



ICandelo C
Ezolawulo

1. INTSHAYELELO

Ukuzibophelela kwesebe lemfundo ukulondoloza eyona migangatho ephezulu yokuphatha kusisiseko ekuphathweni kweemali zikarhulumente nezibonelelo zoncendo. Abasebenzisi bafuna ingqinisekiso yokuba isebe lemfundo linezitraksha zokuphatha ezisemgangathweni ezimiselweyo ukusebenzisa ngempumelelo, ngobuchule nangoqoqosho ukusebenzisa izibonelelo zoncendo zikarhulumente, ezixhaswa ngemali ngumhlawuli werhafu.

ISebe leMfundo lenzelwa inkonzo yiKomiti yoPhicotho-zincwadi yezeMfundo (*Education Audit Committee*), kwaye onke amalungu ayo ngamalungu azimeleyo, atyunjwe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali ngokuthetha-thethana neGunya lesiGqeba soLawulo. Ikomiti yoPhicotho-zincwadi isebenza ngee-“*Terms of Reference*”, ezivunye ngokusemthethweni nge-18 Julayi 2012.

IKomiti yoPhicotho-zincwadi ibamba indibano ubuncinane qho ngekota ukuqalisa imisebenzi eluxanduva lwayo ngokwee-*Terms of Reference* ezivunye ngokusemthethweni. IKomiti yoPhicotho-zincwadi ngaphezulu ibamba indibano neGosa eLimele ukuPhendula ngoSetyenziso lweMali ukuxoxa ngemiba exhalabisayo.

UPhicotho-zincwadi lwaNgaphakathi (*Internal Audit*) luqhubekile ukwenziwa ngokuzimeleyo ngekwabelwana ngayo i-*Internal Audit Activity* etshintshwe yenziwa iqumrhu elizimeleyo eliyinxalenye yeZiko leeNkonzo zoKwenziwa kweMisebenzi kwiSebe leNkulumbuso (*Corporate Services Centre in the Department of the Premier*).

Ngokungqinelanayo noMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho No 1 ka-1999) (PFMA) neKING III, i-*Internal Audit Activity* inika iKomiti yoPhicotho-zincwadi nabaphathi ingqinisekiso yokuba iinkqubo zolawulo zangaphakathi ezinxulumene nokuphatha, ulawulo lwelahleko kunye neenkqubo zolawulo zifanelekile kwaye ziyimpumelelo. Ngokuhambelanayo nePFMA kunye neKING III, kuvunye ngokusemthethweni isicwangciso seminyaka emi-3 sokubeka esweni ilahleko (*a risk-based 3-Year Rolling Strategic and Annual Operational Internal Audit Plan* evunye ngokusemthethweni yiKomiti yoPhicotho-zincwadi, yaza iKomiti yoPhicotho-zincwadi yabeka esweni ukwenziwa kwesicwangciso somsebenzi nokuphunyezwa kwamanyathelo okulungisa ukungenziwa kakuhle komsebenzi.

Ngo-2013, icandelo elitsha elinika ingxelo ngqo kwiNtloko yeSebe leMfundo, lasekelwa ukunceda iYunithi yoLawulo Lwngaphakathi (*Internal Control Unit*) yeSebe iWCED. Okugunyaziswe ukuba mayikwenze kukunika ulawulo lobuchule, isikhokelo nengcebiso ngokunxulumene neenkqubo zolawulo zangaphakathi. Igxininisa koku:

1. Ekuqinisekiseni ukuphatha ngendlela eyiyo – ekuququzeleleni nasekugcineni ukugqithiselwa kwegunya lokwenza umsebenzi ngokufanelekileyo kwanomgaqo-sikhokelo wokuphatha, ukuqinisekisa ukwenziwa kolawulo lokulungisa ukungenziwa kakuhle komsebenzi, ukuqinisekisa ukusetyenziswa nokulondolozwa kweSistim yoLawulo lweLahleko edibeneyo (*integrated Loss Control System*), ukunika ingxelo, qho ngekota naqho ngonyaka ngobume bempendulo kwii-FIU-reports
2. Ukubonelela ngenkonzo eqinisekisa ngolawulo lwelahleko – ukuchaza imiba kwiKomiti yoPhicotho-zincwadi, ukuququzelela uphicotho-zincwadi lwaNgaphandle nolwaNgaphakathi, ukulawula iinkqubo elandela emva kophicotho-zincwadi
3. Ukuqulunqa imigaqo-sikhokelo yezolawulo, yezemigaqo-nkqubo namacebo okwenziwa komsebenzi ngobuchule – ukuba neendlela namacebo okusebenza (*techniques*), ukunika ingcebiso malunga nesicwangciso sobuchule, amaxwebhu omgaqo-nkqubo.

Uphicotho-zincwadi lwangaphakathi luqhubeka nokuqwalasela indima edlalwe ngabanye abaqinisekisi bolawulo lwelahleko kwaye lunenjongo yokusebenzisa inkqubo edibeneyo yokuqinisekisa ulawulo lwelahleko ngonyaka ozayo oluya kuqinisekisa ukuba izibonelelo zophicotho-zincwadi zangaphakathi zisetyenziswa kwezona nkalo zichaphazelwa kakhulu yilahleko.

Onke amagosa athweswe uxanduva lokuphendula ngokusebenzisa iinkcazo zomsebenzi (*job descriptions*) neemvumelwano zentsebenzo (*performance agreements*). Amagosa akwaNdlunkulu athweswe uxanduva lokunika inkxaso ngexesha elifanelekileyo nenkxaso enobungcali kwizithili. Izikolo nezithili zinoxanduva lokunika inkxaso ezikolweni nakwinkqubo yabafundi. Ukuya kootitshala nabafundi esikolweni nokusetyenziswa kangangoko kunako usuku lwesikolo, ezo yayiziinkalo eziphambili ekugxininiswa kuzo.

Uxanduva lokuphendula ngokwenzayo kwinqanaba lesikolo lomelezwe ukususela ngo-2011 ngoMthetho oFakela iZilungiso weMfundo yeZikolo zePhondo waseNtshona Koloni (*Western Cape Provincial School Education Amendment Act No 7 of 2010*), oqalise ukusebenza ngoJanuwari 2011.

Uxanduva lokuphendula ngokwenzayo lwandiswa ngemisebenzi yokongamela edlalwa yiOfisi kaNondyebo yePhondo nekaZwelonke ngokwemingxilo yogunyaziso yocwangciso kunye namaxesha okunika ingxelo aquka yomibini imiba yezemali nengeyoyamali. Ixesha lokunika ingxelo qho ngenyanga (umz. ezemali), qho ngekota okanye qho ngonyaka. Onke amacandelo akwiSebe iWCED anamacandelo angamahlakani awo kwiSebe leMfundo esiSiseko okanye kwiSebe leMfundo ePhakamileyo noQeqesho apho amajelo okunika ingxelo, ukucazululwa kwentsebenzo neengqikelelo zigcinwa khona. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeSebe iWCED. Zombini iinkqubo zoPhicotho-zincwadi zaNgaphakathi nezaNgaphandle ngaphezulu ziphethe ezolawulo zize zincedise ekuqinisekiseni ukusebenza kakuhle kunye nolawulo oluchubekileyo.

Uxanduva lokuphendula ngokwenzayo nezizathu zokuba wenjenjalo (*substantive accountability*) lukubudlelane obuqingqiweyo obuphakathi kweSebe iWCED noUMALUSI, ibhunga loqinisekiso lwemigangatho likazwelonke kwiziphumo zemfundo. Obu budlelane bufumaneka kwinkqubo yokumodareyitha yangaphakathi yeenkqubo zovavanyo nokuziswa kwenkqubo yoviwo eyamkelekileyo.

Ngokubambisene nawo onke amasebe karhulumente kuzwelonke, iSebe iWCED lithathe inxaxheba ekubekeni esweni ukuqaliswa kweenkqubo ezintsha yiOfisi yoBumongameli (*Presidency*), eyi-*Management Performance Assessment Tool (MPAT)* ephonononge iinkalo ezi-4 zokuphatha, oko kukuthi, i*Strategic Planning, HR, Governance and Accountability and Financial Management*. Eli ibe linyathelo elibalulekileyo.

Inkqubo yoVavanyo lweSikolo Siphela (*Whole School Evaluation*) iyaqhubeka ukwazisa hayi nje kuphela ngeemfuno zokunika inkxaso kwizikolo nganye nganye kodwa kwangokunjalo nakwimiba yovavanyo lwenkqubo yemfundo (*systemic issues*). Undwendwelo olufutshane luqhutyiwe kwizikolo ezincinane okanye kwezo zazisebenza kakuhle kakhulu. Ukwahluka kobude bondwendwelo kunika lokuba izikolo ezongezelelweyo zityelelwe. Izikolo zibhalwa phantsi ngokweekhowudi zeereyithingi ze-WSE. Kwabelwane ngeziphumo kwiingxelo malunga nokwenzekayo okuchaphazelekayo.

NgoFebruwari 2013 kwakhona nango-2014, zonke izikolo zizalise ekhompuyutheni ii-School Improvement Plans (SIPs) zazo, ezineethagethi zeminyaka emi-3 ezayo, ukwenzela inkqubo yezemfundo; indlela eyiyo yokusebenza kwabaphathi (ngokunxulumene nokungayi

kwabafundi nootitshala esikolweni kunye nesicwangciso sezifundo); ukubonelelwa ngezinto zokusebenza kunye nolondolozo. Izalathi zingqinelana neethagethi zikazwelonke phantsi kweSicwangciso soMsebenzi sika-2014 zize zihambelane neenkalo zokugxininisa eziyi-9 ekwenzeni ungenelelo ngoncedo oluphambili lokuphucula intsebenzo (*key improvement interventions*). I-SIP kwakhona iyinxalenye yesitim yokuphendula ngokwenzayo, kuba abayinxalenye yabasisayinayo isicwangciso bebandakanya inqununu, i-SGB kunye neSebe iWCED. Ngo-2014, izikolo kwakhona zaye zabonelela ngeSicwangciso zoMsebenzi ukuchaza ngokuthe gca amanyathelo abanokuwathatha ukufezekisa ezi thagethi zisetiweyo.

Kwinkqubo yokuBeka eSweni iSicwangciso soPhuculo lweSikolo yaqho ngekota (*quarterly School Improvement Monitoring*) yango-2013, ekuye kuqhutywe ngayo izinto eziphambili zokuxhasa ngezibonelelo zoncedo nokusebenza kakuhle kwezikolo, umz. unyulo lwee-SGB, ukulungiselela unyaka omtsha kwenziwe. Ngenxa yokuba iingxelo zifakwe ekhompnyutheni, idatha inokuthathwa isetyenziselwe ukuphucula inkxaso efumanekayo. Ngokukodwa, umzekelo, idatha ixhobise iSebe iWCED ngokwazisa kwangethuba malunga nokuziswa kweencwadi zomsebenzi (*workbooks*) ezikolweni.

2. UKULAWULA ILAHLEKO

IGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*The Accounting Officer*) (AO) leSebe leMfundo leNtshona Koloni (iSebe leMfundo leNtshona Koloni) lithatha uxanduva lokusebenzisa i-Enterprise Risk Management (ERM) ngokungqinelana neNational Treasury Public Sector Risk Management Framework (NTPSRMF) kunye ne-Enterprise Risk Management (D:ERM) kwiSebe leNkulumbuso (iSebe iDoTP)) libonelela ngenkonzo elawulwa kwandlunkulu yokunika inkxaso enobuchule kwiSebe leMfundo.

Ukuhambelana mbo ne-National Treasury Public Sector Risk Management Framework (NTPSRMF) kwanokumilisela ngaphezulu ulawulo lwelahleko kwiSebe leMfundo, uRhulumente waseNtshona Koloni (*Western Cape Government*) (WCG) uvume ngokusemthethweni uxwebhu i-ERM Policy ekubhalwe kulo injongo ephelileyo ye-WCG ngokunxulumene ne-ERM.

I-Annual ERM Implementation Strategy yenziwe ukwenzela ukuba kusetyenziswe i-WCG ERM policy kunye nokuphumeza i-Annual Enterprise Risk Management Implementation Plan kunye neenkqubo eziphambili ngokubaluleka zolawulo lwelahleko zeSebe iWCED. Oku kwenza ukuba iSebe leMfundo likwazi ukuphumeza iinjongo zalo njengeSebe leMfundo, okujoliswe kuko nezalathi zentsebenzo eziphambili, ziphucula ukwenziwa kwezigqibo ezizizo ngelahleko nokusebenzisa ngeyona ndlela enobuchule ukuhambelana mbo nowiso-mthetho oluchaphazelekayo. Lo mgaqo-nkqubo kwakhona ucacisa ngemisebenzi yabaphathi neyabasebenzi ekuzinziseni inkqubo yolawulo lwelahleko kwiSebe leMfundo kwaye uchaza malunga nowiso-mthetho olunika amathuba, imigangatho emiselweyo, iinkqubo ezisetyenziswayo, izixhobo nezibonelelo eziya kusetyenziswa ukuphumeza isicwangciso se-ERM.

IKomiti yoLawulo lweLahleko yeSebe leMfundo leNtshona Koloni (*The Western Cape Education Department Risk Management Committee*) okanye isiGqeba soLawulo sibonelela ngenkqubo yokongamela inkqubo iyonke yolawulo lwelahleko yeSebe leMfundo ize inike iingxelo ezifunekayo ezinxulumene nokwenziwa kolawulo lwelahleko. IKomiti yoPhicotho-zincwadi yongamela ngokuzimeleyo isitim yeSebe leMfundo yolawulo lwelahleko. Uphononongo lweKomiti yoPhicotho-zincwadi lwenkqubo yolawulo lwelahleko lunxulumene nenkqubela-phambili yokuqaliswa kwesicwangciso solawulo lwelahleko i-Department's Annual ERM Implementation Plan kunye neelahleko ezinkulu/iilahleko ezibalulekileyo

ekujongenwe nazo liSebe leMfundo kunye nempendulo yayo kwilahleko/kwizicwangciso ezichaphazelekayo zokusingatha ingxaki.

IKomiti yoLawulo lweLahleko

ISebe leMfundo leNtshona Koloni liseke iKomiti yoLawulo lweLahleko ukunceda iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*) ekwenzeni imisebenzi eluxanduva lwalo emalunga nolawulo lwelahleko. Le komiti isebenza phantsi kwemimiselo yokusebenza evunywe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali. Le Komiti ibandakanya amalungu eKomiti yeSigqeba esiLawulayo seSebe leMfundo. Ngokwemimiselo yokusebenza iKomiti kufuneka idibane amaxesha amahlanu enyakeni.

Iintlanganiso zeKomiti kulo nyaka-mali uphantsi kokuqwalaselwa kwakhona zihanjwe ngolu hlobo lulandelayo:

Ilungu	Isikhundla	Iintlanganiso ezicwangcisiweyo	Iintlanganiso ezihanjisiweyo
Nks. P. Vinjevold	SG: KwiSebe leMfundo	4	3
Mnu. L. Ely	DDG: KwezoLawulo loSetyenziso lweMali	4	3
Nks. M. Harker	DDG: KwezoCwangciso lweMfundo	4	3
Mnu. B. Schreuder	DDG: KwezoLawulo lweKharithulam noVavanyo	4	3
Mnu. J. Lyners	DDG: KwezoPhuhliso noQuquzelelo lwaMaziko	4	3
Mnu. I. Carolus	CD: KwiCandelo loMlawuli oyiNtloko loLawulo lwaBasebenzi	4	3

Inkqubo yolawulo lwelahleko

Ngethuba eliphantsi kokuqwalaselwa kwakhona, iSebe iWCED lihlale ilahleko zalo ngokunxulumene nesicwangciso salo sobuchule kunye nesicwangciso sentsebenzo sonyaka. Uhlolo lwelahleko luqhutywa kwinqanaba lobuchule qho ngonyaka luze luhlaziye qho ngekota. Kwinqanaba leprogram, uhlolo lwelahleko luqhutywa qho ngekota ukwenzela ukuqwalasela kwakhona nokuhlaziya ingcaciso ngeelahleko ezikhoyo kwanokuqwalasela ilahleko ezivelayo. Iilahleko ezinkulu ezichaphazela iinjongo zihloliwe ngokweemeko zazo ezisenokwenzeka kunye nokusisiphumo sazo; izicwangciso zokunyanga ilahleko zenziwe zaze zalawulwa ngabanikazi ababelwe uxanduva lokulawula ilahleko. Iirejista zeeprogram ezijongene nelahleko zivunywa ngokusemthethweni ngumphathi weprogram ochaphazelekayo.

IKomiti yoLawulo lweLahleko (*Risk Management Committee*) ivuma ngokusemthethweni, ibeke phambili ngokobaluleko ize icebise ngaphezulu iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali, ukuba zeziphi na ilahleko ezinkulu ezibekwe nokuncitshiswa ngokusebenzisa impendulo efanelekileyo kwilahleko/ukunyanga ilahleko ukwenzela ukuphumeza iinjongo zobuchule zesebe lemfundo kwaye le nkqubo iqhutywa qho ngekota.

Ukuchaphazeleka kokusebenza kweziko

Ulawulo lwelahleko kumaqumrhu (*Enterprise risk management*) lujike lwangowona msebenzi ubalulekileyo wabaphathi abakhulu besebe lemfundo, ngokukodwa kwinqanaba leSigqeba soLawulo (EXCO). Igosa elithwele uxanduva lolawulo lwelahleko (*risk champion*) liyinxalenye ye-EXCO. Ukwazisa qho ngeelahleko ezenzeka kwiinkqubo nokugxininisa ekunciphiseni ilahleko kuye kwanegalelo ekuphuculweni kokwenziwa kwenkonzo engcono ngokwezigaba ezahlukeneyo. Ukukhula ngokubhekiselele kulawulo lwelahleko kuye kwaphucuka

ekuhambeni kwethuba. Ingqwalaselo ephuculiweyo kulawulo lwelahleko iya kufumana ingqwalaselo eqhubeka okokoko.

3. UBUQHETSEBA NOBUQHOPHOLOLO

URhulumente waseNtshona Koloni wamkele ngokusemthethweni iSicwangciso eSichasene noBuqhetseba (*Anti-Corruption Strategy*) esingqina isigqibo sokunganyamezeleki nakanye (*zero tolerance*) liPhondo kobuqhetseba nobuqhophololo. ISebe leMfundo livume ngokusemthethweni iSicwangciso sokuThintela uBuqhetseba (*Fraud Prevention Implementation Plan*) nesisiqhamo seSicwangciso sokuThintela uBuqhetseba (*Fraud Prevention Plan*).

Amajelo ahlukeneyo okuchaza izityholo zobuqhetseba nobuqhophololo akho kwaye lawo acaciswe kakhulu kwiProvincial Anti-Corruption Strategy nakwiDepartmental Fraud Prevention Plan. Isityholo ngasinye esifunyenwe yiForensic Investigation Unit sirekhodwe kwiCase Management System nesetyenziswa njengesixhobo sabaphathi sokuchaza inkqubela eseyenziwe ngeekheyisi ezinxulumene nesebe lemfundo kwanokwenza iinkcukacha-manani zePhondo nezeSebe leMfundo. Thina siyabakhusela abasebenzi abahlaba umkhosi (*blow the whistle*) kwizenzo ezikrokreleka njengezibubuqhetseba, ubuqhophololo nobusela ukuba inkcazo leyo yinkcazo ekhuselekileyo (o.k.t. engenankohlakalo). Ithuba lokungazichazi igama liyanikwa kuye nawuphi na umntu onqwenela ukuchaza izenzo zobuqhetseba, ubusela nobuqhophololo kwaye kufuneka bakwenze oko ngokuza bona ubuqu, ukuba bangoobani oko kugcinwa kuyimfihlo ngumntu lowo banika inkcazo kuye.

Nje ukuba ubuqhetseba okanye ubuqhophololo buqinisekise emva kokwenziwa kophando, umsebenzi ochaphazelekayo obethatha inxaxheba kwezi zenzo uya kuthathelwa amanyathelo ngokubizelwa kwiingxoxo zoluleko. Kwiimeko zonke ezinjalo, ummeli weWCG oqalisa ngamanyathelo ezoluleko makacebise malunga nokugxothwa kwaloo msebenzi uchaphazelekayo. Apho ubungqina obubambekayo besenzo solwaphulo-mthetho buqatshelweyo, isenzo eso solwaphulo-mthetho sichazwa kwiSebe leeNkonzo zaMapolisa laseMzantsi Afrika (*South African Police Services*).

Ngalo nyaka-mali, kwenziwe kwagqitywa imisebenzi yophando eyi-53 yiForensic Investigation Unit lo gama imiba eyi-21 ibhekiswe kwiSebe leMfundo ukwenzela ukuqhuba uphando lwangaphakathi. Imisebenzi yophando engamashumi amabini (20) iqinisekise ukuba bekwenzeke uBuqhetseba (*Fraud*) okanye uBuqhophololo (*Corruption*), imisebenzi yophando eyi-9 iqinisekise malunga nokwenzeka kweZitenxo kunye/okanye ukuNgathobeli (*Irregularities and/or Non-Compliance*), umsebenzi wophando oyi-1 ungqine isenzo soBusela, imisebenzi yophando eyi-2 ibonise ukuba bekungekho Buqhetseba okanye Sitenxo kwaza kwiimeko eziyi-21 uphando lokuqala alwabi nako ukungqinisa isityholo soBuqhetseba, uBusela okanye uBuqhophololo. Ekupheleni kwalo nyaka-mali, imiba eyi-28 ishiyeke kuluhlu lweekheyisi zeSebe leMfundo.

4. UKUNCIPHISA UKUNGQUBANA KWEEMFUNO

Qho ngonyaka, okanye njengoko iimeko zitshintsha, amalungu enkonzo yabaphathi abakhulu kufuneka bazalise baze bangenise inkcazo 'yokungachaphazeleki ekungqubaneni kweemfuno' (*'No conflict of interest'*). Onke amalungu eBid Committee nabo bonke abasebenzi kwiCandelo lokuThengwa kweeMpahla neeNkonzo (*Supply Chain Management*) kufuneka bachaze nakuphi na ukungqubana kweemfuno. ISebe leMfundo lifuna ukuba abo bafaka izicelo zokunanisa ngenkonzo (*bidders*) ukuba bachaze ubudlelane

obusengaba bukho phakathi kwabo nomqeshi okanye nabasebenzi abachaphazelekayo. Amalungu eKomiti yoPhicotho-zincwadi kwakhona kufuneka kwakhona angenise inkcazo ka-*'No conflict of Interest'*.

5. UMGAQO WOKUZIPHATHA

Isebe lemfundo lihambelana mbo noMgaqo wokuZiphatha weNkonzo kaRhulumente (*Public Service Code of Conduct*).

Uxwebhu lomgaqo-nkqubo, *The Policy on the Acceptance of Gifts by the Office-based Officials of the Western Cape Education Department* luqokunjelwe nge-27 Matshi 2013. Lo mgaqo-nkqubo uchaza, phakathi kwezinye izinto, ngesikhokelo ngokubanzi, iRejista yeZipho, iindlela zokuzaliswa kwe*Declaration Forms, Frequently Asked Questions and a Gift Register template Policy*.

6. UKHUSELEKO LWEZEMPILO NEMIBA YEZOKUSINGQONGILEYO

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni mkhulu kwaye iSebe leMfundo lakhe ubudlelane namanye amasebe ephondo achaphazelekayo ukusingatha lo mba. Ubandakanyeko lwabahlali luhleli lungowona mba ophambili ekulweni ubundlobongela obuchaphazela ezinye zezikolo zethu ezisengozini enkulu. ISebe leMfundo kwakhona lineekhamera ii-CCTV kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo zibeke esweni intshukumo.

7. IIKOMITI ZEEPHOTHIFOLIYO

Awuzichaphazeli lo mba

8. IZIGQIBO ZE-SCOPA

IKomiti iqaphele uluvo lokuphicotho loMphicothi-zincwadi Jikelele malunga neZitetimenti zeMali zoNyaka zeSebe leMfundo, njengezingenamakhwiniba (*unqualified*) kunye neziphumo ezihambelana mbo nemithetho nemimiselo enxulumene nokuthengwa kweempahla neenkonzo nolawulo lweekhontrakhi kunye nolawulo lwenkcitho, kunye nokuba oku bekuchaza impumelelo ukususela kuphicotho-zincwadi olukhatshwa yimbono eyayichaza amakhwiniba (*qualified audit opinion*) ka-2011/12.

Le Komiti ilincomile iSebe leMfundo ngenkqubela-phambili eliyenzileyo ngokumalunga noku, ekuzimiseleni kwalo ukufumana uphicotho-zincwadi olucocekileyo ngo-2014 nangaphaya koko. Ukuphumeza oku kuzimisela nokuthintela ukubuyela emva kwesiphumo sophicotho-zincwadi, iSebe leMfundo lifanele ukusombulula ngoko nangoko nangokuzinzileyo yonke imiba ephakanyiswe nguMphicothi-ncwadi Jikelele, yiKomiti yoPhicotho-zincwadi nayile Komiti.

Le Komiti iqwalasela inyaniso yokuba i-25% yeeNkalo ezibonisa iLahleko ePhezulu ziqukwe luPhicotho-zincwadi lwaNgaphakathi, xa kuthelekiswa ne-40% yonyaka ophelileyo, yaza ngaphezulu yaqaphela ukuba kwiinkqubo zophicotho-zincwadi zangaphakathi eziyi-15 ezivunye ngokusemthethweni ukuba kuqhutywe kuzo uphicotho-zincwadi kulo nyaka-mali umiyo, eziyi-13 zenziwe zagqitywa kanye kanye.

Nazi iZigqibo zeSCOPA zonyaka-mali omiyo njengoko zandlaliwe kwitheyibhile engezantsi.

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkcitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Amakhasi: 113 (umhlathi 7) no-175 eNgxelo yoNyaka (iZigqibo zeSCOPA)</p> <p>Inkcazelo: Le Komiti iqaphele umgaqo-nkqubo omtsha ongeNkcitho eGwenxa, engenaNzuzo nenokuDyakraza (<i>Irregular, Fruitless and Wasteful Expenditure</i>) oqulunqwe waphunyezwa liSebe leMfundo ngonyaka-mali ka-2011/12 ngenjongo yokunciphisa inkcitho egwenxa yexesha elizayo.</p>	<p>IKomiti ivumelene ukuba:</p> <p>1. ISebe leMfundo malichazele le Komiti ngokuqulathwe kumgaqo-nkqubo weSetyhula engoMgaqo-nkqubo (No 5 ka-2013, ukuphunyezwa kwawo nayo yonke impumelelo/imingeni efunyenwe ngethuba lenkqubo yophumezo.</p>	<p>ISebe iWCED likhuphe umgaqo-nkqubo ngo-2013 lanika noqeqesho kuwo onke aMagosa athwese umsebenzi woLawulo lweLahleko (<i>Loss Control Officers</i>) ngoFebruwari noMatshi 2013.</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 113 leNgxelo yoNyaka (umhlathi 5)</p> <p>Isihloko: "3.6. "Umsebenzi wophicotho-zincwadi lwangaphakathi"</p> <p>Inkcazo: Le Komiti iqaphele ngokuxhalabileyo ukuba ukubandakanyeka kokwenziwa kophicotho-zincwadi olungaphezulu belufuneka ukubandakanya ipesenti enkulu yeenkalo ekwenzeka kuzo ilahleko enkulu kwiSebe leMfundo.</p>	<p>2. ISebe leMfundo kufuneka lichazele le Komiti nobungakanani bokwenziwa kophicotho-zincwadi (kubandakanywa nesicwangciso sophicotho-zincwadi lwangaphakathi esijolise ekuqwalaseleni ilahleko) ngonyaka-mali ka-2012/13 neempumelelo/imingeni efunyenweyo, ngokukodwa ngokunxulumene neendawo ezinelahleko enkulu ezinjengezi:</p> <p>2.1 UPuhliso loBuchule boo-Titshala – ootitshala bokufundisa imfundo eneemfuno ezizodwa;</p> <p>2.2 Inkciitho egwenxa;</p> <p>2.3 Isicwangciso soPhuculo lweSikolo – ucwangciso lwekharithulam;</p> <p>2.4 Ulondolozo lweziseko zo-phuhliso – izikolo eziqeshiswayo; neCentral Education Management Information System (CEMIS) kunye neDistrict Management Information System (DMIS)</p> <p>3. ISebe leMfundo malinike ingxelo ngokusebenza kophicotho-zincwadi kwiinkalo zalo zoKwenza uMsebenzi kunye nezobuchule, kubandakanywa neenkqubo eziqalisiweyo ukuqinisekisa ukuba uncitshiso lweelahleko kwezi nkalo luyenzeka.</p>	<p>Umhla wokuthathwa kwenyathelo kocwangciswa siSCOPA</p> <p>Umhla wokuthathwa kwenyathelo ocwangciswa siSCOPA</p>	<p>Oku akuyichaphazeli le ndawo</p> <p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 116 leNgxelo yoNyaka (isahluko 4)</p> <p>Isihloko: "Ukusebenza ngempumelelo kwezoLawulo Lwngaphakathi ("Effectiveness of Internal Control")"</p> <p>Inkcazelo: Le Komiti iqaphele ukuba u-Ernst and Young wenze uhlolo lwe-IT General Control and Information Security Control Environments enika inkxaso i-CEMIS (Control Education Management Information System) and DMIS (District Information Management System), kwanokuba kuqaphelele ubukho bezikhewu ezikhulu. Le Komiti iqaphele ukuba ezi nkqubo zolawulo zenziwe ngabaphathi ukulawula ukufikelela kwabasebenzisi ekusebenzeni kweCEMIS ngohlobo olubhalwe phantsi lwabasebenzisi bee-akhawunti abavunyiweyo.</p>	<p>4. ISebe leMfundo malisombulule zonke izikhewu zolawulo eziqatshelwe kuhlolo lwe-Ernst and Young lize liqalise iinkqubo zokuqinisekisa ukuhambelana mbo nolawulo lokufikelela kwabasebenzisi ekhompuyutheni kumaziko achaphazelekayo (ezikolweni/kwi-ofisi yesithili).</p>	<p>Isikhokelo i-CEMIS User Access Guideline yalungiselelwa ukwamkela idatha apho kujulwa khona ingcaciso yePERSAL eqhelekileyo (regular PERSAL data dumps) njengoko kucetyiswayo. ISebe iWCED lifumene imvume yokutenxa kwimigangatho emiselweyo yesebe lemfundo ngokubhekiselele kubasebenzisi beCEMIS ezikolweni.</p>	<p>Iinkqubo zolawulo ngokubanzi nezokhuseleko ze-IT eziphuculiweyo</p>
<p>Ikhasi: 156 leNgxelo yoNyaka (umhlathi 1)</p> <p>Isihloko: "Ukuqwalasela kwakhona ngokubanzi kobume beemeko"</p> <p>Inkcazelo: Le Komiti iqaphele iinkxalabo zeKomiti yoPhicotho-zincwadi ngeLahleko eZikhulayo, ngaphezulu kwezo zichazwa nguMphicothi-zincwadi Jikelele, kwanokuba ezi lahleko zazifakiwe kwiSicwangciso soLawulo lweLahleko kwaye ziyinxalenye yeSicwangciso soPhicotho-zincwadi lwaNgaphakathi.</p>	<p>5. ISebe leMfundo malinike ingxelo ngokuchaphazeleka kwezemali kwiikheyisi zePILIR (Policy on Incapacity Leave and Ill Health Retirement), licacise ngeenkqubo eziqalisiweyo ukuqinisekisa ukuba ezi kheyisi ziyancitshiswa kwixesha elizayo.</p> <p>6. ISebe leMfundo maliqinisekise ukuba lihambelana mbo nemigaqo-nkqubo ngeenkqubo ezingekhefu lokhubazeko lomhlala-phantsi wokugula (policies and procedures on incapacity leave for ill-health retirement (PILIR)).</p>	<p>Ngokungqinelana nomgaqo-nkqubo weSebe leMfundo, utitshala obambeke omnye kwiziko unokuqeshwa xa ithuba lokungayi kwakhe esikolweni lowo usesikhundleni lingaphezulu kweentsuku zomsebenzi eziyi-10. Oku kuquka ukuba kwimeko yokhubazeko olungesosigxina lukatitshala olungekho ngaphezulu kweentsuku zomsebenzi eziyi-10, ngokungqinelanayo nemimiselo yePILIR, kunokuqeshwa utitshala obambeleyo. Oku kuthetha ukuba kwikheyisi yekhefu lokhubazeko olungesosigxina lukatitshala olungaphezulu kweentsuku eziyi-10 zomsebenzi,</p>	

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		<p>ngokwemimiselo yePILIR, kunokuqeshwa utitshala obambeleyo.</p> <p>Ikhefu elingesosigxina, lithi, ngokungqinelanayo nemimiselo yePILIR, ezivunyiweyo zethutyana ehamba nomvuzo ophелеleyo. Isigqibo sokugqibela ngemimiselo yentlawulo yenziwa kuphela xa ingcebiso esuka kuMphathi woLawulo lweMicimbi yeeNgxaki zeMpilo (<i>Health Risk Manager</i>) ifunyenwe. Iziphumo ezichaphazela ukusebenza ngqo kwemali kweemali zonyaka-mali ka-2012/2013 azinakwenziwa kuba iNkonzo kaRhulumente yaseMzantsi Afrika yonke ibingenazinkonzo zoMphathi woLawulo lweMicimbi yeeNgozi zeMpilo kwithuba le-1 Januwari 2013 kude kuyokuba nge-31 Oktobha 2013. Ukuza kuthi ga ngoku uMphathiswa weNkonzo kaRhulumente nezoLawulo akakakhuphi myalelo ngendlela emazingathwe ngayo ezi kheyisi zifunyenwe ngeli xesha lichazwe ngasentla. Ukulungelanisa ulawulo lweekheyisi zePILIR iSebe iWCED liqukumbele iMvumelwano yalo phakathi koMqeshi neMibutho yooTitshala (<i>Collective Agreement with the Educator Unions</i>) ngoDisemba 2011. Sekuqeshwe uMphathi ojongene neMicimbi yeeNgozi zeMpilo ukususela nge-1</p>	

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		Novemba 2013 neselithe iSebe iWCED labamba iintlanganiso qho ukuqinisekisa ukuhambelana mbo nalo mgaqo-nkqubo. ICandelo leMisebenzi yoLawulo lwaBasebenzi (People Management Practices) leSebe iWCED kwakhona libamba iintlanganiso qho zangaphakathi neentlanganiso zaqho neMibutho yooTitshala ukuqinisekisa ukuhambelana mbo nemimiselo. ISebe iWCED liqinisekisa ukuba lihambelana mbo nayo yonke imimiselo enxulumene nePILIR.	
<p>Ikhasi: 164 leNgxelo yoNyaka</p> <p>Isihloko: "Izigqibo zeSCOPA"</p> <p>Inkcazelo: Le Komiti iye yalibulela kakhulu iSebe leMfundo ngokupapasha izigqibo zalo, namanyathelo alo eliwathathileyo ngokunxulumene noku, kwiNgxelo yoNyaka yalo, kodwa yaqaphela ukuba le yayingeyonkcazo echanekileyo yomsebenzi wokongamela owenziwa yile Komiti, kunyaka ophantsi kokuqwalaselwa kwakhona.</p>	7. ISebe leMfundo malipapashe iikhomenti ezisekuqaleni zeKomiti, eziphathelele kweli Sebe leMfundo, le theyibhile yezigqibo noluhlu lwengcaciso lucelwe yiKomiti, kuzo zonke iingxelo zoNyaka zexesha elizayo.	Kwenzeka okokoko, nokuqalisa ngokupapashwa kweNgxelo yoNyaka ka-2013/14 yeSebe leMfundo	Oku akuyichaphazeli le ndawo
<p>Ikhasi: 181 leNgxelo yoNyaka.</p> <p>Isihloko: "Intlawulo egqithisileyo: yenziwa ngabaqhubi benkqubo yoMphathiswa"</p> <p>Inkcazelo: Le Komiti iqaphele ukuba iSebe leMfundo beliququzelela uphando ngeentlawulo ezigqithisileyo zabaqhubi babaphathiswa bamasebe ahlukeneyo ukususela kwiqela leminyaka, kwanokuba ezi ntlawulo zigqithisileyo zazithathwa liSebe njengezingabalulekanga kwiZititimenti zeMali zoNyaka (Annual Financial Statements).</p>	8. ISebe leMfundo malichazele iKomiti ngenkqubela eyenziweyo kunye/okanye iziphumo zolu phando.	Isiphumo sophando sityhila ukuba bekungekho tyala belikho kwaye ke ngoko akubangakho ntlawulo engaphezulu yenzekileyo.	Oku akuyichaphazeli le ndawo

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkcitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 186 leNgxelo yoNyaka</p> <p>Isihloko: "Ukuphunyezwa kweethagethi ezicwangcisiweyo (amanqaku 20 no-21)"</p> <p>Inkcazelo: Le Komiti iqaphele iikhomenti zoMphicothi-zincwadi Jikelele zokuba itotali yenani leethagethi eziyi-56 ebezicwangciselwe unyaka, iithagethi eziyi-21 azikhange ziphunyezwe ngokupheleleyo kulo nyaka uphantsi kwengqwalaselo kwakhona. Oku bekumele i-37% yetotali yeethagethi ezicwangcisiweyo zonyaka eziphantsi kwengqwalaselo kwakhona. Oku bekuchazwe kumakhasi 26 - 91 yeNgxelo yoNyaka. Oku bekubangwa kakhulu yinyaniso yokuba inani lezalathi lisekelwe kuluntu kwaye luxhomekeke kwiiyantlukwano ezisebenza ngokweemfuno ezichaphazelekayo, into eyenza ukuba kube nzima ukugqiba ngeethagethi ezichanekileyo, ngaphandle kokusebenzisa idatha yamaxesha angaphambili njengethagethi eqikelelweyo. Kwezinye iimeko imimiselo yayinxulumene ngqo nokukhula kwamanani oluntu umz. ukubonelela ngootitshala, ngezithuthi, abafundi abakwizikolo ezingahlawulisi fizi, njl. njl.</p>	<p>9. Lo mba mawubhekiswe kwiKomiti esiSigxina yokubeka esweni ngaphezulu nokuhlola kunye neSebe leMfundo.</p>	<p>Kuqhubeka okokoko, nanjengokuba kucwangcisiweyo yiKomiti esiSigxina echaphazelekayo</p>	<p>Le meko isengaqhubela phambili kwimeko yezalathi ezisekelwe kuluntu ukuba nje "okwenziweyo" kuchazwa njengobudlelane phakathi kwethagethi nokwenziweyo kanye kanye, kumanani abafundi, njl. njl.</p>
<p>Ikhasi: 188 leNgxelo yoNyaka</p> <p>Isihloko: "Imisebenzi yophando" (amanqaku 28 - 30)</p> <p>Inkcazelo: Le Komiti iphawule ukuba imiba eyi-49 yemisebenzi yobuqhetseba enxulumene nezitenxo zezemali, izityholo zobuqhophololo, ukuqesha izihlobo nezalamane (<i>nepotism</i>)</p>	<p>10. ISebe leMfundo ne-FIU mazichazele iKomiti ngenkqubela efikelelweyo kunye/okanye iziphumo zophando.</p>	<p>Umhla wokuthathwa kwenyathelo uya kucefya siSCOPA</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>enyakeni.</p> <p>Kuvulwe iikheyisi eziyi-65 ezinxulumene nezitenxo zemali, isityholo sobuqhetseba, isityholo sokuqesha izihlobo nezalamane (<i>nepotism</i>) nesityholo sobuqhetseba bokuthengwa kweempahla neenkonzo, ezilishumi zazo bezisaqhubeka kweso sigaba. Iikheyisi eziyi-17 ezinxulumene nezitenxo kusetyenziso-mali, isityholo sobuqhetseba, ukuqesha izihlobo nezalamane (<i>nepotism</i>) nesityholo sobuqhetseba bokuthengwa kweempahla neenkonzo, zivalwe kulo nyaka-mali umiyo, ezilishumi elinesine zazo zazinxulumene nezitenxo zobuqhetseba kunye/okanye izitenxo kusetyenziso lwemali.</p>			
<p>Ikhasi: 188 leNgxelo yoNyaka (umhlathi 27)</p> <p>Isihloko: "ULawulo lwezeMali noKwenziwa koMsebenzi weSebe"</p> <p>Inkcazelo: Le Komiti iqaphele iziphumo zoMphicothi-zincwadi zokuba iimpahla neenkonzo ezinxabiso lentengo elingaphantsi kwe-R500 000 zithengwe kungakhange kufumaneke koteyishini zexabiso elifunekayo, njengoko kufunwayo nguMmiselo kaNondyebo 16A6.1. Esi ibe sisiphumo esiphindeka okwesibini ukwenzeka ukususela kunyaka odlulileyo neenkqubo eziphunyeziweyo ukusingatha iingcebiso ezenziweyo malunga noku kwiNgxelo yaBaphathi yonyaka odlulileyo zenziwe kuphela kwisiqingatha sesibini sonyaka-mali ophantsi kwengqwalaselo kwakhona.</p>	<p>11. ISebe leMfundo maliqwalasele kwakhona libeke esweni ukuthotyelwa kwemithetho nemimiselo yeSCM yokuthengwa kweempahla eziphakathi kwe-R10,000 ne-R500,000.</p> <p>12. ISebe leMfundo maliqalise ngeenkqubo zokuqinisekisa ukuba izithili zihambelana mbo neSCM.</p>	<p>Ukunciphisa ukungathotyelwa kwemi-gaqa-nkqubo, isebe lemfundo liqalise la manyathelo alandelayo:</p> <p>Liqeshe aMagosa oQhagamshelwano naBathengi naBathengisi kuzo zonke ii-ofisi ezazifumene uqeqesho kwimimiselo yeSCM;</p> <p>Ukusetyenziswa kwesistim yokuthenga iimpahla neenkonzo ngekhompyutha; Isebe lemfundo liqalise ngoluhlu lokutshekisha omaluqinisekiswa ngumgunyazisi wentlawulo ukuba imigqaliselo yowiso-mthetho noku-thengwa kweempahla neenkonzo kuhanjelwene mbo nayo; laza laseka iYunithi yoLawulo yaNga-phakathi ukuqhuba uphicotho-zincwadi olulandelisayo kuzo zonke iintlawulo</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
<p>Ikhasi: 213 leNgxelo yoNyaka</p> <p>Isihloko: "Umonakalo ku-5.8"</p> <p>Inkcazelo: ISCOPA siphawule ukuba iKomiti yoPhicotho-zincwadi seyixoxile ngeNgxelo yaBaphathi neyoMphicothi-zincwadi Jikelele nekomiti yolawulo lweSebe leMfundo. Ngokukodwa iKomiti yoPhicotho-zincwadi iqaphele ukuhla kwexabiso leempahla neemali ingxaki eqaphelekayo enxulumene neemali ezihathwe amanyathelo yiKomiti yoPhicotho-zincwadi ukulandelela oko aBaphathi bebezibophelele kuko.</p>	<p>13. ISebe leMfundo malichazele iKomiti ngamanyathelo okulungisa ilahlelo yamaxabiso ukuhla kwexabiso lee-asethi (<i>impairments</i>) neemali ezihlawulweyo (<i>Receivables</i>).</p>	<p>UMgaqo-nkqubo wezoLawulo lwaMatyala eSebe iWCED ufakelwe izilungiso ukunika ingcaciso ngokuhla kwexabiso leempahla (<i>impairments</i>).</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 222 leNgxelo yoNyaka</p> <p>Isihloko: "Inkcazelo yokwenza amagqabantshintshi we-1"</p> <p>Inkcazelo: Le Komiti iphawule ngokuxhalabisayo ukuba iSebe leMfundo lingene kwintlawulo egqithisileyo eyokufikelela ku-R52, 652 yezigidi kwaBonitas Medical Scheme ngoMatshi 2013. Ukubuyiselwa kwentlawulo, nakuba kunjalo, yamkelwe nge-10 Epreli 2013.</p>	<p>14. ISebe leMfundo malichazele iKomiti ngeenkqubo zolawulo eseziphunyeziweyo ukuqinisekisa ukuba naziphi na iintlawulo eziphazanyweyo/ eziphindwe kabini ziyaqatshelwa zithintelwe.</p>	<p>UNondyebo wePhondo uqalise inyathelo elingaphezulu ukwenzela amasebe ukuba angqiniseke izixa-mali ekufuneka zihlawulwe ngeebhanki kumaziko. Le fom isayinwa nguMlawuli okanye liSekela lakhe kwiCandelo eliKhulu loLawulo lweMali.</p>	<p>Oku akuyichaphazeli le ndawo</p>
<p>Ikhasi: 224 leNgxelo yoNyaka</p> <p>Isihloko: "Intlawulo zemali"</p> <p>Inkcazelo: Inkciitho yeSebe leMfundo ibiqulathwe kwibhajethi evunyiweyo. Nakuba kunjalo, oku kubangelwa kakhulu yinkciitho engaphantsi yeemali ezivunyiweyo kwiiprogram 1 no-8 ezingezizo iiseyivongi.</p>	<p>15. ISebe leMfundo kufuneka liphumeze iinkqubo zokuqaphela inkciitho engaphantsi kommiselo kwasekuqaleni.</p>	<p>ISebe leMfundo liphumeze la manyathelo alandelayo: -</p> <p>Ukucwangciswa kweenkonzo zokuthengwa kweempahla neenkonzo kwasekuqaleni konyaka-mali, ukubeka esweni kwenkciitho qho ngenyanga nengxelo evela kumphathi othweswe uxanduva lolawulo lwestokhwe (<i>responsibility manager</i>);</p>	<p>Oku akuyichaphazeli le ndawo</p>

Oyena nobangela wengxaki	ISigqibo seSCOPA	Inyathelo elithathiweyo ngeZigqibo zeSCOPA kubandakanywa neenkciitho ezinxulumene noko	Indlela oku okuchaphazela ngayo oonyaka-mali bexesha elizayo
		Umphathi othweswe uxanduva lolawulo lwestokhwe uya kunika ingxelo yesiqingatha sonyaka-mali ngenkcitho engaphantsi kommiselo; kunye Nokusetyenziswa kwesixaesicuntsulelwa enye injongo (virement) kwisebe lemfundo.	

9. UTSHINTSHO OLWENZIWE KWANGAPHAMBILI KWIINGXELO ZOPHICOTHU-ZINCWADI

Isebe lemfundo licwangcisa i-*Financial Management Improvement Plan (FMIP)* egxininisa kwimiba yokungathotyelwa komgaqo-nkqubo okuphakanyiswe nguMphicothi-zincwadi Jikelele. Esi sicwangciso senziwe uqinisekiso lomgangatho kwaye uMphicothi-zincwadi kuthetha-thethwene naye malunga noku. Kwakhona kunikwa ingxelo qho kwikomiti yophicotho-zimali yesebe lemfundo malunga nenkqubela eyenziweyo.

Uhlobo lwekhwiniba (<i>nature of qualification</i>), ukuzikhwebula ekuthatheni uxanduva, okanye ukungavakalisi mbono komphicothi-zincwadi ngengxelo-mali enamakhwiniba (<i>disclaimer</i>), imbono yomphicothi-zincwadi ebonisa ukuba izititimenti zemali zigqwethiwe, azinyanisekanga ukubonisa ubume bezemali (<i>adverse opinion</i>)	Unyaka-mali apho oku kuqale khona ukwenzeka	Inkqubela eseyenziweyo ekucaciseni / ekusombululeni umba
Iimpahla neenkonzo ezinxabiso lentengiso elingaphantsi kwe-R500 000 zathengwa ngaphandle kokufunyanwa kweekoteyishini zexabiso elifunekayo njengoko kufunwayo nguMmiselo kaNondyebo 16A 6.1	2012/13	<p>Ukunciphisa ukungahambelani mbo nomgaqo-nkqubo, isebe lemfundo liqalise la manyathelo alandelayo</p> <ul style="list-style-type: none"> - Kuqeshwe aMagosa oQhagamshelwano naBathengi naBathengisi (<i>Supply Chain Champions</i>) kuzo zonke ii-ofisi ezaziqeqeshwe kwimimiselo yeSCM - Ukuqaliswa kwesistim yokuthenga iimpahla neenkonzo ekhompuyutheni, - Isebe lemfundo liqalise ngoluhlu lokutshekisha iintlawulo emaziqinisekiswa ngumgunyazisi wentlawulo ukuqinisekisa ukuba imiqathango yowiso-mthetho nokuthengwa kweempahla neenkonzo ithotyelwe. - Iseke iYunithi yoLawulo LwangaPhakathi ukuqhuba iinkqubo zophicotho-zincwadi olulandeliwayo kuzo zonke iintlawulo.
Ulawulo nosetyenziso lwemali aluthathanga manyathelo angawo ukuthintela inkciitho etenxileyo, njengoko kufunwayo sisiqendu 38(1)(c)(ii) sePFMA noMmiselo kaNondyebo 9.1.1	2012/13	<p>Kuqaliswe ngala manyathelo alandelayo</p> <ul style="list-style-type: none"> - Kuqeshwe aMagosa oLawulo loQhagamshelwano naBathengi naBathengisi kuzo zonke ii-ofisi ebezifumene uqeqesho kwimimiselo yeSCM - Kuqaliswe ngesistim yokuthengwa kweempahla neenkonzo ekhompuyutheni, - Isebe lemfundo liqalise uluhlu lokutshekisha iintlawulo emaziqinisekiswa ligosa eligunyazisayo lentlawulo ukuqinisekisa ukuba imigqaliselo yokuthengwa kweempahla neenkonzo iye yathotyelwa.

10. IYUNITHI YOLAWULO YANGAPHAKATHI

Ngo-2013/14 iYunithi yoLawulo yaNgaphakathi yenze le misebenzi elandelayo:

Iqinisekise ulawulo olululo

- Ilawule iSistim yoLawulo yaNgaphakathi eDibeneyo (*Integrated Control Internal Control System*): yalondoloza yaza yahlaziya ngokutsha iziko ledatha yeMigaqo-sikhokelo yezoMthetho (*Legal Frameworks*) nokuqinisekisa ukuphunyezwa ngokufanelekileyo kokugqithiselwa kwemigaqo-sikhokelo
- Ilondoloze irejista ye*Forensic Investigation*: yanika iingxelo ngenkqubela kwiikheyisi ze-FIU kwaNdlunkulu nakwiZithili yaza yanika ingxelo kwirejista ehlaziyiweyo ye-FIU yesebe lemfundo kwiSebe leNkulumbuso.
- Yenze imigaqo-nkqubo, imigaqo neenkqubo ezingeyunithi yolawulo yangaphakathi ebandakanya: iinkqubo nemigaqo yemisebenzi yesebe lemfundo egqityiweyo ukwenzela ukuqaphela ukuhambelana mbo nemigaqo-nkqubo
- Ibeke esweni ukuhambelana mbo nemigqaliselo: ilawule yaza yenza isixhobo esijongene nokuhambelana mbo nemigaqo-nkqubo; ihlaziye ngokutsha ngokungqinelanayo nowise-mthetho olusebenzayo ukwenzela ukuqaphela okwenzekayo kwiindawo ezingasebenzi kakuhle kwisistim yolawulo yangaphakathi
- Ihlole ukusetyenziswa ngokukuko nokuphunyezwa kwemigqaliselo yezemali: ikugqibile ukwenza iinkqubo zohlolo kwisebe; ibeke esweni ukusebenza kwaMagosa oQhagamshelwano naBathengi naBathengisi eSCM; ixhobise aMagosa oQhagamshelwano naBathengi naBathengisi eSCM kwiZithili nakwaNdlunkulu ngokusebenzisa iiseshoni zoqeqesho nokunika ingcaciso
- Ihlole iirejista zokubhala phantsi ilahleko yesebe lemfundo: ilondoloze yaza yagcina irekhodi yeengxelo zelahleko; iqhagamshelane neyunithi ye-ERM kunye ne-Internal Audit ngeelahleko zesebe lemfundo.

Ibonelele ngeNkonzo zoQinisekiso lweMigangatho

Iququzelele i-Internal ne-External Audits: ibeke esweni inkqubela malunga neengcebiso kwingxelo yabaphathi nakwiingxelo zophicotho-zincwadi zangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike iingcaciso nengcebiso

Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yenze ikhomenti ngobume besicwangciso sophuculo lolawulo lwemali kwi-Audit Committee

Iqinisekise ukuphunyezwa kolawulo lokulungisa iinkqubo: inike iingxelo neerejista ngenkcitho engeyonzuzo nedyakrazayo kunye nenkcitho engagunyaziswanga (*fruitless and wasteful expenditure and unauthorized expenditure*); yenze yagqiba inkqubo elandela emva kophicotho-zincwadi ngokunxulumene nentlawulo yeevawutsha; iququzelele izigqibo zeSCOPA ukwenzela ingxelo yonyaka; yenze yagqiba ukungqinisiswa kwamaxwebhu e-MPAT.

11. UPHICOTHO-ZINCWADI LWANGAPHAKATHI NEEKOMITI ZOPHICOTHO-ZINCWADI

UPhicotho-zincwadi lwaNgaphakathi lunika iinkonzo ezizimeleyo, ukuqinisekiswa kolawulo lwelahleko olungakhokelwa luluvo kunye neenkonzo zengcebiso ezenzelwe ukongeza ixabiso nokuphucula okokoko imisebenzi yeSebe leMfundo. Kufuneka incedise iSebe leMfundo ekuphumezeni iinjongo zalo ngokuzisa inkqubo enobucule, enocwangco ukuphonononga nokuphucula ukusebenza ngempumelelo kwezokuPhatha, uLawulo lweLahleko kunye neeNkqubo zolawulo (*Governance, Risk Management and Control processes*). Le misebenzi ephambili elandelayo yenziwa ngokubhekiselele koku:

- Vavanya uze wenze iingcebiso ezifanelekileyo zophuculo lweenkqubo zolawulo ekuphumezeni iinjongo zesebe lemfundo;
- Vavanya ukufaneleka nokusebenza ngempumelelo, nokufaka igalelo kuphuculo lweenkqubo yolawulo lwelahleko;
- Ncedisa iGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*) ekulondolozeni iinkqubo ezisebenza ngobuchule nangempumelelo ngokuhlola ezo nkqubo zolawulo ukuqinisekisa ukusebenza kwazo ngempumelelo nangobuchule, kunye nokwenza iingcebiso zokwandisa okanye ukuphucula;

Umsebenzi woPhicotho-zincwadi lwaNgaphakathi ogqitywe kunyaka ophantsi kokuqwalaselwa kwakhona weSebe leMfundo ububandakanya imisebenzi yoqinisekiso lokuthotyelwa komgaqo-nkqubo emi-4. Isicwangciso sophicotho-zincwadi sangaphakathi sibandakanya imisebenzi yoqinisekiso lwemigangatho emi-5. Iinkcukacha zale misebenzi zifakiwe kwingxelo yeKomiti yoPhicotho-zincwadi.

IKomiti yoPhicotho-zincwadi isekwe njengebhunga elongameleyo, elibonelela ngokongamela okuzimeleyo kwezolawulo, kulawulo lwelahleko nakwiinkqubo zolawulo kwiSebe leMfundo, ezibandakanya imisebenzi eluxanduva olunxulumene nokulandelayo:

- Umsebenzi wophicotho-zincwadi wangaphakathi;
- Umsebenzi wophicotho-zincwadi wangaphandle njengoko usenziwa nguMphicothi-zincwadi waseMzantsi Afrika;
- Ulawulo nosetyenziso lwemali yeSebe leMfundo kwanokunika ingxelo;
- Imigaqo-nkqubo yolawulo nosetyenziso lwemali yeSebe leMundo;
- Ukuqwalaselwa kwakhona kolawulo nengxelo yophicotho yoMphicothi-zincwadi Jikelele waseMzantsi Afrika;
- Ukuqwalaselwa kwakhona nokubeka esweni inkqubo enyakeni;
- Ulawulo lwelahleko lweSebe leMfundo;
- Ulawulo lwangaphakathi;
- Iinjongo esezicwangciswe kwangaphambili;
- Imisebenzi yophando malunga nolawulo nosetyenziso lwemali kakuhle kunye nophando ngokusetyenziswa gwenxa kwemali (*Ethics and forensic investigations*).

Le theyibhile ilapha ngezantsi ichaza ingcaciso echaphazela amalungu ekomiti yophicotho-zincwadi:

Igama	Izinqinisekiso zamabanga emfundo	Ngowangaphandle okanye ngowangaphakathi	Ukuba sisikhundla esikwisebe lemfundo	Umhla aqeshwe ngawo	Umhla ayeke ngawo emsebenzini	Inani leentlaganiso ezithanjweyo
Mnu Ronnie Kingwill	CA(SA)	Ngowangaphandle	N/a	01 Januwari 2013	N/a	8
Profesa Estian Calitz	DCom (Economics)	Ngowangaphandle	N/a	01 Januwari 2013	N/a	3
Nks Zulpha Abrams	CA(SA) & FIIA SA, CIA	Ngowangaphandle	N/a	07 Epreli 2014	N/a	5
Mnu Linda Nene	BComm (Acc); Post Grad Diploma in Management – Corporate Governance; MDP;	Ngowangaphandle	N/a	01 Epreli 2011	N/a	8

Igama	Izinqinisekiso zamabanga emfundo	Ngowangaphandle okanye ngowangaphakathi	Ukuba sisikhundla esikwisebe lemfundo	Umhla aqeshwe ngawo	Umhla ayeke ngawo emsebenzini	Inani leentlaganiso ezithanjweyo
	CCSA; CRMA; CCP; FIASA					
Mnu Luzuko Mdunyelwa	M(Phil); M(Public Admin); Diploma: Project Management	Ngowangaphandle	N/a	01 Okt 2011	N/a	6

12. INGXELO YEKOMITI YOPHICOTH-ZINCWADI

IKomiti yoPhicotho-zincwadi iyavuya kukunika ingxelo yayo kunyaka-mali ophele nge-31 Matshi 2014.

UMsebenzi oLuxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela kwiSiqundu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente noMmiselo kaNondyebo 3.1.13. IKomiti yoPhicotho-zincwadi kwakhona ichaza ukuba ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza (ivunywe nge-11 Septemba 2013), njengemimiselo yokusebenza yeKomiti yoPhicotho-zincwadi, iye yalawula imicimbi yayo ngokuhambelana mbo nale miqathango kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

UkuSebenza ngeMpumelelo kweeSistim zoLawulo zaNgaphakathi

Ngokwenkqubo ejonge ekuqwalaseleni ilahleko, lo msebenzi ulandelayo wophicotho-zincwadi wangaphakathi ugqitywe ngonyaka ophantsi kokuqwalaselwa kwakhona:

- IZibonelelo zeNkxaso kuBafundi nooTitshala
- EzoLawulo nokuPhatha
- IiGranti ezikhutshwa ngeMiqathango
- ICandelo loLawulo lwaBathathi-nxaxheba abangooSomashishini (*Business Stakeholder Management*)

Iinkalo eziphambili zophuculo ziye zaqatshelwa luPhicotho-zincwadi lwaNgaphakathi ngethuba lokwenziwa komsebenzi wabo zezi zilandelayo:

- IZibonelelo zokuNika iNkxaso aBafundi nooTitshala: Kubekho ukuphucuka kolawulo lwenkqubo yokongamela usetyenziso lweencwadi zezifundo kwanokugcinwa kwabafundi ezikolweni beqhubeka ngokufunda
- EzoLawulo nokuPhatha: qalisa ngeenkqubo zokusebenza ngendlela esemgangathweni ofanayo echaza malunga nokubekwa esweni kobuchule bolawulo lwezemali ezikolweni
- IiGranti ezikhutshwa ngeMiqathango: qalisa ngeenkqubo zokusebenza ezikumgangatho ofanayo zolawulo lweHIV/Aids kunye neGranti yeTB
- ICandelo loLawulo lokuCwangcisa uKwenziwa koMsebenzi naBathathi-nxaxheba (*Business Stakeholder Management*): limisela umgaqo-sikhokelo okhokela inkqubo eya kulandelwa yokuqwalasela, ukubeka phambili ngokobaluleko, ukwakha nokuphucula ubudlelane nabathathi-nxaxheba.

Amanyathelo okulungisa iinkqubo kuvunyelwene ngawo ngabaphathi kwaye ukuphunyezwa kwawo kubekwe esweni yiKomiti yoPhicotho-zincwadi qho ngekota.

Isicwangciso sophicotho-zincwadi sangaphathi esavunywayo sigqityiwe ukwenzela unyaka ngokungaphandle kweprojekthi enye eyayigqitywe emva kokuphela konyaka-mali kwaza kwandikwa ingxelo ekupheleni kwentlanganisano yokuqwalasela kwakhona elandelayo.

IKomiti yoPhicotho-zincwadi iqwalasele umsebenzi wophicotho-zincwadi wangaphakathi, kunye nengqinisekiso enikiweyo ngababoneleli ngengqiniseko abahlukeneyo abangabanye kubandakanywa nabaphathi, iyunithi yolawulo lwangaphakathi, umsebenzi wolawulo lwelahleko kumaqumrhu (*enterprise risk management function*), umsebenzi wokuphanda ngosetyenziso-gwenxa lwemali (*forensic function*) oqaphele ukuwa phantsi kolawulo lwangaphakathi, akukho nto ebiya kuboniswa ukuwa phantsi ngokwesiseko kweesistim zolawulo lwangaphakathi kwisebe lemfundo.

liNgxelo zeNtsebenzo zoLawulo zaLapha eNyakeni nezeKota

ISebe leMfundo linike ingxelo yenyanga neyekota kuNondyebo wePhondo njengoko kufunwayo yiPFMA.

IKomiti yoPhicotho-zincwadi yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali nezentsebenzo ezicwangcisiweyo zaza zakhutshwa liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali leSebe leMfundo kunyaka ophantsi kwengqwalaselo kwakhona.

Uhlolo lweZitetimenti zeMali

IKomiti yoPhicotho-zincwadi iye:

- yaqwalasela kwakhona yaza yaxoxa ngezitetimenti zemali zonyaka ezichaziweyo kwingxelo yonyaka, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika nakwiGosa eLimele ukuPhendula ngokuSetyenziswa kweMali (*Accounting Officer*);
- yaqwalasela kwakhona ingxelo yoMphicothi-zincwadi Jikelele waseMzantsi Afrika kunye neempendulo kuyo;
- yaqwalasela kwakhona utshintsho kwimigaqo-nkqubo yolawulo losetyenziso lwemali kunye neenkqubo, apho kufanelekileyo yanika ingxelo malunga noku kwizitetimenti zemali zonyaka;
- yaqwalasela kwakhona iinkqubo zeSebe leMfundo ukuqinisekisa ukuhambelana mbo nemimiselo elawulayo yezomthetho kunye nezolawulo;
- yaqwalasela kwakhona ingcaciso ngeenjongo esekugqitywe ngazo ngaphambili njengoko kuchaziweyo kwingxelo yonyaka;
- yaqwalasela kwakhona izilungiso kokubhaliweyo (*material adjustments*) ngokubhaliweyo olususela kuphicotho-zincwadi lweSebe leMfundo kunye
- Nokuqwalaselwa kwakhona kuze apho kufanelekileyo kucetyiswe ngezinto ezinokutshintshwa kwizitetimenti zemali zethutyana (*interim financial statements*) njengoko kuchaziweyo liSebe leMfundo kwiinyanga ezintandathu eziphela nge-30 Septemba 2013.

UPhicotho-zincwadi lwaNgaphakathi

Izithuba ezikwizitraksha zophicotho-zincwadi zangaphakathi zifumana ingqwalaselo qho kwaye kwenziwa inkqubo entle ukuzalisa izithuba ezixhaswa ngemali.

Akubangakho ziphumo zangaphakathi bezingenakusonjululwa kwaza kwasetyenziswa inkqubo eyiyo ukuphumeza amanyathelo okulungisa avela kwiziphumo zophicotho-zincwadi zangaphakathi.

ULawulo lweLahleko

ISebe leMfundo lithathe uxanduva olupheleleyo nobunini bokuphunyezwa kwemethodoloji nomsebenzi we-Enterprise-wide Risk Management (ERM) kwaye oku kuqwalaselwa kwakhona qho ngekota yiKomiti yoPhicotho-zincwadi. Umngeni umalunga nokumiselwa kwe-ERM kwiSebe leMfundo liphela. IKomiti yoPhicotho-zincwadi iqaphele iqela leelahleko ezivelayo kwaye iya kuba ibeka esweni ezi zinto qho.

INGxelo yoMphicothi-zincwadi Jikelele waseMzantsi Afrika

- IKomiti yoMphicothi-zincwadi iyavumelana kwaye iyamkela imbono yoMphicothi-zincwadi Jikelele waseMzantsi Afrika ngezitetimenti zemali zonyaka, waza wacebisa ukuba iingxelo zemali zamkelwe zize zifundwe kunye nengxelo yoMphicothi-zincwadi waseMzantsi Afrika.
- IKomiti yoPhicotho-zincwadi idibene noMphicothi-zincwadi Jikelele waseMzantsi Afrika neSebe leMfundo ukuqinisekisa ukuba akukho miba ingasombululekanga evela kuphicotho-zincwadi olumiselweyo.
- IKomiti yoPhicotho-zincwadi iqwalasele kwakhona isicwangciso seSebe leMfundo sokuphunyezwa kwemiba yophicotho-zincwadi ephakanyiswe kunyaka odlulileyo qho ngekota kwaye yanelisekile kukuba imiba leyo isonjululwe ngokufanelekileyo.
- IKomiti yoPhicotho-zincwadi icebise ukuba iZitetimenti zeMali zoNyaka mazivunywe liGosa eLimele ukuPhendula ngokuSetyenziswa kweMali nge-12 ka-Agasti 2014

Uthakazelelo

IKomiti yoPhicotho-zincwadi inqwenela ukuvakalisa uthakazelelo lwayo kuBaphathi beSebe leMfundo, kuMphicothi-zincwadi Jikelele waseMzantsi Afrika, iYunithi yoPhicotho-zincwadi yaNgaphakathi (nabo bonke abanye ababoneleli-nkonzo boqinisekiso lwemigangatho ngentsebenziswano nengcaciso abasinike yona ukwenzela ukuba sikwazi ukuqulunqa le ngxelo.



Mnu Ronnie Kingwill

USihlalo lweKomiti yoPhicotho-zincwadi yeSebe leMfundo

ISebe leMfundo

Umhla: 14 Agasti 2014



ICandelo D
ULawulo kwiCandelo
lezaBasebenzi

1. INTSHAYELELO

Ingcaciso equlathwe kweli candela lengxelo yonyaka imiselwe ngokuqingqiweyo nguMphathiswa weNkonzo kaRhulumente nezoLawulo (*Minister for the Public Service and Administration*) kuwo onke amasebe kwinkonzo kaRhulumente.

2. ISISHWANKATHELO SOLAWULO LWEMICIMBI YABASEBENZIZI

2.1 UWiso-mthetho oLongamela uLawulo lwe-HR

Le ngcaciso enikiweyo kweli candelo imiselwe yiMimiselo yeNkonzo kaRhulumente (*Public Service Regulations*) (iSahluko 1, iCandelo III J.3 no-J.4)

UMthetho weMimiselo esiSiseko yeNgqesho, 1997 (uMthetho 75 ka-1997),
UMthetho wezoBudlelane eMsebenzini, 1995 (uMthetho 66 ka-1995),
UMthetho woBulungisa kwezeNgqesho, 1998 (uMthetho 55 ka-1998),
UMthetho wezeMpilo noKhuseleko eMsebenzini, 1993 (uMthetho 85 ka-1993),
UMthetho wokuBuyekezwa ngeeNgozi nokuSuleleka ziZifo eMsebenzini, 1993 (uMthetho 130 ka-1993),
UMthetho wezoMhlala-phantsi waBasebenzi bakaRhulumente, 1996 (uMpoposho 21 ka-1996),
UMthetho wezeNgqesho wooTitshala, 1998 (uMthetho 76 ka-1998),
UMthetho weNkonzo kaRhulumente, 1994 (uMpoposho 103 ka-1994), kunye
NoMgaqo-siseko weRiphabliki yaseMzantsi Afrika, 1996,
UMthetho woPhuhliso lweZakhono, 1998 (uMthetho 97 ka-1998)
UMthetho wokuKhuthaza ukuLingana nokuThintela uCalulo oLunomkhethe, 2000 (uMthetho 4 ka-2000),
UMthetho wokuKhuthaza ukuFikelela kwiNgcaciso, 2000 (uMthetho 2 ka-2000),
UMthetho wokuKhuthaza uBulungisa kwezoLawulo, 2000 (uMthetho 3 ka-2000).

Le ngcaciso ibonisa imeko yamanani okumelwa koluntu ngokwengingqi esebe lemfundo ngokohlanga, isini nokhubazeko, njengoko kufuneka kuMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*) neSebe leNkonzo kaRhulumente nezoLawulo.

Izikhundla ezikwizithuba ezabelwe amaziko (*post establishment*) zifuna iziqinisekiso zamabanga emfundo ahlukeneyo anjengeMatriki, isiqinisekiso samabanga emfundo sezobugcisa okanye izidanga okanye izidanga ezilandela emva kwesokuqala, kunye namanqanaba athile obuchule. UMthetho woBulungisa kwezeNgqesho ucacisa ukuba ekuqinisekiseni ukuba amaqela athile ekujoliswe kuwo (*designated groups*) amelwe ngokulungeleneyo (*equitably*) ngokodidi lomsebenzi nenqanaba kubasebenzi abaphantsi komqeshi makuthathelwe ingqalelo izizathu eziliqela kubandakanywa neqela labantu abaneziqinisekiso zamabanga emfundo ezifanelekileyo abasuka kumaqela ekujoliswe kuwo apho umqeshi kungalindeleka ngokufanelekileyo ukuba enze unyuselo-sikhundleni okanye aqeshe abasebenzi. Amanani abhaliweyo kweli candelo akazithatheli ngqalelo ezi nyaniso kwanenyaniso yokuba iinkcukacha-manani zoluntu ezichaziweyo kuBalo-bantu (*Census*) luka-2011 zibonisa ipesenti encinane kakhulu yoluntu lwaseNtshona Koloni oluneMatriki neziqinisekiso zamabanga emfundo amaziko ephakamileyo (*tertiary qualifications*). Lo mba uchaza uvimba “wabantu abaneziqinisekiso zamabanga emfundo “abantu abaneziqinisekiso zamabanga emfundo ezifanelekileyo” apho uRhulumente waseNtshona Koloni anokuqesha khona abasebenzi (njengoko kucacisiweyo nguMthetho woBulungisa kwezeNgqesho (*Employment Equity Act*)). ISebe leMfundo liyaqhubeka ngokwenza utyalo-mali kumanyathelo okwandisa uviwa wabantu abaneziqinisekiso zamabanga emfundo

ezifanelekileyo (*pool of suitably qualified people*) anokukhuphisana ngamathuba engqesho eSebe leMfundo ukwandisa ukumelwa ngokulungeleneyo (*equitable representation*) kuzo zonke iikhathegori zemisebenzi nakumanqanaba kwibutho lokusebenza.

2.2 Intshayelelo

Isishwankathelo semiba ye-HR kwiSebe leMfundo

Ulawulo lwezithuba ezabelwe iziko (*post establishment*) zesebe lemfundo lubalulekile ekuphumeleleni kwemfundo yezikolo. Isebe lemfundo likhuphe izithuba ezingaphezulu kwe-185 zonyaka wezifundo ka-2014. Ngaphezulu, isebe lemfundo liqalise ngomyinge ophuculiweyo wenani labafundi-kootitshala (*learner/educator ratio*) kwiSigaba seSiseko. Isebe lemfundo liphumelele ekwandiseni inani lalo lootitshala abasisigxina kwaye ke ngoko le nkqubo ibonise uzinzo olukhulu ngokubanzi. Kuthathwe amanyathelo ukuqinisekisa ukuba umyinge wenani labafundi-kootitshala lika-1:36 kwizikolo eziziprayimari no-1:34 kwizikolo eziphakamileyo. Isebe lemfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo weziko bubungqina bempumelelo yoko. Ngethuba lokunika ingxelo, iSebe iWCED lilicuthile inani lootitshala abagqithisileyo kumlinganiselo weziko ngo-129.

Isebe lemfundo liqalise ngempumelelo izintlu zezithuba zootitshala ezine (*four vacancy lists*) kunyaka wesikolo ka-2013.

Misela iiphrayorithi ze-HR kunyaka ophantsi kwengqwalaselo kwakhona kwakunye nokusisiphumo sezi phrayorithi

Isebe lemfundo likuthatha njengephrayorithi ukugaywa kwabaphathi abanobuchule ukuba baqeshwe njengeenqununu ezikolweni. Abameli besebe lemfundo abakwiipaneli zokukhetha abagqatswa ezilolo hlobo baqaphelisile ukuqinisekisa ukuba kulandelwe inkqubo efanelekileyo.

Enye iphrayorithi ibikukunciphisa inani labasebenzi abakumakhefu ethuba elongezelelweyo (*extended periods of leave*) ukwenzela ukwenza khaphukhaphu uxinzelelo lwezemali kwisebe lemfundo kuba oku kufuna ukuba kuqeshwe ootitshala abangena ezindaweni zabanye (*substitute teachers*).

Umgaqo-sikhokelo wokucwangciswa kokuqeshwa kwebutho labasebenzi kunye nezicwangciso eziphambili zokutsala nokugaya ibutho labasebenzi abanobuchule nabanako ukwenza umsebenzi

Isebe lemfundo lifumene ukuncedakala kwiinkonzo nokubakho kwabo sebeneediploma nezidanga ababefumene iskim seFunza Lushaka Bursary njengoko ilawulwa liSebe leMfundo esiSiseko likazwelonke. Ngethuba le-1 Epreli 2013 – 31 Disemba 2013, 384 (57.2%) ababefumene iibhasari zeFunza Lushaka (abaneebhasari baka-2012 ababelungele ukufakwa emsebenzini ngo-2013) kwabayi-671 abafakwe ngempumelelo. Ngethuba le-1 Januwari 2014 ukuya kutsho nge-31 Matshi 2014, bayi-284 (47%) ababefumene iibhasari zeFunza Lushaka (ababefumene iibhasari ngo-2013 ababelungele ukufakwa emsebenzini ngo-2014) kwabayi-604 ootitshala abafakwe ngempumelelo kwizithuba zootitshala. Ngokuzaliswa kwezithuba zeSMS, isebe lemfundo ligxininise kwiziphumo zovavanyo olugxininisa kubuchule abagqatswa ababefakwe kulo.

Umgaqo-sikhokelo wolawulo lwentsebenzo

Isebe lemfundo lamkele laza lathobela imigaqo-nkqubo ngokunxulumene nolawulo lwentsebenzo laza laqinisekisa ukuba bonke ootitshala, abasebenzi, ootitshala kwakunye nabasebenzi benkonzo karhulumente bakwazi kakuhle okulindelwe nguMqeshi.

Iiprogram zempilo qete yabasebenzi

Umboneleli-nkonzo wangaphandle ubonelele ngenkonzo ngokumalunga norhulumente wephondo ephela laza isebe lemfundo layamkela iprogram enjalo.

Le program inika inkxaso okokoko ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (*lifestyle needs*). Yiprogram egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, kwingcebiso enikwa emva kwengozi (*trauma debriefing*). Le program kwakhona isingatha imiba yezempilo nempiloo qete yabasebenzi (*health and wellness of employees*) ngokusebenzisa iiNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (*Employee Health and Wellness Awareness Days*). Injongo yezi ntsuku kukukhuthaza iindlela zokuphila ezisempilweni nokwazisa ngeenkonzo iSebe iWCED elibonelela ngazo kubasebenzi balo. Ngaphezulu, uKwazisa malunga nokuKhuthaza iMpilo (*Health Promotion Awareness*) kwenzeka kwiintsuku eziphawulwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Isebe lemfundo belisingathe umsitho weeNtsuku eziyi-16 zoKwazisa ngeMpilo neMpilo Qete yaBasebenzi (*16 Health and Wellness Awareness Days*) laza lanika ulwazi ngokulungiselela iiseshoni zenkxaso yasesidlangalaleni (*10 advocacy sessions*) ezingeprogram yempilo qete yabasebenzi enikwa kubasebenzi beSebe iWCED ngethuba lokunika ingxelo.

Uphuhliso lomgaqo-nkqubo

Isebe lemfundo libonelele ngamanani ezithuba ezabelwe zonke izikolo ngo-2014 phambi kokuphela kukaAgasti 2013. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2013 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Ukuncipha kumanani abafundi ngethuba lonyaka wesikolo kube nesiphumo esikukuba izikolo ezithile ziphele zisiba nootitshala abangaphezulu kunokuba uvuma umyinge wenani labafundi-kootitshala njengoko unyaka uqhubela phambili kwaye ngenxa yoku amanani ezithuba ezabelwe izikolo ayesekelwe kumanani angqinisiweyo abafundi ukusuka kwi-31 Januwari 2013.

Kuqaliswe nge-e-Recruitment system (*"Recruiting the best"*) ukusuka ngoJanuwari 2013. Le nkqubo yenza ukuba bonke ootitshala bazalise iiprofayili zobuqu zabo kwisistim baze basebenzise elo qonga lonxibelelwano ukwenza isicelo ekhompuyutheni sezithuba ezipapashiweyo. Le nkqubo izingqine ngokwayo ngokuzisa ubuchule obukhulu ekulawuleni izicelo kwaye nesaveyi ibonise ukwaneliseka okukhulu kwabasebenzisi.

Isebe lemfundo selisebenzise i-Pensions e-Channeling system ukususela ngo-2013, eyenza ukuba ubani abe nako ukutsala imali yomhlala-phantsi ngekhompuyutha kwaye selilicuthile ixesha lokulibaziseka kokuhlawulwa ngqo kwezibonelelo ngokubonakalayo.

Kunikwe ingqwalaselo enkulu ukuqinisekisa ukuba bonke abasebenzi abafumana umvuzo ngomsebenzi ongaphandle kwenkonzo karhulumente benza isicelo sofumana imvume yokwenjenjalo.

Ngoncedo loPhicotho-zincwadi lwaNgaphakathi (*Internal Audit*), isebe lemfundo libhale i-Stakeholder document ukuphucula ubudlelane obusebenza kunye nabathathi-nxaxheba bangaphandle abanjengemibutho yootitshala, iiforam zeenqununu nemibutho yamabhunga olawulo ezikolo.

Izicwangciso/iinjongo zexesha elizayo ze-HR

Ukuqaliswa kwe-e-Recruitment system kootitshala abasezi-ofisini kwangokunjalo nakubasebenzi benkonzo karhulumente.

Ukubonelela ngenkqubo yezicelo ezenziwa ekhompuyutheni yezithuba zootitshala abakumaziko ezikolweni ekwifomathi yekhompuyutha.

3. ULAWULO LWEENKCUKACHA-MANANI LICANDELO LOLAWULO LWEMICIMBI YABASEBENZI

3.1. Inkciitho enxulumene nezabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkciitho yokugqibela enxulumene nabasebenzi ephicothiweyo ngokweprogram namacandelo omvuzo. Ngokukodwa, zicacisa malunga nokulandelayo:

- Isixa esichithwe kubasebenzi
- Isixa esichithwe kwimivuzo, kwi-ovathayim, kwi-homeowners's allowances kunye ne-medical aid.

Iprogram	Ekujoliswe kubo yile program
Iprogram 1	EzoLawulo
Iprogram 2	IMfundo yeSikolo sikaRhulumente eQhelekileyo
Iprogram 3	IMfundo yeSikolo eZimeleyo
IProgram 4	IMfundo yeSikolo sikaRhulumente eneeMfundo eziZodwa zikaRhulumente
Iprogram 5	liKholeji zeMfundo noQeqesho oluQhubekayo
Iprogram 6	IMfundo noQeqesho lwaBadala
Iprogram 7	UPhuhliso lweMfundo yaBasaqalayo
Iprogram 8	UPhuhliso lweZiseko
Iprogram 9	liNkonzo eziNcedisayo neeNkonzo eziNxulumene nazo

Ittheyibhile 3.1.1 Inkciitho yezabasebenzi ngokweprogram kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

IProgram	Inkciitho iyonke (R'000)	Inkciitho yezabasebenzi (R'000)	Inkciitho yezoqeqesho (R'000)	Inkciitho yeenkonzo zootitshala neenkonzo ezizodwa (R'000)	Inkciitho yezabasebenzi njenge-% yeNkciitho yonke	Indleko yeavareji ngomsebenzi ngamnye (R'000)	Inani labasebenzi
Iprogram 1	571 137	297 851	867	0	1.92	339.24	878
Iprogram 2	11 362 779	9 625 960	30 825	0	62.09	279.50	34 440
Iprogram 3	84 660	0	0	0	0.00	0	0
Iprogram 4	910 338	761 299	0	0	4.91	263.52	2 889
Iprogram 5	353 078	289 657	0	0	1.87	309.13	937
Iprogram 6	37 898	*963	0	0	0.01	120.38	8
		**3 148	0	0	0.02	0	0
Iprogram 7	465 535	63 142	0	0	0.41	337.66	187
Iprogram 8	1 054 312	5 446	0	0	0.04	302.56	18
Iprogram 9	662 459	***453 266	0	0	2.92	384.12	1 180
		****66 201	0	0	0.43	0	0
Inani lilonke	15 502 196	11 566 933	31 692	0	74.61	285.34	40 537

Qaphela:

- * Inkciitho yezabasebenzi enxulumene neProgram 6 (IMfundo noQeqesho lwaBadala) eya kufikelela ku-R0.963 yezigidi ibhekiselele kubasebenzi abayi-8 abaqeshwe isigxina. Inkciitho ye-avareji yabasebenzi ibhekiselele ke ngoko kuphela kubasebenzi abaqeshwe isigxina
- ** Isixa se-R3. 148 yezigidi sibonisa isixa esinxulumene nenkciitho ephathelele kootitshala abayi-39 abaqeshwe ukuba bafundise ngokweeyure kumaziko e-ABET.
- *** Inkciitho yezabasebenzi enxulumene neProgram 9 (liNkonzo eziNcedisayo neeNkonzo eziNxulumene nazo) eyokufikelela kwi-R453.266 yezigidi, iphathelele kubasebenzi abaqeshwe isigxina. Inkciitho yezabasebenzi eyi-avareji ebhaliweyo ibhekiselele ke ngoko kuphela kubasebenzi abaqeshwe isigxina.
- **** Isixa se-R66.201 yezigidi sibonisa isixa malunga nenkciitho kuBavi/kwiiModareyitha/kuBamakishi nakubasebenzi bezolawulo bethutyana bokunika inkxasoo [yeemviwo zeMatriki zika-2013].

Ittheyibhile 3.1.2 lindleko zabasebenzi ngokwamacandelo omvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Icandelo lomvuzo	INkcitho ngezaBasebenzi (R'000)	I-% yetotali yenkcitho ngezabasebenzi	I-avareji yenkcitho yezabasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (amanqanaba 1-2)	319 846	2.76	98.63	3 243
Abanezakhono (amanqanaba 3-5)	709 168	6.11	149.68	4 738
Isivuliso sabanezakhono eziphezulu (amanqanaba 6-8)	6 583 747	56.75	281.04	23 426
Abanezakhono eziphezulu zokusuphavyiza (9-12)	3 940 305	33.96	434.05	9 078
Inkonzo yabaneqhuzo nabaphathi abakhulu (amanqanaba 13-16)	48 484	0.42	932.38	##52
Inani lilonke	#11 601 550	100.00	286.20	40 537
Qaphela: # Inkcitho yonke yezabasebenzi kwittheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzakshini ezithile ezenziwa ngqo kwiBAS ## Inani lilonke labasebenzi elibhalwe kwittheyibhile 3.1.1 no-3.1.2 apha ngasentla kubasebenzi benkonzo karhulumente nootitshala. Inani labasebenzi abakwinqanaba lomvuzo 13 – 16 libandakanya amaGosa esiGqeba soLawulo ayi-6 aqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo				

Ezi theyibhile zilandelayo zinika isishwankathelo seprogram nganye (ittheyibhile 3.1.3) namacandelo omvuzo (ittheyibhile 3.1.4), yenkcitho ekungenwe kuyo ngenxa yemivuzo, i-ovathayim, isibonelelo sokuthenga indlu (*housing allowance*) noncedo lwezonyango (*medical assistance*). Kwimeko nganye, le theyibhile inika isalathiso sepesenti yebhajethi eyayisetyenziselwe ezi zinto.

Ittheyibhile 3.1.3 Imivuzo, i-ovathayim, i-Home Owners Allowance ne-Medical Aid ngokweprogram yethuba le-1 Epreli 2013 ne-31 Matshi 2014

IProgram	Imivuzo		I-ovathayim		I-Home Owners Allowance		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	Isibonelelo sonyango njenge-% yeendleko zabasebenzi
Iprogram 1	237 572	2.00	3 453	0.03	8 371	0.10	13 899	0.10
Iprogram 2	7 214 260	62.20	113	0.00	217 408	1.90	402 903	3.50
Iprogram 4	553 087	4.80	105	0.00	17 783	0.20	30 875	0.30
Iprogram 5	218 780	1.90	0	0.00	6 267	0.10	11 838	0.10
Iprogram 6	11 700	0.10	0	0.00	412	0.00	679	0.00
Iprogram 7	48 462	0.40	0	0.00	1 085	0.00	2 477	0.00
Iprogram 8	3 885	0.00	0	0.00	30	0.00	7	0.00
Iprogram 9	357 900	3.10	1 840	0.02	8 606	0.10	16 329	0.10
Inani lilonke	8 645 646	74.52	5 511	0.05	259 962	2.24	479 007	4.13

Ittheyibhile 3.1.4 Imivuzo, i-ovathayim, i-Home Owners Allowance kunye ne-Medical Aid ngokwecandelo lomvuzo lethuba le-1 Epreli 2013 ne-31 Matshi 2014

Icandelo lomvuzo	Imivuzo		I-ovathayim		I-Home Owners Allowance		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-ovathayim njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-Medical Aid njenge-% yeendleko zabasebenzi
Abanezakhono (amanqanaba 1-2)	224 623	1.90	125	0.00	16 010	0.10	17 025	0.10
Abanezakhono (inqanaba 3-5)	504 825	4.40	1 821	0.02	29 738	0.30	41 328	0.0
Isiveliso sabaneza-khono eziphezulu (amanqanaba 6-8)	4 908 153	42.30	2 873	0.02	145 727	1.30	283 337	2.40
Abanezakhono eziphezulu zokuse-phavayiza (9-12)	2 975 891	25.70	692	0.01	68 231	0.60	136 705	1.20
Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	32 154	0.30		0.00	256	0.00	612	0.00
Inani lilonke	8 645 646	74.52	5 511	0.05	259 962	2.24	479 007	4.13

3.2. Inggesho nezithuba

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba.

Ezi theyibhile zilandelayo zishwankathel inani lezithuba ezabelwe iziko, inani labasebenzi, ipesenti yezithuba ezingenabantu, kwanokuba ngaba bakho na abasebenzi abangaphezulu kwinani labaqeshwe kwiziko.

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

- Iprogram (itheyibhile 3.2.1) kunye
- necandelo lomvuzo (itheyibhile 3.2.2).

Ittheyibhile 3.2.1 Inggesho nezithuba ngokweprogram ukususela nge-31 Matshi 2014

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisiweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwabaqeshwe liziko	Inani lilonke labasebenzi
Bonke abasebenzi	Iprogram 1	901	57	861	4.00	17	878
	Iprogram 2	34 131	85	34 169	0.00	271	34 440
	Iprogram 4	3 078	11	2 863	7.00	26	2 889
	Iprogram 5	1 312	153	937	2.00	0	937
	Iprogram 6	12	0	8	33.00	0	8
	Iprogram 7	15	0	187	0.00	0	187
	Iprogram 8	0	0	18	0.00	0	18
	Iprogram 9	1 309	79	1 154	12.00	26	1 180
	Inani lilonke	40 758	385	40 197	1.00	340	40 537

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

Iqela labasebenzi	Iprogram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yenani lezithuba	Inani labantu abangaphezulu kwenani labaqeshwe kwiziko	Inani lilonke labasebenzi
Ootitshala	Iprogram 1	118	6	117	1.00	6	123
	Iprogram 2	27 994	1	28 188	0.00	130	28 318
	Iprogram 4	1 922	0	1 871	3.00	15	1 886
	Iprogram 5	885	0	773	13.00	0	773
	Iprogram 6	4	0	2	50.00	0	2
	Iprogram 7	15	0	187**	0.00	0	187
	Iprogram 8	0	0	1	0.00	0	1
	Iprogram 9	702	8	630	10.00	16	646
	Inani lilonke	31 640	15	31 769	0.00	167*	31 936
Abasebenzi benkonzo kahulumente	Iprogram 1	783	51	744	5.00	11	755
	Iprogram 2	6 137	84	5 981	3.00	141	6 122
	Iprogram 4	1 156	11	992	14.00	11	1 003
	Iprogram 5	427	153	164	62.00	0	164
	Iprogram 6	8	0	6	25.00	0	6
	Iprogram 7	0	0	0	0.00	0	0
	Iprogram 8	0	0	17	0.00	0	17
	Iprogram 9	607	71	524	14.00	10	534
	Inani lilonke	9 118	370	8 428	8.00	173	8 601

Qaphela:

* Kwimeko yootitshala abangaphezulu kunenani eliqeshwe kwiziko, kubhalwe amanani kuphela abo titshala ababeqatshelwe ngokufanelekileyo njengabangaphezulu ngokweemvumelwano ephakathi komqeshi nomqeshwa.

** Iprogram 7: Izithuba zootitshala: bepri-prayimari ziyapheliswa nje ukuba kungabikho bantu baqeshwayo kuzo. ISebe iWCED lamkele ngokusemthethweni umgaqo-nkqubo ezithi ngawo imali ezinxulumene nezithuba ezishiywe ngabantu endaweni zazo kungena intlawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi bepri-prayimari (uPhuhliso lweMfundo yaBasaqalayo) (Early Childhood Development). Ootitshala abayi-187 abakwiprogram 7 ngaBasebenzi bePri-prayimari. Aba basebenzi bahlawulwa kwizithuba ezingaphezulu.

Malunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo lona linootitshala abambalwa kunenani lootitshala elinelungelo lokulifumana. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, ingqesho yekhontrakhi iyenziwa ukuqinisekisa ukuba onke amaziko emfundo axhobe ngokwaneleyo.

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwamacandelo omvuzo ukusuka kwi-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwinani eliqeshwe kwiziko	Inani lilonke labasebenzi
Bonke abasebenzi	Abanezakhono ezisezan-tsi (amanqanaba 1-2)	3 373	194	3 265	3.00	50	3 315
	Abanezakhono (amanqanaba 3-5)	4 257	78	3 795	11.00	66	4 646
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	28 875	75	29 264	0.00	172	28 651
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	4 203	38	3 823	9.00	50	3 873
	Abaphathi abakhulu (amanqanaba 13-16)	50	0	50	0.00	2	52
	Inani lilonke	40 758	385	40 197	1.00	340	40 537

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

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezingxhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ezizalisiweyo	I-% yereyithi yezithuba	Inani labantu abangaphezulu kwinqanaba eliqeshwe kwiziko	Inani lilonke labasebenzi
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0.00	0	0
	Abanezakhono (amanqanaba 3-5)	0	0	0	0.00	0	*785
	Isiviso sabanezakhono eziphezulu (amanqanaba 6-8)	27 671	0	28 145	0.00	122	27 482
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	3 969	15	3 624	9.00	45	3 669
	Abaphathi abakhulu (amanqanaba 13-16)	0	0	0	0.00	0	0
	Inani lilonke	31 640	15	31 769	0.00	167	31 936
Abasebenzi benkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 373	194	3 265	3.00	50	3 315
	Abanezakhono (amanqanaba 3-5)	4 257	78	3 795	11.00	66	3 861
	Isiviso sabanezakhono eziphezulu (amanqanaba 6-8)	1 204	75	1 119	7.00	50	1 169
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	234	23	200	15.00	5	205
	Abaphathi abakhulu (amanqanaba 13-16)	50	0	49	0.00	2	51
	Inani lilonke	9 118	370	8 428	8.00	173	8 601

Qaphela:

- Ngokumalunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala abanelungelo lalo. Oku kuthetha ukuba izithuba zootitshala azizaliswa isigxina. Kwimeko nganye apho kukho isithuba esingazaliswanga isigxina, kuqeshwa ngekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala anelungelo lokuba nalo.
- Zonke izithuba zootitshala ezenzelwe ootitshala abaneziqinisekiso zoqeqesho zemfundo ezipheleleyo (ubuncinane iMatriki neminyaka eyi-3 yoqeqesho) kumlinganiselo osezantsi wamanqanaba emivuzo 6-7. ISebe iWCED linabo ootitshala abathile abaneziqinisekiso zamabanga emfundo ezingaphelelanga kwisistim. Aba ngootitshala abayi-785 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuneko zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba titshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.

Ittheyibhile 3.2.3 Inggqesho nezithuba ngokwamakhondo omsebenzi abaluleke kakhulu nge-31 Matshi 2014

Ikhondo lomsebenzi obalulekileyo	Inani lezithuba ezikumaziko ezivunyiweyo	Inani lezithuba ezizalisiweyo	Ireyithi yezithuba	Inani labasebenzi abangaphezulu kumlinganiselo wezithuba zeziko
n/a	n/a	n/a	n/a	n/a
Inani lilonke	n/a	n/a	n/a	n/a

Amanqaku:

- Ucazululo lweCORE, njengoko lumiselweyo yiDPSA, malusetyenziselwe ukuzaliswa kwale theyibhile.
- Amakhondo omsebenzi abalulekileyo kakhulu achazwa njengemisebenzi okanye amacandelwana afumaneka kwikhondo lomsebenzi lowo
 - apho kukho ukunqongophala kwabantu abaneziqinisekiso zamabanga emfundo nabanamava ngoku okanye abalindelekileyo kwixesha elizayo, mhlawumbi ngenxa yokuba abo bantu banezakhono nabanobuchule abafumaneki okanye bayafumaneka kodwa abazilungelanga iikhrayitheriya zengqesho ezichaphazelekayo;
 - apho abantu bafuna ulwazi olunzulu kwinkalo yesifundo ethile okanye kwisayensi okanye kwicandelo lesifundo kwaye olo lwazi lufumaneka ngokulandela kwenkqubo okanye izifundo ezithatha ixesha elide kunye/okanye ukufundiswa okukodwa;
 - apho ubume bentsusa bekhondo lomsebenzi bufuna ukusetyenziswa okokoko kwengqiqo yothile kwaye ubukhulu becala bufuna ukusetyenziswa kwengqondo ngokobume bawo, nelithi isebe lemfundo lifumane ubunzima kakhulu ukugaya okanye ukugcina lingaphulukani neenkonzo zabasebenzi.

3.3 UkuZaliswa kweZithuba zeSMS

litheyibhile ezikweli candela zinika ingcaciso ngengqesho nezithuba njengoko ziphathelele kumalungu eNkonzo yaBaphathi aBakhulu (*Senior Management Service*) ngenqanaba lomvuzo. Ikwandisa ingcaciso ngokupapashwa nokuzaliswa kwezithuba zeSMS, izizathu zokungathotyelwa kwemimiselo yexesha esikiweyo kwanamanyathelo oluleko athathiweyo.

Itheyibhile 3.3.1 Ingcaciso ngezithuba zeSMS ukususela nge-31 Matshi 2014

Inqanaba leSMS	Inani lezithuba zeSMS kwinqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo owe-HOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	9	0	8	100.00	1	0.00
Inqanaba lomvuzo 13	36	0	40	108.00	0	13.89
Inani lilonke	50	0	53	106.00	1	100.00

Qaphela:
Amabini (2) kumalungu eSMS athwalwe ngaphezulu kwenani lezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) othwelweyo ngokweqesho kwizithuba soLawulo lwaNgaphakathi (Internal Control post).

Itheyibhile 3.3.2 ingcaciso yesithuba seSMS ukususela nge-30 Septemba 2013

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	2.08	0	0.00
Inqanaba lomvuzo 16, kodwa ingelilo eleHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	8.33	0	0.00
Inqanaba lomvuzo 14	9	0	7	14.58	2	33.33
Inqanaba lomvuzo 13	36	0	36	75.00	4	66.67
Inani lilonke	50	0	48	100.00	6	100.00

Qaphela:
Amabini (2) kumalungu eSMS aye athwala la manani ezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) oye wathwalwa kwizithuba zoLawulo lwaNgaphakathi.

Itheyibhile 3.3.3 Ukupapashwa nokuzaliswa kwezithuba zeSMS zithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	I-% yezithuba zeSMS ezizalisiweyo kwinqanaba ngalinye	Inani lezithuba zeSMS ezingenabantu kwinqanaba ngalinye	I-% yezithuba zeSMS ezingenabantu kwinqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngemali				
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	0	1	2.08	0	0.00
Inqanaba lomvuzo 16, kodwa ingelilo eleHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	8.33	0	0.00
Inqanaba lomvuzo 14	9	0	7	14.58	2	33.33
Inqanaba lomvuzo 13	36	0	36	75.00	4	66.67
Inani lilonke	50	0	48	100.00	6	100.00

Amabini (2) kumalungu eSMS aye athwalwa ngokwengqesho ngaphezulu kwenani lezithuba zeSebe iWCED kwakunye nomntu oyi-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni kwakunye nomnye (1) oye wathwalwa ngokwengqesho kwizithuba zoLawulo lwaNgaphakathi.

Ittheyibhile 3.3.4 Izizathu zokungathotyelwa kokuzaliswa kwezithuba ezixhaswa ngemali ezingenabantu zeSMS – Zipapashwe zingadlulanga iinyanga ezi-6 zazaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azaba namntu kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Izizathu zokuba izithuba zingabi nakupapashwa kwade kwadlula iinyanga ezintandathu
N/A

Izizathu zokuba izithuba zingabi nakuzaliswa kwade kwadlula iinyanga ezintandathu
N/A

Amanqaku

- NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (*Public Service Regulations Chapter 1, Part VII C.1A.3*) amasebe makachaze injongo okanye isizathu esisiso sokungahambelani mbo nokuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo.

Ittheyibhile 3.3.5 Amanyathelo ezoluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulanga iinyanga eziyi-12 zethuba le-1 Epreli 2013 ne-31 Matshi 2014

Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo okuzaliswa kwezithuba zeSMS zingadlulanga iinyanga eziyi-12
N/A

Amanqaku

- NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.2 (*Public Service Regulations Chapter 1, Part VII C.1A.2*) amasebe makachaze injongo okanye isizathu esisiso sokungathobeli ukuzaliswa kwezithuba zeSMS ungadlulanga umgaqo-sikhokelo wamaxesha amiselweyo. Kwimeko apho ungathotyelwanga lo mmiselo, igunya lolawulo elichaphazelekayo okanye intloko yesebe lemfundo mayithathe amanyathelo oluleko afanelekileyo ngokwesiqendu 16A(1) okanye (2) soMthetho weNkonzo kaRhulumente.

3.4. UkuHlolwa koMsebenzi

Ngokulandela umgaqo-sikhokelo ogqitywe kuzwelonke, amagunya alawulayo anako ukuhlola okanye ukuhlola kwakhona (*evaluate or re-evaluate*) nawuphi na umsebenzi kwiqumrhu lawo. NgokweMimiselo, zonke izithuba ezikumanganaba omvuzo 9 nangaphezulu mazihlolwe phambi kokuba zizaliswe. Le theyibhile elandelayo ishwankathela inani lemisebenzi eyayihloliwe kwithuba lonyaka ophantsi kwengqwalaselo kwakhona. Le theyibhile kwakhona inika iinkcukacha-manani zezithuba ezifumene ukunyuselwa okanye ukuthotyelwa.

Itheyibhile 3.4.1 Ukuhlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

ICandelo loMvuzo	Itotali yenani lezithuba ukususela nge-31 Matshi 2014	Inani lezithuba ezihloliweyo	I-% yezithuba ezihloliweyo ngokwamacandelo omvuzo	Izithuba ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (amanqanaba 1-2)	3 373	0	0.00	0	0.00	0	0.00
Abanezakhono (amanqanaba 3-5)	4 257	0	0.00	0	0.00	0	0.00
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	28 875	2	0.01	0	0.00	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	4 203	5	0.12	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	36	1	2.78	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	9	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0.00	0	0.00	0	0.00
Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0.00	0	0.00	0	0.00
Inani lilonke	40 758	8	0.02	0	0.00	0	0.00

Le theyibhile elandelayo inika isishwankathelo senani labasebenzi abazikhundla zabo zinyuselweyo ngenxa yokuba izithuba abakuzo ziye zanyuselwa. Inani labasebenzi lisenokwahluka kwinani lezithuba ezonyuselweyo kuba ingengabo bonke abasebenzi abafakwe kwizithuba ezitsha kwaye ezinye zezi zithuba ziphuculiweyo kusenokwenzeka ukuba azinabantu.

Itheyibhile 3.4.2 Iprofayili yabasebenzi abazikhundla zabo ziye zonyuselwa ngenxa yokuba izithuba abakuzo ziye zanyuselwa ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Isini	ONTsundu	Um-Asiya	OweBala	OMhlophe	Inani lilonke
Ibhinqa	0	0	0	0	0
Indoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0

Abasebenzi abanokhubazeko	0
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Le theyibhile elandelayo ishwankathela inani leekheyisi apho amacandelo omvuzo ohlawulwayo agqithisileyo kwiigreyidi eqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwikheyisi nganye.

Itheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhondo lomsebenzi kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eqinisekiswa ngokuhlolwa komsebenzi	Alikho
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Le theyibhile elandelayo inika isishwankathelo sabazuzileyo kwabangasentla ngokohlanga, isini, nokhubazeko.

Itheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunaleyo iqinisekiswa kukuhlolwa komsebenzi kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekisiweyo luhlalo lomsebenzi	Alikho
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3.5. Utshintsho kwezengqesho

Eli candelo linika ingcaciso ngotshintsho kwezengqesho ngalo nyaka-mali. Iireyithi zokumka kwabasebenzi kuze kuqeshwe abanye (*turnover rates*) kunika isalathiso sezinto ezenzekayo kwiprofayili yezengqesho yesebe lemfundo. Ezi theyibhile zilandelayo zinika isishwankathelo sokumka kuze kuqeshwe abanye abasebenzi ngokwecandelo lomvuzo nangokwama-khondo omsebenzi abaluleke kakhulu (khangela inkcazelo kumanqaku alapha ngezantsi).

Itheyibhile 3.5.1 Iireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukususela nge-31 Matshi 2013	Abaqeshiweyo	Ukutshintshelwa kwisebe lemfundo	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	Abayekileyo emsebenzini	Ukutshintshela ngaphandle kwesebe lemfundo	Abayekileyo nabatshintshela ngaphandle kwesebe lemfundo	I-% yereyithi yabayekileyo kwaqeshwa abanye
Bontke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	3 036	1	3 037	2 806	1	2 807	7.00
	Abanezakhono (amanqanaba 3-5)	4 778	4 995	5	5 000	3 832	6	3 838	24.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 390	11 762	23	11 785	11 739	31	11 770	0.00
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	8 820	576	3	579	1 117	12	1 129	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	37	3	0	3	1	0	1	8.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	7	0	0	0	1	0	1	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
	Inani lilonke	40 124	20 372	32	20 404	19 496	50	19 546	2.00
Oofishala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0	0	0.00
	Abanezakhono (amanqanaba 3-5)	896	3796	0	3 796	2 562	1	2 563	138.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	22 109	11 520	14	11 534	11 493	28	11 521	0.00
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	8 623	542	3	545	1 089	7	1 096	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	0	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 628	15 858	17	15 875	15 144	36	15 180	2.00
Inkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	3 036	1	3 037	2 806	1	2 807	7.00
	Abanezakhono (amanqanaba 3-5)	3 882	1 199	5	1 204	1 270	5	1 275	0.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 281	242	9	251	246	3	249	0.00
	Abanezakhono eziphezulu zokusuphavyiza (amanqanaba 9-12)	197	34	0	34	28	5	33	0.00
	Inkonzo yabaphathi abakhulu A (amanqanaba 13-16)	37	3	0	3	1	0	1	8.00
	Inkonzo yabaphathi abakhulu beCandelo B (Inqanaba 14)	7	0	0	0	1	0	1	0.00
	Inkonzo yabaphathi abakhulu beCandelo C (Inqanaba 15)	4	0	0	0	0	0	0	0.00
	Inkonzo yabaphathi abakhulu beCandelo D (Inqanaba 16)	1	0	0	0	0	0	0	0.00
	Inani lilonke	8 496	4 514	15	4 529	4 352	14	4 366	2.00

Qaphela:
Ikhohlam 3 (Inani labasebenzi) ibandakanya lonke uHlobo lweNqesho naBasebenzi aBaqithisileyo kwiNani eLimiselweyo leZiko (Excess Personnel) yaye ayibandakanyi uMphathiswa. Abasebenzi benkonzo karhulumente noofishala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi ngamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezilawulelwayo ezivela ngenxa yokuhla kwamanani ngokwesiqhelo (natural attrition), ukusweleka, iinkqubo zonyuselo-sikhundleni, njl. njl. Lo mgqo-nkqubo uvela ukuba umsebenzi omnye unokuqeshwa amatyeli amane nganyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwekhontrakhi uthathwa njengokuyeka emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu ngokugqithisileyo emsebenzini.

Itheyibhile 3.5.2 lireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo (annual turnover rates) ngokwamakhondo omsebenzi abaluleke kakhulu kwithuba le-1 Epreli ne-31 Matshi 2014

Ikhondo lomsebenzi obalulekileyo	Inani labasebenzi ekuqaleni kwithuba likaEpreli 2013	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	Ukuyeka nokutshintshelwa ngaphandle kwisebe lemfundo	Ireyithi yabemkayo nabaqeshwa kwisebe lemfundo
INANI LILONKE	n/a	n/a	n/a	n/a

Le theyibhile elapha ngezantsi iqaphela izizathu ezibalulekileyo ezibangele abasebenzi balishiye isebe lemfundo.

Itheyibhile 3.5.3.1 Izizathu zokuba abasebenzi balishiye isebe lemfundo ngethuba le-1 Epreli ne-31 Matshi 2014

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labasebenzi	I-% yabo bonke abayeke emsebenzini	Inani labayeke emsebenzini njenge-% yenani lilonke labasebenzi ukususela nge-31 Matshi 2014
Bonke abasebenzi	Ukufa/ ukusweleka	131	0.7.0	0.30
	Ukuyeka emsebenzini (Resignation)	779	4.00	1.90
	Ukuphela kwemvumelwano yengqesho	17 671	90.40	44.00
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	15	0.10	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	44	0.20	0.10
	Ukuyekiswa emsebenzini ngenxa yokungaphili	35	0.20	0.10
	Ukuthatha umhlala-phantsi	821	4.20	2.00
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	11	0.10	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	50	0.30	0.10
	Inani lilonke elidityanisiweyo	19 557	100.00	48.70
Ootitshala	Ukufa/ ukusweleka	76	0.50	0.20
	Ukuyeka emsebenzini (Resignation)	629	4.10	2.00
	Ukuphela kwemvumelwano yengqesho	13 794	90.80	43.60
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	15	0.10	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	21	0.10	0.10
	Ukuyekiswa emsebenzini ngenxa yokungaphili	21	0.10	0.10
	Ukuthatha umhlala-phantsi	588	3.90	1.90
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	11	0.10	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	36	0.20	0.10
	Inani lilonke	15191	100.00	48.00
Abasebenzi benkonzo karhulumente	Ukufa/ ukusweleka	55	1.30	0.60
	Ukuyeka emsebenzini (Resignation)	150	3.40	1.80
	Ukuphela kwemvumelwano yengqesho	3877	88.80	45.60
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	23	0.50	0.30
	Ukuyekiswa emsebenzini ngenxa yokungaphili	14	0.30	0.20
	Ukuthatha umhlala-phantsi	233	5.30	2.70
	Ukuthatha iphakheji yokuyeka komsebenzi emsebenzini ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amasebe enkonzo karhulumente	14	0.30	0.20
	Inani lilonke elidityanisiweyo	4366	100.00	51.40
<p>Qaphela:</p> <p>Inani "LokuPhelwa kweMvumelwano yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kunye nabaqeshi. Eli nani liphezulu kuba isebe iWCED linomgaqo-nkqubo othi abasebenzi mabaqeshwe ngemvumelwano yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo weemvumelwano phakathi komqeshi nomqeshwa ezichaphazelekayo ezinokusetyenziswa ngeenjongo zokuzaliswa kwazo isigxina ngoko nangoko. Ngaphezulu, makuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane malunga notitshala ziiveki ezimbini.</p>				

Itheyibhile 3.5.3.2 Izizathu zokuyeka kwabasebenzi emsebenzini, 1 Epreli 2013 ukuya kwi-31 Matshi 2014

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labo bonke abasebenzi	I-% yenani lilonke labayeke emsebenzini
Bonke abasebenzi	Ubudala	3	0.02
	Impilo ebuthathaka	14	0.07
	Ukufumana umvuzo oncumisayo	42	0.22
	Iingxaki zekhaya	2	0.01
	Ukufudukela kwelinye ilizwe	18	0.09
	Ukuqhubela phambili ngezifundo	8	0.04
	Umtshato	7	0.04
	Uhlobo lomsebenzi	35	0.18
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yengqesho")	18 725	96.60
	Amanye amasebe emfundo	1	0.01
	Omnye umsebenzi	53	0.27
	Ishishini elilelakhe	1	0.01
	Izikhhalazo zabo ubuqu	13	0.07
	Uhlengahlengiso	1	0.01
	Ukuyeka emsebenzini	556	2.85
	Ukukhulelwa	2	0.01
	Ukuziphatha kakubi	4	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	1	0.01
	Ukucuthwa kwezithuba	9	0.05
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.01
	Inani lilonke elidityanisiweyo	19 496	100.00
Ooitshala	Ubudala	2	0.01
	Impilo ebuthathaka	12	0.08
	Ukufumana umvuzo oncumisayo	33	0.22
	Iingxaki zekhaya	2	0.01
	Ukufudukela kwelinye ilizwe	18	0.12
	Ukuqhubela phambili ngezifundo	8	0.05
	Umtshato	7	0.05
	Uhlobo lomsebenzi	24	0.16
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yezengqesho")	14 515	95.85
	Elinye isebe lemfundo	1	0.01
	Omnye umsebenzi	38	0.25
	Ishishini elilelakhe	1	0.01
	Izikhhalazo zabo ubuqu	12	0.08
	Uhlengahlengiso	1	0.01
	Ukuyeka emsebenzini	456	3.01
	Ukukhulelwa	1	0.01
	Ukuziphatha kakubi	3	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	1	0.01
	Ukucuthwa kwezithuba	9	0.01
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	0	0.00
	Inani lilonke elidityanisiweyo	15 144	100.00
Abasebenzi benkonzo karhulumente	Ubudala	1	0.02
	Impilo ebuthathaka	2	0.05
	Ukufumana umvuzo oncumisayo	9	0.21
	Iingxaki zekhaya	0	0.00
	Ukufudukela kwelinye ilizwe	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	11	0.25
	Akukho sizathu (ubukhulu becala "kukuphela kwemvumelwano yezengqesho")	4 210	96.73
	Elinye isebe lemfundo	0	0.00
	Omnye umsebenzi	1	0.02
	Ishishini elilelakhe	15	0.34
	Izikhhalazo zabo ubuqu	0	0.00
	Uhlengahlengiso	0	0.00
	Ukuyeka emsebenzini	100	2.30
	Ukukhulelwa	1	0.02
	Ukuziphatha kakubi	1	0.02
	IPhakheji yokuYeka eMsebenzini ngokuZithandela ekuVunyelwene ngayo	0	0.00
	Ukucuthwa kwezithuba	0	0.00
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.02
	Inani lilonke elidityanisiweyo	4 352	100.00

*Ittheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, 1 Epreli 2013
ukuya kwi-31 Matshi 2014*

Iqela	Uhlobo eshiywe ngayo inkonzo	Inani labo bonke abasebenzi	I-% yenani lilonke labayeke emsebenzini
Bonke abasebenzi	Ubudala	3	0.41
	Impilo ebuthathaka	12	1.63
	Ukufumana umvuzo oncumisayo	36	4.88
	Iingxaki zekhaya	2	0.27
	Ukufudukela kwelinye ilizwe	18	2.44
	Ukuqhubela phambili ngezifundo	8	1.08
	Umtshato	7	0.95
	Uhlobo lomsebenzi	32	4.34
	Akukho sizathu	9	1.22
	Elinye isebe lemfundo	1	0.14
	Omnye umsebenzi	48	6.50
	Ishishini elilelakhe	1	0.14
	Izikhatalo zobuqu	12	1.63
	Ukulahla kwisikhundla	543	73.58
	Ukukhulelwa	1	0.14
	Ukuziphatha kakubi	4	0.54
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.14
	Inani lilonke elidityanisiweyo	738	100.00
Ootitshala	Ubudala	2	0.33
	Impilo ebuthathaka	10	1.66
	Ukufumana umvuzo oncumisayo	30	4.99
	Iingxaki zekhaya	2	0.33
	Ukufudukela kwelinye ilizwe	18	3.00
	Ukuqhubela phambili ngezifundo	8	1.33
	Umtshato	7	1.16
	Uhlobo lomsebenzi	21	3.49
	Akukho sizathu	8	1.33
	Elinye isebe lemfundo	1	0.17
	Omnye umsebenzi	35	5.82
	Ishishini elilelakhe	1	0.17
	Izikhatalo zobuqu	11	1.83
	Ukulahla kwisikhundla	443	73.71
	Ukukhulelwa	1	0.17
	Ukuziphatha kakubi	3	0.50
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	0	0.00
	Inani lilonke elidityanisiweyo	601	100.00
Abasebenzi benkonzo kakhulumente	Ubudala	1	0.73
	Impilo ebuthathaka	2	1.46
	Ukufumana umvuzo oncumisayo	6	4.38
	Iingxaki zekhaya	0	0.00
	Ukufudukela kwelinye ilizwe	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	11	8.03
	Akukho sizathu	1	0.73
	Elinye isebe lemfundo	0	0.00
	Omnye umsebenzi	13	9.49
	Ishishini elilelakhe	0	0.00
	Izikhatalo zobuqu	1	0.73
	Ukulahla kwisikhundla	100	72.99
	Ukukhulelwa	0	0.00
	Ukuziphatha kakubi	1	0.73
	Isimangalo sangaphambili/ukuziphatha kakubi kakhulu (Prev/charge/misdemeanor)	1	0.73
	Inani lilonke elidityanisiweyo	137	100.00

Ittheyibhile 3.5.3.3 Amaqela eminyaka yobudala yabasebenzi abasisigxina abayekileyo emsebenzini, nge-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Iminyaka yobudala	Ukuyeka emsebenzini kwabo bonke abasebenzi	Bebonke abasebenzi – nge-%	Ukuyeka emsebenzini kootitshala	Ootitshala - nge-%	Ukuyeka emsebenzini kwabasebenzi benkonzo kaRhulumente	Abasebenzi beNkonzo kaRhulumente – nge-%
Iminyaka yobudala eyi-20>	1	0.14	0	0.00	1	0.73
Iminyaka yobudala eyi-20 - 24	21	2.85	21	3.49	0	0.00
Iminyaka yobudala eyi-25 - 29	97	13.14	95	15.81	2	1.46
Iminyaka yobudala eyi-30 - 34	77	10.43	59	9.82	18	13.14
Iminyaka yobudala eyi-35 - 39	63	8.54	53	8.82	10	7.30
Iminyaka yobudala eyi-40 - 44	143	19.38	123	20.47	20	14.60
Iminyaka yobudala eyi-45 - 49	160	21.68	121	20.13	39	28.47
Iminyaka yobudala eyi-50 - 54	96	13.01	71	11.81	25	18.25
Iminyaka yobudala eyi-55 - 59	54	7.32	41	6.82	13	9.49
Iminyaka yobudala eyi-60 - 64	26	3.52	17	2.83	9	6.57
Iminyaka yobudala eyi-65>	0	0.00	0	0.00	0	0.00
Inani lilonke elidityanisiweyo	738	100	601	100.00	137	100.00

Ittheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela ngokweandelo lomvuzo, nge-1 Apreli 2013 ukuya kwi-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Ootitshala	Lower Skilled (Levels 1-2)	0
	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 6-8)	4
	Isiveliso sabanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Abenkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	0

Itheyibhile 3.5.4 Unyuselo-sikhundleni ngokomsebenzi obalulekileyo kwithuba le-1 Epreli ne-31 Matshi 2014

Iqela labasebenzi	Abasebenzi nge-1 Epreli 20YY	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge- % yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngenotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
INANI LILONKE	n/a	n/a	n/a	n/a	n/a

Itheyibhile 3.5.5 Unyuselo-sikhundleni ngokwecandelo lomvuzo kwithuba le-1 Epreli ne-31 Matshi 2014

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi nge-31 Matshi 2013	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo kumanqanaba omvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Unyuselo ukuya kwenye inotshi kwinqanaba lomvuzo othile	Unyuselo ngenotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	235	7.61	2 243	72.66
	Abanezakhono (amanqanaba 3-5)	4 778	130	2.72	3 562	74.55
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	23 390	852	3.64	18 936	80.96
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 820	1 135	12.87	7 978	90.45
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	49	5	10.20	33	57.14
	Inani lilonke	40 124	2 357	5.87	32 747	81.61
Oolitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	896	4	0.45	231	25.78
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	22 109	807	3.65	18 183	82.24
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	8 623	1 126	13.06	7 832	90.83
	Inkonzo yabaphathi abakhulu(amanqanaba 13-16)	0	0	0.00	0	0.00
	Inani lilonke	31 628	1 973	6.12	26 246	82.98
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	3 087	235	7.61	2 243	72.66
	Abanezakhono (amanqanaba 3-5)	3 882	126	3.25	3 328	85.81
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1 281	45	3.51	753	58.78
	Abanezakhono eziphezulu zokusuphavayiza (amanqanaba 9-12)	197	9	4.57	146	74.11
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	49	5	10.20	33	57.14
	Inani lilonke	8 496	420	4.94	6 501	76.52

3.6. UBulungisa kweNgqesho (Employment Equity)

Ittheyibhile 3.6.1 Inani lilonke labasebenzi (kubandakanywa nabasebenzi abanokhubazeko) ngokweendidi zemisebenzi ezilandelayo nge-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (amanqanaba 14-16)	1	5	1	3	1	1	1	0	0	0	14
Inkonzo yabaphathi abakhulu (inqanaba 13)	3	11	1	7	5	7	0	4	0	0	38
Abaneziqinisekiso zemfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	134	657	10	308	82	175	7	101	0	1	1 475
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	596	3 753	34	981	1 431	5 121	48	2 302	3	9	14 278
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	1 223	2 631	16	632	3 986	7 746	52	3 045	74	35	19 440
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	612	2 026	3	111	400	1 929	1	163	31	16	5 292
Inani lilonke	2 569	9 083	65	2 042	5 905	14 979	109	5 616	108	61	40 537

Ittheyibhile 3.6.2 Inani lilonke labasebenzi (abanokhubazeko) kwicandelo ngalinye kula macandelo omsebenzi alandelayo nge-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	M	F	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	0		0	0	0	0	0	0	0	0
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	0	0	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavayiza, iiforimani neesupharintendenti (amanqanaba 8-10)	2	1	0	2	0	1	0	4	0	0	10
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	2	2	0	1	1	2	0	1	0	0	9
Abangenazakhono nabuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	2	3	0	1	1	3	0	0	0	0	10
Inani lilonke	6	6	0	4	2	6	0	5	0	0	29

Ittheyibhile 3.6.3 Ukugaya abasebenzi kwithuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indo-da	Ibhi-nqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	2	0	0	0	0	0	1	0	0	3
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	11	39	0	27	11	16	0	16	0	0	120
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti (amanqanaba 8-10)	47	742	5	110	233	1 031	2	238	0	0	2 408
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo (amanqanaba 4-7)	757	1 659	6	312	2 380	4 949	53	1 833	240	94	12 283
Abangenazakhono nobuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	462	1 661	6	149	571	2 130	2	375	139	63	5 558
Inani lilonke	1 277	4 103	17	598	3 195	8 126	57	2 463	379	157	20 372

Ittheyibhile 3.6.4 Unyuselo-sikhundleni ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indo-da	Ibhi-nqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	2	0	1	0	0	0	0	0	0	3
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	0	0	1	0	0	0	1	0	0	2
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	13	89	1	39	13	25	0	21	0	0	201
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti (amanqanaba 8-10)	77	419	3	80	239	605	8	200	0	0	1 631
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	21	54	0	1	31	112	0	38	1	0	258
Abangenazakhono nobuchule bakuthatha izigqibo ezithe gca (amanqanaba 1-3)	46	96	0	2	33	83	0	2	0	0	262
Inani lilonke	157	660	4	124	316	825	8	262	1	0	2 357

Itheyibhile 3.6.5 Ukuyeka emsebenzini kwithuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Abemi bamanye amazwe		Inani lilonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	1	0	0	0	0	1
Inkonzo yabaphathi abakhulu (inqanaba 13)	0	1	0	0	0	0	0	0	0	0	1
Abaneziqinisekiso zamabanga emfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	18	89	0	40	17	28	0	25	0	0	217
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti (amanqanaba 8-10)	66	920	8	160	307	1 300	6	378	0	0	3 145
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	733	1 666	4	301	2 316	4 804	43	1 715	261	101	11 944
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (amanqanaba 1-3)	376	1 421	6	97	329	1 602	2	190	113	52	4 188
Inani lilonke	1 193	4 097	18	598	2 969	7 735	51	2 308	374	153	19 496

Itheyibhile 3.6.6 Amanathelo ezoluleko ethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Inyathelo lezoluleko	Indoda				Ibhinqa				Inani lilonke
	ONTsundu	OweBala	UmNdiya	OMhlophe	ONTsundu	OweBala	UmNdiya	OMhlophe	
Ngazo zonke iintlobo	62	180	0	12	51	93	0	11	409

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amanqanaba omsebenzi	Indoda				Ibhinqa				Inani lilonke
	A	C	I	W	A	C	I	W	
Inkonzo yabaphathi abaphezulu (amanqanaba 14-16)	0	0	0	0	0	0	0	0	0
Inkonzo yabaphathi abakhulu (inqanaba 13)	3	0	0	0	0	0	0	0	3
Abaneziqinisekiso zemfundo neengcali ezinamava nabaphathi abakudidi oluphakathi (amanqanaba 11-12)	2 028	3 015	48	988	1 873	5 445	90	1 514	15 001
Abasebenzi abanezakhono zobugcisa nezemfundo, abaphathi abakwinqanaba elisezantsi, iisuphavyiza, iiforimani neesupharintendenti (amanqanaba 8-10)	25	161	0	151	159	485	0	0	981
Abanezakhono ezingephi nobuchule bokuthatha izigqibo besebenzisa ingqiqo yabo (amanqanaba 4-7)	10	27	0	2	50	127	0	61	277
Abangenazakhono nabuchule bokuthatha izigqibo ezithe gca (amanqanaba 1-3)	5	11	0	8	14	50	0	25	113
Inani lilonke ngokudityanisiweyo	2 071	3 214	48	1 149	2 096	6 107	90	1 600	16 375

Qaphela:
Akukho kungqinelana phakathi kwe- Organising Framework for Occupations (OFO) ekunike ingxelo ngayo kwii-SETA nakwiindidi zemisebenzi edweliswe ephantsi kwe- Code of Remuneration (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze- CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

3.7. Ukusayinwa kweeMvumelwano zeNtsebenzo ngamalungu eSMS

Onke amalungu eSMS makaqukumbele aze asayine iimvumelwano zentsebenzo engadlulanga kumgaqo-sikhokelo oqingqiweyo wexesha elithile. Ingcaciso ngokusayinwa kweemvumelwano zentsebenzo ngamalungu eSMS, izizathu zokungathobeli umgaqo-sikhokelo oqingqiweyo namanyathelo ezoluleko athathiweyo ayacaciswa apha.

Itheyibhile 3.7.1 Ukusayinwa kweeMvumelwano zeNtsebenzo ngamalungu eSMS, nge-31 Meyi 2013

Inqanaba leSMS	Inani lezikhundla zeSMS ezixhaswa ngemali ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leemvumelwano zentsebenzo ezisayiniweyo ngokwenqanaba ngalinye	Iimvumelwano zentsebenzo ezisayiniweyo njenge-% zamalungu zeSMS ngokwenqanaba ngalinye
Umlawuli-Jikelele/ iNtloko yeSebe leMfundo	1	1	1	2.12
Abakwicandelo lomvuzo 16, kodwa bengezizo ii-HOD	0	0	0	0.00
Inqanaba lomvuzo 15	4	4	4	8.52
Inqanaba lomvuzo 14	9	8	8	17.02
Inqanaba lomvuzo 13	36	34	34	72.34
Inani lilonke	50	47	47	100

Itheyibhile 3.7.2 Izizathu zokungazalisekiswa kweemvumelwano zeNtsebenzo zawo onke amalungu eSMS nge-31 Meyi 2013

Izizathu
n/a

Itheyibhile 3.7.3 Amanyathelo ezoluleko athathwe ngakumalungu eSMS

Izizathu
n/a

3.8. AmaBhaso okukhuthaza iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso okukhuthaza intsebenzo alandelayo, anikwe abasebenzi ngentsebenzo yabo ngethuba lika-2012/13, kodwa ahlawulwa kunyaka-mali ophantsi kwengqwalaselo kwakhona. Le ngcaciso inikwa ngokohlanga, isini kunye nokhubazeko (itheyibhile 3.8.1) namacandelo omvuzo (itheyibhile 3.8.2.).

Itheyibhile 3.8.1 Amabhaso okukhuthaza intsebenzo ngokohlanga, isini nokhubazeko ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Uhlanga nesini	Iprofayili yabasebenzisi beenkonzo			Iindleko	
	Inani labasebenzisi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kwiqela	Iindleko (R'000)	I-avareji yeendleko (R'000) kumsebenzisi ngamnye
ONtsundu	204	1 608	12.69	1 189	5.82
Indoda	75	764	9.82	376	5.01
Ibhinqa	129	844	15.28	813	6.30
OweBala	1 065	6 016	17.70	7 333	6.89
Indoda	366	2 594	14.11	2 464	6.73
Ibhinqa	699	3 422	20.43	4 869	6.97
UmNdiya	9	27	33.33	98	10.81
Indoda	3	11	27.27	49	16.40
Ibhinqa	6	16	37.50	48	8.07
OMhlophe	262	826	31.72	2 331	8.90
Indoda	40	170	23.53	355	8.87
Ibhinqa	222	656	33.84	1 977	8.90
Abasebenzi abanokhubazeko	3	19	15.79	22	7.20
Inani lilonke	1 545	40 124	3.85	10 981	7.11

Ittheyibhile 3.8.2 AmaBhaso okuKhuthaza iNtsebenzo ngokwecandelo lomvuzo ongaphantsi kwenqanaba leNkonzo yaBaphathi aBakhulu ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Amacandelo omvuzo	Iprofayile yabasebenzi beenkonzo			Iindleko		
	Inani labasebenzi beenkonzo	Inani lilonke labasebenzi kwiqela	I-% yenani lilonke kumacandelo omvuzo	Iindleko (R'000)	I-avareji yeendleko (R'000) kumsebenzi ngamnye	Iindleko njenge-% yenani lilonke lenkcitho yabasebenzi
Abasebenzi benkonzo karhulumente						
Abanezakhono ezisezantsi (amanqanaba 1-2)	269	3 087	9.00	1 030	3.83	0.32
Abanezakhono (amanqanaba 3-5)	800	3 882	21.00	4 714	5.89	0.66
Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	418	1 281	33.00	3 977	9.51	0.06
Abanezakhono eziphezulu zokusuphavyiza (9-12)	49	197	25.00	951	19.41	0.02
Inani lilonke	1 536	8 447	18.00	10 671	6.95	1.06

Ittheyibhile 3.8.3 AmaBhaso okuKhuthaza iNtsebenzo ngokomsebenzi obalulekileyo wethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

Umsebenzi obalulekileyo	IProfayile yabasebenzi beenkonzo			Iindleko	
	Inani labasebenzi beenkonzo	Inani labasebenzi	I-% yenani lilonke elenza lo msebenzi	Iindleko zizonke (R'000)	I-avareji yeendleko ngomsebenzi ngamnye
Inani lilonke	n/a	n/a	n/a	n/a	n/a

Ittheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), ngokwecandelo lomvuzo waBaphathi beeNkonzo zaBakhulu ngethuba le-1 Epreli 2013 ukuya kwi-31 Matshi 2014

AmaCandelo oMvuzo	IProfayile yaBasebenzi beeNkonzo			Iindleko		
	Inani labasebenzi beenkonzo	Inani labasebenzi	I-% yenani lilonke elenza lo msebenzi	Iindleko zizonke (R'000)	I-avareji yeendleko ngomsebenzi ngamnye	Iindleko njenge-% yenkcitho yabasebenzi epheleleyo
Inkonzo yabaphathi abakhulu A (inqanaba 13)	6	37	16.00	240	40.06	0.50
Inkonzo yabaphathi abakhulu beCandelo B (inqanaba 14)	0	7	0.00	0	0.00	0.00
Inkonzo yabaphathi abakhulu beCandelo C (inqanaba 15)	1	4	25.00	61	60.64	0.13
Inkonzo yabaphathi abakhulu beCandelo D (inqanaba 16)	0	1	0.00	0	0.00	0.00
Inani lilonke	7	49	14.00	301	43.00	0.63

Abasebenzi bamazwe angaphandle

Ezi theyibhile zilapha ngezantsi zishwankathela ukuqeshwa kwabasebenzi bamazwe angaphandle kwisebe lemfundo ngokwecandelo lomvuzo nomsebenzi ophambili owenziwayo.

Ittheyibhile 3.9.1 Abasebenzi bamazwe angaphandle ngokwecandelo lomvuzo kwithuba le-1 Epreli 2013 kuye kwi-31 Matshi 2014

Iqela labasebenzi	ICandelo loMvuzo	1 Epreli 2013		31 Matshi 2014		Itshintshi	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% kwiCandelo loMvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	2	1.00	3	2.00	1	0.00
	Abanezakhono (amanqanaba 3-5)	57	34.00	58	34.00	1	0.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	104	61.00	100	59.00	-4	400.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7	4.00	8	5.00	1	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	170	100.00	169	100.00	-1	100.00
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (amanqanaba 3-5)	55	33.00	55	34.00	0	0.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	103	62.00	99	61.00	-4	133.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7	4.00	8	5.00	1	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	165	100.00	162	100.00	-3	100.00
Abenkonzo karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	2	40.00	3	43.00	1	50.00
	Abanezakhono (amanqanaba 3-5)	2	40.00	3	43.00	1	50.00
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	1	20.00	1	14.00	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	0	0.00	0	0.00	0	0.00
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	5	100.00	7	100.00	2	100.00

Ittheyibhile 3.9.2 Abasebenzi bamazwe angaphandle ngokomsebenzi ophambili wethuba le-1 Epreli 2013 ne-31 Matshi 2014

Umsebenzi ophambili	01 Epreli 2013		31 Matshi 2014		Itshintshi	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yetshintshi
Abaqeqeshelwe umsebenzi	13	7.65	14	8.28	1	-100.00
AMagcisa naBaqeqeshiweyo abanxulumene nawo	1	0.59	1	0.59	0	0.00
Oomabhalane	1	0.59	1	0.59	0	0.00
Abasebenzi ngokubanzi (labourers) nabasebenzi abanxulumene nabo	155	91.18	153	90.53	-2	200.00
Inani lilonke	170	100.00	169	100.00	-1	100.00

3.9. Ukusetyenziswa kwekhefu

I-Public Service Commission iqaphele imfuno yokubekwa esweni ngobunono kwekhefu lokugula kwinkonzo karhulumente. Ezi theyibhile zilandelayo zibonisa ukusetyenziswa kwekhefu lokugula nekhefu lokukhubazeka. Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

Itheyibhile 3.10.1 Ikhefu lokugula lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku	Iintsuku ezikhatshwa yincwadi kagqirha	I-% yeentsuku ezikhatshwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-avareji yeentsuku ngomsebenzi (ogulayo) ngamnye	I-avareji yeentsuku kubo (bonke) abasebenzi	Iindleko eqikelelwayo (R'000) kwiintsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	18 255	15 779	86.44	2 038	7.18	9	6	5 045
	Abanezakhono (amanqanaba 3-5)	29 292	24 778	84.59	3 159	11.12	9	6	12 053
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	144 552	115 210	79.70	16 936	59.64	9	6	116 020
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	54 400	44 643	82.06	6 235	21.95	9	6	65 150
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	154	115	74.68	31	0.11	5	3	367
	Inani lilonke	246 653	200 525	81.30	28 399	100.00	9	6	198 635
Oofutshane	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	3 012	2 410	80.01	431	1.92	7	3	1 498
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	134 654	107 133	79.56	15 919	71.03	8	6	109 246
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	53 054	43 574	82.13	6 061	27.04	9	6	63 487
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	190 720	153 117	80.28	22 411	100.00	8	6	174 231
Abekkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	18 255	15 779	86.44	2 038	34.03	9	6	5 045
	Abanezakhono (amanqanaba 3-5)	26 280	22 368	85.11	2 728	45.56	10	7	10 555
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	9 898	8 077	81.60	1 017	16.98	10	8	6 774
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	1 346	1 069	79.42	174	2.91	8	7	1 663
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	154	115	74.68	31	0.52	5	3	367
	Inani lilonke	55 933	47 408	84.76	5 988	100.00	9	6	24 404

Ittheyibhile 3.10.2 Ikhefu lokukhubazeka (okungesosigxina nokusisigxina) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku	Iintsuku ezikhatshwa yincwadi kagqirha	I-% yeentsuku ezikhatshwa yincwadi likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani lilonke labasebenzi abasebenzisa ikhefu lokugula	I-averaji yeentsuku (zokugula) zomsebenzi ngamnye	I-avareji yeentsuku (zizonke) zomsebenzi ngamnye	Iindleko ezijikelelwayo (R'000) ngeentsuku eziyi-261
Bonke abasebenzi	Abanezakhono ezi-sezantsi (amanqanaba 1-2)	748	741	99.00	22	9.00	34	0	208
	Abanezakhono (amanqanaba 3-5)	956	955	100.00	30	12.00	32	0	383
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 960	3 945	100.00	133	53.00	30	0	3 168
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	2 297	2 291	100.00	65	26.00	35	0	2 702
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	100.00	0	0.00	0	0	0
	Inani lilonke	7 961	7 932	100.00	250	100.00	32	0	6 462
Ootitshala	Abanezakhono ezi-sezantsi (amanqanaba 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (amanqanaba 3-5)	28	28	100.00	3	2.00	9	0	15
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 395	3 381	100.00	121	64.00	28	0	2 728
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	2 286	2 280	100.00	64	34.00	36	0	2 697
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	5 709	5 689	100.00	188	100.00	30	0	5 429
Abentkonzo karhulumente	Abanezakhono ezi-sezantsi (amanqanaba 1-2)	748	741	99.00	22	35.00	34	0	208
	Abanezakhono (amanqanaba 3-5)	928	927	100.00	27	44.00	34	0	368
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	565	565	100.00	12	19.00	47	0	440
	Abanezakhono eziphezulu zokusuphavayiza (9-12)	11	11	100.00	1	2.00	11	0	16
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	2 252	2 243	100.00	62	100.00	36	0	1 033

Le theyibhile elapha ngezantsi inika isishwankathelo sokusetyenziswa kwekhefu lonyaka. Imvumelwano ngemivuzo eyagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 ifuna kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelwayo (accrued leave) lize lihlawulwe xa umsebenzi eyeka emsebenzini.

Itheyibhile 3.10.3 Ikhefu loNyaka (Annual Leave) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu ezithathiweyo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	23 422	12	2 015
	Abanezakhono (amanqanaba 3-5)	36 126	13	2 745
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	24 218	9	2 652
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	30 131	12	2 496
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 192	24	50
	Inani lilonke	115 089	12	9 958
Oofitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0
	Abanezakhono (amanqanaba 3-5)	27	2	12
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	3 888	2	1 580
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	25 030	11	2 287
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0
	Inani lilonke	28 945	7	3 879
Abenkono karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	23 422	12	2 015
	Abanezakhono (amanqanaba 3-5)	36 099	13	2 733
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	20 330	19	1 072
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	5 101	24	209
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	1 192	24	50
	Inani lilonke	86 144	14	6 079

Qaphela:
Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiselo enxulumene noofitshala obasezi-ofisini y-okulungela ikhefu lonyaka eliphakathi kweentsuku eziyi-22 neziyi-30 ngonyaka kusekelwe kwinani leminyaka besenkonzweni. Bonke oofitshala abakumaziko bathathwa njengokuba basekhefini xa iziko livallile.

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (Capped leave) lethuba le-1 Januwari 2013 kuye kwi-31 Disemba 2013

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo (capped leave) ukuza kutshi ga nge-24 Disemba 2012	Inani lilonke leentsuku zekhefu elihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo ukuza kutshi ga nge-24 Disemba 2013	Inani lilonke lekhefu elihlawulelwayo ukuza kutshi ga nge-24 Disemba 2013
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	24 933	1 807	49	37	641	24 933
	Abanezakhono (amanqanaba 3-5)	93 585	8 236	143	58	1 545	93 585
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	389 553	19 030	1 804	11	7 534	389 618
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	512 727	31 440	1 830	17	7 373	512 785
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 878	43	2	22	31	3 878
	Inani lilonke	1 024 677	60 556	3 828	16	17 124	1 024 799

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

Iqela	Icandelo lomvuzo	Inani lilonke leentsuku zekhefu elihlawulelwayo ukuza kuthi ga nge- 24 Disemba 2012	Inani lilonke leentsuku zekhefu elihlawulelwayo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	I-avareji yenani leentsuku ezithathiweyo ngumsebenzi ngamnye	Inani labasebenzi abafumene ikhefu elihlawulelwayo ukuza kuthi ga nge- 24 Disemba 2013	Inani lilonke lekhefu elihlawulelwayo ukuza kuthi ga nge- 24 Disemba 2013
Ootitshala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (amanqanaba 3-5)	1 647	611	17	36	27	1 647
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	335 522	16 957	1 724	10	6 614	335 587
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	505 204	31 106	1 821	17	7 265	505 262
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	842 373	48 674	3 562	14	13 906	842 496
Abenkono karhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	24 933	1 807	49	37	641	24 933
	Abanezakhono (amanqanaba 3-5)	91 938	7 625	126	61	1 518	91 938
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	54 031	2 073	80	26	920	54 031
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7 523	334	9	37	108	7 523
	Inkonzo yabaphathi abakhulu (amanqanaba 13-16)	3 878	43	2	22	31	3 878
	Inani lilonke	182 303	11 882	266	45	3 218	182 303

Le theyibhile ishwankathela iintlawulo ezenziwe kubasebenzi ngenxa yekhefu elalingakhange lisetyenziswe.

Ittheyibhile 3.10.5 iintlawulo zekhefu zethuba le-1 Epreli 2013 ne-31 Matshi 2014

Isizathu	Isixa sisonke (R'000)	Inani labasebenzi	I-avareji yentlawulo kumsebenzi ngamnye
Iintlawulo zekhefu ngo-2013/2014 ngenxa yekhefu elingakhange lisetyenziswe kumjikelo wangaphambili	0	0	0
Iintlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2013/2014	37 954	476	79 735
Iintlawulo zekhefu elihlawulwayo ekuphelisweni kwenkonzo ngo-2013/2014	721	109	6 615
Inani lilonke	38 675	*585	66 111
Inani eliyinxenye (net total) labasebenzi abayi-487 lifumene iintlawulo zekhefu – abayi-98 abasebenzi bafumene zombini iintlawulo zekhefu elihlawulelwayo neentlawulo zekhefu langoku (current leave pay-outs).			

3.11 I-HIV/AIDS & neeProgram yokuKhuthaza ezeMpilo

Ittheyibhile 3.11.1 Amanyathelo athathiweyo ukunciphisa ingozi yokusuleleka emsebenzini

Iiyunithi/ikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo athathiweyo ukunciphisa ingozi
Ootitshala nabasebenzi abancedisayo (abongikazi bezikolo, abasebenzi abacocayo, ootitshala abasezilabhoratri, oomabhalana bezobunjinieli noomabhalana bezikolo)	Ibrowsha eneenkqubo emazilandelwe malunga nobungozi bokusuleleka kwabasebenzi zizifo emsebenzini. Iziko lemfundo ngalinye linekomiti yezempilo nokhuseleko.

Ittheyibhile 3.11.2 linkcukacha zokuKhuthazwa kwezeMpilo neeProgram zeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
1. Ngaba isebe lemfundo linegosa leSMS elityunjelwe ukuqalisa imimiselo ebhalwe kwiCandelo VI leSahluko 1 seMimiselo yaBasebenzi beNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, chaza igama nesikhundla salo.			Umlawuli weCandelo loLawulo lweMicimbi yaBasebenzi ngoBuchule (Director: Strategic People Management)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze impilo qete yabasebenzi bakho? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	X		ISebe iWCED lineeprogram ezimbini ezithile ezinjongo zazo iyimpilo qete, o.k.t. kwiProgram yeZakhono zoBomi zeHIV/AIDS (Life Skills Orientation Programme) (LSOP) neHIV neAIDS eMsebenzini (HIV and AIDS in the Workplace) (HWP)). Ezi program zimbini ziyancedisana ngokuphathelele kuqeqesho nenkxaso (advocacy). IProgram yeMpilo Qete yaBasebenzi yeSebe iWCED inamagosa amathathu ajongene nale program kwinqanaba loMlawuli oNcedisayo, iPrakthishina yezoLawulo lweMicimbi yezaBasebenzi nelikaMabhalana weCandelo loLawulo lweMicimbi yezaBasebenzi (Human Resource Clerk level), ngokulandelelanayo. Ibhajethi = R1 794 580

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

Umbuzo	Ewe	Hayi	linkcukacha, ukuba ngu-ewe
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo Qete kuBasebenzi bakho? Ukuba kunjalo, bhala phantsi iingongoma/iinkonzo eziqaphelekayo zale program.	X		Le program inika inkxaso okokoko emalunga neemfuno zasengqondweni, ezeemvakalelo nendlela yokuphila yabasebenzi bethu. IYiprogram yokuLawula iMpilo Qete yaBasebenzi (<i>Employee Health and Wellness Management Programme</i>) egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, kuxinzelelo (<i>stress</i>), kulawulo lwezemali, kubudlelane, kwezomthetho, kwimibandela yosapho, ukusetyenziswa gwenxa kweziyobisi notywala kwanokucebisa abasengozini. Ezi nkonzo zenziwa ngababoneleli beenkonzo babucala ukuqinisekisa ukugcinwa kwemfihlelo. Injongo yezi ntsuku kukukhuthaza impilo eyiyo nokunika ulwazi malunga neenkonzo iSebe iWCED elibonelela ngazo kubasebenzi balo. Ngaphezulu, ukuKhuthazwa koLwazi ngezeMpilo kuqhubeka ngokuhambelana neentsuku eziphawulwe kwiKhalenda engeMpilo yeSebe lezeMpilo. ISebe leMfundo liqhubeke iintsuku zoKwazisa ngezeMpilo Qete yaBasebenzi (<i>Employee Health and Wellness Awareness Days</i>). Injongo yezi ntsuku kukukhuthaza indlela yokuphila esempilweni nokwazisa ngeenkonzo elizinkayo iSebe iWCED kubaqeshwa balo. Ukongeza apho, i-Health Promotion Awareness iqhubeka ngokweentsuku eziqatshelwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Ngaphezulu, iintsuku zoKwazisa ngokuKhuthazwa kwezeMpilo (<i>Health Promotion Awareness</i>) ziqhubeka ngokweentsuku ezibhalileyo kwiKhalenda yeMpilo yeSebe lezeMpilo. ISebe lisingethe iintsuku eziyi-16 zeMpilo Qete yaBasebenzi (<i>Health and Wellness Awareness Days</i>) yaye zidale ukubakho kolwazi ngokwenza amalungiselelo eeseshoni eziyi-10 zeprogram yempilo qete ekubonelelwa ngayo ngabasebenzi beSebe iWCED ngethuba lokunika ingxelo.
4. Ngaba isebe lemfundo liseke (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu VI E.5 (e) seSahluko 1 seMimiselo yeNkonzo kaRhulumente, ngo-2001? Ukuba kunjalo, kucelwa ukuba uchaze amagama amalungu ekomiti nawonebango (nowabanebango) abamele wona (bona).	X		UMlawuli weCandelo loLawulo lweMicimbi yezaBasebenzi ngoBuchule, uSekela Mlawuli (<i>Deputy Director</i>) ojongene noko kwanoMlawuli oNcedisayo (<i>Assistant Director</i>) balawula le program baze banike neengxelo zekota kwimibutho yabasebenzi ekwanika inkxaso kule program.
5. Ngaba isebe lemfundo liyihlaziyele imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azicaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/yeenkqubo ezihlaziyele.	X		ISebe iWCED lamisela (<i>adopted</i>) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo onikwa nguRhulumente wePhondo, oxhaswa ngumgaqo-nkqubo i-HIV&AIDS Transversal policy ne-Employee Health & Wellness Transversal framework.
6. Ngaba isebe lemfundo liqalise imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	X		ISebe iWCED lenza inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV ne-AIDS ithathwe ngayo. Imiba efana yodwa ngokumalunga ne-AIDS, umz. ukugcina ingcaciso eyimfihlelo, ukuchaza elubala, i-VCT, njl. njl. zikuMgaqo-nkqubo weHIV neAIDS weSebe iWCED yaye ukuhambelana mbo noku yinxenye yomsebenzi womphathi wecandelo.
7. Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso noVavanyo lweGazi ngokuZithandela (<i>Voluntary</i>)? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo?	x		Inkqubo yeNgcebiso noVavanyo lweHIV (<i>HIV Counselling and Testing</i>) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (<i>Health and Wellness Awareness Days</i>). Uthatho-nxaxheba kwi-HCT kukwi-avareji engu-40% yabo bayayo kwiNtsuku zoKwazisa aBasebenzi ngeMpilo Qete (<i>Awareness Days</i>). ISebe lazisa kwiNgcaciso eMfutshane yeCandelo loLawulo lweMicimbi yaBasebenzi 6 ka- 2012 iphulo leNational HIV Counselling ngenjongo yokukhuthaza bonke abasebenzi beSebe iWCED baye kuvavanyo lwe-HIV nokunikwa iingcebiso ngokuzithandela. Izintlu zomboneleli-nkonzo yeHCT, neTransversal HCT Screening Calendar zaziqhotyoshelwe kule ngcaciso imfutshane. Bonke abaphathi abakhulu neeNtloko zamaziko emfundo bachelwa ukuba bathathe inxaxheba kwiNational HIV Counselling campaign.
8. Ingaba isebe liqulunqe amanyathelo/izalathi-nkqubela ukubeka esweni nokuhlola ifuthe layo kwiiprogram zokukhuthaza impilo qete? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi-nkqubela?	x		Iingxelo yaqho ngenyanga nangekota zifunyanwa kumboneleli-nkonzo wempilo neMpilo Qete yaBasebenzi ecacisa ukusetyenziswa kweenkonzo ezibonelelwayo.
<p>Qaphela:</p> <p>ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme iSebe iWCED eyinxalenye yayo. Lo mkhomba-ndlela omalunga nezi zinto/nkonzo zibalulekileyo zilandelayo:</p> <p>Imfundo nokunika ulwazi kwindawo yokusebenzela</p> <p>Ukwenziwa kwe-odithi ngezeHIV/AIDS emsebenzini ukuqaphela iimfuno zeziseko (<i>infrastructural needs</i>), umz. likhithi zoNcedo lokuQala liprogram zothintelo, umz. ukusasazwa kweekhondom</p> <p>Ukukhuthaza amanyathelo othintelo kwiilabathi liphela, umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakelelo</p> <p>INgcebiso nokuVavanywa kweGazi ngokuZithandela</p> <p>Ukukhuthaza ukunika inkxaso kubasebenzi abasuleleke yiHIV/AIDS</p> <p>I-DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neMpilo qete yaBasebenzi (<i>Employee Health and Wellness Strategic Framework</i>) ugxininisa ukungqinelana umalunga noLawulo lweHIV/AIDS neThibhi okukhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile:</p> <p>Ukwethisa amandla eHIV ne-AIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika inkxaso</p> <p>Ukuqalisa iprogram yeMpilo Qete yaBasebenzi noSuku lweMpilo Qete kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo;</p> <p>Ukuqaliswa kweprogram yokuFundisana kooNtanga (<i>Peer Educator</i>) yabasebenzi, kujoliswe kwiindlela zokuziphatha eziyingozi</p> <p>Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango nangamaziko abonelela ngezempilo esisiseko.</p>			

3.12 EzoBudlelane eMsebenzini

Ittheyibhile 3.12.1 Iimvumelano phakathi komqeshi nomqeshwa ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Inani lilonke leemvumelwano phakathi komqeshi nomqeshwa	Aziko
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Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko ezaqhutywa ngaphakathi kwisebe lemfundo kulo nyaka ophantsi kwengqwalaselo kwakhona.

Ittheyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko ezaqhutywayo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iziphumo zeengxoxo zoluleko	Inani	I-% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	7	1.00
Isilumkiso esenziwa ngomlomo	1	0.15
Isilumkiso esenziwa ngencwadi ebhaliweyo	7	1.00
Isilumkiso sokugqibela esenziwa ngencwadi ebhaliweyo	314	45.30
Ukunqunyanyiswa emsebenzini ngaphandle komvuzo	51	7.50
Isahlwayo sefayini	229	33.00
Ukuhliselwa esikhundleni	1	0.15
Ukugxothwa/ukuziyekela emsebenzini	46	6.60
Ukugwetyelwa	23	3.30
Ityala lirhoxisiwe	14	2.00
Inani lilonke	693	100.00

Ittheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ubusela, ukunyoba, ubuqhetseba okanye isenzo sobuqhophololo ngokumalunga noviwo	1	0.20
Ukuxhaphaza umfundi ngezondo	9	2.20
Ukungathobeli okanye ukwaphula umthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	3	0.70
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	13	3.10
Ukudlela indlela ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	2	0.40
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekizwa ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	1	0.20
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	20	4.80
Ukungabikho emsebenzini	49	11.90
Ucalulo	2	0.40
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	7	1.70
Ngexa esemsebenzini, uphantsi kweempembelelo okanye usebenzisa iziyobisi emsebenzini	5	1.20
Ukuziphatha ngokungafanelekanga, ngokulhlazo okanye ngokungamkelekanga	70	17.10
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	160	39.10
Ukuzibandakanya kuqhankqalazo lwezomsebenzi olungekho mthethweni	19	4.60
Ukwaphula umthetho wemveli okanye woburhulumente (ngobusela, ngenkohliso nangobuqhophololo)	22	5.30
Ukunganyaniseki	13	3.10
Ukunyamalala emsebenzini	13	3.10
INANI LILONKE	409	100.00

Ittheyibhile 3.12.4 Izikhalazo ezingenisweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Izikhalazo ezingenisweyo	Inani	I-% yenani lilonke
Inani lezikhalazo ezisonjululweyo	302	69.30
Inani lezikhalazo ezingasonjululwanga	134	130.70
Inani lilonke lezikhalazo ezingenisweyo	436	100.00

Ittheyibhile 3.12.5 Iimbambano ezingeniswe kumaBhunga ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iimbambano ezingeniswe kumaBhunga	Inani	i-% yenani lilonke
Inani leembambano apho baye bagwetyelwa	45	36.00
Inani leembambano ezichithiweyo	80	64.00
Inani lilonke leembambano ezingenisweyo	125	100.00

Ittheyibhile 3.12.6 Iintshukumo zogwayimbo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iintshukumo zogwayimbo	Inani
Inani lilonke leentsuku zomsebenzi abaphulukene nazo	1 599
Inani lilonke leendleko (R'000) zomsebenzi abaphulukene nazo	703
Isixa (R'000) esifunyeke ngenxa yomqathango ocacisa ukuba wangasebenzi wangahlawulwa (no work no pay)	703

Ittheyibhile 3.12.7 Unqunyanyiso njengenyathelo lothintelo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Unqunyanyiso njengenyathelo lothintelo	Inani
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo	8
Inani lootiishala abanqunyanyisiweyo	7
Inani labasebenzi benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-30.	7
Inani lootiishala benkonzo karhulumente abanqunyanyisiweyo iintsuku ezigqithileyo ku-90.	3
Inani leentsuku eliyi-avareji labanqunyanyisiweyo.	131
Iindleko (R'000) zonqunyanyiso	878

3.13 Uphuhliso lwezakhono

Eli candelo licacisa ngeenzame zesebe lemfundo ezimalunga nophuhliso lwezakhono.

Ittheyibhile 3.13.1 Iimfuno zoqeqesho eziqatshelweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-1 Epreli 2013	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abenzi-mithetho, amagosa aphezulu nabaphathi	Ibhinqa	1 572	0	1 553	0	1 553
	Indoda	2 414	0	2 075	0	2 075
Abaqeqeshiweyo	Ibhinqa	20 037	0	10 048	0	10 048
	Indoda	8 204	0	5 836	0	5 836
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	321	0	1	0	1
	Indoda	238	0	0	0	0
Oomabhalana	Ibhinqa	1 922	0	1 812	0	1 812
	Indoda	267	0	941	0	941
Abasebenzi abenza iinkonzo nabasebenzi bezentengiso	Ibhinqa	5	0	347	0	347
	Indoda	18	0	833	0	833
Abasebenzi abanobuchule bokulima noshishino lweenflanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0

Ingxelo yoNyaka yoNyaka-mali ka-2013/14
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Iindidi zamakhondo omsebenzi	Isini	Inani labaqeshwa ukususela nge-1 Epreli 2013	Iimfuno zoqeqesho eziqatshelweyo ekuqaleni kwethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abasebenzi bobugcisa bezandla nemisebenzi yobugcisa bezandla enxulumene nayo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibani boomatshini	Ibhinqa	0	0	0	0	0
	Indoda	21	0	1	0	1
Abasebenzi nabasebenzi abanxulumene nabo	Ibhinqa	2 368	0	373	0	373
	Indoda	2 737	0	482	0	482
Amakhondo omsebenzi ezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Inani lilonke elincinane	Ibhinqa	26 225	0	14 134	0	14 134
	Indoda	13 899	0	10 168	0	10 168
<i>Inani elincinane</i>		40 124	0	24 302	0	24 302
Abasebenzi abanokhubazeko	Ibhinqa	14	0	0	0	0
	Indoda	18	0	0	0	0

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

Itheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iindidi zamakhondo omsebenzi	Isini	Inani labasebenzi ukususela nge-31 Matshi 2013	Uqeqesho ekubonelelwe ngalo ngethuba lokunika ingxelo			
			Iinkqubo zoqhelaniso-msebenzi	Iiprogram zokuxhobisa ngezakhono kunye nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abenzi-mithetho, amagosa nabaphathi abakhulu	Ibhinqa	1 572	0	1 663	0	1 663
	Indoda	2 414	0	1 122	0	1 122
Abaqeqeshiweyo	Ibhinqa	20 037	0	7 047	0	7 047
	Indoda	8 204	0	4 392	0	4 392
Amagcisa nabaqeqeshiweyo abanxulumene nabo	Ibhinqa	321	0	1	0	1
	Indoda	238	0	0	0	0
Oomabhalana	Ibhinqa	1 922	0	730	0	730
	Indoda	267	0	384	0	384
Abasebenzi abenza iinkonzo kunye nabasebenzi bezentengiso	Ibhinqa	5	0	0	0	0
	Indoda	18	0	0	0	0
Abasebenzi abanezakhono zalimo noshishino lweentlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa besandla nabasebenzi abanxulumene nabo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibani boomatshini	Ibhinqa	0	0	0	0	0
	Indoda	21	0	1	0	1
Abasebenzi kunye nabasebenzi abanxulumene nabo	Ibhinqa	2 368	0	102	0	102
	Indoda	2 737	0	118	0	118
Imisebenzi yabanezakhono ezisezantsi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Inani lilonke elincinane	Ibhinqa	26 225	0	9 543	0	9 543
	Indoda	13 899	0	6 017	0	6 017
<i>Inani lilonke</i>		40 124	0	15 560	0	15 560
Abasebenzi abanokhubazeko	Ibhinqa	14	0	0	0	0
	Indoda	18	0	0	0	0

3.14 Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zibonelela ngengcaciso esisiseko malunga nokwenzakala emsebenzini.

Ittheyibhile 3.14.1 Ukwenzakala emsebenzini ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela labasebenzi	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
BONKE ABASEBENZI	Ababefuna unyango oluqhelekileyo kuphela	101	80.00
	Ukwenzakala emqolo	13	12.87
	Unyawo/iqatha	16	15.84
	Isihlahla/Igxalaba/Ingalo/Umnwe	31	30.69
	Impumlo /Imehlo	3	2.97
	Intamo/Intloko	5	4.95
	Umenzakalo edolweni /emlenzeni	25	24.75
	Iingqaqambo ezimbanjeni /Ukubethwa ufe isiqaa	6	5.94
	Amanxeba okutsha/kwisikhumba	2	1.98
	Ukhubazeko ngokudityanisiweyo lwethutyana	25	20.00
	Umenzakalo emqolo	1	0.99
	Unyawo	6	5.94
	Isihlahla/Igxalaba/Ingalo/ Umnwe	4	3.96
	Imehlo	5	4.95
	Intamo/Intloko	4	3.96
	Umenzakalo wedolo/umenzakalo womlenze	4	3.96
	Ukurhawuka kweenwele	1	0.99
	Ukhubazeko olusisigxina	0	0.00
	Ukusweleka	0	0.00
	Ukusweleka	0	0.00
	Inani lilonke	126	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.31
Oofishala	Ababefune ingqwalaselo yonyango kuphela	56	84.00
	Umenzakalo emqolo	5	8.93
	Unyawo	14	25.00
	Isihlahla/Igxalaba/Ingalo/Umnwe	13	23.21
	Impumlo /Imehlo	2	3.57
	Intamo/Intloko	2	3.57
	Umenzakalo edolweni/ umenzakalo emlenzeni	13	23.21
	Iingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	5	8.93
	Amanxeba okutsha/amanxeba asesikhumbeni	2	3.57
	Ukhubazeko ngokudityanisiweyo lwethutyana	11	16.00
	Umenzakalo emqolo	0	0.00
	Unyawo	3	27.27
	Isihlahla/Igxalaba/Ingalo/Umnwe	3	27.27
	Impumlo /Imehlo	0	0.00
	Intamo/Intloko	2	18.18
	Umenzakalo edolweni/ umenzakalo emlenzeni	3	27.27
	Inani lilonke	67	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.17
Abasebenzi benkonzo karhulumente	Ababefune unyango oluqhelekileyo kuphela	45	75.00
	Umenzakalo emqolo	8	17.78
	Unyawo	2	4.44
	Isihlahla/Igxalaba/Ingalo/Umnwe	18	40.00
	Imehlo	1	2.22
	Intamo/Intloko	3	6.67
	Umenzakalo edolweni/umenzakalo emlenzeni	12	26.67
	Iingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	1	2.22
	Ukhubazeko lwethutyana xa lulonke	14	25.00
	Umenzakalo emqolo	1	7.14
	Unyawo	3	21.43
	Isihlahla/Igxalaba/Ingalo/Umnwe	1	7.14
	Imehlo	5	35.71
	Intamo/Intloko	2	14.29
	Umenzakalo edolweni/umenzakalo emlenzeni	1	7.14
	Iingqaqambo ezimbanjeni/ Ukubethwa emzimbeni /ukufa isiqaa	1	7.14
	Inani lilonke	59	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.15

3.15 Ukusetyenziswa kwaBacebisi (Consultants)

Ezi theyibhile zilandelayo zinika ingcaciso malunga nokusetyenziswa kwabacebisi (consultants) kwisebe lemfundo. Ngokoxwebhu lweMimiselo yeNkonzo kaRhulumente (Public Service Regulations) “umcebisi” (consultant), oko kuthetha umntu okanye umntu wasemthethweni (natural or juristic person) okanye ubulingane (partnership) onika imimiselo yemvumelwano yengqesho ethile ejongene ngokwenjongo ethile (an ad hoc basis) ngayo nayiphi na enye yezi nkonzo zoqeqesho zilandelayo kwisebe lemfundo aze afumane intlawulo esuka kuye nawo nawuphi na kwaba vimba:

- (a) Ukubonelelwa ngengcebiso yobungcali;
- (b) Ukudraftwa kweephrozali zokwenziwa kwemisebenzi ethile; kunye
- (c) nokwenziwa komsebenzi othile wobugcisa okanye ofuna ukusetyenziswa kwengqondo, kodwa kungabandakanywa mqeshwa wesebe lemfundo.

Ittheyibhile 3.15.1 Ingxelo ngokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali ezabiweyo kweithuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi leyo	Ithuba (lintsuku zokusebenza)	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Inani lilonke leprojekthi	Inani labacebisi ngabanye	Ithuba lilonke leentsuku zokusebenza	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Ittheyibhile 3.15.2 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabiweyo, ngokwe-Historically Disadvantaged Individuals (HDIs) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

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

Ittheyibhile 3.15.3 Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Itayitile yeProjekthi	Inani lilonke labacebisi ababesebenze kwiprojekthi leyo	Ithuba (lintsuku zokusebenza)	Ixabiso lekhontrakhi ngokweeRandi
n/a	0	0	0

Inani lilonke leprojekthi	Inani lilonke labacebisi	Ithuba lilonke leentsuku zokusebenza	Ixabiso lekhontrakhi lilonke ngokweeRandi

Ittheyibhile 3.15.4 Ukucazululwa kokuqeshwa kwabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokwe-Historically Disadvantaged Individuals (HDIs) ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

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

3.16 IiPhakheji zokuYeka koMsebenzi eMsebenzini ngokuZithandela (Severance Packages)

Ittheyibhile 3.16.1 Ukukhutshwa kweephakheji zokuziyekela kwabasebenzi emsebenzini ngokuzithandela ngethuba le-1 Epreli 2013 ne-31 Matshi 2014

Iqela-labasebenzi	Icandelo lomvuzo	Inani leephakheji ezimiseliweyo
Bonke abasebenzi	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
Oofishala	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	4
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	7
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	11
ABenkonzo kaRhulumente	Abanezakhono ezisezantsi (amanqanaba 1-2)	0
	Abanezakhono (amanqanaba 3-5)	0
	Isiveliso sabanezakhono eziphezulu (amanqanaba 6-8)	0
	Abanezakhono eziphezulu zokusuphavyiza (9-12)	0
	Inkonzo yabaphathi abakhulu beCandelo A	0
	Inkonzo yabaphathi abakhulu beCandelo B	0
	Inkonzo yabaphathi abakhulu beCandelo C	0
	Inkonzo yabaphathi abakhulu beCandelo D	0
	Inani lilonke	0