonke abasebenzi	Ubudala	2	0.38
	Impilo ebuthathaka	9	1.70
	Ukufumana umvuzo oncumisayo	35	6.60
	Kuphele imvumelwano yengqesho	4	0.75
	Ukuqhubela phambili ngemfundo	1	0.19
	Umtshato	4	0.75
	Uhlobo lomsebenzi	9	1.70
	Akukho sizathu siphambili (22)	17	3.21
	Amanye masebe emfundo	4	0.75
	Eminye imisebenzi	31	5.85
	Ishishini elilelakho	1	0.19
	Izikhulazo zobuqu	7	1.32
	Ukulahla kwisikhundla	401	75.66
	Housewife	1	0.19
	Iimali ezihlawulweyo (umlingane)	2	0.38
	Ukuziphatha kakubi kakhulu	1	0.19
	Isithuba esingesiso esokufundisa	1	0.19
	Inani lilonke	530	100.00

qjebi	Uhlobo eshiywe ngalo inkonzo	Inani labo bonke abaqeshwa	I-% yenani labayeke emsebenzini
Bonke abasebenzi	Ubudala	2	0.44
	Impilo ebuthathaka	6	1.31
	Ukufumana umvuzo oncumisayo	30	6.54
	Kuphele imvumelwano yengqesho	4	0.87
	Ukuqhubela phambili ngemfundo	1	0.22
	Umtshato	4	0.87
	Uhlobo lomsebenzi	6	1.31
	Akukho sizathu siphambili (22)	14	3.05
	Amanye masebe emfundo	4	0.87
	Eminye imisebenzi	21	4.58
	Ishishini elilelakho	1	0.22
	Izikhaziso zobuqu	3	0.65
	Ukulahla kwisikhundla	358	78.00
	Housewife	1	0.22
	Iimali ezihlawulweyo (umlingane)	2	0.44
	UKuziphatha kakubi kakhulu	1	0.22
	Isithuba esingesiso esokufundisa	1	0.22
	Inani lilonke	459	100.00
Abasebenzi benkonzo karhulumente	Ubudala	0	0.00
	Impilo ebuthathaka	3	4.23
	Ukufumana umvuzo oncumisayo	5	7.04
	Kuphele imvumelwano yengqesho	0	0.00
	Ukuqhubela phambili ngemfundo	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	3	4.23
	Akukho sizathu siphambili (22)	3	4.23
	Amanye masebe emfundo	0	0.00
	Eminye imisebenzi	10	14.08
	Ishishini elilelakho	0	0.00
	Izikhaziso zobuqu	4	5.63
	Ukulahla kwisikhundla	43	60.56
	Housewife	0	0.00
	Iimali ezihlawulweyo (umlingane)	0	0.00
	UKuziphatha kakubi kakhulu	0	0.00
	Isithuba esingesiso esokufundisa	0	0.00
	Inani lilonke	71	100.00

Itheyibhile 3.4.4: Iminyaka yobudala yabasebenzi abasisigxina abayekileyo emsebenzini, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iminyaka yobudala	Ukuyeka emsebenzini kwabo bonke	Bebonke abasebenzi-nge-%	Ukuyeka emsebenzini kootitshala	Ootitshala njenge-%	Ukuyeka emsebenzini kwabasebenzi benkonzo	Abasebenzi beNkonzo kaRhulumente -%
Iminyaka yobudala eyi-19<	0	0.00	0	0.00	0	0.00
Iminyaka yobudala eyi-20 - 24	32	6.97	32	6.04	0	0.00
Iminyaka yobudala eyi-20 - 29	99	20.48	94	18.68	5	7.04
Iminyaka yobudala eyi-30 - 34	56	11.11	51	10.57	5	7.04
Iminyaka yobudala eyi-35 - 39	51	8.50	39	9.62	12	16.90
Iminyaka yobudala eyi-40 - 44	100	18.74	86	18.87	14	19.72
Iminyaka yobudala eyi-45 - 49	96	17.43	80	18.11	16	22.54
Iminyaka yobudala eyi-50 - 54	55	9.37	43	10.38	12	16.90
Iminyaka yobudala eyi-55 - 59	31	5.66	26	5.85	5	7.04
Iminyaka yobudala eyi-60 - 64	10	1.74%	8	1.89	2	2.82
Iminyaka yobudala eyi->65	0	0.00	0	0.00	0	0.00
Inani lilonke	530	100	459	100.00	71	100.00

Itheyibhile 3.4.4 : Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela ngokwamacandelo omvuzo, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Bonke abasebenzi	Abanezakhono ezisezantsi *-Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isivelo sabanezakhono eziphezulu (amanqanaba 6-8)	1
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	1
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 13)	0
	Inani lilonke	2
Ootitshala	Abanezakhono ezisezantsi - Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isivelo sabanezakhono eziphezulu (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	1
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 13)	0
	Inani lilonke	1

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Inkonzo zikathulumente	Abanezakhono ezisezantsi Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	0
	Inkonzo yabaphathi abakhulu beCandelo A (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 13)	0
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 13)	0
	Inani lilonke	1

ITheyibhile 3.4.6: Unyuselo-sikhundleni ngokwamacandelo omvuzo, 1 Apreli 2012 to 31 Matshi 2013

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi nge-31/3/2012	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge- % yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngokwenotshi njenge- % yabasebenzi ngokwecandelo lomvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi – Abanezakhono ezisezantsi (amanqanaba 1-2)	3 115	788	25.30	2 456	78.84
	Abanezakhono (amanqanaba 3-5)	4 857	281	5.79	3 651	75.17
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 633	651	2.75	19 908	84.24
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 652	915	10.58	8 086	93.46
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	53	3	5.66	42	79.25
	Inani lilonke	40 310	2 638	6.54	34 143	84.70
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	1 059	1	0.09	330	31.16
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	22 319	591	2.65	19 105	85.60
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 453	887	10.49	7 969	94.27
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00
	Inani lilonke	31 831	1 479	4.65	27 404	86.09
Inkonzo zikathulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 115	788	25.30	2 456	78.84
	Abanezakhono (amanqanaba 3-5)	3 798	280	7.37	3 321	87.44
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8) - Abanezakhono ezisezantsi (amanqanaba 6-8)	1 314	60	4.57	803	61.11
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	199	28	14.07	117	58.79
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	53	3	5.66	42	79.25
	Inani lilonke	8 479	1 159	13.67	6 739	79.48

3.5. UBulungisa kwezeNgqesho (*Employment Equity*)

Le theyibhile ilandelayo inika isishwankathelo seprofayili yesishwankathelo sabasebenzi bebonke ngokwenqanaba lomsebenzi ngamnye. Abasebenzi abaqeshwe ngokungesisigxina benziwa linani lilonke labasebenzi abaqeshwe iinyanga ezintathu zilandelelana okanye nganeno. Ezi theyibhile zikweli candelo zisekelwe kwiifomathi ezimiselwe nguMthetho woBulungisa kwezeNgqesho, 1998, uMthetho 55 ka-1998.

ITheyibhile 3.5.1: Inani lilonke labasebenzi (kubandakanywa abasebenzi abanokhubazeko) kwicandelo ngalinye lala manqanaba omsebenzi alandelayo, nge-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Ama-doda	Abafazi	
Inkonzo yabaphathi abakhulu (amanqanaba 14-16)	1	3	1	2	1	2	1	1	0	0	12
Inkonzo yabaphathi abakhulu (amanqanaba 13)	3	12	1	7	5	7	0	2	0	0	37
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	131	641	10	294	71	158	6	75	0	1	1 387
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti Abanezakhono ezisezantsi (Amanqanaba 8-10)	581	3 830	37	1 029	1 356	5 024	49	2353	4	7	14 270
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	1 196	2 678	14	624	3 963	7 697	49	2 940	82	37	19 280
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (Amanqanaba 1-3)	602	1 984	3	102	385	1 871	1	151	27	12	5 138
Inani lilonke	2 514	9 148	66	2 058	5 781	14 759	106	5 522	113	57	40 124

ITheyibhile 3.5.2: Inani lilonke labasebenzi (kubandakanywa abasebenzi abanokhubaze kwicandelo ngalinye lala manqanaba omsebenzi alandelayo, nge-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Ama-doda	Abafazi	
Inkonzo yabaphathi abakhulu (Amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (Amanqanaba 11-12)	0	0	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti Abanezakhono ezisezantsi (Amanqanaba 8-10)	2	2	0	2	0	1	0	5	0	0	12
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	2	2	0	2	1	2	0	1	0	0	10
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (Amanqanaba 1-3)	2	3	0	1	1	3	0	0	0	0	10
Inani lilonke	6	7	0	5	2	6	0	6	0	0	32

ITheyibhile 3.5.3: Ukugaya abasebenzi, 1 Apreli 2012 ukuya kwi-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Ama-doda	Abafazi	
Inkonzo yabaphathi abakhulu (Amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (Inqanaba 13)	0	1	0	0	0	1	0	0	0	0	2
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (Amanqanaba 11-12)	14	28	0	21	10	14	0	9	0	0	96
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti Abanezakhono ezisezantsi (Amanqanaba 8-10)	55	767	8	130	227	1 044	6	267	0	1	2 505
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	596	1 565	11	312	2 197	4 546	45	1 673	237	104	11 286
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (Amanqanaba 1-3)	500	1 932	12	163	493	2 062	3	366	177	60	5 768
Inani lilonke	1 165	4 293	31	626	2 927	7 667	54	2 315	414	165	19 657

ITheyibhile 3.5.4: Unyuselo-sikhundleni, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Inani elipheleleyo
	A	C	I	W	A	C	I	W	Ama-doda	Abafazi	
Inkonzo yabaphathi abakhulu (Amanqanaba 14-16)	0	1	0	0	0	0	0	0	0	0	1
Inkonzo yabaphathi abakhulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (Amanqanaba 11-12)	10	62	0	30	6	23	1	4	0	0	136
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti Abanezakhono ezisezantsi (Amanqanaba 8-10)	54	343	5	68	154	509	6	206	0	2	1347
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	8	43	0	3	11	44	0	4	1	0	114
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (Amanqanaba 1-3)	187	406	0	8	104	317	0	15	0	0	1 037
Inani lilonke	259	855	5	109	275	893	7	229	1	2	2 635

ITheyibhile 3.5.5: Ukuphela komsebenzi, 1 Apreli 2012 kuye kwi-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Abafazi				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Ama-doda	Abafazi	
Inkonzo yabaphathi abakhulu (Amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (Inqanaba 13)	0	2	0	3	0	0	0	0	0	0	5
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nabaphathi abakudidi oluphakathi (Amanqanaba 11-12)	20	75	0	43	14	23	1	15	1	0	192
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti Abanezakhono ezisezantsi (Amanqanaba 8-10)	70	895	11	185	256	1 230	7	389	0	1	3 044
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	606	1 583	9	284	2 150	4 722	40	1 595	254	107	11 350
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (Amanqanaba 1-3)	460	1 693	11	132	349	1 724	2	237	159	50	4 817
Inani lilonke	1 156	4 248	31	647	2 769	7 699	50	2 236	414	158	19 408

ITheyibhile 3.5.6: Uphuhliso lwezakhono, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Amanqanaba omsebenzi	Amadoda				Abafazi				Inani lilonke
	A	C	I	W	A	C	I	W	
Inkonzo yabaphathi abakhulu (Amanqanaba 14-16)	0	0	1	0	1	0	0	0	2
Inkonzo yabaphathi abakhulu (Inqanaba 13)	1	0	1	2	0	5	0	0	9
Abaneziqinisekiso zoqeqesho kunye neengcali ezinamava nobaphathi abakudidi oluphakathi (Amanqanaba 11-12)	548	2 219	32	1 073	1 042	3 172	42	1 721	9 849
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti <i>Abanezakhono ezisezantsi (Amanqanaba 8-10)</i>	5	11	0	7	15	47	0	28	113
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (Amanqanaba 4-7)	10	27	1	2	49	128	1	59	277
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (Amanqanaba 1-3)	21	46	0	8	7	41	0	12	135
Inani lilonke	585	2 303	35	1 092	1 114	3 393	43	1 820	10 385

Makuqatshelwe: Akukho ngqinelwano phakathi kwe-Organising Framework for Occupations (OFO) echazwe kwi-SETAs neekhathegori zemisebenzi ezidweliswe kwi-Code of Remuneration (CORE). ISebe lingqinelanise ii-CORE occupation categories ne-OFO occupation categories ukwenzela iinjongo zokunika iingxelo ngokumalunga nenani labaqeshwa.

3.6. Ukusayinwa kweMvumelwano yeNtsebenzo ngaMalungu eSMS

Table 3.6.1: Ukusayinwa kweMvumelwano zeNtsebenzo ngaMalungu eSMS, nge-31 Meyi 2013

Inqanaba leSMS	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lamalungu e-SMS kwinqanaba ngalinye	Inani leeMvumelwano zeNtsebenzo kwinqanaba ngalinye	IiMvumelwano zeNtsebenzo eziSayiniweyo njenge-% zamalungu ze-SMS kwinqanaba ngalinye
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	1	1	100.00
AbakwiCandelo lomvuzo 16, kodwa bengezizo i-HOD	0	0	0	0.00
Icandelo lomvuzo 15	4	3	3	100.00
Icandelo lomvuzo 14	9	8	8	100.00
Icandelo lomvuzo 13	36	41	41	100.00
Inani lilonke	50	53	53	100.00

ITheyibhile 3.6.2: Izizathu zokungazalisekiswa kweMvumelwano zeNtsebenzo nazo zonke ii-SMS nge-31 Meyi 2012

Izizathu zokungazalisekiswa kweMvumelwano zeNtsebenzo nazo zonke ii-SMS
N/A

ITheyibhile 3.6.3: Amanyathelo ezoluleko athathwe ngakumalungu e-SMS ngokungazalisekiswa kweeMvumelwano zeNtsebenzo nge-31 Meyi 2012

Amanyathelo ezoluleko athathwe ngakumalungu e-SMS ngokungazalisekiswa kweeMvumelwano zeNtsebenzo
N/A

3.7. Ukuzaliswa kwezithuba ze-SMS

ITheyibhile 3.7.1: Ingcaciso ngezithuba ze-SMS nge-3- Septemba 2012

Inqanaba leSMS	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye		Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelelel/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
AbakwileCandelo lomvuzo 16, kodwa bengezizo i-HOD	0	0	0	0.00	0	0.00
Icandelo lomvuzo 15	4	0	3	75.00	1	25.00
Icandelo lomvuzo 14	9	0	7	77.77	2	22.22
Icandelo lomvuzo 13	36	0	*40	111.11	1	2.77
Inani lilonke	50	0	51	102.00	4	8.00

Makuqatshelwe:

Ngamalungu amabini (2) eSMS apha ngentla kwizithuba zeSebe iWCED namabini (2) amalungu eSMS kwi-ofisi yoMphathiswa wezeMfundo eNtshona Koloni nelungu elinye (1) leSMS elialwula iprojekthi yezithili.

ITheyibhile 3.7.2: Ingcaciso ngezithuba ze-SMS nge-31 Matshi 2013

Inqanaba leSMS	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye		Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye	Inani lezikhundla ze-SMS ezixhaswa ngemali kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelelel/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
AbakwileCandelo lomvuzo 16, kodwa bengezizo i-HOD	0	0	0	0.00	0	0.00
Icandelo lomvuzo 15	4	0	4	100.00	0	0.00
Icandelo lomvuzo 14	9	0	7	77.78	2	22.22
Icandelo lomvuzo 13	36	0	38	102.78	1	2.77
Inani lilonke	50	0	50	100.00	3	6.00

Makuqatshelwe:

Ngamalungu amabini (2) eSMS apha ngentla kwizithuba zeSebe iWCED namabini (2) amalungu eSMS kwi-ofisi yoMphathiswa wezeMfundo eNtshona Koloni nelungu elinye (1) leSMS elialwula iprojekthi yezithili.

ITheyibhile 3.7.3: Ukupapashwa nokuzaliswa kwezithuba zeSMS nge-31 Matshi 2013

Inqanaba leSMS	Ukupapasha izithuba zengqesho	Ukuzaliswa kwezithuba	
	Inani lezithuba zengqesho kwiNqanaba ngalinye ezipapashiweyo zingadlulanga iinyanga ezi-6 zingenamntu	Inani lezithuba zengqesho kwiNqanaba ngalinye ezipapashiweyo zingadlulanga iinyanga ezi-6 zingenamntu	Inani lezithuba zengqesho kwiNqanaba ngalinye ezipapashiweyo zingadlulanga iinyanga ezi-6 zingenamntu
Umlawuli-Jikelelel/ iNtloko yeSebe leMfundo	0	0	0
Abakwicandelo lomvuzo 16, kodwa bengezizo i-HOD	0	0	0
Icandelo lomvuzo 15	1	1	0
Icandelo lomvuzo 14	1	1	0
Icandelo lomvuzo 13	0	0	0
Inani lilonke	2	2	0

ITheyibhile 3.7.4: Izizathu zokungangqinelani nokuzaliswa kwezithuba zengqesho ezingenamntu ezihlawulelwayo ze-SMS – ezipapashwe zingadlulanga iinyanga ezi-6 zazaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azabi namntu

Inqanaba leSMS	Izizathu zokungangqinelani nokuzaliswa kwezithuba zengqesho
Umlawuli-Jikelelel/ iNtloko yeSebe leMfundo	Ayifanelekanga
AbakwiCandelo lomvuzo 16, kodwa bengezizo i-HOD	Ayifanelekanga
Icandelo lomvuzo 15	Ayifanelekanga
Icandelo lomvuzo 14	Ayifanelekanga
Icandelo lomvuzo 13	Ayifanelekanga

ITheyibhile 3.7.5: Amanyanthelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo yexesha emiselweyo yokuzaliswa kwezithuba zengqesho ze-SMS zingadlulanga iinyanga eziyi-12

Amanyanthelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo yexesha emiselweyo yokuzaliswa kwezithuba zengqesho ze-SMS zingadlulanga iinyanga eziyi-12
Ayifanelekanga

3.8. AmaBhaso eNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso okuwonga intsebenzo alandelayo abelwe abasebenzi ngentsebenzo yabo ngo-2011/12, kodwa ahlawulwa kunyaka-mali ka-2012/13. Le ngcaciso inikwa ngokohlana, isini nokhubazeko (kwitheyibhile 4.8.1), amacandelo omvuzo (kwitheyibhile 4.8.2).

Ittheyibhile 3.8.1: Amabhaso okuwonga intsebenzo ngokohlanga, isini, nokhubazeko, 1 Apreli 2012 - 31 Matshi 2013

Uhlanga nesini	Iprofayili yabasebenzisi beenkonzo			Iindleko	
	Inani labasebenzisi beenkonzo	Inani labaqeshwa lilonke	I-% yenani lilonke kwiqela	Iindleko (R'000)	I-avareji yendleko kumsebenzi ngamnye
AbaNtsundu	184	1 612	11.41	926	5.03
Amadoda	66	769	8.58	341	5.17
Abafazi	118	843	14.00	585	4.96
AbeBala	976	5 964	16.36	5 328.00	5.46
Amadoda	316	2 531	12.49	1 673	5.29
Abafazi	660	3 433	19.23	3 655	5.54
AmaNdiya	4	28	14.29	22	5.50
Amadoda	0	12	0.00	0	0.00
Abafazi	4	16	25.00	22	5.50
AbaMhlophe	269	854	31.50	1 992	7.41
Amadoda	37	179	20.67	360	9.73
Abafazi	232	675	34.37	1 632	7.03
Abaqeshwa abakhubazekileyo	5	21	23.81	23	4.60
Inani lilonke	1 438	8 479	16.96	8 291	5.77

AmaBhaso okuWonga iNtsebenzo ngokwamacandelo omvuzo angaphantsi kwenqanaba leNkonzo yaBaphathi aBakhulu, 1 Apreli 2012 - 31 Matshi 2013

Icandelo lomvuzo	Iprofayili yabasebenzisi beenkonzo			Iindleko		
	Inani labasebenzisi beenkonzo	Inani labaqeshwa lilonke	I-% yenani lilonke kuma-candelo emivuzo	Iindleko (R'000)	I-avareji yendleko kumsebenzi ngamnye	Iindleko njenge-% yenani lilonke lenkcitho
Abasebenzi beNkonzo kaRhulumente						
Abanezakhono ezisezantsi (Amanqanaba 1-2)	238	3 115	8.00	694	2.92	0.24
Abanezakhono (Amanqanaba 3-5)	710	3 798	19.00	3 206	4.52	0.48
Isiveliso sabanezakhono eziphezulu (Amanqanaba 6-8)	434	1 314	33.00	3 241	7.47	0.05
Abanezakhono eziphezulu zokusuphavyiza (9-12)	49	199	25.00	867	17.69	0.02
Inani lilonke	1 431	8 426	17.00	8008	5.60	0.07

Ittheyibhile 3.8.3: Izibonelelo ezinxulumene nentsebenzo (ibhonasi eyimali), ngokwecandelo lomvuzo, zeNkonzo yaBaphathi aBakhulu, nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Amanqanaba omvuzo	Iprofayili yabasebenzisi beenkonzo			Iindleko		
	Inani labasebenzisi beenkonzo	Inani labaqeshwa lilonke	I-% yenani lilonke kumacandelo emivuzo	Iindleko (R'000)	I-avareji yendleko kumsebenzi ngamnye	Iindleko njenge-% yenani lilonke lenkcitho
Abasebenzi beNkonzo kaRhulumente						
Abanezakhono ezisezantsi (amanqanaba 1-2)	6	40	15.00	238	39.67	0.54
Abanezakhono (amanqanaba 3-5)	1	9	11.00	44	44.00	0.10
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	0	3	0.00	0	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (9-12)	0	1	0.00	0	0	0.00
Inani lilonke	7	53	13.00	282	40.29	0.64

3.9 Abasebenzi bamanye amazwe

Ezi theyibhile zilapha ngasezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwamacandelo omvuzo nangokomsebenzi ophambili owenziwayo. Ezi theyibhile kwakhona zishwankathela utshintsho olukwinani lilonke labasebenzi bamazwe angaphandle kwicandelo lomvuzo ngalinye nangokomsebenzi ophambili owenziwayo ngamnye.

Ittheyibhile 3.9.1: Abasebenzi bamazwe angaphandle ngokwamacandelo omvuzo: nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iqela labasebenzi	Icandelo lomvuzo	1 Apreli 2012		31 Matshi 2013		Itshintshi	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	Icandelo (nqanaba) lomvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3	2.00	2	1.00	-1	8.00
	Abanezakhono (amanqanaba 3-5)	69	38.00	57	34.00	-12	92.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	106	58.00	104	61.00	-2	15.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	5	3.00	7	4.00	2	-15.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	183	100.00	170	100.00	-13	100.00
Oofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	66	38.00	55	33.00	-11	110.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	105	60.00	103	62.00	-2	20.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	4	2.00	7	4.00	3	-30.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	175	100.00	165	100.00	-10	100.00
Inkonzo zikaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3	38.00	2	40.0	-1	33.00
	Abanezakhono (amanqanaba 3-5)	3	38.00	2	40.00	-1	33.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1	13.00	1	20.00	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	1	13.00	0	0.00	-1	33.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	8	100.00	5	100.00	-3	100.00

3.10. Ukusetyenziswa kwekhefu kwithuba eliqala nge-1 Januwari 2012 ukuya kwi-31 Disemba 2012

I-Public Service Commission yaqaphela imfuno yokubekwa esweni kwekhefu lokugula apha ngaphakathi kwinkonzo karhulumente. Ezi theyibhile zilandelayo zibonisa ukusetyenziswa kwekhefu lokugula (kwitheibhile 3.10.11) nekhefu lokukhubazeka (kwitheibhile 3.10.2). Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

ITheyibhile 3.10.1(a): Ikhefu lokugula, nge-1 Januwari 2012 kuye kwi-31 Disemba 2012

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku	Iintsuku ezikhatshwa yincwadi kagqirha	I-% yeentsuku ezikhatshwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abasebenzi	Iindleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	13 461	11 498	85.42	1 819	6.81	7	4	3 387
	Abanezakhono (amanqanaba 3-5)	24 150	19 981	82.74	3 096	11.59	8	5	9 087
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	119 980	93 059	77.56	16 121	60.37	7	5	89 949
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	43 509	34 756	79.88	5 632	21.09	8	5	49 045
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	264	222	84.09	35	0.13	8	5	579
	Inani lilonke	201 364	159 516	79.22	26 703	100.00	8	5	152 048
Oofishala	Abanezakhono ezisezantsi								
	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	2 782	2 116	76.06	487	2.31	6	3	1 261
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	111 329	86 046	77.29	15 137	71.73	7	5	84 548
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	42 305	33 788	79.87	5 479	25.96	8	5	47 732
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	156 416	121 950	77.97	21 103	100.00	7	5	133 541
Inkonzo zikarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	13 461	11 498	85.42	1 819	32.48	7	4	3 387
	Abanezakhono (amanqanaba 3-5)	21 368	17 865	83.61	2 609	46.59	8	5	7 826
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	8 651	7 013	81.07	984	17.57	9	7	5 401
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	1 204	968	80.40	153	2.73	8	6	1 313
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	264	222	84.09	35	0.63	8	5	579
	Inani lilonke	44 948	37 566	83.58	5 600	100.00	8	5	18 506

Itheyibhile 3.10.1: Ikhefu lokugula, nge-1 Januwari 2012 kuye kwi-31 Disemba 2012

Iqela	Icandelo lomvuzo	Inani lilonke leent-suku	Iintsuku ezikhat-shwa yincwadi kagqirha	I-% yeentsuku ezikhat-shwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abasebenzi	Indleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	11 134	9 171	82.00	1 786	7.00	6	3	2 806
	Abanezakhono (amanqanaba 3-5)	19 409	15 240	79.00	3 018	12.00	6	4	7 353
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	98 043	71 282	73.00	15 763	60.00	6	4	72 992
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	33 323	24 638	74.00	5 497	21.00	6	4	37 297
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	167	125	75.00	35	0.00	5	3	375
	Inani lilonke	162 076	120 456	74.00	26 099	100.00	6	4	120 823
Oolishala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	2 533	1 867	74.00	480	2.00	5	3	1 136
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	91 800	66 675	73.00	14 821	72.00	6	4	69 097
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	32 341	23 892	74.00	5 347	26.00	6	4	36 219
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0	0.00	0	0	0
	Inani lilonke	122 674	92 434	73.00	20 648	100.00	6	4	106 452
Inkonzo zikarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	11 134	9 171	82.00	1 786	33.00	6	3	2 806
	Abanezakhono (amanqanaba 3-5)	16 876	13 373	79.00	2 538	47.00	7	4	6 217
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	6 243	4 607	74.00	942	17.00	7	5	3 895
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	982	746	76.00	150	3.00	7	5	1 078
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	167	125	75.00	35	1.00	5	3	375
	Inani lilonke :	35 402	28 022	79.00	5 451	100.00	6	4	14 370

Itheyibhile 3.10.2: Ikhefu lokungaziva mnandi (incapacity leave), nge-1 Januwari 2012 kuye kwi-31 Disemba 2012

Iqela	Icandelo lomvuzo	Inani lilonke leent-suku	Iintsuku ezikhat-shwa yincwadi kagqirha	I-% yeentsuku ezikhat-shwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula = C	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula = D	I-avareji yeentsuku (zokugula) zomsebenzi ngamnye	I-avareji yeentsuku (zizonke) zomsebenzi ngamnye	Indleko eqikelelwayo (R'000) ngeentsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	2 312	2 312	100.00	79	6.00	29	1	619
	Abanezakhono (amanqanaba 3-5)	4 594	4 594	100.00	148	12.00	31	1	1 712
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	21 274	21 116	99.00	706	57.00	30	1	16 104
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	9 935	9 867	99.00	294	24.00	34	1	11 153
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	97	97	100.00	1	0.00	97	2	205
	Inani lilonke :	38 212	37 986	99.00	1 228	100.00	31	1	29 794

Iqela	Icandelo lomvuzo	Inani lilonke leent-suku	Iintsuku ezikhat-shwa yincwadi kagqirha	I-% yeent-suku ezikhat-shwa yincwadi likag-qirha	Inani labasebenzi abaseben-zisa ikhefu lokugula = C	I-% yenani lilonke labasebenzi abaseben-zisa ikhefu lokugula = D	I-averaji yeentsu-ku (zoku-gula) zomsebenzi ngamnye	I-avareji yeent-suku (zizon-ke) zomsebenzi ngamnye	Iindleko eziqikelel-wayo (R'000) ngeentsuku eziyi-261
Oofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	249	249	100.00	11	1.00	23	0	123
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	18 883	18 727	99.00	625	68.00	30	1	14 629
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	9 716	9 648	99.00	285	31.00	34	1	10 905
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0	0.00	0	0	0
	Inani lilonke :	28 848	28 624	99.00	921	100.00	31	1	25 657
Inkonzo zikahulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	2 312	2 312	100.00	79	26.00	29	1	619
	Abanezakhono (amanqanaba 3-5)	4 345	4 345	100.00	137	45.00	32	1	1 589
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	2 391	2 389	100.00	81	26.00	30	2	1 475
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	219	219	100.00	9	3.00	24	1	248
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	97	97	100.00	1	0.00	97	2	205
	Inani lilonke	9 364	9 362	100.00	307	100.00	31	1	4 137

Itheyibhile 3.10.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo eyagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 ifuna ukuba kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelweyo (*accrued*) ukuba lihlawulwe xa umsebenzi eyeka emsebenzini. Imvumelwano engemivuzo eyagqitywa neemanyano zemibutho yabasebenzi (*trade unions*) kwi-PSCBC ngo-2000 ifuna ulawulo lwekhefu lonyaka ukuthintela ukuba phezulu kwamamanqanaba ekhefu lonyaka elihlawulelwayo ngexesha lokuphuma enkonzweni.

Itheyibhile 3.10.3: Ikhefu loNyaka (*Annual leave*), nge-1 Januwari 2012 kuye kwi-31 Disemba 2012

Iqela	Icandelo (nqanaba) lomvuzo	Inani lilonke leentsuku zekhefu ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	20 939	11	1 955
	Abanezakhono (amanqanaba 3-5)	34 235	13	2 734
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	25 782	7	3 457
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	27 104	9	2 964
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 116	21	53
	Inani lilonke	109 176	10	11 163
Oofitshala	Abanezakhono ezisezantsi	0	0	0
	Abanezakhono ezisezantsi (amanqanaba 1-2)	45	3	13
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	7 371	3	2 363
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	23 056	8	2 767
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0
	Inani lilonke :	30 472	6	5 143

Iqela	Icandelo (nqanaba) lomvuzo	Inani lilonke leentsuku zekhefu ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu lonyaka
Inkonzo zikarhulumente	Abanezakhono ezisezantsi	20 939	11	1 955
	Abanezakhono ezisezantsi (amanqanaba 1-2)			
	Abanezakhono (amanqanaba 3-5)	34 190	13	2 721
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	18 411	17	1 094
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	4 048	21	197
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 116	21	53
	Inani lilonke :	78 704	13	6 020

Makuqatshelwe: Amalungelo ekhefu lonyaka (*annual leave entitlements*) namanyathelo ngokumalunga nemigaqo yootitshala obasezi-ofisini yokulungela ikhefu lonyaka eliphakathi kweentsuku eziyi-22 neziyi-30 ngonyaka ngokususelwa kwinqanaba lemnyaka yenkonzo. Bonke ootitshala abakumaziko bathathwa njengokuba basekhefini ngamathuba okuvala kwamaziko.

Itheyibhile 3.10.4: Ikhefu eliHlawulelwayo (*Capped Leave*), nge-1 Januwari 2012 kuye kwi-31 Disemba 2012

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo nge-31/12/2011	Inani lilonke leentsuku zekhefu elihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzi abafumene ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo nge-31/12/2011	Inani lilonke lekhefu elihlawulelwayo nge-31/12/2012
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	38 191	2 271	74	31	706	27 592
	Abanezakhono (amanqanaba 3-5)	112 415	10 797	223	48	1 703	105 047
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	508 104	27 999	2 835	10	8 477	446 533
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	539 507	35 012	2 467	14	7 321	525 688
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 646	231	6	39	30	3 676
	Inani lilonke :	1 201 863	76 310	5 605	14	18 237	1 108 536
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (amanqanaba 3-5)	4 037	779	21	37	35	2 417
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	447 133	25 209	2 717	9	7 492	389 332
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	531 782	34 558	2 458	14	7 216	517 860
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	982 952	60 546	5 196	12	14 743	909 610
Inkonzo zikarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	38 191	2 271	74	31	706	27 592
	Abanezakhono (amanqanaba 3-5)	108 378	10 018	202	50	1 668	102 629
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	60 971	2 790	118	24	985	57 200
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7 725	454	9	50	105	7 828
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 646	231	6	39	30	3 676
	Inani lilonke :	218 911	15 764	409	39	3 494	198 926

Le theyibhile ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elalingasetyenziswa.

Ittheyibhile 3.10.5: Iintlawulo zekhefu, kwi-1 Apreli 2012 ukuya kwi-31 Matshi 2013

Isizathu	Isixa sisonke (R'000)	Inani labaqeshwa	I-avareji yentlawulo kumsebenzi ngamnye
Iintlawulo zekhefu ngo-2012/2013 ngenxa yekhefu elingasetyenziswa kumjikelo odlulileyo	0	0	0
Iintlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2012/2013	41 384	588	70 380
Iintlawulo ezihlawulwa njengangoku zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2012/2013	0	0	0
Inani lilonke:	41 384	588	70 380

3.11. I-HIV/AIDS neProgram yokuKhuthaza ezeMpilo

Ittheyibhile 3.11.1: Amanyathelo athathiweyo ukunciphisa ukusuleleka emsebenzini, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iiyunithi/iikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
Oofitshala nabasebenzi abancedisayo (abongikazu bezikolo, abasebenzi abacocayo, oofitshala abaselabhoratri, iinjini kunye noomabhalana bezikolo)	Ibrowusha eneenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini iziko lemfundo ngalinye linekomiti yezempilo nezokhuseleko.

Ittheyibhile 3.11.2: Iinkcukacha zokuPhuculwa kwezeMpilo neeProgram zeHIV neAIDS, (thikisha iibhokisi ezifanelekileyo uze unike ingcaciso efunekayo), nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba ngu-ewe
1. Ngaba isebe lemfundo linegosa le-SMS elityunjelwe ukuphumeza imimiselo ebhalwe kwiCandelo VI E leSahluko 1 seMimiselo yaBasebenzi beNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, chaza igama nesikhundla salo.	x		Umlawuli woLawulo lwezaBasebenzi (<i>Human resource management</i>)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze ezempilo nempilo qete yabasebenzi bakho? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhaqethi yonyaka ekhoyo yale njongo.	x		ISebe iWCED lineeprogram ezimbini ezithile ezinjongo yazo iyimpilo qete, o.k.t. kwiProgram yeZakhono zoBomi zeHIV/AIDS (<i>Life Skills Orientation Programme</i>) (LSOP) neHIV neAIDS eMsebenzini (<i>HIV and AIDS in the Workplace</i>) (HWP)). Ezi program zimbini ziyancedisana ngokumalunga noqeqesho nenkxaso (<i>advocacy</i>). IProgram yeMpilo Qete yaBasebenzi yeSebe iWCED inamagosa amabini ajongene nale program kwinqanaba loMlawuli oNcedisayo nelikaMabhalana weCandelo leMicimbi yezaBasebenzi (<i>Human Resource Clerk level</i>), ngokulandelelanayo. Ibhaqethi= R1783 026

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo kuBasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma/ iinkonzo eziqaphelekayo zale program.	x		Le program ibonelela ngenkxaso eqhubeka okokoko ngokumalunga neemfuno zokusebenza kwengqondo, ezeemvakalelo nendlela yokuphila yabaqeshwa. YiProgram egxininisa phakathi kwezinye izinto, kwi-HIV ne-AIDS, kuxinzelelo (stress), kulawulo lwezemali, kubudlelwane, kwezomthetho, kwimibandela yosapho, ukusetyenziswa gwenxa kweziyobisi ne-trauma debriefing. YiProgram yeMpilo Qete egxila, phakathi kwezinye izinto, kwiHIV neAIDS, kuxinzelelo (stress), kulawulo lwezemali, kwezobudlelwane, kwezomthetho, kwimicimbi yosapho, ekusetyenzisweni gwenxa kweziyobisi notywala kwanokucebisa abasengozini (trauma debriefing). Ezi nkonzo zenziwa ngababoneleli benkonzo babucala ukuqinisekisa ukugcinwa kwemfihlelo. Iprogram ikwajongene nemiba yezempilo nempilo-qete yabasebenzi ngeeNtsuku zeMpilo neMpilo Qete yaBasebenzi (Employee Health and Wellness Awareness Days). Le program ikwaqwalasela impilo qete yabasebenzi ngokuqatshelwa kweNtsuku zeMpilo neMpilo Qete yaBasebenzi (Employee Health and Wellness Awareness Days). Injongo yezi ntsuku kukukhuthaza indlela yokuphila enempilo nokuphucula ukuba nolwazi ngeenkonzo ezibonelelwa liSebe iWCED. Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzo elizinikayo iSebe iWCED kubaqeshwa balo. Ukongeza apho, i-Health Promotion Awareness iqhubeka ngokweentsuku eziqatshelwe kwiKhalenda yezeMpilo yeSebe lezeMpilo. Ngaphezulu, iiNtsuku zokuKhuthaza ezeMpilo (Health Promotion Awareness) ziqhubeka ngokweentsuku ezibhaliweyo kwiKhalenda emalunga neMpilo yeSebe lezeMpilo. ISebe lisingethe iiNtsuku eziyi-6 zeMpilo neMpilo Qete yaBasebenzi (Health and Wellness Awareness Days) yaye zidale ukubakho kolwazi ngokwenza amalungiselelo eeseshoni eziyi-19 eprogram yempilo qete ebonelelwa ngabasebenzi beSebe iWCED ngeli thuba lokunika ingxelo.
4. Ngaba isebe lemfundo liseke (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiquendu VI E.5 (e) seSahluko 1 seMimiselo yeNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, kucelwa ukuba uchaze amagama amalungu ekomiti nawonebango (nowabanebango) abamele wona (bona).	x		UMlawuli weCandelo Umlawuli weCandelo loLawulo lwezaBasebenzi, uSekela Mlawuli (Deputy Director) ojongene noko kwanoMlawuli oNcedisayo (Assistant Director) balawula le program baze banike neengxelo zekota kwimibutho yabasebenzi ekwanika inkxaso kule program.
5. Ngaba isebe lemfundo liyhlaziyile 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 ezihlaziyiweyo.	x		ISebe iWCED lamisela (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo onikwa nguRhulumente wePhondo, oxhaswa ngumgaqo-nkqubo i-HIV&AIDS Transversal policy ne-Employee Health & Wellness Transversal framework.

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
6. Ngaba isebe lemfundo liqalise imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	x		ISebe iWCED lenza inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV ne-AIDS ithathwe ngayo. Imiba efana yodwa ngokumalunga ne-AIDS, umz. ukugcina ingcaciso eyimfihlelo, ukuchaza elubala, i-VCT, njl. njl., zikuMgaqo-nkqubo weHIV neAIDS weSebe iWCED yaye ukuhambelana mbo noku yinxenye yomsebenzi womphathi wecandelo.
7. Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso noVavanyo lweGazi ngokuZithandela? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	x		Inkqubo yeNgcebiso noVavanyo lweHIV (<i>HIV Counselling and Testing</i>) iinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo Qete (<i>Health and Wellness Awareness Days</i>). Uthatho-nxaxheba kwi-HCT kukwi-avareji engu-40% yabo bayayo kwiNtsuku zoKwazisa aBasebenzi (<i>Awareness Days</i>). ISebe lazisa kwiNgcaciso eMfutshane yeCandelo lezaBasebenzi 6 ka- 2012 iphulo leNational HIV Counselling ngenjongo yokukhuthaza bonke abasebenzi beSebe iWCED baye kuvavanyo lwe-HIV nokunikwa iingcebiso ngokuzithandela. Izintlu zomboneleli-nkonzo ye-HCT, ne-Transversal HCT Screening Calendar zaziqhotyoshelwe kule ngcaciso imfutshane. Bonke abaphathi abakhulu neeNtloko zamaziko emfundo bacelwa ukuba bathathe inxaxheba kwi-National HIV Counselling campaign.
8. Ingaba isebe liqulunqe amanyathelo/izalathi-nkqubela ukubeka esweni nokuhlola ifuthe layo kwiiprogram zokukhuthaza impilo qete? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi-nkqubela.	x		Iingxelo yaqho ngenyanga nangekota zifunyanwa kumboneleli-nkonzo wempilo neMpilo Qete yaBasebenzi ecacisa ukusetyenziswa kweenkonzo ezibonelelwayo.

Qaphela: ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme iSebe iWCED eyinxalenye yayo. Inika umkhomba-ndlela ngokumalunga nezi zinto/nkonzo zibalulekileyo zilandelayo:

1. Imfundo nokwenza yaziwe kwindawo yomsebenzi
2. Ukwenziwa kwe-odithi ngezeHIV/AIDS emsebenzini ukuqaphela iimfuno zeziseko zophuhliso (*infrastructural needs*), umz. likhithi zoNcedo lokuQala
3. Iiprogram zezothintelo, umz. ukusasazwa kweekhondom
4. Ukukhuthaza amanyathelo othintelo kwiilabathi liphela, umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
5. INgcebiso nokuVavanywa kweGazi ngokuZithandela
6. Ukukhuthaza ukunika inkxaso kubasebenzi abasuleleke yiHIV/AIDS

DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (*Employee Health and Wellness Strategic Framework*) ugxininisa ukungqinelana ngokumalunga noLawulo lweHIV/AIDS neThibhi okokhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile:

1. Ukwethisa amandla eHIV ne-AIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika iNkxaso;
2. Ukuqalisa iprogram yeMpilo Qete yaBasebenzi noSuku lweMpilo Qete kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo;
3. Ukuqaliswa kweprogram yokuFundisana kooNtanga (*Peer Educator*) yabasebenzi, kujoliswe kwiindlela zokuziphatha eziyingozi

Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango nangamaziko abonelela ngezempilo asisiseko.

3.12. EzoBudlelwane eMsebenzini

Kungenwe kwezi mvumelwano phakathi komqeshi nemibutho yabasebenzi kwisebe lemfundo.

Itheyibhile 3.12.1: Iimvumelwano phakathi komqeshi nomqeshwa, 1 Apreli 2012 - 31 Matshi 2013

Iimvumelwano xa zizonke phakathi komqeshi nomqeshwa	Nil
---	-----

Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa apha ngaphakathi kwisebe lemfundo kulo nyaka ophantsi koqwalaselo.

Itheyibhile 3.12.2: Ukuziphatha gwenxa neengxoxo zoluleko ezaqhutywayo, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013.

Uhlobo lokuziphatha gwenxa	Inani	I-% yenani lilonke
Ubuseka, ukunyoba, ubuqhetseba okanye isenzo sobuqhophololo ngokumalunga noviwo	4	1.30
Ukuxhaphaza umfundi ngezondo	25	8.00
Ukuxhaphaza omnye umqeshwa ngezondo	1	0.30
Ubudlelane ngezondo nomfundi okwakweso sikolo	1	0.30
Ukubetha umfundi wesikolo ngeenjongo zokumenzakalisa kabuhlungu emzimbeni	2	0.60
Ukubetha omnye umqeshwa ngeenjongo zokumenzakalisa kabuhlungu emzimbeni	0	0.00
Ukuba nento kuwe engekho mthethweni, enxilisayo okanye edodobalisa ingqondo	0	0.00
Ukungathobeli okanye ukwaphula umthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	7	2.30
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	22	7.00
Ukusebenzisa gwenxa ipropathi karhulumente	2	0.60
Ukuqala agwebe ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	4	1.20
Usebenzisa gwenxa isikhundla sakhe kwisebe lemfundo ukunyusa okanye ukudlela indlala iimfuno zakhe nabani na	1	0.30
Uhlobo lokuziphatha gwenxa	0	0.00
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	10	3.20
Ukungabikho emsebenzini	29	9.30
Ukucalu-calula	0	0.00
Umsebenzi ombi, ngenxa yezizathu ekungezizo ezokungaphili	3	1.00
Ngexa esemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	6	2.00
Ukuziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	29	9.40
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	110	36.00
Ukwenziwa ixhoba kunye/ okanye ukoyikisa	1	0.30
Ukunika iingxelo ezingeyonyaniso okanye ubungqina obungeyonyaniso ekwenzeni imisebenzi, kunye / okanye ukutshintsha okukwiirekhodi ubhale into ebubuxoki	1	0.30
Ukuba kuqhankqalazo olungekho mthethweni	8	2.60
Ukwaphula umthetho wemveli okanye woburhulumente (ngobuseka, ngenkohliso nangobuqhophololo)	17	5.50
Ukunganyaniseki	3	1.00
Ukunyamalala emsebenzini	23	7.40
Inani lilonke :	309	100.00

Itheyibhile 3.12.3: Iintlobo zokuziphatha gwenxa ekuthethwe ngazo kwiingxoxo zoluleko, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iziphumo zeengxoxo zoluleko	Inani	I-% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	2	0.40
Isilumkiso esenziwa ngomlomo	0	0.00
Isilumkiso esenziwa ngencwadi ebhaliweyo	2	0.40
Isilumkiso sokugqibela esenziwa ngencwadi ebhaliweyo	228	42.00
Ukunqunyanyiswa emsebenzini ngaphandle komvuzo	37	7.00
Isohlwayo sefayini	193	35.00
Ukuhliselwa	3	0.50
Ukugxothwa/ukuziyekela emsebenzini	56	10.00
Ukugwetyelwa	11	2.00
Ityala lirhoxisiwe	15	2.70
Inani lilonke:	547	100.00

Itheyibhile 3.12.4: Izikhalazo ezingenisweyo, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Izikhalazo ezingenisweyo	Inani	I-% yenani lilonke
Inani lezikhalazo ezisonjululiweyo	277	69.00
Inani lezikhalazo ezingasonjululwanga	127	31.00
Inani lilonke lezikhalazo ezingenisweyo	404	100.00

Itheyibhile 3.12.5: Iimbambano ezingeniswe kumaBhunga, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Iimbambano ezifakwe kumaBhunga	Inani	I-% yenani lilonke
Inani leimbambano apho baye bagwetyelwa	46	35.00
Inani leimbambano ezichithiweyo	86	65.00
Inani lilonke lezikhalazo ezingenisweyo	132	100.00

Itheyibhile 3.12.6: Iintshukumo zogwayimbo, 1 Apreli 2012 kuwye kwi-31 Matshi 2013

Iintshukumo zogwayimbo	Inani
Inani lilonke leentsuku zomsebenzi abaphulukene nazo	0
Inani lilonke leendleko (R'000) zomsebenzi abaphulukene nazo	0
Isixa (R'000) esifunweyo ngenxa yomqathango othi wangasebenzi wangahlawulwa	0

Itheyibhile 3.12.7: Unqunyanyiso njengenyathelo lothintelo, ukuqalela nge-1 Apreli 2012 kuye kwi-31 Matshi 2013

Unqunyanyiso njengenyathelo lothintelo	Inani
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo	4
Inani loofitshala elinqunyanyisiweyo	31
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-30.	6
Inani loofitshala benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-90.	8
Inani leentsuku eliyi-avareji yabanqunyanyisiweyo.	85

Iindleko zonqunyanyiso eziyimali (R'000): R2 088

3.13. Uphuhliso lwezakhono

Eli candelo lichaza iinzame zesebe lemfundo eziphathelele kuphuhliso lwezakhono. Le theyibhile ibonisa iimfuno zoqeqesho ukususela ekuqaleni kwethuba eliphantsi kwengqwalaselo, kunye noqeqesho kanye ekubonelelwe ngalo.

Itheyibhile 3.13.1: iimfuno zoqeqesho eziqatshelweyo, 1 Apreli 2012 – 31 Matshi 2013

Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-1 Apreli 2012	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Itotali
Abenzi-mithetho, amagosa aphezulu nabaphathi	Ibhinqa	1 494	0	1 797	0	1 797
	Indoda	2 443	0	1 385	0	1 385
Abaqeqeshiweyo	Ibhinqa	19 062	0	8 014	0	8 014
	Indoda	7 981	0	3 572	0	3 572
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	137	0	0	0	0
	Indoda	124	0	0	0	0
Oomabhalana	Ibhinqa	1 889	0	1 017	0	1 017
	Indoda	308	0	495	0	495
Abasebenzi abenza iinkonzo nabasebenzi bezentengiso	Ibhinqa	6	0	297	0	297
	Indoda	25	0	170	0	170
Abasebenzi abanobuchule bokulima noshishino lweentlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla nemisebenzi yobugcisa bezandla enxulumene nayo	Ibhinqa	1	0	0	0	0
	Indoda	12	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibanisi boomatshini	Ibhinqa	1	0	121	0	121
	Indoda	21	0	110	0	110
Abasebenzi nabasebenzi abanxulumene nabo	Ibhinqa	2 016	0	395	0	395
	Indoda	2 280	0	373	0	373
Amakhondo omsebenzi ezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Itotali encinane	Ibhinqa	24 606	0	11 520	0	11 520
	Indoda	13 194	0	6 047	0	6 047
Itotali		37 800	0	17 567	0	17 567
Abaqeshwa abanezakhono	Ibhinqa	15	0	5		0
	Indoda	21	0	3		0

Qaphela: Akukho kungqinelana phakathi kwe-Organising Framework for Occupations (OFO) ekwakunikwe ingxelo ngazo kwii-SETA nezinye iindidi zamakhondo omsebenzi phantsi kwe-Code of Remuneration (CORE). ISebe leMfundo lingqinelanise iindidi zamakhondo omsebenzi e-CORE aneendidi zamakhondo omsebenzi ze-OFO ngeenjongo zokunika ingxelo ngokunxulumene nenani labaqeshwa.

ITheyibhile 3.13.2: Uqeqesho ekwabonelelwa ngalo, 1 Apreli 2012 – 31 Matshi 2013

Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-31/12/2013	Uqeqesho ekwabonelelwe ngalo ngethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono kunye nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Itotali
Abenzi-mithetho, amagosa nabaphathi abakhulu	Ibhinqa	1 572	0	1 060	0	1 060
	Indoda	2 414	0	1 130	0	1 130
Abaqeqeshiweyo	Ibhinqa	20 037	0	4 937	0	4 937
	Indoda	8 204	0	2 835	0	2 835
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	321	0	0	0	0
	Indoda	238	0	0	0	0
Oomabhalana	Ibhinqa	1 922	0	237	0	237
	Indoda	267	0	40	0	40
Abasebenzi abenza iinkonzo kunye nabasebenzi bezentengiso	Ibhinqa	5	0	0	0	0
	Indoda	18	0	0	0	0
Abasebenzi abanezakhono zolimo noshishino lweentlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa besandla nabasebenzi abanxulumene nabo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibanisi boomatshini	Ibhinqa	0	0	0	0	0
	Indoda	21	0	0	0	0
Abasebenzi kunye nabasebenzi abanxulumene nabo	Ibhinqa	2 368	0	60	0	60
	Indoda	2 737	0	75	0	75
Imisebenzi yabanezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Itotali encinane	Ibhinqa	26 225	0	6 294	0	6 294
	Indoda	13 899	0	4 080	0	4 080
Itotali		40 124	0	10 374	0	10 374
Abaqeshwa abanokhubazeko	Ibhinqa	14	0	0	0	0
	Indoda	18	0	0	0	0

Qaphela: Akukho kungqinelana phakathi kwe-*Organising Framework for Occupations (OFO)* ekwakunikwe ingxelo ngazo kwii-SETA kunye nezinye iindidi zamakhondo omsebenzi phantsi kwe-*Code of Remuneration (CORE)*. ISebe leMfundo lingqinelanise iindidi zamakhondo omsebenzi e-CORE aneendidi zamakhondo omsebenzi ze-OFO ngeenjongo zokunika ingxelo ngokunxulumene nenani labaqeshwa.

3.14. Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zibonelela ngengcaciso esisiseko malunga nokwenzakala emsebenzini.

Ittheyibhile 3.14.1: Ukwenzakala emsebenzini, 1 Apreli 2012 – 31 Matshi 2013

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yetotali
Bonke abasebenzi	Ababefuna unyango oluqhelekileyo kuphela	74	0.77
	Ukwenzakala emqolo	11	0.11
	Unyawo	19	0.20
	Isihlahla/Igxalaba/Ingalo/Umnwe	21	0.22
	Impumlo /Imehlo	5	0.05
	Intamo/Intloko	9	0.09
	Umenzakalo edolweni /emlenzeni	3	0.03
	Iingqaqambo ezimbanjeni /Ukubethwa ufe isiqaa	3	0.03
	Amanxeba okutsha/kwisikhumba	3	0.03
	Ukhubazeko ngokupheleleyo lwethutyana	22	0.23
	Umenzakalo emqolo	1	0.01
	Unyawo	8	0.08
	Isihlahla/Igxalaba/Ingalo/ Umnwe	8	0.08
	Imehlo	1	0.01
	Intamo/Intloko	1	0.01
	Umenzakalo wedolo/umenzakalo womlenze	2	0.02
	Ukurhawuka kweenwele	1	0.01
	Ukhubazelo olusisigxina	0	0.00
	Ukusweleka	0	0.00
	Itotali	96	100.00
Ipesenti yengqesho iyonke			0.24
Ootishala	Ababefune ingqwalaselo yonyango eqhelekileyo kuphela	33	0.69
	Umenzakalo emqolo	4	0.08
	Unyawo	8	0.17
	Isihlahla/Igxalaba/Ingalo/Umnwe	8	0.17
	Impumlo /Imehlo	3	0.06
	Intamo/Intloko	7	0.15
	Umenzakalo edolweni /Umenzakalo emlenzeni	2	0.04
	Iingqaqambo ezimbanjeni/Ukubethwa emzimbeni /Ukufa isiqaa	1	0.02
	Amanxeba okutsha/amanxeba kwisikhumba	0	0.00
	Ukhubazeko ngokupheleleyo lwethutyana	15	0.31
	Umenzakalo emqolo	1	0.02
	Unyawo	4	0.08
	Isihlahla/Igxalaba/Ingalo/Umnwe	6	0.13
	Impumlo/Imehlo	1	0.02
	Intamo/Intloko	1	0.02
	Umenzakalo edolweni/ umenzakalo emlenzeni	1	0.02
	Iinwele ezirhawukileyo	1	0.02
	Itotali	48	100.00
Ipesenti yabo bonke abaqeshiweyo			0.12
Abasebenzi benkonzo karhulumente	Ababefune ingqwalaselo yonyango kuphela	41	0.85
	Umenzakalo emqolo	7	0.15
	Unyawo	11	0.23
	Isihlahla/Igxalaba/Ingalo/Umnwe	13	0.27
	Impumlo /Imehlo	2	0.04
	Intamo/Intloko	2	0.04
	Umenzakalo edolweni/ umenzakalo emlenzeni	1	0.02
	Iingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	2	0.04
	Amanxeba okutsha/amanxeba asesikhumbeni	3	0.06
	Ukhubazeko ngokupheleleyo lwethutyana	7	0.15

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yetotali
	Umenzakalo emqolo	0	0.00
	Unyawo	4	0.08
	Isihlahla/Igxalaba/Ingalo/Umnwe	2	0.04
	Imehlo	0	0.00
	Intamo/Intloko	0	0.00
	Umenzakalo edolweni/umenzakalo emlenzeni	1	0.02
	Iinwele ezirhawukileyo	0	0.00
	Itotali	48	100
	Ipesenti yengqesho iyonke		0.12

3.15. Ukusetyenziswa kwaBacebisi (Consultants)

ITheyibhile 3.15.1: Ingxelo ngokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali ezabiweyo, nge-1 Apreli 2012 – 31 Matshi 2013

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi leyo	Ithuba: Iintsuku zokusebenza	Ixabiso lekhontrakhi ngokweeRandi
0	0	0	0
Inani lilonke leprojekthi	Inani labacebisi ngabanye	Ithuba lilonke: Iintsuku zokusebenza	Ixabiso lekhontrakhi ngokweeRandi
0	0	0	0

Itheyibhile 3.15.2: Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabiweyo, ngokwe-Historically Disadvantaged Individuals (HDIs), ye-1 Apreli 2012 – 31 Matshi 2013

Itayitile yeProjekthi	Ipesenti yobunikazi bamaqela ee-HDI	Ipesenti yabaphathi bamaqela ee-HDI	Inani laBacebisi abavela kumaqela ee-HDI asebenza kwiprojekthi
0	0	0	0

Itheyibhile 3.15.3: Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli, nge-1 Apreli 2012 – 31 Matshi 2013

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenza kwiprojekthi	Ithuba: Iintsuku zokusebenza	Ixabiso lomnikeli nelekhontrakhi ngokweeRandi
0	0	0	0
Inani lilonke leprojekthi	Inani lilonke labacebisi	Ithuba lilonke: Iintsuku zokusebenza	Ixabiso lekhontrakhi lilonke ngokweeRandi

ITheyibhile 3.15.4: Ukucazululwa kokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli (Donor funds), ngokwe-Historically Disadvantaged Individuals (HDIs), nge-1 Apreli 2012 – 31 Matshi 2013

Itayitile yeProjekthi	Ipesenti yabanikazi bamaqela ee-HDI	Ipesenti yabaphathi ngokwamaqela ee-HDI	Inani laBacebisi abavela kumaqela ee-HDI asebenza kwiprojekthi
0	0	0	0