



**URhulumente
weNtshona Koloni**

EzeMfundo

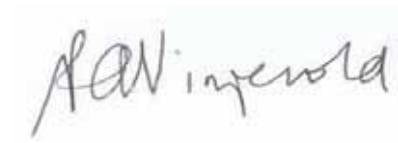
INgxelo yoNyaka 2012/2013

ISebe EzeMfundo

Mnu Donald Grant

UMphathiswa wezeMfundo

Ndingenisa le Ngxelo-mali yoNyaka yeSebe leMfundo leNtshona Koloni yethuba eliqala ngo-Apreli 2012 ukuya kwi-31 Matshi 2013.

A handwritten signature in black ink on a light blue background. The signature is written in a cursive style and reads "PA Vinjevold".

PA Vinjevold
31 Meyi 2013

ISEBE LEMFUNDO

IBHAJETHI 5 EVUNYIWEYO

INGXELO-MALI YONYAKA KA-2012/2013

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ICandelo A
Ingcaciso ngokubanzi

1. Ingcaciso yeSebe ngokubanzi

ISebe leMfundo leNtshona Koloni (WCED)

ISebe leMfundo leNtshona Koloni (WCED) lithwele uxanduva lwezemfundo kwizikolo zikarhulumente kwiphondo ukususela kwiBakala 1 ukuya kwiBakala 12. ISebe iWCED lisebenza kwiZithili zeMfundo ezisibhozo ezinoNdlunkulu oseKapa.

Indawo	Idilesi yeposi	Ifofoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central Education District	Private Bag X4, Athlone, 7760	021 514 6700	021 659 4413
Metro East Education District	Private Bag X23, Kuilsriver, 7579	021 900 7000	021 903 9484
Metro North Education District	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South Education District	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands Education District	Private Bag X3102, Worcester, 6849	023 347 6000	023 342 4138
Eden & Central Karoo Education District	Private Bag X6510, George, 6530	044 803 8300	044 873 2253
Overberg Education District	PO Box 588, Swellendam, 6740	028 214 7300	028 214 7400
West Coast Education District	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

IZiko lefofoni leSebe iWCED:

Imibuzo engeMicimbi yaBasebenzi neyezeMali : 0861 923 322 ;
Izikolo eZikhuselekileyo 0800 45 46 47

Iziko lewebhu: WCED Online <http://wced.school.za>

Uluhlu lwee-imeyili: WCEDnews <http://list.pgwc.gov.za/mailman/listinfo/wcednews>.

Twitter (micro-blogging)

WCEDnews <http://twitter.com/wcednews> (for news-in-education-related tweets); WCEDlearn <http://twitter.com/wcedlearn> (for education-related tweets)

Tumblr (blog)

WCED/News/Home <http://wcednewshome.tumblr.com/> ; WCEDnews <http://wcednews.tumblr.com/>

Posterous (blog)

WCEDnews <http://posterous.com/wcednews>

2. Uludwe lwezifinyezo/lwezishunqulelo

AET:	Adult Education and Training	MTEF:	Medium-Term Expenditure Framework
ACE:	Advanced Certificate in Education	NCS:	National Curriculum Statement
CAPS:	Curriculum and Assessment Policy Statements	NC(V) :	National Curriculum (Vocational)
CEM:	Council of Education Ministers	NPDE :	National Professional Diploma in Education
CEI:	Centre for e-Innovation	NGO:	Non-Governmental Organisation
CEMIS:	Central Education Management Information System	NQF:	National Qualifications Framework
CLC:	Community Learning Centre	NSC :	National Senior Certificate
CTLI:	Cape Teaching and Learning Institute	NSNP:	National School Nutrition Programme
DHET:	Department of Higher Education and Training	OHSA:	Occupational Health and Safety Act
DOCS:	Department of Community Safety	PFMA:	Public Finance Management Act
DotP	Department of the Premier	PILIR:	Policy on Incapacity Leave and Ill-Health Retirement
DBE:	Department of Basic Education	PPI:	Programme Performance Indicator
DMIS:	District Management Information System	PPP:	Public-Private Partnership
ECD:	Early Childhood Development	PPM:	Programme Performance Measure
ECM :	Enterprise Content Management	RCL:	Representative Council of Learners
EE:	Employment Equity	SACE:	South African Council for Educators
EIG:	Education Infrastructure Grant	SAQA:	South African Qualifications Authority;
EMIS:	Education Management Information System	SASA:	South African Schools' Act
EPWP:	Expanded Public Works Programme	SASAMS:	School Administration and Management System
EWP:	Employee Wellness Programme	SAPS:	South African Police Services
FET:	Further Education and Training	SETA:	Sector Education and Training Authority
GET:	General Education and Training	SIP:	School Improvement Plan
HEI:	Higher Education Institution	SGB:	School Governing Body
HR:	Human Resources	SITA:	State Information Technology Agency
ICT:	Information and Communication Technology	SMT :	School Management Team
IMG:	Institutional Management and Governance	SPMDS:	Staff Performance Management and Development System
IMS:	Information Management System	WSE:	Whole-School Evaluation
IQMS:	Integrated Quality Management System		
KM:	Knowledge Management		
LSEN:	Learners with Special Education Needs		
LTSM:	Learning and Teaching Support Materials		

3. IsiShwankathelo sesiCwangciso soBuchule

3.1. Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo:

1. Ukuphucula ulwimi nemathematika kwizikolo eziziprayimari
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukunciphisa inani lezikolo eziqhuba kakubi

3.2. Eyona njongo iphambili

Ukubonelela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo ngokwenza oku kulandelayo:

- Ucwangciso nolawulo lwenkqubo yemfundo iphela
- Imfundo kwizikolo zikarhulumente eziqhelekileyo
- Ukunika inkxaso kwizikolo ezizimeleyo
- Imfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente
- Imfundo noQeqesho oluQhubekayo kwiikholeji ze-FET zikaRhulumente
- Imfundo noQeqesho lwaBadala (AET) kumaziko emfundo oluntu
- UPuhliso lweMfundo yaBantwana aBasaqalayo ukuFunda (ECD) kwiBakala R
- Amathuba oqeqesho olwenzelwa ootitshala nabo bangezotitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okunciphisa ubuhlwempu nawokhuseleko
- Ukunika inkxaso ootitshala ngokubonelela ngeemeko zengqesho ezisisiseko, ngezikhuthazi (*incentives*) nangeprogram yempilo-qete yabasebenzi

3.3. Iimfundiso ezisisiseko

- Ukubaluleka komfundi okubekwa phambili
- Iimfundiso ezisisiseko zoMgaqo-siseko waseMzantsi Afrika noMqulu waMalungelo oLuntu
- Ukwenza umsebenzi ogqwesileyo ngokuthi kubonelelwe yaye kunikwe inkxaso abasebenzi abangootitshala, abaxhotyiswe ngokwenene, abanenkqubela, abaqeqeshiweyo nabazinikeleyo emsebenzini wabo
- Ukwazi ukuphendula kwabo baphetheyo ngoxanduva lwabo nokwenzela izinto elubala
- Intembeko nokugqwesa kwimisebenzi yolawulo nakuleyo enika inkxaso

3.4. Iinjongo eziCwangciswe ngoBuchule neJolise kwiZiphumo

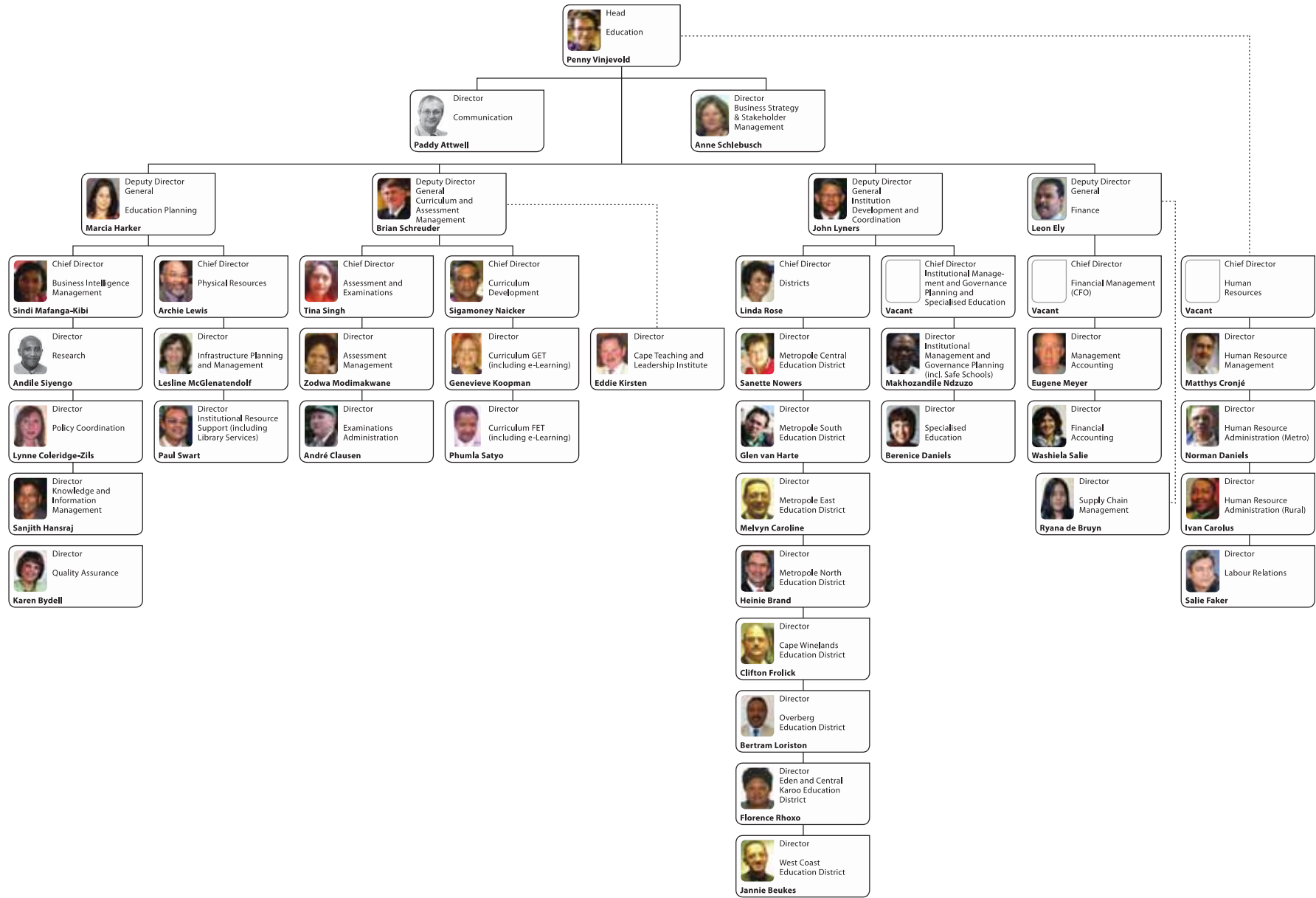
<p>Injongo 1 eCwangciswe ngoBuchule neJolise kwiZiphumo</p>	<p>Ukuphucula umgangatho woLwimi neMathematika kwiZikolo eziziPrayimari</p>
<p>INkcazo yeNjongo</p>	<p>Ukuphucula umgangatho wentsebenzo kuLwimi nakwiMathematika ukwenzela ukuba abafundi baqhuba ngokomgangatho weminyaka yobudala babo ngo-2014 ngolu hlobo lulandelayo: IBakala 3: ULwimi: i-40% yabafundi ukuze kwiMathematika: ibe yi-60% yabafundi. IBakala 6: ULwimi: i-40% yabafundi ukuze kwiMathematika: ibe yi-50% yabafundi. IBakala 9: ULwimi: i-55% yabafundi ukuze kwiMathematika: ibe yi-20% yabafundi. Amanqaku makalandelelwe ngovavanyo lwaqho ngonyaka aze amaphulo ongenelelo ngoncedo ahlanga-hlengiswe ngokukungqinelana nawo.</p>
<p>Injongo 2 eCwangciswe ngoBuchule neJolise kwiZiphumo</p>	<p>Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke</p>
<p>INkcazo yeNjongo</p>	<p>Ukuphucula ireyithi yokupasa kwiNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho loofitshala, ulawulo nenkxaso. Iithagethi zango-2014 ngabafundi abayi-43 000 abapase iNSC ize i-17 500 ine nako ukwamkelwa kwisiDanga sokuQala (<i>Bachelor's degrees</i>); abafundi abayi-11 000 amabapase iMathematika nabayi-8 000 amabapase i-Physical Science.</p>
<p>Injongo 3 eCwangciswe ngoBuchule neJolise kwiZiphumo</p>	<p>Ukuncipha kwenani lezikolo eziqhuba kakubi</p>
<p>INkcazo yeNjongo</p>	<p>Ukunciphisa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo: oko kuthi, makungabikho sikolo sinereyithi yokupasa engu-<60% ngo-2014. Ukunciphisa ukuqhuba kakubi kwabafundi kwamanye amabakala njengoko oku kulinganiselwa ngezi mvavanyo: <i>Annual National Assessment (ANA)</i> kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9.</p>

4. IMithetho nezinye izigunyaziso

UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho 108 ka-1996)
UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho 1 ka-1998)
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997)
UMthetho weZikolo zaseMzantsi Afrika, (SASA) 1996 (uMthetho 84 ka-1996);
UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (NEPA), 1996 (uMthetho 27 ka-1996)
UMthetho weMfundo noQeqesho oluQhubekayo kwiiKholeji, 1998 (uMthetho 16 ka-2006)
UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001 (uMthetho 58 ka-2001).
UMthetho wezeNgqesho yooTitshala, 1998, (uMthetho 76 ka-1998)
UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho 1 ka-1999)
UMthetho woLawulo lweMali yooMasipala, 2003 (uMthetho 56 ka-2003)
UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho 5 ka-2012)
UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo 103 sika-1994)
UMthetho weGunya eliLawula iZiqinisekiso waseMzantsi Afrika, 1995 (uMthetho 58 ka-1995)
UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho 31 ka-2000)
UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho 52 ka-2000)

5. Ukuma kwestraksha seziko eli

Makujongwe i-oganogram kweli phepha lilandelayo.



6. Amaqumru enza iNgxelo kuMphathiswa

Ayingeni ndawo

7. Imbulambethe eyenziwa nguMphathiswa



UMphathiswa Donald Grant

Unyaka-mali ka-2012/13 ube ngunyaka oneziqhamo kulo Rhulumente.

Kwiminyaka engaphambili, iSebe iWCED liqhubekile nokomeleza isiseko esiyimfuneko ukuze kufikelelwe kwiinjongo ezimiselwe kwisiCwangciso soBuchule sethu (*Strategic Plan*) sokuphucula umgangatho wezemfundo neziphumo zokufunda kubafundi eNtshona Koloni.

Ngo-2012/13, siya kwakhela kwesi siseko, sithagethe ngakumbi izikolo zethu ezihlwempuzekileyo, yaye siphucule iinkqubo zokugaya, ukukhetha nokuzalisa izithuba zootitshala nezeenqununu. ISebe iWCED likwaphucule ngakumbi umgangatho wokubeka esweni okuqhubekayo, ukumelwa kukuphendula ngokuqhubekayo nokuthobela kwezikolo.

Ukunceda izikolo zethu ezenza iinkonzo kubafundi abangathathi ntweni, iSebe iWCED livume iimali ezongezelelweyo kubandakanywa nokulinganiswa (*equalisation*) kwezixa ezikhutshwa ngomfundi ngamnye kwizikolo ezingabizi zifizi nokwanda kwezixa ngomfundi ngamnye kwizikolo ezingaphezu kwama-300 ezibiza iifizi. ISebe iWCED likwahlawule izigidi eziyi-R30 million kwizikolo ezibiza iifizi njengembuyiselo ekuxolelweni kwiifizi (*fee exemptions*) okuvunywe kubafundi ngo-2011 laza lenza uphando olulingwayo (*pilot*) ekuqaliseni isidlo sakusasa kubafundi kwizikolo ezifumana isondlo (*feeding scheme schools*).

Isebe lizimisele ukuqhubeka okokoko linika inkxaso abahlali abangathathi ntweni.

ISebe iWCED liqalise isistim yekhompuyutha yokugaya abasebenzi entsha i-*online e-recruitment system* eya kwenza kubelula kootitshala ukwenza isicelo somsebenzi kwiphondo. Kwavunywa kwakhona isistim entsha yokuzalisa izithuba zeenqununu. Oku kujolise ekuqinisekiseni ukuba ezi zithuba ziyazaliswa xa kukho imfuneko, ngokukhawuleza kangangoko kunokwenzeka.

Ukwenzela ukuphucula ukubeka esweni okuqhubekayo, ukumelwa kukuphendula nokuthobela kwezikolo, iSebe iWCED lenza i- *online School Improvement Plan (SIP)* – esisixhobo solawulo esifuna ukuba inqununu nganye ingenise ingcaciso ngesikolo ehlaziyiweyo enokusetyenziselwa iinjongo zokucwangcisa umsebenzi ngokuyimpumelelo. Zacelwa izikolo ukuba zimisele iithagethi zamaBakala 3, 6 no-9 zeemvavanyo zolwazi lokubhala nokufunda nolwazi lokubala (*literacy and*

numeracy tests) neeMviwo zeSatifikethi seMatriki sikaZwelonke (*National Senior Certificate (NSC)*) ukomeleza ukumelwa kukuphendula.

ISebe iWCED likwavelise isixhobo esitsha i-new *electronic tool* sokuphucula iziseko zophuhliso kwezemfundo eNtshona Koloni, esibizwa ngokuba yi-*Geographic Information System (GIS) for Infrastructure Planning*. Esi sixhobo ngoku sibonelela iSebe iWCED ngengcaciso exabisekileyo emakusekelwe kuyo ikamva lamaphulo otyalo-mali kwiziseko zophuhliso nokuthathwa kwezigqibo.

Ndibe nochulumanco kakhulu ngokuthi ndifezekise injongo yam endandiyicacise ekuqaleni konyaka-mali, yokunika inqununu yesikolo ngasinye, ithablethi eyi-*Personal Computer (PC) tablet*. NgoDisemba, ziyi-1 500 ii-*PC tablets* ezasiwa ezikolweni ukuphucula indlela esinxibelelana ngayo, nesinika ngayo inkxaso kwiinqununu zethu.

Omnye umba oye waqaqamba ngo-2012/13 ibe yindlela abafundi abaqhube ngayo kwiimvavanyo zeNSC zango-2012 nezenkqubo yezemfundo zango-2012 zamaBakala 3,6 no-9. Kwi-NSC, abaviwa bethu baye bagqwesa emagqabini, umzekelo kwimiba efana nokwandisa inani labaviwa ababhala bapase iimviwo zeNCS; nabandise inani labaviwa abapasileyo abanokudlulela kwizifundo zeSidanga sokuQala (*Bachelor's Degree study*); nokwandisa amanani abaviwa abapase imathematika nesayensi. Sivuyiswe ngakumbi kukuncipha kwakhona kwamanani ezikolo eziqhuba kakubi kweli phondo.

Kwinkalo yovavanyo lwenkqubo yezemfundo, sivuyiswe kukuba kubekho ukuphucuka kwiBakala ngalinye elivavanywe kulwimi makwimathematika. Kukwasivuyisile ukuba isithili ngasinye kwizithili zemfundo zethu siwuphucule umgangatho kwisifundo ngasinye kwiBakala ngalinye.

Ezi ziphumo nezinye izalathisi, zibonise impumelelo yeSebe iWCED ekusekeni inkqubo yezemfundo eya ikhula ngokuzinza neya iyondelelana ivelisa iziqhamo – neyisistim eneziphumo ezinika ithemba kwiqela leesistim eziphuculweyo kwiminyaka engaphambili.

Kunyaka-mali ka-2013/14 senza izicwangciso zokuzinzisa nokomeleza ezi zicwangciso ukuqinisekisa uzinzo ngokungaphezulu ukwenzela ukuphumeza ukuzimisela kwethu ekuphuculeni ubomi babona bantu babalulekileyo kuthi – abafundi.

Oku kuphuculwa komgangatho kuya kubandakanya izicwangciso ezizezinye zokuphucula ngakumbi indlela abaqhuba ngayo abafundi, ingakumbi kwimathematika nakwiilwimi, nenkxaso angaphezulu enikwa izikolo. ISebe iWCED liya kuqhubeka nokugxininisa uqeqesho nophuhliso lootitshala nokuphendula kwangoko kwizikhalazo nokusebenza ngempumelelo kweSebe iWCED. Siseza kumisela ngokusesikweni isigaba sesithathu nesokugqibela sesicwangciso sethu seencwadi zezifundo yaye siya kuqalisa ukuphumeza isicwangciso sethu esitsha seziseko zophuhliso nesiya kuba kukugqitywa kwezikolo ezitsha eziyi-26, eziyi-46 ezilungiswayo,

neeprojekthi ezi-5 zokulungiswa kwamagumbi okufundisela kunye namagumbi okufundisela eBakala R ayi-124 kwiminyaka emi-3 ezayo.

Unyaka ka-2013/14 uya kuba ngunyaka oza kudala umdla omkhulu kulo Rhulumente yaye sijonge ngethemba ekwenzeni iMfundo 'Bhetele ngokuBambisana', siphucule iziphumo zokufunda nenkqubo yezemfundo kwiminyaka ezayo.

Donald Grant
UMphathiswa wezeMfundo
INtshona Koloni
31 Meyi 2013

8. INgxelo yeGosa eliMele ukuPhendula ngoSetyenziso lweMali (Accounting Officer)



Ms Pennv Vinievold

ISebe leMfundo eNtshona Koloni lilawula iiprogram ezisibhozo. Ezi program zijolise ekusombululeni iinkalo ezininzi ezimalunga neemfuno zezemfundo: abafundi kwizikolo zikarhulumente; abafundi kwizikolo ezizimeleyo; abafundi abaneemfuno zemfundo ezizodwa; abafundi kumaziko e-ECD nabafundi kwiiKholeji zeFET namaZiko eMfundo yaBadala. Le Ngxelo yoNyala ka-2012/13 inika iinkcukacha ngezinto eziyimpumelelo nezingumngeni ekujongenwe nazo kwezi program zezemfundo.

ISebe iWCED linenjongo yokusa izibonelelo zalo ezingabasebenzi neziyimali kwezo zikolo, kwezo titshala nakwabo bafundi bayidinga kakhulu inkxaso. Ezi zibonelelo ziqwalaselwa ngenyameko ngokumalunga nenxaxheba yazo kumava okufunda nakwimpumelelo ekufundeni kubantwana bethu nakubafundi yaye ukwabiwa kwezi zibonelelo kuxhaswa ziiseti zedatha ezithembekileyo nocazululo lwayo. Ingakumbi isistim ye-CEMIS ivumela iSebe iWCED ukuba lilandelele amanani abafundi, ukungabikho kwabo esikolweni, nendlela abapasa ngayo zezinye zezalathi eziphambili. Esinye isixhobo esilivumele ngokuyimpumelelo iSebe iWCED ukuba limisele uhlobo nalapho zikhoyo iimfuno zenkxaso ibe yi-*Shool Improvement Plan (SIP)*. Zonke izikolo bekulindeleke ukuba zenze i-*online SIP ngo-2012 nango-2013* yaye bezibekwa esweni qho ngekota.

linkalo zenkxaso eyodwa ebonelelwe ngo-2012/13 zezi zilandelayo:

Ukuqiniswa kweenkqubo neemfuno ezimiselweyo zokuqeshwa kweenqununu namasekela-nqununu.

Ngo-2012/13 iSebe iWCED laqesha iinqununu eziyi-117 namasekela-nqununu ayi-128. Umyalezo wethu kumabhunga olawulo waba kukuqinisekisa ukuba kusetyenziswa ubuncinane izixhobo zokhetho ezithathu (udliwano-ndlebe, inkcazo-ntetho, umsebenzi obhalwayo, nabantu abanokungqina ngesimilo (*references*)) yaye ongene njengomgqatswa kufuneka anike ubungqina bokubanako ukuphucula indlela isikolo esiqhuba ngayo ezifundweni.

Ngo-2013 iSebe iWCED laqalisa isistim yokwenza isicelo kwikhompyutha i-*on-line application system* kwizithuba ezingenamntu. Oku kuze nempumelelo ngendlela exubileyo (*mixed success*). ISebe iWCED liya kuqhubeka nokomeleza zonke iinkqubo zokugaywa kwabasebenzi nezokhetho kule minyaka mibini izayo.

liprogram zoqeqesho lootitshala

Bonke ootitshala bamaBakala 4 - 6 neBakala 11 bafumana uqeqesho kwi-CAPS. I-CTLI nee-ofisi zezithili zabonelela ngeendidi zeeprogram zoqeqesho ezilungiselelwe iinjongo ezithile. Kulo nyaka-mali uzayo ootitshala bamaBakala 7 – 9 neBakala 12 baya kufumana uqeqesho kwiCAPS yaye iikhosi ezimfutshane ezibonelelweyo ziya kujolisa kulwimi, kwimathematika nakwi-*Information Technology*.

lincwadi zezifundo neencwadi zokufunda

Bonke abafundi bamaBakala 4 - 6 neBakala 11 bafumana iincwadi zezifundo kwisifundo ngasinye yaye izikolo zasebenzisa iMimiselo neMigangatho yoLwabiwo-mali yokuthenga iincwadi zamanye amaBakala. Kunyaka-mali olandelayo abafundi bamaBakala 7 – 9 neBakala 12 baya kufumana iincwadi zezifundo kwisifundo ngasinye.

Ngo-2012 satshintsha ifokhosi yethu ngokunjalo, sajolisa **ekusetyenzisweni** kweencwadi zezifundo nasekuhambeleni kwethu izikolo zethu yaye ingxelo i-*NEEDU report* ngezithili zemfundo i-*West Coast* ne*North*, ibonisa ukuphucuka okusivuyisayo ekusetyenzisweni kweencwadi zezifundo neencwadi zokwenza umsebenzi.

Iziseko zophuhliso

Kulo nyaka-mali iSebe iWCED lakhe izikolo ezingaphezulu, longeza iiklasi kwizikolo ezikhoyo yaye latshintsha izikolo ezakhiwe ngezinto zokwakha ezingafanelekanga. Ibhokho imali eyongiweyo noko kuleyo yabelwe ulondolozo kodwa ibenkulu kakhulu i-backlog yezinto ezingenziwanga kulondolozo. Ngo-2013/14 iimali ezingaphezulu neeprojekthi eziza nezinto ezintsha zijolise ekuhlangabezani ezo backlog projekthi zingaphunyezwa. ISebe iWCED likugqibile ukubalwa nokufakelwa kweebhakhawudi kwiiyunithi ezizimobhayili kuzo zonke izikolo kwiphondo.

ISebe iWCED linike inkxaso ezindidi ngeendidi kubafundi abasemngciphekweni.

Ezi nkonzo zabandakanya inkxaso yezentlalo-ntle nemalunga nokusebenza kwengqondo (*social work and psychological support*); iindidi zenkxaso ekufundeni nenkxaso yongenelelo ngoncedo kwiimfuno ezizodwa; ukondliwa kwabafundi abangaphezu kwama-400 000; uthutho lwabafundi abangaphezu kwama-50 000 namanyathelo okhuselo nokhuseleko kwizikolo eziyi-296. Iingxaki abajongene nazo abafundi bethu zifuna ukuzibandakanya koluntu ngokupheleleyo yaye sisebenzisane namasebe, ii-NGOs, iiyunivesithi, iinqununu, iimanyano zemibutho yootitshala neMibutho yamaBhunga oLawulo eZikolo ukujongana nezi ngxaki.

PA Vinjevold

INtsumpa Jikelele yeSebe leMfundo

31 Meyi 2013



I Candelo B
Ingcaciso ngentsebenzo

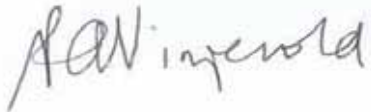
**1. INgxelo engoXanduva malunga neNgcaciso engokwenziwa koMsebenzi
(Statement of responsibility for performance information)**

**INgxelo engoXanduva malunga neNgcaciso engokwenziwa koMsebenzi kunyaka
ophela nge-31 Matshi 2013**

IGosa eliMele ukuPhendula ngoSetyenziso lweMali lilo elithweswe umsebenzi wokulungiswa kwengcaciso engokwenziwa komsebenzi yesebe kunye nezigwebo (*judgements*) ezenziwe kule ngcaciso.

IGosa eliMele ukuPhendula ngoSetyenziso lwemali lithweswe umsebenzi wokuseka nokuphumeza inkqubo yolawulo lwangaphakathi eyenzelwe ukubonelela ngengqinisekiso efanelekileyo ngokuthembakala kwengcaciso engokwenziwa komsebenzi.

Ngokoluvo lwam, ingcaciso engokwenziwa komsebenzi ibonisa ngokufanelekileyo ingcaciso engokwenziwa komsebenzi yesebe kunyaka-mali ophela nge-31 Matshi 2013.



Igama: PA Vinjevoid

IGosa eliMele ukuPhendula ngoSetyenziso lweMali

Umhla: 31 Meyi 2013

2. Ingxelo yoMphicothi-zincwadi Jikelele: linjongo ezimiselwe kwangaphambili

I-AGSA njengangoku yenza iinkqubo eziyimfuneko zokuphicothwa kweencwadi zengcaciso engokwenziwa komsebenzi ukunika ingqinisekiso efanelekileyo eya kuba ziingxelo zophicotho-zincwadi. Okufunyenwe kuphicotho-zincwadi ngokwenziwa komsebenzi kuthelakiswa neenjongo esele zimiselwe kwangaphambili kubandakanyiwe kwingxelo eya kubaphathi, nethi inike ingxelo ngeziphumo ezibonakalayo (*material findings*) ezichazwa phantsi kwesihloko seeNjongo ebeZimiselwe kwaNgaphambili (*Predetermined Objective*) kwicandelo leNgxelo ngezinye iimfuno ezingummiselo zasemthethweni nezolawulo kwingxelo yomphicothi-zincwadi.

Funda iphepha 185 leNgxelo yoMphicothi-zincwadi epapashwe njengenxalenye yeCandelo E: INgcaciso yezeMali

3. ISishwankathelo soKwenziwa koMsebenzi

3.1. Imeko eNgqonge uKwenziwa kweeNkonzo

Isicwangciso sezemfundo eMzantsi Afrika *iSouth African education sector plan* siqulethwe kwi-Action Plan 2014, towards Schooling 2025. Esi sicwangciso sineenjongo eziyi-27. Eziyi-13 zokuqala zimalunga neziphumo zokufunda, zize ezinye iinjongo eziyi-14 zibe malunga nokuba zingafikelelwa njani ezi ziphumo zokufunda.

Inkqubo yokumelwa kukuphendula (*accountability system*) engqinelana nesi sicwangciso iqhagamshelene **neenjongo** zezemfundo zaseMzantsi Afrika (*South African education goals*), **izalathisi** zazo, **neethagethi** zazo kunye **nezigaba ezibalulekileyo** (*milestones*) esele kufikelelwe kuzo. Inani leenjongo liqingqiwe, izalathisi zicaciswe gca yaye zinako ukulinganiselwa. Iithagethi mazibe 'kanye kwezo nkalo kujoliswe kuzo' yaye injongo mayibe kukuphucula iziphumo zokufunda ngokungaphezulu. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. Lo gama iithagethi zikazwelonke sele zimiselwe nezizethuba elide eliyе kufikelela ku-2025, izigaba ezibalulekileyo zigxininisa ngokubanzi kwiziphumo ezingqwenekayo (*desired achievements*) kwithuba eliphakathi (ukuya kwiminyaka emihlanu ezayo). Kumiselwe izigaba ezibalulekileyo kwiinjongo 1-13 kodwa akukamiselwa zigaba kwiinjongo 14 - 27 ezimalunga nokuba kufikelelwa njani kwezi ziphumo zokufunda.

IMvumelwano yoKwenziwa kweeNkonzo (*Delivery Agreement*) yitshatha ekwagqitywa ngayo ngo-2010, yasayinwa ngaba, phakathi kwabanye, uMongameli, uMphathiswa weMfundo esiSiseko naBaphathiswa bamaphondo (MECs). Iinjongo eziyi-27 zidweliswe apha ngezantsi. **Iinjongo eziphambili ezintlanu (five priority goals)** zeMvumelwano yoKwenziwa kweeNkonzo (*Delivery Agreement*), zethuba elifikelela ku-2014, ziboniswa ngombhalo ongqindilili.

linjongo **zeziphumo zokufunda** zezi:

- 1 ►Ukwandisa inani labafundi kwiBakala 3 abaya kuthi ekupheleni konyaka babe sele befikelele kolona lwazi lusezantsi lolwimi nakulwazi lokubala kwiBakala 3.
- 2 ►Ukwandisa inani labafundi kwiBakala 6 abaya kuthi ekupheleni konyaka babe sele befikelele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 6.
- 3 ►Ukwandisa inani labafundi kwiBakala 9 abaya kuthi ekupheleni konyaka babe sele befikelele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 9.
- 4 ►Ukwandisa inani labafundi beBakala 12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi.
- 5 ►Ukwandisa inani labafundi beBakala 12 abapasa *imathematika*.

linjongo zeziphumo zokufunda zezi:

- 6 ►Ukwandisa inani labafundi beBakala 12 abapasa *iphysical science*.
- 7 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 kwiilwimi.
- 8 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 6 kwimathematika.
- 9 ►Ukuphucula umndilili (*average*) wokupasa kwabafundi beBakala 8 kwimathematika.
- 10 ►Ukuqinisekisa ukuba bonke abantwana bahlala beqhubeka ngokwenene nesikolo ubuncinane ukuya kunyaka abagqiba ngawo iminyaka eyi-15.11 ►**Ukuphucula ukufikelela kwabantwana kwimfundo yophuhliso lwabantwana abasaqalayo esemgangathweni (ECD) abangaphantsi kweBakala 1.**
- 12 ►Ukuphucula ukupasa kwabafundi nokugqithela kwamanye amabakala ukuqala kwiBakala 1 - 9.
- 13 ►Ukuphucula ukufikelela kolutsha kwiMfundo noQeqesho oluQhubekayo (*FET*) ngaphaya kweBakala 9.

linjongo zokuba kuya kufikelelwa **njani na** kwiziphumo zokufunda zezi:

- 14 ►Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bajoyine umsebenzi wobutiitshala.
- 15 ►Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklasi ezinamanani amakhulu.
- 16 ► **Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchubekileyo kootitshala (*professionalism*), izakhono zokufundisa (*teaching skills*) ulwazi ngezifundo (*subject knowledge*) ootitshala abanolwazi ngokusebenzisa ikhompyutha kuyo yonke imisebenzi yabo yokufundisa.**
- 17 ►Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala (*teacher workforce*) baphile qete, banelisekile yaye bayawuthanda umsebenzi wokufundisa abawenzayo.
- 18 ►Ukuqinisekisa ukuba abafundi bafikelela kuzo zonke izihloko nenkalo zezakhono ekufanele bazifunde kunyaka wesikolo oqhubekayo.
- 19 ►Ukuqinisekisa ukuba umfundi ngamnye unako ukufikelela kweyona sethi yeencwadi zezifundo nencwadi zomsebenzi isezantsi (*minimum set of textbooks and workbooks*) efunekayo ngokomgaqo-nkqubo kazwelonke.
- 20 ►Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (*range of media*), kuqukwa neekhompyutha, eziphucula umgangatho wemfundo yabo.

21 ► Ukuqinisekisa ukuba iinkqubo zolawulo lwesikolo zonyaka (annual management processes) ziyaqhubeka kwizikolo zonke kweli lizwe ngendlela enegalelo nekhokelela kwisikolo esiqhuba kakuhle.

22 ► Ukuphucula uthatho-nxaxheba lwabazali nabahlali kulawulo kwezikolo, ngokuphucula ukwazi ukufikelela kwingcaciso ebalulekileyo ngokusetyenziswa kwesicwangciso se-*Education strategy*.

23 ► Ukuqinisekisa ukuba zonke izikolo zixhaswa ngemali ngokwawona manqanaba asezantsi ngomfundi ngamnye nabalwa ngokwemimiselo kazwelonke nokuba imali isetyenziswa ngokungafihlisiyo nangendlela eyiyo (transparently and effectively).

24 ► Ukuqinisekisa ukuba iziseko zophuhliso ezizizakhiwo zezikolo (*physical infrastructure*) nendawo engqonge isikolo ngasinye, iyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.

25 ► Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkono zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyезentlalo (*psychosocial support*), ezemidlalo nezenkcubeko.

26 ► Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (*inclusive education policy*) nokwazi ukufikelela kumaziko abonelela ngeenkono zeengcali (*specialist services*).

27 ► Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkono zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education

Amanqaku eSebe iWCED kwizalathisi aqhagamshelaniswe neenjongo zikazwelonke ezichazwe kwisiHlomelo A.

Injongo 2 eCwangciswe ngoBuchule yePhondo (*The Provincial Strategic Objective 2*), eyapapashwa ngoNovemba 2009, ibekho phambi kwesicwangciso sikazwelonke kodwa iqulethe izalathisi ezininzi kolo xwebhu. Isicwangciso sePhondo sicacisa ukuba uRhulumente waseNtshona Koloni uya kuphucula amathuba okuphila abo bonke abantwana balo kwiphondo ngokubabonelela ngemfundo esemgangathweni. Ngenxa yoku, bonke abantwana baya kuhlala besikolweni kangangelo thuba linokwenzeka baze bazuze iziphumo ezigqwesileyo. Kuza kujoliswa, nangakumbi, ngeli thuba 2010 – 2019 ekuphuculeni izakhono zokufunda, zokubhala nezokubala zabafundi. Kwithuba eliqalela ku-2014 –2014 liya kubeka isiseko sezi nkono ziphuculweyo. Kwithuba eliqalela ku-2014 –2019 abantwana beli phondo baya kuvuna iziqhamo zale nkqubo esele ilungisiwe yaphantsi kolawulo ukulungiselela ukufikelela kwiithagethi ezimiselweyo.

IsiCwangciso seNtsebenzo soNyaka (*Annual Performance Plan*) sango-2012/13 simisele ezi nkalo zintlanu ziPhambili (*Key Focuses*). Ezine zokuqala ibe zezo zicaciswe kwinqanaba likazwelonke: i) lincwadi kubandakanywa neencwadi zokwenza umsebenzi zikazwelonke ii) amanyathelo okomeleza ikharithulam ukunika inkxaso i-*Curriculum and Assessment Policy Statements (CAPS)* iii) li-*Annual National Assessments* iv) Iziseko zoPhuhliso Infrastructure v) neeSistim nenkxaso ekuphuculeni iziphumo zokufunda. Inkqubela kwiingongoma i) - iii) ichazwa phantsi kweProgram 2. Inkqubela kwiziseko zophuhliso ichazwa phantsi kwengongoma 6.8. "*Capital investment, maintenance and asset management plan*" ukuze iisistim nenkxaso kuxoxwe ngazo phantsi kweProgram 1 neProgram 2.

Ngokubanzi unyaka ka-2012/13 ubungunyaka ozinzileyo kwezemisebenzi. Oku kubangele iSebe iWCED ukuba ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izibonelelo ezingabasebenzi neziyimali, nawo onke amaphulo ongenelelo ngoncedo, zasiwa kwezo zikolo zineyona mfuno yenkxaso inkulu.

Ubundlobongela, ulwaphulo-mthetho neemeko zentlalo noqoqosho ziyaqhubeka ukubeka uxinzelelo lweemfuno ezimandla ezikolweni, ekuhambeni isikolo nakwiSebe iWCED.

3.2. Isicwangciso soPhuculo loKwenziwa kweNkonzo

Isebe ligqibe isicwangciso sokuphucula ukwenziwa kweenkonzo. litheyibhile ezingezantsi zigxininisa isicwangciso sokwenziwa kweenkonzo neenkqubo eziphunyeziweyo ukuza kuthi ga ngoku.

Itheyibhile: linkonzo eziphambili nemigangatho yenkonzo ezibonelelwe kwisiCwangciso iService Delivery Plan, 1 Apreli 2012 ukuya kwi-31 Matshi 2013

linkonzo eziphambili	Abenzelwa iinkonzo kanye kanye	Abanokuba ngabenzelwa iinkonzo	Umgangatho wenkonzo	Impumelelo kanye xa ithelekiswa nemigangatho
<p>Ukubonelela ngokwazi ukufikelela kwingcaciso nengcebiso ingakumbi emalunga nezibonelelo zeenkono nemiba engemivuzo ngokufonelela kwiZiko leeFoni</p>	<p>a) Bayi-40 310 abaqeshwa be-Sebe iWCED (31 800 Ootitshala nabasebenzi benkonzo karhulumente abayi-8 500)</p>	<p>Njengoko bedweliswe apha</p>	<p>a) IZiko leeFoni liphendula iifoni eziyi-144 000 ngonyaka b) Ukunciphisa inani leefoni "ezibekwa zingaphendulwanga (dropped" calls) liye ku-10% c) Yi-96% yayo yonke imibuzo ephendulwa kugqitywe ngayo kwakwifoni yokuqala eyenziweyo d) Yi-4% (480) ethunyelwa ezi-ofisini ekwenziwa kuzo umsebenzi (back office) ukuze ilandelelwe nge-imeyili e) Ukuphunyezwa ngokupheleleyo kwesistim yokulandelela umkhondo wemibuzo efuna kuphandwe ngomba othile f) AmaCandelo aziNtloko e-Internal Human Capital Management (IHCM) and Financial Management (FM) makaphumeze ngokupheleleyo le nkqubo ukwenzela ukusonjululwa ngokukhawuleza kwemibuzo eye yamininzi ngokugqithisileyo (480)</p>	<p>a) IZiko leeFoni larekhoda iifoni eziyi-118 046 b) Ireyithi yeefoni ezibekwe zingaphendulwanga ngeli thuba ibe ngu-13.2% ngenxa yokuhlaziywa kwezixhobo zokusebenza kulo nyaka-mali. c) Yi-95.9% yayo yonke imibuzo ephendulwa kugqitywe ngayo kwakwifoni yokuqala d) Yi-1.1% (1249) ezithunyelwa ezi-ofisini ekwenziwa kuzo umsebenzi (back office) ukuze zilandelelwe nge-IMS ne-3% ethunyelwa nge-imeyili e) Inkqubo yokulandelelwa zibandakanya i-IMS, i-imeyili, iilisti zokutshekisha nokusebenzisana ngqo ne-ofisi ekwenziwa kuzo umsebenzi (back office) f) Abaphathi beCandelo laBenzelwa iinkonzo neekomiti ezenza imisebenzi yemiba ngemiba yezemfundo (multi-functional team) bayaqhagamshelana basombulule iingxaki (cases), ngoncedo lwabasebenzi njengoko kuyimfuneko. Abaphathi beMicimbi yezeMali batyambe igosa loququzelelo elise-ofisini ekwenziwa kuyo umsebenzi (back office) ukuba lisingathe imibuzo eye isiba mininzi kakhulu (escalated queries).</p>

<p>Ukubonelela ngokwazi ukufikelela kwingcaciso kwabo benzelwa iinkonzo liSebe iWCED</p>	<p>a) ± 40 310 abaqeshwa beSebe iWCED b) ± 950 000 abafundi nabazali babo c) AmaBhunga oLawulo eZikolo kwizikolo eziyi- ± 1500 d) ± 203 izikolo ezizimeleyo e) Ayi-13 AmaSebe kaRhulumente wePhondo nayi-4 aqhagamshelane ngqo namaSebe kaZwelonke</p>	<p>Njengoko bedwelisiwe apha</p>	<p>a) Ayi-±500 amaxwebhu embalelwano afunyenwe kabini ngemini kwiibhokisi zeposi ezintathu ezahlukileyo, ziyi- ±40 iifeksi ezifunyanwa mihla le kumatshini wefeksi & nokuba lihlile inani lezikhalazo ngamaxwebhu alahlekileyo. b) Ziyi-6 iiSetyhula neengcaciso ezimfutshane ezifunyenweyo ukuze zithunyelwe ezikolweni yonke imihla ngesistim i-electronic circular system. c) Usetyenziso ngempumelelo lweesistim IMS and J-track systems ngamagosa ayi 1 200 akwaNdlunkulu nakwii-Ofisi zeZithili zeMfundo d) Ukuphunyezwa ngokupheleleyo kwe-ECM e-Filing solution (document scanning system) kwii-Ofisi zeZithili zeMfundo</p>	<p>a) Ayi ±650 amaxwebhu embalelwano afunyenwe kabini ngemini kwiibhokisi zeposi ezintathu ezahlukileyo, ziyi- ±60 iifeksi ezifunyanwa mihla le kumatshini wefeksi; la maxwebhu asiwa kumagosa angekho ngaphantsi kweSekela-Mlawuli ukuthintela izehlo zokulahleka kwamaxwebhu. b) Ziyi-±3 iiSetyhula kunye/okanye iingcaciso ezimfutshane ezithunyelwa kwizikolo zikarhulumente eziqhelekileyo eziyi-1458, eziyi-203 izikolo ezizimeleyo, neziyi-74 izikolo zemfundo eneemfuno ezizodwa namagosa ayi-8 000 kwi-electronic circular system. c) I-transversal IMS ne-J-track systems zihlaziyiwe yaye kunokufikelelwa kuzo nguNdlunkulu wonke namagosa ee-Ofisi zeZithili zeMfundo ezine-intanethi. Njengangoku, ngamagosa ayi-1 100 anelungeo lokufikelela kwi-new transversal systems. d) Ukuphunyezwa kwe-WCED ECM/E-Filing kwanqunyanyiswa yaze ke yaba yi-transversal project eya kuququzelelwa yi-Centre for e-innovation yeSebe leNkulumbuso ukulungiselela ukuphunyezwa kwayo.</p>
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Itheyibhile: Amalungiselelo othethathethwano nabenzelwa iinkonzo, 1 Apreli 2012 ukuya kwi-31 Matshi 2013¹

Uhlobo lwamalungiselelo	Izinto kanye ezibe yimpumelelo
<p><u>Ukubonelela ngokwazi ukufikelela kwingcaciso nengcebiso ingakumbi egezibonelelo zeenkono (service benefits) nemiba engemivuzo ngokufonela kwiZiko leeFoni</u></p> <p>a) ICandelo loLawulo lwezaBasebenzi liqhuba amaphulo okwazisa uluntu (roadshows) kwiZithili ukusombulula iingxaki zabasebenzi (HRM issues) – iinkonzo ezibonelelwa liZiko leeFoni nazo zibandakanyiwe kula maphulo</p> <p>b) liBrowutsha /iPhamflethi- Makuphuculwe iintlobo ngeentlobo zeephamflethi (ingakumbi ezingemiba yabasebenzi (Human Resource issues))</p> <p>c) UBambiswano ngoqeqesho (Partnership training) phakathi kwe-ofisi eyamkela imibuzo (front-office) ne-ofisi ekwenziwa kuyo umsebenzi (back-office)</p> <p>d) Ukwandiswa ngakumbi kweentlanganiso zabaphathi phakathi kwamaCandelo: elezoNxibelelwano, eloLawulo lwaBasebenzi (HR Administration), elokuPhathwa kwaBasebenzi (HR Management) noLawulo lwezeMali (Financial Administration)</p> <p>e) Ikhweshine yaqho ngonyaka eyenzelwe le njongo kwabo benzelwa iinkonzo engokuphuculwa njengangoku komgangatho okunokwenzeka</p>	<p>a) Xa kuyimfuneko amalungu eMiddle Management Service (MMS) eCandelo eliyiNtloko leMicimbi yaBasebenzi aya kwintlanganiso yabaphathi beSithili ukuya kuchazela ii-ofisi ezichaphazelekayo ngemiba yeze-HR emalunga noku.</p> <p>b) Akukho zibrowutsha/ziphamflethi zintsha ngemiba yeHR kanye ngqo ezahanjiswa ngethuba lalo nyaka-mali. Bekukho iisetyhula okanye iingcaciso ezimfutshane nemiyalezo ekhutshwa rhoqo ngekhompyutha kwi-Human Capital Leave Management System.</p> <p>c) Abasebenzi be-ofisi eyamkela imibuzo (front office) bafumana uqeqesho umsebenzi ngamye koogxa babo, kodwa lwadityaniswa uqeqesho nolwabasebenzi abenza umsebenzi e-ofisini ukulungiselela iinguqu ezinkulu kwimigaqo-nkqubo.</p> <p>d) Iintlanganiso zaqho ngeveki zabasebenzi beCandelo laBenzelwa iinkonzo neentlanganiso zaqho ngenyanga phakathi kwaBaphathi boLawulo lwaBasebenzi (HR Management), aboLawulo lweMicimbi yaBasebenzi (HR Administration), aboLawulo lwezeMali (Financial Administration) naBenzelwa iinkonzo.</p> <p>e) Ngo-2012 kwi-Customer Satisfaction Survey yi-84% yabaphendulayo ngokumalunga neenkono zeziko leefoni njengezincomekayo nezisemgangathweni</p>
<p><u>Ukubonelela ngokwazi ukufikelela kwingcaciso kwabo benzelwa iinkonzo liSebe iWCED</u></p> <p>a) ISaveyi yokwaneliseka kwaBenzelwa iinkonzo yazisa isebe ngezimvo ezimalunga nokwenziwa kweenkonzo (Amacandelo aqinisekisa impendulo ukwenzela ukuphucula iinkonzo ezenziweyo)</p> <p>b) Iisetyhula, iingcaciso ezimfutshane nezaziso</p>	<p>a) Ngo-2012 i-Customer Satisfaction Report yenza isigqibo sokuba ngokubanzi, uphucukile umgangatho wokwenziwa kweenkonzo kwizithili nakwii-ofisi zezithili zemfundo. AmaCandelo aneenkonzo ezikumgangatho osezantsi ayaxelelwa ngeziphumo zesaveyi yaye athwele uxanduva lokuphucula amanqanaba okwenziwa kweenkonzo.</p> <p>b) Iisetyhula zeSebe iWCED, neengcaciso ezimfutshane zabaphathi nezaziso, ezikhutshwa ngeelwimi ezintathu, zithunyelwa nge-imeyili kwizikolo eziyi-1458 zikarhulumente eziqhelekileyo, eziyi-203 ezizimeleyo nakweziyi-74 zemfundo eneemfuno ezizodwa namagosa ayi-±8000 yaye zifakwa kwiziko lewebhu leSebe iWCED (WCED website).</p>

¹ Note that in this table the “Actual Customers” and “potential customers” are as listed in the table ‘Main services and service standards provided in terms of the Service Delivery Plan, 1 April 2012 to 31 March 2013’ above

Itheyibhile: Isicwangciso sokufikelela ekwenziweni kweenkonzo, 1 Apreli 2012 ukuya kwi-31 Matshi 2013

Isicwangciso soKwazi ukuFikelela (<i>Access Strategy</i>)	Izinto kanye ezibe yimpumelelo
<p><u>Ukubonelela ngokwazi ukufikelela kwingcaciso nengcebiso ingakumbi engezibonelelo zeenkono (<i>service benefits</i>) nemiba engemivuzo ngokufonela kwiZiko leeFoni</u></p> <p>a) <i>2nd Floor, Grand Central Building</i> (ngokugqitha kwiziko leefoni (<i>professional call centre</i>))</p> <p>b) Ukurekhodwa kwemibuzo ngeeyure zasemva kwezomsebenzi</p>	<p>a) ISwitshibhodi isebenza ngethuba leeyure zokusebenza ngoMvulo ukuya kuLwesihlanu ukuqala ngo-07:30 – 16:00 neZiko leeFoni leSebe iWCED-neZiko leeFoni leZikolo eZikhuselekileyo elisebenza ukuqala ngo-07:00 – 17:00, ngoMvulo ukuya kuLwesihlanu.</p> <p>b) Kuyaqhubeka ukurekhodwa kwemibuzo yeziko leefoni ngeeyure zasemva kwezomsebenzi.</p>
<p><u>Ukubonelela ngokwazi ukufikelela kwabo benzelwa iinkono liSebe iWCED</u></p> <p>a) <i>6th Floor Grand Central Building (General Registry)</i></p> <p>b) libhokisi zeposi kumnyango ekungenwa kuwo e<i>Grand Central Building</i></p>	<p>a) U-<i>General Registry</i> unika inkono yenkxaso kwisebe liphela yaye uyafumaneka ngeyure zokwenza umsebenzi.</p> <p>b) libhokisi zeposi kumnyango wokungena nakumaziko azii-<i>walk-in centres</i> kwandlunkulu zenzelwe iinkono ii-<i>Supply Chain Management Services</i> okanye iinkqubo zokuGaya nokuKhetha aBasebenzi (<i>Recruitment and Selection processes</i>) kwiCandelo loLawulo lwezaBasebenzi.</p>

Itheyibhile: Isixhobo sengcaciso yenkonzo 1 Apreli 2012 ukuya kwi-31 Matshi 2013

Iindidi zezixhobo zengcaciso	Izinto kanye ezibe yimpumelelo
<p><u>Ukubonelela ngokwazi ukufikelela kwingcaciso nengcebiso ingakumbi engezibonelelo zeenkonzo (service benefits) nemiba engemivuzo ngokufonela kwiZiko leeFoni</u></p> <p>a) ICandelo i-Internal Human Capital Administration liqhuba amaphulo okwazisa uluntu ii-roadshows kwiZithili ukusombulula imibandela yabasebenzi (HRM issues) –iinkonzo ezibonelelwa lIZiko leeFoni nazo zibandakanyiwe kule miboniso</p> <p>b) liphamfethi</p> <p>c) librowutsha</p> <p>d) Iziko</p> <p>e) lewebhu</p> <p>f) Iziko iWalk-in Centre</p> <p>g) Isicwangciso sonxibelelwano sagcinelwa iZiko leeFoni neZiko laBenzelwa iinkonzo (Call- and Walk-in centre). Icandelo loLawulo lweMicimbi yaBasebenzi (HR administration) lisaphethe imibuzo ekhethekileyo enxulumene nemicimbi yabasebenzi.</p>	<p>a) Xa kuyimfuneko amalungu eMiddle Management Service (MMS) eCandelo eliyiNtloko leMicimbi yaBasebenzi aya kwintlanganiso yabaphathi beSithili ukuya kwazisa ii-ofisi ezichaphazelekayo ngemiba yeze-HR emalunga noku.</p> <p>b) Akukho ziphamfethi ngethuba lokunika ingxelo.</p> <p>c) Akukho ziphamfethi zikhutshiweyo ngethuba lokunika ingxelo.</p> <p>d) Iziko lewebhu laba nomtsalane kubantu abangaphezu kwesigidi ngethuba lonyala ka-2012/13 (1 179 074)</p> <p>e) Bayi-20 602 abenzelwa iinkonzo abaya kwi-Walk-in Centre yeSebe iWCED, lo gama beyi-18 983 abatyela iZiko leeNdwendwe (Visitor's Centre) kumgangatho osezantsi (ground floor) kwaNdlunkulu.</p> <p>f) Isicwangciso sonxibelelwano sigcinelwe iZiko leeFoni i-Call- and Walk-in centre. Icandelo loLawulo lweMicimbi yaBasebenzi (HR administration) lilawula imibuzo ethile, ejongene ngokukodwa nemicimbi yabasebenzi.</p>
<p><u>Iindidi zezixhobo zengcaciso</u></p> <p><u>Ukubonelela ngokwazi ukufikelela kwabo benzelwa iinkonzo liSebe iWCED</u></p> <p>a) Ulawulo lweerekhodi: ukuhamba kwamaxwebhu apha ngaphakathi kwisebe kwaziswa ngokusebenzisa iiSetyhula, iiNgcaciso eziMfutshane nezaziso</p> <p>b) Isikhokelo sokhuthaza ukwazi ukufikelela kwingcaciso sisixhobo ekunokufunyanwa ngaso ingcaciso kwiSebe iWCED</p> <p>c) Iziko lewebhu leSebe iWCED liyahlaziywa malunga nokuma kweziko eli nangeenkonzo ezifanelekileyo namagosa azo enza umsebenzi</p> <p>d) Inkqubo yeposi (Postal system)</p> <p>e) Iswitshibhodi yeSebe iWCED</p> <p>f) Iziko lewebhu leSebe iWCED</p> <p>g) Iziko leeFoni ne-Walk-in centre</p>	<p><u>Izinto kanye ezibe yimpumelelo</u></p> <p>a) Ukongeza ekuhanjiseni kwengcaciso ngekhompyutha (e-dissemination) ngokugqithiswa kwii-group lists, iiSetyhula zeSebe iWCED, iingcaciso ezimfutshane nezaziso zithunyelwa kwiziko lewebhu leSebe iWCED.</p> <p>b) Isikhokelo i-PAIA seSebe iWCED siyafumaneka kwi-intanethi. Iiphamfethi ze-PAIA neephawusi zahanjiswa kwiziko zikarhulumente eziyi-1459, neziyi-633 izikolo ezizimeleyo neziyi-80 izikolo zemfundo eneemfuno ezizodwa. Istraksha sokuma kweziko leSebe iWCED esihlaziyiweyo nesikhokelo se-PAIA seSebe iWCED ziyafumaneka ku-intanethi.</p> <p>c) Ihlaziyiwe yonke ingcaciso ngokuma kwestraksha kweSebe iWCED, iinkonzo ezifanelekileyo nangamagosa oqhagamshelwano/awenza lo msebenzi.</p> <p>d) Isistim yeposi yeSebe iWCED igcinwa isebenza kakuhle, isebenza ngokupheleleyo yaye abenzelwa iinkonzo bayafikelela kuyo.</p> <p>e) Iswitshibhodi inabasebenzi yaye iyasebenza.</p> <p>f) Iziko lewebhu lisebenza ngokupheleleyo yaye lihlaziyiwe.</p> <p>g) Liyasebenza iZiko leeFoni neZiko laBenzelwa iNkonzo</p>

Itheyibhile: linkqubo zokulungiswa komonakalo wangaphambili (Redress mechanism), 1 Apreli 2012 ukuya kuMatshi 2013

linkqubo zokwenza izikhalazo	Izinto kanye ezibe yimpumelelo
<p><u>Ukubonelela ngokwazi ukufikelela kwingcaciso nengcebiso ingakumbi engezibonelelo zeenkondo nemiba engemivuzo ngokufonela kwiZiko leeFoni</u></p> <p>a) Umphathi weZiko leeFoni makabeke esweni izikhalazo b) Ifasilithi yokuchaza ngokuqhubekayo kwiziko lewebhu c) ICandelo loQinisekiso loMgangatho – ICandelo leziKhalazo d) Umlinganiselo wokwaneliseka kwabenzelwa iinkondo kwiziko leefoni e) Izikhalazo kubaphathi babasebenzi abenza umsebenzi ezi-ofisini (<i>back-office managers</i>) ngesithili ngasinye. f) Uhlaziyo lwaqho ngonyaka lweenkcukacha okanye njengoko luyimfuneko</p>	<p>a) Luyaqhubeka njengoko luyimfuneko b) Imibuzo yekhompuyutha ibe yi-787 c) Ngo-2012 kwi-<i>Customer Satisfaction Survey</i> yi-81% eyaphendulayo ngokumalunga neenkondo zeZiko laBenzelwa iiNkonzo (<i>Walk-in Centre</i>) neyavakalisa ukuba zezincomekayo nezisemgangathweni. d) Ngo-2012 kwi-<i>Customer Satisfaction Survey</i> yi-84% eyaphendulayo ngokumalunga neenkondo zeziko leefoni neyavakalisa ukuba zezincomekayo nezisemgangathweni.. e) ICandelo laBenzelwa iiNkonzo (<i>Client services</i>) nabanye abaphathi bayathetha-thethana basingathe izikhalazo njengoko kuyimfuneko. f) Iinkcukacha zoqhagamshelwano ziyahlaziywa njengoko kuyimfuneko</p>

linkqubo zokwenza izikhalazo	Izinto kanye ezibe yimpumelelo
<p><u>Ukubonelela ngokwazi ukufikelela kwabo benzelwa iinkondo liSebe iWCED</u></p> <p>a) Iingxowa zePosi ezilungiselelwe oko (<i>Post Office mail bags</i>) neebhokisi zeposi kwiminyango yokungena kwizakhiwo zee-ofisi b) I-imeyili (nge-<i>Intanethi no-GroupWise</i>) c) Ifasilithi yokuchaza ngokuqhubekayo kwiziko lewebhu d) ICandelo lezikhalazo e) Inkqubo yeposi (<i>Postal system</i>) f) Iswitshibhodi yeSebe iWCED</p>	<p>a) Iibhokisi zeposi kwiminyango yokungena nakwi-<i>walk-in centre</i> kwandlunkulu zenzelwe iinkondo ze-<i>Supply Chain Management Services</i> okanye iinkqubo zokuGaya nokuKhetha aBasebenzi (<i>Recruitment and Selection processes</i>) kwiCandelo loLawulo lwezaBasebenzi. b) Isistim iWCG <i>Corporate email system</i> iyasetyenziswa. c) Bekukho imibuzo yekhompuyutha eyi-787 kunyaka ophantsi koqwalaselo. d) Izikhalazo zisiwa kumacandelo achaphazelekayo ukuba ziqwaselwe. e) Isistim yeposi yeSebe iWCED igcinwa isebenza kakuhle, isebenza ngokupheleleyo yaye abenzelwa iinkondo bayafikelela kuyo. f) Iswitshibhodi iyalawulwa yaye iyasebenza.</p>

3.3. Imeko engqonge iSebe

ISebe iWCED line-ofisi yomphathiswa wezemfundo, ephethwe nguMphathiswa wezeMfundo eNtshona Koloni, undlunkulu wephondo, ii-ofisi zezithili namaziko emfundo, kubandakanywa izikolo zikarhulumente eziqhelekileyo, izikolo zemfundo eneemfundo ezizodwa, namaziko e-ECD. Ikholeji zeFET namaziko emfundo oluntu abonisiwe kwesi siCwangciso seNtsebenzo soNyaka kodwa njengoko kutshiwo kule mithetho ingezantsi, ulawulo lwawo lusekwisigaba sotshintsho (*transitional stage*) ngokuxhomekeke ekugqityweni kwazo zonke iinkcukacha zokutshintshelwa kwiSebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training*).

Mane (4) amacandelo amakhulu, ngalinye likhokelwa liSekela Mlawuli-Jikelele. La macandelo makhulu ngala: EloCwangciso lwezeMfundo (*Education Planning*); EloLawulo lweKharithulam noVavanyo (*Curriculum and Assessment Management*); EloPhuhliso noQuquzelelo lwamaZiko (*Institution Development and Co-ordination*) kunye nelezeMali (*Finance*).

Ngo-2012/13, kwaqeshwa uSekela Mlawuli-Jikelele omtsha (*Deputy Director General (DDG)*) wezeMali. Xa kwakutshintshwa umsebenzi, i-DDG yaba liGosa eliyiNtloko lezeMali (*Chief Financial Officer*), endaweni yoMlawuli oyiNtloko njengoko bekunjalo ngaphambili. ICandelo loLawulo loNxibelelwano lwaBathengi naBathengisi (*Supply Chain Management*) lalungelelaniswa ukuba linike ingxelo ngqo kwi-DDG yezeMali, ukuze kwenziwe uMlawuli oyiNtloko woLawulo lwezeMali (*Financial Management*) abe nguye owongamele amacandelo amabini, ele-*Financial Accounting* nele-*Management Accounting*.

Injongo yeSebe kukuphucula umoya olawulayo kweli ziko wokwenza inkonzo apho iimfuno zoluntu ziphendulwa ngokukhawuleza ngendlela eyiyo neyenziwa ngempumelelo kunye nokuphucula iinkqubo neendlela zokwenza umsebenzi weSebe. UNdlunkulu nee-ofisi zezithili ezisi-8 zeSebe iWCED, zenziwe ngohlobo lokuba zinike inkonzo ethi iphendule ngokukhawuleza kwiimfuno zoluntu nenika inkxaso ezikolweni nakootitshala.

Iziko linenjongo yokubonelela

- ngamagosa anenkathalo, anolwazi nakwazi ukunika inkxaso izikolo, ootitshala nabafundingootitshala abasoloko bekho emsebenzini, abalungiselela ukufundisa nabasebenzisa iiteksti (*using texts*)ngeemali ezisetyenziselwa ukukwandisa impumelelo nokubonelela ngoncedo kwabo bahlelekileyongezikolo ezaneleyo nezikhuselekileyongendawo elungele ukuba amahlakani kwezemfundo enze igalelo kwimfundo esemgangathweni: iimanyano zemibutho yabasebenzi, amaBhunga oLawulo eZikolo, amacandelo ezoshishino, amaQumrhu angekho phantsi koRhulumente (*Non-Governmental Organisations*), izikolo ezizimeleyo, amaZiko eMfundo ePhakamileyo (*Higher Education Institutions*) neekholeji.

Imisebenzi yeSebe iWCED –umhlaba ofikelelweyo nomlinganiselo (*scale*)

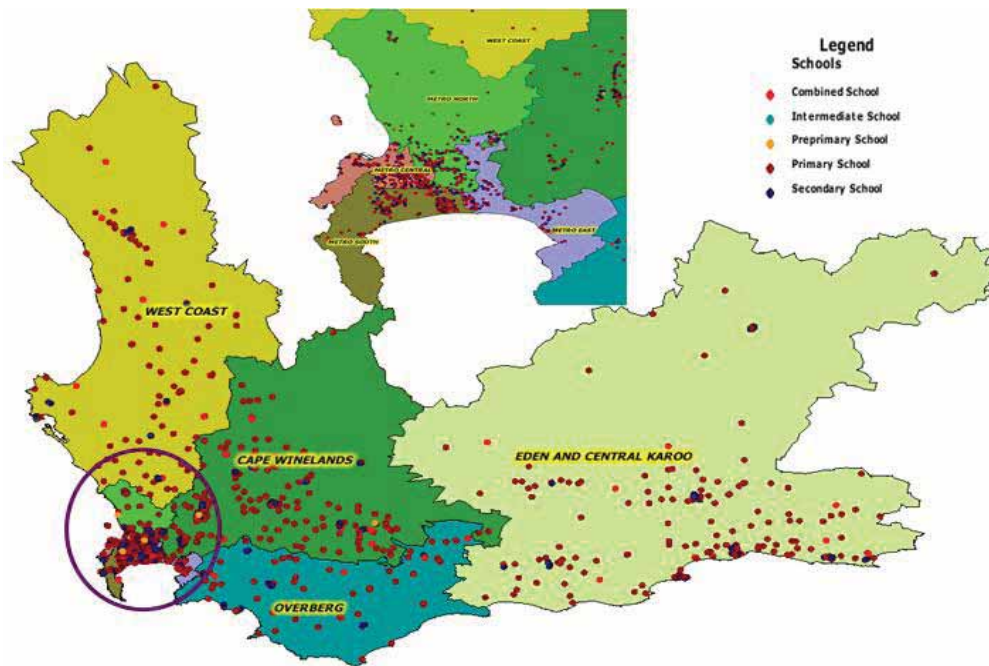
Abafundi

Abafundi bamaBakala 1-12 kwiZikolo zikaRhulumente eziQhelekileyo	936 534
Abafundi beBakala R kwiZikolo zikaRhulumente eziQhelekileyo	60 158
Abafundi kwiBakala R kumaZiko aZimeleyo	15 933
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	20 290
Abafundi kwiZikolo eziZimeleyo	39 521
Abafundi kwii-FET Colleges (<i>headcount</i>)	Bamalunga ne-50 000
Abafundi abadala	32 688
Itotali	
Oofitshala	
Oofitshala	31 628
Abasebenzi beNkonzo kaRhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	8 496
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 458
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	74
Amaziko e-FET	6 (43 amaziko)
Amaziko emfundo oluntu abantu abadala	303
Ii-Ofisi zeZithili zeMfundo	8

Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2013)

Source 2012: *Annual Survey for schools pre-Grade R to matric* ; PERSAL : 2013

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe eziyi-49 nezinika inkxaso ngqo ezikolweni. Iikomiti zeesekeethe ziikomiti ezenza imisebenzi emininzi ezinabacebisi ngezekharityhulam; iingcali zeenkono zemfundo eneemfuno ezizodwa (*special education service professionals*) (iisayikholoji, oonontlalontle, abacebisi bezibonelelo zokufunda (*learning support advisers*) nabacebisi beze-IMGP. Abaphathi beekomiti zeesekeethe bakhokela ezi komiti zenkxaso.



Isithili semfundo		1	2	3	4	5	6	7	8	Itotali
Cape Winelands	Izikolo	40	35	33	38	30	30	33	36	275
	Abafundi	23 656	24 034	21049	12 292	13 758	21 026	9 336	9401	134 552
Eden and Central Karoo	Izikolo	32	32	24	30	36	38	29		221
	Abafundi	8 504	22 154	22673	18 614	12 168	14 261	13 968		112 342
Metro Central	Izikolo	33	43	36	35	30	33			210
	Abafundi	20 423	21 045	20714	21 462	19 760	21 961			125 365
Metro East	Izikolo	24	23	25	22	21	25			140
	Abafundi	23 752	25 395	23744	21 801	20 904	28 244			143 840
Metro North	Izikolo	28	28	30	26	33	31	31		207
	Abafundi	24 635	19 000	31917	24 012	21 282	19 531	31 471		171 848
Metro South	Izikolo	34	34	28	16	17	30	29		188
	Abafundi	25 614	20 754	16765	11 590	18 525	31 686	28 089		153 023
Overberg	Izikolo	28	29	25						82
	Abafundi	10 019	18 170	9830						38 019
West Coast	Izikolo	25	25	23	27	31				131
	Abafundi	13 637	9 123	15933	7 451	9 859				56 003
Itotali ePheleleyo	Izikolo	244	249	224	194	198	187	122	36	1 454
	Abafundi	150 240	159 675	162 625	117 222	116 256	136 709	82 864	9 401	934 992

3.4. UPuhliso lwemigaqo-nkqubo ephambili neenguqu kwimithetho

a. IZikolo

UMthetho i-*Basic Education Laws Amendment Act, 2011 (Act 15 of 2011)*, waqalisa ukusebenza nge-19 Septemba 2011, yaye ufakela izilungiso, kwimigaqo ngemigaqo ephambili, yoMthetho weZikolo zaseMzantsi Afrika, 1996, (uMthetho 84 ka-1996) (*South African Schools Act (SASA), 1996 (Act 84 of 1996)*), uMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1998 (uMthetho 76, ka-1998) (*National Education Policy Act, 1998 (NEPA) (Act 76 of 1998)*) noMthetho weZikolo zaseMzantsi Afrika, uMthetho wezeNgqesho yooTitshala, 1998, (uMthetho 76 ka-1998) (*Employment of Educators Act, 1998 (Act 76 of 1998)*), uMthetho weBhunga looTitshala laseMzantsi Afrika, 2000 (*Act 31 of 2000*) noMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001, (uMthetho 58 ka-2001) (*General and Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001)*).

Ekuphunyezweni kwalo Mthetho, iSebe iWCED lapapasha amaxwebhu amanizni ngo-Agasti 2012. ISetyhula 33 ka-2012, yazisa ngesixhobo i-School Governing Body Support Tool esinjongo yaso ikukunika inkxaso ii-SGBs ekwenzeni imisebenzi yazo neemfanelo zazo. INgcaciso eMfutshane 01 yeCandelo loLawulo loLwabiwo loSetyenziso-Mali ka-2012 icebisa izikolo malunga nengcaciso-gama elithi "imalimboleko" nangeziphumo zoko ngokomthetho omalunga neembopheleleko zezemali (*legal implication for financial obligations*) ekungenwa kuzo zizikolo. ISetyhula 32 ka-2012, imalunga nemisebenzi yeeSGBs ngokubhekiselele kwiSiqendu 36 soMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act*), ngokungakumbi, ukugunyaziswa okuyimfuneko koMphathiswa wephondo okunxulumene nemicimbi (*transactions*) echaphazela ipropathi yesikolo.

UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 2010 (uMthetho 7 ka-2010) (*The (Western Cape Provincial School Education Amendment Act, 2010 (Act 7 of 2010)*)), waqalisa ukusebenza nge-1 Januwari 2011, kwaza kwafakelwa izilungiso zemigaqo emininzi kuMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, (uMthetho 12 ka-1997). Umba oyintloko kule migaqo kukumiselwa komgaqo-nkqubo wezemfundo yephondo kunye nokumiselwa kwemimiselo nguMphathiswa wePhondo nengeyiyo engangqinelani nawo nawuphi na umthetho, uMthetho weZikolo zaseMzantsi Afrika noMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996.

IMimiselo emalunga noLuleko, ukuNqunyanyiswa nokuGxothwa kwaBafundi kwiZikolo zikaRhulumente eNtshona Koloni, yabhengezwa ngokweSiqendu 63(1)(c) (cE) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, uMthetho 12 ka-1997) kwiGazethi yePhondo yeSikhawu No. 6939, yomhla we-15 Disemba 2011, yaqala ukusebenza ngowe-2 Apreli 2012.

IMimiselo ephathelele kuTyelelo eZikolweni noVavanyo oluChaphazela iZikolo zikaRhulumente kunye neZikolo eziZimeleyo eziNikwa iNkxaso-mali, yaphunyezwa ngokweSiquendu 63(1)(cG) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, (uMthetho 12 ka-1997) kwiGazethi yePhondo yeSikhawu No. 6976, yomhla we-29 Juni 2012. Le mimiselo ibonelela ngovavanyo lwentsebenzo nokubeka esweni ukuthotyelwa kwayo ngokungqinelana neMimiselo neMigangatho yePhondo nekaZwelonke.

IMimiselo ephathelele kweZona Yure ziseZantsi zokuFundisa kwiVeki yeSikolo ngaNye nakuSuku lweSikolo ngalUNye kwiZikolo zikaRhulumente kwiPhondo leNtshona Koloni, (*Regulations relating to the Minimum Teaching Hours per School Week and School Day in Public Schools in the Western Cape*), yabhengezwa ngokweSiquendu 63(1)(c)(cC) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni (*Western Cape Provincial School Education Act, 1997*) ofundwa kunye neNkcazo yoMgaqo-nkqubo weKharithyulam kuZwelonke (*National Curriculum Statement*), 2011, (iGazethi kaRhulumente No. 34600 yango-2011, yapapashwa kwiGazethi yePhondo yeSikhawu 7065, yomhla we-28 Novemba 2012. Le Mimiselo phakathi kwezinye izinto imalunga zisezantsi zokufundisa kwisigaba ngasinye, imigaqo ngokubanzi, izicwangciso zenkxaso zomfundi ngamnye nezona yure zokufundisa zisezantsi kwakunye nemihla yokuphunyezwa kwazo eshiya-shiyanayo (*staggered implementation dates*).

IMimiselo ephathelele kuLawulo nokuPhathwa kweeHostele kwiZikolo zikaRhulumente eziQhelekileyo nePropathi eNgenakushenxiseka neZixhobo zeeHostele eziphantsi kweSebe leMfundo leNtshona Koloni (*Regulations relating to the Management and Control of Hostels at Public Schools and the Control over Immovable Property and Equipment of Hostels under the Western Cape Education Department*), yabhengezwa ngokweSiquendu 63(1)(a) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997, kwiGazethi yePhondo yeSikhawu No. 7066. Ijongene phakathi kwezinye izinto, nokusekwa nokuvalwa kweehostele, ukuphathwa nokulawulwa kweehostele kwizikolo zikarhulumente, ikomiti yehostele nolawulo lwepropathi engenakushenxiseka nezixhobo.

IMimiselo eyiDrafti emalunga nokuXelwa kweNxaxheba esiSabelo soMntu (*personal interest*) yaMalungu amaBhunga oLawulo eKuthengweni kweMpahla neeNkonzo zeZikolo zikaRhulumente (*Draft Regulations relating to the Declaration of Personal Interest of Members of Governing Bodies in the Procurement of Goods and Services for Schools*), ngokweSiquendu 63(1)(cD) soMthetho weMfundo weZikolo zePhondo leNtshona Koloni (*Western Cape Provincial School Education Act*), 1997, yabhengezwa ngenjongo yokuba kufunyanwe izimvo zoluntu kwiGazethi yePhondo yeSikhawu No. 7039, yomhla we-31 Januwari 2013. Inkqubo yokuvakalisa izimvo (*comment process*) yavalwa nge-22 Februwari 2013 yaye iMimiselo yokugqibela yalungiselelwa ukubhengezwa kwiGazethi yePhondo.

ISetyhula 21 ka-2012, yomhla we-30 Meyi 2012, yayisazisa uMgaqo-nkqubo neMigqaliselo yoKhuseleko kwiSayensi eNtshona Koloni (*Safety in School Science Policy and Protocol*) kwizikolo zaseNtshona Koloni. Lo mgaqo-nkqubo waphunyezwa kuzo zonke izikolo zikarhulumente ukususela nge-1 Januwari 2013, yaye mawusetyenziswe kunye ne-*Safety in School Science Laboratory Manual*, eyathunyelwa ezikolweni kunye neNgcaciso eMfutshane yeCandelo loPhuhliso lweKharithulam 005/2007. Lo mgaqo-nkqubo ufikelela kwimiba efana nemisebenzi neemfanelo zootitshala ekusebenziseni ilebhu neekhemikhali, iimfanelo zabafundi esikolweni kwilebhu yesayensi, ukuqeshwa kwamagosa okhuseleko kwisayensi yesikolo (*school science safety officers*), iikhemikhali ezisetyenziswa phantsi kwemiqathango nokugcinwa kweekhemikhali, ukulahlwa komphutha weekhemikhali nokwenzakala neengozi kwilebhu yesayensi esikolweni.

ISetyhula 5 ka-2013, yomhla we-1 Februwari 2013, yayisazisa uMgaqo-nkqubo ongeNkcitho eSetyenziswe Gwenxa, ngokuNgenanzuzo nangokuDyakraza nengaGunyaziswanga kwiSebe iWCED (*Policy on Irregular, Fruitless, Wasteful and Unauthorised Expenditure in the Western Cape Education Department*). Lo mgaqo-nkqubo ujongene, phakathi kwezinye izinto, nokuqaphela, ukurekhoda nokuxela inkcitho esetyenziswe gwenxa, ngokungenanzuzo nangokudyakraza nengagunyaziswanga ngokwesiqendu 38(1)(g) soMthetho woLawulo lweMali kaRhulumente, 1999, (uMthetho 1 ka-1999) (*Public Finance Management Act, 1999 (Act 1 of 1999)*). Ujolise ekuqinisekiseni ngeesistim ezisebenza ngendlela eyiyo nangempumelelo, ezikhawulezayo nezenzelwa kuhleni zolawulo lwezemali nelahleko, nolawulo lwangaphakathi.

UMgaqo-nkqubo i-*Policy on the Acceptance of Gifts by Office-based Officials of the Western Cape Education Department* wavunywa nge-27 Matshi 2013. Lo mgaqo-nkqubo usingethe, phakathi kwezinye izinto, iRejista yeZipho (*Gift Register*), iinkqubo zokuzaliswa kwee-*Declaration Forms*, iMibuzo eBuzwa Rhoqo (*Frequently Asked Questions*) nethempleyithi yeRejista yeZipho (*Gift Register template*).

INKcazo yeKharithulam kaZwelonke (*National Curriculum Statement*) iye yacokiswa yaza yahlaziywa yayi- *Curriculum and Assessment Policy Statements (CAPS)*. I-CAPS icacisa ixesha lokufundisa lesifundo ngasinye, ikhontenti, izakhono, nezibonelelo i-*Learning and Teaching Support Materials (LTSM)* eziyimfuneko nomlinganiselo wobungakanani bamanqaku ovavanyo (*assessment weightings*) nemigqaliselo kuxwebhu olunye. I-CAPS yaphunyezwa kwiSigaba seSiseko nakwiBakala 10 ngo-2012, yaye iya kuphunyezwa kwiSigaba esiPhakathi nakwiBakala 11 ngo-2013, nakwiSigaba saBadala nakwiBakala 12 ngo-2014.

b. IiKholeji zeFET neMfundo yaBadala (Adult Education.)

UMthetho oFakela izilungiso kuMthetho weMfundo noQeqesho oluQhubekayo kwiKholeji, 2006, (uMthetho 3 ka-2012) (*Further Education and Training Colleges Amendment Act, 2012 (Act 3 of 2012)*), waqalisa ukusebenza nge-3 Meyi 2012, yaye ufakela izilungiso kwi-FET Colleges Act of 2006 (*Act 16 of 2006*). UMphathiswa weMfundo ePhakamileyo noQeqesho (*Higher Education and Training*) wawumisela kwiSaziso sikaRhulumente No. 367, esapapashwa kwiGazethi kaRhulumente No. 35336, yomhla we-11 Meyi 2012, nokuba eminye imigaqo yalo Mthetho (*Further Education and Training Amendment Act, 2012 (Act 3 of 2012)*), iya kuqalisa ukusebenza ngomhla wokusayinwa kwayo nguMongameli (11 Meyi 2012 njengomhla weSaziso nguMphathiswa) ngaphandle kweZiqendu 11, 12, 13, 14, 28(3) no-32(b). ISiqendu 14 sijongene nezemali ezinxulumene nokwabiwa kweeGranti eziKhutshwa phantsi kweMiqathango (*Conditional Grant*), yaye iZiqendu 11, 12, 13, 28(3) no-32(b) zijongene nokutshintshwa kwabasebenzi ukususwa kumaSebe eMfundo amaPhondo (*Provincial Education Departments*) ukuya kwi-DHET ngokuxhomekeka kwimigaqo yesiqendu 197 soMthetho wezoBudlelwane eMsebenzini, 1995 (uMthetho 55 ka-1995). Ezi nkqubo mazigqitywe phambi kokuba kuqaliswe iziqendu ngalo mhla uya kucaciswa nguMphathiswa zize zipapashwa kwesinye iSaziso kwiGazethi kaRhulumente.

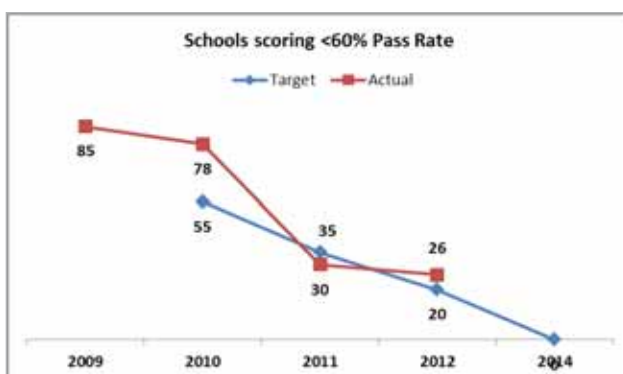
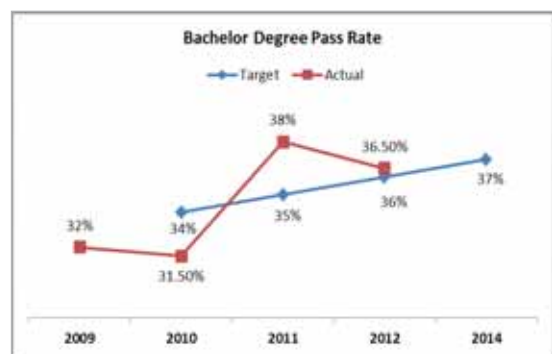
ISebe leMfundo ePhakamileyo noQeqesho (*Higher Education and Training (DHET)*) liya kujongana nemfundo ephakamileyo kubandakanywa naMaziko eMfundo ePhakamileyo, anjengeeKholeji zeFET, iiSETAs naMaziko eMfundo noQeqesho lwabaDala (AET). I-DHET isayine iMigaqo yeeMvumelwano (*Protocol Agreements*) namaSebe eMfundo amaPhondo ukwenzela ukulawula ukutshintshwa kweekholeji zemfundo noqeqesho oluqhubekayo kubandakanywa ukuphathwa kwethutyana nolawulo kwiikholeji zeFET yaye iphinde ibonelele ngokusekwa kweekomiti ii-Provincial Technical Task Teams zokulawula ukutshintshwa kwamaziko abe phantsi kolawulo lukazwelonke.

4. Iinjongo eziCwangciswe ngoBuchule neziJolise kwiZiphumo zokuFunda (Strategic Outcome Oriented Goals)

<p>Injongo 1 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda</p>	<p>Ukuphucula ulwimi neMathematika kwiZikolo eziziPrayimari</p>
<p>INkcazo yeNjongo</p>	<p>Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba abafundi baqhube ngokomgangatho weminyaka yobudala babo ngo-2014 ngolu hlobo lulandelayo: IBakala 3: ULwimi: i-40% yabafundi ukuze kwiMathematika: ibe yi-60% yabafundi. IBakala 6: ULwimi: i-40% yabafundi ukuze kwiMathematika: ibe yi-50% yabafundi. IBakala 9: ULwimi: i-55% yabafundi ukuze kwiMathematika: ibe yi-20% yabafundi. Amanqaku makalandelelwe ngovavanyo qho ngonyaka aze amaphulo ongenelelo ngoncedo ahlanga-hlengiswe ngokungqinelana nawo.</p>

Injongo 2 eCwangciso we ngoBuchule neJolise kwiZiphumo zokufunda	Inani nomgangatho obhetele wabafundi abapase iSatifikethi seMatriki sikaZwelonke
INkcazo yeNjongo	Ukuphucula ireyithi yokupasa kwiNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho loofitshala, ulawulo nenkxaso. Iithagethi zika-2014 ngabafundi abayi-43 000 abapase iNSC ne-18 500 abamkeleyo kwisiDanga sokuQala (<i>Bachelor's degrees</i>); abafundi abayi-11 000 amabapase iMathematika nabayi-8 000 amabapase i-Physical Science.
Injongo 3 eCwangciso we ngoBuchule neJolise kwiZiphumo zokufunda	Ukuncitshiswa kwenani lezikolo eziqhuba kakubi
INkcazo yeNjongo	Ukupheliswa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo: oko kukuthi, makungabikho sikolo sinereyithi yokupasa engu-<60% ngo-2014. Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabakala okunokulinganiselwa ngee-Annual National Assessment (ANA) kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9.

ISebe iWCED lenze inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule. Ukuhlenga-hlengiswa kweethagethi kwacaciswa njengoko oku kuyimfuneko kwisiCwangciso zeNtsebenzo zoNyaka ezichaphazekayo. Kukho izalathisi ezibonisa ukuba iithagethi ezimiselweyo zethuba leminyaka emihlanu ziyafikeleleka.



ISebe iWCED libethe lagqitha kwiithagethi ezihlaziyiweyo zokuphumelela kwiiLwimi nakwiMathematika kwizikolo eziziiPrayimari. Oku kuhlaziywa kwabangela ukuba kuthathwe izigqibo zokulungelanisa amanqanaba obunzima kwiimvavanyo zoLwimi kumaBakala 3 no-6.

5. Ingcaciso yentsesebenzo ngeprogram nganye (*Performance information by programme*)

5.1 IProgram 1: Ezolawulo

Injongo

Ukubonelela ngolawulo lwamacandelo ephela nenkxaso kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (*National Education Policy Act*), uMthetho woLawulo lweeMali zikaRhulumente (*Public Finance Management Act*) neminye imigaqo-nkqubo efanelekileyo.

Iprogram yezolawulo inezi program zisekelayo zilandelayo²:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa

ukubonelela ngokwenziwa kwemisebenzi ye-ofisi yeLungu leSigqeba soLawulo (Member of the Executive Council (MEC) kwezemfundo

Iprogram esekelayo 1.2: Iinkonzo zeZiko

ukubonelela ngeenkono zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo

ukwenza amalungiselelo asikelwe imida nolondolozo lwendawo yokusebenzela

Iprogram esekelayo 1.3: ULawulo lwezemfundo

ukubonelela ngeenkono zolawulo lwezemfundo kwinkqubo yezemfundo

Iprogram esekelayo 1.4: UPhuhliso lwaBasebenzi

ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi basezi-ofisini kwandlunkulu

Iprogram esekelayo 1.5: I- Education Management Information System (EMIS)

ukubonelela ngengcaciso yolawulo lwezemfundo ngokungqinelana noMgaqo-nkqubo weNgcaciso yezeMfundo kaZwelonke (National Education Information Policy)

Iinjongo ezicwangciswe ngobuchule

Injongo ecwangciswe ngobuchule 1.1	Ukusa izibonelelo ezingabantu neziyimali kwezo zithili zemfundo nakwizikolo ezithe ngokwembali zafumana inkxaso-mali esezantsi nokuqinisekisa ulawulo lwezemali nolwabasebenzi luphela nolawulo lwezemali nolwabasebenzi (<i>HR management</i>).
Injongo ecwangciswe ngobuchule 1.2	Ukuphucula ukuba kuphendulwe ngokukhawuleza kwiimfuno zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemcimbi yesebe neesistim.
Injongo ecwangciswe ngobuchule 1.3	Ukubonelela abakulawulo abathagethiweyo ngoqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo namaBhunga oLawulo eZikolo (SBGs).

² Iiprogram ezisekelayo ziyinxalenye yeethemplethi zecandelo likazwelonke neekhathegori zenkxaso kaNondyebo. Iimali kwiProgram 1 zijongene neendleko ezimalunga nolawulo lwenkqubo yezemfundo.

linjongo ezicwangciswe ngobuchule, izalathisi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelelwe kuzo ³

Ezemali

ISebe iWCED lichithe i-99.5% yebhajethi ehlanga-hlengisiweyo evunyiweyo ka-2012/13.

Iimali zasetyenziselwa ukuhlangabezana neenjongo ze-Action Plan 2014 neenjongo ezintathu zeSebe iWCED. Nangona iyi-76% yebhajethi eyabelwe imbuyiselo yabasebenzi (CoE), nengaphezu kwe-R1 yeebhiliyoni kwiiGranti eziyi-8 ezikhutshwa phantsi kwemiqathango ethile nezinye iintlawulo ezibalulekileyo (*essential commitments*), iSebe iWCED lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfuno zinkulu zabo bafuna inkxaso.

Kwaba nokongiwa imali kwiCoE, ngenxa yamanyathelo aphunyezwe ngempumelelo, anjengokunciphisa inani labasebenzi abangesosigxina ii-*temporary and relief staff*. Imali eyongiweyo kwi-CoE yabelwa ikakhulu ukuphucula iziseko zophuhliso zezikolo (ngaphezu kwezigidi eziyi-R54m). Ulawulo lwemali ngobulumko oluqhubekayo lwenza iSebe iWCED lanako ukubekela bucala malunga nezigidi eziyi-R16.7 ukuncedisa izikolo ngetyala leenkondo zikamasipala ukuphelisa i-*backlog* yazo kwiintlawulo.

Amanyathelo okonga iindleko abandakanya uku-odolwa kweencwadi zezifundo zeCAPS ezininzi kakhulu ngaxeshanye kumaBakala 4 - 6 neBakala 11.

ISebe iWCED laqatshelwa yi-*South African Institute of Government Auditors* "njengelona sebe linentsebenzo esemgangathweni engatshintshiyo kulawulo lwezemali kulo naliphi na isebe likarhulumente kweli lizwe kule minyaka mithathu idlulileyo".

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe amaziko zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba eziyi-154 ngaphezulu ukulungiselela unyaka wokufunda ka-2013. ISebe iWCED laphumeza umlinganiselo ophuculweyo wenani labafundi abafundiswa ngutitshala (*improved learner/educator ratio*) kwiSigaba seSiseko. Kuba iSebe iWCED linootitshala abasisigxina abaninzi kakhulu, ngokubanzi inkqubo yezemfundo inokuzinza okungaphezulu. ISebe iWCED lithathe amanyathelo okuqinisekisa ukuba umlinganiselo wenani ophuculweyo wenani labafundi abafundiswa ngutitshala (*improved learner/educator ratio*) ka-1:37 kwizikolo eziziprayimari nongu- 1:33 kwizikolo eziphakamileyo. Kukho ootitshala abambalwa abangaphezu kwemfuneko ngenxa yesicwangciso sokusa ootitshala kwezinye izithuba (*deployment plan*). ISebe

³ Makuqatshelwe ukuba kwithemplethi yecandelo lemfundo ye-Annual Performance Plan akufuneki ukuba amasebe anike izalathisi ii-*Strategic Objective indicators*. Kwimeko yeZalathi zeNtsebenzo yePhondo uyawufezekiswa loo msebenzi.

iWCED lilawula imiba ye-*Policy on Incapacity Leave and Ill-health Retirement (PILIR)* ukwenzela ukuqinisekisa ukuba zonke inkqubo zolawulo eziyimfuneko ziyasebenza yaye akukho kulibaziseka kungeyomfuneko okanye akukho zintlawulo zingaphezulu. Ukufakwa kwizithuba zengqesho ngeyona ndlela ibhetele kootitshala abangaphezu kwemfuneko kwizithuba kubaluleke gqitha. Ngethuba elisusela kwi-1 April 2012 ukuya kwi-31 Disemba 2012, iSebe iWECD lanciphisa inani lootitshala abangaphezu kwemfuneko ngo-149. Abanye abayi-53 ootitshala abangaphezu kwemfuneko bafakwa kwizithuba kwikota yokuqala ngo-2013.

Ngethuba elisusela kwi-1 Apreli 2012 ukuya kwi-31 Disemba 2012, ababenikwe ibhasari yeFunza Lushaka (ababeyikwe ngo-2011 nabathi baphumelela baza balungela ukufakwa kwizithuba ngo-2012) bayi-283 (57.76%) kwabayi- 490 abafakwa kwizithuba ngokuyimpumelelo. Ngethuba elisusela kwi-1 Januwari 2013 ukuya kwi-31 Matshi 2013, bayi-298 ababenikwe ibhasari yeFunza Lushaka (ababeyikwe ngo-2012 nabathi baphumelela baza balungela ukufakwa kwizithuba ngo-2013) kwabayi-669 (i-44.54%) bafakwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo.

Ngo-2011 kwanikwa ingqwalasela eyodwa kupapasho lwezithuba zeenqununu nokuzaliswa kwazo. Ezi zithuba zapapashwa kulo ngalunye lwezintlu zezithuba nakwizintlu zezithuba ezizodwa (*special vacancy lists*) yaye kwaqalwa ngazo ukuqinisekisa inkqubo yokusingathwa kwezicelo ekhawulezileyo. Le nkqubo yanciphisa amathuba apho ootitshala babekwizithuba zokubambela nokusetyenziswa kwabasebenzi bethutyana yaye zibenegalelo kuzinzo ezikolweni. Iikhrayitheriya zokuqeshwa neenkqubo zokukhethwa kweenqununu nazo zaphuculwa.

Le theyibhile ingezantsi inika iinkcuka-manani ngalo mba.

liNqununu ezintsha ngoNyaka ngamnye

	2009	2010	2011	01/04/2012-31/03/2013	Itotali iyonke	Inani lezikolo	%
Cape Winelands	13	22	20	22	77	283	27%
Eden & Central Karoo	14	13	12	14	53	228	23%
Metro Central	12	30	14	21	77	227	34%
Metro East	9	21	6	13	49	153	32%
Metro North	15	16	10	15	56	219	26%
Metro South	14	18	8	9	49	200	25%
Overberg	3	9	5	4	21	84	25%
West Coast	8	13	11	19	51	134	38%
Itotali iyonke	88	142	86	117	433	1528	28%

Idatha ekhankanywe apha ngentla yokuqeshwa kweenqununu ezintsha yeyithuba elisusela kwi-1 Januwari 2012 ukuya kwi-31 Matshi 2013 yaye ibandakanya ukuqesha kuzo zonke izikolo zikarhulumente.

INgcaciso noNxibelelwano

I- Central Education Management System (CEMIS)

Ngo-2012/13, iCEMIS yaphuculwa nangakumbi ukulungiselela ukusetyenziswa kwayo. Yaphuculelwa ukuba inike inkxaso kwiinkqubo zokwenziwa komsebenzi kusetyenziswa ikhompuyutha (*automated business processes*) nokusetyenziselwa ukulawula ngempumelelo enkulu inkqubo yokulandelela ubhaliso lwabafundi. I-CEMIS ke ngoko idlale indima enkulu ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule. Njengoko bekunjalo kwithuba eladlulayo, iCEMIS yazixhasa ngqo iinkqubo zeemviwo, nolawulo lovavanyo neenkqubo zobhaliso yaye yabonelela ngedatha yokubalwa kwezithuba ezabelwa amaziko nokwenza iisaveyi ngekhompuyutha kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ukulandelelwa rhoqo kwamanani obhaliso lwabafundi ezikolweni kwanceda zonke iinkqubo zokucwangcisa.

Ngo-2012, iCEMIS yaphinda kwakhona yasetyenziselwa uku-odola iincwadi zezifundo zizikolo (*CAPS and workbooks*) ukulungiselela u-2013. Le nkqubo yokusetyenziswa kwekhompuyutha (*automated process*) yaba yimpumelelo ngokumalunga nexesha, nokwenziwa komsebenzi kunye neendleko, kwakunye nokubeka esweni inkqubela nokwenza lula umsebenzi wokunika ingxelo. I-*automated applications* zokubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi (*re-imburement of fee exemptions*) kwizikolo, zenziwa ngekhompuyutha yaye oko kubangele ukwenzela izinto ekuhlени ngakumbi, ukulawula nokunika ingxelo ngokungaphezulu. I-*Online notification* zeMimiselo neMigangatho, ulwabiwo lwamanani ezithuba ezabelwe amaziko, kunye neziphumo zovavanyo, nazo zaphucula unxibelelwano nezikolo zaza zazanceda kwizicwangciso zazo. Isixhobo i-*quarterly school monitoring tool* sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa i-*EduInfoSearch*. Ifasilithi yokufaka izicwangciso zophuculo ezikolweni zango-2013 (*schools' improvement plans*) yenziwa yafumaneka kwiCEMIS.

I-District Management Information System (DEMIS) nayo isebenza ngokupheleleyo kuzo zonke izithili zemfundo eziyi-8. Amagosa ezithili asebenzisa le sistim ukwenza izicwangciso, ukufaka kwikhompuyutha nokujonga iingxelo nokulungiselela amaphulo ongenelelo ngoncedo azo zonke izikolo.

Ngo-2013, iSebe iWCED lalinga ukusetyenziswa kwe-*automated e-Recruitment system*. ISebe iWCED lamisela isistim yokufaka isicelo kwikhompuyutha i-*on-line application system: E-Recruitment for Educators: "Recruiting the Best"* ngo-2012. ULuhlu lweZithuba 1 luka-2013 lwapapashwa kule *on-line system*. Ngenxa yoko bayi-11 305 abasebenzisi ababhalise iiprofayili zabo kwisistim.

EzoNxibelelwano

Amajelo eendaba (*media*) apapasha ngaphezu kweengxelo eziyi-4 800 kwiifomathi ezahlukeneyo (okushicilelweyo, kwirediyo, kwithivi nakwikhompyutha) ngezemfundo eNtshona Koloni, oko kubonisa umdla ongaphaya kumsebenzi weSebe iWCED.

Amaphulo

ISebe iWCED laqhuba amaphulo ekuhambeni konyaka ukukhuthaza abazali nabafundi ukuba bathathe inxaxheba ekuphuculeni iziphumo zokufunda nokunika inkxaso kwiinzame zesebe zokuphucula ufikelelo kwimfundo esemgangathweni.

Bekukho i) iphulo loBhaliso lika-2013 (*Enrolment 2013*) lokucenga abazali ukuba babhalise abantwana babo ukuba bayaqala ukuya kwisikolo esiyiprayimari okanye kwisikolo esiphakamileyo okanye ukuba batshintsha isikolo. Kweli phulo bacelwa abazali ukuba bancedise ekucwangciseni kwezemfundo ngokubhalisa abantwana babo kwangethuba ii) Ngephulo i-Back-to-School 2013 campaign kwaxelelwa abazali ngeeproyorithi zeSebe iWCED ngo-2013 nokuba bangenza ntoni na ukuxhasa imfundo yabantwana babo. iii) Ngephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala ngo-2013 (*Literacy and Numeracy 2013 campaign*) kwacaciselwa abazali ngezinto abanokuzenza emakhaya ukuncedisa baphucule izakhono zabantwana babo ekufundeni, ekubhaleni nakwimathematika. ISebe iWCED lihambise ngaphezu kwe-100 000 yeZikhokelo zaBazali beBakala 1 (*Grade 1 Parents' Guides*) njengenxalenye yephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala (*Literacy and Numeracy campaign*).

Unxibelelwano lwabandakanya irediyo, izaziso kumaphephandaba, iibhilibhodi, iiphowusta nemiboniso ekudederhu lweevenkile (*shopping mall displays*) kwiindawo ezikhethiweyo; izibhengezo ngaphakathi eziteksini nangaphandle kuzo, amaphetshana engcaciso asisigidi (*one million information sheets*) apapashwa kumaphephandaba asekuhlaleni; kwaprintwa nemiyalezo eyi-100 000 kwiingxowa zerayisi ezihanjiswa kwizipaza.

Amaxwebhu apapashiweyo namaziko ewebhu

ISebe iWCED lanika umviwa ngamnye le ncwadi "*Tips for Success*" ukulungiselela iimviwo zeSatifikethi seMatriki sikaZwelonke. Laphinda iSebe lahambisa izongezelelo ezincedisa ukufunda (*newspaper supplement*) ezinemizekelo yamaphepha emibuzo kumviwa ngamnye. Izongezelelo ezincedisa ukufunda zabandakanya isikhokelo sokufunda (*guidelines on studying*) nokubhala iimviwo nesilungiswe liSebe iWCED.

I-Education Update, iphephandaba leSebe iWCED, laphumelela amabhaso kazwelonke kwi-*Publishing Forum for Excellence in Design (certificate of merit)*, *Excellence in Communication (isatifikethi i-certificate of merit)*, *Best Design (eligqwesileyo) and Best Newspaper (eligqwesileyo)*.

Iziko lewebhu leSebe iWCED libe nomtsalane kubantu abangaphezu kwesigidi (1 179 074), yaye oko yimpumelelo egqwesileyo yeli sebe.

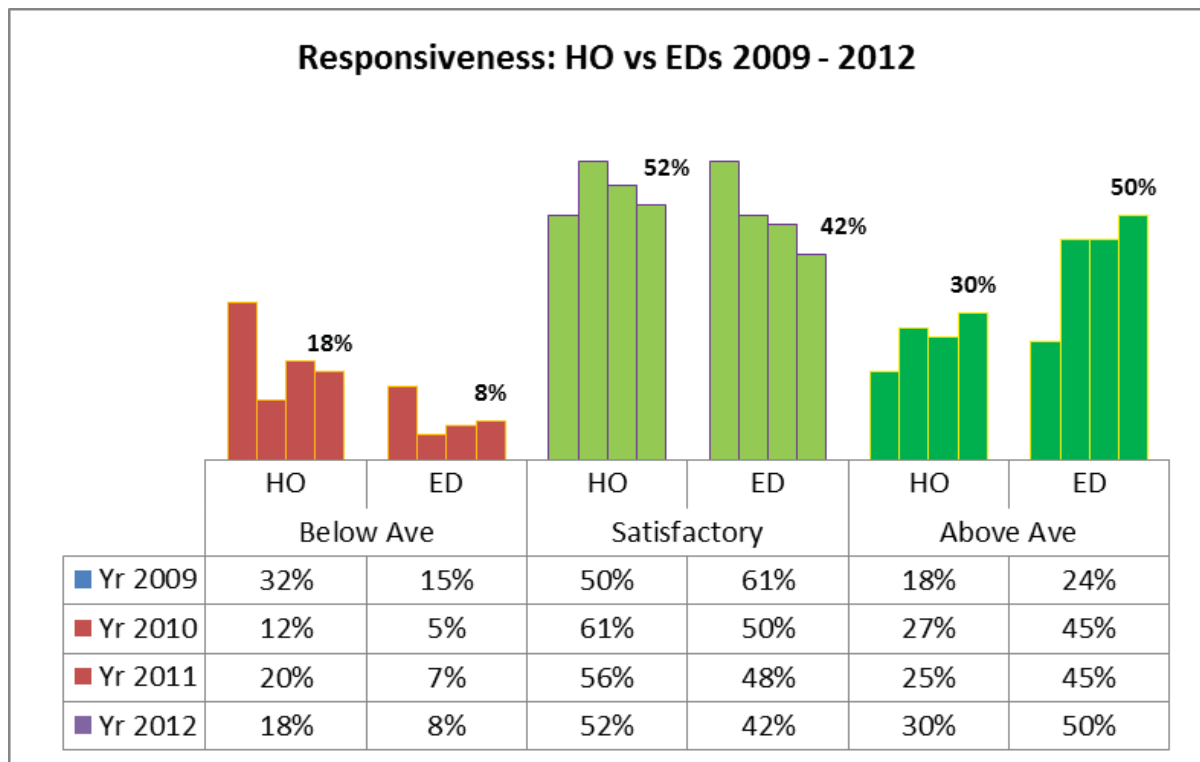
Iinkonzo zaBenzelwa iinkonzo

Iziko leeFoni larekhoda iifoni eziyi-118 046. Bayi-20 602 bebonke abenzelwa iinkonzo abaya kwi-*Walk-in Centre* yeSebe iWCED, lo gama beyi-18 983 abaya kwiZiko leeNdwendwe (*Visitor's Centre*) kumgangatho osezantsi (*ground floor*) kwaNdlunkulu. ISebe iWCED liqalise umsebenzi wokuhlaziya amaziko ii-*Walk-in Centres* ukuphucula amava abenzelwa iinkonzo, nefasilithi entsha eyi-*walk-in facility* yabaviwa ababhala iimviwo ukuthoba uxinzelelo lwamathuba athile (*seasonal pressure*) oluye lubekho ngokunxulumene noku nokunciphisa ixesha lokufola kwimigca emide.

Sele ingunyaka wesine kuqhutywa *i-Customer Satisfaction Survey*. Isampula yaba zizikolo eziyi-322 eziziiSekondari, iiPrayimari zikaRhulumente eziQhelekileyo nezikolo ze-ELSEN (malunga ne-20% yezikolo ezikwiphondo). Ootitshala abahlanu ngesikolo ngasinye, kumanqanaba ezithuba ahlukeneyo bazalisa iikhweshine kubandakanywa neenqununu. Xa zizonke, ziyi-211 izikolo ezizisampula (o.k.t malunga ne-14% yenani lilonke lezikolo ezikwiphondo kunye ne-65% yezikolo ezizisampula) nabathathi-nxaxheba abayi-856 baphendula kule saveyi. Inguqulelo yekhompyutha yaba nomtsalane kwizikolo, zaza zayi-56 ngaphezulu ezaphendulayo kunonyaka wangaphambili.

Abaphendulayo baquka iinqununu eziyi-207, amasekela-nqununu ayi-103, ii-HOD eziyi-164, ootitshala abaneqhuzu abayi-104 nootitshala abayi-243.

Ngokumalunga nokuphendula kwezikolo xa zizonke, iZithili zibe kwiqondo elilelona liphezulu lereyithi ezithi: "*Ziqhube kakuhle*" okanye "*Zigqwesile*" ukususela ekuqalweni kwesaveyi ngo-2009. Ireyithi engu-50% yaphuculwa umgangatho ngo-5% kwireyithi ka-2011 yaye phantse layiphinda kabini ireyithi yokuqala ka-24% ngo-2009, unyaka iikomiti zeesekele ezasekwa ngawo okokuqala ngqa.



Umelwa kukuPhendula

Onke amagosa athweswe uxanduva lokumelwa kukuphendula ngeemvumelwano zeenkcazo zomsebenzi 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 ngo2012.

NgoFebruwari 2012, zonke izikolo zagqiba ii-School Improvement Plans (SIPs) kwikhompyutha, neethagethi 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. Izalathisi-nkqubela zingqinelana nezinye zeethagethi zikazwelonke phantsi kwe-Action Plan 2014 (Makufundwe isiHlomelo). Ixabiso lesicwangciso sophuculo lwesikolo kwikhompyutha esinjenges, kukuba zonke izikolo zijolise ekuqhubeni ngamandla amaphulo ongenelelo ngoncedo aphambili. I-SIP inokuba yinxalenye 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 kwiithagethi ezimiselweyo kwii-SIPs zazo.

Ngo-2012, iSebe iWCED laqalisa inkqubo i-School Improvement Monitoring, eqhagamshelene ne-School Improvement Plans. I-SIM ilandelela ukusetyenziswa kweencwadi zezifundo neencwadi zokwenza umsebenzi nemiba ephambili yokufumana izibonelelo ezincedisa ukufunda nokufundisa (*resourcing*), ukusebenza ngendlela eyiyo kwesikolo umzekelo unyulo lweSGB, ukulungela unyaka omtsha. Ngenxa yokuba iingxelo zifakwe kwikhompyutha, idatha inokufunyanwa yaye isetyenziselwe ukunika inkxaso ekhawulezileyo. Ngakumbi, idatha yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa kweencwadi zokwenza umsebenzi.

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 kweyaqho ngekota okanye ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye 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 lwangaPhakathi nolwangaPhandle (*Internal and External Audit processes*) zilawula ukongeza iinkqubo zolawulo (*controls*) zize zincedise ekuqinisekiseni ukusebenza ngendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuhleli kubudlelwane obumiselweyo (*formal relationship*) obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke leziphumo zokufunda. Obu budlelwane bungqiniswa ekumodareyithweni kwangaphakathi kweenkqubo zovavanyo nokubonelelwa kwenkqubo yovavanyo eyamkelekileyo.

Ngokufanayo nawo onke amanye amasebe karhulumente kwilizwe ngokubanzi, iSebe iWCED lathatha inxaxheba kwisixhobo sokubeka esweni se-Ofisi kaMongameli (*Presidency*), i-*Management Performance Assessment Tool (MPAT)* eyaphanda ngamacandelo amane olawulo, angala: *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. Nakuba kunjalo, kusekho umsebenzi ekufuneka wenziwe kwiinkalo ekuzezi: iCandelo leMicimbi yaBasebenzi, nelezeMali.

Iprogram yoVavanyo lweSikolo Siphela (*Whole School Evaluation*) iyaqhubeka nokubonisa ngokunzulu okuqhubekayo nokuluncedo kakhulu, kungekuko kwiimfuno zenkxaso kwisikolo ngasinye kuphela, koko nakwimiba emalunga nenkqubo yezemfundo. Kwenziwa utyelelo lwezikolo kwethuba elifutshane lwezikolo ezincinane, okanye ezo ziqhuba kakuhle ngaphandle kwamagingxi-gingxi.

Iyantlukwano kubude bamaxesha okutyelwa ivumele ukuba kutyelwe izikolo ezaphezulu. Izikolo zinikwa ikhowudi ngokwee-*WSE ratings*. Kwabelwana ngeziphumo namagosa eSebe iWCED zokuqhubekayo ii-*trend reports* ukongeza kwiingxelo ezibanzi ezinikwa izikolo ezichaphazelekayo.

Lihlangana qho ngekota iBhunga lezeMfundo (*Education Council*), lokunika uMphathiswa wezeMfundo eNtshona Koloni iingcebiso malunga nezemfundo, elanyulwa ngokwale Mimiselo *Regulations relating to the Education Council for the Province of the Western Cape*.

BT101	Ezolawulo-Imiba ephambili				
	Izinto ezenziwe ngempumelelo ngo -2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2012/2013	Umdluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomentsi ngomdluko
Imilinganiselo yentsebenzo yeProgram (ekaZwelonke)					
▶ PPM 101: Inani lezikolo zikarhulumente ezisebenzisa i-SA SAMS ukubonelela idatha kwisitim yokulandelela abafundi kuzwelonke (<i>national learner tracking system</i>)	1 453	1 452	1 458	6	Yi-100% yezikolo ezinika iingxelo ngedatha yabafundi ngokusebenzisa ikhompyutha. Izikolo ezivule zaza zavala kunyaka ophantsi koqwalaselo. Itotali yalungiswa ngokufanelekileyo.
▶ PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	1 452	1452	1 458	6	Ziyi-100% izikolo ekunokuqhaga-mshelwana nazo ngekhompyutha Izikolo ezivule zaza zavala kunyaka ophantsi koqwalaselo. Itotali yalungiswa ngokufanelekileyo.
▶ PPM103: Ipesenti yenkcitho yangoku (<i>current expenditure</i>) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (<i>non-personnel items</i>)	22.7%	20.30%	21.76%	1.46%	Kwagqithwa kwithagethi ngenxa yemisebenzi eyenziwe iiprayorithi nangenxa yokubeka esweni ibhajethi nolawulo apha enyakeni.
Izalathi-nkqubela zeNtsebenzo yeProgram (EzePhondo)					
PPI 1.1. Ukuqinisekisa ulawulo lwezemali	Uphicotho olunama-khwiniba)	Uphicotho olungena-makhwiniba	Uphicotho olungena-makhwiniba		
PPI 1.2 Izitenxo malunga nezini-maxabiso ezingaphezu ko-500 000	6	15	12	3	Kugqithiwe kwitotali. Zibe mbalwa izitenxo kunezilindelekileyo ngenxa yeenkqubo zolawulo (<i>controls</i>) ezisetyenzisiweyo.
PPI 1.3 Inani lezintlu zezithuba ezikhutshwe ngokumalunga nezithuba zootitshala abakumaziko (<i>institution-based teacher posts</i>) kunyaka wesikolo ka-2012	5	5	5		
PPI 1.4. Inani lezikolo ezongelweyo eziza kuhlolwa kuVavanyo lweSikolo Siphela	108	120	131	11	Inani elandileyo leekomiti zeWSE lithetha ukuba kungahlolwa izikolo ezingaphezulu kunyaka ophantsi koqwalaselo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

Oku kulandelayo zizicwangciso eziphambili zeSebe iWCED zokulungisa ezo ndawo zikuqhuba kakubi kuzo izikolo:

- Ukubonelelwa ngezithuba zokuqinisekisa ukuba ootitshala bafakwa kwizikolo ukubamatanisa neemfuneko zezo zikolo.
- Ukuqeshwa kweenqununu (ukuqwalasela ukuphucula iikhrayitheriya noqeqesho lweeSGB ngokumalunga noku; amathuba oqeqesho abo banqwenela ukuba ziinqununu)
- Ukuqwalasela ukuqeshwa nokunikwa inkxaso kweeNtloko zeZifundo (*Heads of Department*) namaSekela-Nqununu ezikolweni
- Uqeqesho kuwo onke amacandelo (ootitshala namagosa)
- IziCwangciso zoPhuculo lweSikolo (*School Improvement Plans*) ne-School Improvement Monitoring
- Ukusetyenziswa ngokupheleleyo kweenkqubo zekhompyutha (*online processes*) ukulungiselela ukukhawulezisa ukuqeshwa ngokukhawuleza kwizithuba zazo zonke iindidi
- Ukulinganiswa kwenkxaso-mali ngomfundi ukuxhasa izikolo ezikumaNqanaba 1 – 3 eNtlupheko
- Inkqubo yokuxolelwa kwintlawulo yeefizi (*exemption process*) kwizikolo ezikumaNqanaba 4 no- 5
- Iiprothokholi ezintsha zokuxhasa ngemali ngakumbi ulondolozo (*maintenance*)
- Inkqubo egxininisa kulondolozo ngokongeza iikhatgori ezintsha kwi-U-AMP
- Uncedo kwizikolo ngokumalunga netyala likamasipala
- Iyunithi yolawulo lwangaphakathi emayibonelele ngengxelo ngokuqhubekayo kubaphathi ngokumalunga nokungathotyelwa kwemigaqo
- Ukujongiswisa kweenkqubo zokwenziwa komsebenzi njengoko kuyimfuneko
- Ukuqinisekisa uphuculo lomgangatho oluqhubeka okokoko ekusetyenzisweni kweenkqubo zokuthengwa kweempahla neenkonziso zikarhulumente
- Ukuhlaziywa kwazo zonke iirejista zee-asethi qho kwiminyaka emibini

Utshintsho kwiithagethi ezicwangcisiweyo

Ayingeni ndawo

Ukuxulumanisa intsebenzo neebhajethi

Igama leProgram esekelayo	2012/2013			2011/2012		
	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho engaphezulu/ engaphantsi	Ulwabiwo– mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho engaphezulu/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)	6,340	6,340	-	5,550	5,550	-
1.2 IiNkonzo zeZiko	241,221	241,221	-	210,235	210,235	-
1.3 Ulawulo lwezeMfundo	242,014	239,091	9,923	285,468	285,468	-
1.4 Uphuhliso lwezakhono zabasebenzi	9,016	9,016	-	5,441	5,441	-
1.5 ISistim yoLawulo lweNgcaciso yezeMfundo (i-EMIS)	22,139	22,139	-	25,344	25,344	-
Itotali	520,730	510,807	9,923	532,038	532,038	-

Uhlelo ngokoqoqosho	2012/2013			2011/2012		
	Ulwabiwo– mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho engaphezulu/ engaphantsi	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho engaphezulu/e ngaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo zaNgoku	404,667	402,505	2,162	398,383	398,383	-
Imbuyiselo yabaqeshwa	248,252	248,252	-	252,346	252,346	-
Iimpahla neeNkonzo	156,415	154,253	2,162	146,037	146,037	-
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	67,561	67,561	-	97,041	97,041	-
I-arhente zesebe nee-akhawunti	3	3	-	-	-	-
Amaziko angenzi ngeniso	61,809	61,809	-	90,630	90,630	-
Ezamakhaya	5,737	5,737	-	6,401	6,401	-
Izipho nezipho-mali	12	12	-	10	10	-
Iintlawulo zee-aseti ii-capital assets	30,266	22,505	7,761	36,614	36,614	-
Izakhiwo nezinye izitruksha ezingenakushenxiseka	-	-	-	-	-	-
Oomatshini nezixhobo	29,410	21,649	7,761	32,722	32,722	-
I-Software nezinye ii-aseti ezingaphathekiyo	856	856	-	1,850	1,850	-
Iintlawulo kwii-aseti zezemali	18,236	18,236	-	2,042	2,042	-
Itotali	520,730	510,807	9,923	532,038	532,038	-

BT102	Inkcitho ngento nganye (2012/13) R'000								
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali
lintlawulo zaNgoku	402,505	10,396,963	-	677,441	273,819	7,106	100,000	152,064	12,009,898
Imbuyiselo yabaqeshwa	248,252	9,388,984	-	668,879	273,819	5,845	64,203	85,903	10,735,885
Imivuzo nemirholo	215,233	8,127,950	-	581,990	237,672	5,660	55,118	82,492	9,306,115
lintlawulo zezentlalo	33,019	1,261,034	-	86,889	36,147	185	9,085	3,411	1,429,770
limpahla neeNkonzo	154,253	1,007,979	-	8,562	-	1,261	35,797	66,161	1,274,013
lintlawulo zoLawulo	665	125	-	-	-	-	-	14	804
Ukupapasha izithuba zengqesho	6,984	1,393	-	3	-	26	5	8	8,419
I-arhente kunye neenkonzo zenkxaso/ ezenziwa ngababoneleli bangaphandle	3,138	222,544	-	31	-	-	27,926	5,860	259,499
li-Asethi <R5 000	3,585	23,510	-	-	-	-	-	80	37,175
lindleko zophicotho: Olwangaphandle	11,390	-	-	-	-	-	-	-	11,390
libhasari (abaqeshwa)	633	3,653	-	-	-	-	-	-	4,286
Ukulungisa ukutya (catering) Imisebenzi yamasebe	607	9,568	-	21	-	34	65	256	10,551
EzoNxibelelwano	5,481	5,726	-	-	-	-	-	835	12,042
linkonzo zekhompuyutha	15,997	338	-	-	-	-	-	1	16,336
Cons/prof: liNkonzo zokwenziwa komsebenzi nezeengcebiso	31,492	4,451	-	-	-	5	-	-	35,948
Cons/prof: Iziseko zophuhliso nocwangciso	-	-	-	-	-	-	-	-	-
Cons/prof: lindleko zomthetho	3,343	-	-	-	-	-	-	-	3,343
likontraki	6,260	485	-	-	-	-	-	15	6,760
Ezolonwabo	113	142	-	-	-	-	-	3	258
linkonzo zezithuthi (<i>Fleet services</i>)	-	-	-	-	-	-	-	-	-
I-inventri: Ukutya nezibonelelo zokutya	3	837	-	-	-	-	-	-	840
I-inventri: Izibonelelo ezixhasa ukufunda nokufundisa	832	245,696	-	194	-	-	4,058	1,941	252,721

BT102	Inkcitho ngento nganye (2012/13) R'000								
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali
I-inventri: Izinto ezisetyenziswayo nezibonelelo	20	136	-	-	-	-	-	59	215
I-inventri: Izibonelelo ezingamayeza	-	-	-	-	-	-	-	360	360
I-inventri: Ezinye lithagethi ezizi-consumables	176	938	-	77	-	-	-	58	1,249
I-inventri: Izinto zokubhala nokuprinta	4,937	7,926	-	-	-	169	23	24,887	37,942
lintlawulo zengqeshiso	7,857	3,087	-	-	-	901	-	2,841	14,686
Inkcitho yemisebenzi eyenziwayo	9,187	1,979	-	-	-	8	1	8,413	19,588
lintlawulo zeeprothathi	15,721	230,481	-	2,532	-	-	-	1,070	249,804
Ukurenta nokuqeshisa	62	86	-	-	-	-	-	3,770	3,918
Uqeqesho noPhuhliso	4,809	19,112	-	901	-	-	704	1,498	27,024
Ukubonelelwa kwabafundi ngezithuthi : Imisebenzi yamasebe	-	190,802	-	-	-	-	2,962	17	193,781
Ihambo nokuxhaswa ngezimali	9,798	27,049	-	4,803	-	118	46	5,760	47,574
Iindawo neefasilithi	1,163	7,915	-	-	-	-	7	8,415	17,500
Inzala nokurentwa komhlaba	-	-	-	-	-	-	-	-	-
Irenti yemihlaba	-	-	-	-	-	-	-	-	-
Ii-Financial transactions kwii-asethi nasematyaleni (assets & liabilities)	18,236	-	-	-	-	-	-	-	18,236
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	67,561	773,318	72,321	131,928	323,704	29,814	283,894	5,955	1,688,495
Oomasipala									
Ii-arhente zesebe	3	7	-	-	-	-	-	5,524	5,534
Amaziko angenzi ngeniso	61,821	702,848	72,321	129,661	323,285	29,814	283,593	-5	1,603,338
Izikolo zeSiqendu 21	-	377,732	-	-	-	-	-	-	377,732
I-LTSM	-	377,732	-	-	-	-	-	-	377,732
Izikolo zeSiqendu 20	-	71,836	-	-	-	-	-	-	71,836
Amanye amaziko ezemfundo	61,821	253,280	72,321	129,661	323,285	29,814	283,593	-5	1,153,770

BT102	Inkcitho ngento nganye (2012/13) R'000								
	1 Admin	2 POS	3 Indep	4 Spec	5 FET	6 ABET	7 ECD	8 Aux	Itotali
Ezamaxhaya	5,737	70,463	-	2,267	419	-	301	436	79,623
Iintlawulo zee-asethi ii-capital assets	22,502	485,413	-	25,807	-	-	37,457	299	571,481
Izakhiwo nezinye izitraksha ezingenakushenxiswa	-	464,302	-	21,029	-	-	37,457	-	522,788
Izakhiwo ezitsha	-	337,013	-	3,662	-	-	2,613	-	343,288
Ezinye izitraksha ezingenakushenxiseka	-	127,289	-	17,367	-	-	34,844	-	179,500
Oomatshini nezixhobo	21,649	21,111	-	4,778	-	-	-	299	47,837
Abanye oomatshini nezixhobo	21,649	21,111	-	4,778	-	-	-	299	47,837
I-Software nezinye ii-asethi ezingaphathekiyo	856	-	-	-	-	-	-	-	856
Itotali iyonke	510,807	11,655,694	72,321	835,176	597,523	36,920	421,351	158,318	14,288,110

5.2 Iprogram 2: IMfundo kwiZikolo zikaRhulumente

Injongo

Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kumaBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika,

Iprogram yezeMfundo kwiZikolo zikaRhulumente eziQhelekileyo iqulethe ezi program zisekelayo zilandelayo⁴:

Iprogram esekelayo 2.1: Izikolo eziziiPrayimari zikaRhulumente ukubonelela izikolo eziziiprayimari zikarhulumente ezithile ngezibonelelo ezifunekayo kumaBakala 1 - 7

Iprogram esekelayo 2.2: Izikolo eziziiSekondari zikaRhulumente ukubonelela izikolo eziziiSekondari zikarhulumente ezithile ngezibonelelo ezifunekayo kumaBakala 8-12

Iprogram esekelayo 2.3: linkonzo zoqeqesho

Iprogram esekelayo 2.4: Uphuhliso lweCandelo laBasebenzi ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabangezotitshala kwizikolo zikarhulumente eziqhelekileyo

Iprogram esekelayo 2.5: Iigranti ezikhutshwa phantsi kwemiqathango

- ukubonelela abafundi abahlelekileyo nabathwaxwa yindlala kwizikolo zikarhulumente eziqhelekileyo ngokona kutya kuncinane bakufunayo ukuze bafunde ngempumelelo esikolweni ngokusebenzisa iprogram iNational School Nutrition Programme (NSNP)
- ukubonelela ngeziseko zophuhliso kwizikolo zikarhulumente
- ukuxhobisa ngemali kwakhona izikolo zobugcisa
- ukubonelela ngenkxaso kwizikolo ze-Dinaledi

linjongo ezicwangciswe ngobuchule (Strategic Objectives)

Iprogram 2: Injongo ecwangciswe ngobuchule	
Injongo 2.1 ecwangciswe ngobuchule	Ukuqinisekisa ukuba ootitshala baxhotyiselwe ukufundisa ngokuthi baye kuphuhliso loqeqesho oluqhubekekayo
Injongo 2.2 ecwangciswe ngobuchule	Ukuqinisekisa ukuba ziyaphuculwa iziphumo zolwazi lokufunda nokubhala nolwazi lokubala ngokusa ezona zibonelelo zininzi (ezingabantu neziyimali) kwiminyaka emithathu yokuqala yokuhamba isikolo.
Injongo 2.3 ecwangciswe ngobuchule	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo

⁴ Iprogram esekelayo yinxalenye yethemplethi yecandelo likazwelonke yaye ziikhatgori zenkxaso-mali kaNondyabo. Iimali kwi-Program 2 zabelwa ukujongana nebhajethi engundoqo yeWCED yaye zibandakanya imivuzo yootitshala, iziseko zophuhliso neendleko zezibonelelo neprogram yokutyisa abafundi yezikolo.

Injongo 2.4 ecwangciswe ngobuchule	Ukuqinisekisa ukuba ikhosi nganye inezibonelelo ezininzi ezizincwadi nokunye.
Injongo 2.5 ecwangciswe ngobuchule	Ukubonelela ngeeprogram zokutya namanye amanyathelo okunciphisa intlupheko nawokhuseleko athagethiweyo
Injongo 2.6 ecwangciswe ngobuchule	Ukuqinisekisa ngolondolozo lwezibonelelo lweziseko zophuhliso ekuzezona ziphambili, olungenazindleko nolwenziwa ngempumelelo.
Injongo 2.7 ecwangciswe ngobuchule	Ukuqinisekisa ukuba kubonelelwa ngezikolo nangootitshala ukwenzela ukuba kungqinelwane neempawu eziboniswa ngamanani abemi belizwe (<i>demographic trends</i>) kwezo ndawo bakuzo.

linjongo ezicwangciswe ngobuchule, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelelweyo kuzo ⁵

Amanani obhaliso

unyaka	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Itotali
2001	81 790	62 960	81 832	94 302	89 254	83 305	77 778	82 190	71 966	67 034	50 206	39 910	882 527
2002	86 969	77 026	64 134	83 022	93 188	86 786	80 865	75 601	80 450	69 752	51 618	40 468	889 879
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	80 695	80 809	74 984	66 141	81 953	88 778	82 169	81 577	56 657	39 303	920 812
2006	87 650	85 972	89 828	80 443	77 811	73 106	65 347	78 926	80 595	83 529	57 536	40 198	900 941
2007	92 818	82 562	83 914	89 973	78 674	78 021	72 733	66 406	80 697	86 495	61 938	42 624	916 855
2008	91 853	83 267	79 454	85 891	87 116	78 290	76 146	71 410	72 914	79 133	63 819	43 470	912 763
2009	93 601	82 158	80 385	83 150	82 382	85 621	76 262	75 227	79 795	68 405	60 812	45 692	913 490
2010	98 086	83 046	79 155	84 234	80 290	81 402	82 777	75 426	85 114	70 630	53 799	44 876	918 835
2011	100 423	85 216	79 489	83 490	80 205	79 022	78 207	81 312	84 957	73 470	56 995	38 990	921 776
2012	103 444	88 536	81 415	83 922	79 900	78 384	76 432	77 561	90 815	72 714	58 758	43 111	934 992

Umthombo weDatha : 2001 – 2011: Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

Le theyibhile ibonisa ukuba akukho kwanda kwamanani okufanayo kumabakala onke ephela. Iitotali kumaBakala 11 no-12 zibonisa ukugcinwa kwamanani okubhetele. Ukuhla kwamanani kumaBakala 11 no-12 kuphantsi koqwalaselo ngokuthi kuphuculwe ukukhethwa kwezifundo ekupheleni kweBakala 9, ukunikwa ingcebiso ngeentlobo zamakhondo omsebenzi ezinokukhethwa kunye nezifundo ezikhethwayo nokomelezwa kwenkxaso kwizifundo okunikwa izikolo eziphakamileyo.

Iitotali ezinkulu kumaBakala 1 no-9 zibonisa ukuba kukho amanani amakhulu abafundi abaphinda la mabakala. Le yimiba ephantsi koqwalaselo namaphulo ongenelelo ngoncedo awodwa ukunciphisa iireyithi zokungapasi. Iindlela eziboniswa ngamanani obhaliso ziyachatshazelwa lutshintsho, kwinqanaba likazwelonke, kumgaqo-nkqubo weminyaka yokwamkelwa kwabafundi esikolweni kwiBakala 1 ngo-2000, nowavumela izikolo ukuba zibhalise kuphela abafundi abaminyaka isi-7 kunyaka wokwamkelwa kokuqala ngqa esikolweni. Ngenxa yoku, inani lobhaliso

⁵ Makuqatshelwe ukuba ithemplethi yecandelo lezemfundo kwi-Annual Performance Plan ayifuni ukuba amasebe inike izalathi ii-Strategic Objective indicators. Imeko ye-Programme Performance iyawuzalisekisa lo msebenzi.

kwiBakala 1 belisezantsi kuneminyaka engaphambili. Kwathi ngethuba kwakutshintshwa imfuno engummiselo yobudala bokwamkelwa esikolweni ngo-2004, ngokuthi kuqaliswe omnye umgqaliselo, aphinda anda amanani obhaliso kwakhona. Iklasi yeBakala 1 ka-2004 yangena kwisikolo esiphakamileyo ngo-2011. Oku kungunobangela wokuhla kwenani lilonke lobhaliso kwizikolo eziziprayimari nokwanda kwamanani kwizikolo eziphakamileyo. Oku kukwanegalelo kwinani elandileyo labafundi beBakala 9 ngo-2012.

Ukufudukela kwabantu kweli phondo kuhlala kusenza igalelo elibonakalayo kumanani obhaliso yaye iindawo abantu abakhetha ukuhlala kuzo nazo zibangela uxinzelelo kwindawo yokuhlala kwiindawo ezisakhulayo (*developing areas*). Ngo-2012 bekukho malunga nabafundi abayi-18 000 ababhalise kwiCEMIS okokuqala ngqa (kungabandakanywanga abafundi beBakala 1).

Inkxaso eNikiweyo

Iprogram yemimiselo nemigangatho yolwabiwo-mali (Norms and standards), yezikolo ezingabizi zifizi (no fee schools) neprogram yokuxolelwa ekuhlawuleni iifizi (fee exemption programme)

Iimali ezasetyenziselwa ukuhlawula inkcitho kwezemfundo, iMimiselo neMigangatho yolwabiwo-mali ezikolweni, ziyalinganiselwa ukwenzela ukuba izikolo zabahlali abahlelekileyo zabelwe iimali ezingaphezulu. Esi sixa sandile ngo-2012/13 ngolu hlobo:

Inqanaba leNtlupheko	Inani lezikolo	Isixa se-Randi ngomfundi ngamnye ngo-2011	Isixa se-Randi ngomfundi ngamnye ngo-2012
NQ 1	314	905	960
NQ 2	164	829	880
NQ 3	191	829	880
NQ 4	321	455	481
NQ 5	454	208	213
Itotali	1 444 ⁶	569 (i-avareji)	599 (i-avareji)

Onke amacandelo emithombo yeemali ezisetyenziswa ngokwengqiqo yomabi weengxowa-mali (*discretionary funding streams*), afana neprogram yezikolo ezingabizi zifizi nokwabelwa kwezikolo ootitshala abongezelelweyo, ibhekiswa ngakwicala lokulungisa umonakalo wethuba langaphambili (*historical disadvantage*) ukuphelisa ifuthe lentlupheko. Umgqaqo-nkqubo wezikolo ezingabizi zifizi usetyenziswa kumanqanaba 1, 2 no-3 entlupheko kazwelonke ekuye kwaxhamla abafundi abayi- 370 617 amanani enyukile ukusuka ku-368 142 ngo-2011/2012.

⁶ Izikolo ezitsha zixhaswa ngemali evela kumthombo owahlukileyo ngonyaka eziqala ngawo ukuvulwa INgxelo yoNyaka 2012/13

Imeko yeefizi	Inani lilonke lezikolo
Ezingabizi zifizi	672
Izikolo ezibiza iifizi	783
Ifotali iyonke	1 455

Ngo-2011 izikolo kumaNqanaba 4 no-5 eNtlupheko zancelwa zifake isicelo sembuyiselo ukujongana nokuxolelwa ukuhlawula iifizi kwabo bafundi bangenako ukuhlawula iifizi. Ifotali yezikolo eziyi-510 kweziyi-773 zenza izicelo yaye isixa esizizigidi eziyi-R20, 4m sahlawulwa kwezo zikolo. Ngo-2012, inani lezikolo ezenza izicelo landa ukuya kufikelela ku-652 yaye isixa-mali esihlawulweyo ezikolweni ukubuyisela izikolo ezazinike uxolelo kwintlawulo yeefizi yi-R30, 1m.

Iprogram yoKutyisa abafundi

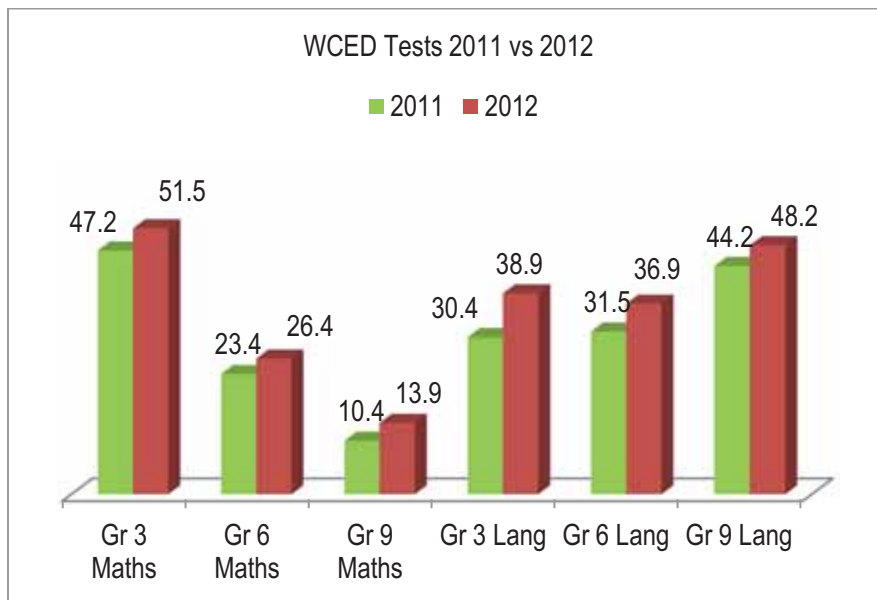
I-National School Nutrition Programme yabonelela abafundi abayi-431 998 (426 707 ngo-2012) ngokutya okunesondlo yonke imihla kwizikolo eziyi-1 021 (1015 ngo-2012) eziziiPrayimari, zeMfundo eneeMfuno eziZodwa nezikolo eziziiSekondari ezithagethiweyo. Kwaqhutywa oomasifundisane bamavolontiya aphantsi ukutya (*volunteer food handlers*) malunga nokhuseleko lokutya nokusebenzisa irhasi nococeko (*food and gas safety and hygiene*). Ootitshala, abazali nabafundi baqhutyelwa iikhosi ezingokuveliswa kokutya.

Iziphumo zeeMvavanyo

Imfundo kwizikolo eziziiprayimari: ULwimi neMathematika kumaBakala 3, 6 no-9 eNtshona Koloni

Ukususela ngo-2002 ukuya ku-2009, iSebe iWCED labhalisa iimvavanyo zolwimi nemathematika kubafundi bamaBakala 3 no-6 kwiminyaka ekushiya ube mnye phakathi (*alternate years*) ukwenzela ukulandelela inkqubela yabo nokufumanisa ingxaki. Ngo-2010 iSebe iWCED, lavavanya okokuqala ngqa, bonke abafundi bamaBakala 3, 6 no-9 ukuqinisekisa imeko yokufunda ulwimi nemathematika kwizikolo ngasinye kwiphondo. Eli ibilithuba lokuqala ngqa lokuvavanywa kwabafundi beBakala 9. Uvavanyo lweBakala 9 yayiliphulo lokulinga (*pilot exercise*) lokumisela uvavanyo lokwandlalela. Ngo-2011, iSebe iWCED landisa inqanaba lemingeni efuna ingqondo ezikisayo ukucinga (*cognitive challenge*) kwiimvavanyo ngakumbi kwiimvavanyo zolwimi, ukwenzela ukubeka eyona milinganiselo isezantsi ingumzekelo kwiphondo. Ngakumbi, iiteksti ezinde nezintsonkothileyo ezaye zabandakanywa kwiimvavanyo zolwimi.

Amanqaku eemvavanyo abonisa ukuphucuka komgangatho kumabakala omathathu ephela kuzo zozibini izifundo, kukho nokona kuphucuka komgangatho kukhulu kumanqaku ovavanyo oLwimi kwiBakala 3, ukusuka kwireyithi yokupasa engu-30.4% ngo-2011 ukuya kwengu-38.9% ngo-2012.



limvavanyo zika-2012 zanikwa izikolo ngoJanuwari 2013 yaye sele zisetyenzisiwe ekunikeneni inxaso iziCwangciso zoPhuculo lweSikolo (*School Improvement Plans*) neethagethi zika-2013.

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2012						
Izikolo zikaRhulumente eziQhelekileyo						
	IBakala 3		IBakala 6		IBakala 9	
	Ulwazi lokuBala	Ulwazi loku-Funda noku-Bhala	IMathe-matika	Ulwimi	IMathe-matika	Ulwimi
Ababhalayo	77 621	77 623	74 422	74 407	78 825	78 677
Abapasayo	39 975	30 195	19 647	27 456	10 957	37 922
I-% yabapasayo	51.5	38.9	26.4	36.9	13.9	48.2
Umdlili (Mean)	48.9	43.7	39.5	45.1	29.2	50.7

ISatifikethi seMatriki sikaZwelonke (National Senior Certificate)

Unyaka ka-2012 yayingunyaka wesihlanu weemviwo zeSatifikethi seMatriki sikaZwelonke (NSC). Kubekho inxaso enkulu enikwe izikolo zaseNtshona Koloni. INtshona Koloni iphumelele ngereyithi yokupasa engu-82.8%. Ngo-2012, bekukho abaviwa abayi-4 712 ngaphezulu abapasileyo kunango-in 2011 nabayi-1 104 ngaphezulu abanokungenela isiDanga sokuQala. Ireyithi yokupasa kwiMathematika yande yaya kutsho ku-73.5% ukusuka ku-68.7% ngo-2011. Kwi-Physical Science ireyithi yokupasa ngo-2012 ibingu-70.9 %, inyuke isuka kwinani elingu-65.3 % ngo-2011.

Iziphumo ii-WCED Comparative NSC results 2009 - 2012						
Unyaka	Ababhalayo	Abapasayo	I-% yabapasayo	Abanokungenela isiDanga sokuQala	I-% yabanokungenela isiDanga sokuQala	Izikolo ezinereyithi yokupasa <60%
2009	44 931	34 017	75.7	14 324	31.9	85
2010	45 783	35 139	76.8	14 414	31.5	78
2011	39 988	33 146	82.9	15 215	38.1	30
2012	44 700	36 992	82.8	16 319	36.5	26

Iimvavanyo ii-Annual National Assessments (ANA)

Ngo-2012 ii-Annual National Assessments zabhalwa ngabafundi abayi-605 322 kumaBakala 1 – 6 no-9. Lo ibingunyaka wokuqala ngqa kuvavanywa iqela liphelele labafundi beBakala 9. Zonke izikolo zikarhulumente ezizimeleyo nezikolo eziyi-57 ezizimeleyo eNtshona Koloni zathatha inxaxheba kuvavanyo lukazwelonke.

Ngo-2012, zonke iimvavanyo zamakishwa ezikolweni phantsi kweliso lekomiti yolawulo yesikolo. Ukuqinisekisa ukuba ukumakisha kuyangqinelana kuzo zonke izikolo kwiphondo, isampula yeencwadi zeempendulo ezintathu ngeklasi nganye kwisikolo ngasinye kumaBakala 3, 6 no-9 zamakishwa kwakhona kumaziko okumakishela amahlanu eNtshona Koloni.

Iziphumo zeemvavanyo zango-2012 zakhutshwa ngo-Januwari 2013 ukuya ezikolweni ngeCentralised Education Management Information System (CEMIS). Isikolo ngasinye safumana iziphumo zaso, iziphumo zeseke the, ezezithili zemfundo nezephondo. Ezi ziphumo zidibene neprogram yovavanyo yephondo, ziya kunceda ekufumaniseni iingxaki nasekulandeleleni inkqubela kwiilwimi nakwimathematika ezikolweni. Iprogram yovavanyo yomeleza ugxininiso lokumelwa kukuphendula ngokuqhubekayo kwakunye nemfuno yokufundisa okusemgangathweni ukulungiselela ukufunda okusemgangathweni.

	WCED 2011 Ulwimi	WCED 2012 Ulwimi	Ulwimi lweeNkobe 2012	WCED IMathematika 2011	WCED IMathe- matika 2012	KuZwelonke iMathe- matika ngo-2012
IBakala 1	67	61	58	66	70	68
IBakala 2	55	60	55	58	62	57
IBakala 3	46	57	52	36	47	41
IBakala 4	42	55	43	35	46	37
IBakala 5	39	51	40	35	39	30
IBakala 6	43	50	43	41	33	27
IBakala 9	n/a	48	43	n/a	17	13

Uphuhliso lootitshala

Ukuqhubeka nophuhliso lootitshala kwiSebe iWCED luhlala lungumba ophambili ekujoliswe kuwo.

Ootitshala

I-Nkcazo yeKharityhulam kaZwelonke (*National Curriculum Statement*) yaphuculwa yaza yenziwa iNkcazo eyi-Curriculum and Assessment Policy Statements (CAPS). I-CAPS ichaza ngesifundo ngasinye, ixesha lokufundisa, ikhontenti, izakhono, iZibonelelo eziXhasa ukuFunda nokuFundisa (LTSM) eziyimfuneko nobungakanani bamanqaku amakanikwe nemigqaliselo yovavanyo (*weightings and prescriptions*). Olu xwebhu lunenzuzo ngokuba luqulethe zonke ezi mfuno zingummiselo kuxwebhu olunye. Iinguqu eziphambili ezenziwe yi-CAPS zezokuba kufanele kubekho umthwalo wolawulo onganeno kootitshala, iinkcazo ezicace gca ngekhontenti yezifundo neenkqubo ezinamandla zokufundisa nezovavanyo.

Ngo-2012, iSebe iWCED laqeqesha ootitshala kumaBakala 4-6 nakwiBakala 11 ukulungiselela ukuqaliswa kweCAPS ngo-2012. Oku kwenziwa ngeeprogram zoqeqesho zeentsuku ezi-3 ngeeholide kubo bonke ootitshala abachaphazelekayo.

Ngo-2009 iSebe iWCED laqalisa uqeqesho lweminyaka eyi-8 nesicwangciso senkxaso ukuxhasa uphuhliso loLwimi neMathematika. Le program, eyenziwa ngababoneleli-nkonzo abaziingcali kootitshala abakumaBakala 1 – 6 iqhutywa ngolu hlobo lulandelayo.

Unyaka 1 (2009): izikolo eziyi-250 zokuqala	IQela 1 (izikolo eziyi-125) Uqeqesho kuLwazi lokuBala ngeholidi kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholidi kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-250) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka 2 (2010): izikolo eziyi-250 kunyaka wesibini woqeqesho	IQela 1 (izikolo eziyi-125) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholidi kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuBala ngeholidi kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-250) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka wesi-3 (2011): izikolo eziyi- 250 zeqela lesibini – ngokwenkqubo efanelekileyo beziyi-258 izikolo	IQela 3 (izikolo eziyi-129) Uqeqesho kuLwazi lokuBala ngeholidi kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholidi kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-258) Iincwadi zokufunda neLTSM (izikolo eziyi-258)
Unyaka 4 (2012): izikolo eziyi-258 zeqela lesibini kunyaka wesibini woqeqesho	IQela 3 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholidi kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuBala ngeholidi kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-258) Iincwadi zokufunda neLTSM (izikolo eziyi-258)
Le ndlela yokwenza iya kuphindwa iminyaka emi-5 ukuya kwesi-8, o.k.t. phakathi ko-2013 no-2016, ukwenzela ukuba zonke izikolo eziziiprayimari ziqeqeshwe yaye zinikwe inkxaso kwizikim zokufunda nezibonelelo zokufunda kwithuba leminyaka esi-8.	

Iprogram yoLwimi neMathematika (*Language and Mathematics Programme*) ngo-2010 yabonelela izikolo eziziprayimari eziyi-258 ngoqeqesho olumandla (*intensive training*) nangenkxaso eqhubekela kumaziko kootitshala bamaBakala 1-6.

Uqeqesho nophuhliso lo gama usenkonzweni lwenziwa e-CTLI. Iikhosi zoqeqesho eziyi-23 zaqhutyelwa ootitshala kwiSigaba seSiseko, kwiSigaba esiPhakathi nakwiSigaba saBadala: Ootitshala abayi-1001 baya kolu uqeqesho lweekhosi zekharithulam lweeveki ezintathu kulo nyaka-mali. Ayi-466 amalungu eeKomiti yoLawulo lweSikolo afumana uqeqesho ngeekhosi zolawulo eziyi-11 ezaqhutywa ngeli thuba. Zilithoba iikhosi kwi-Life Sciences, Physical Science ne-Mathematics. Bangamakhulu amathathu anesithathu ootitshala abaya kwezi khosi zosuku olunye. Ngako oko bayi- 2 503 bebonke abafumana uqeqesho kwiikhosi ze-CTLI kulo nyaka-mali.

Iinqununu

Ugxininiso kulo nyaka belusekuboneleleni ngozinzo oluphuculweyo ezikolweni nakuphuhliso nenkxaso kwiinqununu ebezingenawo amava, okanye ebezifuna ukunikwa ingcebiso engaphezulu, okanye ezinomdla wokuphucula amabanga emfundo yoqeqesho. Iikhosi zabaphathi bezikolo, zagxininisa kwizihloko ezabandakanya iiNdima neMisebenzi yamaSekela-nqununu (*Roles and Responsibilities of Deputy Principals*), iNdima neMisebenzi yeeNtloko zazeZifundo, iiNqununu ezibonisa umdla nolangazelelo (*Aspiring Principals*), iiNkokeli zeZikolo ezibonisa umdla nolangazelelo (*Aspiring School Leaders*), uQhelilano lweNqununu ezisanda kuqeshwa (*Newly Appointed Principals*), uqeqesho lwekomiti yolawulo yesikolo naBasetyhini abakwizikhundla zolawulo nabanomdla.

Kusetyenziswa umlinganiselo olingana ne-1% ye-peyiroli yeSebe iWCED ukuphucula izakhono nobuchule babo bonke abaqeshwa beSebe iWCED. Amanqanaba ezakhono ootitshala, nabasebenzi benkonzo karhulumente kujongenwe nawo ngokunjalo ngamaphulo ongenelelo ngoncedo eProgram *iWorkplace Skills' Programme (WSP)*.

Amabanga emfundo akhredithiweyo (Accredited qualifications)

Iikhosi zokufundiswa apho kuthagethwa okuthile, ezifana ne-Advanced Certificate in Education (ACE) ezigxininisa kuBunkokeli eSikolweni zaqhutywa kumaziko emfundo aphakamileyo. Ezi khosi zixhaswa ngemali liSebe iWCED kumsebenzi wokuphucula umgangatho kubunkokeli nakulawulo ezikolweni. Bekukho abayi-373 abaxhamlayo ngo-2012/13.

Ukwandisa inani lootitshala abaqeqeshwe ngokufanelekileyo kwimathematika nesayensi, iSebe iWCED labonelela ngeebhasari zaphambi kokungena enkonzweni abayi-168 (*pre-service bursaries*) njengoko ugxininiso ku-2012/13 lumi ngolu hlobo lulandelayo: ISigaba seSiseko: 88; ISigaba esiPhakathi: 30 kwi-FET 35; ISatifikethi i-Post-graduate Certificate of Education: 8; IsiDanga seSayensi (Bachelor of Science): 7.

Enye inxaso enikiweyo

liteksti kubandakanywa neencwadi zokwenza umsebenzi

Ngo-2012, iSebe leMfundo esiSiseko kuZwelonke labonelela ngeencwadi zokwenza umsebenzi ngolu hlobo lulandelayo:

iincwadi zokwenza umsebenzi ezibonelelweyo	AmaBakala
ULwimi lweeNkobe, isiNgeso uLwimi lokuQala oloNgezelelweyo, iMathematika neZakhono zoBomi	ISigaba seSiseko (AmaBakala R-3)
IMathematika, uLwimi lweeNkobe nesiNgesi uLwimi lokuQala oloNgezelelyo	ISigaba esiPhakathi (IBakala 4 – 6)
IMathematika	ISigaba saBadala (AmaBakala 7-9)

Ukusetyenziswa kweencwadi zokwenza umsebenzi kuxhaswa yaye kubekwe esweni ngamagosa eSebe iWCED yaye kulandelelwa ngeprogram *i-School Improvement Monitoring programme*.

ISebe iWCED linenjongo yokubonelela ngeencwadi zezifundo ezingqinelanise neCAPS kumfundi ngamnye ukunika inxaso ekufundeni nasekufundiseni okusemgangathweni. Iimali eziphawulelwe le njongo zibekelwe bucala ukulungiselela oku, ukongeza kwimali ezabiwa ngokwemimiselo nemigangatho qho ngonyaka.

Ngo-2012/13, iSebe iWCED latyala imali kwincwadi zezifundo ezingaphezu kwezigidi eziyi-*R144 million*, kwizikhokelo zootitshala nakwii-core readers ukunika inxaso ukuphunyezwa kweCAPS kwiSigaba esiPhakathi (AmaBakala 4-6) neBakala 11. ISebe iWCED lanika umfundi ngamnye kumaBakala 4-6 incwadi yesifundo kwisifundo ngasinye kwezithandathu nezisixhenxe kumfundi ngamnye weBakala 11. Ngenxa yokuhlaziywa koxwebhu lwe-CAPS yeSigaba esiPhakathi (*Intermediate Phase CAPS document*) kwi-Natural Sciences nakwi-Technology (NS/T), akukho zincwadi zezifundo zanikwayo kwikhathalogu kazwelonke. ISebe iDBE lanika umfundi ngamnye kumaBakala 4 -6 iincwadi zokwenza umsebenzi kwi-NS/T. ISebe iWCED lanika umfundi ngamnye kubafundi bamaBakala 4 - 6 i-core reader yoLwimi lweeNkobe.

Isikhokelo semimiselo nemigangatho yeSebe iWCED sicebisa ukuba ngaphezu kwe-50% yesabelo sisonke sezibonelelo kufanele sibekelwe ukuthenga i-LTSM, ne-10% yayo emayigcinelwe izibonelelo zaselayibrari. Isikhokelo sikwacacisa nokuba umfundi ngamnye makabe nencwadi yesifundo ngasinye nokuba istokhwe seencwadi nezibonelelo zelayibrari kufanele sandiswe qho ngonyaka de inani eliyitotali yeencwadi libonise umgangatho wamazwe ngamazwe ongowona usezantsi (*minimum international standard*) wee-ayithem ezili-10 ngomfundi ngamnye.

Iprogram yokubonelelwa kwezikolo ngeencwadi ixhaswa ngumgaqo-nkqubo wokugcina iincwadi (*book retention policy*) owaqaliswa ngoNovemba 2010 ukwenzela ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi zabo ekupheleni konyaka wokufunda ukuze iincwadi ziphinde zisetyenziswe kwakhona qho ngonyaka.

Ngo-2012, iCEMIS yasetyenziselwa ukuqokelela ii-odolo zeencwadi zezifundo ezikolweni ukulungiselela uku-odolwa kweencwadi zezifundo okuqikelelwayo kunyaka olandelayo. Le nkqubo yokusetyenziswa kwekhompyutha yaba neziphumo eziyimpumelelo ngokumalunga nexesha, ukwenziwa komsebenzi nendleko nokuvumela inkqubo yokubeka esweni kwikhompyutha inkqubela nokulungiselela ukwenziwa kwengxelo. Ukongeza apho, ngo-2012/13, iSebe i-WCED lachitha izigidi eziyi-R6-m kwiincwadi nezinye izinto zaselayibrari zeelayibrari zezikolo kwizikolo eziziprayimari ezifundisa ngesiXhosa kumaNqanaba 1, 2 no- 3 eNtlupheko laza laqalisa ngezinye iindlela zokubeka esweni ezinokwenziwa ukuqinisekisa ukuba ezi zibonelelo ziyasetyenziswa.

I-Mathematika neFizikhali Sayensi

IsiCwangciso *i-Mathematics and Physical Science Strategy*, esaqaliswa ngo- 2011, sandiswa saza somelezwa ngo-2012. Esi sicwangciso sinemingxilo emihlanu (*five thrusts*): izikolo (zibandakanya ukukhethwa kwakhona kwezikolo zeprogram yeDinaledi, ukuseka ii-*incentive schools*) nokuhlela izikolo zonke ngokwamanani obhaliso kwizifundo ukwenzela amaphulo ongenelelo ngoncedo ekujoliswe kuwo nenkxaso yesithili enentsingiselo); iNkxaso noPhuhliso looTitshala (*Teacher Support and Development*) (ibandakanya uqeqesho looTitshala nenkxaso, ukubeka esweni okuqhubeka eklasini nokugaya ootitshala nokufakwa kwabo kwezinye izithuba zomsebenzi (*teacher recruitment and deployment*); iZibonelelo neNkxaso (*Resources and Support*) (zibandakanya zonke izibonelelo ezifana nezixhobo, iLTSM, i-ICT nezinto ze-*e-learning material* nenkxaso); abafundi (kubandakanywa inkxaso kubafundi, efana nee-*telematics programmes*, ii-*olympiads*, amaphepha emibuzo okuprekhtiza (*practice examination papers*), iingcebiso, izifundo ezongezelelweyo (*extra lessons*), ukufumana ulwazi ngemathematika nesayensi kwezorhwebo nakwihlabathi); nephulo lenkxaso *i-Monitoring, Evaluation and Advocacy*.

I-Physical Education

I-Physical Education ibe ngundaba-mlonyeni njengenxalenye ebalulekileyo ye-CAPS. ISebe iWCED liqalise isicwangciso sokuthatha inxaxheba (*proactive strategy*) ukunceda ootitshala ngokubanika *i-Physical Education Manual* enengcaciso ebanzi. Le ncwadana ibonisa isicwangciso sezifundo *i- 40-week lesson plan* samaBakala 1– 9 kunye ne-DVD ebonisa ukuba *i-Physical Education* inokufundiswa njani na. Le ncwadana yasiwa kuzo zonke izikolo eziziprayimari nezikolo eziphakamileyo kwiphondo kunyaka-mali ka-2010/11. Ootitshala abaziinkokeli neengcali ze*Physical Education* zinika inkxaso ekuqalisweni ngokusesikweni kwe*Physical Education* kwiphondo.

Bayi-53 aBacebisi ngezeKharityhulam beSigaba seSiseko nootitshala abaziinkokeli abayi-120 beSigaba seSiseko abaqeqeshwayo kwithuba leentsuku ezi-3 ngoMatshi 2012. Kuya kulandelwa inkqubo efanayo yokuvuselela *iPhysical Education* kwisigaba esiphakathi nakwisigaba sabadala ngokwesicwangciso sophunyezo seCAPS (*CAPS implementation strategy*).

Ngenxa yoku, kwenziwe amaqela entsebenziswano phakathi kweSebe iWCED neSebe lezeNkcubeko, uBugcisa nezeMidlalo (*Department of Culture, Art and Sport (DCAS)*) ukomeleza ukuphunyezwa kwe-*Physical Education* kwizikolo apho ingekhoyo khona. I-DCAS izimisele ukuxhasa ngezimali aBancedisi bootitshala (*Teacher Assistants*) be-*Physical Education* ukunika inkxaso ukuphunyezwa kwe-*Physical Education* kwizikolo ezikhethiweyo ezifuna uncedo olongezelelweyo. Ezi zikolo zikwafumene nezixhobo zokunika inkxaso i-*Physical Education*. Ukongeza apho, iprogram zokuphucula isikolo yeSebe iWCED yasa izixhobo ze-*Physical Education* kwizikolo eziyi-80 ezingathathi ntweni kwiphondo.

IProgram yeZikolo eziPhakamileyo

IProgram yokuPhucula iZikolo zamaBakala aPhakamileyo (*High School Improvement Programme*) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo ezingaqhubi kakuhle. I-*High School programme* yaqala ngo-Januwari kwaye inendlela enomahluko eqhuba ngayo kuzo zonke izikolo eziphakamileyo kwiphondo. Kunikwe inkxaso encinane kwezo zikolo apho kwapasa abafundi abangaphezu kwe-90% kunyaka ongaphambili, zaza ezo zifumene ireyithi yokupasa engu-60% – 89% zanikwa inkxaso ephakathi nokugxininisa kwizifundo ezithile ukanti kwezo zikolo bangaphantsi kwe-60% abapasileyo, kwagxininiswa ngamandla kwisikolo siphela kwabo bafundi.

NgoJanuwari 2012 nango-2013 kwakhona, iSebe iWCED, libambisene nezikolo ezichaphazelekayo, lacalula iziphumo zesikolo ngasinye, ngokwesifundo nangokwephepha lemibuzo ngalinye. Kwamiselwa izicwangciso, neethagethi ezihambelana ngqo nezikolo, ngokususela kolu cazululo. Kwamiselwa ngesikolo nangesithili ngasinye iithagethi zamanani okupasa abafundi abanokwamkelwa kwizifundo zezidanga zokuqala (*B-degrees*). Inkxaso eyodwa ibonelelwe kubafundi abasengozini.

Iphulo elitsha lika-2013 libe kukuqaliswa kwethemplethi efanayo ye-*District Improvement Plans*, kugxininiswa ekunciphiseni ireyithi yokungapasi (*reduction of the failure rate*) kumaBakala 1-9 (oku ikukuqhubeka nokugxininisa okwakuqaliswe ngo-2012) nokuphucula umgangatho kwiBakala 11. Izikolo ezaqhuba kakubi kwizifundo ezinamanani amakhulu obhaliso zaqatshelwa ukulungiselela ukuba zinikwe inkxaso ezifanale kanye ngqo.

Iprogram yokufundisa (*tutoring programme*) iqhutywa ngootitshala abanesakhono ngaphakathi nangaphandle kwiSebe iWCED. Izifundo i*telematics lesson* zasasazwa kwizikolo eziyi-147 ngo-2012 yaye inkxaso engamandla yabonelelwa ngaBacebisi ngezeKharityhulam kwezo zikolo zafumana ngaphantsi kwe-avareji yephondo (*provincial average*) kwizifundo ezinamanani obhaliso aphezulu. Incwadana yeengcebiso zokufunda nephekhi yamaphepha emibuzo yanikwa umfundi weBakala 12 ngamnye. Kwasekuqaleni iprogram ka-2012 yandiswa ukuze ifikelele kuwo onke amabakala kwizikolo eziphakamileyo nokuba kugxininiswe kwiseti yeeKhrayitheriya ezongezelelweyo ngaphezu kwereyithi yokupasa yeBakala 12.

Ukucwangcisa

ISebe iWCED liqhubekile ngenjongo yalo ecacisiweyo yokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Oku kwenziwe ngokuthi kuncitshiswe uxinzelelo kotitshala ekwenzeni imisebenzi yezolawulo nokuya qho koomasifundisane neentlanganiso. Iikhalenda zoCwangciso (*Planning Calendars*), ezidwelise imihla ephambili, efana naleyo yokuqala nokugqiba iimviwo, neminye imihla ebekiweyo yezolawulo, yathunyelwa ezikolweni kwakhona ngo-2012 ukunceda izikolo kwangaphambili ekucwangciseni u-2013. Bekukho amabhaso ephondo ootitshala abagqwesileyo, emva kwenkqubo ebaluleke gqitha yokhetho. La mabhaso anika ingqwalasela kwimpumelelo yootitshala nokuza kwabo nezinto ezintsha. Ootitshala abane baseNtshona Koloni bagqithela kwisigaba sokuwongwa ngentshinga ye-*top honours* kumabhaso okuwonga ootitshala kazwelonke abebanjwe ekuqaleni kuka-2013.

Unyulo lweeSGBs

U-2012 wabona uthatho-nxaxheba oluyi-100% ekugqityweni konyulo lweeSGB zizo zonke izikolo zeSebe iWCED. Iprogram yoqheliso (*induction programme*) yaqaliswa ukwenzela onke amalungu eSGB awaqeqeshwayo kulawulo lwezemali, ukukhethwa nokugaywa kwabasebenzi abanobuchule kuwo onke amanqanaba. Kuqwalaselwe kwiindima nemisebenzi yamalungu eSGB, nebandakanya ukunika inkxaso iinqununu ekucwangciseni nasekumiseleni iithagethi zokuphucula umgangatho wesikolo nokukhuthaza ukubambelela kwimigaqo yokuziphatha esikolweni ngokuqinisekisa ukhuseleko lwabafundi nabasebenzi esikolweni. Isixhobo i-*School Governing Body Support Tool* sathunyelwa kuzo zonke izikolo, ukunceda ii-SGBs xa zizivavanya ngokwazo.

Ukujongisiswa komsebenzi wokuphathwa nokulawulwa kwamaziko kwizithili uthelekiswa nemigaqo yoMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act (SASA)*) kuvelise imfuno yokuba kugxininiswe kuququzelelo lalo msebenzi. I-*100 Schools Project* (ukuhlolwa kweenkqubo zezemali (*financial practices*)) yagqitywa ngo-2012 yaye ziyi-81 izikolo ezifumana ngoku uqeqesho kulawulo lwezemali. Abalawuli bezithili beze-IMG nabo kuya kufuneka bathetha-thethane noosihlalo bamabhunga olawulo ezikolo (SGBs) ukuqinisekisa ukuba ingakanani inkxaso yeSGBs kwizikolo zazo ngokungqinelana nesiqendu 20 no-21 zeSASA. Le nkqubo iya kuqhubeka nakunyaka omtsha ozayo.

IZikolo eziKhuselekileyo

Iprogram iSafe Schools Programme inesicwangciso sobuchule esinjongo zintathu (*three-pronged strategy*), ekuzezi: (i) Ukubonelelwa ngendlela zokhuseleko ezingundoqo (*core security mechanisms*), (ii) iProgram zokuxhasa iinguqu zendlela yokuziphatha nendlela yokucinga (*behavioural and attitudinal change*) (iii) iiprogram zeesistim ezibandakanya iinkqubo zesikolo siphela nokunxibelelana nee-arhente ezichaphazelakayo ezinokunceda ekwenzeni indawo engqonge isikolo ibe yekhuselekileyo.

ISebe iWCED liqhuba i-Safe Schools Call Centre, apho imiba eyahlukileyo emalunga nolwaphulo-mthetho ezikolweni nobundlobongela bunokuxelwa khona nalapho kunokubonelelwa khona ngeengcebiso nentuthuzelo kwabo bantu baxhwalekiswe okanye baphethwe ngumothuko ngamandla (*affected or traumatised*). IZiko leeFoni leZikolo eziKhuselekileyo (*Safe Schools Call Centre*) lisebenza njengesistim yengcaciso (*information system*) yokuqokelela nokucaculula idatha kwiphondo ngokubanzi nokubonelela ngenkxaso kwizikolo nakumaxhoba olwaphulo-mthetho kwindawo engqonge isikolo.

IZiko leeFoni leZikolo eziKhuselekileyo liwabhala phantsi onke amatyala (*cases*). Iinkcukacha-manani zisetyenziselwa ukubonelela ngothintelo, ungenelelo ngoncedo nezicwangciso zeemeko ezingumngeni xa kuyimfuneko. IZiko linika inkcazo kwikhompyutha (*online debriefing*) eya kwabenzelwa iinkonzo yaye xa kuyimfuneko libathumele kwii-arhente ezifanelekileyo. Linika ingcaciso kwabenzelwa iinkonzo ngokumalunga neenkonzo zobulungisa kulwaphulo-mthetho (*criminal justice services*) nengcaciso ngokumalunga nemigaqo-nkqubo nezikhokelo zeenqununu, ootitshala, amalungu eSGB, abafundi nabazali. IZiko leeFoni leZikolo eziKhuselekileyo lafumana iikholi eziyi-14 209 kwithuba elisusela kwi-1 Januwari 2012-Disemba 2012. Laphendula iikholi eziyi- 3 358 ezazifuna ukulandelelwa nenkxaso. Iinkcukacha-manani zaqho ngenyanga nangekota zinikwa izithili ukwenzela ukuba amaphulo ongenelelo ngoncedo agxigxinise kwiinkalo eziyingxaki.

Ukongeza, kwiZiko leeFoni leZikolo eZikhuselekileyo (*Safe Schools Call Centre*) nenkxaso yokhuseleko lweziseko zophuhliso, iSebe iWCED libonelela ngeeprogram zemfundo ukukhuthaza izinto ezakhayo ezifana nezemidlalo, imisebenzi yobugcisa, idrama nengcaciso ngamakhondo emisebenzi exa elizayo. Iiprogram zigxininisa kutshintsho olumalunga neendlela zokucinga okanye indlela yokuziphatha, iinkqubo zobuchule nezakhayo ekusombululeni imbambano kwezolawulo nokuqeqeshelwa ukulamla. Abasebenzi bokhuseleko abazii-Safety Fieldworkers baqeshelwe ukunika inkxaso izikolo neekomiti zokhuseleko zesikolo nezicwangciso zokhuseleko; ukumisela inkxaso kunye/okanye iiprogram zokuthintela okungekehli nokuba ngumzekelo omhle onika ithemba nabacebisi kwizikolo eziyi-109 ezisengozini exhomisa amehlo.

Aba basebenzi bazi-Safety Fieldworkers bayabalandlela abafundi abatshungayo baze baphonononge iingxaki zabo. Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo. Ii-Safety Fieldworkers baququzelela ii-Safe Schools Youth Clubs njengenxalenye yeprogram yeholide. Le projekthi ijolise ekubetheleleni iindlela zokucinga ezinika ithemba nokuziphatha ngendlela eyiyo ngokusa abafundi abasengozini kwizitraktsha zemfundo ezifanelekileyo nokuphuhlisa izakhono nokuphumeza iiprojekthi zabahlali zezakhono.

Zingamashumi amahlanu izikolo ezitsha ezafumana iziseko zophuhliso zokhuseleko ezingundoqo (iigeyithi ezizivulekelayo (*motorized gates*); iigeyithi zokubeka esweni abahambi ngeenyawo (*pedestrian monitoring gates*); iisistim ze-alam (*alarm systems*) eziqhagamshelene kwi-armed response; iingcingo ii-barbed wire nee-mesh wire; ii-burglar bars) nezithe zaxhamla kuqeqesho lwee-peer mediators. Iingcingo kwizikolo ezisengozini zalungiswa; iikhamera ii-CCTV cameras zafakwa kwizikolo ezikhethekileyo kwabonelelwa nangokhuseleko ngethuba leholide apho kuyimfuneko. Kwabonelelwa uqeqesho kwi-Occupational Health and Safety and Disaster Management, kwakunye noqeqesho kumgaqo-nkqubo wokuvavanyelwa iziyobisi. Izixhobo zokuvavanyelwa iziyobisi zabonelelwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetsha nokuhlutha iziyobisi notywala nokubonelelwa ngeditektha ii-hand held metal detectors kwizikolo eziyi-50 ezizezinye ezikhethiweyo. Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo nentsebenziswano namasebe karhulumente nee-NGOs.

Njengenxalenye yenkqubo kaRhulumente waseNtshona Koloni yokuthintela indlela yokuziphatha engeyiyo, nokubonelela ngemathuba amahle angamanye kulutsha, iSebe leMicimbi yeNkcubeko nezeMidlalo (*Department of Cultural Affairs and Sport (DCAS)*) liqalise amaziko azii-Sport MOD centres (*Mass participation, access to Opportunity and Development*) kwizikolo eziyi-181 kwizithili zemfundo ngokubanzi. Amaziko ayi-98 kula asekw kwizikolo eziziprayimari ngo-2011. Iiprogram ziqhutywa emva kwesikolo yaye zinika abafundi amathuba okuprekhtiza imidlalo nezinye izinto zokuphuhlisa izakhono zabo. Zombini iiprogram, eye-Safe Schools neye-School Enrichment zeSebe iWCED ziyaqhagamshelana namaziko azii-MOD centres. ISebe iWCED laqalisa umdaniso kumaziko ama-6 kula ngokubonelelwa ngootitshala abathandathu bomdaniso noomatshini bomculo abathandathu. Bayi-745 abazuzayo kweli phulo. Izikolo ezimeleneyo ezingeyiyo inxalenye yeprogram nazo zivumelekile ukujoyina ezi program kula maziko emva kweeprogram zazo. Kuza kuqhutywa iiprojekthi elingwayo kumaziko ayi-32 apho aya kufumana inkxaso ethe ngqo yaye kuya kubakho uphando lokuchaphazeleka kweeprogram zasemva kwezesikolo zezemfundo abafundi abazifumana esikolweni. Izifundo ezafundwayo kwephulo leeprogram zesemva kokuphuma kwesikolo (*after-school programme initiative* ziya kuphindwa kwamanye amaziko nasezikolweni. ISebe iWCED liya kubeka esweni ukuqaliswa).

Iziseko zophuhliso

Isicwangciso seziseko zophuhliso seSebe iWCED kwi-Medium Term Expenditure Framework (MTEF) ukususela ngo-2010 – 2013 saqwalasela ezi nkalo zophuhliso zilandelayo:

- Ukusetyenziswa kweeklasi ezingasetyenziswa ngokupheleleyo kwizikolo ezikhoyo
- Ukwakha iiklasi ezintsha kwizikolo ezikhoyo ukuphelisa ingxinano
- Ukwakha izikolo ezitsha, kubandakanywa nezikolo zemfundo eneemfuno ezizodwa, ukuphelisa uxinzelelo kwindawo yokufundela
- Ukutshintsha izikolo ezikhoyo okanye iiklasi ezazakhiwe ngezixhobo zokwakha ezingekho mgangathweni
- Ulondolozo nolungiso lwezakhiwo
- Ukubonelela ngeeklasi zeBakala R
- Ukusetyenziswa ngokupheleleyo kweehostele

Ukongeza, ukubonelelwa nokusetyenziswa kweklasi eziziimobhayili kuhleli kuyimfuneko ukwenzela ukubonelela ngendawo yokuhlala kwiimeko zeemfuno ezingxamisekileyo nezingacwangciselwanga.

Ngaphandle kweprogram yokwakha ecaciswe apha ngentla, ukwanda okuqhubekayo kwamanani abafundi kubeka uxinzelelo kubonelelo lweziseko zophuhliso. Ngo-2013, bayi-50941 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla, bangaphezulu ngo-415 kunabayi-50 526 abathuthwayo ngo-2012.

BT201						
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko	
Imilinganiselo yentsebenzo yeprogram (ekaZwelonke)						
► PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	921 776	935 500	936 534	1 034	Amanani obhaliso ayachatshazelwa ngamanani angumahluko kubandakanywa namanani abangelwa kukufudukela kwabantu kweli phondo nakukuphuculwa komgangatho neziphumo. Ukukhula okungaphezu kwabafundi abayi-15 000 kunyaka ongaphambili kubalulekile gqitha yaye umahluko mncinane.	
► PPM202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	28 842	28 800	28 636	-164	Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iimfuno zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (resignations), ukupheliswa kweemvumelwano, ukuqeshwa kwabasebenzi, ukunyuselwa ezikhundleni kwabasebenzi nokutshintshwa kwabo (transfers).	

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umdluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomentsi ngomahluko
▶ PPM203: Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	6 470	6 700	6 556	-144	Ukufakwa kwizithuba kwabaqeshwa abangaphezu kwemfuneko ngenxa yokuphunyezwa kwemimiselo nemigangatho ngo-2011 kwafuneka kugqitywe phambi kokuba kupapashwe izithuba ezingenamntu.
▶ PPM204: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo ezixhamlayo kumgaqo-nkqubo weZikolo "ezingaBizi ziFizi"	366 259	366 259	370 617	4 358	Inani labafundi landa ngenxa yokwanda kwamanani obhaliso kwizikolo eziphantsi koqwalaselo. Inani lilonke labaxhamlayo lixhomekeke kumanani obhaliso kwizikolo ezifanele ukukhethwa kumanqanaba 1-3 entlupheko
▶ PPM205: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngamanzi	0	0	0	0	Njengoko ingcaciso-gama yalo mmiselo ithetha ngokubonelelwa izikolo ezingenawo amanzi zonke izikolo eNtshona Koloni ezinawo amanzi, iSebe iWCED linika ithagethi engu "zero" kulo mmiselo.
▶ PPM206: Inani lezikolo zikarhulumente eziqhelekileyo eziza kubonelelwa ngombane	0	0	0	0	Kuba ukuchazwa kwalo mmiselo kubhekiselele ekuboneleleni izikolo ezingenawo amanzi nakuzo zonke izikolo eNtshona Koloni ezinawo amanzi, iSebe iWCED linika ithagethi engu "zero" kulo mmiselo.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
▶ PPM207: Inani lezikolo zikarhulumente eziza kubonelelwa ngezibonelelo zococeko (<i>sanitation facilities</i>)	0	0	0	0	Kuba ukuchazwa kwalo mmiselo kubhekiselele ekuboneleleni izikolo ezingenawo amanzi nakuzo zonke izikolo eNtshona Koloni ezinawo amanzi, iSebe iWCED linika ithagethi engu “zero” kulo mmiselo.
▶ PPM208: Inani leeklassi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo	453	592	293	-299	Iprojelthi enye yarhoxiswa (Nalikamva); enye (1) yalibaziseka ngenxa yokuba isiza sesikolo sisetyenziswa ngumbutho weeteksi kwakunye naziingxaki ngokumalunga nabahlali (Vuyiseka); Ziyi-2 izikolo ezalibazisekayo ngenxa yeengxaki zokufumana isiza nayimiba yokuvunywa emalunga noomasipala (<i>Concordia Primary and High schools</i>). EZinye izikolo zalibaziseka ngenxa yeengxaki zezabasebenzi nakwicala lee-arhente zokuphumeza oku. Ukuphazamiseka kwabahlali kwaqhagamshelani nokuqeshwa kwe-Community Liaison Officers. Okunye ukulibaziseka bekuqhagamshelene nokubonelelwa kweeyuniti ezizimobhayili zokuhlalisa abafundi ngethuba lemisebenzi yokwakha nangethuba leembabano zekontraki ezikhuphisanayo nokubangele ukwandiswa kwamaxesha ethenda.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Uahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomentsi ngomahluko
► PPM 209: Inani lamagumbi emisebenzi eyodwa (specialist rooms) aza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (zonke iiklasi ngaphandle kwamagumbi abandakanya: iilebhu, ii-stock rooms, ii-sick bay, ikhitshi, njl.njl.)	328	235	95	-140	Iyantlukwano inxulumene nokungakhiwa kwezikolo neeklasi okurekhodwe phantsi kwePPM 208 apha ngentla.
► PPM210: Inani labafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo	6 973	7 500	6 204	-1 296	Ukuhla kumanani obhaliso kubangelwe ngumsebenzi wokucocwa kwedatha ngokuqhubekayo. Ngaphambili, izikolo zikarhulumente zabhalisa iindidi zabafundi abaneemfuno ezizodwa zemfundo ngokwendlela ezicaciswa ngayo. Lo mba uqwalaselwe ngabasebenzi bezithili abachaphazelekayo kwaze kwasetyenziswa iinkqubo zokuqinisekisa ukuba yidatha echanekileyo ebhalwa zizikolo ngokweengcaciso ekuvunyelwene ngazo.
► PPM211: Inani lezikolo ezenza zonke iinkonzo zokufundisa ⁷	11	10	10	0	

⁷ Oku kubhekiselele kwinani lezikolo eziza kwakhiwa kunyaka ochaziweyo

BT201						
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Uahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko	
► PPM212: Inani lezikolo ezihanjelwe kwakanye ubuncinane ngekota ngumphathi wesekeke	1 514	1 526	1 524	-2	Itotali yonyaka iyonke yezikolo ezingahanjelwanga kwaba kanye ubuncinane ngekota ziyi-8 yaye ezi-3 zibandakanya izikolo zeziBhedlela. Kwimeko apho bekukho izithuba ezingamntu okanye apho abaphathi bebesekhefini ixesha elide ngenxa yokugula, amalungiselelo anagmanyane enziwa apho amagosa athi azityelele izikolo. Kwimeko yezikolo zemfundo eneemfuno ezizodwa, olunye utyelelo lwenziwa ziingcali eziqeqeshiweyo kwelo candelo. Ekupheleni konyaka wesikolo ezinye iikomiti zolawulo lwesikolo zahlangana nomphathi we- IMG kwindawo ekufikelela wonke umntu ukwenza izigqibo ngenkqubo yokudlulela kwezinye isigaba yabafundi	
Izalathi-nkqubela zeNtsebenzo yeProgram (EzePhondo)						
PPI 2.1. Abafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12	57%	58%	61%	3%	Kwegqithwa kwithagethi mhlawumbi ngenxa yeprogram yokunika inkxaso ukugcinwa kwabafundi kumaBakala 9, 10 no-1. Oku kwabandakanya iingcebiso ngamakhondo omsebenzi nokwandiswa kweHigh School Program kumabakala angaphantsi kweBakala 12.	

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithageathi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umdluko phakathi kwethageathi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
PPI 2.2. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kuLwazi lokuFunda nokuBhala	30.4%*	33%	38.90%	5.9%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.
PPI 2.3. Ipesenti yabafundi kumaBakala 3 efumene iziphumo ezamkelekileyo kuLwazi lokuBala	47.2%	50%	51.50%	1.5%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.
PPI 2.4. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kuLwazi lokuFunda nokuBhala	31.5%*	35%	36.90%	1.9%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithageathi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umdluko phakathi kwethageathi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
PPI 2.5. Ipesenti yabafundi kumaBakala 6 efumene iziphumo ezamkelekileyo kuLwazi lokuBala	23.4%	25%	26.40%	1.4%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.
PPI 2.6. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kwiiLwimi	44.2%	45%	48.20%	3.2%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.
PPI 2.7. Ipesenti yabafundi kumaBakala 9 efumene iziphumo ezamkelekileyo kwiMathematika	10.4%	12%	13.90%	1.9%	Kugqithiwe kwithageathi ngenxa yesiCwangciso i-Literacy and Numeracy Strategy nokukhuthazwa kwezikolo ukuba ziphucule umgangatho. Oku kujolise kwiziphumo zenkqubo yovavanyo namaphulo ongenelelo ngoncedo aqhutywayo.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umdluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
PPI 2.8. Izikolo ezinereyithi yokupasa engu- <60%	30	20	26	-6	Akufikelelwanga kwiithagethi, kodwa okuzuziweyo kunyaka ongaphambili apho inani lezikolo ezehla ukusuka ku-74 ukuya ku-30 lagcinwa ngokukhulu yaye izikolo ezi- 4 zapasa ngaphantsi ko- >60% ngenxa yenkxaso engamandla ecaciswe kule ngxelo.
PPI 2.9. Ireyithi yokupasa kwiSatifikethi seMatriki sikaZwelonke	82.9%	82%	82.80%	0.8%	Kugqithiwe kwithagethi ngenxa yeprogram yenkxaso engamandla ecaciswe kwenye indawo kule ngxelo.
PPI 2.10. Amanani okuPasa kwiSatifikethi seMatriki sikaZwelonke	33 146	39 000	36 992	-2 008	Inani eliyitotali labafundi abaphumeleleyo lande phantse ngo-4 000. Emva kokubandakanywa kweziphumo zomakishwa kwakhona kwanokubhalwa kweemviwo zokuxabangela kwinani eliyitotali labapasileyo lanyuka ukuya ku- 38 619. Thus, Akufikelelwanga kwithagetho ngo-318 kuphela ekugqibeleni.
PPI 2.11. I-% yabafundi abafanelekileyo ukungena kwizifundo zesiDanga sokuqala	38.1%	36%	36.50%	0.5%	Kugqithiwe kwithagethi. Oku kunokuba kubangelwe yiprogram yenkxaso kwizifundo engamandla (intensive academic support programme) nokumiselwa kweethagethi phantsi kwe-School Improvement Plans.
PPI 2.12. Amananani abafundi abafanelekileyo ukungena kwizifundo zesiDanga sokuqala	15 214	16 500	16 319	-181	Nangona itotali ibigqithwe ngo-1 105, akufikelelwanga kwithagethi ebinikiwe kwi-Strategic Plan.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Uahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomentsi ngomahluko
PPI 2.13 Amanani abafundi abapase iMathematika kwimviwo zeSatifikethi seMatriki sikaZwelonke	9 820	10 000	11 311	1 311	Kugqithiwe kwithagethi. Oku kunokuba kubangelwe yi-program yenkxaso kwizifundo engamandla (<i>intensive academic support programme</i>) nokumiselwa kweethagethi phantsi kwe-School Improvement Plans.
PP I 2.14 Amanani abafundi abapase iFizikhali Sayensi kwimviwo zeSatifikethi seMatriki sikaZwelonke	7 137	7 200	7 995	795	Kugqithiwe kwithagethi. Oku kunokuba kubangelwe yi-program yenkxaso kwizifundo engamandla (<i>intensive academic support programme</i>) nokumiselwa kweethagethi phantsi kwe-School Improvement Plans.
PPI 2.15 Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe no-armed response, ezine-burglar bars, ii-stone guards ezifestileni.	50	50	50	0	Azikho.
Inani leebhasari ezinikwe abafundi abafanelekileyo ngokweemfuno zabo (<i>deserving students</i>), kwiminyaka emi-4 yokufunda okumiselweyo kwii-HEIs ⁸ .	168	200	168	-32	Bekukho inani elinganelanga labenzi-sicelo abakulungeleyo ukuqeshwa.
PPI 2.17: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kwiprogram yothutho lwabafundi	50 992	49 000	50 521	1 521	Bonke abafundi abakufaneleyo ukuthuthwa kufuneka balungiselelwe.

⁸ Makuqatshelwe ukuba kwi- Annual Performance Plan ka- 2012/13 bekukho ii- PPIs ezimbini zenombolo 2.16. Ukufakwa kweenombolo kwizalathi ke ngoko kutshintshiwe kule ngxelo.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
PPI 2.18 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]	16 987	16 800	16 713	-87	Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iimfuno zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).
PPI 2.19 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2 : Izikolo zikaRhulumente eziziiPrayimari]	3 430	3 900	3 514	-386	Ukufakwa kwizithuba kabaqeshwa abangaphezu kwemfuneko ngenxa yokuphunyezwa kwemimiselo nemigangatho ngo-2011 kwafuneka kugqitywe phambi kokuba kupapashwe izithuba ezingenamntu.
PPI 2.20 Inani lootitshala (abaqeshwe ngurhulumente) [IProgram 2: Izikolo zikaRhulumente eziziiSekondari]	10 209	10 200	10 243	43	Izithuba zabelwa amaziko kunyaka ongaphambili kodwa iimfuno zekharithulam, ukwanda kumanani abafundi nabasebenzi abangaphezu kwemfuneko kube nefuthe kumanani angawo kanye. Umahluko unokubangelwa kukulahla kwabasebenzi emsebenzini (<i>resignations</i>), ukupheliswa kweekhontrakthi, ukuqeshwa kwabasebenzi, ukunyuselwa kwabasebenzi nokutshintshwa kwabo (<i>transfers</i>).

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomahluko
PPI 2.21 Inani labangezotitshala (abaqeshwe ngurhulumente) [IProgram 2: Izikolo zikaRhulumente eziziiSekondari]	2 337	2 700	2 439	-261	Ukufakwa kwizithuba kabaqeshwa abangaphezu kwemfuneko ngenxa yokuphunyezwa kwemimiselo nemigangatho ngo-2011 kwafuneka kugqitywe phambi kokuba kupapashwe izithuba ezingenamntu.
PPI 2.22 Ukungabikho kootitshala kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%	3% (Pilot)	4%	3%	-1%	Kugqithiwe kwithagethi – mhlawumbi ngenxa yokuphuculwa komgangatho wokukuqwalaselwa ngeliso elibukhali lo mba.
PPI 2.23 Ukungabikho kwabafundi kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge- %	4% (Pilot)	8%	5.61%	-2.4%	Kugqithiwe kwithagethi – mhlawumbi ngenxa yokuphuculwa komgangatho wokukuqwalaselwa ngeliso elibukhali lo mba.
PPI 2.24 Inani lootitshala kumaBakala 1-6 abeza koomasifundisane boqeqesho bolwazi lokufunda nokubhala nolwazi lokubala eCTLI	2 594	2 000	954	-1 046	Zarhoxiswa iikhosi ezithile ngenxa yamanani asezantsi obhaliso. Oku kwanciphisa inani elinyanzelekileyo elimiselwe kuqeqesho lweCAPS nootitshala kwizikolo eziyi-258 kwiprogram yoLwazi lokuFunda nokuBhala nababekuqeqesho kunyaka ophantsi koqwalaselo.

BT201					
	Izinto ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangciselwe u-2012/13	Izinto ezenziwe ngempumelelo ngo-2011/2012	Umdluko phakathi kwethagethi nezinto ezenziwe ngempumelelo ngo-2012/13	Ikhomenti ngomdluko
PPI 2.25 Inani lamalungu eekomiti zolawulo lwezikolo aqeqeshwe e-CTLI	672	1 150	724	-426	Zarhoxiswa iikhosi ezithile ngenxa yamanani asezantsi obhaliso. Oku kwanciphisa inani elinyanzelekileyo elimiselwe kuqeqesho lweCAPS nootitshala kwizikolo eziyi-258 kwiprogram yoLwazi lokuFunda nokuBhala nababekuqeqesho kunyaka ophantsi koqwalaselo.
PPI 2.26 Inani leprojekthi zolondolozo lwezakhiwo ezigqityiweyo	304	141	93	-47	Itotali engu-93 yabandakanya iiprojekthi ezigqitywa kunyaka olandelayo ii-rollover projects eziyi-22 ezicwangcisiweyo. Ziyi-21 iiprojekthi ii-rollover projects zagqitywa apha anyakeni. Ziyi-60 iiprojekthi ebezicwangcisiwe ezingagqitywanga ekupheleni konyaka-mali kuba i-arhente yokuziphumeza yabanengxaki zabasebenzu yaye bekukho ulibaziseko ekunikweni iimvumelwano . Konke oku kwagqitywa ngako ekupheleni kwikota yokuqala ka- 2013/14 . Bekukho zizonke iiprojekthi zolondolozo eziyi-204 kulo nyaka uphantsi koqwalaselo yaye ezinye kuzo ibizezolondolozo olungxamisekileyo ezinye izii-ad hoc projects nezokubiya ii-fencing projects.

Isicwangciso sokoyisa ezo+ nkalo ziqhuba kakubi kuzo izikolo

- Ukuqhubeka beProgram *iHigh School Program*
- Ukuqhubeka nesicwangciso sephondo ukuphucula ulwimi nemathematika
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo eklasini
- Ukuqhuba ueqesho lootitshala oluthagethiweyo
- Ukuqhubeka ne*Maths neScience Strategy*
- Ukunika inkxasso ulawulo lwezemali ezikolweni
- Ukuqeshwa kwamagosa azii-school corporate officers
- Ukubonelelwa ngeencwadi zezifundo, ezokufunda ne-*ICT*
- Ukujongana neenkqubo ezimalunga nokubakho kwamaziko ngoququzelelo phakathi kweSebe *iWCED* neSebe lezoThutho neMisebenzi yoLuntu, (*Department of Transport and Public Works (DTPW)*) namacandelo karhulumente wengingqi.
- Ukuququzelela ukusonjululwa kwezicelo zokusikwa kwemihlaba (*zoning applications*) nemiba enxulumene noko ngokuphucula unxibelelwano phakathi kweSebe *iWCED*, i- *DTPW (Property management)* ne-*Department of Environmental Affairs and Planning (DEADP)*

Utshintsho kwiithagethi ezicwangcisiweyo

Alufanelekanga

Ukuxulumanisa intsebenzo nebhajethi

Igama leProgram esekelayo	2012/2013			2011/2012		
	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphe zulu)/engaphantsi	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphe zulu)/engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 Izikolo eziziprayimari zikarhulumente	6,395,443	6,367,918	27,525	5,957,999	5,957,005	994
2.2 Izikolo ezizisekondari zikarhulumente	4,063,604	4,050,814	12,790	3,819,201	3,817,903	1,298
2.3 Iinkonzo zokufundisa	511,540	511,540	-	478,321	471,407	6,914
2.4 Uphuhliso lwezakhono zabasebenzi	88,470	87,636	834	86,181	86,181	-
2.5 Iigranti ezikhutshwa phantsi kwemiqathango ethile	653,727	637,786	15,941	564,730	563,820	910
Itotali	11,712,784	11,655,694	57,090	10,906,432	10,896,316	10,116

Uhlelo ngokoqoqosho	2012/2013			2011/2012		
	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu)/engap hantsi	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu)/engap hantsi
	R'000	R'000	R'000	R'000	R'000	R'000
lintlawulo zaNgoku	10,446,536	10,396,963	49,573	9,706,806	9,703,648	3,158
Imbuyiselo yabaqeshwa	9,389,404	9,388,984	420	8,732,150	8,732,150	-
Iimpahla neeNkonzo	1,057,132	1,007,979	49,153	974,656	971,498	3,158
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	775,071	773,318	1,753	657,232	657,188	44
Ii-arhente zesebe nee-akhawunti	7	7	-	-	-	-
Amaziko angenzi ngeniso	704,576	702,848	1,728	608,267	608,223	44
Ezamaxhaya	70,488	70,463	25	48,965	48,965	-
lintlawulo zee-asethi ii-capital assets	491,177	485,413	5,764	542,394	535,480	6,914
Izakhiwo nezinye izitraksha ezingenakushenxiswa	469,232	464,302	4,930	524,859	517,945	6,914
Oomatshini nezixhobo	21,945	21,111	834	17,535	17,535	-
I-Software nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
lintlawulo kwii-asethi zezemali	-	-	-	-	-	-
Itotali	11,712,784	11,655,694	57,090	10,906,432	10,896,316	10,116

5.3 Iprogram 3: linkxaso-mali zeZikolo eziZimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996

Le program yeZikolo eziZimeleyo inezi program zisekelayo zilandelayo

Iprogram esekelayo 3.1: ISigaba seSiseko

ukunika inkxaso kwizikolo ezizimeleyo kumaBakala 1- 7

Iprogram esekelayo 3.2: ISigaba seSiseko

ukunika inkxaso kwizikolo ezizimeleyo kumaBakala 8-12

Injongo eCwangciswe ngoBuchule

Injongo 3.1 ecwangciswe ngobuchule	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nomthetho ofanelekileyo ukuqinisekisa imfundo esemgangathweni kubafundi kwezi zikolo
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linjongo ezicwangciswe ngobuchule⁹, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelweyo kuzo

Amanani obhaliso

Zonke izikolo ezizimeleyo ezibhalisiweyo eNtshona Koloni zagqiba iSaveyi yeZikolo yoNyaka (Annual School Survey) ngo-2012 nango-2013.

Bekukho abafundi bezikolo eziziprayimari abayi-11 093 nabayi-6 481 bezikolo eziphakamileyo ababhalise kwizikolo ezizimeleyo ezixhaswa ngezimali ngo-2012/13, ukwanda kubafundi abayi- 244 bebonke.

Inkxaso enikiweyo

Kwatyelelwa izikolo eziZimeleyo eziyi-134 ukuzibonelela ngenkxaso kulawulo, kwikharithulam nenkxaso ekuphathweni kwazo apha ekuhambeni konyaka.

Ukongeza apho, ikomiti yamagosa ayi-15 eSebe iWCED yatyelela izikolo eziyi-122 ngoMatshi 2013 yaza yakungqinisisa ukuthobela okufanelekileyo ngokumalunga: Inkxaso ekuhambeni konyaka.

- Ukuthotyelwa kweSaveyi (*Survey compliance*) - *Annual School Survey (ASS)* ne-*Snap Survey (SS)*
- Ukuvunywa ngu-Umalusi
- Ukuthotyelwa kwezemali (*Financial compliance*) – inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi

⁹ Makuqatshelwe ukuba ithemplethi yecandelo lezemfundo kwi-*Annual Performance Plan* ayifuni ukuba amasebe inike izalathi ii-*Strategic Objective indicators*. Imeko ye-*Programme Performance* iyawuzalisekisa lo msebenzi.

- Ukwanela nokuba nezibonelelo ngokufanelekileyo kwamagumbi okufundisela
- Ukufundiswa kwekharithulam
- Ukwanela nokuchaneka kwe-LTSM (Learning and Teaching Support Materials)
- Ubhaliso kwiSACE
- Ukubakho kwabasebenzi emsebenzini
- Ii-Performance Management Systems
- IProgram yophuhliso lwabasebenzi
- Ucazululo lweziphumo zeemvavanyo zenkqubo yezemfundo zeSebe iWCED zamaBakala 3, 6 no- 9 zango-2012

Olona hlobo luphambili lwenkxaso enikwa izikolo ezizimeleyo ziinkxaso-mali (*subsidies*). Iinkxaso-mali ezinikwa izikolo ezizimeleyo zihlawulwa ngamanqanaba ka-60%, 40%, 25%, 15% okanye 0% enkcitho yephondo eqikelelweyo kubafundi (*provincial per capita expenditure for learners*) (PAEPL) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL ka-2012/13 yayiyi-R 10 007 (kudidi lwezikolo eziziPrayimari) ne-R 11 621 (kudidi lwezikolo eziziSekondari) ngokulandelelanayo. ISebe iWCED lihlawule iinkxaso-mali kwizikolo eziyi- 102, nebandakanye izicelo ezihlanu ezitsha.

ISebe iWCED likwaqhube uphando ngezikhalazo ezifana nokuqhuba kakubi kwizifundo, ulawulo olukumgangatho ophantsi, iifizi zesikolo nokuqhuba kwesikolo njengeziko elingabhaliswanga. Intlanganiso neenqununu nabanini bezikolo ezilishumi elinesithathu (13) ekuzizikolo ezizimeleyo ezixhaswa ngezimali ngoFebruwari 2013 kwaxoxa ngokuqhuba kakubi kwazo. Zacelwa ezi zikolo ukuba zinike izicwangciso zokuphucula umgangatho neethagethi.

Iziphumo zeeMvavanyo

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2012 zezi zilandelayo:

Iziphumo zeNSC kwizikolo ezizimeleyo : 2012				
Ababhalayo	Inani labapasayo	Ipesenti yabapasayo	Inani (B. Abanokungena kwiSidanga soKwqala)	% (abanokungena kwiSidanga soKwqala)
2317	2094	90.38%	1344	58.01%

Inani elikhulayo lezikolo ezizimeleyo lathatha inxaxheba kwiimvavanyo zokukhangela iingxaki zeSebe iWCED ngo-2012 yaye kulindeleke ukuba zithathe inxaxheba ngokoMmiselo 8 (b) weMimiselo eMalunga noBhaliso lweZikolo eziZimeleyo neNkxaso-mali enikwa zona (Kungabandakanywanga izikolo iiPre-Primary), isikolo esizimeleyo sinokulungela ukuqwalaselelwa inkxaso-mali ukuba sithatha inxaxheba kwi-Annual National Assessments (ANAs kunye/okanye kuvavanyo lwesebe lokufumanisa ingxaki (*department's diagnostic testing*)).

Ukuthatha inxaxheba nokubhala iMvavanyo zenkqubo yemfundo yeSebe iWCED ngo-2011 nango- 2012 kuboniswe kule theyibhile ingezantsi: Makuqatshelwe ukuba ayizo zonke izikolo ezithathe inxaxheba nokuba iziphumo ke ngoko zingumndilili wesampula yezithathe inxaxheba kuphela.

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2011 Iziphumo zeZikolo eziZimeleyo						
IBakala	Ulwazi lokuFunda nokuBhala /Ulwimi					
	Izikolo		Abafundi		Abapasileyo	
	2011	2012	2011	2012	2011	2012
IBakala 3	54	68	1 721	2001	1 241 (72%)	1 335 (66.7%)
IBakala 6	47	63	1 435	1714	1 161 (81%)	1 347 78.6%
IBakala 9	32	47	1 331	2028	1 161 (87%)	1 771 (87.3%)

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2011 Iziphumo zeZikolo eziZimeleyo						
IBakala	Ulwazi lokuBala/iMathematika					
	Izikolo		Abafundi		Abapasileyo	
	2011	2012	2011	2012	2011	2012
IBakala 3	54	68	1 722	2002	1 386 (80%)	1 482 (74%)
IBakala 6	47	63	1 433	1714	1 017 (71%)	1 111 (64.8%)
IBakala 9	32	47	1 327	2024	617 (46%)	914 (45.2%)

Uphuhliso lootitshala

Ootitshala kwizikolo ezizimeleyo baya koomasifundisane bekharityhulam abohlukeneyo nabaququzelelwa zii-ofisi zezithili zemfundo zeSebe iWCED. Ootitshala bezikolo ezizimeleyo nabo baqeqeshwa kwiCAPS. Uthatho-nxaxheba kwiCEMIS yenye yeemfuneko zobhaliso kwezikolo ezizimeleyo kwiphondo.

Intsebenziswano

ISebe leMfundo esiSiseko (*I-DBE*) labamba iintlanganiso ezimbini namaqumrhu amele izikolo ezizimeleyo eMzantsi Afrika. Intlanganiso neenqununu nabanini bezikolo ezizimeleyo yayibanjwe ngoFebruwari 2013. Bekukwakho nentlanganiso yokuxoxa nokwabelana ngengcaciso nezikolo ezifundisa ikharityhulam eyi-Cambridge curriculum.

BT401						
		lithagethi eziphunyele lweyo 2011/2012	lithagethi ecwangci sisweyo 2012/13	lithagethi eziphunyelel weyo 2011/2012	lyantlukwa no phakathi kweethage thi nezinto eziphunyel elweyo	Ikhomenti ngomahluko
Imilinganiselo yentsebenzo yeprogram (ekaZwelonke)						
► PPM301: Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo	17 330	18 200	17 782	-418		Ubhaliso kweli candelo luchatshazelwa yimiba efana nokufikeleleka ngokwemali, ukufikelela nokukhethwa ngabazali.

Isicwangciso sokoyisa ezo nkalo ziqhuba kakubi kuzo izikolo

- Ukubonelela ngenkxaso efanelekileyo eyandisiweyo kwizikolo ezifumene ngaphantsi kwe-avareji yephondo yeNSC kwizikolo ezifumene ngaphantsi kwe-avareji yephondo yeNSC kwizikolo ezizimeleyo.
- Ukunika inkxaso kwizikolo ezizimeleyo.
- Ukubeka esweni yonke imibuzo okanye izikhalazo emaziqwalaselwe ngokukhawuleza.

Utshintsho kwiithagethi ezicwangcisiweyo

Ayingeni ndawo

Ukunxulumanisa intsebenzo nebhajethi

Igama leProgram esekelayo	2012/2013			2011/2012		
	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu)/ engaphantsi	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
3.1 Isigaba sePrayimari	35,406	35,406	-	28,563	28,563	-
3.2 Isigaba seSekondari	36,915	36,915	-	35,625	34,991	634
Itotali	72,321	72,321	-	64,188	63,554	634

Uhlelo ngokoqoqosho	2012/2013			2011/2012		
	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho (eNgaphezulu) /engaphantsi	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Inkcitho eNgaphezulu/engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
lintlawulo zaNgoku	-	-	-	-	-	-
Imbuyiselo yabaqeshwa	-	-	-	-	-	-
Iimpahla neeNkonzo	-	-	-	-	-	-
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	72,321	72,321	-	64,188	63,554	634
I-arhente zesebe nee-akhawunti	-	-	-	-	-	-
Amaziko angenzi ngeniso	72,321	72,321	-	64,188	63,554	634
Ezamaxhaya	-	-	-	-	-	-
lintlawulo zee-asethi ii-capital assets	-	-	-	-	-	-
Izaxhiwo nezinye izitraksha ezingenakushenxiswa	-	-	-	-	-	-
Oomatshini nezixhobo	-	-	-	-	-	-
I-Software nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
lintlawulo kwii-asethi zezemali	-	-	-	-	-	-
Itotali	72,321	72,321	-	64,188	63,554	634

5.4. IProgram 4: IMfundo kwizikolo zikaRhulumente ezineemfuno ezizodwa

Injongo

Ukubonelela ngemfundo enyanzelekileyo kwizikolo zikarhulumente ezineemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996, ne-White Paper 6 on Special Needs' Education: Building an Inclusive Education and Training System

Iprogram yeMfundo yeZikolo ezineemfuno ezizodwa zikaRhulumente inezi program zisekelayo zilandelayo:

Iprogram esekelayo 4.1: Izikolo

ukubonelela izikolo zemfundo eneemfuno ezizodwa zikarhulumente ngezibonelelo

Iprogram esekelayo 4.2: linkonzo zootitshala

ukubonelela ootitshala nabafundi abakwizikolo zemfundo ezineemfuno ezizodwa ngeenkono zokunika inkxaso ezilawulwa lisebe

Iprogram esekelayo 4.3: UPhuhliso lweZakhono zaBasebenzi

ukubonelela ngoqeqesho nolunye uphuhliso lootitshala nabasebenzi benkonzo karhulumente kwizikolo ezineemfuno ezizodwa zikarhulumente

Iprogram esekelayo 4.4: IiGranti eziKhutshwa ngoMqathango

ukubonelela ngeziseko zophuhliso kwizikolo zemfundo eneemfuno ezizodwa

Injongo ecwangcise ngobuchule

INjongo eCwangcise ngoBuchule 4.1	Ukwandisa kakhulu ukufunda ngempumelelo nothatho-nxaxheba lwabo bonke abafundi kwizinto eziqhubeka kwezi zikolo nakwikharithulam yamaziko emfundo nokunciphisa izithintelo ekufundeni (<i>Education White Paper 6</i>)
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linjongo zobuchule¹⁰, iithagethi ezicwangcisiweyo zezalathi zentsebenzo kunye neempumelelo kanye

Ubhaliso lwabafundi

ISebe leMfundo kalokunje linezikolo zemfundo eneemfuno ezizodwa eziyi-74 ezamkela abafundi abayi-19 884 abaneemfuno zemfundo ezizodwa, oko kwenze inani labafundi abayi-1006 kunokuba bekunjalo kunyaka-mali odlulileyo. Ukunyuka kwinani labafundi abasezikolweni zemfundo eneemfuno ezizodwa kwenzeka kakhulu ngenxa yokuya kukhula kwithuba leminyaka emine kwezikolo ezikhoyo zezakhono, ukusekwa kwesikolo esongezelelweyo sezakhono nokudalwa kwamacandelwana alishumi awongezelelweyo e-*Autism Spectrum Disorders (ASD)* kwizikolo zemfundo eneemfuno ezizodwa ezityunjiweyo.

¹⁰ Qaphela ukuba ithempleyithi yecandelo lesiCwangciso seNtsebenzo soNyaka asidingi masebe ukuba babonelele ngezalathi zeNjongo eCwangcise ngoBuchule ezizodwa. Kule meko izalathi zeProgram yeNtsebenzo zizalisekisa loo msebenzi.

Inkxaso enikiweyo

Ugxininiso ngo-2012/13 lwalusekumphunyezweni kwesicwangciso esitsha seengongoma ezilishumi seSebe iWCED ukwenzela ukomelezwa kwenkxaso yemfundo eneemfundo ezizodwa, esaye savunywa ngo-2011.

ISebe iWCED lineziseko ezimiselweyokulungiselela ukuphunyezwa kwesi sicwangciso ngokusebenzisa

- (1) iikomiti zokunika inkxaso ezikwizithili nakwiisekethe kuso ngasinye sezo zithili
- (2) ukomelezwa kwezikolo zemfundo eneemfundo ezizodwa eziyi-24 ukuba zibe ngamaziko ezibonelelo zoncendo (*resource centres*)
- (3) ukusekwa kweeyunithi ze-ELSEN/iiklasi zoNcedo ngeziBonelelo kwizikolo zikarhulumente eziqhelekileyo eziyi-108 ezityunjweyo esezitshintshelwa kwiZikolo eziBonelela ngeNkonzo ePheleleyo/izikolo ezibandakanya abafundi abakhubazekileyo
- (4) ukumiselwa kweekomiti zokunika inkxaso kwinqanaba leziko lesikolo.

Ukwandisa iMfundo eBandakanya bonke abafundi

Kwenziwe iiprofayili zazo zonke izikolo zemfundo eneemfundo ezizodwa ukuqwalasela inkxaso nezibonelelo zoncendo ezifunekayo. Kwathathwa i-National Audit of Special Schools yaze yongezelelwa ngedatha yeSebe iWCED kwisigaba sokuqala salo msebenzi. Isigaba sesibini siyenziwa kwaye sona siluphononongo lweemfundo zothutho, iziseko zophuhliso, ii-LTSM kunye nezinto zokusebenza.

Ukwandisa okungaphezulu kwemfundo ebandakanya bonke abafundi nokuselwa kwezitrahaksha zokunika inkxaso kusahleli kuyeyona nto iphambili ngokubaluleka kwiSebe iWCED ukuqinisekisa ukufikelelwa kakhulu kwimfundo kubafundi abafumana izithintelo kwimfundo, ngokusebenzisa iindlela ezahluka-hlukeneyo ezifumanekayo kwizikolo zemfundo eneemfundo ezizodwa kunye nakwizikolo zikarhulumente eziqhelekileyo.

Amanani amakhulu abafundi abaneemfundo zenkxaso ekumgangatho osezantsi ukuya kweziphakathi ngokobunzulu kwizikolo zikarhulumente eziqhelekileyo nakwizikolo eziBonelela ngeNkonzo ePheleleyo/ kwizikolo eziBandakanya bonke abafundi apho iimfundo zokunika inkxaso yezemfundo kunokuhlangatyezwana nazo ngokufunda. Inkxaso engaphezulu yaye yanikwa ngabasebenzi bokunika inkxaso yemfundo eneemfundo ezizodwa ezibandakanya iisayikholoji zezikolo, oonontlalo-ntle kunye nabacebisi bokunika inkxaso kumaziko (*learning support advisors*) kwakhona nakwiikomiti ezilishumi elinesithandathu ze-Inclusive Education Outreach teams, ezikwizikolo zemfundo eneemfundo ezizodwa/ kumaziko eziBonelelo zoNcedo ezimiselweyo (*Special School/Resource Centres*). Injongo ephambili kukuba kuphela ngabafundi abaneemfundo zenkxaso ekwiqondo eliphakamileyo abaya kwamkelwa kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa.

UQinisekiso loMgangatho

Kwakukho uVavanyo lweSikolo siPhela (*Whole School Evaluation*) seZikolo zeMfundo eneeMfuno eziZodwa ngo-2012/13, ngentsebenziswano neCandelo loQinisekiso loMgangatho (*Directorate Quality Assurance*). Izikolo yayizezi, iAlpha, Noluthando, Athlone, Die Bult, Khayelitsha kunye neDe la Bat. Lo msebenzi ubonise imizekelo emininzi yeenkqubo ezizizo kodwa, apho kwakukho iziphene khona, kwaye kwamiselwa imiqathango eyiyo ukusombulula ezi zinto.

limfuno zokunika inkxaso ephakamileyo kwiZikolo zeMfundo eneeMfuno eziZodwa

Inkqubo ebumbeneyo yokunika inkxaso (*continuum of support*) ehamba nenkxaso ekumgangatho wenkxaso osezantsi/ kwizikolo zikawonke-wonke, ezibonelela ngenkonzo epholeleleyo ephakathi/izikolo zemfundo ebandakanya bonke abafundi kunye nenkxaso ekumgangatho ophakamileyo kwiZikolo zeMfundo eneeMfuno eziZodwa.

ISebe iWCED lenze ithempleyithi esemgangathweni ofanayo yabakuluhlu lwabalindele indawo yokufunda nekubonelelwe ngayo zonke izikolo zeMfundo eneeMfuno eziZodwa. Kwenziwe iziko ledatha ukufaka ingcaciso yabo bonke ababonelela ngoncedo abaqeqeshiweyo (*referrals*) kwisithili ngasinye, kwisekethe nganye, kwisikolo ngasinye, kwigosa ngalinye yaye kwaye ezi nkqubo zabanika uncedo abaqeqeshiweyo ziyacazululwa ukwenzela ukuba kugxilwe kwiinkqubo zongenelelo loncedo oluthintelayo nasekufakweni ngempumelelo kwabafundi ezikolweni.

Ukuphucula ukufundiswa kwekharithulam

Kuye kwakho inkqubo ehlangeneyo yeSebe iWCED/DBE yokuqulunqa iikharithulam zeZikolo zeZakhono ukwenzela ukuvunywa kweziqinisekiso zazo oko kusenziwa nguUmalusi. Iikharithulam zezikolo zobugcisa eziyi-21 sezigqityiwe yaye nenkqubo yoqeqesho loofitshala seyiqhubekile.

Uphando malunga nomgangatho wemfundo waBazizithulu eNtshona Koloni lwagqitywa ngo-2011. Iingcebiso ezikwingxelo leyo ziyaphunyezwa. Izikolo zifumene uqeqesho oluqhubekela kumaziko loLwimi lweeMpawu ezinguMqondiso lwaseMzantsi Afrika kunye nololwazi lokufunda nokubhala lwaBazizithulu beSigaba seSiseko (*South African Sign Language and Deaf-specific literacy Foundation Phase on-site training*) kwakhona noqeqesho njengeqela e-CTLI. Ngo-2012, isixa esiyi-R2,7 yezigidi saye sabelwa izikolo ezisixhenxe zeZithulu ukwenzela izixhobo nethekhinoloji yokuncedisa ukuva. Ngootitshala abalishumi elinesixhenxe abaye bathweswa iziqinisekiso zokufunda ukusuka kwikhosi yeNqanaba 1 kuLwimi lweeMpawu ezinguMqondiso lwaseMzantsi Afrika enikwe yiYunivesithi yaseFree State kwisikolo saseDe la Bat. Kukho ilinge le-“*South African Sign Language as a Subject*” eDe la Bat School for the Deaf. Iziphumo nenkqubo esebenza ngempumelelo kwiprojekthi kwaye kwabelwana ngayo kunye nezinye izikolo ezine zeZithulu ezisebenzisa uLwimi lweeMpawu ezinguMqondiso lwaseMzantsi Afrika njengolwimi lokufunda nokufundisa, oko kukuthi, iNoluthando, iNuwe Hoop, iDominican (Wittebome) kunye neMary Kihn. AmaBakala 10 – 12 aye aqaliswa kwakhona eDominican School for the Deaf, eWittebome, eqala kwiBakala 10 ngo-2013.

Inkxaso kwabakhubazeke kakhulu kunye nabakhubazeke ngokunzulu

I-Western Cape Forum for the Intellectually Disabled yasa isicelo malunga nabantwana abakhubazeke kakhulu kunye nabakhubazeke ngokunzulu ngokwasengqondweni kwiNkundla ePhakamileyo apho uRhulumente kaZwelonke noRhulumente wePhondo leNtshona Koloni babengabamangalelwa khona. Isigwebo esawiswayo sayalela bobabini abamangalelwa ukuba bathathe amanyathelo afanelekileyo ukuphumeza amalungelo abantwana abakhubazeke kakhulu kunye nabakhubazeke ngokunzulu ngokwasengqondweni eNtshona Koloni ngokumalunga nemfundo esisiseko; ukhuseleko ekungasiweni iso okanye ukusingelwa phantsi kwesidima; ukulingana kunye nesidima sobuntu.

Umyalelo wenkundla ukhokelele ekusekweni kwamaphulo entsebenziswano phakathi kwamasebe karhulumente. IMary Harding Special School Resource Centre yaba sisikolo sesiqalelo selinge elenziwa liphondo. Le komiti yaqokelela idatha emalunga nobume kunye nenqanaba lenkxaso elifunekayo kubasebenzi bamaZiko oNonophelo oLulodwa (*Special Care Centres*). Baye benza uphando malunga neenkqubo zoqeqesho nokunika inkxaso ezifunekayo kubasebenzi beZiko lokuKhathalela ngokuKodwa (*Special Care Centre*) nokubakho kunye nobume, kunye nemfuneko, yezixhobo ezincedisayo.

ISebe iWCED ekuqaleni laseka iikomiti ezine zamakhondo ngamakhondo zephondo (*provincial multi-disciplinary teams*) ukwenzela abakhubazeke ngokuNzulu ngokwaseNgqondweni ngo-2012 kusekelwe kwizikolo zemfundo eneemfuno ezalathiweyo. Ikomiti nganye inamalungu abasebenzi abahlanu, oko kukuthi, utitshala ojongene nemfundo eneemfuno ezizodwa, isayikholojist, itheraphisti yezokusebenza kwamalungu omzimba (*occupational therapist*), itheraphisti yezokusebenza kwentetho kunye netheraphisti yokolula amalungu omzimba (*physiotherapist*). Ikomiti ezintathu ezongeziweyo ezintathu zaqalisa ukubonelela ngenkxaso kwi-Special Care Centres eziyi-47 ngoSeptemba 2012.

IZiphumo zeeMvavanyo zeZikolo zeMfundo eneeMfuno eziZodwa

Ngo-2012, kwakukho abaviwa abayi-329 bezikolo zemfundo ezineemfuno ezizodwa abaye babhala uViwo lweSatifikethi seMatriki sikaZwelonke kunye nereyithi yokupasa iyonke ye-88.8%. Abayi-44% kwabo babepasile bakulungela ukwamkelwa kwizifundo zeSidanga soKuqala.

UPhuhliso lweZakhono zooTitshala

Umgqo-nkqubo namaxwebhu asisikhokelo malunga ne-Special Needs and Inclusive Education kwabonelelwa ngawo enyakeni kubo bonke abasebenzi abakwizithili be-Specialised Learner and Educator Support kunye neekomiti zokufikelela kuluntu zeMfundo eBandakanya bonke aBafundi ezikumaZiko eziBonelelo zoNcedo lwabaneemfuno ezizodwa zemfundo. Kuye kwabonelelwa ngenkqubo entsha yoqeqesho ukunika inkxaso, umzekelo, kwiinkqubo zongenelelo ngoncedo zokuthintela ezinjengezo zenzelwe abafundi beBakala R nabeBakala 1. Kuye kwakho uqeqesho lootitshala kwizikolo eziqhelekileyo ukubanceda ukuba

baqwalasele baze basombulule iimfuno zemfundo ezizodwa/izithintelo kwimfundo/ukusilela kwiinkqubo zokufundiswayo kunye ne-Care and Support for Teaching and Learning (CSTL). Iinkqubo zongenelelo ngoncedo ezizodwa zaqatshelwa kwaza kwabonelelwa ngeekhosi ezenziweyo okanye ezifumaneka kwii-arhente eziqeshisa ngeenkonzelo (*outsourced*), umz. ukuthintela ukuzibulala, ukuncedisa ukufunda kwabanezakhono zokufunda ezisezantsi (*reading recovery*).

Ikomiti zokufikelela kuluntu zeMfundo eBandakanya bonke aBafundi (*Inclusive Education outreach teams*) kwizikolo zeMfundo eneeMfuno eziZodwa eziye zatshintshelwa kumaZiko eziBonelelo zoNcedo eZikolo zeMfundo eneeMfuno eziZodwa zabonelela ngoqeqesho nenkxaso ngokukodwa kwizikolo eziBonelela ngeNkonzo ePheleleyo eziyi-120/izikolo zeMfundo eBandakanya bonke aBafundi kodwa zikwanika inkxaso nakwezinye izikolo zikawonkewonke (*mainstream schools*). Ugxininiso lweekomiti zokufikelela kuluntu lusekuthintelweni kwezithintelo kwimfundo, ngokukodwa kwiBakala R nakwiBakala 1. Zonke izikolo zeMfundo eneeMfuno eziZodwa ziceliwe ukuba zibonelele ngeZiko leziBonelelo zoNcedo/ngomsebenzi wokufikelela eluntwini, umz. iikliniki, eziya kwizikolo ezingqongileyo njengoko ubuchule babo bubavumela.

Ikomiti yokufikelela kuluntu yeengcali ejongene ne-Autism Spectrum Disorder (ASD) emiselwe e-Vera Special School Resource Centre yaye yabonelela ngoqeqesho kunye nenkxaso kwiiyunithi ze-AS kwiphondo liphela.

Iintlanganiso zamacandelo eZikolo zeMfundo eneeMfuno eziZodwa

Kucwangcise iintlanganiso zambini ngonyaka ngamnye kunye neenqununu zamaqela amacandelo anokhubazelo olwahluka-hlukeneyo zika-2013 ukubonelela ngethuba lokwabelana ngeyona nkqubo yokusebenza ingcono kunye nemisebenzi yokubeka iinkqubo kumgangatho ofanayo kwiphondo liphela. Kuye kwabanjwa iintlanganiso ukwenzela iinqununu zezikolo zaBafundi abanoKhubazeko olukhulu (*Sever Intellectual Disability*), izikolo zeZakhono kunye nezikolo zeZithulu. Le inika uqhagamshelwano nokwabelana phakathi kwezikolo ezinobuchule bobungcali obahluka-hlukeneyo.

Izibonelelo zoncedo/enye inkxaso ekubonelelwa ngayo

Ii-LTSM ne-ICT zokusombulula izithintelo kwimfundo

I-ICT kuye kwabonelelwa ngayo kwizikolo eziyi-10 ukuphucula ukufunda nokufundiswa kwabafundi abane-Autism Spectrum Disorder, iikhompyutha ezinee-E-Braille kwizikolo ezibini zabafundi abangaboniyo kunye nenkqubo ye-wall-pilot technology kwizikolo ezibini zabafundi abazizithulu. ISebe iWCED liye lathatha inxaxheba kuphando ngeBraille lukazwelonke kunye nokubonelela ngengcebiso malunga nokwenza izibonelelo esingcono abafundi abangaboniyo.

Iziseko zophuhliso

Kwakhiwe amagumbi okufundela awongezelelweyo kunye neendawo zokusebenzela (*workshops*) eAtlantis, eBishops naseCafda Schools of Skills, eAgape School for the Cerebral Palsied, e-Mary Harding and Beacon Schools zabafundi abanoKhubazeko ngokwaseNgqondweni Kakhulu (*with Severe Intellectual Impairment*). Kuye kwenziwa izicwangciso zendawo yokuhlala yezakhiwo ezitsha zezikolo i-Chere Botha kunye neRusthof. Ukwakhiwa kwamagumbi amabini okufundela eGlenbridge kwaqaliswa ekupheleni kukaJuni 2012 emva kokufumana imvume kwi-SA Heritage ukwakha la magumbi okufundela.

IProgram yokuKhuthaza iNdlela yokuZiphatha Kakuhle

Izikolo ezininzi zibhalile kwiZicwangciso zoPhuculo lweZikolo zazo (*School Improvement Plans*) (*SIPs*) ukuba zifumana umngeni omalunga nokuziphatha gwenxa nendlela yokuziphatha kwabafundi engekho semgangathweni. ISithili seMfundo ngasinye sifumene ibhajethi yokuKhuthaza ukuZiphatha Kakuhle (*Positive Behaviour Programme*). Oomasifundisane bezoqeqesho babejoliswe ekuphuculeni indlela yokuziphatah kakuhle kuzo zonke izikolo, ngokukhula komntu kunye nokukhula kwezokuqeqeshelwa umsebenzi kootitshala kwangokunjalo noomasifundisane bokukhulisa izakhono zabafundi kunye nabazali. Izihloko ezachatshazelwayo koomasifundisane zazibandakanya umjikelo wokuba nesibindi; ukwakha ulutsha olukwaziyo ukunyamezela; iiprogram ezichasene nokunkunza kwabanye (*anti-bullying*), ungenelelo ngoncedo lweqela elibuyisela izinto esiqhelweni (*restorative group intervention*); ukusombulula impixano; uphuhliso lokuzithemba ngesiqu sakho; uqeqesho kwimigaqo yokuziphatha; amacebo olawulo lwamagumbi okufunda kunye namacebo okuba ngumzali onguye. Kwaye kwafumaneka ingxelo entle kwizikolo ezithatha inxaxheba kungoko ezi program ziya kuqhubeka zize zandiswe kunyaka-mali omtsha.

Ubuhlakani phakathi kwamasebe namacandelo awo

Ubuhlakani phakathi kwamasebe bubandakanya intsebenziswano neSebe leMpilo malunga neProgram yezeMpilo yeSikolo eDibeneyo (*Integrate School Health Programme*), ukuFundisana kooNtanga (*Peer Education*), ukuKhuthaza ezeMpilo kunye nokuphuculwa kweemenyu zeProgram yoKutyisa iZikolo kaZwelonke (*National School Nutrition Programme*) nentsebenziswano kunye neSebe loPhuhliso lwezeNtlalo ngokumalunga nabantwana abakhubazekileyo kunye nolutsha olwalungekho sezikolweni.

ISebe lezeMpilo neSebe leMfundo bayasebenzisana ukuphumeza iProgram yeMpilo yeSikolo eDibeneyo. Iphakheji yenkonzo ibandakanya ukukhathalela nokunika inkxaso ukufunda nokufundisa/imisebenzi yokukhuthaza ezempilo, ukuskrinwa nokuvavanywa kwabafundi, ukulawulwa kwezigulo zempilo kunye nokuthintelwa kwezifo. Kwaye kwenziwa ilinge kwiSithili seMfundo se-Eden and Central Karoo kwikota yesikolo yesine ka-2012 eyayibandakanya ukuskrinwa kwezempilo kwabo bonke abafundi beBakala 1.

BT401					
	Ukuphumelela kanye ngo-2011/2012	Ithagethi ecwangcisiweyo ngo-2012/13	Ukuphumelela kanye ngo-2012/2013	Ukuxaxha kwithagethi nokuphumelela	Ikhomenti malunga nonxaxho
IProgram yemilinganiselo yentsebenzo (kaZwelonke)					
▶ PPM401: Inani labafundi ababhalisileyo ezikolweni zemfundo eneemfuno ezizodwa	18 878	19 000	19 884	884	Kugqithisiwe kwithagethi. Ukwanda kwinqanaba labafundi abakwizikolo zemfundo eneemfuno ezizodwa kwenzeka ubukhulu becala ngenxa yokukhula kwizikolo zezakhono kunye nokwenziwa kweyunithi ezongezelelweyo ezilishumi ze- <i>Autism Spectrum Disorders (ASD)</i> kwizikolo zemfundo eneemfuno ezizodwa ezalathiweyo.
▶ PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	1 829	1 765	1 860	95	Izithuba zabiwe kunyaka odlulileyo, kodwa iimfuno zekharithulam, ukukhula kumanani abafundi nabaqeshwa abadlulileyo kumlinganiselo oqingqiweyo kunempembelelo kwinqanaba elililo kanye. Iyantluko zinokubhekiswa kwakhona ekuyekeni emsebenzini, ekuphelisweni kweemvumelwano, ekuqeshweni, kunyuselo-zikhundleni nasekutshintshelweni kwezinye iindawo. Ukwanda kweli candela kwanyanzelisa ukuba kuqeshwe abasebenzi abongozelelweyo.
▶ PPM403: Inani labasebenzi abaqeqeshiweyo abangengotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	973	977	971	-6	Iitotali zihla zinyuka kuxhomekeke kwizithuba nakwintshukumo phakathi kwezikolo ebudeni bexesha.
Ezi PPM zingasentla zaye zaqatshelwa kwakhona njengee-PPI zokunika iingxelo zekota ngolu hlobo lulandelayo: PP1 4.1. Inani lootitshala (abaqeshwe kwinkonzo karhulumente) [IProgram 4: Izikolo zikaRhulumente zeMfundo eneemfuno ezizodwa] PP1 4.2. Inani labangengabo ootitshala (abaqeshwe kwinkonzo karhulumente) [IProgram 4: kwizikolo zikaRhulumente zeMfundo eneemfuno ezizodwa]					

Isicwangciso sokoyisa iinkalo zenkqubo yokufunda nokufundisa ebuthathaka

- Sombulula iimfuno zokufakwa kwabafundi bemfundo eneemfuno ezizodwa ngobuchule
- Qinisekisa ukuba ootitshala abakwizikolo zikawonkewonke baxhotyiswe kakhulu ukujongana neemfuno zokufunda zabo bonke abafundi

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Ukuxulumanisa intsebenzo neebhajethi

Igama leprogram eyinxalenye	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	Inkcitho (engaphezulu)/ enganeno	Ulwabiwo-mali lokugqibela	Inkcitho kanye	Inkcitho (engaphezulu)/ enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	824,791	820,601	4,190	756,751	756,751	-
4.2 linkonzo zokufundisa	-	-	-	-	-	-
4.3 Uphuhliso lwezakhono zabasebenzi	-	-	-	-	-	-
4.4 Iigranti ezikhutshwa ngemiqathango	14,575	14,575	-	-	-	-
Itotali	839,366	835,176	4,190	791,341	791,341	

Ucazululo lwezoqoqosho	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo zangoku	681,631	677,441	4,190	622,495	622,495	-
Ukubuyekeza abaqeshwa	673,069	668,879	4,190	607,313	607,313	-
Iimpahla neenkonzelo	8,562	8,562	-	15,182	15,182	-
Iintlawulo ngoomatshini neenkxaso-mali	131,928	131,928	-	129,463	129,463	-
Ii-arhente nee-akhawunti zamaSebe	-	-	-	-	-	-
Amaziko angasekeleze nzuzo	129,661	129,661	-	128,346	128,346	-
Ezasemakhaya	2,267	2,267	-	1,117	1,117	-
Iintlawulo ii-capital assets	25,807	25,807	-	39,383	39,383	-
Izakhiwo nezinye izittraksha ezisisigxina	21,029	21,029	-	34,808	34,808	-
Oomatshini & equipment	4,778	4,778	-	4,575	4,575	-
Ii-software & nezinye ii-asethi eziphathekayo	-	-	-	-	-	-
Iintlawulo yee-asethi eziyimali	-	-	-	-	-	-
Itotali	839,366	835,176	4,190	791,341	791,341	-

5.5. IProgram 5: IMfundo noQeqesho oluQhubekayo

Injongo:

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelanayo nomthetho i-*Further Education and Training Act (2006)*

Iprogram yeFET yenziwa zezi program zisekelayo zilandelayo:

Iprogram esekelayo 5.1: AmaZiko kaRhulumente

Ukunika iikholeji zeFET zikarhulumente ezithile izibonelelo (*resources*)

Iprogram esekelayo 5.2: linkonzo zokufundisa

Ukunika abahlohli nabafundi abakwiikholeji zeFET zikarhulumente iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 5.3: Uphuhliso lweZakhono zaBasebenzi

Ukunikeza ngophuhliso lokuqeqeshelwa umsebenzi kunye nolunye uphuhliso lwabaphathi, abahlohli kunye nabasebenzi abanika inkxaso kwiikholeji zeFET zikarhulumente

Iprogram esekelayo 5.4: IGranti eKhutshwa phantsi kweMiqathango

Ukunika inkxaso-mali kwakhona kwiikholeji zeFET zikarhulumente (ezasetyenziswa ukuya kutsho ku-2008/09)

INjongo eCwangciswe ngoBuchule

INjongo eCwangciswe ngoBuchule 5.1	Ukuqinisekisa ungqinelwano lwezicwangciso zeziko neeprogram ukwenzela ukuba kwenziwe iiprogram ezifanelekileyo, eziphendulayo ekuphumezeni iimfuno zoosomashishini bengingqi, zemizi-mveliso yengingqi, zabahlali nabafundi kunye nokulondoloza indawo ekhuthaza ukwenziwa kweeprogram zethiyori/zepraktikhali ezidibeneyo ezikumgangatho ophezulu ngokusebenzisa ulawulo nokuphathwa kwamaziko kunye nenkxaso ekwenzeni imisebenzi.
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linjongo zobuchule¹¹, iithagethi ezicwangcisiweyo zezalathi zentsebenzo kunye neempumelelo kanye

Ubhaliso lwabafundi

Ingxelo yobhaliso yeSebe i-DHET kaJanuwari ukuya kuJuni 2012 ibonisa ukuba iikholeji zaseNtshona Koloni zabhalisa i-15,150 NC (V) no-19,322 wabafundi ngokweNgxelo 191 emalunga nabafundi ngeli thuba. Ngaxeshanye, abafundi abayi-12,711

¹¹ Qaphela ukuba ithempleyithi yecandelo lesiCwangciso seNtsebenzo soNyaka asidingi masebe ukuba babonelele ngezalathi zeNjongo eCwangciswe ngoBuchule ezizodwa. Kule meko iZalathi zeProgram yeNtsebenzo zizalisekisa loo msebenzi.

babhaliswa kwiiprogram ezixhobisa ngezemisebenzi. ISebe i-DHET alikawakhuphi amanani eNgxelo yoNyaka okugqibela kodwa iikholeji zaye zabhalisa malunga nama-50,000 yabafundi kunyaka wezifundo ka-2012. Oku kubandakanya ukwanda kwe-5,150 zabafundi be-NC (V) ngaphezu kwethagethi ye-12,000 eyayimiselwe liSebe iWCED. La manani abonisa ukukhula kwe-51% ukusuka ku-2011 – 2012, okuxhasa ithagethi yokwandisa imfundo ngezamakhondo omsebenzi kunye nemfundo eqhubelekayo kunye necandelo lezoqeqesho. Kubafundi abayi-50,000, abayi-35,000 babekwiiprogram ezixhaswa ngemali karhulumente, kwelo nani urhulumente uxhasa nge-80% yendleko yeprogram iyonke. Ukuza kuthi ga ngoku, iikholeji sezibhalise abafundi abayi-40,055 kwikota yokuqala ka-2013. Njengoko iikholeji zibhalisa abafundi kunyaka wonke ude uyokuphela, kulindeleke ukuba amanani obhaliso ewonke onyaka wezifundo ka-2013 aya kudlula kumanani ka-2012.

Ikholeji	Ubhaliso ukususela Februwari 2013 nge-15
Boland	6 925
Cape Town	7 055
False Bay	5 420
Northlink	11 882
South Cape	3 094
West Coast	5 699

Kwanikwa inkxaso yezemali ngokusebenzisa iSkim seBhasari yeeKholeji zeFET zeSebe i-DHET (*DHET FET College Bursary Scheme*). Ngo-2012, kwakhutshwa iibhasari eziyi-12,739 'zokufunda kuphela' neziyi-19,540 'eziphangaleleyo' ezathi zona zanikwa abafundi be-NC (V) kunye nabafundi beNgxelo 191.

Inkxaso enikiweyo

UMthetho woFakelo lweziLungiso weeKholeji zeFET (*FET College Amendment Act*) (3/2012) wabhengezwa ngoMeyi 2012. Oku kwawisela umthetho wokuba kutshintshwe iikholeji zeFET zisuke ekubeni phantsi kwegunya lephondo ziyokuba phantsi kwegunya likazwelonke.

Iimvumelwano zomgaqo wezonxibelelwano (*protocol agreements*) zaye zasayinwa ukwenzela ukuba kusekondwe abasebenzi bephondo ukuba baqhubeka ngokunika inkxaso iikholeji. Iyunithi yephondo laseNtshona Koloni yaqhubeka ukunika inkxaso kwizitraksha zekholeji zokuphatha nokulawula ngokuququzelela isicwangciso esinobuchule kunye nokusebenza kwangokunjalo nokulawula iimali kunye neentlawulo ngoomatshini. Le yunithi kwakhona yaye yanika inkxaso ekufundisweni kwekharithulam nakuvavanyo lwangaphakathi kunye nazo zonke iimviwo zangaphandle ezaye zabekwa esweni. ISebe iWCED neSebe i-DHET ngaphezulu laye labeka esweni laza lanika ingxelo malunga nentsebenzo yekholeji ngokunxulumene neenkqubo zobhaliso, ulawulo lwezemali kunye noqinisekiso lwemigangatho yeemvavanyo.

Ulwabiwo lwebhajethi ka-2012/13 lweProgram 5, equkwayo njenge-'FET College Conditional Grant' yaye yathunyelwa ngentlawulo yoomatshini kwiikholeji njengoko kucwangcisiweyo. Ukususela kulwabiwo lulonke lwe-R597 589 000, i-45,8% yachithwa kwimivuzo lo gama i-53,9% yaye yahlawulwa ngoomatshini njengemali ejongene nemiba enxulumene nezinto ezingekho malunga nabasebenzi/ yenkxaso engabandakanyi mali kwiikholeji.

Inkxaso yeSebe iWCED yokwakha ubudlelane phakathi kweeKholeji zeFETA, iiSETA nemizi-mveliso yaye yomelezwa ukuqhelanisa abafundi nomsebenzi kunye nabayi-13,500 njengenxalenye yesiqinisekiso sabo. Ngabafundi beNqanaba 4 abayi-319 abadlulileyo kwi-NC (V) ababefakwe emisebenzini emva kokufumana kwabo iziqinisekiso.

Inkxaso kwizifundo ibandakanya inkxaso kwimathematika, iiklasi zokuqwalasela iingxaki zokufunda zabafundi (*remedial classes*), iityhuthoriyali, kunye nezinto zokuncedisa ukufunda ezongezelelweyo kunye nezikum zokondla abafundi zesiseko.

Iziphumo zeemvavanyo

Ezi thebhile zilapha ngasezantsi zibonisa ireyithi yokuqala yokufumana kwabafundi iziqinisekiso zezifundo ngoNovemba 2012 zabafundi abaye bangenela, baze babhala, zonke izifundo ezifunekayo kwisiqinisekiso semfundo sabo esithile.

NC(V)	Ababhalisele izifundo eziyi-7	Ababhale izifundo eziyi-7	Abapase izifundo eziyi-7	I-% yabafumene iziqinisekiso ababebhalile
INqanaba 2	8 065	4 093	2 380	61.6%
INqanaba 3	3 824	2 380	1 340	56,3%
INqanaba 4	2 192	1 552	740	47,7%

INGxelo 191/i-NATED	Ababhalisele izifundo eziyi-4	Ababhale izifundo eziyi-4	Abapase izifundo eziyi-4	I-% yabo bafumene iziqinisekiso ababebhalileyo
N4	2 200	1 691	842	49,8%
N5	3 380	2 754	986	35.8%
N6	1 025	803	400	49,8%

Iikholeji zaseNtshona Koloni zazidlula iithagethi zezifundo zeSebe i-DHET ngolu hlobo lulandelayo:

	Iithagethi	Abaphumeleleyo
NC(V) L2:	44%	61.6%
NC(V) L3	45%	56.3%
NC(V) L4	47%	47.7%
N4-N6	40%	45.1%

Iziphumo zeemviwo ze-NC (V) azikakhutshwa, njengoko iziphumo zeemviwo zokuxabangela zingekafumaneki.

Uphuhliso lwezakhono zabahlohi

ISebe iWCED laqhubeka ngokunika inkxaso yokufundiswa kwekharithulam ngenkqubo yophuhliso lwezakhono zabahlohi kunye nokunika inkxaso eklasini. Kwagxininiswa kumgangatho wezixhobo zovavanyo lwangaphakathi kangangokuba uninzi lwezixhobo zovavanyo lwangaphakathi zaye zenziwa zakumgangatho ofanayo zaze zangqiniswa ukwenzela ukuba zihambelana mbo nemigangatho efanayo kazwelonke. Kwaye kwaphuhliswa uphuculo lwezakhono zabahlohi ngenxa yeenkqubo ezisetyenzisiweyo kwimisebenzi yokuvavanya ukuqinisekiswa kwemigangatho nangenxa yethekhinoloji ekwaye kwabonelelwa ngayo ukuncedisa ekwenzeni ingcaciso-ntetho (*presentation*), ezinjenge-*white boards*.

Abahlohi beMathematika nabezifundo zoLwazi lweMathematika (*Mathematics and Mathematical Literacy*) babeqeqeshwe kwimiba ethile yeekharithulam, indlela yokufundisa kunye nolawulo lweeklasi zabo. Ngenxa yokungabikho kweziphumo zokuphela konyaka, akunako ukuqinisekiswa ngengqiniseko enkulu ukuba iziphumo zeMathematika kunye nezifundo zoLwazi lweMathematika ziye zaphucuka. Ukungahanjwa kweeklasi kuneziphumo eziqaphelekayo kwiziphumo zeMathematika ngokukodwa, njengoko isifundo sifuna ukuba abafundi bayigqibe imisebenzi yovavanyo qho.

Izibonelelo ezinikiweyo

Ukwanda kumanani abafundi kwabeka uxinzelelo kwiziseko zophuhliso zekholeji. ISebe iWCED yenze ulwabiwo lwe-R48,000 000 ukuphucula nokulondoloza iziseko zophuhliso ngenjongo yokusombulula ukunqongophala kwendawo engamagumbi okufundela kunye nezibonelelo zococeko kuzo zonke zizontandathu iikholeji. Iimali ezongezelelweyo zaye zenza ukuba ukuthengwa komhlaba wokwakha ikhampasi eMalmesbury kwangokunjalo nokuphuculwa kweziseko zophuhliso kunye nenkqubo yokutshintshwa kwazo ukwamkela abafundi abaninzi, amagumbi okufunda awongezelelweyo kunye nokuphuculwa kweendawo zokuhlala zabafundi.

Imiba emalunga nethuba lenguqu

ISebe leMfundo ePhakamileyo noQeqesho (*Department of Higher Education and Training*) laye laseka ezi zitraksha zilandelayo ukulawula ithuba lenguqu leeKholeji zeFET ukusuka kulawulo lwamasebe amaphondo emfundo ukuya kweleSebe leMfundo ePhakamileyo noQeqesho:

- *Project Steering Committee (PSC)*
- *National Transition Task Team (NTTT)*
- *Provincial Transition Task Teams (PTTT)*

I-PTTT imele iikholeji kunye neSebe iWCED. Esi straksha ukuza kuthi ga ngoku sibonelela ngayo yonke ingcaciso eceliweyo liSebe i-DHET. Kuye kwenziwa isicwangciso sokusebenza ukwenzela ukusiphumeza ngo-2013.

BT501					
	Impumele lo kanye ngo-2011/2012	Ithagethi ecwangcisiweyo ngo-2012/13	Actual Achievement 2012/2013	Ukuxaxha phakathi kwethagethi nokuphumelela	Ikhomenti malunga nokuxaxha
Imilinganiselo yeprogram yentsebenzo (kuzwelonke)					
► PPM501: Inani labafundi ababhalise kwiikhosi ze-NC(V) kwiikholeji zeFET	13 778	12 000	15 150	3 150	likholeji bezinako ukubhalisa abafundi abongezelelweyo be-NC (V) ngokweethagethi zeSebe i-DHET ngenxa yokufakwa kweemali zebhasari ezivela kwiNational Skills Fund.
► PPM502: Inani labafundi beKholeji beNC(V) abaye bagqiba iikhosi ngempumelelo	4 587	6 795	4 603	-2 192	Eli nani alizibandakanyi iziphumo ezingekafumaneki kunye neziphumo zeemviwo zokuxabangela. Kulindeleke ukuba lethagethi kuya kuhlangatyezwana nayo nje ukuba iSebe i-DHET likhuphe iziphumo ezipheleleyo.

Isicwangciso sokoyisa iinkalo zenkqubo yokufunda nokufundisa engekho semgathweni

ISebe i-DHET liqale inkqubo yokomeleza ukuhanjwa kwesikolo ngabafundi kuzwelonke kunye nemigaqo-nkqubo emalunga noko. Nje ukuba ezi nkqubo ziqaliswe, ireyithi yokuhanjwa kwesikolo yabafundi ifanele ukuphucuka yaye oku kungakhokelela ekuphuculweni kwenkqubo yezifundo. Kwinqanaba lephondo, ukunika inkxaso kwikharithulam kuya kubethelelwa ngokomeleza inkqubo yokugxininisa kumaqela athile/ ngeendawo zasekuhlaleni ekwenzeka kuzo ezi zinto ukuqinisekisa ukuba ubuchule neenkqubo ezisetyenziswayo kwabelwana ngazo ngabahlohi. Ugxininiso olungaphezulu kwakhona luya kubekwa ekomelezeni ubuchule beekholeji ukubonelela ngenkxaso kwezemfundo kubafundi

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Ukuxulumanisa intsebenzo kunye neebhajethi

Igama leprogram esekelayo	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 Amaziko karhulumente	597,589	597,523	66	534,671	534,659	12
Itotali	597,589	597,523	66	534,671	534,659	12

Uhlelo lwezoqoqosho	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo zangoku	273,885	273,819	66	259,565	259,553	12
Ukubuyekwezwa kwabasebenzi	273,885	273,819	66	259,565	259,553	12
Iimpahla neenkonzelo	-	-	-	-	-	-
Iintlawulo ngoomatshini neenkxaso-mali	323,704	323,704	-	275,106	275,106	-
Ii-arhente nee-akhawunti zeSebe leMfundo	-	-	-	-	-	-
Amaziko angasekeleze nzuzo	323,285	323,285	-	243,928	243,928	-
Ezasekhaya	419	419	-	31,178	31,178	-
Iintlawulo yee-capital assets	-	-	-	-	-	-
Izakhiwo nezinye izitraksha ezisisigxina	-	-	-	-	-	-
Oomatshini nezixhobo zokusebenza	-	-	-	-	-	-
I-Software nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
Iintlawulo yee-asethi eziyimali	-	-	-	-	-	-
Total	597,589	597,523	66	534,671	534,659	12

5.6. IProgram 6: IMfundo noQeqesho lwaBadala

Injongo:

Ukufundisa iABET ngokungqinelanayo noMthetho weMfundo noQeqesho lwaBadala, ka-2000

Iprogram yeABET inezi program zisekelayo zilandelayo:

Iprogram esekelayo 6.1: linkxaso-mali eziya kuMaziko eMfundo yaBadala kaRhulumente

Ukunika inkxaso kumaziko eAET karhulumente athile ngeenkxaso-mali

Iprogram esekelayo 6.2: linkxaso-mali kuMaziko eMfundo yaBadala aBucala

Ukunika inkxaso kumaziko eAET abucala athile ngeenkxaso-mali

Iprogram esekelayo 6.3: linkonzo zokufundisa

ukunika ootitshala nabafundi abakumaZiko e-AET ezihamba nokunika inkxaso elawulwa lisebe lemfundo

Iprogram esekelayo 6.4: Uphuhliso lweZakhono zaBasebenzi

Ukunika iinkonzo zokuqeqeshelwa umsebenzi nolunye uphuhliso lwabaphathi, ootitshala kunye nabasebenzi abanika inkxaso kumaZiko e-AET.

Injongo ecwangciswe ngobuchule

IPROGRAM 6: INJONGO ECWANGCISWE NGOBUCHULE	
Injongo eCwangciswe ngoBuchule 6.1	Ukunika inkxaso kubaphathi nakwizitraksha zolawulo ngokusebenzisa uphuhliso lomgaqo-nkqubo kwanongenelelo ngoncedo olunobuchule olulungiselela ukufundiswa kwekharithulam ngempumelelo kumaziko e-AET ngokunika inkxaso yezekharithulam elawulwa lisebe lemfundo kunye nokubonelela ngophuhliso lokuqeqeshelwa umsebenzi kootitshala nabangezotitshala

linjongo ezicwangciswe ngobuchule¹², iithagethi zezalathi ezicwangcisiweyo kunye nempumelelo kanye

Ubhaliso lwabafundi

Ngo-2012/13, kwakukho abafundi abayi-32 688 nakumaZiko ayi-303 kwezo eziyi-124 ngamaZiko aFikeleleka kuMntu Wonke. Abayi-19 978 yiyangabafundi be-ABET iNqanaba 1 - 4, abayi-10 686 yayingabafundi be-FET baze abayi-2 024 bathatha inxaxheba kwiiprogram ezimfutshane zokufundisa ngezakhono. Okona kwanda kakhulu kwakukwi-ABET L4 kuhamba nokwanda kwabafundi kwe-2 459 xa kuthelekiswa no-2011.

¹² Qaphela ukuba ithemphleyithi yecandelo lemfundo ayifuni ukuba amasebe makabhale izalathi zeNjongo eCwangciswe ngoBuchule ezimeleyo. Kule meko izalathi zeProgram yeNtsebenzo yePhondo zifezekisa loo msebenzi.

Ukwabiwa kwabafundi ngokweNqanaba/iBakala – ngonyaka ka-2012									
ISithili seMfundo	INqanaba 1	INqanaba 2	INqanaba 3	INqanaba 4	IBKL 10	IBKL 11	IBKL 12	Okunye	Ewonke
Cape Winelands	819	557	539	1,344	18	0	2,039	510	5,826
Eden and Central Karoo	790	517	520	1,113	0	0	682	195	3,817
Metro Central	392	264	269	798	48	66	2,749	287	4,873
Metro East	141	80	192	2,066	0	0	55	280	2,814
Metro North	360	348	281	1,618	0	0	1,256	54	3,917
Metro South	304	301	376	1,482	0	0	2,172	28	4,663
Overberg	414	399	345	1,150	0	0	1,298	544	4,150
West Coast	622	318	299	960	0	0	303	126	2,628
Bebonke	3,842	2,784	2,821	10,531	66	66	10,554	2,024	32,688
UVIMBA: ISAVEYI YONYAKA KA-2012									

Uqeqesho lwaye lwenziwa kubafundi abadala abayi-484 kwiinkalo ngeenkalo, kutywino lwemibhobho yamanzi (*plumbing*), ezoshishino (*entrepreneurship*), ukukhokela abakhenkethi, ubugcisa nokuyila (*art and design*), ukusaba umlilo (*fire evacuation*), iinkonzo zokucoca, i-ECD, ukhathalelo lwabagula besekhaya (*home based care*), ukwakha ngokubeka izitena nokupeyinta kumaziko ayi-13. Uqeqesho lwaye lwanikwa ngentsebenziswano neFalse Bay, iBoland, iNorthlink, iWest Coast neekhohleji zeFET ezibizwa Cape Town FET Colleges.

Kwaye kwasekwa amaziko amatsha eSir Lowry's Pass, Doomrivier, Holvlei, iBlikkiesdorp, Redelinghuys, Masakhane, Pearly Beach neNaphakade, elisetyana leMalmesbury CLC.

Amaziko eFET eBakala 12 asekwa ngo-2011 eEden and Central Karoo (1), e-Winelands (1), e-East (3), e-North (2), e-South (2), e-Central (1), e-West Coast (1), e-Overberg (1) aqhubeka ukufundisa abafundi beBakala abenza iMatriki.

ISebe iWCED laqhubeka ngokufundisa iiProgram zeMfundo yaBadala kubaqeshwa bePhondo nakumaSebe kaRhulumente kaZwelonke. Kwaye kwasayinwa AmaXwebhu eMvumelwano (*Memorandums of Understanding*) neSebe lezeMpilo, iSebe lezeNtlalo kunye noMasipala waseMatzikama (eyayisanwe ngoApreli 2013). Abafundi bamaqumrhu asebenzisana nezemfundo (*partnership learners*) abayi-704 babhaliswa, baze abaninzi bayiphumelela imatriki kunye neNqanaba 4. Okwakalokunje kukho abafundi abayi-404 ababhalise kumaziko ayi-15. Ngolu bambiswano phakathi kwesebe lemfundo namaqumrhu, abaqeshwa banikwa ithuba lokufumana isiqinisekiso semfundo se-GETC. Uxwebhu olubizwa 'A *Transversal Policy for the Delivery of ABET to Employees of Provincial Government Departments* luyasebenza.

Iphulo lokufunda nokufundisa i-Kha Ri Gude Mass Literacy campaign) yasekwa ngo-Apreli 2008 ngenjongo yokunika ithuba abantu baseMzantsi Afrika abazizigidi eziyi-4.7 ukuba bakwazi ukufunda nokubala ngolunye lweelwimi zaseburhulumenteni ezilishumi elinanye ungalulanga u-2012. Abafundi bafundiswa ukufunda nokubhala ngolwimi lweenkobe lwabo ngokungqinelanayo nemigangatho yeyunithi ye-A(B)ET inqanaba 1. Abafundi kufuneka ukuba bazalise imisebenzi yovavanyo engamashuni amabini (ayi-10 ngawolwazi lokufunda nokubhala aze ayi-10 ibe ngawolwazi lokubala kwiiPhothifoliyo zeeMvavanyo zaBafundi (*Learner Assessment Portfolios*) (LAPS). Ii-LAPS zimodareyithwa zize zingqinisiswe yi-SAQA. Kwakukho abafundi abayi-14 318 eNtshona Koloni kwiprogram yango-2012, bencediswa ziityhutha eziyi-900.

Kwaqaliswa ngeProjekthi eGxila kuLutsha (*Youth Focus Project*) ngo-2012 ukuphendula kwiimfuno zokufunda zabafundi abakwizikolo zikarhulumente ababephinda iBakala 9 okwesibini, okwesithathu okanye okwesine nababeneminyaka emithathu okanye engaphezulu ngobudala kunabeminyaka eqhelekileyo yeBakala 9. Kwaye kwenziwa yaze yaxhaswa ngemali ukunika ithuba inani labafundi ababeya kufakwa kwiikhosi ezijolise kumakhondo omsebenzi kwiiKholeji zeFET neze-AET ukugqiba ukwenza iprogram yokulungiselela (*bridging programme*) eya kugqitywa ngokuthi kwenziwe i-*General Education and Training Certificate: Adult Basic Education and Training (NQF Level 1)*, ukwenzela iprogram yokufunda ngezakhono zezandla (*artisanship programme*). Abafundi abayi-130 baye bafakwa kumaziko e-AET ukususela ngoJuni 2012, njengenxalenye yale projekthi. Ibhajethi yeli qela labafundi yi-R957 000.00

Inkxaso enikiweyo

Kwaye kwavunywa iMimiselo neMigangatho yokuxhasa ngemali ka-2013/14 amaZiko eMfundo yoLuntu ayi-103 kwiphondo nge-20 Novemba 2012. Zonke ii-CLC zaye zaziswa ngokufanelekileyo ukuba mazibancedise kucwangciso lwabo luka-2013/14, kubandakanywa ukwenziwa kweebhajethi zabo kunye neemfuno ezingummiselo zabasebenzi.

AmaBhunga oLawulo amaZiko aye aye anyulwa ngoSeptemba/Oktobha 2012. Amagosa onyulo (aBaphathi bamaZiko naBaphathi be-AET beze-IMG) babeqeqeshwe ngoJuni 2012. Uqeqesho lwamaBhunga oLawulo amaZiko (*Centre Governing Bodies*) (CGBs) ngenxaxheba nemisebenzi eluxanduva yabo lwalubanjwe ngoOktobha 2012.

Ngo-2012, iiForam zaBaphathi bamaZiko zeZithili zaye zasekwa. Intlanganiso yokuqala yeforam yaBaphathi bamaZiko yephondo yabanjwa ngoAgasti. Ukusekwa nokwenziwa kwemisebenzi sesi straksha kukhokelwa ngumgaqo-sikhokelo olawulayo (*regulatory framework*), owawuvunywe ngoApreli 2012.

Ukuqinisekisa ngenkxaso ethagethiweyo kumaGosa eZithili, kwaye kwabanjwa iirivyu zekota nazo zonke iZithili qho ngekota.

Iziphumo zeemvavanyo

Ngo-2012 kwakukho ukwanda kumanani abhalisela ukubhala iimviwo ze-ABET. Bebonke ngabaviwa abayi-3 987 abaye babhalisela inkalo yesifundo enye okanye ngaphezulu xa kuthelekiswa nabaviwa abayi-343 ngo-2011. Inani lababhalisileyo kwiinkalo zezifundo kwakhona laye landa. Ngo-2012 kwakukho ababebhalisele iinkalo zezifundo abayi-16 987, xa kutheleksiwa ne-14 149 kunye ne-9 551 ngo-2010.

INTshona Koloni yafumana awona manani aphezulu okupasa eenkalo zezifundo ngo-2012, kunye nokupasa kweenkalo zezifundo kwabayi-7 677 xa kuthelekiswa ne-6 762 ngo-2011 kunye ne-5 451 ngo-2010.

Abafundi abadala bafumana iziphumo ezihle kwiinkalo zezifundo ezibini ezitsha ezaziqaliswe ngo-2012 – kwiThekhnoloji yeNgcaciso noNxibelelwano (*Information and Communication Technology*) (85%) nakuPhuhliso lwaBafundi aBaselula (*Early Childhood Development*) (94.7%). Ireyithi yokupasa kwizifundo zoLwazi ngezoBomi lunyuke ukusuka ku-71.1% ngo-2011 ukuya ku-81.1% ngo-2012.

UPhuhliso looTitshala

Ngo-2012, kwenziwa utyelelo lwezithili ukujonga i-District Readiness kumalungiselelo azo nokulungela u-2013. Bonke aBaphathi bamaZiko naBaququzeleli beZikolo baye banikwa uluhlu lweNkalo zeziPhumo ezingundoqo (*Key Result Areas*). Ezi ziphumo zaba yinxalenye yemvumelwano yabo kunye neSebe iWCED.

Kubaluleke gqitha ukufumana abasebenzi abaneziqinisekiso zemfundo ezifanelekileyo kweli candelo ezihamba nemivuzo ekumgangatho ophezulu. Ukuqeshwa kwabasebenzi be-AET kuxhomekeke ekubhengezweni komthetho wezemisebenzi yaye kukho ukulibaziseka kule nkqubo. Ukuphunyezwa koxwebhu lweMimiselo neMigangatho yeNkxaso-mali yamaZiko eMfundo yaBadala kuya kufuna amaziko ukuba axhotyiswe ngcono ukwenzela ukuba akwazi ukunika inkonzo ebhetele nechubeke ngakumbi kubahlali.

BT601						
	Izinto kanye ezenziwe ngempumelelo ngo-2011/2012	Ithagethi ecwangcisiweyo ngo-2012/13	Izinto kanye ezenziwe ngempumelelo ngo-2012/2013	Uahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo	Ikhomenti ngomahluko	
Iprogram yemilinganiselo yentsebenzo (kaZwelonke)						
► PPM601: Inani labafundi ababhalise kumaZiko e-ABET karhulumente	36 582	20 500	32 688	12 188	Ngenxa yokupheliswa kweMatriki okucetywayo kunye nokuhlaziywa kamva kwaloo malungiselelo kuye kwanzima ukuqikelela amanani obhaliso. Kuninzi osekwenziwe ukwandisa inani labafundi be-Level 1-4 ngokusebenzisa iiprogram zenkxaso ngamandla (<i>advocacy programmes</i>).	
► PM602: Inani lootitshala abaqeshwe kumaZiko e-ABET karhulumente	1 039	600	1 379	779	Ootitshala baqeshwa ngokungqinelana namanani abafundi.	

Isicwangciso sokoyisa iinkalo ekungapaswa kakuhle kuzo

Ukulawulwa kweli candela kuye kwaphenjelelwa kakhulu yinjongo echazwe kwikharithulam yeBakala 12 endala (iNgxelo 550) nendawo yayo ethathwa siSatifikethi seMatriki sikaZwelonke saBadala (*National Senior Certificate for Adults (NASCA)*). Ukuhla kwamanani abafundi nakwinani lootitshala kwakulindelekile. Nakuba kunjalo, ithuba lokugqiba imatriki kwikharithulam endala landisiwe ukuya kutsho ku-2017. Ngaloo ndlela le kharithulam ibisafundiswa kwii-CLC ezithile. Le program iye yagxininisa ekwandisweni kwemisebenzi yophuculo lovavanyo kwaye oku kuya kuqhubeka.

Utshintsho kwiithagethi ezicwangcisiweyo

Akungeni ndawo

Ukunxulumanisa intsebenzo kunye neebhajethi

Igama leprogram esekelayo	2012/2013			2011/2012		
	Ulwabiwo lwemali lokugqibella	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokugqibella	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 linkxaso-mali kumaziko abucala	7,106	7,106	-	33,098	33,098	-
6.2 linkonzo zeengcali	29,814	29,814	-	-	-	-
6.3 Uphuhliso lwezakhono zabasebenzi	-	-	-	-	-	-
Itotali	36,920	36,920	-	33,098	33,098	-

Ucazululo lwentlawulo yezoqoqosho	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo zangoku	7,106	7,106	-	5,850	5,850	-
Imbuyiselo yabaqeshwa	5,845	5,845	-	5,670	5,670	-
Iimpahla neenkonzelo	1,261	1,261	-	180	180	-
Ukutshintshelwa kwezinye iindawo kunye neenkxaso-mali	29,814	29,814	-	27,248	27,248	-
Ii-arhente nee-akhawunti zeSebe leMfundo	-	-	-	-	-	-
Amaziko angenzi nzuzo	29,814	29,814	-	27,248	27,248	-
Ezasekhaya	-	-	-	-	-	-
Iintlawulo yee-capital assets	-	-	-	-	-	-
Izakhiwo nezinye izittraksha ezisisigxina	-	-	-	-	-	-
Oomatshini nezinto zokusebenza	-	-	-	-	-	-
I-Software nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
Iintlawulo yee-asethi zezoqoqosho	-	-	-	-	-	-
Itotali	36,920	36,920	-	33,098	33,098	-

5.7 IProgram 7: UPuhliso lweMfundo yaBasaqalayo (Early Childhood Development)

Injongo:

Ukubonelela ngoPhuhliso lweMfundo yaBasaqalayo (Early Childhood Development (ECD) kwinqanaba leBakala R ngokungqinelana ne- White Paper 5

Iprogram ye-ECD inezi nkqubo zisekelayo zilandelayo:

Iprogram esekelayo 7.1: IBakala R kwizikolo zikarhulumente

Ukubonelela izikolo ezithile zikarhulumente eziqhelekileyo ngezibonelelo zoncedo ezifunekayo kwiBakala R nokukhuthaza izikolo ezininzi ukuseka iiklasi zeBakala R apho indawo yokwenjenjalo ikhoyo

Iprogram esekelayo 7.3: linkonzo zokufundisa ootitshala

Ukubonelela ootitshala nabafundi abakumaziko ee-ECD ngeenkono zenkxaso ezilawulwa lisebe lemfundo

Iprogram esekelayo 7.4: UPuhliso lweZakhono zaBasebenzi

Ukubonelela ngeenkono zokuqeqeshelwa umsebenzi nezinye iinkqubo zophuhliso lootitshala nabangezotitshala kumaziko e-ECD.

Iprogram esekelayo 7.5: Igranti ekhutshwa phantsi kwemiqathango

Ukubonelela ngeziseko zophuhliso lwee-ECD

INjongo eCwangciswe ngoBuchule

IPROGRAM 7: INJONGO ECWANGCISWE NGOBUCHULE	
INjongo eCwangciswe ngoBuchule 7.1	Ukubonelela izikolo zikarhulumente eziqhelekileyo ezithile nezikolo ezizimeleyo eziqatshelweyo ngezinezibonelelo zoncedo ezifunekayo zeBakala R kunye nokubonelela ngemiqathango ekhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBakala R kumagumbi okufundela afumanekayo nakhoyo okanye kumagumbi amatsha eBakala R, kunye nokuququzelela uqeqesho lwe-Level, 4 no-5 lwabasebenzi be-ECD.

linjongo ezicwangciswe ngobuchule¹³, iithagethi ezicwangcisiweyo zezalathi zentsebenzo kunye nezo zinto kanye zibe yimpumelelo

Ubhaliso lwabafundi

Idatha yabafundi beBakala R efakwe kwiiSaveyi zoNyaka yezikolo zikarhulumente kunye neyozikolo ezizimeleyo ze-ECD ibonisa ukunyuka ngamandla kwamanani obhaliso lwabafundi beBakala R. Ubhaliso olupheleleyo kwiBakala R luchazwa njengolungaphezu kwe-76 000, nani elo eliphantse libe yi-10 000 ngaphezu kwamanani arekhodwe ngo-2010/11. Oku kubangelwa ngamaphulo enkxaso enzelwa uluntu okwazisa abazali ngenzuzo yethuba elide lweBakala R ukulungiselela abantwana babo abaselula, nokufumana idatha engcono nengqinisiswe kakuhle.

Inkxaso ebonelelweyo

Ulwabiwo lwenkxaso-mali yabafundi beBakala R yezikolo zikarhulumente eziyi-892 neziyi-356 ezizimeleyo yaye yanyuswa ngo-2011 ukuyingqinelanisa neemfuneko zeBakala R zeMigaqo neMigangatho kaZwelonke yokuxhasa ngemali iBakala R. Inkxaso-mali yanyuswa ngolu hlobo lulandelayo:

Inqanaba lentlupheko	Ngomfundi ngamnye ngosuku ngo-2010	Ngomfundi ngamnye ngosuku ngo-2011	Isixa-mali esitsha ngonyaka somfundi ngamnye
1	R17	R18	R3 600
2	R16	R17	R3 400
3	R13	R14	R2 800
4	R9	R12	R2 400
5	R5	R10	R2 000

Ulwabiwo lwenkxaso-mali luya kuqwalaselwa kwakhona kunyaka-mali ka-2013/2014.

Iifom zamabango enkxaso-mali zingeniswa kwaNdlunkulu qho ngekota kwaye ezi zifom zifumana ukungqiniswa phambi kokuba iintlawulo ethunyelwa ezikolweni ngomatshini zenziwe. Ngo-2012/13 ngabafundi beBakala R abayi-50,292 kwizikolo zikarhulumente abafumana inkxaso-mali yaze yangabafundi beBakala R abayi-13,624 kwizikolo ezizimeleyo ze-ECD.

Ngokungqinelana nemiqathango yesigqibo saBaphathiswa seProgram eYandisiweyo yeMisebenzi kaRhulumente (*Expanded Public Works Programme EPWP*), i-stipend esisibonelelo esihlawulwa bonke abasebenzi be-ECD saye sanyuswa ukusuka ku-R1 272 – R1 348 ngoNovemba 2012. Bonke abasebenzi be-ECD njengangoku abakwiiprogram zoqhelaniso nomsebenzi (*learnership programmes*) bafumana esi sibonelelo (*stipend*). Olu nyuso lwesibonelelo lunempembelelo entle ekuhambeni iiklasi zoqeqesho kwabafumana uqeqesho.

Kwaye kwasekwa iiklasi zeBakala R ezingamashumi amathathu ezingumzekelo (*thirty model Grade R classes*) ngo-2012/2013. Ezi klasi zisetyenziselwa ukwabelana ngezona ndlela zibhelele zokufundisa kwi-ECD kwizikolo ezisondeleneyo. La maziko ayi-30 aphucula iindawo ezingaphandle kwamagumbi okufundela ukunceda abafundi ukuba baphuhlise izakhono zabo zokusebenzisa amalungu omzimba wonke (*gross motor skills*). Kwabuye kwabonelelwa ngeeklasi zeBakala R ezintsha ezingamashumi amahlanu zaza izikolo eziyi-100 zabuye zafumana inkxaso-mali yefanitshala kunye ne-basic start-up ECD resource pack yezi klasi zintsha nezongezelelweyo.

Izikolo eziyi-150 zafumana iikhithi ze-ECD kwaza kwaqeqeshwa abasebenzi beBakala R kwezi zikolo kusetyenziso lwezixhobo ukunceda abafundi beBakala R. Ezinye zezinto ezifumaneka kwiikhithi ze-ECD zibandakanya ulwazi lokubala nemidlalo yolwazi lokufunda kunye neephazili, iibloko zomthi, iisethi zokwakha, iincwadi ezisekelwe kumabali (*fiction*) neencwadi ezisekelwe kwizinto eziyinto (*non-fiction*), izixhobo zomculo neethoyi ezinamavili.

Iziphumo zeemvavanyo

ISebe leMfundo leNtshona Koloni, lithe lakuba lenze ilinge lovavanyo lwabafundi abathile beBakala R ngo-2011, lazibophelela ekuvavanyeni bonke abafundi beBakala R abakwizikolo ezikhethiweyo ngo-2012. Bebonke ngabafundi abayi-17 536 ababevavanywe ngoSeptemba nangoNovemba 2012 oko kusenziwa ngamagosa eSebe iWCED aqeqeshiweyo. Ipesenti iyonke yabafundi ababevavanywe njengabalilungeleyo iBakala 1 kwizikolo ezithagethiweyo yaba ngu-39%. Yaba zezi iinkalo apho abafundi babonisa ubuthathaka: ukwazi ukubona nokumamela kunye nesigama esikumgangatho osezantsi. Ezi mfuno zatyhilwa ngulo msebenzi zangqina isigqibo seSebe iWCED ukuqhubela phambili lomeleze zonke iinkalo zeeprogram zeBakala R ukuqinisekisa ukuba zikumgangatho ofunekayo.

Uphuhliso looitshala

Ngabasebenzi be-ECD abayi-5 378 njengangoku abaku-ECD Level 1, 4 okanye 5 weeprogram zoqhelaniso lomsebenzi ezifundiswa kwiiKholeji zeFET zaseNtshona Koloni eziyi-6.

Abantu abangaqeshwanga abayi-1000 baxhamla kwiprogram yoMncedisi wePraktishina ye-ECD kunye nabantu abayi-14 ngaphezulu ekwaye kwangenwa kwimvumelwano nabo njengabasebenzi bokunika inkxaso kwezolawulo. Kwaye kwabonelelwa ngeprogram yoqeqesho lweNqanaba 1 lweenyanga eziyi-10 ziiKholeji zeFET. ISebe iWCED liye laqinisekisa ngokwenziwa kwezinto zokufunda nokufundisa ezivunyiweyo zeNqanaba 1.

ISebe iWCED liwongwe ngebhaso i-National EPWP Social Sector Kamoso ngenxa yeyona Nkqubo iSebenze Ngcono kaKhulu ye-ECD yePhondo. I-West Coast College iwongwe ngebhaso lokuphuma phambili kwiphondo kwiprogram yoqhelaniso nomsebenzi we-ECD, iPhakamisa 2, neBoland College zona zazikwindawo yesibini.

Izibonelelo zoncedo/ enye inkxaso ebonelelweyo

Kwaveliswa incwadana esetyenziswa kwezolawulo lwemali kwiBakala R (*financial management Grade R manual*) ukunika inkxaso iiKomiti zoLawulo lweZikolo (*School Management Teams*) kusetyenziso ngempumelelo nangobuchule kweenkqubo zolwabiwo lwenkxaso-mali. Iinqununu namalungu e-SGB atyunjiweyo ezikolo zikarhulumente naweZikolo eziZimeleyo aya kwiiseshoni zokunika ingcaciso.

Amagosa akwaNdlunkulu namagosa ezithili abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD eziyi-120 kwaye oku kubeka esweni inkqubo kuya kuqhutywa kunyaka-mali olandelayo.

ISebe iWCED lifake igalelo kwidrafft iyesicwangciso sephondo esibanzi se-*Early Childhood Development* ngentsebenziswano neSebe lezeMpilo kunye neSebe loPhuhliso lwezeNtlalo kwaye lithweswe uxanduva lokuqeqesha bonke abasebenzi abakumaziko e-ECD. Ezi nkqubo zibandakanya ukuqeqeshwa kwepraktishina ze-ECD, ii-SGB, abanyamekeli babantwana (*caregivers*), abazali, iinqununu zamaziko e-ECD, abapheki nabasebenzi egadini ukuqinisekisa ulawulo ngempumelelo lwala maziko kunye nokwenziwa kwenkonzo ephuculweyo ukunceda abantwana ukususela ekuzalweni ukuya kwabaneminyaka emine yobudala.

I-*Grassroots Educare Trust* yenza uqeqesho kumalungu ezolawulo nawebhodi kumaziko e-ECD ayi-200 kwezokuphathwa nokulawulwa kwemali. Ngabathunywa abayi-1000 abaya kwezi seshoni baza banika ingxelo yokuba zazinika ulwazi kwaye bazuzalukhulu kuzo.

BT701					
	Izinto kanye ezenziwe ngempumelelo ngo- 2011/2012	Ithagethi ecwangcisiweyo ngo-2012/13	Izinto kanye ezenziwe ngempumelelo ngo-2012/2013	Uahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo	Ikhomenti ngomahluko
Imilinganiselo yeprogram yentsebenzo (kazwelonke)					
► PPM701: Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	50 495	54 500	60 158	5 658	Iprogram yokunyusa amanani iyaqhubeka ukuqinisekisa ngobhaliso olwandayo kwiBakala R. Njengoko izikolo nabazali bebona ifuthe leprogram yeBakala R efanelekileyo kwimfundo, kukho ukwanda kokuthathelwa ingqalelo kwayo ukwenzela ukuqinisekisa ukufikeleleka kwayo kunye nobhaliso lwabafundi.
► PPM702: Inani lezikolo zikarhulumente ezifundisa iBakala R	886	850	963	113	Iprogram yokunyusa amanani izise ukwanda kwezibonelelo kweli candela.
Izalathi zeprogram yentsebenzo (zephondo)					
PPI 7.1 liklasi zeBakala R ezisandula ukwakhiwa	68	65	59	-6	Ikontraki ayizange ikwazi ukuwugqiba umsebenzi ngexesha.
PPI 7.2 likhithi ezongezelelweyo ze-ECD ezisiwa kwizikolo zikarhulumente eziqhelekileyo	350	130	130	0	
PPI 7.3 likhithi ze-ECD ezongezelelweyo zezikolo ezizimeleyo	100	20	20	0	

Isicwangciso sokoyisa iinkalo ekungenziwanga kakuhle kuzo

- Gxininisa kuphuculo loqeqesho lootitshala
- Qwalasela ngakumbi iiprogram zokwenza abantwana balungele ukungena isikolo
- Qinisekisa ukuba izikolo zinazo yonke i-LTSM phambi kokuqala konyaka wezifundo zeBakala R.
- Beka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBakala R kwizikolo zikarhulumente.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo kunye neebhajethi

Igama leprogram esekelayo	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokugqibela	Ulwabiwo-mali kanye	Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 IBakala R kwizikolo zikarhulumente	222,465	222,465	-	212,588	210,186	2,402
7.2 IBakala R kumaziko emfundo oluntu	43,194	43,194	-	46,838	46,838	-
7.3 Iinkonzo zokufundisa	-	-	-	-	-	-
7.4 Uphuhliso lwezakhono zabasebenzi	101,250	101,250	-	86,360	86,031	329
7.5 Iigranti ezikhutshwa phantsi kwemiqathango	54,442	54,442	-	35,010	35,006	4
Itotali	421,351	421,351	-	380,796	378,061	2,735

Ucazululo lwentlawulo yezoqoqo	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo zangoku	100,000	100,000	-	116,605	114,203	2,402
Imbuyiselo yabaqeshwa	64,203	64,203	-	66,257	63,855	2,402
Iinkonzo neempahla	35,797	35,797	-	50,348	50,348	-
Iintlawulo ngoomatshini neenkxaso-mali	283,894	283,894	-	225,723	225,390	333
Ii-arhente kunye nee-akhawunti zeSebe leMfundo	-	-	-	-	-	-
Amaziko angenzi nzuzo	283,593	283,593	-	225,524	225,191	333
Ezasekhaya	301	301	-	199	199	-
Iintlawulo yee-capital assets	37,457	37,457	-	38,468	38,468	-
Izakhiwo nezinye izitraksha ezisisigxina	37,457	37,457	-	38,468	38,468	-
Oomatshini nezinto zokusebenza	-	-	-	-	-	-
I-Software nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
Iintlawulo yee-asethi eziyimali						
Itotali	421,351	421,351	-	380,796	378,061	2,735

5.8 IProgram 8: IiNkonzo eziNcedisayo neziNxulumene nazo

Injongo:

Ukubonelela amaziko emfundo ephela ngenkxaso

IProgram yeeNkonzo eziNcedisayo neziNxulumene nazo ibandakanya ezi nkqubo zisekelayo zilandelayo:

Iprogram esekelayo 8.1: lintlawulo ezinikwa iSETA

Ukubonelela ngophuhliso lwezakhono abaqeshwa ngokungqinelana noMthetho woPhuhliso lweZakhono

Iprogram esekelayo 8.2: IiProjekthi zeGranti eziKhutshwa phantsi kweMiqathango

Ukubonelela iiprojekthi ezithile okwenziwa liSebe leMfundo esiSiseko likazwelonke ezisebenza kwiprogram engaphezu kwenye nezixhaswa ngeegranti ezikhutshwa phantsi kwemiqathango

Iprogram esekelayo 8.3: Iimviwo zangaphandle

ukubonelela ngeenkonzo zeemviwo ezilawulwa lisebe lemfundo

INjongo eCwangciswe ngoBuchule

IPROGRAM 8: INJONGO ECWANGCISWE NGOBUCHULE	
INjongo eCwangciswe ngoBuchule 8.1	Ukubonelela ngokwazi ukufikelela kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuthembakala kweemviwo neenkqubo zovavanyo; ukuqinisekisa ukuba zonke izikolo zilawula iimviwo neemvavanyo eziqhubekela ezikolweni ngempumelelo; kunye nokunika inkxaso ekufundeni

Iinjongo ezicwangciswe ngobuchule¹³, iithagethi ezicwangcisiweyo zezalathi zentsebenzo kunye nezo zinto kanye ziphunyelelweyo

Iimviwo

Ngo-2012, iSebe iWCED labhalisa iimviwo ezibalulekileyo ezintlanu ngokungqinelana nemigaqo-nkqubo kunye nemimiselo echaphazelekayo. Ezi mviwo zezi:

- i. Iimviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)
- ii. Iimviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (Februwari/Matshi qho ngonyaka).
- iii. Iimviwo zeSatifikethi seMatriki (ngoMeyi/Juni qho ngonyaka de kube ngu-2017);
- iv. Iimviwo ze-ABET iNqanaba 1-4 (ngoMeyi/Juni)
- v. Iimviwo ze-ABET zeNqanaba 1-4 (ngo-Oktobha/Novemba)

Bebonke ngabaviwa abasisigxina abayi-45 561 kuwo onke amaziko eemviwo ayi-426 ababhalisela iimviwo zika-2012 zeNSC lo gama bebonke ingabaviwa abayi-44 700 abaye bazibhala iimviwo.

¹³ Qaphela ukuba ithemployithi yecandelo lemfundo EweiCwangciso seNtsebenzo soNyaka asifundi ukuba amasebe emfundo makabonelele ngezalathi zeNjongo eCwangcisiweyo ezizimeleyo. Kule meko iZalathi zeProgram yeNtsebenzo zephondo zizalisekisa loo msebenzi.

Ukongeza, amaBakala 1 - 6 no-9 abhala iimvavanyo zoNyaka zikaZwelonke. La maphepha asetwa liSebe leMfundo esiSiseko aze asiwe kumaphondo ngenjongo yokuba abhalise iimviwo. Injongo yezi mvavanyo kukunika inkxaso kwizinto ezigxiniswayo kwizwelonke zokuphucula ukwazi ukufunda, ukubhala kunye nolwazi lokubala kubafundi bamaBakala 1 – 6 nabeBakala 9.

Iimvavanyo zoVavanyo loNyaka lukaZwelonke zazibhalwe nge-18 – 21 Septemba 2012. Lo ngunyaka wokuqala ukuba uvavanyo lukazwelonke olukhulu kangaka lwenziwe kwinqanaba lephondo. ENTshona Koloni bebonke ngabafundi abayi-605 322 ababhalisela ukubhala iimvavanyo ezabhalwa kwizikolo eziyi-1451 kwiphondo liphela.

Ukhuseleko lweemviwo luyinto ebaluleke kakhulu. Zonke iinkqubo nemigaqo yeemviwo ilawulwa ngokomthetho ochaphazelekayo. Iinqununu zeziko nootitshala abaneqhuzu (*senior teachers*) bafumana uqeqesho ngoSeptemba 2012 lokulawula inkqubo yoviwo kwinqanaba lesikolo. Ukugadwa kwabaviwa kwenziwa ngootitshala nangabahlali bangaphandle. Oku kunika intembeko kwinkqubo yovavanyo nakwiziphumo.

Ukuphucula umgangatho wokumakisha iimviwo zeNSC, kwenziwa iimvavanyo zabamakishi kwizifundo ezilishumi ngo-Apreli-Meyi 2012. Kuyabonakala ukuba umgangatho wokumakisha kwezi zifundo uye waphucuka.

Ukuqinisekisa ukuba amanqaku eemvavanyo eziqhubekela esikolweni (*school based assessment (SBA)*) asemthethweni kwaye anokuthenjwa, kufuneka ootitshala bangenise imisebenzi yeemvavanyo kwintloko yezifundo kwinqanaba lesikolo ngenjongo yokuba imodareyithwe. Abacebisi ngezekharityhulam benza inkqubo yokumodareyithwa kweeSBA kwinqanaba lesikolo. Ukumodareyithwa kweSBA kwenziwa kwakhona kwinqanaba lephondo phambi kokuba kuqhutywe ukumodareyitha liSebe leMfundo esiSiseko likazwelonke no-Umalusi. Apho kufumaneka amanqaku e-SBA angekho mthethweni, izikolo zithunyelwa kwisithili ukuba zinikwe inkxaso nongenelelo ngoncedo.

Izikolo nabafundi ababeqhube kakuhle kakhulu baye bathathelwa igqwalaselo entle kwitheko lamabhaso okuwonga onyaka elalibanjwe nge-10 Januwari 2013.

Iimviwo zeSatifikethi seMatriki zabafundi abadala ezisekelwe kwikharithulam yangaphambili ziya kuqhubeka ukubhaliswa kude kube ngu-2017. Inani lamaziko eemviwo lihlile ekuhambeni kweminyaka njengenxalenye yenkqubo yokuhlenga-hlengisa ukuqinisekisa ukuba eyona migangatho iphakame kakhulu nolawulo iyafikelelwa kwaye igcinwa isebenza.

BT801					
	Izinto kanye ezenziwe ngempumelelo ngo- 2011/2012	Ithagethi ecwangcisiwe yo ngo-2012/13	Izinto kanye ezenziwe ngempumelelo ngo-2012/2013	Umahluko phakathi kwethagethi nezinto ezenziwe ngempumelelo	Ikhomenti ngomahluko
Imilinganiselo yeprogram yentsebenzo (kazwelonke)					
▶ PPM801: Inani labaviwa beemviwo zeSatifikethi seMatriki sikaZwelonke zeBakala 12	39 988	45 000	44 700	-300	Yayingabaviwa abayi-45 561 abebhalisele iimviwo ngoko ke ithagethi yobhaliso yayifanelekile. Ziliqela izizathu eziphembelela ukuba ngubani oya kuthi ekugqibeleni abhale iimviwo, ezinjengokukhulelwa kwabafundi, ukugula neminye imingeni.
▶ PPM802: Inani labaviwa beemviwo ze-ABET NQF Level 4	3 338	2 000	3 987	1 987	Isiqinisekiso esitsha, ekulindeleke kuso ukuba kupaswe izifundo ezimbalwa, saqaliswa ngoNovemba 2012. Ukuqaliswa kwezifundo zepraktikhali ezinjenge-ICT noPhuhliso lwaBantwana aBasaqalayo kutsale iqela elikhulu labafundi.

Isicwangciso sokoyisa iinkalo ekungenziwanga kakuhle kuzo

- Ukuqeqeshwa kweenqununu kwiimfuno ezimiselweyo zovavanyo ezintsha
- Ukuphucula ukumakishwa kweencwadi zeempendulo
- Ukuqhubeka nokusetyenziswa kwedatha ukwenzelam ukunika inkxaso iinkqubo zongenelelo ngoncedo
- Makuqhutyekwe, kwaye kwandiswe ulwazi lokulawulwa kweemvavanyo nobuchule babamakishi

Iinguqu kwiithagethi ezicwangcisiweyo

Akungeni ndawo

Ukuxulumanisa intsebenzo kunye neebhajethi

Igama leprogram esekelayo	2012/2013			2011/2012		
	Ulwabiwo-mali lokug-qibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokug-qibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
8.1 lintlawulo zeSETA	5,524	5,524	-	5,256	5,256	-
8.2 liprojekthi zegranti ekhutshwa phantsi kwemiqathango	17,416	16,552	864	16,388	14,088	2,300
8.3 limwiwo zangaphandle	136,242	136,242	-	112,944	112,742	202
Itotali	159,182	158,318	864	134,588	132,086	2,502

Intlawulo yocazululo lwezoqoqosho	2012/2013			2011/2012		
	Ulwabiwo-mali lokug-qibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokug-qibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Intlawulo zangoku	152,928	152,064	864	126,156	123,902	2,254
Imbuyiselo yabaqeshwa	85,903	85,903	-	76,184	76,184	-
Iimpahla neenkonziso	67,025	66,161	864	49,972	47,718	2,254
Iimali ezihlawulwa ngoomatshini kunye neenkxaso-mali	5,955	5,955	-	8,315	8,067	248
Ii-arhente kunye nee-akhawunti zeSebe leMfundo	5,524	5,524	-	5,256	5,256	-
Amaziko angenzi nzuzo	(5)	(5)	-	3,000	2,806	194
Ezasekhaya	436	436	-	59	5	54
Intlawulo yee-capital assets	299	299	-	117	117	-
Izakhiwo nezinye izittraksha ezisisigxina	-	-	-	-	-	-
Oomatshini kunye nezixhobo zokusebenza	299	299	-	117	117	-
I-Software kunye nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-
Intlawulo yee-asethi eziyimali	-	-	-	-	-	-
Itotali	159,182	158,318	864	134,588	132,086	2,502

6. Isishwankathelo sengcaciso ngezemali

6.1. Iirisithi zeSebe leMfundo

Iirisithi zeSebe leMfundo	2012/2013			2011/2012		
	Uqikelelo R'000	Isixa kanye esiqokele- lweyo R'000	(Kusokokelelwe ngaphezulu/ ngaphantsi R'000)	Uqikelelo R'000	Isixa kanye esiqokele- lweyo R'000	(Kusokokelelwe ngaphezulu/ ngaphantsi R'000)
Iirisithi zerhafu						
Intengiso yeempahla neenkonzozingezizo ii-capital assets	10,974	13,172	(2,198)	10,466	12,611	(2,145)
Iifayini, izohlwayo izinto ekuphulukenwe nazo	228	761	(533)	228	560	(332)
Inzala, izahlulo kunye nokurentwa komhlaba	1,998	3,530	(1,532)	1,998	1,081	917
Ukuthengiswa kwee-capital assets	-	-	-	-	-	-
Imicimbi kwii-financial assets nakwizinto ezingamatyala	11,333	24,418	(13,085)	11,333	19,666	(8,333)
Itotali	24,533	41,881	(17,348)	24,025	33,918	(9,893)

Ingeniso yalo eyenziwe lisebe lemfundo ifikelela ku-0.3% webhajethi iyonke.

Imithombo ephambili yengeniso yeSebe leMfundo yile:

- Ukuqokelelwa kwamatyala abanjwa isebe lemfundo.
- Ikomishini kwiintlawulo zee-inshorensi kunye neemali ezixhuzulwayo zomyalelo we-garnishee.
- Iimali ezihlawulelwa iinkonzo ezinxulumene neemviwo ezinjengokumakishwa kwakhona kweencwadi zeempendulo, izicelo zeekopi zematriki kunye nezinye izatifikethi. Ezi ntlawulo zimiselweyo ziqingqwa liSebe leMfundo esiSiseko likazwelonke.
- Iinkonzo zokufotokopa izinto eziya kwamanye amasebe ephondo.

Zonke iintlawulo ezimiselweyo zidwelisiwe kwirejista yeentlawulo emiselweyo egcinwa kwikhompyutha.

Iimali eqokelelweyo ebe ngaphezulu (*over collection*) kwiirisithi zesebe lemfundo zika-2012/13 zizigidi eziyi-R17,348 kwaye oku kubangelwa ikakhulu koku kulandelayo:

- Ukuqokelela okuphuculiweyo kwamatyala esebe lemfundo kunye nokufunyanwa kwakhona kweemali ebeziyilahleko ngokunxulumene nenkcitho yeminyaka edlulileyo.

6.2. IProgram ebonisa iNkcitho

I gama leprogram	2012/2013			2011/2012		
	Ulwabiwo- mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo- mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo	520,730	510,807	9,923	532,038	532,038	-
Imfundo yezikolo zikaqhulumente eziqhelekileyo	11,712,784	11,655,694	57,090	10,906,432	10,896,316	10,116
Iinkxaso-mali zezikolo ezizimeleyo	72,321	72,321	-	64,188	63,554	634
Imfundo yezikolo zikaqhulumente eneemfuno ezizodwa	839,366	835,176	4,190	791,341	791,341	-
Imfundo noqeqesho oluqhubelekayo	597,589	597,523	66	534,671	534,659	12
Imfundo noqeqesho lwabadala	36,920	36,920	-	33,098	33,098	-
Uphuhliso lwemfundo yabasaqalayo	421,351	421,351	-	380,796	378,061	2,735
Iinkonzo ezincedisayo kunye neenkonzo ezinxulumene nazo	159,182	158,318	864	134,588	132,086	2,502
Itotali	14,360,243	14,288,110	72,133	13,377,152	13,361,153	15,999

Ucazululo lwezoqoqosho	2012/2013			2011/2012		
	Ulwabiwo- mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo- mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iintlawulo ezikhoyo ngoku						
Iimbuyiselo yabaqeshwa	10,740,561	10,735,885	4,676	9,999,485	9,997,071	2,414
Iimpahla neenkonzo	1,326,192	1,274,013	52,179	1,236,375	1,230,963	5,412
Iintlawulo ngomatshini neenkxaso-mali						
Ii-arhente nee- akhawunti zeSebe	5,534	5,534	-	5,256	5,256	-
Amaziko angenzi nzuzo	1,605,054	1,603,326	1,728	1,391,131	1,389,926	1,205
Ezasekhaya	79,648	79,623	25	87,919	87,865	54
Izipho neminikelo	12	12	-	10	10	-
Iintlawulo yee-capital assets						
Izakhiwo nezinye izittraksha ezisisigxina	527,718	522,788	4,930	598,135	591,221	6,914
Oomatshini nezixhobo zokusebenza	56,432	47,837	8,595	54,949	54,949	-
I-Software kunye nezinye ii-asethi ezingaphathekiyo	856	856	-	1,850	1,850	-
Iintlawulo yee-asethi eziyimali	18,236	18,236	-	2042	2042	0
Itotali	14,360,243	14,288,110	72,133	13,377,152	13,361,153	15,999

Ngo-2012/13 iSebe leMfundo laba imali ngokwezinto eziphambili ngokubaluleka, eziziprayerithi zalo, ekuzezi, iziseko zophuhliso, iincwadi zezifundo kunye nabasebenzi.

Inkcitho kwiziseko zophuhliso ngo-2012/13 yaya kutsho kwi-R750,7 yezigidi neyayidibanisa i-R152,5 yezigidi yokulondoloza izakhiwo zezikolo. Kwakhiwa izikolo eziyi-8 kunye kwalungiswa ngokutsha ezi-2 (*replacement schools*). Ziiklasi zeBakala R ziyi-59 ezakhiwayo. Kwandiswa iiklasi eziyi-15 kwaze kwakhiwa amagumbi okufundela aziimobhayili ayi-75.

Ngaphandle kolwabiwo-mali ngokwemimiselo nemigangatho (*norms and standards funds*) isabelwa izikolo zikarhulumente eziqhelekileyo, enxalenye yayo eyi-50% ekufuneka isetyenziselwe ukuthengwa kwezixhobo zokuncedisa ukufunda nokufundisa (*learning and teaching support material*), iSebe iWCED lityale imali eyi-R144,3 yezigidi kwiincwadi zezifundo, izikhokelo zootitshala kunye ne-core readers ukunika inkxaso ukuphunyezwa kweenkcazo zoMgaqo-nkqubo weKharithulam noVavanyo (*Curriculum and Assessment Policy Statements*) (CAPS) kwiSigaba esiPhakathi (kumaBakala 4-6) nakwiBakala 11. ISebe iWCED lanika umfundi ngamnye kumaBakala 4- 6 incwadi yezifundo kuso ngasinye sezifundo ezithandathu ezifundiswayo neencwadi zezifundo ezisixhenxe kumfundi ngamnye weBakala 11.

Njengoko inkcitho yembuyiselo yabaqeshwa (*compensation of employees*) (CoE) iyi-75.1% yenkcitho iyonke yesebe lemfundo, ulawulo lwabasebenzi abaqeshwe (*staff establishment*) liSebe iWCED lubalulekile gqitha ekulawuleni inkcitho iyonke yesebe lemfundo, kwibhujethi ekhoyo kwakunye nokuqinisekisa impumelelo kwezifundo zezikolo. Ukwenzela ukuba kuhlawuleke iindleko ezindayo ze-CoE, iSebe iWCED laphumeza amanyathelo aya kuza nempumelelo kwi-CoE, njengokuqesha kakhulu ootitshala abaqeshwe isigxina kwaye isiphumo soku sanika ithuba lokuba isebe lemfundo liphumeze umlinganiselo wenani labafundi abafundiswa ngootitshala kwiSigaba seSiseko (*learner/educator ratio*).

Ngenxa yemeko ngokubanzi yezoqoqosho, izikolo zenqanaba lentlupheko 4 no-5 likazwelonke eNtshona Koloni zaqhubeka nokujongana noxinzelelo ngenxa yokuhla kwamandla emali (*inflation*) kunye nezinye iimeko zoqoqosho. Umgaqo-nkqubo ophathelele kwimbuyiselo yezikolo ngenxa yokuxolelwa kwintlawulo yeefizi, eyaqala ukuphunyezwa ngo-2011/12, yaphunyezwa ngakumbi ngo-2012/13 apho izikolo ezininzi zenza izicelo zembuyiselo. Oku kwanika ithuba izikolo zenqanaba lentlupheko 4 no-5 ukuba zifumane inxenye yeefizi zizikolo ezazinike uxolelo kwintlawulo yeefizi. Ukuthengwa kweencwadi zezifundo ze-CAPS ezininzi zamabakala athile kwakhona kwanceda izikolo ekunciphiseni uxinzelelo lweendleko ezithile, njengoko zaba nako ukuthenga iincwadi zezifundo ze-CAPS, iSebe iWCED elingabanga nokuzithengela izikolo, ngemali evela kwingxowa yolwabiwo-mali ngokwemimiselo nemigangatho. Ulawulo lwezemali ngobulumko kwakhona lwanika ithuba iSebe iWCED lokubekela bucala malunga ne-R16,7 yezigidi ukunceda izikolo kwityala leenkonzozo zikamasipala ukuphelisa ukulibaziseka ii-backlogs kwiintlawulo.

ISebe leMfundo lichithe i-99.5% yebhajethi ehlanga-hlengisiweyo ka-2012/13. Inkcitho engaphantsi yaba yi-R72,1 yezigidi, okanye i-0.5% yebhajethi ehlanga-hlengisiweyo, nengadlulanga kumlinganiselo omiselweyo (*benchmark*) kazwelonke ongu-2%.

6.3. Iintlawulo ngomatshini, kungabandakanywa amaqumrhu karhulumente

Le theyibhile ilapha ngezantsi ibonisa iintlawulo ngomatshini zethuba eliqala ku-1 Apreli 2012 liye kutsho ku-31 Matshi 2013

Igama lalowo kuthunyelwa kuye imali	Injongo esetyenziselwe yona imali	Ukungqinelana ngqo nesiqendu 38 (1) (j) se-PFMA	Isixa esihlawulwe ngomatshini (R'000)	Isixa esichithwe liziko (R'000)	Izizathu zokungachithwa kwemali liziko
IZikolo zikaRhulumente eziQhelekileyo	Iziseko zophuhliso (iinkqubo zolondolozo nohlaziyo)	Ewe	145,707	145,707	n/a
	Izixhobo zokusebenza nezasewekhishophu	Ewe	11,877	11,877	n/a
	Amakhitshi aziimobhayili	Ewe	15,891	14,166	n/a
	Inkxaso-mali yokubhoda ehotele	Ewe	32,239	32,239	n/a
	Kwimimiselo nemigangatho yolwabiwo-mali	Ewe	438,297	438,297	n/a
	Izixhobo zokusebenza egadini	Ewe	2,805	2,805	n/a
	Uthutho lwabafundi	Ewe	34,382	34,382	n/a
	Uqhagamshelwano nge-Intanethi	Ewe	18,214	18,214	n/a
	Iincwadi zezifundo zezikolo	Ewe	13,911	13,911	n/a
	Izifundo zobugcisa	Ewe	10,160	10,160	n/a
	Ezokhuseleko lwezikolo ezikhuselekileyo	Ewe	31462	31462	n/a
	libhasari	Ewe	4,839	4,839	n/a
	Iigranti ezikhutshwa phantsi kwemiqathango: zokuxhasa ngemali kwezikolo zeDinaledi/ nezobugcisa	Ewe	1,131	1,131	n/a
	IMathematika neSayensi	Ewe	3,736	3,736	n/a
Iinkxaso-mali zezikolo ezizimeleyo	Inkxaso-mali	Ewe	72,321	72,321	n/a
Imfundo yezikolo zikarhulumente zemfundo eneemfuno ezizodwa	Inkxaso-mali	Ewe	112,731	112,731	n/a
	Izixhobo zokusebenza (ngaphakathi/e-ofisini)	Ewe	2,113	2,113	n/a
	libhasi	Ewe	3,220	3,220	n/a
	Kuphuculo lweziseko zophuhliso	Ewe	9,297	9,297	n/a
	Izixhobo zokusebenza ewekhishophu	Ewe	2,300	2,300	n/a
Imfundo noQeqesho oluqhubelekayo	Kuphuculo/ulondolozo lweziseko zophuhliso	Ewe	49,022	49,022	n/a
	Inkxaso-mali	Ewe	274,263	274,263	n/a
AmaZiko eMfundo noQeqesho aBadala	Inkxaso-mali	Ewe	29,814	29,814	n/a
KumaZiko oPhuhliso lweMfundo yaBasaqalayo	Inkxaso-mali	Ewe	282,061	282,061	n/a
	Kuthutho lwabafundi	Ewe	515	515	n/a
	Kwifanitshala	Ewe	1,018	1,018	n/a

Iintlawulo ngomatshini zenzelwa amaziko emfundo ngokweMithetho yePalamente echaphazelekayo elawula wona. Umzekelo, iintlawulo ngomatshini kwizikolo zikarhulumente eziqhelekileyo ngokwemimiselo nemigangatho yolwabiwo-mali ngokoMthetho weZikolo zaseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996). Isihlomo B sezitatimenti zemali zonyaka sinika inkcazo engaphezulu ngohlobo ngalunye lweziko.

ISebe leMfundo lisebenzisa iSiqendu 38(i)(j) soMthetho woLawulo lweMali kaRhulumente, 1999 (PFMA), esifuna amaziko emfundo amkela iintlawulo zomatshini angqine ukuba achitha iimali ekhutshelwe loo njongo. Apha amaziko emfundo achaphazelekayo kufuneka abhengeze aze asayine isatifikethi phambi kokuba kwenziwe iintlawulo zomatshini ezilandelayo. Ngoko ke, ngokwemithetho ephathelele kumaziko emfundo athile, loo maziko anoxanduva kwakhona lokungenisa izitatimenti zemali ezi-odithiweyo kwisebe lemfundo ungadlulanga umhla werivyu kunye nokungqinelana ngqo nemiqathango. Ii-Ofisi zeZithili zemfundo zinika ingqwalaselo eyodwa ekuxhutyisweni ngezakhono zolawulo lwemali kwinqanaba lesikolo yaye zikwanika inkxaso eqhubeka okokoko. Le nkqubo ibekwa esweni okokoko.

6.4. Amaziko karhulumente

Akungeni ndawo

6.5. Iigranti ezikhutshwa phantsi kwemiqathango neemali eziphawuliweyo ezihlawuliweyo

Akungeni ndawo

6.6. Iigranti ezikhutshwa phantsi kwemiqathango neemali eziphawuliweyo ezamkelweyo

ITheyibhile: Isishwankathelo seeGranti eziKhutshwa phantsi kweMiqathango ngo-2012/13 (R'000)

IGranti eKhutshwa phantsi kweMiqathango	Ulwabiwo-mali oluhlenga-hlengisiweyo ngo-2012/13	Ukuqaliswa kwenkqubo ukususela ngo-2011/12	Ulwabiwo-mali lulonke ngo-2012/13	Zizonke iintlawulo ngomatshini ezamkelweyo	Inkcitho kanye ngo-2012/13	I-% engangqine-laniyo nethagethi
	R'000	R'000	R'000	R'000	R'000	
I-HIV ne-AIDS (Imfundo ngeZakhono zoBomi)	17,416	0	17,416	17,416	16,552	5.0%
INkqubo yokuTyisa iZikolo kaZwelonke (National School Nutrition Programme (NSNP))	244,784	804	245,588	245,588	236,669	3.6%
ICandelo leMfundo noQeqesho oluQhubekayo	597,589	0	597,589	597,589	597,523	0%
IGranti yeZiseko zoPhuhliso lwezeMfundo	431,397	0	431,397	431,397	431,397	0%
INkxaso ngeMali yeZikolo eziziiSekondari zoBugcisa	11,264	0	11,264	11,264	9,250	17.9%
Izikolo zeDinaledi	9,571	0	9,571	9,571	4,585	52.1%
IProgram yeMisebenzi eYandisiweyo kaRhulumente eDityanisiweyo yamaPhondo (Expanded Public Works Programme (EPWP) Integrated grant for Provinces)	1,000	0	1,000	1,000	1,000	0%
IProgram yeGranti yeMisebenzi eYandisiweyo yeCandelo leZibonelelo zeNtlalo zeMisebenzi kaRhulumente yamaPhondo (Social Sector Extended Public Works Programme Incentive Grant to Provinces.	23,924	0	23,924	23,924	23,903	0%
Itotali	1,336,945	804	1,337,749	1,337,749	1,320,879	1.3%

Kwahlangatyezwana nazo zonke iimfuneko ezingummiselo zoMthetho weCandelo leNgeniso, ka-2011, ngokumalunga nezi Granti ziKhutshwa phantsi kweMiqathango ezikhankanywe apha ngasentla:

- Zonke iintlawulo ngomatshini ezamkelwayo zaye zafakwa kwi-akhawunti yesebe lemfundo;
- Iimali zachithwa ngokwezicwangciso zomsebenzi;
- Kwahlangatyezwana nayo imiqathango yeegranti ezikhutshwa phantsi kwemiqathango, njengoko zicacisiwe kwiziCwangciso zoMsebenzi.

Ukubeka esweni inkqubo

Ukubekwa esweni kwayo nganye yezi granti kwenziwa ngokuthi kunikwe ingxelo qho ngenyanga, kutshekishwe yaye kutyelelwe namaziko ngamagosa achaphazelekayo yaye kwasetyenziswa iindlela zolawulo nokuphucula imeko okokoko. Iinkqubo zokuthengwa kweempahla neenkonzelo zeGranti yokuXhasa ngeMali iZikolo zoBugcisa (*Technical Schools Recapitalisation Grant*) kunye neGranti yeDinaledi zenziwa ndawonye kwaza kwathathwa ixesha kwinkqubo nganye yezi ukuqinisekisa ukuba yonke imiqathango kuhlangatyezwe nayo yaye akukho nkitho iyilahleko, umzekelo, kwiimeko apho iimpahla okanye uqeqesho olwalukwiprogram zange lufunwe zizikolo ezichaphazelekayo. La manyathelo akhokelela ekongeni okuthile kwelinye icala, ngenxa yeentlobo zolawulo lwemigangatho olwalumiselwe.

Izizathu zokuba iimali zingasetyenziswa

- I-R8,919 yezigidi yeProgram yeGranti eKhutshwa phantsi kweMiqathango yokuTyisa iZikolo kaZwelonke (*National School Nutrition Programme Conditional Grant*). Esi sixa siyi-R4,565 yezigidi sabelwe iziqhamo nemifundo ehlaziyekileyo ekwakubonelelwe ngayo ngenyanga kaMatshi 2013, kodwa ii-invoyisi azangeniswanga ngexesha ukulungiselela intlawulo.
- I-R2,014 yezigidi yeGranti zokuXhasa ngeMali iZikolo zoBugcisa eziziiSekondari (*Technical Secondary Schools Recapitalisation Conditional Grant*). Esi sixa sabelwe ukulungisa iziseko zophuhliso kwiiwekhishophu kwizikolo ezizisekondari zobugcisa. Ii-invoyisi zafika emva kwexesha zaza azafakwa kwi-BAS phambi kwe-31 Matshi 2013.
- I-R4,986 yezigidi yeGranti eKhutshwa phantsi kweMiqathango yezikolo zeDinaledi. Isixa esiyi-R3,270 yezigidi sibangelwa kukulibazisa okwenzeka kwiinkqubo zeethenda zokuthengwa kwezixhobo ze-ICT kunye neziseko zophuhliso kwiZikolo ekuGxilwa kuzo (*Focus Schools*). Ngenxa yokulibaziseka, ii-invoyisi zemali eyabiweyo azizange zifakwe kwinkqubo ye-BAS phambi kwe-31 Matshi 2013.
- I-R864 000 yeGranti eKhutshwa phantsi kweMiqathango ye-HIV ne-AIDS (imfundo yeZakhono zoBomi). Esi sixa sibangelwa ngamabango angekangeniswa liSebe lezeMpilo ngokoXwebhu lweMigaqo yeMvumelwano (*Memorandum of Understanding*) phakathi kweSebe leMfundo kunye neSebe lezeMpilo,

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
<p>I-HIV ne-AIDS (Imfundo ngeZakhono zoBomi) IShedyuli: 5 Intlawulo eyenziwa ngomatshini: IiSebe leMfundo esiSiseko likazwelonke</p> <p>Injongo: Ukunika inkxaso kwisicwangciso sokuthintela i-HIV eMzantsi Afrika ngokwandisa ulwazi ngezempilo malunga nezesondo nezenzala, izakhono kunye nokwenza izigqibo ezifanelekileyo kolutsha nootitshala; ukuthomalalisa iziphumo ze-HIV ngokuthi kubonelelwe ngendawo yokunyamekela nenika inkxaso kulutsha nakootitshala; ukuqinisekisa ngokubonelelwa ngendawo ekhuselekileyo, egxininisa amalungelo ezikolweni ezingenacalu-calulo, ezingabeki bala nezingenalo naluphi na uhlobo longcungcuthekiso ngokwezesondo/ngempatho-gadalala.</p>	<p>Inkxaso ngamandla enikwa uluntu (advocacy) Ukwazisa izikolo noluntu ngeemeko eziyingozi ze-HIV</p>	Ziyi-1 458 izikolo Kongezwe iikhithi zoncedo lokuqala ezasiwa kuzo zonke izikolo	Ziyi-1 458 izikolo Kongezwa iikhithi zoncedo lokuqala ezasiwa kuzo zonke izikolo	Kufikelelwe kwithageethi
	<p>Uqeqesho nophuhliso Oomasifundisane bokuxhobisa ngolwazi nokuphuhlisa izakhono zootitshala neenqununu: Ukudityaniswa kwezempilo yokwazisa ngezeso nangezenzala kunye neeprogram ze-HIV kwikharithulam yesikolo, inkqubo yoqeqesha lootitshala babe zii-Soul Buddyz Oomasifundisane ngezakhono zobomi ukusombulula iingxaki zokuziphatha okubeka engozini enkulu abafundi bamaBakala 8 – 11</p>	Bayi-1 150 ootitshala Ziyi-320 iinqununu/ SMT/SGB eziyi- 320 2 000	Bayi-1 463 ootitshala Ziyi-346 iinqununu/ SMT/SGB Bayi-2 405 abafundi	Kufikelelwe kwithageethi Kufikelelwe kwithageethi Kufikelelwe kwithageethi
	<p>Imisebenzi eyenzeka kunye neyokufundisa izikolo eziziisekondari ekufundisana kuzo oontanga: Iprogram ebonelelwe kwizikolo ezithile efundisa ngezakhono ezisemganga-thweni ezigxininisa kwikharithulam efundisa ngokuthintela nokwenziwa ezikolweni (ukufundisana koontanga (peer education)).</p>	Ziyi-124 izikolo	Ziyi-124 izikolo	Kufikelelwe kwithageethi
	<p>Oomasifundisane bokufundisana koontanga bokubonisa abaqeqeshi abaziingcali (master trainers) ngokuphumeza ii-NPO</p>	Bayi-34 abaqeqeshi abaziingcali (master trainers)	Bayi-34 abaqeqeshi abaziingcali	Kufikelelwe kwithageethi
	<p>Ukubonelela ngeprogram yokufikelela eluntwini ye-RCL ukusombulula imiba yezempilo yokwazisa ngezeso nangezenzala, i-HIV, i-HCT, ukukhulelwa kolutsha, ezobudlelane, izigqibo ozenzayo zokwenza uphile ngendlela efanelekileyo (positive lifestyle choices), ubunkokeli</p>	Bayi-400 abafundi	Bayi-430 abafundi kuzo zonke izithili	Kufikelelwe kwithageethi
	<p>Ukunika inkxaso kuqeqesho lootitshala ngee-Soul Buddyz Clubs ukulawula nokunika inkxaso kwiiklabhu zee-Soul Buddyz kwizikolo eziziprayimari</p>	Bayi-50 ootitshala	Bayi-106 ootitshala	Kufikelelwe kwithageethi

Igranti/Udidi/ISEbe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	<p>Ukunyamekela nokunika inkxaso: Oomasifundisane babafundi abagxininisa kuthintelo lokukhulelwa kolutsha. Ukubonelela ngezinto zokuncedisa ukufunda nokufundisa ezongezelelweyo kwizikolo ezikhethiweyo ekukho kuzo ukuziphatha ngendlela eyingozi kakhulu ukunika inkxaso kwiinkedama nakubafundi abasengozini (<i>vulnerable learners</i>) Oomasifundisane bokuzixhobisa ngezinto zokunceda iinkedama nabantwana abasengozini kakhulu abachatshazelwe kakhulu yi-HIV ne-AIDS</p> <p>I-LTSM: Ezikolweni kusetyenziswa i-LTSM ye-HIV ne-AIDS efaneele ubudala beminyaka yabafundi.</p>	<p>Bayi-800 abafundi abasengozini enkulu</p> <p>Ziyi-250 izikolo Bayi-800 abafundi</p> <p>Zonke izikolo eziziprayimari (kumaBakala R – 7) Zonke izikolo eziphakamileyo ezithagethiweyo (kumaBakala 8 – 9) Kwizinto zokuncedisa ukufunda nokufundisa zamaBakala 10 – 12 zizikolo eziphakamileyo eziyi-360 ezithagethiweyo.</p>	<p>Bayi-1029 abafundi kuzo zonke izithili</p> <p>Ziyi-383 izikolo Bayi-1 041 abafundi</p> <p>Bayi-645 834 oomasifundisane babafundi Ziyi-1 67 608 iincwadi zomsebenzi zabafundi</p> <p>Ziyi-175 183 iincwadi zomsebenzi zabafundi</p>	<p>Kufikelelwe kwithagethi</p> <p>Kufikelelwe kwithagethi Kufikelelwe kwithagethi</p> <p>Kufikelelwe kwithagethi</p> <p>Kufikelelwe kwithagethi</p>
	<p>Ukubeka esweni nokunika inkxaso Kukho ukungeniswa kweengxelo zokubeka esweni qho ukuqwalasela ukusebenza ngempumelelo kweeprogram zongenelelo ngoncedo zekharithulam ngokusebenzisa utyelelo ezikolweni nakwizithili.</p>	<p>Ziyi-900 izikolo</p> <p>Ziyi-8 izithili</p>	<p>Ziyi-900 izikolo ezibekwa esweni nezinikwa inkxaso. Ziyi-8 izithili ezibekwa esweni nezinikwa inkxaso kube kanye ngekota.</p>	<p>Lo mahluko ubangelwa ngakumbi yinto yokuba izithili ezibini zazifuna ukuqesha abasebenzi abajongene neHIV (<i>Care and Support Liaison Officers</i>)</p>

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
<p>IProgram yokuTyisa izikolo kaZwelonke (National School Nutrition Programme) (NSNP) IShedyuli: 5 Injongo: Ukubonelela ngokutya okunezondlo kubafundi ekujoliswe kubo. Ihlawulwe ngomatshini eyenziwa liSebe leMfundo esiSiseko</p>	Ukuphucula ukuhanjwa kwesikolo	Ziyi-426 707 (ziyi-1 015 izikolo)	Ziyi-431 998 (ziyi-1 021 izikolo)	Ukwanda kubangelwa yinto yokuba i-Eden & Central Karoo nesithili se-Overberg savula izikolo ezibini ezingabizi fizi iSithili iCentral isikolo esiny esingabizi fizi
	<p>Inani labafundi kwizikolo eziziprayimari ze- Q1 – Q3</p> <p>Inani labafundi kwizikolo eziziisekondari Q1 – Q3</p> <p>Inani labafundi kwizikolo eziziprayimari neziziisekondari Q4 – Q5</p>	<p>Ziyi-269 244 (yi-598 izikolo – ibandakanya izikolo zemfundo eneemfuno ezizodwa eziyi-39)</p> <p>Yi-94 157 (yi-106 yezikolo)</p> <p>Yi-63 306 (yi-311 yezikolo)</p>	<p>Ziyi-263 369 (561) Izikolo eziziprayimari eziyi-9 896 (39) izikolo zemfundo eneemfuno ezizodwa</p> <p>ziyi-95 439 (yi-110 izikolo)</p> <p>Ziyi-63 294 9 (yi-311 izikolo)</p>	<p>Inani lilonke labafundi bezikolo eziziprayimari neziziisekondari lanyuka ngenxa yezikolo eziziprayimari ezingabizi fizi ezitsha kunye nezikolo eziziisekondari ezingabizi fizi ezintlanu ezazivule kunyaka-mali ka-2012/13</p>
	Ukuqaliswa kweegadi zezikolo ukuncedisa izidlo ekubonelelwe ngazo yiloo program	Ziyi-346 iigadi zizonke	Ziyi-346 iigadi zizonke	Akukho gadi zintsha ziqalisiweyo ngo-2012/13. Iigadi ezikhoyo zilungisiwe.
	Izikolo zabonelelwa ngezixhobo zasekhithshini	Zinikwa kuphela xa kwenziwe isicelo	Yi-144 yezikolo eziziprayimari ne-57 yezikolo eziziisekondari ezabonelelwa ngezixhobo zasekhithshini. Yi- 59 yezikolo eziziprayimari nezikolo eziziisekondari eziyi-7 ezaye zabonelelwa ngezixhobo zasekhithshini ezihanjanjiswa (mobile kitchens).	Kubonelelwe ngezixhobo zasekhithshini kwizikolo ze-Q1 – Q3 ngengekizikolo eziphambili ngokubaluleka. Okusaleleyo kuya kusetyenziselwa kwizikolo ze-Q4 – Q5

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	Izikolo zagaya amavolontiya okwaba ukutya ancedisa ekulungiseleleni nasekuphakeni ukutya	Yi-2 757 yamavolontiya	Yi-2 824 yamavolontiya	Inani lamavolontiya lanyuka ngokungqinelana nokunyuka omlinganiselo wokunyuka kwamanani labafundi.
	Kubanjwa oomasifundisane ukuxhobisa amavolontiya, abandakanya iinkalo zokulungiswa kokutya, ukhuseleko lwegesi kunye nezococeko	263	359	Kwaye kwadlulwa kwiithagethi njengoko amavolontiya amatsha aye agaywa ngenxa yokwanda kwinani labafundi abafumana ukutya.
ICandelo leeKholeji leMfundo noQeqesho oluQhubekayo IShedyuli: 4 Injongo: Ukuqinisekisa ukutshintshwa kokusebenza komsebenzi wekholeji yeMfundo noQeqesho oluQhubekayo lweSebe leMfundo ePhakamileyo noQeqesho. Ihlawulwe ngomatshini ngulo: LiSebe leMfundo ePhakamileyo noQeqesho	Ubhaliso lweeProgram ze-NC (V) njengoko zibhaliweyo kwisicwangciso sobhaliso lweekholeji olucwangcisiweyo.	12 000	15 150	likholeji zaye zadlula kwiithagethi zobhaliso ngenxa yemali eyongezelelweyo yokwandisa amanani ababhalisayo.
	Ababhalisileyo kwiiProgram zeNgxelo 191 ngokungqinelana neNgxelo 191.	12 300	13 099	Izikolo zadlula kwiithagethi zobhaliso ngenxa yemali engaphezulu eyayenzelwe ukwandisa amanani obhaliso.

Igranti/Udidi/ISEbe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	Kukwandisa i-ICT ekufundeni nasekufundiseni kusetyenziswa imimiselo yoqhagamshelwano (<i>connectivity norms</i>).	Yi-78 LAN & WAN	Yi-83 LAN & WAN efakiweyo	Kwadlulwa kwithagethi ngenxa yokunyuka kwemfuno yokuqhagamshelanis eka nokusengenzeka ngenxa yeemali ezingaphezulu.
	Kukuqhubeka ngokuqalisa iisitim ze-MIS ukwenzela ukuba ukuba kube nokwenziwa iinkonzo ze-MIS eziphangaleleyo	0	0	Akukho thagethi yephondo yayimiselwe esi salathi kodwa iikholeji zaqhubeka ukuqalisa nge- <i>Information Technology Systems</i>
	Ukufezekiswa kweMimiselo yokuXhasa ngeMali kwiiKholeji ze-FET	R584 213 000	R597 589 000	Ukulungelelanisw a kwebhajethi kubandakanya inkxaso yemali yokuhlawula iindleko ezimalunga nabaqeshwa.
	Ukwenziwa ngokutsha (<i>refurbishment</i>), ukulondolozwa nokulungiswa kweziseko zophuhliso kunye nezixhobo ukunika inkxaso ukwenziwa kweeprogram ezivunyiweyo.	Ziyi-104 iiklasi	Ziyi-104 iiklasi	Ithagethi eyenziweyo
	Kukho iziseko zophuhliso ezitsha.	R48 000 000	R48 000 000	IGranti eKhutshwa ngeMiqathango yolwabiwo-mali lwePhondo

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
<p>IGranti yoPhuhliso lweZiseko zeMfundo IShedyuli: 4 Injongo: Ukunceda ekukhawuleziseni ukwakhiwa, ukulondolozwa, ukuphuculwa nokulungiswa ngokutsha kweziseko zophuhliso ezitsha kunye nezikhoyo kwezemfundo; ukuphucula umgangatho wokubonelela ngeziseko zophuhliso kwezemfundo; Ukulungisa umonakalo kwiziseko zophuhliso zezikolo ezibangelwe ziintlekele. Ihlawulwe ngomatshini: ISebe leMfundo esiSiseko</p>	<p>Izikolo ezitsha neelayibrari ezongezelelweyo kunye neelaboratri ezakhiweyo. Iziseko zophuhliso zezikolo ezikhoyo zaye zaphuculwa zaze zalungiswa kwakhona</p> <p>Izikolo ezitsha nezikhoyo zaye zilondolozwe</p>	<p>Ziyi-4 izikolo ezitsha</p> <p>13 Iziseko zophuhliso zezikolo ezikhoyo zaye zaphuculwa</p> <p>141</p>	<p>Ziyi-8 izikolo (eziyi-7 kuzo zezinokuhanjiswa (<i>mobile schools</i>), kubandakanywa ukuphuculwa kweelayibrari eziyi-7 ne-5 yeelaboratri 5 Iziseko zophuhliso zezikolo ezikhoyo ziphuculwe</p> <p>204</p>	<p>Ukufumana amaziko nokulibaziseka ekuboneleleni ngeemobhayili zabafundi ukuzisebenzisa kwiinkqubo zolwakhiwo kubangele ulibaziseko. Kwabakho ulibaziseko ngokwasekuhlaleni ngenxa yokuqeshwa kweGosa lezoQhagamshelwan o loLuntu (<i>Community Liaison Officer</i>). Kwaye kongezwa iiprojekthi ngenxa yokuhlenga-hlengiswa kwezinto ezibalulekileyo kunye neemali ezongiwe kwezinye iinkalo.</p>
<p>INkqubo yokuXhasa ngeMali iZikolo eSekondari zoBugcisa IShedyuli: 5 Injongo: Ukuxhasa ngemali ukuya kutsho kwi-200 yezikolo zobugcisa ukuphucula ubuchule bazo bokufaka igalelo kuphuhliso lwezakhono nakuqeqesho elizweni. Ihlawulwe ngomatshini: LiSebe leMfundo esiSiseko</p>	<p>Yi-35 iwekhishophu eziya kwakhiwa ukunika inkxaso ukufundiswa kwezifundo zobugcisa</p>	<p>Kuya kwakhiwa iwekhishophu entsha ibe nye e-<i>Kuils River Technical High School</i> (zi-3 iwekhishophu zizonke kwithuba leminyaka emi-3 yegranti)</p>	<p>Kwenziwe kwagqitywa iwekhishophu entsha ye-<i>Civil Engineering</i> eKuils River Technical High ukwenzela ukuba kube nokufundiswa isifundo kwisikolo eso</p>	<p>Isicwangciso somsebenzi sethuba leminyaka emi-3 yegranti siqaphele ukuba kunyaka ngamnye kwiminyaka emithathu sinye isikolo esiya kubonelelwa ngewekhishophu entsha.</p>

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	Yi-125 iiwekhishophu ezikhoyo ezenziwe ngokutsha, zaphuculwa zaze zahlenga-hlengiswa ukwenzela ukuba zihambelane mbo nemithetho nemigaqo yezokhuseleko kunye nemigangatho emincinane yemizimveliso	Ukwenziwa ngokutsha kunye/okanye ukuhlenga-hlengiswa kweewekhishophu eziyi-28 kwizikolo ezilithoba	Eziyi-28 iiwekhishophu kuzo zolithoba izikolo zaye zenziwa ngokutsha kunye/okanye zahlenga-hlengiswa ngokutsha. Iiwekhishophu zapeyintwa imigangatho yalungiswa.	Inani elandisiweyo leewekhishophu ezenziwe ngokutsha, ezihlenga-hlengiswe ngokutsha laba nako ukwenzeka ngenxa yokusetyenziswa ngengqiqo kweemali ezikhoyo ukwenzela ukuba zibe nako ukuncedisa kwiimeko ezininzi.
	Izixhobo zokusebenza zathengwa, zaziswa zaza zafakelwa kwiiwekhishophu eziyi-128	Ukuthenga oomatshini nezixhobo zokusebenza zale mihla ukwenzela iiwekhishophu khon' ukuze izifundo zobugcisa zibe nako ukulungiselela abafundi ingqesho kwiiwekhishophu zale mihla.	Izixhobo noomatshini abatsha nabale mihla kanye baye bafakelwa kwiiwekhishophu eziyi-28	Kudluliwe kwithagethi kuba ukubhajetha kwanika ithuba lokuba kubekho umasifundisane omnye ngaphezulu ekwakufuneka ukuba axhaswe.
	Bayi-445 ootitshala bezikolo zobugcisa abaqeqeshwe ekufundiseni isifundo	Kukuphucula izakhono zootitshala bobugcisa abayi-18 abasuka kwizikolo ezilithoba ukuhlangabezana neemfuno zeshishini elo	Kwaphuculwa izakhono zootitshala abayi-18 abakwizikolo eziphakamileyo zobugcisa ekusebenziseni izibonelelo zekhompuyutha (<i>digital resources</i>) ezisetyenziswa kwishishini elo, umz. i-Autocad.	Ithagethi eyenziweyo.

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
<p>Izikolo zeDinaledi IShedyuli: 5 Injongo: Kukukhuthaza ukufunda nokufundiswa kweMathematika neFizikhali Sayensi; ukuphucula inkqubo yabafundi kwiMathematika nakwiFizikhali Sayensi ngokungqinelanayo nesiCwangciso soMsebenzi sika-2014; ukuphucula ulwazi loofitshala lwezifundo zeMathematika neFizikhali Sayensi. Ihlawulwe ngomatshini: LiSebe leMfundo esiSiseko likazwelonke</p>	<p>Kufuneka iincwadi zezifundo ziyokutsho ku-7 kumfundi ngamnye kumabakala 8, 9, 10, 11 kunye no-12 ukusombulula ingxaki yokunqongophala kweencwadi zezifundo</p>	<p>Kwabonelelwa ngeZikhokelo zeZifundo zeMathematika kumabakala 8 – 12 kwizikolo eziyi-46</p>	<p>Ziyi-46 izikolo ezithatha inxaxheba ezaye zabonelelwa ngeZikhokelo zeFizikhali Sayensi neMathematika ukwenzela amaBakala 8 – 12</p>	<p>Ithagethi yenziwe lthagethi ayenziwanga ngenxa yemingeni kwinkqubo yokuthengwa kwezinto zokufunda nokufundisa. Inkqubo yokuthengwa kwezinto zokufunda nokufundisa iya kuqala kwangethuba ngokwamanye amanqanaba alandelayo okuqalisa. Kubekwe imimiselo yokunika inkxaso yokwenziwa kweenkonzo kwangethuba.</p>
	<p>Ziyi-300 iilaboratri ze-ICT laboratories ezikwizikolo zeeDinaledi ezingenazo iLebhu ze-ICT</p>	<p>Iilaboratri ze-ICT ziya kufakelwa kwizikolo eziyi-48 ngaphandle kweelebhu ze-ICT</p>	<p>Izikolo eziyi-46 zafumana igumbi lelaboratri elungisiweyo leFizikhali Sayensi-ICT.</p>	
	<p>Ziyi-50 iikhompyutha (cacisa) kwizikolo ngasinye kweziyi-500</p>	<p>Ziyi-20 iikhompyutha eziya kufakelwa kwizikolo zeDinaledi eziyi-48 njengenqanaba lokuqala lokuhambelana mbo nomgaqo.</p>	<p>Izikolo eziyi-46 zathenga ubuncinane beekhompyutha eziyi-20 ukuzisebenzisa kumagumbi ezifundo zeMathematika okanye zeFizikhali Sayensi.</p>	<p>Ithagethi yenziwe ngokungephi yaye ukubonelelwa nge-ICT kuyaqhubeleka. Kwabonelelwa izikolo eziyi-46 ngezinto zokufunda nokufundisa ngenxa yenkqubo yokuqatshelwa kweemfuno (needs analysis) eyenziwa kulo nyaka. Inkqubo yokuthengwa kwezinto zokufunda nokufundisa iya kuqala ngokwamanye amanqanaba okuqalisa. Kubekwe imimiselo yokunika inkxaso yokwenziwa kweenkonzo kwangethuba.</p>

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	Makubekho i- <i>software</i> yokufunda nokufundisa yeMathematika, iFizikhali Sayensi kunye noLwimi loKuqala oLongezelelweyo lwesiNgesi (<i>First Additional Language</i>) (FAL)) kwiZikolo zeDinaledi eziyi-500	Ukuthagetha ukuhambelana mbo nenkqubo kwizikolo eziyi-46	Isimemo sokufaka ii-odolo sanatyiselwa kwizikolo eziyi-46	Ithagethi yenziwe ngokungephi ngenxa yokuba sibe yi-1 kuphela isikolo esacela i- <i>software</i> kusekelwe ekuqwalaselweni kweemfuno zonyaka lowo.
	Bayi-2000 ootitshala abaqeqeshwe kulwazi lwezifundo zeMathematika, iFizikhali Sayensi nesiNgesi FAL	Ukuthagetha ukuhambelana mbo nenkqubo kwizikolo eziyi-46	Kudalwe ithuba kootitshala bezikolo abayi-46 ukuba bathathe inxaxheba.	Ithagethi yenziwa kwaye noqeqesho luyaqhubeka
	Makubekho ukuxhotyiswa kweenqununu kwizikolo zeDinaledi ezifumene ireyithi engaphantsi ko-60% kwiimviwo ze-NSC	Ukuthagetha ukuhambelana mbo nenkqubo.	Akukho nkqubo injalo yenziweyo.	Akukho zikolo zeDinaledi zikhoyo apho ireyithi yokupasa kwiimviwo zeNSC yayingu-60% khona.
	Kubafundi beBakala 8, 9 nele-10 zizikolo eziyi-500 zeDinaledi ezifumene uqeqesho zaze zanikwa inkxaso ukuthatha inxaxheba kwi- <i>mathematics and science Olympiads</i>	Ukuthagetha ukuhambelana mbo nenkqubo kwizikolo eziyi-46	Kudalwe ithuba lezikolo ukucela oluncedo lusekelwe ekuqwalaselweni kweemfuno.	Ithagethi yenziwe yezikolo ukucela oluncedo lusekelwe ekuqwalaselweni kweemfuno.
	Kubekho oomabonakude abanokufumana inkqubo yemfundo yeTV Kubekho iinkqubo zopapasho neempendulo kwimibuzo yezemfundo kwizikolo eziyi-500 zeDinaledi	Ukuthagetha ukuhambelana mbo nenkqubo kwizikolo eziyi-46	Kudalwe ithuba lezikolo ukucela oluncedo lusekelwe ekuqwalaselweni kweemfuno.	Ithagethi yenziwe ngokungephi ngenxa yokuba zizikolo eziyi-10 kuphela ezaye zacela oomabonakude kulo nyaka kusekelwe ekuqwalaselweni kweemfuno zonyaka lowo.

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
	Kuziswe ezikolweni eziyi-500 zeDinaledi isixhobo sokuqwalasela ingxaki ukuvavanya imimiselo nokusombulula iziphene kwimfundo nasekufundiseni iMathematika, iFizikhali Sayensi nesiNgesi FAL. Kubekho iikhithi zeMathematika zezikolo zeDinaledi eziyi-500 lilaboratri zesayensi ezizimobhayili kwizikolo zeDinaledi ezingenazo iilebhu neekhithi zesayensi kwiZikolo zeDinaledi eziyi-500	Ukuthagethela ukuhambelana mbo nenkqubo kwizikolo eziyi-46 kunyaka-mali ozayo	Azidweliswanga njengehagethi yokwenziwa kwizikolo eziyi-46 kwisicwangciso soMsebenzi seGranti eKhutshwa ngeMiqathango yeDinaledi ngo-2012-2013 esingeniswe ngoMatshi 2012.	lithagethi azenziwanga ngenxa yokuba iziphumo eziqatshelweyo zeminye iminyaka engabandakanywayo yeGranti eKhutshwa ngeMiqathango.
<p>IProgram yeCandelo lezeNtlalo eXananazileyo yeMisebenzi kaRhulumente yeGranti esiSibonelelo seNkuthazo kumaPhondo (Social Sector Extended Public Works Programme Incentive Grant to Provinces)</p> <p>IShedyuli: 5</p> <p>Injongo: Kukukhuthaza ngohlobo lwesibonelelo amacandelo ezentlalo wamasebe amaphondo aqatshelwe kwiCandelo lezeNtlalo lika-2012 kwi-EPWP Log-frame ukwandisa ukudalwa kwemisebenzi ngokugxininisa ekomelezeni nasekwandiseni iiprogram zenkonzo yezentlalo ezinako ukubonelela ngengqesho.</p> <p>Kuhlawulwe ngoomatshini ngulo: LiSebe leMisebenzi kaRhulumente</p>	<p>Ukwanda kwenani labantu abaqeshwe nabafumana umvuzo nge-EPWP Ukwanda kwexesha elithathwa ngamathuba omsebenzi adaliweyo</p> <p>Inani elandileyo lamakhaya nabaxhamlayo ekubonelelwa kubo ngeenkonzo Umvuzo owandileyo kulowo uxhamlayo ngamnye kwi-EPWP</p>	Bayi-648 abasebenzi abancedisayo + bayi-8 abancedisi bezolawulo abanamava omsebenzi eenyanga eziyi-10	648 abasebenzi abancedisayo + 8 abancedisi bezolawulo abaqeqeshwe baze babonelelwa ngamava omsebenzi eenyanga eziyi-10	Ayikho

Igranti/Udidi/ISebe elihlawula imali ngomatshini/Injongo	Isalathisi (Sibhalwe ngokungqinelana noXwebhu lukaZwelonke)	Iziphumo ezilindelekileyo	Iziphumo kanye ezifikelelweyo	Ingxoxo ngomahluko (Variance)
<p>IProgram yeCandelo lezeNtlalo eXananazileyo yeMisebenzi kaRhulumente</p> <p>IShedyuli: 5</p> <p>Injongo: Ukukhuthaza amasebe ngezibonelelo ukuba andise iinzame zokudala umsebenzi ngokusebenzisa iindlela zokusebenzisa amandla abasebenzi kakhulu kwiinkalo eziqatshelwe njengekugxininiswa kuzo, ngokuhambelanayo mbo nesikhokelo seProgram yeMisebenzi kaRhulumente eXananazileyo (<i>Expanded Public Works Programme</i>) (EPWP)).</p> <p>Inflawulo ngomatshini: LiSebe leMisebenzi kaRhulumente</p>	<p>Inani elinyukileyo labantu abaqeshwa nabafumana umvuzo kwi-EPWP</p> <p>Ukwanda kwexesha elithathwa ngamathuba omsebenzi adaliweyo</p> <p>Inani elandileyo lamakhaya nabaxhamlayo ekubonelelwa kubo ngeenkono</p> <p>Umvuzo owandileyo kulowo uxhamlayo ngamnye kwi-EPWP</p>	<p>Inani lilonke labasebenzi be-ECD abayi-5 500 ECD abaza kufumana uqeqesho kwiiKholeji zeFET zephondo.</p> <p>Abasebenzi be-ECD abaya kuqeshwa kumaziko abhalisileyo e-ECD kwiSebe lezoPhuhliso lweNtlalo</p>	<p>Inani lilonke labasebenzi be-ECD abayi-5 378 bafumene uqeqesho kwiiKholeji zeFET ezintandathu zephondo.</p> <p>Abasebenzi be-ECD baqeshwa kumaziko e-ECD abhalisiweyo eSebe loPhuhliso lwezeNtlalo.</p>	<p>Asizizo zonke izithuba ezithathwayo njengoko abagqatswa ngamanye amaxesha baye bafumane amanye amathuba.</p>

6.7 Iimali ezivela kubanikeli (*Donor funds*)

Akukho mali zivela kubanikeli zamkelweyo kunyaka ophantsi koqwalaselo.

6.8 Utyalo lwemali, isicwangciso solondolozo nolawulo lwee-asethi

Iiprojekthi zokwakha ezigqitywe ngo-2012/13

Izikolo ezitsha

- Kwanikezelwa ngesikolo esi-1 ngoJuni 2012: i-Sunningdale Primary School
- Kwagqitywa izikolo eziziimobhayili ezisixhenxe ukwenzela ukuba zisetyenziswe ngoJanuwari 2013: i-Concordia Primary School, i-Concordia High School, i-Disa High School, Umyezo Wama Apile High School, i-AZ Berman High School, i-Christmas Tinto Primary School kunye neSoneike High School.

Izikolo ezitshintshiweyo (ukutshintshwa kwezikolo ezazakhiwe ngezinto zokwakha ezingafanelekanga)

Ezi Zikolo ziTshintshiweyo (*Replacement Schools*) zilandelayo zagqitywa ngo-2012/13: i-Cloetesville Primary School ne-New Eisleben Secondary School.

Iiklasi ezongezelelweyo

- Iiklasi zokwanda kwamanani: ziyi-15 iiklasi ezakhiwe kwizikolo ezikhoyo ngoku ukulungiselela amanani obhaliso andileyo
Iiklasi zokuphungula amanani aphezulu: ziyi-24 iiklasi ezaye zakhelwa ukuphungula unxinzelelo olubangelwa kukungabikho kwendawo yokufunda kwiSigaba seSiseko
- Iiklasi zeBakala R: ziyi-59 iiklasi ezagqitywayo. Eziyi-25 zadluliselwa kunyaka ka-2011/2012.
- Kwabonelelwa ngeeyunithi eziziimobhayili: iiklasi eziyi-75

Iziseko zophuhliso ezazicwangciselwe ukwenziwa ngo-2012/13 zicaciswe apha ngezantsi, ecaleni kwamanani okwenziwa kanye kweenkonzo.

Udidi	Abathagethiweyo	Inani kanye
Izikolo ezitsha	4	8 (kubandakanywa izikolo eziziimobhayili)
Izikolo ezitshintshwayo	13	2
Iiklasi zeBakala R	65	59 iiklasi
Iiklasi zokuphungula amanani	No targets set	24
Iiklasi zokwanda kwamanani		15 iiklasi
Iiklasi eziziimobhayili		75 iiklasi

Umahluko kwiithagethi kuxoxwe ngawo phantsi kweProgram 2, ngokunxulumene neProgram yemiLinganiselo yeNtsebenzo (*Programme Performance Measures*) 208 no-209. Ngenxa yezizathu ezichaziweyo kwakukho ezinye iiprojekthi ezalibazisekayo kwenziwe kwanyanzeleka kwenziwe amalungiselelo angamanye ukulungiselela indawo yokufundela.

liProjekthi zokuXhasa ngeMali ulwakhiwo

(a) Izikolo ezitsha

Izikolo ezisisigxina ezazicwangciselwe kuqala ukugqitywa ingadlulanga i-31 Matshi 2013, o.k.t. i-Concordia Primary School kunye neConcordia High School zikumgangatho wokugqibela wenkqubo yethenda.

(b) Izikolo ezitshintshwayo

Ukususela nge-31 Matshi 2013, ezi zikolo zitshintshwayo zilandelayo, ekuqaleni zazicwangciselwe ukugqitywa kunyaka-mali ka-2012/13, zazikwizigaba ezingafaniyo zokwakhiwo: i-Formosa Primary School; i-Pacaltsdorp Primary School; i-St Thomas Primary School; i-Plantation Primary School; i-Fairview Primary School; i-Wes-Eind Primary School; Itsitsa Primary School; i-Rusthof Primary School; Vuyiseka High School; i-Kathleen Murray Primary School; i-Garden Village Primary School; iNalिकाम्वा Primary School.

Inkcitho ihambelana nemimiselo yomsebenzi owenziweyo. Ii-Arhente zokuPhumeza inkqubo zesebe (ISebe lezoThutho neMisebenzi kaRhulumente kunye neYunithi yoPhunyezo lweeProjekthi) zijongene nazo zonke iinkqubo zeethenda zezakhiwo ezitsha kunye neeprojekthi ezingqinelana noMthetho woLawulo lweeMali zikaRhulumente kunye neminye imiqathango elawulayo.

Ulawulo lwee-asethi

li-asethi ezingashenxisekiyo

ISebe iWCED isebenzisa iSistim yoLawulo lweNgcaciso yezeMfundo (*Education Management Information System*) (EMIS) kunye neSistim yeRejista yeNgcaciso engeemfundo zeZikolo (*Schools' Register of Needs Information System*) (SRNIS) ekulawuleni ii-asethi ezingashenxisekiyo.

li-asethi ezinkulu ezishenxisekayo

Ngokumalunga nee-asethi ezishenxisekayo, iSebe iWCED lineyunithi yezolawulo lwee-asethi eyinxalenye yeYunithi yokuThengwa kweeMpahla neeNkonzo (*Supply Chain Unit*).

Yonke ifanitshala nezixhobo zokusebenza ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa kwindawo enye zize zifakwe kwi-inventri yee-asethi ezishenxisekayo ngokweemfundo ezimiselweyo yiOfisi kaNondyabo kaZwelonke (*National Treasury*).

Kwamiselwa le miqathango ilandelayo ukuqinisekisa ukuba irejista yee-asethi iyafumaneka ukugcina imigangatho ye-akhawunti nokuqinisekisa indlela enempumelelo, esebenza ngokukhawuleza nechanekileyo yokungqinelanisa (*reconciliation*) ingcaciso:

- Ukuthathwa kwestokhwe ngonyaka lisebe lemfundo, njengoko kumiselwe yiMimiselo ye-Ofisi kaNondyebo.
- Ukusayinwa kwee-inventri ngamagosa achaphazelekayo nokungqinisiswa ngaBaphathi abaJongene neStokhwe (*Responsibility Managers*).
- Ukukhutshwa kweesetyhula ngokuhambelana neSahluko 10 seMimiselo ye-Ofisi kaNondyebo.
- Iinkqubo zokuthengwa kweempahla neenkonziso zee-asethi kwiNkqubo yeGosa eliMele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer's System*).
- Ungqinelaniso lwenyanga lokuthengiweyo kwi-LOGIS kunye nenkcitho kwi-BAS.
- Ukugcinwa kwerejista yee-asethi enayo yonke ingcaciso efunekayo kwiMimiselo ye-Ofisi kaNondyebo.

Iindlela eziphunyeziweyo ukuqinisekisa indlela eyiyo yokuqatshelwa, yokugcinwa ngokunqatyisiweyo, yokubekwa esweni nokugcinwa kweerekhodi zee-asethi ezishenxisekayo ngobuchule zazilolu hlobo lulandelayo:

- Ii-asethi zafakwa iibhakhawudi, eziphawulwe "RSA" zaza zarekhodwa kwii-inventri.
- Ii-asethi zaphawulwa kwirejista yee-asethi ezishenxisekayo kuzo zonke iindidi zee-asethi zaza zabelwa amanani afana odwa (iibhakhawudi).
- Abaphathi abajongene nestokhwe banoxanduva lokugcina ngokunqatyisiweyo ii-asethi zabo.
- Ii-asethi ezishenxisekayo zarekhodwa kwi-inventri ngokweziko nendawo ebihlawule iindleko. Ii-inventri zangqinisiswa njengezichanekileyo ngabaphathi abajongene neentlawulo zaza zagcinwa kwindawo nganye.

Ngokumalunga nee-asethi ezinkulu nezincinane ezishenxisekayo (ifanitshala, ezinye izixhobo zokusebenza, izixhobo zase-ofisini kunye nezixhobo zekhompuyutha), ii-asethi ezixabisa i-R6 653 127.38 zaye zachithwa (zahlatywa) ngethuba lokunika ingxelo. Ii-asethi ezikwixabiso le-R444 758.70 kwaye kwanikwa ingxelo ngazo ngaBaphathi abaJongene neStokhwe njengezibiweyo kunyaka wokunika ingxelo.

Izikolo

ISebe iWCED lathenga ifanitshala nezixhobo zokukhawulezisa umsebenzi zezikolo. Nakuba kunjalo, ezi zinto, aziyonxalenye yeRejista yee-Asethi zeSebe iWCED. NgokoMthetho weZikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996), ezi zinto zithathwa njengee- ayithem zee-inventri zezikolo. Kufuneka, ke ngoko, izikolo zinike ingxelo ngezi ayithem zikwii-inventri kwiingxelo-mali zazo zonyaka. IRejista yee-Asethi zeSebe iWCED ibonisa ii-inventri zakwaNdlunkulu kunye nezee-ofisi zithili zemfundo neendawo ezisetyenziswa kuzo ukwenza iinkonzo.

Izicwangciso malunga nee-asethi ezishenxisekayo, ezinjengeemoto

ISebe lezoThutho neMisebenzi kaRhulumente lePhondo (ISebe leZithuthi zikaRhulumente (*Provincial Department of Transport and Public Works (Government Motor Transport)*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kwezithuthi ezidala kunye/okanye ezonakeleyo kwiGaraji kaRhulumente (*Government Garage*) (GG). Likwaqulunqa kwakhona umgaqo-nkqubo ngokumalunga nokusetyenziswa kwezithuthi ze-GG lize ligcine irejista yee-asethi kwi-Fleetman system (iimoto ezininzi eziphantsi komnini omnye). ISebe iWCED lijongene nokuhlawulelwa kweelayisensi, ukulondolozwa nokugalelwa kwepetroli kwizithuthi.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasetyenziswa. Likwagcina irejista yezithuthi ezisetyenziswa liSebe iWCED lize libeke esweni usetyenziso lwezithuthi ngokusebenzisa ii-log sheets. I-fleet ekhoyo iyazanelisa iimfuno ezikhoyo njengangoku zeSebe iWCED.

Ulondolozo

Iiprojekthi zolondolozo ezinkulu ezenziweyo ngethuba eliphantsi koqwalaselo zibandakanya:

Inani leeprojekthi	IBhajethi ka-2012/13 R'000	Iindleko zokugqibela ezizikelelwayo R'000
204	R114,725m	R139,725m

I-2011 U-AMP ibonisa oku kulandelayo phantsi kwesi sihloko "User Condition Rating"

Imeko yesakhiwo	Inkcazo eqhelekileyo	Ireyithingi
Sikwimeko entle kakhulu	Akukho ziphene zibonakalayo. Inkangeleko ifana nokuba sitsha. Isalathisi sokungayingxaki: Akukho nto ikhoyo kwindlela esisebenza ngayo. Akukho ngxaki.	C5
Sikwimeko entle	Sibonisa ukudleka nokuba besisetyenziswa okungengako (<i>wear and tear</i>), iziphene ezincinane neempawu ezingephi zokonakala kwiindawo ezikumhandle (<i>surface finishes</i>). Isalathisi sokungayingxaki: Kukho aphaya naphaya, ukungasebenzi kakuhle kwesithuthi. Akungako okungabeka engxakini impilo nokhuseleko okanye iprophathi. Oku kungabangela iindleko ezingengako.	C4
Sikwimeko entlana noko	Ngokwemeko ngokubanzi, iindawo ezonakeleyo zifuna ukulungiswa; sisasebenza, kodwa sifuna ukulungiswa, kukho ukusilela ekusilungiseni sigcinwe sikwimeko entle. Isalathisi sokungayingxaki: Kumana kubakho qho ukungasebenzi kakuhle kwaso. Kukho okungabeka engxakini impilo nokhuseleko okanye iprophathi. Oku kungabangela iindleko eziphakathi.	C3
Sikwimeko embi	Sikwimeko embi kakhulu, kukho neengxaki ekwakhweni kwaso. Inkangeleko yaso ngokubanzi imbi, ipeyinti ixobukile; kwaphuke izinto, iinkonzo azenziwa; kukho iqela elikhulu	C2

Imeko yesakhiwo	Inkcazo eqhelekileyo	Ireyithingi
	leziphene eziphambili. Isalathisi sokungayingxaki: Ukuphazamiseka kakhulu ekwenziweni komsebenzi, kungenzeka ingozi enkulu kwimpilo nokhuseleko okanye kwipropathi. Kukho iindleko eziphezulu/ ilahleko yemali.	
Sikwimeko embi kakhulu	Asinako ukusetyenziswa, akunakuhlala abantu kuso. Isalathisi sokungayingxaki: Asinakusebenziseka, siyingozi enkulu engxamisekileyo kwimpilo nakukhuseleko okanye kwipropathi. Zinkulu kakhulu iindleko.	C1

Zizikolo zikarhulumente eziqhelekileyo ezingamakhulu amane anamashumi asixhenxe anesihlanu (475) eziseNtshona Koloni ezireyithwe njengezi-“kwimeko embi”. Izikolo ekuqeshiswa ngazo nezikolo ezakhiwe ngezinto zokwakha ezingafanelekanga (izikolo “zamaplanga”) zimelwe ngokungalinganiyo kolu didi. Kwiminyaka edlulileyo kwenziwe ulondolozo lwezakhiwo oluncinane kakhulu ngabanini beepropathi eziqeshiweyo. Abanini beepropathi banika amaxabiso erenti emiselweyo asezantsi njengesona sizathu siphambili sokuba kungani na lungenziwa ulondolozo lwezakhiwo kwizikolo eziqeshiweyo. Zizikolo ezingamakhulu alithoba anamashumi amahlanu anesibhozo (958) ezireyithwa njengezo “zikwimeko entlana noko” (“fair). Uninzi lwezi zikolo lufanele ukureyithwa njengezo “zikwimeko entle” (“good”) kodwa ukusilela kube semva ukwenza ulondolozo lwezi zakhiwo kuye kwachaphazela iireyithingi.

Zingamashumi amabini (20) izikolo zikarhulumente eziqhelekileyo ezireyithwe ngo-“C4”.

Le meko yezakhiwo zeSebe iWCED iye isihla ngokomgangatho yaye iya kuqhubeka ukuhla ngaphande kokuba kuphuculwe ibhajethi yolondolozo okanye kusetyenziswe iindlela ezizezinye. Okufunekayo qho ngonyaka kulondolozo yi-1.5% yexabiso lestokhwe. Nangona iiprojekthi zolondolozo ezicwangcisiweyo ziqhubela phambili ngokwesicwangciso, ukwanda kwaqho ngonyaka kwiindleko kunefuthe kubungakanani boko kufuna ukulungiswa. Yiloo nto iya kuhlala ikho inkxalabo yokuphelelwa lixesha kwestokhwe nokuhla komgangatho waso. Isishwankathelo samanani sicaciswe apha ngezantsi.

Ukuba semva kwenkqubo yolondolozo				
Unyaka-mali	Ixabiso lee- asethi	I-1,5% efunekayo yolondolozo	IBhajethi ekubonelelwe ngayo	Ukuba semva
2004	10,560,000	158,400	73,719	84,681
2005	12,000,000	180,000	76,174	103,826
2006	12,000,000	180,000	90,037	89,963
2007	15,052,800	225,792	37,192	188,600
2008	15,052,800	225,792	52,363	173,429
2009	15,052,800	225,792	73,719	152,073
2010	17,357,885	260,368	102,363	158,005
2011	18,225,779	273,387	108,413	164,974
Ukusilela kolondolozo lulonke ukususela ngo-2004		1,115,551		

Kuye kwakho ukuchaphazeleka okuthile ekusileleni kwenkqubo yolondolozo ngo-2012/13. Ngenxa yenkcitho ehamba kade kwiiprojekthi ezibandakanya ukusetyenziswa kwemali kwizakhiwo, kwaye kwathathwa isigqibo sokwenza uluhlu lweeprojekthi, olwalungazi kubandakanywa kuqala kwi-U-AMP ngenxa yokusetyenziswa kwebhajethi kwizinto eziphambili ngokokubaluleka. Kwanikwa kwakhona ingqwalaselo kucwangciso lweeprojekthi zolondolozo ezazicwangciselwe u-2013/14 ukwenzela ukuba kufumaneka isiqalo esingcono kwinkcitho kulondolozo ecwangcisiweyo kunyaka-mali ka-2013/14. Lilonke, yi-R31 yezigidi eyongezelelweyo eyafakwa kulondolozo ngo-2012/13.

Iiprojekthi yeziseko zophuhliso	2012/2013			2011/2012		
	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho kanye	(Inkcitho engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Ezintsha kunye nee-asethi ezitshintshiweyo	343,287	343,287	0	407,346	407,346	0
Ii-asethi zeziseko zophuhliso ezikhoyo	357,882	317,567	40,315	323,632	323,632	0
Eziphuculiweyo nezongezelelweyo	134,119	129,189	4,930	176,482	176,482	0
Ukulungiswa ngokutsha (<i>rehabilitation</i>), ukwandiswa (<i>renovations</i>) ukuhlaziywa ngokutsha (<i>refurbishments</i>)	35,875	35,875	0	0	0	0
Ulonolozo nolungiso	187,888	152,503	33,385	147,160	147,160	0
Inlawulo yeziseko zophuhliso						0
- Inlawulo yangoku	42,350	42,350	0			0
- Imali	47468	47468	0	3,199	3,199	0
Iyonke	790,987	750,672	40,315	734,177	734,177	0



I Candelo 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 bungqinisiswa 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 ikhompnyutha, zenza neethagethi zeminyaka emithathu, zokupasa kwizifundo (*academic performance*); impumelelo kulawulo (*management efficiencies*) (olufana nokungabikho esikolweni kootitshala nabafundi (*teacher and learner absenteeism*); uqeqesho lootitshala, ukucwangcisela ithayimthebhile nezifundo (*timetabling and academic planning*); izibonelelo nolondolozo. Izalathi-nkqubela zingqinelana nezinye zeethagethi zikazwelonke phantsi kwe-Action Plan 2014 (Makufundwe isiHlomelo) yaye zimataniswa neenkalo eziyi-9 ekujoliswe kuzo zovavanyo lwesikolo siphela. Ixabiso lesicwangciso sophuculo lwesikolo kusetyenziswa ikhompnyutha 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 kwiithagethi 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 kwikhompnyutha, 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 ezincedisa 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, nezisekuhlani zolawulo lwezemali neelahleko, nolawulo lwangaphakathi

3. Ubuqhophololo norhwaphilizo (Fraud and corruption)

URhulumente weNtshona Koloni wamkela i-Anti-Corruption Strategy engqina ukuzimisela kwephondo ekubutshabalaliseni neengcambu ubuqhophololo 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 kobuqhophololo 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 kweNkonzo 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 ngeenkitho 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 iilahleko 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*)

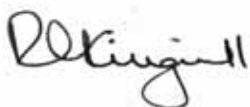
IKomiti yoPhicotho-zincwadi ihlala inenkxalabo ngokuba kufuneka kunikwe ingxelo ngophicotho-zincwadi ukuze kufikelelwe kwipesenti ebalulekileyo yeenkalo zenkcitho eyilahleko enkulu. IKomiti yoPhicotho-zincwadi iya kukhuthaza ingqinisekiso eyandisiweyo kwiinkalo zenkcitho eyilahleko ebonakalayo ngokongamela 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*). Amanyathelo okulungisa imeko ngeziphumo ezicacisa iinkcukacha ezininzi (*detailed findings*) ezibangelwe yimithetho elawula uphicotho olukhoyo njengangoku (*current regulatory audit*) aya kubekwa esweni yiKomiti qho ngekota.

Umbulelo

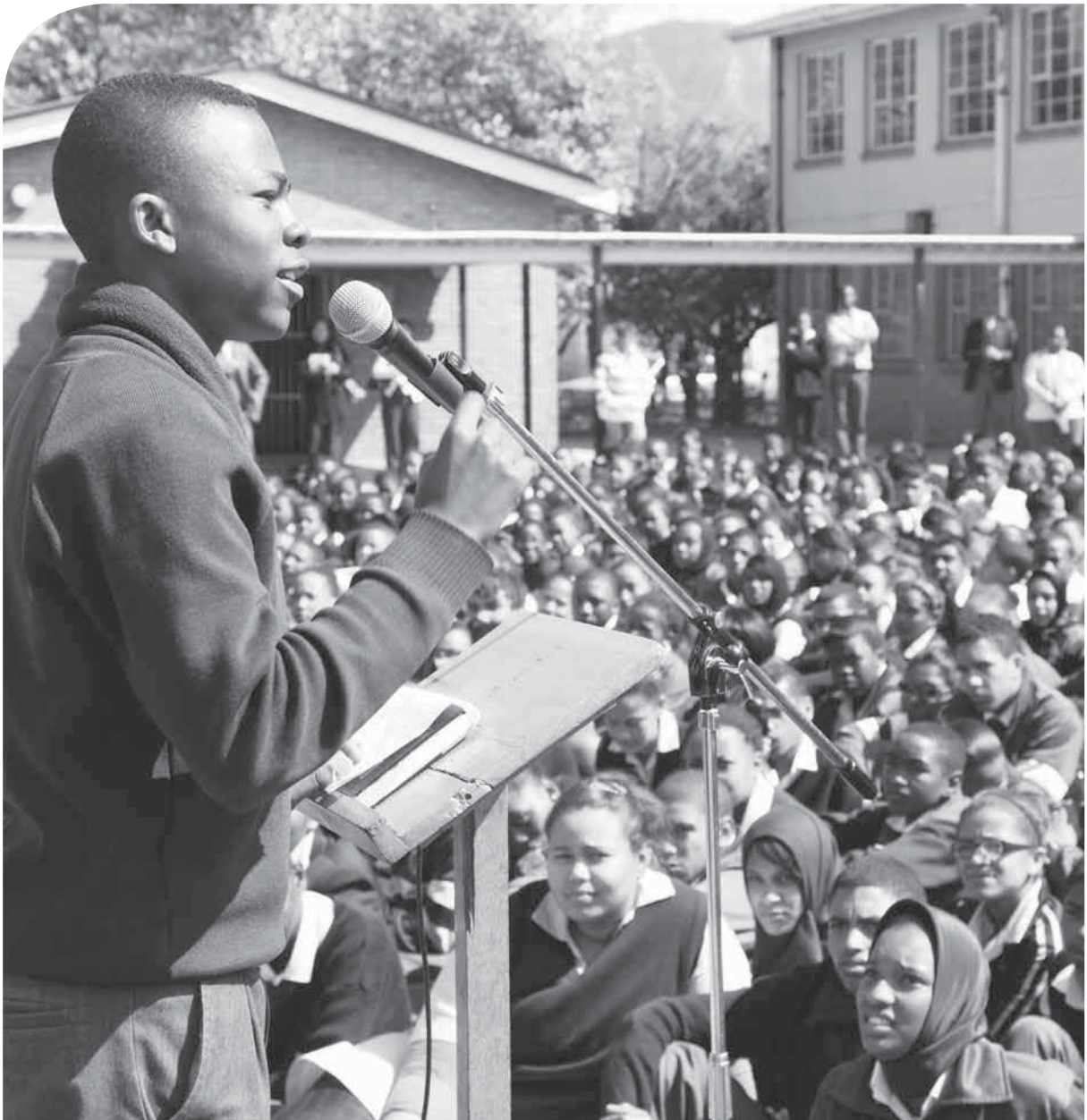
IKomiti inqwenela ukuvakalisa umbulelo kumagosa eSebe, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika (*Auditor-General South Africa*) nakwiYunithi yoPhicotho-zincwadi lwaNgaphakathi (*Internal Audit Unit*) ngentsebenziswano nengcaciso abayinikileyo eyenze sabanako ukwenza le ngxelo.



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 ngokufanelekileup (*pool of suitably qualified people*) kwiqela ekubhekiswa kulo umqeshi ekulindeleke anyusele okanye aqeshe abaqeshwa. Amanani aboniswe 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 emisebenzini.

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 zokhetho 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 zootitshala 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.

Iminjeni 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 yekhomyutha (*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 ngokweprogram 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

Makuqatshelwe :

* 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.

** Isixa esifikelela kwi- R4,258 m sibonisa isixa ngokumalunga nenkcitho ephathelele kootitshala abayi-37 abaqeshwe ngokweeyure ezimiselayo ukuba bafundise kumaziko azii- ABET-centres.

*** 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.

**** Isixa esiyi-R60,696m sibonisa isixa esichithwe kwinkcitho yaBevi/iiModareyitha/abaMakishi nabasebenzi bolawulo abanika inkxaso (kwiimviwo zeMatrki zango- 2012) kwakunye nabasebenzi abanika inkxaso be-HIV/AIDS.

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 kwitheyibhili 4.1.1 no- 4.1.2 iyahluka kuba ezinye iitranezhshini 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 kwiiKholeji zeMfundo noQeqesho oluQhubekayo.

Ezi theyibhile zilandelayo zinika isishwankathelo ngeprogram nganye (kwitheyibhile 3.1.3) nakumacandelo omvuzo (kwitheyibhile 3.1.4), yenkitho 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
Oofitshala	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 ezishiyweyo zitshintshwe ngentlawulo yenkxaso-mali kwilinge 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 ezihlaziweyo		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 zokusuphavayiza (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 amanqanaba okuhlululwa 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
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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
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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	Abatshintshe lwe kwisebe	Abaqeshwe yo nabatshintsh elwe kwisebe	Abayekileyo emsebenzini	Abatshintshe la kwenye indawo baphuma kwisebe	Abayekileyo emsebenzini nabatshintsh 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 zokusuphavayiza (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	
Ooitshala	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 zokusuphavayiza (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	
Iinkonzo 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 zokusuphavayiza (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 nooitshala 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
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 ngokusisigxina 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
	Izikhazazo 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
Ooitshala	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
	Izikhazazo 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
	Izikhhalazo 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

Itheyibhile 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
	Izikhhalazo 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	
	<i>Housewife</i>	1	0.22	
	limali 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	
<i>Housewife</i>		0	0.00	
limali 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 ezimiselweyo
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 ezimiselweyo
Iinkonzo 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
Iinkonzo 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 kweNgqesho (*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 kweNgqesho, 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, iisuphavayiza, 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 bakuthatha 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, iisuphavayiza, 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 bakuthatha 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, iisuphavayiza, 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, iisuphavayiza, 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, iisuphavayiza, 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 nabaphathi 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-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Abakwicandelo 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-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Abakwicandelo 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: Ukupapasha 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-Jikelele/ 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-Jikelele/ 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: Amanyathelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo yexesha emiselweyo yokuzaliswa kwezithuba zengqesho ze-SMS zingadlulanga iinyanga eziyi-12

Amanyathelo 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 ngokohlanga, isini nokhubazeko (kwitheyibhile 4.8.1), amacandelo omvuzo (kwitheyibhile 4.8.2).

Itheyibhile 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 iIntsebenzo 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 labaqesh-wa 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
Iinkonzo zikarhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3	38.00	2	40.00	-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 (kwitheyibhile 3.10.11) nekhefu lokukhubazeka (kwitheyibhile 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	Indleko 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
Oolishala	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
Iinkonzo 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	Iindleko eqikelelwayo (R'000) kwiintsuku ezayi-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 zokusuphavayiza (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	
Oolifshala	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 zokusuphavayiza (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	
Iinkonzo 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 zokusuphavayiza (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 mmandi (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	Iindleko eqikelelwayo (R'000) ngeentsuku ezayi-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 zokusuphavayiza (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 likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula = C	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula = D	I-averaji yeentsuku (zokugula) zomsebenzi ngamnye	I-avareji yeent-suku (zizonke) zomsebenzi ngamnye	Iindleko eziqikelelwayo (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
	Isivéliso 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
Iinkonzo 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
	Isivéliso 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
	Isivéliso 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
	Isivéliso 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 zokusuphavayiza (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.

Ithe yibhile 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 ezihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzisa 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 zokusuphavayiza (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 zokusuphavayiza (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 zokusuphavayiza (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

Le theyibhile ishwankathela iintlawulo ezenziwe kubaqeshwa ngenxa yekhefu elalingasetyenziswa.

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

Isizathu	Isixa sisonke (R'000)	Inani labaqa-shwa	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

Itheyibhile 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 abaselaboratri, iinjini kunye noomabhalana bezikolo)	Ibrowusha eneenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini iziko lemfundo ngalinye linekomiti yezempilo nezokhuseleko.

Itheyibhile 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 nebhajethi 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 (advocacy). 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. Ibhajethi= 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 kwezinyobisi ne-trauma debriefing. YiProgram yeMpilo Qete egxila, phakathi kwezinye izinto, kwiHIV neAIDS, kuxinzelelo (stress), kulawulo lwezemali, kwezobudlelane, kwezomthetho, kwimicimbi yosapho, ekusetyenzisweni gwenxa kwezinyobisi 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 kweeNtsuku 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 kwiSiqendu 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>) iyinxenye 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 kwiiNtsuku 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 kwiprogram zokukhuthaza impilo qete? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi-nkqubela.	x		Iingxelo yaqho ngenyanga nangekota zifunyanwa kumboneleli-nkonzo wempilo neMpilo Qete yaBasebenzi ecacisa ukuseetyenziswa 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 kwihlabathi 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
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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
Ubusela, ukunyoba, ubuqhetseba okanye isenzo sobuqhophololo ngokumalunga noviwo	4	1.30
Ukuxhaphaza umfundi ngezeso	25	8.00
Ukuxhaphaza omnye umqeshwa ngezeso	1	0.30
Ubudlelwane ngezeso 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 (ngobusela, ngenkohliso nangobuqhophololo)	17	5.50
Ukunganyaniseki	3	1.00
Ukunyamalala emsebenzini	23	7.40
Inani lilonke :	309	100.00

Ittheyibhile 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

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

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

Ittheyibhile 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

Ittheyibhile 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) esifunyeke ngenxa yomqathango othi wangasebenzi wangahlawulwa	0

Ittheyibhile 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.

Itheyibhile 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
Ootitshala	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/Igخالaba/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

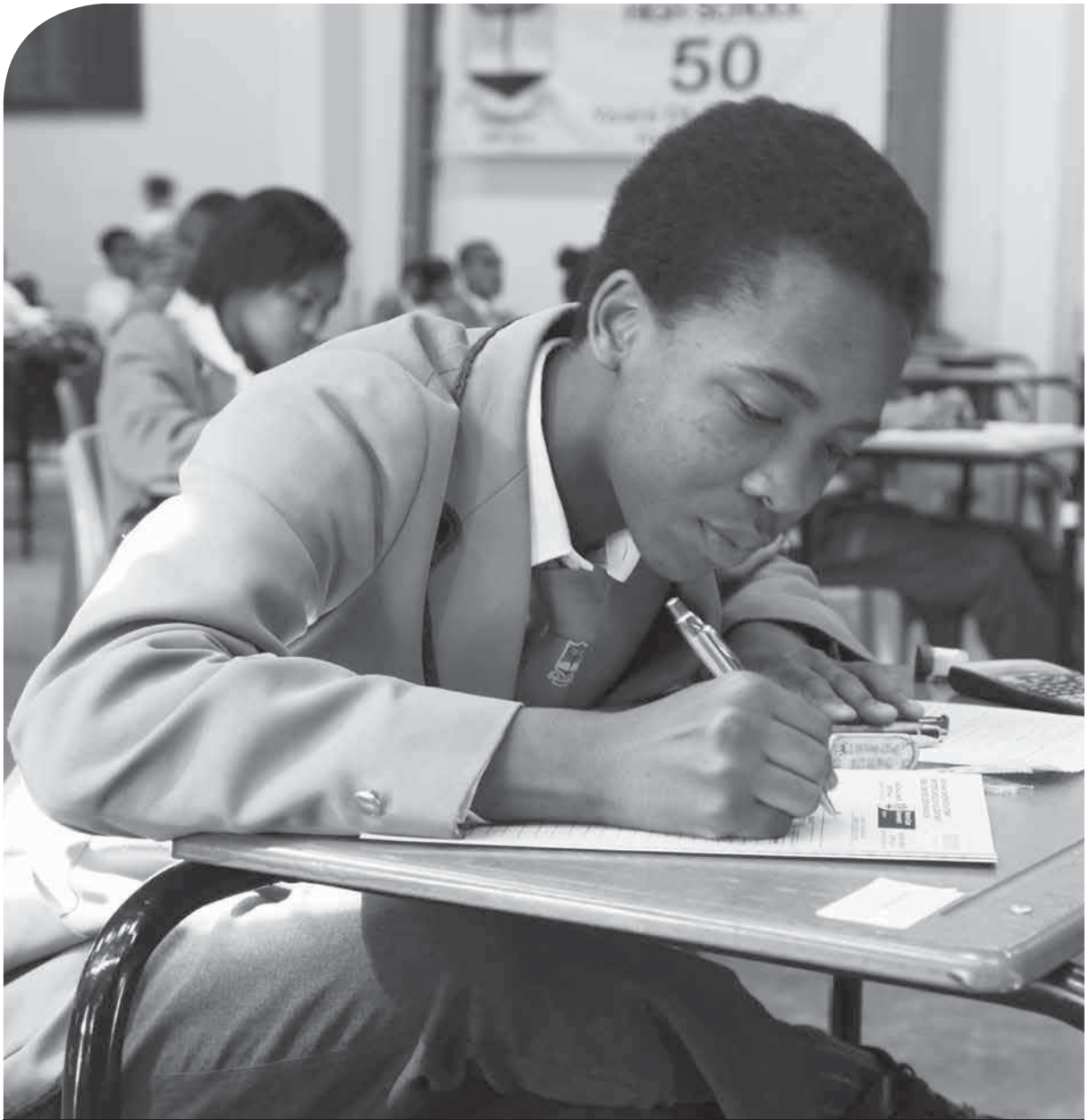
Itayitile yeProjekthi	Ipesenti yobunikazi bamaqela ee-HDI	Ipesenti yabaphathi bamaqela ee-HDI	Inani laBacebisi abavela kumaqela ee-HDI asebenza kwiprojekthi
0	0	0	0

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



I Candelo E
Ingcaciso ngezemali

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo
INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
Kunyaka ophela nge-31 Matshi 2013**

1. Ukuqatshelwa kwakhona kobume beemeko zemali

Iinjongo ezicwangcisiweyo zobuchule zeSebe leMfundo leNtshona Koloni (*Western Cape Education Department*) (iSebe iWCED) zingqinelana ne-*National Outcome 1 "Improved Quality of Basic Education"*. ISebe iWCED liqhuba i-*Provincial Strategic Objective Number 2 "Improving Education Outcomes"* esihamba nebhajethi ephelileyo yalo eyabelwe loo njongo. Lixhasa ezinye iinjongo zephondo ngeendlela ezahluka-hlukeneyo nangokwamaqondo ahluka-hlukeneyo.

Uluntu lwaseNtshona Koloni lukhulile ukususela kubalo lwabantu lwango-2001, kwaye lusaqhubeka ngokukhula. Ngokobalo lwabantu luka-2011 olukhutshwe yi-*Statistics South Africa (StatsSA)*, iNtshona Koloni likhaya kubantu abayi-5.8, oko kumele i-11 yepesenti yoluntu lunonke lwaseMzantsi Afrika. Uluntu lukhule nge-28.7 pesenti phakathi ko-2001 no-2011.

Uxinzelelo lwabafudukela ngaphakathi kwiphondo lubonise ukwanda kumanani abafundi ekuqaleni konyaka wesikolo ka-2013, nanto leyo ebeke umthwalo wezemali ongaphezulu kwizibonelelo zoncendo zesebe lemfundo, ezinjengokubonelela ngeeklassi, izixhobo zokuxhasa ukufunda nokufundisa (*learning and teaching support material (LTSM)*), izixhobo zokusebenza, ootitshala nabasebenzi abancedisayo.

Ngonyaka-mali ka-2012/13 iSebe leMfundo lakhupha isabelo semali eya kwizinto eziphambili kulo ngokobaluleko, oko kukuthi, iziseko zophuhliso, iincwadi zezifundo kunye nabasebenzi.

Inkcitho kwiziseko zophuhliso ngo-2012/13 iye yayokutsho kwi-R750 yezigidi yaza yabandakanya i-R152.5 yezigidi ukwenzela ulondolozo lwezakhiwo zezikolo. Kwakhiwe izikolo eziyi-8 ezitsha neziyi-2 ezitshintshiweyo. Iiklassi zeBakala R zibe yi-59, iiklassi zokwandisa eziyi-15 kunye neeklassi ezizimobhayili eziyi-75 ezaye zakhiwa.

Ngaphandle kweemali ezabiwe ngokwemimiselo nemigangatho yolwabiwo-mali kwizikolo zikarhulumente eziqhelekileyo, kuzo i-50 pesenti kufuneka isetyenziselwe ukuthengwa kwezixhobo zokuxhasa ukufunda nokufundisa, iSebe iWCED laye lenza utyalo-mali lwe-R144.3 yezigidi kwiincwadi zezifundo, izikhokelo zootitshala kunye nee-*core readers* ukunika inkxaso ukuphunyezwa kweeNkcazelo zomGaqo-nkqubo weKharithyulam noVavanyo (*Curriculum and Assessment Policy Statements (CAPS)*) kwiSigaba esiPhakathi (kumaBakala 4 – 6) nakwiBakala 11. ISebe iWCED labonelela wonke umfundi kumaBakala 4 – 6 ngencwadi yesifundo kwisifundo ngasinye kwizifundo ezithandathu ezifundiswayo kunye neencwadi zezifundo ezisixhenxe ngomfundi weBakala 11 ngamnye.

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Njengoko inkcitho ekubuyekezeni abaqeshwa (*compensation of employees*) (CoE) iyi-75.1 pesenti yenkcitho iyonke yesebe lemfundo, ulawulo lwamanani abaqeshwe kumaziko eSebe iWCED lubalulekile ekulawuleni inkcitho iyonke yesebe lemfundo oko kusenziwa kungadlulwanga kwibhajethi ekhoyo kwakhona nokuqinisekisa impumelelo yemfundo yezikolo. Ukwenzela ukuhlulwa iindleko ezinyukayo ze-CoE, iSebe iWCED linciphise inani lezithuba zootitshala zizonke (*overall basket of teaching posts*) nge-419 yezithuba zobutitshala ezixhaswa ngemali ezingenabantu (*funded vacant teaching posts*) kwithuba leminyaka emi-2, ngokuncitshiswa kwezithuba eziyi-52 ngo-2012. ISebe leMfundo kwakhona liphumeze imimiselo yokusebenza ngobuchule kwi-CoE, njengokuqesha ootitshala abaninzi abasisigxina. Bekukho ootitshala abayi-26 593 abasisigxina kumaziko nge-31 Matshi 2013 xa kuthelekiswa ne-26 508 yootitshala ababekumaziko nge-31 Matshi 2012, nanto leyo eye yazisa uzinzo kakhulu kwinkqubo nje ngokubanzi. Isebe lemfundo lalinciphisa inani lootitshala abadlulileyo kwinani labaqeshiweyo (*excess educators*) kunyaka wezifundo ukusuka ku-510 – 361 ngenxa yesicwangciso sokusasazwa kwabasebenzi (*deployment plan*). Iikheyisi zolawulo oluphuculiweyo lwe-*Policy on Incapacity Leave and Ill-health Retirement (PILIR)* zakhokelela ekuncitshisweni kwenani lootitshala bethutyana ukusuka ku-2 679 nge-31 Matshi 2012 ukuya ku-2 531 nge-31 Matshi 2013. Inani lootitshala ababambela abanye (*substitute educators*) lehla ukusuka ku-394 nge-31 Matshi 2012 ukuya ku-270 nge-31 Matshi 2013. Le mimiselo yokwenziwa komsebenzi ngobuchule kwakhona yaye yenza ukuba isebe lemfundo liphumeze umyinge wabafundi-kutitshala oluphuculiweyo (*improved learner/educator ratio*) kwiSigaba seSiseko.

Ngenxa yesimo ngokubanzi sezoqoqosho, izikolo zezalathi zobuhlwempu 4 no-5 zikazwelonke eNtshona Koloni ziyaqhubeka ukujongana noxinzelelo lwezoqoqosho ngenxa yokuhla kwamandla emali kunye nezinye iimeko zezoqoqosho. Umgqo-nkqubo ophathelele ekubuyekezeni ukwenzela ukuxolelwa kokuhlulwa kweefizi, owaphunyezwa okokuqala ngo-2011/12, waqaliswa ngaphezulu ngo-2012/13 izikolo ezininzi zisenza isicelo sokuba zibe nokubuyekizwa. Oku kwanika izikolo ezikwinqanaba lobuhlwempu likazwelonke 4 no-5 ukuba zifumane kwakhona ezinye zeefizi ezazixolelwe kuzo izikolo ukuba zizihlawule iifizi. Ukuthengwa ngobuninzi kweencwadi zezifundo ze-CAPS kumabakala athile kwakhona kwanceda izikolo ukunciphisa uxinzelelo lweendleko oluthile, njengoko zazinako ukuthenga iincwadi zezifundo ze-CAPS, ezazingabonelelwanga ngeSebe iWCED, kwizabelo-mali zazo zemimiselo nemigangatho yezemali. Ulawulo lwezemali oluchubekileyo kwakhona lwanika iSebe iWCED ithuba lokubekela bucala malunga ne-R16.7 yezigidi ukunceda izikolo kumatyala eenkonzo zoomasipala ukuphelisa nya ukusilela kweenkonzo

iSebe leMfundo lachitha i-99.5 pesenti yebhajethi elungisiweyo phaya naphaya ukwenzela unyaka-mali ka-2012/13. Inkcitho enganeno iyokufikelela ku-R72.1

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yezigidi, okanye u-0.5 pesenti webhajethi elungisiweyo phaya naphaya, nengaphakathi ngqo kumlinganiselo kazwelonke (*national benchmark* we-2 pesenti).

Izizathu zenkcitho enganeno zilolu hlobo lulandelayo:

- I-R8.919 yezigidi ze-*National School Nutrition Programme Conditional Grant*. Isixa se-R4.565 yezigidi isiwa kwiziqhamo nemifuno esemitsha ekwakubonelelwe ngayo ngenyanga kaMatshi 2013, kodwa zona ii-invoyisi azibanga nakungeniswa ngexesha ukwenzela intlawulo ngenxa yenyano yokuba izikolo zavalela ikota yokuqala 2013 ngosuku lokugqibela lonyaka-mali ka-2012/13. Oku kwenzeka ngayo yonke iminyaka. Isixa esingekahlawulwa se-R4.354 yezigidi siya kunikezelwa kwiOfisi kaNondyebo kaZwelonke (*National Treasury*).
- Isixa se-R40.315 seeprojekthi zezakhiwo nolondolozo kwizikolo zikarhulumente eziqhelekile ezazingazange zibe nokugqitywa phambi kokuphela konyaka-mali. Ukugqitywa kweeprojekthi zeziseko zophuhliso ngokwenkcazo zihlanganisa zidlulela nakwabanye oonyaka-mali kwaye ezi mali zenzelwe iiprojekthi zezakhiwo nolondolozo lweziseko zophuhliso kwizikolo zikarhulumente eziqhelekileyo.
- I-R2.014 yezigidi yeye-*Technical Secondary Schools Recapitalisation Conditional Grant*. Esi sixa sabelwe ukwenzelwa ukulungisa iziseko zophuhliso kwiiwekhisophu kwiisekondari zobugcisa. Ii-invoyisi ezingekangeniswa zaye zamkelwa ixesha selidlulile ukuba zibe nokufakwa kwi-BAS phambi kwe-31 Matshi 2013.
- I-R4.986 yezigidi ye-*Dinaledi schools Conditional Grant*. Isixa esiyi-R3.270 yezigidi sibangelwe kukulibaziseka kwiinkqubo zeethenda ukwenzela ukuthengwa kwezixhobo ze-ICT kunye neziseko zophuhliso kwiZikolo ekuGxilwe kuzo (*Focus Schools*). Ngenxa yolibaziseko, ii-invoyisi zemali yolwabiwo eyokufikelela kwi-R3.270 yezigidi zange zifakwe kwinkqubo yasekhompyutheni ye-BAS phambi kwe-31 Matshi 2013. Ibhalsi engekahlawulwa ye-R1.716 yezigidi iya kunikezelwa kwiOfisi kaNondyebo kaZwelonke (*National Treasury*).

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- I-R864 000 yeye-HIV and AIDS (Life Skills Education Conditional Grant. Esi sixa senzeka ngenxa yamabango angekangeniswa liSebe lezeMpilo ngokoXwebhu lweMvumelwano phakathi kweSebe leMfundo neSebe lezeMpilo.
- I-R8.595 yezixhobo ezithengwa ngemali (iilabhoratri zeekhompyutha) ngenxa yee-invoyisi ezingekangeniswa eziye zamkelwa ixesha selidlulile kakhulu ukuba zibe nokufakwa ekhompyutheni kwi-BAS phambi kwe-31 Matshi 2013.
- I-R2.162 yezigidi ibangelwa zii-invoyisi eziye zamkelwa ixesha selidlulile kakhulu ukuba zibe nokufakwa ekhompyutheni kwi-BAS phambi kwe-31 Matshi 2013 ukwenzela izixhobo ze-ICT kunye neziseko zophuhliso kwiZikolo ekuGxilwe kuzo (*Focus Schools*).
- I-R4.190 yezigidi zokuBuyekezwa kwaBaqeshwa (*Compensation of Employees*) kwenzeke ngenxa yolibaziseko ekuphunyezweni kwe-*Occupation Specific Dispensation (OSD)* yeeTheraphisti zeMfundo (*Education Therapists*), aBacebisi (*Counsellors*) kunye neeSayikholojisti kwizikolo ze-ELSEN.

Kufuneka kuqatshelwe ukuba, ngaphandle kwemali yegranti ekhutshwa ngemiqathango engafumananga kwabiwa eye yanikezelwa kwiOfisi kaNondyabo kaZwelonke, iimali ezingachithwanga zonke zikho ngenxa yeeprojekthi ezibandakanyeka kuzo kwaye isicelo sokudluliselwa kunyaka olandelayo kweemali saye sangeniswa kwiOfisi kaNondyabo yePhondo (*Provincial Treasury*). Khange ke ngaloo ndlela kubekho kuchaphazeleka kuzo naziphi na iiprogram okanye kwenziwa kweenkonzo.

Isebe lemfundo limisele izicwangciso ukuqinisekisa ukuba akuphindeki kwenzeke zehlo ezathi zakhokelela ekuchithweni kwemali enganeno ngo-2012/13. Ezi zicwangciso zibandakanya ukuqinisekisa iinkqubo zokuthengwa kweempahla neenkonzo okuphunyezwa kwangethuba ukuqinisekisa ukuziswa kwangethuba kunye nokuhlululwa kweempahla neenkonzo phambi kokuphela konyaka-mali.

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Isabelo-mali esicuntsulelwa enye injongo (*virement*)

I-Ofisi kaNondyabo yePhondo yaye yavuma ukucuntsulelwa ezinye iinjongo phakathi kwamacandelo amakhulu kwiBhajethi eVunyiweyo:

- Ukutshintshwa kwe-R29 142 000 ukusuka kwiprogram 1 ukuya kwiprogram 2 ukwenzela ulondolozo lweziseko zophuhliso, ukuphuculwa kweeholo zezikolo kunye namabala ezikolo, iinkqubo zokhuseleko nokugada ezokhuseleko kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R376 000 ukusuka kwiprogram 3 ukuya kwiprogram 2 yeenkqubo zezokhuseleko kunye nokugada kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R53 309 000 ukusuka kwiprogram 4 ukuya kwiprogram 2 yolondolozo lweziseko zophuhliso, ukuphuculwa kweeholo zezikolo kunye namabala ezikolo kunye nokuphuculwa kweeklasi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R7 119 000 ukusuka kwiprogram 7 ukuya kwiprogram 2 ukwenzela ulondolozo lweziseko zophuhliso, ukuphuculwa kweeholo zezikolo kunye namabala ezikolo kunye nokuphuculwa kweeklasi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R1 102 000 ukusuka kwiprogram 7 ukuya kwiprogram 6 ukwenzela iinkxaso-mali kumaziko ee-ABET.
- Ukutshintshwa kwe-R7 973 000 ukusuka kwiprogram 8 ukuya kwiprogram 2 ngenxa yeemfuno zolondolozo lweziseko zophuhliso ezingxamisekileyo kwizikolo zikarhulumente.

2. Iinkonzo ekubonelelwa ngazo lisebe lemfundo

Iinkonzo ezenziwa liSebe leMfundo zimi ngolu hlobo lulandelayo:

- Ucwangciso ngokubanzi nokulawulwa kwenkqubo yemfundo;
- Inkxaso yamaziko emfundo karhulumente;
- Imfundo kwizikolo zikarhulumente eziqhelekileyo;
- Inkxaso kwizikolo ezizimeleyo;
- Imfundo kwizikolo zemfundo eneemfuno ezizodwa;
- Imfundo noqeqesho oluqhubekayo (*FET*) kwiikholeji zeFET zikarhulumente;
- Imfundo noqeqesho lwabadala (*AET*) kwizikolo zemfundo yoluntu;
- Uphuhliso lwemfundo yabasaqalayo (*ECD*) kwiBakala R;
- Amathuba ezinqeqesho ootitshala kunye nabangezotitshala;
- Iprogram yokunika ukutya ethagethiweyo kunye namanyathelo ezokuthomalalisa ubuhlwempu kunye nezikhoseleko; kunye
- Ukunika inkxaso kootitshala ukubonelela ngeemeko zengqesho ezisisiseko (*basic conditions of service*), izibonelelo zenkuthazo (*incentives*) kunye neeprogram zempilo qete yabasebenzi.

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2.1 Umgazo-nkqubo wamaxabiso amiselweyo

Imali eyingeniso yesebe lemfundo iyokutsho ku-0.3 pesenti yebhajethi iyonke. Oovimba bengeniso beSebe leMfundo abaphambili ngaba –

- Ukuqokelelwa kwamatyala abanjwa isebe lemfundo.
- Ikhomishini kwi-inshorensi neemali ezitsalwa ngokomyalelo we-*garnishee* kwimivuzo.
- Iifizi ezibizwa kwiinkonzo ezinxulumene neemviwo ezinjengokumakishwa kwakhona kweencwadi zeempendulo zoviwo, izicelo zeekopi zezatifikethi zematriki kunye nezinye izatifikethi. La maxabiso amiselweyo agqitywa liSebe leMfundo esiSiseko (IikaZwelonke) (*National Department of Basic Education*).
- Iinkonzo zokufotokopa ezenzelwa amanye amasebe ephondo.

Onke amaxabiso amiselweyo adwelisiwe kwirejista yamaxabiso amiselweyo eginwe ekhompuytheni.

Ukuqokelelwa okwenziweyo kwiingeniso zesebe lemfundo ngo-2012/13 yi-R17.48 yezigidi kwaye kubangelwa ubukhulu becala kokulandelayo:

- Ukuqokelelwa kwamatyala esebe lemfundo okuphuculiweyo kunye nokuhlululwa kweemali okunxulumene nenkcitho yeminyaka edlulileyo.

2.2 Iinkonzo zasimahla

Isebe lemfundo aliboneleli ngazo naziphi na iinkonzo zasimahla ebezinokungenisa ingeniso enkulu.

2.3 Ii-inventri

Akukho inventri ikhoyo ekupheleni konyaka. Izinto ziyakhutshwa zisakuba zamkelwe.

I-inventri eyayikho ekupheleni konyaka yayiqulathe i-*Work-in-progress (WIP)* eyayinxulumene neekhontrakhi zokwakha kwakhona kunye neeyunithi ezizimobhayili ezishenxisekayo. I-WIP ichazwa njengeekhontrakhi zokwakha esezenziwe iinkonzo malunga nazo, kodwa iimali ezigcinelwa unongekhehli (*retention*) kusafuneka ukuba zihlawulwe, njengoko kuvunyelweneyo nomboneleli-nkonzo ngokwezigunyaziso zekhontrakhi. Isixa se-WIP yi-R377.454 yezigiqi ukwenzela unyaka ophantsi kwengqwalaselo.

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3. Izithintelo ezimalunga nobuchule

Unyaka ka-2012/13 ngokubanzi ubelithuba elizinzileyo kwezokwenziwa komsebenzi. ISebe leMfundo linereyithi yezithuba zomsebenzi zika-2% kunyaka ophantsi kwengqwalaselo xa kuqwalaselwa amanani ewonke abasebenzi abaqeshwe kumaziko karhulumente kwizithuba eziyi-40 432. Ireyithi yokubonelela ngezithuba ye-2% ikumyinge wommiselo olindelekileyo. Oku kwanika ithuba iSebe iWCED ukuba ligxininise kumsebenzi osisiseko walo wokuphucula iziphumo zemfundo.

Ootitshala benza eyona nxalenye inkulu kakhulu yabaqeshwa besebe lemfundo. Ulawulo lwamanani ootitshala abaqeshwe kwizithuba zootitshala zesebe lemfundo lubalulekile kwimpumelelo yemfundo yezikolo. Isebe lemfundo libe nako ukwenza ukuba izithuba zootitshala eziyi-154 ngaphezulu kunyaka wezikolo ka-2013. Oku nolunye ungenelelo ngoncedo kwinkqubo yokubonelela ngezithuba zootitshala lwaye lwenza ukuba isebe lemfundo libe nako ukusasaza izithuba zootitshala ezingaphezulu kwiSigaba seSiseko, okuye kwakhokelela ekuphuculweni komyinge wabafundi-kutitshala kwiSigaba seSiseko. Kwaye kwathathwa amanyathelo okulondoloza umyinge wabafundi-kutitshala ongumndilili we-1:33 kwizikolo eziziprayimari nakwizikolo eziziisekondari.

ISebe lemfundo laqesha ootitshala abasisigxina abayi-1 590 kumaziko emfundo kunye nootitshala abaqeshwe ezi-ofisini abayi-78 ngokupapashwa kwezithuba kunye nokutshintshelwa kootitshala bethutyana babe ngabasisigxina kumaziko emfundo. Isebe kwakhona laphumelela ekuqesheni abasebenzi benkonzo karhulumente abasisigxina abayi-458 kumaziko emfundo kunye nabasebenzi bakarhulumente abaqeshwe ezi-ofisini abayi-153 ngokupapashwa kwezithuba zenkonzo karhulumente.

ISebe leMfundo lanciphisa inani elingumndilili lootitshala bethutyana ukusuka ku-2 488 (2011/12) ukuya ku-2 260 (2012/13) kunye nenani elingumndilili lootitshala abanceda kwiindawo zabangekhoyo (*relief educators*) ukusuka ku-280 (2011/12) ukuya ku-262 (2012/13), ngokwenjenjalo kuqinisekiswa ukuzinza okukhulu kwinkqubo yemfundo ngokubanzi. ISebe leMfundo kwakhona lanciphisa inani labasebenzi benkonzo zikarhulumente bethutyana ukusuka ku-1 148 (2011/12) ukuya ku-910 (2012/13).

ISebe leMfundo kwakhona likwazile ukufaka abo baye bafumana ibhasari yeFunza Lushaka abayi-298 ukusombulula iimfuno zekharithulam kumaziko emfundo.

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4. Ukusetyenziswa kweemali zabanikeli

ISebe leMfundo alizange lifumane naziphi na iimali zabanikeli ngethuba lokunika ingxelo.

5. Amaqumrhu orhwebo namaqumrhu karhulumente

ISebe leMfundo alinawo amaqumrhu alolo hlobo.

6. Amaqumrhu ahlawuliweyo

Iintlawulo zenziwa kwii-arhente zamasebe nakwii-akhawunti nakumaziko emfundo. Oku kunikwe iingxelo ngako kwiziHlomelo 1A no-B zeeNngxelo zeMali zoNyaka (*Annual Financial Statements*).

Iintlawulo zithunyelwa kumaziko emfundo ngokweMithetho yePalamente ewalawulayo. Umzekelo, iintlawulo zenziwa kwizikolo zikarhulumente eziqhelekileyo zolwabiwo-mali lwe-*norms and standards funding* njengoko kuchaziweyo ngokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (UMthetho No 84 ka-1996). IsiHlomelo 1B seeNngxelo zeMali zoNyaka zibonelela ngenkcazelo engaphezulu ngohlobo ngalunye lwequmrhu.

ISebe leMfundo lisebenzisa isiQendu 38(i)(j) soMthetho woLawulo lweeMali zikaRhulumente, ka-1999 (*PFMA*), efuna amaziko emfundo amkela iintlawulo ukungqina ukuba bachitha iimali ezo kwinjongo ezabelwe yona. Apha amaziko emfundo achaphazelekayo kufuneka abhengeze aze asayine isatifikethi phambi kokuba kuqaliswe ngeentlawulo ezilandelayo. Emva koko, ngokwemithetho ephathelele kumaziko emfundo athile, banoxanduva kwakhona lokungenisa iingxelo zemali ezi-odithiweyo kwisebe lemfundo ungadlulanga umhla osikiweyo ukwenzela ukuba uqwalaselwe kwakhona kunye nokuhambelana nenkqubo. Ii-Ofisi Zezithili zeMfundo zinika ingqwalaselo eyodwa ekuxhobiseni ngezakhiwo kulawulo lwezemali kwinqanaba lesikolo kunye nokunika inkxaso eqhubelekayo. Le nkqubo ibekwa esweni qho.

7. Intsebenziswano namaziko abucala norhulumente (*public private partnerships*) (*PPP*)

ISebe leMfundo alikhange lingene kuyo nayiphi na imvumelwano ngethuba lokunika ingxelo.

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8. Amalungiselelo olawulo lweziko lezemfundo (*Corporate governance arrangements*)

Kucelwa ujonge ingxelo kwiSahluko C: EzokuPhatha.

9. Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo

Ayikho

10. Imisebenzi emitsha /ecetywayo

Ayikho

11. Ulawulo lwee-asethi

ISebe lemfundo liziphumeze zonke izigaba ezibalulekileyo (*milestones*), njengoko kucacisiwe kwii-*Asset Management reforms*. Inkqubo yokungqinisiswa kwee-asethi yenziwa qho kunyaka wesibini ukuqinisekisa ukuphucula imeko rhoqo. Zonke ii-asethi zifakwe ekhompuytheni kwirejista yee-asethi yaze imeko/ubume be-asethi nganye barekhodwa.

Iirejista zee-asethi zeeklasu ezizimobhayili nezinto zokufunda zaselayibrari zahlaziywa ngokutsha zaza zangeniswa kuMphicothi-ncwadi Jikelele njengexalenye yeemfuno ezingummiselo zika-2012/13. Ezo zinto zokufunda zaselayibrari ezingachazwanga njengee-asethi zisetyenziswa ziphele.

12. Iziganeko zasemva komhla wokunika ingxelo

Akukho ziganeko zenzekileyo phakathi kwe-31 Matshi 2013 kunye nomhla wokuvunywa kweengxelo zemali nge-31 Meyi 2013 nekwakufuna ukuba kulungiswe phaya naphaya iingxelo zemali.

13. Ingcaciso ngeenjongo esezichaziwe kwangaphambili

Ingcaciso ngokwenziwa komsebenzi irekhodwa qho ngekota ize ingeniswe kwi-Ofisi kaNondyabo wePhondo. Ukuphucula ukukwazi ukuphendula ngokwenzayo nokwenza izinto ngokusekuhlani (*accountability and transparency*), iSebe leMfundo lenze izalathi-nkqubela zalo ukongeza kwezo zimiselwe kuzwelonke licandelo lemfundo. Ezi zinto zibekwa esweni qho. Nakuba kunjalo, uninzi lwazo ziithagethi zaqho ngonyaka.

I-Central Education Management Information System (*CEMIS*) inika idatha yabafundi ize yona i-PERSAL inike inani labasebenzi kunye nenkcitho. Isebe lemfundo linomgaqo-nkqubo wokunika ingxelo kwaye bonke abaphathi bagcina baze babonelele ngobungqina ukunika inkxaso idatha njengoko

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kufunekayo. I-*Basic Accounting System (BAS)* isetyenziselwa ukunika inkcitho kunye nedatha yengeniso.

14. Izigqibo ze-SCOPA

Izigqibo ze-SCOPA malunga nalo nyaka-mali njengoko zandlaliweyo.

Eyona ntsusa yengxaki	Isigqibo seSCOPA	Isigqibo esithathiweyo ngeZigqibo ze-SCOPA kubandakanywa neendleko ezinxulumene noko	Isiphumo sezigqibo kwimin-yaka-mali yexesha elizayo
<p>INGxelo ye-<i>Standing Committee on Public Accounts</i> yomhla we-4 Disemba 2012</p>	<p>IKomiti, ekubeni iye yaqwalasela iingxelo zemali ezibandakanyiweyo kwiINGxelo zoNyaka zonyaka-mali ophela nge-31 Matshi 2012, igqibe ukuba:</p>		
<p><u>Ikhasi:</u> 97 leNgxelo yoNyaka. <u>Isihloko:</u> “<i>Internal Audit</i>” (Umhlathi 6). <u>Inkcazo:</u> IKomiti iyavumelana ngenkxalabo evakaliswe yiKomiti yeOdithi, uMphathiswa wePhondo nee-HOD zawo onke amasebe yokuba konke ukwenziwa kwe-odithi okongezwayo kuyafuneka kwanokuba kukho imfuneko yezakhono ezingaphezulu, ngokukodwa ezemali, ukunika inkxaso eyandileyo kwiinkalo ezinelahleko kakhulu. Ukwenziwa kwe-odithi kunyaka-mali ka-2011/12 kukwi-40 pesenti, xa kuthelekiswa no-17.95 pesenti ngonyaka-mali ka-2010/11.</p>	<p>5.1.1UMphathiswa we-Phondo ne-HOD bayaqhuba-ka ukuthetha-thethana neKhabhinethi kunye ne-Ofisi kaNondyabo yePhondo ngokuphathelele koku ngenjongo yokwandisa kakhulu ukwenziwa kwe-odithi echaphazela isiqingatha sonyaka (<i>medium term</i>), ukwenzela ukunciphisa iziphumo ezingekho ntle kwiziphumo zee-odithi zexesha elizayo, ukwenziwa kwenkonzo kunye nokuphunyezwa kweenjongo ezichaziweyo kwangaphambili, ngokukodwa kwiinkalo ezibonisa ilahleko enkulu.</p>	<p>ISebe iWCED liziqaphele lazamkela iingcebiso zeKomiti.</p>	<p>Asikho</p>

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<p><u>Ikhasi:</u> 102 - 105 yeNgxelo yoNyaka. <u>Isihloko:</u> "SCOPA Resolutions" (Umhlathi 14). <u>Inkcazo:</u> IKomiti ibulela iSebe leMfundo ngokuphumeza izigqibo zeKomiti kunyaka odlulileyo kwingxelo yonyaka ukwenzela ithuba elo liphantsi kwengqwalaselo.</p>	<p>5.1.2 Kwenziwa ithempleyithi yengxelo entsha epha-thelele kwimisebenzi yeSebe leMfundo malunga nezigqibo ze-SCOPA kunye nezicelo zokuba iSebe leMfundo liyayitshintsha ithempleyithi yengxelo endala ngale ngxelo yonyaka ka-2012/13 ukuya phambili, isakuba yamkelwe.</p>	<p>ISebe iWCED liziyaqaphela iingcebiso zeKomiti. Le ngxelo yenziwe ngokwethempleyithi yengxelo entsha ekhutshwe ngokwe-<i>Treasury Circular No. 20/13</i></p>	<p>Asikho</p>
<p><u>Ikhasi:</u> 106 yeNgxelo yoNyaka. <u>Isihloko:</u> "Infrastructure matters: Magqwaka case" (Umhlathi 19). <u>Inkcazo:</u> IKomiti iqaphele ukuba iSebe libe nengxoko okokoko neSebe lezoThutho kunye neMisebenzi kaRhulumente malunga nekheyisi kaMagqwaka. ISebe iWCED lilindele iziphumo zenkqubo yezomthetho ukunika ingxelo ngayo nayiphi na inkcitho enokuba sisiphumo souk.</p>	<p>5.1.3 ISebe leMfundo, ngokuthetha-thethana neSebe lezoThutho kunye neMisebenzi kaRhulumente malunga nembali, iinkcukacha nenkqubo yekheyisi kaMagqwaka.</p>	<p>Iya kucwangciswa yi-SCOPA Imiba ekumbandela kaMagqwaka yimiba yezolawulo lwekhontrakhi, nefakwa phantsi komsebenzi weDepartment of Transport and Public Works (DTPW) njenge-Implementing Agent (IA). Nakuba kunjalo, kuye kwakho iinzame ezidibeneyo ze-DTPW kunye neSebe iWCED ukusombulula lo mbandela. I-DTPW idlulisele lo mbandela kwiOfisi yeState Attorney ukufumana ingcebiso. Ngokwe-DTPW, akukho mpendulo iye yafumaneka ivela kwiState Attorney ukuza kuthi ga ngoku.</p>	<p>Asikho</p>

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<p>Ikhasi: 110 leNgxelo yoNyaka.</p> <p>Isihloko: "Izizathu neMbono ngeNgxelo-mali ezinamakhwiniba (Basis for Qualified Opinion). Ii-asethi ezinokushenxiseka eziPhathekayo (Tangible Movable Assets)" (Umhlathi 6).</p> <p>Inkcazo: IKomiti iqaphele ukuba iSebe leMfundo lifumene isiphumo sokungangqinelani kwerejista yee-asethi kunye nemigaqo ye-Ofisi kaNondyebo ngenxa yokutshintshwa komgaqonkqubo we-akhawuntingi ngokuphathelele kwiiklasi ezizimobhayili. Isebe lemfundo lacelwa ukuba linike ingxelo ngeeklasi ezizimobhayili okokuqala. I-AG yafumanisa ukuba irejista yee-asethi enxulumene neeklasi ezizimobhayili, njl. njl. yayingagqitywanga. Izizathu zoku zibandakanya iindidi zeentlobo ezizimobhayili kunye neepriefbhu ezibandakanya amakhitshi aziimobhayili neeyunithi ezithengwe ngeemali ezivela kubaxhasi okanye kwii-SGB.</p>	<p>5.1.4 ISebe leMfundo linika ingcaciso ngokwenzeka-ying malunga nala manyathelo athathiweyo:</p> <p>(a) Ukwenza iikhrayitheriya neenkcazo zeeyunithi ezizimobhayili kunye nezo zingezizo iimobhayili;</p> <p>(b) Ukwenza iinkcazo kunye nenkqubo ezimele-ye yeeklasi zeBakala R ezizimobhayili kunye neeyunithi zeelayibrari;</p> <p>(c) Ukuvelisa inkqubo yokulandelela xa iyunithi zishenxiswa;</p> <p>(d) Ukwenziwa kwenkqubo yolawulo lokusetyenziswa kwemali ngokwahlukeneyo kwezo yunithi zithengwe liSebe lezoThutho neMisebenzi kaRhulumente nokusebenzisa ezi nkqubo ngokwesikhokelo sikaNondyebo sikaZwelonke;</p> <p>(e) Ukwenziwa kwenkqubo yolawulo lokusetyenziswa kwemali ukwenzela ezo yunithi zithengwe zii-SGB kunye/okanye ekunikelwe ngazo kwanoquqinise-kisa ukuba zibonisiwe kwiirejista zee-asethi zezikolo;</p> <p>(f) Imvumelwano ekwafikelelwa kuyo liSebe lezoThutho neMisebenzi kaRhulumente ngokumalunga neeyunithi ezithathwa njengesixina ngokunjalo nendima iSebe iWCED eliya kuyidlala, kuze kubandakanywe oku kwiMvumelwano yoKwenziwa kwee-Nkonzo kunye neSebe lezoThutho likaRhulumente; kunye</p> <p>(g) ISebe lezoThutho neMisebenzi kaRhulumente</p>	<p>kwakuvunyelwene ngenkcazo ngeeyunithi ezizimobhayili phakathi kweSebe iWCED neSebe i-DTPW. Kwaye kwafikelelwa kwimvumelwano kwakhona phakathi kweSebe iWCED neSebe i-DTPW uku-gqiba ukuba zeziphina iyunithi ezithathwa njengezitraksha ezisisixina.</p> <p>Isebe lemfundo lenze irejista yee-asethi ukwenzela iyunithi zeeklasi ezizimobhayili apho kwasetyenziswa inkqubo apho ii-ofisi zezithili zazibandakanyeka khona. Ezi yunithi zibhalwe phantsi zizikolo/zizithili zazifakelwe ibhakhawudi.</p> <p>Inkqubo yokuxatyiswa kweeyunithi ezizimobhayili yaye yaqinisekiswa yaza yasetyenziswa ukuqiniseka ngexabiso leyunithi emobhayili nganye.</p> <p>Umboneleli-nkonzo wagunyaziswa ukuba aphicothe iincwadi zezikolo ukuqinisekisa ukuba zonke iyunithi ezizimobhayili kuchaziwe ngazo kwirejista yee-asethi yeeyunithi ezizimobhayili</p> <p>Lugqityiwe uphicotho-zincwadi nengxelo i-close-out nerejista yee-asethi</p>	<p>Asikho</p>

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	liphumeza iinkqubo zokuqaphela kwanokuthintela izinto eziqhubeka ngolu hlobo.	zanikwa iSebe iWCED noMphi-cothi-zincwadi Jikelele Kwenziwe isaveyi kwiiyunithi eziziimbhayili ezithengwe zii-SGB kunye/ okanye ekunikelwe ngazo. Izikolo ziyalelwe ukuba zizibhale phantsi iiyunithi ezinjalo kwii-rejista zee-asethi zazo ngokoMthetho weZikolo zase Mzantsi Afrika, 1996 (UMthetho 84 ka-1996).	
<p><u>Ikhasi:</u> 112 leNgxelo yoNyaka.</p> <p><u>Isihloko:</u> “Iingxelo-mali zonyaka, usetyenziso lwemali neengxelo zonyaka” (Umhlathi 25).</p> <p><u>Inkcazo:</u> IKomiti ixhalabile kukuba izinto ezibhaliweyo ezingezizo eziphathelele (1) ekuhlени kwexabiso lee-asethi (<i>impairments</i>) (INgcaciso 28 – yi-R31.1 yezigidi), (2) inkcitho engagunyaziswanga (INgcaciso 24 – i-R30.5 yezigidi ne-R72.5 yezigidi), ku-(3) wee-<i>Accruals</i> (INgcaciso -20 – i-R14.3 yezigidi), (4) ISebe i-GMT (INgcaciso 33 – i-R45.2 yezigidi, ibe yi-R53.3 yezigidi kunye ne-R89.3 yezigidi), (5) Inkcitho yezemali ekuqeshiseni ngezakhiwo (<i>Finance lease expenditure</i>) (INgcaciso 4, yi-R19 yezigidi) kunye no-(6) ye-<i>Travel and Subsistence</i> (INgcaciso - 4 i-R19 yezigidi) ayizange</p>	5.1.5 ISebe leMfundo ngokungxamisekileyo liqalisa ngeenkqubo ezifanelekileyo zokuthintela nokuqaphela ukuqinisekisa ukuba ezo zinto zibhaliweyo zingezizo azenzeki kwakhona.	(1) Malunga nempendulo ngokunxulumene nee-asethi ezixabiso lazo lihileyo (<i>impairments</i>) khangela iSigqibo 5.1.9 (2) Inkcitho engagunyaziswa yaye yabhalwa phantsi njenge-R30.5 yezigidi. Emva kokuphandwa kwala matyala kunyaka-mali ka-2012/13, kufunyaniswe ukuba isixa se-R22.599 yezigidi yayisisiphumo senkcitho engagunyaziswanga kwaye ke ngoko eli nani laye lachazwa kwakhona njenge-R7.901 yezigidi. Kwakhona maku-fundwe iSigqibo 5.1.11. (3) Malunga nee- <i>accruals</i> , ngokwe-Ngcaciso	

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<p>ithintelwe okanye iqatshelwe yisitim yolawulo lwangaphakathi lweSebe leMfundo kwanokuba oku kwakhokelela kungqinelwano nesiphumo sengxelo yophicotho.</p>		<p>eMfutsha-ne yeCandelo ye-zeLawulo nokuSetyenziswa kweMali malunga neevawutsha kunye neentlawulo ze-BAS, ezikhutshwe nge-26 Septemba 2012, zonke ii-ofisi zezithili ezisebenza ngee-invoyisi kunye/ okanye iintlawulo mazinikwe ingxelo qho ngee-accruals ngekhompyutha afakwe kwii-standardised accruals register.</p>	
		<p>Ukongeza koku kungasentla, zonke iintlawulo zeevawutsha ziya kuphicothwa ukuqaphela ii-invoyisi ezingahlawulwanga ekupheleni konyaka-mali (accruals). Uluhlu lwee-accruals luya kwenziwa kule ngcaciso ingasentla luze lubhengezwe kwi-AFS eya kungeniswa phambi kwe-31 Meyi. Emva kokungeniswa kwe-AFS, ukuphicothwa kweentlawulo zevawutsha ezifumaneke kwezi ofisi zilapha ngasentla ziya kuqhubeka kude kuyo kuba yi-30 Juni. (4), U-(5) no-(6) bonke babhekisa ekubhalweni phantsi kwezithuthi zeGMT. Izithuthi zeGMT zaye zabhalwa phantsi kwi-AFS phantsi kweliso elibukhali le-Ofisi ka-Nondyebo we-Phondo. ISetyhula</p>	Asikho

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		ye-Ofisi kaNon-dyebo wePhondo No 43/2012 iya kwazisa amasebe ngeemfuneko zokusetyenziswa nokulawulwa kwemali kunye nokubhalwa phantsi kwamaxabiso aqingqiweyo amihla le okuqeshiswa ngemali kwezithuthi ze-GG ukwenzela unyakamali ka-2012/13.	
<p><u>Ikhasi:</u> 113 leNgxelo yoNyaka.</p> <p><u>Isihloko:</u> "ULawulo lokuThenga kweMpahla neeNkonzo neeKhontraki " (Imihlathi 28, 29 no-30).</p> <p><u>Inkcazo:</u> Le Komiti iqaphela iziphumo zo-Mphicothincwadi Jikelele zokuba iikhontraki (<i>contracts</i>) neekoteshini zanikwa abathengisi abanemibandela yerhafu engachazwanga njengechanekileyo nguSARS; yaye isistim yokukhetha abathile kuqala (<i>preference point system</i>) ayizan-ge isetyenziswe kuzo zonke iinkqubo zokuthengwa kweempahla ne-enkonzo ezingaphezulu kwe-R30 000 kunye nombawokuba ii-khontrakhi neekoteshini zanikwa iinkampani ezikhuphisana ngamaxabiso (<i>bidders</i>) ezazingazange zingenise nkcazo zokuxelwa kokuchaphazeleka ezifanelekayo.</p>	5.1.6 ISebe leMfundo ngokungxamisekileyo liqalisa ngeenkqubo zokuthengwa kweempahla neenkonzo kunye neenkqubo zokulawula iikhontraki eziqaphela zize zithintele ezi zenzo.	ISebe iWCED liyalamkela icebiso le-Komiti. ISebe leMfundo lenze inkqubela-phambili enkulu ngokuphathelele koku. Bekusoloko kuyimfuneko engummiselo ukuba iza-tifikethi ii-tax clearance certificates) mazingeniswe. Urhulumente unokungena kwimvumelwano kuphela nequmrhu eliyithobelayo imithetho yakhe. Inkqubo yokubeka esweni yenziwa ngokusetyenziswa kweethempleyithi	Asikho

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		<p>zokuthengwa kwe-empahla neenkonzo ezikhutshwa yi-Ofisi kaNondyebo wePhondo (<i>Provincial Treasury</i>) (PT). Ezi thempleyithi maziqhotyoshelwe kwi-phakheji emalunga nokuthengwa kwe-empahla neenkonzo kwaye kufuneka ukuba igosa liqini-sekise ukuba isatifikethi esingqina uku-hambelana nemi-gaqo yezerhafu karhulumente kunye nokuchaza ukuba ngaba ku-khona na ukungqu-bana kweemfuno okukhoyo. UMyalelo we-Ofisi kaNondyebo wePhondo 5.2.1.2 uyalela ukuba ngamasebe kuphela anokwam-kela iikoteshini ezivela kubabone-lelnkonzo ababhallise ngokusemthethweni kwi<i>Western Cape Supplier Database</i> (WSCD). I-PT iyalele ukuba oku kuqa-</p>	

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		<p>lise ukusu-sela nge-1 Apreli 2013. I-WCSD iqula-the ifom yezatifikethi zamaqumrhu ezinqina ukuthobela imigaqo karhulumente kunye nokungqinisisa ukuba ngaba kukhona na ukungqubana kweemfuno, phakathi kwezinye izinto.</p> <p>Amagosa akwiifisi zokuthengwa kweempahla neenkonziso eSebe iWCED anikwe ilungelo lokufikelela kwi-WCSD ukwenzela le njongo. Iiofisi zokuthengwa kweempahla neenkonziso kwakhona ezinyanzelekileyo ukucela iikoteshini kusetyenziswa iSourcelink (edibanisa i-WCSD) ize iSourcelink ngoko nangoko ibale amanqaku okukhethwa kwabathile ngokufezekisa imigaqo ethile. Ngenxa yoku, akusekho mfuneko yokwenjenjalo.</p>	

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<p><u>Ikhasi:</u> 113 leNgxelo yoNyaka.</p> <p><u>Isihloko:</u> "ULawulo lokuThenga kweMpahla neeNkonzo neeKhontraki" (Imihlathi 31, 32 no-33).</p> <p><u>Inkcazo:</u> Le Komiti iqaphela okufunyaniswe nguMphicothi-ncwadi Jikelele ukuba abaqeshwa benza umsebenzi ohlawulelwayo ngaphandle kweeyure zengqesho yabo (<i>remunerative work outside their employment</i>) kwiSebe leMfundo. Abantu abakwinkonzo yeSebe leMfundo (nokuba ngabo uqobo okanye izalamane zabo, abahlobo okanye oogxa babo kwishishini) baneemfuno ezizezabo okanye ezoshishino kwiikhontrakhi ezinikwe iSebe leMfundo baza basilela ukunika ingcaciso elolu hlobo.</p>	<p>5.1.7 ISebe leMfundo lisebenzisa iinkqubo zolawulo lokuthengwa kweempahla neenkonzo nolawulo lweekhontrakhi eziqaphela zize zithintele ezi zenzo.</p>	<p>URhulumente waseNtshona Koloni uwuvumile umgaqonkqubo we<i>Re-munerative Work Outside the Public Service (RWOPS)</i> (umgaqonkqubo omalunga noKwenzu uMsebenzi oHlawulelwayo ngaphandle kweNkonzo kaRhulumente) ngo-Septemba 2012. Lo mgaqonkqubo umisela amaxesha aqingqiweyo aqinisekileyo ekufuneka ukuba bonke abaqeshwa bahambelane mbonawo. ISebe iWCED lawachaza amaxesha aqingqiweyo ukwenza izicelo kunyakamali ka-2013/14. Unxibelelwano luya kuthunyelwa qho ngonyaka ukukhumbuza abaqeshwa ukuba benze isicelo se-RWOPS. Ukuba umqeshwa, nakuba kunjalo, akenzi sicelo kwaza kwafumaniseka ukuba ukuba benza umsebenzi kunye nesebe lemfundo, umba onjalo uya kudluliselwa phambili ukwenzela ukuphanda ngaphezulu kunye nokuthatha inyathelo lezoluleko.</p>	<p>Asikho</p>

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Eyona ntsusa yengxaki	Isigqibo seSCOPA	Isigqibo esithathiweyo ngeZigqibo ze-SCOPA kubandakanywa neendleko ezinxulumene noko	Isiphumo sezigqibo kwimin-yaka-mali yexesha elizayo
<p><u>Ikhasi:</u> 114 leNgxelo yoNyaka. <u>Isihloko:</u> "ULawulo lokuSetyenziswa kweMali " (Umhlathi 41). <u>Inkcazo:</u> Le Komiti iqaphela ukuba isicwangciso sophuculo lolawulo lwezemali sangqinwa njengesingagqibelela-nga ukulungisa iimpazamo zolawulo lwangaphakathi kwiiiphumo zengxelo yophicotho lwango-2010/11.</p>	<p>5.1.8ISebe leMfundo liqaphela lize lisebenzise iinkqubo ezisebenza ngobuchule zolawulo lwezemali kunye nosetyenziso lwayo ukwenzela ukucacisa iziphumo zengxelo yophicotho luka-2010/11 noluka-2011/12</p>	<p>ISebe iWCED liya-zamkela iingcebiso zeKomiti. IsiCwangciso soLa-wulo loPhuculo lwezeMali siye saphu-culwa. ISebe iWCED liye la-zalisa i-<i>Corporate Governance Review and Outlook (CGRO) of the Pro-vincial Treasury</i>, ne-chaza ngeenkalo ezifuna ingqwalase-lo. ISebe iWCED li-seke iYunithi yezo-Lawulo lwaNgaphakathi</p>	<p>Asikho</p>
<p><u>Ikhasi:</u> 114 leNgxelo yoNyaka. <u>Isihloko:</u> "ULawulo loKusetyenziswa kweMali " (Umhlathi 43). <u>Inkcazo:</u> Le Komiti iqaphela iziphumo zoMphicothi-zincwadi Jikelele nokungabikho kweenkqubo zolawulo zokubeka esweni nendlela yokulandelela abangekawahlawuli amatyala.</p>	<p>5.1.9 ISebe leMfundo liphumeza iinkqubo zolawulo zokubeka esweni kunye neendlela zokulandelela ezifanelekileyo ukwenzela ukunciphisa olo luhlu nokwanda kwabanamatyala abangekawahlawuli</p>	<p>Amanyathelo ent-shukumo athathi-weyo lisebe lemfundo ukunciphisa ityala kwisebe lemfundo abandakanya:</p> <ul style="list-style-type: none"> • Ukuqeshwa kom-qokeleli-matyala omtsha ukususela nge-1 Meyi 2013. • Ukulandelelwa qho kwazo onke amatyala. 	<p>Asikho</p>

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Eyona ntsusa yengxaki	Isigqibo seSCOPA	Isigqibo esithathiweyo ngeZigqibo ze-SCOPA kubandakanywa neendleko ezinxulumene noko	Isiphumo sezigqibo kwimin-yaka-mali yexesha elizayo
		<ul style="list-style-type: none"> • Ukuqatshelwa kwetyala elitha-thwa njengelinga-sena-kuhlawuleka kunye nokufakwa kwamatyala acin-yiweyo. • Oku kwenziwa ngemvume yeGqwetha likaRhulument e. Onke amatyala ayi-3 347 amadala ngaphezu kweminyaka eyi-3 kusasetyenzwa ngawo ukuqaphela amatyala anokucinywa okanye afuna ingqwalaselo engaphezulu. • Ukuza kuthi ga ngoku amatyala ayi-1 834 segqityiwe ukuze ayi-1 438 ayekutsho ku-R16.9 yezigidi aqatshelwa ukwenzela ukuba acinywe aza amatyala ayii-111 aqwalaselwa njengafuneka ukuba aqalwe ngokutsha njengoko abo banamatyala bebuyile ukuza kwenza inkonzo yesebe lemfundo. 	

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Eyona ntsusa yengxaki	Isigqibo seSCOPA	Isigqibo esithathiweyo ngeZigqibo ze-SCOPA kubandakanywa neendleko ezinxulumene noko	Isiphumo sezigqibo kwimin-yaka-mali yexesha elizayo
		<ul style="list-style-type: none"> • Ukutshekisha ukuba ngaba amatyala asedlulelwe lixesha aye ahlaziywa na kwakhona kwaza kwaqaliswa ngokutsalwa kweemali emvuzweni. • Ukuqwalaselwa kwakhona kwezavenge ezihlawulwa qho ngenyanga. 	
<p><u>Ikhasi:</u> 132 leNgxelo yoNyaka.</p> <p><u>Isihloko:</u> "IMigaqo-nkqubo yoKulawulwa kweMali (Accounting Policies)"</p> <p><u>Inkcazo:</u> Le Komiti ixhalabile kukuba iSebe leMfundo aliwathobeli amaxesha esiqhelo avunyiweyo okwenziwa kweentlawulo kwiikhreditha zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi.</p>	<p>5.1.10 ISebe leMfundo lidrafta igatya (clause) eliya kufakwa kwiMigaqo-nkqubo yokuLawulwa kweMali yeSebe leMfundo lingqina ukuzinikela kwalo ekuthobeleni amaxesha amkelekileyo ngokuqhelekileyo okuhlawulwa kweekhreditha zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi.</p>	<p>Kuye kwafakelwa umhlathi ochaza ukuba iSebe leMfundo lingqinisa ukuzinikela kwalo ekuthobeleni amaxesha amkelekileyo ngokuqhelekileyo okuhlawulwa kweekhreditha zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi kwiNgxelo yeGosa eliMele ukuPhendula ngokuSetyenziswa kweMali liSebe leMfundo, njengoko kufunekayo ngokweSetyhula ye-Ofisi kaNondyebo No 20/2013. Kuthathwe amanyathe lo ukulungisa lo mba ngokuqaliswa kwethem-</p>	<p>Asikho</p>

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Eyona ntsusa yengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo malunga neZigqibo zeSCOPA kubandakanywa neendleko ezinxulumene nazo	Isiphumo soku kwiminyaka-mali yexesha elizayo
		pleyithi yoluhlu lokutshekisha iintlawulo efuna ukuqinisekiswa ukuba iintlawulo ziyenziwa zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi.	
<p><u>Ikhasi:</u> 153 leNgxelo yoNyaka.</p> <p><u>Isihloko:</u> "Inkcitho engagunyaziswanga (Irregular Expenditure)" (ISaziso 24)</p> <p><u>Inkcazo:</u> Le Komiti ikuqaphela ngokuxhalabisayo okufunyaniswe nguMphicothi-ncwadi Jikelele bokuba inkcitho engagunyaziswanga ye-R52.408 yezigidi ichazwe njengenganeno njengoko ubungakanani obupheleleyo benkcitho egwenxa bebusaqwalaselwa liSebe ngethuba apho uMphicothi-zincwadi Jikelele wayenika inkcazo kwiKomiti.</p>	5.1.11 ISebe leMfundo liyasichazela i-SCOPA ngobungakanani obupheleleyo benkcitho engagunyaziswanga kwaye izeziphi iindlela ezisetyenzisiweyo ukuqaphela nokuthintela inkcitho engagunyaziswanga	Ukuphandwa kwemiba kubonise ukuba izixa ezininzi bezingafanelanga kudweliswa kwi-Annual Financial Statements (AFS) njengoko ezi zixa bezingekangqini siswa njengencitho engagunyaziswanga. Uphando olululo malwenziwe phambi kokuba kubhalwe izixa kwiNgxelomali zoNyaka (AFS). Umgaqonkqubo omtsha malunga nenkcitho egwenxa, engenanzuzo nekukudyakraza kunye nenkcitho engagunyaziswanga yaye yaphunyezwa, nebandakanya imisebenzi yama-Gosa ajongene	Asikho

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Eyona ntsusa yengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo malunga neZigqibo zeSCOPA kubandakanywa neendleko ezinxulumene nazo	Isiphumo soku kwiminyaka-mali yexesha elizayo
		<p>noLawulo lweLahleko Oomasi-fundisane malunga nomgaqo-nkqubo omtsha baqhubeka ngo-Februwari nangoMatshi 2013. Kwiinzame zokuthintela inkcitho engagunyaziswa, isebe lemfundo liphumeze la manyathelo alandelayo –</p> <p>Amagosa aphambili ecan-delokuthengwa kweempahla neenkonzozoye aqeshwa kuzo zonke ii-ofisi zeSebe iWCED ukuphucula ukungathotyelwa kweMigaqo yeSCM.</p> <ul style="list-style-type: none"> • Isebe lemfundo liqalise ngenkqubo yokuthengwa kweempahla ne-enzonzo ngekhompyutha, eyiSourceLink, ukwenzela iikoteshini. 	

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Eyona ntsusa yengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo malunga neZigqibo zeSCOPA kubandakanywa neendleko ezinxulumene nazo	Isiphumo soku kwiminyaka-mali yexesha elizayo
		<ul style="list-style-type: none"> • Isebe lemfundo liqalise ngoluhlu lokutshekisha iintlawulo ekufuneka lungqinisiswe ngumgunyazisi wentlawulo ukutshekisha ukuthotyelwa kwemimiselo yezowiso-mthetho neyokuthengwa kweempahla neenkonziso. • Kwiinzame zokuqaphela nayiphi na inkcitho engagunyazisi wanga ekunokwenzeka ukuba yenziwe isebe lemfundo liye laseka iYunithi yezoLawulo lwaNgaphakathi (<i>Internal Control Unit</i>) ukuqhuba uphicotho-zincwadi emva kophicotho lwazo zonke iintlawulo. 	

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Eyona ntsusa yengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa iindleko ezinxulumene noko	Isiphumo soku kwiminyaka-mali yexesha elizayo
<p><u>Ikhasi:</u> 161 leNgxelo yoNyaka. <u>Isihloko:</u> "29.4: Ii-asethi ezincinane (Minor Assets)" <u>Inkcazo:</u> Le Komiti ixhalabile kukuba kungekho mgaqonkqubo ukhoyo kwiSebe leMfundo kunye ne-ofisi yoMphathiswa wePhondo elawula ii-asethi zemvelaphi elilifa lethu ngokuqapheleka kwazo, ukwaziswa kwazo, ukhuseleko, ukulondolozeka kunye nokuxabiseka kwazo.</p>	<p>5.1.12 ISebe leMfundo lidrafta lize lamkele umgaqonkqubo omalunga neeasethi zemvelaphi elilifa lethu lize lenze loo rejista, ngentsebenziswano ne-Palamente yePhondo yaseNtshona Koloni, kunye ne-<i>Heritage Western Cape</i> ap-ho kuyimfuneko khona. Le Komiti yathatha isigqi-bo ngaphezulu soukba iSebe leMfundo lilandelele lize libeke esweni yonke intshukumo enxulumene neeasethi zemvelaphi elilifa lethu kunye nokuba zonke iinkcukacha ezinjalo mazifakwe kwiingxelo zonyaka zalo zexesha elizayo.</p>	<p>Zonke iiasethi zemvelaphi elilifa lethu (<i>heritage assets</i>) zifakiwe kwirejista yee-asethi yesebe lemfundo.</p>	<p>Asikho</p>
<p><u>Ikhasi:</u> 169 leNgxelo yoNyaka. <u>Isihloko:</u> "IiNgxelo zezipho, izipho-mali neemali zenkxaso ezenziweyo neemali zezaphulelo, iimali zembuyiselo neentlawulo ezenziweyo njengezenzo zemfesane" (IsiHlomelo 1D). <u>Inkcazo:</u> Le Komiti ixhalabile kukuba iSebe leMfundo lingenawo umgaqonkqubo okhokela kulwamkelo, ekuhlolweni nasekunikweni okanye ekukhatyweni kwezicelo zokufumana izipho, izipho-mali kunye neenkxaso-mali eziya kwenziwa.</p>	<p>5.1.13 ISebe leMfundo liqulunqa lize lamkele umgaqonkqubo okhokela iNtloko yeSebe i-HOD malunga nokwamkelwa, ukuhlolwa nokunikwa okanye ukungamkelwa kwezicelo zokufumana iziphomali kunye neenkxasomali eziya kwenziwa, kunye nokuba idlulisele oku kwiKomiti ukwenzela ukuba kuxoxwe malunga nako; ngaphezulu iSebe leMfundo lifake iingcombolo ezingaphezulu ezinxulumene noku kwiingxelo zonyaka zexesha elizayo.</p>	<p>ISebe iWCED lamkela iingcebiso zeKomiti. Isebe lemfundo liphumeze umgaqonkqubo omalunga nokwamkelwa kwezicelo ngamagosa aseziyofisini esebe lemfundo. Lo mgaqonkqubo wasayinwa nge-25 Matshi 2013. Umgaqonkqubo wokukhokela iNtloko yeSebe i-HOD malunga nokuhlolwa nokunikwa okanye ukungavunywa kwezicelo zokufumana izipho, iziphomali kunye neenkxasomali eziya kwenziwa ufumana ingqwalaselo.</p>	<p>Asikho</p>

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15. Ulungelelwano lwangaphambili lweengxelo zokuphicothwa kweencwadi

Isebe liphumeze inkqubo yokujongana nezinto ezixhalabisayo neziphumo zoMphicothi-zincwadi. Kucelwa abaphathi abenza lo msebenzi ukuba benze isicwangciso sezinto eziza kwenziwa nesiza kuhlolwa yile komiti. Yakuba inkqubo yokuqinisekisa umgangatho igqityiwe, ukubekwa esweni kwayo kuya kuphunyezwa. Inkqubela ngalo mba ikwayingxelo eya kwiKomiti yoPhicotho-zincwadi

Ubume bokufaneleka nemiba emalunga nokuhambelani mbo nemigaqo	Unyaka-mali eyaqala ngawo ukuvela	Inkqubela-phambili eyenziweyo ekucaciseni/ekusombululeni lo mba
Isebe lemfundo belingenazo iinkqubo ezifanelekileyo ezimiseliweyo malunga nokurekhodwa kweeyunithi ezizimobhayili.	2011/12	Yenziwe irejista yee-asethi ezipheleleyo yazo zonke iyunithi ezizimobhayili .
Isebe lemfundo linoxanduva lokuhlawula iikhawunti zikamasipala zezikolo ezingakhange zihlawulwe zizikolo. Isebe lemfundo alinako ukuqiniseka ngesixa setyala elihlawuliweyo ebudeni bonyaka okanye ekusafuneka ukuba lihlawulwe njengoko ezinye ii-akhawunti zihlawulwa zizikolo ngqo. Ityala ngalinye liphononongwa ngokuzimeleyo kwaye akukho sibonelelo senziweyo esinokuba sisiphumo esenziweyo kwiingxelo-mali.	2011/12	Uninzi loomasipala banika uluhlu olupheleleyo lwazo zonke ii-akhawunti zezikolo zoomasipala. Isebe lemfundo ke ngoko linako ukuqinisekisa ngesixa kanye kanye setyala elihlawuliweyo enyakeni ngokunxulumene nabo masipala. Oomasipala abangenazo izintlu ezipheleleyo baya kucelwa kwakhona ukuba bayinike le ngcaciso.
Ukuhlawuleka kwemali ezamkelwayo (<i>receivables</i>) ezinxulumene nabasebenzi kunye namanye amatyala ewonke ayi-R71 yezigidi nge-31 Matshi 2012, abengekahlawulwa ngaphezu kweminyaka emithathu, kuyathandabuzeka.	2011/12	ISebe iWCED liwaqaphele amatyala athathwa njengangahlawulekileyo laza lawangenisa loo matyala ukwenzela ukuba acinywe okanye lawo afuna ingqwalaselo engaphezulu. Oku kwenziwa ngemvume yeGqwetha likaRhulumente. Onke amatyala ayi-3 347 amadala kuneminyaka emi-3 ayaqwalaselwa ukuqaphela amatyala anokucinywa okanye afuna ingqwalaselo engaphezulu. Ngenxa yoko ngamatyala ayi-1 834 asele eqwalaselwe aza amatyala ayi-1 438 ewonke ayi-R16.9 yezigidi aye aqatshelwa ukucinywa kunye namatyala ayi-111 aye aqatshelwa ukutsalwa emivuzweni njengoko abanamatyala bebuyele enkonzweni.

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Ubume bokufaneleka nemiba emalunga nokuhambelani mbo nemigaqo	Unyaka-mali eyaqala ngawo ukuvela	Inkqubela-phambili eyenziweyo ekucaciseni/ekusombululeni lo mba
<p>Inkcitho engagunyaziswanga ngenxa yokungathotyelwa kwemigaqo yecandelo lokuthengwa kweempahla neenkonz, iinkonz kunye namabhaso okuwonga (<i>awards</i>) abantu abakwinkonz yesebe lemfundo.</p>	<p>2010/11</p>	<p>Zonke iithenda ezingaphezu kwe-R500 000 ziyatsheshiswa ukuqinisekisa ukuba akukho baqeshwa babandakanyekayo. ISebe leMfundo kwakhona linomgaqo-nkqubo oyilwayo omalunga noKwenziwa koMsebenzi oHlawulelwayo Ngaphandle kweNkonzo kaRhulumente (<i>Remunerative Work Outside the Public Service (RWOPS)</i>). ISebe leMfundo liqalise ngenkqubo yokuthengwa kweempahla neenkonz ngekhompyutha ye-<i>Sourcelink</i> ukuqinisekisa ukuthobela imigaqo.</p> <p>Kuphunyezwe umgaqo-nkqubo omtsha omalunga neNkcitho eGwenxa, engeNanzuzo nekukuDyakraza eNgagunyaziswanga (<i>policy on Irregular, Fruitless and Wasteful and Unauthorised Expenditure</i>), nebandakanya imisebenzi yaMagosa ezoLawulo lweLahleko (<i>Loss Control Officers</i>). Oomasifundisane abamalunga nomgaqo-nkqubo omtsha baqhubeka ngoFebruwari nangoMatshi 2013. Amagosa aphambili ajongene necandelo lolawulo lokuthengwa kweempahla neenkonz aye aqeshwa kuzo zonke ii-ofisi zeSebe iWCED ukuphucula ukuthobela iMimiselo ye-SCM.</p>

16. Uxolelo (exemptions) nokutenxa kwimigaqo (deviations) okuvela kwi-Ofisi kaNondyebo kaZwelonke

Ukuchazwa ngokupheleleyo kwenkcitho yezithuthi ze-GG njengezengqeshiso zezemali, kubandakanywa neetheyibhile zeentlawulo ngezavenge ezilandelelanayo (*amortisation tables*), zonyaka-mali ka-2012/13 emva kokuba i-Ofisi kaNondyebo kaZwelonke iye yanika imvume ngokusemthethweni yokushenxa kwindlela yokuchaza esebenzisa iitheyibhile ukwenzela inkcitho yezengqeshiso zezemali ngokuphathelele kwizithuthi ze-GG ngo-2011/12, ngokwesiqendu 79 se-PFMA, njengoko kuyimfuneko ngokwe-*Departmental Reporting Framework Guide*.

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17. Iingxelo-mali zeThutyana

ISebe leMfundo lilungise iingxelo-mali zethutyana zekota njengoko zifunwa yi-Ofisi kaNondyebo wePhondo. Ezi ngxelo zethutyana zahlolwa nguNondyebo wePhondo laza iSebe iWCED lenza izilungiso eziye zathathwa njengezifanelekileyo.

18. Ukuthobela imigaqo yeentlawulo zeentsuku eziyi-30

ISebe iWCED lizibophelele ekuthobeleni amaxesha avunyiweyo ngokubanzi okuhlawula iikhreditha kunye neemfuneko ezingummiselo ezibhaliweyo ngokusemthethweni zokuhlawulwa kweekhreditha zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi.

Kuye kwathathwa amanyathelo ukuqinisekisa ukuthotyelwa kwayo imigaqo nokuqaliswa kwethemphleyithi yoluhlu lokutshekisha iintlawulo (*payments' checklist template*) apho kufuneka kuqinisekiswa ukuba iintlawulo zenziwa zingadlulanga iintsuku eziyi-30 zokwamkelwa kwe-invoyisi.

ISebe iWCED lifumene iingxaki kwisistim yeBAS neziye zadluliselwa kwi-Ofisi kaNondyebo wephondo ukwenzela ungenelelo ngoncedo oluyimfuneko.

19. Ezinye

19. Imiba emalunga neziseko zophuhliso: Ityala likaMagqwaka

Umba wetyala likaMagqwaka uwela kumhlaba weSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*) (DTPW) njenge-Arhente eYenza iMisebenzi kaRhulumente (*Implementing Agent*) (IA). Nakuba kunjalo, kuye kwakho iinzame zentsebenziswano phakathi kwe-DTPW neSebe iWCED ukusombulula lo mba. I-DTPW iwudlulisele lo mba kwi-Ofisi yeGqwetha likaRhulumente ukufumana ingcebiso. Ngokwe-DTPW, akukabikho mpendulo ifunyenweyo evela kwiGqwetha likaRhulumente.

19.2 IMisebenzi yeArhente/IMisebenzi eBalulekileyo

ISebe leMfundo laye lathatha inxaxheba kule misebenzi ye-arhente/kule misebenzi ibalulekileyo ilandelayo:

- NeSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works*) (DTPW) ukulungiselela imisebenzi enxulumene nophuhliso lweziseko, apho i-DTPW yayiyi-arhente yeSebe iWCED.
- NeSebe leMfundo esiSiseko (ISebe i-DBE) ukulungiselela i-*Accelerated School Infrastructure Development Initiative* (ASIDI) ukwenzela ukwakiwa kwezikolo neeklas, apho isebe lemfundo lisebenza njenge-arhente yeSebe i-DBE.

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- NeSebe leMfundo esiSiseko (ISebe i-DBE) ukulungiselela iiMvavanyo zoNyaka zikaZwelonke (*Annual National Assessments*) (ANA)) zokwenziwa kwee-ANA egameni leSebe i-DBE, apho isebe lemfundo lisebenza khona njenge-arhente yeSebe i-DBE.

Akukho fizi zafikayo okanye zahlawulwa ngeenkonzobu-arhente/zeenkonzobezibalulekileyo ngaphezu kwemali ekwakubonelelwe ngayo ukwenza imisebenzi ekwakuvunyelwene ngayo.

19.3 Intlawulo engaphezulu: kumqhubi kaMphathiswa wePhondo

Kunyaka ophantsi koqwalaselo, kwenziwa intlawulo engaphezulu kumqhubi womphathiswa wephondo eyathi yaqatshelwa. Lo mba wenzeke kwiminyaka emininzi edlulileyo, kodwa awubalulekanga kwiiNgxelo-mali zoNyaka kwaye usephantsi kophando. Kwakuba nje kuqinisekiwe ngesona sixa sayo, isiphumo sayo siya kubhalwa kwiiNgxelo-mali zoNyaka ka-2013/14.

20. Imvume

liNgxelo-mali zoNyaka ezichazwe kumakhasi 190 – 235 zivunywe liGosa eliMele ukuPhendula ngoSetyenziso lweMali (*Accounting Officer*).



**PA VINJEVOLD
IGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI
ISEBE LEMFUNDO LENTSHONA KOLONI
UMHLA: 31 Meyi 2013**

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Inkcazo yoXanduva yeGosa elimele ukuphendula
ngokuphathelele kwiingxelo zemali
(Accounting Officer's Statement of Responsibility)
kunyaka ophela nge-31 Matshi 2013**

INgxelo ngoXanduva olumalunga neeNgxelo-mali zoNyaka kunyaka ophela nge-31 Matshi 2013

I-Ofisi eMele ukuPhendula ngoSetyenziso lweMali ijongene nokulungiswa kweengxelo-mali zonyaka zesebe kunye nezigwebo ezenziweyo kule ngcaciso.

IGosa eliMele ukuPhendula ngoSetyenziso lweMali lijongene nokuseka, nokuphumeza inkqubo yangaphakathi ngenjongo yokubonelela ngengqiniseko efanelekileyo ngokumalunga nokuthembeka (*integrity*) kunye nokunyaniseka (*reliability*) kweengxelo-mali zonyaka.

Ngokoluvo lwam, iingxelo-mali zibonisa ngokufanelekileyo imisebenzi yesebe lemfundo yonyaka-mali ophela nge-31 Matshi 2013.

Kusetyenziswana nabaphicothi-zincwadi bangaphandle ukuvakalisa uluvo olungangxengwanga malunga ne-AFS yesebe lemfundo.

Iphononongiwe i-AFS yeSebe leMfundo leNtshona Koloni yonyaka-mali ophela nge-31 Matshi 2013 ngabaphicothi-zincwadi bangaphandle yaye banike ingxelo yabo kwikhasi 183.

IiNgxelo-mali zoNyaka zeSebe leMfundo ezicaciswe kumakhasi 218 -260 zivunywe.



**Igama: Nks P A Vinjevold
IGosa eliMele ukuPhendula ngoSetyenziso lweMali
Umhla: 2013:05:31**

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INGXELO YOMPHICOTHI-ZINCWADI JIKELELE KWIPALAMENTE YEPHONDO LENTSHONA KOLONI KULWABIWO-MALI OLUVUNYIWEYO NO. 5: KWISEBE LEMFUNDO LENTSHONA KOLONI

UKUNIKA INGXELO NGEENGXELO-MALI

Intshayelelo

1. Ndiziphicothile iingxelo-mali zeSebe leMfundo leNtshona Koloni (zeSebe iWCED) njengoko kucacisiwe kumakhasi 218 - 260 engxelo yolwabiwo-mali, ingxelo yobume bemali njengoko injalo nge-31 Matshi 2013, ingxelo yokusetyenziswa kwemali, ingxelo yokutshintsha kwii-net assets, ingxelo yokungena nokuphuma kwemali yonyaka osandula kuphela, kunye namanqakwana, asishwankathelo semigaqo-nkqubo ebalulekileyo yokusetyenziswa kwemali kunye nenye ingcaciso ecacisayo.

Uxanduva lwegosa elimele ukuphendula ngosetyenziso lwemali olumalunga neengxelo-mali

2. Igosa elimele ukuphendula ngosetyenziso lwemali linoxanduva lokulungiswa kwezi ngxelo-mali ngokwe-*Departmental financial reporting framework* njengoko kumiselweyo yi-Ofisi kaNondyabo kaZwelonke kunye nemimiselo eyimfuneko yoMthetho woLawulo lweMali kaRhulumente woMzantsi Afrika, 1999 (uMthetho No. 1 ka-1999) (PFMA) kunye noMthetho we-*Division of Revenue Act of South Africa, 2012 (Act No. 5 of 2012) (DoRA)* kunye nokusingatha ulawulo lwangaphakathi njengoko igosa elimele ukuphendula ngosetyenziso lwemali limisela ukuba kuyimfuneko ukwenzela ukulungiswa kweengxelo-mali ezingenangcaciso igqwethiweyo (*material misstatement*), nokuba ngaba oko kwenzeka ngenxa yobuqhetseba (*fraud*) okanye yempazamo.

Umsebenzi oluxanduva loMphicothi-zincwadi Jikelele

3. Uxanduva lwam kukuvakalisa uluvo malunga nezi ngxelo-mali ezisekelwe kuphicotho-zincwadi lwam. Ndaye ndaqhuba uphicotho-zincwadi lwam ngokoMthetho woPhicotho-zincwadi kaRhulumente waseMzantsi Afrika, 2004 (uMthetho No. 25 ka-2004 (*Public Audit Act*) (PAA), ngokwesaziso ngokubanzi esikhutshwe ngokwalo Mthetho kunye neMigangatho yaMazwe ngaMazwe emalunga nophicotho-zincwadi (*International Standards on Auditing*). Loo migangatho ifuna ukuba ndingqinelane ngqo neemfuno zokwenziwa komsebenzi ongenachaphaza nesicwangciso ndize ndenze uphicotho-zincwadi ukufumana ingqinisekiso efanelekileyo malunga nokuba iingxelo-mali azinanto na igqwethiweyo.

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4. Uphicotho-zincwadi kubandakanya ukwenza iinkqubo zokufumana ubungqina bophicotho-zincwadi malunga nezixa-mali ezisetyenzisiweyo kunye nokuvakaliswe kwiingxelo-mali. Iinkqubo ezikhethiweyo zixhomekeke kwindlela abona ngayo umphicothi-zincwadi, kubandakanywa nokuhlolwa kwezinto eziyingxaki (*risks*) ezigqwethiweyo kwiingxelo-mali, nokuba oko kwenzeka ngenxa yobuqhetseba okanye yempazamo. Ukwenza ezo nkqubo zokuhlolwa kwezinto eziyingxaki (*risk assessments*), umphicothi-zincwadi uqwalasela ulawulo lwangaphakathi olufanelekileyo kumalungiselelo equmrhu eengxelo-mali, ukwenzela ukuqulunqa iinkqubo zokuphicotha iincwadi ezifanelekileyo kwiimeko ezo, kodwa oko kungenziwa ngenjongo yokuvakalisa uluvo ngokusebenza ngempumelelo kwenkqubo yequmrhu yolawulo lwangaphakathi. Uphicotho-zincwadi kwakhona lubandakanya ukufaneleka kwemigaqo-nkqubo yobalo-mali (*accounting policies*) esetyenziswayo kunye nokufaneleka koqikelelo lobalo-mali (*accounting estimates*) olwenziwa ngabalawuli, kwakunye novavanyo lokwandlalwa konke kweengxelo-mali.
5. Ndiyakholwa ukuba ubungqina bophicotho-zincwadi endibufumeneyo banele kwaye bufanelekile ukunika isiseko sokusekela uluvo lwam lophicotho-zincwadi.

Uluvo

6. Ngokoluvo lwam, iingxelo-mali zinika umfanekiso kakuhle, ngandlela zonke, wemeko yezemali yeSebe iWCED njengoko unjalo nge-31 Matshi 2013, kunye nendlela yokusebenza kwemali yalo neemali ezingenayo neziphumayo zonyaka osandula kuphela ngokwe-*Departmental Financial Reporting Framework* njengoko kumiselweyo kwi-Ofisi kaNondyabo kaZwelonke kunye neemfuno ezingummiselo ze-PFMA neze-DoRA.

Ukugxininiswa kwemiba

7. Nditsalela ingqondo kule miba ilapha ngezantsi. Uluvo lwam alutshintshanga ngokunxulumene nale miba.

Ukuphindwa kwakhona kwamanani angqinelanayo

8. Njengoko kwazisiwe kwisaziso 29 seengxelo-mali, amanani angqinelanayo ange-31 Matshi 2012 abuye aphindwa kwakhona ngo-R124 447 000 ngenxa yempazamo ekunikwe ingxelo ngayo kunyaka-mali odlulileyo malunga nokugqitywa kweeklasi ezizimobhayili.

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lingxaki ezibonakalayo (*material impairments*)

9. Njengoko kwazisiwe kwinqaku 10 nenqaku 28 leengxelo-mali zonyaka, isebe lemfundo lifumene ii-receivables eziya kutsho ku-R156 488 000 nge-31 Matshi 2013, apho imali ebenako ukuphinda ifunyanwe (*recoverables*) iye kutsho kwi-R58 842 000 nethandabuzekayo nenikiweyo.

Inkcitho engahambi ngokwemigaqo (*Irregular expenditure*)

10. Njengoko kwazisiwe kwinqaku 24 leengxelo-mali zonyaka, kwenziwa apha enyakeni inkcitho engahambi ngokwemigaqo eyi-R32 592 000. Ukongeza, umsebenzi wokuqaphela ezinye izinto ezifanayo zenkcitho engahambi ngokwemigaqo uyenziwa njengangoku.

Imiba engaphezulu

11. Nditsalela ingqondo kule miba ilapha ngezantsi. Uluvo lwam alutshintshanga ngokunxulumene nale miba:

lishedyuli ezihlonyelelweyo ezingaphicothwanga

12. Ingcaciso ehlonyelelweyo ecaciswe kumakhasi 260 – 265 asiyonxalenye yeengxelo-mali kwaye ichazwe njengengcaciso eyongezelweyo. Andikhange ndiziphicothe ezi shedyuli kwaye, kananjalo, andivakalisi luvo lwam ngazo.

Umgaqo-sikhokelo wokunika ingxelo ngezemali

13. Umgaqo-sikhokelo wokunika ingxelo ngezemali omiselwe yi-Ofisi kaNondyebo kaZwelonke (*National Treasury*) nosetyenziswa lisebe lemfundo ngumgaqo-sikhokelo emakungqinelwane nawo. Amazwi asetyenzisiweyo ukuvakalisa uluvo lwam ngokumalunga nomgaqo-sikhokelo emakungqinelwane nawo kufuneka ubonise ukuba iingxelo-mali zilungiswe ngokungqinelana nalo mgaqo-sikhokelo nokuba “zinika umfanekiso kakuhle”. Nakuba kunjalo, iSiqendu 20(2)(a) se-PAA, sifuna ukuba mna mandivakalise uluvo malunga nokunikwa komfanekiso kakuhle kwiingxelo-mali. Amazwi asetyenzisiweyo ukuvakalisa uluvo lwam ke ngoko abonisa le mfundo ingummiselo.

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INGXELO NGEZINYE IIMFUNO EZINGUMMISELO ZASEMTHETHWENI NEZOLAWULO

14. Ngokwe-PAA kunye nesaziso jikelele esikhutshwe ngokumalunga nayo, ndinika ingxelo ngezi ziphumo zilandelayo ezinxulumene nokwenziwa komsebenzi xa kuthelakiswa neenjongo ezichazwe kwangaphambili, ukungqinelana nemithetho nemigaqo kunye nolawulo lwangaphakathi, kodwa oku ndingakwenzi ngenjongo yokuvakalisa uluvo.

linjongo ezichazwe kwangaphambili

15. Ndenze amanyathelo okufumana ubungqina malunga nokuba luncedo kunye nokuthembeka kwengcaciso ekwingxelo yokwenziwa komsebenzi yonyaka (*annual performance report*) njengoko kucacisiwe kumakhasi 10 – 110 engxelo yonyaka.
16. Lo msebenzi kunikwe ingxelo ngawo ngokunxulumene neenjongo ezimiselwe kwangaphambili wavavanywa ngokuthelakiswa neekhrayitheriya xa zizonke zokuba luncedo nokuthembakala kwawo kwiprogram ezikhethelwe ukuphicothwa. Ukuba luncedo kwengcaciso ekwingxelo yokwenziwa komsebenzi wonyaka kunxulumene nokuba ngaba kunikwe ngokungqinelana nemigaqo yokunika ingxelo yonyaka ye-Ofisi kaNondyebo kaZwelonke nokuba ngaba ukwenziwa komsebenzi ekunikwe ingxelo ngako kuyangqinelana na nezalathi-nkqubela kunye neethagethi ezilinganisekayo (o.k.t. ukuchazwa kakuhle, ukungqiniseka, ukutsola, ukulinganiseka nokumiselwa ixesha elithile) kwaye kufanelekile njengoko kufunwa ngokwe-*National Treasury Framework for managing programme performance information*.
17. Ukuthembakala kwengcaciso ngokunxulumene neeprogram ezikhethiweyo kuphononongiwe ukuqinisekisa ukuba ngaba kubonisa ngokwaneleyo izinto (o.k.t. ngaba ziyasebenza ngokusemthethweni, zichanekile kwaye ziphelele).
18. Akukhange kubekho ziphumo zilulutho kwingxelo yokwenziwa komsebenzi ngokumalunga nokuba luncedo nokunyaniseka kwale ngcaciso.

Umba owongezelelweyo

19. Nangona kungekho ziphumo zilulutho ngokumalunga nokuba luncedo nokuthembakala kwengcaciso yokwenziwa komsebenzi zaye zaqatshelwa kwingxelo yokwenziwa komsebenzi yonyaka, ndithi manditsalele ingqondo kulo mba ulandelayo ulapha ngezantsi.

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Ukuphunyezwa kweethagethi ezicwangcisiweyo

20. Kwinani lilonke leethagethi ezicwangcisiweyo eziyi-56 ezicwangciselwe unyaka, eziyi-21 azizange zibe nakuphunyezwa ngokupheleleyo ngethuba lonyaka ophantsi koqwalaselo. Oku kumele i-37% yeethagethi ezicwangcisiweyo zizonke ezazingazange ziphunyezwe kunyaka ophantsi koqwalaselo.
21. Oku kwabangelwa ikakhulu yinyaniso yokuba uninzi lwezalathi-nkqubela zisekelwe kwii-variables ezibangelwa yimfuno (*demand driven*), nto leyo eyenza ukuba kube nzima ukuqiniseka ngeethagethi ezichanekileyo, ngaphandle kokusebenzisa idatha yamathuba angaphambili njengethagethi eqikelelwayo. Kwezinye iimeko le miqathango inxulumene ngqo nokukhula koluntu, umz. ukuqeshwa kootitshala, kwezithuthi, kwabafundi abakwizikolo ezingabizi zifizi.

Ukungqinelana nemithetho kunye nemigaqo

22. Ndiye ndenza iinkqubo zokufumana ubungqina bokuba iziko lingqinelane na nemithetho kunye nemigaqo esebenzayo malunga nemiba yezemali, ezolawulo lwemali kunye neminye imiba enxulumene naleyo. Iziphumo endizifumeneyo malunga nokungangqinelani nemiba ethile ekwimithetho nakwimigaqo ebalulekileyo njengoko icacisiwe kwisaziso ngokubanzi ngokwe-PAA zimi zilolu hlobo lulandelayo:

Ulawulo lokuthengwa kweempahla neenkonziso kunye nolawulo lwekontraki

23. Iimpahla neenkonziso ezinexabiso lentengo lingaphantsi kwe-R500 000 zathengwa ngaphandle kokufumana iikowuteshini zamaxabiso ezifunekayo, njengoko kufunwayo nguMgaqo i-Treasury Regulation 16A6.1.

Ulawulo lwenkcitho

24. Igosa elimele ukuphendula ngokusetyenziswa kwemali alizange lithathe manyathelo asebenza ngokuyimpumelelo okuthintela inkcitho engahambi ngokomgaqo njengoko kufuneka kwisiqendu 38(1)(c)(ii) se-PFMA nakwi-Treasury Regulation 9.1.1.

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Ulawulo lwangaphakathi

25. Ndiluthathe ulawulo lwangaphakathi njengokulufanelekileyo kuphicotho-zincwadi lwam lweengxelo-mali, lwengxelo yonyaka emalunga nokwenziwa komsebenzi kunye nokungqinelana nemithetho nemimiselo. Umbandela ekunikwe ingxelo ngawo apha ngasezantsi phantsi kweziseko zolawulo lwangaphakathi iphelele kwiziphene eziqaphelekayo eziye zakhokelela kwiziphumo zokungangqinelani nemithetho nemimiselo ebandakanyiweyo kule ngxelo.

Ubunkokeli

26. Isicwangciso somsebenzi owawuza kwenziwa esasenziwe saza saphunyezwa lisebe lemfundo asiphumelelanga ngokupheleleyo njengoko iimeko zokungangqinelani neenkqubo zolawulo lokuthengwa kweempahla neenkonzo zazisaqatshelwa ngethuba lophicotho-zincwadi. Oku kubangelwe yinto yokuba isicwangciso somsebenzi saye saphunyezwa kwisiqingatha sonyaka-mali emva kokuba uphicotho-zincwadi lonyaka odlulileyo lwalusele lugqityiwe. Iyunithi esandula ukusekwa yezolawulo lwangaphakathi kwisebe lemfundo yaye yathi, nakuba kunjalo, yancedisa isebe lemfundo ekuqapheleni iimeko zokungangqinelani neenkqubo zokuthengwa kweempahla neenkonzo kwaye inika ingxelo kwangokunjalo kwisebe lemfundo.

Ulawulo lwezemali nendlela yokwenziwa komsebenzi

27. Icandelo lolawulo lokuthengwa kweempahla neenkonzo (*supply chain management directorate*) kwakunye nawo onke amanye amacandelo ajongene nokuthengwa kweempahla neenkonzo akazange akujongisise yaye akubeke esweni ukungqinelana nemithetho yenkonzo yolawulo lokuthengwa kweempahla neenkonzo kunye nemigaqo emalunga nokuthengwa kweempahla neenkonzo ezinamaxabiso aphakathi kwe-R10 000 ne-R500 000. Oku kwabangelwa yinto yokuba umsebenzi wokuthengwa kweempahla neenkonzo wanatyiselwa (*decentralised*) kwisebe kwaye kwakungekho yunithi enoxanduva lokongamela konke ukubeka esweni ukujonga ukuba kuyangqinelwana neenkonzo zokuthengwa kweempahla neenkonzo. Oku yayisisiphumo esiphindwayo esasikho nakunyaka ongaphambili yaye iinkqubo ezaphunyezwayo ukuhlangabezana neengcebiso ezazenziwe malunga noku kwingxelo yabaphathi yonyaka ongaphambili zazenziwe kuphela kwisiqingatha sesibini sonyaka-mali ophantsi koqwalaselo. Nakuba kunjalo, iyunithi yezolawulo lwangaphakathi eyayisekwe lisebe lemfundo yanikwa umsebenzi wokuqaphela nokunika ingxelo kwiimeko zokungangqinelani nemiqathango emiselweyo kwixesha elizayo.

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EZINYE IINGXELO

Imisebenzi yophando

28. Ziziganeko ezingamashumi amane anesithoba (49) zezenzo zobuqhophololo kusetyenziso gwenxa lwemali, izityholo zobuqhetseba (*alleged corruption*), ukuqesha nokwenzeelelela izizalwana (*nepotism*) kunye nobuqhophololo ekuthengeni iimpahla neenkonzelo ekwanikwa ingxelo ngazo ebudeni bonyaka.
29. Ngamatyala angamashumi amathandathu anesihlanu (65) xa ewonke avulwa ngokunxulumene nezenzo ezigwenxa kusetyenziso lwemali, izityholo zobuqhetseba (*alleged corruption*), ukuqesha ngokwenzeelelela izizalwana (*nepotism*) kunye nobuqhophololo ekuthengeni iimpahla neenkonzelo, eziyi-10 zazo zazisaqhubeka ngeso sigaba.
30. Alishumi elinesixhenxe (17) amatyala anxulumene nezenzo ezigwenxa kusetyenziso lwemali, izityholo zobuqhophololo, ukuqesha ngokwenzeelelela izizalwana (*nepotism*) nezityholo zobuqhophololo (*fraud*) kunye/okanye ubugwenxa bezemali.

Uphicotho olumalunga nokwenziwa komsebenzi

31. Uphicotho olumalunga nokwenziwa komsebenzi lwaqhutywa kwiprogram yeMfundo noQeqesho lwaBadala (*Adult Basic Education and Training*) (ABET) kunyaka ophantsi koqwalaselo. Olu phicotho lwagxininisa kusetyenziso lwezibonelelo kwiprogram ye-ABET ngendlela enoqoqosho, ngobuchule nangempumelelo. Ngethuba lokubhalwa kwale ngxelo, olu phicotho lusekwinqanaba lokunika ingxelo kwaye iziphumo zalo ziya kunikwa kwingxelo eyahlukileyo.
32. Uphicotho olumalunga nokwenziwa komsebenzi lwaqhutywa kwiprogram yoPhuhliso lweMfundo yaBasaqalayo (*Early Childhood Development*) (ECD) kunyaka ophantsi koqwalaselo. Olu phicotho lwagxininisa kusetyenziso lwezibonelelo kwiprogram ye-ECD ngendlela enoqoqosho, ngobuchule nangempumelelo. Ngethuba lokubhalwa kwale ngxelo, olu phicotho lusekwinqanaba lokunika ingxelo kwaye iziphumo zalo ziya kunikwa kwingxelo eyahlukileyo.

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33. Uphicotho olungokwenziwa komsebenzi kwinkonzo karhulumente lwaqhutywa ukujonga ukulungela kukarhulumente ukunika ingxelo ngendlela asebenza ngayo. Ugxininiso lophicotho lwalukwindlela amaziko karhulumente ayekhokelwa aze ancediswe ngayo ukunika ingxelo ngendlela asebenza ngayo, kwakunye neesistim kunye neenkqubo azilungisileyo azisebenzisayo. Ingxelo yabaphathi yakhutshwa ngoSeptemba 2012.

Auditor-general

EKapa

31 Julayi 2013



AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**INGxelo yolwabiwo lweMali (Appropriation Statement)
kunyaka ophela nge-31 Matshi 2013**

Ulwabiwo ngeprogram nganye									
Iprogram	2012/13							2011/12	
	Ulwabiwo oluHlenga-hlengisweyo R'000	Ukutshinshwa kweemail R'000	Iintlawulo: R'000	Ulwabiwo -mali lokugqibela R'000	Inkcitho eyiyo kanye R'000	Umahluko R'000	Inkcitho njenge-% yolwabiwo lokugqibela %	Ulwabiwo -mali lokugqibela R'000	Inkcitho eyiyo kanye R'000
1. Ezolawulo									
Iintlawulo zaNgoku	458 548	(24 739)	(29 142)	404 667	402 505	2 162	99.5	398 383	398 383
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	29 383	38 178	-	67 561	67 561	-	100.0	97 041	97 041
Iintlawulo zee-aseti ii-capital assets	57 829	(27 563)	-	30 266	22 505	7 761	74.4	34 572	34 572
Iintlawulo kwii-aseti zezemali	4 112	14 124	-	18 236	18 236	-	100.0	2 042	2 042
	549 872	-	(29 142)	520 730	510 807	9 923	-	532 038	532 038
2. Imfundo kwizikolo zikaRhulumente eziQhelekileyo									
Iintlawulo zaNgoku	10 431 491	6 181	8 864	10 446 536	10 396 963	49 573	99.5	9 706 806	9 703 648
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	581 579	113 112	80 380	775 071	773 318	1 753	99.8	657 232	657 188
Iintlawulo zee-aseti ii-capital assets	601 795	(119 293)	8 675	491 177	485 413	5 764	98.8	542 394	535 480
	11 614 865	-	97 919	11 712 784	11 655 694	57 090	-	10 906 432	10 896 316
3. Iinkxaso-mali zezikolo ezizimeleyo									
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	72 697	-	(376)	72 321	72 321	-	100.0	64 188	63 554
	72 697	-	(376)	72 321	72 321	-	-	64 188	63 554
4. Imfundo kwizikolo zeMfundo eneeMfundo ezizodwa zikaRhulumente									
Iintlawulo zaNgoku	737 421	(9 994)	(45 796)	681 631	677 441	4 190	99.4	622 495	622 495
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	120 446	11 482	-	131 928	131 928	-	100.0	129 463	129 463
Iintlawulo zee-aseti ii-capital assets	34 808	(1 488)	(7 513)	25 807	25 807	-	100.0	39 383	39 383
	892 675	-	(53 309)	839 366	835 176	4 190	-	791 341	791 341
5. Imfundo noQeqesho oluQhubekayo									
Iintlawulo zaNgoku	282 277	(8 392)	-	273 885	273 819	66	100.0	259 565	259 553
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	315 312	8 392	-	323 704	323 704	-	100.0	275 106	275 106
	597 589	-	-	597 589	597 523	66	-	534 671	534 659
6. Imfundo yaBadala noQeqesho									
Iintlawulo zaNgoku	9 631	(2 525)	-	7 106	7 106	-	100.0	5 850	5 850
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	26 187	2 525	1 102	29 814	29 814	-	100.0	27 248	27 248
	35 818	-	1 102	36 920	36 920	-	-	33 098	33 098
7. Imfundo noPhuhliso lwaBasaqalayo (ECD)									
Iintlawulo zaNgoku	114 419	(12 283)	(2 136)	100 000	100 000	-	100.0	116 605	114 203
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	271 611	12 283	-	283 894	283 894	-	100.0	225 723	225 390
Iintlawulo zee-aseti ii-capital assets	43 542	-	(6 085)	37 457	37 457	-	100.0	38 468	38 468
	429 572	-	(8 221)	421 351	421 351	-	-	380 796	378 061
8. IiNkonzo ezincedisayo nezinxulumene nazo									
Iintlawulo zaNgoku	161 431	(530)	(7 973)	152 928	152 064	864	99.4	126 156	123 902
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	5 586	369	-	5 955	5 955	-	100.0	8 315	8 067
Iintlawulo zee-aseti ii-capital assets	138	161	-	299	299	-	100.0	117	117
	167 155	-	(7 973)	159 182	158 318	864	-	134 588	132 086
Inani elingekapheleli	14 360 243	-	-	14 360 243	14 288 110	72 133	99.5	13 377 152	13 361 153
Inani elipheleleyo	14 360 243	-	-	14 360 243	14 288 110	72 133	99.5	13 377 152	13 361 153
Kongezwa: Iimali ezifunyenwe ISebe (Departmental receipts)				17 348				9 893	
Izixa kanye ngokwe- Statement of Financial Performance (Total Revenue)				14 377 591				13 387 045	
Izixa kanye ngokwe- Statement of Financial Performance (Total Revenue)					14 288 110				13 361 153

**IPhondo leNtshona Koloni
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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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ULwabiwo ngokoHlelo lwezoQoqosho									
Uhlelo ngokoqoqosho	2012/13							2011/12	
	Ulwa- biwo oluH- lenga- hlengi- siweyo	Ukutshint- -shwa kwee- mali	lintla- wulo:	Ulwabiwo o -mali lokug- qibela	Inkcitho eyiyo kanye	Uma- hluko	Inkcitho njenge-% yolwabiwo lokug- qibela	Ulwa- biwo – mali lokug- qibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	10 835 720	(31 164)	(63 995)	10 740 561	10 735 885	4 676	100.0	9 999 485	9 997 071
Iimpahla neeNkonzo	1 359 498	(21 118)	(12 188)	1 326 192	1 274 013	52 179	96.1	1 236 375	1 230 963
lintlawulo ezenziwa ngoomatshini neenkxaso- mali									
Ii-arhente zesebe nee- akhawunti	5 524	10	-	5 534	5 534	-	100.0	5 256	5 256
Amaziko angenzi ngeniso	1 386 509	181 911	36 634	1 605 054	1 603 326	1 728	99.9	1 391 131	1 389 926
Ezamaxhaya	30 768	4 408	44 472	79 648	79 623	25	100.0	87 919	87 865
Izipho nezipho-mali	-	12	-	12	12	-	100.0	10	10
lintlawulo zee-asethi ii- capital assets									
Izakhiwo nezinye izitraksha ezingenakushenxiswa	669 088	(136 447)	(4 923)	527 718	522 788	4 930	99.1	598 135	591 221
Oomatshini nezixhobo	66 968	(10 536)	-	56 432	47 837	8 595	84.8	54 949	54 949
I-Software nezinye ii-asethi ezingaphathekiyo	2 056	(1 200)	-	856	856	-	100.0	1 850	1 850
lintlawulo kwii-asethi zezemali	4 112	14 124	-	18 236	18 236	-	100.0	2 042	2 042
Inani elipheleleyo	14 360 243	-	-	14 360 243	14 288 110	72 133	99.5	13 377 152	13 361 153

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**Ingxelo yolwabiwo lweMali (Appropriation Statement)
kunyaka ophela nge-31 Matshi 2013**

**Ingcombolo ngeprogram 1- Ezolawulo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo	2012/13							2011/12	
	Ulwabiwo oluHlenga-hlengisiweyo	Ukutshintshwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uma-hluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)									
lintlawulo zaNgoku	6 843	(398)	(503)	5 942	5 942	-	100.0	5 192	5 192
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	24	-	24	24	-	100.0	102	102
lintlawulo zee-asethi ii-capital assets	-	374	-	374	374	-	100.0	256	256
1.2 IInkonzo zeZiko									
lintlawulo zaNgoku	223 719	(10 533)	-	213 186	213 186	-	100.0	195 435	195 435
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1 126	4 131	-	5 257	5 257	-	100.0	9 635	9 635
lintlawulo zee-asethi ii-capital assets	1 651	2 910	-	4 561	4 561	-	100.0	3 123	3 123
lintlawulo kwii-asethi zezemali	4 112	14 105	-	18 217	18 217	-	100.0	2 042	2 042
1.3 Ulawulo lwezeMfundo									
lintlawulo zaNgoku	203 296	(7 136)	(28 639)	167 521	165 359	2 162	98.7	185 510	185 510
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	16 757	33 788	-	50 545	50 545	-	100.0	79 710	79 710
lintlawulo zee-asethi ii-capital assets	54 994	(31 065)	-	23 929	16 168	7 761	67.6	20 248	20 248
lintlawulo kwii-asethi zezemali	-	19	-	19	19	-	100.0	-	-
1.4 Uphuhliso lwezakhono zabasebenzi									
lintlawulo zaNgoku	13 689	(4 692)	-	8 997	8 997	-	100.0	5 346	5 346
lintlawulo zee-asethi ii-capital assets	-	19	-	19	19	-	100.0	95	95
1.5 I-EMIS (Education Management Information System (EMIS))									
lintlawulo zaNgoku	11 001	(1 980)	-	9 021	9 021	-	100.0	6 900	6 900
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	11 500	235	-	11 735	11 735	-	100.0	7 594	7 594
lintlawulo zee-asethi ii-capital assets	1 184	199	-	1 383	1 383	-	100.0	10 850	10 850
Inani elipheleleyo	549 872	-	(29 142)	520 730	510 807	9 923	98.1	532 038	532 038

Ulwabiwo ngokoHlelo lwezoQoqosho

Iprogram 1 ngokoHlelo lwezoQoqosho	2012/13							2011/12	
	Ulwabiwo oluHlenga-hlengisiweyo	Ukutshintshwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uma-hluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	266 830	(4 051)	(14 527)	248 252	248 252	-	100.0	252 346	252 346
Iimpahla neeNkonzo	191 718	(20 688)	(14 615)	156 415	154 253	2 162	98.6	146 037	146 037
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
I-arhente zesebe nee-akhawunti	-	3	-	3	3	-	100.0	-	-
Amaziko angenzi ngeniso	27 697	34 112	-	61 809	61 809	-	100.0	90 630	90 630
Ezamazinyane	1 686	4 051	-	5 737	5 737	-	100.0	6 401	6 401
Izipho nezipho-mali	-	12	-	12	12	-	100.0	10	10
lintlawulo zee-asethi ii-capital assets									
Oomatshini nezixhobo	56 973	(27 563)	-	29 410	21 649	7 761	73.6	32 722	32 722
I-Software nezinye ii-asethi ezingaphathekiyo	856	-	-	856	856	-	100.0	1 850	1 850
lintlawulo kwii-asethi zezemali	4 112	14 124	-	18 236	18 236	-	100.0	2 042	2 042
Inani elipheleleyo	549 872	-	(29 142)	520 730	510 807	9 923	98.1	532 038	532 038

**IPhondo leNtshona Koloni
ISebe leMfundo
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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 2 - IMfundo kwiZikolo zikaRhulumente eziQhelekileyo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13							2011/12	
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Umahluco	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.1	Izikolo eziziprayimari zikarhulumente									
	lintlawulo zaNgoku	5 760 418	132 954	8 864	5 902 236	5 879 641	22 595	99.6	5 477 669	5 476 675
	lintlawulo ezenziwa ngoomatshini neenkaso-mali	342 545	24 606	74 706	441 857	441 857	-	100.0	351 066	351 066
	lintlawulo zee-asethi ii-capital assets	142 298	(90 948)	-	51 350	46 420	4 930	90.4	129 264	129 264
2.2	Izikolo zikarhulumente ezizisekondari									
	lintlawulo zaNgoku	3 862 859	(96 209)	-	3 766 650	3 753 860	12 790	99.7	3 503 893	3 502 595
	lintlawulo ezenziwa ngoomatshini neenkaso-mali	186 918	72 458	-	259 376	259 376	-	100.0	247 084	247 084
	lintlawulo zee-asethi ii-capital assets	80 439	(42 861)	-	37 578	37 578	-	100.0	68 224	68 224
2.3	linkonzo zokufundisa									
	lintlawulo zaNgoku	473 661	(19 246)	-	454 415	454 415	-	100.0	426 654	426 654
	lintlawulo ezenziwa ngoomatshini neenkaso-mali	23 545	6 097	5 674	35 316	35 316	-	100.0	26 365	26 365
	lintlawulo zee-asethi ii-capital assets	8 312	13 497	-	21 809	21 809	-	100.0	25 302	18 388
2.4	Uphuhliso lwezakhono zabasebenzi									
	lintlawulo zaNgoku	77 788	(2 104)	-	75 684	75 684	-	100.0	78 361	78 361
	lintlawulo ezenziwa ngoomatshini neenkaso-mali	10 750	(1 203)	-	9 547	9 547	-	100.0	7 086	7 086
	lintlawulo zee-asethi ii-capital assets	280	2 959	-	3 239	2 405	834	74.3	734	734
2.5	Ii-Conditional Grants - POSE									
	lintlawulo zaNgoku	256 765	(9 214)	-	247 551	233 363	14 188	94.3	220 229	219 363
	lintlawulo ezenziwa ngoomatshini neenkaso-mali	17 821	11 154	-	28 975	27 222	1 753	93.9	25 631	25 587
	lintlawulo zee-asethi ii-capital assets	370 466	(1 940)	8 675	377 201	377 201	-	100.0	318 870	318 870
Inani elipheleleyo		11 614 865	-	97 919	11 712 784	11 655 694	57 090	99.5	10 906 432	10 896 316

Ulwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 2 ngokoHlelo lwezoQoqosho		2012/13							2011/12	
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Umahluco	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku										
	Imbuyiselo yabaqeshwa	9 385 463	-	3 941	9 389 404	9 388 984	420	100.0	8 732 150	8 732 150
	Iimpahla neenkono	1 046 028	6 181	4 923	1 057 132	1 007 979	49 153	95.4	974 656	971 498
	lintlawulo ezenziwa ngoomatshini neenkaso-mali									
	Ii-arhente zesebe nee-akhawunti	-	7	-	7	7	-	100.0	-	-
	Amaziko angenzi ngeniso	555 563	113 105	35 908	704 576	702 848	1 728	99.8	608 267	608 223
	Ezamaziko	26 016	-	44 472	70 488	70 463	25	100.0	48 965	48 965
	lintlawulo zee-asethi ii-capital assets									
	Izakhiwo nezinye izitaksha ezingenakushenxiswa	593 738	(133 181)	8 675	469 232	464 302	4 930	98.9	524 859	517 945
	Oomatshini nezixhobo	6 857	15 088	-	21 945	21 111	834	96.2	17 535	17 535
	I-Software nezinye ii-asethi ezingaphathekiyo	1 200	(1 200)	-	-	-	-	-	-	-
Inani elipheleleyo		11 614 865	-	97 919	11 712 784	11 655 694	57 090	99.5	10 906 432	10 896 316

**IPhondo leNtshona Koloni
ISebe leMfundo
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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 3 : linkxaso-mali zeZikolo eziZimeleyo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	linflawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo –mali lokug- qibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
3.1	Isigaba sasePrayimari linflawulo ezenziwa ngoomatshini neenkxaso- mali	29 609	5 797	-	35 406	35 406	-	100.0	28 563	28 563
3.2	Isigaba saseSekondari linflawulo ezenziwa ngoomatshini neenkxaso- mali	43 088	(5 797)	(376)	36 915	36 915	-	100.0	35 625	34 991
Inani elipheleleyo		72 697	-	(376)	72 321	72 321	-	100.0	64 188	63 554

Ulwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 3 ngokoHlelo lwezoQoqosho		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	linflawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo –mali lokug- qibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
linflawulo ezenziwa ngoomatshini neenkxaso-mali Amaziko angenzi ngeniso		72 697	-	(376)	72 321	72 321	-	100.0	64 188	63 554
Inani elipheleleyo		72 697	-	(376)	72 321	72 321	-	100.0	64 188	63 554

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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 4 - IMfundo kwiZikolo ezineemfuno ezizodwa
zikaRhulumente eziQhelekileyo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokug- qibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.1	Izikolo									
	lintlawulo zaNgoku	737 421	(9 994)	(45 796)	681 631	677 441	4 190	99.4	622 495	622 495
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	120 444	11 484	-	131 928	131 928	-	100.0	127 712	127 712
	lintlawulo zee-asethi ii-capital assets	12 612	(1 380)	-	11 232	11 232	-	100.0	6 544	6 544
4.2	linkonzo zokufundisa									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
4.3	Uphuhliso lwezakhono zabasebenzi									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
4.4	Ii-Conditional Grants - POSE									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	-	-	-	-	-	-	-	1 751	1 751
	lintlawulo zee-asethi ii-capital assets	22 196	(108)	(7 513)	14 575	14 575	-	100.0	32 839	32 839
Inani elipheleleyo		892 675	-	(53 309)	839 366	835 176	4 190	99.5	791 341	791 341

ULwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 4 ngokoHlelo lwezoQoqosho		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwabiwo lokug- qibela	Ulwabiwo – mali lokug- qibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku										
	Imbuyiselo yabaqeshwa	719 451	(946)	(45 436)	673 069	668 879	4 190	99.4	607 313	607 313
	Iimpahla neeNkonzo	17 970	(9 048)	(360)	8 562	8 562	-	100.0	15 182	15 182
lintlawulo ezenziwa ngoomatshini neenkxaso-mali										
	Amaziko angenzi ngeniso	119 125	10 536	-	129 661	129 661	-	100.0	128 346	128 346
	Ezamakhaya	1 321	946	-	2 267	2 267	-	100.0	1 117	1 117
lintlawulo zee-asethi ii-capital assets										
	Izakhiwo nezinye izitrahsha ezingenakushenxiswa	31 808	(3 266)	(7 513)	21 029	21 029	-	100.0	34 808	34 808
	Oomatshini nezixhobo	3 000	1 778	-	4 778	4 778	-	100.0	4 575	4 575
Inani elipheleleyo		892 675	-	(53 309)	839 366	835 176	4 190	99.5	791 341	791 341

**IPhondo leNtshona Koloni
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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 5 -IMfundo noQeqesho oluQhubekayo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Uma- hluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
5.1	Amaziko karhulumente									
	lintlawulo zaNgoku	282 277	(8 392)	-	273 885	273 819	66	100.0	259 565	259 553
	lintlawulo ezenziwa ngoomatshini neenkxaso- mali	315 312	8 392	-	323 704	323 704	-	100.0	275 106	275 106
Inani elipheleleyo		597 589	-	-	597 589	597 523	66	100.0	534 671	534 659

Ulwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 5 ngokoHlelo lwezoQoqosho		2012/13						2011/12		
		Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo –mali lokugqibela	Inkcitho eyiyo kanye	Uma- hluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku										
	Imbuyiselo yabaqeshwa	282 277	(8 392)	-	273 885	273 819	66	100.0	259 565	259 553
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
	Amaziko angenzi ngeniso	315 012	8 273	-	323 285	323 285	-	100.0	243 928	243 928
	Ezamakhaya	300	119	-	419	419	-	100.0	31 178	31 178
Inani elipheleleyo		597 589	-	-	597 589	597 523	66	100.0	534 671	534 659

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IBhajethi 5 Evunyiweyo**

**INGxelo yolwabiwo lweMali (Appropriation Statement)
kunyaka ophela nge-31 Matshi 2013**

**linkcukacha ngeprogram 6 -IMfundo noQeqesho lwaBadala
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13						2011/12		
		Ulwabiwo oluHlenga- hengisiweyo	Ukutshini- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
6.1	Amaziko oLuntu									
	lintlawulo zaNgoku	9 631	(2 525)	-	7 106	7 106	-	100.0	5 850	5 850
6.2	linkxaso-mali kumaziko abucala									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	26 185	2 527	1 102	29 814	29 814	-	100.0	27 248	27 248
6.3	linkonzo zokufundisa									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
6.4	Uphuhliso lwezakhono zabasebenzi									
	lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Inani elipheleleyo		35 818	-	1 102	36 920	36 920	-	100.0	33 098	33 098

ULwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 6 ngokoHlelo lwezoQoqosho		2012/13						2011/12		
		Ulwabiwo oluHlenga- hengisiweyo	Ukutshini- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku										
	Imbuyiselo yabaqeshwa	8 262	(2 417)	-	5 845	5 845	-	100.0	5 670	5 670
	Iimpahla neeNkonzo	1 369	(108)	-	1 261	1 261	-	100.0	180	180
lintlawulo ezenziwa ngoomatshini neenkxaso-mali										
	Amaziko angenzi ngeniso	26 187	2 525	1 102	29 814	29 814	-	100.0	27 248	27 248
Inani elipheleleyo		35 818	-	1 102	36 920	36 920	-	100.0	33 098	33 098

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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 7 -UPhuhliso lweMfundo yaBantwana aBasaqalayo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo	2012/13							2011/12	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokug- qibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
7.1 IBakala R kwizikolo zikarhulumente									
lintlawulo zaNgoku	83 413	(9 520)	(2 136)	71 757	71 757	-	100.0	74 980	72 578
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	154 861	(4 153)	-	150 708	150 708	-	100.0	126 080	126 080
lintlawulo zee-asethi ii-capital assets	5 031	-	(5 031)	-	-	-	-	11 528	11 528
7.2 IBakala R kumaziko oluntu									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	40 530	2 664	-	43 194	43 194	-	100.0	46 838	46 838
7.3 linkonzo zokufundisa									
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
7.4 Uphuhliso lwezakhono zabasebenzi									
lintlawulo zaNgoku	28 776	(533)	-	28 243	28 243	-	100.0	41 625	41 625
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	61 464	11 543	-	73 007	73 007	-	100.0	44 735	44 406
7.5 Ii-Conditional Grants - POSE									
lintlawulo zaNgoku	2 230	(2 230)	-	-	-	-	-	-	-
lintlawulo ezenziwa ngoomatshini neenkxaso-mali	14 755	2 230	-	16 985	16 985	-	100.0	8 070	8 066
lintlawulo zee-asethi ii-capital assets	38 511	-	(1 054)	37 457	37 457	-	100.0	26 940	26 940
Inani elipheleleyo	429 572	-	(8 221)	421 351	421 351	-	100.0	380 796	378 061

ULwabiwo ngokoHlelo lwezoQoqosho									
Iprogram 7 ngokoHlelo lwezoQoqosho	2012/13							2011/12	
	Ulwabiwo oluHlenga- hlengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Inkcitho njenge-% yolwabiwo lokugqibela	Ulwabiwo – mali lokug- qibela	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku									
Imbuyiselo yabaqeshwa	70 217	(6 014)	-	64 203	64 203	-	100.0	66 257	63 855
Iimpahla neeNkonzo	44 202	(6 269)	(2 136)	35 797	35 797	-	100.0	50 348	50 348
lintlawulo ezenziwa ngoomatshini neenkxaso-mali									
Amaziko angenzi ngeniso	270 228	13 365	-	283 593	283 593	-	100.0	225 524	225 191
Ezamakhaya	1 383	(1 082)	-	301	301	-	100.0	199	199
lintlawulo zee-asethi ii-capital assets									
Izakhiwo nezinye izittraksha ezingenakushenxiswa	43 542	-	(6 085)	37 457	37 457	-	100.0	38 468	38 468
Inani elipheleleyo	429 572	-	(8 221)	421 351	421 351	-	100.0	380 796	378 061

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**INGxelo yolwabiwo lweMali (Appropriation Statement)
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**linkcukacha ngeprogram 8 –liNkonzo eziNcedisayo neziNxulumene nazo
kunyaka ophela nge-31 Matshi 2013**

linkcukacha ngeprogram esekelayo		2012/13						2011/12		
		Ulwabiwo oluHlenga- hengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwa- biwo lokug- qibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
8.1	lintlawulo eziya kwiSETA									
	lintlawulo ezenziwa ngoomatshini neenkxaso- mali	5 524	-	-	5 524	5 524	-	100.0	5 256	5 256
8.2	liprojekthi zegranti ekhutshwa phantsi kwemiqathango-HIV/AIDS									
	lintlawulo zaNgoku	17 416	(164)	-	17 252	16 388	864	95.0	13 351	11 245
	lintlawulo ezenziwa ngoomatshini neenkxaso- mali	-	10	-	10	10	-	100.0	3 000	2 806
	lintlawulo zee-asethi ii- capital assets	-	154	-	154	154	-	100.0	37	37
8.3	limviwo zangaphandle									
	lintlawulo zaNgoku	144 015	(366)	(7 973)	135 676	135 676	-	100.0	112 805	112 657
	lintlawulo ezenziwa ngoomatshini neenkxaso- mali	62	359	-	421	421	-	100.0	59	5
	lintlawulo zee-asethi ii- capital assets	138	7	-	145	145	-	100.0	80	80
Inani elipheleleyo		167 155	-	(7 973)	159 182	158 318	864	99.5	134 588	132 086

Ulwabiwo ngokoHlelo lwezoQoqosho										
Iprogram 8 ngokoHlelo lwezoQoqosho		2012/13						2011/12		
		Ulwabiwo oluHlenga- hengisiweyo	Ukutshint- shwa kweemali	lintlawulo:	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Uahluko	Inkcitho njenge-% yolwa- biwo lokug- qibela	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye
		R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
lintlawulo zaNgoku										
	Imbuyiselo yabaqeshwa	103 220	(9 344)	(7 973)	85 903	85 903	-	100.0	76 184	76 184
	Iimpahla neeNkonzo	58 211	8 814	-	67 025	66 161	864	98.7	49 972	47 718
lintlawulo ezenziwa ngoomatshini neenkxaso-mali										
	Ii-arhente zesebe nee-akhawunti	5 524	-	-	5 524	5 524	-	100.0	5 256	5 256
	Amaziko angenzi ngeniso	-	(5)	-	(5)	(5)	-	100.0	3 000	2 806
	Ezamakhaya	62	374	-	436	436	-	100.0	59	5
lintlawulo zee-asethi ii-capital assets										
	Oomatshini nezixhobo	138	161	-	299	299	-	100.0	117	117
Inani elipheleleyo		167 155	-	(7 973)	159 182	158 318	864	99.5	134 588	132 086

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**INGcaciso (notes) ehamba neNgxelo-Mali yoNyaka
kunyaka ophela nge-31 Matshi 2013**

1. Iinkcukacha zeentlawulo nenkxaso-mali ngokoMthetho woLwabiwo (emva kweentlawulo ezitshintshwayo (Virement) :

Ingcombolo ngezi tranzekhshini ingajongwa kumanqaku engcaciso yeeNtlawulo neeNkxaso-mali nesiHlomelo 1 (A-C) kwiiNgxelo-mali zoNyaka.

2. Ingcombolo nezixa-mali ezabiweyo ngokuthe ngqo (exclusively) (emva kweentlawulo ezitshintshwayo) :

Ingcombolo ngezi tranzekhshini ingajongwa kwinqaku lengcaciso 1 (Ulwabiwo loNyaka) kwiiNgxelo zeMali zoNyaka

3. Ingcombolo ngeentlawulo kwii-asethi zezemali

Ingcombolo ngezi tranzekhshini ngeprogram nganye inokujongwa kwinqaku ngeentlawulo ze-Asethi zezemali kwiiNgxelo-mali zoNyaka.

4. Iingcaciso zeeyantluko kuMaxabiso ezinto (material variances) ezivela kwiZixa-mali ezaBiweyo (emva kweentlawulo ezitshintshwayo):

4.1 Ngeprogram	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Umahluko njenge-% yoLwabiwo lokuGqibela
	R'000	R'000	R'000	%
Igama leprogram				
Ezolawulo	520 710	510 807	9 903	2%
Imfundo kwizikolo zikarhulumente eziqhelekileyo	11 712 804	11 655 694	57 110	0%
Iinkxaso-mali zezikolo ezizimeleyo	72 321	72 321	-	0%
Imfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente	839 366	835 176	4 190	0%
Imfundo noQeqesho oluQhubekayo	597 589	597 523	66	0%
Imfundo yaBadala noQeqesho	36 920	36 920	-	0%
Imfundo noPhuhliso lwaBasaqalayo (ECD)	421 351	421 351	-	0%
IiNkonzo ezincedisayo nezinxulumene nazo	159 182	158 318	864	1%

Inkcazo ngomahluko : Inkcitho enganeno kwezoLawulo ibangelwa ubukhulu becala kukulibaziseka ekusiweni kweekhompuyutha kwizikolo zeCAT/IT neze-CAD kwiilebhu zekhompuyutha kwakunye nokulibaziseka kwiziseko zophuhliso nezixhobo kwizikolo ekugxilwe kuzo (focus schools.)

**IPhondo leNtshona Koloni
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**INGcaciso (notes) ehamba neNgxelo-Mali yoNyaka
kunyaka ophela nge-31 Matshi 2013**

4.2 Uhlelo ngokoqoqosho	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Umahluko njenge-% yoLwabiwo lokuGqibela
	R'000	R'000	R'000	%
Inkcitho yalo nyaka-mali				
Imbuyiselo yabaqeshwa	10 740 561	10 735 885	4 676	0%
Iimpahla neeNkonzo	1 326 192	1 274 013	52 179	4%
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali				
I-arhente zesebe nee-akhawunti	5 534	5 534	-	-
Amaziko angenzi ngeniso	1 605 054	1 603 326	1 728	0%
Ezamakhaya	79 648	79 623	25	0%
Izipho neziphomali	12	12	-	0%
Iintlawulo zee-asethi ii-capital assets				
Izakhiwo nezinye izitraksha ezingenakushenxiswa	527 718	522 788	4 930	1%
Oomatshini nezixhobo	56 432	47 837	8 595	15%
I-Software nezinye ii-asethi ezingaphathekiyo	856	856	-	-
Iintlawulo kwii-asethi zezemali	18 236	18 236	-	-

Inkcazo ngomahluko: Inkcitho enganeno kwiimpahla neenkonzo noomatshini nezixhobo ibangelwe kukulibaziseka kwiiprojekthi zolondolozo kwizikolo zikarhulumente eziqhelekileyo, ulungiso kwiziseko zophuhliso kwiwekshishophu kwizikolo ezizisekondari, ukusiwa kweekhompuyutha kwizikolo zeCAT/IT neze-CAD kwiilebhu zekhompuyutha kwakunye nokulibaziseka kwiziseko zophuhliso nezixhobo kwizikolo ekugxilwe kuzo (focus schools) nokusiwa kweekhompuyutha kwiilebhu zeCTLI IT ngokulandelelanayo.

4.3 Iigranti ezikhutshwa phantsi kwemiqathango ethile	Ulwabiwo – mali lokugqibela	Inkcitho eyiyo kanye	Umahluko	Umahluko njenge-% yoLwabiwo lokuGqibela
	R'000	R'000	R'000	%
Imfundo esisiseko				
I-Hiv/Aids (Life Skills Edu) Grant	17 416	16 552	864	5%
I-Nat School Nutrition Prog Grant	245 588	236 669	8 919	4%
I-Technical school Recap Grant	11 264	9 250	2 014	18%
I-Dinaledi Schools Grant	9 571	4 585	4 986	52%
I-Education Infrastructure Grant	431 397	431 397	-	0%
I-Higher Education and Training				
I-Further Edu & Train Col Grant	597 589	597 523	66	0%
I-EPWP Inter Grant Prov	1 000	1 000	-	0%
I-EPWP Incent Grant Prov-Soc	23 924	23 903	21	0%

Inkcazo ngomahluko: Inkcitho enganeno kwi-HIV/Aids (Life Skills Edu) Grant ibangelwe ubukhulu becala yimvumelwano eyi-Memorandum of Understanding agreement phakathi kweSebe leMfundo neSebe lezeMpilo ukungenisa amabango omsebenzi owenziwe liSebe leMpilo. Inkcitho enganeno kwi-National School Nutrition Programme Grant ibangelwe ngababoneleli-nkonzo abangenako ukungenisa ii-invoyisi ezingekangeniswa kwinkcitho esele yenziwe kwiintlawulo zokuphela konyaka-mali. Inkcitho enganeno kwi-Technical Secondary School Recapitalisation Grant ibangelwe kukulibaziseka kolungiso kwiziseko zophuhliso kwiwekshishophu kwizikolo zobugqisa ezizi-technical secondary schools. Inkcitho enganeno kwiDinaledi Schools Grant ibangelwe ubukhulu becala kukulibaziseka kweenkqubo zethenda zokuthenga izixhobo ze-IT neziseko zophuhliso kwizikolo ekugxilwe kuzo.

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**INgxelo yokuSetyenziswa kweMali (Statement Financial Performance)
kunyaka ophela nge-31 Matshi 2013**

	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
IMALI ENGENISIWEYO			
Ulwabiwo lonyaka	1	14 360 243	13 377 152
Ingeniso yeSebe	2	17 348	9 893
		14 377 591	13 387 045
INGENISO EPHELELEYO			
INKCITHO			
Inkcitho yalo nyaka-mali			
Imbuyiselo yabaqeshwa	3	10 735 885	9 997 071
Iimpahla neeNkonzo	4	1 274 013	1 230 338
Inkcitho epheleleyo yalo nyaka-mali		12 009 898	11 227 409
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali			
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	6	1 688 495	1 483 057
Inkxaso-mali neentlawulo ezenziwa ngoomatshini ezipheleleyo		1 688 495	1 483 057
Inkcitho kwii-capital assets			
Ii-asethi ii-Tangible capital assets	7	570 625	646 795
I-Software nezinye ii-asethi ezingaphathekiyo	7	856	1 850
Inkcitho epheleleyo kwii-capital assets		571 481	648 645
Iintlawulo kwii-asethi zezemali	5	18 236	2 042
INKCITHO EPHELELEYO		14 288 110	13 361 153
INGENISO ENGAPHEZULU			
Ungqinelwaniso lweNgeniso eNgaphezulu yonyaka			
Iimali ezabiweyo		72 133	15 999
Ulwabiwo lonyaka		72 133	15 999
Ingeniso yeSebe nee- NRF Receipts	13	17 348	9 893
INGENISO ENGAPHEZULU YONYAKA		89 481	25 892

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INGxelo yoBume Setyenziswa kweMali (Statement Financial Performance)
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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
II-ASETHI			
li-asethi zangoku		156 545	126 014
limali nee-cash equivalents	8	10	3 735
lintlawulo zangaphambili nee-advances	9	47	19
limali ezifunyenweyo	10	156 488	122 260
li-Non-current assets		15 489	14 872
lintlawulo zotyalo-mali	11	15 489	14 872
II-SETHI EZILINANI ELIPHELELEYO		172 034	140 886
IINTLAWULO EZINGAMATYALA AFANELE UKUHLAWULWA (LIABILITIES)			
Amatyala ngoku (Current Liabilities)		102 555	55 430
Imali ezabiweyo emazinikezelwe kwi- Revenue Fund	12	72 133	15 999
Ingeniso yeSebe neeNRF Receipts emazinikezelwe kwi-Revenue Fund	13	10 991	2 139
I-ovadrafti yebhanki	14	17 142	30 140
limali ezihlawulwayo (Payables)	15	2 289	7 152
AMATYALA EWONKE		102 555	55 430
II-ASETHI II-NET ASSETS		69 479	85 456
Ezimelwe:			
Yi-Capitalisation Reserve		15 489	14 872
limali ezinokubuyiswa (Recoverable revenue)		53 990	70 584
INANI ELIPHELELEYO		69 479	85 456

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**INGxelo yoTshintsho kwii-asethi iiNet Assets
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	2012/13 R'000	2011/12 R'000
Makuqatshelwe		
Ii-Capitalisation Reserve		
Imali eyibhalansi ekuqalwe ngayo	14 872	14 191
limali ezihlawulweyo (<i>Transfers</i>):		
Utshintsho kwiiMali ii-Operational Funds	617	681
Imali eyibhalansi ekugqityelwe kuyo	15 489	14 872
limali ezinokubuyiswa (Recoverable revenue)		
Imali eyibhalansi ekuqalwe kuyo	70 584	57 250
limali ezihlawulweyo (<i>Transfers</i>):	(16 594)	13 334
Izixa ezingakubuyiswa nezicinyiweyo	(16 594)	-
Amatyala anyusiweyo (<i>Debts raised</i>)	-	13 334
Imali eyibhalansi ekugqityelwe kuyo	53 990	70 584
Inani elipheleleyo	69 479	85 456

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**INGxelo yokuNgena nokuPhuma kweMali
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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lirisithi		14 402 124	13 411 070
limali ezabiweyo nezifunyenweyo	1.1	14 360 243	13 377 152
Ingeniso yeSebe efunyenweyo	2	41 881	33 918
Ukwanda kwiiMali eziyiNtsalela kwiiMali eziyi-capital		(39 119)	1 331
Egqithiselwe kwiMali eyiNgeniso		(49 028)	(73 857)
lintlawulo zaNgoku		(12 009 898)	(11 227 409)
lintlawulo kwii-asethi zezemali		(18 236)	(2 042)
lintlawulo neenkxaso-mali ezihlawulweyo		(1 688 495)	(1 483 057)
Imali engenayo nephumayo i-Net cash flow efumanekayo xa kusenziwa imisebenzi	16	597 348	626 036
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
lintlawulo zee-asethi ii-capital assets	7	(571 481)	(648 645)
Ukwanda kutyalo-mali		(617)	(681)
Imali ekhoyo kwimisebenzi yotyalo-mali		(572 098)	(649 326)
IMISEBENZI YOKUNGENA NOKUPHUMA KWEMALI			
Ukwanda kwii-asethi ezikhoyo		(15 977)	14 015
Imali ekhoyo kwimisebenzi yotyalo-mali		(15 977)	14 015
Ukuncipha kwiMali ekhoyo kwimali ekhoyo nezinye ii- cash equivalents		9 273	(9 275)
liMali nee-cash equivalents ekuqaleni kwelo thuba		(26 405)	(17 130)
liMali nee-cash equivalents ekuqaleni kwelo thuba	17	(17 132)	(26 405)

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IiNgxelo zeMali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, eseyisetyenziswe ngokungqongqo kuyo yonke imiba ebalulekileyo, ngaphandle kokuba kuchazwe ngenye indlela Nakuba kunjalo, apho kufanelekileyo nalapho kululutho khona ukwenjenjalo, kunikwe ingcaciso entsha ukugxininisa ukuba lulutho kweeNgxelo zeMali nokuthobela iimfuneko ezingummiselo zikarhulumente zoMthetho woLawulo lweeMali zikaRhulumente, uMthetho 1 ka-1999 (njengoko ufakelwe izilungiso ngoMthetho 29 ka-1999) (*Public Finance Management Act, (Act 1 of 1999)*)

1. Ukwandlalwa kweNgxelo-mali

1.1 Indlela yamalungiselelo

Iingxelo zemali sezilungisiwe ngokwale migaqo-nkqubo ilandelayo, eseyisetyenziswa ngokwe-*modified cash basis of accounting*.

Phantsi kwale migaqo-nkqubo iziphumo zeetranzekhshini nezinye izinto ezenzekileyo zichazwa kwiirekhodi zezemali (*financial records*) xa ikhesi i-*resulting cash* ifunyenwe okanye ihlawulwe. Iziphumo “zotshintsho” ezivela ekuchazweni kweebhalansi ezithile ii-*near-cash balances* kwiingxelo-mali kwakunye nokuhlolwa kwakhona kwee-*foreign investments* neemali-mboleko nokuchazwa kweenzuzo neelahleko (*gains and losses*) ezibe siisphumo soko.

Ukongeza apho ingcaciso eyongezelelayo inikiwe kumanqaku ayinkcazo (*disclosure notes*) kwiingxelo-mali apho kuthathwa ngokuba iya kuba luncedo kubasebenzisi beengxelo-mali.

1.2 Uhlobo lwemali olusetyenziswayo ukucacisa le ngxelo

Yonke imiyinge (*amounts*) ibhalwe ngohlobo lwemali eyiRandi (R) yaseMzantsi Afrika neluhlobo lwemali olusetyenziswayo lwesebe lemfundo.

1.3 Ukubhala ngokuzelelo (*rounding*)

Ngaphandle kokuba kuchazwe ngenye indlela amanani emali abhalwe ngokuzelelo (*rounded*) ukuya kutsho kwelona waka linye lisondelelo (R'000).

1.4 Amanani ngokuthelekisekayo

Ingcaciso eluthelekiso yangaphambili yandlaliwe kwiingxelo zemali zalo nyaka-mali. Apho kuyimfuneko, amanani afakiweyo kwiingxelo zemali zangaphambili acazululwe ngokutsha ukuqinisekisa ukuba ifomathi ingcaciso enikwe ngayo ingqamene nefomathi yeengxelo zemali zalo nyaka-mali.

1.5 Amanani abhalwe ngokuthelekisekayo – INgxelo yokuSetyenziswa kweMali

Uthelekiso phakathi kwezixa-mali ezizizo kanye nokusetyenziswa kodidi oluphambili ngalunye lokucalulwa kwendleko lufakiwe kwiNgxelo yokuSetyenziswa kweMali.

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2. Imali engenisweyo

2.1 Imali ezisetyenzisiweyo

Imali ezisetyenzisiweyo ziqulethe yonke imali eyabiweyo yesebe kwakunye neentlawulo ezithe ngqo (*direct charges*) ezithelekiswa kwimali engenileyo (o.k.t. ulwabiwo olusemthethweni).

Imali ezisetyenziselwe injongo ethile ziyavunywa kwiirekhodi zemali ngomhla lowo kwenzeka ngawo ukusetyenziswa kwazo. Ukuhlengahlengiswa kwiimali ezisetyenzisiweyo okwenziwe ngokwenkqubo yokuhlengahlengiswa kwebhajethi kuyaboniswa kwiirekhodi zemali ngomhla lowo uhlehlengiso lwalwenziwe ngawo.

Inani elipheleleyo yeemali ezisetyenzisiweyo ibhaliwe kwiNgxelo engokuSetyenziswa kweMali yePhondo. Imali ezingakhange zisetyenziselwe injongo ethile zinikezelwa kwiNgxowa-mali yeMali eyiNgeniso yePhondo (*Provincial Revenue Fund*). Izixa-mali ezililyala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

Izixa-mali ezililyala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

2.2 Ingeniso yeSebe

Yonke imali eyingeniso yesebe lemfundo (*departmental revenue*) ithathelwa ingqalelo njengengxelo yokusetyenziswa kwemali xa ifunyenwe kwaye ihlawulwa ke ngoko kwiNgxowa-mali eyiNgeniso yePhondo (*Provincial Revenue Fund*), ngaphandle kokuba kuchazwe ngenye indlela.

Imali ezingakhange zisetyenziselwe injongo ethile zinikezelwa kwiNgxowa-mali yeMali eyiNgeniso yePhondo (*Provincial Revenue Fund*). Izixa-mali ezililyala kwiNgxowa-mali eyiNgeniso yePhondo ekupheleni konyaka-mali ziyabhalwa kwiNgxelo yoBume beMali (*Statement of Financial Position*).

Akukho zimali zimele amatyala zethuba elifutshane (*accruals*) zenziweyo kweso sixa sifumanekayo ukususela kuloo mhla wokufunyanwa kwazo wokugqibela wethuba lokunika ingxelo. Ezi zixa nakuba kunjalo ziyachazwa kwingcaciso kwingxelo yemali yonyaka.

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3. Inkcitho

3.1 Imbuyiselo yabaqeshwa

3.1.1 Imivuzo nemirholo

Imivuzo nemirholo ziindleko ezichithwa kuzo zonke iingxelo zokusetyenziswa kwemali (*financial performance*) xa kuphunyeziwe ukugunyaziswa kokugqibela kweentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Ezinye izibonelelo zabaqeshwa zethutyana ezikhokelela kwesi sinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyabhalwa njengengcaciso entsha kwiingxelo zemali. Ezi zixa-mali azivunywa kwiingxelo yokusetyenziswa okanye yobume bemali.

Iindleko zabaqeshwa zibalelwa kwiindleko zeprojekthi eyi-*capital project* xa umqeshwa echithe ngaphezu kwe-50% yexesha lakhe kwiprojekthi. Ezi ntlawulo ziba yinxalenye yencitho yee-*capital assets* kwiingxelo-mali zentsebenzo kwezemali.

3.1.2 Iintlawulo zezentlalo

Iintlawulo zomqeshi kwizicwangciso zezibonelelo zasemva kwengqesho (*post employment benefit plans*) ngokumalunga nabaqeshwa bangoku zichithwa kuzo zonke iingxelo zokusetyenziswa kwemali (*financial performance*) xa kuphunyeziwe ukugunyaziswa kokugqibela kweentlawulo kwisistim (ungadlulanga owe-31 Matshi kunyaka ngamnye).

Akukho malungiselelo enziweyo ezibonelelo zomhlala-phantsi kwiingxelo-mali zesebe. Neziphi na izinto ezisenokuba ngamatyala zibhalwa njengengcaciso entsha kwiingxelo zemali zeNgxowa-mali eyiNgeniso yePhondo kungekuko kwiingxelo zemali zesebe elingumqeshi.

Iintlawulo zentlalo (*social contributions*) (ezifana nezibonelelo zezonyango) ezenziwe lisebe ukwenzela abaqeshwa abathile balo bethuba langaphambili zihlelwa njengeentlawulo eziya kumakhaya kwiingxelo zokusetyenziswa kwezimali.

3.2 Iimpahla neeNkonzo

Iintlawulo zeempahla kunye/okanye zeenkonzo ziyavunywa njengeendleko kwiingxelo yokusetyenziswa kwemali xa ukugunyaziswa kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

Ezi ndleko zicalulwa njenge-*capital* ukuba iimpahla neenkonzo ezo zasetyenziselwa i-*capital project* okanye Inani elipheleleyo yexabiso lezithengiweyo lingaphezu kwe-capitalisation threshold (eyi-5 000 kungokunje). Zonke ii-asethi ezibiza ngaphantsi kwe-R5,000 ziya kubhalwa phantsi kweempahla neenkonzo.

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Intlawulo yerenti yokusetyenziswa kwezakhiwo okanye ezinye izakhiwo ezingenakushenxiswa ihlelwa njengeempahla neenkonzoyaye ayihlelwa njengerenti kwingqeshiso yemihlaba.

3.3 Inzala nokurentwa komhlaba

Intlawulo zenzala nezerenti ziyavunywa njengeendleko kwiNgxelo yokusetyenziswa kweMali xa ukugunyaziswa kokugqibela kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye). Lo mba awubandakanyi irente yokusetyenziswa kwezakhiwo okanye ezinye iziseko ezisisigxina. Ukuba akunako ukwahlula phakathi kwentlawulo yokusetyenziswa komhlaba neziseko zesigxina ezikuwo, esi sixa-mali sisonke sifanele ukurekhodwa phantsi kweempahla neenkonzoyezithengiweyo.

3.4 Intlawulo kwii-asethi zezemali

Amatyala ayacinywa xa aye aqatshelwa njengalawo angahlawulekileyo. Amatyala acinywayo aphelele kwizixa-mali ezongiweyo (*savings*) kunye/okanye kwinkcitho enganeno yeemali ezisetyenziselwe injongo ethile. Ukucinywa kwamatyala kwenzeka ekupheleni konyaka xa iimali zifumaneka. Akukho sibonelelo senziweyo malunga nezixa-mali ezingahlawulekiyo kodwa kubandakanywa amatyala anokuqikelelwa kwingcaciso ekwiingxelo-mali.

Zonke ezinye iilahleko ziyabhalwa xa ukugunyaziswa kwenziwe ukulungiselela ukugunyaziswa kwazo.

3.5 Intlawulo ezenziwa ngoomatshini neenkxaso-mali

Intlawulo zenzala nezerenti ziyavunywa njengeendleko kwiNgxelo yokusetyenziswa kweMali xa ukugunyaziswa kokugqibela kwentlawulo kuphunyeziwe kwisistim (ungadlulanga owe-31 Matshi wonyaka ngamnye).

3.6 Inkcitho engagunyaziswanga

Xa iinkcitho ezingagunyaziswanga zibhaqiwe zivunywa njenge-asethi kwingxelo yobume beemali kude kuyokuba lelo xesha apho inkcitho ezo ziya kuvunywa ngabasemagunyeni abachaphazelekayo, aze ahlawuliswe lowo unoxanduva loko okanye licinywe ityala elo njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kwemali.

Inkcitho engagunyaziswanga evunyiwe neenkxaso-mali iba yengavunywanga (*derecognised*) kwingxelo yokusetyenziswa kwemali xa inkcitho engagunyaziswanga ivunyiwe neemali ezinxulumene nayo zifunyenwe.

Xa isixa-mali eso sivunyiwe ngaphandle kwenkxaso-mali siyavunywa njengeendleko, kwingxelo yokusetyenziswa kwemali kumhla lowo ocaciswa kulo Mthetho.

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3.7 Inkcitho engenanzuzo nekukudyakraza

Inkcitho engenanzuzo nekukudyakraza ivunywa njengenkcitho kwingxelo yokusetyenziswa kwemali ngokobunjani bentlawulo kodwa ingeyiyo i-ayithem eyahlukileyo kumgca okwingxelo ebhalwe yokusetyenziswa kwemali enjengoko injalo (*a separate line item on the face of the statement*). Ukuba imali ebeyinkcitho inako ukuphinda ifunyanwe, oko kuthathwa njenge-asethi kude kube kuyahlawulwa ngumntu lowo uchaphazelekayo okanye ibhalwe njengetyala elingahlawulekileyo kwingxelo yokusetyenziswa kweemali.

3.8 Inkcitho engagunyaziswanga

Inkcitho engagunyaziswanga ithathwa njengenkcitho ekwinkcazo yokuSetyenziswa kweMali (*statement of Financial Performance*). Ukuba inkcitho ayigunyaziswanga ngabanamagunya afanelekileyo ithathwa njenge-asethi de ibe ibuyekeziwe kwakhona okanye icinyiwe (*written off*) njengenakuphinda ibuyiseke.

4. Ii-asethi

4.1 Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents

Iimali nezinye iindidi zemali zotyalo-mali ii-cash equivalents zenziwa kwingxelo yobume bemali ngeendleko.

Ii-ovadrafti zeBhanki ziboniswa ngokwahlukeneyo kwingxelo enjengoko injalo (*face of the statement*) kwingxelo yobume bemali.

Ukulungiselela iinjongo zeCash Flow Statement, ii-cash and cash equivalents zenziwa yimali ekhoyo (*cash on hand*), iidipozithi ezigciniweyo (*deposits held*), nezinye iintlobo zotyalo-mali zethuba elifutshane (*short-term highly liquid investments*) nee-ovadrafti zebhanki.

4.2 Ezinye ii-asethi zezemali (financial assets)

Ezinye ii-financial assets zenziwa kwingxelo yobume bemali (*statement of financial position*) kwindleko.

4.3 Iintlawulo zangaphambili nee-advances

Izixa ezihlawulwa kwangaphambili (*pre-payments and advances*) zibhalwa kwingxelo yobume bemali xa kwenziwe iintlawulo naxa zingekafunyanwa iimpahla neenkondo ekupheleni konyaka.

Izixa ezihlawulwa kwangaphambili (*pre-payments and advances*) zibhalwa kwingxelo yobume bemali xa kwenziwe iintlawulo naxa zingekafunyanwa iimpahla neenkondo ekupheleni konyaka.

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4.4 Iimali ezifunyenweyo

Iimali ii-*Receivables* ezibandakanywe kwingxelo yobume bemali zivela kwiintlawulo zekheshi (*cash payments*) ezenziweyo ezinako ukufunyanwa kwezinye iinkampani/amaziko achaphazelekayo (*another party*) (kubandakanywa nabaqeshwa besebe) kwaye naxa zingekafunyanwa kubuyiswa okanye zitshitshisiwe.

Iimali ii-*Receivables* ezingekahlawulwa ekupheleni konyaka kwakunye nenzala ethe yenzeka ziyabhalwa kwingxelo yobume bemali kwindleko. Izixa-mali ezingenakuphinda zifumaneka zibandakanywa kwingcaciso ehamba nengxelo-mali.

4.5 Iintlawulo zotyalo-mali

Iintlawulo zotyalo-mali ii-*Capitalised investments* ziboniswa kwindleko kwingxelo yobume bemali.

Utyalo-mali luvavanyelwa ilahleko yokuncipha okukhawulezileyo kwexabiso lee-asethi (*impairment loss*) kwithuba ngalinye kukho ukutshintsha kwiimeko ezinokwalatha ukuba utyalo-mali lunokungahambi kakuhle. Nayiphi na ilahleko ibandakanyiwe kwingcaciso yokucacisa oku.

4.6 Ii-inventri

Iimpahla nezinto ezikhoyo (*inventories*) ezikufaneleyo ukuthathelwa ingqalelo mazibonakaliswe kuqala njengeendleko. Apho iimpahla nezinto ezikhoyo (*inventories*) ezifunyenwe ngaphandle kweendleko okanye ngeendleko eziphantsi ziya kuba zezexabiso elamkelekileyo ngaloo mhla wokufunyanwa kwazo.

Zonke iimpahla nezinto ezikhoyo (*inventories*) ekupheleni konyaka ziboniswa kusetyenziswa umlinganiselo weendleko zomndilili (*weighted average cost*) okanye i-FIFO eyifomula yeendleko.

4.7 Ii-asethi iiCapital assets

4.7.1 Ii-asethi ezinokushenxiseka (movable assets)

Ukurekhodwa okokuqala (Initial recognition)

I-capital asset iyarekhodwa yakufunyanwa kwindleko (*on receipt of the item at cost*). Ixabiso le-asethi licaciswa njengexabiso liphela le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, i-asethi eyi-capital asset enokushenxiswa (*movable capital asset*) icaciswa ngokwexabiso elamkelekileyo. Apho ixabiso elamkelekileyo lingenako ukuqinisekiswa, le asethi ibandakanywa kwirejista yee-asethi kwi-R1.

Zonke ii-asethi ezifunyenwe phambi kwe-1 Apreli 2002 zibandakanywa kwirejista yee-asethi kwi-R1.

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Ukurekhodwa kwenkcitho okuthi kulandele

Inkcitho ethi ilandele kamva (*subsequent expenditure*) yohlobo oluyimali irekhodwa kwingxelo yokusetyenziswa kwemali njengencitho ye-asethi eyimali ize ifakwe kwirejista yee-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwincitho "njengempahla neenkonz" kwingxelo yobume bemali.

4.7.2 Ii-asethi ezingenakushenxiseka (Immovable assets)

Ukurekhodwa okokuqala (Initial recognition)

I-capital asset iyarekhodwa yakufunyanwa njengendleko (*on receipt of the item at cost*). Ixabiso le-asethi licaciswa njengexabiso liphelele le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, ii-asethi ezingenakushenxiseka (*immovable capital asset*) zibhalwa ngokweR1 ngaphandle kokuba ixabiso elamkelekileyo le-asethi liqikelelwe ngokuthembekileyo.

Inkcitho ethi ilandele

Umsebenzi osaqhutywayo wohlobo lwee-asethi eyi-capital nature uyarekhodwa kwingxelo yokusetyenziswa kwemali njengencitho eyi-"*expenditure for capital asset*". Kwezigqityiweyo iprojekthi, iindleko ezipheleleyo zeprojekthi zibandakanyiwe kwirejista yee-asethi yesebe elinelungelo ngokomthetho lokuphendula ngalo asetthi.

Ukulungiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwincitho "njengempahla neenkonz" kwingxelo yobume bemali.

4.7.3 Ii-asethi ezingaphathekiyo

Ukurekhodwa okokuqala (Initial recognition)

I-capital asset engaphathekiyo iyarekhodwa yakufunyanwa kwindleko (*on receipt of the item at cost*). Ixabiso le-asethi ezingaphathekiyo licaciswa njengexabiso liphelele le-akhwizishini (*total cost of acquisition*). Apho indleko zingenakuqinisekiswa ngokuchanekileyo, i-asethi engaphathekiyo icaciswa ngokwexabiso elamkelekileyo. Apho ixabiso elamkelekileyo lingenako ukuqinisekiswa, i-asethi engaphathekiyo ibandakanyiwe kwirejista yee-asethi kwi-R1.

Zonke ii-asethi ezingaphathekiyo ezifunyenwe ngaphambi kwe-1 Apreli 2002 zinokubandakanywa kwirejista yee-asethi njenge-R1.

Inkcitho ethi ilandelwe (Subsequent expenditure)

Inkcitho ethi ilandele kamva (*subsequent expenditure*) yohlobo lwe-capital nature irekhodwa kwingxelo yokusetyenziswa kwemali njengencitho ye-asethi eyimali ize ifakwe kwirejista yee-asethi yesebe kwakuba kugqitywe iprojekthi.

Ukulungiswa nokulondolozwa kwezakhiwo (*repairs and maintenance*) kufakwa kwincitho "njengempahla neenkonz" kwingxelo yobume bemali.

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5. Iintlawulo ezingamatyala afanele ukuhlawulwa (*liabilities*)

5.1 Iimali ezihlawulwayo (*Payables*)

Iimali ezihlawulwayo ezithathelwa ingqalelo ubukhulu becala ziqulethe izixa ezingamatyala kwamanye amasebe karhulumente (*governmental entities*). Ezi ntlawulo zithathelwa ingqalelo kwiindleko zobume bezemali (*statement of financial position*).

5.2 Amatyala amele ukuhlawulwa anokubakho (*Contingent liabilities*)

Amatyala anokuhlawulwa anokubakho ii-*Contingent liabilities* abandakanyiwe kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*) apho kunokwenzeka ukuba izibonelelo zezoqoqosho zinokuphuma kwisebe (*flow from the department*), okanye xa ukukhutshwa kwezibonelelo zezoqoqosho (*outflow of economic benefits*) okanye ukwenziwa kweenkonzo (*service potential*) kunokwenzeka kodwa kungenako ukulinganiselwa ngokuthembekileyo.

5.3 Ii-asethi ezinokubakho ii-*contingent assets*

Ii-asethi ezinokubakho (*contingent assets*) zibandakanyiwe kwingcaciso ehamba neengxelo-mali mhlawumbi xa ukungena kwezibonelelo zezoqoqosho kuya kunyakungena kwelo qumrhu (*entity*).

5.4 Iimali ezabelwe iinjongo ezithile (*Commitments*)

Iimali ezabelwe iinjongo ezithile azithathelwa ngqalelo kwingxelo yobume bemali njengetyala okanye inkcitho kwingxelo yokusetyenziswa kwemali kodwa zibandakanyiwe kwingcaciso (*disclosure notes*).

5.5 Ii-akhawunti ezimele amatyala nee-asethi ezingeyomali (*Accruals*)

Ii-akhawunti ezimele amatyala nee-asethi ezingeyomali (*accruals*) azithathelwa ngqalelo kwingxelo yobume bemali njengematyala okanye inkcitho (*liability or as expenditure*) kwingxelo yokusetyenziswa kwemali) kodwa zibandakanyiwe kwingcaciso (*disclosure notes*).

5.6 Izibonelelo zabaqeshwa

Izibonelelo zabaqeshwa zethutyana ezikhokelela kwesi sinyanzeliso sisemthethweni okanye kwisinyanzeliso semvumelwano (*legal or constructive obligation*) ziyachazwa kwingcaciso (*disclosure notes*) kwiingxelo zezemali. Ezi zixa azithathelwa ngqalela kwingxelo yokusetyenziswa kwemali okanye kwingxelo yobume bemali.

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5.7 Iimali ezabelwe ukuqeshisa (Lease commitments)

Ukuqeshisa kwezemali

Ukuqeshisa kwezemali (*Finance leases*) akuthathelwa ngqalelo njengee-asethi namatyala kwingxelo yemeko yezemali. Amatyala azii-*finance lease liability* athathwa njengenkcitho eyi-*capital expense* kwingcaciso yokusetyenziswa kwemali yaye awahlulwanga phakathi kwezahlulo i-*capital and interest portions*. Intlawulo yezemali kwiimali ezabelwe ukuqeshisa iyachazwa kumanqaku acacisa oku (*disclosure notes*) kwiingxelo zezemali (*financial statements*).

Iingqeshiso ezisebenzayo (Operating lease)

Iintlawulo zeengqeshiso ezisebenzayo (*Operating lease payments*) zithathelwa ingqalelo njengenkcitho kwingxelo yokusetyenziswa kwemali. Iimali zeengqeshiso ezisebenzayo ii-*operating lease commitments* ziyachazwa kwingcaciso yoku kwiingxelo zezemali.

5.8 Ukuncipha kwixabiso elamkelekileyo (Impairment)

Isebe lenza uvavanyo lokuncipha okukhawulezileyo kwixabiso elamkelekileyo kwii-asethi apho kukho inkcazo yokuba imali efunyenweyo, imali-mboleko, utyalo-mali, ihlile ngokwexabiso. Uvavanyo lokuba kukho iimpawu ezalatha ukuhla kwixabiso lwenziwa ngomhla ngamnye wokunika ingxelo. Ingqikelelo yenzelwa iimali-mboleko ezithandabuzekayo neemali ezifunyenweyo ngokusekelwe ekuhlolweni kwazo zonke izixa ezingekahlawulwa zokuphela konyaka. Iimali ezixabiso lihileyo kutyalo-mali zibalwa njengezingumahluko phakathi kwesixa i-*carrying amount* nexabiso langoku lokusetyenziswa kwemali okulindelekileyo kwixesha elizayo/iinkonzo ezinokubakho nezenziwa ngeso sixhobo sotyalo-mali (*potential flowing from the instrument*.)

5.9 Iimali ezibekwe bucala ukulungiselela iinjongo ezithile (Provisions)

Iimali ezibekwe bucala ukulungiselela iinjongo ezithile zichazwa kwingcaciso xa kukho isinyanzeliso esisemthethweni okanye isinyanzeliso semvumelwano (*legal or constructive obligation*) zokuphulukana nezibonelelo zezoqoqosho ngenxa yezehlo zethuba langaphambili kwaye kusenokwenzeka ukuba ukuphuma kwezibonelelo njengezibonelelo zezoqoqosho kuya kuba yimfuneko ukuhlawula eso sinyanzeliso yaye kunokwenziwa uqikelelo oluthembekileyo ngeso sinyanzeliso.

6. Iimali ezilindeleke ukuba zifunyanwe kwingenisu yesebe (Receivables for departmental revenue)

Iimali ezilindeleke ukuba zifunyanwe kwingenisu yesebe ziyachazwa kwingcaciso kwingxelo yokusebenza kwemali yaqho ngonyaka (*annual financial statements*). Ezi mali **zilindeleke ukuba zifunyanwe** ziyacinywa xa ziqatshelwe njengezo zingenako ukubuyiswa yaye ziyachazwa kwingcaciso ehamba nengxelo-mali ngokwahlukeneyo.

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7. Ii-asethi ii-*net assets* kungabandakanywnaga amatyala

7.1 Ii-akhawunti zotyalo-mali kwii projekthi zexesha elide (*Capitalisation Reserve*)

Ii-akhawunti zotyalo-mali kwii projekthi zexesha elide ziqulethe ii-asethi zezemali (*financial assets*) kunye/okanye amatyala avela kwithuba elingaphambi kokwenziwa kwengxelo yobume bemali nezithathelwa ingqalelo kwingxelo yobume bemali okokuqala kwithuba lokwenza ingxelo langoku (*current reporting period*). Izixa zihlawulwa kwi-akhawunti zotyalo-mali kwii projekthi zexesha elide xa zichaziwe kwithuba lokwenza ingxelo kwaye zihlawulwa kwi *Provincial Revenue Fund* xa into ekurhwetyelwana ngazo (*eye-underlying asset*) itshitshiswa kuze kufunyanwe iimali ezinxulumene nayo.

7.2 Iimali ezinokubuyiswa (*Recoverable revenue*)

Izixa zihlawulwa kwii-akhawunti zotyalo-mali kwii projekthi zexesha elide njengengeniso enokubuyiswa xa intlawulo yenziwe kunyaka-mali wangaphambili iba yenokubuyiswa ngulowo utyalayo (*debtor*) kunyaka-mali omiyo. Izixa-mali zihlawulwa kwiNgxowa-mali yeNgeniso yePhondo xa zifunyenwe okanye zihlawulwe kwingxelo yokusetyenziswa kwemali xa zicinyiwe.

8. Imicimbi yemali namaqela achaphazekelayo (*Related party transactions*)

Ingcaciso echanekileyo ngokumalunga nemicimbi yemali namaqela achaphazekelayo (*related party transactions*) ibandakanyiwe kwingcaciso echazayo kwingxelo-mali.

9. Abasebenzi bolawulo abaphambili (*Key management personnel*)

Imbuyiselo ehlawulwa abasebenzi abakulawulo abaphambili (*key management personnel*) kuquka amalungelo osapho apho kufanelekileyo, ibandakanyiwe kwingcaciso echazayo ehamba neengxelo-mali.

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1. Ulwabiwo lonyaka

1.1 Ulwabiwo lonyaka	Ulwabiwo –mali lokugqibela	limali kanye ezifunyenweyo	limali ezifuniweyo/ezin- gafunyanwanga	Imali efunyenweyo
	2012/13 R'000	2012/13 R'000	2012/13 R'000	2011/12 R'000
Ezolawulo	520 730	549 872	(29 142)	532 038
Imfundo kwizikolo zikarhulumente eziqhelekileyo	11 712 784	11 614 865	97 919	10 906 432
Iinkxaso-mali zezikolo ezizimeleyo	72 321	72 697	(376)	64 188
Imfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente	839 366	892 675	(53 309)	791 341
IMfundo neQeqesho oluQhubekayo	597 589	597 589	-	534 671
IMfundo yaBadala noQeqesho	36 920	35 818	1 102	33 098
Imfundo noPhuhliso lwaBantwana aBasaqalayo (ECD)	421 351	429 572	(8 221)	380 796
Iinkonzo ezincedisayo nezinxulumene nazo	159 182	167 155	(7 973)	134 588
Inani elipheleleyo	14 360 243	14 360 243	-	13 377 152
		Makuqat- shelwe	2012/13 R'000	2011/12 R'000
1.2 Iigranti ezikhutshwa phantsi kwemiqathango				
Iigranti ezifunyenweyo zizonke		32	1 337 749	1 190 413

(* Makuqatshelwe ukuba iiGranti ezikhutshwa phantsi kwemiqathango zibandakanyiwe kwizixa ngokweNgcaciso 1.1 yoLwabiwo lokugqibela

2. Ingeniso yeSebe

Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-asethi ii-capital assets	2.1	13 172	12 611
Iifayini, izohlwayo neemali ekuphulukenwe nazo	2.2	761	560
Inzala, izahlulo nerenti yemihlaba	2.3	3 530	1 081
Ii-Financial transactions kwii-asethi nasematyaleni (assets & liabilities)	2.4	24 418	19 666
Ingeniso eqokelelweyo iyonke		41 881	33 918
Kuthatyathwe limali ezizesebe eziqukiweyo kulwabiwo-mali	13	24 533	24 025
Ingeniso yeSebe efunyenweyo		17 348	9 893
2.1 Ukuthengiswa kweempahla neenkonzo ngaphandle kwee- asethi ii-capital assets	2		
Ukuthengiswa kweempahla neenkonzo eziveliswe lisebe		13 032	12 489
Iintengiso ziimalike zeziko		13 032	12 489
Iintengiso zezikrephu (scrap), inkunkuma nezinye izinto ezisetyenziswa ngoku		140	122
Inani elipheleleyo		13 172	12 611
		Makuqat- shelwe	2012/13 R'000
2.2 Iifayini, izohlwayo neemali ekuphulukenwe nazo	2		
Izohlwayo		761	560
Inani elipheleleyo		761	560
2.3 Inzala, izahlulo nerenti yemihlaba	2		
Inzala		3 530	1 081
Inani elipheleleyo		3 530	1 081
		Makuqat- shelwe	2012/13 R'000

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		R'000	R'000
2.4	Iiiranzekhshini kwii-asethi zemali nasematyaleni (assets & liabilities)		
	Iimali ezilindelekileyo	14 354	12 345
	Ezinye eziFuyenweyo kubandakanywa neNgeniso enoKubuyiswa	10 064	7 321
	Inani elipheleleyo	24 418	19 666
3.	Imbuyiselo yabaqeshwa		
3.1	Imivuzo nemirholo		
	Umvuzo oyintsusa	7 997 746	7 455 753
	AmaBhaso eNtsebenzo	22 210	25 675
	Esuselwa kwinkonzo	17 655	12 684
	Imbuyiselo/Eyezizathu ezithile (circumstantial)	108 888	83 172
	Iintlawulo ii-Periodic payments	9 672	5 717
	Eziye izibonelelo ezingatsalelwa rhafu (non-pensionable allowances)	1 149 943	1 081 293
	Inani elipheleleyo	9 306 114	8 664 294
3.2	Iintlawulo zezentlalo		
	Igalelo lomqeshi		
	Ipenshini	953 398	875 468
	Ezoncedo lonyango	473 759	454 689
	I-UJF	9	10
	IBhunga iBargaining council	662	666
	Iimanyano zabasebenzi ezisemthethweni nemibutho	1 943	1 944
	Inani elipheleleyo	1 429 771	1 332 777
	Imbuyiselo yabaqeshwa	10 735 885	9 997 071
	Inani elingumndilili labaqeshwa	40 124	40 310
4.	Iimpahla neeNkonzo		
	Iintlawulo zoLawulo	803	767
	Ukupapasha izithuba zengqesho	8 393	6 483
	Ii-asethi ezingaphantsi ko-R5,000	37 175	34 738
	Iibhasari (abaqeshwa)	4 286	13 032
	Ezokulungisa ukutya (catering)*	10 552	10 826
	EzoNxibelelwano	12 043	11 673
	Iinkonzo zekhompyutha	16 339	13 881
	Iinkonzo zaBacebisi, iikontraki nezee-arhente	306 468	315 405
	Ezolonwabo	258	253
	Iindleko zophicotho - ezangaphandle	10 499	11 177
	Ii-inventri (Inventories)	293 327	263 658
	Iingqeshiso ezisebenzayo	14 684	9 035
	Iintlawulo zeepropathi	249 803	268 781
	Ukurenta nokuqeshisa	3 918	-
	Ezothutho ezibonelelwe njengenxalenye yemisebenzi yesebe	193 782	175 696
	Ezehambo nokuxhaswa ngezimali	47 572	44 031
	Iindawo neefasilithi*	17 500	15 367
	Uqeqesho noPhuhliso lwabaqeshwa*	27 024	23 545
	Inkcitho yemisebenzi eyenziwayo	19 587	11 990
	Inani elipheleleyo	1 274 013	1 230 338

Uthelekiso lwentlawulo zolondolozo nolungiso lweprophiathi lumiselwe kwakhona. Inkcitho yokususwa kweeyunithi ezizimobhayili ukuya kwi- R20, 595 yezigidi eziyinkcitho kwizakhiwo kwixa elingaphambili, ngoku ihlelwe njengenkcitho yangoku (current expenditure).

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
4.1 li-asethi ezingaphantsi ko-R5,000	4		
li-asethi eziPhathekayo		34 175	32 506
Oomatshini nezixhobo		34 175	32 506
li-asethi ezingaphathekiyo		3 000	2 232
Inani elipheleleyo		37 175	34 738
4.2 linkonzo zekhomyutha	4		
linkonzo zekhomyutha zeSITA		9 423	8 053
Ababoneleli beenkonzo zekhomyutha bangaphandle		6 916	5 828
Inani elipheleleyo		16 339	13 881
4.3 linkonzo zaBacebisi, iikontraki nee-arhente /zababoneleli bangaphandle	4		
liNkonzo zoshishini nezeengcebiso		36 839	37 638
lindleko zomthetho		3 344	4 169
likhontraki		6 759	8 303
I-arhente kunye neenkonzo zenkxaso/ ezenziwa ngababoneleli bangaphandle		259 526	265 295
Inani elipheleleyo		306 468	315 405
4.4 linkonzo zophicitho - ezangaphandle	4		
Uphicotho lokuchaneka kweencwadi zemali (<i>Regularity audits</i>)		9 249	9 071
Uphicotho-zincwadi lwentsebenzo		666	1 247
Uphicotho lwekhomyutha (<i>Computer audits</i>)		584	859
Inani elipheleleyo		10 499	11 177
4.5 li-inventri (Inventories)	4		
Izibonelelo zokuncedisa ukuFunda nokuFundisa (<i>LTSM</i>)		252 722	229 481
Ukutya nezibonelelo zokutya		852	880
Ezinye izinto ezizi-consumables		1 250	404
Izinto ezisetyenziswayo nezibonelelo		201	121
Izinto zokubhala nokuprinta		37 942	32 734
Izibonelelo ezingamayeza		360	38
Inani elipheleleyo		293 327	263 658
4.6 lintlawulo zeeprophi	4		
iinkonzo zikamasipala;		62 934	80 669
Ulonolozo nolungiso		175 846	166 617
Ezinye		11 023	21 495
Inani elipheleleyo		249 803	268 781
Uthelekiso lwentlawulo zolondolozo nolungiso lweprophathi lumiselwe kwakhona.			
4.7 Ezehambo nokuxhaswa ngezimali	4		
Ezengingqi		47 559	44 026
Ezamanye amazwe		13	5
Inani elipheleleyo		47 572	44 031
4.8 Inkciitho yemisebenzi eyenziwayo	4		
Abafundi		6 486	-
Imibutho yootitshala, ubulungu neefizi zemirhumo		1 315	444
lindleko zokufuduka (<i>Resettlement costs</i>)		1 805	1 845
Ezinye		9 981	9 701
Inani elipheleleyo		19 587	11 990

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
5. Iintlawulo kwii-asethi zezemali			
Ezinye iintlawulo zeelahleko zezinto ezicinyiweyo	5.1	2 126	492
Amatyala acinyiweyo	5.2	16 110	1 550
Inani elipheleleyo		18 236	2 042
5.1 Ezinye iintlawulo zeenkciitho eyilahleko zezinto ezicinyiweyo	5		
Ubunjani beenkcitho eyilahleko			
Amabango ngakurhulumente		2	-
Inkcitho engagunyaziswanga		1 883	178
Iingozi zeGG		241	314
Inani elipheleleyo		2 126	492
5.2 Amatyala acinyiweyo	5		
Ubunjani bamatyala acinyiweyo			
Irhafu yabaqeshwa		335	11
Iintlawulo zemivuzo engaphezu kwemfuneko		10 083	135
Iibhasari		2 039	21
Ezinye		569	1 143
Inzala ematyaleni		3 084	240
Inani elipheleleyo		16 110	1 550

Umgaqo-nkqubo wokucinywa kwamatyala (*write off policy*) ucacisa inkqubo yokucima amatyala. Ukucinywa kwamatyala kuxhomekeke ekufumanekeni kwemali .

6. Iintlawulo ezenziwa ngoomatshini neenkxaso-mali			
Ii-arhente zesebe nee-akhawunti	Isihlomelo 1A	5 534	5 256
Amaziko angenzi ngeniso	Isihlomelo 1B	1 603 326	1 389 926
Ezamaziko	IsihlomeloLO 1C	79 623	87 865
Izipho, izipho-mali ne-nkxaso-mali (<i>sponsorships</i>) ezenziweyo	Isihlomelo 1D	12	10
Inani elipheleleyo		1 688 495	1 483 057
7. Inkcitho kwii-capital assets			
Ii-asethi eziphathekayo		570 625	646 795
Izakhiwo nezinye izitraksha ezingenakushenxiswa	31	522 788	591 872
Oomatshini nezixhobo	29	47 837	54 923
I-Software nezinye ii-asethi ezingaphathekiyo		856	1 850
I-Computer software	30	856	1 850
Inani elipheleleyo		571 481	648 645

Uthelekiso lwentlawulo zolondolozo nolungiso lweprothathi lumiselwe kwakhona. Inkcitho yokususwa kweeyunithi ezizimobhayili ukuya kwi- R20, 595 yezigidi eziyinkciitho kwizakhiwo kwixa elingaphambili, ngoku ihlelwe njengenkcitho yangoku (*current expenditure*).

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	Makuqat-shelwe	2012/13 R'000	2011/12 R'000
7.1 Ucazululo lweemali ezisetyenzisiweyo ukufumana ii-capital assets – 2012/13	limali ezabiweyo	Uncedo-mali (Aid assistance) R'000	Inani elipheleleyo R'000
li-asethi eziphathekayo	570 625	-	570 625
Izakhiwo nezinye izitraksha ezingenakushenxiswa	522 788	-	522 788
Oomatshini nezixhobo	47 837	-	47 837
I-Software nezinye ii-asethi ezingaphathekiyo	856	-	856
I-Computer software	856	-	856
Inani elipheleleyo	571 481	-	571 481

	limali ezabiweyo R'000	Uncedo-mali (Aid assistance) R'000	Inani elipheleleyo R'000
7.2 Ucazululo lweemali ezisetyenzisiweyo ukufumana ii-capital assets – 2011/12	646 795	-	646 795
li-asethi eziphathekayo	646 795	-	646 795
Izakhiwo nezinye izitraksha ezingenakushenxiswa	591 872	-	591 872
Oomatshini nezixhobo	54 923	-	54 923
I-Software nezinye ii-asethi ezingaphathekiyo	1 850	-	1 850
I-Computer software	1 850	-	1 850
Inani elipheleleyo	648 645	-	648 645

	Makuqat-shelwe	2012/13 R'000	2011/12 R'000
8. limali nezinye iindidi zemali zotyalo-mali ii-cash equivalents			
limali ezifumanekayo emva kokuhlawulwa kweendleko		10	-
lintlawulo zotyalo-mali (Emakhaya)		-	3 735
Inani elipheleleyo		10	3 735

Utyalo-mali luhla lusenyuka ngenxa yokubakho kwemali eyikheshi.

9. lintlawulo zangaphambili nee-advances			
Ezehambo nokuxhaswa ngezimali		47	19
Inani elipheleleyo		47	19

	Makuqat-shelwe	2012/13				2011/12
	R'000	Ngapha-ntsi konyaka omnye R'000	Omnye ukuya kwemithathu iminyaka R'000	Ezindala kuneminyaka emithathu R'000	Inani elipheleleyo R'000	R'000
10. limali ezifunyenweyo						
Amabango anokubuyiswa	10.1	17 890	197	-	18 087	15 798
Isihlome lo 3						
Ityala labasebenzi	10.2	7 530	4 256	19 412	31 198	41 160
Abanye abanamatyala (debtors)	10.3	55 454	9 152	42 597	107 203	65 302
Inani elipheleleyo		80 874	13 605	62 009	156 488	122 260

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
10.1 Amabango anokufunyanwa	10		
Amasebe kaZwelonke		17 242	6 380
Amasebe ePhondo		242	1 684
Amashishini abucala		332	7 455
Amakhaya nemibutho engenzi nzuzo		271	279
Inani elipheleleyo		18 087	15 798
10.2 Ityala labasebenzi	10		
Intlawulo zemivuzo ezingaphezu kwemfuneko		5 459	3 901
I-akhawunti yetyala		25 739	37 259
Inani elipheleleyo		31 198	41 160
	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
10.3 Abanye abanamatyala (debtors)	10		
Ukophulwa kweemvumelwano		9 530	13 268
Abasebenzi bangaphambili		40 680	46 568
Igaranti zikarhulumente		565	911
Izenzo zolwaphulo-mthetho		1 074	1 249
Imiba ngemiba		1 915	2 581
Ii-akhawunti zethutyana (Clearing accounts)		53 439	725
Inani elipheleleyo		107 203	65 302

Izigidi eziyi-R52,652 zibandakanyiwe kwingcaciso ephantsi ko :Amanye amatyala phantsi kwee-Akhawunti zeThutyana (Clearing accounts)ngokumalunga nokuhlalwa ngaphezu kwemfuneko okwenziwe kwi-Bonitas Medical Scheme ngoMatshi 2013. Intlawulo eyimbuyiselo yafunyanwa nge-10 Apreli 2013.

11. Iintlawulo zotyalo-mali			
Ezingezizo ezangoku (Non-current)			
Izabelo nezinye ii-equity			
JL Bisset Fund		450	434
Graham Civil Service Bursary Fund		40	41
Royal Reception Fund		27	30
School Building Fund		14 972	14 367
Inani elipheleleyo		15 489	14 872
Ucazululo kutyalo-mali olungelulo olwangoku (non current investments)			
Ibhalansi ekuqalwe kuyo		14 872	14 191
Ukongeza ngemali		617	681
Ibhalansi ekugqityelwe kuyo		15 489	14 872
12. Iimali ezabiweyo (voted funds) emazinikezelwe (surrendered) kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe ngayo		15 999	42 469
Iintlawulo ezihlawulwe ezikwingxelo yokusetyenziswa kwemali		72 133	15 999
Ezihlawulwe apha enyakeni		(15 999)	(42 469)
Ibhalansi ekugqityelwe kuyo		72 133	15 999
13. Iimali zesebe (departmental revenue) emazinikezelwe kwi-Revenue Fund			
Imali eyibhalansi ekuqalwe ngayo		2 139	(391)
Iintlawulo ezihlawulwe ezikwingxelo yokusetyenziswa kwemali		17 348	9 893
Izimali ezizesebe eziqukiweyo kulwabiwo-mali		24 533	24 025
Ezihlawulwe apha enyakeni		(33 029)	(31 388)
Ibhalansi ekugqityelwe kuyo		10 991	2 139

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
14. I-ovadrafthi yebhanki			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		17 142	30 140
Inani elipheleleyo		17 142	30 140
15. Ezihlawulwayo-ezangoku			
Ukuhlawula ii-akhawunti	15.1	1 255	6 689
Ezinye ezihlawulwayo	15.2	1 034	463
Inani elipheleleyo		2 289	7 152
15.1 Ukuhlawula ii-akhawunti	15		
Imivuzo : Ii-ACB recalls		617	175
Imivuzo : Irhafu yengeniso		32	5 647
Imivuzo : Ingxowa-mali yePenshini yaBaqeshwa beNkonzo kaRhulumente.		120	214
I-Salary reversal control		320	182
Imivuzo : Uncedo lezonyango		69	351
Ezinye ii-akhawunti ezihlawulwayo		41	86
Imivuzo : Ityala lerhafu		56	34
Inani elipheleleyo		1 255	6 689
15.2 Ezinye ezihlawulwayo	15		
Imiba ngemiba		1 034	463
Inani elipheleleyo		1 034	463
16. Imali engenayo nephumayo i-Net cash flow efumanekayo xa kusenziwa imisebenzi			
Iimali ii-Net surplus ngokweNgxelo yoKusebenza kweMali		89 481	25 892
Ii-Add back non cash/cash movements ezingathathwa njengemisebenzi eyenziweyo (operating activities)		507 867	600 144
(Ukwanda) kwimali ezifunyenwayo (receivables) – ezangoku		(34 228)	(4 406)
(Ukwanda) kwiintlawulo zangaphambili nee-advances		(28)	(9)
(Ukuncipha) kwii-payables – ezangoku		(4 863)	5 746
Inkcitho yee-asethi ii-capital assets		571 481	648 645
Ii-surrenders kwi-Revenue Fund		(49 028)	(73 857)
Iimali ezizesebe eziqukiweyo kulwabiwo-mali		24 533	24 025
Imali eyi-Net cash flow efumanekayo xa kusenziwa imisebenzi		597 348	626 036
<p>*Inani lipapashwe kunyaka-mali 2011/12 wokunika ingxelo ngokumalunga nenkcitho yeengqeshiso zezemali (iintlawulo zamihla le) kwizithuthi zikarhulumente (GG vehicles) lacaciswa ngokulula njengezigidi eziyi-R19,072. Inkcitho yokususwa kweeyunithi eziziimobhayili efikelela kwi-R20,595 yezigidi eyayikhaphitalayizwe ngaphambili (previously capitalised), ngoku icaciswa njengenkcitho yangoku.</p>			
17. Ukungqinelanisa i-cash necash equivalents ukwenzela iinjongo ze-cash flow			
I-Akhawunti eQhelekileyo neHlanganisiweyo kaPeymasta		(17 142)	(30 140)
Iimali ezifumanekayo emva kokuhlawulwa kweendleko (Cash on hand)		10	-
Imali neebhanki ii-commercial banks (ezengingqi)		-	3 735
Inani elipheleleyo		(17 132)	(26 405)

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
18. Amatyala anokubakho ii-Contingent liabilities nee-asethi ezinokubakho ii-contingent assets			
Amatyala anokubakho (Contingent liabilities)			
Afanelwe ukuhlulwa			
Igaranti zemali-mboleko yezezindlu	Annex 2A	573	829
Amabango ngakurhulumente	Annex 2B	316 439	290 826
Amanye amasebe (imali eziyibhalansi zama-sebe asebenzisanayo ezingaqinisekiswa (interdepartmental unconfirmed balances)	Annex 4	87	2 198
Ezinye	Annex 2B	4 765	43 665
Inani elipheleleyo		321 864	337 518
18.1 Ii-asethi ezinokubakho (Contingent assets)			
Ubunjani bazo			
Ukuhlawula ngokungaphezulu komqhubi womphathsiwa		135	-
Inani elipheleleyo		135	-
19. Iimali ezabelwe iinjongo ezithile (Commitments)			
Inkcitho yalo nyaka-mali			
Ezivunyiweyo nezeemvumelwano		751 737	928 066
Ezivunyiweyo ezingekagqitywa kwiimvumelwano		681 275	334 389
		1 433 012	1 262 455
Inkcitho ii-Capital expenditure (Including transfers)			
Ezivunyiweyo nezeemvumelwano		622 764	315 098
Ezivunyiweyo ezingekagqitywa kwiimvumelwano		1 866 587	1 680 852
		2 489 351	1 995 950
Iimali eziHlawulweyo zizonke		3 922 363	3 258 405
Iintlawulo zibandakanya iimali ezibekelwe iziseko zophuhliso kwithuba le-MTEF neemvumelwano zezothutho lwabafundi.			
20. Ii-akhawunti ezimele amatyala nezethuba elifutshane (Accruals)			
Ezidweliswe ngokohlelo lwezoqoqosho	30 iintsuku	2-4 iintsuku	Inani elipheleleyo
			o
Iimpahla neeNkonzo	22 806	2 552	25 358
Iintlawulo ezenziwa ngoomatshini neenkxaso-mali	791	605	1 396
Ii-Capital assets	18 758	2 042	20 800
Ezinye	-	-	-
Inani elipheleleyo	42 355	5 199	47 554
Ezidweliswe ngokwenqanaba leprogram			
Ezolawulo			13 671
Imfundo kwizikolo zikarhulumente eziqhelekileyo			28 275
Imfundo kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente			583
Imfundo noQeqesho oluqhubelekayo			-
Imfundo yaBadala noQeqesho			1
Imfundo noPhuhliso lwaBantwana aBasaqalayo (ECD)			2 986
IiNkonzo ezincedisayo nezinxulumene nazo			2 038
Inani elipheleleyo			47 554
Iibhalansi eziqinisekisiweyo namasebe			1 018
Inani elipheleleyo			1 018
			36 743
			66

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	Makuqat- shelwe	2012/13	2011/12
		R'000	R'000
21. Izibonelelo zabaqeshwa			
Amalungelo ekhefu		123 161	103 797
Ibhonasi yenkonzo (Itshekhi yeshumi elinesithathu)		324 492	300 998
AmaBhaso eNtsebenzo		13 395	12 619
Iimali ezabelwe ikhefu elihlawulelwayo (<i>capped leave</i>)		1 009 995	1 009 187
Ezinye		139 286	47 634
Inani elipheleleyo		1 610 329	1 474 235

Izixa ezithelekiswayo ngokumalunga namabhaso entsebenzo zicacisiwe kwakhona ngokungqinelana nonyaka ophantsi koqwaselo oko kukuthi i-1.5% yembuyiselo yebhajethi yabaqeshwa.
Izixa ezithelekiswayo ngokumalunga namabhaso entsebenzo zicacisiwe kwakhona ngokungqinelana neentlawulo zemivuzo ii-supplementary salary payments ngo-Apreli 2012 ngokumalunga nonyaka-mali ka-2012/13.
Iikhredithi zekhefu ii-negative leave credits ngokumalunga nekhefu lethuba elizayo ngokwengxelo elandela apha :
- umjikelo omiyo (R578 000)
- Ikhefu elihlawulelwayo (R2,457 izigidi)

22. Iimali ezabelwe ukuqeshisa (Lease commitments)

22.1 Inkcitho yemisebenzi eyenziwayo

	Ii-asethi zomkhosi ezikhethe- kileyo	Umhlaba	Izakhiwo nezinye izittraksha ezingenakus henxiswa	Oomatshini nezixhobo	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000
2012/13					
Kungabi semva konyaka omnye (1)	-	-	-	2 201	2 201
Ngaphantsi konyaka omnye (1)	-	-	-	1 447	1 447
kungabi semva kweminyaka emi-5	-	-	-	-	-
Iimali eziHlawulweyo zizonke	-	-	-	3 648	3 648
2011/12					
Kungabi semva konyaka omnye (1)	-	-	-	1 618	1 618
Ngaphantsi konyaka omnye (1)	-	-	-	246	246
kungabi semva kweminyaka emi-5	-	-	-	-	-
Iimali eziHlawulweyo zizonke	-	-	-	1 864	1 864

23. Iimali ezifunyenweyo zengeniso yesebe (Receivables for departmental revenue)

li-Financial transactions kwii-asethi nasematyaleni (assets & liabilities)

Inani elipheleleyo

Makuqat- shelwe	2012/13	2011/12
	R'000	R'000
	1 712	6 968
Inani elipheleleyo	1 712	6 968

23.1 Iimali ezifunyenweyo zengeniso yesebe (Receivables for departmental revenue)

Iimali eyibhalansi ekuqalwe ngayo
Kutsalwe : Izixa ezifunyenweyo
Kongezwe : Izixa eziqatshelweyo
Iibhalansi ekugqityelwe kuyo

	6 968	28 434
	(16 526)	(26 925)
	11 270	5 459
Iibhalansi ekugqityelwe kuyo	1 712	6 968

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
24. Inkcitho engagunyaziswanga			
24.1 Ungqinelwano lwenkcitho engagunyaziswanga			
Imali eyibhalansi ekuqalwe ngayo		29 809	16 961
Kongezwe : Inkcitho engagunyaziswanga –emalunga nonyaka wangaphambili		-	5 837
Kongezwe : Inkcitho engagunyaziswanga –emalunga nonyaka omiyo		6 924	7 901
Kutsalwe: Iziza ezilinde ukuvunywa		(2 258)	(712)
Kutsalwe : limali ezinokubuyiswa (ezingavunywanga)		-	(178)
Kutsalwe limali ezinokubuyiswa (ezingavunywanga)		(1 883)	-
Inkcitho engagunyaziswanga elinde ukuvunywa (condonation)		32 592	29 809
Ucazululo (analysis) olulindele ukuvunywa ngokohlelo lweminyaka yobudala (per age classification)			
Unyaka omiyo		4 744	7 504
Iminyaka engaphambili		27 848	22 305
Inani elipheleleyo		32 592	29 809

Inkcitho engagunyaziswanga emalunga nonyaka omiyo oko kukuthi unyaka-mali ka-2011/12 yachazwa njengezigidi eziyi-R30,500 . Emva kokuphandwa kwala matyala kunyaka-mali omtsha, kufunyaniswa ukuba zizigidi eziyi-R22,599 ebezingeyiyo inkcitho engagunyaziswanga yaye ke ngoko eli nani lacaciswa kwakhona n njengezigidi eziyi- R7,901 (million). Isixa se-R23,583 sezigidi kwibhalansi ekuqalwe kuyo sivunyiwe ukuya kufikelela kwi-31 Matshi 2013.

	2012/13 R'000
24.2 Inkcitho engagunyaziswanga –emalunga nonyaka omiyo isiganeko:	
Amanyathelo oluleko athathiweyo/ iinkqubo zokuxoxwa kwetyala lolwaphulo-mfetho	
Ingcaciso ayiphelelanga	39
Ulondolozo longxamiseko –	93
Ukutenxa ekuthengweni kweempahla neenkonzo	146
Intlawulo ezongezelelweyo ngaphandle kwemvumelwano	971
Abathengisi bahlawulwe egameni lezikolo ezingekho ngaphantsi kweSiqendu 21	1 941
Webfocus Deviation – Ukutenxa kwinkqubo yokuthengwa kweempahla neenkonzo	594
likowuteshini ezinganelanga-ezahlukileyo	1 787
Ukungachazwa kwenzala	19
Isibonelelo sokubambela	1 334
Izitenxo zeethenda ezirhanelekayo -	6 924
ISebe lezoThutho neMisebenzi yoLuntu	
	6 924
24.3 Iinkcukacha zenkcitho engagunyaziswanga -ezivunyiweyo isiganeko:	
Ezivunywe (Iigunya lokuzivuma)	
Iprojekthi yezikolo ezikhuselekileyo	78
Ulondolozo olungxamisekileyo –	93
izitenxo zokuthengwa kweempahla neenkonzo	146
Intlawulo eyongezelelweyo ngaphandle kwemvumelwano	971
Webfocus Deviation – Ukutenxa kwinkqubo yokuthengwa kweempahla neenkonzo	1 941
	2 258

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	2012/13 R'000
24.4 linkcukacha zenkcitho engagunyaziswanga – (ezingavunywanga)	
Isiganeko: Ezivunywe (ligunya lokuzivuma)	
<i>Lastrea Training -</i>	165
isitenxo ekuthengweni kweempahla neenkonz	
<i>District Office South Cape –</i>	70
isitenxo ekuthengweni kweempahla neenkonz	
Abafundi abangaphezulu abathuthwayo	1 630
lindawo neefasilithi -	
isitenxo ekuthengweni kweempahla neenkonz	8
linkonz iiTherapeutic Services likowuteshini ezinganelanga	10
	1 883
24.5 linkcukacha zenkcitho engagunyaziswanga ephantsi kophando	
Isiganeko: Ingcaciso ayiphelelanga	39
Abathengisi bahlawulwe egameni lezikolo ezingekho	971
ngaphantsi kweSiqendu 21	
likowuteshini ezinganelanga-ezahlukileyo	594
Ukungachazwa kwenzala	1 787
Isibonelelo sokubambela	19
Izitenxo zeethenda ezirhanelekayo -	1 334
ISebe lezoThutho neMisebenzi yoLuntu	
	4 744

Isebe liphanda iivawutsha ii- full population of vouchers ukuqinisekisa isixa esichanekileyo senkcitho engagunyaziswanga .

	2012/13 R'000	2011/12 R'000
25. Inkciitho engenanzuzo neyilahleko		
25.1 Ungqinelwaniso lwenkcitho engenanzuzo neyilahleko		
Imali eyibhalansi ekuqalwe ngayo	103	108
Inkcitho engenanzuzo neyilahleko kulo nyaka-mali	39	-
Kutsalwe izixa ezifunyenweyo	(2)	-
Kutsalwe izixa ezihlawulweyo kwii-receivables for recovery	-	(5)
Inkcitho engenanzuzo neyilahleko ekusalindwe izigqibo ngayo	140	103
25.2 Ucazululo lokulinda izisombululo ngokohlelo lwezoqoqosho		
Ekhoyo	39	103
I-Capital	101	-
Inani elipheleleyo	140	103

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2012/13
R'000

25.3 Ucazululo lwenkcitho engenanzuzo neyilahleko yonyaka

Isiganeko:	Amanyathelo oluleko athathiweyo/ iinkqubo zokuxoxwa kwetyala lolwaphulo-mthetho	
Ukurhoxiswa kweProgram		8
Ikomiti esebenzayo		
Umasifundisane		
Inzala ehlawulwa kwii-akhawunti ii-overdue accounts		4
Ukuhlawulwa ngokungaphezulu komthengisi		24
Ukungasetyenziswa kwesaphulelo		3
		39

Isebe liphanda ii- full population of vouchers ukuqinisekisa kanye izixa zenkcitho **engenanzuzo neyilahleko.**

26. Imicimbi yemali namaqela achaphazekelayo (Related party transactions)

Ezinye

1. Ngokwenkcazo yamaqela achaphazekelayo, izikolo zikarhulumente eziqhelekileyo zithathwa njengamaqela achaphazekelayo yaye imicimbi yezemali enxulumene noko ichazwa phantsi kwesiHlomelo 1B.
2. Enyakeni isebe lafumana iinkonzo kula maqela achaphazekelayo alandelekayo anxulumene nesebe achazwa ngolu hlobo:
 - 2.1 ISebe i-Western Cape Department of Transport & Public Works (DTPW)
 - ISebe langena kwizakhiwo ezisetyenziswa yi-Western Cape DTPW ngaphandle kwentlawulo. Indawo yokupaka iimoto ebonelelwe amagosa karhulumente ngentlawulo evunyiweyo nenganxulumananga nezorhwebo.
 - ISebe lisebenzisa iimoto zikarhulumente nezilawulwa yi- Government Motor Transport (GMT) Section yeDTPW. Obu budlelwane busekelwe kwii-tranzekhshini ii-arm's length transaction ngokwentlawulo ezivunyiweyo nguNondyebo wePhondo.
 - 2.2 ISebe leMfundo leNtshona Koloni (Western Cape Education Department) lafumana iinkonzo kwiziko-Corporate Services Centre leSebe loMphathiswa kwiPhondo (Department of the Premier) kwiPhondo leNtshona Koloni ngokumalunga nezi nkalo zeenkono ezilandelayo :
 - ITekhnoloji yeNgcaciso noNxibelelwano (Information and Communication Technology)
 - Uphuhliso lweZiko (Organisational Development)
 - Uqeqesho lwePhondo (phakathi kwamasebe)
 - I-Enterprise Risk Management (ERM)
 - Uphicotho-zincwadi lwangaphakathi
 - Uphando ngeLahleko (Forensic Investigations)
 - IiNkonzo zoMthetho
 - 2.3 ISebe leMfundo leNtshona Koloni lafumana iinkonzo zengcebiso ngezokhuseleko nemisebenzi yezokhuseleko yeDepartment of Community Safety kwiPhondo leNtshona Koloni.

	Inani labantu	2012/13 R'000	2011/12 R'000
27. Abasebenzi bolawulo abaphambili (Key management personnel)			
Abasezikhundleni bezopolitiko	1	1 652	1 566
Amagosa:			
Inqanaba 3	5	6 316	4 937
Inqanaba 14 (kubandakanywa iCFO ukuba linqanaba elingezantsi)	10	7 071	8 074
Amalungu osapho angabasebenzi abaphambili kwezolawulo	10	3 846	3 988
Inani elipheleleyo		18 885	18 565

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	Makuqat- shelwe	2012/13 R'000	2011/12 R'000
28. Ilahleko ekukuncipha kwexabiso lee-asethi			
Abanamatyala (<i>debtors</i>)		58 842	71 334
Inani elipheleleyo		58 842	71 334

Oku kumalunga namatyala amadala ngaphezu kwekhathegi yeenyanga eziyi-90

**29. Ii-asethi ii-Tangible capital assets
Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka
ophela nge-31 Matshi 2013**

	Imali eyibhalansi ekuqalwe ngayo	Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili	Izongezelelo	Ukuchithwa kwee- asethi	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
Oomatshini nezixhobo	174 436	125 627	124 844	29 827	395 080
Ii-asethi zezothutho	116 127	124 447	99 270	9 134	330 710
Izixhobo zekhompyutha	38 171	399	17 635	16 214	39 991
Ifanitshala nezixhobo	16 153	-	7 706	4 479	19 380
Abanye oomatshini nezixhobo	3 985	781	233	-	4 999
Ii-asethi ii-Tangible capital assets	174 436	125 627	124 844	29 827	395 080

**29.1 Izongezelelo
Utshintsho (movement) kwii-capital assets eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31
Matshi 2013**

	Ikheshi	Engeyokheshi	(Iindleko ezi-miyo zoMse-benzi ephambili eyenziwa-ye (Capital work-in- pro-gress) neen- tlawulo zeng- qeshiso zeMali	Ezifunyen-weyo, ezi-miyo ezingahla- wulwanga (Unyaka o-miyo ohla- wulweyoe- zifunyenwe kunyaka on- gaphambili)	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000
Oomatshini nezixhobo	135 140	16 206	(26 502)	-	124 844
Ii-asethi zezothutho	109 580	16 192	(26 502)	-	99 270
Izixhobo zekhompyutha	17 629	6	-	-	17 635
Ifanitshala nezixhobo	7 698	8	-	-	7 706
Abanye oomatshini nezixhobo	233	-	-	-	233
Ii-asethi ii-Tangible capital assets	135 140	16 206	(26 502)	-	124 844

**29.2 Ukuchithwa kwee-asethi
Utshintsho (movement) kwii-capital assets eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31
Matshi 2013**

	Ezithengi-selwe imali	Ezithintshi-weyo okanye ezitshatyalalisiwe yo okanye ezicinyiweyo (scrapped)	Inani elipheleleyo yezichithi-weyo	Imali efunyen- weyo eyiyo
	R'000	R'000	R'000	R'000
Oomatshini nezixhobo	-	29 827	29 827	-
Ii-asethi zezothutho	-	9 134	9 134	-
Izixhobo zekhompyutha	-	16 214	16 214	-
Ifanitshala nezixhobo	-	4 479	4 479	-
Ii-asethi ii-Tangible capital assets	-	29 827	29 827	-

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29.3 Utshintsho ngo-2011/12

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2013

	Imali eyibhalansi ekuqalwe ngayo	Izongezelelo	Ukuchithwa kwee-asethi	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
Oomatshini nezixhobo	155 751	80 195	61 510	174 436
li-asethi zezothutho	100 479	44 329	28 681	116 127
Izixhobo zekhompyutha	37 082	28 281	27 192	38 171
Ifanitshala nezixhobo	14 214	7 576	5 637	16 153
Abanye oomatshini nezixhobo	3 976	9	-	3 985
li-asethi ii-Tangible capital assets	155 751	80 195	61 510	174 436

29.4 li-asethi ezincinane

Utshintsho kwii-minor assets ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2013

	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000	R'000
Imali eyibhalansi ekuqalwe ngayo	-	1 352	-	21 352	-	22 704
Ungqinelwano lonyaka omiyo ukuya kwiibhalansi zonyaka ongaphambili	-	-	-	7 911	-	7 911
Izongezelelo	-	3 000	-	36 969	-	36 969
Ukuchithwa kwee-asethi	-	2 980	-	32 994	-	35 974
Inani elipheleleyo yee-asethi ezincinane	-	1 372	-	33 238	-	34 610
	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
Inani lee-asethi ezincinane kwiindleko	-	315	-	38 844	-	39 159
Inani elipheleleyo lee-asethi ezincinane	-	315	-	38 844	-	39 159

29.5 li-asethi ezincinane

Utshintsho kwii-asethi ezincinane ngokwewejista yee-asethi kunyaka ophela nge-31 Matshi 2012

	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000	R'000
Imali eyibhalansi ekuqalwe ngayo	-	1 345	-	21 344	-	22 689
Izongezelelo	-	2 232	-	32 514	-	34 746
Ukuchithwa kwee-asethi	-	2 225	-	32 506	-	34 731
Inani elipheleleyo yee-asethi ezincinane	-	1 352	-	21 352	-	22 704
	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
Inani lee-asethi ezincinane kwiindleko	-	314	-	31 502	-	31 816
Inani elipheleleyo lee-asethi ezincinane	-	314	-	31 502	-	31 816

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29.6 li-asethi ezikushenxiswa ezicinyiweyo

li-asethi ezinokushenxiswa ezicinyiweyo (written off) kunyaka ophela nge-31 Matshi 2013

	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000	R'000
li-asethi ezicinyiweyo (Assets written off)	-	-	-	4 828	-	4 828
li-asethi ezinokushenxiswa ezicinyiweyo	-	-	-	4 828	-	4 828

li-asethi ezinokushenxiswa ezicinyiweyo (written off) kunyaka ophela nge-31 Matshi 2012

	li-asethi zomkhosi ezikhethekileyo	li-asethi ezingaphathekiyo	li-asethi zemveli	Oomatshini nezixhobo	li-asethi ii-Biological assets	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000	R'000
li-asethi ezicinyiweyo (Assets written off)	-	-	-	7 321	-	7 321
li-asethi ezinokushenxiswa ezicinyiweyo	-	-	-	7 321	-	7 321

30. li-asethi ii-Tangible capital assets

Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2013

	Imali eyibhalansi ekuqalwe ngayo	Ungqinelwano lonyaka omiyo ukuya kwilbhalansi zonyaka ongaphambili	Izongezelelo	Ukuchithwa kwee-asethi	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
I-Computer software	18 834	-	856	-	19 690
li-asethi ii-Tangible capital assets	18 834	-	856	-	19 690

30.1 Izongezelelo

Utshintsho (movement) kwii-capital assets eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2013

	Ikheshi	Engeyokheshi	Indleko zangoklu zeMisebenzi yoKwakha eqhutywayo	Ezifunyen-weyo, ezi-miyo ezingahla-wulwanga (Unyaka o-miyo ohla-wulweyoe-zifunyenwe kunyaka ongaphambili)	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000
I-Computer software	856	-	-	-	856
li-asethi ii-Tangible capital assets	856	-	-	-	856

30.2 Izongezelelo

Utshintsho (movement) kwii-capital assets eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31 Matshi 2013

	Imali eyibhalansi ekuqalwe ngayo	Izongezelelo	Ukuchithwa kwee-asethi	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
I-Computer software	18 801	33	-	18 834
li-asethi ii-Tangible capital assets	18 801	33	-	18 834

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**31. Ii-asethi ii-Tangible capital assets
Utshintsho (movement) kwii-capital assets eziphathekayo ngokweregista yee-asethi kunyaka ophela nge-31
Matshi 2013**

	Imali eyibhalansi ekuqalwe ngayo	Ungqinelwano lonyaka omiyo ukuya kwilibhalansi zonyaka ongaphambili	Izongezelelo	Ukuchithwa kwee-asethi	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye izitraksha ezingenakushenxiswa	-	-	737 346	737 346	-
Izakhiwo ekungahlalwayo kuzo	-	-	737 346	737 346	-
Ii-asethi ii-Tangible capital assets	-	-	737 346	737 346	-

**31.1 Izongezelelo
Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka
ophela nge-31 Matshi 2013**

	Ikheshi	Engeyokheshi	(Iindleko ezi-miyo zoMsebenzi ephambili eyenziwayo (Capital work-in-progress) neentlawulo zengqeshiso zeMali	Ezifunyenweyo, ezi-miyo ezingahlawulwanga (Unyaka omiyo ohlawulweyo ezifunyenwe kunyaka ongaphambili)	Inani elipheleleyo
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye izitraksha ezingenakushenxiswa	435 485	675 090	(373 229)	-	737 346
Izakhiwo ekungahlalwayo kuzo	435 485	675 090	(373 229)	-	737 346
Ii-asethi ii-Tangible capital assets	435 485	675 090	(373 229)	-	737 346

**31.2 Ukuchithwa kwee-asethi
Utshintsho (movement) kwii-capital assets ezinokususwa eziphathekayo ngokweregista yee-asethi kunyaka
ophela nge-31 Matshi 13**

	Ezithengiselwe imali	Ezishintshweyo okanye ezitshatyalalisi weyo okanye ezicinyiweyo (scrapped)	Inani elipheleleyo yezichithiweyo	Imali efunyenweyo eyiyo
	R'000	R'000	R'000	R'000
Izakhiwo nezinye izitraksha ezingenakushenxiswa	-	737 346	737 346	-
Izakhiwo ekungahlalwayo kuzo	-	737 346	737 346	-
Ii-asethi ii-Tangible capital assets	-	737 346	737 346	-

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32. Ingxelo ngeegranti eziphuma phantsi kwemiqathango ezifunyenweyo

Igama lesebe	Ulwabiwo lwegranti				Echithiweyo				2011/12		
	Iigranti ze-Division of Revenue Act / ezePhon-do	Eguquka	Ezihlenga-hlengisi-weyo zeDORA	Ezinye ezihle-nga-hlengisi-weyo	Inani eliphheleleyo ekhoyo	Isixa esifunyenwe lisebe	Isixa esifunyenwe e lisebe	Isixa esichithiwe lisebe	% available funds spend by department	I-Division of Revenue Act	Izixa ezichithiwe ngamaSebe lisebe
Dinaledi Schools Grant	9 571	-	-	-	9 571	9 571	4 585	4 986	48	6 720	6 684
Education Infrastructure Grant	431 397	-	-	-	431 397	431 397	431 397	-	100	385 039	385 039
EPWP Incent Grant Prov-Soc	23 924	-	-	-	23 924	23 924	23 903	21	100	8 070	8 066
EPWP inter gmt to provinces	1 000	-	-	-	1 000	1 000	1 000	-	100	-	-
Further Education and Training".	597 589	-	-	-	597 589	597 589	597 523	66	100	534 671	534 659
Hiv/Aids (Life Skills Edu) Grant	17 416	-	-	-	17 416	17 416	16 552	864	95	16 388	14 088
IProgram yoKutyiswa kwaBantwana kaZwelonke (National School Nutrition Programme)	245 588	-	-	-	245 588	245 588	236 669	8 919	96	230 906	230 041
Ukuxhaswa ngemali kwakhona kweSekondari zoBugcisa	11 264	-	-	-	11 264	11 264	9 250	2 014	82	8 619	8 610
Inani eliphheleleyo	1 337 749	-	-	-	1 337 749	1 337 749	1 320 879	16 870	-	1 190 413	1 187 187

33. Iimali ii-Finance lease commitments – Izithuthi iiGG vehicles

Njengoko kumiselwe amalungiselelo phakathi kweSebe leMfundo leNtshona Koloni ne-GMT abandakanya iingqeshiso zezemali. Iimbopheleleko ngokumalunga nezi ngqeshiso zezemali icaciswa apha ngezantsi :

	2012/13	Kunyaka omnye (1)	2-5 iminyaka	Ngaphezu kweminyaka eyi-10
		20 244	73 976	16 469
	2011/12	Kunyaka omnye (1)	2-5 iminyaka	Ngaphezu kweminyaka eyi-10
		17 165	54 957	17 263

Isebe lemfundo liqeshise izithuthi eziyi-514 ezivela kwiGMT ngethuba lonyaka ka-2012/13. Iintlawulo zamihla le zihlawulwa ngenyanga, yaye zijongana neendleko zokusetyenziswa kwazo neendleko zemisebenzi yokwakha (capital costs) ngokubhekiselele ekutshintshweni kwezithuthi, neendleko zezemali ezichaphazelekayo kule mvumelwano.

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**IziHlomelo kwiNgxelo-Mali zoNyaka
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**IsiHlomelo 1A
lingxelo zeentlawulo ezenziweyo kwii-arhente zeSebe nakwii-Akhawunti**

I-akhawunti yeSebe/ ye-arhente	Izabelo ezihlawulweyo				Ezihlawulweyo		2011/12
	Uhlalo-mali oluHlenga- hlengisiweyo	Ezigqithiselwe komnye unyaka (Roll Overs)	Uhlenga- hlengiso	Inani elipheleleyo ekhoyo	Eyiyo ehlawulweyo	I-% yeemali ezikhoyo ezihlawulweyo	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	%	R'000
SETA:	5 524	-	-	5 524	5 524	100	5 256
SABC TV licence	-	-	10	10	10	100	-
Inani elipheleleyo	5 524	-	10	5 534	5 534		5 256

**IsiHlomelo 1B
IiNgxelo zeemali ezihlawulweyo kumaziko angenzi ngeniso (non-profit institutions)**

Amaziko angenzi ngeniso	Izabelo ezihlawulweyo				Ezihlawulweyo		2011/12
	Uhlalo-mali oluHlenga- hlengisi-weyo	Ezigqithiselwe komnye unyaka (Roll Overs)	Uhlenga- hlengiso	Inani elipheleleyo ekhoyo	Eyiyo ehlawul- weyo	I-% yeemali ezikhoyo ezihlawulw eyo	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	%	R'000
Iimali ezihlawulweyo							
Izikolo							
zicarhulumente eziqhelekileyo	583 260	-	183 119	766 379	764 652	100	701 659
Izikolo ezizimeleyo	72 697	-	(376)	72 321	72 321	100	63 554
Izikolo ezinaBafundi abaneMfundo eziZodwa zeMfundo	119 125	-	10 536	129 661	129 661	100	128 346
likholeji ze-FET (Further Education and Training)	315 012	-	8 273	323 285	323 285	100	243 928
I-ABET : Amaziko abucala	26 187	-	3 627	29 814	29 814	100	27 248
ECD: Izikolo zicarhulumente	168 234	-	(842)	167 392	167 392	100	125 881
ECD: Gr R Community	40 530	-	2 664	43 194	43 194	100	46 838
ECD: Learnerships	61 464	-	11 543	73 007	73 007	100	52 472
Inani elipheleleyo	1 386 509	-	218 544	1 605 053	1 603 326		1 389 926

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**IziHlomelo kwiNgxelo-Mali zoNyaka
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IsiHlomelo 1C

IiNgxelo zeeMali ezihlawulweyo kumakhaya (households)

Ezamazakaya	Izabelo ezihlawulweyo				Ezihlawulweyo		2011/12
	Uhlalo-mali oluHlenga- hlengisiweyo	Ezigqithiselwe komnye unyaka (Roll Overs)	Uhlenga- hlengiso	Inani elipheleleyo ekhoyo	Eyiyo ehlawulweyo	I-% yeemali ezikhoyo ezihlawul- weyo	Inkcitho eyiyo kanye
	R'000	R'000	R'000	R'000	R'000	%	R'000
Iimali ezihlawulweyo							
Izibonelelo zezeNtlo: Ukwenzakala emsebenzini	1 126	-	(1 126)	-	-	-	236
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Ikhefu elisisipho	8 973	-	46 418	55 391	55 366	100	36 228
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Isibonelelo somhlala- phantsi i-PST retirement benefit	1 445	-	(1 436)	9	9	100	88
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Ukuqhawula inkonzo	-	-	1 930	1 930	1 930	100	2 413
Izibonelelo zenkonzo zabaqeshwa (H/H employee service benefit): Iibhasari (abaqeshwa)	19 224	-	(1 306)	17 918	17 918	100	47 187
Amakhaya Amabango ngakurhulumente	-	-	4 400	4 400	4 400	100	1 651
Amakhaya PMT/refund and rem-act/grce	-	-	-	-	-	-	62
Inani elipheleleyo	30 768	-	48 880	79 648	79 623		87 865

IsiHlomelo 1D

IiNgxelo zezipho, izipho-mali (donations) neemali zenkxaso (sponsorships) ezenziweyo neemali zezaphulelo (remissions), iimali zembuyiselo (refunds) neentlawulo ezenziweyo njengezenzo zemfesane (acts of grace)

Udidi lwesipho, izipho-mali minikelo okanye iimali zenkxaso	2012/13	2011/12
	R'000	R'000
Ezihlawulwe ziyimali		
Iklabhu yeSoka iWCED Soccer club: Ukuxhaswa kwiindleko	12	10
Inani elingekapheleli	12	10
Iimali zezaphulelo (Remissions), iimbuyiselo neentlawulo ezenziwe njengezenzo zemfesane		
Iimbuyiselo kwinkonzo yeengcebiso kuMphathiswa wezeMfundo	-	54
Parow East Primary School: lindleko zomngwabo ze-W Tromp	-	8
Inani elingekapheleli	-	62
Inani elipheleleyo	12	72

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**IziHlomelo kwiNngxelo-Mali zoNyaka
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IsiHlomelo 2A

IiNngxelo zeegaranti zezemali (financial guarantees) ezikhutshwe ukususela kwi-31 Matshi 2013 - Ezengingqi

Iziko/Ibhanki eliyigaranta (guarantor)	Igaranti emalunga	Isixa s- guaranteed capital amount esijitsusa	Imali eyibhalansi ekugqibwe kuyo Apeli 2008	Ii-Guarantees draw downs apha enyakeni	Iintlawulo zegaranti ezijimbuyisela /ezivokelelweyo/ezincitshisiweyo/ezikhutshiweyo apha enyakeni	Ukuxatyiswa kwakhoona (Revalua-tions)	Ibhalansi ekugqibwe kuyo 31 Matshi 2009	Inzala eyi-Guaranteed Interest vonyaka ophelileyo 31 Matshi 2009	Iilahluko ezidqethelweyo / ezingandabuyiswa o k-1 amabango ahlawulweyo
Ezezindlu									
0001 – Standard Bank of S.A. Limited		-	154	-	-	-	154	-	-
0004 – Firstrand Bank Limited: First National		-	168	-	68	-	100	-	-
0017 – ABSA		-	442	-	188	-	254	-	-
0516 – Green Start Home Loans (Pty) Ltd		-	65	-	-	-	65	-	-
		-	829	-	256	-	573	-	-

IsiHlomelo 2B

Iingxelo yamatyala anokubakho (contingent liabilities) ukususela ngowe-31 Matshi 2013

Uhlobo lwetyala (Liability)	Imali eyibhalansi ekuqalwe kuyo	Amatyala enziwe apha enyakeni	Amatyala ahlawulweyo/ ayekiweyo/ ancitshisiweyo apha enyakeni	Amatyala anokubuyiswa (Nika iinkcukacha apha ngezantsi)	Iibhalansi ekugqibwe kuzo 31 Matshi 2013
Amabango ngakurhulumente					
Amabango awahluka-hlukeneyo	290 826	30 309	4 696	-	316 439
Inani elingekapheleli	290 826	30 309	4 696	-	316 439
Ezinye					
Ii-akhawunti zikamasipala (*makufundwe ii- footnote)	43 665	-	38 900	-	4 765
Inani elingekapheleli	43 665	-	38 900	-	4 765
Inani elipheleleyo	334 491	30 309	43 596	-	321 204

*Ibhalansi ekugqibwe kuyo imele isixa esiyitotali engaphelelanga ye-akhawunti yeenkonzo zikamasipala ezikolweni nge-31 Matshi 2013. Akunakwenzeka ukuba kubalwe isixa esipheleleyo see-akhawunti zeenkonzo zikamasipala zezikolo ezenziwe/ezihlawulwe/ezirhoxisiweyi/ezincitshisiweyo enyakeni njengee-akhawunti zeenkonzo zikamasipala ezihlawulwa ngqo sisikolo.

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**IziHlomelo kwiNgxelo-Mali zoNyaka
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**IsiHlomelo 3
Amabango anokubuyiswa**

Amaqumrhu karhulumente	Iibhalansi eziqinisekisiweyo ezingakahlawulwa		Iibhalansi eziqinisekisiweyo ezingakahlawulwa		Inani elipheleleyo	
	31/03/2013	31/03/2012	31/03/2013	31/03/2012	31/03/2013	31/03/2012
	R'000	R'000	R'000	R'000	R'000	R'000
ISebe						
ISebe leMfundo esiSiseko (Aurecon)	-	-	-	840	-	840
ISebe leMfundo esiSiseko (WCED)	-	-	-	2 170	-	2 170
ISebe leMfundo esiSiseko (WC Education Dept)	-	-	-	3 347	-	3 347
ISebe lezeMisebenzi kuZwelonke (DLB)	-	-	-	23	-	23
ISebe leMfundo loMntla Koloni (CED)	-	-	-	97	-	97
I-Centre for e-Innovation	-	-	-	143	-	143
ISebe leMfundo leMpuma Koloni - Empuma Koloni (EED)	-	-	74	584	74	584
ISebe leMfundo -EGauteng (JED)	-	-	19	72	19	72
ISebe leMfundo - Mntla Ntshona (NWE)	-	-	-	16	-	16
ISebe leMicimbi yeNkcubeko nezeMidlalo (WAC)	-	-	61	14	61	14
ISebe loMphathiswa (WAM)	46	-	-	212	46	212
ISebe loPhuhliso loQoqosho noKhenketho (WEE)	-	-	-	63	-	63
WC Provincial Treasury (WFE)	-	-	-	19	-	19
Dept of Local Government & Housing (WGA)	-	-	-	25	-	25
Dept of Health (WHW)	14	-	-	37	14	37
Dept of Transport & Public Works (WWK)	-	-	-	7 347	-	7 347
Dept of Education - KwaZulu Natal (ZED)	-	-	-	226	-	226
Dept of Community Safety (WSL)	-	-	9	-	9	-
PALAMA	-	-	16	-	16	-
ISebe leMfundo esiSiseko (DBE)	-	-	17 226	-	17 226	-
Department of Correctional Services (DCS)	-	-	19	-	19	-
	60	-	17 424	15 235	17 484	15 235
Amanye amaqumrhu karhulumente						
Cape Teachers' Professional Association	-	-	332	99	332	99
Government Employees Pension Fund (GEPF)	-	-	271	279	271	279
Die Burger	-	-	-	185	-	185
	-	-	603	563	603	563
Inani elipheleleyo	60	-	18 027	15 798	18 087	15 798

**IPhondo leNtshona Koloni
ISebe leMfundo
IBhajethi 5 Evunyiweyo**

**IziHlomelo kwiNgxelo-Mali zoNyaka
kunyaka ophele nge-31 Matshi 2013**

**IsiHlomelo 4
Iintlawulo eziphakathi kwamasebe (Inter-Departmental Payables)**

Amaqumrhu karhulumente	Ibhalansi eziqinisekisiweyo		Ibhalansi ezingaqinisekiswa		Inani elipheleleyo	
	31/03/2013	31/03/2012	31/03/2013	31/03/2012	31/03/2013	31/03/2012
	R'000	R'000	R'000	R'000	R'000	R'000
AmaSebe						
Ekhoyo						
Northern Cape Education Department	54	-	-	562	54	562
Department of Justice & Constitutional Development	868	-	-	1 636	868	1 636
Department of the Premier WC	-	15	-	-	-	15
WC Provincial Treasury	-	51	-	-	-	51
Free State Education Department	81	-	-	-	81	-
Gauteng Education Department	-	-	74	-	74	-
Department of Labour	-	-	11	-	11	-
Department of Basic Education	-	-	2	-	2	-
Government Motor Transport	15	-	-	-	15	-
Inani elipheleleyo lamaSebe	1018	66	87	2 198	1 105	2 264
Inani elipheleleyo lamasebe ngamasebe	1 018	66	87	2 198	1 105	2 264

**IsiHlomelo 5
Utshintsho kwiMisebenzi yoKwakha esaqhutywayo
UTshintsho kwiMisebenzi yoKwakha esaqhutywayo kunyaka ophele nge-31 Matshi 2013**

	Imali eyibhalansi ekuqalwe ngayo	I misebenzi yoKwakha esaqhutywayo yonyaka (Capital WIP)	Ii-asethi ezigqityiweyo	Ibhalansi ekugqityelwe kuyo
	R'000	R'000	R'000	R'000
Oomatshini nezixhobo	-	4 225	-	4 225
Ii-asethi zezothutho	-	4 225	-	4 225
Izakhiwo nezinye izittraksha ezingenakushenxiswa	1 001 883	373 229	675 090	700 022
Izakhiwo ekungahlalwayo kuzo	1 001 883	373 229	675 090	700 022
Inani elipheleleyo	1 001 883	377 454	675 090	704 247

IsiHlomelo A: Isicwangciso i-Action Plan to 2014 neZalathi-nkqubela zeMvumelwano yoKwenziwa kweNkonzo (kuZwelonke)

ISebe leMfundo esiSiseko liya kubonelela amaphondo ngengcaciso kweli candelo. Ukubonelwa ngengcaciso ngezalathi-nkqubela 16.1 ukuya ku-27.2 kuxhomekeke ekufumanekeni kweziphumo zesaveyi yokubeka esweni izikolo (school monitoring survey) eqhutywa liSebe leMfundo esiSiseko. ISebe liya kuhlaziya ingcaciso ngezi zalathi-nkqubela xa ingcaciso ifumaneka.

Inombolo yesalathi	Igama lesalathi-nkqubela	Umthombo wedatha	Intsebenzo yePhondo (eyona yakutshanje)
1.1	Ipesenti yabafundi beBakala 3 abaqhuba ngokwamanqanaba alindelekileyo olwazi lokufunda nokubhala kwiiMvavanyo zikaZwelonke zoNyaka zelizwe (<i>Annual National Assessments</i>).	ANA	57
1.2	Ipesenti yabafundi beBakala 3 abaqhuba ngokwamanqanaba ayimfuneko olwazi lokubhala kwiiMvavanyo zikaZwelonke zoNyaka (<i>Annual National Assessments</i>).	ANA	47
2.1	Ipesenti yabafundi beBakala 6 abaqhuba ngokwamanqanaba ayimfuneko olwimi kwiiMvavanyo zikaZwelonke zoNyaka (<i>Annual National Assessments</i>).	ANA	50
2.2	Ipesenti yabafundi beBakala 6 abaqhuba ngokwamanqanaba ayimfuneko kwimathematika kwiiMvavanyo zikaZwelonke zoNyaka (<i>Annual National Assessments</i>).	ANA	33
3.1	Ipesenti yabafundi beBakala 9 abaqhuba ngokwamanqanaba ayimfuneko olwimi kwiiMvavanyo zikaZwelonke zoNyaka (<i>Annual National Assessments</i>).	ANA	48
3.2	Ipesenti yabafundi beBakala 9 abaqhuba ngokwamanqanaba ayimfuneko kwimathematika kwiiMvavanyo zikaZwelonke zoNyaka (<i>Annual National Assessments</i>).	ANA	16.7
4	Inani labafundi beBakala 12 abafanekileyo kwiprogram yeSi-danga sokuQala kwimviwo zikazwelonke zikarhulumente.	NSC database	16 319
5	Inani labafundi beBakala 12 abapase imathematika.	NSC database	11 311
6	Inani labafundi beBakala 12 abapasa ifizikhali sayensi.	NSC database	7 995
7	Amanqaku angumndilili aphakathi afunyenwe kwiBakala 6 kulwimi kuvavanyo lwe-SACMEQ.	SACMEQ database	583 (2007)
8	Amanqaku angumndilili afunyenwe kwiBakala 6 kwimathematika kuvavanyo lwe-SACMEQ.	SACMEQ database	566 (2007)
9	Amanqaku emathematika eBakala 8 angumndilili afunyenwe kwi-TIMSS.	TIMSS database	404 (2011)
10	Ipesenti yabantwana abakubudala beminyaka eyi-7 ukuya ku-15 abahamba isikolo kumaziko emfundo.	GHS	91.9%
11.1	Ipesenti yabafundi beBakala 1 abapase iBakala R ngokumiselweyo.	ASS	45%

Inombolo yesalathi	Igama lesalathi-nkqubela	Umthombo wedatha	Intsebenzo yePhondo (eyona yakutshanje)
11.2	Umlinganiselo wamanani obhaliso abantwana abaneminyaka eyi-3 ukuya ku- 5. (Esi sisalathi esiyinkxalabo kwi-DBE ne-DSD.)	GHS	62.4
12.1	Ipesenti yabantwana abakubudala beminyaka eyi-9 ekuqaleni konyaka abakwiBakala 4 okanye kwelingentla.	ASS/GHS	87.26%
12.2	Ipesenti yabantwana abakubudala beminyaka eyi-9 ekuqaleni konyaka abakwiBakala 7 okanye kwelingentla.	ASS/GHS	84.99%
13.1	Ipesenti yolutsha olufumana iSatifikethi seMatriki sikaZwelonke kweso sikolo.	GHS	46.1%
13.2	Ipesenti yolutsha olufumana naliphi na ibanga lemfundo le-FET. (Esi sisalathi siyinkxalabo kwiDBE neDHET)	GHS	Not available
14	Inani lootitshala abanamabanga emfundo abakubudala beminyaka eyi-30 nangaphantsi abangena kwinkonzo karhulumente njengootitshala okokuqala kulo nyaka ugqithileyo.	PERSAL	1 463
15.1	Ipesenti yabafundi abakwiiklasi ezinabafundi abangekho ngaphezu ko-45.	ASS	96.6%

Idatha yokwandlalela kwizalathi-nkqubela apha ngezantsi ibonelwa ngesaveyi yesampula kazwelonke eyaqhutywa liSebe leMfundo esiSiseko ngo-2011. Kunikwe idatha yoku.

		WC	National
15.2	Ipesenti yezikolo apho kuzaliswa zonke izithuba ezabelwe ootitshala.	71%	69%
16.1	Umdlili weeyure ngonyaka ezichithwe ngootitshala kwimisebenzi yophuhliso lootitshala.	60	38
16.2	Ipesenti yootitshala abanako ukufumana imigangatho eyeyona izezantsi kwiimvavanyo ezingachazwanga nezisekelwe kwiisampula (anonymous and sample-based assessments) zolwazi lwabo ngesifundo.	Not available	Not available
17	Ipesenti yootitshala abangekhoyo esikolweni ngosuku olungumdlili.	3.4%	6.1%
18	Ipesenti yabafundi abafunda yonke into kwikharithulam kunyaka omiyo ngokusekelwe kwiimvavanyo ezisekelwe kwiisampula zerekhodi (sample-based evaluations of records) ezigcinwe ngootitshala nobungqina bemisebenzi yeprekhtikhali eyenziwe ngabafundi.	Not available	Not available
19	Ipesenti yabafundi enako ukufikelela kwiincwadi zezifundo ezifunekayo neencwadi zomisebenzi (workbooks) ukwenzela unyaka wesikolo wonke.	Not available	Not available
20	Ipesenti yabafundi ezikolweni ezineelayibrari okanye amaziko azii-media centres ayifezekisayo imigangatho ethile eyeyona izezantsi.	Prim 89% High 89%	Prim 59% High 53%

21	Ipesenti yezikolo ezivelisa isethi yamaxwebhu angawona mancinci ngokomgangatho ofunekayo, umzekelo ibhajethi yesikolo, isicwangciso sokuphucula isikolo, ingxelo yonyaka, irosta yokuhamba isikolo neeshedyuli zokumakisha zabafundi.	68%	58%
22	Ipesenti yezikolo apho iBhunga loLawulo leSikolo lihlalangebanayo neekhrayitheriya ezizezona zisezantsi ngokwempumelelo yazo.	67%	48%
23.1	Ipesenti yabafundi ezikolweni ezixhaswa ngemali kwelona nqanaba lisezantsi.	89%	47%
23.2	Ipesenti yezikolo ezifumene isethi epheleleyo yemisebenzi yolawulo lwezemali ngokusekelwe kuvavanyo lwezakhono zolawulo lwezemali.	86%	74%
24.1	Ipesenti yezikolo eziyithobelayo imigangatho yeziseko zophuhliso eyeyona isezantsi emiselwe kuzwelonke.	85%	55%
24.2	Ipesenti yezikolo eziyithobelayo imigangatho yeziseko zophuhliso eyeyona isezantsi emiselwe kuzwelonke.	Not available	Not available
25	Ipesenti yabantwana abatya ilantshi ¹⁴ qho ngosuku lwesikolo.	71%	85%
26	Ipesenti yezikolo ezinotitshala omnye ubuncinane ofumene uqeqesho olukhethekileyo ekuqapheleni nasekunikeni inkxaso kwiimfuno ezizodwa.	87%	70%
27.1	Ipesenti yezikolo ezihanjelwe ubuncinane kabini ngonyaka ngamagosa ezithili zemfundo ukulungiselela iinjongo zokuzibeka esweni nenkxaso.	99%	87%
27.2	Ipesenti yeenqununu zezikolo ezizireyitha njengezanelisayo iinkonzo zenkxaso kwizithili zemfundo.	63%	34%

¹⁴ Oku kuvavanywa ngokumalunga nabo bakumanqanaba entlupheko 1 -3 abaxhamleyo kwiProgram i-National School Nutrition Programme

Esi siHlomelo sidwelisa iMilinganiselo yeNtsebenzo kwiiProgram kazwelonke enikwa liSebe leMfundo esiSiseko.

INKALO YENTSEBENZO EPHAMBILI : Iprogram 1					
Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
1.	PPM101	Inani lezikolo zikarhulumente ezisebenzisa iSA SAMS ukunika idatha isistim yokulandelela ingcaciso ngabafundi kazwelonke (<i>national learner tracking system</i>)	<p>Isikolo sikarhulumente :Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo.Ayizifakanga izikolo ezizimeleyoImeko eqhubekayo :Makurekhodwe inani lezikolo zikarhulumente (ngokwemihla yakutshanje) ezisebenzisa i-SA SAMS ukunika idatha kwi-LURTIS</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kufumana uqeqesho ekusetyenzisweni kwe-SA SAMS kwikota echaphazelekayo</p>	I-EMIS yePhondo I-Operational Data	Qho ngekota
2.	PPM102	Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	<p>Isikolo sikarhulumente :Kubhekiswa kwizikolo eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa. Ayizifakanga izikolo ezizimeleyo</p> <p>Imeko eqhubekayo :Makurekhodwe inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo nge-imeyili ngokumalunga needatha zakutshanje ezifumanekayo.</p> <p>Ithagethi: Makurekhodwe inani lezikolo zikarhulumente eziya kunikwa uqhagamshelwano lwe-imeyili kunyaka-mali ocwangcisiweyo. .</p>	Imithombo yeDatha	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
3.	PPM103	Ipesenti yenkcitho yangoku (<i>current expenditure</i>) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (<i>non-personnel items</i>)	<p>INkcitho kulo Nyaka-mali yezeMfundo: Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfuno ezizodwa kunye nezikolo ezizimeleyo)</p> <p>Kwimiba enganxulumananga nezabasebenzi : Kubhekiswa kuyo yonke inkcitho karhulumente kwizinto ezingabandakanyi mali kwezemfundo (<i>non-capital education expenditure</i>) (kubandakanywa onke amacandelwana emfundo nezikolo zemfundo eneemfuno ezizodwa kunye nezikolo ezizimeleyo)</p> <p>Ukubalwa kwayo: Makwahlulwe inkcitho yangoku echithwe kwizinto ezingezizo ezabasebenzi (<i>non-personnel items</i>) kunyaka-mali ochaphazelekayo ngenani lilonke lenkcitho yangoku karhulumente kwimfundo ukwenzela kwalo nyaka-mali nokuyiphinda ngo-100.</p> <p>Imeko eqhubekayo : Makurekhodwe ingcaciso yakutshanje efumanekayo.Ithagethi: Makurekhodwe inkcitho eqikelelweyo ukwenzela unyaka-mali ocwangcisiweyo</p>	I-CFO yePhondo	Qho ngonyaka
INKALO YENTSEBENZO EPHAMBILI : Iprogram 2					
4.	PPM201	Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	<p>QAPHELA : Lo mlinganiselo awubandakanyi manani obhaliso kwizikolo zemfundo eenemfuno ezizodwa kunye nobhaliso kwiBakala R kwizikolo zikarhulumente eziqhelekileyo.</p> <p>Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi ababhalisileyo kwizikolo zikarhulumente eziqhelekileyo ngokweedatha zeSNAP zakutshanje (kungafakwanga manani obhaliso eBakala R)Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba babhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ekucwa-ngciselwa wona (kungafakwanga manani obhaliso eBakala R).</p>	I-EMIS yePhondo I-SNAP SurveyWC-CEMIS	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	Iinkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
5.	PPM202	Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Utitshala : ngutitshala osesikolweni onoxanduva olungundoqo lokufundisa eklasini esikolweni Utitshala : kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Akubandakanywa abasebenzi abangezotitshala kwaye kubandakanywa bonke ootitshala (abaqeshwe ngokungesosigxina, ababambeleyo, njl. njl.) Imeko eqhubekayo : Makurekhodwe inani lilonke lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha ezifumanekayo zakutshanje. Ithagethi: Inani lootitshala ekulindeleke ukuba baqeshwe kunyaka-mali ochwangcisiweyo.	IPESALI yePhondo	Qho ngonyaka
6.	PPM203	Inani labangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	Utitshala : kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo. Abangezotitshala ngabo bonke abasebenzi abasezikolweni abangezotitshala. Aba babandakanya abasebenzi abancedisayo, abasebenzi bezolawulo, abasebenzi basehostele, nabasebenzi abaqeqeshiweyo abangezotitshala. Imeko eqhubekayo : Makurekhodwe inani lonke labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo ngokwedatha efumanekayo yakutshanje. Ithagethi: Makurekhodwe inani labasebenzi abangezotitshala ekulindeleke ukuba baqeshwe kunyaka-mali ochwangcisiweyo.	IPESALI yePhondo	Qho ngonyaka
7.	PPM204	Inani labafundi abasezikolweni zikarhulumente eziqhelekileyo abancedakalayo kumgaqo-nkqubo omalunga "neZikolo ezingaHlawulisi Fizi"	Imeko eqhubekayo : Makurekhodwe inani labafundi abancedakalayo "kumGaqa-nkqubo weZikolo ezingaHlawulisi Fizi" kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani labafundi ekulindeleke ukuba bancedakale "kuMgaqa-nkqubo weZikolo eziNgabizi Fizi" kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	Iinkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
8.	PPM205	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo samanzi	Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinesibonelelo samanzi ngokwengcaciso yakutshanje efumanekayo Ithagethi : Makurekhodwe inani lezikolo eziya kunikwa amanzi kulo nyaka-mali ucwangcisiweyo	UMphathi weProgram yePhondo	Qho ngonyaka
9.	PPM206	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo sombane	Iinkcazo Isikolo esinombane sibhekisa kwizikolo ezinaye nawuphi uvimba wombane kubandakanywa iiphaneli zesolar neejenereyitha. Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinombane ngokwengcaciso yakutshanje efumanekayo Ithagethi : Makurekhodwe inani lezikolo eziya kufakelwa umbane kunyaka-mali ochwangcisiweyo.	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
10.	PPM207	Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa izibonelelo zococeko	Izibonelelo zococeko (sanitation) : Kubhekiswa kuzo zonke iintlobo zeethoyilethi Imeko eqhubekayo : Makurekhodwe inani lezikolo zikarhulumente eziqhelekileyo ezinezibonelelo zococeko (iithoyilethi) ngokwengcaciso yakutshanje efumanekayo Ithagethi : Makurekhodwe inani lezikolo eziya kunikwa izibonelelo zococeko kunyaka-mali ochwangcisiweyo	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
11.	PPM208	PPM208: Inani leeklasi eziza kwakhiwa kwizikolo zikarhulumente eziqhelekileyo	Iiklasi . Ngamagumbi apho ukufunda nokufundisa kuqhubeka khona, kodwa angakhelwanga kwenza imisebenzi yokufundisa imfundo eneemfuno ezizodwa Akwabandakanyi amagumbi asetyenziswa ngabezemfundo eneemfuno ezizodwa Imeko eqhubekayo : Makurekhodwe inani lilonke leeklasi ezikhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo. Ithagethi : Makurekhodwe inani lezikolo eziya kufakelwa umbane kunyaka-mali ochwangcisiweyo. Lo mlinganiselo awuwabandakanyi amagumbi emfundo eneemfuno ezizodwa	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
12.	PPM209	Inani lamagumbi enzelwe abaneemfuno zemfundo ezizodwa aya kwakhiwa kwizikolo zikarhulumente eziqhelekileyo (onke amagumbi ngaphandle kweeklasi – kubandakanywa: iilabhoratri, amagumbi okugcina istokhwe, iindawo zabagulayo (<i>sick bays</i>), ikhitshi, njl. njl.) iilebhu, amagumbi okugcina istokhwe, iindawo zabagulayo (<i>sick bays</i>), ikhitshi, njl. njl.)	Amagumbi asetyenziselwa okuthile Ngamagumbi akhelwe ukwenza imisebenzi yemfundo eneemfuno ezizodwa nemisebenzi engeyoxalenye yemisebenzi yemfundo eneemfuno ezizodwa Akubandakanyi ofisi zolawulo neeklasi (njengoko kuchaziweyo kwiPPM 208) yaye kubandakanya amagumbi anjengeelabhoratri, amagumbi okugcina isitokhwe, iindawo zabagulayo (<i>sick bays</i>), amakhitshi, iilayibrari, amaziko eencwadi (<i>resource centres</i>), njl. njl. Imeko eqhubekayo : Makurekhodwe inani lilonke lamagumbi emfundo eneemfuno ezizodwa akhoyo kwizikolo zikarhulumente eziqhelekileyo ngokwengcaciso yakutshanje efumanekayo Ithagethi: Makurekhodwe inani lamagumbi asetyenziselwa okuthile aseza kwakhiwa kunyaka-mali ochwangcisiweyo.	UMphathi weNEIMS weProgram yePhondo	Qho ngonyaka
13.	PPM210	Inani labafundi abaneemfuno zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	Imfundo yabaneemfuno ezizodwa: Yimfundo eneemfuno ezizodwa ngokohlobo lwayo nejongene nezithintelo kwimfundo nophuhliso ezifunyanwa ngabafundi abaneemfuno zemfundo ezizodwa (kubandakanywa nabo banokhubazeko) kwizikolo zikarhulumente eziqhelekileyo. Imeko eqhubekayo : Makurekhodwe inani lonke labafundi abanemfundo eneemfuno ezizodwa abakwizikolo zikarhulumente eziqhelekileyo kunyaka-mali odlulileyo Ithagethi: Makurekhodwe inani labafundi abaneemfuno zemfundo ezizodwa ekulindeleke ukuba abhalise kwizikolo zikarhulumente eziqhelekileyo kunyaka-mali ochwangcisiweyo MAKUQATSHELWE! Lo mlinganiselo awubandakanyi nani labafundi abaneemfuno zemfundo ezizodwa ababhalise kwizikolo zemfundo yabaneemfuno ezizodwa.	EMIS: Isaveyi yesikolo yonyaka nonyaka	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	Iinkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
14.	PPM211	Inani lezikolo ezinika inkonzo epheleleyo	Izikolo ezinika inkonzo epheleleyo: Zizikolo ezinezinto zokuncedisa ukufunda ezixhotyiswe ngokukodwa ukujongana neendidi ngeendidi zezithintelo zokufunda kwimeko yezemfundo ebandakanya bonke abafundi. Imeko eqhubekayo : Makurekhodwe inani lezikolo ezinika iinkonzo ezipheleleyo (izikolo zikarhulumente eziqhelekileyo) ezazikho kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani lezikolo ezinika inkonzo epheleleyo ekulindeleke ukuba zisekwe kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo	Qho ngonyaka
15.	PPM212	Inani lezikolo ezihanjelwayo ubuncinane kanye ngekota ngumphathi wesekeke	UMphathi weSekethe : AmaSebe eMfundo amaPhondo ii-PED anamagama ahlukeneyo ale phothifoliyo Umzekelo, eGauteng, zii-IDSO. Imeko eqhubekayo : Inani lilonke lezikolo (izikolo zemfundo eneemfundo ezizodwa, izikolo ezizimeleyo nezikolo zikarhulumente eziqhelekileyo) ezazihanjelwe ngabaphathi beesekeke kwikota nganye ukunika inkxaso, ukubeka esweni nokuqhagamshelana kunyaka-mali odlulileyo. Ithagethi: Inani lilonke lezikolo ekucwangciswa ukuba zitye lelwe ngabaphathi beesekeke kwikota kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo Izithili zeMfundo	Qho ngekota
16.	PPM301	Inani labafundi abaxhaswa ngemali kwizikolo ezizimeleyo	Izikolo ezizimeleyo zizikolo ezibhalisiweyo okanye ezithathwa ngokuba zizimele ngokoMthetho weZikolo zaseMzantsi Afrika (<i>South African Schools Act</i>) (SASA)) Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ezixhaswa ngemali kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani lilonke labafundi abakwizikolo ezizimeleyo ezixhaswa ngemali kunyaka-mali ochwangcisiweyo.	UMphathi weProgram yePhondo	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
17.	PPM401	Inani labafundi ababhalise kwizikolo zemfundo eneemfuno ezizodwa zikarhulumente	<p>Izikolo zemfundo eneemfuno ezizodwa Izikolo ezixhotyiselwe ukufundisa imfundo kubafundi abafuna imfundo enobunzulu nenika inkxaso engaphezulu nokuba isisigxina okanye ayisosigxina. <i>Abafundi abahamba ezi zikolo babandakanya abo banokhubazeko ngokwasemzimbeni, ngokwasengqondweni okanye ngokweziva-mvo okanye abenze izenzo ezixhomisa amehlo kunye/okanye abaneengxaki zeemvakalelo, nabo bangqubana nomthetho okanye abo baneemfuno zabo zempilo zixakileyo baze bafune unonelelo</i></p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali odlulileyo.Ithagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kwizikolo zemfundo eneemfuno ezizodwa kunyaka-mali ocwangcisiweyo.</p> <p>MAKUQATSHELWE: Lo mlinganiselo awubandakanyi abafundi abaneemfuno ezizodwa zemfundo ababhalise kwizikolo zikarhulumente eziqhelekileyo.</p>	I-EMIS yePhondo I-SNE SNAP	Qho ngonyaka
INKALO YENTSEBENZO EPHAMBILI : Iprogram 4					
18.	PPM402	Inani lootitshala abaqeshwe kwizikolo zikarhulumente ezineemfuno ezizodwa zikarhulumente	<p>kubhekiswa kuye nabani na ofundisa, aqeqeshe omnye umntu owenza iinkonzo zoqeqesho kwezemfundo.</p> <p>Imeko eqhubekayo : Makurekhodwe inani lilonke lootitshala abaqeshwe kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke lootitshala abaqeshwe kwiZikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali ocwangcisiweyo.</p>	IPESALI yePhondo	Qho ngonyaka

Ino.	Inombolo yePPM	Umlinganiselo	linkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
19.	PPM403	Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	<p>Ngutitshala osesikolweni onoxanduva olungundoqo lokufundisa eklasini esikolweni</p> <p>Abasebenzi abaqeqeshiweyo abangezotitshala: Aba basebenzi bachazwa njengepharamedikhi (<i>paramedics</i>), oonontlalontle, abanonopheli (<i>caregivers</i>), iitherapisti (<i>therapists</i>) neesayikholojisti njl.njl.</p> <p>Imeko eqhubekayo: Makurekhodwe inani lilonke labasebenzi abangezotitshala abaqeshwe kwizikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labasebenzi abangezotitshala abaqeshwe kwizikolo zeMfundo eneeMfuno eziZodwa kunyaka-mali ochwangcisiweyo.</p>	I-PESALI	Qho ngonyaka
20.	PPM501	Inani labafundi ababhalise kwizifundo zeNC(V) kwiikholeji zeFET	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke labafundi ababhalise kwizifundo zeNC(V) kwiikholeji zeFET kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi abalindeleke babhalise kwizifundo zeNC(V) kwiikholeji zeFET kunyaka-mali ochwangcisiweyo.</p>	UMphathi weProgram yePhondo (Kwiikholeji zeFET)	Qho ngonyaka
21.	PPM502	Inani leekholeji zeFET Abafundi beNC(V) abagqibe iikhosi ngokupheleleyo	<p>Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi beekholeji zeFET abagqibe iikhosi ngokupheleleyo kunyaka-mali ochwangciselweyo.</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi beekholeji zeFET ekulundeleke bagqibe iikhosi ngokupheleleyo kunyaka-mali ochwangciselweyo.</p>	UMphathi weProgram yePhondo (Kwiikholeji zeFET)	Qho ngonyaka

Ino	Inombolo yePPM	Umlinganiselo	Iinkcazo neNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
22.	PPM601	Inani labafundi ababhalise kumZiko e-ABET oluntu	<p>I-ABET : Zonke iiprogram zemfundo noqeqesho zabadala ukusuka kwiNqanaba 1- 4, apho i-ABET Level 4 ilingana neBakala 9 kwizikolo zikarhulumente okanye uMgaqo-sikhokelo omalunga neZiqinisekiso zikaZwelonke level 1 (<i>National Qualifications Framework</i>), njengoko kuchatshazelwe kwi-South African Qualifications Authority Act, Number 58 of 1995.</p> <p>IZiko le-ABET : Amaziko afundisa iiprogram ze-ABET ngokwenkcazo ye-ABET.Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi ababhalise kumaZiko e-ABET karhulumente kunyaka-mali odlulileyo</p> <p>Ithagethi: Makurekhodwe inani lilonke labafundi ekulindeleke ukuba babhalise kumaZiko e-ABET karhulumente kunyaka-mali ocwangcisiweyo.</p>	I-EMIS yePhondo I-ABET SNAP Survey	Qho ngonyaka
23.	PPM602	Inani lootitshala abaqeshwe kumaZiko e-ABET oluntu	<p>Imeko eqhubekayo: Makurekhodwe inani lilonke lootitshala abaqeshwe kumaZiko e-ABET kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani lootitshala ekulindeleke ukuba baqeshwe kunyaka-mali ocwangcisiweyo.</p> <p>MAKUQATSHELWE: Lo mlinganiselo ubandakanya ootitshala be-ABET abafundisa emva kweeyure zomsebenzi nabasisigxina (Xa kubalwa umntu ngamnye).</p>	I-EMIS yePhondo I-ABET SNAP Survey	Qho ngonyaka
24.	PPM701	Inani labafundi ababhalise kwiBakala R kwizikolo zikarhulumente	<p>Imeko eqhubekayo : Makurekhodwe inani lilonke labafundi ababhalise kwiBakala R kwizikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) kunyaka-mali odlulileyo.</p> <p>Ithagethi: Makurekhodwe inani labafundi beBakala R ekulindeleke ukuba babhalise kwizikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfuno ezizodwa) kunyaka-mali ocwangcisiweyo.</p> <p>Makuqatshelwe: Lo mlinganiselo ufuna inani lilonke labafundi ababhalise kumaziko eBakala R ezikwizikolo zikarhulumente ingekuko kwizikolo ezizimeleyo</p>	I-EMIS yePhondo I-SNAP Surveys	Qho ngonyaka

INKALO YENTSEBENZO EPHAMBILI : Iprogram 6					
Ino	Inombolo yePPM	Umlinganiselo	Iinkcazo neeNkcukacha	Imithombo yedatha	Amathuba okunika ingxelo
25.	PPM702	Inani lezikolo zikarhulumente ezifundisa iBakala R	Imeko eqhubekayo : Makurekhodwe inani lilonke lezikolo zikarhulumente (izikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ezifundisa iBakala R kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani lezikolo zikarhulumente (kwizikolo zikarhulumente eziqhelekileyo nezikolo zemfundo eneemfuno ezizodwa) ekulindeleke ukuba zifundise iBakala R kunyaka-mali ocwangcisiweyo.	Imithombo yeDatha	Qho ngonyaka
26.	PPM801	Inani labaviwa boviwo lweSatifikethi seMatriki sikaZwelonke seBakala 12 (uviwo lwematriki)	Imeko eqhubekayo: Makurekhodwe inani lilonke labaviwa ababebhale uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali odlulileyo. Ithagethi: Makurekhodwe inani labaviwa ekulindeleke ukuba babhalisele uviwo lweSatifikethi seMatriki sikaZwelonke kunyaka-mali ocwangcisiweyo.	UMphathi weProgram yePhondo weZiko leDatha yoViwo	Qho ngonyaka
27.	PPM802	Inani labaviwa boviwo lwe-ABET NQF Level 4	Imeko eqhubekayo: Inani lilonke labafundi be-ABET level 4 ababebhale uviwo lwe-ABET level 4 kunyaka-mali odlulileyo. Ithagethi: Inani lilonke labafundi be-ABET Level 4 ekulindeleke ukuba babhale uviwo lwe-ABET level 4 kulo nyaka-mali omtsha.	UMphathi weProgram yePhondo weZiko leDatha yoViwo	Qho ngonyaka