



ICandelo A  
**Ingcaciso ngokubanzi**

## 1. INgcaciso ngokubanzi yeSebe 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	IFoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central	Private Bag X4, Athlone, 7760	021 514 6700	021 659 4413
Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	021 903 9484
Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 6000	023 342 4138
Eden & Central Karoo	Private Bag X6510, George, 6530	044 803 8300	044 873 2253
Overberg	Private Bag X08, Caledon, 7230	028 214 7408	028 214 7400
West Coast	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

### IZiko leeFoni 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

A(B)ET: Adult (Basic) Education and Training	IMG: Institutional Management and Governance
ACE: Advanced Certificate in Education	LSN: Learners with Special Education Needs
ANA : Annual National Assessment	LTSM: Learning and Teaching Support Materials
ASIDI: Accelerated School Infrastructure Development Initiative	MTEF: Medium-Term Expenditure Framework
ASS : Annual School Survey	NCS: National Curriculum Statement
CAPS: Curriculum and Assessment Policy Statement	NC (V): National Curriculum (Vocational)
CEMIS: Central Education Management Information System	NEPA: National Education Policy Act
CTLI: Cape Teaching and Leadership Institute	NQF: National Qualifications Framework
DHET: Department of Higher Education and Training	NSC : National Senior Certificate
DBE: Department of Basic Education	NSNP: National School Nutrition Programme
DEMIS: District Education Management Information System	PFMA: Public Finance Management Act
DIP: District Improvement Plan	PILIR: Policy and Procedure on Incapacity Leave and Ill-Health Retirement
ECD: Early Childhood Development	PPI: Programme Performance Indicator
EIG: Education Infrastructure Grant	PPM: Programme Performance Measure
EMIS: Education Management Information System	RCL: Representative Council of Learners
EPWP: Expanded Public Works Programme	SAQA: South African Qualifications Authority;
FAL: First Additional Language	SASA: South African Schools' Act
FET: Further Education and Training	SETA: Sector Education and Training Authority
GET: General Education and Training	SGB: School Governing Body
GHS : General Household Survey	SIM: School Improvement Monitoring
GIS: Geographic Information System	SIP: School Improvement Plan
Gr : Grade	SMT: School Management Team
HEI: Higher Education Institution	U-AMP: User Asset Management Plan
HL : Home Language	WCED : Western Cape Education Department
ICT: Information and Communication Technology	WSE: Whole-School Evaluation

### 3. IMBULAMBETHE EYENZIWA NGUMPHATHISWA



Donald Grant

Kule minyaka mihlanu idlulileyo ibe lilungelo elilodwa kum ukusebenza kwiSebe leMfundo leNtshona Koloni (WCED) nokuphucula iziphumo zemfundo kweli Phondo. Ndinelunda ngempumelelo esiyizuzileyo sibambisene.

Ngeli thuba, senze inkqubela ebonakalayo ngokumalunga neenjongo zethu ezicwangciswe ngobuchule ekuzezi :

- ukuphucula uLwimi neMathematika kwiZikolo eziziiPrayimari
- ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
- ukunciphisa inani lezikolo eziqhuba kakubi

Ukusebenzela ukufikelela kwezi njongo zintathu kukhokelele ekwandeni okusivuyisayo kwereyithi yokugcinwa kwabafundi ezikolweni.

Xa sijonga inkqubela kwezi nkalo, ndinako ukutsho ngaphandle kwamathandabuzo ukuba inkqubo yezemfundo ikwimeko ebhethele kunento ebiyiyo kwiminyaka emihlanu edlulileyo. Oku kususiphumo samalinge entsebenziswano ngamagosa eSebe iWCED, zii-SGBs, abazali nootitshala kwakunye namanye amaSebe ePhondo nee-arhente zezemfundo ezingamahlakani ethu.

Lo gama iNtshona Koloni isenendlela ende ekufuneka iyihambile ukufikelela kuzo zonke iinjongo zayo ezimiselwe kwisicwangciso esenziwe ngobuchule, sinako ukuyalatha inkqubela ebonakalayo ukuza kuthi ga ngoku.

Ngo-2010/2011, sabeka isiseko esifunekayo ekugqibeni esi sicwangciso, yaye ngo-2011/2012 nango-2012/2013, siye sakhela phezu kwesi siseko, sijolise ngokukodwa kuncedo esilunika izikolo zethu ezihlupheke kakhulu nakwiSigaba seSiseko.

Ngo-2013/2014, sasibethelela kwakhona esi siseko ngokuqinisekisa uzinzo olungaphezulu kwinkqubo yezemfundo.

Eminye imiba eqaqambileyo kunyaka ka-2013/2014 ibandakanya ukuqaliswa kwe-e-Recruitment System nevumela ootitshala ukuba bafake yaye bazigcine ii-Sivi zabo kwikhompyutha kwakunye nokwenza izicelo zomsebenzi kwizithuba zootitshala ezingenamntu. Bangaphezu kwe-20 000 ootitshala ababhalisa kule sistim kunyaka ophelileyo.

Siyazidla ngokukodwa ngamaphulo ahluka-hlukeneyo esiwenzileyo ukwenzela ukuncedisa abafundi nezikolo zethu ezihlupheke kakhulu. Amanye amaphulo aqaqambileyo ibe kukuqaliswa kwesidlo sakusasa sabafundi, ukongeza kwisidlo sasemini abasifumana ngosuku ngalunye; ukunyusa inxaso-mali kwizikolo ezingaphezu kwe-300 ezibiza iifizi ezenza iinkonzo kubahlali abangathathi ntweni, intlawulo yezigidi zeerandi eziyi-42 kwimbuyiselo yeefizi ukunceda izikolo ekunciphiseni eminye yale mingeni zijongene nayo izikolo ngenxa yokungahlawulwa kweefizi zesikolo.

Izikolo ezibiza iifizi ezingamakhulu amabini aneshumi elinesithandathu (216) ezenza iinkonzo kubafundi abangathathi ntweni zakhetha ukuba zizikolo ezingabizi zifizi kunyaka wesikolo ka-2014 xa zazinikwe eli thuba.

Kunyaka-mali ka-2013/2014 kwamiselwa ngokusemthethweni iphulo elilingwayo eliyi-School Resource Officer (SRO) pilot, elinjongo ikukwenza indawo engqonge isikolo ibe yekhusekileyo, nokwakha kunye/okanye nokucwangcisa ukwakha izikolo ezitsha eziyi-15 nokutshintshwa kwezikolo eziyi-33. Iiprojekthi zolondolozo eziyi-108 nazo zagqitywa ezikolweni.

Ngoku namhlanje sinenkqubo yezemfundo yephondo evelisa iziqhamo nethe yanika iimpendulo ezinika ithemba ekuphuculweni kweesistim eziliqela.

Kunyaka-mali ka-2013/14 senza izicwangciso zokuzinzisa nokomeleza ezi zicwangciso ukuqinisekisa uzinzo ngakumbi nokwenzela ukuphumeza ukuzimisela kwethu ekuphuculeni ubomi babona bantu babaluleke kakhulu kuthi – abafundi. Apho kufuneka sitshintshe iimeko neendlela zokwenza, siya kuphinda sizichaze ngokutsha yaye sizimise ngenye indlela ezi zicwangciso zobuchule zethu.

Ukugxininisa ekuphuculeni umgangatho nasekugcinweni kwamanani abafundi kuya kuba negalelo elinika ithemba ekukhuleni koqoqosho nasekuncitshisweni kwentswelo-ngqesho.

Sijonge ngethemba ekwenzeni iMfundo 'Bhetele ngokuBambisana', ngokuphucula iziphumo zokufunda nenkqubo yezemfundo kwiminyaka ezayo.



**Donald Grant**  
**UMphathiswa weSebe leMfundo**  
**2013/14**

#### 4. INGXELO YEGOSA ELIMELE UKUPHENDULA NGOSETYENZISO LWEMALI (ACCOUNTING OFFICER)

##### Isishwankathelo semisebenzi yesebe:



*Ukupasa kwizifundo*

PA Vinjevoold  
INTsumpa-Jikelele

ISebe iWCED likubeka esweni ukupasa kwabafundi kuvavanyo lwangaphakathi nolwangaphandle. Ngokumalunga novavanyo lwangaphakathi, imisebenzi yovavanyo ijongisiswa (*scrutinised*) zii-HODs naBacebisi beZifundo. Ukongeza apho, kumiselwe iithagethi zamanani abafundi abapasa onke amabakala nolwimi nemathematika. Iimvavanyo zangaphandle zisetelwa amaBakala 1-6 no-9 zikwimo yeeMvavanyo zoNyaka zikaZwelonke (*Annual National Assessments*). ISebe iWCED lilawula ngokuzimeleyo iimvavanyo ezisetiweyo zamaBakala 3, 6 no-9 kulwimi nakwimathematika yaye iSebe iDBE liseta iimvavanyo zeSatifikethi sikaZwelonke.

Kubekho ukuphucuka okuthe chu kumanani nomgangatho wabafundi abapasayo kwiSatifikethi seMatriki sikaZwelonke. Zakuba zibandakanyiwe iziphumo zokumakishwa kwakhona nezeemviwo zokuxabangela kwiziphumo ngokubanzi, bayi-651 abafundi ukongeza abaye bapasa iNSC, yaye oko kuyandisile ireyithi yepesenti yokupasa ukusuka ku-85.1% ekuqaleni yaya ku-86.5%.

Ngokufanayo kubekho ukuphucuka kwereyithi yokupasa kwamanye amabakala, ngokukodwa kumabakala 10 no-11.

Iprogram yovavanyo lwangaphandle yeeLwimi neMathematika yanika inkxaso amaphulo ongenelelo ngoncedo ethu nezikolo, kubandakanywa iiprogram zoqeqesho lootitshala ezimiselweyo.

##### *Inkxaso*

Ingcaciso ngenkxaso yokwandisa amanani abafundi (*learner population*), kuqukwa abo basele kwinkqubo yezemfundo kwakunye nabo babhalise okokuqala ngqa, ibonelelwe ngeenkukacha ezithile kule ngxelo ngokubanzi. Oku kuquka izicwangciso zeziseko zophuhliso (*infrastructure planning*) nokubonelelwa ngeencwadi zezifundo neencwadi zomsebenzi, ukutya, izithuthi, inani elandileyo lezikolo ezingabizi zifizi neprogram yokuxolelwa ekuhlawuleni iifizi.

##### *Iisistim nokuphendula ngokusebenza kwazo (Systems and accountability)*

Kumaphepha achaza ngeProgram nganye kule ngxelo, sibandakanye ingcaciso ethile engokwabelwa kwamaziko izithuba ngo-2009/10 xa kuthelekiswa namanani ango-2013/14. La manani kufuneka aqondwe ngokunxulumene neenjongo esizimisele ukufikelela kuzo, ngeli thuba ukwandisa iinkalo eziyimpumelelo.



Okubaluleke gqitha kukuba zincitshisiwe iindleko zokuqeshwa kwabasebenzi (*staffing costs*) ngokunciphisa izithuba zemvumelwano (*contract posts*); ukunciphisa amanani abasebenzi abangaphezu kwemfuneko; ukuqwalasela ukungasetyenziswa ngendlela kwexesha lokufundisa ezikolweni nokujongana neemeko zabo bakwikhefu amathuba amade (*extended periods of leave*). Ukusetyenziswa kwesistim yoku-odola ngekhompyutha (*online ordering systems*), ukuthenga izibonelelo ezininzi ngaxeshanye nesistim yokugaya abasebenzi ngekhompyutha (*online recruitment*), kuye kwawaphucula amaxesha okuguqula ezi meko yaye oko kube luncedo ekubekweni esweni nasekulandelelweni kweesistim. Ucazululo lwedatha nolawulo lwayo lusinike ingqiqo yokuba senze izigqibo ezibhetele ngayo yonke into kwinkqubo yezemfundo. Kwinkqubo empawu zayo ikukomeleza ukuphendula ngokwenzekayo, siye sagxila ekuboneleleni abona bantwana basemngciphekweni kakhulu.

### Isishwankathelo seziphumo zemali zesebe:

*Iimali ezifunyenwe liSebe (Departmental receipts)*

Iimali ezifunyenwe liSebe	2013/2014			2012/2013		
	Eqikelelweyo	Isixa kanye esiqokelelweyo	Inkcitho engaphezulu/engaphantsi yeQokelelweyo	Eqikelelweyo	Isixa kanye esiqokelelweyo	Inkcitho engaphezulu/engaphantsi yeQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa kweempahla neenkonzo ngaphandle kwee-capital assets	11,906	11,959	(53)	10,974	13,172	(2,198)
Iifayini, izohlwayo neemali ekuphulkenwe nazo	228	774	(546)	228	761	(553)
Inzala, izahlulo nerenti yemihlaba	1,998	1,818	180	1,998	3,530	(1,532)
Ii-Financial transactions kwii-asset/hi nasematyaleni (assets & liabilities)	26,698	19,003	7,695	11,333	24,418	(13,085)
ITotali	40,830	33,554	7,276	24,533	41,881	(17,348)

Ingeniso yeSebe ngokwalo eyenziwe lisebe ifikelela kwi-0.3 % yebhajethi iyonke. Imithombo (*sources*) yeSebe ephambili yemali yesebe ngokwalo 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 zezatifikethi zematriki kunye nezinye izatifikethi. Ezi ntlawulo zimiselweyo ziqingqwa liSebe leMfundo esiSiseko likaZwelonke
- Iinkonzo zokufotokopa izinto kwamanye amasebe ephondo

Zonke iintlawulo zidwelisiwe kwirejista yeentlawulo egcinwa kwikhompyutha. Iintlawulo zijongiswa qho ngonyaka ukulungiselela ukuhla nokunyuka kwamandla emali. Imali eqokelelweyo ebengaphantsi kuleyo iqokelelwe lisebe ngo-2013/14 zizigidi eziyi-R7 million yaye oko kubangelwe yinto yokuba ambalwa amatyala athe acinywa apho iimali ezifunyenweyo zithe zachaphazeleka ngaphezu kwezo beziqikelelwe.

Onke amatyala acinywa ngokomgaqo-nkqubo wesebe wokucima amatyala yaye oku kufuna amanyathelo aliqela abandakanya amalinge okulandelela abo banamatyala.

#### Inkcitho ngeeprogram

Igama leprogram	2013/2014			2012/2013		
	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. Ezolawulo	579,744	571,149	8,595	546,911	536,988	9,923
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	11,381,365	11,362,779	18,586	10,467,295	10,450,520	16,775
3. Iinkxaso-mali zezikolo ezizimeleyo	84,648	84,648	-	72,321	72,321	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	910,338	910,338	-	824,291	820,101	4,190
Imfundo noQeqesho oluQhubekayo	353,097	353,078	19	597,589	597,523	66
Imfundo yaBadala noQeqesho	37,898	37,898	-	36,920	36,920	-
7. Uphuhliso lwemfundo yabasagqalayo	465,637	465,535	102	383,894	383,894	-
8. Uphuculo lweziselo zophuhliso	1,192,946	1,054,312	138,634	790,987	750,672	40,315
IiNkonzo ezincedisayo nezinxulumene nazo	663,112	662,459	653	640,035	639,171	864
ITotali	15,668,785	15,502,196	166,589	14,360,243	14,288,110	72,133

ISebe lichithe i-98.94 pesenti yebhajethi ehlenga-hlengisiweyo (*adjusted budget*) ngo-2013/14. Inkcitho engaphantsi iye yafikelela kwizigidi eziyi-R166.589, okanye i-1.06 % yebhajethi ehlenga-hlengisiweyo nethi ke ibe kumlinganiselo omiselweyo kazwelonke (*national benchmark*) ozipesenti ezi-2.

#### Izizathu zokungayichithi yonke imali zezi zilandelayo:

- Izigidi eziyi-R8.593 zesixa i-Equitable Share. Isixa esiyi-R6.1 yezigidi sibekelwe umatshini oyi-wrapping machine othengyelwe iCandelo loLawulo lweeMviwo. Ngenxa yokulibaziseka kwixesha lenkqubo yokwenziwa kwawo phesheya, awubanga nako ukwenziwa yaye ufakwe (*installed*) umatshini ungadlulanga owe-31 kaMatshi 2014. Intsalela eseleyo eyi-R2.819 yezigidi engachithwanga yonke kwiProgram yoLawulo ibangelwe ngamanyathelo ayimpumelelo aphunyezwe apha kwisebe ngaphakathi.
- Yi-R10.181 izigidi zokuxhaswa ngemali kwakhona kweeSekondari zoBugcisa i-Technical Secondary School Recapitalisation Grant. Oku kubangelwe lulibaziseko ekwaxhiweni kweendawo zokusebenzela ii-mechanical and civil technology workshops kwizikolo zobugcisa ezibini, kwakunye nolibaziseko lokuziswa kwe-ICT hardware neekiti zezixhobo ii-mechanical, electrical and civil technology toolkits kwizikolo zobugcisa. Isixa esizizigidi eziyi-R9.706 esabelwe i-ICT hardware and mechanical, electrical and civil technology toolkits. Isixa esingasetyenziswanga esizizigidi eziyi-R0.475 siza kunikezelwa kuNondyebo kaZwelonke.
- Yi-R138.635 izigidi ze-Education Infrastructure Grant (EIG). Inkcitho engaphantsi ibangelwe lulibaziseko kwiiprojekthi zeziseko zophuhliso ii-Accelerated School Infrastructure Development Initiative (ASIDI) capital infrastructure projects kwizikolo zikarhulumente eziqhelekileyo. Isixa esipheleleyo sezigidi eziyi-R138.635 sabelwe inkcitho engabanga nakuhlululelwa ungadlulanga owe-31 Matshi 2014.



- Yi-R0.653 izigidi ezabelwe iGranti i-HIV/AIDS (Life Skills Education) Grant. Isixa esipheleleyo sezigidi eziyi-R0.653 sabelwe iinkonzo ezenziwa ngabathengisi/ziikhontraka ngethuba elisusela ku-2013/14, kodwa azingeniswanga ngexesha ii-invoyisi ukulungiselea intlawulo yaye azabinako ukuhlawuleka ungadlulanga owe-31 Matshi 2014.
- Yi-R6.775 izigidi zeGranti yeProgram yoKutyisa aBantwana yeZikolo (National School Nutrition Programme). Iphulo lokunika abafundi ubisi (milk pilot) belimele ukuqhutywa kwasekuqaleni kunyaka-mali ka-2013/14. Isicwangciso ibikukuba abafundi banikwe isingxobo sobisi (sachet of milk) kanye ngeveki. Ngenxa yolibaziseko ekufumaneni umthengisi wezinto zokufaka ubisi (packaging material), eli phulo liya lalibaziseka yaye liqale ngoNovemba 2013. Isixa esipheleleyo semali engasetyenziswanga siyakubuyiselwa kuNondyebo kaZwelonke (National Treasury).
- Yi-R1.498 izigidi ze-Dinaledi Schools Grant. Kwakhutshwa iithenda ngo-April 2014 yaye isixa esipheleleyo asisebenzanga yaye siza kunikezelwa isixa kuNondyebo kaZwelonke.
- Yi-R0.234 yezigidi eyabelwe i-Social Sector EPWP Incentive Grant for Provinces. Amabango ambalwa afunyanwa kwiikholeji zeFET namalunga nokuxhotyiswa ngezakhono kwee-data capturers noqeqesho loNcedo lokuQala (First Aid training) nabandedisi abaziipraktishina ze-ECD. Isixa esipheleleyo asisebenzanga yaye siza kunikezelwa kuNondyebo kaZwelonke.
- Yi-R0.020 yezigidi eyabelwe i-Further Education and Training Grant. Isixa esipheleleyo asisebenzanga yaye siza kunikezelwa kuNondyebo kaZwelonke.

Makuqwalaselwe ukuba ngaphandle kwezi mali zingasetyenziswanga zinikezelwe kuNondyebo kaZwelonke, ezi mali zingasetyenziswanga zezeprojekthi ebezabelwe zona ngokwento yonke yaye isicelo sokugqithiselwa kunyaka-mali olandelayo kwezimali safakwa kuNondyebo kaZwelonke. Kubekho ifuthe elingabhekanga phi kuzo naziphi na iiprogram okanye ukwenziwa kweenkonzo.

#### **Imali ezikhutshwa kwamanye amacandelo ukuya kwamanye kwibhajethi (Virements/roll overs)**

UNondyebo wePhondo uvume ezi ntlawulo zilandelayo phakathi kwamacandelo amakhulu kwiMali eyabiweyo:

- Ukutshintshwa kwe-R12 024 000 kwiprogram 1 isiwe kwiprogram 4 ekuphonyezweni kwe-Occupation Specific Dispensation (OSD) kwii-Education Therapists, kwii-Counsellors neePsychologists kwizikolo ze-Elsen.
- Ukutshintshwa kwe-R8 925 000 kwi-program 1 isiwe kwi-program 7 kwinkxaso yezemali kwizikolo zeBakala R ezikwiNqanaba leNtlupheko 4 no-5 kwizikolo zikarhulumente eziqhelekileyo ezanikwa iwonga lokuba zizikolo ezingabizi zifizi ukususela kuJanuwari 2014.
- Ukutshintshwa kwe-R11 303 000 kwiprogram 1 isiwe kwiprogram 8 ukuhlaziya iziseko zophuhliso zeeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R1 399 000 kwiprogram 1 ukuya kwi-program 9 kwenzela iintlawulo ze-GG-daily ngenxa yokuhlelwa ngokutsha kwe (reclassification) kwe-Standard Chart of Accounts (SCOA).

- Ukutshintshwa kwe-R24 196 000 kwi-program 2 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklassi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R284 000 kwi-program 3 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklassi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R9 755 000 kwi-program 4 isiwe kwiprogram 8 ukulungiselela ukuhlaziya iziseko zophuhliso, oko kukuthi uhlaziyo lweeholo zezikolo namabala ezemidlalo neeklassi kwizikolo zikarhulumente.
- Ukutshintshwa kwe-R14 000 kwi-program 6 isiwe kwiprogram 8 ukulungiselela ulondozo lweziseko zophuhliso, kwizikolo zikarhulumente.

Bekufunwe ezi mali zigqithiselwe komnye unyaka (rollovers) zilandelayo :

- Isixa esiya-R6.1 sezigidi se-*Equitable Share* sifunelwa umatshini oyi-*wrapping machine* othengwe kwiCandelo loLawulo lweMviwo. Ngenxa yokulibaziseka kwenkqubo yokwenziwa kwawo phesheya, awubanga nako ukwenziwa yaye ufakwe umatshini ungadlulanga owe-31 kaMatshi 2014.
- Yi-R9.706 yezigidi ze-*Technical Secondary School Recapitalisation Grant* efunelwe i-*ICT hardware* neekiti zezixhobo i-*mechanical, electrical and civil technology toolkits* nokwakhiwa kweendawo zokusebenzela ii-*mechanical and civil technology workshops* kwizikolo zobugcisa ezibini
- Yi-R138.635 izigidi ze-*Education Infrastructure Grant (EIG)* efunelwe inkcitho engahlawulwangwa ungadlulanga owe-31 Matshi 2014 kwiiprojekthi ze-*ASIDI capital infrastructure projects* kwizikolo zikarhulumente eziqhelekileyo.
- Yi-R0.653 yezigidi kwi-*HIV/AIDS (Life Skills Education) Grant* efunelwe ii-invoyisi zeenkono ekungakwazekanga ukuba zingeniswe ngexesha ukulungiselela intlawulo ngabathengi/ziikhontraka ungadlulanga owe-31 Matshi 2014.

**Inkcazo yezizathu zenkcitho engagunyaziswanga, engenanzuzo nokudyakraza ngemali nezixa ezichaphazelekayo kwakunye namanyathelo amakathathwe ukuthintela ukwenzeka koku kwakhona.**

Isebe alikhange lenze nayiphi na inkcitho engagunyaziswanga ngeli thuba liphantsi koqwalaselo. Ukunciphisa inkcitho engahambi ngokomgaqo, isebe likhethe amagosa oqhagamshelwano nabathengi nabathengisi (*supply chain champions*) kwicandelo ngalinye. Aye aqeqeshwa kwiinkalo zonke ze-SCM. Kwaqaliswa iithemplethi zeSCM, zokwenza nokulawula inkqubo nemigaqo efunekayo. Ukunciphisa izehlo zenkcitho engahambi ngokomgaqo, iyunithi yolawulo yangaphakthi yenza uphicotho-zincwadi lwasemva koku. Le yunithi inika inkcazo ngokuqhubekayo kumagosa oqhagamshelwano nabathengi nabathengisi eSC nakumacandelo awo malunga neqondo lenkcitho engahambi ngokomgaqo enokubakho. La manyathelo akhokelele ekuncitshisweni kwenkcitho engahambi ngokomgaqo.

### **Izicwangciso zexesha elizayo zesebe**

I-Action Plan yezemfundo kaZwelonke ecetywayo ukuya ku-2019 icacisa ukuba ukukhuthaza ukugxininisa apha kwinkqubo yezemfundo, kuthathelwe ingqalelo iinjongo ezintlanu kweziyi-27 **njengeenjongo eziyiprayorithi**. Ezi njongo zijongene neBakala R, uphuhliso lootitshala, izibonelelo ezixhasa ukufunda, ulawulo lwezikolo nenkxaso zii-ofisi zezithili. Ezi zinto ziya kubanefuthe kwizicwangciso zeSebe iWCED zexesha elizayo.

Iinjongo ezi-3 zeSebe iWCED (Ukuphucula ulwimi neMathematika kwiZikolo eziziPrayimari ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo iSatifikethi seMatriki sikaZwelonke; ukuncitshiswa kwenani lezikolo eziqhuba kakubi) ziya kugcinwa ngokuthi kugxininise ukuqhubekela phambili ngokuphucula ukugcina amanani abafundi.

Iinjongo egxininisa ngakumbi kwizikolo zabahlali abangathathi mntweni (*pro-poor emphasis*) kuya kuqhutyekwa nayo, yaye kuqwaselwe ukhuseleko nempilo-qete yabafundi ukwenzela ukuba kuqinisekise ukuba bafumana imfundo ebhetele ngandlela zonke.

Kuya kujongwana neemfuno zoqeqesho lootitshala yaye kuya kubonelwa ngezona ndawo zibhetele zingqonge ukufunda nokufundisa nokuba zilawulwa ngeyona ndlela ibhetele.

### **Amaphulo obambiswano phakathi kukarhulumente namaqumrhu abucala**

Isebe alikhange lingene kuwo nawaphi na amalungiselelo ngethuba lokunika ingxelo.

### **Imisebenzi eyekiweyo / imisebenzi ekungasazi kuqhutyekwa nayo**

Ayikho

### **Imisebenzi emitsha ecetywayo**

Ayikho

### **Ulawulo loqhagamshelwano lwabathengi nabathengisi**

*libhidi ezicetywayo ebezingeyomfuneko ezigqitywe kunyaka ophantsi koqwalaselo*

Azikho

*linkqubo zeSCM neesistim*

ISebe iWCED lithembele kwisistim i-Accounting Officers' System, Standard Operating Procedures (SOPs) nakumgaqo-nkqubo wenkcitho esetyenziswe gwenxa (*Irregular Expenditure policy*) ezikhutshwe apha ngaphakathi kwiSebe iWCED.

*Imingeni yeSCM nendlela esonjululwe ngayo*

Isebe libambe iseshoni yocwangciso lobuchule neyavumela ukuba kujongwane nemisebenzi engundoqo ngokubaluleka kwayo. Oku kubangele isebe liveze isicwangciso sokuthenga iimpahla neenkonziso seminyaka emihlanu. Ukucwangcisa kwangaphambili kungundoqo kwezo mpahla neenkonziso zifuna ukuthengwa. Imiba yezemithetho nemigaqo ifuna ukuqwalaselwa ngokuqhubekayo.

**Izipho neminikelo efunyenweyo elolunye udidi evela kumaqela ekunganxulumangwa nawo (non-related parties)**

Azikhho

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

Akukho

**Iziganeko zasemva komhla wokufakwa kwengxelo**

Akukho ziganeko zehle phakathi kwe-31 Matshi 2014 nomhla wokuvunywa kweengxelo-mali ngowe-31 Meyi 2014 ezifune ukuba kuhlenga-hlengiswe iingxelo-mali.

**Okunye**

*Imiba engeziseko zophuhliso: Ityala likaMagqwaka*

Umba weMagqwaka uwela kwiSebe lezoThutho neMisebenzi kaRhulumente (*Department of Transport and Public Works (DTPW)*) njenge-Implementing Agent (IA). Nakuba kunjalo kubekho intsebenziswano phakathi kwe-DTPW neSebe i-WCED ukusombulula lo mba. ISebe iDTPW liwugqithisele lo mba kwi-Ofisi yeGqwetha likaRhulumente (*State Attorney*) ngenjongo yokufumana iingcebiso. Ngokwe-DTPW, akukho mpendulo ifunyenweyo kwiGqwetha likaRhulumente de kwaba yi-31 Matshi 2014.

*I-arhente (Agency)/Imisebenzi ePhambili (Principal Activities)*

ISebe lithathe inxaxheba kwezi arhente/ kule misebenzi iphambili ilandelayo:

- Kunye neSebe i-Department of Transport and Public Works (DTPW) kwimisebenzi enxulumene neziseko zophuhliso, apho iSebe i-DTPW ibiyi-arhente ephumeza oku ukulungiselela iSebe iWCED.
- Kunye neSebe leMfundo esiSiseko (*Department of Basic Education (DBE)*) kwi-Accelerated School Infrastructure Development Initiative (ASIDI) ukwakha izikolo neeklasi, apho isebe lisebenza njenge-arhente ye-DBE.
- Kunye neSebe leMfundo esiSiseko (*Department of Basic Education (DBE)*) kwii-Annual National Assessments (ANA) ukwenzela ukulawula ii-ANAs egameni leSebe iDBE, apho isebe lisebenza njenge-arhente ye-DBE.

Akukho zifizi zifunyenweyo okanye zihlawulwe i-arhente /iinkonzo ezingundoqo ezenziweyo ngaphezu kwenkxaso-mali ebonelelwe ekwenziweni kwemisebenzi ekuvunyelwene ngayo.

### **Imibulelo**

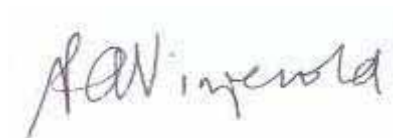
Siwuqaphele sizele ngumbulelo umsebenzi wootitshala abakhutheleyo kwakunye neenkokeli zabo nenkxaso enikwa ngabo bonke abathathi-nxaxheba nabo badlala indima ekuqinisekiseni ukuba umsebenzi wethu kukuzenza idini kubafundi nokuphucula amathuba obomi babo.

### **Isiphelo**

Ngalo nyaka ophantsi koqwalaselo ezona zinto zibe ziimpawu eziphambili zawo kukugxila ngodlamko oluhlaziyiweyo ekuphuculeni iziphumo zokufunda njengoko kubonakalayo kwi-*School Improvement and District Improvement Plans*. Komeleziwe uKwenziwa kweenkonzo ngokuthi kuqeshwe abasebenzi abaphambili nangokuphuculwa kweenkqubo zolawulo eziziintlobo ngeentlobo. Ukuhlawulwa kwemali ukuncedisa izikolo ezixolela abazali ekuhlawuleni iifizi yinkqubela ebalulekileyo. ISebe i-WCED lijonge ngethemba kwimpumelelo ehlala iqhubeka okokoko nakwinkqubo yezemfundo ezinzileyo.

### **Ukuvunywa nokusayinelwa kwengxelo**

NjengeGosa eliMele ukuPhendula ngoSetyenziwo lweMali, ndiyazivuma ezi Ngxelo-mali zoNyaka (*Annual Financial Statements*) zikwiphepha elahlukileyo ngeli thuba.



**PA Vinjevold**

**IGosa eliMele ukuPhendula ngoSetyenziso lweMali**

**ISebe leMfundo**

**31 Meyi 2014**

## 5. INGXELO ENGOXANDUVA NENGQINISEKISO YOKUCHANEKA KWENGXELO YONYAKA

Ngokolwazi lwam nenkolelo yam, ndiyakungqina oku kulandelayo:

Yonke ingcaciso nezixa ezichaziweyo kule Ngxelo yoNyaka zihlala zingatshintshanga.

INgxelo yoNyaka iphelele, ichanekile yaye ayinazimpazamo.

INgxelo yoNyaka ilungiswe ngokungqinelana nesikhokelo sengxelo yonyaka njengoko sikhutshwe nguNondyebo kaZwelonke.

liNgxelo-mali zoNyaka (*Annual Financial Statements (Part E)*) zilungiswe ngokungqinelana nomgangatho wezemali *i-modified cash standard* nemigaqo-sikhokelo echaphazelekayo ekhutshwe nguNondyebo kaZwelonke.

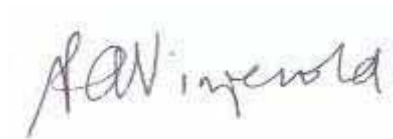
IGosa eliMele ukuPhendula ngoSetyenziso lweMali luxanduva lwalo ukulungisa iingxelo-mali zonyaka (*annual financial statements*) zesebe kunye neembono ezinikwe kule ngcaciso -

IGosa eliMele ukuPhendula ngoSetyenziso lweMali luxanduva lwalo ukuseka nokuphumeza inkqubo yolawulo lwangaphakathi eyenzelwe ukunika ingqinisekiso efanelekileyo malunga nokuthembeka kwengcaciso yentsebenzo, ingcaciso yecandelo lemicimbi yabasebenzi, neeNgxelo-mali zoNyaka.

Abaphocothi-zincwadi bangaphandle badlala indima yokuvakalisa uluvo lwabo oluzimeleyo ngeeNgxelo-mali zoNyaka.

Ngokoluvo lwam, iNgxelo yoNyaka ibonisa ngokwenene ingcaciso yokwenziwa komsebenzi, ingcaciso yentsebenzo, ingcaciso yemicimbi yabasebenzi nemicimbi yezemali yesebe kunyaka-mali ophela ngowe-31 Matshi 2014.

Owenu ngenene



**IGosa eliMele ukuPhendula ngoSetyenziso lweMali**  
**PA Vinjevo**  
**31 Meyi 2014**



## 6. INKCAZO YESICWANGCISO SOBUCHULE

### 6.1 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 apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukunciphisa inani lezikolo eziqhuba kakubi

### 6.2 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 zikarhulumente zemfundo eneemfuno ezizodwa
- Imfundo noQeqesho oluQhubekayo kwiikholeji ze-FET zikaRhulumente
- Imfundo yaBadala noQeqesho (AET) kumaziko emfundo oluntu
- UPhuhliso lweMfundo yaBantwana aBasaqalayo ukuFunda (ECD) kwiBakala R
- Amathuba oqeqesho olwenzelwa ootitshala nabo bangezotitshala
- Iprogram yokutya ethagethiweyo namanye amanyathelo okunciphisa ubuhlwempu nawokhuseleko Ukunika inkxaso ootitshala ngokubabonelela ngezona meko zengqesho zisisiseko, ngezikhuthazi (incentives) nangeprogram yempilo-qete yabaqeshwa

### 6.3 Iimfundiso eziziseko

- Ukubaluleka kakhulu komfundi
- Iimfundiso eziziseko 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

## 7. 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, 2006, (uMthetho 16 ka-2006)

UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi, 2001 (uMthetho 58 ka-2001).

UMthetho wezeNgqesho wooTitshala ka-1998, (UMthetho 76 ka-1998)

UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho 1 ka-1999)  
UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho 5 ka-2012) (*Annual Division of Revenue Act, 2012 (Act 5 of 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) (*South African Council for Educators Act, (Act 31 of 2000)*)  
UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho 52 ka-2000)

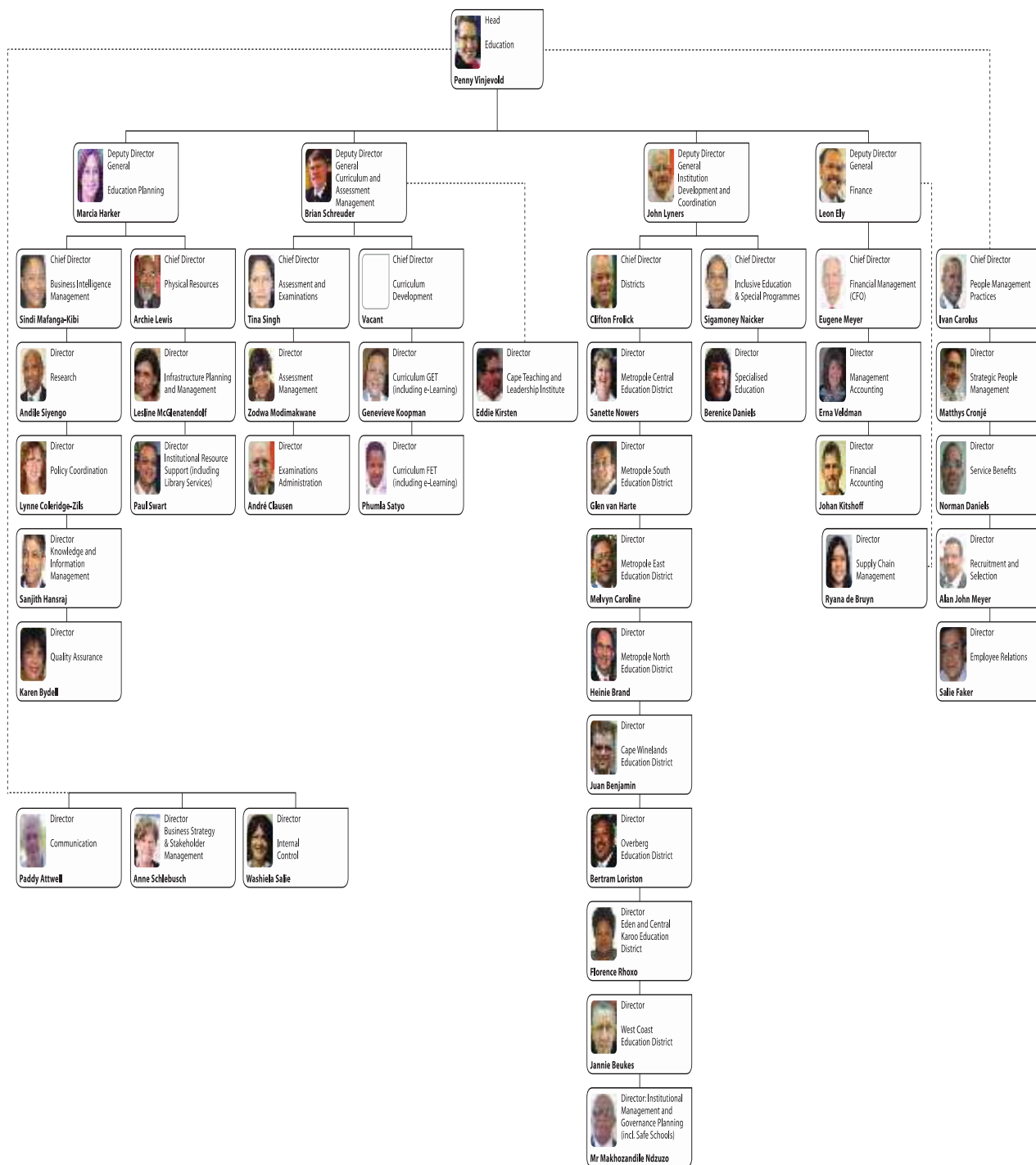
## **8. UKUMA KWESTRAKSHA SEZIKO ELI**

Makujongwe kwiphepha elilandelayo

## **9. AMAQUMRHU ENZA INGXELO KUMPHATHISWA**

AWANGENI NDAWO

*INGxelo yoNyaka yoNyaka-mali ka-2013/14*  
*IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo*  
*lePhondo leNtshona Koloni*





ICandelo B  
**Ingcaciso ngentsebenzo**

## 1. INGXELO YOMPHICOTHI-ZINCWADI JIKELELE: IINJONGO EBEZIMISELWE KWANGAPHAMBILI

I-AGSA kungokunje yenza iinkqubo eziyimfuneko zokuphicothwa kweencwadi zengcaciso yentsebenzo ukunika ingqinisekiso efanelekileyo eya kuba ziingxelo zophicotho-zincwadi. Iziphumo zengxelo zophicotho-zincwadi ngentsebenzo zithelekiswa neenjongo esele zimiselwe kwangaphambili zibandakanyiwe kwingxelo eya kubaphathi eneeziphumo ii-material findings ezichazwa phantsi kwesihloko seeNjongo ebezimiselwe kwangaphambili (*Predetermined Objectives*) kwicandelo leNgxelo engeemfuno ezimiselweyo zomthetho nemimiselo kwingxelo yomphicothi-zincwadi.

Makufundwe iphepha 184 leNgxelo yoMphicothi-zincwadi epapashwe njengenxalenye yeCandelo E : Ingcaciso yezemali

## 2. INKCAZO NGENTSEBENZO YESEBE

### 2.1 Imeko eNgqonge uKwenziwa kweeNkonzo

Isicwangciso sezemfundo eMzantsi Afrika *iSouth African education sector plan* siqulethwe kwi-*Action Plan 2014, towards Schooling 2025*. Isicwangciso siqulethe iinjongo eziyi-27. Eziyi-13 zokuqala zijongene neziphumo zokufunda, yaye ezinye iinjongo eziyi-14 zijongene nokuba kunokufikelelwa njani kwezi ziphumo zokufunda.

Inkqubo yokumelwa kukuphendula ngoxanduva lwakho (*accountability system*) kwesi sicwangciso iqhagamshelene neenjongo zezemfundo zaseMzantsi Afrika (*South African education goals*), izalathi zazo, **neethagethi** zazo kunye **nezigaba ezibalulekileyo** zazo. Inani leenjongo liqingqiwe, izalathi-nkqubela zinako ukulinganiselwa. Iithagethi mazibe 'kanye kwezo nkalo kujoliswe kuzo' ya-ye injongo mayibe kukuphucula iziphumo zokufunda ngokungaphezulu. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. Lo gama iithagethi zikazwelonke sele zimiselwe nezizethuba elide eliye kufikelela ku-2025, izigaba ezibalulekileyo zigxininisa ngokubanzi kwiziphumo ezinqwenelekayo 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, zethuba elifikelela ku-2014, ziboniswa ngombhalo ongqindilili.

Iinjongo **zeziphumo zokufunda** zezi:

- 1 ►Ukwandisa inani labafundi kwiBakala 3 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala kwiBakala 3.
- 2 ►Ukwandisa inani labafundi kwiBakala 6 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lwemathematika kwiBakala 6.
- 3 ►Ukwandisa inani labafundi kwiBakala 9 abaya kuthi ekupheleni konyaka babe sele beqabele 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** (zisaqhutywa):

- 6 ►Ukwandisa inani labafundi beBakala 12 abapasa *physical 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 ukufunda 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 ekuzezi:

- 14 ►Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bajoyine umsebenzi wobutitshala.
- 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) nabanolwazi lokusebenzisa ikhompuyutha kuyo yonke imisebenzi yabo yokufundisa.**
- 17 ►Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala 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 ibubuncinane yeencwadi zezifundo nencwadi zomsebenzi (minimum set of textbooks and workbooks) ezifunekayo ngokomgaqo-nkqubo kazwelonke.**
- 20 ►Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (*range of media*), kuqukwa neekhompuyutha, eziphucula umgangatho wemfundo yabo.
- 21 ►Ukuqinisekisa ukuba iinkqubo zolawulo ezisisiseko 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-e-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, ziyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.
- 25 ►Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkonzozo zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyezentlalo (*psychosocial support*), ezemidlalo nezenkcubeko.
- 26 ►Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (*inclusive education policy*) nokwazi ukufikelela kumaziko abonelela ngeenkonzozo zeengcali (*specialist services*).
- 27 ► **Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkonzozo zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.**



Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniwe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 240),

Isebe iWCED lenza umsebenzi weNjongo 2 eCwangcise ngoBuchule yePhondo (*The Provincial Strategic Objective 2*), eyapapashwa ngoNovemba 2009. Nakuba ibekho phambi kwesicwangciso sikazwelonke, le njongo iqulethe izalathi 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 besesikolweni kangangelo thuba linokwenzeka baze bazuze iziphumo ezigqwesileyo. Kuza kujoliswa, nangakumbi, ngeli thuba lika-2010 ukuya ku-2019, ekuphuculeni izakhono zokufunda, zokubhala nezokubala zabafundi. Kwithuba eliqalela ku-2010 ukuya ku-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, v) neeSistim nenkxaso ekuphuculeni iziphumo zokufunda. Inkqubela ngeNcwadi zeZifundo, ngeKharithulam nee-ANAs ziphantsi kweProgram 2 kwiNgxelo. Inkqubela ngeziseko zophuhliso ichazwa kwiProgram 8 naphantsi kwengongoma 8.1 (iphepha 96). “**li-Capital investment, maintenance and asset management plan**”. Iisistim nenkxaso kuxoxwa ngazo phantsi kweProgram 1 neProgram 2.

U-2013/14 ibingunyaka ozinzileyo malunga nemiba yezabasebenzi. Oku kubangele iSebe iWCED ukuba ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izibonelelo ezingabasebenzi neziyimali, nawo onke amaphulo ongenelelo ngoncedo, zasiwa kwezo zikolo zinemfuno engaphezulu yenkxaso.

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

Kubekho iinkalo ezithile ezithe zanengxaki yoxinzelelo ebelungalindelekanga malunga nendawo yokufundela (*accommodation for learners*) ngoJanuwari 2014. Amagosa abelwa umsebenzi wokunceda abafundi bafumane iindawo ezikolweni. Kumiselwa inkqubo entsha yokwenza ukuba abafundi abakhangele iindawo ezikolweni babhalise isicelo sabo ngenombolo yobhaliso eyodwa (*unique registration number*) ukuqinisekisa ukuba licacile elona nani kanye labafundi abangekho ezikolweni ukwenzela ukuba le nkqubo icokiswe yaye akhawuleziswe. Umba wokuba lilungelo lesikolo ukuqinisekisa umthamo waso kwanokucacisa umgaqo-nkqubo wokubhalisa abafundi baso, ngumngeni kule meko.

Ukwanda kwemfuno yendawo yokufunda ezikolweni igxininiswa kwiProgram 2.

## 2.2 Isicwangciso soPhuculo loKwenziwa kweenkonzo

Isebe lisigqibile isicwangciso sokuphucula ukwenziwa kweenkonzo. Iitheyi bhile ezingezantsi zigxininisa isicwangciso sokwenziwa kweenkonzo neenkqubo eziphunyeziweyo ngeli thuba.

### linkonzo eziphambili nemigangatho

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwo kanye	Umgangatho wenkonzo onqwenelekayo	Impumelelo kanye
<b>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</b>	Abafundi Ootitshala Amagosa akwaNdlunkulu Abantu basekuhlaleni	<p>a) Kungokunje ii-Opareyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Kungokunje zi-60 762 iifoni ezingaphendulwanga ngamagosa qho ngonyaka</p> <p>c) Kungokunje yi-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office kungokunje ilawula iimfuno zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo</p>	<p>1. Ii-Opareyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Ukulawula ukuncitshiswa kweekholi ezingaphendulwanga ngamagosa ukuya kweziyi- 57 724 qho ngonyaka</p> <p>c) Ukugcina i-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office ilawula iimfuno zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo *Kucelwa niqaphele: Inani lamagosa akwaNdlunkulu linokuhla linyuka ngokuxhomekeke ekuqeshweni kwamagosa amatsha namagosa ayekayo ukusebenza kwiSebe iWCED.</p>	a-d) Ingcaciso ngempulelo eyiyo kanye engafumanekiyo ngenxa yokulahleka kwengcaciso njengeko ii-buffer ezigcina ingcaciso bezizele. ISebe iWCED kungokunje lisingethe inkqubo yokuthengwa kwe-PABX system entsha.

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwo kanye	Umgangatho wenkonzo onqwenekayo	Impumelelo kanye
<b>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</b>	<ul style="list-style-type: none"> <li>• 900 000+ abafundi</li> <li>• 31 000 + ootitshala</li> <li>• 7 000+ abasebenzi benkonzo karhulumente</li> <li>• Abafundi abavela kwizikolo ezityi-1500+ nezikolo ezizimeleyo eziyi-203.</li> <li>• AmaLugu amaBhunga oLawulo eZikolo (SGB)</li> <li>• AmaLungu omphakathi kubandakanywa nabazali</li> </ul>	<p>a) Yi-19% yeekholi zizonke ezifunyenweyo nezibekwe zingaphendulwanga</p> <p>b) Kungokunje iziko leefoni lijongana malunga namatyala (cases) ayi-12 267</p> <p>c) Ziyi-2 355 iifoni ezazifuna ukulandelelwa nenkxaso</p>	<p>a) Ukunciphisa ireyithi yezibekwe zingaphendulwanga iye ku-14%</p> <p>b) Yi-80% yazo zonke iifoni eziphendulwa kugqitywe ngazo kwakwifoni yokuqala</p> <p>c) Yi-12% yekholi ezathunyelwa kubaququzeleli beZikolo eZikhuselekileyo ukuze zilandelelwe</p> <p>d) Yi-8% yekholi a ezagqithiselwa kwiingcali ukufumana iingcebiso</p>	<p>a) Isistim i-Cyber Call system ayikahlaziywa okwangoku.</p> <p>b) Iziko leeFoni leZikolo eZikhuselekileyo lafumana iifoni eziyi-14 854. (I-77% kwagqitywa ngazo kwakwikholi yokuqala)</p> <p>c) Ziyi-3 433 iifoni (23%) ezafuna uncedo olungaphezulu nenkxaso .Ziyi-612 iifoni ebezinxulumene neziganeko zolwaphulo-mthetho, lo gama ziyi-1 055 iifoni ezaphendulwayo zengxelo ngokuqhekezwa nokonakaliswa kwezakhiwo</p> <p>d) Ziyi-394 iifoni zempatho-gadalala ezaxelwayo yaye eziyi-52 zazinxulumene nokubhulishwa ukuze eziyi-228 zazifuna iingcebiso nenkxaso ngokwasengqondweni (counselling and psychological support). Ziyi-524 ezinye iifoni ezaziyimibuzo yamaBhunga oLawulo eZikolo</p>

**Amalungiselelo eBatho Pele naBenzelwa iinkonzo (Ukufumana iingcebiso njl.njl.)**

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanye kanye
<p><b>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</b></p> <p>a) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>b) Inkqubo yokufaka izikhalazo nezincomo kaThe Theta Nathi isetyenziselwa ukuphucula amaqanaba okwenziwa kwenkonzo yangoku</p> <p>c) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-<i>WCED On-line website</i></p> <p>d) Bonke abafonayo (iklayenti ) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) UMphathi weSwitshibhodi ujongana nezikhalazo</p> <p><b>Ukufikelela :</b></p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>	<p><b>Uthethathethwano :</b></p> <p>a) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>b) Inkqubo yokufaka izikhalazo nezincomo kaThe Theta Nathi isetyenziselwa ukuphucula amaqanaba okwenziwa kwenkonzo yangoku</p> <p>c) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-<i>WCED On-line website</i></p> <p>d) Bonke abafonayo (iklayenti ) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) UMphathi weSwitshibhodi ujongana nezikhalazo</p> <p><b>Ukufikelela :</b></p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni: 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>	<p><b>Uthethathethwano :</b></p> <p>a) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p> <p>b) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p> <p>c) Izikhalazo ezibhaliswe ngaphakathi kwiSebe iWCED zalawulwa ngemvisiswano</p> <p>d) Bonke abafonayo (iklayenti ) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama abacebisi banokubenzela inkonzo</p> <p>e) Akukho zikhalazo zafunyanwayo</p> <p><b>Ukufikelela :</b></p> <p>a) KwaNdlunkulu weSebe iWCED eKapa</p> <p>b) Iiyure zokusebenza kwiZiko leeFoni: 07:30 – 16:00. (Kuvaliwe ngethuba lesidlo sasemini ngo-12:30-13:00)</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanye kanye
<b>Imbeko :</b>	<b>Imbeko :</b>	<b>Imbeko :</b>
<p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Abafonayo baxela ifoni ezingaphendulwayo nengxinano kwii-opereyitha zeswitshibhodi</p> <p>c) Inkqubo yeThe Theta-Nathi yezikhalazo nezincomo eyapapashwa kwiTshatha yeSebe iWCED Service Charter yindlela yokufaka isikhalazo ngendlela yokuziphatha yamagosa</p> <p>d) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-WCED On-line website</p> <p>e) Izikhalazo zithunyelwa kuMphathi weSwitshibhodi</p>	<p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Abafonayo baxela iifoni ezingaphendulwayo nengxinano kwii-opereyitha zeswitshibhodi li-opereyitha ziyaziqaphela izikhalazo ngenjongo yokuxhasa iingxelo zolawulo lweefoni</p> <p>c) Inkqubo yeThe Theta-Nathi yezikhalazo nezincomo eyapapashwa kwiTshatha yeSebe iWCED Service Charter yindlela yokufaka isikhalazo ngendlela yokuziphatha yamagosa</p> <p>d) Ukubakho kwenkonzo yeTheta-Nathi kuya kuchazelwa abenzelwa iinkonzo lo gama belindele ukugqithiselwa kumagosa achaphazelekayo</p> <p>e) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“<i>Contact WCED Form</i>” kwiziko lewebhu i-WCED On-line website</p> <p>f) Izikhalazo zithunyelwa kuMphathi weSwitshibhodi</p>	<p>a) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>b) Ukufumana izikhalazo ngengxinano (yamaxsha athile) eqhubekayo kubasebenzisi baseGolden Acre. Kuthengwe i-<i>Primary Rate Interface lines</i> (PRI's) ukujongana nale ngxaki.</p> <p>c) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (<i>online feedback system</i>), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (<i>telephone management complaints</i>) kwithuba lale ngxelo</p> <p>d) Kuphela sisikhalazo esinye esafunyanwa ngoFebruwari 2014 yaye saphendulwa ngabasebenzi beSwitshibhodi ngokukhawuleza. Lo mba wasonjululwa ngokuyimpumelelo.</p> <p>e) Kuphela sisikhalazo esinye esafunyanwa ngoFebruwari 2014 yaye saphendulwa ngabasebenzi beSwitshibhodi ngokukhawuleza.</p> <p>f) Akukho zikhalazo zafunyanwayo</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Kwiziko lewebhu leSebe iWCED</p> <p>b) Ii-<i>Client Contact Centres</i> zineebhokisi zeengcebiso zokufaka iikhomenti zabenzelwa iinkonzo</p> <p>c) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Kwiziko lewebhu leSebe iWCED</p> <p>b) Ii-<i>Client Contact Centres</i> zineebhokisi zeengcebiso zokufaka iikhomenti zabenzelwa iinkonzo</p> <p>c) Iingcebiso ezifunyenwe kwezi bhokisi zeengcebiso zibekwe esweni, kunikwe ingxelo ngazo yaye iingcebiso ezinako ukwenzeka zifakwe kwimigaqo-nkqubo ii-<i>WCED telecommunication management policies</i></p> <p>d) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Akukho zingcebiso zafunyanwayo zingokuphucula umgangatho we- <i>Client Contact Centres</i> ngokuqala kungenwe kwiziko lewebhu leSebe iWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zafunyanwayo zingokuphucula umgangatho we- <i>Client Contact Centres</i> ngokuqala kungenwe kwi-ziko lewebhu leSebe iWCED ngethuba lokunika ingxelo</p> <p>c) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p> <p>d) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>



Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p><b>Ixabiso lemali :</b></p> <p>a) Abafonayo abanqwenela ukubuza ngeenkonzo zeziko (<i>corporate services</i>) (ngeMicimbi yaBasebenzi, nangeMicimbi yeMali ) bathunyelwa kwiZiko leeFoni leSebe iWCED ukuze baqwalaselwe ngokugqitha eswitshibhodi</p> <p>b) Iilayini ezilungiselelwe ii- WCED Safe Schools and Examination lines (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-Assistive devices zisetyenziswa ukunika inxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-Policy for telecommunication management services and support ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>	<p><b>Ixabiso lemali :</b></p> <p>a) Abafonayo abanqwenela ukubuza ngeenkonzo zeziko (<i>corporate services</i>) (ngeMicimbi yaBasebenzi, nangeMicimbi yeMali ) bathunyelwa kwiZiko leeFoni leSebe iWCED ukuze baqwalaselwe ngokugqitha eswitshibhodi</p> <p>b) Iilayini ezilungiselelwe ii- WCED Safe Schools and Examination lines (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-Assistive devices zisetyenziswa ukunika inxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-Policy for telecommunication management services and support ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>	<p><b>Ixabiso lemali :</b></p> <p>a) Ii-opareyitha zeswitshibhodi zifumana iifoni kwiZiko leeFoni yonke imihla</p> <p>b) Iilayini ezilungiselelwe ii- WCED Safe Schools and Examination lines (ngamaThuba oNgxamiseko) kwabelwana ngazo nabenzelwa iinkonzo ukufumana ingcaciso</p> <p>c) Ii-opareyitha ezi-4 ezenza lo msebenzi zilawula iifoni eziya kwizakhiwo ezinee-Ofisi zakwaNdlunkulu</p> <p>d) Izixhobo ii-Assistive devices zisetyenziswa ukunika inxaso abasebenzi abangaboni kakuhle (<i>visual impairment challenges</i>) eswitshibhodi</p> <p>Umgaqo-nkqubo i-Policy for telecommunication management services and support ufumaneka ngokungena kwiziko lewebhu leSebe iWCED</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p><b>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</b></p> <p><b>Uthethathethwano :</b></p> <p>a) Uthethathethwano ngeeFoni (<i>Telephone consultations</i>)</p> <p>b) Izithili zithethana nezikolo ezikhuselekileyo ezisebenzisanayo</p> <p>c) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>d) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p>	<p><b>Uthethathethwano :</b></p> <p>a) Makuqaliswe iingxoxo nomboneleli-nkonzo oqeshwe liSebe iWCED ukuhlaziya isistim ukuqinisekisa ukuba inako ukulungiselela iinkonzo ii-online rating of services</p> <p>b) Uthethathethwano ngeeFoni (<i>Telephone consultations</i>)</p> <p>c) Izithili zithethana nezikolo ezikhuselekileyo ezisebenzisanayo</p> <p>d) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>e) ISaveyi i-<i>Customer Satisfaction Survey</i> yaqho ngonyaka ngumthombo wothethathethwano njengoko kuthagehwe abenzelwa iinkonzo</p>	<p><b>Uthethathethwano:a</b></p> <p>a) Isistim i-Cyber Call system ayikahlaziywa okwangoku. Nakuba kunjalo kuqulunqwe i-<i>Safe Schools Management System</i> entsha eya kukhawulezisa ukuveliswa kweenombolo zezalathiso nokulogwa kwengcaciso yofonayo xa usebenzisa unxibelelwano lwekhompyutha</p> <p>b) Kwenziwe ifom yesaveyi ukuqokelela izimvo ezimalunga nenkonzo ngesandla (<i>manually</i>). Iya kusayinelwa kunyaka-mali ka-2014/2015 ukulungiselela uphunyezo de ibe igqityiwe inkqubo yokuhlaziya isistim</p> <p>c) Kwenziwe ifom yesaveyi ukuqokelela izimvo ezimalunga nenkonzo ngesandla (<i>manually</i>). Iya kusayinelwa kunyaka-mali ka-2014/2015 ukulungiselela uphunyezo deibe igqityiwe inkqubo yokuhlaziya isistim</p> <p>d) Uthethwano ngqo nababuza imibuzo (abafonayo) kuyaqhubeka lo gama iifoni zithathiwe yaye ziyalandelelwa</p> <p>e) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>f) Inkqubo yeTheta Nathi yezikhalazo/nezincomo. Iziphumo zisetyenziswa ekuphuculeni amanqanaba okwenziwa kwenkonzo</p> <p><b>Ukufikelela :</b></p> <p>a) 2<sup>nd</sup> Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre)</p> <p>b) Inombolo emahala (Toll free line): Izikolo eziKhuselekileyo : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi</p> <p><b>Imbeko :</b></p> <p>a) UMphathi woKhuseleko lwezeMfundo</p> <p>b) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“Contact WCED Form” kwiziko lewebhu i-WCED On-line website</p>	<p>f) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p>g) Inkqubo yeTheta Nathi yezikhalazo/nezincomo. Iziphumo zisetyenziswa ekuphuculeni amanqanaba okwenziwa kwenkonzo</p> <p><b>Ukufikelela :</b></p> <p>a) 2<sup>nd</sup> Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre)</p> <p>b) Inombolo emahala (Toll free line): Izikolo eziKhuselekileyo : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi</p> <p><b>Imbeko :</b></p> <p>a) UMphathi woKhuseleko lwezeMfundo</p> <p>b) Inkcazo ngokuqhubekayo kwiCandelo loNxibelelwano nge-“Contact WCED Form” kwiziko lewebhu i-WCED On-line website</p>	<p>f) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>g) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p> <p><b>Ukufikelela :</b></p> <p>a) 2<sup>nd</sup> Floor, Grand Central Building (ngokugqitha kwiziko leefoni (professional call centre)</p> <p>b) Inombolo emahala yeZikolo eziKhuselekileyo: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kwiZiko leeFoni : 07:30 – 16:00. Ukurekhodwa kwemibuzo emva kweeyure zomsebenzi kulandelelwa ngosuku lomsebenzi olulandelayo</p> <p><b>Imbeko :</b></p> <p>a) UMphathi woKhuseleko lwezeMfundo uphendula yonke imibuzo ebonisa imbeko</p> <p>b) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha (online feedback system), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Kwiziko lewebhu leSebe iWCED nakwii-Client Contact Centres kukho iibhokisi zokunika iingcebiso ukulungiselela izimvo zaBenzelwa iinkonzo</p> <p>b) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>e) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility</p> <p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Kwiziko lewebhu leSebe iWCED nakwii-Client Contact Centres kukho iibhokisi zokunika iingcebiso ukulungiselela izimvo zaBenzelwa iinkonzo</p> <p>b) I- <i>Customer Satisfaction Survey</i> yaqho ngonyaka iqwalasela izimvo malunga neenkonzo zeSebe iWCED yaye iveza amathuba okuhlalutywa kwazo, iingcebiso zokuphucula umgangatho nezikhalazo.</p>	<p>c) Bonke abafonayo (iklayenti) bamkelekile kwaNdlunkulu weSebe iWCED yaye baphendulwa ngesidima, lo gama babuzwayo ngabacebisi ukuba benzelwe eyiphi na inkonzo</p> <p>d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>e) Malunga nokuba zazibhaliwe na izikhalazo, yaye nini, ezi zikhalazo zibhaliweyo zaxoxwa kwiintlanganiso ezimiseliweyo ezazibanjiwe zokulungisa iimpazamo naBaququzeleli bezithili nee-Fieldworkers.</p> <p><b>Ukuthetha phandle noKungafihli nto :</b></p> <p>a) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo Azisetyenziswanga iibhokisi zokufaka iingcebiso</p> <p>b) Kubekho ukuphuculwa komgangatho okubonakalayo kwiisaveyi zonyaka ophelileyo ngokoneliseka kwabathengi.</p>

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo	c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo	c) Abaququzeleli beZikolo eZikhuselekileyo kwizithili babandakanya iinkonzo yeZiko leeFoni leZikolo eZikhuselekileyo
d) Ukwazisa iinkonzo ngefoni ( <i>Telephone marketing</i> )	d) Ukwazisa iinkonzo ngefoni ( <i>Telephone marketing</i> )	d) Abaququzeleli beZikolo eZikhuselekileyo kwizithili nee-Safe Schools Fieldworkers kwizithili benza iinkonzo zeZiko leeFoni leZikolo eZikhuselekileyo. Iinkcazo zeMisebenzi zifakelwe izilungiso ukubonisa umba we- inclusiveness factor.
<b>Ixabiso lemali :</b> a) Lo gama icandelo labasebenzi leziko leefoni lilincinane yaye nenani leekholi ezibhalisiweyo liphantsi, umsebenzi owongeza ixabiso elililo wenziwa e-field, ngamaphulo entsebenziswan, ukusetyenziswa kwee- fieldworkers zokhuseleko nee- psychologists b) Aba basebenzi bazi-Safety <i>Fieldworkers</i> bayabalandlela abafundi abatshungayo baze baphonononge iingxaki zabo. c) Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo.	<b>Ixabiso lemali :</b> a) Lo gama icandelo labasebenzi leziko leefoni lilincinane yaye nenani leekholi ezibhalisiweyo liphantsi, umsebenzi owongeza ixabiso elililo wenziwa e-field, ngamaphulo entsebenziswan, ukusetyenziswa kwee- fieldworkers zokhuseleko nee- psychologists b) Aba basebenzi bazi-Safety <i>Fieldworkers</i> bayabalandlela abafundi abatshungayo baze baphonononge iingxaki zabo. c) Babonelela ngeengcebiso baze banike inkxaso abafundi abasengozini yaye baqinisekise ukuba abafundi bayafikelela kwiinkonzo abazifunayo.	<b>Ixabiso lemali :</b> a) Iziko leeFoni leZikolo eZikhuselekileyo lafumana iifoni eziyi-14 854. b) Ii-Safe Schools <i>Fieldworkers</i> balandelela abafundi abatshungayo, baqwalasele iingxaki zabafundi baze baququzelele ukuhlenganiswa kwakhona kwabafundi esikolweni ngokusebenzisana nabathathi-nxaxheba abachaphazelekayo abafana neSebe luPhuhliso lwezeNtlalo yoLuntu c) Ii-Safe Schools <i>Fieldworkers</i> banika iingcebiso yaye bacebise abafundi abasengozini ukuqinisekisa ukuba abafundi bayafikelela kwiinkonzo abazifunayo

Amalungiselelo angoku/kanye kanye	Amalungiselelo anqwenelekayo	Iimpumelelo kanya kanye
d) Ii-Safety Fielworkers baququzelela ii-Safe Schools Youth Clubs njengenxalenye yeprogram yeholide.	d) Ii-Safety Fielworkers baququzelela ii-Safe Schools Youth Clubs njengenxalenye yeprogram yeholide.	<p>d) Ii- Safe Schools Call Centre zarekhoda iziganeko eziyi-314 zokutshunga kwabafundi, ukuze eziyi-285 kuzo zagqithiselwa kwisithili ukulungiselela ungenelelo ngoncedo lwe-Safe Schools Fieldworker</p> <p>Ii-Safety Fielworkers baququzelela ii-Safe Schools Youth Clubs njengenxalenye yeprogram yeholide.</p> <p>Kusekwe iiklabhu zolutsha eziyi-78</p> <p>Iindawo yeprogram zeholide eziyi-101 zalungiselelwa abafundi abayi-13 968</p>

**Isixhobo i-Service delivery information tool**

Izixhobo zengcaciso zangoku/kanye kanye	Izixhobo zengcaciso ezingqwenelekayo	Iimpumelelo kanya kanye
<p><b>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</b></p> <p>a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo.</p> <p>b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.</p>	<p>a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo.</p> <p>b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.</p>	<p>a) Bonke abenzelwa iinkonzo nabo basebenza ezikolweni kuqhagamshelwana nabo ngembalelwano karhulumente (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiziko lewebhu ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuyo.</p> <p>b) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneke kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso.</p>



Izixhobo zengcaciso zangoku/kanye kanye	Izixhobo zengcaciso ezinqwenelekayo	Iimpumelelo kanya kanye
c) i-imeyili d) ISebe iWCED e) UMphathi weSwitshibhodi  <b>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</b> a) Iintlanganisano zeZikolo eZikhuselekileyo eZisebenzisanayo  b) Ukuhambisa ibrowutsha kwiziganeko  c) Iitheyi bhili zengcaciso kwiziganeko  d) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility e) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso f) Izinto ezazisa ngeenkonzo ii-marketing merchandise zihanjiswa qho ngontyaka ukuphucula ukwabelana ngengcaciso nokupapasha iinkonzo zethu ezikhethekileyo ezisibonelelayo	c) i-imeyili d) ISebe iWCED e) UMphathi weSwitshibhodi  a) Iintlanganisano zeZikolo eZikhuselekileyo eZisebenzisanayo  b) Ukuhambisa ibrowutsha kwiziganeko  c) Iitheyi bhili zengcaciso kwiziganeko  d) Ifasilithi yenkcazo ngokuqhubekayo kwisithili i-District website feedback facility e) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso. f) Izinto ezazisa ngeenkonzo ii-marketing merchandise zihanjiswa qho ngontyaka ukuphucula ukwabelana ngengcaciso nokupapasha iinkonzo zethu ezikhethekileyo ezisibonelelayo	c) i-imeyili d) ISebe iWCED e) Akubangakho mfuneko yokuba kunxibelelwane nabenzelwa iinkonzo  a) Iziko leeFoni leZikolo eZikhuselekileyo zinika izithili iingcaciso-manani zazo zonke iziganeko ezibancedayo ekucwangciselni iiprogram zophuhliso nezongenelelo ngoncedo b) Kwabanjwa iintlanganisano ebezicwangcisiwe naBaququzeleli bezithili nee-Fieldworkers c) Inombolo yeZiko leeFoni leZikolo eZikhuselekileyo ibhalwe kuzo zonke iilethahedi nezinto zokubhala (stationery) d) Iibrowutsha ezihanjisiweyo kwiziganeko ezinengcaciso yeetheyi bhili e) Iilethahedi kubandakanywa i-Service Delivery Charter, zifumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso. f) Inombolo yeZiko leeFoni leZikolo eZikhuselekileyo ibhalwe kuzo zonke iilethahedi nezinto zokubhala (stationery) Le nombolo ikwavela nakwizixhobo ii-hand held metal detectors kwakunye neebhodi zengcaciso ii-Occupational Health and Safety (OHS) information boards nezinye iisayineji (signage) (ezithintela iziyobisi ezingekho mthethweni (illegal substance (nezixhobo eziyingozi kuzo zonke izikolo

**linkqubo zokwenza izikhalazo**

Inkqubo yangoku/eyiyo kanye yezikhalazo	linkqubo zezikhalazo ezinqwenelekayo	Iimpumelelo kanya kanye
<p><b>Ukubonelela ngenkonzo yonxibelelwano ngefoni i-Telecommunication Service kuNdlunkulu weSebe iWCED</b></p> <p>a) Inkqubo yeThe Theta-Nathi yezikhalazo nezinto epapashwe kwi- WCED Service Charter yindlela yokufuna ukulungiswa kweempazamo ukuba akukhanga kufikelelwe kwimigangatho epapashiweyo</p> <p>b) Izikhalazo ezithunyelwe kuMphathi weSwitshibhodi</p> <p>c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p>	<p>a) Iingcaciso-manani zeTheta-Nathi zibekwe esweni, kwanikwa iinkcazo ngazo nangeziwangciso zokulungisa iimpazamo, kwaphuculwa nokuphunyezwa kweemeko eziqhubekayo</p> <p>b) Inkqubo yeTheta-Nathi yezikhalazo nezinto eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo</p> <p>c) Izikhalazo ezithunyelwe kuMphathi weSwitshibhodi</p> <p>d) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu</p>	<p>a) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>b) Kwafunyanwa izikhalazo eziyi-306 zangaphakathi yaye zasingathwa ngokuyimpulelo</p> <p>c) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha, ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni kwithuba lale ngxelo</p> <p>e) UMphathi woKhuseleko wezeMfundo uthatha amanyathelo afanelekileyo xa efumana izikhalazo; nabandakanya amanyathelo okuthethana nomntu (nabantu) ochaphazelekayo kunye/okanye awokungenelela ngoncedo/awokulungisa umonakalo ukwenzela i-Safe Schools Call Centre Consultant ngoqeqesho lwabasebenzi. Iziko leeFoni leZikolo eZikhuselekileyo lingethe iifoni eziyi-14 854 nezibandakanya iziganeko ezimalunga noqhekezo, ukonakaliswa kwezakhiwo, ulwaphulomthetho, ubundlobongela, ubugewu, impatho-gadalala nemibuzo yamaBhunga oLawulo eZikolo</p>

Inkqubo yangoku/eyiyo kanye yezikhalazo	linkqubo zezikhalazo ezinqwenelekayo	limpumelelo kanya kanye
<b>Ukubonelela ngenkxaso esiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko eSebe iWCED</b>		
a) UMphathi woKhuseleko wezeMfundo ubeke esweni izikhalazo yaye athathe amanyathelo afanelekileyo b) UMphathi weZiko leeFoni uyafumaneka ukujongana nezikhalazo c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo	a) UMphathi woKhuseleko wezeMfundo ubeke esweni izikhalazo yaye athathe amanyathelo afanelekileyo b) UMphathi weZiko leeFoni uyafumaneka ukujongana nezikhalazo c) Ifasilithi yokunika inkcazo ngokuqhubekayo kwiziko lewebhu d) Inkqubo yeTheta-Nathi yezikhalazo nezincomo eyapapashwayo isetyenziselwa ukulungiswa kweemposiso, ukuba akufikelelwanga kwimigangatho ebekiweyo	b-d) Inkqubo yokunika inkcazo ngokuqhubekayo ekwikhompyutha ( <i>online feedback system</i> ), ethatha indawo yeTheta Nathi inike ingxelo yokungabikho kwezikhalazo zolawulo lwefoni (telephone management complaints) kwithuba lale ngxelo

## 2.3 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 ezineemfundo ezizodwa, iikholeji zeFET, amaziko emfundo abantu abadala 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. EloCwangciso lwezeMfundo (*Education Planning*); EloLawulo lweKharithyulam noVavanyo (*Curriculum and Assessment Management*); EloPhuhliso noQuquzelelo lwamaZiko (*Institution Development and Co-ordination*) kunye nelezeMali (*Finance*). ICandelo eliyiNtloko loLawulo lwezaBasebenzi likwanika ingxelo ngqo kwiNtloko yeSebe, njengoko kunjalo kumaCandelo oLawulo lwangaPhakathi, iCandelo lezoNxibelelwano (*Communication*) neCandelo lokuCwangcisa uKwenziwa komSebenzi naBathathi-nxaxheba.

### *Utshintsho kunyaka ophantsi koqwalaselo*

Kunyaka odlulileyo, iCandelo eliyiNtloko leMicimbi yaBasebenzi lahlenga-hlengiswa laza lanikwa igama elitsha "ICandelo loLawulo lweMicimbi yaBasebenzi (*People Management Practices*)". Kukho amacandelo amane eCandelo loLawulo lweMicimbi yaBasebenzi. ICandelo "laMalungelo aVela kwiiNkonzo" (*"Service Benefits"*) lijongene neemfundo zee-ofisi zezithili ezisibhozo. Amanye amacandelo amathathu ngala "ICandelo loLawulo lweMicimbi yaBasebenzi", "ICandelo lokuGaya noKhetho lwaBasebenzi (*Recruitment and Selection*)" neCandelo lezoBudlalane naBasebenzi (*"Employee Relations"*). Imicimbi yaMalungelo aVela kwiiNkonzo (*Service benefits*) yamalungu eSMS nabasebenzi bakwaNdlunkulu balawulwa kungokunje yi-ofisi yoMlawuli oyiNtloko.

Ngo-2013/14, uMlawuli weCandelo loLawulo lweze-Akhawunti wanyuselwa kwisithuba soMlawuli oyiNtloko woLawulo lwezeMali (*Chief Director for Financial Management*), owenza umsebenzi wokongamela amacandelo amabini, iCandelo lezeMali nee-Akhawunti (*Financial Accounting*) neCandelo loLawulo lweze-Akhawunti (*Management Accounting*). Kwanyulwa abalawuli abatsha kuwo omabini la macandelo kunyaka ophantsi koqwalaselo. Bazalisa izithuba ezishiywe ngaba banyuselweyo kwanokuba iYunithi yoLawulo lwangaPhakathi (*Internal Control Unit*) yasekwa yaba licandelo elipheleleyo.

Kwanyulwa uMlawuli oyiNtloko omtsha weSithili. ICandelo leze-IMGP (*Institutional Management and Governance Planning (IMGP)*) lafakwa kwiCandelo eliyiNtloko (Chief Directorate), ukongeza kwiZithili ezisibhozo. UMlawuli weSithili omtsha wanyulwa kwiSithili seMfundo iCape Winelands.

Uhlenga-hlengiso olwakhokelela ekufakweni lweCandelo le-IMGP kunye nezithili nalo lwabangela ukusekwa kweCandelo eliyiNtloko leMfundo eBandakanya bonke aBafundi neeProgram eziKhethekileyo (*Inclusive Education and Special Programmes*). Umlawuli oyiNtloko weCandelo leKharithulam watshintshelwa kwisithuba esitsha. Ngenxa yokudaleka kwesithuba esibangelwe lutshintsho, isithuba se-SMS ekuphela kwaso ekupheleni kuka-Matshi 2014 sisithuba soMlawuli oyiNtloko wophuhliso lweKharithulam noQeqesho looTitshala.

La manyathelo abalwe apha ngentla sele enziwe ukucokisa ukubanako kweSebe iWCED ukwenza iinkonzo ngolu hlobo lulandelayo: ICandelo loLawulo lweMicimbi yaBasebenzi lenzelwe ukuba lisebenze ngakumbi ngokuhlenga-hlengiswa kwakhona komthwalo womsebenzi nokunika ingqwalasela engaphezulu kumacandelo achaphazelekayo. Ukuhlenganiswa kwecandelo leze-IMGP leZithili kuya kunceda ukungqinelanisa nokugxininisa iinkonzo ezithile. Ukusekwa kwe-Internal Control Directorate kuza necandelo elitsha lokuphendula ngokuqhubekayo nempumelelo yesebe.

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.

Ngokumalunga neziko, iSebe linenjongo yokubonelela

- ngamagosa anenkathalo, anolwazi nakwazi ukunika inkxaso izikolo, ootitshala nabafundi
- ngootitshala abasoloko bekho emsebenzini, abalungiselela ukufundisa nokusebenzisa iiteksti
- ngeemali ezisetyenziselwa ukukwandisa impumelelo nokubonelela ngoncedo kwabo bahlelelekileyo
- ngezikolo ezanaleyo nezikhuselekileyo
- ngendawo elungele ukuba amahlakani kwezemfundo enze igalelo kwimfundo esemgangathweni: kwimibutho yeemanyano zootitshala, amaBhunga oLawulo eZikolo, amacandelo ezoshishino, amaQumrhu angekho phantsi koRhulumente (*Non-Governmental Organisations*), izikolo ezizimeleyo, amaZiko eMfundo ePhakamileyo (*Higher Education Institutions*) nakwiikholeji.

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

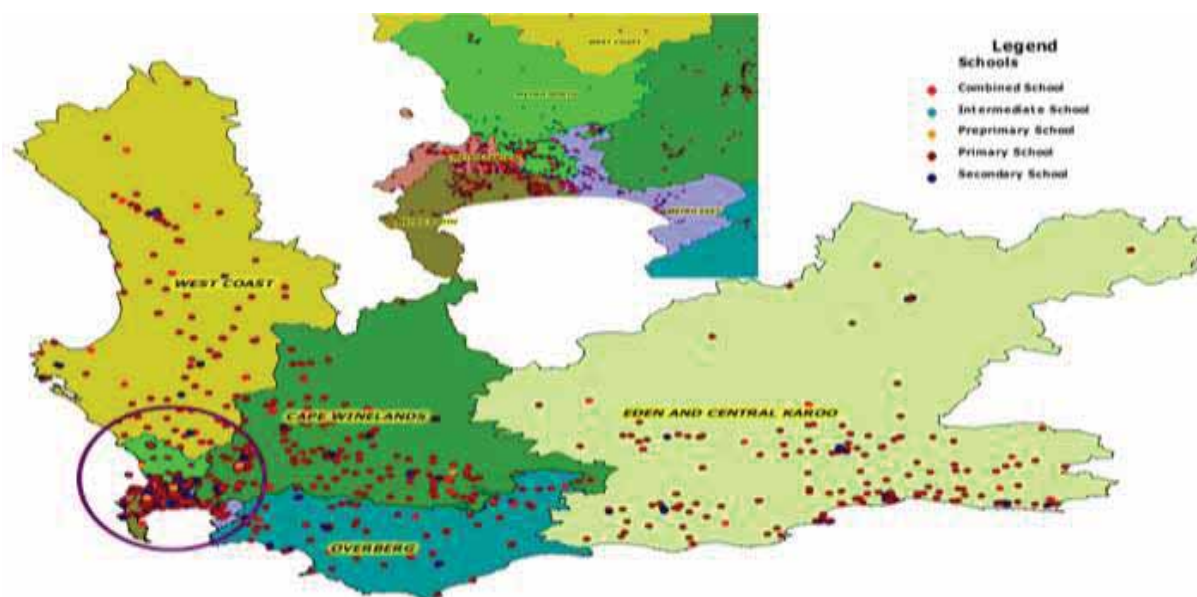
<b>Abafundi</b>	
Abafundi bamaBakala 1-12 kwiZikolo zikaRhulumente eziQhelekileyo	948 595
Abafundi kwiBakala R kwiZikolo zikaRhulumente eziQhelekileyo	59 565
Abafundi kwiBakala R kumaZiko aZimeleyo	15 533
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	19 876
Abafundi kwiZikolo eziZimeleyo	47 600
Abafundi kwii-FET Colleges ( <i>headcount</i> )	71 594
Abafundi abadala	33 595
<b>ITotali</b>	<b>1 196 358</b>

<b>Ootitshala</b>	
Ootitshala	31 640
Abasebenzi beNkonzo kaRhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	9 118
<b>ITotali</b>	<b>40 758</b>
<b>Amaziko</b>	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	71
Amaziko eMfundo noQeqesho oluQhubekayo (FET)	6
Amaziko emfundo oluntu abantu abadala	308
Ii-Ofisi zeZithili zeMfundo	8

Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2014)

Source 2013: Annual Survey for schools pre-Grade R to matric ; PERSAL : 2014

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





ISITHILI <sup>1</sup>		1	2	3	4	5	6	7	8	ITotali
Cape Winelands	IZikolo	39	35	33	38	30	30	32	36	273
	Abafundi	24 335	24 416	21 273	12 416	13 806	21 482	9 552	9 610	136 890
Eden and Central Karoo	IZikolo	31	32	24	32	36	38	29		222
	Abafundi	8 620	22 768	22 857	19 094	12 143	14 275	13 970		113 727
Metro Central	IZikolo	33	44	36	35	30	33			211
	Abafundi	20 793	21 465	20 629	21 934	20 128	21 984			126 933
Metro East	IZikolo	24	23	25	22	22	26			142
	Abafundi	23 667	25 965	23 482	21 334	20 768	29 245			144 461
Metro North	IZikolo	28	28	30	27	33	31	31		208
	Abafundi	25 234	19 682	33 045	24 632	21 543	19 504	32 477		176 117
Metro South	IZikolo	34	34	28	16	17	30	30		189
	Abafundi	26 051	20 916	16 873	11 794	18 311	31 704	29 131		154 780
Overberg	IZikolo	28	29	25						82
	Abafundi	10 044	18 737	10 017						38 798
West Coast	IZikolo	25	25	23	27	31				131
	Abafundi	13 976	9 259	16 294	7 551	9 809				56 889
Itotali iyonke	IZikolo	242	250	224	197	199	188	122	36	1 458
	Abafundi	152 720	163 208	164 470	118 755	116 508	138 194	85 130	9 610	948 595

## 2.4 UPhuhliso 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. Injongo yale Mthetho phakathi kwezinye izinto, kukulungiselela imiba yokudalwa kweSebe leMfundo esiSiseko nemibandela enxulumene nayo, kukufakela izilungiso, kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1998 (uMthetho 76, ka-1998) (*National Education Policy Act, 1998 (NEPA) (Act 76 of 1998)*), nakuMthetho weZikolo zaseMzantsi Afrika, 1996, (uMthetho 84 ka-1996) (*South African Schools Act (SASA), 1996 (Act 84 of 1996)*), kuMthetho 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 No. 58 of 2001). Lo Mthetho ukwabonelela iindidi ezininzi zezikolo zikarhulumente zemfundo eneemfundo ezizodwa, imisebenzi eyongezelelweyo yeenqununu zezikolo nangokuqeqeshwa kwamabhunga olawulo yimibutho yamabhunga olawulo eyaziwayo.

Nge-29 Novemba 2013, uMphathiswa weMfundo esiSiseko wamisela iMimiselo *Regulations Relating to Minimum Uniform Norms and Standards for Public School Infrastructure*, kwiGazethi kaRhulumente No. 37081. Le Mimiselo yapapashwa (*promulgated*) ngokweSiqendu 5A(1)(a) soMthetho wezikolo zaseMzantsi Afrika, 1996 (uMthetho 84 ka-1996). Injongo yayo kukufuna phakathi kwezinye izinto ukubonelela ngeyona mimiselo nemigangatho ebubuncinane yeziseko zophuhliso zezikolo zikarhulumente ukuqinisekisa ungqinelwano nemimiselo ii-*minimum uniform norms and standards* ekudizayinweni nasekwakheni izikolo ezitsha kubandakanywa uhlaziyo lwezikolo nokuphuculwa kwezikolo ezikhoyo, namaxesha amisweyo okuphelisa ukungabikho kweziseko zophuhliso ezikolweni.

<sup>1</sup> Amanani athatha kwi-*Annual School Survey of 2013*



ISebe leMfundo esiSiseko lifakele izilungiso kwiMimiselo neMigangatho yeNkxaso-mali kaZwelonke (*National Norms and Standards for School Funding*) ukususela nge-1 Apreli 2011. Izilungiso ziphethe umxholo wokubonelelwa ngemali enokusetyenziswa (*operational funds*) kwizikolo ezingabizi zifizi kunye nembuyiselo yokuxolelwa ekuhlawulweni iifizi (*compensation for fee exemptions*) kwizikolo ezibiza iifizi (*Paragraph 170A*). Esi silungiso samva sivumela iiMvavanyo ii-*Annual National Assessments* kumaBakala 3 no-6 kwizikolo zikarhulumente, ukuba zisetyenziswe ngengomlinganiselo wokujonga inkqubo yabafundi kwezo zikolo zizimeleyo zikufaneleyo ukufumana inkxaso-mali.

INkcazo yeKharithyulam kaZwelonke yamaBakala R-12 (*National Curriculum Statement Grades R-12*) 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 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.

Umgqo-nkqubo kazwelonke ophathelele kwiimfuno ezimiselweyo zokudlulela kwesinye isigaba nezokupasa (*progression and promotion requirements*) ze-*National Curriculum Statement (NCS)* kumaBakala R – 12, i-*National Protocol for Assessment, Grades R – 12* nemimiselo ephathelele neNCS, yaphunyezwa ukuncedisa iCAPS.

Nge-1 ka-Apreli 2010, kwaqala ukusebenza ezinye izilungiso ezenziwe kwi-*Children's Act (Act No. 38 of 2005)*. NgokweSiqendu 196 (3) se-*Children's Act, 2005 (Act 38 of 2005)*, izikolo zorhwebo nezo zokulungisa izimilo, eziluxanduva lweSebe leMfundo lephondo njengangoku, ziba luxanduva lweSebe loPhuhliso lwezeNtlalo yoLuntu (*Department of Social Development*), emva kweminyaka emibini siqalile ukusebenza isahluko esichaphazelekayo kulo Mthetho. Ngenxa yesigqibo seNkundla yoMgaqo-siseko kumba ophakathi kwe-*Teddy Bear Clinic for Abused Children* noMnye uMphathiswa wezoBulungisa noPhuhliso loMgaqo-siseko (*Another v Minister of Justice and Constitutional Development*) neNye i-*Another, CCT 12/13*, phakathi kwezinye izinto, uMthetho i-*Judicial Matters Amendment Act No. 42 of 2013*, wapapashwa kwiGazethi kaRhulumente No. 37254, yomhla we-22 Januwari 2014. Lo Mthetho ufakela izilungiso, phakathi kwezinye izinto kwi-*Children's Act, 2005*, i-*Child Justice Act, 2008*, i-*Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007*, kubandakanywa nemiba ye-*Promotion of Access to Information Act, 2000*. Ezi zilungiso zichaphazela ngakumbi ezemfundo njengoko zijongene phakathi kwezinye izinto, nemithetho ethathwa yiNkundla yoMgaqo-siseko njengenyasha amalungelo abantwana omgaqo-siseko ngokungafanelekanga, i-*National Register for Sex Offenders* nokucinywa kweerekhodi, nexesha elivumelekileyo lokufumana ingcaciso ngokumalunga ne-*Public Access to Information Act (PAIA)*. Ikwafakela izilungiso kwi-*Criminal Law Amendment Act, 2007*, ukwenzela ukukhuphela ngaphandle abantu abaneminyaka engaphantsi kweyi-18 ekusebenzeni kwalo Mthetho.

### **Amaphulo ongenelelo ngoncedo omthetho amatsha ephondo**

ISiqendu 63(1) soMthetho weMfundo wePhondo leNtshona Koloni, 1997 (uMthetho 12 ka-1997), uxhobisa uMphathiswa wePhondo ngokuba enze imimiselo engqinelana nawo nawuphi na umthetho, yaye apho kusebenzayo, ngokuxhomekeke kuyo nayiphi na imimiselo nemigangatho echatshazelwe kwisiqendu 146(2) soMgaqo-nkqubo. Ngenxa yoku, le mimiselo ilandelayo ilungiswe ngelo thuba lichaphazelekayo :

- 1) IMimiselo emalunga nokuXelwa kweNxaxheba esiSabelo soMntu (*personal interest*) yaMalungu amaBhunga oLawulo eKuthengweni kweeMpahla neeNkonzo zeZikolo zikaRhulumente, 2013. Le Mimiselo yapapashwa kwiGazethi yePhondo No. 7197, yomhla we-18 Novemba 2013, yaza yaqala ukusebenza ekuqaleni konyaka wesikolo ka-2014 Yasiwa ezikolweni ngeSetyhula No. 0052/2013 ukwenzela ukuphunyezwa kwawo ngo-2014. Le Mimiselo yenzelwe ukumisela iprotokholi kumalungu ebhunga lolawulo ukuxela ukuchaphazeleka kwawo xa kusingethwe imibandela emalunga nokuthengwa kweempahla neenkonzo zezikolo, ukuze ngokwenjenjalo kulawulwe ukungqubana kweemfuno phakathi kwelungu nesikolo.
- 2) IMimiselo eyiDrafti emalunga noKwamkelwa kwaBafundi kwiZikolo zikaRhulumente zaBafundi abaneeMfuno eZizodwa (*Regulationa relating to the Admission of Learners to Public Schools for Learners with Special Education Needs*) ngokwesiqendu 63(1), esifundwa kunye nesiqendu 20A(2), yapapashelwa ukufumana izimvo zoluntu kwiGazethi yePhondo yeSikhawu No 7187 nge-18 Oktobha 2013. Izimvo ezifunyenweyo ziyaqwalaselwa ukuze kugqitywe ngale Mimiselo. Le Mimiselo iyidrafti yenzelwe ukuchaza inkqubo yovavanyo, inkxaso nokwamkelwa kwabafundi ezikolweni zikarhulumente kubafundi abaneemfuno ezizodwa zemfundo.
- 3) IMimiselo eyiDrafti yamaGosa ajongene noKuhamba iSikolo (*Draft Regulations on the Duties of Attendance Officers*), yapapashwa kwiGazethi yePhondo yeSikhawu No 7205, yomhla we-2 Disemba 2013, yaza yathunyelwa ezikolweni ngeSetyhula No. 0002/2014, nge-17 Januwari 2014. Le Mimiselo inika imisebenzi yamaGosa ajongene noKuhamba iSikolo (*Attendance Officers*), idwelisa izizathu ezivakalayo zokungabikho esikolweni, yaye icacisa isaziso esibhaliweyo esiya kubazali ngokumalunga nokuhamba isikolo kwabafundi abakubudala obunyanzelekileyo bokuhamba isikolo.
- 4) IMimiselo eyiDrafti emalunga neBhunga eliMele aBafundi iya kuxhobisa uMphathiswa wePhondo ekumiseleni imisebenzi neenqubo zokusekwa nonyulo lwamaBhunga aMele aBafundi (*Representative Councils of Learners*). Ikwabonelela ngeendima nemisebenzi yooTitshala abangamaGosa oQhagamshelwano (*Teacher Liaison Officers*) nemisebenzi ehamba kunye naleyo yeGosa eliliGosa loNyulo (*Electoral Officer*) ukulungiselela unyulo lweBhunga eliMele aBafundi. Le Mimiselo nayo iya kupapashwa nayo ngenjongo yokuba kufunyanwe izimvo zoluntu kwiGazethi yePhondo yeSikhawu. Le Mimiselo eyiDrafti ikwimeko yoqwalaselo liCandelo lezeMithetho: kwi-Ofisi yoMphathiswa, ukuze emva koko ipapashwe kwiGazethi yePhondo ngoMeyi 2014 ukufumana izimvo zoluntu.
- 5) IMimiselo i-Draft *Regulations relating to the Issuing of Performance Indicators Binding on Public Schools* yiNtloko yeSebe, yenzelwe ukumisela izalathi-nkqubela kwizikolo zikarhulumente ukwenzela ukubeka esweni nokuvavanya indlela izikolo zikarhulumente eziqhuba ngayo kwizifundo ukunceda iSebe libe nako ukuncedisa, licebise yaye linike inkxaso efunekayo ukunceda ezo zikolo zikarhulumente zichaphazelekayo ziqhube bhetele kwizifundo. Le Mimiselo kungokunje iyaqwalaselwa ngabomthetho yaye iya kupapashwa ukulungiselela ukufumana izimvo zoluntu.
- 6) IMimiselo emalunga noLuleko, ukuNqunyanyiswa nokuGxothwa kwaBafundi kwiZikolo zikaRhulumente eNtshona Koloni, yabhengezwa ngokweSiqendu 63(1)(c), kwikwiGazethi yePhondo yeSikhawu No. 6932, neqale ukusebenza ukususela nge-1 Apreli 2012. Kufuneka izikolo zingqinelanise iMigaqo yoKuziphatha kwabafundi yazo nale Mimiselo

yaye zilandele imigangatho ii-substantive and procedural standards emiselwe kule Mimiselo malunga nemibandela engokuziphatha gwenxa kwabafundi. Le Mimiselo iya kujongisiswa kwakhona kunyaka-mali ka-2014/15 ukwenzela ukulungelelaniswa kwayo noMgaqo wokuziphatha kwaBafundi (Codes of Conduct) kwizikolo zikarhulumente.

- 7) IMimiselo engoTyelelo eZikolweni noVavanyo oluChaphazela iZikolo zikaRhulumente kunye neZikolo eziZimeleyo eziNikwa iNkxaso-mali, yaphunyezwa ngokweSiqendu 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, yaye yaziswa ezikolweni ngesetyhula 0026/2012.
- 8) 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 ngokweSiqendu 63(1)(c)(cC)) yapapashwa kwiGazethi yePhondo yeSikhawu No 7065, yomhla we-28 Novemba 2012 yaza yathunyelwa ezikolweni ngeSetyhula 0044/2012. Le Mimiselo phakathi kwezinye izinto, imalunga zisezantsi zokufundisa kwisigaba ngasinye, imigaqo ngokubanzi efanele ukusetyenziswa xa kubalwa ezona yure zokufundisa zisezantsi ngeveki, ngesifundo ngasinye, izicwangciso zenkxaso zomfundi ngamnye nemihla yokuphunyezwa kwazo eshiya-shiyanayo (staggered implementation dates).

ISebe likwalungise esi Sikhokelo sezikolo zikarhulumente silandelayo sezikolo zikarhulumente:

- 1) ISikhokelo esingoKhuseleko lweeNdawo zoKudlalela aBafundi kwiZikolo zikaRhulumente sivunyiwe nguMphathiswa ophathiswe ezemfundo eNtshona Koloni, yaye yathunyelwa ezikolweni ngeSetyhula No. 10/2014, ukungiselela ukuphunyezwa kwaso ngoJulayi 2014. Esi sikhokelo sibonelela ngeendima nemisebenzi zabasebenzi ngokumalunga nokhuseleko lwabafundi kwindawo zokudlalela abafundi, imiphezulu yeendawo zokudlalela, izityalo ezinetyhefu okanye ezingafanelekanga, kwakunye nengcebiso ngokukhethwa kwezixhobo zeendawo zokudlalela abafundi. Siquka izihlomelo ezijongene neesaveyi zendawo engqongileyo, amanyathelo obulumko xa kuthengwa okanye kufakwa izixhobo zendawo yokudlalela abafundi nokuhlolwa nokulondolozwa kwezixhobo.
- 2) ISikhokelo iGuidelines on Social Networking kungokunje sigqityezelelwa ukuvunywa yiNtloko yeSebe nanguMphathiswa wePhondo. Esi sikhokelo siya kulawula ukusetyenziswa kwamaziko azii-social networking sites ngootitshala nabafundi njengesixhobo esinguvimba i-resource tool ukunika inkxaso ukufundiswa kwekharithulam nokomeleza ukufunda, ukunika imida yentsebenziswano phakathi komfundi notitshala esikolweni, nokunika iingcebiso ngeengozi ezimalunga nokusetyenziswa kwee-social media ngabafundi.

#### **b. IiKholeji zeFET neMfundo noQeqesho lwaBadala (Adult Education and Training)**

Kwasekwa iSebe leMfundo ePhakamileyo noQeqesho (Higher Education and Training (DHET)) ngoMeyi 2009 ngenjongo yokuba liya kuba lilo ekugqibeleni eliya kwenza umsebenzi kumaziko emfundo ephakamileyo, kwiikhokleji zeFET, kwiiSETAs nakwi-Adult Education and

*Training (AET)*. I-DHET namasebe emfundo amaphondo basayine iMigaqo yeeMvumelwano (*Protocol Agreements*) ukwenzela ukulawula ukutshintshwa kweekholeji zemfundo noqeqesho oluqhubelekayo kubandakanywa ukuphathwa kwethutyana nolawulo kwiikholeji zeFET yaye iphinde ibonelele ngokusekwa kweekomiti ii-Provincial Technical Task Teams zokulawula ukutshintshwa kwamaziko abe phantsi kolawulo lukazwelonke.

UMthetho oYilwayo i-Higher Education and Training Laws Amendment Bill, 2010, (Act 25 of 2010) wapapashwa kwiGazethi kaRhulumente No. 33853 nge-7 Disemba 2010. Ufakela izilungiso kuMthetho iFET Colleges Act ka-2006 ne-Adult Basic Education and Training Act, 2000, ukwenzela: ukufakela izilungiso kwiingcaciso-magama ezithile; ukulungiselela ukuqeshwa kootitshala kumaziko oluntu ngokufakela imigaqo malunga nabaqeshi bootitshala, imivuzo neminye imiba yemeko yezengqesho zootitshala, amanani ezithuba ezabelwe ootitshala, amagunya abaqeshi, ukuqeshwa nokuzaliswa kwezithuba zengqesho, ukutshintshwa kootitshala basiwe kwamanye amaziko, ukusekondwa kootitshala, ukuthatha umhlalaphantsi kootitshala, ukugxothwa enkonzweni kootitshala, ukungakwazi ukusebenza (*incapacity*) nokuziphatha kakubi (*misconduct*) kootitshala nokwenza eminye imisebenzi ngootitshala. Ukwabonelela phakathi kwezinye, ngamalungiselelo ethutyana ngokumalunga namaziko oluntu; ukwenza amalungiselelo okumiselwa komgaqo-nkqubo wezemfundo kazwelonke wamaziko karhulumente, wokubonelela ngemigaqo eyimiyalelo yomgaqo-nkqubo wezemfundo kazwelonke, wokulungiselela uthetha-thethwano ngomgaqo-nkqubo nemithetho, ukulungiselela upapasho lomgaqo-nkqubo wemfundo kazwelonke nokulungiselela ukubeka esweni nokuvavanywa kwemfundo noqeqesho lwabadala; nokubonelela ngokumiselwa kwemigangatho ngokumalunga namabanga emfundo abonelelwa ngamaziko karhulumente nawabucala.

UMthetho weMfundo noQeqesho oluqhubelekayo kwiKholeji, 2012, (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. Nakuba kunjalo, nge-26 Matshi 2014, UMphathiswa weMfundo ePhakamileyo noQeqesho wapapasha iSaziso (*Notice No. 209*), kwiGazethi kaRhulumente No. 37470, esapapasha ukuba iziqendu 13, 28(3) no-32(b) ezimalunga nabasebenzi, ziya kuqala ukusebenza nge-1 Apreli 2014, lo gama amacandelo amalunga nabasebenzi abakulawulo, ngokukodwa, iziqendu 14, 11 no-12 zaqala ukusebenza nge-1 Apreli 2013.

IMimiselo neMigangatho yeNkxaso-mali yeKholeji zeFET (*Norms and Standards for the funding of FET Colleges*) yaphunyezwa ukususela nge-1 Apreli 2010. Imimiselo nemigangatho isekelwe kwiindleko zokubonelela nge-National Certificate: Vocational Programmes. Ifomula yeenkxaso-mali inamacandelo amathathu angala: *personnel, capital ne-non-personnel/non-capital*. Ukuxhaswa ngezimali kweekholeji zeFET yinkqubo yegranti ekhutshwa phantsi kwemiqathango ethile, nehlawulwa qho ngenyanga.

IMimiselo emalunga neZona Mfuno ziSezantsi zoKwakhiwa kweBhunga loLawulo leZiko le-ABET (*Regulations relating to the Minimum Requirements for the Constitution of a Governing Body of a Public ABET Centre*), yapapashwa ngokwesiqendu 8(7) soMthetho weMfundo noQeqesho lwaBadala (uMthetho 52 ka-2000) (*Adult Education and Training Act, 2000 (Act 52 of 2000)*), kwiGazethi yePhondo yeSikhawu No. 6952, yomhla we-23 Februwari 2012. Ibonelela phakathi kwezinye, ngokwakhiwa, iintlanganiso nonyulo nokutshitshiswa kwebhunga lolawulo leziko loluntu le-ABET.

### c. Imingeni ebangelwe yimiba yemigaqo-nkqubo

*IZikolo :*

IMimiselo *Regulations relating to Minimum Uniform Norms and Standards* (Novemba 2013) ibe nefuthe kwizicwangciso zezakhiwo zexa elizayo. Ifuthe elinokubakho kule mimiselo liya kufuna ixesha noko lokuhlangana ngokumalunga nezakhiwo ezikhoyo nobungakanani (size) bezikolo.

*Iikholeji zeFET ne-AET:*

Ubude bexesha elandisiweyo lokugqiba ukutshintshwa kweekholeji kuthwalise ubunzima abasebenzi abachaphazelekayo. Kwangaxeshanye, ngenxa yemfuno yephulo lokuphucula izakhono zabasebenzi bephondo, ubudlelane obuqhubekayo bamkelekile.

Kwimeko yeengxoxo ze-AET ezimalunga namabanga emfundo, oko kuye kwakhokelela kwiipatheni zamanani obhaliso angenakuqikelelwa nokungaqiniseki okuthile kweli candelo. ISebe iWCED liyazamkela izalathi zenkqubela ngokumalunga noku.

### 3. IINJONGO EZICWANGCISWE NGOBUCHULE NEZIJOLISE KWIZIPHUMO ZOKUFUNDA <sup>2</sup>

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

<sup>2</sup> lithageethi zahlaziywa kwi- Annual Performance Plan ka- 2013/14. lithageethi zentsusa zigcinelwe kule ngxelo.

<sup>3</sup> Amanqaku okupasa ngu- 50%. lithageethi mazifundwe ngolu hlobo "KwiBakala 3 yi-40% yabafundi amabapase ngo-50% kwiLwimi no-60% amabapase ngo-50% kwiMathematika" njl.njl.



<b>Injongo 2 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda</b>	<b>Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke</b>
<b>INkcazo yeNjongo</b>	Ukuphucula ireyithi yokupasa kwiimviwo zeNSC ngokubonelela ngeencwadi zezifundo, ngeeprograms zoeqesho lootiishala, ulawulo nenkxaso. Iithagethi zika-2014 ngabafundi abayi-43 000 abapase iNSC ne-17 500 abapesele ukungena kwisiDanga sokuQala ( <i>Bachelor's degrees</i> ); abafundi abayi-11 000 amabapase iMathematika nabayi-8 000 amabapase i-Physical Science.
<b>Injongo 3 eCwangciswe ngoBuchule neJolise kwiZiphumo zokufunda</b>	<b>Ukunciphisa inani lezikolo eziqhuba kakubi</b>
<b>INkcazo yeNjongo</b>	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 njengoko kunokulinganiselwa ngee- <i>Annual National Assessment (ANA)</i> kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9

*Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule*

ISebe iWCED lenze inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule. Ukuhlenga-hlengiswa kweethagethi kwacaciswa njengoko oku kuyimfuneko kwisiCwangciso zeNtsebenzo zoNyaka ezichaphazelekayo.

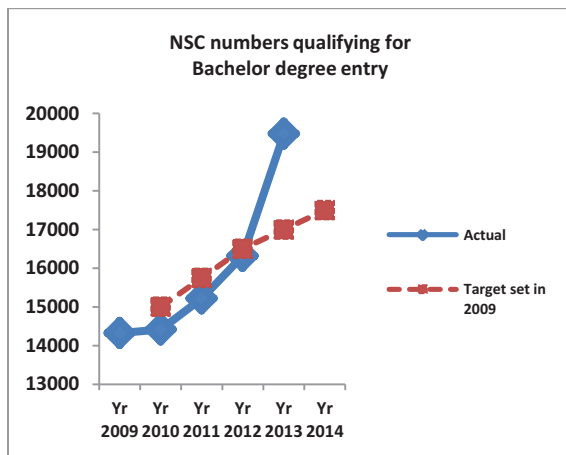
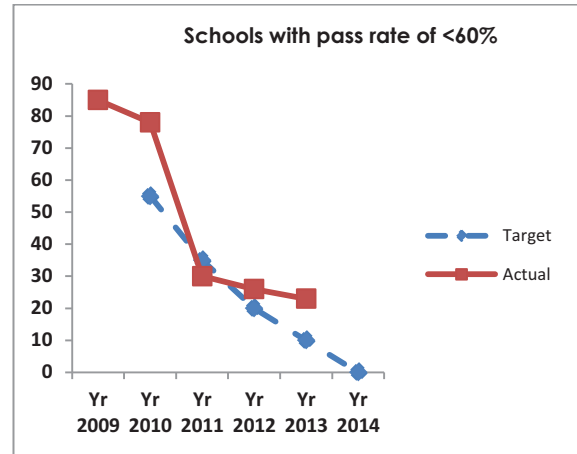
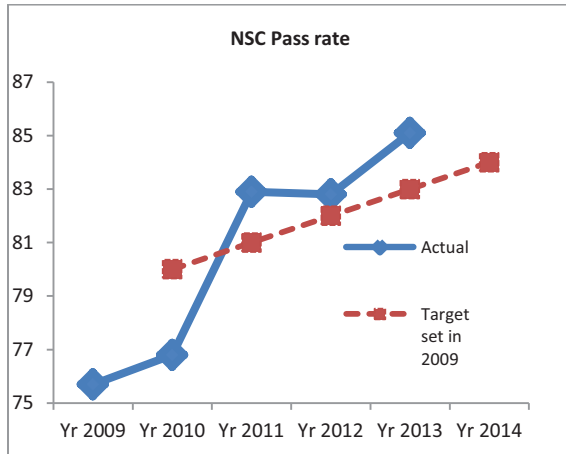
*Injongo : Ukuphucula uLwimi neMathematika kwizikolo eziziiPrayimari*

Ezi theyibhili zingezantsi zibonisa ukuhla komgangatho (*decline*) kwiziphumo. Umgangatho weemvavanyo zolwimi walungiswa apha naphaya emva kweminyaka emibini ukuzenza zibe kumgangatho noko ofuna abafundi bacinge ngokuphangaleleyo. Ngo-2009, kwakungengakabikho manqaku okwandlalela (*baseline score*) ukulungiselela iBakala 9, ngoko ke kwalungiswa iithagethi zasekuqaleni akuba amanqaku okwandlalela efumaneka.

		<b>Yr 2010</b>	<b>Yr 2011</b>	<b>Yr 2012</b>	<b>Yr 2013</b>	<b>Iithagethi</b>
<b>IBakala 3</b>	<b>Iithagethi yeMaths</b>	40	45	50	55	Angatshintshwanga
	<b>Angawo kanye kwiMaths</b>	48.3	47.2	51.5	55	
	<b>Iithagethi yoLwimi</b>	55	60	33	40	Atshintshiweyo emva kokutshintshwa kovavanyo
	<b>EyoLwimi kanye</b>	54.9	30.4	38.9	37	
<b>IBakala 6</b>	<b>Iithagethi yeMaths</b>	15	20	25	30	Angatshintshwanga
	<b>Angawo kanye kwiMaths</b>	24.4	23.4	26.4	28	
	<b>Iithagethi yoLwimi</b>	45	50	35	37	Atshintshiweyo emva kokutshintshwa kovavanyo
	<b>EyoLwimi kanye</b>	52.3	31.5	36.9	30	
<b>IBakala 9</b>	<b>Iithagethi yeMaths</b>	40	42	12	15	Atshintshwe emva kolulingwa ( <i>pilot</i> )
	<b>Angawo kanye kwiMaths</b>	9.4	10.4	13.9	14	
	<b>Iithagethi yoLwimi</b>	45	50	45	50	Atshintshwe emva kolulingwa ( <i>pilot</i> )
	<b>EyoLwimi kanye</b>	51.8	44.2	48.2	48	

*Injongo 2 no-3: "Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke" "noKuncitshiswa kwenani lezikolo eziqhuba kakubi "*

lithagethi zeNjongo 2 no- 3 ezazimiselwe indlela eliqhube ngayo iBakala 12 ngokwento yonke kwithuba leminyaka emihlanu (2009 – 2014) ziboniswa apha ngezantsi kunye namanani kanye okwenene.



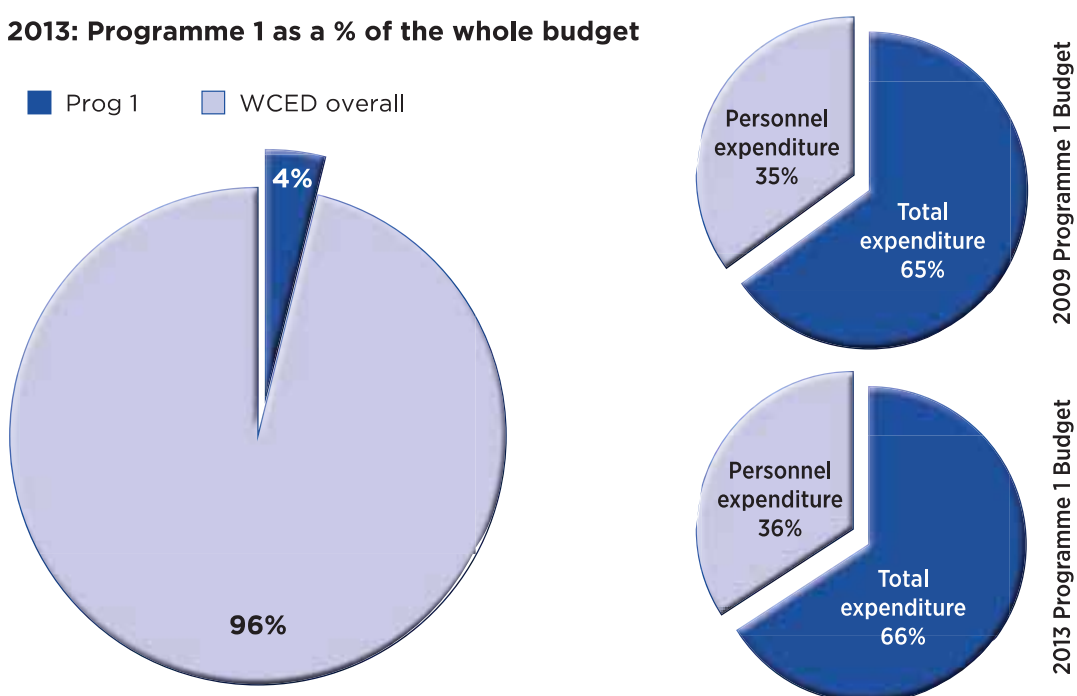


#### 4. PERFORMANCE INFORMATION BY PROGRAMME

##### Programme 1: Administration



##### 2009 and 2013: Programme 1 as a % of the whole budget



2009 Personnel expenditure as a % of the total Programme Budget	2013 Personnel expenditure as a % of the total Programme Budget	2009 Pr 1 Average personnel expenditure per employee (R'000)	2013 Pr 1 Average personnel expenditure per employee (R'000)	2009 Pr 1 Number of employees	2013 Pr 1 Number of employees
2.15	1.92	231	339.38	989	878

#### 4.1 IProgram 1: Ezolawulo

##### Injongo

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

##### Iprogram yezolawulo iqulethe ezi program zisekelayo zilandelayo<sup>4</sup>:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa

ukulungiselela ukwenziwa kwemisebenzi ye-ofisi yeLungu leBhunga leSigqeba (*Member of the Executive Council (MEC) kwezemfundo*)

Iprogram esekelayo 1.2: Iinkonzo zeZiko

ukubonelela ngeenkonzo zolawulo ezingajolisanga ngqo nezemfundo kwinkqubo yezemfundo

ukwenza amalungiselelo asikelwe imida nolondolozo lweemfundo zeendawo yokusebenzela

Iprogram esekelayo 1.3: Ulawulo lwezeMfundo

ukubonelela ngeenkonzo zolawulo lwezemfundo kwinkqubo yezemfundo

Iprogram esekelayo 1.4: Uphuhliso lwaBasebenzi

ukubonelela ngophuhliso lwezakhono zabasebenzi kubasebenzi abasezi-ofisini

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 ezicwangcisiwe ngobuchule (*Strategic Objectives*)

<b>Injongo 1.1 ecwangcisiwe ngobuchule</b>	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> ).
<b>Injongo 1.2 ecwangcisiwe ngobuchule</b>	Ukuphucula ukuba kuphendulwe ngokukhawuleza kwiimfuno zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemicimbi yesebe neesistim.
<b>Injongo 1.3 ecwangcisiwe ngobuchule</b>	Ukubonelela abakulawulo abathagethiweyo ngoqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo namaBhunga oLawulo eZikolo ( <i>SBGs</i> ).

##### Iinjongo ezicwangcisiwe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelelweyo kuzo

Ezemali

ISebe iWCED lichithe i-98.9% yebhajethi ehlenga-hlengisiweyo evunyiweyo ka-2013/14.

Iimali zasetyenziselwa ukuhlangabezana neenjongo ze-*Action Plan 2014* neenjongo ezintathu zeSebe iWCED. Yi-73.8% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (*compensation of employees*) (CoE), nangaphezu kweebhiliyoni eyi-R1.6 billion eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango ezisi-8 nezinye iintlawulo ezichithiweyo ezibalulekieyo. ISebe iWCED

<sup>4</sup> Iiprogram ezisekelayo ziyinxalenye yetemplethi kazwelonke yaye zizindidi zenkxaso-mali kaNondyabo. Iimali kwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfundo zinkulu kakhulu.

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-R45m). Ulawulo lwemali ngobulumko oluqhubekayo lwenza iSebe iWCED lanako ukubekela bucala malunga nezigidi eziyi-R30m ukuncedisa izikolo ngetyala leenkongo zikamasipala.

Amanyathelo okonga iindleko abandakanya uku-odolwa kweencwadi zezifundo zeCAPS ezininzi kakhulu ngaxeshanye kumaBakala 7-9 no-12. Ukongeza apho, amanyathelo empumelelo abangele ukuba ukuthengwa kwee-readers ezininzi kakhulu ngaxeshanye zamaBakala 1-3 ngo-2013/14, nezazicwangciselwe ukuthengwa kunyaka-mali ka-2014/15.

ISebe iWCED laqatshelwa yi-South African Institute of Government Auditors "njengelona sebe linentsebenzo esemgangathweni engatshintshiyo kulawulo lwezemali leNtshona Koloni".

#### *ICandelo lezaBasebenzi*

Ulawulo lwamanani ezithuba ezabelwe amaziko zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba eziyi-85 ngaphezulu ukulungiselela unyaka wokufunda ka-2014. ISebe iWCED liyaqhubeka nokuphucula umlinganiselo ophuculweyo wenani labafundi abafundiswa ngutitshala (*improved learner/educator ratio*). Kuba iSebe iWCED linootitshala abasisigxina abaninzi kakhulu, ngokubanzi inkqubo yezemfundo inokuzinza okungaphezulu. ISebe iWCED liwugcinile umlinganiselo katitshala nomfundi ongu 1 :36 kwizikolo eziyiprayimari nongu-1 :34 kwizikolo eziphakamileyo.

Kukho ootitshala abambalwa abangaphezu kwemfuneko ngenxa yesicwangciso sokusa ootitshala kwezinye izithuba. Ukufakwa kwizithuba zengqesho ngeyona ndlela ibhetele kootitshala abangaphezu kwemfuneko kubaluleke gqitha ekuqinisekiseni ukuba izakhono zabo zisetyenziswa gqitha yaye abafundi bazuza ngeyona ndlela ibhetele inokubakho. Ukuba iimali ziya kwimivuzo yootitshala abangaphezu kwemfuneko, oko kuya kuba nefuthe ekuqeshweni kootitshala ababefuneka kwamanye amaziko. Ngethuba elisusela kwi-1 April 2013 ukuya kwi-31 Disemba 2013, iSebe iWCED lanciphisa inani lootitshala abangaphezu kwemfuneko ngo-113. Abanye abayi-16 ootitshala abangaphezu kwemfuneko bafakwa kwizithuba kwikota yokuqala ngo-2014.

ISebe iWCED lilawulwa imiba ye- *Policy on Incapacity Leave and Ill-health Retirement (PILIR)*. Oku kubandakanya ukuqinisekisa ukuba kuvunyelwa kuphela abo bafanelekileyo kwikhefu elihlawulelwayo yaye akukho kulibaziseka kungeyomfuneko okanye akukho zintlawulo zingaphezulu.

Ngethuba elisusela kwi-1 Apreli 2013 ukuya kwi-31 Disemba 2013, bayi-384 ababenikwe ibhasari yeFunza Lushaka kwabayi-671 abafakwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo.

Kwaqwalaselwa ngokukodwa ngo-2013 ukupapashwa nokuzaliswa kwezithuba zamaSekela-eeNqununu nezeeNqununu. Ezi zithuba zapapashwa kudidi ngalunye kwizintlu zezithuba yaye kwaqalwa ngazo ukuqinisekisa inkqubo yokusingatha izicelo ekhawulezileyo. Le nkqubo yanciphisa amathuba apho ootitshala babekwizithuba zokubambela nokusetyenziswa

kwabasebenzi bethutyana yaye zibenegalelo kuzinzo ezikolweni. likhrayitheriya zokuqeshwa neenkqubo zokukhethwa zeenqununu nazo zaphuculwa.

Idatha engokuqeshwa kweenqununu ezintsha kule theyibhile ingezantsi yeyethuba elisusela kwi-1 Apreli 2013 ukuya kwi- 31 Matshi 2014 yaye iquka abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngoNyaka ngamnye							
Izithili	Izithuba zee-Nqununu 2013	2009	2010	2011	2012	2013/4	ITotali
Cape Winelands	287	13	22	20	10	19	84
Eden & Central Karoo	227	14	13	12	9	27	75
Metro Central	234	12	30	14	6	24	86
Metro East	153	9	21	6	10	12	58
Metro North	220	15	16	10	16	14	71
Metro South	202	14	18	8	8	5	53
Overberg	85	3	9	5	4	9	30
West Coast	134	8	13	11	5	15	52
<b>ITotali</b>	<b>1 542</b>	<b>88</b>	<b>142</b>	<b>86</b>	<b>68</b>	<b>125</b>	<b>509</b>

#### *Ingcaciso noNxibelelwano*

##### *I-Central Education Management System (CEMIS)*

Ngo-2013/14, i-CEMIS yaphuculwa nangakumbi ukulungiselela ukusetyenziswa kwayo. Yaphuculelwa ukuba inike inkxaso kwiinkqubo zokwenziwa komsebenzi kusetyenziswa ikhompyutha 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, i-CEMIS yazixhasa ngqo iinkqubo zeemviwo, nolawulo lovavanyo neenkqubo zobhaliso yaye yabonelela ngedatha yokubalwa kwezithuba ezabelwa amaziko nokwenza iisaveyi ngekhompyutha kwizikolo zikarhulumente eziqhelekileyo nakwizikolo zemfundo eneemfundo ezizodwa. Ukulandelelwa rhoqo kwamanani obhaliso abafundi ezikolweni kwanceda zonke iinkqubo zokucwangcisa.

Ngo-2013, i-CEMIS yaphinda kwakhona yasetyenziselwa uku-odola iincwadi zezifundo zizikolo (CAPS and workbooks). Le nkqubo yokusetyenziswa kwekhompyutha yaba yimpumelelo ngokumalunga nexesha nendleko kwakunye nokubeka esweni inkqubela kusetyenziswa ikhompyutha nokulungiselela ukunika ingxelo. Ii-automated applications zokubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi kwizikolo, zenziwa ngekhompyutha yaye oko kubangele ukwenzela izinto ekuhlani ngakumbi, ukulawula nokunika ingxelo ngokungaphezulu. Ii-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 sango-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 kwikhompyutha nokujonga iingxelo nokulungiselela amaphulo ongenelelo ngoncedo azo zonke izikolo.

Ngo-2013, iSebe iWCED lalinga ukusetyenziswa kwe-*automated e-Recruitment system*. Isistim 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-24 600 abasebenzisi ababhalise iiprofayili zabo kwisistim nabayi-14 985 abasebenzisi abazalise 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.

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

Bekukho i) iphulo loBhaliso lika-2014 (*Enrolment 2014*) lokucenga abazali ukuba babhalise abantwana babo ukuba bayaqala ukuya kwisikolo esiyiprayimari okanye kwisikolo esiphakamileyo okanye ukuba batshintsha isikolo. ii) Ngephulo i-*Back-to-School 2014 campaign* kwaxelelwa abazali ngeepayorithi zeSebe iWCED ngo-2014 nokuba bangenza ntoni na ukuxhasa imfundo yabantwana babo. iii) Ngephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala ngo-2014 (*Literacy and Numeracy 2014 campaign*) kwacaciselwa abazali ngezinto abanokuzenza emakhaya ukuncedisa baphucule izakhono zabantwana babo ekufundeni, ekubhaleni nakwimathematika. ISebe iWCED lihambise ngaphezu kwe-110 000 yeZikhokelo zaBazali beBakala 1 (*Grade 1 Parents' Guides*) njengenxalenye yephulo loLwazi lokuFunda nokuBhala noLwazi lokuBala (*Literacy and Numeracy campaign*)

Unxibelelwano lwemidiya kwiphulo lwabandakanya irediyo, iibhilibhodi neephowusta, izaziso kumaphephandaba, izibhengezo ngaphakathi eziteksini nangaphandle kuzo.

ISebe iWCED lavelisa iindidi ezininzi zezinto ezipapashiweyo ngo-2013/14, kubandakanywa isikhokelo "*Tips for Success*" kumaBakala 10-12; izongezelelo ezincedisayo ukufunda zeNSC zokuzihlaziya kwabaviwa; izongezelelo zokunika inkxaso iBakala 10 kwimibuzo ebuzwa qho neekhonsepthe ezingundoqo; i-*Citizen's Report* eqhutywayo ukuza kuthi ga ngoku; iphephandaba leSebe iWCED, i-*Education Update*; Isikhokelo saBazali seBakala 1; nephetshana leendaba i- *bi-weekly newsletter* yabasebenzi, *iWCED@work*.

Inani labangena kwiziko lewebhu leSebe iWCED liqhubekile nokukhula. I-avareji yaqho ngenyanga yagqitha kumda we-100 000 okokuqala ngqa apha enyakeni (109 312). Iziko laba nomtsalane kwabayi-1 311 752 ngo-2013/14, ukuya kufikelela ku- 179 074 ngo-2012/13. Yi-14% yezikolo ezilichaze iziko lewebhu njengeligqwesileyo "njengeligqwesileyo", ngokwe-2013 *Customer Satisfaction Survey*. I-98% yalichaza njengelanelisayo okanye elisemgangathweni.

ISebe iWCED laqalisa iziko i-online *Matric Support web* elineelinki zezifundo kwi-YouTube from kwi-WCED's *Telematics programme*. ISebe lafaka iividiyo eziyi-171 ezinengcaciso kwiziko lewebhu ngethuba lokuqala koviwo kwimatriki ngo-Oktobha 2013. Ezi vidiyo ziyi-171 zibe nomtsalane kwabayi - 25 637 abazibukeleyo ukususela ku-Agasti ukuya ekupheleni kwethuba loviwo. ISebe iWCED ukususela okoko lifake kwiziko lewebhu iividiyo eziyi-324 ezine-*Geography, Mathematics, Physical Sciences ne-Life Sciences*.



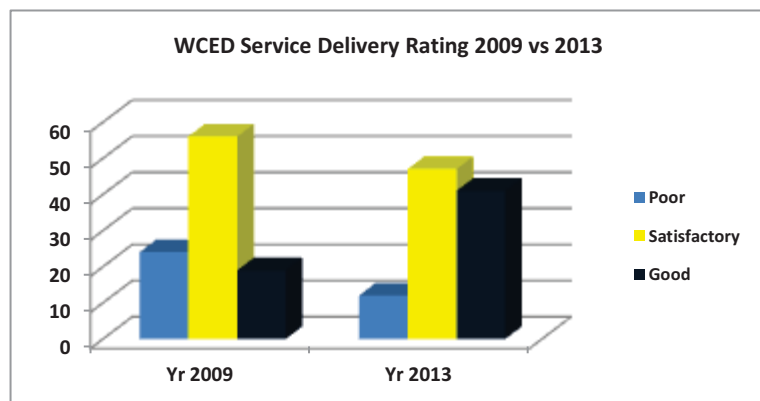
IZiko laBenzelwa iNkonzo leSebe iWCED lisebenza kwi-Walk-in Centre, iZiko leeNdwendwe (Visitors' Centre) neZiko leeFoni (Call Centre). IZiko i-Walk-in Centre lafumana iindwendwe eziyi-1 827 ngenyanga, lo gama i-Visitors' Centre lafumana malunga iindwendwe eziyi-1 375 ngenyanga. IZiko leFoni lisingethe iifoni eziyi-8 346 i-avareji ngenyanga. ISebe iWCED lagqiba ukuhlaziywa (refurbishment) kwe-Walk-in Centre ngo-2013, laza lagqiba iZiko i-Contact Centre elenzelwe kanye iMviwo neMvavanyo, ngakumbi ukuncedisa abaviwa ngemibuzo yeNSC.

ISaveyi i-Customer Satisfaction Survey yaqhutywa ukususela kunyaka wesihlanu ngo-2013. Isampula eyaphononongwayo yaba yiseti yokugqibela yezikolo kwiphondo ebeziphononngwa kwisaveyi kweli thuba. Ngamanye amazwi, isikolo ngasinye sinikwe ithuba lokuvavanya ukwenziwa kweenkonzo liSebe iWCED ngelo thuba lithile phakathi ko-2009 no-2013. Kunyaka ngamnye, kuqukwa no-2013, ootitshala abahlanu ngesikolo ngasinye, kumanqanaba ahlukeneyo ezithuba zengqesho bazizalisile iikhweshine kuqukwa neenqununu.

Abaphenduleyo ngesikhundla ngasinye somsebenzi ngo-2013		
Isikhundla somsebenzi	ITotali	%
INqununu	259	24%
ISekela-nqununu	124	12%
HOD.	197	19%
Utitshala oneqhuzu	110	10%
Utitshala	317	30%
Okunye	54	5%
ITOTALI	1 061	100%

Abaphenduleyo ngokweminyaka yaMava		
Udidi lwamava	Abasebenzi:	%
Angaphantsi kweminyaka emi-5	86	8%
5-10 iminyaka	108	10%
11- 19 iminyaka	195	18%
20- 30 iminyaka	407	38%
Engaphezu kweminyaka eyi-30	265	25%
<b>ITotali iyonke</b>	<b>1 061</b>	<b>100%</b>

Ngaphezulu, iireyithingi zibonise ukuphucuka komgangatho kumanqanaba okwenziwa kweenkonzo ngokwembono zebesaveyi ukususela kwisaveyi yokuqala eyagqitywayo.



#### 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 ngo-2013.

NgoFebruwari 2013 nango-2014, zonke izikolo zagqiba ii-School Improvement Plans (SIPs) kwikhompyutha, neethagethi zeminyaka emithathu (3) zokupasa kwizifundo (*academic performance*); impumelelo kulawulo (*management efficiencies*) (olufana nokungabikho esikolweni kootitshala nabafundi (*teacher and learner absenteeism*); uqeqesho lootitshala, ukucwangcisa ithayimthebhile nezifundo (*timetabling and academic planning*); izibonelelo nolondolozo. Izalathi-nkqubela zingqinelana nezinye 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 yinkxalenye yenkqubo yokumelwa kukuphendula, njengoko abanelungelo lokusayina kwisicwangciso bebandakanya inqununu, iSGB neSebe iWCED. Isicwangciso sibandakanya ii-Action Plans ukucacisa amanyathelo eziza kuwathatha ukufikelela kwiithagethi ezimiseliweyo kwii-SIPs zazo.

Ngo-2012, iSebe iWCED laqalisa inkqubo i-School Improvement Monitoring, eqhagamshelene ne-School Improvement Plans. I-SIM ka-2013/14 yandelela ukusetyenziswa kweencwadi zezifundo neencwadi zokwenza umsebenzi nemiba ephambili yokufumana izibonelelo ezancedisa ukufunda nokufundisa nokusebenza kwezikolo. 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 kaNondyabo wePhondo nokaZwelonke (*Provincial and National Treasury*) ngokwemfundo ezinyanzelekileyo 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 zize zancedise ekuqinisekiseni ukusebenza nangendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuleli kubudlelwane obumiselweyo obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke leziphumo zokufunda. Obu budlelwane bungqinisiswa 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.

Iprogram yoVavanyo lweSikolo Siphela (*Whole School Evaluation (WSE)*) iyaqhubeka nokubonisa ngokunzulu okuqhubekayo nokuluncedo kakhulu, kungekuko kwiimfuno zenkxaso kwisikolo ngasinye kuphela, koko nakwimiba emalunga nenkqubo yezemfundo. Uvavanyo oluziintsuku ezi-3 okanye ezi-5 ngokuxhomekeke kubungakanani besikolo, lusekelwe kwiinkalo ezi-9 zovavanyo ezicaciswe kumgaqo we-WSE: Ukusebenza kweSikolo okungundoqo; Ubunkokheli, ulawulo nonxibelelwano (*management and communication*); Impatho nobudlelane (*Governance and relationships*); uMgangatho wokufundisa nokufunda nophuhliso lootitshala (*Quality of teaching and learning and educator development*); uKufundiswa kweKharithyula nezibonelelo; Ukupasa kwabafundi; Ukhuseleko lweZikolo, Ukhuseleko nokuziphatha; iziseko zoPhuhliso naBazali nabahlali (*Parents and community*). Iyantlukwano kubude bamaxesha okutyelelwa ivumele ukuba kutyelelwe izikolo ezingaphezulu. Izikolo zinikwa ikhowudi ngokweereyithingi ze-WSE. Kwabelwana ngeziphumo namagosa eSebe iWCED zokuqhubekayo ii-trend reports ukongeza kwiingxelo ezibanzi ezinikwa izikolo ezichaphazelekayo.

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*, lihlalane amaxesha amane yaye lanika iingcebiso umphathiswa wephondo nakwiSebe iWCED ngokumalunga nemiba ephathelele kwezemfundo, kubandakanywa imithetho neemimiselo.

### **linjongo ezicwangciswa ngobuchule (Strategic Objectives)**

Iprogram 1					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ibhagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwiibhagethi ezicwangcisiweyo ukuya kwiibhagethi zempumlelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
► PPM PPM101: Inani lezikolo zikarhulumente ezisebenzisa i-SASAMS ukubonelela idatha kwisistim yokulandelela abafundi kazwelonke ( <i>national learner tracking system</i> )	1 458	1 459	1 459		

Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantiukwano kwiithagethi ezicwangcisiweyo ukuya kwiithagethi zempumbelelo kanye zango- 2013/2014	Ikhomenti ngomahluko
► PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (nge-imeyili)	1 458	1 459	1 459		
► PPM103 : Ipesenti yenkcitho yangoku ( <i>current expenditure</i> ) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi ( <i>non-personnel items</i> )	21.76%	25.51%	21.52%	- 3.99%	Akufikelelwanga kwiithagethi ngenxa yesixa esikhulu sebhajethi esisetyenziselwe ukubuyiselwa kweentlawulo ebangelwe ubukhulu becala luphuculo lohlanga-hlangiso lweemeko zengqesho nolubengaphezulu kunolo belulindelekile. Esinye isizathu ibe kukuhlelwa kwakhona kwemisebenzi ngokwebhajethi.

#### Izalathi-nkqubela zeNtsebenzo

Iprogram 1					
Isalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantiukwano kwiithagethi ezicwangcisiweyo ukuya kwiithagethi zempumbelelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
PPI 1.1. Ukuqinisekisa ulawulo lwezemali	Uphicotho olungenama khwiniba	Uphicotho olungenama khwiniba			
PPI 1.2 Iyantiukwano malunga neziniki-maxabiso ezingaphezu ko-500 000	12	6	16	-10	Iyantiukwano yavunyelwa ngumgaqo-nkqubo yaye iyimfuneko ngenxa yemfuno yokunika inkxaso kwizibonelelo zekharithulam eneemfuno ezizodwa neemfuno zezibonelelo zezakhiwo

#### Isicwangciso sokoyisa ezoo ndawo ziqhuba kakubi kuzo izikolo

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

- Ukubonelelwa ngezithuba eziqinisekisa ukuba ootitshala bafakwa kwizikolo ukubamata-nisa neemfuneko zezo zikolo.

- Ukuqeshwa kweenqununu (uqwalasela ukuphucula iikhrayitheriya noqeqesho lweSGB ngokumalunga noku; amathuba oqeqesho abo banqwenela ukuba ziinqununu)
- Ukuqwalasela ukuqeshwa nokunikwa inkxaso kweeNtloko zeZifundo namaSekela-Nqununu ezikolweni
- Uqeqesho kuwo onke amacandelo namagosa njengoko kuyimfuneko
- IziCwangciso zoPhuculo lweZikolo ne-School Improvement Monitoring
- Ukusetyenziswa ngokupheleleyo kweenkqubo zekhompyutha ukulungiselela ukukhawulezisa ukuqeshwa ngokukhawuleza kwizithuba zazo zonke iindidi
- Ukulinganiswa kwenkxaso-mali ngomfundi ukuxhasa izikolo ezikumaNqanaba 1 – 3 eNtlupheko
- Inkqubo yokuxolelwa kwintlawulo yeefizi kwizikolo ezikumaNqanaba 4 no- 5
- Uncedo kwizikolo ngokumalunga netyala likamasipala
- Iyunithi yolawulo lwangaphakathi emayibonelele ngengxelo ngokuqhubekayo kubaphathi ngokumalunga nokungathotyelwa kwemiga
- Ukujongiswa kweenkqubo zokwenziwa komsebenzi njengoko kuyimfuneko
- Ukuqinisekisa uphuculo lomgangatho oluqhubeka okokoko ekusetyenzisweni
- Ukuqinisekisa uphuculo lomgangatho oluqhubeka okokoko ekusetyenzisweni kweenkqubo zokuthengwa kweempahla neenkonzo zikarhulumente
- Ukuhlaziywa kwazo zonke iirejista zee-asethi qho kwiminyaka emibini

#### **Utshintsho kwiithagethi ezicwangcisiweyo**

Alukho

#### **Ukunxulumanisa intsebenzo nebhajethi**

Inkcitho eyenzeke kwiProgram 1 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- IsiCwangciso soBuchule seSebe iWCED, iingxelo zekota ngokuma kweziko eli, nendlela eziqhuba ngayo izikolo neNgxelo yoNyaka yeSebe iWCED
- Ukwenziwa kwamaxwebhu ezicwangciso zezemali nawokunika ingxelo, kuquka ii-*Estimates of Provincial Revenue and Expenditure (EPRE)*, neengxelo i-in-year monitoring (IYM), neengxelo-mali zethutyana nezonyaka (interim and annual financial statements).
- Ukuthengwa kwee-asethi, iimpahla neenkonzo, nolawulo lwekhontrakthi
- Ulondolozo lweerejista zee-asethi zeSebe iWCED
- Iintlawulo eziya kubathengi zingadlualnga iintsuku eziyi-30
- Ulawulo lokubonelelwa kwamaziko ngamanani ezithuba zengqesho zeSebe iWCED, ukugaywa kwabasebenzi benkonzo karhulumente, uphuhliso lwabasebenzi nolawulo lwentsebenzo, impilo-qete yabasebenzi, nobudlelane emsebenzini.
- Ulondolo nokuphuculwa kwe-Central Education Management Information System

#### **Inkcitho yeprogram esekelayo**

Igama leProgram esekelayo	2013/2014			2012/2013		
	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkcitho	Inkcitho eNgaphezulu/e ngaphantsi	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkcitho	Inkcitho eNgaphezulu/engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 I-ofisi yoMphathiswa wezeMfundo (MEC)	6,117	6,117	-	6,340	6,340	-
1.2 Iinkonzo zeZiko	238,351	238,351	-	235,798	235,798	-
1.3 Ulawulo lwezeMfundo	285,673	277,078	8,595	273,618	263,695	9,923
1.4 Uphuhliso lwezakhono zabasebenzi	20,699	20,699	-	9,016	9,016	-
1.5 ISistim yoLawulo lweNgcaciso yezeMfundo (i-EMIS)	28,904	28,904	-	22,139	22,139	-
ITotali	579,744	571,149	8,595	546,911	536,988	9,923

## Programme 2: Public School Education

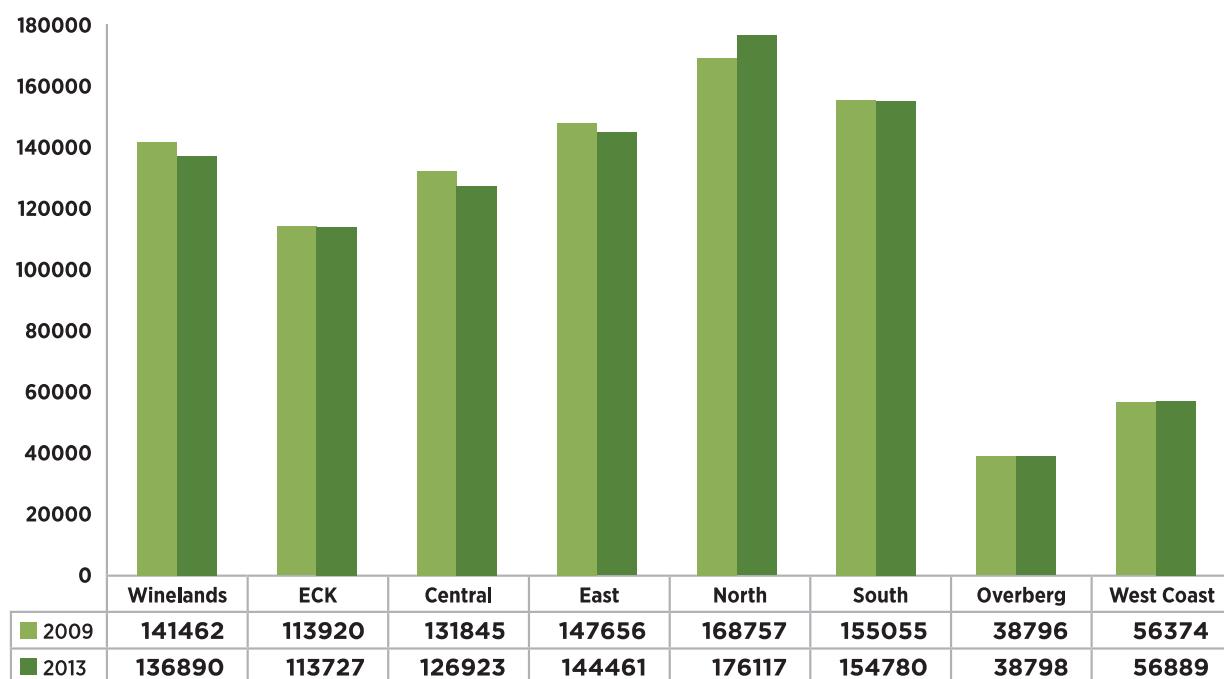
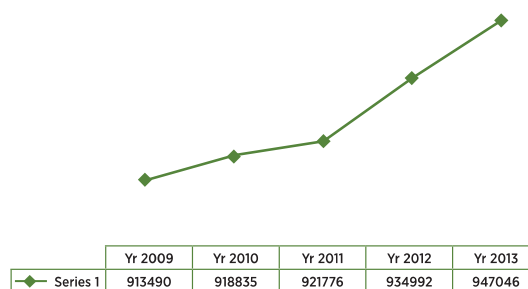


2009 Pr 2 personnel expenditure as a % of the total	2013 Pr 2 personnel expenditure as a % of the total
<b>67.38</b>	<b>62.12</b>
2009 Pr 2 Average personnel expenditure per employee (R'000)	2013 Pr 2 Average personnel expenditure per employee (R'000)
<b>200.39</b>	<b>279.58</b>
2009 Pr 2 Number of employees	2013 Pr 2 Number of employees
<b>35 696</b>	<b>34 440</b>

42 % of the overall budget is located in Programme 2

There were 334 287 learners fed daily in 2009 and 438 883 in 2013

**Enrolment Grades 1 - 12**



## 4.2 Iprogram 2: Imfundo kwiZikolo zikaRhulumente

### Injongo

Ukubonelela ngemfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kumaBakala 1 ukuya kwiBakala 12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996 noMthetho weZikolo zePhondo leNtshona Koloni, 1997, njengoko ufakelwe izilungiso

### Iprogram yezeMfundo kwiZikolo zikaRhulumente eziQhelekileyo iqulethe ezi program zisekelayo zilandelayo<sup>5</sup> :

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

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

*Iprogram esekelayo 2.3: linkonzo zoqeqesho ukubonelela ngoqeqesho kootitshala nakubafundi kwizikolo zikarhulumente eziqhelekileyo ezineenkonzo zenkxaso ezilawulwa lisebe*

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

*Iprogram esekelayo 2.5: liGranti ezikhutshwa phantsi kweMiqathango*

- ukubonelela abafundi abahlelekileyo nabaphethwe yindlela kwizikolo zikarhulumente eziqhelekileyo ngokona kutya kuncinane bakufunayo ukuze bafunde ngokubonakalayo esikolweni ngeeprogram iNational School Nutrition Programme (NSNP)
- Ukuxhobisa ngemali kwakhona izikolo zobugcisa
- ukubonelela ngenkxaso kwizikolo ze-Dinaledi

### Iinjongo ezicwangciswa ngobuchule (Strategic Objectives)

Iprogram 2 : Injongo ecwangciswa ngobuchule	
<b>Injongo 2.1 ecwangciswa ngobuchule</b>	Ukuqinisekisa ukuba ootitshala baxhotyiselwe ukufundisa ngokuthi baye kuphuhliso loqeqesho oluqhubekekayo
<b>Injongo 2.2 ecwangciswa ngobuchule</b>	Ukuqinisekisa ukuba ziyaphuculwa iziphumo zolwazi lokufunda noku-bhala nolwazi lokubala ngokusa ezona zibonelelo ezizezona zininzi (ezingabantu nezeyimali) kwiminyaka emithathu yokuqala yokuhamba isikolo.
<b>Injongo 2.3 ecwangciswa ngobuchule</b>	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo
<b>Injongo 2.4 ecwangciswa ngobuchule</b>	Ukuqinisekisa ukuba iklasi nganye inezibonelelo ezininzi ezizincwadi nokunye.
<b>Injongo 2.5 ecwangciswa ngobuchule</b>	Ukubonelela ngeeprogram zokutya namanye amanyathelo okunciphisa intlupheko nawokhuseleko athagethiweyo
<b>Injongo 2.6 ecwangciswa ngobuchule</b>	Ukuqinisekisa ukuba kubonelelwa ngezikolo nangootitshala ukwenzela ukuba kungqinelwane neempawu eziboniswa ngamanani abemi belizwe (demographic trends) kwezo ndawo bakuzo.

<sup>5</sup> Iprogram ezisekelayo ziyinkxalenye ye-national sector template neendidi zenkxaso-mali zikaNondyebo. Iimali kwiProgram 2 zabelwe ukujongana nebhajethi ephambili yeSebe iWCED yaye ziquka imivuzo yootitshala, iindleko zeziseko zophuhliso nezezibonelelo neeprogram zokutyisa abafundi.

**linjongo ezicwangciswa ngobuchule, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelweyo kuzo**

**Amanani obhaliso**

Owona mba mkhulu unokuphemelela zonke izicwangciso nokubonelelwa kwamaziko ngezithuba kwezemfundo ngamanani obhaliso abafundi. ISebe iWCED lisebenzise ngokwandileyo idatha yeGeneral Household Survey data nezinye iinkcazo zokuqhubekayo ukuncedisa kuqikelelo-manani. Ukufundisa nokufunda okuyimpumelelo kuxhomekeke kumlinganiselo ofanelekileyo katitshala nomfundi, iifasiliti neencwadi zezifundo ezisetyenziswayo kwezona ndawo zizezona zinemfundo emandla. Ukwanda kwamanani obhaliso kule mimnyaka yakutshanje kukhokelele kuxinzelelo lwendawo yokufundela nolwabasebenzi kwiinkalo ezithile, Kwangaxeshanye kubekho ukuncipha kwamanani kwezinye iindawo zephondo.

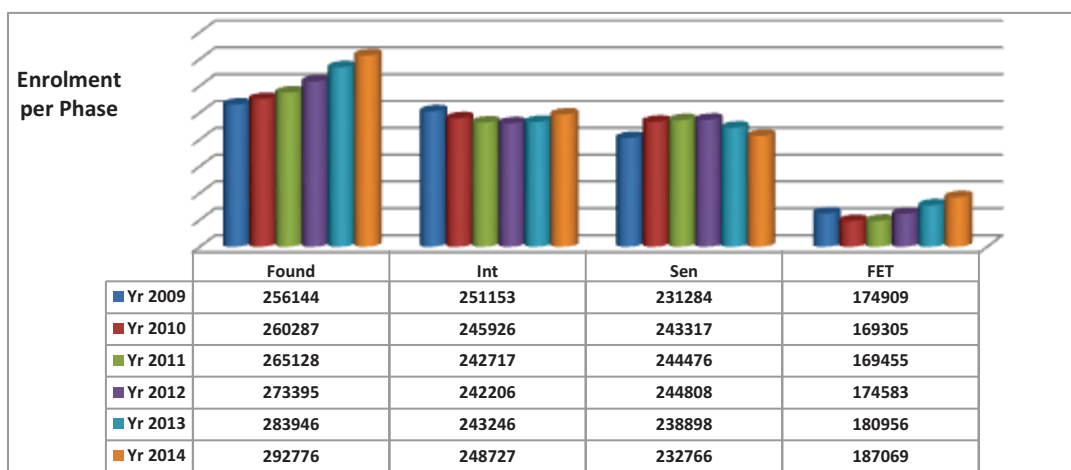
Unyaka	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Itotali
2002	86 969	77 026	64 134	83 022	93 188	86 786	80 865	75 601	80 450	69 752	51 618	40 468	889 879
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004 <sup>6</sup>	104 105	82 130	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
2013	104 678	93 506	85 762	85 599	79 210	78 437	76 238	75 528	87 132	78 812	56 109	46 035	947 046

Umthombo weDatha : 2013 : Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners)

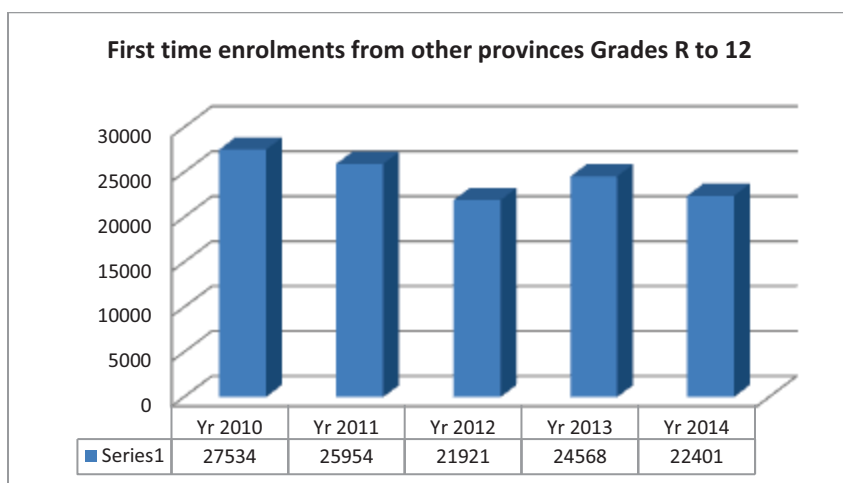
Le theyibhili ingentla ibonisa ukwanda kwento yonke (overall increase) kwabafundi abayi- 57 167 kwithuba lomjikelo weminyaka eyi-12. Ibonisa ukukhula okubonakalayo kumanani obhaliso lwiBakala 1 nefuthe lokugcinwa kwamanani abafundi phakathi kwamaBakala 10 no-12.

Amanani kwisaveyi ze-SNAP survey ka-2014 abonisa ukwanda kwinkqubo “ngesigaba ngasinye”. Ngexesha lesaveyi, ayingabo bonke abafundi ababhalise kwiBakala 8 abakwisistim.

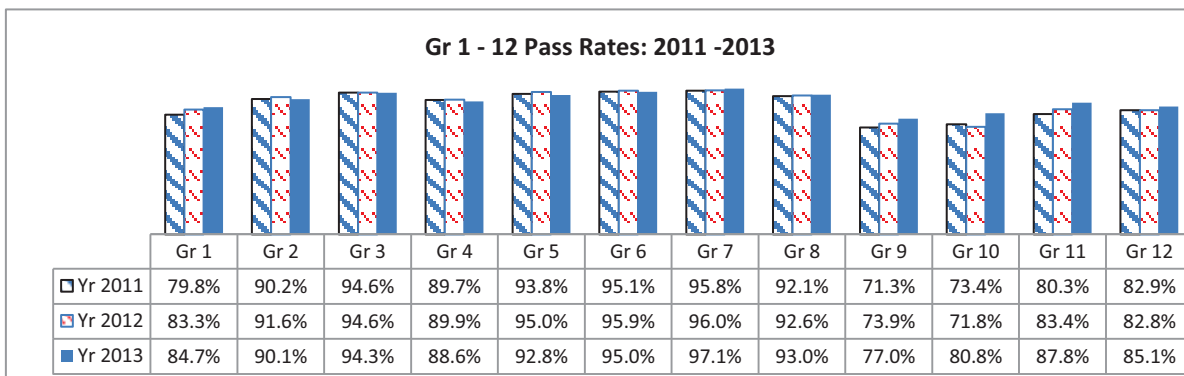
<sup>6</sup> Iipatheni zamanani obhaliso zichatshazelwa kutshintsho kwinqanaba likazwelonke, kwiBakala 1 umgaqo-nkqubo wokwamkelwa kwabafundi esikolweni ngo-2000, owavumela izikolo zibhalise kuphela abaneminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBakala 1 aba ngaphantsi kuneminyaka edlulileyo. Ekubeni kutshintshwe iimfuno zeminyaka yobhaliso kwakhona ngo-2004 kubekho ukwanda kumanani obhaliso kwakhona. Oku kubonisiwe kule theyibhile.



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*).



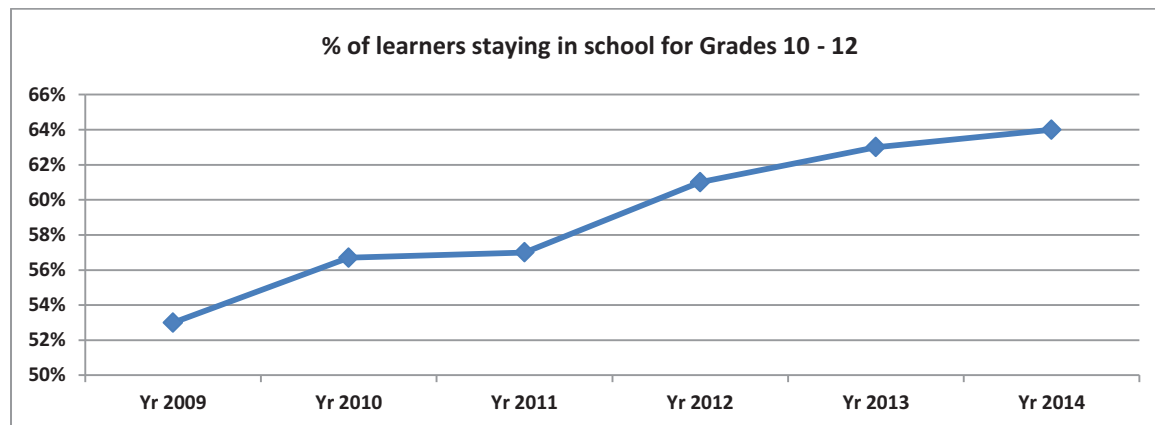
Iitotali kumaBakala 1 no-9 zibonisa ukuba kukho amanani abafundi abaphinda la mabakala. Le yimiba ephantsi koqwalaselo namaphulo ongenelelo ngoncedo awodwa ukunciphisa iireyithi zokungapasi kwabafundi. Igrafu neetheyibhile engezantsi ishwankathela inkqubela yakutshanje ngokumalunga noku.





	Yr 2011	Yr 2012	Yr 2013
Ireyithi yokupasa Jikelele [Gr 1-11]	86.9%	88.1%	<b>89.1%</b>
Ireyithi yokupasa yeBakala 1	79.80%	83.30%	<b>84.7%</b>
Inani labapase iBakala 1	79 190	85 143	<b>87 607</b>
Ireyithi yokupasa yeBakala 9	71.1%	73.9%	<b>77.0%</b>
Inani labapase iBakala 9	54 310	61 542	<b>60 866</b>
Ireyithi yokupasa yeBakala 10	73.4%	71.9%	<b>80.8%</b>
Inani labapase iBakala 10	49 883	48 026	<b>58 915</b>
Ireyithi yokupasa yeBakala 11	80.3%	83.4%	<b>87.8%</b>
Inani labapase iBakala 11	42 685	46 058	<b>46 599</b>
Amanani obhaliso iBakala 10 - 12	169 455	174 583	<b>180 385</b>

Iitotali zamanani obhaliso kumaBakala 11 no-12 zibonisa iimpawu zokugcinwa kwamanani okubhethele. 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. Izikolo nezithili zimisele iithagethi ezithe ngqo zokwandisa amanani abafundi abapasayo namanani ababuyela esikolweni, kwisikolo ngasinye kunyaka olandelayo. Le grafu ingezantsi ibonisa ifuthe lesi sicwangciso.



### Iziphumo zeeMvavanyo

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

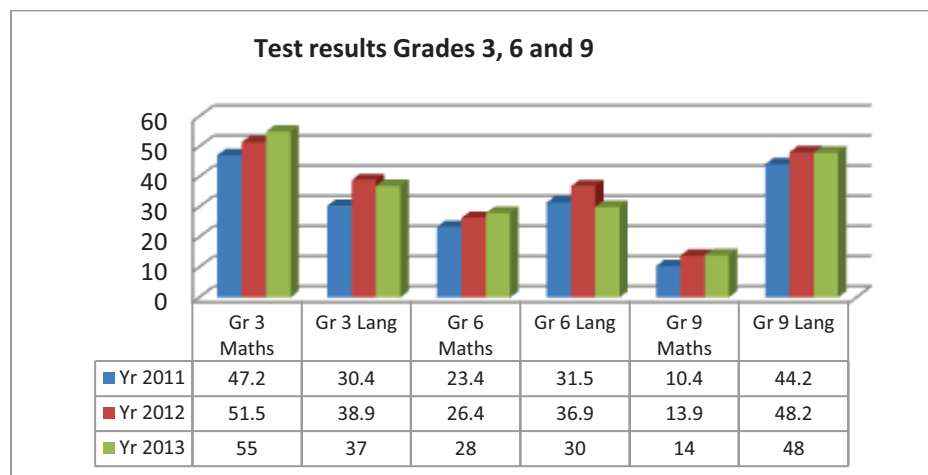
Ukususela ngo-2002 ukuya ku-2009, iSebe iWCED labhalisa iimvavanyo zolwimi nemathematika kubafundi bamaBakala 3 no-6 kwiminyaka ekushiya ube mnye phakathi (*alternate years*) ukwenzela ukulandelela inkqubela yabo nokufumanisa ingxaki. Ngo-2010 iSebe iWCED, lavavanya okokuqala ngqa, bonke abafundi bamaBakala 3, 6 no-9 ukuqinisekisa imeko yokufunda ulwimi nemathematika kwisikolo ngasinye kwiphondo. Kwakuloo nyaka mnye, ka-2010, abafundi beBakala 9 bavavanywa okuqala ngqa. Uvavanyo lweBakala 9 yayiliphulo lokulinga (*pilot exercise*) lokumisela uvavanyo lokwandlalela kulwimi nakwimathematika. Ngo-2011, iSebe iWCED landisa inqanaba

Ilemingeni 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.

Ngo-2013 bangaphezu nama-70 000 abafundi ababechophele iimvavanyo kwibakala ngalinye kula iBakala 3, 6 no- 9. Ireyithi yokupasa ngamanqaku angu-50%. Ezi ziphumo ziboniswa apha ngezantsi.

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2013 IZikolo zikaRhulumente eziQhelekileyo						
	IBakala 3		IBakala 6		IBakala 9	
	IMathematika	ULwimi	IMathematika	ULwimi	IMathematika	ULwimi
<b>Ababhalayo</b>	81 883	81 888	73 908	73 900	79 699	74 534
<b>Abapasayo</b>	45 036	30 299	20 916	21 800	10 682	35 627
<b>I-% Yabapa-sayo</b>	<b>55</b>	<b>37</b>	<b>28</b>	<b>30</b>	<b>14</b>	<b>48</b>
<b>Amanqaku angumyinge</b>	<b>51</b>	<b>43</b>	<b>39</b>	<b>39</b>	<b>29</b>	<b>51</b>

Ukuhla kwiReyithi yokuPasa kuLwimi kumaBakala 3 no-6 kuya kucazululwa yaye kuya kuxhasa amaphulo ongenelelo ngoncedo kwizikolo ezithile.



Iimvavanyo zango-2013 zanikwa izikolo ngoJanuwari 2014 yaye sele zisetyenzisiwe ekunikeni inkxaso iziCwangciso zoPhuculo lweSikolo (*School Improvement Plans*) neethagethi zango-2013.

ISatifikethi seMatriki sikaZwelonke (*National Senior Certificate*) Unyaka ka-2013 yayingunyaka wesithandathu weemviwo zeSatifikethi seMatriki sikaZwelonke (*NSC*). Kubekho inkxaso enkulu enikwe izikolo zaseNtshona Koloni ezineBakala 12. INtshona Koloni iphumelele ngereyithi yokupasa engu- 85.1%. Ngo-2013, bekukho abaviwa abayi-3 566 ngaphezulu abapasayo kunango-2012 nabayi-3 158 abangaphezulu abapasayo nababanako ukungenela izifundo zeprogram yeSidanga sokuQala. Bayi-12 216 abafundi abapasa iMathematika ngereyithi yokupasa engu- 73.3%. Kwi-Physical Science, ireyithi yokupasa ka-2013 yaba ngu-72.6%, ukunyuka ukusuka kwinqanaba lango-2012 elingu-70.9%. Inani labapasa i-Physical Sciences laba ngu-8 333.

Iziphumo ii-WCED Comparative NSC results 2009 - 2013										
Unyaka	Ababhalayo	Abapasayo	I-% yabapasayo	Abanoku-ngenela isiDanga sokuQala	I-% yabanoku-ngenela isiDanga sokuQala	Inani labapasayo beMaths	Ireyithi yokupasa yeMaths	Inani labapasayo kwi-Phys Sc	Ireyithi yabapasileyo kwi-Phys Sc	Izikolo ezinereyithi yokupasa <60%
2009	44 931	34 017	75.7	14 324	31.9	12 467	64.9	7 064	52.9	85
2010	45 783	35 139	76.8	14 414	31.5	11 571	66	7 524	59.6	78
2011	39 988	33 146	82.9	15 215	38.1	9 820	68.7	7 137	65.3	30
2012	44 700	36 992	82.8	16 319	36.5	11 311	73.5	7 995	70.9	26
2013	47 636	40 558	85.1	19 477	40.9	12 216	73.3	8 333	72.6	23

#### IIMVAVANYO II-ANNUAL NATIONAL ASSESSMENTS (ANA)

Ngo-2013, izikolo zafumana isikhokelo sovavanyo, kwakunye neseti yamaphepha emibuzo ayimizekelo ngebakala ngalinye nangesifundo ngasinye ukwenzela ukulungiselela abafundi xa bebhala ii-ANAs. Amaphepha emibuzo ayimizekelo afakiwe ngokunjalo kwiziko lewebhu leSebe iWCED.

Ngo-2013 ii-Annual National Assessments zabhalwa ngabafundi abayi-615 326 kumaBakala 1 – 6 no-9. Izikolo zikarhulumente eziqhelekileyo eziyi-1 455, izikolo ezizimeleyo eziyi-77 nezikolo eziyi-19 zemfundo eneneemfundo ezizodwa eNtshona Koloni, zathatha inxaxheba kolu vavanyo lukazwelonke. Iincwadi zeempendulo zamakishwa ngootitshala ezikolweni zaza emva koko iisampuli zeencwadi ezintathu ngesifundo ngasinye nangeklasi nganye kumaBakala 3, 6 no-9 ezivela kwisikolo ngasinye zaphindwa zamakishwa kwakhona ngootitshala ndaweninye kwisithili ngasinye njengomsebenzi wokumodareyitha wephondo.

ISebe i-DBE linyule i-arhente zovavanyo zangaphandle ukumodareyitha isampulu yeencwadi zeempendulo zamaBakala 3, 6 no- 9 kwizikolo eziyi-244 ezikhethiweyo kwiSebe iWCED. Ziyi-25 iincwadi zeempendulo zabafundi kumaBakala 3, 6 no-9 ezenziwa isampula zaza zangeniselwa ukumakishwa nokumodareyitha kwangaphandle. Umsebenzi wokumodareyitha wabonisa iqondo eliphezulu lokungqinelenana phakathi kwamanqaku okumodareyithwa namanqaku anikwe ngootitshala. Oku kube yingqinisekiso yokuba imigangatho esetyenzisiweyo ezikolweni ibifanelekile.

Iziphumo zango-2013 ziboniswe kule theyibhile ingezantsi :

	WCED Ulwimi ngo-2013	Ulwimi lweeNkobe ngo-2013	WCED iMathematika ngo-2013	KuZwelonke ngo- 2013 iMathematika
IBakala 1	65	60	61	60
IBakala 2	62	57	62	59
IBakala 3	49	42	58	49
IBakala 4	54	49	42	37
IBakala 5	56	46	40	33
IBakala 6	63	64	47	38
IBakala 9	50	50	17	13

#### Uphuhliso lootitshala

Uphuhliso lootitshala oluqhubekekayo kwiSebe iWCED luhlala lungumba ophambili ekujoliswe kuwo. Uqeqesho lokulungiselela iNkcazo yoMgaqo-nkqubo weKharithulam novavanyo (*Curriculum Assessment Policy Statements (CAPS)*) lwaqhutywa ngo-2013 okukugqibela, lwahlahla indlela kwithuba elitsha lokubethelela iCAPS kwinkqubo yezemfundo emva

kweminyaka emi-3 yoqeqesho nophunyezo ngokwezigaba okube yimpumelelo kumabakala ngokubanzi, kwazo oko kwaphelela kuphunyezo kumaBakala 7-9 no- 12 ngo-2014.

#### Ootitshala

##### CAPS:

I-Nkcazo yeKharithyulam 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 mfundo zingummiselo kuxwebhu olunye. Iinguqu eziphambili ezenziwe yi-CAPS zezokuba kufanele kubekho umthwalo wolawulo onganeno kootitshala, iinkcazo ezicace gca ngekhontenti yezifundo neenkqubo ezinamandla zokufundisa nezovavanyo.

NgoJulayi 2013, iSebe iWCED laqeqesha ootitshala kumaBakala 7-9 ukulungiselela ukuqaliswa kweCAPS ngo-2014. Oku kwenziwa ngoqeqesho loqheliso losuku olupheleleyo lwezifundo ezisibhozo. Bamalunga ne-9 000 ootitshala ababeye kusuku olunye ubuncinane kwezi zine. Ngosuku kwesihlanu, ziye-1 816 iinqununu / amasekela-nqununu aya kuqeqesho loqheliso lokulawula ukuphunyezwa kweCAPS. Bangaphezu kwe-2 700 ootitshala beBakala 12 abaya kuqeqesho lweCAPS olufana nolu 12 ngeeholide zezikolo.

Lonke uqeqesho lootitshala luxhaswa yiiprogram yenkxaso eqhubekela eklasini.

##### Ulwimi neMathematika

Ngo-2009 iSebe iWCED liqalise 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 ngeholide kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholide 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 ngeholide kaJuni IQela 2 (izikolo eziyi-125) Uqeqesho kuLwazi lokuBala ngeholide 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 ngeholide kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-258) Iincwadi zokufunda neLTSM (izikolo eziyi-250)
Unyaka 4 (2012): izikolo eziyi-258 zeqela lesibini kunyaka wesibini woqeqesho	IQela 3 (izikolo eziyi-129) Uqeqesho kuLwazi lokuFunda nokuBhala ngeholide kaJuni IQela 4 (izikolo eziyi-129) Uqeqesho kuLwazi lokuBala ngeholide kaJuni Inkxaso eqhubekela ezikolweni (izikolo eziyi-250) Iincwadi zokufunda neLTSM (izikolo eziyi-250)

Unyaka 5 (2013): izikolo eziyi-250 zesithathu	IQela 5 (izikolo eziyi-125) Uqeqesho kuLwimi ngeholide kaJuni IQela 6 (izikolo eziyi-125) Uqeqesho kwiMathematika ngeholide kaJuni
Unyaka 6 (2014): izikolo eziyi-250 zesithathu	IQela 5 (izikolo eziyi-125) Uqeqesho kwiMathematika ngeholide kaJuni IQela 6 (izikolo eziyi-125) Uqeqesho kuLwimi ngeholide kaJuni
Le ndlela yokwenza iya kuphindwa kude kube ngu-2016, ukwenzela ukuba zonke izikolo eziziprayimari ziqeqeshwe yaye zinikwe inkxaso kwizikim zokufunda nezibonelelo zokufunda kwithuba leminyaka esi-8.	

Iprogram yoLwimi neMathematika (*Language and Mathematics Programme*) ngo-2013 yabonelela izikolo eziziprayimari eziyi-250 ngoqeqesho olumandla (*intensive training*) nangenkxaso eqhubekela kumaziko kootitshala bamaBakala 1-6.

Uqeqesho nophuhliso lo gama usenkonzweni lwenziwa e-CTLI. Ikhosi zoqeqesho eziyi-37 zaqhutyelwa ootitshala kwiSigaba seSiseko, kwiSigaba esiPhakathi nakwiSigaba saBadala, abeFET namalungu eeKomiti yoLawulo yeSikolo. Uqeqesho lwe-School Management and Leadership Development (SMLD) lwabandakanya uqeqesho lwaBaphathi beze-IMG. Bayi-1 491 ootitshala ababeye kwezi khosi zethuba elingangeveki ukuya kwezimbini kulo nyaka-mali. Ngako oko bayi- 2 482 bebonke ootitshala 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. Ikhosi 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 kuBunkokheli.

#### *IProgram i-Workplace Skills' Programme*

Kusetyenziswa ipeyiroli yeSebe iWCED elingana ne-1% ukuphucula izakhono nobuchule babo bonke abaqeshwa beSebe iWCED. Amanqanaba ezakhono ootitshala, nabasebenzi benkonzo karhulumente kujongenwe nawo ngokungaphezulu ngokunjalo ngokugxila kumaphulo ongenelelo ngoncedo eProgram i-Workplace Skills' Programme (WSP).

#### *Amabanga emfundo akhredithiweyo (Accredited qualifications)*

Ikhosi zokufundiswa apho kuthagethwa okuthile, ezifana ne-Advanced Certificate in Education (ACE) ezigxininisa kuBunkokeli eSikolweni zaqhutywa kumaziko emfundo aphakamileyo. Ezi khosi zixhaswa ngezimali liSebe iWCED kumsebenzi wokuphucula umgangatho kubunkokheli nakulawulo ezikolweni. Bekukho abayi-360 abaxhamlayo ngo-2013/14.

Ukwandisa inani lootitshala abaqeqeshwe ngokufanelekileyo kwimathematika nesayensi, iSebe iWCED labonelela ngeebhasari zaphambi kokungena enkonzweni kwabayi-96 (*pre-service bursaries*) njengoko ugxininiso ku-2013/14 lumi ngolu hlobo lulandelayo: ISigaba seSiseko : 68; ISigaba esiPhakathi: 2 kwi-FET 15; IsiDanga seSayensi (*Bachelor of Science*): 11.

#### **Enye inkxaso enikiweyo**

#### Ezemali

Iimali ezabiwa ngokweMimiselo neMigangatho yolwabiwo-mali ezikolweni zilinganiselwa ngokweemfundo ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu.

Izixa "ngomfundi ngamnye" ezahlawulwa kwizikolo zikarhulumente kumaNqanaba 1, 2 no-3 eNtlupheko zilinganisiwe ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no-3 zafumana eso sixa-mali sifanayo njengeyezikolo eziku- NQ 1.

<b>Izabelo zeeThagethi zikaZwelonke</b>			
	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
INqanaba 1	R960	R1 010	R1,059
INqanaba 2	R880	R1 010	R1,059
INqanaba 3	R880	R1 010	R1,059
INqanaba 4*	R481	R 550	R 831
INqanaba 5*	R213	R 239	R 317
* lindleko ezingumndilili kuzo zonke izikolo			

Iindleko zokulinganisa ezi zixa zamaNqanaba 2-3 eNtlupheko ngomfundi ngamnye iya kuba yi-R26m yezigidi ngo-2014/15.

Omnye umba obalulekileyo wenkqubela ka-2014 kukwandiswa kweprogram yezikolo ezingabizi zifizi. Izikolo eziyi-216, ezinabafundi abayi-172 541, abakumaNqanaba 4 no- 5 eNtlupheko zisamkele isicelo sokuba zibe zizikolo ezingabizi zifizi. Esi sicelo sasiwa nakwezo zikolo ezazibiza iifizi zesikolo ezingaphantsi ko-R400 ngonyaka.

<b>Imeko yeefizi</b>	<b>Inani lilonke lezikolo</b>
Ezingabizi zifizi	887
Izikolo ezibiza iifizi	570
Itotali iyonke	<b>1 457</b>

Izikolo ezibiza iifizi zesikolo zinokwenza isicelo sokubuyiselwa iintlawulo apho abazali abaxolelweyp ekuhlawuleni iifizi, bangenako ukuhlawula iifizi. Ngo-2012 iSebe iWCED labuyisela izikolo izigidi eziyi-R31m ngenxa yokuxolelwa kwabazali ekuhlawuleni iifizi. Ngo-2013, izigidi eziyi-R42 million sahlawulwa ukunika inkxaso abafundi abayi-90 506 kwizikolo eziyi-700.

#### *Iithekti kubandakanywa neencwadi zokwenza umsebenzi*

Ngo-2013, iSebe leMfundo esiSiseko kuZwelonke labonelela ngeencwadi zokwenza umsebenzi ngoku hlobo lulandelayo :

<b>iincwadi zokwenza umsebenzi ezibonelelweyo</b>	<b>AmaBakala</b>
ULwimi lweeNkobe, isiNgesi 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.

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

Ngo-2013/14, iSebe iWCED latyala imali kwincwadi zezifundo ezingaphezu kwezigidi eziyi-R257 million, kwizikhokelo zootitshala nakwii-core readers ukunika inkxaso ukuphunyezwa kweCAPS kwiSigaba esiPhakathi (AmaBakala 7-9) neBakala 12. ISebe iWCED lanika umfundi ngamnye kumaBakala 7-9 incwadi yesifundo kwisifundo ngasinye kwezisithoba neencwadi zezifundo ezisixhenxe kumfundi ngamnye weBakala 12.

Ukongeza apho, izikolo ngoNovemba 2013 zanikwa ithuba lokuba zi-odole iincwadi zezifundo zamaBakala 1-3 (*Home Language, First Additional Language, Maths and Life Orientation*) ne-*Natural Sciences and Technology* kumaBakala 4-6. Ukusiwa kwezi ncwadi ezikolweni kwagqitywa nge-17 Januwari 2014.

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.

Isikhokelo sokulawulwa nokubuyiswa kweencwadi zezifundo ngabafundi saqaliswa ngoNovemba 2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi ekupheleni konyaka wokufunda ukuze iincwadi ziphinde zisetyenziswe kwakhona qho ngonyaka. NgoFebruwari 2014, iSebe iWCED lanika iSebe leMfundo eSisiseko iinkcukacha-manani ngamaqondo okubuyiswa kweencwadi zezifundo ngabafundi.

#### Iziseko zophuhliso

Isicwangciso seziseko zophuhliso seSebe iWCED 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 kuhlali kuyimfuneko ukwenzela ukubonelela ngendawo yokuhlala kwiimeko zeemfuno ezingxamisekileyo nezingacwangciselwanga.

Ngaphandle kweprogram yokwakha ecaciswe apha ngentla, ukwanda okuqhubekakayo kwamanani abafundi kubeka uxinzelelo kubonelelo lweziseko zophuhliso. Bamalunga nabayi-50 000 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla, ukuba isikolo esikufutshane singaphezu komgama weekhilomitha ezi-5 yaye kufuneka uncendo. Kwathathwa amanyathelo ngo-2013/14 okutshekisha nokuphucula iindlela ekuhanjwa ngazo nokumisela ezinye ezinokuba yimpumelelo.

#### *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*): Esi sicwangciso sinemingxilo emihlanu: *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.

#### *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 2013, iSebe iWCED libambisene nezikolo ezichaphazelekayo lacazulula iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphepha 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.

Ngo-2013 izithili zasebenzisa ithemplethi efanayo ye-District Improvement Plans, kugxininiswa ekunciphiseni ireyithi yokungapasi (*reduction of the failure rate*) kumaBakala 1, 9, 11 no-12 (oku ikukuqhubeka nokugxininisa okwakuqaliswe ngo-2012). Izikolo ezaqhuba kakubi kwizifundo ezinamanani amakhulu obhaliso zaqatshelwa ukulungiselela ukuba zinikwe inkxaso ezifanale kanye ngqo.Iprogram yokufundisa (*tutoring programme*) iqhutywa

ngootitshala abanesakhono apha ngaphakathi nangaphandle kwiSebe iWCED. Izifundo iitelematics lesson zasasazwa kwizikolo eziyi-147 ngo-2013 yaye inkxaso engamandla yabonelelwa ngaBacebisi ngezeKharithyulam 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. Isithili ngasinye sabelwa ibhajethi ukulungiselela iprogram yenkxaso.

#### *Inkxaso nokuqwalaselwa kootitshala*

ISebe iWCED liqhubekile ngenjongo yalo ecacisiweyo yokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Oku kwenziwe ngokuthi kuncitshiswe uxinzelelo kootitshala 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-2014. Bekukho amabhaso ephondo ootitshala abagqwesileyo, emva kwenkqubo ebaluleke gqitha yokhetho. La mabhaso anika ingqwalasela kwimpumelelo yootitshala nokuza kwabo nezinto ezintsha. Ootitshala abathathu baseNtshona Koloni bagqithela kwisigaba sokuwongwa ngamaBhaso okuwonga ootitshala kaZwelonke ang-2013, omnye egqwese kuzwelonke, baze ababini baphuma isibini kukhuphiswano lokugqibela.

#### *Amabhunga olawulo ezikolo*

U-2012 wabona uthatho-nxaxheba oluyi-100% ekugqityweni konyulo lweeSGB zizo zonke izikolo zeSebe iWCED. Iprogram yokwaziswa ngomsebenzi (*induction programme*) yenziwa ngo-2013 ukwenzela onke amalungu eSGB awaqeqeshwayo kulawulo lwezemali, ukukhethwa nokugaywa kwabasebenzi abanobuchule kuwo onke amanqanaba. Kuqwalaselwe kwiindima nemisebenzi emininzi yamalungu eSGB. Ezi zibandakanya ukunika inkxaso iinqununu ekucwangciseni nasekumiseleni iithagethi zokuphucula umgangatho wesikolo nokukhuthaza ukubambelela kwimigaqo yokuziphatha esikolweni ngokuqinisekisa ukhuseleko lwabafundi nabasebenzi esikolweni. Ziyacelwa iinqununu ngesiqendu 16A (1)(c)(ii) soMthetho weZikolo zaseMzantsi Afrika, ukwandlala izicwangciso zokuphucula isikolo kwiintlanganiso zeSGB. OoSihlalo beSGB basayina ezi zicwangciso ukongeza kwezo zeenqununu. Isixhobo i-School Governing Body Support Tool sathunyelwa kuzo zonke izikolo, ukunceda ii-SGBs xa zizivavanya ngokwazo.

Ukujongiswa komsebenzi wokuphathwa nokulawulwa kwamaziko kwizithili uthelakiswa nemigaqo yoMthetho weZikolo zaseMzantsi Afrika (*South African Schools Act (SASA)*) kuvelise imfuno yokuba kugxininiswe kuququzelelo lalo msebenzi. Izithili zaxhaswa nguNdlunkulu kwimiba yoqeqesho lweSGB, iinguqu kubulungu beSGB, ngokumalunga noqeqesho lwamalungu eBhunga elimele aBafundi nootitshala abangamaGosa oQhagamshelwano. Ziyi-81 izikolo ezakhethelelwa ukuba zifumane 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. Kuyaqhutyekwa noku yaye kuza kubandakanywa namalungiselelo onyulo lwee-SGBs zango-2015 ezikolweni.

#### Nutrition

IProgram yoKutyisa iZikolo kaZwelonke (*National School Nutrition Programme*) ibonelela abafundi abayi-431 998 (426 707 in 2012) ngokutya okunesondlo yonke imihla kwizikolo eziyi-1 021 (1015 ngo-2012) eziziiPrayimari, eZizikolo 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*), ukulungisa ukutya nobungakanani bokutya omakuphakwe. Ootitshala, abazali nabafundi baqhutyelwa iikhosi ezingokuveliswa kokutya. Kungokunje kuphakwa isidlo sakusasa phambi ko-7 :30 no-8 :00 ukongeza kwisidlo esiphambili (*main meal*) esiphakwa ingadlulange eye-12h30.

#### Izikolo eziKhuselekileyo

Iprogram iSafe Schools Programme inesicwangciso sobuchule esinjongo zintathu (*three-pronged strategy*), ekuzezi: (i) Ukubonelelwa ngendlela zokhuseleko ezingundoqo (*core security mechanisms*), (ii) iiProgram 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. Iziko libonelela ngonxibelelwano lwefoni olumahala, noluyimfihlo kubafundi, abazali nootitshala abafuna uncdo, iingcebiso nengcaciso emalunga nemiba yabafundi. Bayakhuthazwa abafonayo bafonele inombolo 0800 45 46 47 emahala ngokumalunga noku kulandelayo: limeko eziNgxamisekileyo, ubundlobongela bemiGewu, uMothuko omkhulu, uLwaphulo-mthetho eSikolweni, iMpatho-gadalala neMibuzo ngokubanzi.

Abafonayo banikwa inkcazo efonini (*telephonic debriefing*) kwiimeko zeefoni ezingxamisekileyo nakwimeko yeefoni ezingangxamisekanga, zithunyelwa apho kuyimfuneko kwii-arhente ezinika iingcebiso (*counselling agencies*) zeSebe iWCED, ii-arhente ezingekho phantsi kolawulo lukarhulumente nemibutho yasekuhlani. Iziko leeFoni leZikolo eziKhuselekileyo lafumana iifoni eziyi-14 060 kwithuba lekhalenda yonyaka ka-2013. Iifoni eziyi-3 434 kwezi zazifuna ukulandelelwa nenkxaso. Iziko leeFoni likwaqokelela yaye licazulule iinkcukacha-manani kwiphondo ngokubanzi. Iinkcukacha-manani zisetyenziselwa ukubonelela ngothintelo, ungenelelo ngoncedo nezicwangciso ii-reactive strategies xa kuyimfuneko.

Ukongeza, kwiZiko leeFoni leZikolo eZikhuselekileyo (*Safe Schools Call Centre*) nenkxaso yokhuseleko lweziseko zophuhliso, iSebe iWCED labonelela 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 abazi-Safety Fieldworkers baqeshelwe ukunika inkxaso izikolo neekomiti zokhuseleko zesikolo nezicwangciso zokhuseleko; ukumisela inkxaso kunye/okanye iiprogram zokuthintela okungekehli nokuba ngumzekelo omhle onika ithemba nabacebisi ezikolweni.

Aba basebenzi bazi-Safety Fieldworkers bayabalandelela 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 amane anesibhozo 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, izicwangciso zolawulo lolwaphulo-mthetho nezeeprojekthi ezithile (ukusetyenziswa gwenxa kweziyobisi notywala, uphuhliso lolutsha, ukusonjululwa kweengxabano, ulawulo lokhuseleko) ngokusebenzisana namasebe karhulumente nee-NGOs.

Ngo-2013, iSebe iWCED libambisene ne-Sixeko saseKapa naSebe i-Departments of Social Development neSebe i-Community Safety abambisana ukunika inkxaso abahlali baseManenberg ngelokuphendula isicelo sootitshala nabazali sokubonelelwa ngokhuseleko olungaphezulu ngenxa yokwanda kobundlobongela bemigewu kule ngingqi. ISebe iWCED lafaka igalelo lemali kwiSixeko ukuncedisa kwinkxaso-mali yokuqeshwa kwamapolisa esixeko eManenberg ukwenzela ukuba ahlale ekho ngamaxesha onke (*visible policing*) nokuba anike ithemba lokuba bakhuselekile abazali nootitshala. Ukuqeshwa kwamapolisa kuye kwaqhubeka yaye kube luncedo ekuzinziseni le meko. Ukongeza apho, izikolo zinemida emitsha eziingcingo ezenziwe luqulima (*new re-inforced perimeter fencing*) ezifakelwe ukubonelela ngokhuseleko.

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 asekwazi kwizikolo eziziprayimari. Iiprogram ziqhutywa emva kokuphuma kwesikolo yaye zinika abafundi amathuba okuprekhtiza imidlalo nezinye izinto zokuphuhlisa izakhono zabo. Zombini iiprogram, eye-Safe Schools neye-School Enrichment zeSebe iWCED zizaqhagamshelana namaziko azii-MOD centres.



**linjongo ezicwangciswe ngobuchule (Strategic Objectives)**

<b>Iprogram 2</b>					
<b>Umlinganiselo weNtsebenzo yeProgram</b>	<b>Impumelelo kanye kanye 2012/2013</b>	<b>Ibhajethi ecwangcisweyo 2012/13</b>	<b>Impumelelo kanye Ngo-2013/2014</b>	<b>Iyantlukwano kwiibhajethi ezicwangcisweyo ukuya kwiibhajethi zempumelo kanye kanye zango-2013/2014</b>	<b>Ikhomenti ngomahluko</b>
► PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	936 534	940 000	948 595	8 595	Inani elikhulu labafundi ababhalisiweyo kunelo beliqikelelwe. Eli libandakanya abo babuyela ukuphinda ibakala kwakunye nabo babhalisa eNtshona Koloni okukugala ngqa.
► PPM202: Inani lootitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	28 636	28 800	28 265	-535	Bayi-800 ootitshala absezi-ofisini abahlelwe ngokutsha phantsi kweProgram 9 nabenza ithangetho engu- 28 800. Itotali ibandakanya ootitshala abangaphezu kwemfuneko. Itotalo iyahluka ngokuqhekekayo njengoko ootitshala beyishiya inkqubo yezemfundo, bathathe ikhefu okanye baqeshwe kwezinye izithuba.
► PPM203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente eziqhelekileyo	6 556	6 900	6 007	-893	Akuzaliswa zonke izithuba. Izithuba ezingenamntu zabasebenzi abanika inkxaso kudidi lwabo bazisuphavyaza zipapapshiwe yaye ziza kuzaliswa.
► PPM204: Inani labafundi kwizikolo zikarhulumente eziqhelekileyo abaxhamlayo kumgaqo-nkqubo "weZikolo ezingaBizi ziFizi I"	370 617	371 122	554 523	183 401	Ngenxa yesigqibo somgaqo-nkqubo, izikolo eziyi-216, kuManqanaba eNtlupheko 4 no-5, zasamkela isicelo sokuba zibe zizikolo ezingabizi zifizi. Esi sicelo sagqithiselwa kwezo zikolo zibiza iifizi zesikolo ezingaphantsi kwe-R400 ngonyaka.
► PPM205: Inani labafundi abaxhamlayo kwi-National School Nutrition Programme (NSNP)	431 998	427 526	438 883	11 357	Abafundi abongezelelweyo abafanelekileyo ababhalise kwizikolo ezifanele ukuxhamla.
PPM206: Inani labafundi abaxhamlayo kwiskim sothutho lwabafundi	50 521	50 000	50 209	209	Abafundi abongezelelweyo abafanelekileyo bebefuna ukuthuthwa ngezithuthi ukuya kwisikolo esikufutshane kubo.
► PPM207: Inani labafundi abaneemfundo zemfundo ezizodwa ababhalise kwizikolo zikarhulumente eziqhelekileyo	6 204	7 600	6 319	1 281	Ukugqitywa komsebenzi wokuphucula ukuthembeka kwedatha ngokumalunga noku. Le yinkqubo eqhubekakayo.
► PPM208: Inani lezikolo ezenza zonke iinkonzo zokufundisa <sup>7</sup>	10	8	8		
► PPM209: Inani lezikolo ezihanjelwe kwakanye	1 524	1 533	1 530	-3	Inani lilonke lezikolo lihle linyuka kwiithuba elichaphazelekayo.

• <sup>7</sup> Oku kubhekiselele kwinani lezikolo eziza kwakhiwa kunyaka ochaziweyo.



Iprogram 2					
Umlinganiselo weNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantiukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumlelo kanye kanye zango-2013/2014	Ikhomenti ngomahluko
ubuncinane ngekota ngumphathi wesekethe					Izikolo zezibheddele ezibini azikhange zihanjelwe amaxesha ama-4 ngeli thuba lichaphazelekayo. Ziyi-5 ezinye izikolo ezahanjelwayo kwikota enye ngamanye amagosa kodwa ingenguye umphathi weze-IMG ngenxa yezithuba kwisithili nakwiimeko apho izikolo zingakhange zifumane uncedo olukhulu.

### Izalathi-nkqubela zeNtsebenzo

Iprogram 2					
ISalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantiukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumlelo kanye kanye zango-2013/2014	Ikhomenti ngomahluko
PPI 2.1 Ipesenti yabafundi abagcinwe kwinkqubo yesikolo ukususela kumaBakala 10 – 12	61%	62%	63%	1%	Iprogram yongenelelo ngoncedo kwizikolo ezibonise iinzuzo zoku.
PPI 2.2 Inani lezikolo ezongezelelweyo ezikhuselwe nge-alam eqhagamshelwaniswe no-armed response, ezine-burglar bars, ii-stone guards ezifestileni.	50	50	48	-2	Umsebenzi kwizikolo ezibini wagqithisela kunyaka olandelayo ngenxa yeenguqu kwizicwangciso zokwenza umsebenzi zesikolo esinye nangenxa yokuba ii-invoyisi kwezinye zingafakwanga ngexesha.
PPI 2.3 Inani leebhasari ezinikwe abafundi abafanelekileyo ngokweemfuno zabo (deserving students), kwiminyaka emi-4 yokufunda okumiselweyo kwii-HEIs.	168	200	96	-104	Kuthathwe isigqibo somgaqo-nkqubo sokunqumamisa iprogram yebhasari yabafundi abatsha ngenxa yeprogram kazwelonke yeFunza Lushaka.
PPI 2.4 Ukungabikho kootitshala kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge-%	3%	4%	3%	1%	Kugqithiwe kwithagethi Ukugxininisa ekuhambeni isikolo kwabafundi kuqhubekile nokuba neziqhamo.

Iprogram 2					
Isalathi-nkqubela seNtsebenzo yeProgram	Impumelelo kanye kanye 2012/2013	Ithagethi ecwangcisiweyo 2012/13	Impumelelo kanye Ngo-2013/2014	Iyantlukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumlelo kanye kanye zango- 2013/2014	Ikhomenti ngomahluko
PPI 2.5 Ukungabikho kwabafundi kwizikolo zikarhulumente eziqhelekileyo kucaciswa njenge- %	5.61%	7%	5.96%	1.1%	Kugqithiwe kwithagethi Ukugxininisa ekuhambeni isikolo kwabafundi kuqhubekile nokuba neziqhamo.
PPI 2.6 Inani lootitshala kumaBakala R - 12 abaya kwiiprogram zoqeqesho zekharithulm ezimiseliweyo e-Cape Teaching and Leadership Institute	954	1 470	1262	-208	Ayizizo zonke izithuba zoqeqesho ezizalisiweyo ngootitshala.
PPI 2.7 Inani lamalungu eekomiti zolawulo lesikolo aqeqeshwe e-Cape Teaching and Leadership Institute	724	750	1133	383	Kwalungiselelwa amaphulo ongenelelo ngoncedo ngenxa yeemfuno ezibekho apha ekuhambeni konyaka.

#### Isicwangciso sokoyisa ezo nkalo ziqhuba kakubi kuzo izikolo

- Ukuqhubeka neProgram iHigh School Program
- Ukuqhubeka nesicwangciso sephondo ukuphucula ulwimi nemathematika
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo eklasini
- Ukuqhuba uqeqesho lootitshala oluthagethiweyo
- Ukuqhubeka neMaths neScience Strategy
- Ukunika inkxaso ulawulo lwezemali ezikolweni
- Ukuqeshwa kwamagosa azii-school corporate officers
- Ukugxininisa kwi-School and District Improvement Plans kugxininiswa ngokukodwa kwireyithi zokupasa kumaBakala 1, 9, no-11.

#### Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

#### Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 2 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandisa inani lezithuba zootitshala ezabelwe amaziko lifike ku-31 031 ngo-2014
- Ukubonelela ngeencwadi zezifundo, izikhokelo zootitshala nee-core readers ukunika inkxaso ukuphunyezwa kweCAPS kwisigaba sabadala (amaBakala 7-9) neBakala 12 nesigaba sesiseko (iBakala 1-Providing Norms and Standards allocations to public ordinary schools)
- Ukubonelela ngokutya okunesondlo kubafundi abangathathi ntweni

- Ukwandiswa kweeprogram zeZikolo eZikhuselekileyo
- Ukugcina ukubuyiselwa kwezikolo intlawulo yeprogram yokuxolelwa kwabazali ekuhlawuleni iifizi
- Ukugcina iprogram yezikolo ezikhuselekileyo

**Inkciitho yeprogram esekelayo**

Igama leProgram esekelayo	2013/2014			2012/2013		
	Ulwabiwo – mali lokugqibela	Eyiyo kanye Inkciitho	Inkciitho eNgaphezulu /engaphantsi	Ulwabiwo – mali lokugqibela	Inkciitho eyiyo kanye	Inkciitho eNgaphezulu /engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 Izikolo eziziprayimari zikarhulumente	6,597,359	6,597,359	-	6,188,654	6,188,654	-
2.2 Izikolo ezizisekondari zikarhulumente	4,400,697	4,400,697	-	3,914,964	3,914,964	-
2.3 Uphuhliso lwezakhono zabasebenzi	86,695	86,695	-	88,468	87,634	834
2.4 Iigranti ezikhutshwa phantsi kwemiqathango ethile	296,614	278,028	18,586	275,209	259,268	15,941
Itotali	11,381,365	11,362,779	18,586	10,467,295	10,450,520	16,775

### Programme 3: Independent School Subsidies



Budget Allocation		
	2009	2013
Programme 3	R48 406 000	R81 078 000

Learner Numbers			
Independent Schools			
2009	17 928	2013	18 502

### 4.3 Iprogram 3 : linkxaso-mali zeZikolo eziZimeleyo

#### Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika, 1996

#### Le program yeZikolo eziZimeleyo iqulethe ezi 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 eCwangcise ngoBuchule

<b>Injongo 3.1 ecwangcise ngobuchule</b>	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa imfundo esemgangathweni kubafundi kwezi zikolo
--	---

**linjongo ezicwangcise ngobuchule, izalathi-nkqubela zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi kufikelelweyo kuzo**

#### Amanani obhaliso

Zonke izikolo ezibhalisiweyo ezizimeleyo eNtshona Koloni zayigqiba iSaveyi i-Annual School Survey ngo-2012 nango-2013. Ukuthatha inxaxheba kwi-CEMIS yenye yeemfundo zobhaliso zezikolo ezizimeleyo kwiphondo.

Bekukho abafundi bezikolo eziiiprayimari abayi-11 387 nabayi-7 115 bezikolo eziphakamileyo ababhalise kwizikolo ezizimeleyo ezixhaswa ngezimali ngo-2013/14, ukwanda kubafundi abayi- 720 bebonke.

#### Iziphumo zeeMvavanyo

Inani elikhulayo lezikolo ezizimeleyo lathatha inxaxheba kwi-WCED diagnostic tests ngo-2013. Kulindeleke inani elingaphezulu kweli kwixa elizayo. NgokoMmiselo 8 (b) kwiMimiselo ePhathelele kuBhaliso lweZikolo eziZimeleyo neNkxaso-mali enikwa zona (kungabandakanywa izikolo eziiipriprayimari ezizimeleyo) kuya kufuneka isikolo esizimeleyo sithathe inxaxheba yaye siqhube kakuhle, kwii-Annual National Assessments kunye/okanye iimvavanyo zeNkqubo yemfundo zeSebe iWCED ukwenzela ukulungela ukufumana inkxaso-mali.

Ukuthatha inxaxheba nokubhala iiMvavanyo zenkqubo yemfundo yeSebe iWCED kuboniswe kule theyibhile ingezantsi:

Iziphumo zeNkqubo yeMfundo kumaBakala 3, 6 & 9 ngo-2013 Iziphumo zeZikolo eziZimeleyo									
IBakala	Ulwazi lokuFunda nokuBhala /Ulwimi								
	IZikolo			Abafundi			Amanani abapasileyo (ireyithi kwizibiyeli)		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
IBakala 3	54	68	75	1 721	2 001	2 072	1 241 (72%)	1 335 (66.7%)	1 365 (65.9%)
IBakala 6	47	63	62	1 435	1 714	1 763	1 161 (81%)	1 347 (78.6%)	1 319 (74.8%)
IBakala 9	32	47	46	1 331	2 028	1 876	1 161 (87%)	1 771 (87.3%)	1 649 (87.9%)
IBakala	Ulwazi lokuBala/iMathematika								
	IZikolo			Abafundi			Amanani abapasileyo (ireyithi kwizibiyeli)		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
IBakala 3	54	68	75	1 722	2 002	2 072	1 386 (80%)	1 482 (74%)	1 585 (76.5%)
IBakala 6	47	63	62	1 433	1 714	1 764	1 017 (71%)	1 111 (64.8%)	1 175 (66.6%)
IBakala 9	32	47	46	1 327	2 024	1 878	617 (46%)	914 (45.2%)	843 (44.9%)

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2013 zezi zilandelayo:

Iziphumo zeNSC kwizikolo ezizimeleyo zeNtshona Koloni: 2013				
Ababhalayo	Inani labapasileyo	Ipesenti yabapasileyo	Zeengingqi (B. Abangene kwisiDanga soKugala)	% (abangene kwisiDanga soKugala)
2405	2 232	92.81%	1 573	65.41%

### Uphuhliso lootitshala

Ootitshala kwizikolo ezizimeleyo baya koomasifundisane bekharityhulam abohlukeneyo nabaququzelelwa zii-ofisi zezithili zemfundo zeSebe iWCED. Ootitshala bezikolo ezizimeleyo nabo baqeqeshwa kwiCAPS.

### Inkxaso enikiweyo

Kwatyelelwa iZikolo eziZimeleyo eziyi-134 ukuzibonelela ngenkxaso kulawulo, kwikharithulam nenkxaso ekuphathweni kwazo apha ekuhambeni konyaka ka-2013/14.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, ikomiti yamagosa ayi-26 eSebe iWCED yatyelela izikolo eziyi-130 ngoMatshi 2014 yaza yakungqinisisa ukuthobela okufanelekileyo ngokumalunga noku:

- Ukuthotyelwa kweSaveyi (Survey compliance) - Annual School Survey (ASS) ne-Snap Survey (SS)
- I-akhredithyishini ka-Umalusi
- Ukuthotyelwa kwezemali (Financial compliance)-inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela nokuba nezibonelelo ngokufanelekileyo kwamagumbi okufundisela
- Ukufundiswa kwekharityhulam
- Ukwanela nokuchaneka kwe-LTSM (Learning and Teaching Support Materials (LTSM))



- Ubhaliso kwiSACE
- Ukubakho kwabasebenzi emsebenzini
- Ii-Performance Management Systems
- IProgram yophuhliso lwabasebenzi
- Iziphumo zeemvavanyo zenkqubo yezemfundo zeSebe iWCED zamaBakala 3, 6 no- 9 zango-2012

Imo engundoqo yenkxaso ebonelelelweyo kwizikolo ezizimeleyo ziinkxaso-mali (*subsidies*). Iinkxaso enikwa izikolo ezizimeleyo ihlawulwa ngamanqanaba ka- 60%, 40%, 25%, 15% okanye 0% enkciitho yephondo eqikelelweyo kubafundi (*provincial per capita expenditure for learners*) (PAEPL) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2013/14 yaba yi-R10 758 (Izikolo eziziPriyimari) ne-R12 669 (Izikolo ezizisekondari) ngokulandelelanayo. ISebe iWCED lihlawule iinkxaso-mali kwizikolo eziyi-101, ebandakanye izicelo ezitsha zezikolo. Iintlawulo zezniwa ngexesha nangokungqinelana nemithetho efanelekileyo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali zikuthathele ingqalelo ukusetyenziswa kwezixa zenkxaso-mali zazo zeLTSM (60%); iimbophelelo zikamasipala (*municipal obligations*) (20%) neemfanelo zokwenziwa komsebenzi (*operational needs*) (20%).

ISebe iWCED likwaqhube uphando ngezikhaziso ezivela kuluntu/kubazali ezimalunga nokuqhuba kakubi kwizifundo, ulawulo olukumgangatho ophantsi, iifizi zesikolo nokuqhuba kwesikolo njengeziko elingabhaliswanga. Intlanganisano neenqununu nabanini bezikolo ezizimeleyo ezixhaswa ngezimali ngoFebruwari 2014 kwaxoxwa ngokuqhuba kakubi kwazo kwakunye nangezityholo zezenzo ezingekho mthethweni. Izikolo eziqhuba kakubi zacelwa ukuba zinike izicwangciso zokuphucula umgangatho neethagethi.

Kwintlanganisano neDBE no-Umalusi, ayayibanjwe ngoMatshi 2014, kwaxoxwa ngokuqhagamshelanisa iinkqubo zobhaliso ne-akhreditheyishini yezikolo ezizimeleyo. Kule ntlanganisano kwakukho izitraktsha ezimele izikolo ezizimeleyo ezininzi eMzantsi Afrika.

### **Iinjongo ezicwangcise ngobuchule (Strategic Objectives)**

<b>Iprogram 3</b>					
<b>Umlinganiselo weNtsebenzo yeProgram</b>	<b>Impumelelo kanye kanye 2012/2013</b>	<b>Ithagethi ecwangcisiweyo 2012/13</b>	<b>Impumelelo kanye Ngo-2013/2014</b>	<b>Iyantlukwano kwithagethi ezicwangcisiweyo ukuya kwithagethi zempumlelo kanye kanye zango-2013/2014</b>	<b>Ikhomenti ngomahluko</b>
► PPM301: Inani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo	17 782	19 300	18 502	-798	Inani lango-2013 lingaphezulu kunelango-2012 kodwa amanani akakhange enyuke afike kwinani ebeliqikelelwe. Ubhaliso kwizikolo ezizimeleyo ngumba wesigqibo sabazali yaye iSebe alinako ukuwulawula ngokwalo.

### **Isicwangciso sokoyisa ezo nkalo ziqhuba kakubi kuzo izikolo**

- Ukubonelela ngenkxaso efanelekileyo eyandisiweyo kwizikolo ezifumene ngaphantsi kwe-avareji yephondo yeNSC kwiZikolo eziZimeleyo.
- Ukunika inkxaso kuzo zonke izikolo eziZimeleyo.
- Ukubeka esweni yonke imibuzo okanye izikhalazo malunga nokuphunyezwa kwemimiselo njengomba ongxamisekileyo.

### **Utshintsho kwiithagethi ezicwangcisiweyo**

Alukho

### **Ukunxulumanisa intsebenzo nebhajethi**

Inkcitho eyenzeke kwiProgram 3 ibenegalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandisa nokuphucula iinkxaso-mali ezinikwe izikolo ezizimeleyo.

### **Inkcitho yeprogram esekelayo**

Igama leProgram esekelayo	2013/2014			2012/2013		
	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	47,329	47,329	-	35,406	35,406	-
3.2 Isigaba seSekondari	37,319	37,319	-	36,915	36,915	-
Itotali	84,648	84,648	-	72,321	72,321	834

#### Programme 4: Public Special School Education



##### Learner numbers

2009	17 866
2013	19 876

5% of the budget is  
allocated to this  
programme

2009 Pr 4 per- sonnel expendi- ture as a % of total	2013 Pr 4 per- sonnel expendi- ture as a % of total	2009 Pr 4 Aver- age personnel expenditure per employee (R'000)	2013 Pr 4 Aver- age personnel expenditure per employee (R'000)	2009 Pr 4 Number of employees	2013 Pr 4 Number of employees
4.56	4.91	177.45	263.56	2 730	2 875

#### **4.4 IProgram 4: IMfundo yeSikolo esineeMfuno zeMfundo eziZodwa sikaRhulumente**

##### **INjongo:**

Ukunika imfundo karhulumente enyanzelekileyo kwizikolo zemfundo eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo waseMzantsi Afrika, ka-1996, neWhite Paper 6 emalunga neSpecial Needs: Building an Inclusive Education and Training System

##### **Iprogram yeMfundo yeSikolo esineeMfuno eziZodwa inezi program zisekelayo zilandelayo:**

*Iprogram esekelayo 4.1: Izikolo*

ukunika izikolo zemfundo eneemfuno ezizodwa izibonelelo zoncedo

*Iprogram esekelayo 4.2: linkonzo zootitshala*

ukunika ootitshala nabafundi abakwizikolo zemfundo ezineemfuno ezizodwa iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

*Iprogram esekelayo 4.3: UPuhliso lweZakhono zaBasebenzi*

Ukunika uqeqesho lomsebenzi nolunye uphuhliso lootitshala nabasebenzi benkonzo karhulumente abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

*Iprogram esekelayo 4.4: IiGranti eziKhutshwa phantsi kweMiqathango*

##### **Ukunika iziseko zophuhliso kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa**

##### **INjongo eCwangcisiweyo**

<b>INjongo eCwangcisiweyo 4.1</b>	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharityhulam yamaziko emfundo kwanokunciphisa izithintelo kwimfundo (Education White Paper 6)
-----------------------------------	---

**Iinjongo zobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nempumelelo kanye-kanye**

##### **Ubhaliso lwabafundi**

ISebe leMfundo belinezikolo zemfundo eneemfuno ezizodwa eziyi-74 ngo-2013, zinabafundi abayi-19 876 abaneemfuno zemfundo ezizodwa. NgoNovemba izikolo ezithathu, oko kukuthi iAcademy of Maths and Science; iSports School and COSAT, ezazichazwe njengezikolo zemfundo eneemfuno ezizodwa, ziye zachazwa kwakhona njengezikolo eziqhelekileyo,

##### **IziPhumo zoVavanyo lweZikolo zeMfundo eneemfuno eziZodwa**

Ngo-2013, kwakukho abaviwa abayi-244 abavela kwizikolo zemfundo eneemfuno ezizodwa ababebhale iSatifikethi seMatriki sikaZwelonke abanereyithi yokupasa xa iyonke engu-89.34%. Abayi-45.41% wabo bapasileyo baye bakulungela ukwamkelwa ukufundela isiDanga sokuQala.

## UPhuhliso lweZakhono zooTitshala

Amaxwebhu omgaqo-nkqubo nesikhokelo esiphathelele kwiMfundo eneeMfuno eziZodwa kunye neMfundo eBandakanya bonke aBafundi kwaye kwabonelelwa ngawo ngo-2013 kuzo zonke iZikolo zeMfundo eneeMfuno eziZodwa nakubasebenzi bokuNika iNkxaso beMfundo eneeMfuno eziZodwa (*district-based Specialised Learner and Educator Support staff*).

Uqeqesho lootitshala abakwizikolo eziqhelekileyo ukuqaphela nokujongana neemfuno zemfundo ezahlukeneyo/izithintelo kwimfundo/izinto ezisilelayo zemfundo kwaye kwabonelela ngalo ngabasebenzi beeNkonzo zokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa. Oku kwakubandakanya uqeqesho lootitshala kwiinkqubo zongenelelo ngoncedo lokuthintela kwizifundo zeelwimi nemathematika ezinjengezo zabafundi beBakala R neBakala 1. Iinkqubo zongenelelo ngoncedo zaye zaqatshelwa kwaza kwenziwa okanye kwaqeshwa ngemvumelwano umboneleli-nkonzo wangaphandle ukunika uqeqesho lwezifundo umz. *reading recovery, trauma counselling* nokuthintela ukuzibulala.

## Inkxaso enikiweyo

Unyaka ka-2013 wamiselwa liSebe iDBE njengoNyaka wokuBandakanya bonke aBafundi kwiMfundo (*Year of Inclusion*). Inkxaso eqhubeka okokoko yaseNtshona Koloni ibonelela ngenkxaso ekwiqondo elisezantsi kwizikolo eziqhelekileyo/kwizikolo ezibandakanya bonke abafundi, inkxaso ekudidi oluphakathi kwizikolo ezibonelela ngenkonzo epheleleyo/kwizikolo ezibandakanya bonke abafundi nenkxaso ephezulu kwiZikolo zeMfundo eneeMfuno eziZodwa. Kwanikwa ingqwalaselo ekwandisweni ngaphezulu kwemfundo ebandakanya bonke abafundi nokusekwa kwezitraktsha zokunika inkxaso eziqinisekisa ukufikeleleka kakhulu kwimfundo kwabafundi abafumana izithintelo kwimfundo, ngokusebenzisa izinto onokuzikhetha ezahlukeneyo ezingaphakathi kwimfundo eneemfuno ezizodwa zikarhulumente nakwizikolo zikarhulumente eziqhelekileyo.

Ugxininiso ngo-2013/14 lwalusekumiselweni kwemigaqo yokwandiswa nokomelezwa kweMfundo eBandakanya bonke aBafundi kwiminyaka ezayo. Ugxininiso lwalusekuphunyezweni ngokuqhubekayo kwesicwangciso esiphangaleleyo esineengongoma ezilishumi seSebe iWCED sokomeleza inkxaso yemfundo eneemfuno ezizodwa, evunywe ngokusemthethweni ngo-2011.

Ngo-2013/14 iSebe iWCED laphumeza esi sicwangciso

- (1) ngeekomiti zokunika inkxaso ezikwizithili nakwiisekethe, ezibandakanya iisayikholojisti, oonontlalontle, abacebisi bokunika inkxaso kwizifundo kwizikolo zemfundo eneemfuno ezizodwa
- (2) ukomelezwa kwezikolo zemfundo eneemfuno ezizodwa eziyi-24 ukuba zibe ngamaziko abonelela ngoncedo (*resource centres*)
- (3) ukunika inkxaso kwiiyunithi zeELSEN/kwiiKlasi eziBonelela ngoNcedo kwizikolo zikarhulumente eziyi-108.
- (4) ukutshintshwa kwezikolo zikarhulumente eziqhelekileyo eziyi-40 zibe zizikolo ezibonelela ngenkonzo epheleleyo/izikolo ezibandakanya zonke izikolo
- (5) ukusekwa kweekomiti ezisezikolweni zokunika inkxaso.

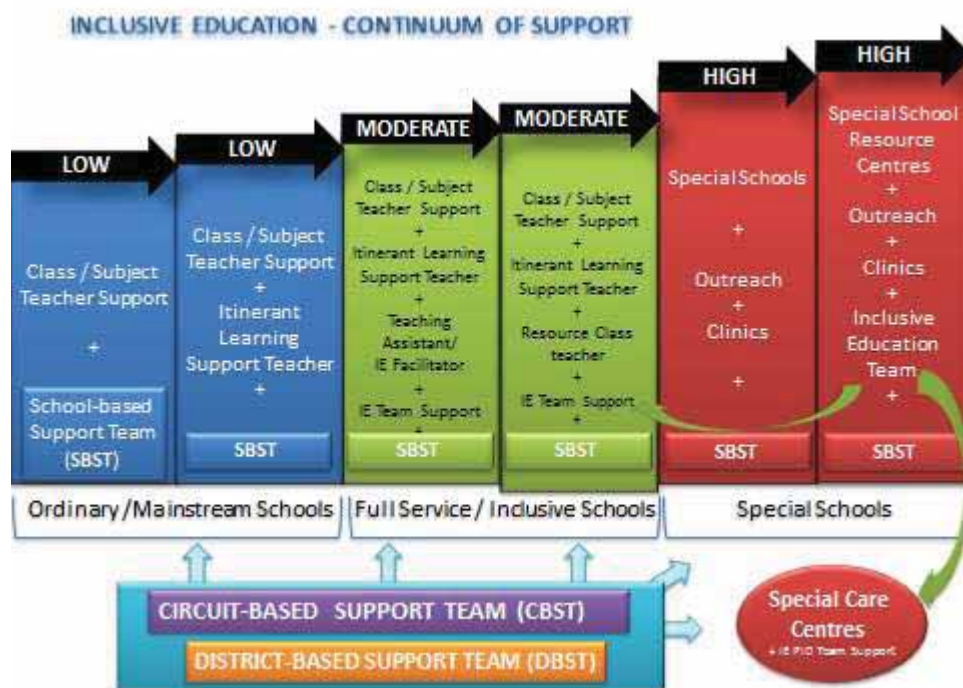
Inkxaso enikwa iZikolo zeMfundo eneeMfuno eziZodwa

I-Education White Paper 6: Building an Inclusive Education and Training System ihlaba ikhwelo lokuphuculwa ngokusemgangathweni kweZikolo zeMfundo eneeMfuno eziZodwa yabafundi

ababafundisayo notshintsho olwenziwa ngokwamanqanaba ngamanqanaba ukuya kutsho kumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa abonelela ngenkxaso kwizikolo ezisebumelwaneni kwaye zidityaniswe zaziikomiti zezithili ezibonelela ngenkxaso.

I-Education White Paper 6:

ingcaciso engumfanekiso elapha ngasezantsi icacisa inkxaso eqhubeka okokoko yaseNtshona Koloni:



Ngo-2013/14 iiprofayili zazo zonke iZikolo zeMfundo eneeMfuno eziZodwa zaye zaziswa, ukuqinisekisa inkxaso nezibonelelo zoncedo ezifunekayo. Idatha yayithathwe kwiNational Audit of Special Schools yaza yongezelelwa ngedatha yeSebe iWCED. IBhajethi yaye yabiwa ukulungisa ingxaki yeenkonzo ebezisilela ngokweemfuno ezaziqatshelwe.

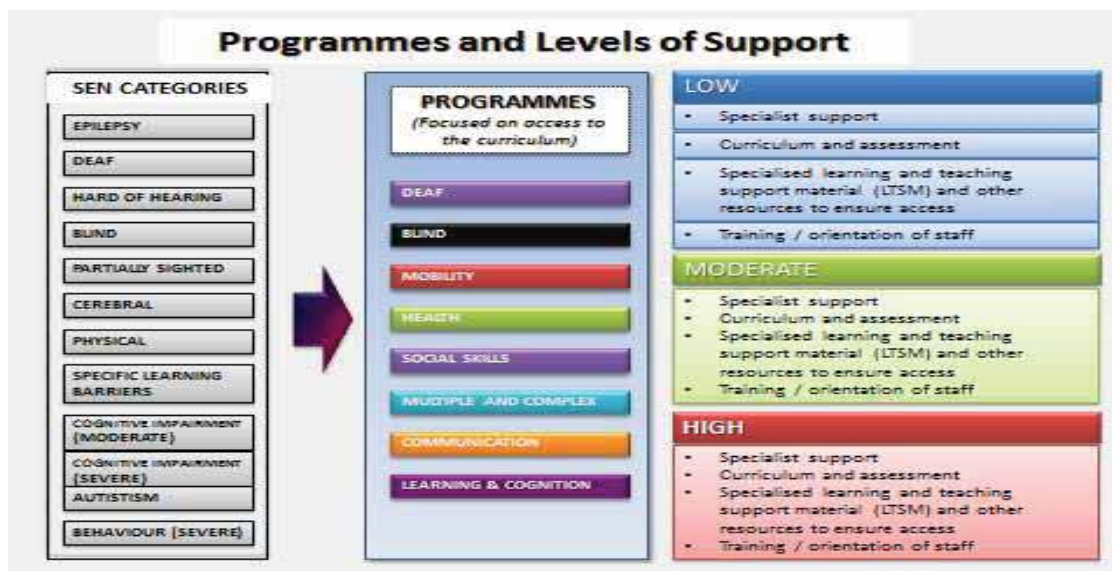
Ngo-2013, iSebe iWCED layila ithempleyithi yoluhlu lwabalindileyo efanayo (*standardised waiting list template*) ekwakubonelelwe ngayo kuzo zonke iZikolo zeMfundo eneeMfuno eziZodwa. Kwaye kwenziwa iziko ledatha ukufaka ingcaciso ekhompuytheni yazo zonke iinkonzo zokudlulisela abafundi kwiingcali kwisithili ngasinye, kwisekethe nganye, kwisikolo ngasinye nakwigosa ngalinye kwaye ezi phatheni zeenkqubo zokudlulisela abafundi kwiingcali (*referral patterns*) ziyacazululwa ukwenzela ukugxininisa kwiinkqubo zongenelelo lokuthintela nakumba wokwamkelwa ngokufanelekileyo kwabafundi.

Izicelo eziyi-6 144 zokwamkelwa kwabafundi kwiZikolo zeMfundo eneeMfuno eziZodwa yayenziwe ngo-2013. Kwenziwe unonophelo olulodwa lokuvavanywa kwezicelo ukuqinisekisa ukuba kuphela ngabafundi abaneemfuno zenkxaso ekumgangatho ophezulu bamkelwe kwizikolo zeMfundo eneeMfuno eziZodwa. Kwaye kwabanjwa iintlanganiso qho zokwenza uluhlu lwabafundi kwaye kuya kubakho iirivyu zaqho ngonyaka zokwamkelwa kwabafundi



ukujonga ukuba kukho abafundi ekufuneka ukuba bafakwe kwizikolo ezibandakanya bonke abafundi.

Zonke izicelo eziya kwiZikolo zeMfundo eneeMfuno eziZodwa kwixesha elizayo kuya kufuneka ukuba zibandakanye uxwebhu iLevels of Support olusekelwe kwiScreening, Identification, Assessment and Support (SIAS) ehlaziye ngokutsha. Le theyibhile ilapha ngezantsi ibonisa inkqubo yeSIAS yokungqinelanisa imfuno kunye neprogram.



Inkxaso ebhekiswa, nekwabonelelwa, ngamaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa

Kukho iZikolo zeMfundo eneeMfuno eziZodwa eziyi-24 ezimana ukutshintshwa ngokwandayo zibe ngamaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa kunye neekomiti zeengcali ezikumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa. IZikolo zeMfundo eneeMfuno eziZodwa ezi-3 ziye zabonelela ngabasebenzi bokufikelela kubafundi abaneemfuno zemfundo ezizodwa.

IZikolo zeMfundo eneeMfuno eziZodwa ezingenazikomiti zokufikelela abafundi bemfundo eneemfuno ezizodwa ziye zanceda izikolo ezikufutshane ngokuzenzela oomasifundisane, iiklinikhi esikolweni, njl. njl. Isikolo iMary Kihn for the Deaf, umzekelo, siye sabonelela ngeeklinikhi zaqho emva kwemini kubafundi abanokhubazeko lokuva abavela kwizikolo ezingqongileyo.

Inkxaso kubantwana abakhubazeke ngokugqithisileyo nabantwana abakhubazeke ngokuqaphelekayo

Ngo-2013, iikomiti ezine zaye zanika inkxaso ngokungesosigxina kumaZiko okuNonophela aneeMfuno zeMfundo eziZodwa ayi-47 abhalisiweyo anokhubazeko olugqithisileyo nokhubazeko oluqatsileyo ngokwasengqondweni (severe and profound intellectual disabilities). Kwenziwe imigaqo ekuvunyelweneyo ngayo yokunika inkxaso ngentsebenziswano phakathi kwamaSebe eMfundo, ezeMpilo, ezoPhuhliso lweNtlalo, ezoThutho nezeMisebenzi kaRhulumente, kwangokunjalo noNondyebo. Inkxaso ibandakanya ukwenziwa kwee-program zokukhuthaza ukusebenza kweziva-mvo (stimulation programmes), kunye nezibonelelo zoncedo; ukuqhutywa koomasifundisane babaphathi bamaziko, abanonopheli (carers) nabazali malunga neemeko zokhubazeko kunye namacebo okusingatha iimfuno ngokwasemzimbeni, ngokwezemfundo nangokwasengqondweni

nasentlalweni kwabantwana kwakunye neemvavanyo kunye neenkqubo zokugqithisela abafundi kwiingcali (*referrals*) abangafakwanga ngokufanelekileyo nabafuna ukugqithiselwa kwiZikolo zeMfundo eneeMfuno eziZodwa.

*Inkxaso enikwa izikolo eziBonelela ngeNkonzo ePheleleyo/Izikolo ezibandakanya bonke abafundi kwimfundo*

Esinye sezicwangciso eziphambili ekwenziweni kwesistim enye yemfundo ebandakanya bonke abafundi apho bonke abafundi bafikelelayo kwinkxaso baya kuba ngabezikolo zikarhulumente eziqhelekileyo ezifumana ukutshintshwa ngokwezigaba kwisithili ngasinye/kwiskethe nganye/kwiklasta nganye ukuya kutsho kwizikolo ezibonelela ngenkonzo epheleleyo/izikolo ezibandakanya bonke abafundi. Iqela lokuqala lezikolo ezamkela abafundi abaneemeko ezifanayo kwizikolo ezibonelela ngenkonzo epheleleyo ziya kuba ngumzekelo onguwo zize zihlahle indlela kwizikolo/kumaziko ukuba ekugqibeleni abe ngamaziko abandakanya bonke abafundi.

Kwaqatshelwa izikolo eziqhelekileyo ezingamashumi amane ukwenzela ukuzitshintsha ngokwezigaba ngezigaba ukuba zibe zizikolo ezibonelela ngenkonzo epheleleyo/zibe zizikolo ezibandakanya bonke abafundi. Ii-ofisi zezithili zemfundo zaye zanikwa uluhlu lokutshekisha ukuqaphela izikolo ezifanele ukutshintshwa kwaza kwenziwa isicelo kwaNdlunkulu sokubhaliswa kwezi zikolo. UPuhliso lweZakhono zaBasebenzi kwezi zikolo luya kuqala ngo-2014/2015.

Zizikolo eziyi-108 kwiphondo "ezineeklassi zeeyunithi", ezinika inkxaso eyodwa eyongezelelweyo. Ezi klassi zeeyunithi zimana ukutshintshwa ngokwezigaba ngezigaba ukuba zibe "ziiklassi zokubonelela ngoncedo" (*"resource classes"*) ezinika inkxaso kubafundi abanemfuno yenqanaba eliphakathi yenkxaso kodwa kwakhona zinguvimba woncedo kubo bonke ootitshala abafuna ingcebiso nabafundi abasesikolweni abafumana izithintelo ekufundeni.

Amanani amakhulu abafundi abaneemfuno ezikumgangatho osezantsi ukuya kutsho kwezikumgangatho ophakathi ngobunzulu (*low to moderate intensity support needs*) zifumana inkxaso kwizikolo zikarhulumente eziqhelekileyo nakwiZikolo eziBonelela ngeNkonzo eziPheleleyo/ kwiZikolo eziBandakanya bonke abafundi apho iimfuno zemfundo zabo zinokufezekiswa khona kweli nqanaba. Kuye kunikwe inkxaso eyongezelelweyo yenkxaso yemfundo eneemfuno ezizodwa ebandakanya iisayikholojist zezikolo, oonontlalontle kunye nabacebisi bezifundo kumaziko (*learning support advisors*) kunye ne-Inclusive Education Outreach teams), ngokusekelwe kwiiMfuno zeMfundo eziZodwa/kumaziko aBonelela ngoNcedo amiselweyo (*designated Special School/Resource Centres*).

*Inkxaso enikwa izikolo zaBaziimfama naBazizithulu*

Ugxininiso olulodwa ngo-2013/14 lwalukwiZikolo zeeMfama naBazizithulu. Izikolo iPioneer and Athlone Schools for the Blind ziye zafumana ithekhinoloji ukuququzelela ukufikelela kwizixhobo zokuxhasa ukufunda nokufundisa iBraille. Esi sixhobo sitsha sibandakanya i-e-Braille portable computers ezinokusetyenziswa ngabafundi ukufunda iincwadi zezifundo ekhompuyutheni ngebraille, phakathi kwezinye izixhobo. Abafundi banako kwakhona ukumamela iteksti eyintetho eyenziwe ekhompuyutheni wandule ukubrawuza i-intanethi. ISebe iWCED libonelele ngeenguqulelo zezixhobo zokufunda nokufundisa ezifanelekileyo ezifumanekayo, kubandakanywa iincwadi zezifundo ukunika inkxaso ekusetyenzisweni kweNkcazelo yoMgaqo-nkqubo weKharityhulam noVavanyo (*Curriculum and Assessment Policy Statement*) (CAPS).

Kwaphandwa ngeqela lezixhobo ze*Alternative and Augmentative Communication Devices* (AAC) ukwenzela abafundi abafuna izixhobo zokubancedisa ukufikelela kwikharithulam. IiTheraphisti zeZithili ziqaphele izikolo zeZithili ezifanelekileyo apho iyuniti enezixhobo ze-ACC inokusekwa. La maziko aya kulungiselela ukuqatshelwa kwesona sixhobo singcono kakhulu seemfuno zomfundi.

ISebe iWCED lagqiba ukuba lenze iphulo elisalingwayo leminyaka emithathu lokuqaliswa kwe*South African Sign Language* (SASL) njengesifundo ngo-Oktobha 2013. I-De la Bat Special School Resource Centre yayisindleke le projekthi yephondo ye*South African Sign Language*. Ubugcisa obufunyenweyo kuye kwabelwana ngabo nezinye izikolo zeZithulu kwiphondo kusetyenziswa iSASL njengoLwimi lokuFunda nokuFundisa (*Language of Learning and Teaching*) (LoLT)). Iziphumo kwakhona ziye zafakwa kwiprojekthi yeDBE SASL kazwelonke eyayiqale ngo-2013. Izixhobo zokuXhasa ukuFunda nokuFundisa ezazenzelwe le projekthi ngoku zisetyenziswa kuzo zonke izikolo zeZithulu kwiphondo kunye neSASL njengeLOLT. ISebe iWCED liqhuba iphulo elisalingwayo leSebe iWCED kwiSigaba seSiseko nakwiBakala 8 ngo-2014 ukulungiselela ukusetyenziswa kwaso kuzwelonke ngo-2015.

#### *Amaqela okunika inxaso kumacandelo*

Ngo-2013/14, iintlanganiso zamacandelo zeZikolo zeMfundo eneeMfuno eziZodwa eziqhubeka kabini ngonyaka zazibanjelwe amaqela okhubazeko olwahlukeneyo ukwenzela ukuququzelela, ukumisela umgangatho ofanayo, ukwabelana ngeyona nkqubo isebenza kakuhle kunye nezinto ezisandula ukwenzeka kumacandelo eemfuno zemfundo ezithile. Iintlanganiso zamacandelo zeMfundo eneeMfuno eziZodwa ezilishumi elinambini zaye zabanjwa ngonyaka ngamnye, ezimbini kwintlanganiso nganye yayeyaBaziimfama, yayeyaBazizithulu, yayeyabane-*Autism Spectrum Disorder*, i-*Neurological Disabilities*, iSevere *Intellectual Disability and Schools of Skills* sectors).

#### *Ukubonelela ngeFET kubafundi abane-cerebral palsy kunye nokhubazeko ngokwasemzimbeni*

Kwahlolwa izikolo ezithathu ukuqonda ngokufaneleka kwazo ukuqalisa iiklasi zeFET ukuhlangabezana nemfuno. I-Eros yaye yaqatshelwa njengesona sikolo sifanelekileyo kwaza kwenziwa amalungiselelo ayo ukwenzela abafundi beBakala 10 ukususela ngo-2014.

#### *Inxaso enikwa kwiZikolo zeZakhono*

Amagosa nabasebenzi abavela kwiZikolo zeZakhono baqulunqe ikharithulam ekumgangatho ofanayo, evunywe ziZikolo zeZakhono. Amagosa nootitshala abakhethiweyo beZikolo zeZakhono bamenyiwe ukuba babe yinxalenye yekomiti ejongene nomsebenzi kazwelonke wokuqulunqa iikharithula zeZikolo zeZakhono zikazwelonke ukwenzela ukuba zivunywe ngokusemthethweni yi-Umalusi. Iikharithula yezakhono zobugcisa eziyi-21 yenziwa yagqitywa lwaqhubeka noqeqesho lootitshala.

#### *Ukunika inxaso ngokusebenzisa uvavanyo lwesikolo siphela*

UVavanyo lweSikolo siPhela lwaqhutywa kwiZikolo zeMfundo eneeMfuno eziZodwa ngo-2013/14. Ukongeza kwiikhrayitheriya ezazivavanywe kwizikolo eziqhelekileyo, umsebenzi weenkonzo zokunika inxaso kwimfundo eneemfuno ezizodwa waye wenziwa. Oku kwaye kwalandelelwa ngamagosa kwaza kwafakelwe izilungiso kwiziCwangciso zoPhuculo lweSikolo njengoko kwakucetyisiwe. Ukusebenza kakuhle kwenkqubo ezikolweni kwaye kwasasazwa ngokunjalo.

*Ukunika inxaso yobudlelane phakathi kwamasebe karhulumente namacandelo ahlukeneyo*  
Ubudlelane phakathi kwamasebe karhulumente bubandakanya intsebenziswano neSebe lezeMpilo malunga ne*Integrated School Health Programme*), ukuKhuthaza ezeMpilo nokuphuculwa kweemenyu ze*National School Nutrition Programme* nentsebenziswano kunye

neSebe loPhuhliso lwezeNtlalo ngokumalunga nabantwana abakhubazekileyo kunye nolutsha olungekho sezikolweni.

ISebe lezeMpilo neSebe leMfundo kwakhona liye langena kwintsebenziswano ukuphumeza iProgram yezeMpilo yeSikolo eDityanisiweyo. Le phakheji yenkonzo ibandakanya unonophelo nenkxaso yemisebenzi yokufunda nokufundisa/imisebenzi yokukhuthaza ezempilo, ukuskrinwa nokuvavanywa kwabafundi, ukulawulwa kwezigulo zempilo kwanokuthintelwa kwezifo.

ISebe iWCED kwakhona lincedise iSebe lezeMpilo kwiprogram ye*Human Papilloma Virus vaccination programme*, elugonyo lokuthintela umhlaza wesibebeke. Iprogram yogonyo yeHPV ijoliswe kumantombazana aselula kwiBakala 4, abaneminyaka eyi-9 okanye ngaphezulu, kuzo zonke izikolo zikarhulumente. Ugonyo ngo-2014 lwaye lwaqhubeka ngeenyanga zikaMatshi noEpreli. Amaqaba esibini anikwa kwiinyanga ezintandathu aya kunikwa ngenyanga kaSeptemba no-Oktobha 2014. Ugonyo olu lwalusenziwa ziinesi zezempilo zesikolo, zaza iinesi ezikwizikolo zemfundo eneemfuno ezizodwa zancedisa kwizikolo zemfundo eneemfuno ezizodwa. Iifom zokunika iimvume zokugonywa ze-HPV namaxwebhu engcaciso aye athunyelwa ezikolweni phambi kokwenziwa kokuba luqhubeke ugonyo.

Zonke izithili zaqeqeshwa kwiProgram yezeMpilo yeSikolo eDityanisiweyo eyaye yanika iisayikholojisti, iitheraphisti nootitshala ukuqaphela okanye ukufumana ingcaciso malunga nezithintelo ezinxulumene nezempilo kwimfundo kwanokubonelela ngeeprogram zongenelelo ngoncedo usingatha izithintelo. Iinkcukacha-manani zabafundi ababeskriniwe zaye zafunyanwa zivela kwiSebe lezeMpilo. ISebe iWCED lilandelela iinkqubo zokugqithiselwa kwabafundi kwiingcali (*referrals*).

Ikomiti yokuququzelela intsebenziswano ngokwamacandelo (*inter-sectoral co-ordinating committee*) namasebe karhulumente kunye nabathathi-nxaxheba yayisekwe ngokomgaqo-sikhokelo kazwelonke wokuNonophela nokuNika iNkxaso ukuFunda nokuFundisa (*National Care and Support for Teaching and Learning (CSTL) framework*). I-CSTL liphulo le*South African Development Community initiative*) ngenjongo yokufezekisa amalungelo ezemfundo abo bonke abantwana ngokuba izikolo zibe ngamaziko abandakanya bonke abafundi okufunda, okunonophela nokunika inkxaso. I-CSTL yimpendulo ephangaleleyo, eququzelelweyo, abandakanya amacandelo amaninzi ukusombulula izithintelo ekufundeni nasekufundiseni. Asiyoprogram intsha, kodwa inika umgaqo-sikhokelo obalulekileyo ukwenzela iiprogram ezikhoyo zokunika inkxaso. ISigaba 1 soqeqesho lwamagosa se-CSTL sephondo saqhubeka ngo-2013/2014 lwaza uqeqesho lwesigaba 2 lwezikolo lwaqhubeka ngo-2014/2015.

Iintlanganiso eziqhubeka okokoko zaye zabanjwa ne*Department of Health Western Cape Rehabilitation Centre*, ukunceda ekwamkelweni kwabafundi ababekhululwe ezibhedlele emva kweengozi, njl. njl. Iingxoxo malunga neekheyisi zaye zalungiselelwa kunye neesayikholojisti, iitheraphisti kunye noogqirha ukugqiba ngeyona ndlela ingcono kakhulu yokuhamba isikolo yaba bafundi.

Kuye kwakho intsebenziswano nabasebenzi beSebe lezeMpilo malunga nempilo ngokwasengqondweni. Kwenziwe ikhweshine ukuqiniseka malunga nemeko yezempilo ngokwasengqondweni kwabafundi beBakala 8. Esi sixhobo sinokusetyenziswa xa kuqaliswa inkqubo yokuskrina ye-*Integrated School Health Programme* kubafundi beBakala 8. Ngoku ugxininiso lwe-ISHP lusekuskrinweni kwabafundi beBakala 1. Njengoko iSebe lezeMpilo liqesha abasebenzi abongezelelweyo, amabakala 4 no-8 aya kubandakanywa njengenxenye yokuqaliswa ngokukhulayo kwe-*Integrated School Health Programme*. Kuza kwenziwa kwakhona isixhobo sokuskrina impilo ngokwasengqondweni yabafundi abaselula.

ISebe iWCED limelwe kwiCommunicable Diseases Committee yephondo ukwazisa iSebe lezeMpilo ngazo naziphi na iikheyisi eziqaphelekayo zezifo ezosulelekayo ezikolweni lize lifumane ingcaciso yezikolo nezithili malunga nokusingathwa kwezi kheyisi. Iintlanganiso zibanjwa kabini ngonyaka naxa kukho imeko yongxamiseko ethile. Iikheyisi ze*tuberculosis*, i*Hepatitis A* ne*bacterial meningitis* zaxelwa kwiSebe lezeMpilo ngo-2013/2014

#### **IIinjongo eziCwangciswa ngoBuchule**

<b>IProgram 4</b>					
<b>UMlinganiselo weProgram yeNtsebenzo</b>	<b>Okwenziweyo kanye ngo-2013/2014</b>	<b>Okwenziweyo ka-2013/2014 eCwangcisiweyo</b>	<b>Okwenziweyo kanye ngo-2013/2014</b>	<b>Okwenziweyo kanye ngo-2013/2014 ukuya kutho kokwenziweyo</b>	<b>Ikhomenti malunga nezitenxo</b>
► PPM401: Inani labafundi ababhaliswe kwizikolo zemfundo eneemfuno ezizodwa	19 884	19 470	19 876	406	Kugqithisiwe kwithagethi. Ithagethi yayimiswe phambi kwesaveyi yaqho ngonyaka yokuphela konyaka kwizikolo zemfundo eneemfuno ezizodwa ibe nokugqitywa yaza yenza ingqikelelo eNgaphantsi yobhaliso lwabafundi ebingunobangela wokwandiswa kwezikolo zezakhono kunye nezibonelelo zoncendo zabo bane-autism spectrum.
► PPM402: Inani lootitshala abaqeshwe kwizikolo zemfundo eneemfuno ezizodwa	1 860	1 800	1 872	72	Itotali ye-1872 ibandakanya izithubo zootitshala eziyi-95 kwiiYouth Care Centres ezinabafundi bazo ababeza kutshintshelwa kwiSebe lezoPhuhliso loLuntu ukususela nge-1 Epreli 2013. Azizaliswanga zonke izithuba.
► PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	971	997	1 003	6	Inani u-1003 ligqithisile kwithagethi ngenxa yenyano yokuba kukho abasebenzi bakarhulumente abayi-85 abaphawulwe njengabagqithisileyo kwizithuba zabaqeshiweyo kwiiYouth Care Centres, apho abafundi babeya kutshintshelwa kwiSebe loPhuhliso lwezeNtlalo nge-01 Epreli 2013. Azizaliswanga zonke izithuba.



### **Icebo lokoyisa iinkalo zentsebenzo engekho semgangathweni**

- Singatha iimfuno zokwamkelwa kwabafundi abaneemfuno zemfundo ezizodwa ngobuchule
- Qiniseka ukuba ootitshala abakwizikolo ezamkela bonke abafundi baxhotyiswe kakhulu ngokusingatha iimfuno zemfundo zabo bonke abafundi
- Uqeqesho kugxininiswa koku:
  - Abasebenzi beMfundo eneeMfuno eziZodwa abakwiindidi ezahlukeneyo zokhubazeko
  - Abasebenzi beZikolo zeZakhono malunga nekharityhulam ehlaziyiweyo
  - Abasebenzi abakwizikolo eziBonelela ngeNkonzo ePheleleyo/iZikolo eZibandakanya bonke aBafundi malunga nokuqaphela nokusingatha izithintelo kwimfundo
  - Abasebenzi abakumaZiko aBonelela ngoNcedo eZikolo zeMfundo eneeMfuno eziZodwa malunga nomsebenzi owandisiweyo
  - Abasebenzi bokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa abakwii-Ofisi zeZithili kubandakanywa iiSayikholojisti, ooNontlalontle, ABacebisi bokuNika iNkxaso kumaZiko eMfundo (*Learning Support Advisors*), ooGqirha neeTheraphisti malunga nomsebenzi wabo kuyo yonke iMfundo eBandakanya bonke aBafundi ngokudibeneyo
  - Ootitshala bokuNika iNkxaso kwezeMfundo eSikolweni okumalunga nomsebenzi wabo wobungcali kuphuculo lolwimi nemathematika
  - IiKomiti zokuNika iNkxaso eZikolweni (*School-based Support Teams*) malunga nomsebenzi wabo kwinkqubo yokuSkрина, yokuQaphela, nokuNika iNkxaso (*Screening, Identification, Assessment and Support*) (*SIAS* process))

### **Utshintsho kwiithagethi ezicwangcisiweyo**

Azikho

### **Ukunxibelelanisa intsebenzo neebhajethi**

Inkcitho ekungenwe kuyo kwiProgram 4 ibe negalelo ekuphonyezweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED.

- Ukubonelela izikolo zemfundo eneemfuno ezizodwa ngezithuba zootitshala nangezithuba zenkonzo karhulumente
- Ukwandisa nokuxhobisa amaziko okubonelela ezikolo zemfundo eneemfuno ezizodwa/ngeeklas
- Ukubonelela ngeenkxaso-mali kwizikolo zemfundo eneemfuno ezizodwa
- Ukukhuthaza imfundo ebandakanya bonke abafundi ngokusekwa kwezikolo ezibonelela ngenkonzo epheleleyo

### **Inkcitho yeprogram esekelayo**

Igama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	INkcitho Kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	INkcitho Kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	910,287	910,287	-	824,291	820,101	4,190
4.2 UPuhliso lweZakhono zaBasebenzi	51	51	-	-	-	-
4.3 IGranti eKhutshwa phantsi kweMiqathango	-	-	-	-	-	-
Itotali	910,338	910,338	-	824,291	820,101	4,190



## Programme 5: Further Education and Training



Learner numbers	
2009	29 887
2013	71 594

2009 Pr 5 per- sonnel expendi- ture as a % of total	2013 Pr 5 per- sonnel expendi- ture as a % of total	2009 Pr 5 Aver- age personnel expenditure per employee (R'000)	2013 Pr 5 Aver- age personnel expenditure per employee (R'000)	2009 Pr 5 Number of employees	2013 Pr 5 Number of employees
2	1.86	202.35	308.18	1 051	937

#### 4.5 IProgram 5: IMfundo noQeqesho oluQhubekayo

##### INjongo yale program:

Ukufundisa iFET kwiikholeji zeFET zikarhulumente ngokungqinelana noMthetho weKholeji zeMfundo noQeqesho oluQhubekayo (2006) (*Further Education and Training Colleges Act*)

##### Iprogram yeFET inezi program zisekelayo zilandelayo

*IProgram esekelayo 5.1: Amaziko karhulumente*  
ukubonelela iikholeji zeFET zikarhulumente ezithile ngezibonelelo (resources)

*IProgram esekelayo 5.2: IiNkonzo zoQeqeshelo-msebenzi*  
ukubonelela abahlohli nabafundi kwiikholeji zeFET zikarhulumente nakwiinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

*IProgram esekelayo 5.3: Uphuhliso lweZakhono zaBasebenzi*  
ukubonelela ngezoqeqeshelo-msebenzi nolunye uphuhliso lwabasebenzi abaphetheyo, abangabahloli kwaye benika inkxaso kwiikholeji zeFET zikarhulumente

*IProgram esekelayo 5.4: IGranti eKhutshwa phantsi kweMiqathango*  
Ukubonelela ngenkxaso-mali kwiikholeji zeFET zikarhulumente (isetyenziswe kwade kwango-2008/09)

*Iinkonzo zokuqeqeshelwa umsebenzi*

- Ukunika inkxaso kwiikholeji zeFET zikarhulumente

*Uphuhliso lwezakhono zabasebenzi*

- Ukubonelela ngophuhliso loqeqesho kootitshala nakwabangengotitshala kwiikholeji zeFET zikarhulumente

##### INjongo eCwangcise ngoBuchule

<b>INjongo eCwangcise ngoBuchule 5.1</b>	Ukuqinisekisa ungqinelaniso lwesicwangciso senkqubo yamaziko ukwenzela ukuba kufundiswe iiprogram ezifanelekileyo, eziphendula ekufezekiseni iimfuno zamashishini akufutshane, ezamashishini amakhulu, ezoluntu nezabafundi nokugcina imeko ekhuthazayo yomgangatho ophezulu edityanisiweyo/ yokufundisa ipraktikhali kusetyenziswa inkqubo yokuphatha nokulawula amaziko nokunika inkxaso ekwenzeni umsebenzi.
--	---

**INjongo eziCwangcise ngoBuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nokwenziweyo kanye**

##### Ubhaliso lwabafundi

Ngo-2013 iikholeji zaseNtshona Koloni zabhalisa i-16 812 NC(V) ne-39 782 yabafundi ngokweNgxelo 191 ngo-2013. Ngeli xesha linye, ngabafundi abamalunga ne-15 000 ababebhaliswe kwiiprogram ezinxulumene nomsebenzi. ISebe iDHET alikawakhuphi amanani eNgxelo yeSaveyi yoNyaka kodwa iikholeji zibhalise malunga ne-71 594 yabafundi kunyaka wezifundo ka-2013. Oku kubandakanya ukwanda kwabafundi abayi-412 NC(V) ngaphaya kwethagethi ka-16 500 eyayimiswe liSebe iWCED. La manani abonisa ukukhula kwe-43% ukusuka ku-2012 ukuya kutsho ku-2013 nekufuneka ijongwe ngokunxulumene nokukhula nge-51% eyayisele irekhodwe phakathi ko-2011 ukuya kutsho ngo-2012. Oku kukhula kubhaliso lwabafundi kuxhasa ithagethi yeSebe iDHET yokwandisa imfundo enxulumene nezomsebenzi

kunye nenkqubo eqhubeka okokoko kunye necandelo lezoqeqesho. Kwi-71 594 yabafundi, abayi-56 594 babekwiiprogram ezazixhaswa ngurhulumente, ezixhaswa nge-80% yeendleko zeprogram iyonke.

likholeji zibhalise abafundi abayi-40 000 kwikota yokuqala ka-2014. Zizonke, izicwangciso zeekholeji kukubhalisa abafundi abayi-69 700 ngo-2014 kodwa imfuno yokufundiswa kweprogram enxulumene nezomsebenzi ingakhokelela ekubeni amanani abe ngaphezulu kweli nani.

Ukukhula okuphezulu kumanani abafundi kunefuthe kwiziseko zophuhliso zekholeji. Uninzi lweekhampasi ziye zafikelela kumthamo wazo ongaphaya kommiselo kwaye azisayi kuba nako ukwandisa amanani abafundi ngaphandle kokwandisa iziseko zophuhliso.

<b>IKholeji</b>	<b>Ubhaliso lwabafundi ukususela nge-15 Febuwari 2014</b>
Boland	6 836
Cape Town	8 784
False Bay	4 976
Northlink	10 707
South Cape	3 276
West Coast	5 424
Itotali	40 003

#### **UPhuhliso lweZakhono zaBahlohli**

ISebe iWCED laqhubeka ukunika inkxaso yokuphunyezwa kwekharithulam ngokufumana uqeqesho lokuphuhliswa kwezakhono zabahlohli kunye nenkxaso yaseklasini. Ugxininiso lwalubekwe kumgangatho wezixhobo zovavanyo lwangaphakathi kangangokuba uninzi lwezixhobo zovavanyo zangaphakathi zeNC(V) zaye zenziwa zakumgangatho ofanayo ukwenzela ukuba zihambelane mbo nemigangatho efanayo kazwelonke. Izakhono zokusebenza zabahlohli zaye zandiswa ngenxa yesiphumo seenkqubo ezisetyenzisiweyo kule misebenzi yoqinisekiso lwemigangatho nangenxa yethekhinoloji ekubonelelwe ngayo ukunceda ekwenzeni ingcaciso-ntetho, ezinjenge-smart boards

Ngabahlohli abayi-180 ababefakwe kwiindawo zomsebenzi ukwenzela uphuhliso lokuqeqeshelwa umsebenzi olwenzeka okokoko.

Abahlohli beMathematika nabeMathematical Literacy bafumana ukuqeqeshwa kwimiba ethile yekharithula yabo, imethodoloji yokufundisa kunye nokulawulwa kweklasi. Ngenxa yokuba zingekho iziphumo zoviwo zokuphela konyaka, akukwazeki ukuqinisekisa ukuba ngaba iziphumo zeMathematika nezeMathematical Literacy ukuba ziye zaphucuka. Ukungahanjwa kwesikolo ngabafundi kunefuthe elicacileyo kwiziphumo zeMathematika ngokukodwa, njengoko isifundo esi sifuna ukuba abafundi benze iimvavanyo zaqho.

Ukuza kuthi ga ngoku, akukho kucazululwa kweziphumo zoviwo kwenziweyo kungenziwa ngenxa yenyanyiso yokuba iSebe iDHET ayikazikhuphi iziphumo zamasebe ephondo.

### **Inkxaso ekubonelelwe ngayo**

Inkxaso yezemali kubafundi yaye yanikwa ngokusebenzisa iSkim seBhasari seeKholeji zeFET zeDHET (DHET FET College Bursary Scheme). Ngo-2013, kwabiwe iibhasari eziyi-17 264 'zezifundo kuphela' zaza eziyi-15 806 'zahlawulela yonke into' kusenzelwa abafundi be NC(V) nabeNgxelo 191.

Ukwanda kumanani abafundi kubeke uxinzelelo kwiziseko zophuhliso zekholeji. ISebe iWCED labe i-R52,130,000 ukwenzela ukuphucula iziseko zophuhliso ukusingatha ukunqongophala kwendawo eziklasini kwakunye nophuculo olufuneka kakhulu kunye nokwanda kuzo zontandathu iikholeji.

UMthetho oFakelwe iziLungiso weeKholeji zeFET (3/2012) wapapashwa ngoMeyi 2012. Oku kuwisa umthetho wokutshintsha kweeKholeji zeFET ukusuka kumagunya ephondo ukuya kutsho kumagunya kazwelonke. Nakuba kunjalo, kuba kwakungekho wiso-mthetho lumiselweyo ukuqalisa ukuphumeza utshintsho olupheleleyo, iimvumelwano zomakulandelwe (*protocol agreements*) zaye zasayinwa ukwenzela ukusekondwa kwabasebenzi bephondo ukwenzela ukuba baqhubeke ngokunika inkxaso iikholeji.

Iyunithi yephondo leNtshona Koloni iqhubekile ngokunika inkxaso kwizistraksha zokulawulwa nokuphathwa kweeKholeji ngokuququzelela ukucwangcisa nokusebenza ngobuchule kwakunye nokuququzelela ukunyulwa kwebhunga lekholeji elitsha emva kokufikelela esiphelweni kolawulo lwamabhunga eekholeji ngo-31 Disemba 2013.

Le yunithi kwakhona iye yanika inkxaso ekufundisweni kwekharithulam kunye novavanyo lwangaphakathi kwaye zonke iimviwo zangaphandle zaye zabekwa esweni. ISebe iWCED neSebe iDHET ziye zabeka esweni ngaphezulu zaza zanika ingxelo malunga nenkqubo yeeKholeji ngokunxulumene nobhaliso lwabafundi, ulawulo lwezemali kunye noqinisekiso lwemigangatho yeemvavanyo. Jonga icandelo elimalunga noku: "UPhuhliso lweZakhono zaBahlohi" apha ngasentla.

Ukususela ngonyaka-mali ka-2013/14, iSebe iDHET laye lawuthathela kulo umsebenzi wokuhlalula ngqo iinkxaso-mali kwiikholeji, lo gama iSebe iWCED belilawula iPERSAL egameni leekholeji. Ulawulo lwePERSAL belubandakanya intlawulo yemivuzo nemirholo kwakunye nezibonelelo zezentlalo kubasebenzi. Ukuhambelana ngqo nemiyalelo yeSebe iDHET, kungeniswe iingxelo zemali zaqho ngekota kwiSebe iDHET, lo gama iingxelo zePERSAL ezicacisiweyo zazingeniswe kwiikholeji ukwenzela ukungqinelaniswa kwenkcitho kwezabasebenzi.

Kuye komelezwa inkxaso yeSebe iWCED yokwakha ubudlelane phakathi kweeKholeji zeFET, iiSETA kunye namashishini, kangangokuba abafundi abayi-3 000 bafakwa kumashishini ukwenzela ukuba babe nolwazi ngezomsebenzi baza abayi-11 343 bakwenza oko njengenxenywe yesiqinisekiso samabanga emfundo sabo.

ISebe iWCED linike inkxaso kwiikholeji ukubonelela ngoqeqesho kwiSRC kwakunye nenkxaso yokuphuma kubafundi kumalungiselelo ezomsebenzi. Inkxaso yabaphumayo yayibandakanya ukubhalwa kweeCV, uphuhliso lwezakhono ezithambileyo (*soft skills development*), iintsuku ezivulelekileyo nabaqeshwa (*employer open days*), njl. njl. Uqeqesho lweSRC lwalugxininise ekuphuculeni izakhono zobunkokeli kwizitraksha zeSRC.

## Imiba emalunga nexesha lotshintsho

Ukutshintsha komsebenzi weFETC akukhange kwenzeke njengoko bekucwangcisiwe ngonyaka-mali ka-2013/14. Umhla oyithagethi omtsha wokutshintsha komsebenzi ngokupheleleyo ngowe-1 Epreli 2015 kwiFET neAET. Izitraksha ezazisekiwe zokusebenza ngexesha languqu kungene endaweni yazo ikomitana engoKutshintsha koMsebenzi yeHEDCOM.

Ngo-2013/14 ikomiti ejongene nexesha lotshintsho yephondo yabamba iintlanganiso zantlanu ezihamba neengxelo ezikhaphayo ukulungiselela iintlanganiso zikazwelonke. Iingxelo neengcebiso zazigxile ekutshintshweni kwabasebenzi, ngenxa yoku abaphathi abakhulu beekholeji baye batshintshiselwa kwiSebe iDHET, lo gama abasebenzi abakwiiyunithi zeFET zamaphondo baye basekondwa baze batshintshwe nge-1 Epreli 2015. IiMvumelwano zoMqeshi noMqeshwa (*Collective Agreements*) zokutshintshwa kwabahloli beekholeji nabasebenzi abancedisayo (*support staff*) zisayinwe ngoFebruwari 2013 kwaye inkqubo yokutshintshwa kwabasebenzi ngoku iyaqhubeka.

## Izalathi zentsebenzo

IProgram 5					
IProgram yeSalathi seNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ihagethi ecwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Okwenziweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezitenxo
► PPI 5.1: Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET	15 150	16 400	16 812	412	Iikholeji zigqithisile kwiithagethi yazo ngenxa yemfuno
► PPI 5.2: Inani labafundi beekholeji zeFET NC(V) abagqibe izifundo zabo zonke ngempumelelo	4 603	7 380	9 400	2 020	Le yingqikelelo kuba iziphumo zokuphela konyaka ziya kupapashwa kuphela emva kokuba kukhutshwe iziphumo zeemviwo zokuxabangela

## Isicwangciso sokoyisa iinkalo zenkqubo ekumgangatho osezantsi

ISebe iDHET liqalise inkqubo yokomeleza ukuhamba isikolo kwabafundi kunye nemigaqo-nkqubo yezentsebenzo. Nje ukuba ezi zinto ziqaliswe, ireyithi yokuhanjwa kwesikolo ngabafundi ifanele ukuphucuka kwaye oku kufanele ukuba kukhokelele kwiprogram yangoku yamaqela ekugxininiswa kuwo/ kwiindawo ekwenziwa kuzo umsebenzi ukuqinisekisa ukuba ekomelezweni kobuchule beekholeji ukubonelela ngenkxaso yezifundo kubafundi.

## Utshintsho kwiithagethi ezicwangcisiweyo

Azikho



### **Ukunxulumanisa intsebenzo neebhajethi**

Inkcitho ekungenwe kuyo kwiProgram 5 ibe negalelo ekuphunyezweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED:

- Ukuxhaswa ngemali kweendleko zokuqesha abasebenzi beekholeji zeMfundo noQeqesho oluQhubekayo

### **Inkcitho yeprogram esekelayo**

Igama leprogram esekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	Inkcitho eyiyo kanye	(Inkcitho engaphezulu)/ Inkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho eyiyo kanye	(Inkcitho engaphezulu)/ Inkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 AMaziko kaRhulumente	353,097	353,078	19	597,589	597,523	66
Itotali	353,097	353,078	19	597,589	597,523	66



## Programme 6: Adult Education and Training



2009 Average personnel expenditure per employee (R'000)	2013 Average personnel expenditure per employee (R'000)	2009 Pr 6 Number of employees	2013 Pr 6 Number of employees
157.42	120.38	11	8

Budget Allocation for Adult Education and Training		
	2009	2013
Programme 6	R27 887 000	R37 896 000

Learner Numbers			
AET			
2009	38 053	2013	33 595

Numbers, budget and staffing have all been impacted by changes in the sector. These should be resolved once the future arrangements are clarified.

#### 4.6 IProgram 6: IMfundo noQeqesho lwaBadala

##### INjongo:

Ukufundisa i-AET ngokungqinelanayo nomthetho i-Adult Basic Education and Training Act, 2000

##### Iprogram yeABET inezi program zisekelayo zilandelayo:

*Iprogram esekelayo 6.1: linkxaso-mali kuMaziko eMfundo yaBadala kaRhulumente*  
ukunika inkxaso kumaziko athile e-AET karhulumente ngokuwanika iinkxaso-mali

*Iprogram esekelayo 6.2: Iinkxaso-mali kuMaziko eMfundo yaBadala aBucala*  
ukunika inkxaso kwizikolo ezithile ze-AET ngokuwanika iinkxaso-mali

*Iprogram esekelayo 6.3: linkonzo zokufundisa*  
ukunika ootitshala nabafundi abakuMaziko e-AET iinkonzo zokunika inkxaso ezilawulwa lisebe lemfundo

*Iprogram esekelayo 6.4: Uphuhliso lweZakhono zaBasebenzi*  
ukubonelela ngophuhliso lokuqeqeshelwa umsebenzi kunye nolunye uphuhliso lwabaphathi, ootitshala nabasebenzi abanika inkxaso kuMaziko e-AET.

##### INjongo eCwangcise ngoBuchule

<b>INjongo eCwangcise ngoBuchule 6.1</b>	Ukubonelela ngenkxaso kwizittraksha zabalawuli nezabaphathi be-AET ngophuhliso lomgaqo-nkqubo neenkqubo zongenelelo ngoncedo olucwangcise ngo-buchule eziqquzelela ukufundisa ngempumelelo kumaziko emfundo yabadala; ukubonelela ootitshala nabafundi abakumaziko e-AET ngeenkonzo zokunika inkxaso yekharithulam elawulwa lisebe lemfundo; kwanokubonelela ngoqeqesho lokwenza umsebenzi ngobuchule kootitshala nabangezotitshala
--	---

##### **Iinjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye**

##### Ubhaliso lwabafundi

Ngo-2013/14, kwakukho abafundi abayi-33 595 kuMaziko ayi-120 wawo ngaMaziko aPhambili (Main Centres). Abayi-20 301 yayingabafundi be-ABET iNqanaba 1-4, i-12 099 yayingabafundi beFET baza abayi-1 195 bathatha inxaxheba kwiiprogram zezakhono ezimfutshane.

Ukwabiwa kwaBafundi ngokweNqanaba/ngokweBakala – ngoNyaka ka-2013									
I-Ofisi yeSithili seMfundo	INqanaba 1	INqanaba 2	INqanaba 3	INqanaba 4	IBKL 10	IBKL 11	IBKL 12	Abanye	Itotali
Cape Winelands	853	706	609	1 865	12	0	1 652	280	<b>5 977</b>
Eden and Central Karoo	606	381	466	1 088	0	0	495	72	<b>3 108</b>
Metro Central	422	250	310	1 005	28	93	3 604	114	<b>5 826</b>
Metro East	150	122	189	1 983	0	0	85	208	<b>2 737</b>
Metro North	282	352	447	1 921	0	0	2 131	54	<b>5 187</b>
Metro South	277	240	315	1 410	0	0	3 114	70	<b>5 426</b>
Overberg	281	311	295	897	0	0	659	253	<b>2 696</b>
West Coast	476	209	282	1 301	0	0	226	144	<b>2 638</b>
<b>Itotali</b>	<b>3 347</b>	<b>2 571</b>	<b>2 913</b>	<b>11 470</b>	<b>40</b>	<b>93</b>	<b>11 966</b>	<b>1 195</b>	<b>33 595</b>
UVIMBA: ISAVEYI YAQHO NGONYAKA KA-2013									

Kubonelelwe ngeeprogram zokuxhobisa ngezakhono ezivunye ngokusemthethweni kubafundi abayi-459 ngentsebenziswano neekholeji zeFET iBoland, Northlink neCape Town. Ngo-2013, iSebe iWCED laqhubeka ngokubonelela kwalo ngeeprogram zeMfundo yaBadala kubasebenzi bakaRhulumente bePhondo nabakaRhulumente kaZwelonke. Uxwebhu iMemoranda of Understanding lwasayinwa kunye neSebe lezeMpilo, ezoPhuhliso lwezeNtlalo kunye noMasipala waseMatzikama (lwasayinwa ngoEpreli 2013). Abafundi abayi-531 abayinxenye yenkqubo yobuhlakani baye baya kumaziko ayi-18. I-MOU eyasayinwa kunye neSebe lezeMpilo yaye yahlaziywa ngokutsha, lo gama iBredasdorp CLC yasayina iMOU neFloraland kunye neSANPARKS ukubonelela ngeenkonzo ze-ABET kubasebenzi. Ii-MOU

zicwangciswe kunye neSebe lezoThutho neMisebenzi kaRhulumente kunye nelezoPhuhliso lwaMaphandle (Department of Transport and Public Works and Rural Development).

Iphulo i-Kha Ri Gude Mass Literacy campaign laqaliswa ngo-EApreli 2008 ngenjongo yokuxhobisa abantu baseMzantsi Afrika abayi-4.7 bakwazi ukufunda nokubhala kwanokubala ngenye yeelwimi zaseburhulumenteni ezilishumi elinanye ngo-2012. with the intention of enabling 4.7 million South Africans to become literate and numerate in one of the eleven official languages by 2012. Kwakukho i-15 521 yabafundi eNtshona Koloni kule program ngo-2013, becediswa ziityhutha eziyi-900 nangabaququzeleli bephondo abayi-5. Abafundi bafundiswa ukufunda nokubhala ngolwimi lwabo lweenkobe ngokungqinelanayo nemigangatho yeeyunithi yenqanaba 1 ye-A(B)ET. Abafundi mabazalise imisebenzi yeemvavanyo engamashumi amabini (eyi-10 yeyolwazi lokufunda nokubhala eyi-10 yeyolwazi lokubala (10 for literacy and 10 for numeracy) kwiiPhothifoliyo zeeMvavanyo zaBafundi bazo (Learner Assessment Portfolios) (LAPS). Ii-LAPS zimodareyithwa zize zingqinisiswe yiSAQA. Kwaqhutyekwa ngeYouth Focus Project ngo-2013 ukuphendula kwiimfuno zemfundo zabafundi abakwizikolo zikarhulumente ababephinda iBakala 9 ityeli lesibini, elesithathu okanye elesine nababebudala beminyaka emithathu okanye nangaphezulu kuneminyaka yobudala yesiqhelo yeBakala 9. Kwaye kwenziwa iprogram yaza yaxhaswa ngemali ukunika ithuba iqela labafundi ukuba bafakwe kwizifundo ezijolise kwezomsebenzi kwiiKholeji zeFET nakuMaziko eAET ukwenza agqibe iprogram yokuvala umsantsa (bridging programme) eya kutsho kwiGeneral Education and Training Certificate: NQF Level 1. I-449 yabafundi babefakwe kwiiKholeji zeFET. I-33 yabafundi baxhaswa yiMerSETA (i-R3.7 yezigidi) kwiiprogram zobuchule bezandla (artisanship programme) baza abafundi abayi-20 baxhaswa ngeFibre Processing and Manufacturing SETA (FP&M Seta) ukwenzela ukuba bafumane isatifikethi sokwenziwa komchako wesinxibo (clothing manufacturing certificate). I-130 yabafundi babefakwe kumaziko e-AET ukususela ngoJuni 2012, njengenxenye yeprojekthi. IBhajethi yeli qela labafundi yayiyi-R28 yezigidi (2013/2014).

### IziPhumo zeeMvavanyo

Ngo-2013 kwabakho ukunyuka kwinani labafundi ababhalisele ukubhala iimviwo zeABET Level 4. Itotali yabaviwa abayi-4 781 babebhalisele inkalo yesifundo enye okanye ngaphezulu xa kuthelekiswa nabaviwa abayi-3 987 ngo-2012. Inani lababhalisele iinkalo zezifundo kwakhona laye lanyuka. Ngo-2013 kwakukho ababhalisele iinkalo zezifundo abayi-19 600, xa kuthelekiswa ne-16 987 ngo-2012, yayi-14 149 ngo-2011 kunye ne-9 551 ngo-2010.

INtshona Koloni yafumana iinkalo zezifundo ezingaphezulu kakhulu ngo-2013. Le theyibhile ilapha ngezantsi ibonisa inkqubela-phambili ukususela ngo-2011.

	2011	2012	2013
Inani labapase kwiiNkalo zeZifundo	6 762	7 677	8 518

Abafundi abadala bafumene iziphumo ezihle kwiinkalo zezifundo ezitsha ezimbini, kwiInformation and Communication Technology (86.64%) kunye ne-Early Childhood Development) (92.03%).

### UPhuhliso lweZakhono zoBomi

Ngo-2013, iinkqubo zotyalelo iDistrict Readiness visits zaziqhutyelwe ukuncedisa aMaziko e-AET ukulungiselela nokubaxhobisela u-2014. Bonke aBaphathi baMaziko naBaququzeleli baMaziko baye babonelelwa ngoluhlu lweeNkalo zeziPhumo eziPhambili (Key Result Areas). Aba bayinxenye yemvumelwano yabo neSebe iWCED.

Kubalulekile ukutsala abasebenzi abaneziqinisekiso zamabanga emfundo afanelekileyo kwicandelo befumana imivuzo encumisayo. Ukuqeshwa kwabasebenzi be-AET kuxhomekeke kuwiso-mthetho olulawula ezabasebenzi (labour legislation) eseyimeko yokubhengezwa epalamente kwaye kusekho ulibaziseko kule nkqubo. Ukuphunyezwa kwe-Norms and Standards Funding for Adult Learning Centres kuya kuqinisekisa ukuba amaziko axhotyiswe ngaphezulu ukwenzela abantu basekuhlaleni abayinxenye yawo.

## INKxaso ekuBonelelwe ngayo

Ngo-2013, iForam zaBaphathi baMaziko ezimbini zephondo (two provincial Centre Managers' Forums) zaye zabanjwa. Ukusekwa nokusebenza kwezi zitraksha kukhokelwe kumgaqo-sikhokelo omiselweyo, esasivunywe ngokusemthethweni ngoEpreli 2012.

INorms and Standards funding kumaziko amakhulu ayi-92 eyokutsho kwi-R32.6 yezigidi yagqitywa ngoNovemba 2013. INorms and Standards funding yenza isibonelelo sezithuba zemvumelwano ezisisigxina eziyi-51, aBaphathi baMaziko ayi-27 kunye naBaqquzeleli baMaziko abayi-24.

Ukuqiniseka ngenkxaso ethagethiweyo kwii-Ofisi zeZithili zeMfundo, kwaqhutywa ukuqaphela kwakhona kweenkqubo kuzo zonke izithili qho ngekota.

## IZalathi zeNtsebenzo

IProgram 6					Ikhomentli malunga nezitenxo
IProgram yeSalathi seNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithagethi eCwangcisiweyo ka-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukuhlanga ukusuka kwithagethi eCwangcisiweyo ukuya kusho kokwenziweyo kanye kanye ngo-	
► PPI 6.1. Inani labafundi ababhaliswe kuMaziko e-ABET	32 688	21 000	33 595	12 595	Ngenxa yokuba ikharithyulam nesiqinisekiso samabanga emfundo asikhange sitshintshwe kungene olunye uhlobo lwesiqinisekiso samabanga emfundo njengoko bekulindleleke amanani amaninzi kunokuba bekugikelelwe
► PPI 6.2. Inani lootitshala abaqeshwe kuMaziko e-ABET karhulumente	1 379	1 400	904	-496	Ukubhalisela izifundo kuqhubeka kumaziko ambalwa kwaye iiklasi ezinkulu bezithetha ukuba bekufuneka ootitshala abambalwa.

## Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Nika inkxaso kwikharithyulam ekhoyo kude kube kuqaliswe ngeenguqu eziqikelelwayo
- Nika isikhokelo nokunika inkxaso kwabo baseza kuba ngabafundi (prospective students)

## Utshintsho kwiithagethi ezicwangcisiweyo

Alungeni ndawo

## Ukunxulumanisa intsebenzo kunye neebhajethi

Inkcitho ekungenwe kuyo kwiProgram 6 ikhokelele ekuphunyezweni kwezi ziphumo ziphambili zilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zootitshala kuMaziko eMfundo noQeqesho lwaBadala
- Ukubonelela ngeenkxaso-mali kuMaziko eMfundo noQeqesho lwaBadala

## Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali lokugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali lokugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 AMaziko kaRhulumente	5,006	5,006	-	7,106	7,106	-
6.2 IiNkxaso-mali kuMaziko aBucala	32,892	32,892	-	29,814	29,814	-
6.3 IiNkonzo zoqeqesho lootitshala	-	-	-	-	-	-
6.4 Uphuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
Itotali	37,898	37,898	-	36,920	36,920	-



## Programme 7: Early Childhood Development



Budget Allocation for Early Childhood Development		
	2009	2013
Programme 7	R271, 961 m	R456, 576 m

- The budget assigned to ECD has doubled since 2009.
- 550 schools have been provided with ECD kits (indoor & outdoor equipment)
- Over 300 Grade R Classrooms have been built
- 150 model sites have been developed

Grade R Enrolment 2009 – 2013		
	2009	2013
Overall (Public and Independent sites)	68 997	76 100
Enrolled in Public Ordinary Schools	46 100	59 565

#### 4.7 IProgram 7: yoPhuhliso lweMfundo yaBasaqalayo

##### INjongo emiselweyo:

Ukubonelela ngoPhuhliso lweMfundo yaBasaqalayo (*Early Childhood Development*) (ECD) kwinqanaba leBakala R ngokungqinelayo neWhite Paper 5

##### Iprogram ye-ECD inezi program zisekelayo zilandelayo:

*Iprogram esekelayo 7.1: IBakala R kwiZikolo zikaRhulumente*

Ukubonelela izikolo zikarhulumente eziqhelekileyo ngezibonelelo zoncedo ezifunekayo kwiBakala R nokukhuthaza izikolo ezininzi ukuba ziqalise iiklasi zebakala R apho indawo ifumanekayo

*Iprogram esekelayo 7.2: IBakala R kwiZikolo zoLuntu*

ukunika inkxaso kumaziko oluntu athile [kwizikolo ezizimeleyo ze-ECDs] kwinqanaba leBakala R

*Iprogram esekelayo 7.3: IiNkonzo zokuQeqeshelwa uMsebenzi*

ukubonelela ngoqeqesho nentlawulo yemivuzo yesibonelelo (*stipends*) yeePrakthishina ezikumaBakala aphambi kweleBakala R

*Iprogram esekelayo 7.4: UPhuhliso lweZakhono zaBasebenzi*

Ukubonelela ngokuqeqeshelwa umsebenzi kunye nolunye uhlobo lophuhliso lootitshala nabangezotitshala kumaziko e-ECD.

*Iprogram esekelayo 7.5: IGranti eKhutshwa ngeMiqathango*

ukubonelela ngeziseko zophuhliso zeECD

##### INjongo eCwangciswe ngoBuchule

<b>INjongo eCwangciswe ngoBuchule 7.1</b>	Ukubonelela izikolo zikarhulumente eziqhelekileyo ezithile kunye nezikolo ezizimeleyo eziqatshelweyo ngezibonelelo zoncedo ezifunekayo kwiBakala R kwanokubonelela ngeemeko ezikhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBakala R kwiiklasi ezikhoyo ezifumanekayo okanye kwiiklasi zeBakala R ezintsha Ukuququzelela ukuqeqeshwa kwepraktishina zeNqanaba 1, 4 no-5
---	--

**linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye kanye**

##### Ubhaliso lwabafundi

Idatha yabafundi beBakala R efakwe ekhompuyutheni kwiiSaveyi zaqho ngoNyaka kwizikolo zikarhulumente nezikolo zeECD ezizimeleyo zibonisa ukwanda kakhulu kubhaliso lwabafundi beBakala R. Ubhaliso ngokubanzi kwiBakala R luchazwa njengolungaphezu kwe-76 000 (ngokwesaveyi yeSNAP ka-2014) ebonisa ukwanda kakhulu ukususela ku-2012. Oku kubhekiselelwa kumaphulo enxaso yasesidlangalaleni yokwazisa abazali ngoncedo lwexesha elide lweBakala R kubantwana babo abaselula, nokunika idatha engcono nengqinisisiweyo.



## **IZiphumo zeeMvavanyo**

Yiminyaka mithathu elandelelanayo iSebe leMfundo leNtshona Koloni lazibophelelayo ngokuvavanya bonke abafundi beBakala R kwizikolo ezikhethiweyo ngo-2013. Bebonke ngabafundi beBakala R abayi-11 582 ababeqatshelwe njengabasemngciphekweni abaye bafumana ukuvavanywa phakathi koSeptemba noOktobha 2013 ngamagosa aqeqeshiweyo eSebe iWCED. Imiba apho abafundi baye baqhuba kakubi kakhulu kuyo kwakwi-visual and auditory perception (ukukwazi ukuqonda okubonwayo nokumanyelwayo). Isaveyi yafumanisa kwakhona ukuba amanqanaba esigama abanaso asezantsi. Iimfuno ezityhileke ngokwenziwa kwalo msebenzi zingqine okusisigqibo seSebe iWCED sokuqhubeka nokomeleza yonke imiba yeeprogram zeBakala R ukuqinisekisa ukuba ezi zinto zikumgangatho ofunekayo. Abafundi abayi-3 566 baphinda iBakala R ngo-2014 khon' ukuze kube nokomelezwa iziseko zemfundo yabo.

## **UPhuhliso lweZakhono zooTitshala**

Uqeqesho lweCAPS kwiBakala R luqale ngo-2011/2012 xa malunga ne-3000 yeeprakhishina kunye nootitshala beBakala R kwaneHOD bafumana uqeqesho kunye nabasebenzi abakwiiNGO, kwiiHEI, nakwiiKholeji zeFET. Ekupheleni konyaka ka-2013/14 ootitshala abangaphezulu abayi-1 600 baye bafumana uqeqesho. Uqeqesho olungaphezulu lwabaququzeleli be-ECD lweKholeji zeFET kwakhona lwaqhubeka.

Itotali yeeprakhishina eziyi-5 152 ze-ECD zazikwiiprogram zezifundo ze-ECD nokuba bakwiNqanaba 1, 4 okanye ele-5 kwiiKholeji zeFET zaseNtshona Koloni ebudeni bonyaka ophantsi kwengqwalaselo.

Abayi-394 abantu abangaqeshwanga baye baxhamla kwiprogram yaBancedisi beePrakhishina ze-ECD baza abantu abongezelelweyo abayi-22 kwangenwa nabo kwimvumelwano yengqesho njengabasebenzi bokunika inkxaso kwezolawulo (*administrative support staff*). IiKholeji zeFET zabonelela ngeprogram yoqeqesho eyongezelelweyo yeNqanaba 1 yeenyanga eziyi-12. ISebe iWCED liye laqinisekisa ngokwenziwa kwezixhobo zokufunda zeNqanaba 1 ezivunywwe ngokusemthethweni.

Ngokungqinelanayo nemigqaliselo yesigqibo soMphathiswa weProgram yeMisebenzi kaRhulumente eXananazileyo (*Expanded Public Works Programme*) (EPWP), umlinganiselo omncinane wentlawulo yomvuzo wesibonelelo (*stipend*) ehlawulwe kuzo zonke iiprakhishina zeECD wanyuka ukusuka ku-R1 348 ukuya kutsho ku-R1 428 ngoNovemba 2013. Zonke iiprakhishina ekungokunje bakwiiprogram zoqhelaniso-msebenzi baye baxhamla kwintlawulo yomvuzo wesibonelelo (*stipend*). Oku kunyuka kube nempembelelo entle ekuhambeni kwabafumana uqeqesho kwiiklasi zoqeqesho.

Iikholeji nganye yafumana iinkonzo yomboneleli-nkonzo owaziwayo owaye wabonelela ngoqeqesho loNcedo lokuQala kwiiprakhishina ze-ECD nakubancedisi babo abayi-5 848. Bonke abathathi-nxaxheba baya kuqeqesho baza bafumana incwadana esetyenziswayo yoqeqesho kunye nekhithi yoncedo lokuqala lweekhritshi zabo.

## Inkxaso ekuBonelelwe ngayo

Ngo-2013 isabelo senkxaso-mali yabafundi beBakala R kwizikolo zikarhulumente eziyi-942 nezikolo ezizimeleyo eziyi-396 yaye yanyuka ukuyingqinelanisa nee*National Norms and Standards for Grade R funding*. Inkxaso ngemali yaye yanyuka ngokulandelayo:

INqanaba loBuhlwempu	Umfundi ngamnye qho ngosuku ngo-2011	Umfundi ngamnye qho ngosuku ngo-2013	Isixa esitsha ngonyaka somfundi ngamnye
1	R18	R20	R4,000
2	R17	R19	R3,800
3	R14	R18	R3,600
4	R12	R17	R3,400
5	R10	R16	R3,200

Ukwabiwa kwenkxaso-mali kuya kuqwalaselwa kwakhona ngonyaka-mali ka-2014/2015. Iifom zebango zenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota kuze oku kungqinisiswe phambi kokuba kwenziwe iintlawulo zebhanki eziya ezikolweni. Ngo-2013/14 abafundi beBakala R abayi-52,393 abakwizikolo zikarhulumente nabafundi beBakala R abayi-13, 957 kwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali.

Incwadana esetyenziswayo yeBakala R yezolawulo lwemali yaye yaqulunqwa ukunika inkxaso kwiiKomiti zaBaphathi Bezikolo (*School Management Teams*) ekusetyenzisweni ngempumelelo nangobuchule kwezabelo zenkxaso-mali. Iinqununu namalungu e-SGB atyunjiweyo ezikolo zikarhulumente nezikolo ezizimeleyo ze-ECD eziyi-1 261 baye baya kwiiseshoni zengcaciso eziququzelelwa ngabaphathi be-ECD IMG besithili.

Undlunkulu namagosa ee-ofisi zezithili aye abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ngo-2013 kwaye le nkqubo yokubeka esweni iya kuqhubeka kunyaka-mali olandelayo.

Kuye kwabonelelwa ngeeklassi zeBakala R ezintsha ezilishumi elinanye zaza izikolo eziyi-150 zafumana inkxaso yemali yefanitshala kunye ne-*basic start-up ECD resource pack* ukwenzela ezi klassi zintsha nezongezelelweyo. Iiprakhthishina zeBakala R ezikwezi zikolo zaye zafumana uqeqesho kusetyenziso ngempumelelo kwezixhobo zokufunda. Ezinye zezinto ezikwiikhithi ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala kwakunye neephazili, iibloko zomthi, iisethi zokwakha, iincwadi eziqwetyiweyo kunye neziyinyaniso, izixhobo zomculo neethoyi ezinamavili.

## IiNjongo ezicwangcisiwe ngobuchule:

IProgram 7					
IProgram yoMlinganiselo weNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithageethi ecwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukufunxa kwiithageethi ecwangcisiweyo ukuya kutho kokwenziweyo kanye kanye ngo-2013/2014	Ikhomenti ezimalunga nezitenxo
►PPM701: Inani labafundi ababhaliswe kwiBakala R kwizikolo zikarhulumente	60 158	61 000	59 565	-1 435	Eli nani lisekelwe kukhetho lwabazali nasekuhlaleni kummandla wesikolo esinefasiliti yeBakala R karhulumente. Kwezinye iimeko, abazali bakhettha isikolo esizimeleyo. Amanani eBakala R aziwa njengahla enyuka unyaka nonyaka.
►PPM702: Inani lezikolo zikarhulumente ezifundisa iBakala R	963	922	939	17	Kugqithisiwe kwiithageethi ngenxa yokwanda kwenkqubo yokubonelela ngenkonzo.
►PPM 703: Inani leeprakhthishina zeBakala R eziqeshwe kwizikolo zikarhulumente eziqhelekileyo kwikota nganye	n/a	n/a	n/a	n/a	

IZalathi zeNtsebenzo					
ISalathi seProgram yeNtsebenzo	Okwenziweyo kanye ngo-2012/2013	Ithageethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye ngo-2013/2014	Ukuxiniseka kwiithageethi eCwangcisiweyo ukuya kutsho kokwenziweyo kanye ngo-2013/2014	Ikhomenti malunga nezifundo
► PPI 7.1 Inani leekhithi ze-ECD ezongezelelweyo kwizikolo zikaRhulumente eziQhelekileyo	130	100	130	30	Kwaye kwagqithiswa kwiithageethi eyayimiswe ngenxa yesigqibo sokunika inkxaso kwizikolo zikarhulumente ezininzi.
► PPI 7.2 Inani leekhithi ze-ECD ezongezelelweyo kwizikolo eziZimeleyo	20	50	20	-30	Iithageethi ayenziwanga ngenxa yesigqibo sokunika inkxaso izikolo zikarhulumente ezingaphezulu

### Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Gxininisa ekuphuculeni uqeqesho lootitshala
- Milisela ingqondo kwiiprogram zokunika inkxaso kubafundi beBakala R 'abasemngciphekweni'
- Qinisekisa ukuba izikolo zinazo zonke ii-LTSM phambi kokuqaliswa konyaka wesifundo weBakala R.
- Beka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBakala R kwizikolo zikarhulumente eziqhelekileyo nakwizikolo ezizimeleyo ze-ECD ezifundisa iBakala R
- Nika inkxaso kumgangatho ophuculiweyo

### Utshintsho kwiithageethi ezicwangcisiweyo

Alungeni ndawo

### Ukunxulumanisa intsebenzo neebhajethi

Inkcitho ekungenwe kuyo kwiProgram 7 ibe negalelo ekuphunyenzweni kwezi ziphumo zibalulekileyo zilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zootitshala kwiBakala R kwizikolo zikarhulumente
- Ukwandisa nokuphucula iinkxaso-mali kwiBakala R kwizikolo zikarhulumente nakumaziko azimeleyo ukuqinisekisa ukubhaliswa kwabafundi kwizwe lonke

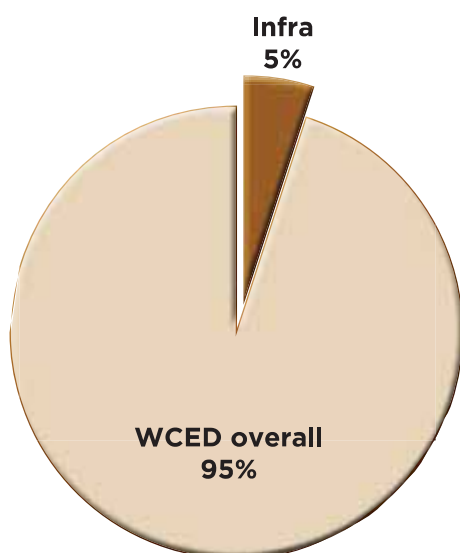
### Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali loKugqibela	Inkcitho kanye kanye	(Inkcitho eNgaphezulu)/ iNkcitho eNgaphantsi	Ulwabiwo-mali loKugqibela	Inkcitho kanye kanye	(Inkcitho eNgaphezulu)/ iNkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 IBakala R kwizikolo zikaRhulumente	298,673	298,673	-	222,465	222,465	-
7.2 IBakala R kuMaziko oLuntu	53,760	53,760	-	43,194	43,194	-
7.3 Uqeqesho phambi kweBakala R	105,153	105,153	-	101,250	101,250	-
7.4 UPhuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
7.5 IiGranti eziKhutshwa ngeMiqathango	8,051	7,949	102	16,985	16,985	-
<b>Itotali</b>	<b>465,637</b>	<b>465,535</b>	<b>102</b>	<b>383,894</b>	<b>383,894</b>	<b>-</b>

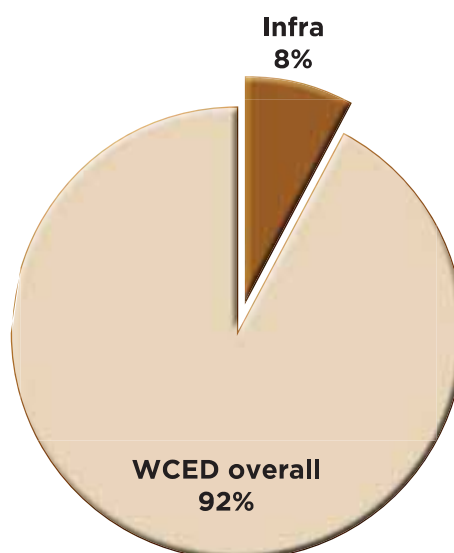
## Programme 8: Infrastructure Development



**2010 Infrastructure as a % of the overall budget**



**2013 Infrastructure as a % of the overall budget**



2009 – 2013 Infrastructure			
New Schools	29	Replacement Schools	21
Classrooms	1 604	Specialist Rooms	614
Grade R Classrooms	307		

#### 4.8 IProgram 8: UPhuhliso lweZiseko

**INjongo:** Ukubonelela nokulondoloza iifasilithi zeziseko zophuhliso zezolawulo kunye nezikolo

##### liprogram ezisekelayo

*Iprogram esekelayo 8.1: EzoLawulo*

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko zophuhliso nokulondolozwa kwezakhiwo zee-ofisi

*Iprogram esekelayo 8.2: IZikolo zikaRhulumente eziQhelekileyo*

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente eziqhelekileyo

*Iprogram esekelayo 8.3: IZikolo zeMfundo eneeMfuno eziZodwas*

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa

*Iprogram esekelayo 8.4: UPhuhliso lwaBantwana aBasaqalayo*

Ibandakanya iimpahla neenkonzo ezifunekayo zophuhliso lweziseko nolondolozo kwizikolo zikarhulumente eziqhelekileyo

##### INjongo eCwangciswa ngoBuchule

<b>INjongo eCwangciswa ngoBuchule 8.1</b>	Ukuqinisekisa ngolondolo lweziseko zophuhliso eziphambili ngokokubaluleka, ezifikelelekayo ngamaxabiso nezisebenza ngobuchule kunye nokuqinisekisa ukuba izikolo zakhelwe ukungqinelanisa imiba ephambili ngokokubaluleka kokumelwa koluntu ngokwamanani kwingingqi ( <i>priority demographic trends</i> )
<b>INjongo eCwangciswa ngoBuchule</b>	<ol style="list-style-type: none"> <li>1. Ukwenza iziko ledatha enyanisekileyo, ephangaleleyo yeemfuno zolondolozo lweziseko zophuhliso.</li> <li>2. Ukubeka phambili ngokokubaluleka ungenelelo ngoncedo olusekelwe kwiikhrayitheriya ezazisiweyo nezingaqhutywa luluvo kwakunye neesistim zengcaciso ezichanekileyo.</li> <li>3. Kwimeko yokunqongophala kwemali kunye neziseko zophuhliso ezigugayo, sebenzisa inkqubo yeemfuno ngokwamanqanaba eemfuno (<i>hierarchy of needs approach</i>) ngokulandelayo: Ukulungiswa kophahla, ukulungiswa komonakalo ongephi kwizakhiwo, ukubonelelwa ngamanzi, ukubonelelwa ngombane, iifasilithi zogutyulo nezococeko, iigutters nefacia boards, iisilingi, iingcingo zokubiya, ukupeyinta.</li> <li>4. Ukubonelela ngolondolozo olungxamisekileyo kwimeko yeentlekele zendalo, iingxaki zezakhiwo nokonakaliswa kwezinto.</li> <li>5. Ukuxhasa izikolo kulondolozo lwemihla ngemihla (ukulondolozwa kwemihlaba, ukucocwa, ukuhlaziywa ngokutsha (<i>renovations</i>), ukulungisa kunye/okanye ukususwa kweendawo ezithile zezakhiwo zezikolo) ngokusebenzisa isabelo se<i>Norms and Standards</i> ezikolweni.</li> <li>6. Bonelela ngokucwangciswa kweziseko zophuhliso kunye nenkonzo yokuqalisa inkqubo eqinisekisa ukuba izigqibo zokwakha, zokwakha ngokutsha (<i>renovate</i>), ukuvala okanye ukwandisa zisekelwe kubungqina obufanelekileyo kwanokuba abafundi bayamkelwa.</li> <li>7. Lawula iprogram yokwakha ukubandakanya ukubonelelwa kwezikolo ezitsha, ukutshintshwa kwezitraksha ezingafanelekanga, ukuvuselelwa ngokutsha kweeklasi nokubonelelwa kweeklasi ezintsha kunye neeklasi ezizimobhayili ukuhlangabezana neemfuno kwixesha elifutshane.</li> </ol>

## linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezinto ezenziweyo kanye kanye

Kubonelelwa ngeenkcukacha phantsi kweNqaku 6.8. “Capital investment, maintenance and asset management plan”. Apha ngezantsi kunikwe isishwankathelo.

### liproject zokwakha ezigqitywe ngo-2013/14

#### Izikolo ezitsha

- Akukho zikolo zitsha zinikezelweyo ngo-2013/14;
- Akukho zikolo ziziimobhayili zigqityweyo ukuba zingasetyenziswa ngo-2013/14.

#### Ukutshintshwa kwezikolo (ukutshintshwa kwezikolo ezazakhiwe ngezinto ezingafanelekanga)

- Izikolo eziTshintshiweyo ezilandelayo zigqitywe ngo-2013/14: Formosa Primary School, Pacaltsdorp Primary School, St. Thomas Primary School, Kathleen Murray Primary School, Rusthof Primary School, Fairview Primary School kunye nePlantation Road Primary School,
- Inkqubo yokuphucula isakhiwo kunye neprojekthi enye yaye yagqitywa eBloekombos Primary School.

#### Iiklasi ezongezelelweyo

- Iiklasi zokwandisa: Ziyi-7 iiklasi ezaye zakhiwa kwizikolo ezikhoyo ukwenzela ukuvumela ukunyuka kobhaliso.
- Iiklasi zeBakala R: ziyi-11 iiklasi ezaye zagqitywa ngo-2013/14.
- Iiyunithi eziziimobhayi ekwaye kwabonelelwa ngazo: ziyi-175 iiklasi.

Iziseko zophuhliso ezazicwangciselwe ukuphunyezwa ngo-2013/14 zibhalwe apha ngezantsi, ecaleni kwamanani ezinto ezenziweyo kanye kanye.

Udidi	Ezithagethiweyo	Inani kanye kanye
Izikolo eZitsha	4	0
Izikolo eziTshintshiweyo	7	7
Iiklasi zeBakala R	65	11 iiklasi
Eziphuculiweyo nezongezelelweyo	Akukho thagethi zimiselweyo	1
Iiklasi zoKwandisa		7 iiklasi
Iiklasi eziziimobhayili		175 iiklasi

#### Ilinjongo eziCwangciswe ngoBuchule:

IProgram 8					
Umlinganiselo weProgram yeNtsebenzo	Okwenzweyo kanye ngo-2012/2013	Iithagethi eCwangcisiweyo ngo-2013/2014	Okwenzweyo kanye ngo-2013/2014	Ukufunxa kwiithagethi eCwangcisiweyo ukuya kuthixo kokwenzweyo kanye ngo-2013/2014	Ikhomenti malunga nezitenxo
► PPM801: Inani lezikolo zikarhulumente eziqhelekileyo eziya kunikwa isibonelelo samanzi	0	0	0	0	Azikho
► PPM802: Inani lezikolo zikarhulumente eziya kunikwa isibonelelo sombane	0	0	0	0	Azikho
► PPM803: Inani lezikolo zikarhulumente eziya kunikwa iifasiilithi zococeko	0	0	0	0	Azikho



IProgram 8					
UMlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye ngo- 2012/2013	Ithageethi eCwangcisiweyo ngo- 2013/2014	Okwenziweyo kanye ngo- 2013/2014	Ukufuneka kwiithageethi ecwangcisiweyo ukuya kusho kokwenziweyo kanye ngo- 2013/2014	Ikhomentsi malunga nezifundo
► PPM804: Inani leeklas eziya kwakhiwa kwiziko zikahulumente eziqhelekileyo (kubandakanywa iProgram ye-ASDI)	293	613	265	-348	Iprojekthi yeziko eziyi-13 (zimalunga ne-364 iiklas) zaye zahlatywa (cancelled) ngo-2013/14 ngenxa yokungenziwa komsebenzi nokubhangiswa kweshishini (liquidations) ngabakwiikhontrakhi. Oku kubangele ulibaziseko olugqithisileyo kwiinyanga eziyi-6 ukunika ixesha lokupapashwa kwakhona kweekhonorakhi kunye neekhonorakhi kwanokuqeshwa kweekhonorakhi ezintsha.
► PPM805: Inani lamagumbi eengcali aza kwakhiwa kwiziko zikahulumente (onke amagumbi ngaphandle kwamagumbi okufundela, amagumbi okugcina isitokhwe, indawo emiselwe abagulayo, ikhitshi, njl. njl.), kubandakanywa iProgram ye-ASDI	95	165	62	-103	Ziye-13 iiprojekthi zeziko (malunga namagumbi eengcali ayi-103 aye ahlatywa ngo-2013/14 ngenxa yokungenziwa komsebenzi nokubhangiswa kwamashishini (liquidations) ngabakwiikhontrakhi. Oku kubangele ulibaziseko olugqithisileyo kwiinyanga eziyi-6 ukunika ixesha lokupapashwa kwakhona kweekhonorakhi kunye neekhonorakhi kwanokuqeshwa kweekhonorakhi ezintsha.

### Izalathi zentsebenzo

IProgram 8					
Isalathi seProgram yeNtsebenzo	Okwenziweyo kanye ngo- 2012/2013	Ithageethi eCwangcisiweyo ngo- 2013/2014	Okwenziweyo kanye ngo- 2013/2014	Ukufuneka kwiithageethi ecwangcisiweyo ukusuka kokwenziweyo kanye ngo-2013/2014	Ikhomentsi malunga nezifundo
► PPI 8.1. Inani leprojekthi zolondolozo ezigqityiweyo	93	143 <sup>8</sup>	108	-35	Kweziyi-35 iiprojekthi ezingaqityiwa, iiprojekthi eziyi-27 ziya kugqitywa kwikota ye-1 ka-2014/15, iiprojekthi eziyi-3 zaye zapapashwa kwakhona zaza iiprojekthi eziyi-3 zaye zahlatywa (cancelled) ngokupheleleyo.

### Isicwangciso sokoyisa intsebenzo ekumgangatho osezantsi

- Faka inxaso-mali engaphezulu kulondolozo
- Inkqubo egxininisa kulondolozo ngokusebenzi iintlobo ezahlukeneyo zobuhlakani ezinokukhethwa, umz. inxaso ngemali engaqinelanisiweyo
- Ukusingatha iinkqubo ezimalunga nokungafumaneki kwamaziko ngokuquzelela phakathi kweSebe iWCED, iSebe lezoThutho neMisebenzi kaRhulumente (Department of Transport and Public Works) (DTPW) namacandelo oorhulumente beengingqi.
- Ququzelela ukugqitywa kokusingathwa kwezicelo zokwenziwa kweezowuni kunye nemiba enxulumene naleyo ngonxibelelwano oluphuculiweyo phakathi kweSebe iWCED, iSebe iDTPW (kwezolawulo lweepropathi) kunye neSebe leMicimbi yezokuSingqongileyo noCwangciso (Department of Environmental Affairs and Planning) (DEADP)).

### Utshintsho kwiithageethi ezicwangcisiweyo

Alungeni ndawo

### Ukunxulumanisa intsebenzo neethageethi

Inkcitho ekungenwe kuyo kwiProgram 8 ibe negalelo ekuphunyenzweni kwezi ziphumo ziphambili zilandelayo zeSebe iWCED:

<sup>8</sup> Itotali yenani leprojekthi zika-2013/14 ezaye zavunywa ukwenzela i-User Asset Management Plan yayiziiprojekthi eziyi-141 ingezizo eziyi-143.

- Ukwandisa, ukuphucula nokulondoloza iziseko zophuhliso kwizikolo zikarhulumente eziqhelekileyo nakwiBakala R kwizikolo zikarhulumente eziqhelekileyo

### **Inkciitho yeprogram esekelayo**

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali loKugqibela	INkciitho kanye kanye	(INkciitho eNgaphezulu)/ INkciitho eNgaphantsi	Ulwabiwo-mali loKugqibela	INkciitho kanye kanye	(INkciitho eNgaphezulu)/ INkciitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
8.1 EzoLawulo	9,190	9,190	-	846	846	-
8.2 IZikolo zikaRhulumente eziQhelekileyo	1,161,856	1,023,222	138,634	738,001	697,686	40,315
8.3 IZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	6,978	6,978	-	14,683	14,683	-
8.4 UPuhliso lwaBantwana aBasaqalayo	14,922	14,922	-	37,457	37,457	-
Itotali	1,192,946	1,054,312	138,634	790,987	750,672	40,315

## Programme 9: Auxiliary and associated services



	Numbers writing 2009	Numbers writing 2013
National Senior Certificate	<b>44 931</b>	<b>47 636</b>
National Senior Certificate Supplementaries	<b>6 690</b> (February 2010)	<b>6 960</b> (February 2014)
ABET Level 1 – 4 (June + November) – Overall	<b>1 901</b> (number that wrote one or more learning areas in June and November combined)	<b>5 885</b> (number that wrote one or more learning areas in June and November combined)
Senior Certificate (June)	<b>12 646</b>	<b>13 099</b>
ANA	<b>551 801</b> (2012)	<b>572 593</b>

#### 4.9 IProgram 9: linkonzo ezincedisayo nezinxulumene noko

##### **INjongo:**

Ukubonelela ngamaziko emfundo ngokupheleleyo ngenkxaso

##### **IiNkonzo eziNcedisayo neziNxulumene noko zibandakanya ezi program zisekelayo zilandelayo:**

*Iprogram esekelayo 9.1: lintlawulo eziya kwiSETA*

ukubonelela ngophuhliso lwezakhono kubasebenzi ngokungqinelanayo noMthetho woPhuhliso lweZakhono (*Skills Development Act*)

*Iprogram esekelayo 9.2: IiProjekthi zeeGranti eziKhutshwa ngeMiqathango*

ukubonelela ngeprojekthi ezicaciswe liSebe leMfundo esiSiseko ezisetyenziswa kwiprogram engaphezulu kwesinye nexhaswa ngemali esuka kwiigranti ezikhutshwa ngemiqathango

*Iprogram esekelayo 9.3: IiMviwo zaNgaphandle*

ukubonelela ngeenkonzo zeemviwo ezilawulwa lisebe lemfundo

##### **INjongo eCwangciswe ngoBuchule**

<b>INjongo eCwangciswe ngoBuchule 9.1</b>	Ukubonelela ngokufikelela kuzo zonke iimviwo zangaphandle; qiniseka ngokunyaniseka kweenkqubo zoviwo novavanyo; qinisekisa ukuba zonke izikolo zilawula iimviwo novavanyo oluqhubekela esikolweni ngempumelelo; kunye nokuxhasa ukufunda
---	--

##### **Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo kunye nokwenziweyo kanye kanye**

##### *Iimviwo*

Ngo-2013, iSebe iWCED laqhuba iimviwo ezibalulekileyo ezintlanu ngokungqinelanayo nemigaqo-nkqubo kunye nemimiselo echaphazelekayo. Ezi mviwo zezi:

- Iimviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)
- Iimviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ngonyaka ngamnye).
- Iimviwo zeMatriki (ngoMeyi/Juni ngonyaka ngamnye ukuya kutsho ngo-2017);
- Iimviwo ze-ABET Level 1-4 (ngoMeyi/Juni)
- Iimviwo ze-ABET Level 1-4 (ngoOktobha/Novemba)

Ngaphezulu, iimviwo zoNyaka zikaZwelonke (*Annual National Assessments*) zazibhalwe kumaBakala 1-6 no-9. La maphepha asetwe liSebe leMfundo esiSiseko aze aziswe kumaphondo ukwenzela ukuba awalawule. Injongo yezi mvavanyo kukunika inkxaso kugxininiso lukazwelonke lokuphucula ukufunda, ukubhala nobuchule bemathematika babafundi bamaBakala 1 – 6 nabeBakala 9.

*INGxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni*

Uviwo	Inani lababhalisiweyo	Inani lababhalileyo	Inani lamaziko
limviwo zeSatifikethi seMatriki sikaZwelonke (Ngo-Oktobha/Novemba)	48 701	47 636	431
limviwo zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi 2014)	8 579	6 960	408
limviwo zeMatriki (ngoMeyi/Juni 2013 nakunyaka ngamnye kude kuyokuba ngu-2017);	24 991	13 481	172
limviwo ze-ABET Level 4 (ngoMeyi/Juni 2013)	1 109	728	58
limviwo ze-ABET Level 4 (Oktobha/Novemba 2013)	4 774	3 480	114

limvavanyo zoVavanyo loNyaka lukaZwelonke zabhalwa ukususela nge-10 ukuya kutsho nge-13 Septemba 2013. ENtshona Koloni itotali yabafundi abayi-604 364 babhaliselwa ukubhala iimvavanyo ezaziqhutywe kuzo zoyi-1 552 kwiphondo kubandakanywa nezikolo zikarhulumente eziqhelekileyo eziyi-1 458, izikolo eziZimeleyo ezixhaswa ngurhulumente eziyi-76 kunye neZikolo zeMfundo eneeMfundo eziZodwa eziyi-18.

Ukhuseleko lweemviwo yinto ephambili ngokubaluleka. Zonke iinkqubo zoviwo nemigaqo ilawulwa ngokowiso-mthetho oluchaphazelekayo.

ISebe iWCED laye laqeqesha abantu abayi-1 328 kwiiseshoni eziyi-18 ngoSeptemba 2013 ukulawula inkqubo yoviwo yeMatriki kwinqanaba lesikolo. Eli qela lalibandakanya iinqununu zezikolo, ootitshala abaneqhuzu kunye nabagadi babaviwa abaneqhuzu bangaphandle (*external senior invigilators*). Ukubekwa esweni kokuqhutywa kweSatifikethi seMatriki sikaZwelonke neemviwo ze-ABET inqanaba 4 zazisenziwa ngootitshala nangabagadi babaviwa bangaphandle ngokomlinganiselo we-50:50. UMgadi waBaviwa oneQhuzu (*Senior Invigilator*), umntu wasekuhlaleni oyinxalenye yesikolo wangaphandle (*external community member*), udlale indima ebalulekileyo kwinqununu yona eyayingumgadi wabaviwa oyintloko esikolweni.

Ukuphucula umgangatho wokumakishwa kwe-NSC, iimviwo zokuqaphela ubuchule zabamakishi zaqhutywa kwizifundo ezilishumi ngoEpreli-Meyi 2013. Kucacile ukuba umgangatho ofanayo nodidi lokumakisha kwezi zifundo ziye zaphucuka.

Ukuqinisekisa ukuba amaqaku ovavanyo oluqhubekela esikolweni (*school based assessment*) (SBA) asemthethweni kwaye anyanisekile, ootitshala kufuneka ukuba bangenise imisebenzi yovavanyo kwintloko yesifundo kwinqanaba lesikolo ukwenzela ukumodareyitha. Abacebisi ngezekharityhulam benza umsebenzi wokumodareyithwa kweSBA kwinqanaba lesikolo. Ukumodareyithwa kweSBA kwakhona kwenziwa kwinqanaba lephondo phambi kokumodareyitha okwenziwa liSebe leMfundo esiSiseko noUmalusi. Apho kufumaneka amaqaku eSBA engekho semthethweni, izikolo zigqithiselwa kwisithili ukufumana inkxaso kunye nongenelelo loncedo.

Izikolo nabafundi abaqhube kakuhle ngokubalaseleyo baye baqatshelwa kumsitho wamabhaso okuwonga onyaka owawubanjwe nge-14 Januwari 2014.

limviwo zeMatriki zabafundi abadala ziya kuqhubeka ukwenziwa kude kuyokuba ngo-2017. Inani lamaziko eemviwo liye lehla kwiminyaka edlulileyo njengenxenye yenkqubo yohlengahlengiso oluqingqiweyo oluqinisekisa ukuba eyona migangatho efanayo ephakamileyo yokufikelela nokulawula iyalondolozwa.

**Iinjongo ezicwangciswe ngobuchule**

IProgram 9					
UMlinganiselo weProgram yeNtsebenzo	Okwenziweyo kanye kanye ngo-2012/2013	Ithagethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye kanye ngo-2013/2014	Ukuxinxa kwithagethi ecwangcisiweyo ukuya kusho kokwenziweyo kanye kanye ngo-2013/2014	Ukukhomenta malunga nezitenxo
► PPM901: Inani labaviwa beemviwo zematriki beBakala 12 (imviwo zematriki)	44 700	48 500	47 636	-864	Uqikelelo lungqineke njengoluchaneke kakhulu. Kufumaneka ukuwa nganeno kunoko bekulindlekile. Ubhaliso yinto etshintsha-tshintshayo exhomekeke kwiqela lezizathu ezingaphandle kolawulo lweSebe iWCED.
► PPM902: Inani labaviwa abapase iSatifikethi seMatriki sikaZwelonke	36 992	40 000	40 558	558	Impumelelo engaphezulu ibincomeka kwaye ngenxa yeenzame ezingaphezulu eziboniswe ngabafundi, ootitshala namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane ( <i>tutoring</i> ), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telemaths</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni.
► PPM903: Amanani abapasileyo okubavumela ukuba benze isiDanga sokuQala kwiSatifikethi seMatriki sikaZwelonke (NSC)	16 319	17 600	19 477	1 877	Impumelelo engaphezulu yayincomeka kwaye ngenxa yeenzame ezingaphezulu eziboniswe ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane ( <i>tutoring</i> ), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telemaths</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni.
► PPM904: Amanani abafundi abapase iMaths kuviwo lweNSC	11 311	11 500	12 216	716	Impumelelo engaphezulu yayincomeka kwaye ngenxa yeenzame ezingaphezulu eziboniswe ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane ( <i>tutoring</i> ), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telemaths</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni. Iiprogram ye <i>Dinaledi</i> nezicwangciso zeWCED <i>Literacy neMaths and Science strategies</i> ezidityanisiwe nokusisiphumo sexesha elide sovavanyo lwenkqubo yemfundo zifanele ukughubeka zivelisa iziqhamo ezizizo.
► PPM905: Amanani abafundi abapase iPhysical Science kuviwo lweNSC	7 995	8 400	8 333	-67	Nangona ithagethi ingakhange yenziwe nje kubekho abafundi abayi-338 abapasileyo. Le mpumelelo ingaphezulu iyancomeka kwaye ngenxa yeenzame ezingaphezulu eziboniswe ngabafundi, ootitshala kunye namagosa. Oku bekubandakanya ukufundisa eklasini, ukufundisa iiklasi ezincinane ( <i>tutoring</i> ), iiprogram ezenziwa ngexesha leeholide, iiprogram ye <i>telemaths</i> , amaphepha eemviwo ezidlulileyo, incwadana ethi " <i>Tips for Success</i> " nenkxaso ngokubanzi nokubeka inkqubo esweni. Iiprogram ye <i>Dinaledi</i> nezicwangciso zeWCED <i>Literacy neMaths and Science strategies</i> ezidityanisiwe nokusisiphumo sexesha elide sovavanyo lwenkqubo yemfundo zifanele ukughubeka zivelisa iziqhamo ezizizo.
► PPM906: Inani labafundi beBakala 3 ababepase isifundo soLwimi kuVavanyo loNyaka lukaZwelonke (ANA)	52 531	58 614	44 660	-13 954	Iiprogram yovavanyo yeANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngalo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.



Ingxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni

IProgram 9					
UMlinganiselo weProgram yeNisebenzo	Okwenziweyo kanye kanye ngo-2012/2013	Ithageethi eCwangcisiweyo ngo-2013/2014	Okwenziweyo kanye kanye ngo-2013/2014	Ukuqinisekiswa kwithageethi eCwangcisiweyo ukuya kutho kokwenziweyo kanye kanye ngo-2013/2014	Ikhomenti malunga nezifundo
► PPM907: Inani labafundi beBakala 3 ababepase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	35 294	42 474	53 171	10 697	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM908: Inani labafundi beBakala 6 abapase isifundo solwimi kuVavanyo loNyaka lukaZwelonke (ANA)	30 252	40 903	44 549	3 646	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM909: Inani labafundi beBakala 6 abapase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	14 406	17 140	27 396	10 256	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM910: Inani labafundi beBakala 9 ababepase isifundo solwimi kuVavanyo loNyaka lukaZwelonke (ANA)	28 997	43 169	26 175	-16 994	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.
► PPM911: Inani labafundi beBakala 9 abapase iMaths kuVavanyo loNyaka lukaZwelonke (ANA)	3 751	8 721	5 291	-3 430	Iprogram yovavanyo ye-ANA iphawulwa ngokungqinelana kwangaphakathi, o.k.t. phakathi kwamabakala nenyano yokuba ootitshala nabafundi basafuna ukufunda malunga nomakuvavanywe nendlela okuvavanywa ngayo. Olu vavanyo lwenziwa ngootitshala luze emva koko lube phantsi kokumodareyithwa kwesampula ke ngoko akukabi nako ukwenze uqikelelo olunyanisekileyo lwamanani. Ngaloo ndlela akukho mntu onokwenza ibango lokuphumelela okanye ukungaphumeleli ngokubhekiselele kumanqaku. Ezi zalathi ziya kufundwa njengoko uvavanyo luye luzinza zize izikolo nabafundi bazenze ngobuchule iimpawu ezibalulekileyo zeemvavanyo.

## Izalathi zentsebenzo

IProgram 9					
ISalathi seProgram yeNtsebenzo	Okwenziweyo kanye ngo- 2012/2013	Ithagethi eCwangcisiweyo ngo- 2013/2014	Okwenziweyo kanye ngo- 2013/2014	Ukufunxa kwithagethi ecwangcisiweyo ukuya kutho kokwenziweyo kanye ngo- 2013/2014	Ikhomenli malunga nezifundo
PPI 9.1: I-% yabafundi abakwiBakala 3 abafumene iziphumo ezamkelekileyo kwisifundo soLwimi	38.90%	40%	37%	-3%	Lo gama ithagethi ingakhange ifikelelwe kufuneka kuqatshelwe ukuba izikolo ziye zachelwa ukuba zilungiselele abafundi ukuba baphendule imibuzo ethile kubhalo olongezelelweyo ( <i>extended writing</i> ) kwaye abafundi basebenza nzima ukufumana ubuchule bale mfundo. Kuye kwathathwa inani lamanyathelo ukuxhasa le nkqubo.
PPI 9.2: I-% yabafundi abakwiBakala 3 abafumana iziphumo ezamkelekileyo kwiMathematika	51.50%	55%	55%		
PPI 9.3: I-% yabafundi abakwiBakala 6 abafumene iziphumo ezamkelekileyo kwisifundo soLwimi	36.90%	37%	30%	-7%	Lo gama ithagethi ingakhange ifikelelwe kufuneka kuqatshelwe ukuba izikolo ziye zachelwa ukuba zilungiselele abafundi ukuba baphendule imibuzo ethile kubhalo olongezelelayo ( <i>extended writing</i> ) kwaye abafundi basebenza nzima ukufumana ubuchule bale mfundo. Kuye kwathathwa inani lamanyathelo ukuxhasa le nkqubo.
PPI 9.4: I-% yabafundi abakwiBakala 6 abafumana iziphumo ezamkelekileyo kwiMathematika	26.40%	30%	28%	-2%	Kukho uphucuko oluthile kunyaka odlulileyo kodwa ayikhange ifikelelwe ithagethi nangona inkxaso ibifumaneka kangako. Umsebenzi oqhubeka okokoko uyafuneka.
PPI 9.5: I-% yabafundi abakwiBakala 9 abafumana iziphumo ezamkelekileyo kwisifundo soLwimi	48.20%	50%	48%	-2%	Learners did not reach the target despite much support. Ongoing work is required. Abafundi abakhange bafikelele kwithagethi nangona inkxaso ibifumaneka kangako
PPI 9.6: I-% yabafundi abakwiBakala 9 abafumana iziphumo ezamkelekileyo kwiMathematika	13.90%	15%	14%	-1%	Oku kusaqhubeka kuseyinkalo engumngeni kwaye uphuculo ukususela ngonyaka odlulileyo beluluncinane.
PPI 9.7: Izikolo ezinereyithi yokupasa apho <60% ipase iSatifikethi seMatriki sikaZwelonke	26	10	23	-13	Iprogram yongenelelo ngoncedo nenkxaso ayikhange ibe nasiphumo sipeleleyo nesinqwenelekayo.
PPI 9.8: Ireyithi yokupasa yeSatifikethi seMatriki sikaZwelonke	82.80%	83%	85.1%	2.1%	Kuye kwagqithiselwa kwithagethi ngenxa yomsebenzi onzima owenziwe ngawo wonke amaqela abandakanyekayo kwiprogram yokufunda nokufundisa kunye namandla eenkqubo zongenelelo ngoncedo ezidwelise apha ngasentla.
PPI 9.9: I-% yabafundi abafanelekileyo ukwenza izifundo zesiDanga sokuQala	36.50%	37%	40.9%	3.9%	Kugqithisiwe kwithagethi ngenxa yomsebenzi onzima owenziwe ngawo wonke amaqela abandakanyekayo kwiprogram yokufunda nokufundisa kunye namandla eenkqubo zongenelelo ngoncedo ezidwelise apha ngasentla.

## Isicwangciso sokoyisa iinkalo zentsebenzo engekho semgangathweni

- Ukuqeqeshwa kweenqununu kwiimfuno zovavanyo ezintsha
- Uphuculo kumakisho lweencwadi zeempendulo
- Ukusetyenziswa okokoko kwedatha ukunika inkxaso iinkqubo zongenelelo ngoncedo
- Ukuqhubeka, nokwanda, kolawulo lweemvavanyo zobuchule zabamakishayo

## Utshintsho kwiithagethi ezicwangcisiweyo

Alungeni ndawo apha

### **Ukunxulumanisa intsebenzo neebhajethi**

Inkcitho ekungenwe kuyo kwiProgram 9 ibe negalelo ekuphunyezweni kweziphumo eziphambili ezilandelayo zeSebe iWCED:

- Ukubonelela ngezithuba zekhontrakhi kubamakishi beemviwo
- Ukufumana nokuxhobisa amaziko okumakisha iimviwo
- Ukuprinta nokuzisa kumaziko amaphepha oviwo
- Ukuqalisa ngeprogram yovavanyo ye-ANA

### **Inkcitho yeprogram esekelayo**

IGama leProgram eSekelayo	2013/2014			2012/2013		
	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi	Ulwabiwo-mali loKugqibela	INkcitho kanye kanye	(INkcitho eNgaphezulu)/ INkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
9.1 Iintlawulo eziya kwiSETA	5,811	5,811	-	5,524	5,524	-
9.2 IiNkonzo zooTitshala	500,958	500,958	-	480,853	480,853	-
9.3 IiMviwo zaNgaphandle	137,842	137,842	-	136,242	136,242	-
9.4 IGranti eKhutshwe ngeMiqathango	18,501	17,848	653	17,416	16,552	864
Total	663,112	662,459	653	640,035	639,171	864

## 5. IINTLAWULO NGEBHANKI

### 5.1. Iintlawulo ngebhanki eziya kumaziko karhulumente

Azingeni ndawo apha

### 5.2. Iintlawulo ngebhanki eziya kuwo onke amaqumrhu angengawo amaziko karhulumente

Iintlawulo ngebhanki ukuya kumaziko emfundo ngokweMithetho yePalamente echaphazelekayo ezilawulayo. Umzekelo, iintlawulo ngebhanki eziya kwizikolo zikarhulumente eziqhelekileyo zenkxaso ngemali yemimiselo nemigangatho efanayo njengoko ibhaliweyo ngokoMthetho weZikolo waseMzantsi Afrika, ka-1996 (uMthetho No 84 ka-1996). Isihlomelo 1B seengxelo zemali zonyaka sinika ingxelo ecacisiweyo ngaphezulu ngohlobo lwequmrhu ngalinye.

ISEBE leMfundo lisebenzisa iSiqendu 38(i)(i) soMthetho woLawulo lweMali kaRhulumente, ka-1999 (PFMA), wona ofuna ukuba amaziko emfundo afumana iintlawulo ngebhanki angqiniseke ukuba achitha iimali ezo kwinjongo leyo iimali zijoliswe kuyo. Apha amaziko emfundo achaphazelekayo kufuneka achaze (*declare*) aze asayine isatifikethi phambi kokuba kwenziwe iintlawulo ngebhanki elandelayo. Emva koko, ngokwemithetho ephathelele kumaziko emfundo athile, wona amaziko kwakhona anoxanduva lokungenisa iingxelo zemali ezi-odithiweyo kwisebe lemfundo ungadlulanga umhla osikiweyo wokuqwalaselwa kwakhona kunye nokuhambelana mbo nomthetho.

Iintlawulo ngebhanki zithunyelwa kumaziko emfundo ahlukeneyo kubandakanywa izikolo zikarhulumente eziqhelekileyo nakwiKholeji zeFET. Kwimeko yeekholeji zeFET, apho kubonelelwa ngeenkonzo khona kwiSebe iWCED, iMemorandum yeMvumelwano (*Memorandum of Agreement*) kungenwa kuyo kwaye iindima nemisebenzi eluxanduva icaciswa ngokuphandle. Kwenziwa ingxelo qho kwisebe lemfundo ngokunxulumene nenkcitho yezemali kwakunye nemiba yokwenziwa kwenkonzo, umz. ukuqeqeshwa kwepraktishina ze-ECD. Amaziko aya-odithwa qho ngonyaka zii-oditha zangaphandle nezizimeleyo.

Uhlolo lweemali zezikolo nolwamanye amaziko luqhutywa ngaMagosa eMisebenzi yeSebe leMfundo eZikolo (*School Corporate Officers*), ezikwizithili. Bangqiniseke ukuba ngaba iinkcazo ngokusetyenziswa kwemali (*declarations*) ezenziwe zizikolo ziyimbonakalo enyanisekileyo yenkcitho ekungenwe kuyo. Izithili zibeka esweni izikolo ngokusekelwe kwisalathi socazululo lolawulo lwelahleko (*control risk classification index*), o.k.t. ilahleko ekumgangatho osezantsi ukuya kutsho kwilahleko ephezulu. Imeko yeemali ezizabelweyo zazo iqwalaselwa kwakhona okokoko.

Ukunyulwa kwakhona kwamabhunga olawulo ezikolo (*school governing bodies*) (SGB) qho kwiminyaka emithathu kunika umngeni othile kwisebe lemfundo. Umsebenzi oluxanduva wolawulo lwemali ngulowo usemagxeni eSGB. Imfundo yokuba iinqununu zezikolo zifanele kwakhona ukudlala indima kulawulo lwezemali yesikolo, incedisa isebe lemfundo kwinkqubo yokubeka esweni. Ulawulo lwezemali sesona sihloko siphambili esibandakanywayo kwikhontenti yoqeqesho lweeSGB ezintsha. Uphuhliso lwezakhono kwinqanaba lesikolo luphambili ekuqinisekiseni ukuhambelana mbo okumalunga nemimiselo ephathelele kwiintlawulo ngebhanki.

INgxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni

Le theyibhile elapha ngezantsi ibonisa iintlawulo ngebhanki ezenziwe ngethuba le-1 Epreli 2013 ukuya kutsho kowe-31 Matshi 2014

Igama lohlawuliweyo ngebhanki	Uhlobo lwequmrhu	Injongo eziya kusetyenziselwa yona iimali	Ngaba isebe lemfundo lihambelene ngqo nesiqendu 38 (1) (j) se-PFMA	Isixa esihlawulwe ngomatshini (R'000)	Isixa esichithwe liziko	Izizathu zokuba iimali zingachithwa liziko
ISikolo sikaRhulumente esiQhelekileyo	AMaziko aNgenzi Nzuzo	Iziseko zophuhliso (ukulondoloza nokuphucula iziseko zophuhliso)	EWE	167,690	167,690	0
		N&S: Ukukhula okungaphezulu	EWE	2,017	2,017	0
		Inkxaso-mali yezokubhoda	EWE	33,877	33,877	0
		Inkxaso yezolawulo	EWE	9,262	9,262	0
		Igranti ekhutshwa ngemiqathango: iCandelo lezeNtlalo leSebe i-EPWP	EWE	3,898	3,898	0
		Imimiselo nemigangatho efanayo	EWE	520,360	520,360	0
		Igranti ekhutshwa ngeMiqathango: yeNSNP	EWE	32,056	32,056	0
		Uvavanyo ne-ANA yeBkl 3.6 no-9	EWE	17,897	17,897	0
		Amabhaso okuwonga eBkl 12	EWE	1,443	1,443	0
		Ukubuyiselwa kweziko ezixolelwayo ukuhlawula iifizi	EWE	42,668	42,668	0
		Ukugxininisa kulutsha	EWE	18,524	18,524	0
		Uthutho lwabafundi	EWE	36,101	36,101	0
		Amabhaso okuwonga eLifnum	EWE	8,876	8,876	0
		Inkxaso-mali yezothutho yabucala	EWE	3,523	3,523	0
		Uqhagamshelwano lweIntanethi	EWE	17,608	17,608	0
		Izifundo zezobugcisa	EWE	2,112	2,112	0
		Amaziko oviwo lwematriki	EWE	243	243	0
		Ukukhuseleka kweziko ezikhuselekileyo	EWE	23,453	23,453	0
		Igranti ekhutshwa ngemiqathango: Ukuxhasa ngemali ezoBugcisa/ iDinaledi	EWE	3,820	3,820	0
		Ubulungu noqeqesho lweSGB	EWE	287	287	0
		Ii-NTAs noqeqesho lwe-NCS FET	EWE	3,114	3,114	0
		IMaths neSayensi	EWE	6,338	6,338	0
IiInkxaso-mali zeZikolo eziziMeleyo	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	84,648	84,648	0
IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	122,364	122,364	0
		Iincwadi zezifundo zezikolo	EWE	4,210	4,210	0
		Ezothutho lwabafundi	EWE	1,226	1,226	0
		Uphuculo lweziseko zophuhliso	EWE	3,140	3,140	0
IMfundo noQeqesho oluQhubekelayo	AMaziko aNgenzi Nzuzo	Uphuculo / ulondolozo lweziseko zophuhliso	EWE	52,130	52,130	0
		Inkxaso-mali	EWE	11,031	11,031	0
IMfundo noQeqesho lwaBadala	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	32,641	32,641	0
AMaziko oPhuhliso lwaBasaqalayo	AMaziko aNgenzi Nzuzo	Inkxaso-mali	EWE	276,840	276,840	0
		Ezothutho lwabafundi	EWE	413	413	0
		Igranti ekhutshwa ngemiqathango:	EWE	5,817	5,817	0

Igama lohlawuliweyo ngebhanki	Uhlobo lwequmrhu	Injongo eziya kusetyenziselwa yona iimali	Ngaba isebe lemfundo lihambelene ngqo nesiqendu 38 (1) (j) se-PFMA	Isixa esihlawulwe ngomatshini (R'000)	Isixa esichithwe liziko	Izizathu zokuba iimali zingachithwa liziko
		iCandelo lezeNtlalo kwiSebe i-EPWP				
		Inflawulo yemivuzo yesibonelelo ( <i>stipends</i> ) yeePrakthishina zeBakala eliPhambi kweBakala R	EWE	56,990	56,990	0

Ittheyibhile elapha ngezantsi ibonisa iintlawulo ngebhanki ezazibhajethelwe kwisithuba se-1 Epreli 2013 ukuya kutsho nge-31 Matshi 2014, kodwa akukho zintlawulo ngebhanki zenziweyo.

Igama lohlawuliweyo ngebhanki	Injongo ebeziya kusetyenziselwa yona iimali	Isixa esibhajethelweyo (R'000)	Isixa esihlawulweyo ngebhanki (R'000)	Izizathu zokuba iimali zingabi nakuhlulwa ngebhanki
Akakho	n/a	n/a	n/a	n/a

## 6. IIGRANTI EZIKHUTSHWA NGEMIQATHANGO

### 6.1. Iigranti ezikhutshwa ngemiqathango neemali eziphawuliweyo ezihlawuliweyo

Ayingeni ndawo aphao

### 6.2. Iigranti ezikhutshwa ngemiqathango neemali eziphawuliweyo ezamkelweyo

Zonke iimfuno ngokwe *Division of Revenue Act, 2011*, ngokunxulumene neeGranti eziKhutshwa ngeMiqathango zafezekiswa:

- Zonke iintlawulo ngebhanki ezamkelweyo zaye zafakwa kwi-akhawunti yesebe lemfundo;
- Iimali zaye zachithwa ngokwezicwangciso zomsebenzi;
- Imimiselo yeegranti ezikhutshwa ngemiqathango, njengoko ibhaliweyo kwiziCwangciso zoMsebenzi, zafezekiswa.

*Ukubeka esweni iigranti*

Ukubekwa esweni kweegranti nganye kwaye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kwaqhutywa ngokumana kukhangelwa kukwatyelelwa neesayithi ngamagosa achaphazelekayo kwaye ezolawulo nophuculo lwaye lwaqalisa ngokuthe rhoqo. Iinkqubo zokuthengwa kweempahla neenkonzo zeGranti eyiMali yokuXhasa iZikolo zoBugcisa (*Technical Schools Recapitalisation Grant*) kunye neGranti yeDinaledi zaye zaphantsi lolawulo lukandlunkulu kwaza kwathathwa ixesha kuyo nganye yezi ukuqinisekisa ukuba yonke imimiselo yaye yafezekiswa kwaye akubangakho nkciho ekukudiyakraza (*wasteful expenditure*), umzekelo, kwiimeko apho izinto okanye uqeqesho obelukwiprogram leyo belungakhange lufunwe zizikolo ezo zichaphazelekayo. Le mimiselo yaye yakhokelela ekongiweni kwemali okuthile kwelinye icala kwaza oko kwathetha ukuba ezinye iinkqubo zaye zathatha ixesha elide kunokuba kulindelekile kwezinye ngenxa yeendidi ezahlukeneyo zolawulo lwemigangatho ezasekwayo.

littheyibhile ezilapha ngezantsi zicacisa ngeegranti ezikhutshwa ngemiqathango nangeemali eziphawuliweyo ezaye zamkelwa ngethuba le-1 Epreli ukuya kutsho kwi-31 Matshi 2014.



Ingxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: IGranti yokuXhasa ngeMali iZikolo eziZisekondari zoBugcisa (Technical Secondary School Recapitalisation Grant)	
ISebe elihlawule imali ngomatshini eya kwigranti	ISebe leMfundo esiSiseko
Injongo yegranti	UkuXhasa ngeMali iZikolo eziPhakamileyo zoBugcisa.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> <li>• Ukwakha iindawo zokusebenzela ezintsha.</li> <li>• Ukuhlaziya ngokutsha nokuyilwa ngokutsha kweendawo zokusebenzela ezikhoyo.</li> <li>• Ukubonelela ngezinto zokusebenza, izixhobo kunye noomatshini kwiindawo zokusebenzela.</li> <li>• Training teachers in subject content.</li> </ul>
Iziphumo kanye kanye ezifizekisiweyo	<p>Ukwakhiwa kweendawo zokusebenzela ezintsha kuyaqhubeka kwaye kucwangciselwe ukugqitywa nge-31 Julayi 2014.</p> <ul style="list-style-type: none"> <li>• Ukuhlaziya ngokutsha okanye ukuyilwa ngokutsha kweendawo zokusebenzela ezintsha.</li> <li>• Ithenda yokubonelela ngezinto zokusebenza seyikhutshiwe kwaye umhla wokwenziwa komsebenzi yi-30 Juni 2014.</li> <li>• Ukuqeqesha oofitshala kwikhontenti yesifundo.</li> </ul>
Isixa ngokwe-DORA efakelwe izilungiso	R11 884 yezigidi
Isixa esamkelweyo (R'000)	R13 898 yezigidi

IGranti eKhutshwa ngeMiqathango: IGranti yokuXhasa ngeMali iZikolo eziZisekondari zoBugcisa	
Izizathu zoko ukuba asizange sifumaneke isixa ngokwemimiselo ye-DORA	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R3 717 yezigidi
Izizathu zokuba imali zingachithwa iziko	<ul style="list-style-type: none"> <li>• Iithenda zokubonelela ngezixhobo ze-ICT kwizikolo zinikiwe kodwa umsebenzi ubungekabi nakwenzeka ekupheleni kukaMatshi 2014. Iimali zisebenzile kwaza kwenziwa isicelo semali engasebenzanga edluliselwa kunyaka-mali olandelayo (roll-over).</li> <li>• ISebe lezoThutho neMisebenzi kaRhulumente (Department of Transport and Public Works) elilawula iprojekthi yeCandelo loCwangciso lweZiseko zoPhuhliso noLawulo (Directorate Infrastructure Planning and Management) bangena kwimvumelwano nekhampani yolawulo lweprojekthi ukulawula ukwakhiwa kweendawo zokusebenzela zokulungisa oomatshini nethhekhinoloji yezoluntu (mechanical and civil technology workshops) kwizikolo eziphakamileyo zobugcisa ezimbini. La maziko aye anikezelwa kumakhi nge-5 Matshi 2014 kwaye ulwakhiwo lumiselwe ukugqitywa nge-31 Meyi 2014.</li> <li>• Iithenda yokubonelelwa ngezixhobo zokusebenza kwiZikolo zoBugcisa seyiniwe. Ukugqitywa komsebenzi kuya kuba ngoMeyi.</li> </ul>
Izizathu zokutenxa kwintseben zo	Iithenda zaye zanikwa kodwa bezingekagqitywa ekupheleni kuMatshi 2014
Amanyathelo athathiweyo ukuphucula intsebenzo	Zonke iirikhwizhini zika-2014/15 sezingeniwe kwiSCM ukwenzela ukuba kube nokuthengwa iimpahla neenkonzo
Inkqubo yokubeka esweni eyenziwa lisebe elo lamkela imali	I-SCM ineentlanganisano eziqhubeka qho kwiiveki ezimbi kunye naBaphathi aBakhulu beKharithyulam yeFET ukuqinisekisa kuba iithenda zihamba kakuhle.

IGranti eKhutshwa ngeMiqathango: i-Education Infrastructure Grant (EIG)	
ISebe elihlawule intlawulo ngebhanki	I-Infrastructure Planning and Management
Injongo yegranti	Ukulondoloza, ukuhlaziya ngokutsha ukwandisa okanye ukwenza iziseko zophuhliso ezintsha
Iziphumo ezilindelekileyo zegranti	Ukuqinisekisa ukuba ubume beziseko zophuhliseko ezikhoyo buyalondolozwa njengoko kumiselweyo yiPFMA okanye ukwenza umthamo owongezelelweyo kumaziko emfundo njengoko kuvunywe ngokusemthethweni.
Iziphumo kanye ezifizekisiweyo	Ukulondolozwa kweefasilithi nokwenziwa ngokutsha / ukongezwa / ukwandiswa kweeyunithi / kweefasilithi ezahlukeneyo
Isixa ngokommiselo we-DORA	R960 465 yezigidi

IGranti eKhutshwa ngeMiqathango: i-Education Infrastructure Grant (EIG)	
Isixa esamkelweyo (R'000)	R960 465 yezigidi
Izizathu ezinikiweyo ukuba isixa esikhutshwa ngokommisselo we-DORA khange samkelwe	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R821 831 yezigidi
Izizathu zokungachithwa kweemali liziko	Iimali ezingachithwanga zisetyenziswa kwiiprojekthi zenkxaso ngemali yophuhliso lweziseko ye-ASIDI kwizikolo zikarhulumente eziqhelekileyo.
Izizathu zokutenxa kwintsebenzo	Azikho
Amanyathelo athathiweyo ukuphucula intsebenzo	Iintlanganisano zaqho ngenyanga zaMasebe ngaMasebe ezibanjwa kunye neSebe i-DTPW
Inkqubo yokubeka esweni eyenziwa lisebe elifumana inkonzo	I-Infrastructure Reporting Model (IRM) kunye neengxelo zenkqubela-phambili zenyanga ezivela kwiSebe i-DTPW

IGranti eKhutshwa ngeMiqathango: iGranti yeHIV/AIDS (iMfundo yeZakhono zoBomi)	
ISebe elihlawule ngebhanki igranti	ISebe leMfundo esiSiseko
Injongo yegranti	<ul style="list-style-type: none"> <li>Ukunika inkxaso kwisicwangciso sothintelo lweHIV neAIDS yaseMzantsi Afrika ngokwandisa ulwazi ngezesini nempilo yezenzala, izakhono kunye nokwenziwa kwezigqibo ezifanelekileyo kubafundi nootitshala.</li> <li>Ukuthomalalisa amandla eHIV/AIDS ngokubonelela ngendawo enonophelayo, enika inkxaso nekhuthazayo kubafundi nootitshala.</li> <li>Ukuqinisekisa ukubonelela ngendawo ekhuselekileyo, esekelwe kumalungelo ezikolweni engenalucalulo, engabeki bala kunye nalo naluphi na uhlobo longcungcuthekiso ngokwesondo okanye impatho-gadalala.</li> </ul> <p>Ukunciphisa ukuba sengozini kwabantwana kusuleleko yiHIV/AIDS, i-TB ne-STI, kugxininiswa ngokukodwa kubantwana abaziinkedama nabasengozini.</p>
Iziphumo zegranti ezilindelekileyo	<p>Ukunyuka kolwazi nezakhono nge-HIV, ii-STI, ne-TB kubafundi namagosa</p> <p>Ukuthotha kokuziphatha ngokusemngciphekweni ngezesondo kwabafundi, ootitshala kunye namagosa</p> <ul style="list-style-type: none"> <li>Ukunciphisa izithintelo zokugcinwa kwabafundi ezikolweni, ngokukodwa abantwana abasengozini.</li> <li>Ukuncipha kokuziphatha ngokusemngciphekweni ngezesondo kwabafundi, ootitshala kunye namagosa</li> <li>Izikolo, izithili namaphondo sele edibanise zonke iiProgram zeHIV neAIDS zeMfundo yeZakhono zoBomi (HIV and AIDS Life Skills Education Programme) kwinxalenye yomsebenzi wabo, uvavanyo kunye neesistim zokunika ingxelo</li> </ul> <p>Ukuphatha, ulawulo nenkxaso esiwe kwizithili nasezikolweni</p>

Ingxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni

IGranti eKhutshwa ngeMiqathango: iGranti yeHIV/AIDS (yeMfundo yeZakhono zoBomi)	
Iziphumo kanye kanye ezifikelelweyo	Zonke iziphumo zifikelelwe ngokwesicwangciso somsebenzi. Kudluliselwe kunyaka olandelayo isebalo semali esiyi-R863 934
Isixa ngokwemimiselo ye-DORA efakelwe izilungiso	R17 637 yezigidi
Isixa esamkelweyo (R'000)	R18 501 yezigidi
Izizathu zoko ukuba isixa ngokomimiselo we-DORA asikhange samkelwe	N/a
Isixa esichithiweyo lisebe lemfundo (R'000)	R17 848 yezigidi
Izizathu zokungachithwa kweemali liziko	Iimali ezingachithwanga zisetyenziswe kwiinkonzo ezinikwe ngababoneli/ngabeekhontrakhi ngo-2013/14, kodwa zona ii-invoyisi khangela zifakwe ngexesha ukwenzela intlawulo zaza ngaloo ndlela azahlawulwa kwade kwadlula umhla we-31 Matshi 2014.
Izizathu zokutenxa kwintsebenzo	Azikho
Kuthathwe amanyathelo ukuphucula intsebenzo	Zonke iirikhwizishini zika-2014/15 zokuthengwa weempahla neenkonzo phambi kokugala konyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elo lifumana inkonzo	Iingxelo zaqho ngenyanga, kwakunye neengxelo zekota zingeniswa kubaphathi beSebe iWCED ngeenjongo zokubeka esweni nokusayina.

IGranti eKhutshwa ngeMiqathango: IGranti yeProgram yokuTiyiswa kweZikolo kaZwelonke (National School Nutrition Programme Grant)	
ISebe elalihlawule ngebhanki igranti	ISebe leMfundo esiSiseko (iSebe i-DBE)
Injongo yegranti	Ukubonelela ngokutya okunezondlo kubafundi
Iziphumo ezilindelekileyo zegranti	Ukutya okunezondlo okuphakelwa abafundi
Iziphumo kanye kanye ezifikelelweyo	Abafundi bondliwa ngokutya okunezondlo
Isixa ngokomimiselo we-DORA ofakelwe izilungiso	R260 538 yezigidi
Isixa esamkelweyo (R'000)	R265 103 yezigidi
Izizathu zoko ukuba isixa ngokomimiselo we-DORA khangela sifumaneke	N/a
Isixa esichithiweyo lisebe lemfundo (R'000)	R258 328 yezigidi
Izizathu zokuba iimali zingachithwa liziko	Iimali azikhange zichithiwe ngenxa yelinge lokukhutshwa kobisi (ukubonelela ngobisi olusezingxotyeni kubafundi) ebelifanele ukuba liqhutywa kwasekuqaleni konyaka-mali ochaphazelekayo. Ngenxa yokulibaziseko ekufumanekeni kwezinto zokuluphakheja, eli linge laye lalibaziseka laza laqhubeka kuphela ngoNovemba 2013.
Izizathu zokutenxa kwintsebenzo	Lulibaziseko ekuqalisweni kwelinge lokukhutshwa kobisi.
Kuthathwe amanyathelo ukuphucula intsebenzo	Ukuphucula ireyithi yokungeniswa kwamabango angekangeniswa asuka kubaboneleli-nkonzo ukuququzelela intlawulo phambi kokuphela konyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elo lifumana inkonzo	I-ofisi yephondo ye-NSNP ibeka esweni inkcitho aze amagosa ezithili abeke esweni iprogram yonke imihla

IGranti eKhutshwa ngeMiqathango: iZikolo zeDinaledi	
ISebe elihlawule ngebhanki igranti	ISebe leMfundo esiSiseko
Injongo yegranti	<ul style="list-style-type: none"> <li>Ukuphucula umgangatho wenkqubo yabafundi kwiMathematika, kwiFizikhali Sayensi, kwiiSayensi zoBomi nakuLwimi lokuQala oLongezelelweyo (<i>First Additional Language</i>) (FAL) isiNgesi, ngokungqinelanayo nesiCwangciso soMsebenzi ku-2014</li> <li>Ukuphucula ulwazi lwekhontenti, iindlela zokufunda (<i>pedagogies</i>) nezakhono zokufundisa zootitshala beMathematika, iFizikhali Sayensi kunye neeSayensi zoBomi</li> </ul>
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> <li>Ukuqhuba ucazululo lweemfundo kwisikolo seDinaledi ngasinye, kuze apho kusilela khona, kubonelelwe:</li> <li>Ngezixhobo kunye nezinto ezisetyenziswa ziphele ezikolweni ezingenazo iilabhoratri zeeSayensi ezisebenzayo nokuncedisa izikolo ekufumaneni isiseko sesakhiwo esifanelekileyo, esisetyenziselwa le njongo apho kufunekayo.</li> <li>Isethi zejyometri neekhalithyuleyitha</li> <li>I-hardware, i-software, nokuqhagamshelaniseka nge-intanethi kwe-information and Communications Technology (ICT) kwisakhiwo esisetyenziselwa loo njongo</li> <li>Ukufikelela kwiinkqubo zosasazo zeTV zemfundo</li> <li>Iiprogram ezinekhontenti yokufundisa, ukufunda ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala</li> <li>ulawulo loqeqesho kunye/okanye ukucetyiswa ngabanamava kweenqununu neeKomiti zoLawulo lweZikolo (<i>School Management Teams</i>)</li> <li>okwenziwayo njengenxenye yekharithyulam, amalungiselelo angaphezulu abafundi bamaBakala 8-12 ukwenzela inkqubo ephuculiweyo nothatho-nxaxheba kwii-Olympiads kunye nokufikelela okwandileyo kwii-Science Clubs, Science Fairs nakuKhuphiswano</li> <li>Izibonelelo ezicaciswe kakuhle zabafundi, ootitshala kunye/okanye izikolo ezifikelela okanye zigqithise kwiithagethi zentsebenzo ekuvunyelwene ngazo</li> </ul>
Iziphumo kanye kanye ziye zafikelelwa	Iziphumo ziye zafikelelwa ngaphandle kwazixhobo neekhemikhali zeFizikhali kunye neeSayensi zoBomi. Ithenda kwaye kwanyanzeleka ukuba mayiphinde ipapashwe kwakhona yaza yanikwa kuphela ngoEpreli 2014.
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R10 096 yezigidi
Isixa esamkelweyo (R'000)	R13 366 yezigidi
Izizathu ukuba isixa ngokommiselo we-DORA asikhange sifumaneke	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R11 868 yezigidi
Izizathu zokungachithwa kweemali liziko	Iithenda zesayensi zanikwa kuphela ngoEpreli 2014.
Izizathu zokutenxa kwintsebenzo	IiThenda zeSayensi zanikwa kuphela ngoEpreli 2014 kuba kwakufuneka zipapashiwe kwakhona
Amanyathelo athathiweyo ukuphucula intsebenzo	Zonke iirikhwizishini zika-2014/15 sezingeniswe ukwenzela ukuthenga iimpahla neenkonzo phambi kokuba kuqale unyaka-mali omiyo.
Inkqubo yokubeka esweni yenziwa lisebe elifumana inkonzo	I-SCM ineentlanganiso eziqhube qho kwiveki yesibini kunye naBaphathi aBakhulu beKharithyulam yeFET ukuqinisekisa ukuba iithenda zihamba ngokuthe mbo.

IGranti eKhutshwa ngeMiqathango: iGranti yeMfundo noQeqesho oluQhubekayo (Further Education and Training Grant)	
ISebe elalihlawule iigranti ngebhanki	ISebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training) (DHET)
Injongo yegranti	Ukuqinisekisa ukutshintshwa ngempumelelo komsebenzi wekholeji ye-FET ukuya kutsho kwiSebe i-DHET
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> <li>• Ukutshintshwa kwaBasebenzi aBaphetheyo beeKholeji zeFET bafakwe kwiSebe i-DHET sekugqityiwe</li> <li>• Ukutshintshwa kwaBasebenzi abaNkengoBaphathi bafakwe kwiSebe i-DHET sekugqityiwe</li> <li>• Ukusekondwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET sekugqityiwe</li> <li>• Ukugqitywa kwenkqubo yokutshintshwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET</li> <li>• INkqubo yokuBonelela ngeZithuba yeeKholeji zeFET igqityiwe</li> <li>• Ukuphunyezwa kweMigaqo neMigangatho eFanayo yeeKholeji zeFET</li> <li>• Ukuphunyezwa kweProgram eNtsha yeeNdeleko zokuXhasa ngeMali iiKholeji zeFET (New Programme Cost for Funding for Funding FET Colleges)</li> <li>• Beka esweni inkxaso yeeKholeji zeFET enikwa zii-PDE</li> <li>• Ukuqaliswa komvuzo we-37% endaweni yezibonelelo zeeKholeji zeFET</li> </ul>
Iziphumo kanye kanye ezifezekisiweyo	<ul style="list-style-type: none"> <li>• Ukutshintshwa kwaBasebenzi aBaphetheyo kwiKholeji zeFET bafakwe kwiSebe i-DHET kugqityiwe</li> <li>• Ukutshintshwa kwaBasebenzi abaNkengoBaphathi bafakwe kwiSebe i-DHET kugqityiwe</li> <li>• Ukusekondwa kwaBasebenzi beSebe leMfundo lePhondo bafakwe kwiSebe i-DHET kugqityiwe</li> <li>• Ukuphunyezwa kweMimiselo neMigangatho eFanayo yeeKholeji zeFET</li> <li>• Ukuqaliswa komvuzo we-37% endaweni yezibonelelo kwiKholeji zeFET</li> </ul>
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R353 097 yezigidi
Isixa esamkelweyo (R'000)	R353 097 yezigidi
Izizathu ukuba isixa ngokommiselo we-DORA asikhangela sifumaneke	N/a
Isixa esichithwe lisebe lemfundo (R'000)	R353 078 yezigidi
Izizathu zokuba imali zingachithwanga liziko	Kukonga imali ebuyiselwa kubasebenzi
Izizathu zokutenxa kwintsebenzo	Akukho kutenxa kwisiphumo sentsebenzo sephondo
Amanyathelo athathiweyo ukuphucula intsebenzo	N/a
Inkqubo yokubeka esweni yenziwa lisebe elifumana inkonzo	Iingxelo zaqho ngonyaka neengxelo zekota

IGranti eKhutshwa ngeMiqathango: IGranti eDityanisiweyo yeSebe i-EPWP yamaPhondo - yezeMfundo	
ISebe ebelihlawule igranti ngebhanki	ISebe lezoThutho neMisebenzi kaRhulumente
Injongo yegranti	Ukudala amathuba omsebenzi olutsha, awabafazi nabakhubazekileyo kwicandelo le-ECD.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> <li>Qeqesha iiprakthishina eziyi-394 ze-ECD kwinkalo yoPhuhliso lwaBantwana aBasaqalayo.</li> </ul> <p>Qeqesha abanematiki abebekade bengaqeshwanga ngaphambili ukuba babe zii-data capturers</p>
Iziphumo kanye kanye ezifikelelweyo	<ul style="list-style-type: none"> <li>Iiprakthishina eziyi-299 ze-ECD zachazwa njengezinobuchule emva kokufumana kwazo uqeqesho lwezifundo zeenyanga eziyi-12. Iiprakthishina nganye iye kwizifundo zeenyanga eziyi-12 ze-ECD iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo.</li> <li>Iiprakthishina ye-ECD nganye kwakhona yafumana uqeqesho kuNcedo lokuQala</li> <li>Ziye-22 ii-data capturers ezigqibe izifundo kwezolawulo lwe-ofisi, iMicrosoft office, kulawulo lwemicimbi yabasebenzi nakulawulo lweprojekthi.</li> </ul>
Isixa ngokommiselo we-DORA ofakelwe izilungiso	R12 298 yezigidi
Isixa esamkelweyo (R'000)	R12 298 yezigidi
Izizathu ezinikiweyo ukuba isixa ngokommiselo we-DORA asikhange sifumaneke	
Isixa esichithwe lisebe lemfundo (R'000)	R12,064 yezigidi
Izizathu zokuba iimali zingachithwanga liziko	Zange zifumaneke kwangexesha ii-invoyisi ukwenzela ukuba zenziwe.
Izizathu zokutenxa kwintsebenzo	
Amanyathelo athathiweyo ukuphucula intsebenzo	likholeji ziya kwaziwa qho ngeveki malunga nazo naziphi na ii-invoyisi ezingekangeniswa.
Inkqubo yokubeka esweni yenziwa lisebe elifumana iinkonzo	Kwaye kwangenwa kumboneleli-nkonzo wangaphandle ukuqhuba inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Ingxelo yokubeka esweni inkqubo isefayilini.

## 7. IZIPHO-MALI (DONOR FUNDS)

### 7.1. Iimali zEzipho ezamkelweyo

ISebe leMfundo alikhange lifumane naziphi na iimali zabenzi-zipho ngethuba lokunika ingxelo.



## 8. UTYALO-MALI KWIZAKHIWO

### 8.1. Utyalo-mali kwizakhiwo, isicwangciso solondolozo nolawulo lwee-asethi

#### Iiprojekthi yokwakha igqitywe ngo-2013/14

##### Izikolo ezakhiwe ngokutsha

- Akukho zikolo zinikezelweyo ngo-2013/14;
- Akukho zikolo ziziimobhayili zigqityweyo ukuba zisetyenziswe ngo-2013/14.

##### Izikolo ezitshintshiweyo (ukutshintshwa kwezikolo ezakhiwe ngezinto ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha zilandelayo zagqitywa ngo-2013/14: Formosa Primary School, Pacaltsdorp Primary School, St. Thomas Primary School, Kathleen Murray Primary School, Rusthof Primary School, Fairview Primary School kunye nePlantation Road Primary School,
- Iprojekthi enye yokuphucula nokwandisa yagqitywa, oko kukuthi, iBloekombos Primary School

##### Iiklasi ezongezelelweyo

- Iiklasi zokwandisa: Ziyi-7 iiklasi ezazakhiwe kwizikolo ezikhoyo khon' ukuze kuvumeleke ukunyuka kobhaliso lwabafundi
- Iiklasi zeBakala R: Ziyi-11 iiklasi ezazigqitywe ngo-2013/14.
- Kwabonelelwa ngeeyunithi eziziimobhayili: iiklasi eziyi-175.

Iziseko zophuhliso ezazicwangciselwe ukwenziwa ngo-2012/13 zibhaliwe apha ngezantsi, ecaleni kwamanani ezinto ezenziweyo kanye kanye.

Udidi	Ezithagethiweyo	Inani elililo kanye kanye
Izikolo ezitsha	4	0
Izikolo ezitshintshiweyo	7	7
Iiklasi zeBakala R	65	Ziyi-11 iiklasi
Eziphuculwayo nezongezelelwayo	Akukho zithagethi zimiselweyo	1
Iiklasi ezandiswayo		Ziyi-7 iiklasi
Iiklasi eziziimobhayili		Ziyi-175 iiklasi

Iiyantluko (*variances*) ngokuphathelele kwiithagethi kuxoxiwe malunga nazo phantsi kweProgram 8, ngokunxulumene neMilinganiselo yeProgram yeNtsebenzo (*Programme Performance Measures*). Ezinye iiprojekthi zaye zalityaziswa kwaza kwanyanzeleka ukuba kwenziwe amanye amalungiselelo ukubonelela abafundi ngendawo.

## **IiProjekthi zeMali yeNkxaso yolwakhiwo lwezikolo**

(a) Izikolo ezenziwe ngokutsha

Izikolo ezisisigxina ezazicwangciselwe ukuba zigqitywe ungadlulanga owe-31 Matshi 2014, ezizezi: i-Concordia Primary School, Concordia High School, Silversands High School neVuyiseka High School zikwizigaba ezahlukeneyo zolwakhiwo okanye ukunikwa isigqibo sethenda.

(b) Izikolo ezakhiwe ngokutsha

Ukususela nge-31 Matshi 2014, ezi zikolo zitshintshiweyo zilandelayo, ezazicwangciselwe ukugqitywa ngonyaka-mali ka-2013/14, zazikumanqanaba ahlukene okwakhiwa: i-A.C.J. Phakade Primary School, Garden Village Primary School, Itsitsa Primary School, Pineview Primary School and Touwsrante Primary School. Ezathi zongezwa kwezi zilishumi elinesine, iiprojekthi ze-ASIDI zesigaba sokuqala kunye neTouwsrante Primary School, iParkview Primary School, Wesfleur Primary School, Sophakama Primary School, Valhalla Primary School, Delta Primary School, Die Duine Primary School, Sophumelela Secondary School, Portia Primary School, Kensington Secondary School kunye neHeideveld Primary School. Ezi zikolo ngoku ziyakhiwa.

Inkcitho ingqinelana nemimiselo yeli qumrhu. Ii-Arhente zoKwenziwa koMsebenzi zesebe (iSebe lezoThutho neMisebenzi kaRhulumente kunye neYunithi yoKwenza iiprojekthi) zisingatha zonke iinkqubo zethenda ezimalunga nezakhiwo ezitsha kunye neeprojekthi ngokungqinelana noMthetho woLawulo lweMali kaRhulumente (*Public Finance Management Act*) kunye neminye imimiselo elawulayo.

## **Ulawulo lwee-asethi**

### **Ii-asethi ezisisigxina**

ISebe iWCED lisebenzisa i-Education Management Information System (EMIS) kunye ne-Schools' Register of Needs Information System (SRNIS) ekulawuleni ii-asethi ezisisigxina.

### **Ii-asethi eziphathekayo**

Ngokunxulumene nee-asethi eziphathekayo, iSebe iWCED lineyunithi yolawulo lwee-asethi eyinxalenye yeSupply Chain Unit.

Yonke ifanitshala nezinto zokusebenza ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa kwindawo enye zize zifakwe kwi-inventri yee-asethi eziphathekayo ngokweemfuno ezimiswe yiOfisi kaNondyabo kaZwelonke.

Le mimiselo imiselwe ukuqinisekisa ukuba irejista yee-asethi iyafumaneka ukugcina imigangatho yolawulo nosetyenziso lwemali kunye nokuqinisekisa ukuba kukho ukungqinelaniswa ngempumelelo, nangobuchule kwengcaciso:

- Ukuthathwa kwesitokhwe qho ngonyaka esenziwa lisebe lemfundo, njengoko zimiselweyo kwiMimiselo kaNondyabo kazwelonke.
- Ukusayinwa kwee-inventri ngamagosa achaphazelekayo nokungqiniswa ngaBaphathi aBathweswe uXanduva lweSitokhwe (*Responsibility Managers*).

- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko 10 seMimiselo kaNondyebo kazwelonke.
- linkqubo zokuthengwa kwee-asethi kwiSistim yeGosa eLimele ukuPhendula ngokuSetyenziswa kweMali.
- Ukungqinelaniswa qho ngenyanga kokuthengwa kweLOGIS nenkcitho kwiBAS.
- Ukulondolozwa kwerejista yee-asethi enayo yonke ingcaciso efunekayo kwiMimiselo kaNondyebo kazwelonke.

linkqubo eziqalisiweyo ukuqiniseka ngenkqubo enobuchule yokuqaphela, ukukhusela, nokubeka esweni kunye nokugcina irekhodi yee-asethi eziphathekayo ibizezi zilandelayo:

- li-asethi zifakelwe iibhakhowudi, nophawu "RSA" zaza zarekhodwa kwii-inventri.
- li-asethi zirekhodwe kwirejista yee-asethi eziphathekayo kuwo onke amacandelo ee-asethi zaza zanikwa iinombolo ezifana Zodwa (iibhakhowudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela ii-asethi zabo.
- li-asethi eziphathekayo zirekhodwe kwi-inventri kwiziko ngalinye nakwindawo nganye esingathe iindleko. li-inventri ziqinisekise njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaza zagcinwa kwindawo nganye.

## Izikolo

ISebe iWCED lithenge ifanitshala nezixhobo zokucutha inani lokusetyenziswa kwabantu abaninzi kakhulu ezikolweni. Ezi zinto azenzi, nakuba kunjalo, inxalenye yeRejista yee-Asethi zeSebe iWCED. NgokoMthetho weZikolo waseMzantsi Afrika, 1996, (uMthetho No 84 ka-1996), ezi zinto zithathwa njengezinto ezizii-inventri zezikolo, Izikolo, kufuneka, ngoko ke, zinike ingxelo malunga nezi zinto zizii-inventri kwaNdlunkulu nakwizithili zemfundo kunye nakwiindawo zazo ezibonelela kuzo ngeenkonzo.

## Izicwangciso malunga nee-asethi ezinokuhanjiswa, ezinjengeemoto

ISebe lezoThutho neMisebenzi kaRhulumente lePhondo (*Government Motor Transport*) lilawula ukubonelelwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye ezonakeleyo zeGaraji kaRhulumente (*Government Garage*) (GG). Kwakhona liqulunqa umgaqo-nkqubo wephondo omalunga nokusetyenziswa kweemoto ze-GG lize ligcine irejista yee-asethi kwi*Fleetman system*. ISebe iWCED linoxanduva lokunika iimpepha-mvume (*licensing*), ukulondolozwa nokwathiwa kwakhona kwamafutha eemoto.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasetyenziswa. Likwagcina irejista yeemoto ezisetyenziswa liSebe iWCED ngokusebenzisa i-log sheets. Iimoto ezisetyenziswayo ziyazifizekisa iimfuno zangoku zeSebe iWCED.

## Ukulondolozwa kweemoto

Iiprosjekthi ezinkulu zokulondolozwa kwezithuthi ngethuba lexesha eliphantsi kwengqwalaselo zibandakanya:

Inani leeprosjekthi	Ibhajethi ka-2012/13 R'000	Indleko yokuphela konyaka-mali eqikelelwayo R'000
108	R 92 650m	R 92 650m

I-2013 I-U-AMP ibonisa okulandelayo phantsi kwesihloko "User Condition Rating"

Ubume bemeko	INkcazo ngokuBanzi	Ireyithingi
<b>Bugqwesile</b>	Akukho ziphene zibonakalayo. Ikhangeleka njengentsha. Isalathi selahlelo: Asichaphazeli kukwazi ukwenza umsebenzi. Akukho lahleko.	<b>C5</b>
<b>Bulungile</b>	Ibonisa ukukhuthuka nokudleka kancinane ( <i>superficial wear and tear</i> ), iziphene ezincinane kunye neempawu ezincinci zokonakala kwiindawo ezingaphezulu zemoto. Isalathi selahleko: Ayenzeki qho, kubakho uphazamiseko oluthile ekwenziweni kwemisebenzi. Kungaqikelelwa ingozi ngokubhekiselele kwezempilo nezokhuselo okanye ipropathi ayibonisi kuba namandla. Kukho iindleko ezincinane ezibandakanyekayo.	<b>C4</b>
<b>Ngokuphakathi</b>	Ikwimeko ephakathi, iindawo ezonakeleyo zifuna ukuqwalaselwa; iinkonzo ziyasebenza, kodwa zifuna ukuqwalaselwa, kukho ukusilela kwiinkonzo zokulondoloza. Isalathi selahleko: Imisebenzi iyalibaziseka ukwenzeka ngalo lonke ixesha. Kukho okuyingozi okuthile kwezempilo nokhuseleko okanye kwipropathi. Iindleko ezibandakanyekayo ziphakathi.	<b>C3</b>
<b>Ikumgangatho osezantsi</b>	Yonakele kakhulu, kukho iingxaki ezinkulu kwimo yayo. Inkangeleko yayo ngokubanzi ayikho semgangathweni kunye nokukhuthuka kwepeyinti ekhuselayo kumphezulu; izinto zayo zonakele, izinto ezisetyenziswayo azisebenzi; kukho inani elikhulu leziphene. Isalathi sengozi: Kukho ukuphazamiseka kakhulu ekukwazini ukwenza umsebenzi, kukho amathuba amaninzi okuba yingozi kwezempilo nokhuseleko okanye kwipropathi. Kukho iindleko eziphezulu/ ilahleko echaphazelekayo.	<b>C2</b>
<b>Ikumgangatho osezantsi kakhulu</b>	Ayikwazi kusebenza; ayisebenzi kwaye ayikulungelanga ukukhwelwa. Isalathi sengozi: ayisebenziseki, kukho ingozi kakhulu ebonakalayo kukhuselo, kwezokhuseleko okanye kwipropathi. Kukho iindleko ezinkulu ezichaphazelekayo.	<b>C1</b>

Izikolo karhulumente eziqhelekileyo ezingamakhulu amane anamashumi asibhozo (480) eNtshona Koloni zireyithwe njengezo "zikumgangatho osezantsi" ("poor"). Izikolo eziqeshisayo (*leased school*) nezikolo ezakhiwe ngezinto ezingafanelekanga (izikolo ezakhiwe "ngamaplanga) zimelwe ngokungalinganiyo kolu didi. Kwiminyaka edlulileyo kuye kwakho ulondolozo oluncinane kakhulu olucwangcisiweyo oluye lwenziwa ngabanini beepropathi eziqeshisayo. Abanini beepropathi bachaza amaxabiso asezantsi erenti njengesona sizathu siphambili esibangela ukuba kungenziwa lulondolozo lufanelekileyo kwizikolo eziqeshisayo. Izikolo eziliwaka elinamashumi amabini anesine (1024) zireyithwa njengezo "ziphakathi". Inani elikhulu lezi zikolo zifanele ukureyithwa njengezo "zisemgangathweni" kodwa ukusilela kolondolozo lwezi zakhiwo kuzichaphazele iireyithing.

Izikolo zikarhulumente eziqhelekileyo ezingamashumi amabini ananye (21) zireyithwa njengezo ziku-"C4".

Imeko yezakhiwo zeSebe iWCED iyadodobala kwaye iya kuqhubeka ukudodobala ngaphandle kokuba ibhajethi yolondolozo iyenjuswa okanye kusetyenziswa ezinye iindlela. Imfuno yaqho ngonyaka yolondolozo ngu-1.5% wexabiso lesitokhwe. Nangona iiprojekthi zolondolozo ezicwangcisiweyo ziqhubeka ngokwesicwangciso, ukunyuka qho ngonyaka kweendleko kuchaphazela ubungakanani bokunokusonjululwa. Ngenxa yoko, iinkxalabo malunga nokuba ndala kunye nokudodobala kwesitokhwe kusekhona.

Apha ngezantsi kunikwe isishwankathelo samanani.

Ukusilela kolondolozo				
UNyaka-mali	IXabiso lee-Asethi	Yi-1,5% efunekayo ukulondolozisa izakhiwo	Ibhajethi enikiweyo	Isixa esiqhwalelayo (shortfall)
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
2012	18,225,779	273,387	114,725	158,662
2013	19,683,841	295,257	168,673	126,584
Itotali esilelayo ukususela ngo-2004		<b>2,298,175</b>		

Kubekho ukuchaphazeleka okuthile okwenzekayo kusilelo lweenkonzo ngo-2012/13 kwaphinda kwakhona ngo-2013/14. Ngenxa yenkcitho ecothayo kwiiprojekthi zezakhiwo, kuye kwathathwa isigqibo sokuqalisa uluhlu lweeprojekthi, nazo ngokwazo ebezingenako ukubandakanywa kwi-U-AMP ngenxa yeebhajethi eziphambili ngokubaluleka. Kunikwe ingqwalaselo kwakhona ekucwangcisweni kweeprojekthi zolondolozo eziqingqelwe u-2014/15 ukufumana isiqalo esingcono kwinkcitho yezolondolozo ecwangcisiweyo kunyaka-mali ka-2014/15. Ukucwangciswa kweeprojekthi zezakhiwo eziyi-39 kuqaliswe ngo-2013/14 ukwenzela ukukhawulezisa ukuqaliswa kweeprojekthi kwiminyaka ezayo.

INgxelo yoNyaka yoNyaka-mali ka-2013/14  
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo  
lePhondo leNtshona Koloni

IiProjekthi zeZiseko zoPhuhliso	2013/2014			2012/2013		
	Inflawulo- mali yokugqibela	Inkcitho kanye kanye	(Inkcitho eNgaphezulu)/ Inkcitho eNgaphantsi	Inflawulo yokugqibela	Inkcitho kanye kanye	(Inkcitho eNgaphezulu)/ Inkcitho eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Ii-asethi ezintsha nee-asethi ezithatha indawo yezangaphambili	778,999	640,365	138,634	343,287	343,287	0
Ii-asethi zophuhliso lweziseko ezikhoyo	271,012	271,012	0	357,882	317,567	40,315
Uphuculo nezongezelelo kwizakhiwo	41,041	41,041	0	134,119	129,189	4,930
Ukubuyisela kwisimo esisiko (Rehabilitation), ukwenza ntsha (renovations) nokwakha ngokutsha (refurbishments)	7,213	7,213	0	35,875	35,875	0
Iinkqubo zolondolozo nokulungisa	225,758	225,758	0	187,888	152,503	35,385
Inflawulo ngebhanki yemali yophuhliso lweziseko	142,935	142,935	0	89,818	89,818	0
- Inflawulo yangoku	62,250	62,250	0	42,350	42,350	0
- Inflawulo yeCapital	80,685	80,685	0	47,468	47,468	0
Itotali	1,192,946	1,054,312	138,634	790,987	750,672	40,315