



ICandelo A
Ingcaciso ngokubanzi

1. INgcaciso ngokubanzi yeSebe leMfundo leNtshona Koloni (WCED)

ISebe leMfundo leNtshona Koloni (WCED) lithwele uxanduva lwezemfundo kwizikolo zikarhulumente kwiphondo, ukususela kwiBanga R ukuya kwiBanga le-12. ISebe iWCED lisebenza kwiZithili zeMfundo ezisibhozo ezinoNdlunkulu oseKapa.

Indawo	Idilesi yeposi	Ifofoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central	Private Bag X4, Mowbray, 7705	021 514 6700	021 514 6953
Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	086 556 9519
Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South	Private Bag X2, Mitchells Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 4600	023 347 2898
Eden & Central Karoo	Private Bag X3102, Worcester, 6530	044 803 8300	044 873 3428
Overberg	Private Bag X08, Caledon, 7230	028 214 7300	028 214 7400
West Coast	Private Bag X3026, Paarl, 7620	021 860 1200	021 872 5394

AmaZiko eeFoni esebe iWCED:

Imibuzo malunga nezaBasebenzi nezeMali: 0861 923 322; izikolo eziKhuselekielyo (Safe Schools): 0800 45 46 47

Iwebhusayithi: WCED Online <http://wced.school.za>

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

Twitter (micro-blogging)

WCEDnews <http://twitter.com/wcednews> (ngee-tweet ezingendaba ezinxulumene nemfundo); WCEDlearn <http://twitter.com/wcedlearn> (ngee-tweet ezinxulumene nemfundo)

Tumblr (blog)

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

Posterous (blog)

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

2. Uluhlu lwezifinyezo/lwezishunqulelo

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

3. IMbulambethe eyenziwa nguMphathiswa

Ukususela oko ndaqeshwa kwesi sikhundla kwithuba elingaphezu konyaka elidlulileyo, eli ibilithuba elinemingeni kakhulu, kodwa likwanika umdla kananjalo, lizaliswe kukucamngca, izinto ezintsha nophuhliso.

Ndikonwabele kakhulu ukusebenzela iSebe leMfundo leNtshona Koloni ekuphuculeni iziphumo zemfundo kweli Phondo. Ndiyazingca malunga noko siye sakufumana sikunye, yaye ndisajonge enkalweni koko sisafuna ukukufezekisa.

Ukususela ngo-2009-2014, uRhulumente weNtshona Koloni ubeke isiseko sophuculo olungqingqwa lwendlela abaqhuba ngayo abafundi kunye nomgangatho wabo ngokwasesikolweni. Yinto eyaziwa ngumntu wonke eyokuba inkqubo yabafundi kulwimi, imathematika kunye neSatifikethi seMatrikhi sikaZwelonke (NSC) iye iphucuka ngokuhamba kweli thuba, yaye yonyukile ireyithi yokugcinwa kwabafundi esikolweni, lancipha inani lezikolo eziqhuba kakubi, ukuphucuka kwemisebenzi yolawulo yaye zininzi ngeyona ndlela izikolo eziye zatshintshiswa ngezinye okanye zakhiwa.

Isizathu sokuphucula okunjalo ezikolweni zethu xa zizonke yimiba ngemiba - ebekwe kwisiCwangciso sokuSebenza sika-2009, esinenjongo ephangaleleyo yokunika bonke abafundi beli phondo imfundo esemgangathweni, sicwangciso eso sisiseko sombono wethu wendawo enamathuba avuleleke kumntu wonke.

Kodwa kuya kusiba nzima nangakumbi, kule meko yangoku ngokwasemalini. Sijamelene nobunzima obuya bukhula ngokwasemalini, buxutywe namanani abafundi onyuka minyaka le. Kufuneka senze ngakumbi sisebenzisa imali eya incipha ngokuncipha. Besigqwesa kulawulo lwethu lwemali, yaye ndingathanda ukuncoma bonke abo beSebe bathe bancedisa kule nto, bekhokelwa nguSG, uPenny Vinjevold, noCFO, uLeon Ely. Le nto isenze sakwazi ukuqesha iititshala ezintsha ezingaphezu kwama-700 kulo nyaka-mali.

Njengorhulumente othatha uxanduva okwaziyo ukujongana nemiba, siye sahlaziya iinjongo esizibeke ngo-2009, nto leyo iye yanesiphumo sokwenziwa kwesiCwangciso sokuSebenza sethu esitsha.

Ngo-2015/216 siphinde sazibophelela ekuchitheni imali kwiiprojekthi, izixhobo nabantu abaya kunika bonke abafundi beli phondo imfundo esemgangathweni.

Kulo nyaka siza kuba sisazisa amaphulo amatsha amaninzi, onke angqamene ngqo nezalathisi zempumelelo yethu ezibekwe kwisiCwangciso sokuSebenza sethu, zinto ezo ezizezi:

1. Ukuphucula umgangatho kulwimi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke (iNSC), kunye
3. Nokunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu.

Siyathemba ukuba ukusetyenziswa kwendlela yethu ye-e-learning kuya kuncedisa ekufezekisweni kwezi njongo, kuqala ngokuqhagamshela izikolo zokuqala kwiWAN neLAN ngonyaka-mali ka-2015/16. Ngokuhambelana nendlela yethu ejongene nabahluphekayo, siza kuqala ngezona zikolo zihluphekileyo.

Sikwathanda ukubona ukhuphiswano olukhulu phakathi kwezikolo ukwenzela ukuphemebelela uphuculo.

Eyona njongo yethu iphambili kukunika bonke abafundi beli phondo imfundo esemgangathweni, sijolise kakhulu kwiindawo ezihlupheke kakhulu. Le nto iyabonakala kuko konke esikwenzayo nesiya kuqhuba sikwenza.

Sizingca ngokukodwa ngamaphulo ngamaphulo esiwenzileyo okuncedisana nabafundi nezikolo zethu ezihlupheke kakhulu. Ezinye izinto eziphambili ziquka ukwandiswa kwenkqubo yokutyiswa kwabantwana ezikolweni ukuze iquke izidlo ezibini ezisempilweni ngosuku, sityisa ngaphezu kwabafundi abangama-457 000 abasuka kwizikolo ezili-1028; ukunyuswa kwenkxaso yemali kwizikolo ezibhatalisayo ezifundisa abantwana beendawo ezingezozazityebi noko; ukubhatalwa kwemali engaphezu kwezigidi ezingama-R44 kwimali yembuyekazo yokunceda izikolo ngokunciphisa eminye yemingeni ezithi zijamelane nayo ngenxa yokungabhatalwa kweefizi zesikolo.

ISebe iWCED likwaqhuba nokuxhasa izikolo ezingamakhulu amabini aneshumi elinesithandathu (216) ekubhatalwa iifizi kuzo, ezanceda iindawo zoluntu oluhluphekayo, zikolo ezo zikhethe ukuba zizikolo ezihazibhataliyo iifizi xa bezinikwa ithuba lokwenza oko ngonyaka wesikolo ka-2014. ISebe iWCED likwaqhuba nokunceda abafundi abangaphezu kwama-50 000 abakwiindawo zasemaphandleni ezihlupheka kakhulu ukuba bakwazi ukusiwa babuyiswe esikolweni ngokuthi banikwe izithuthi zabafundi.

Kulo nyaka uphelileyo silinge ukusebenzisa ukuHlolwa okuSekelwe ekuKwazini ukwenza (iiCompetency Based Assessment) kuluhlu lwabagqatswa abachongelwe izithuba zobunqununu ukwenzela ukuqinisekisa ukuba kuqeshwa abona bagqatswa bafanelekileyo, kwanokuba kuchongwe iimfuno zabo zoqeqesho. Kulo nyaka, iSebe iWCED lijonge ukwandisa ukuHlolwa okuSekelwe ekuKwazini ukwenza ukwenzela ukuqeshwa kwamaSekela eeNqununu kunye neeNtloko zamaCandelo eziFundo (HODs). Ezi mvavanyo zibonakalise ukuba luncedo kakhulu kubo bonke abo bebandakanyeka kuzo.

ISebe iWCED lisaqhuba nokuphucula iindlela zalo yaye ukuvavanyelwa ukukorekisha (competency tests) kwabakorekishi ibe yenye yezinto ezintsha eziqaliswe ngo-2011 ukwenzela ukuphucula umgangatho wokukorekisha kwiimviwo zeNSC. Ezi mvavanyo zokukorekisha zenzelwa ukuhlola ulwazi lwesifundo lukatitshala/igosa lesifundo, izakhono zokukorekisha kunye nezakhono zokwenziwa nokusetyenziswa kwememorandam. Le ndlela inamacandelo amathathu yiyo esetyenzisiweyo kule minyaka mine idlulileyo yaye inika isiseko esihle sokukhetha abakorekishi abafanelekileyo. Ngo-2014, ukuvavanyelwa ukukorekisha kwenziwe kwizifundo ezili-11, ebeziquka zonke ezo zango-2013, ngokunjalo neEnglish Home Language eye yafakwa okokuqala ngo-2014.

Ndinebhongo lokwazisa ukuba iNtshona Koloni ishiyeke ikuphela kwephondo elikwaziyo ukuvavanyela ukukorekisha okulolu hlobo, ikwenza kumaqela olawulo lwesikolo ngokunjalo nakubakorekishi beNSC.

Umgangatho nokuba noxanduva zezona zinto ziphambili zokuqinisekisa uphuculo oluQhubekayo esikolweni. Abaphathi bezithili (ooDistrict Director) bethu nabo bawamkele ngenene lo mbono yaye baye benza kakuhle kakhulu, apho isithili ngasinye kwizithili zethu ezisibhozo siye safumana izinga lempumelelo elingu-80% nangaphezulu kwiNSC ka-2014, yaza iWest Coast neOverberg zaba zezona zithili zi-5 zigqwesileyo apha elizweni! Sithi huntshu kuni nonke! Siye saba buhlungu kakhulu kukushiywa kwethu nguMphathi (uDirector) wethu weMETro East, uMelvyn Caroline, ngesiqophe emva kwengulo emfutshane. Siya kuhlala simkhumbula.

Iyandivuyisa imitsi esele siyenzile kwimfundo kweli Phondo. Ndikwavuyiswa kakhulu ngumbono wemfundo waseNtshona Koloni wale minyaka mine izayo. Andiyithandabuzi into yokuba ungenelelo esiza nalo luya kuziphucula iziphumo zabafundi kunye namathuba avuleleke kubantu bethu abatsha, ngakumbi ngokubambisana namanye amasebe sisebenza kunye kwiNkqubo zePhondo eCwangciswa ngobuChule 2 (Strategic Goal 2).

Sisajonge phambili ekwenzeni iMfundo 'Ngcono siKunye', siphucula iziphumo zemfundo kunye nemfundo kule minyaka izayo. Sisonke sinakho ukuqinisekisa ukuba uyafezekiswa umbono wethu wendawo yoluntu enamathuba avulelekileyo.



Debbie Schäfer
UMphathiswa weMfundo wePhondo
URhulumente weNtshona Koloni

4. iNgxelo yeGosa loCwangciso-mali

Isishwankathelo semisebenzi yesebe:

Ngo-2009 iSebe iWCED lenze laze lapapasha isicwangciso salo semiNyaka emiHlanu semfundo yaseNtshona Koloni. Kunyaka ngamnye ukususela ngo-2009 sinike ingxelo yenkqubela ezinzileyo kweso sicwangciso. Kule ngxelo yokugqibela yesicwangciso seminyaka emihlanu, sibonisa iimpumelelo zonyaka-mali ka-2014/15.

Le miba ilandelayo iye yachaphazela umsebenzi wethu ngo-2014/15: ukunyuka okukhulu kwamanani abafundi; ibhajethi eshokoxekileyo; iimeko zentlalo noqoqosho ezichaphazela ngeyona ndlela amathuba okuba abantwana abaninzi bafunde. Ezi zinto kufuneka zijongwe xa kufundwa iNgxelo yoNyaka ka-2014/15.

iNgxelo yoNyaka ibekwe ngokweeprogram ezilithoba zebhajethi zawo onke amasebe emfundo ephondo. Kwiprogram nganye sinika ingxelo yenkqubela ka-2014/2015. Sikwaxela imiba apho iSebe iWCED belinokwenza ngcono nalapho belifanele ukwenza ngcono.

KwiProgram 2 ukuya ku-7 sinika ingxelo yobhaliso lomfundi kuhlobo ngalunye lwamaziko amathandathu axhaswa ngemali aze anikwe inkxaso yeSebe iWCED: iziphumo zohlolo lwangaphandle zabafundi bala maziko kunye neentlobo ngeentlobo zenkxaso enikwa abafundi, iititshala nabaphathi bala maziko.

IProgram 2 - Izikolo zikarhulumente eziqhelekileyo

IProgram 3 - Izikolo ezizimeleyo

IProgram 4 - Izikolo ezineeMfundo eziZodwa zeMfundo

IProgram 5 - iKholeji zeFET

IProgram 6 - AmaZiko eMfundo yabaDala

IProgram 7 - UPuhliso lweMfundo yabasaQalayo

Ezi program zintandathu zilapha ngentla zixhomekeke kulawulo olusebenzayo nolufanelekileyo ukuze ziphumelele, ngakumbi xa sijonga ukunyuka kwenani labafundi ababhalisayo kunye nokushokoxeka kwebhajethi. Iinzame zeSebe iWCED ngokunxulumene nolawulo oluphuculweyo zixelwa kwi**Program 1**. iNgxelo yale program ibonisa ukuba ibhajethi ichithwe ngokwendlela ebekucwangciswe ngayo yaye kuthathwe amanyathelo afanelekileyo ukunika izikolo nootitshala iinkonzo ezibalungiselelayo, ezibasebenzelayo nezibafaneleyo. Le nto ibifuna ucwangciso olunobunono; idatha ethembekileyo; ukukhethwa kwemigaqo-nkqubo esekelwe ngokusekelwe kubungqina; abasebenzi abazimiseleyo nabathatha uxanduva kwanokubekwa esweni nokuhlolwa okuQhubekayo.

Ukunyuka kwamanani abafundi kunye nemeko yokuba ndala kwezakhiwo zezikolo zizinto ezikhokelele ekunyukeni kakhulu kwebhajethi yamagumbi okufundela nezikolo ezitsha kwanokulungiswa kwezi zakhiwo sele zikho. **IProgram 8** icacisa amanyathelo athathiweyo ukuphucula imeko abasebenzela kuyo ootitshala nabantwana bethu.

Ukuze siqonde ukuba abantwana bethu banenkqubela abayenzayo na ekufundeni - owona mba esingawo - iSebe iWCED lisebenzisa uluhlu olwahlukeneyo lweethagethi zokuhlola, ulinganiso kunye nezixhobo zasesikolweni nezangaphandle. **IProgram 9** icacisa iimviwo neemvavanyo zangaphandle eziqhutywa liSebe iWCED.

ISebe iWCED lizamela ukunyusa ukubhaliswa nokugcinwa kwabafundi basesikolweni nabamaziko emfundo ephakamileyo bekwinkqubo zezemfundo ezifanelekileyo. Impumelelo yethu ekugcineni abafundi bekumaziko emfundi iyabonakala kule ngxelo.

Owona mngeni wethu mkhulu usekuqinisekiseni ukuba umfundi ngamnye ufumana ukufundiswa okusemgangathweni kwimeko enenkathalo nokhuseleko. Mininzi kakhulu imizekelo egqwesayo nevuselelayo emalunga nendlela abasebenzi nootitshala baseWCED abakunika ngayo oku kumawaka-waka abafundi imihla ngemihla. Siyababulela ngoku kuzimisela kwabo ngamaxeshana anzima. Umzekelo wabo uya kukhokela umsebenzi weWCED kule minyaka mihlanu izayo.

Isishwankathelo seziphumo zemali zesebe:

limali ezifunyenwe lisebe (Departmental receipts)

limali ezifunyenwe lisebe	2014/2015			2013/2014		
	Ejikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo	Ejikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa kweempahla neenkonzo ngaphandle kweeasethi ezinkulu (capital assets)	13,499	11,762	1,737	11,906	11,959	(53)
lifayini, izohlwayo neemali ekuphulukenwe nazo	228	1,185	(957)	228	774	(546)
Inzala, izahlulo nerenti yemihlaba	1,998	2,216	(218)	1,998	1,818	180
li-tranzekshini zemali kwiasethi nasematyaleni (assets and liabilities)	12,502	19,526	(7,024)	26,698	19,003	7,695
Iyonke	28,227	34,689	(6,462)	40,830	33,554	7,276

Ingeniso yethu eyenziwe lisebe ixabisa i-0.2 % yebhajethi ephelileyo. Le nto ibihambelana nexabiso ebelenzelwe ibhajethi. Imithombo (sources) ephambili yengeniso yeSebe ngokwalo yile –

- Ukuqokelelwa kwamatyala abanjwa isebe lemfundo.
- Ikhomishini kwi-inshorensi kunye neemali ezitsalwa ngokomyalelo wenkundla (garnishee order deductions).
- Iimali ezihlawulelwa iinkonzo ezinxulumene neemviwo ezinjengokuphindwa kokumakishwa kwamaphepha eemviwo nezicelo zeekopi zezatifikethi zematrikhi kunye nezinye izatifikethi. Ezi ntlawulo zezi nkonzo ziqingqwa liSebe (likaZwelonke) leMfundo esisiSeko.
- Iinkonzo zokufotokopela amanye amasebe ephondo.

Zonke iintlawulo zidweliswe kwirejista yeentlawulo yaye zihlaziywa rhoqo ngonyaka ukwenzela ukulungiselela ukunyuka kwamaxabiso. Ukuqokelelwa ngokugqithisileyo (over-collection) kwiimali ezifunyanwe lisebe (departmental receipts) ngo-2014/15 zizigidi eziyi-R6.4 yaye oku kubangelwe kukuba kucinywe amatyala amaninzi kunokuba bekulindelwe, apho kuchaphazeleka khona ingeniso efunyanwayo. Onke amatyala acinywa ngokomgaqo-nkqubo wesebe wokucima amatyala. Lo mgaqo-nkqubo ufuna uluhlu lwamanyathelo aquka iinzame zokulandelela abo batyala isebe (debtors).

Inkcitho yeeProgram

Igama leProgram	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ezolawulo	666,659	661,621	5,038	579,744	571,149	8,595
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	12,156/707	12,156/526	181	11,381/365	11,362,779	18,586
3. Iinkxaso-mali zezikolo ezizimeleyo	89,845	89,845	-	84,648	84,648	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	973,642	973,642	-	910,338	910,338	-
5. Imfundo noQeqesho oluQhubekayo	377,913	377,865	48	353,097	353,078	19
6. Imfundo esisiseko noqeqesho lwabadala	36,609	34,633	1,976	37,898	37,898	-
7. UPhuhliso lwemfundo yabasaqalayo	511,778	511,778	-	465,637	465,535	102
8. UPhuculo lweziseko zophuhliso	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634
9. Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo	759,745	755,870	3,875	663,112	662,459	653
Iyonke	17,026/330	17,001/271	25,059	15,668/785	15,502/196	166,589

ISebe lichithe i-99.85 pesenti yebhajethi ehlangahlengisiweyo (adjusted budget) ngo-2014/15. Le nkcitho ingaphantsi iye yafikelela kwizigidi eziyi-R25.059, okanye i-0.15 pesenti yebhajethi ehlangahlengisiweyo, nethi ibe kumlinganiselo omiselweyo kazwelonke (national benchmark) oziipresent ezi-2.

Izizathu zokungayichithi yonke imali zezi zilandelayo:

- *Izigidi eziyi-R7.014 zesixa iEquitable Share.* Esi sixa sezigidi eziyi-R7.014 singachithwanga ibisesaProgram 1: Ulawulo olubangelwe kukuthengwa nokufunwa kweenkonzo (procurement) ze-e-Education ICT nezingakwazanga ukugqitywa xa kuphela unyaka-mali kunye neProgram 6: IMfundo esisiSeko noQeqesho lwabaDala nanjengoko kuye kwafunyanwa amabango ambalwa kunokuba bekulindlekile kumaziko eAET.
- *I-R0.020 yezigidi yeGranti kaZwelonke yeNkqubo yokuTyiswa kweZikolo (National School Nutrition Programme Grant).* Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- *Yi-R0.161 eyabelwe iSocial Sector EPWP Incentive Grant for Provinces.* Ambalwa kakhulu amabango afunyenwe kwiikholeji zeFET okuqeqeshwa kwabachwethezi bedatha (data capturers). Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury)
- *Yi-R0.048 yeGranti yeMfundo noQeqesho oluQhubekayo.* Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- *Zizigidi eziyi-R13.94 ezabelwe iConditional Grant Education Infrastructure Grant (EIG), iEPWP Integrated Grant for Provinces kunye namaqithi-qithi ezeMfundo abekelwe amaziko eMOD.* Ukungasetyenziswa kwemali yonke kubangelwe kukulibaziseka kweprojekthi zolwakhiwo lweziseko zophuhliso (infrastructure) ezingundoqo kwizikolo zikarhulumente eziqhelekileyo kwakunye nokulibaziseka ekuqhutyweni kweprojekthi zolungiso. Isixa sezigidi eziyi-R12.755 sibekelwe inkcitho ebingekahlawulwa ngomhla wama-31 kuMatshi ka-2015 yaye imali eseleyo engasetyenziswa iza kubuyiselwa kwiSebe likaNondyebo kaZwelonke neyePhondo (National and Provincial Treasury).
- *Zizigidi eziyi-R3.875 zeGranti yeHIV/AIDS (Life Skills Education) kunye namaqithi-qithi ezeMfundo abekelwe amaziko eMOD.* Esi sixa siphelleleyo asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke nowePhondo (National and Provincial Treasury).

Ngaphandle kwale nkxaso-mali ingasetyenziswa ebuyiselwe kwiSebe likaNondyebo kaZwelonke, zonke imali ezingasetyenziswa zibekelwe iiprojekthi ezicetywayo yaye sele sifakiwe isicelo sokudlulisela ezi mali kunyaka ozayo ukwenzela ukugqiba ezi projekthi kwiSebe likaNondyebo wePhondo (Provincial Treasury). Oku kuthetha ukuba ezi mali ziya kusetyenziselwa injongo ebekiweyo.

Iimali ezikhutshwa kwibhajethi yamanye amacandelo ukuya kwamanye / ezidluliselwa kunyaka ozayo (Virements/roll overs)

ISebe likaNondyebo wePhondo ivume oku kukhutshwa kwemali kwiibhajethi zamacandelo angundoqo isiwe kwamanye kwiBhajethi eVunyiweyo:

- Ukutshintshwa kwe-R7 326 000 kwiprogram 1 isiwe kwiprogram 2 ngenxa yokutshintsha kweendleko zokuphila okube phezulu kunoko bekulindelwe kunye nokudluliselwa kweemali eziziselwe iiNorms and Standards (lifizi zezikolo ezikwiNqanaba 1-3) ukwenzela ukuncedisa izikolo ezinemingeni yemali.
- Ukutshintshwa kwe-R18 971 000 kwiprogram 1 isiwe kwiprogram 8 ukwenzela ukulungiswa kweziseko zophuhliso (infrastructure) kunye nokuhlaziywa kweeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.

- Ukutshintshwa kweR27 121 000 kwiprogram 4 isiwe kwiprogram 2 ngenxa yokutshintsha kweendleko zokuphila okube ngaphezulu kunoko bekulindelwe.
- Ukutshintshwa kwe-R10 241 000 kwiprogram 9 isiwe kwiprogram 8 ukwenzela ukulungiswa kweziseko zophuhliso (infrastructure) kunye nokuhlaziywa kweeholo zezikolo namabala ezemidlalo kwizikolo zikarhulumente.

Kucelwe ukugqithiselwa kwezi mali zilandelayo kunyaka ozayo:

- Izigidi eziyi-R12 755 zeEducation Infrastructure Grant (EIG) zicelelwa inkcitho ebingekabhatalwa ngomhla wama-31 kuMatshi ka-2015 yeeprojekthi zokwakhiwa kweziseko zophuhliso (infrastructure) ezitsha kwizikolo eziqhelekileyo zikarhulumente.

Ingcaciso yezizathu zenkcitho engagunyaziswanga, engenanzuzo nokudyakraza ngemali nezixa ezichaphazelekayo kwakunye namanyathelo athathiweyo ukuthintela ukwenzeka koku kwakhona.

Isebe alikhange lenze nayiphi inkcitho engagunyaziswanga ngeli thuba liphantsi koqwalaselo. Ukunciphisa inkcitho engahambi ngokomgaqo, isebe likhethe amagosa oqhagamshelwano nabathengi nabathengisi (supply chain champions) kwicandelo ngalinye kula angama-42. La magosa oqhagamshelwano nabathengi nabathengisi aye aqeqeshwa kuzo zonke iinkalo zeSCM. Kwaqaliswa iithemplethi zeSCM, zokwenza nokulawula inkqubo nemigaqo efunekayo. Ukunciphisa izehlo zenkcitho engahambi ngokomgaqo, iYunithi yoLawulo lwaNgaphakthi yenza uphicotho-zincwadi lwasemva koku kuzo zonke iivawutsha zeentlawulo. Le yunithi inika ingxelo ngokuQhubekayo kumagosa oqhagamshelwano nabathengi nabathengisi eSC nakumacandelo awo malunga neqondo lenkcitho engahambi ngokomgaqo enokubakho. La manyathelo akhokelele ekuncitshisweni kwenkcitho engahambi ngokomgaqo.

Izicwangciso zexesha elizayo zesebe

Iinjongo ezintathu zeWCED zale minyaka mihlanu ilandelayo (2015 - 2019) zezi

1. Ukuphucula umgangatho kuliwmi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu

Ezi njongo zintathu ziya kufezekiswa ngokuthi kuqwalaselwe ezi njongo zilishumi zilandelayo

1. Ulawulo olugqwesayo oluncediswa ziinkonzo ezenziwa kwi-intanethi (online services)

ISebe iWCED linika iinkonzo ezenziwa kwi-intanethi ezikolweni, kootitshala nakubafundi. Ezi nkonzo zenziwa kwi-intanethi zijonge ukwehlisa umthwalo wolawulo ezikolweni nokuqinisekisa ngokunikwa kwezikolo izixhobo neenkonzo ezichanekileyo, ezisebenzayo nezingabizi kakhulu. Ezi nkonzo ziya kulandelelwa ngeesaveyi zokukhangela ukoneliseka kweeklayenti, kunye nokulandelelwa kwezikhhalazo.

2. Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala

Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala (2015 - 2019) siza kunika umgaqo-sikhokelo (framework) nesicwangciso soqeqesho lwaphambi kokusebenza lootitshala abatsha abaza kuqala ukusebenza njengootitshala kunye noqeqesho lwasemsebenzini lootitshala abasele bekhona. Olu qeqesho luya kugxila kokuthile, lufaneleke yaye baqeqeshwe ngokwenza (practical). Esi sicwangciso siya kuquka izicwangciso zootitshala abagqwesayo kunye namaqithi-aqithi anikwa ootitshala abangathanda ukuphucula imfundo (qualifications) yabo, ukuziqhelisa ukufundisa (teaching practice) kunye neziphumo zokufunda.

3. Ubuchule bokulawula ikharithulam yephondo

I-WCED Language and Mathematics Strategies (ubuChulu bezolwimi neMathematika) ka-2015 ukuya ku-2019 iza kwaziswa ngo-2015. Obu buchule bujonge ukuphucula ukupasa kwabo bonke abafundi beBanga R - 12 ngokuphuhlisa ulwazi kunye nokufundiswa kwezifundo (pedagogic practices) okwenziwa ngamagosa ekharithulam, iintloko zamacandelo ezifundo kunye nootitshala; ukunika ubuncinane beseti yeLTSM kunye nokusoloko kuqhutywa nokujonga okwenziweyo kunye nokuhlola okwenziwayo, izicwangciso kunye nenkqubela. ISebe iWCED liza kwazisa nezifundo ezitsha zobuchwepheshe (technical subjects) yandise nofikelelo kwakunye nenkxaso yezifundo zokwenza ngezandla (vocational subjects). Ukucwangciselwa kakuhle kwekharithulam kuza kuqinisekisa ukuba izikolo zinika esona sicwangciso sokuqhutywa kwemfundo (education delivery plan) sendawo (geographical area) nganye.

4. Ulawulo oluhle lwezikolo

ISebe iWCED liza komeleza inkqubo yokukhangelwa, ukuchongwa nokuxhaswa kweenqununu, amasekela-nqununu kunye neentloko zamacandelo ezifundo. Iiofisi zezithili ziza kugxila ekuqinisekiseni ukuba izikolo zisebenza kangangoko yaye amaqela olawulo lwesikolo (school management teams) anika inkqubo zokufunda ezilungileyo nezisebenzayo. Oku kuquka ukujongana nokuziphatha ngendlela ecela umngeni kunye nezinye izinto eziphazamisana nenkqubo yokufundisa yeentsuku ezingama-200.

5. Ukulungiselelwa kwemfundo esekelwe kwiimfuno

ISebe iWCED liza kunika izixhobo ezifunekayo ukuze kuqhubeke ukufunda nokufundisa okufanelekileyo. Oku kuquka abasebenzi, iincwadi, izixhobo ezincedisa emsebenzini, izakhiwo ezifanelekileyo (facilities) kunye nofikelelo kwiICT.

6. Inkxaso yoluntu kunye neqonga lophuhliso lolutsha

Iprogram yokutyiswa kwezikolo, ukungahlawuliswa iifizi kunye nongenelelo lwezikolo ezikhuselekileyo zizinto ezijonge ukunika imeko yokufunda ezinzileyo eya kugcina abafundi besempilweni yaye bekhuselekile bekwasesikolweni ithuba elide kangangoko. ISebe iWCED liza kufaka igxalaba kuphuhliso lolutsha ngeendlela ezininzi yaye yenze ubambiswano nanini na xa loo nto iya kunceda abona babuthathaka.

7. Inkxaso yezikolo ezizimeleyo

Izikolo ezizimeleyo ezibhalisa abafundi abasuka kwiindawo ezihluphekileyo ziya kuxhaswa ngoncediso-mali (subsidies), iinkqubo zoqeqesho lweetitshala kunye nokutyelelwa kwezikolo. Kulindeleke ukuba zonke izikolo ezizimeleyo ezifumana uncedo-mali zibhale iimvavanyo zeWCED zonyaka zokubona inkqubo yezikolo (WCED annual systemic tests) kulwimi nemathematika.

8. Inkqubo yokunciphisa imiqobo ethintela ukufunda

ISEbe iWCED liza kunika ukhathalelo namathuba kubafundi abanemiqobo ebathintelayo ekufundeni okanye abasemngciphekweni woko. ISebe iWCED liza kusebenza namanye amasebe karhulumente kunye neeNGO ekuxhaseni aba bafundi.

9. IBanga R elisemGangathweni

Ugxininiso kwixesha elizayo luya kuba sekuphuculeni umgangatho wokufunda (learning) kwiBanga R. Le nto iya kwenziwa ngokungxininisa kwizakhono zootitshala kunye nemeko yoqeqeshelo butitshala (professional status) kunye nasekuchongweni kwangoko kwabo badinga ukuncediswa ezifundweni. Injongo kukuqinisekisa ukuba unyaka weBanga R unika isiseko esisiso sokufunda.

10. Iprogram yokwakhiwa kweziseko zophuhliso (infrastructure) ezisebenzayo ukwenzela ukudala imeko yokufunda ehluphezayo

Ugxininiso kule minyaka mihlanu izayo luza kuba sekwakheni izikolo namagumbi okufundela amatsha, apha kukho imfuneko yendawo eyongezelelweyo yokufundela, ekutshintshweni kwezikolo ezenziwe ngeemathiriyeli ezingafanelekanga kwakunye nolungiso olucwangcisiweyo ukwenzela ukuba zibe zininzi izikolo nabafundi abaxhamlayo kwibhajethi yokwakhiwa kweziseko zophuhliso (infrastructure budget).

Ubambiswano phakathi kwamacandelo kaRhulumente nawaBucala

ISebe khange lingene kulo naluphi uhlobo lwesivumelwano kweli thuba kunikwa ingxelo yalo.

Imicimbi eyekiweyo / imicimbi eza kuyekwa

Ayikho

Imicimbi emitsha okanye ecetywayo

Ngaphezu kwezi njongo zidweliswe apha ngentla, iWCED lelona sebe linkqenqeza phambili kwiNjongo eCwangcisiweyo yePhondo (Provincial Strategic Goal) (PSG) 2: Ukuphucula iziphumo zemfundo kunye namathuba ophuhliso lolutsha. Iinjongo ezintathu zokuqala zale njongo zihambelana neenjongo ezintathu zeWCED. Zezi:

1. Ukuphucula umgangatho kuliwmi nemathematika kuzo zonke izikolo
2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu

Iinjongo ezimbini eziseleyo zezi: "Ukunika amathuba ongezelelweyo entlalo kunye nawoqoqosho kulutsha lwethu" kunye "Nokuphucula inkxaso yosapho kubantwana nolutsha kwanokuncedisana nophuhliso".

5. INgcaciso yeMisebenzi neNgqinisekiso yokuChaneka kweNgxelo yoNyaka

Ngokolwazi nenkolo yam, ndiqinisekisa oku kulandelayo:

Lonke ulwazi namaxabiso axelwe kuyo yonke leNgxelo yoNyaka ayahambelana.

Le Ngxelo yoNyaka iphelele, ichanekile yaye ayinanto ishiyelelweyo.

Le Ngxelo yoNyaka ilungiswe ngokuhambelana nezikhokelo zengxelo yonyaka ezikhutshwe liSebe likaNondyebo kaZwelonke (National Treasury).

AmaXwebhu eNgxelo-mali oNyaka (Annual Financial Statement) (iCandelo E) alungiswe ngokwemigangatho elungisiweyo yemali eziinkozo (modified cash standard) kunye nemigaqo-sikhokelo (frameworks) efanelekileyo nezikhokelo ezikhutshwe liSebe likaNondyebo kaZwelonke (National Treasury).

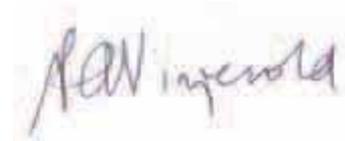
IGosa loCwangciso-mali (Accounting Officer) lijongene nokulungisa amaxwebhu engxelo-mali onyaka kunye nezigqibo ezithathiweyo malunga nolu lwazi.

IGosa loCwangciso-mali (Accounting Officer) lijongene nokuseka, kunye nokuqhuba indlela (system) yolawulo lwangaphakathi eyenzelwe ukunika uqinisekiso olufanelekileyo lwesidima nokuthembeka kwezi nkukacha zentsebenzo, iinkukacha malunga nabasebenzi kunye namaXwebhu eNgxelo-mali yoNyaka.

Abaphicothi-zincwadi bangaphandle nabo bayabandakanywa ekunikeneni uluvo oluzimeleyo malunga namaXwebhu eNgxelo-mali yoNyaka.

Ngokuluvo lwam, le Ngxelo yoNyaka ikubonisa kakuhle ukwenziwa kwemisebenzi, iinkukacha zentsebenzo, iinkukacha zabasebenzi kunye nemicimbi yezemali yesebe ngalo nyaka-mali uphele ngomhla wama-31 kuMatshi ka-2015.

Ozithobileyo



IGosa loCwangciso-mali
PA Vinjevod
31 kuMeyi ka-2015

6. INgcaciso yesiCwangciso sobuChule (Strategic Overview)

6.1 Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo¹:

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

6.2 Injongo ephambili²

Ukunika imfundo esemgangathweni kubo bonke abafundi abakweli phondo ngezi ndlela zilandelayo:

- Ukucwangciselwa okupheleleyo, kunye nokulawulwa kwemfundo (education system)
- Imfundo kwizikolo eziqhelekileyo zikarhulumente
- Inkxaso yezikolo ezizimeleyo
- Imfundo kwizikolo zikarhulumente zemfundo eneefuno ezizodwa
- *Imfundo noQeqesho oluQhubekayo (FET) kwiikholeji zikarhulumente zeFET*
- *Imfundo noQeqesho lwaBadala (AET) kumaziko okufunda oluntu*
- UPhuhliso lwabaNtwana abasaQalayo (ECD) kwiBanga R
- Amathuba oqeqesho eetitshala kunye nabasebenzi abangezotitshala
- Inkqubo yokutyisa ethagethiweyo kunye nezinye iindlela zokulwa nentlupheko nezokhuseleko
- Ukuxhaswa kweetitshala ngokunikwa imiqathango esisiseko yenkonzo, amaqithi-qithi kunye nenkqubo yentlalo-ntle yabasebenzi

6.3 Iimfundiso ezisisiseko

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

¹ Qaphela ukuba ziye zahlaziyelwa unyaka ka-2015 - 2019. Nazi iinjongo zalo nyaka uhlolwayo.

² Ukususela ngomhla woku-1 kuEpreli ka-2015 iMfundo noQeqesho oluQhubekayo kunye neMfundo noQeqesho lwaBadala zidluliselwe kwiSebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training). Ngoko ke le INgxelo yoNyaka inikwa okokugqibela kwezi program zimbini.

7. ImiThetho neZinye iziGunyaziso

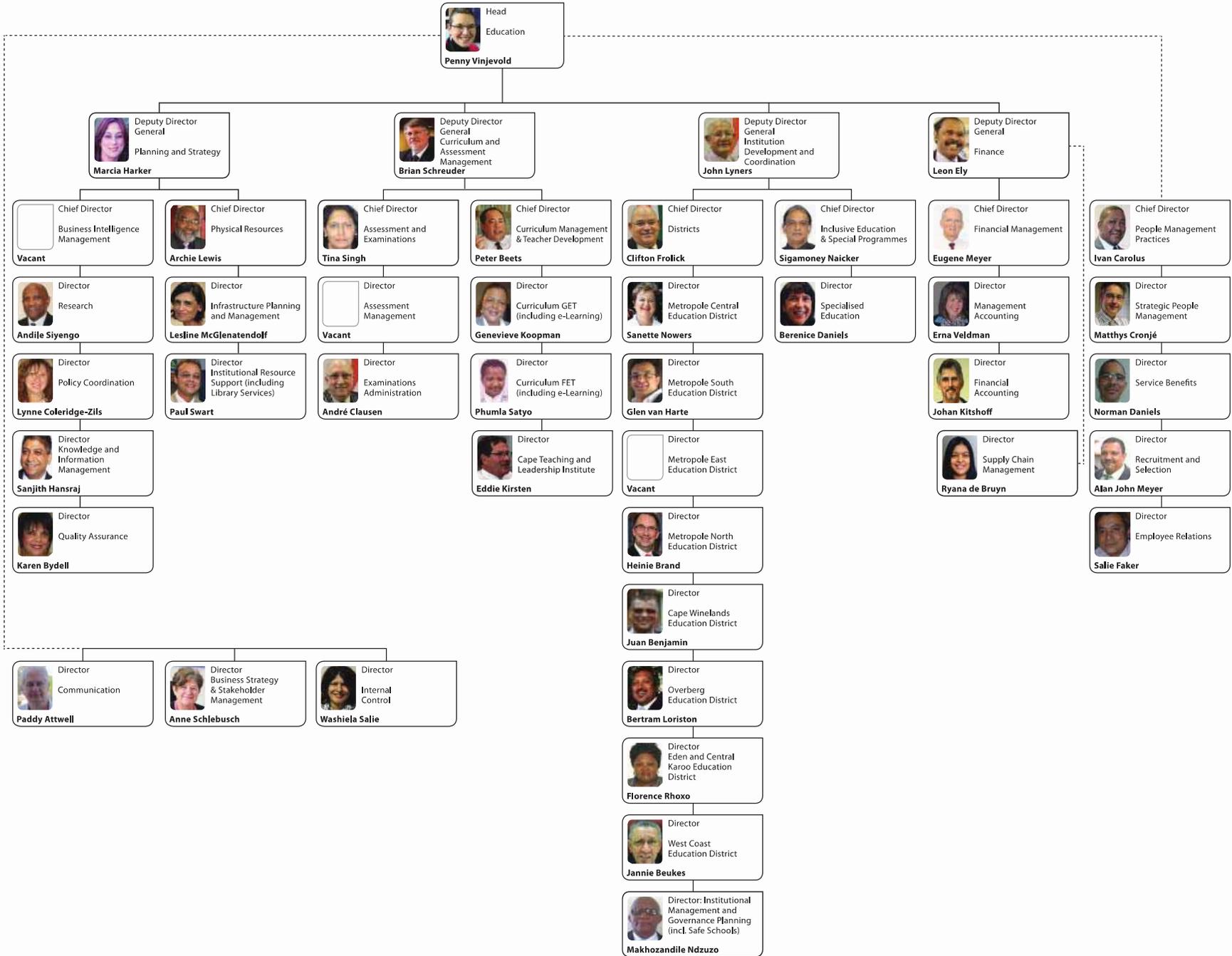
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho we-108 ka-1996)
UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho woku-1 ka-1998)
UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho we-12 ka-1997)
UMthetho weZikolo zaseMzantsi Afrika, (SASA) 1996 (uMthetho wama-84 ka-1996);
UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (NEPA), 1996 (uMthetho wama-27 ka-1996)
UMthetho weMfundo noQeqesho oluQhubekayo kwiiKholeji, 2006, (uMthetho we-16 ka-2006)
UMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi neQhubekayo, 2001 (uMthetho wama-58 ka-2001).
UMthetho wezeNgqesho yooTitshala ka-1998, (UMthetho wama-76 ka-1998)
UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho woku-1 ka-1999)
UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho wesi-5 ka-2012) (Annual Division of Revenue Act, 2012 (Act 5 of 2012))
UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo se-103 sika-1994)
UMthetho weGunya eliLawula iziQinisekiso waseMzantsi Afrika, 1995 (uMthetho wama-58 ka-1995)
UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho wama-31 ka-2000) (South African Council for Educators Act, (Act 31 of 2000))
UMthetho weMfundo noQeqesho lwaBadala, 2000 (uMthetho wama-52 ka-2000)

8. Ukuma kweSitraktsha seZiko eli

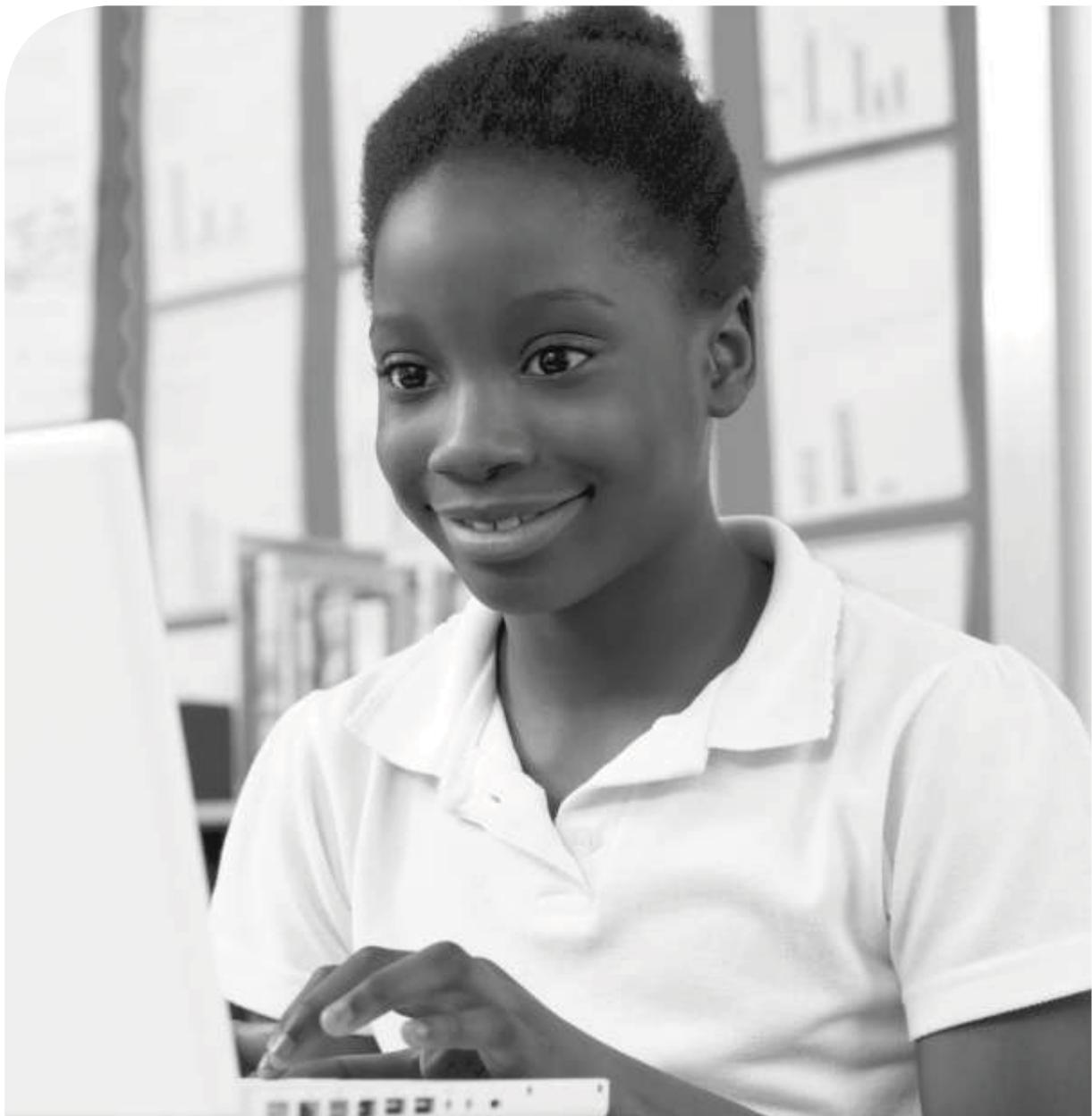
Makujongwe kwiphepha elilandelayo

9. AmaQumrhu anika iNgxelo kuMphathiswa

Awangeni ndawo



INgxele yoNyaka yoNyaka-mali ka-2014/15
 IBhajezhi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni



ICandelo B
Ingcaciso ngentsebenzo

1. INgxelo yoMphicothi-zincwadi Jikelele: IiNjongo eziCaciswe kwaNgaphambili (Predetermined Objectives)

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

Makufundwe iphepha 201 leNgxelo yoMphicothi-zincwadi, epapashwe njengenxalenye yeCandelo E: INgcaciso yezeMali.

2. INgcaciso ngeNtsebenzo yeSebe

2.1 IMeko eNgqonge uKwenziwa kweNkonzo

Isicwangciso sezemfundo eMzantsi Afrika iSouth African education plan siqulethwe kwi *Action Plan 2019, towards Schooling 2030*³, ngoku esele sihambelana nesiCwangciso soPhuhliso sikaZwelonke neSiphumo sikaZwelonke 1 (National Development Plan and National Outcome 1). Esi sicwangciso siqulethe iinjongo ezingama-27. Ezili-13 zokuqala zijongene neziphumo zokufunda, zize ezinye iinjongo ezili-14 zijongene nokuba kunokufikelelwa njani kwezi ziphumo zokufunda.

Inkqubo yokumelwa kukuphendula ngoxanduva lwakho (accountability system) kwesi sicwangciso iqhagamshelene neenjongo zezemfundo zaseMzantsi Afrika (South African education **goals, izalathi, zazo neethagethi** zazo kunye **nezigaba ezibalulekileyo** zazo. Inani leenjongo liqingqiwe; izalathi-nkqubela zinako ukulinganiselwa. Iithagethi mazibe 'kanye kwezo nkalo kujoliswe kuzo' yaye injongo mayibe kukuphucula iziphumo zemfundo ngokungaphezulu. Zahlula-hlulwe ngokwamaphondo yaye mazingathathwa njengemida ekungenakudlulwa kuyo. Lo gama iithagethi zikazwelonke sele zimiselwe nezizethuba elide, izigaba ezibalulekileyo zigxininisa ngokubanzi kwiziphumo ezinqwenelekayo kwithuba eliphakathi (ukuya kwiminyaka emihlanu ezayo). Kumiselwe izigaba ezibalulekileyo kwiinjongo 1-13 kodwa akukamiselwa zigaba kwiinjongo 14 - 27.

Iinjongo **zeziphumo zokufunda** zezi:

- 1 ► Ukwandisa inani labafundi kwiBanga lesi-3 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga lesi-3.
- 2 ► Ukwandisa inani labafundi kwiBanga lesi-6 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga lesi-6.
- 3 ► Ukwandisa inani labafundi kwiBanga le-9 abaya kuthi ekupheleni konyaka babe sele beqabele kolona lwazi lusezantsi lolwimi nakulwazi lokubala lweBanga le-9.
- 4 ► Ukwandisa inani labafundi beBanga le-12 abakufaneleyo ukungenela iprogram yesiDanga sokuQala eyunivesithi.
- 5 ► Ukwandisa inani labafundi beBanga le-12 abapasa *imathematika*.

³ Bezikade zibekelwe ukuya kufika ku-2025 kodwa zandiselwe ukuquka isicwangciso sethuba elilandelayo

linjongo **zeziphumo zokufunda** (zisaqhutywa):

- 6 ► Ukwandisa inani labafundi beBanga le-12 abapasa *iphysical science*.
- 7 ► Ukuphucula ukupasa komndilili (average) wabafundi *kwiBanga lesi-6* kwizifundo *zeelwimi*.
- 8 ► Ukuphucula ukupasa komndilili (average) wabafundi *kwiBanga lesi-6* kwimathematika .
- 9 ► Ukuphucula ukupasa komndilili (average) wabafundi *beBanga lesi-8* kwimathematika.
- 10 ► Ukuqinisekisa ukuba bonke abantwana bahlala beqhubeka ngokwenene nesikolo ubuncinane ukuya kunyaka abagqiba ngawo iminyaka eli-15.
- 11 ► Ukuphucula ukufikelela kwabantwana kwimfundo esemgangathweni yophuhliso lwabantwana abasaqalayo ukufunda (ECD) abangaphantsi kweBanga loku-1.
- 12 ► Ukuphucula ukupasa kwabafundi nokugqithela kwamanye amaBanga ukuqala kwiBanga loku-1- 9.
- 13 ► Ukuphucula ukufikelela kolutsha kwiMfundo noQeqesho oluQhubekayo (FET) ngaphaya kweBanga le-9.

linjongo zokuba kufikelelwa **njani** na kwiziphumo zokufunda ezizezi:

- 14 ► Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bangenele umsebenzi wobutiitshala.
- 15 ► Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklassi ezinamanani amakhulu.
- 16 ► Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchubekileyo kootitshala (professionalism), izakhono zokufundisa (teaching skills) ulwazi ngezifundo (subject knowledge) nabanolwazi lokusebenzisa ikhompyutha kuyo yonke imisebenzi yabo yokufundisa.
- 17 ► Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala baphile qete, banelisekile yaye bayawuthanda umsebenzi wokufundisa abawenzayo.
- 18 ► Ukuqinisekisa ukuba abafundi bafikelela kuzo zonke izihloko nenkalo zezakhono ekufanele bazifunde kunyaka wesikolo oQhubekayo.
- 19 ► Ukuqinisekisa ukuba umfundi ngamnye unako ukufikelela kweyona sethi ibubuncinane yeencwadi zezifundo nencwadi zomsebenzi (minimum set of textbooks and workbooks) ezifunekayo ngokomgaqo-nkqubo kazwelonke.
- 20 ► Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (range of media), kuqakwa neekhompyutha, eziphucula umgangatho wemfundo yabo.
- 21 ► Ukuqinisekisa ukuba iinkqubo zolawulo ezisisiseko zonyaka (annual management processes) ziyaqhubeka kwizikolo zonke kweli lizwe ngendlela enegalelo nekhokelela kwisikolo esiqhuba kakuhle.
- 22 ► Ukuphucula uthatho-nxaxheba lwabazali nabahlali kulawulo kwezikolo, ngokuphucula ukwazi ukufikelela kwingcaciso ebalulekileyo ngokusetyenziswa kwesicwangciso-nkqubo se-e-Education.
- 23 ► Ukuqinisekisa ukuba zonke izikolo zixhaswa ngemali ngokwawona manqanaba asezantsi ngomfundi ngamnye nabalwa ngokwemimiselo kazwelonke nokuba imali isetyenziswa ngokungafihlisiyo nangendlela eyiyo (transparently and effectively).
- 24 ► Ukuqinisekisa ukuba iziseko zophuhliso ezizizakhiwo zezikolo (physical infrastructure) nendawo engqonge isikolo ngasinye, ziyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.

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

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

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

Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniswe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 235).

IsiCwangciso seNtsebenzo yoNyaka (Annual Performance Plan) sika-2014/15 sichonge iiNkalo ezintlanu eziPhambili ekuGxilwe kuzo (Key Focus Areas). Ezine zokuqala ibe zezo zicaciswe kwinqanaba likazwelonke: i) lincwadi kubandakanywa neencwadi zokwenza umsebenzi zikazwelonke ii) amanyathelo okomeleza ikharithulam ukunika inkxaso i-Curriculum and Assessment Policy Statements (CAPS) iii) li-Annual National Assessments, iv) Iziseko zoPhuhliso (infrastructure). ISebe iWCED longeze ugxilo lwesihlanu: liSistim nenkxaso yeziphumo zokufunda eziphuculiweyo.

Inkqubela eyenziwe yiWCED kwiiTeksti, iKharithulam kunye neeANA iphantsi kweProgram 2. Inkqubela ngeziseko zophuhliso ichazwa kwiProgram 8 naphantsi kwengongoma 8.1 (iphepha 106) "IsiCwangciso soTyalo-mali lweZakhiwo, ulungiso nolawulo lweeasethi ("Capital investment, maintenance and asset management plan"). IiNgxelo zeeSistim nenkxaso zinikwa phantsi kweProgram 1 neProgram 2.

U-2014/15 ibingunyaka ozinzileyo malunga nemiba yabasebenzi. Oku kubangele ukuba iSebe iWCED ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izixhobo, ezingabasebenzi nemali, kunye nawo onke amaphulo ongenelelo ngoncedo aye asiwa kwezo zikolo beziyidinga kakhulu inkxaso.

Ubundlobongela, ulwaphulo-mthetho neemeko zentlalo noqoqosho zizaqhubeka nokubeka uxinzelelo lweemfuno ezimandla ezikolweni, ekuhambeni isikolo nakwiWCED. ISebe iWCED linike inkxaso naphi na apho ibinakho ukuyinika khona ukwenzela ukuthomalalisa ifuthe lolwaphulo-mthetho nentlupheko.

Ngo-2014 kusetwe isistim yeintanethi eyenzelwa ukulandelela ubhaliso lwabafundi kusenzelwa abafundi abebengabhalisanga zikolweni ngo-2015 ukuba babhalise ngenombolo yobhaliso eyodwa (unique registration number). Le nto ibijonge ukuqinisekisa ukuba licacile elona nani labafundi abangekho zikolweni ukwenzela ukukhawulezisa ukubafaka ezindaweni. Nangona le sistim iye yaneengxaki ezibakho xa kuqaliswa inkqubo, iye yafaka igxalaba kulawulo oluphuculweyo lobhaliso lwabafundi ngo-2015.

Ukwanda kwemfuneko yendawo yokufunda ezikolweni zaseNtshona Koloni kuboniswa kwingxoxo ephantsi kweProgram 2.

2.2 IsiCwangciso soPhuculo loKwenziwa kweenkonzo

Isebe lisigqibile isicwangciso sokuphucula ukwenziwa kweenkonzo (SDIP). Le theyibhile ingezantsi ibonisa isicwangciso sokwenziwa kweenkonzo kunye neenkqubo esele ziphonyezwe kude ngoku.

Iinkonzo eziphambili nemigangatho

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkono wangoku/ onguwona unguwo	Umgangatho weenkono onqwenelekayo	Eyona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.	<ul style="list-style-type: none"> Abafundi Ootitshala Amagosa akwaNdlunkulu Abantu basekuhlaleni 	a)-d) Ingcaciso ngeyona mpumelelo iyiyo ayifumaneki ngenxa yokulahleka kwengcaciso njengoko ii-buffer ezigcina ingcaciso bezizele. I-WCED iqhube inkqubo yokuthengwa kwe-PABX system entsha	<p>a) Ukunciphisa izinga leminxeba ebekwa ingaphendulwanga liye ku-10%</p> <p>b) Kwi-85% yeminxeba abantu bancedwa bagqitywe kwakumnxeba wokuqala</p> <p>c) I-10% yeminxeba idluliselwa kubaLawuli beZikolo eziKhuselekileyo (Safe Schools Coordinators) ukuze bazilandelele</p> <p>d) I-8% yeminxeba idluliselwa ukuba abantu bafumane iingcebiso ezingaphaya</p>	<p>a-d) Ayifumaneki ingcaciso malunga neyona mpumelelo ngokunxulumene nesistim yokunxulunyaniswa kweminxeba (switchboard system) yalo nyaka-mali</p> <p>I-system yokufowuna ngekhompyutha (Cyber Call system) kunye nePrivate Automatic Branch Exchange (PABX) system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. Inkqubo yeSCM iza kugqitywa kungekudala.</p>

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzongangatho wangoku/ onguwona unguwo	Umgangatho weenkonzongangatho onqwenelekayo	Eyona mpumelelo
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p>	<ul style="list-style-type: none"> • Abafundi abangama-900 000 • Ootitshala abangama-31 000 • Abasebenzi bakarhulumente abangama-7 000 • Abafundi abavela kwizikolo ezili-1 500 kunye nezikolo ezizimeleyo ezili-131 • Amalungu eeBhodi eziLawula izikolo (SGB) • Amalungu asekuHlaleneni kuquka abazali 	<p>a) Kusekwinqubo yokufumana iPABX System entsha</p> <p>b) ICall Centre yeSafe Schools ifumene iminxeba engama-14 854. (I-77% incedwe yagqitywa kwakumnxeba wokuqala)</p> <p>c) ebisafuna oluncedo nenkxaso, ama-612 ale minxeba ebenxulumene nenzendo zolwaphulo-mthetho, ngelixa iminxeba eli-1 055 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa</p>		<p>a) ICyber Call System elawula iziko leeFowuni leZikolo eziKhuselekileyo zeWCED (WCED Safe Schools Call Centre) alikatshintshwa. Ayifumaneki ingcaciso malunga nempumelelo yalo nyaka-mali enxulumene neeSafe School Call Centre. ISaveyi yonyaka yoKwaneliseka kwaBaxumi (annual Customer Satisfaction Survey) ka-2014 irekhode uphuculo kuloo ndlela bezinikwa ngayo iinkonzo zeeSafe Schools ngo-2013</p> <p>b) ICall Centre yeSafe Schools irekhode ukuba ifumene iminxeba engama-6 464 (I-40% yayo yonke iminxeba incedwe yagqitywa kwakumnxeba wokuqala)</p> <p>c) Iminxeba engama-3 890 (i-60%) yenkqubo yezikolo eziKhuselekileyo ibisafuna oluncedo nenkxaso, i-738 izizehlo ezinxulumene nolwaphulo-mthetho; ngelixa iminxeba eli-1 097 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa</p>

Iinkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwona unguwo	Umgangatho weenkonzo onqwenelekayo	Eyona mpumelelo
		d) Kwiminxeba engama-3 433 (i-23%) kuxelwe amatyala angama-394 empatho-gadalala - apho engama-52 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-228 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-524 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo		d) Kwiminxeba engama-439 yamatyala emphatho-gadalala - apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-538 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo

Amalungiselelo eBatho Pele nabantu abenzelwa iinkonzo (Ufikelelo kuthethathethwano (consultation access) njalo njalo)

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.</p> <p>Uthethathethwano:</p> <p>a) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engenelwe yisistim iTheta Nathi engakhange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule</p>	<p>Uthethathethwano:</p> <p>a) ISaveyi yonyaka yoKwaneliseka kwabaZumi ingumthombo wothethathethwano nanjengoko kujoliswe kwiiklayenti</p> <p>b) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzo ngoku</p> <p>c) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p>	<p>Uthethathethwano:</p> <p>a) UNdlunkulu uqaphele ukuhla okuncinci kwizinga lokuvunywa ngokunxulumene neminxeba yefoni kwiSaveyi yoKwaneliseka kwabaXumi ka-2014 xa ethelekisa namazinga onyaka odlulileyo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Akukho izikhalazo zifunyenweyo</p>	<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) AbaLawuli beeSwitchibhodi (Switchboard Manager) ngabo abajongana nezikhalazo</p>	<p>d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo</p>
<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>b) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>b) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa</p> <p>a) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>
<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Kufunyanwa izikhalazo ezisuka kubasebenzisi bakwaGolden Acre zengxinano emana isenzeka ezifunyanwa ngenyanga. Sele yenziwe inkqubo yokuthenga iintambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface) (PRI's) ukwenzela ukujongana nale ngxaki. UMniki weeNkonzo sele enxulumene noMlawuli weSakhiwo weSakhiwo sakwaGolden Acre malunga nokufakwa kweentambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface lines) (PRI's)</p> <p>d) Kufunyenwe izikhalazo esi-1 kuphela ngoFebruwari ka-2014 yaye siye sasonjululwa nabasebenzi baseSwitchboard ngoko nangoko. Lo mba uye wasonjululwa ngempumelelo.</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Abantu abafowunayo bayazixela iifowuni ezingaphendulwanga baze baxele nengxinano kubasebenzi baseswitchboard. Abasebenzi baseswitchboard bayazibhala izikhalazo ukuxhasa iingxelo zokulawulwa kwemiNxeba</p> <p>c) Izikhalazo zeTheta Nathi neendlela zokujongana nazo (Theta Nathi complaints and compliments mechanism) zipapashwe kwisiBhengezo seWCED seNdlela yokuNikwa kweNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</p> <p>d) Ubukho benkonzo yeTheta Nathi buza kwaziswa (broadcast) kubaxumi ngelixa kusalindwe ukuba idluliselwe kumagosa ayo afanelekileyo</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Kufunyenwe izikhalazo ezisuka kubasebenzisi bakwaGolden Acre zengxinano emana isenzeka Sele yenziwe inkqubo yokuthenga iintambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface) (PRI) ukwenzela ukujongana nale ngxaki</p> <p>c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>d-f) Izikhalazo zasesikolweni ezifunyenwe ngalo nyaka kunikwa ingxelo yawo ziye zasonjululwa ngoko nangoko nabasebenzi baseSwitchboard yaye zasonjululwa ngempumelelo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>e) Kufunyenwe isikhalazo esi-1 kuphela ngoFebruwari ka-2014 yaye siye sasonjululwa nabasebenzi baseSwitchboard ngoko nangoko.</p> <p>f) Akukho zikhalazo zifunyenweyo</p>	<p>e) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p> <p>f) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard</p>	
<p>Ukuthetha phandle nokungafihlinto:</p> <p>a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo</p> <p>c) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>d) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p>	<p>a) Kwisebhusayithi yeWCED</p> <p>b) Amaziko oNxibelelwano nabaXumi aneebhokisi zeengcebiso zokufaka izimvo zabaxumi</p> <p>c) Izimvo ezifunyenwe kwiibhokisi zeengcebiso zibekwa esweni, zixelwe kuze kusetyenziswe izimvo ezifanelekileyo kwimigaqo-nkqubo yolawulo lwezoxibelelwano lweminxeba lwaseWCED (WCED telecommunication management policies)</p> <p>d) Isaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lohlahutyo olunzulu, iingcebiso zophuculo kunye nezikhalazo</p> <p>e) Umgaqo-nkqubo wolawulo lonxibelelwano ngeminxeba uhlaziywa rhoqo ngonyaka</p>	<p>Ukuthetha phandle nokungafihlinto:</p> <p>a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo</p> <p>b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo</p> <p>c) I-4.3% yezimvo ezifunyenwe kwiSaveyi ka-2014 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-11 lazo linokuthathwa njengezikhalazo. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo</p> <p>d) I-36% yezimvo ezibonakaliswe kwiSaveyo ka-2014 yoKwaneliseka kwabaXumi ibizizikhalazo, nto leyo ibonakalisa uphuculo xa kujongwa kwiziphumo ze-59% zesaveyi yonyaka odlulileyo</p> <p>e) Umgaqo-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywawo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali:</p> <p>a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p>	<p>Ixabiso leMali:</p> <p>a) Abantu abafowunayo abangathanda ukubuza malunga nemiba yeenkonzo zenkxaso (corporate services) (EzaBasebenzi, noLawulo lweMali) badluliselwa kwiZiko lemiNxeba leWCED ukuze bafumane uhoyo oluzimiseleyo ngeswitchboard yakhona</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziywe lwaza uhlaziyo lwavunywawo</p>	<p>Ixabiso leMali:</p> <p>a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga unika iinkcukacha-manani (statistics) eziyimfuneko.</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho nomnye umsebenzi wefowuni oye wancedisa iminxeba eya kwizakhiwo zakwaNdlunkulu ngethuba lokunikwa kwale ngxelo</p> <p>d) Bekusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziywe lwaza uhlaziyo lwavunywawo</p>
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mithetho ezikolweni kumaziko aseWCED</p> <p>Uthethathethwano:</p> <p>a) Isistim yeminxeba yeintanethi (cyber call system) ayikahlaziywa okwangoku. Kodwa, kwenziwe iSafe Schools Management Systems entsha, nto leyo ikhawulezisa ukuvezwa kweenombolo zerefrensi kunye nokufakwa kweenkukacha zomntu ofowunayo ngelixa asekwintanethi</p>	<p>Uthethathethwano:</p> <p>a) Ukuyilwa nokulingwa kweenkonzo zeintanethi zokukhangela umgangatho (online rating of services)</p>	<p>Uthethathethwano:</p> <p>a) Isistim yokufowuna ngekhompyutha (Cyber Call system) kunye nePABX system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. I-WCED ilinde ukuqinisekiswa komnini webhidi (bidder) ophumeleleyo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Iza kubhengezwa (signed-off) kunyaka-mali ka-2014/15 ukuze iqhutywe de kugqitywe ukuhlaziywa kwale sistim</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p> <p>f) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>g) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Izithili zithethathethana namaqela ezikolo ezikhuselekileyo (safe schools clusters)</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e) Isaveyi yonyaka yoKwaneliseka kwabaXumi ingumthombo wothethathethwano nanjengoko kujoliswe kwiiklayenti</p> <p>f) Okuboniswa yiwebhusayithi yeSithili (District website feedback)</p> <p>g) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzozo</p>	<p>b) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Igqitywe yaza yavunywa ukuba ingasetyenziswa ngonyaka-mali ka-2015/16</p> <p>c) Kwenziwe ifomu yesaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzzo. Igqitywe yaza yavunywa ukuba ingasetyenziswa ngonyaka-mali ka-2015/16</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) luye lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zaza ezo meko (cases) zzalandelelwa</p> <p>e-g) Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>
<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre))</p> <p>b) INombolo yomnxeba yaSimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre))</p> <p>b) INombolo yomnxeba yaSimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni / ngeziko leminxeba eliphethwe ngabantu abaqeqeshiweyo (professional call centre)). INombolo yoMnxeba iShared call namba 0861 923 322</p> <p>b) INombolo yomnxeba yaSimahla yeSafe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:00 – 17:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ibilandelelwa ngosuku lomsebenzi olulandelayo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo yaye abonise imbeko</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers)</p> <p>e) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo</p> <p>b) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangancedwa njani</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) ezipapashiweyo zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p> <p>e) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo kwangethuba</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>e) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers)</p>
<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khange zisetyenziswe iibhokisi zeengcebiso</p> <p>b) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) zeminyaka edlulileyo</p>	<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Kwiwebhusayithi yeWCED nakumaziko okuQhagamshelana neeKlayenti (Client Contact centres) kukho iibhokisi zeengcebiso ezifanele ukufaka izimvo kuzo iiklayenti</p> <p>b) Isaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lolalutyo olunzulu, iingcebiso zophuculo kunye nezikhalazo</p>	<p>Ukuthetha phandle nokungafihlile nto:</p> <p>a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khange zisetyenziswe iibhokisi zeengcebiso.</p> <p>b) Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>c) Abalungelelanisi (co-ordinators) beeSafe School abakwinqanaba leSithili babandakanya nokwenziwa kweenkonzo zeCall Centre yeSafe Schools</p> <p>d) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseluntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools. Ingcaciso yomsebenzi abawenzayo ihlaziyiwe ukwenzela ukufaka le miba</p>	<p>c) Abalungelelanisi (co-ordinators) beeSafe School abakwinqanaba leSithili babandakanya nokwenziwa kweenkonzo zeCall Centre yeSafe Schools</p> <p>d) Ukwaziswa kweenkonzo okwenziwa ngefowuni (Telephone marketing)</p>	<p>c) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseluntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools. Ingcaciso yomsebenzi abawenzayo ihlaziyiwe ukwenzela ukufaka le miba</p> <p>d) Akukho kwaziswa kweenkonzo okwenziwa ngefowuni kuye kwenziwa kusetyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>
<p>Ixabiso leMali:</p> <p>a) ICall Centre yeSafe Schools ifumene iminxeba engama-14 854</p>	<p>Ixabiso leMali:</p> <p>a) Ngelixa abasebenzi beCall Centre bembalwa yaye inani leminxeba ebhalisiweyo imbalwa, owona msebenzi wandisa ukuxabiseka kweli ziko wenziwa eluntwini (field), ngokubambisana, kusetyenziswa iiSafety Fieldworker neePsychologist</p>	<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 890 ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelelekileyo. Bekukho:</p> <ul style="list-style-type: none"> • Izehlo ezingama-738 ezinxulumene nolwaphulo-mthetho; • Iingxelo ezili-1 097 malunga nezikolo eziqhekeziweyo zonakaliswa; • Kwiminxeba engama-439 yamatyala emphatho-gadalala - apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support); kunye • Neminye iminxeba engama-538 ebiyimibuzo emalunga neeBhodi eziLawula iZikolo

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlole ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zancedisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-314 zokuphutha kwabafundi esikolweni, apho ezingama-285 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo IiFieldworker zeeSafe School ezingama-20 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-78</p> <p>Iindawo ezili-101 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-13 968</p>	<p>b) IiFieldworker zoKhuseleko zilandeleda abafundi abaphuthayo esikolweni zize zikhangele ukuba yintoni ingxaki yomfundi ebangela oku</p> <p>c) Ukunika uthantamiso nokukhokela abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) Ukuncedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p>	<p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlole ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zancedisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-267 zokuphutha kwabafundi esikolweni, apho ezingama-220 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo</p> <p>IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-72</p> <p>Iindawo ezili-115 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-15 485</p>

Isixhobo sokucacisa iinkcukacha zokunikwa kweenkonzo (service delivery information tool)

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.</p> <p>a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo.</p>	<p>a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo.</p>	<p>a) Bonke abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuya kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane). Ezi mbalelwano zigcinwa kwiwebhusayithi ukulungiselela bonke abenzelwa iinkonzo bafikelele kuzo</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) Khange kubekho mfuneko yokuba uMlawuli weSwitchboard anxibelelane nabantu abanikwa iinkonzo</p>	<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) UMLawuli weSwitchboard</p>	<p>b) Iilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter) seziko ngalinye leSithili ngasinye noNdlunkulu zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso</p> <p>c) I-imeyili</p> <p>d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni</p> <p>e) UMLawuli weSwitchboard kunye/okanye nalo Sekela-Mphathi baye banxibelelana nabantu abafumana iinkonzo abalapha esikolweni besebenzisa i-imeyili, malunga neenkono zefowuni ezimana ziqhawuka</p>
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p> <p>a) ICall Centre yeSafe Schools inika isithili iinkcukacha-manani (statistics) zazo zonke izehlo ezibancedisa ekucwangciseni iinkqubo zophuhliso nezongenelelo ngoncedo</p>	<p>a) Iintlanganiso zamaQela (Cluster) eeSafe School</p>	<p>a) Iintlanganiso ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p>
<p>b) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>	<p>b) Ukuhambisa iibrowutsha emicimbini</p>	<p>b) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>
<p>c) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p> <p>Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</p>	<p>c) Iitheyibhile zolwazi ezisemicimbini</p>	<p>c) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p> <p>Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</p>
<p>d) Ilibrowutsha ezihanjisiweyo ezineetheyibhile zolwazi</p>	<p>d) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p>	<p>d) ICall Centre yeSafe Schools inika isithili iinkcukacha-manani (statistics) zazo zonke izehlo ezibancedisa ekucwangciseni iinkqubo zophuhliso nezongenelelo ngoncedo</p>
<p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>	<p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>	<p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, efumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
f) Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kwezinyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo	f) Izinto ezazisa ngeenkonzo (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo	f) Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo nezinto ezazisa iinkonzo (marketing merchandise) ezifana neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kwezinyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo

Inkqubo yokufaka izikhalazo

Inkqubo yezikhalazo yangoku/eyiyeyona iyiyo	Inkqubo yezikhalazo enqwenelekayo	Ezona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo b) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo	a) Iinkcukacha-manani zeTheta Nathi ziyaqwalaselwa zize zixelwe kuze kwenziwe amacebo okujongana kwanokuphucula loo meko ibiqhutywa b) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga	a) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo b) Akukho zikhalazo zefowuni zirekhodiweyo ngendlela yokunika ingxelo (feedback mechanism) ziye zaboniswa kweli thuba
c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo	c) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard	c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo
d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo	d) Ukunikwa kwengxelo (feedback facility) kwiwebhusayithi	d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo

Inkqubo yezikhalazo yangoku/eyiyeyona iyiyo	Inkqubo yezikhalazo enqwenelekayo	Ezona mpumelelo
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulo-mthetho ezikolweni kumaziko aseWCED</p> <p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana naloo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/ amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools , loo nto isenziwa ngoqeqesho olwenziwa emsebenzini ICall Centre yeSafe Schools isebenze ngeminxeba engama-14 854, minxeba leyo ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neeBhodi eziLawula iZikolo</p> <p>b) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>a) Umlawuli woKhuseleko lweMfundo (Education Safety Manager) uqwalasela izikhalazo aze athathe amanyathelo afanelekileyo</p> <p>b) Umlawuli weCall Centre uyafumaneka ukuba ajongane nezikhalazo</p> <p>c) Ukunikwa kwengxelo (feedback facility) kwiwebhusayithi</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p>	<p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana naloo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/ amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools , loo nto isenziwa ngoqeqesho olwenziwa emsebenzini NgokweCyber Call System, iCall Centre yeSafe Schools ifumene iminxeba engama-6 460 (ezingarekhodwanga ngokupheleleyo ngenxa yeengxaki zesistim). Le minxeba ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neeBhodi eziLawula iZikolo</p> <p>b-d) Isistim yokunika ingxelo kwi-intanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo. Isaveyi yoKwaneliseka kwabaXumi ka-2012 - 2014 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools.</p>

2.3 OkuQhubeka kwiZiko (organisational environment)

I-WCED inesebe lezemfundo lephondo (provincial ministry of education), undlunkulu wephondo, ii-ofisi zesithili kunye namaziko emfundo, kuquka izikolo zikarhulumente eziqhelekileyo nezemfundo eneemfundo ezizodwa kunye namaziko eECD. Ikholeji zeFET kunye namaziko oluntu okufundela kwabantu abadala (adult community learning centres) nazo zibonisiwe kule Ngxelo yoNyaka. Kodwa ke, nanjengoko kubonisiwe kule mithetho ingezantsi, ukulawulwa kweeFET neeA(B)ET kudluliselwe kwiSebe leMfundo ePhakamileyo noQeqesho (Department of Higher Education and Training) ukususela ngomhla woku-1 kuEpreli ka-2015.

Mane (4) amacandelo amakhulu, ngalinye likhokelwa liSekela Mphathi-Jikelele (Deputy Director General) kwiWCED. La masebe leloCwangciso lwezeMfundo (Curriculum Planning); eloLawulo lweKharithulam nokuHlola (Curriculum and Assessment Management); Phuhliso noQuquzelelo lwamaZiko (Institution Development and Co-ordination) kunye nelezeMali (Finance). ICandelo eliyiNtloko loLawulo lwezaBasebenzi (Chief Directorate for People Management) likwanika ingxelo ngqo kwiNtloko yeSebe, njengoko kunjalo kumaCandelo oLawulo lwangaPhakathi (Internal Control), iCandelo lezoNxibelelwano (Communication) neCandelo lokuCwangcisela uKwenziwa komSebenzi noLawulo lwaBathathi-nxaxheba (Business Strategy and Stakeholder Management).

Utshintsho kunyaka ophantsi koqwalaselo

Ukupaapshwa kwangoko nokugcwaliswa kwezithuba zengqesho ukwenzela ukuvumela utshintsho olungenamagingxi-gingxi yinxalenye yobuchule obusetyenziswa yiWCED ukwenzela ukuthibaza naliphi ifuthe elibi elinokuvula ekutshintshweni kwezitraktsha zabalawuli.

Ngo-2014/15, uye wathatha umhlala-phantsi uMphathi oyiNtloko woLawulo lwezeMali, ojongene nokongamela amacandelo amabini, eloLungiselelo lwezeMali (Financial Accounting) kunye neloCwangciso-mali yezoLawulo (Management Accounting). Endaweni yakhe kuye kwangena uMphathi: EzoCwangciso-mali yezoLawulo, oya kuqala ukusebenza ngomhla woku-1 kuEpreli ka-2015. Isithuba sakhe siye sapapashwa yaye siza kugcwaliswa ukususela ngomhla woku-1 kuJuni ka-2015.

Ngelishwa, amalungu amabini eeNkonzo zoLawulo oluPhezulu, uMphathi oyiNtloko woLawulo lobuNtloka kwezoShishino (Business Intelligence Management) kunye noMphathi weMetro East, baye basweleka ngalo nyaka uphantsi koqwalaselo. Kuye kwangena abaqeshwa abaBambeleyo kwezo zithuba, ngoku kusalindwe ukupapashwa nokuqeshwa kwabantu kwezi zithuba.

UMphathi oyiNtloko woLawulo lweKharithulam noPhuhliso looTitshala (Curriculum Management and Teacher Development) osandula kuqeshwa uye waqala emsebenzini ngoJanyuwari. Kuye kwaqhutywa udlwano-ndlebe lokuqesha umntu kwisithuba soMphathi: uLawulo lokuHlola (Director: Assessment Management), ebesisele singenamntu ngenxa yokuba umphathi wangaphambili eye wonyuselwa waya kwisithuba kUmalusi.

Isithuba soMphathi: UkuPhathwa koLawulo lwabaSebenzi (Director: People Management Administration) siye sapapashwa kuba obekuso eye wathatha umhlala-phantsi, kusenzelwa ukuba lowo uqeshiweyo abe nokusebenza phantsi kweliso lalo uhambayo phambi kokuba ahambe ngoJanyuwari ka-2016.

ISebe lijonge ukwenza imeko eqhelekayo yamaziko ajongana neengxaki nasebenzayo kwanokuphucula iinkqubo zalo zoshishino neesistim zalo. UNdlunkulu kunye neeofisi ezisibhozo zezithili zeWCED zilungiswe zayilelwa ukunika inkonzo nenkxaso ekhawulezileyo negqibeleleyo ezikolweni nakootitshala.

Ngokumalunga neziko, iSebe linenjongo yokunika

- amagosa anenkathalo, anolwazi oluphangaleleyo nakwaziyo ukunika inkxaso izikolo, ootitshala nabafundi
- ootitshala abasoloko bekho emsebenzini, abalungiselela ukufundisa nokusebenzisa iiteksti
- imali esetyenziselwa ukwandisa impumelelo nokunika uncedo kwabo bahlelelekileyo
- izikolo ezaneleyo nezikhuselekileyo
- indawo elungele ukuba amahlakani kwezemfundo enze igalelo kwimfundo esemgangathweni: kwimibutho yeemanyano zootitshala, amaBhunga oLawulo eZikolo, amacandelo ezoshishino, amaQumrhu angekho phantsi koRhulumente (Non-Governmental Organisations), izikolo ezizimeleyo, amaZiko eMfundo ePhakamileyo (Higher Education Institutions) nasezikholejini

Imisebenzi yeWCED – umhlaba ofikelelweyo nomlinganiselo (scale)

Abafundi	
Abafundi bamaBanga loku-1-12 kwiZikolo zikaRhulumente eziQhelekileyo bebonke	964 840
Abafundi kwiBanga R kwiZikolo zikaRhulumente eziQhelekileyo	64 140
Abafundi kwiBanga R kumaZiko aZimeleyo	17 732
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	18 571
Abafundi kwiZikolo eziZimeleyo	45 634
Abafundi kwii-FET Colleges (headcount)	71 712
Abafundi abadala	31 840
Bebonke	
Abasebenzi	
Ootitshala	32 033
Abasebenzi benkonzo bakarhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	9 118
Bebonke	41 151
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	72
Amaziko eMfundo noQeqesho oluQhubekayo (FET)	6
Amaziko emfundo oluntu abantu abadala	308
Ii-Ofisi zezithili zemfundo	8

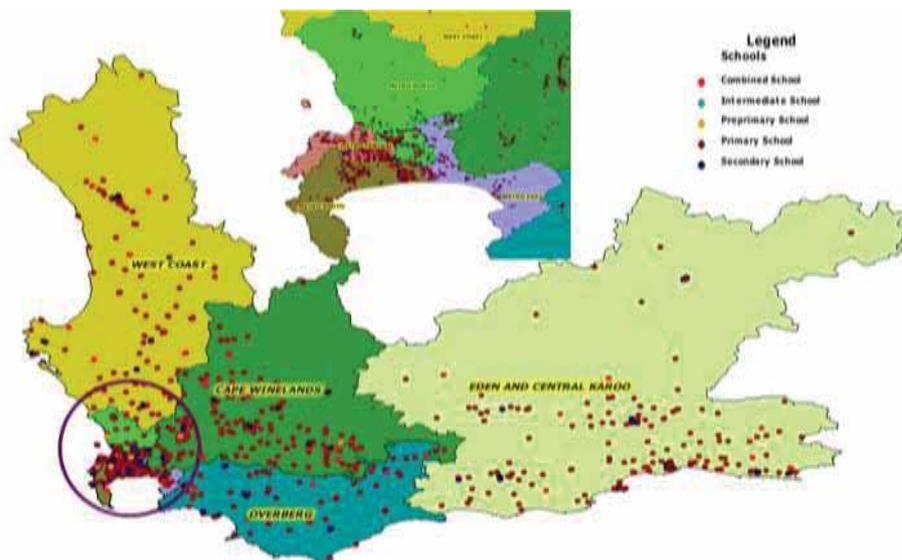
Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2014)

UMthombo woBhaliso lwabafundi lwango-2014: Annual Survey for schools pre-Grade R to matric)

Owolwazi malunga nootitshala: PERSAL: 2014

li-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe ezingama-49 nezinika ngqo inkxaso ezikolweni. Izikolo zixhaswa ngabacebisi ngezekharityhulam, iingcali zeenkono zemfundo eneemfundo ezizodwa (special education professionals) (iisayikholoji, oonontlalontle, abacebisi bezibonelelo zokufunda (learning support advisers) nabalawuli bolawulo lwamaziko nolawulo (institutional management and government managers).

Indlela ezahlulwe ngayo izikolo iboniswe apha ngezantsi



ISithili		1	2	3	4	5	6	7	8	Bebonke
Cape Winelands	Izikolo	39	35	33	38	30	30	31	36	272
	Abafundi	24 864	24 760	21 714	12 612	13 786	21 598	9 808	9 586	138 728
Eden and Central Karoo	Izikolo	29	32	24	32	36	37	29		219
	Abafundi	8 733	23 330	23 009	19 696	12 212	14 185	14 151		115 316
Metro Central	Izikolo	32	44	36	35	30	33			210
	Abafundi	20 624	21 634	20 889	22 377	20 196	22 247			127 967
Metro East	Izikolo	26	23	25	23	23	26			146
	Abafundi	24 582	25 857	23 454	22 069	21 319	29 254			146 535
Metro North	Izikolo	28	28	30	27	33	31	31		208
	Abafundi	26 363	20 452	34 219	25 415	21 984	19 957	33 261		181 651
Metro South	Izikolo	34	35	28	16	17	30	30		190
	Abafundi	26 469	21 417	17 275	11 875	18 512	32 303	29 799		157 650
Overberg	Izikolo	28	30	25						83
	Abafundi	10 129	19 495	9 868						39 492
West Coast	Izikolo	25	25	23	25	31				129
	Abafundi	14 244	9 169	16 711	7 464	9 913				57 501
Xa kukonke kudibene	Izikolo	241	252	224	196	200	187	121	36	1 457
	Abafundi	156 008	166 114	167 139	121 508	117 922	139 544	87 019	9 586	964 840

2.4 Uphuhliso lwemigaqo-nkqubo ephambili neenguqu kwimithetho

a. Izikolo

UMthetho i*Basic Education Laws Amendment Act, 2011 (Act 15 of 2011)*, waqalisa ukusebenza ngomhla we-19 kuSeptemba ka-2011. Injongo yalo Mthetho, phakathi kwezinye, kukulungiselela imiba yokudalwa kweSebe leMfundo esisiSeko nemibandela enxulumene nayo, kukufakela izilungiso, kuMthetho woMgaqo-nkqubo weMfundo kaZwelonke, 1996 (uMthetho 27, ka-1996) (National Education Policy Act, 1996 (NEPA) (Act 27 of 1996), nakuMthetho weZikolo zaseMzantsi Afrika, 1996, (uMthetho 84 ka-1996) (South African Schools Act (SASA), 1996 (Act 84 of 1996), kuMthetho wezeNgqesho yooTitshala, 1998, (uMthetho 76 ka-1998) (Employment of Educators Act, 1998 (Act 76 of 1998), uMthetho weBhunga looTitshala laseMzantsi Afrika, 2000 (South African Council for Educators Act, 2000) (Act 31 of 2000) noMthetho wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi neQhubekayo, 2001 (uMthetho 58 ka-2001) (General and Further Education and Training Quality Assurance Act, 2001) (Act 58 of 2001). Lo Mthetho ukwanika imigaqo malunga neendidi ezininzi zezikolo zikarhulumente zemfundo eneemfuno ezizodwa, imisebenzi eyongezelelweyo yeenqununu zezikolo nangokuqeqeshwa kwamabhunga olawulo yimibutho yamabhunga olawulo eyaziwayo.

Ngowe-29 kuNovemba ka-2013, uMphathiswa weMfundo esisiSeko wamisela iMimiselo iRegulations Relating to Minimum Uniform Norms and Standards for Public School Infrastructure, kwiGazethi kaRhulumente No. 37081. Le Mimiselo yabhengezwa (promulgated) ngokweCandelou 5A(1)(a) loMthetho wezikolo zaseMzantsi Afrika (South African Schools Act), 1996 (uMthetho 84 ka-1996). Injongo yayo kukufuna, phakathi kwezinye izinto, ukunika eyona mimiselo nemigangatho ebubuncinane yeziseko zophuhliso zezikolo zikarhulumente ukuqinisekisa ungqinelwano nemimiselo ii-minimum uniform norms and standards ekudizayinweni nasekwakheni izikolo ezitsha kubandakanywa uhlaziyo lwezikolo nokuphuculwa kwezikolo ezikhoyo, ukupheliswa kokuba semva kumaxesha amisweyo okuphelisa ukungabikho kweziseko zophuhliso ezikolweni.

ISebe leMfundo esiSiseko lifakele izilungiso kwiMimiselo neMigangatho yeNkxaso-mali kaZwelonke *National Norms and Standards for School Funding*) ukususela ngomhla woku-1 kuEpreli ka-2011. Ezi zilungiso ziphethe umxholo wokunikwa kweemali kwezikolo ezingabizi fizi kunye nembuyiselo yokuxolelwa ekuhlawulweni iifizi (compensation for fee exemptions) kwizikolo ezibiza iifizi (uMhlathi 170A). Isilungiso samva sivumela iiMvavanyo ii-Annual National Assessments kumaBanga lesi-3 no-6 kwizikolo zikarhulumente, ukuba zisetyenziswe ngengomlinganiselo wokujonga inkqubo yabafundi kwezo zikolo zizimeleyo zikufaneleyo ukufumana inkxaso-mali.

INkcazelo ye*Kharithulam yeSizwe* iBanga R-12 iye yacokiswa yaza yahlaziywa yabekwa ngokutsha yayiNkcazelo ye*Polisi yeKharithulam nokuHlola (Curriculum and Assessment Policy Statements)* (CAPS). I-CAPS icacisa ixesha lokufundisa lesifundo ngasinye, ikhontenti, izakhono, iziXhobo zokuXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM) eziyimfuneko nomlinganiselo wobungakanani bamanqaku ovavanyo nemigqaliselo kuxwebhu olunye. I-CAPS iqaliswe kwisiGaba esisisiSeko nakwiBanga le-10 ngo-2012, yaye iya kuphunyezwa kwiSigaba esiPhakathi nakwiBanga le-11 ngo-2013, nakwiSigaba saBadala nakwiBanga le-12 ngo-2014.

Umgqaqo-nkqubo kazwelonke ophathelele kwiimfuno ezimiselweyo zokudlulela kwelinye ibanga nezokupasa (progression and promotion requirements) zeNational Curriculum Statement (NCS) iBanga R – 12, i-National Protocol for Assessment, Grades R – 12 nemimiselo ephathelele neNCS, yaya yaqhutywa ukwenzela ukuncedisa iCAPS.

Ngowoku-1 kuEpreli ka-2010, kuye kwaqala ukusebenza ezinye izilungiso ezenziwe kuMthetho omalunga naBantwana (*Children's Act*), 2005 (UMthetho wama-38 ka-2005). NgokweCandelo 196 (3) se-Children's Act, 2005 (UMthetho wama-38 ka-2005), izikolo zorhwebo nezo zokulungisa izimilo, eziluxanduva lweSebe leMfundo lephondo njengangoku, ziba luxanduva lweSebe loPhuhliso lwezeNtlalo yoLuntu (Department of Social Development), emva kweminyaka emibini siqalile ukusebenza isahluko esichaphazelekayo kulo Mthetho. Ngenxa yesigqibo seNkundla yoMgaqo-siseko kumba ophakathi kwe-*The Teddy Bear Clinic for Abused Children and Another v Minister of Justice and Constitutional Development and Another*, CCT 12/13 (iThe Teddy Bear Clinic for Abused Children Nelinye iqela bemangalelana noMpathiswa wezoBulungisa noPhuhliso loMgaqo-Siseko kunye Nabanye), phakathi kwezinye izinto uMthetho i-Judicial Matters Amendment Act No. 42 of 2013, wapapashwa kwiGazethi kaRhulumente No. 37254, yomhla wama-22 kuJanuwari ka-2014. Lo Mthetho ufakela izilungiso, phakathi kwezinye izinto, kwi-Children's Act, 2005, i-Child Justice Act, 2008, i-Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007, kubandakanywa nemiba ye-Promotion of Access to Information Act, 2000 (uMthetho wesi-2 ka-2000). Ezi zilungiso zichaphazela ngakumbi ezemfundo njengoko zijongene phakathi kwezinye izinto, nemithetho ethathwa yiNkundla yoMgaqo-siseko njengenyasha amalungelo omgaqo-siseko abantwana ngokungafanelekanga, i-National Register for Sex Offenders nokucinywa kweerekhodi, nexesha elivumelekileyo lokufikelela kulwazi ngokwePublic Access to Information Act, 2000 (uMthetho wesi-2 ka-2000) (PAIA). Ikwafakela izilungiso kwiCriminal Law Amendment Act, 2007, ukwenzela ukukhuphela ngaphandle abantu abaneminyaka engaphantsi kweli-18 ekusebenzeni kwalo Mthetho.

Imimiselo yeNational Norms and Standards for School Funding, Government Gazette No. 29179 yomhla wama-31 kuAgasti ka-2006, ehlaziywe ngo-2012 ukwenzela ukulungiselela (1) ukuqatshelwa kwemiButho yeeBhodi eziLawula izikolo, emele iibhodi ezilawula izikoloz ikarhulumente, ngenjongo yokufumana inkxaso-mali; (2) Ukunikwa imali kweebhodi ezilawula izikolo njengegalelo lokuhlawula imali zemirhumo kumbutho ozinikeleyo owaziwayo (recognized voluntary association) omele iibhodi ezilawula izikolo zikarhulumente, (3) Ukunikwa imali kwemiButho yeebhodi ezilawula izikolo ukwenzela ukunceda ngezakhono zokusebenza (capacity building).

ISebe iWCED, emva kokulandela inkqubo efanelekileyo, ithathele ingqalelo iFEDSAS kunye neGoverning Body Foundation ngokuhambelana nale Gazethi ixelwe apha ngentla. Izikolo ezifake izicelo ziyinikiwe le mali kuthethwe ngayo ku-(2) apha ngentla. Akukho Mbutho sele unikwe imali yokuwuxhasa ngale ndlela ixelwe ku-3 apha ngentla nanjengoko le mibutho ingekazifezekisi iikrayitheriya zokufumana le mali.

Amaphulo ongenelelo ngoncedo amatsha ephondo

ISiqendu 63(1) soMthetho weMfundo wePhondo leNtshona Koloni (Western Cape Provincial School Education Act), 1997 (uMthetho we-12 ka-1997), uxhobisa uMphathiswa wePhondo ngokuba enze imimiselo engqinelana noMgaqo-siseko, yaye apho kusebenzayo, ngokuxhomekeke kuyo nayiphi na imimiselo nemigangatho echatshazelwe kwisiqendu 146(2) soMgaqo-siseko. Ngenxa yoku, le mimiselo ilandelayo ilungiswe ngelo thuba lichaphazelekayo:

- 1) UkuBekwa koMsebenzi neeNkqubo zokuSekwa nokoNyulwa kwamaBhunga aMele aBafundi (Determination of the Functions and Procedures for Establishment and Election of Representative Councils of Learners) kwizikolo zikarhulumente, kuxhobisa uMphathiswa weBhondo ukuba abeke imisebenzi neenkqubo zokusekwa nokonyulwa kwamaBhunga aMele aBafundi. Ikwaphinda inike iindima nemisebenzi yamaGosa okuNxulumana nooTitshala (Teacher Liaison Officers) kunye nemisebenzi yelo gosha njengeGosa lezoNyulo (iElectoral Officer) kunyulo lwamaBhunga abaNkululeki babaFundi. ImiButho yeeBhodi eziLawula izikolo (Governing Body Associations) kunye neeForam zeeNqununi ziye zancelwa ukuba zifake izimvo zazo malunga nolo xwebhu ungedlulanga umhla wesi-2 kuSeptemba ka-2014. Izimvo ezifunyenweyo ziye zathathelwa ingqalelo lwaza olu xwebhu lwalungiswa ngokufanelekileyo. Uxwebhu lokugqibela, ulusihloko sithi Determination of the Functions and Procedures for the Establishment and Election of Representative Councils of Learners at Public Schools luye lwapapashwa ngomhla we-13 kuOkthobha ka-2014 kwiGazethi eKhethekileyo yePhondo (Provincial Gazette Extraordinary), Namba 7317, yaza yadluliselwa ezikolweni kusetyenziswa iSetyhula 0001 ka-2015.
- 2) IMimiselo iDraft Regulations relating to the Issuing of Performance Indicators Binding on Public Schools, eyenziwe yiNtloko yeCandelo leziFundo, yenzelwe ukumisela izalathinkqubela kwizikolo zikarhulumente ukwenzela ukubeka esweni nokuvavanya indlela izikolo zikarhulumente eziqhuba ngayo kwizifundo ukunceda iSebe libe nako ukuncedisa, licebise yaye linike inkxaso efunekayo ukunceda ezo zikolo zikarhulumente zichaphazelekayo ziqhube bhetele ezifundweni. Le mimiselo iyilwayo iye yapapashelwa ukuba kuhlonyulwe ngayo ngoLwesibini, umhla wama-25 kuNovemba ka-2014, kwiGazethi eKhethekileyo yePhondo (Provincial Gazette Extraordinary) Namba 7335. Umhla wokugqibela wokufakwa kwezimv ibingowama-30 kuJanyuwari ka-2015. Ziye zaqwalaselwa izimvo ezifakiweyo, yaza le mimiselo yalungiswa ngokufanelekileyo zaza izilungiso zalungiswa ngokusemthethweni (legally vetted). Uguqulo-ntetho (translation) lokugqibela luye lwaqinisekiswa umgangatho yaye imimiselo iye yagqityezelwa ukuze ifakwe kuMphathiswa ophathiswe ezemfundo kweli Phondo ukuba ayivume. Iya kuthi ipapashwe kwiGazethi yePhondo.

IsiKhokelo esingoKhuseleko lweeNdawo zokuDlalela aBafundi kwiZikolo zikaRhulumente (Guidelines on Playground Safety at Public Schools) sivunyiwe nguMphathiswa ophathiswe ezemfundo eNtshona Koloni, yaye siye sathunyelwa ezikolweni ngeSetyhula Namba 10/2014, ukungiselela ukuqhutywa kwaso ngoJulayi ka-2014. Esi sikhokelo sicacisa iindima nemisebenzi yabasebenzi ngokumalunga nokhuseleko lwabafundi kwiindawo zokudlalela abafundi, imiphezulu yeendawo zokudlalela (playground surfaces), izityalo ezinetyhefu okanye ezingafanelekanga, kwakunye nengcebiso ngokukhethwa kwezixhobo zokuncedisa kwimidlalo zeendawo zokudlalela abafundi. Siquka izihlomelo ezijongene neesaveyi zendawo engqongileyo, amanyathelo obulumko xa kuthengwa okanye kufakwa izixhobo zokuncedisa kwimidlalo zendawo yokudlalela abafundi nokuhlolwa nokulondolozwa kwezixhobo zokuncedisa kwimidlalo.

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

Kwasekwa iSebe leMfundo ePhakamileyo noQeqesho (Higher Education and Training (DHET)) ngoMeyi ka-2009 ngenjongo yokuba liya kuba lilo ekugqibeleni eliya kwenza umsebenzi kumaziko emfundo ephakamileyo, kwiikholeji zeFET, kwiiSETAs nakumaZiko eMfundo noQeqesho lwaBadala (Adult Education and Training Centre). I-DHET namasebe emfundo amaphondo basayine imigaqo yeemvumelwano (protocol agreements) ukwenzela ukulawula olu tshintsho, ukulawulwa ukuphathwa nolawulo lwethutyana kwiikholeji zeFET, yaza iDHET yamema amaphondo ukuba onyule amagosa eSebe iWCED ukuba abe ngumlawuli wokuhlengahlengiswa kwemisebenzi (function shift manager) ukwenzela ukuncedisa kolu tshintsho.

UMthetho weeKholeji zeMfundo noQeqesho oluQhubekayo (*Further Education and Training Colleges Amendment Act*), 2012 (*uMthetho wesi-3 ka-2012*), waqala ukusebenza ngomhla wesi-3 kuMeyi ka-2012, yaye ufakela izilungiso kuMthetho weeKholeji zeFET (FET Colleges Act) ka-2006 (*uMthetho we-16 ka-2006*). UMphathiswa weMfundo ePhakamileyo noQeqesho (Higher Education and Training) wawumisela kwiSaziso sikaRhulumente Namba 367, esapapashwa kwiGazethi kaRhulumente Namba 35336, yomhla we-11 kuMeyi ka-2012, nokuba eminye imigaqo yalo Mthetho (*Further Education and Training Amendment Act, 2012 (Act 3 of 2012)*), iya kuqalisa ukusebenza ngomhla wokusayinwa kwayo nguMongameli (ngowe-11 kuMeyi ka-2012 njengomhla weSaziso esikhutshwa nguMphathiswa) ngaphandle kwamaCandelo 11, 12, 13, 14, 28(3) no-32(b).

ICandelo le-14 sijjongene nezemali ezinxulumene nokwabiwa kweeGranti eziKhutshwa phantsi kweMiqathango (Conditional Grant), yaye amaCandelo 11, 12, 13, 28(3) no-32(b) ajongene nokutshintshwa kwabasebenzi ukususwa kumaSebe eMfundo amaPhondo (Provincial Education Departments) ukuya kwi-DHET ngokuxhomekeka kwimigaqo yesiqendu 197 soMthetho wezoBudlelwane phakathi komQeshi nabaSebenzi (Labour Relations Act), 1995 (*uMthetho wama-55 ka-1995*). Ezi nkqubo kufuneka ziqale zigqitywe phambi kokuba aqale ukusebenza amacandelo afanelekileyo ngalo mhla uya kucaciswa nguMphathiswa, aze abe epapashwe ngesinye iSaziso (further Notice) kwiGazethi kaRhulumente. Nakuba kunjalo, ngowama-26 kuMatshi ka-2014, UMphathiswa weMfundo ePhakamileyo noQeqesho wapapasha iSaziso (iSaziso Namba 209), kwiGazethi kaRhulumente Namba 37470, esapapasha ukuba amacandelo 13, 28(3) no-32(b) amalunga nabasebenzi, aya kuqala ukusebenza ngowoku-1 kuAprili ka-2014, logama amacandelo amalunga nabasebenzi

abakulawulo, ngokukodwa, amacandelo 14, 11 nele-12 aqala ukusebenza ngowoku-1 kuAprili ka-2013.

c. Imingeni ebangelwa yimiba yemigaqo-nkqubo

Izikolo:

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

3. Iinjongo eziCwangciswe ngobuChule neziJolise kwiziPhumo zokuFunda⁴

Injongo eCwangciswe ngobuChule neJolise kwiziPhumo zokuFunda 1	Ukuphucula ulwimi neMathematika kwiZikolo eziziiPrayimari
Ingcaciso yeNjongo	Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba abafundi baqhube ngokwemimiselo yebanga labo ngo-2014 ngolu hlobo lulandelayo: IBanga lesi-3: ULwimi: yi-42% yabafundi ukuze kwiMathematika ibe yi-60% yabafundi. IBanga lesi-6: ULwimi: yi-37% yabafundi ukuze kwiMathematika ibe yi-33% yabafundi. IBanga le-9: ULwimi: yi-50% yabafundi ukuze kwiMathematika ibe yi-20% yabafundi. Amanqaku makalandelelwe ngovavanyo qho ngonyaka aze amaphulo ongenelelo ngoncedo ahlangahlengiswe ngokufanelekileyo.
Injongo eCwangciswe ngobuChule neJoliswe kwiziPhumo zokuFunda 2	Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke nomgangatho wokuUkwandiswa kwenani nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
Ingcaciso yeNjongo	Ukuphucula ireyithi yokupasa kwiimviwo zeNSC ngokubonelela ngeencwadi zezifundo, ngeeprogram zoqeqesho loofitshala, ulawulo nenkxaso. Iithagethi zika-2014 ngabafundi abayi-43 000 abapase iNSC ne-20 400 abapesele ukungena kwisiDanga sokuQala (Bachelor's degrees); abafundi abayi-13 200 amabapase iMathematika nabayi-8 300 amabapase iPhysical Science.
Injongo eCwangciswe ngobuChule neJoliswe kwiziPhumo zokuFunda 3	Ukunciphisa inani lezikolo eziqhuba kakubi
Ingcaciso yeNjongo	Ukupheliswa kokuqhuba kakubi kwabafundi kwiSatifikethi seMatriki sikaZwelonke kwizikolo eziphakamileyo (high schools): oko kukuthi, izikolo ezili-10 mazibe nereyithi yokupasa engu-<60% ngo-2014. Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabanga njengoko kunokulinganiselwa ngokuHlola koNyaka kukaZwelonke (National Assessment) (ANA) kwibanga loku-1 – 6 nele-9 neemvavanyo zeSebe iWCED zebanga lesi-3, 6 nele-9.

⁴ Ezi thagethi zinjengoko zazinjalo kwisiCwangciso seNtsebenzo yoNyaka (Annual Performance Plan) sika-2014/15.

Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule

ISebe iWCED lenze inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule (Strategic Plan). Ukuhlengahlengiswa kweethagethi kwacaciswa njengoko oku kuyimfuneko kwisiCwangciso zeNtsebenzo zoNyaka (Annual Performance Plans) ezichaphazelekayo.

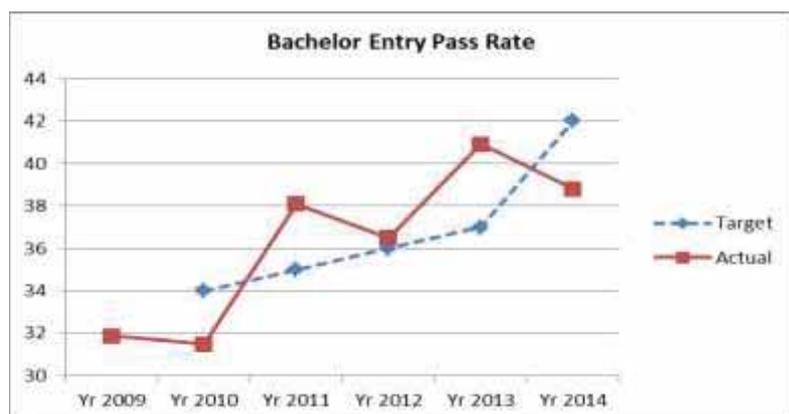
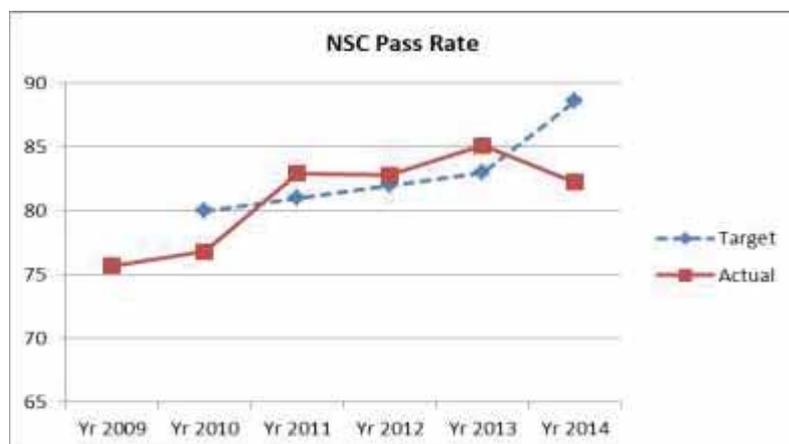
Injongo 1: Ukuphucula uLwimi neMathematika kwiZikolo eziziiPrayimari

Ezi theyibhile zingezantsi zibonisa amanqaku eemvavanyo asetyenzisiweyo ukulandelela inkqubela. Umgangatho weemvavanyo zolwimi walungiswa apha naphaya ngo-2011 ukwenzela ukwenza ukuba iimvavanyo zinike umngeni nangakumbi. Emva koo tshintsho kubekho uphuculo oluQhubekayo kwiziphumo ezisuka kwisiseko esihlengahlengisiweyo (adjusted baseline). Ngo-2009, kwakungengakabikho manqaku asisiseko (baseline score) kwiBanga le-9, ngoko ke kwalungiswa iithagethi zasekuqaleni akuba efumaneka amanqaku asisiseko.

		Nyk 2010	Nyk 2011	Nyk 2012	Nyk 2013	Nyk 2014	Ithagethi
IBanga lesi-3	Ithagethi yeMaths	40	45	50	55	60	Angahlengahlengiswanga
	Awona manqaku eMaths	48.3	47.2	51.5	55	54	
	Ithagethi yoLwimi	55	60	33	40	42	Ahlengahlengisiweyo emva kokutshintshwa kovavanyo
	Awona manqaku olwimi	54.9	30.4	38.9	37	42.4	
IBanga lesi-6	Ithagethi yeMaths	15	20	25	30	33	Angahlengahlengiswanga
	Awona manqaku eMaths	24.4	23.4	26.4	28	30.4	
	Ithagethi yoLwimi	45	50	35	37	37	Ahlengahlengisiweyo emva kokutshintshwa kovavanyo
	Awona manqaku olwimi	52.3	31.5	36.9	30	37.9	
IBanga le-9	Ithagethi yeMaths	40	42	12	15	20	Ahlengahlengisiweyo emva kolinga (pilot)
	Awona manqaku eMaths	9.4	10.4	13.9	14	14.9	
	Ithagethi yoLwimi	45	50	45	50	50	Ahlengahlengisiweyo emva kolinga (pilot)
	Awona manqaku olwimi	51.8	44.2	48.2	48	47.6	

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

lithagethi zeNjongo 2 no- 3 ezazimiselwe indlela eliqhube ngayo iBanga le-12 ngokwento yonke kwithuba leminyaka emihlanu (2009 – 2014) ziboniswa apha ngezantsi. Ukuhla okuncinci okubonwa ngo-2014 kubonisa ukuhla kweziphumo zikazwelonke okubangelwe lungenelelo lokunyusa imigangatho yokupasa kwiSatifikethi seMatrikhi sikaZwelonke.



4. INgcaciso yeNtsebenzo yeProgram nganye

4.1 Program 1: Ezolawulo

Injongo

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

Iprogram yezolawulo iqulethe ezi program zisekelayo zilandelayo⁵:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa wePhondo

Ukunika ulawulo jikelele kwinkqubo yezemfundo ngokungqinelana noMthetho woMgaqo-nkqubo wezeMfundo kuZwelonke (National Education Policy Act), uMthetho woLawulo lweeMali zikaRhulumente (Public Finance Management Act) neminye imigaqo-nkqubo

Iprogram esekelayo 1.2: IiNkonzo zeNkxaso (Corporate Services)

Ukunika iinkonzo zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.3: ULawulo lwezeMfundo

Ukunika iinkonzo zolawulo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.4: Uphuhliso lwaBasebenzi

Ukunika uphuhliso lwezakhono zabasebenzi kubasebenzi basezifisini.

Iprogram esekelayo 1.5: ISistim yeeNkcukacha zoLawulo lwezeMfundo (Education Management Information System) (EMIS)

Ukunika iSistim yeeNkcukacha zoLawulo lwezeMfundo ngokungqinelana noMgaqo-nkqubo kaZwelonke weNkcukacha zezeMfundo (National Education Information Policy)

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

INjongo eCwangciswe ngobuChule 1.1	Ukusa izixhobo ezingabasebenzi neziyimali kwezo zithili zemfundo nakwizikolo ezithe ngokwembali zafumana inkxaso-mali esezantsi nokuqinisekisa ulawulo lwezemali nolwabasebenzi luphela nolawulo lwezemali nolwabasebenzi (HR management).
INjongo eCwangciswe ngobuChule 1.2	Ukuphucula ukuba kuphendulwe ngokukhawuleza kwiimfuno zabenzelwa iinkonzo nokwenza umsebenzi kakuhle nangokukhawuleza kweSebe iWCED ngokugxininisa ekuphuculeni iinkqubo zemcimbi zeSebe.
INjongo eCwangciswe ngobuChule 1.3	Ukunika abakulawulo abathagethiweyo uqeqesho lwamagosa, amalungu eekomiti zolawulo zesikolo namaBhunga oLawulo eZikolo (School Governing Bodies).

⁵ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxaso-mali yeSebe likaNondyebo (Treasury fund categories). Iimali ezikwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Ezemali

ISebe lichithe i-99.9% yebhajethi ehlengahlengisiweyo evunyiweyo (approved adjusted budget) ka-2014/15.

Iimali zasetyenziselwa ukuhlangabezana neenjongo zesiCwangciso sokuSebenza (Action Plan) sika-2014 neenjongo ezintathu zeSebe iWCED. Yi-73.8% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (compensation of employees) (CoE), nangaphezu kweebhiliyoni eziyi-R1.79 eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango (Conditional Grants) ezili-9 nezinye iinkonzo ezingundoqo. ISebe iWCED lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfuno zifuna inkxaso kakhulu.

Kwaba nokongiwa imali kwiiMali zabaSebenzi (Cost of Employees) (CoE), ngokukodwa ngenxa yamanyathelo aphunyezwe ngempumelelo, anjengokunciphisa inani labasebenzi abangenazo izithuba (excess) abangesosigxina (temporary) kunye nababambeleyo.

Imali elondolozliweyo iye yasiwa ekuphuculeni iziseko zophuhliso zezikolo (school infrastructure) noncedo olunikwe izikolo ezijamelene neningeni yemali. Iimali ziye zadluliselwa ezikolweni ukwenzela ukunika izikolo ezingahlawulisi fizi, imbuyekezo yokuxolelwa ekuhlawuleni iifizi, izixhobo, nokuphungula amatyala eenkonzo zikamasipala kwanokuvulisa iitekstbhukhu zokongeza (top-up textbooks) zawo onke amaBanga.

ISebe iWCED liye laqhuba nokugxila kulawulo olufanelekileyo. UMphicothi-zincwadi Jikelele waseMzantsi Afrika kuphicotho lwakhe lwamaXwebhu eNgxelo-mali yoNyaka (Annual Financial Statements) ka-2013/14 uye wagqiba kwelokuba la maXwebhu eNgxelo anike ingxelo lungileyo kuyo yonke imiba ephathekayo (material aspects) yemeko yeemali zeSebe iWCED. I-AGSA iphinda yagqiba kwelokuba iSebe iWCED alinazibonisi zingafanelekanga ziphathekayo (material unfavourable indicators).

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe ezikolo zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba ezingama-31 357 xa zizonke ukulungiselela unyaka wokufunda ka-2014 ngenxa yokunyuka kobhaliso lwabafundi. ISebe iWCED landise ukwabiwa kwezithuba kuka-2015 ngezinye izithuba zootitshala ezingama-676.

Ezi theyibhile zilandelayo zinika ukwabiwa kwezithuba zomsebenzi kwiminyaka yokufunda ka-2011 ukuya ku-2015:

UNyaka wokuFunda	Izithuba ozabelweyo
2011	30 989
2012	31 091
2013	31 091
2014	31 357
2015	32 033

ISebe iWCED liyaqhubeka nokuzimisela ukuphucula umyinge (ratio) ophakathi kwabafundi: notitshala kwisiGaba esisisiSeko. ISebe iWCED liye lagcina umyinge ophakathi kwabafundi: notitshala ongu-1:36 kwizikolo zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo (high schools) kwithuba lika-2014/15

Ukufakwa okukhulu kootitshala abangenazo zithuba zengqesho (in excess) kubaluleke kakhulu ekuqinisekiseni ukuba izakhono zakho zisetyenziswa ngeyona ndlela kwanokuba abafundi bayaxhamla. Imivuzo ehlawulwe ootitshala abangenazo izithuba zengqesho linefuthe ekuqeshweni kwabafundi abadingekayo kwamanye amaziko. Ngethuba elisusela kowoku-1 kuEpreli ka-2013 ukuya kowama-31 kuDisemba ka-2013, iSebe iWCED lanciphisa inani lootitshala abangenazo izithuba zengqesho abali-156, njengesiphumo sesicwangciso esiyiliweyo sohlengahlengiso lweetitshala.

Imiba yoMgaqo-nkqubo weKhefu lokuNgakwazi kusebenza noMhlala-phantsi othatshelwa iMpilo enkenenkene (Policy on Incapacity Leave and Ill-health Retirement) (PILIR) ijonge ukuqinisekisa ukuba eli khefu linikwa kuphela abo bafanelekileyo kulo, yaye akukho kulibaziseka kungeyomfuneko ekuhloleni ukufaneleka kwekhefu okanye akukho zintlawulo zingaphezulu zinikwa abo bangafanelekanga kweli khefu.

Ngethuba elisusela kowoku-1 kuEpreli ka-2013 ukuya kowama-31 kuDisemba ka-2013, bangama-403 abafundi ababenikwe ibhasari yeFunza Lushaka abaye bafumana iziqinisekiso zobutitshala kubafundi abangama-559, nabathe bafakwa baqeshwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo okanye ezingeso sigxina ngo-2013.

Ukuqala konyaka wesikolo ngo-2015, iSebe iWCED liye lagxila ekuqesheni ngokusisigxina ootitshala abatsha (abaquka abo bebefunde ngeBhasari iFunza Lushaka). Impumelelo yalo msebenzi wokukhangelwa kootitshala iye yaphelela ekubeni kugqibele ngokuqeshwa ootitshala abatsha abali-1 780. Bangama-2 138 bebonke ootitshala abaqeshwe ngokusisigxina ukuba baqalise ukusebenza ngomhla woku-1 kuJanyuwari ka-2015.

Ngo-2014 kuye kwawubizwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho zeSebe iWCED nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo yokufakwa kwezicelo. Oku bekuthetha ukuba baye bambalwa abantu abaye babambela kwizithuba zokonyuselwa, kuye kwehla ukusetyenziswa kwabasebenzi ababambeleyo kwatsho kwaphucuka ukuzinza ezikolweni.

Ziye zomelezwa iikhrayitheriya zokuqesha kunye nenkqubo yokuqeshwa kweenqununu. kuye kwasetyenziswa isixhobo sokuHlolwa okuSekelwe ekuKwazini ukwenza (Competency Based Assessment) (CBA) ukuncedisa ekuchongweni kweNqununu ngo-2014/15. Ipesenteji ephezulu yabagqatswa abathathe inxaxheba kwiCBA njengenxalenye yenkqubo yokuKhangela nokuChongwa kwabasebenzi (Recruitment and Selection process) yenze ukuba olu hlolo lube luncedo kuphuhliso ngokolwazi lomsebenzi (professional development). Ingxelo enikwa abantu abathathe inxaxheba iye yancedisa ekuphuhliseni kweziCwangciso ezisekelwe kulwazi zoPhuhliso zomntu ngamnye (informed individual Development Plans) zeenqununu ezisandula kuqeshwa. ISebe iWCED liphinde lafumana izicelo ezivela kwiiNqununu esele zisebenza, zokwenza iCBA ukwenzela ukuzancedisa ekuphuhliseni izakhono zokusebenza ngokuphucukileyo kwamaziko abawalawulayo.

ISebe iWCED likwinkqubo yokukhangela iinkcukacha (profiling) zezithuba zengqesho zamaSekela-Nqununu kunye neeNtloko zamaCandelo eziFundo ukwenzela ukwenza isixhobo seCBA sezi zithuba ngo-2015.

Idatha engokuqeshwa kweenqununu ezintsha ekule theyibhile ingezantsi yeyethuba elisusela kowoku-1 kuEpreli ka-2013 – kowama- 31 kuMatshi ka-2014 yaye ibonisa abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngonyaka ngamnye							
IZithili	Inani elipheleleyo lezikolo	2010	2011	2012	2013	2014	Zizonke
Cape Winelands	272	22	20	10	19	25	96
Eden & Central Karoo	219	13	12	9	27	32	93
Metro Central	210	30	14	6	24	38	112
Metro East	146	21	6	10	12	29	78
Metro North	208	16	10	16	14	30	86
Metro South	190	18	8	8	5	25	64
Overberg	83	9	5	4	9	18	45
West Coast	129	13	11	5	15	14	58
Zizonke	1,457	142	86	68	125	211	632

Ingcaciso noNxibelelwano (Information and Communication)

ISistim enguNdoqo yeeNkcukacha zoLawulo lweMfundo (Central Education Management Information System) (CEMIS)

Ngo-2014/15, iSistim yeeNkcukacha zeSebe iWCED (WCED Information System) (CEMIS) iye yaphuculwa nangakumbi ukulungiselela ukuxhasa inamba elandileyo leenkqubo zoshishino ezenziwa ekhompuyutheni (automated business processes). Idlale indima enkulu ekulandeleleni ubhaliso lwabafundi. INGoko ke iCEMIS idlale indima enkulu ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule. Njengoko bekunjalo kwithuba langaphambili, i-CEMIS iye yazixhasa ngokungqalileyo iinkqubo zeemviwo, nolawulo lokuhlola kunye neenkqubo zobhaliso; ngokuxhomekeke ekubeni kusetyenziswe idatha yokuqonda ukufakwa (allocation) kwabasebenzi yaye ibisetyenziselwa iisaveyi ezenziwa kwi-intanethi kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa. Ukulandelelwa rhoqo kwamanani obhaliso abafundi ezikolweni kuye kwazinceda zonke iinkqubo zokucwangcisa.

Ngo-2014, i-CEMIS iye yaphinda kwakhona yasetyenziselwa zizikolo ukuodola iincwadi zeCAPS zezifundo nezokusebenzela (CAPS textbooks and workbooks). Le nkqubo yokusetyenziswa kweintanethi iye yaba yimpumelelo ngokumalunga nexesha, umsebenzi owenziwayo kunye nendleko kwakunye nokubeka esweni inkqubela yayo. Izicelo zasekhompuyutheni (automated applications) zokubuyiswa kweentlawulo zokuxolelwa ekuhlawuleni iifizi kwizikolo ziye zaphuculwa, yaye oko kubangele ukwenzela izinto ekuhloleni nangakumbi, ukulawula nokunika ingxelo ngokungaphezulu. Ukwaziswa kwi-intanethi malunga (online notification) zokubekwa kweMimiselo neMigangatho, ukufakwa kwabasebenzi kwizithba zengqesho, kunye neziphumo zokuhlola, nazo ziye zaphucula unxibelelwano nezikolo zaza zazinceda kwizicwangciso zazo. Isixhobo sokuqwalasela izikolo ngeekota (quarterly school monitoring tool) siye sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa iEduInfoSearch. Izicwangciso zokuphuculwa kwezikolo zika-2014 ziye zafakwa kwiCEMIS. ISebe iWCED liphinde lalinga imodyuli yeeNkcukacha zoLawulo loKwamkelwa kwabaFundi eZikolweni (School Admission Management Information module) kwiCEMIS zaza zanceda izikolo nezithili ngokufaka abafundi ezikolweni ngo-2015.

ISistim yeeNkcukacha zoLawulo lweSithili (District Management Information System) (DEMIS) nayo iyasetyenziswa kuzo zonke izithili zemfundo ezisi-8 ukwenzela ukucwangciselela nokushicilela iingxoxo eziye zachotshelwa ngethuba lotyelelo kwanokushicilela izivumelwano nemiba efuna ukulandelelwa.

Ngo-2013, iSebe iWCED liye lalinga ukusetyenziswa kwe-automated e-Recruitment system. Zonke izithuba ebezingenamntu ngo-2014/15 ziye zapapashwa ngesistim ekwi-intanethi (online system). Xa kungoku bangama-37 091 abasebenzisi abasele bebhalisile kule sistim yaye bangam-21 470 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

Unxibelelwano

Amajelo eendaba abonakalise umdla omkhulu kumsebenzi weSebe iWCED ngo-2014/15. Zibe ngama-4 280 iingxelo ezipapashwe kwiifomathi ezahlukeneyo (okushicilelweyo, kwirediyo, nakwithivi) ngezemfundo eNtshona Koloni.

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

Bekukho i) iphulo loBhaliso lika-2015 (Enrolment 2015) lokucenga abazali ukuba babhalise abantwana babo kwangoko xa beza kuqala ukuya kwisikolo esiyiprayimari okanye kwisikolo esiphakamileyo, okanye ukuba batshintsha isikolo. ii) Iphulo loLwimi neMathematika (Language and Mathematics campaign) ekuqaleni kuka-2015 eliyebeliqhutyelwa ukucacisela abazali ukuba benze njani ukuncedisa ekuphuhliseni izakhono zabantwana babo ekufundeni, ekubhaleni nakwimathematika. ISebe iWCED lihambise ngaphezu kwe-110 000 yeZikhokelo zaBazali beBanga loku-1 (Grade 1 Parents' Guides) njengenxalenye yeli phulo. iii) ISebe iWCED liye lazisa malunga nonyulo luka-2015 lweebhodi ezilawula ezikolweni ngoFebruwari nasekuqaleni kukaMatshi ka-2015 ukwenzela ukukhuthaza abazali ukuba bazigqatsele unyulo yaye bavote.

La maphulo asebenzise irediyo, iibhithodi, amaphetshana, izibhengezo kumaphephandaba asekuhlaleni, ukubhengeza ngokubhala iitekisi ngaphandle kunye nakwimiyalezo yamajelo onxibelelwano (social media messaging).

ISebe iWCED liye lavelisa iindidi ezininzi zezinto ezipapashiweyo ngo-2014/15, kubandakanywa i-"lingcebiso ezikusa empumelelweni" ("Tips for Success") isikhokelo seBanga le-10 ukuya kwele-12; izongezelelo ezincedisa abafundi beMatrikhi ekulungiseleleni iimviwo (Matric Revision supplements) ezinikwa bonke abaviwa abaza kuchophela iimviwo zeNSC; izongezelelo zokunika inkxaso kwiBanga le-10 (Grade 10 support supplements) ezisekelwe kwimibuzo ebuzwa qho kunye nemixholo ephambili (key concepts); i-Citizen's Report; iphephandaba leSebe iWCED, *iEducation Update*; Isikhokelo saBazali seBanga loku-1; nephetshana leendaba labasebenzi eliphuma rhoqo ngeeveki ezimbini (bi-weekly newsletter), *iWCED@work*.

Inani labantu abangena kwiwebhusayithi yeSebe iWCED liqhubekile nokukhula. I-avareji yaqho ngenyanga iye inyuke nge-15% ukusuka kwi-109 312 ngo-2013/14 yaya kwi-126 235 ngo-2014/15. Le webhusayithi iye yatsala umdla kubantu abangaphezu kwezigidi eziyi-1.5 abaye bayityelela ngo-2014/15, xa ithelekiswa nabangaphezulu nje kwezigidi eziyi-1.3 abebeyityelele ngonyaka ongaphambili.

Iwebhusayithi ekwi-intanethi enika inkxaso yabafundi beMatrikhi beSebe iWCED (WCED's online Matric Support) isaqhuba nokutsala umdla. Le webhusayithi iquka unxulumano (links) olwenziwa nezifundo ezifutshane ezingaphezu kwama-3000 ezikuYoutube zeJografi, iMathematika, iPhysical Sciences kunye neLife Sciences. Ezi vidiyo ziye zatsala ababukeli abali-157 870 abebesele bezibukele ngowama-20 kuJanyuwari ka-2015.

IiNkonzo zeeKlayenti zeSebe iWCED (WCED Client Services) zenza iziko lokuFumana ulwazi ngokuya ngeNyawo (Walk-in Centre), iziko labaTyeleli (Visitor's Centre) kunye neZiko lemiNxeba (Call Centre). IWalk-in Centre ifumene iavareji yabatyeleli abangama-2 335 ngenyanga, ngelixa iVisitors' Centre iye yafumana iavareji yabatyeleli abangama-834 ngenyanga. ICall Centre ifumene iminxeba engama-7 708 ngenyanga.

ISaveyi yoKwaneliseka kwabaXumi beSebe iWCED (ECED Customer Satisfaction Survey) iye yaqhutywa unyaka wesithandathu ngo-2014. Isampule ebisenziwa kuyo isaveyi ibisisiqingatha sazo zonke izikolo zephondo, nto leyo ibisenzeka okokuqala. Kwiminyaka emihlanu edlulileyo bekusenziwa isampule yomyinge wesihlanu esinye (one fifth) sezikolo ngonyaka. Kunyaka ngamnye, kuquka u-2014, imibuzo yophando (questionnaire) ibigcwaliswa ngootitshala abahlanu, abakumanqanaba ohlukeneyo ezithuba zengqesho, kwisikolo ngasinye.

Xa iyonke le milinganiselo (ratings) ibonisa ukuphucuka okuqhubayo kumanqanaba endlela ekucingwa ukuba zinikwa ngayo iinkonzo, ukususela oko kwaqhutywa isaveyi yokuqala.

Abaphenduleyo ngokwesikhundla ngasinye somsebenzi ngo-2014		
Isikhundla somsebenzi	Zizonke	%
Inqununu	393	23%
ISekela-Nqununu	239	14%
INTloko Candelo leziFundo	337	19%
UTitshala oPhezulu	165	10%
UTitshala	533	31%
Omnye	64	4%
	1731	100%

Abaphenduleyo ngokweminyaka yaMava ngo-2014		
Udidi lwamava	Abasebenzi	%
Ngaphantsi kweminyaka emi-5	132	8%
Iminyaka emi-5 - 10	157	9%
Iminyaka eli-11 - 19	250	14%
Iminyaka engama-20 - 30	725	42%
Ngaphezu kweminyaka engama-30	467	27%
Xa bebonke bedibene	1731	100%



Ukumelwa kukuphendula

Onke amagosa athweswe uxanduva lokumelwa kukuphendula okubonakaliswe ziingcaciso zemisebenzi (job descriptions) zawo kunye nezivumelwano zentsebenzo (performance agreements). AmaGosa akwaNdlunkulu athweswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo. Izikolo nezithili zemfundo zithweswe uxanduva lokuphendula malunga nenkxaso emayinikwe nangendlela abaqhuba ngayo abafundi.

NgoFebruwari ka-2014 nango-2015, zonke izikolo zigcwalise iziCwangciso zokuPhucula iZikolo (School Improvement Plans) (SIPs) ebezicwaliswa kwi-intanethi, zinethagethi yeminyaka emi-3. Ezi SIP zicacisa amanyathelo aya kuthathwa sisikolo ngasinye ukufezekisa iithagethi ezibekwe kwiSIP yaso. Ixabiso lesicwangciso sophuhliso esenziwa kwi-intanethi lelokuba zonke izikolo zigxininisa kungenelelo loncedo lophuculo oluphambili (key improvement interventions). IiSip zikwayinxalenye yendlela yokumelwa kukuphendula (accountability system), nanjengoko abo basayina esi sicwangciso iyinqununu, iSGB neSebe iWCED.

Ngo-2014, iSebe iWCED liye laqalisa inkqubo yoQwalaselo loPhuculo lweZikolo (School Improvement Monitoring) olwenziwa ngekota, olunxulumene neziCwangciso zoPhuculo lweZikolo (School Improvement Plans). I-SIM ka-2014/15 iye yandelela ukusetyenziswa kweencwadi zezifundo (textbooks) neencwadi zokusebenzela (workbooks) kunye nemiba ephambili yokufumana izixhobo ezancedisa ukuqhuba kakuhle komsebenzi wesikolo. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha inokufunyanwa yaye isetyenziselwe ukunika inkxaso ekhawulezileyo. Ngokukodwa, idatha yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa kweencwadi zokusebenzela (workbooks) kunye neencwadi zezifundo (textbooks) ezikolweni.

Ukuthweswa uxanduva lokumelwa kukuphendula kwandiswe ngeendima zokongamela ezidlalwa liSebe likaNondyabo wePhondo nokaZwelonke (Provincial and National Treasury) . Onke amacandelo aphantsi kweSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye iSebe leMfundo ePhakamileyo noQeqesho) (Higher Education and Training) apho kugcinwa khona iingxelo ezilandelelanayo, ingcaciso ngocazululo lwentsebenzo noqikelelo lokuza kwenziwa. ISebe leNkulumbuso lenza umsebenzi wokongamela iiprojekthi eziphambili zeWCED ezithi zilandelelwe ngenkqubo ye-Provincial Dashboard kunye ne-toolkit yeeprojekthi zeonline Biz. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle (Internal and External Audit processes) zilawula iinkqubo zolawulo zize zincedise ekuqinisekiseni ukusebenza ngendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuhleli kubudlelwane obumiselweyo obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke elijongene neziphumo zokufunda. Eli qumrhu linika isiqinisekiso seziphumo zeSatifikethi seMatrikhi sikaZwelonke. Umsebenzi wabo uquka ukumodareyithwa kweenkqubo zokuhlola nezeemviwo eNtshona Koloni.

Ngokufanayo nawo onke amanye amasebe karhulumente kwilizwe ngokubanzi, iSebe iWCED liye lathatha inxaxheba kwinkqubo yokubeka esweni kazwelonke, isiXhobo sokuHlola ukuSebenza kwabaLawuli (Management Performance Assessment Tool) (MPAT) enamacandelo ama-4 olawulo: UCwangciselu lokuSebenza (Strategic Planning), imiCimbi yabaSebenzi (Human Resources), ukuLawula noThatha uXanduva (Governance and Accountability) kunye noLawulo lwezeMali (Financial Management). I-MPAT ijonge ukujonga ukuba amasebe akayilandeli na imimiselo, ayayilandela na okanye asebenza kakuhle kwezi nkalo. ISebe iWCED ifumene amanqaku akwinqanaba lesibini ngobuphezulu kuzwelonke kwicandelo lo-"Lawulo nokuthatha uXanduva" ("Governance and Accountability" (kumasebe amakhulu).

Iprogram yoVavanyo lweSikolo Siphela (Whole School Evaluation), eqhuba iintsuku ezi-3 okanye ezi-5, ngokuxhomekeke kubungakanani besikolo, isekelwe kwiinkalo ezilithoba ezihlolwayo ezicaciswe kumgaqo-nkqubo weWSE: Ukusebenza kweSikolo okungundoqo; ubuNkokeli, ulawulo nonxibelelwano (management and communication); ukuPhatha nobudlelane (Governance and relationships); uMgangatho wokufunda nokufundisa nophuhliso lootitshala (Quality of teaching and learning and educator development); uKufundiswa kweKharithulam nokunikwa kwezixhobo (Curriculum provisioning and resources); ukuPasa kwabafundi; Ukhuseleko lweZikolo, uKhuseleko nokuziphatha; iZiseko zoPhuhliso zeSikolo (School infrastructure) naBazali nabahlali (Parents and community). Izikolo zinikwa iikhowudi ngokwemilinganiselo (ratings) yeWSE. Zili-127 izikolo ezihlolwe ngo-2014/15. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu ezizimeleyo, ezinikwe eso sikolo kuthethwa ngaso.

Konyulwe iBhunga lezeMfundo (Education Council), lokunika uMphathiswa wezeMfundo eNtshona Koloni iingcebiso malunga nezemfundo, elonyulwe ngokweMimiselo enxulumene neBhunga lezeMfundo kwiPhondo leNtshona Koloni (The Regulations relating to the Education Council for the Province of the Western Cape). Ngo-2014 eli Bhunga liye ladibana amaxesha amane laza lanika iingcebiso umphathiswa wephondo kunye neSebe iWCED kwimiba ephathelele kwezemfundo, kuquka imithetho nemimiselo. Eli Bhunga liye laligqiba ithuba ebelonyulelwe lona ekupheleni kuka-2014. Kukhethwe ibhunga elitsha ngokwale mimiselo, yaye sele yenziwe intlanganiso yokulibeka ngokusesikweni.

IiNjongo eziCwangciswe ngobuC hule (Strategic Objectives)

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iisistim zolawulo lokuphathwa kwezikolo (school administration management system) (esekhompuyutheni) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)	1 459	1531	1524	-7	Kuba esi salathi silinganisa ukusetyenziswa kwesistim zizikolo ezinabafundi ababhalisiweyo (registered learners) kuphela ekunokunikwa ingxelo yazo. Bezilithoba izikolo ebezibhaliswe ngokusesikweni kodwa bezingenabafundi ekupheleni konyaka-mali. Ibizezi: Izikolo ezi-4 zezibhedlele (Red Cross, iGroote Schuur, iTygerberg neMaitland Cottage Home), izikolo ezi-4 eziqhelekileyo zikarhulumente ezingenabafundi (iBlouville Primary, iVleesbaai NGK Primary, iLanguedoc VGK Primary, iVergelegen VGK

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IFhagehi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufhantsha kusukwe kwithagehi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
					Primary) kunye nesikolo esineemfuno ezizodwa zemfundo (iEureka Jeugsentrum). Isikolo esi-1 esivaliweyo (iCamps Bay Preparatory). Esinye isikolo esitsha esineemfuno ezizodwa zemfundo (iLangerugskool) nezikolo ezitsha eziqhelekileyo zikarhulumente (iProtea Heights Academy, iVan Wyksvlei Primary School, iHighbury Primary School, iProtea Heights Primary School, iParliament Street Primary) ezivulwe ngeli xesha lale ngxelo. Zingama-67 izikolo ezineemfuno ezizodwa zemfundo zize zibe li-1457 izikolo eziqhelekileyo zikarhulumente ezisebenzisa le sistim - zili-1524 zizonke. I-100% yezikolo ezivuliweyo zisebenzisa isistim yekhompyutha (electronic system) ukufaka idatha kwisistim kazwelonke yokulandelela abafundi (national learner trackign system).
PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (ngeimeyile)	1 459	1531	1524	-7	Jonga kule ngcaciso ingentla. I-100% yezikolo ezivuliweyo kungaqhagamshelwana nazo ngeimeyile.
PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)	21.52%	23.11%	19.42%	- 3.69%	Akufikelelwanga kwithagehi ngenxa yesixa esikhulu sebhajethi esisetyenziselwe ukubuyiselwa kweentlawulo ebangelwe ubukhulu becala luphuculo lohlengahlengiso lweemeko zengqesho neye yangaphezulu kunolo belulindelekile, ngokunjalo nokukhula kwenani lwezithuba zootitshala.

IProgram 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufshintsha kusukwe kwithagethi eCwangciselw eyo kuyiwe kwEyona	Izimvo malunga notshintsho
PPM 104: Inani lwezihlandlo zotyalelo olwenziwa nguMlawuli weSekethe ezikolweni	Ezitsha	9 845	9471	374	Izihlandlo ezingama-374 zotyalelo obelulungiselelwe ukwenziwa ezikolweni ziye zarhoxiswa okanye zahlehliswa. Ezinye izihlandlo zotyalelo ezongezelelweyo ziye zenziwa ezikolweni ebezineemfuno ezingxamiseke kakhulu.

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

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

- Ukubonelelwa ngezithuba eziqinisekisa ukuba ootitshala bafakwa kwizikolo zokubangqamanisa neemfuneko zezo zikolo.
- Ukukhangela, ukuchongwa nokuqeshwa kweenqununu (uqwalasela ukuphucula iikhrayitheriya noqeqesho lweSGB ngokumalunga noku; amathuba oqeqesho abo banqwenela ukuba ziinqununu)
- Ukuqwalasela ukuqeshwa nokunikwa inkxaso kweNtloko zeZifundo namaSekela-Nqununu ezikolweni
- Uqeqesho lweelitshala namagosa njengoko kuyimfuneko
- IziCwangciso zoPhuculo lweZikolo (School Improvement Plans), iziCwangciso zoPhuculo lweZithili (District Improvement Plans) noQwalaselo loPhuculo lweZikolo (School Improvement Monitoring)
- Ukusetyenziswa ngokupheleleyo kweenkqubo ze-intanethi (online) ukulungiselela ukukhawulezisa ukuqeshwa ngokukhawuleza kwizithuba nokunikwa kweenkonzo
- Inkqubo yokuxolelwa kwintlawulo yeefizi kwizikolo ezikumaNqanaba 4 no- 5
- Uncedo kwizikolo ngokumalunga netyala likamasipala
- Iyunithi yolawulo lwangaphakathi emayibonelele ngengxelo ngokuQhubekayo kubaphathi ngokumalunga nokungathotyelwa kwemimiselo
- Ukuhlolwa kweenkqubo zokwenziwa komsebenzi njengoko kuyimfuneko
- Ukuqinisekisa uphuculo lomgangatho oluQhubekayo ekusetyenzisweni kweenkqubo zokuchongwa kwabathengisi nokuthengwa kweempahla neenkonzo zikarhulumente
- Ukuhlaziya kwazo zonke iirejista zeeasethi qho ngekota

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo nebhajethi

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

- Ukulawulwa kwabasebenzi beSebe iWCED, ukukhangelwa kootitshala kunye nabasebenzi bakarhulumente, uphuhliso lwabasebenzi kunye nolawulo lwentsebenzo, intlalo-ntle yabasebenzi kunye nobudlelwane phakathi komqeshi nabasebenzi.
- IsiCwangciso soBuchule seSebe iWCED, iingxelo zekota ezimalunga nokuma kweziko eli, nendlela eziqhuba ngayo izikolo neNngxelo yoNyaka yeSebe iWCED
- Ukwenziwa kwamaxwebhu ezicwangciso zezemali nawokunika ingxelo, kuquka iiNgqikelelo zeNgeniso neNkcitho yePhondo (Estimates of Provincial Revenue and Expenditure) (EPRE), iingxelo zoqwalaselo olwenzeka lwaphakathi enyakeni (in-year monitoring) (IYM) olwenzeka qho ngenyanga, neengxelo-mali zethutyana nezonyaka (interim and annual financial statements).
- Ukuthengwa kwee-asethi, iimpahla neenkonzelo
- Ukulungiswa kwerejista yee-asethi zeSebe iWCED
- Iintlawulo eziya kubathengisi zingadlulanga iintsuku ezingama-30
- Ukulungiswa nokuphuhliswa nangakumbi iSistim engundoqo yeeNkcukacha zoLawulo lweMfundo (Central Education Management Information System)

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiw o-mali lokugqibela	Inkcitho Eyayo	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabiw o-mali lokugqibela	Inkcitho Eyayo	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 IOfisi yomPhathiswa wePhondo (MEC)	6,504	6,504	-	6,117	6,117	-
1.2 IiNkonzo zeNkxaso (Corporate Services)	264,120	264,120	-	238,351	238,351	-
1.3 ULawulo lwezeMfundo	361,789	356,751	5,038	285,673	277,078	8,595
1.4 Uphuhliso lweZakhono zaBasebenzi	1,330	1,330	-	20,699	20,699	-
1.5 ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	32,916	32,916	-	28,904	28,904	-
Iyonke	666,659	661,621	5,038	579,744	571,149	8,595

4.2 IProgram 2: Imfundo kwizikolo zikarhulumente

Injongo

Ukunika imfundo kwizikolo zikarhulumente eziqhelekileyo ukususela kwiBanga loku-1 ukuya kwiBanga le-12 ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), 1996 noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga nemfundo equkanisayo.

Iprogram yezeMfundo kwiZikolo eziQhelekileyo zikaRhulumente iqulethe ezi program zisekelayo zilandelayo⁶:

Iprogram esekelayo 2.1: IZikolo eziziiPrayimari zikaRhulumente

Ukunika izikolo eziziiprayimari ezikhethekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga loku-1 ukuya kwelesi-7.

Iprogram esekelayo 2.2: IZikolo eziziSekondari zikaRhulumente

Ukunika izikolo eziziisekondari ezikhethekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga lesi-8 ukuya kwele-12.

Iprogram esekelayo 2.3: Uphuhliso lweCandelo lezabaSebenzi

Ukunika iinkonzo zesebe uphuhliso lwezemfundo nolunye uphuhliso kootitshala nakwabangezotitshala kwizikolo zikarhulumente eziqhelekileyo.

Iprogram esekelayo 2.4: IiGranti eziKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi eziphantsi kweProgram 2 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).⁷

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 2 Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)	
INjongo eCwangciswe ngobuChule 2.1	Ukuqinisekisa ukuba ootitshala baxhotyiselwe ukufundisa ngokuthi baye kuphuhliso loqeqesho oluQhubekayo
INjongo eCwangciswe ngobuChule 2.2	Ukuqinisekisa ukuba ziyaphuculwa iziphumo zolwimi nemathematika ngokusa ezona zixhobo zizezona zininzi (ezingabasebenzi neziyimali) kwiminyaka emithathu yokuqala yokuhamba isikolo.
INjongo eCwangciswe ngobuChule 2.3	Ukuqinisekisa ulawulo olugqwesileyo lwezikolo
INjongo eCwangciswe ngobuChule 2.4	Ukuqinisekisa ukuba iklasi nganye iineteksti ezininzi.
INjongo eCwangciswe ngobuChule 2.5	Ukunika iiprogram zokutya namanye amanyathelo okulwa nentlupheko nawokhuseleko athagethiweyo
INjongo eCwangciswe ngobuChule 2.6	Ukuqinisekisa ukuba kuziswa ootitshala ukwenzela ukuba kungqinelwane neempawu eziboniswa ngamanani abemi (demographic trends) kwezo ndawo bakuzo.

⁶ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxaso-mali yeSebe likaNondyabo (Treasury fund categories). Iimali ezikwiProgram 2 zinikelwe ukujongana nebhajethi engundoqo kwiSebe iWCED yaye iquka imivuzo yootitshala, iziseko zophuhliso (infrastructure) kunye neendleko zokunikwa kwezixhobo (resourcing) kunye nenkqubo yokutyiswa kwezikolo.

⁷ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

linjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Le theyibhile ingezantsi ibonisa ukunyuka okupheleleyo okungama-65 386 kumanani abafundi kumjikelo weminyaka eli-12 (2003 - 2014). Into eqaphelekileyo kukukhula okukhulu ekubhalisweni kwabafundi beBanga loku-1 kweli thuba kunye nokuphucuka kokugcineka kwabafundi besesikolweni phakathi kweBanga le-10 nele-12.

Owona mba mnye mkhulu ufuthela lonke ucwangciso nolungiselelo (provisioning) kwezemfundo ngulowo wokubhaliswa kwabafundi. Ukwanda kwamanani obhaliso lwabafundi kule minyaka yakutsha nje kukhokelele kuxinzelelo olukhulu lwendawo yokufundela nabasebenzi kwiindawo ezithile. Kwangaxeshanye kubekho ukungazinzi kwamanani kwezinye iindawo zephondo.

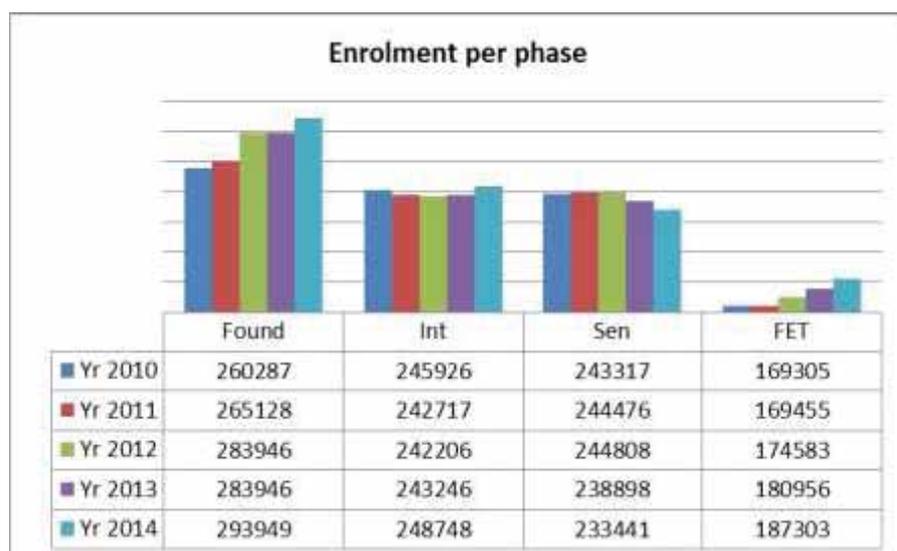
Ukukhula kwamanani kwisiGaba esisisiSeko, okunxulumene nezinga eliphezulu lenzala kunye nabafundi abafudukela kweli phondo, zizinto ezibangela uxinzelelo ekunikweni kweetitshala, iindawo zokufundela (facilities) kunye nezixhobo zokuhlangabezana nale mfuneko. Kwangaxeshanye, ukuphucuka kokupasa kwabafundi kwisiGaba seFET kufuna ootitshala bokufundisa kwizifundo ezikhethekileyo (specialised subjects).

Ukwenzela ukomeleza ucwangciso, iSebe iWCED lisebenzise idatha yeSaveyi yamaKhaya Jikelele (General Household Survey data) kunye nokucacululwa kwezinye izinto ezibonakala kule datha ukwenzela ukuncedisana nezo ngqikelelo zobhaliso lwabafundi eziyinxalenye engundoqo yokuqhuba iinkonzo zezemfundo kweli phondo.

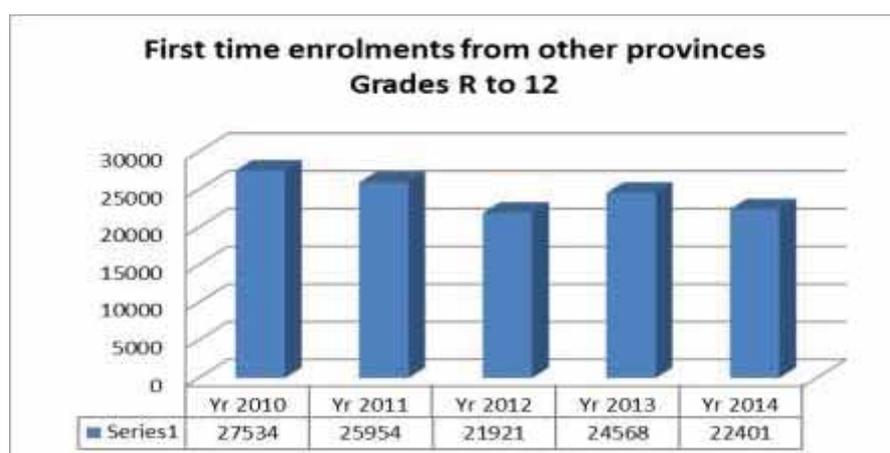
UNyaka	Bng 1	Bng 2	Bng 3	Bng 4	Bng 5	Bng 6	Bng 7	Bng 8	Bng 9	Bng 10	Bng 11	Bng 12	Bebonke
2003	86 916	82 454	75 931	66 033	82 383	92 341	84 514	81 154	73 200	81 739	51 746	39 644	898 055
2004 ⁸	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	80 695	80 809	74 984	66 141	81 953	88 778	82 169	81 577	56 657	39 303	920 812
2006	87 650	85 972	89 828	80 443	77 811	73 106	65 347	78 926	80 595	83 529	57 536	40 198	900 941
2007	92 818	82 562	83 914	89 973	78 674	78 021	72 733	66 406	80 697	86 495	61 938	42 624	916 855
2008	91 853	83 267	79 454	85 891	87 116	78 290	76 146	71 410	72 914	79 133	63 819	43 470	912 763
2009	93 601	82 158	80 385	83 150	82 382	85 621	76 262	75 227	79 795	68 405	60 812	45 692	913 490
2010	98 086	83 046	79 155	84 234	80 290	81 402	82 777	75 426	85 114	70 630	53 799	44 876	918 835
2011	100 423	85 216	79 489	83 490	80 205	79 022	78 207	81 312	84 957	73 470	56 995	38 990	921 776
2012	103 444	88 536	81 415	83 922	79 900	78 384	76 432	77 561	90 815	72 714	58 758	43 111	934 992
2013	104 678	93 506	85 762	85 599	79 210	78 437	76 238	75 528	87 132	78 812	56 109	46 035	947 046
2014	106 917	97 647	89 385	90 617	81 441	76 690	74 727	76 000	82 714	75 838	64 619	46 846	963 441

UMthombo weDatha: 2014: Annual Survey for Schools (Public Ordinary schools excluding LSEN unit learners).

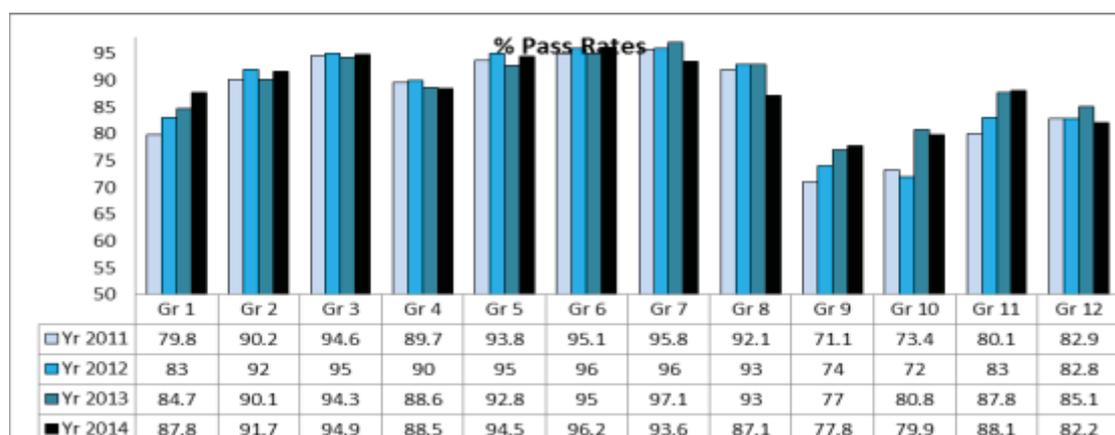
⁸ Iipatheni zamanani obhaliso zichatshazelwa lutshintsho kwinqanaba likazwelonke, kwiBanga loku-1 umgaqo-nkqubo wokwamkelwa kwabafundi esikolweni ngo-2000, owavumela ukuba izikolo zibhalise kuphela abafundi abaneminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBangala loku-1 aba ngaphantsi kuneminyaka edlulileyo. Ekubeni kutshintshwe iimfuno zeminyaka yobhaliso kwakhona ngo-2004, kwabuyela kwiminyaka yangaphambili, kubekho ukunyuka kumanani obhaliso kwakhona. Oku kubonisiwe kule theyibhile.



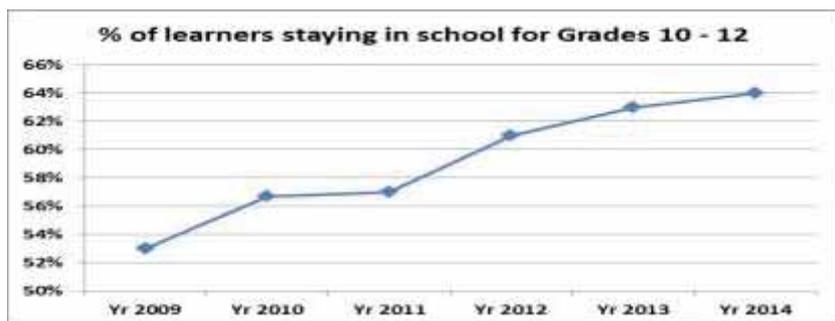
Ukufudukela kwabantu kuhlala kusiba negalelo elibonakalayo kumanani obhaliso kuze kufake noxinzelelo kwiindawo zokufundela zabafundi.



Amazinga okupasa ango-2014 abonisa ifuthe elihle lobuchule bokuphucula abafundi abapasayo. Ngokukodwa kula mabanga mabini anelona zinga liphezulu lokuphinda ibanga, iBanga loku-1 nele-9, liye laphucuka izinga lokupasa.



Ngo-2014 amanani obhaliso abonisa uphuculo kumanani abafundi ababhalisela iBanga le-12 njengepesenti yenani leqela elinye nelo belibhalisele iBanga le-10. ISebe iWCED ligxile kakhulu ekugcinweni kwabafundi besesikolweni. Amanyathelo ajonge ukugcina abafundi besesikolweni aquka ukuqwalaselwa kokukhethwa kwezifundo ekupheleni kweBanga le-9, ukunikwa ingcebiso ezingcono malunga neentlobo zamakhono omsebenzi ezinokukhethwa kunye nokukhetha ikhono elithile, nokomelezwa kwenkxaso kwizifundo okunikwa kwinqanaba lezikolo eziphakamileyo. Izikolo nezithili zimisele iithagethi ezingqalileyo zokwandisa amanani abafundi abapasayo namanani abafundi ababuyela esikolweni kunyaka olandelayo.



IziPhumo zeeMvavanyo

Izikolo zaseprayimari

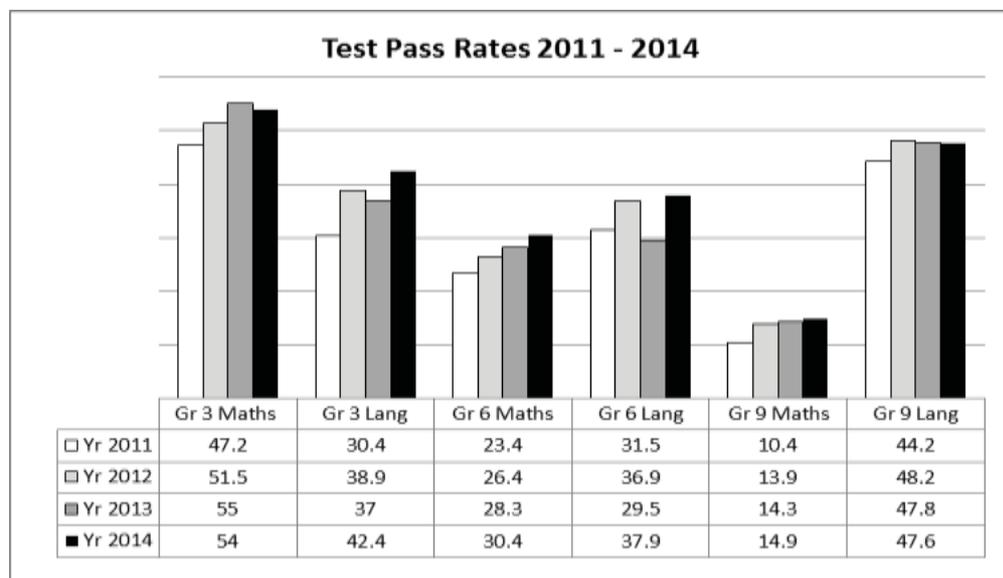
Zimbini iiseti zeemvavanyo zenkqubo (systemic tests) zoLwimi nezeMathematika ezikolweni zaseNtshona Koloni - iimvavanyo zaseNtshona Koloni kunye noHlolo lonyaka lukaZwelonke (Annual National Assessments) (ANAs).

ISebe iWCED lilandelela umgangatho wemfundo yeZikolo zasePrayimari lisebenzisa inkqubo yokuvavanywa kwenkqubo (systemic testing) kweBanga lesi-3, 6, nele-9 kuLwimi nakwiMathematika. Ezi mvavanyo ziquka imiba emiselweyo (standardized items) nokubhala okwandisiweyo kwabafundi kwabafundi (extended learner writing) yaye zisetwa zikwalungiselelwa ngaphandle.

Iimvavanyo ezilungiselelweyo zeSebe iWCED bezibhalwa ngoOkthoba ka-2014 yaye iziphumo ziye zathunyelwa ezikolweni kwiveki yokuqala yekota yokuqala yokuvulwa kwezikolo ngo-2015. Ezi ziphumo ziye zasetyenziswa zizikolo ukucwangcisa izifundo zazo zonyaka kwanokwenza iziCwangciso zazo zoPhuculo lweSikolo kwaneethagethi zabo. Ngaphezulu, ezi ziphumo ziye zasetyenziswa zizithili xa zicwangcisa inkxaso efanelekileyo yezikolo.

IziPhumo zeeMvavanyo ezilungiselelweyo zeBanga lesi-3, 6, nele-9 zaseWCED zango-2014- IZikolo zikaRhulumente eziQhelekileyo						
	IBanga lesi-3		IBanga lesi-6		IBanga le-9	
	IMathematika	ULwimi	IMathematika	ULwimi	IMathematika	ULwimi
Ababhalileyo	85 623	85 610	72 214	72 198	71 345	71 266
Abapasileyo	46 236	36 299	21 953	27 363	10 630	33 923
I-% yabapasileyo	54%	42.4%	30.4%	37.9%	14.9%	47.6%
AmaNqaku anguMyinge	52%	45%	41.4%	43.2%	28.7%	50.3%

Iziphumo zeemvavanyo zango-2011-2014 zibonise ukuzinza (modest) kodwa zisiya ziphucuka kwiziphumo zeMathematika kwiBanga lesi-6 nele-9. Ukuhla kweZinga lokuPasa kuLwimi ngo-2013 kuphinde kwabuyekezwa ngo-2014 ngokunyuka ngo-5.4% kwiBanga lesi-3 nango-8.4% kwiBanga lesi-6.



ukususela ngo-2009 iDBE yenze iimvavanyo ezilungiselelweyo zeBanga loku-1 - 6 nele-9, ezibizwa ngokuba uHlolo loNyaka lukaZwelonke (Annual National Assessments). Ezi mviwo zisetwa ngaphandle kodwa zilungiselelwe zize zimakishwe zizikolo. Iimvavanyo ziimvavanyo zokukhetha impendulo phakathi kwezinye.

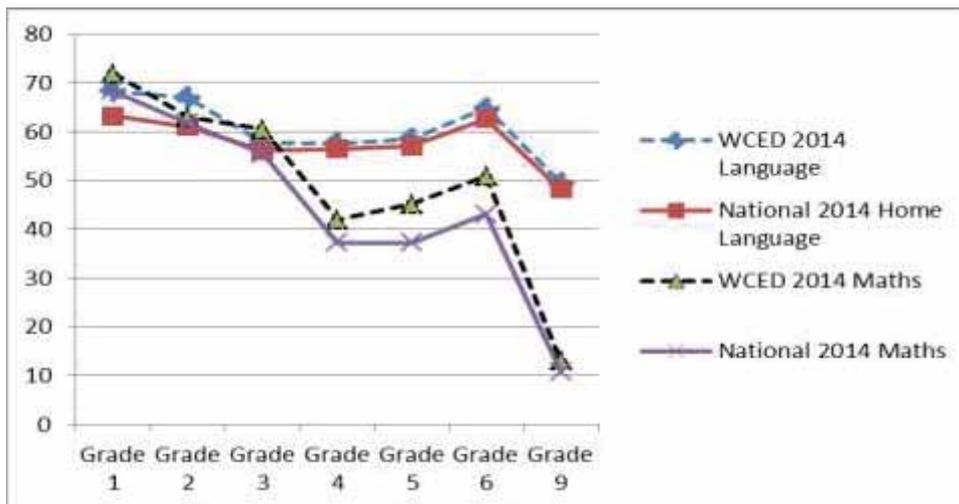
Uhlolo loNyaka lukaZwelonke luye lwabhalwa ngoSeptemba eMzantsi Afrika jikelele. Zili-1 458 izikolo eziqhelekileyo zikarhulumente, zingama-83 izikolo ezizimeleyo ezixhaswa ngurhulumente zize zibe li-17 izikolo zemfundo eneemfundo ezizodwa eziye zathatha inxaxheba eNtshona Koloni. Uhlolo loNyaka lukaZwelonke luka-2014 lubhalwe ngabafundi abangama-612 276 beBanga loku-1 - 6 nele-9. Amaphepha amakishwe ngootitshala ezikolweni, kwaza emva koko kwaphinda kwamakishwa amaphepha amathathu kwisifundo ngasinye kwiklasi nganye yesikolo ngasinye ngootitshala abebedibene kwindawo enye.

I-DBE iqeshe iiarhente yokuphonononga yangaphandle (external evaluation agency) ukuba inike ingxelo malunga nokuthembeka kwamanqaku eANA. ENtshona Koloni kukhethwe izikolo ezingama-246 njengezikolo "zokuQinisekisa uANA" ("Verification ANA" schools). Kumakishwe ngokuzimeleyo amaphepha abafundi abangama-25 kwisifundo ngasinye kuso ngazinye kwezi zikolo zingama-246 bezikhethiwe, amanqaku afakwa yiarhente yokuphonononga yangaphandle. Iziphumo ziye zaxelwa kwingxelo yonyaka njengenxalenye yobuchule bokumisela nangakumbi uhlolo.

Iziphumo zika-2014 (iPesenti eyiAvereji) zoHlolo loNyaka lukaZwelonke zinikwe kule theyibhile ingezantsi:

	WCED 2014 ULwimi	ULwimi lwaseKhaya lukaZwelonke ngo-2014	WCED 2014 IMathematika	IMathematika kaZwelonke ka-2015
IBanga loku-1	68.4	63.2	71.9	68.4
IBanga lesi-2	67.0	61.1	63.0	61.8
IBanga lesi-3	57.9	56.2	60.5	55.5
IBanga lesi-4	57.6	56.5	41.9	37.3
IBanga lesi-5	58.5	57.1	45.2	37.3
IBanga lesi-6	64.8	62.7	50.9	43.1
IBanga le-9	49.5	48.3	13.0	10.8

Olu thelekiso lubonisa ukuba iziphumo zeSebe iWCED zingaphezulu kancinci kwiavereji kazwelonke yaye ziqhubeka zilolo hlobo. Oku kuboniswa ngemifanekiso (graphic version) kwedatha kukwabonisa ukungalingani kweemvavanyo zamabanga ngamabanga.



ISatifikethi seMatrikhi sikaZwelonke

Uthelekiso lweziphumo zeNSC zeWCED zango-2009 - 2014						
UNyak a	Ababha lileyo	Abapasil eyo	I-% yokup asa	Abapasele isiDanga	I-% yabapasele isiDanga	Izikolo ezinereyithi yokupasa e- <60%
2009	44 931	34 017	75.7	14 324	31.9	85
2010	45 783	35 139	76.8	14 414	31.5	78
2011	39 988	33 146	82.9	15 215	38.1	30
2012	44 700	36 992	82.8	16 319	36.5	26
2013	47 636	40 558	85.1	19 477	40.9	23
2014	47 709	39 237	82.2	18 524	38.8	31

U-2014 ibingunyaka wesixhenxe weemviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC). ISebe iWCED ifumene ireyithi yokupasa eyi-82.2%. Kuphumelele abaviwa abangama-39 237, apho abali-18 524 bapase ngendlela ebibavumela ukuba bafunde iprogram yeSidanga. Abafundi abangama-11 265 bayipasile iMathematika baza abangama-7 865 bapasa iPhysical Sciences.

ISebe iWCED iza kuqhuba nokugxininisa kumanani abafundi ababhala baze baphumelele iimviwo zabo zeSatifikethi seMatrikhi sikaZwelonke. IziCwangciso zoPhuculo lweziThili zigxile kule nto yaye zineendlela nezicwangciso zokwenza zokuxhasa ukuba babe baninzi abafundi abahlala esikolweni de bafikelele kwiBanga le-12.

UPhuhliso looTitshala

INkcazelo yePolisi yeKharityhulam nokuHlola (CAPS) iqalisiwe kwiBanga lesi-7-9 nakwele-12 ngo-2014, yaye iSebe iWCED inike ootitshala uqeqesho kwibanga ngalinye. Ngo-2014, inkxaso yesithili iye yagxila kwizikolo neetitshala ezidinga uncedo kakhulu.

Ootitshala

Lonke uqeqesho lootitshala luxhaswa yiprogram yenkxaso eqhubeka eklasini.

ULwimi neMathematika

Ngo-2009 iSebe iWCED liqalise isicwangciso soqeqesho nenkxaso esilungiselelwe ulwimi neMathematika. Le program, eyenzelwa ootitshala beBanga loku-1 – 6 iye yaqhutywa ngolu hlobo lulandelayo:

Unyaka woku-1 (2009): izikolo zokuqala ezingama-250	IQela loku-1 (izikolo ezili-125) uQeqesho kwiNyumeresi olwenziwe ngeeholide zikaJuni IQela lesi-2 (izikolo ezili-125) uQeqesho kwiLitheresi olwenziwe ngeeholide zikaJuni Inkxaso eqhubekayo ezikolweni (izikolo ezingama-250) lincwadi zamabali neeLTSM (izikolo ezingama-250)
Unyaka wesi-2 (2010): izikolo zokuqala ezingama-250 ezikunyaka wesibini woqeqesho	IQela loku-1 (izikolo ezili-125) uQeqesho kwiLitheresi olwenziwe ngeeholide zikaJuni IQela lesi-2 (izikolo ezili-125) uQeqesho kwiNyumeresi olwenziwe ngeeholide zikaJuni Inkxaso eqhubekayo ezikolweni (izikolo ezingama-250) lincwadi zamabali neeLTSM (izikolo ezingama-250)
Unyaka wesi-6 (2014): izikolo zesithathu ezingama-250	IQela lesi-5 (izikolo ezili-125) uQeqesho kwiMathematika olwenziwe ngeeholide zikaJuni IQela lesi-6 (izikolo ezili-125) uQeqesho kuLwimi olwenziwe ngeeholide zikaJuni

IProgram yoLwimi neMathematika eyenziwe ngo-2014 inike izikolo zaseprayimari ezingama-250 uqeqesho olungqingqwa kunye nenkxaso yasesikolweni. Le nkxaso ibiquka iindlela zokufunda (reading scheme), izixhobo zokuncedisa ekufundweni nasekufundisweni imathematika (mathematics equipment) kunye nezinye iimathiriyeli.

Ootitshala besiGaba esisisiSeko, isiGaba esiPhakathi nesiGaba esiPhezulu banikwe iikhosi zoqeqesho ezingama-35 kunye neesemina neenkomfa ezili-12 ebeziqhutyelwa eCape Teaching and Leadership Institute (CTLE). Ukongeza kuqeqesho loLwimi neMathematika, kuye kwakho iikhosi zeMfundo eQukanisayo (Inclusive Education), ukusetyenziswa kweICT kunye noqeqesho lwaLawuli beZikolo (School Management). Bali-1 702 ootitshala abaye kwezi khosi zethuba leveki ukuya kwezimbini kulo nyaka-mali. Babe ngama-3 220 bebonke ootitshala abafumene uqeqesho kwiikhosi, iisemina neenkomfa ze-CTLI kulo nyaka-mali.

AbaLawuli beZikolo (kuquka neenqununu)

Ngo-2014 iSebe iWCED linike uqeqesho nenkxaso kubalawuli bezikolo abangenamava, abadinga ukuxhaswa nangakumbi (mentoring), okanye abo bazimisele ukuqhubeka nokuziphuhlisa ngokwasezifundweni. Iikhosi zabalawuli bezikolo ziye zagxininisa kwizihloko ezabandakanya iiNdima neMisebenzi yamaSekela-nqununu (Roles and Responsibilities of Deputy Principals), iiNdima neMisebenzi yeeNtloko zamaCandelo eziFundo (Roles and Responsibilities of Heads of Departments), iiNqununu ezibonisa umdla nolangazelelo (Aspiring Principals), iiNkokeli zeZikolo ezibonisa umdla nolangazelelo (Aspiring School Leaders), uQhelaniso lweeNqununu ezisanda kuqeshwa (Induction of Newly Appointed Principals), uqeqesho lweeKomiti zoLawulo lweZikolo (School Management Teams) naBasetyhini abaNgena baPhathe kwiZikhundla zoLawulo nezobuNkokeli (Women In and Into Management and Leadership Positions).

IProgram yeZakhono zaseMsebenzini (Workplace Skills Programme)

Kubekelwe bucala imali elingana ne-1% kwimali yemivuzo (payroll) yeSebe iWCED, ngokwesiCwangciso seZakhono zaseMsebenzini (Workplace Skills Plan) ukuphucula izakhono nobuchule babo bonke abasebenzi beSebe iWCED. Bangama-12 516 abasebenzi abaxhamle kwiikhosi ezimfutshane nolunye uqeqesho ngo-2014/15.

Iziqinisekiso zemfundo ezivunyiweyo (Accredited qualifications)

Iikhosi zokufundiswa apho kuthagethwa okuthile (targeted formal courses), ezifana ne-Advanced Certificate in Education (ACE) ezigxininisa kuBunkokeli eSikolweni ziye zasiwa kumaziko emfundo aphakamileyo. Ezi khosi ziye zaxhaswa ngemali liSebe iWCED zisenzela ukuphucula umgangatho wobunkokeli nolawulo ezikolweni. Baye bali-114 ootitshala abaye babhalisela iACE ngo-2014/15.

INkxaso eNikiweyo

Ezemali

Iimali ebekelwe iMimiselo nemiGangatho (*Norms and Standards*) yolwabiwo-mali ezikolweni zilinganiselwa ngokweemfuno ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu.

Kwixa elingaphambili, izikolo ezikumaNqanaba 1 - 3 zifumene imilinganiselo ehambelana nokuhlupheka (pro-poor weighting). Izixa “ngomfundi ngamnye” ezihlawulwe izikolo zikarhulumente kumaNqanaba kaZwelonke (National Quintiles) 1, 2 no-3 ziye zenziwa zalingana ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no-3 ziye zafumana isixa-mali sifanayo nesezikolo eziku-NQ 1.

Izabelo zeethagethi zikazwelonke			
	2013/14	2014/15	2015/16
INqanaba 1	R1 010	R1 059	R1 116
INqanaba 2	R1 010	R1 059	R1 116
INqanaba 3	R1 010	R1 059	R1 116
INqanaba 4*	R 550	R 831	R 879
INqanaba 5*	R 239	R 317	R 335
* lindleko eziphakathi kuzo zonke izikolo			

Imeko yeefizi	Inani elipheleleyo lezikolo
Ezingabizi fizi	885
Izikolo ezibiza iifizi	570
Xa zizonke zidibene	1 455⁹

Enye yezinto ezibalulekileyo ezibe ntsha ngo-2014 ibe kukwanda kweprogram yezikolo ezingabizi fizi. Izikolo ezingama-216, ezinabafundi abangama-172 541, ezikwiNqanaba 4 no-5 ziye zaba zizikolo “Ezingabizi Fizi” , kuba ziye zafaka izicelo zokubekwa kwimeko yokungabizi fizi.

Izikolo ezibiza iifizi zesikolo zinokwenza isicelo sokubuyiselwa iintlawulo apho bangenako ukuhlawula iifizi abazali abaxolelweyo ekuhlawuleni iifizi. Ngo-2014, zizigidi ezingama-R44 ezihlawulelwe ukuxhasa ukuxolela abafundi abangama-104 657 bezikolo ezingama-713 ukuba bangazihlawuli iifizi.

⁹ Qaphela ukuba izikolo ezitsha zilungiselelwa (accounted for) ngokwahlukileyo

Iiteksti, kubandakanywa neencwadi zokusebenzela (workbooks)

Ngo-2015, iSebe leMfundo esisisiSeko kuZwelonke linike iincwadi zokusebenzela (workbooks) ngoku hlobo lulandelayo:

Izifundo	AmaBanga
ULwimi lwaseKhaya (HL), isiNgesi uLwimi lokuQala oloNgezelelweyo (FAL), iMathematika neZakhono zoBomi	IsiGaba esisisiSeko (IBanga R - 3)
IMathematika, uLwimi lwaseKhaya nesiNgesi uLwimi lokuQala oloNgezelelweyo	IsiGaba esiPhakathi (IBanga lesi-4 - 6)
IMathematika	IsiGaba esiPhezulu (IBanga lesi-7 - 9)

Ukusetyenziswa kweencwadi zokusebenzela (workbooks) kuxhaswa yaye kubekwe esweni ngamagosa eSebe iWCED.

ISebe iWCED linenjongo yokunika iincwadi zezifundo (textbooks) ezingqinelaniswe neCAPS kumfundi ngamnye kuzo zonke izifundo. NgoJulayi ka-2014 izikolo ziodole iincwadi zezifundo zokongeza (top up textbooks) ngenxa yokukhula kwamanani abafundi. Imali echithwe ekongezeni iincwadi zezifundo iye yafikelela kwizigidi ezingama-R69.

NgoFebruwari ka-2015 izikolo ziphindwe zanikwa ithuba lokuodola iincwadi ezongezwayo zezifundo ngenxa yokunyuka kwamanani obhaliso. Imali echithwe kule projekthi iye yafikelela kwizigidi ezili-R16.

Izikhokelo zemimiselo nemigangatho yeSebe iWCED (WCED norms and standards) zicebisa ukuba ngaphezu kwe-40% yesabelo sisonke sezixhobo kufanele sibekelwe ukuthenga i-LTSM, apho i-10% yayo emayigcinelwe imathiriyeli yaselayibrari. Ezi zikhokelo izikhokelo sikwacacisa nokuba umfundi ngamnye makabe nencwadi yesifundo ngasinye nokuba istokhwe semathiriyeli yelayibrari yesikolo kufanele sandiswe qho ngonyaka de inani elipheleleyo lezinto eziselayibrari libonise umgangatho ophakathi (standard) wezinto (items) ezili-10 ngomfundi ngamnye.

Umgqaqo-sikhokelo (framework) wokulawulwa nokubuyiswa kweencwadi zezifundo (textbooks) ngabafundi saqaliswa ngoNovemba ka-2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi zezifundo ekupheleni konyaka wokufunda ukuze ezo ncwadi ziphinde zisetyenziswe kwakhona qho ngonyaka. Izinga langoku elixeliweyo lokubuyiswa kwezi ncwadi ngu-90%.

Iziseko zophuhliso (infrastructure)

Isicwangiso sika-2014 seziseko zophuhliso sibeke phambii ezi nkalo zophuhliso zilandelayo:

- Ukwakhiwa kwezikolo ezitsha ukwenzela ukulwa noxinzelelo lweendawo zokufundiela
- Ukutshintsha izikolo ezikhoyo okanye amagumbi okufundela awawakhiwe ngezixhobo zokwakha ezingekho mgangathweni
- Ulondolozo nolungiso lwezakhiwo
- Ukunikwa kwamagumbi okufundela eBanga R

Ngaphezulu, ukunikwa nokusetyenziswa kwamagumbi okufundela ethutyana (mobile classrooms) kuye kwahlala kuyimfuneko ukwenzela ukulungiselela iimfuno zamagumbi okufundela ezingxamisekileyo nezingacwangciselwanga.

Ukukhula okuqhubelekayo kwamanani abafundi, okumalunga nama-20 000 ngo-2014 nango-2015 kufake uxinzelelo kulungiselelo lweziseko zophuhliso. INgxelo ephangaleleyo malunga nokunikwa kweziseko zophuhliso ikwiProgram 8 naphantsi kweNgongoma 8.1. Bamalunga nama-50 000 abafundi abathuthwayo ukuya nokubuya esikolweni yonke imihla, ukuba isikolo esikufutshane sikubude bomgama weekhilomitha ezi-5 nangaphezulu yaye kufuneka uncedo.

IiProgram yeZikolo eziPhakamileyo

IProgram yeZikolo eziPhakamileyo (High School Programme) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo ezingaqhubi kakuhle. IProgram yenkxaso jikelele (general support programme) ijongana nawo onke amabanga ezikolo eziphakamileyo. Ngo-2014, iprogram yeZikolo eziPhakamileyo iye yasebenzisa indlela eyahlukileyo yokuxhasa izikolo eziphakamileyo kweli phondo. Kuye kwayiwa kancinci ngokwenkxaso kwezo zikolo zipaselwe ngabafundi abangaphezu kwe-90% kunyaka odlulileyo; yaphakathi inkxaso ejolise kwisifundo ngasinye kwizikolo ezifumene izinga lokupasa elingu-70% - 89% kwaza kwanikwa inkxaso enkulu yesikolo sonke kwezo zikolo zipaselwe ngabafundi abangaphantsi kuka-70%.

NgoJanyuwari ka-2015, iSebe iWCED liye lahlalutya iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphapha lemibuzo ngalinye. Kuye kwenziwa izicwangciso ezineethagethi ezijoliswe kwisikolo ngasinye nakwisifundo ngasinye, ngokusekelwe kolo hlalutyo. Kuye kwamiselwa iithagethi ngokwesikolo nangokwesithili ngasinye, zona ebezibekelwe amanani okupasa abafundi abanokwamkelwa kwisifundo zezidanga zokuqala (B-degrees). Ngokomgaqo-nkqubo omtsha wenkqubela phambili (progression policy) osetyenziswe kwisiGaba seFET, abafundi abangama-5 139 abangalipasanga iBanga le-11 baye bonyuselwa basiwa kwiBanga le-12 ekuqaleni kuka-2015. Aba bafundi bafumana inkxaso eyodwa.

Kukho inkqubo yokuncedisana nabafundi (tutoring programme), esebenzisa iingcaphephe zeetitshala eziphuma kweli Sebe iWCED nangaphandle. Kuboniswe izifundo ezidluliswa ngeintanethi (telematics) kwizikolo ezili-147 ngo-2014 baza abacabisi bezeKharityhulam (Curriculum Advisers) banika inkxaso emandla kwezo zikolo bezifumene impumelelo engaphantsi kweavareji yephondo kwisifundo ezibhaliselwa kakhulu ngabafundi (high enrolment subjects). Umfundi ngamnye weBanga le-12 unikwe incwadana yeengcebiso zokufunda kunye nomqulu wemibuzo yeemviwo.

Ngo-2014 izithili zisebenzise ithempleyithi efanayo yeziCwangciso zoPhuculo lweZithili, ebijolise ekuphuculeni izinga lokupasa kwiBanga le-9, 11 nele-12 (kuqhutyekwa nephulo eliqalwe ngo-2012). Izikolo eziqhuba kakubi kwisifundo ezibhaliselwa kakhulu ngabafundi ziye zachongelwa inkxaso ejoliswe kwisifundo.

Ukufunda kwi-intanethi (e-learning)

Iprojekthi yeWide Area Network yephondo inike isiseko seprojekthi yokufunda kwi-intanethi efikelele kwinqanaba lokuqaliswa ngo-2014, apho izikolo ezingama-248 zixhamle ku-"magumbi okufundela aneintanethi" ("smart classrooms" (jonga iinkcukacha apha ngezantsi).

Ubume (scope) bale projekthi buquka:

IProjekthi yeWide Area Network (WAN) – iprojekthi kaRhulumente wePhondo
IProjekthi yeLocal Area Network (LAN) – iprojekthi yeSebe iWCED
IProjekthi yokuKhumbuza ngolwazi lwekhompyutha (computer Refresh Project) kwiTeknoloji yeeAplikheyishini zeKhompyutha (Computer Applications Technology), iTeknoloji yezolwazi (Information Technology) kunye nobuNjineli, iGrafikhi noYilo (Engineering, Graphic and Design) (CAT/IT/EGD)
IProjekthi iEdulab computer Refresh inika izikolo iteknoloji yangoku nefanelekileyo ukwenzela ukuba abafundi bakwazi ukufikelela ngqo kwitekoloji kwimeko elungiselwe iICT.
IProjekthi yeKlasi ezinelintanethi (Smart Classroom Project) inka izikolo iteknologi yangoku nefanelekileyo. Le teknoloji inesixhobo sikatitshala sokusebenzisa ikhompyutha (teacher computing device), isixhobo sikatitshala sokuprojektha (teacher projection device), isixhobo sikatitshala sokunxibelelana nabafundi (teacher interactive device) kunye nesixhobo sokubonisa (visualizer device) esikwaziwa njengekhamera yamaxwebhu (document camera)). Uninzi lwale teknoloji alusebenzisi ntambo zombane yaye iyaphatheka ngendlela yokuba uyakwazi ukuyipakisha uhambe nayo (pack-up-and-go mobility).
IProjekthi yeKhathalogu yeziXhobo zelintanethi (e-Resources Catalogue Project) yiprojekthi engemixholo efumaneka kwi-intanethi (online digital content).
IProjekthi yeSistim yoLawulo lokuFunda (Learning Management System) (LMS) iquka uvimba wezixhobo zasekhompyutheni (digital resources repository) yaye ijonge ukunika oofitshala, abafundi nabazali izixhobo zokufunda nokufundisa zeintanethi (digital).

Ukuxhaswa nokuwongwa kootitshala

ISebe iWCED liqhubekile nokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala ngokwabo. Kwangaxeshanye, iSebe iWCED liye lagxila ekunciphiseni uxinzelelo kootitshala ekwenzeni imisebenzi yezolawulo (administrative) ukuquqa kwiiwekshophu neentlanganiso. Iikhalenda zoCwangciso (Planning Calendars), ezidwelise imihla ebalulekileyo, efana nalowo wokuqalwa nokugqitywa kweemviwo, neminye imihla ebekiweyo yezolawulo, ziye zathunyelwa ezikolweni kwakhona ngo-2014 ukunceda izikolo kwangoko ekucwangciseni u-2015.

NgoNovemba ka-2014 kuye kwabanjwa uMbhiyozo we-15 weeMbaso zootitshala abaGqwese kwiPhondo ngoNyaka (15th Annual Provincial Teaching Awards Ceremony), apho bekubhiyozelwa kukwawonga iimpumelelo zootitshala kweli Phondo. Ezimbasa bezinikwa ootitshala emva kwenkqubo eyenziwe ngobunono yokuhlaza nokuqhuba udliwano-ndlebe lokukhetha aba titshala. Ezi mbasa ziwonga impumelelo neziqalo ezitsha kumacandelo ali-9 – ootitshala BeBanga R, iiMfuno ezizodwa zeMfundo, m iSikolo sasePrayimari, iSikolo saseSekhondari; ukuGqwesa kwiTeknoloji (ukufunda nokufundisa okuphuculiweyo), iMathematika, ubuNkokeli beSikolo sasePrayimari; ubuNkokeli beSikolo saseSekhondari kunye nembasa yeMpumelelo yoBomi bonke. Ootitshala ababini baseNtshona Koloni bagqithele kwisigaba sokuwongwa ngamaBhaso kaZwelonke ango-2014 okuwonga ootitshala.

IiBhodi eziLawula iZikolo

Ukulungiselela unyulo lweeSGB luka-2015 lwangoMatshi ka-2015, kuye kwasekwa iqela lonyulo lwephondo ukuba liqwalasele le nkqubo yonyulo. Umsebenzi wokuqala wesi sitraktsha silungiselelayo *Ibikukubeka iiNkqubo eziza kulandelwa ekuSekeni nasekoNyulweni kweeBhodi eziLawula eZikolweni zikaRhulumente (Determination of the Procedures for the Establishment and Election of Governing Bodies at Public Schools)*. Oku Kubekwa kweenkqubo (*Determinations*) kwenze ukuba izikolo zikwazi ukungalandeli intlanganiso yokukhethwa kwabagqatswa nokonyula zitsho zifake isicelo sokubamba unyulo lwemini yonke. Izikolo ezingamashumi amathandathu anesine zifake izicelo zonyulo lwemini yonke.

Unyulo lweeSGB oluthembekileyo lwephondo lubaluleke kakhulu ekuqinisekiseni ngezitraktsha zolawulo ezikwaziyo ukuthatha uxanduva ezikolweni. Iinqununu namaqela onyulo lwezikolo baye baqeqeshwa ziifisi zezithili ukulungiselela unyulo olukhululekileyo nolufanelekileyo ezikolweni. Ukwenzeka ukukhuthaza ukuthatha inxaxheba okuphangaleleyo, ngethuba lonyulo kuye kwasetyenziswa amaphulo ohlukeneyo obuchule bokukhuthaza abazali ukuba bathathe inxaxheba. Obu buchule bebuquka iiphamflethi, izibhengezo zerediyo nezamaphephandaba kunye neengxoxo. Ngaphezulu, imiButho yeeSGB, awona mahlakani abalulekileyo kulawulo olufanelekileyo, iye yancedisa ekudaleni imeko yokuba abantu bazi malunga nokubaluleka kokuthatha inxaxheba kolu nyulo.

Iimfuno zayo zifuna ukuba kubekho ikhoram eyaneleyo yabazali abaza konyula iSGB. Ukuba ayikho ikhoram kunyulo lokuqala, kuya kubizwa intlanganiso yesibini.

Inani elipheleleyo lezikolo	Inani lezikolo olube yimpumelelo kuzo unyulo	Inani lempumelelo yonyulo lokuqala	Inani lempumelelo yonyulo lwesibini	Inani lezikolo eziye zaqwalaselwa ngeli thuba
1 516	1 508	710	804	388

Umgqaqo-sikhokelo (framework) woqeqesho lweeSGB weminyaka emithathu wephondo uye ayilwa ngo-2014 kusetyenziswa iindlela ezahlukeneyo zoqeqesho. Ezona nkalo zingundoqo zika-2015 zezi (i) ukuqonda iindima noxanduva lweeSGB, kuquka umahluko phakathi kolawulo nokuphatha (management and governance), (ii) umgqaqo-siseko weeSGB kunye nokuqonda indlela yokuziphatha (code of conduct) kweeSGB eziphethayo, (iii) ucwangciselelo lophuhliso, ukwenziwa kwebhajethi kunye nokunyuswa kwengxowa (fundraising) yesikolo, kunye (iv) nokukhankaselwa nokukhethwa kwabasebenzi besikolo.

UkuTyiswa kwabantwana esikolweni

Ngo-2014/15 iNkqubo kaZwelonke yokuTyisa iZikolo (National School Nutrition Programme) (NSNP) inike abatyise abafundi abangama-456 520 (abebengama-438 883 ngo-2014) ukutya okusempilweni yonke imihla kwizikolo zasePrayimari, ezeeMfuno ezizodwa zeMfundo nezaseSekondari ebezithagethiwe ezili-1 028 (ebezili-1 027 ngo-2014). Ababenzi beNSNP benzalwe iivekshophu ezimalunga nemiba yezabasebenzi ngokuphathelene namavolontiya asebenza ngokutya (volunteer food handlers) (VFHs) - umzekelo, uqeqesho malunga nokwenzakalela emsebenzini, igesi yokubasa nezicimi-mlilo. IiVFH ziphinde zaqeqeshelwa ukhuseleko lokutya negesi yokubasa nococeko, ukulungisa ukutya kunye nobungakanani obusetyenziswayo (portion sizes). Kwenziwe iivekshophu zoqeqesho ezingamashumi amabini anesibini (22) ekuvelisweni okutya, kusenzelwa iititshala, abazali nabafundi abangama-463. Kuye kwaphakwa isidlo sakusasa phambi kokungena kwesikolo phakathi kuka-7:30 no-8:00 kusasa saza isidlo esingundoqo saphakwa lingedlulanga i-12:30.

Iziko eziKhuselekileyo

Iprogram iSafe Schools Programme inendlela engunxantathu (three-pronged approach) (i) ULawulo lolwaphulo-mthetho ngokunikwa kweendlela ezingundoqo zokhuselo (core security mechanisms), (ii) iiProgram zokuxhasa iinguqu zendlela yokuziphatha nendlela yokucinga (behavioural and attitudinal change) (iii) liNdlela ezibandakanya isikolo sonke nokunxibelelana neearhente ezichaphazelakayo ezincedisa ekwenzeni imeko ekhuselekileyo yasesikolweni.

ISebe iWCED liqhuba iziko lemiNxeba leZikolo eziKhuselekileyo (Safe Schools Call Centre), elinika unxibelelwano lwefowuni olumahala, noluyimfihlo kubafundi, abazali nootitshala abafuna uncedo, iingcebiso nengcaciso emalunga ethile. Kukhuthazwa ukuba abafowunayo bafowunele inombolo yamahlala engu- 0800 45 46 47 ngokunxulume noku kulandelayo: liMeko/iingxaki eziNgxamisekileyo, ubuNdlobongela bemiGewu, uMothuko omkhulu, ulwaphulo-mthetho eSikolweni, iMpatho-gadalala neMibuzo ngokuBanzi.

Abafonayo banikwa ingcaciso efowunini (telephonic debriefing) kwiimeko zeefowuni ezingxamisekileyo kuze kwiimeko zeefowuni ezingangxamisekanga, apho kuyimfuneko, bathunyelwe kwii-arhente ezinika iingcebiso (counselling agencies) zeSebe leMfundo leNtshona Koloni, ii-arhente ezingekho phantsi kolawulo lukarhulumente nemibutho yasekuhlaleni. Iziko lwemiNxeba leZikolo eziKhuselekileyo liye lafumana iminxeba engaphezu kwama-14 000 kwithuba lekhalenda yonyaka ka-2014. Iifowuni ezingama-3 890 kwezi fowuni bezifuna ukulandelelwa nenkxaso. Engama-738 kule minxeba ibizizihlo ezinxulumene nolwaphulo-mthetho. Kuye kwaxelwa iimeko ezingama-439 zempatho gadalala, apho iminxeba engama-277 ibifuna iingcebiso zeengcali nenkxaso ngokwasengqondweni (counselling and psychological support). Inxaso ngokwasengqondweni yabasebenzi ikwanikwa phantsi kweNkqubo yeNtlalo-ntle yabaSebenzi yeSebe yaye ikwasebenza njenkxaso eyongezelelweyo yeNkqubo yeZikolo eziKhuselekileyo.

Eli Ziko lemiNxeba liqokelela lize lihlahlutye idatha yephondo jikelele. Kusetyenziswa iinkcukacha-manani ukunika uthintelo, ungenelelo kunye neendlela zokujongana nemingeni (reactive strategies).

Zizikolo ezongezelelweyo ezingamashumi amahlanu eziye zafumana iindlela ezingundoqo zokhuselo (iigeyithi ezizivulekelayo (motorized gates); iigeyithi zokubeka esweni abahambi ngeenyawo (pedestrian monitoring gates); iilalam eziqhagamshelwe kwiinkonzo zoonogada abaxhobileyo (armed response); ucingo oluhlabayo kunye ne-mesh wire; ukufakelwa kweentsimbi emacangweni) ngo-2014/15. Kuye kwalungiswa iingcingo kwizikolo ezisemngciphekweni omkhulu kwaza kwanikwa nokhuseleko lwangeeholide, apho bekuyimfuneko. Kunikwe uqeqesho olumalunga neMpilo noKhuseleko kwakunye noLawulo lweNtlekele eMsebenzini (Occupational Health and Safety and Disaster Management), ngokunjalo noqeqesho olumalunga nomgaqo-nkqubo wokuvavanyelwa iziyobisi kunye nokuvavanyelwa iziyobisi. Izixhobo ezivunyiweyo zokuvavanyela iziyobisi ziye zanikwa kwiimeko ezixhomisa amehlo, ngokudibene neenkqubo zokusetsha nokuhlutha iziyobisi. Izikolo ezikhethiweyo ziye zanikwa izikhangelizi-ziyobisi eziphathwa ngesandla (hand held metal detectors). Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo, izicwangciso zolawulo lolwaphulo-mthetho nezeeprojekthi ezithile (ukusetyenziswa gwenxa kweziyobisi, uphuhliso lolutsha, ukusonjululwa kweengxabano, ulawulo lokhuseleko) ngokusebenzisana namasebe karhulumente nee-NGOs.

Ukongeza kweli Ziko lemiNxeba leZikolo eziKhuselekileyo nenkxaso yeendlela zokhuselo, ngo-2014/15 iSebe iWCED linike abafundi iinkqubo zezemfundo lisenzela ukukhuthaza izenzo ezakhayo ezifana nezemidlalo, ubugcisa, imidlalo yeqonga nolwazi malunga namakhono exesha elizayo (future careers). Ezi program ziye zagxila kutshintsho lwendlela yokucinga okanye indlela yokuziphatha; iindlela zobugcisa nezakhayo zokujongana nolawulo lweengxabano; kunye noqeqesho kuthetha-thethwano. Kuye kwaqeshwa ii-fieldworker zokhuseleko ukwenzela ukuxhasa izikolo ngeekomiti zokhuseleko ezikolweni nangezicwangciso zokhuseleko ezikolweni; ukuseka inkxaso kunye/okanye neenkqubo zokuthintela kwanokuba yimizekelo emihle (positive role models) nabacebisi abathantamisayo (mentors) ezikolweni.

IiFieldworker zoKhuseleko eZikolweni zilandelela abafundi abaphuthayo esikolweni zize zikhangele ukuba yintoni ingxaki yomfundi ebangela oku. Zikunika uthantamiso (mentoring) nokukhokela (coaching) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo. IiFieldworker zoKhuseleko zancedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide neyokuphuma kwesikolo. Le projekthi ijonge ukugxininisa ukuziphatha kakuhle neengcinga ezakhayo ngokuthathwa abafundi abasemngciphekweni basiwe kwizittraksha ezifanelekileyo zezemfundo nokuphuhlisa izakhono zokuqhuba iiprojekthi zoluntu.

Njengenxalenye yenkqubo kaRhulumente waseNtshona Koloni yokulwa nendlela yokuziphatha engeyiyo, nokunika amathuba amahle angamanye kulutsha, iSebe leMicimbi yeNkcubeko nezeMidlalo (Department of Cultural Affairs and Sport) (DCAS), lisebenzisana neSebe iWCED, baqalise inkqubo yeMOD (uThatho-nxaxheba, amaThuba nofikelelo kwakunye noPhuhliso) (Mass participation, access to Opportunity and Development) kwizikolo ezili-181 kwizithili zemfundo zosibhozo. Amaziko angama-98 kula asekwke kwizikolo zaseprayimari. Ezi nkqubo ziqhutywa emva kokuphuma kwesikolo yaye zinika abafundi amathuba okuprekhtiza imidlalo nokuthatha inxaxheba kwezinye izenzo zokuphuhlisa izakhono zabo. Zombini ezi program, eyeZikolo eziKhuselekileyo (Safe Schools) kunye neyoKhuliso lweziKolo (School Enrichment) zeSebe iWCED ziyaqhagamashelana namaziko azii-MOD.

Ukuxhasa inkqubo yeeMOD, iSebe iWCED ngo-2014

1. Ilawule yaxhasa ubhaliso lwamaziko eeMOD ukuze athathe inxaxheba kwimiDlalo yamaQela eZikolo (School Sports Leagues)
2. Ixhase ukuqhutywa kwemidlalo yamaqela ezikolo ephakathi kwamaqela esikolo ngasinye nephakathi kwezikolo (intra and inter school sports leagues)
3. Ibeke esweni ukusetyenziswa kwezixhobo zokuncedisa emsebenzini ezinikwa amaziko eMOD
4. Iqinisekise ukuba amaziko eeMOD ayafikeleleka kwizikolo eziwangqongileyo
5. Inikise ngeeseti zetshezi (chess) ezingama-2400
6. Yenze ukuba izikolo eziPhakamileyo ezili-18 neZikolo zasePrayimari ezingama-25 zikwazi ukuthenga ifanitshala nezixhobo zokuncedisa ekufudneni ezixabisa izigidi ezili-R16 ukuxhasa izenzo ezinikwa kumaZiko eMOD. Oku kuye kwaquka izixhobo zokuncedisa kwimidlalo nezinto ezifana needatha projektha zokuxhasa ukufunda.

Kuye kwafikelelwa kwisivumelwano phakathi kweSebe iWCED neSebe lemiCimbi yeNkcubeko nezemiDlalo ukwenzela ukubambisana kwiiprojekthi zeziseko zophuhliso (infrastructure) zezemidlalo yezikolo ezenziwa kumaZiko eeMOD. Oku kuquka ukwakhiwa nokulungiswa kweeholo zezikolo, amabala ezemidlalo, izixhobo zokuncedisa ekudlalweni kwemidlalo yesikolo kunye nabancedisi babafundi abanezidanga (graduate tutors).

Inxalenye yemali eyabelwe iziko leMOD iye yabekelwa ukwenziwa kweziseko zophuhliso ezingohlobo lweeholo zezikolo ngonyaka-mali ka-2014/15. Iye yandiswa le nkqubo ikhoyo yokwakhiwa kweeholo zezikolo. Kuye kwakhethwa izikolo ezisixhenxe eziza kucwangciselwa zakhelwe ngo-2014/15 kusetyenziswa iArchway Foundation, yaye ulwakhiwo luya kugqitywa ngo-2015/16. Zezi:

1. Manenberg Senior Secondary (Metro Central)
2. Robinvale High School (Metro North)
3. Hillwood Primary School (Metro South)
4. Phakamisani Primary School (Eden/Central Karoo)
5. Cavalleria Primary School (Metro East)
6. De Kruine Secondary School (Winelands)
7. Helderkrui Primary School (Metro East)

Ngaphezu kwezi holo zezikolo zisi-7, ucwangciso lwezinye iiholo zezikolo ezi-6 luqale ngo-2014/15 lusenziwa liSebe lezoThutho nemiSebenzi kaRhulumente (Department of Transport and Public Works). Ezi holo zi-5 zezezi zikolo:

1. Iingcinga Zethu Secondary School (Cape Winelands)
2. Nomlinganiselo Primary School (Metro South)
3. Firgrove Primary School (Metro East)
4. Highlands Primary School (Metro South)
5. Riebeeck-Wes Primary School (West Coast)
6. Murraysburg Primary School (Eden/Central Karoo)

Inxaso-mali yeziko leMOD iye yanikelwa nokuhlaziya amabala ezemidlalo. Ulwakhiwo luqale kwiprojekthi yaseBernadino Heights Secondary School ngo-2014/15 yaye luya kugqitywa ngonyaka-mali ka-2015/16. Izikolo ezingabamelwane, iWatsonia Primary School neCavalleria Primary School nazo ziza kuxhamla kule projekthi.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM201: Inani labafundi ababhaliswe kwizikolo zikarhulumente eziqhelekileyo	948 595	960 000	964 840	4 840	Kuye kwagqithiswa kwithagethi ngenxa yezizathu ezahlukeneyo. Izizathu ziquka ukuphucuka kwezinga lokugcinwa kwabafundi besesikolweni, amanani aphezulu abafundi abangapasanga ababuyelwa ukuphinda unyaka, abafundi abongezelekileyo abanabazali abathuthela eNtshona Koloni kunye nokunyuka kwamanani obhaliselo lweBanga loku-1.
PPM202: Inani loofitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente	28 265	28 364	28 946	582	ISebe lonyuse inani elipheleleyo lezithuba zika-2014/12015 zootitshala ngama-676. ISebe likwaqeshe iititshala zethutyana ngokweCandelo 6A no6B loMthetho wokuQesha kooTitshala (Employment of Educators' Act) zazizithuba ezisisigxina, nto leyo ikhokelele ekwehleni kwenani loofitshala abakwiikhontrakthi.
PPM203: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo eziqhelekileyo zikarhulumente	6 007	6 356	6 115	-241	Izithuba zengqesho zaseofisini (vacant public service posts) zibhengezwe kuluhlu l lwezithuba zengqesho zika-2015 yaye izithuba ezisisigxina ziya kuqala ukususela ngomhla woku-1 kuEpreli ka-2015.
PPM204: Inani labafundi abakwizikolo eziqhelekileyo zikarhulumente ezixhamla kumgaqo-nkqubo "weZikolo eziNgabizi Fizi" ("No Fee School" policy)	554 523	538 600	554 523	15 923	Kusetyenziswe inani elibhengezwe kwigazethi, ngokusekelwe kwisaveyi iSNAP ka-2014 (2014 SNAP survey). Inani labafundi abafanelekileyo lingaphezu kwelo liqikelelweyo (projection). Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithagethi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithageathi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM205: Inani labafundi abaxhamla kwiProgram yokuTyiswa kweziKolo kaZwelonke (National School Nutrition Programme) NSNP)	438 883	445 000	456 520	11 520	Abafundi abongezelelekileyo abafanelekileyo babhalisile kwizikolo ezifanele ukuxhamla. Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithageathi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).
PPM206: Inani labafundi abaxhamla kuthutho lwabafundi (scholar transport)	50 209	50 000	52 558	2 558	Abafundi abongezelelekileyo abafanelekileyo baye bagunyaziswa ukuba basebenzise izithuthi zabafundi (learner transport). Le nkonzo inxulunyaniswa namanani abafundi abafanelekileyo. Eli nani lisekelwe kubhaliso nezizathu zokugqithisa kwithageathi zinganxulunyaniswa nengxoxo ephantsi kukaPPM201 (apha ngentla).
PPM207: Inani labafundi abaneemfuno ezizodwa zemfundo ababhaliswe kwizikulo eziqhelekileyo zikarhulumente	6 319	6 150	5 794	356	Amanani angaphantsi kwethageathi ngenxa yohlengahlengiso oluQhubekayo ekukhethweni kwabafundi abaneemfuno ezizodwa zemfundo nanjengoko isiya ifakwa ngokufakwa inkqubo entsha yokuHluzwa, ukuChongwa, ukuHlolwa nokuXhaswa kwabafundi (Screening, Identification, Assessment and Support) (SIAS).

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	kusukwe kwithagethi eCwangciselwe yo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
PPM208: Inani lezikolo ezenza zonke iinkonzo zokufundisa ezinika inkxaso kubafundi abanemiqobo ethintela ukufunda	8	40	40	0	Kuye kwafikelelwa kwithagethi.

2.2. Izalathi zentsebenzo

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPI 2.1. Ipesenti yabafundi abagcinwe besesikolweni ukususela kwiBanga le-10 - 12	63%	64%	64%	0	Kuye kwafikelelwa kwithagethi.
PPI 2.2. Ukungahambi sikolo kootitshala kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%	3%	4%	3%	1%	Kubekwe iindlela zokulawula oku ukwenzela ukulawula nokubeka esweni ukuthathwa kwekhefu kumaziko kusetyenziswa iSistim yokuJonga iindlela zokuLawula aBantu (People Management Practices System) (ebisakwaziwa njengeSistim yokuLawulwa kwamaKhefu athathwa ngabaSebenzi (Human Capital Leave Management Sytem)).
PPI 2.3. Ukungahambi sikolo kwabafundi kwizikolo eziqhelekileyo zikarhulumente kuboniswa nge-%	5.96%	7%	6.02%	0.98%	Ziqhutyiwe iindlela zolawulo oluQhubekayo (ongoing controls).

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukuyila nokuqhuba izicwangciso zokwenza (strategies) ezitsha zephondo ukwenzela ukuphucula ulwimi nemathematika
- Ugxilo kwizicwangciso zoPhuculo lweziKolo neZithili kugxininiswa nangakumbi kwiBanga loku-1, 9 nele-11.
- Ukuqhubeka neProgram yeZikolo eziPhakamileyo
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo (textbooks) kumagumbi okufundela
- Ukuqhutywa koqeqesho lootitshala oluthagethiweyo
- Ukuxhaswa kolawulo lwemali ezikolweni
- Ukungqanyaniswa kwendima nefuthe lokutshintsha kwezinto ephondweni (provincial game changer) kwi-e-learning nto leyo iza kuza nofikelelo kwi-intanethi, i-smart classes kunye namathuba okufunda aphuculiweyo ezikolweni.
- Ukungqanyaniswa kunye nokuxhaswa kwamaZiko eMOD kunye nokutshintsha kwezinto ezenziwa lulutsha ukuphuma kwesikolo ephondweni kubanjiswene neSebe lezeNkcubeko nezemiDlalo nezoPhuhliso lwezeNtlalo.
- Ukusebenza namanye amasebe noomasipala ukuxhasa ukhuseleko esikolweni, ukugcinwa kwabafundi beqhuba esikolweni, ukuhamba isikolo kunye neenkqubo ezilungiselelwe ulutsha olusemngciphekweni

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

- ukwandisa inani lezithuba zootitshala zika-2014 zibe ngama-31 357
- Ukunika iincwadi zezifundo (textbooks), izikhokelo zootitshala kunye neencwadi zokufunda ezingundoqo (core readers) ukwenzela ukuxhasa ukuqhutywa kweCAPS kwisigaba esiphezulu (iBanga lesi-7 - 9) neBanga le-12
- Ukunika imiMiselo nemiGangatho (Norms and Standards allocations) kwizikolo eziqhelekileyo zikarhulumente
- Ukunika ukutya okunezakhazimba abafundi abakudingayo
- Ukwandisa iprogram yezikolo ezingahlawuli fizi (no-fee schools)
- Ukugcina iprogram yokubuyezwa kwabo baxolelwa ekuhlawuleni iifizi
- Ukugcina iprogram yezikolo ezikhuselekileyo

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo- mali lokugqibela	Inkcitho Eyayo	Inkcitho (eGqithis ileyo) / eNgaph antsi	Ulwabiwo- mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithis ileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 IZikolo zasePrayimari zikaRhulumente	7,276,039	7,276,039	-	6,597,359	6,597,359	-
2.2 IZikolo zaseSekondari zikaRhulumente	4,489,245	4,489,245	-	4,400,697	4,400,697	-
2.3 UPuhliso lweZakhono zaBasebenzi	76,011	76,011	-	86,695	86,695	-
2.4 Iigranti ezikhutshwa phantsi kwemiqathango ethile	315,412	315,231	181	296,614	278,028	18,586
Zizonke	12,156/707	12,156/526	181	11,381/365	11,362,779	18,586

4.3 Iprogram 3: Iinkxaso-mali kwizikolo ezizimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act).

Iprogram yeZikolo ezizimeleyo iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 3.1: Isigaba sePrayimari Ukunika inkxaso kwizikolo ezizimeleyo kwinqanaba leBanga loku-1 ukuya kwelesi-7.

Iprogram esekelayo 3.2: Isigaba seSekondari Ukunika inkxaso kwizikolo ezizimeleyo kwinqanaba leBanga lesi-8 ukuya kwele-12.

Iinjongo ezicwangciswe ngobuchule (Strategic Objectives)

INjongo eCwangciswe ngobuchule 3.1	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nemithetho efanelekileyo ukuqinisekisa ngemfundo esemgangathweni kubafundi bezi zikolo
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Zonke izikolo ezingama-230 ezibhalisiweyo ezizimeleyo eNtshona Koloni ziyenzile iSavey yoNyaka yeZikolo (Annual School Survey) ka-2014. Bebangama-45 634 abafundi kwezi zikolo zingama-230. Kwezi zikolo, i-40% okanye abafundi abangama-18 024 bebebhalise kwizikolo ezizimeleyo ezixhaswa ngemali ngurhulumente. Abangama-11 478 bebebhalise kwizikolo zaseprayimari ezixhaswa ngemali ngurhulumente yaye abangama-6 546 bekwizikolo eziphakamileyo ezixhaswa ngurhulumente.

IziPhumo zeeMvavanyo

ImiMiselo eNxulumene noBhaliso, ukuXhaswa ngemali, kweZikolo ezizimeleyo (ngaphandle kweZikolo zasePriPrayimari), ifuna ukuba isikolo esizimeleyo sithathe inxaxheba kuHlolo loNyaka lukaZwelonke (Annual National Assessments) kunye/okanye uvavanyo lwenkqubo yezikolo (systemic testing) lweSebe iWCED ukwenzela ukuba zifaneleke ukuba zibe nokufumana inkxaso-mali. Zibe ngama-74 ezibhale iimvavanyo zeBanga lesi-3, zangama-64 ezabhale iimvavanyo zeBanga lesi-6 zaza zangama-43 ezibhale iimvavanyo zeBanga le-9.

Amanqaku ezikolo ezizimeleyo ezifumana inkxaso-mali nezingafumani nkxaso-mali zinikwe kule theyibhile ingezantsi. Qaphela ukuba le sampule ayibonisi ukumelwa kwazo zonke izikolo (representative sample) nanjengoko ezinye izikolo zikhetha ukuthatha inxaxheba ngelixa kwezinye ukuthatha inxaxheba kunyanzelekile.

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2014									
IBanga	ILitheresi/ULwimi								
	Izikolo			Abafundi			Izinga lokupasa		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	1 222	1 381	1 416	54.9	51.7	56.0
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	779	844	979	85.2	88.6	86.7
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	1 009	1 068	1 074	67.0	61.4	65.0
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	705	807	873	95.1	91.2	92.1
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	1 229	1 333	1 155	82.3	82.7	84.6
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	799	787	789	95.1	96.6	97.0

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2014									
Ibanga	INyumeresi/iMathematika								
	Izikolo			Abafundi			Izinga lokupasa		
	2012	2013	2014	2012	2013	2014	2012	2013	2014
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	1 222	1 381	1 416	62.8	65.8	68.6
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	779	844	979	91.7	93.6	92.5
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	1 009	1 068	1 074	47.8	50.2	50.3
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	705	807	873	89.1	86.7	84.3
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	1 229	1 333	1 155	26.8	26.2	31.2
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	799	787	789	73.4	76.1	73.8

Iziphumo zezikolo ezizimeleyo kwiSatifikethi seMatriki sikaZwelonke ngo-2014 zezi zilandelayo:

IziPhumo zeNSC zezikolo ezimeleyo zeNtshona Koloni: 2014				
Ababhalileyo	INani labaPasileyo	IPesenti yabaPasileyo	INani (Abafaneleke kukufunda isiDanga)	(I-% (Abafaneleke kukufunda isiDanga)
2353	2218	94.3%	1514	64.3%

Bebeli-176 abafundi bezikolo ezili-14 zaseNtshona Koloni ababhale iimviwo ezisetwe yiBhodi yeeMviwo eziZimeleyo (Independent Examination Board).

Uphuhliso loofitshala

Ngo-2014, ootitshala bezikolo ezizimeleyo baye kwiiwekshophu zekharithulam ezohlukeneyo nebeziququzelelwa zii-ofisi zezithili zemfundo zeSebe iWCED. Ootitshala bezikolo ezizimeleyo baye baqeqeshwa kwiCAPS liSebe iWCED.

INkxaso enikiweyo

Kutyelelwe izikolo ezizimeleyo ezili-151 ukwenzela ukuzinika inkxaso kulawulo, kwikharithulam nasekuphathweni kwazo apha ekuhambeni konyaka ka-2014/15.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, iqela lamagosa eSebe iWCED liye latyelela izikolo ezingama-99 ngoFebruwari ka-2015 ukuze linike uqwalaseko:

- Ukufezekiswa kweemfuno zesaveyi (Survey compliance) - iAnnual School Survey (ASS) neSnap Survey (SS)
- Ubhaliselo lweCEMIS
- I-akhreditheyishini kUmalusi
- Ukufezekiswa kweemfuno zezemali (Financial compliance) – inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela nokufaneleka kwamagumbi okufundisela
- Ukufundiswa kwekharithulam
- Ukwanela nokuchaneka kweziXhobo eziXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM)
- Ubhaliselo lweSACE
- Ukurhoxa kwabasebenzi emsebenzini
- IiSistim zokuLawula iNtsebenzo (Performance Management Systems)
- Uphuhliso lwabasebenzi
- Indlela abaqhuba ngayo abafundi
- Iziphumo zoHlolo loNyaka lukaZwelonke (ANA) kunye neemvavanyo zeSebe iWCED zenkqubo yeBanga lesi-3, 6 nele-9 (WCED systemic test results)

Imo engundoqo yenkxaso enikwa izikolo ezizimeleyo ziinkxaso-mali (subsidies). Iinkxaso enikwa izikolo ezizimeleyo ezifanelekileyo yi-60%, 40%, 25%, 15% okanye 0% yenkcitho yephondo eqikelelweyo kubafundi (provincial per capita expenditure for learners) (PAEPL) kwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2014/15 ibe yi-R10 915 (Kwizikolo zaseprayimari) ne-R13 183 (Kwizikolo zaseseKondari) ngokulandelelanayo. Ngo-2014/15 iSebe iWCED lihlawule iinkxaso-mali kwizikolo ezili-100, nebeziquka isikolo esinye esitsha. Iintlawulo zenziwe kwangethuba nangokwemithetho echaphazelekayo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali ukuba iinkxaso-mali zazo zizisebenzise ekuthengeni iiLTSM (60%); iinkonzo zikamasipala (municipal services) (20%) neemfuno zokwenziwa komsebenzi (operational needs) (20%).

ISebe iWCED likwaphande izikhalazo ezivela eluntwini kunye/okanye nasebazalini malunga neZikolo eziZimeleyo ngokunxulumene neefizi zesikolo, iinkqubo zololuleko ezingabonisi bulungisa (unfair disciplinary processes), ukungaqhubi kakuhle ezifundweni, ukungalawulwa kakuhle kwezikolo kunye nokuqhuba kwesikolo zingabhaliswanga. Kwintlanganiso neenqununu nabanini bazo zonke izikolo eziZimeleyo ezifumana inkxaso-mali, ebibanjwe ngoFebruwari ka-2015 kuye kwaxoxwa ngokungaqhubi kakuhle kwezikolo kunye kwancokolwa nangezona nkqubo zinokuziphumelelisa ezi zikolo. Uhlalutyo lweANA, iimvavanyo zeNkqubo (Systemic tests) kunye neziphumo zeNSC nazo ziye zaxoxwa kule ntlanganiso. Kuye kwafuneka ukuba izikolo ezingaqhubi kakuhle zinike izicwangciso zophuculo ezineethagethi zika-2015.

ISebe iWCED iye yadibana neDBE kunye noMalusi, ngoMatshi ka-2015, ukuze kuxoxwe malunga nokudityaniswa kweenkqubo zobhaliso nezeakrhedithyishini yezikolo eziZimeleyo. Le ntlanganiso ibichotshelwe nazizitraktsha ebezimele izikolo eziZimeleyo zaseMzantsi Afrika.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 3					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM301: Inani labafundi abafumana inkxaso-mali kwiZikolo eziZimeleyo	18 502	18 600	18 024	576	Ubhaliso lwezikolo eziZimeleyo ngumba ogqitywa ngabazali yaye mba lowo iSebe iWCED ingenalawulo ekulawulweni kwawo (management control). Kuye kwakho isikolo esizimeleyo esiye savala kweli thuba kunikwa ingxelo yalo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukunika inkxaso ezinikeleyo eyandisiweyo kwiZikolo eziZimeleyo ezifumene umyinge wokupasa ongaphantsi kwezinga lokupasa lephondo kwiNSC
- Ukuxhasa zonke izikolo eziZimeleyo ezitsha neziqhuba ngaphantsi kwenqanaba elilelona liphezulu.
- Ukuqwalasela yonke imibuzo nezikhalazo malunga nokuqhutywa kwemimiselo.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo neebhajethi

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

- Iinkxaso-mali ezinikwe izikolo ezizimeleyo ezinika imfundo esemgangathweni kubantwana abahlelelekileyo.

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo -mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabiwo -mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
3.1 IsiGaba sePrayimari	49,358	49,358	-	47,329	47,329	-
3.2 IsiGaba seSekondari	40,487	40,487	-	37,319	37,319	-
Zizonke	89,845	89,845	-	84,648	84,648	-

4.4 Iprogram 4: IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa

Injongo:

Ukunika imfundo enyanzelekileyo kwizikolo zikarhulumente eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act) noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga nemfundo ebandakanya bonke abafundi.

Iprogram yezeMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa iqulethe ezi program zisekelayo zilandelayo¹⁰:

Iprogram esekelayo 4.1: Izikolo

Ukunika izixhobo kwizikolo zemfundo eneemfuno ezizodwa.

Iprogram esekelayo 4.2: UPuhhliso lweCandelo lezabaSebenzi

Ukunika iinkonzo zesebe uphuhliso lwezemfundo nolunye uphuhliso kootitshala nakwabangezotitshala kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa.

Iprogram esekelayo 4.3: IiGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 4 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

INjongo eCwangciswe ngobuChule 4.1	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharityhulam yamaziko emfundo kwanokunciphisa imiqobo ethintela ukufunda (Education White Paper 6)
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014 iSebe leWCED belinezikolo zemfundo eneemfuno ezizodwa ezingama-72, zinabafundi abaneemfuno zemfundo ezizodwa abangama-18 571. Kwezi zikolo, ezili-18 zizikolo zezakhono zize zezi-4 zibe zizikolo zezibhedlele.

IziPhumo zoVavanyo lweZikolo zeMfundo eneeMfuno eziZodwa

Ngo-2014, bebeli-135 abaviwa abavela kwizikolo zemfundo eneemfuno ezizodwa ababhale iSatifikethi seMatriki sikaZwelonke, nabathe bapasa ngezinga lokupasa elingu-96%. Abayi-28% kwabo bapasileyo baye bakulungela ukwamkelwa ukufundela isiDanga sokuQala.

¹⁰ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

Ngabafundi abangama-310 kwizikolo ezili-17 ababhale uHlolo loNyaka lukaZwelonke. Izinga lokupasa laba bafundi libe ngu-77%.

Uphuhliso lweZakhono zootitshala

ISebe leMfundo eSisiseko libekele bucala unyaka ka-2013 njengoNyaka wokuDityaniswa kwemfundo (Year of Inclusion) ukwenzela ukulungiselela ukwanda kweMfundo eDibeneyo (Inclusive Education) kwiminyaka elandelayo.

Ngo-2014, iSebe iWCED liye laqhuba iNkqubo yoPhuhliso lweZakhono zaBasebenzi lisenzela ukuxhasa ukwanda kweMfundo eDibeneyo. Le nkqubo iqale ngezikolo ezikhethiweyo ezinika inkonzo epheleleyo (full-service)/ezidibeneyo, amaziko ezixhobo zemfundo abekelwe izikolo zemfundo eneemfundo ezizodwa kunye nabasebenzi abaxhasayo abayiqeqeshelweyo le nto. Olu qeqesho luye lwagxila kumgaqo-nkqubo weMfundo eDibeneyo kunye namaxwebhu ezikhokelo, uXwebhu lweNgcaciso yeMiba 6 (White Paper 6) kunye neziKhokelo zeCAPS zeZikolo ezineNkonzo ePheleleyo eDibanisayo / AmaZiko okuNcedisa kwiMfundo eMfundo eneeMfundo eziZodwa kunye noKwahluka kwaBafundi (Guidelines for Full-Service Inclusive Schools, Special School / Resource Centres and Learner Diversity in CAPS). Ezi zikolo zikhethiweyo zinika inkonzo epheleleyo (full-service)/ezidibanisayo zikwaqeqeshwe nakwimodeli yoKhathalelo neNkxaso yokuFundisa nokuFunda (Care and Support for Teaching and Learning model).

Ngo-2015 izikolo ezibekwa phambili (flagship) ezinika inkonzo epheleleyo/ezidibanisayo ziye zanika iiwekshophu malunga nokuqhuba kakuhle kweMfundo eDibanisayo (Inclusive Education good practice) . Izihloko zeewekshophu beziquka "IMfundo eDibanisayo kungakhange kuchithwe mali" ("Inclusive Education at no cost") kunye ne-"ziXhobo zaseKhompyutheni ezilungiselelwe ukuQukwa kwaBafundi beeNtlobo zonke" ("Digital Devices for Inclusion"). AmaZiko eziXhobo zeZikolo ezineeMfundo eziZodwa (Special School Resource Centres) ziye zanika iiwekshophu kwiinkalo eziziingcali kuzo, umz. iNkubazeko eNxulumene nokuFunda okuThile, uLwazi lwamaGama, oLunye uHlolo (Specific Learning Disability, Phonological Awareness, Alternative Assessment).

Kuqhutywe ikharithulam yoLwimi loMjeki lwaseMzantsi Afrika (South African Sign Language (SASL) kuzo zonke izikolo ezihlanu zeSebe iWCED zemfundo yeemfundo ezizodwa ezilungiselelwe abaNgevayo (special schools for the Deaf) kusetyenziswa iSASL. NgoOkthobha ka-2014, bonke ootitshala nabaNcedisi bootitshala beSASL baye baqeqeshwa liSebe leMfundo esisiSeko. Uqeqesho oluQhubekayo olwenzelwa esikolweni (on-going in-house training) liye lanikwa ezi zikolo zihlanu, ngokunjalo noqeqesho olwenziwa ngamaZiko eMfundo ePhakamileyo (Higher Education Institution, qeqesho olo luqale ngoJanyuware ka-2015.

Uqeqesho lwabafundi bamaziko aphakamileyo abaqeqeshelwa iECD kwiSouth African Sign Language luye lwaqaliswa ngo-2015 kwiiKholeji zeFET ezintlanu zaseNtshona Koloni.

Izikolo ezibini zabaNtwana abaNgaboniyo eziseNtshona Koloni ziye zafumana iteknoloji yabafundi abasukela kwiBanga lesi-4 ukuya kwiBanga le-12, qeqesho olo ibilokuncedisana nokufikelela kwiiLTSM zeBraille ekupheleni kuka-2013. Abafundi nootitshala bazo zozibini ezi zikolo zabaNgaboniyo, eAthlone nasePioneer, bafumene uqeqesho kwitekoloji ngo-2014 lusenziwa malunga neApex Praille note laptop. Umbhexeshi wale nkqubo, ongaboniyo, uye waxhasa abafundi egumbini lokufundela laso ngasinye kwezi zikolo.

Ngo-2015 abasebenzi beenkonzo ezikhethekileyo (specialised support services staff) besithili neseke the benzelwe iwekshophu yokwaziswa malunga nokuNgakwazi ukuThetha naBanye (Autism Spectrum Disorder) (ASD) baza abameli bezikolo ezinabafundi nabazali abaneASD benzelwa uqeqesho olunzulu olumalunga nokuchonga, ukuqonda nokuvavanyela ukuNgakwazi ukuThetha naBanye.

Uqeqesho lootitshala abakwizikolo eziqhelekileyo lokubenza bakwazi ukuchonga nokujongana neemfundo ezizodwa/nemiqobo ethintela ukufunda/ukushiyeke ezifundweni (learning backlogs) luye lwanikwa ngo-2014/15 lusenziwa ngabasebenzi beeNkonzo zeNkxaso eKhethekileyo (Specialised Support Services) kwiiofisi zezithile naseCTLI. Okukuye kwaquka ukuqeqeshwa kootitshala kungenelelo loncedo kulwimi nemathematika olugxile kwiBanga R nakwiBanga loku-1. Olu qeqesho beluquka ukuphuhlisa izakhono zendlela abeva nababona ngayo abafundi (learners' auditory and visual perceptual skills), kunye nokuphucula ukusetyenziswa kwamalungu amakhulu namancinci omzimba (gross and fine motor-co-ordination). Onke la maphulo ongenelelo lokunceda ebejonge ukuphucula ulwimi nemathematika yabafundi. Uqeqesho kuKhathalelo neNkxaso yokuFundisa nokuFunda beluquka imixholo ebigxile ekuxhaseni abafundi abaye behlelwa zizinto eziboyikisayo (trauma).

Amaphulo ongenelelo oluncedayo aye achongwa kwaza kwenziwa iikhosi zoqeqesho okanye zanikwa abanye abaqeqeshi bangaphandle (outsourced) ukuze zijongane nemingeni yendlela yokuziphatha ezikolweni, umzekelo, uqeqesho kuLawulo lwamaGumbi okuFundela, ukuKhulisa ukuZithemba, ukuNqanda ukuVuyelelana kwabafundi, ubuLungisa obuBuyisa uXolo, uLawulo lweeNgxabano, ukuziPhatha kaKuhle kunye nokuBuyisela iMeko eyiyo yeSikolo (Reclaiming School Environments).

NgoDisemba ka-2014, kuye kwabhegezwa kwigazethi uMgaqo-nkqubo wokuHluzwa, ukuChongwa, ukuHlola nenkxaso (Screening, Identification, Assessment and Support) (SIAS). Zonke izicelo zexesha elizayo ezifakwayo zeZikolo ezineeMfundo eziZodwa zeMfundo ziya kufuna uxwebhu lwamaNqanaba eNkxaso (Levels of Support document), nolusekelwe kumgaqo-nkqubo ohlaziyiweyo weSIAS. Uqeqesho kwiSIAS luya kuqala ngo-2015, luqala kwizikolo zeenkonzo ezipheleleyo/ezidibanisayo kunye namaziko ezixhobo zokuxhasa izikolo ezineemfundo ezikhethekileyo zemfundo (special school resource centres) yaye kule minyaka izayo zonke izikolo ziza kuqeqeshwa.

INkxaso eNikiweyo

Ngo-2014, ugxininiso belusekuqhutyweni okuqhubekayo kwesicwangciso esineengongoma ezilishumi seSebe iWCED sokomeleza inkxaso yemfundo ekhethekileyo (*strengthening specialised education*). Imiba emihlanu ephambili ngo-2014/15 ibiyile:

- UPhuhliso lweZakhono zaBasebenzi kwiMfundo eDibanisayo
- Ukuphuhliswa kwezikolo eziqhelekileyo zibe zizikolo ezineenkonzoz ezipheleleyo/ezidibanisayo (Full-service/inclusive schools)
- Ukuguqulwa kweZikolo zeeMfundo eneeMfundo eziZodwa zibe ngamaZiko eziXhobo zeMfundo yeZikolo ezineeMfundo eziZodwa (Special School Resource Centres) ngokunjalo nokomelezwa kweZikolo zeMfundo eneeMfundo eziZodwa
- Ukwandisa izakhono zeli sebe (capacity of the system) ekujonganeni nemiqobo ethintela ukufunda ukuze liquke iintlobo ezahlukeneyo zabafundi nangakumbi
- Ukukhuthaza ubambiswano phakathi kwamacandelo ukwenzela ukuphucula inkxaso noqukaniso (inclusion)

Inkxaso eqhubekayo yaseNtshona Koloni inika inqanaba eliphantsi lenkxaso kwizikolo eziqhelekileyo zikarhulumente/zisiqhelo, inkxaso ephakathi kwizikolo ezinika iinkonzoz ezipheleleyo/ezidibanisayo kunye nenqanaba eliphezulu lenkxaso kwizikolo zeMfundo eneeMfundo eziZodwa. Kuye kwagxilwa ekwandisweni nangakumbi wemfundo edibanisayo kwanokusekwa kwezitraktsha zenkxaso eziqinisekisa ngokufikelela nangakumbi kwimfundo kwabafundi abanemiqobo ethintela ukufunda abakwizikolo zikarhulumente zemfundo eneeMfundo eziZodwa kunye nezikolo eziqhelekileyo zabafundi.

Ngo-2014/15 iSebe iWCED liye lasiqhuba esi sicwangciso

- (1) amaqela enkxaso ezithili neesekethe, aquka iisayikholojisti, oonontlalonte, iitheraphisti, abacebisi bezikolo zemfundo eneeMfundo eziZodwa kunye nenkxaso yokufunda
- (2) ukomeleza izikolo ezingama-24 zemfundo ezineeMfundo eziZodwa ukuze zibe ngamaziko axhasayo (resource centres)
- (3) ukuxhasa iiyunithi zeELSEN/iiKlasi zeNkxaso (*Resource Classes*) kwizikolo ezili-107 eziqhelekileyo zikarhulumente.
- (4) ukuguqulwa kwezikolo ezingama-40 eziqhelekileyo zikarhulumente zibe zizikolo ezineenkonzoz ezipheleleyo/ezidibanisayo (Full-service/inclusive schools)
- (5) ukusekwa kwamaqela enkxaso eyenzelwa ezikolweni.

Inkxaso yeZikolo zeMfundo eneeMfundo eziZodwa

UXwebhu lweNgcaciso yeMiba yeMfundo 6 (Education White Paper 6): Ukwakhela kwiSistim yeMfundo eDibanisayo noQeqesho (Inclusive Education and Training System) ifuna uphuculo olusemgangathweni lweZikolo zeMfundo eneeMfundo eziZodwa (qualitative improvement of Special Schools). Olu Xwebhu lweNgcaciso yeMiba (White Paper) lukwagxininisa ukuguqulwa okuthatha amanqanaba ngamanqanaba kweZikolo zeMfundo eneeMfundo eziZodwa zibe ngamaZiko okuXhasa izikolo zeMfundo eneeMfundo eziZodwa (Special School Resource Centres). Emva kokuba ziguqulwe ezi zikolo kufuneka zinike inkxaso kwizikolo ezizingqongileyo.

ISebe iWCED igqibe ulingo (pilot) lweminyaka emithathu lokufakwa kweSouth African Sign Language (SASL) njengesifundo ngoOkthobha ka-2013. I-De la Bat Special School Resource Centre yiyo ebisindleke le projekthi yephondo yeSouth African Sign Language. Ubuchule obufunyenweyo kuye kwabelwana ngabo nezinye izikolo zabaNgevayo ezisephondweni kusetyenziswa iSASL njengoLwimi lokuFunda nokuFundisa (Language of Learning and Teaching) (LoLT). Iziphumo zayo ziye zafakwa nakwiprojekthi yeDBE SASL kazwelonke. iziXhobo zokuXhasa ukuFunda nokuFundisa ezazenzelwe le projekthi ngoku zisetyenziswa kuzo zonke izikolo zabaNgevayo kwiphondo ezisebenzisa iSASL njengeLOLT. Zonke izikolo zeSebe iWCED ziye zanikwa ubuncinane bomqulu wezixhobo zenkxaso (resource pack) kwiBanga R kunye nakwisiGaba esisisiSeko aza onke amagumbi okufundela eSASL ziye zafakelwa iteknoloji yokuqhutywa ngempumelelo kweSASL. Okungaphakathi kulo mqulu wezixhobo zokuxhasa kuye kwanikwa neeklasu zeepriskuli (pre-school) ukwenzela ukukhulisa ukuphuhla kwangoko kulwimi. Abasebenzi beeECD zabaNgevayo (Deaf ECD practitioners) baye baqeshwa njengabaNcedisi babaNgevayo (Deaf Assistants). Ngenxa yamanyathelo athathiweyo kulingo lwaseDe La Bat, iSebe iWCED liye lakwazi ukuqalisa iSASL kwiGaba esisisiSeko nakwiBanga lesi-8 ngo-2014 ukulungiselela isicwangciso sikazwelonke sika-2015. *Inkxaso ebhekiswa, nekwanikwa ngamaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa (Special School Resource Centres).*

Kukho izikolo zeMfundo eneeMfundo eziZodwa ezingama-24 ezimana ukutshintshwa ngokwandayo zibe ngamaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa. Amaqela okuqhuba amaphulo angeMfundo Jikelele eDibanisayo (General Inclusive Education outreach teams), asekelwe kumaZiko aXhasa ngoNcedo kwiZikolo zeMfundo eneeMfundo eziZodwa, aye anika inkxaso kootitshala babafundi abakumagumbi okufundela esiqhelo (mainstream classes) ngo-2014/15. Ezinye izikolo zeMfundo eneeMfundo eziZodwa ezithathu ezongezelelweyo ziye zenza ukuba kubekho abasebenzi bokuqhuba amaphulo kweli thuba.

Ezinye izikolo zeMfundo eneeMfundo eziZodwa ezingenamaqela okuqhuba amaphulo, nazo ziye zancedisa kwizikolo ezikufutshane ngokuqhuba iiwekshophu neeklinikhi ezikwezi zikolo kunye namanye amaphulo ongenelelo loncedo achaphazelekayo. Umzekelo, iCarel Du Toit Centre, iqhuba iiwekshophu zootitshala abanabafundi abangeva kakuhle eziklasini zabo.

Ngo-2013/14 kuye kwanikwa abafundi abafuna izixhobo zokubancedisa ukufikelela kwikharithulam uluhlu lwezixhobo zeAlternative and Augmentative Communication Devices (AAC). IiTheraphisti zeZithili zichonge amaZiko eNkxaso kwiZikolo zeMfundo eneeMfundo eziZodwa ukwenzela ukuseka iiyunithi ezinezixhobo ze-ACC. Kuye kwasekwa iAAC enye kwisithili ngasinye phakathi ku-2014 zaza zamiselwa ngokusesikweni ngoFebruwari ka-2015. La maziko aza kuncedisa ekuchongeni esona sixhobo seemfundo zabafundi sifanelekileyo.

Inkxaso kwiZikolo zobuChule

Zili-18 izikolo zobuChule zibe zibe zihlanu izikolo zeMfundo eneeMfuno eziZodwa ezineeyunithi zezakhono.

Izifundo ezifundiswa kwiZikolo zobuChule ziquka ezi: Ancillary Health Care, Automotive Repair and Maintenance, Automotive Spray Painting, Arts and Crafts, Beauty and Nail Technology, Basic Welding and Metalwork, Bricklaying and Plastering, Educare, Hairdressing, Hospitality Studies, Household Maintenance, Mixed Farming, Needlework and Clothing, Office Administration, Upholstery and Woodworking.

Ootitshala beZikolo zobuChule banikwe uqeqesho kwizifundo nekharityhulam yezakhono ezitsha zeminyaka emine (new four year academic and skill curriculum), ngokunjalo noqeqesho ekwahlukeni kwekharityhulam (curriculum differentiation).

Kukho ubambiswano oluQhubekayo neSebe loPhuhliso loQeqesho nezokhenketho (Department of Economic Development and Tourism) ukuxhasa iNkqubo yabo yokujonga ukuFanela uMsebenzi (Occupational Readiness Programme) kabafundi abagqiba iprogram yeminyaka emine kwiZikolo zobuChule. liwekshophu kwZikolo zobuChule ezikhethiweyo ziakhredithwa yiNational Assessment and Moderation Body.

Ngo-2014/15 izihlandlo zotyalelo zoHlolo lweSikolo siPhela (Whole School Evaluation) ziye zaqhutywa kwiZikolo ezili-9 zobuChule. Ukongeza kwiikhayitheriya ezisetyenziwa kwizikolo eziqhelekileyo, umsebenzi weenkonzozenxaso yeengcali (specialist support services) ziye zahlolwa. Kuye kwabanjwa iintlanganisozolandelego nezikolo kusenzelwa ukuxoxa malunga neziphumo zophando zengxelo yeWSE.

Inkxaso enikwa abantwana abanen kubazeko enzulu yasengqondweni

Ngo-2014, amaqela amane aye anika inkxaso yamathuba ngamathuba kumaZiko angama-47 oKhathalelo lwabantwana abaneeMfuno eziZodwa (Special Care Centres) abanen kubazeko enzulu yasengqondweni. Kwenziwe iprothokholi yenkxaso ngokubambisana neSebe leMfundo, elezeMpilo, eloPhuhliso loluntu nelezoThutho nemiSebenzi kaRhulumente. Ezi nkxaso ziquka: (i) ukwenziwa kweenkqubo zokubakhuthaza, (ii) ukufuna izixhobo zokuxhasa (resource materials), (iii) ukuqhutywa kweewekshophu ezilungiselelwe abalawuli bamaziko, abakhathaleli nabazali (iv) iindlela zokujongana neemfuno zomzimba, zemfundo nezengqiqo yasentlalweni (psycho-social) zabantwana, kunye (nokuhlolwa kwanokudluliselwa kwabafundi abafakwe kwizikolo ezingafanelekanga nabafuna ukudluliselwa kwiZikolo zeMfundo eneeMfuno eziZodwa.

Inkxaso enikwa izikolo zeNkonzo ePheleleyo/Izikolo ezidibeneyo

Esinye sezicwangciso eziphambili ekwenziweni kwesistim yemfundo edibeneyo apho bonke abafundi bafikelelayo kwinkxaso kukuguqulwa okuya kwenziwa ngokwezigaba kwezikolo eziqhelekileyo zikarhulumente kwisithili ngasinye/kwisekethe nganye/kwiklasta nganye zibe zizikolo zenkonzo epheleleyo/izikolo ezidibeneyo. Iqela lokuqala lezikolo zeenkonzozezipheleleyo ngumzekelo omhle wokwenza kakuhle yaye liya kuhlalela indlela zonke izikolo/amaziko ukuba ekugqibeleni abe ngamaziko adityanisiweyo abandakanya bonke abafundi.

Kuchongwe izikolo eziqhelekileyo ezingamashumi amane ukuba ziguqulwe ngokwezigaba ngezigaba ukuba zibe zizikolo zenkonzo epheleleyo/ezidibanisayo. Emva kwethuba loqeqesho nokufakwa emsebenzini (induction), ekupheleni kuka-2014 kuye kwasayinwa iiMOU liSebe iWCED nezo zikolo zichongiweyo.

Zili-107 izikolo zeli phondo "ezinamagumbi okufundela anabafundi abaneemfuno ezifanayo" ("unit classes"), anika inkxaso ekhethekileyo eyongezelelweyo. La magumbi okufundela anabafundi abaneemfuno ezifanayo aya eguqulwa ngokuguqulwa ukuba abe "ngamagumbi okufundela ancedisayo" ("resource classes") anika inkxaso kubafundi abadinga inqanaba eliphakathi lenkxaso. La magumbi okufundela akwanguvimba woncedo kuzo zonke iititshala ezidinga iingcebiso nakubafundi abakwesi sikolo abanemiqobo ethintela ukufunda.

Kuye kwaxhaswa abafundi abamalunga nama-2 000 abaneemfuno zenkxaso ezibunzulu buphantsi nobuphakathi kwiZikolo zeNkonzo eziPheleleyo/eziDibanisayo. Ezi zikoo ziye zanikwa utitshala osisigxina wenkxaso yokufunda. Ezi zikolo zikwanikwa inkxaso eyongezelelweyo yenkxaso yabasebenzi bemfundo eneemfuno ezizodwa ebandakanya iisayikholojist zezikolo, oonontlalontle kunye nabacebisi bezifundo kumaziko (learning support advisors) kunye namaqela amaPhulo eMfundo eDibeneyo (Inclusive Education Outreach teams), ngokusekelwe kwiiMfuno zeMfundo eziZodwa/kumaZiko eNkxaso yoNcedo amiselweyo (designated Special School/Resource Centres).

Ukunika inkxaso yobudlelane phakathi kwamasebe karhulumente namacandelo ahlukeneyo ISebe lezeMpilo neSebe lezeMfundo aye abambisana ukuqhuba iProgram eDibeneyo yeMpilo eZikolweni (Integrated School Health Programme). Le nkqubo iquka ukukhuthaza izenzo ezikhuthaza ezempilo, ukuskrinwa nokuhlolwa kwabafundi, ukulawulwa kwezigulo ezingephi kunye nokuthintelwa kwezifo.

Kuye kwaziwa neenkonzo ezine ezijikelezayo zempilo/intlalontle yasesikolweni (school health/wellness mobiles) ngobambiswano phakathi kweSebe iWCED, iWCDoH namacandelo abucala, kusenzelwa ukuskrinwa kwabafundi bebanga R neloku-1. Isithuthi esijikelezayo (mobile) ngasinye sinegumbi lokuxilongela lokuskrinelwa impilo jikelele, icandelo lezamazinyo kunye necandelo lezamehlo. Ngo-2014, babe ngama-3 251 bebonke abafundi abaskrinwe ngugqirha wamehlo kwaza kwakhutshwa izipeksi ezili-1 239; abafundi abangama-4 092 banyangelwa izingulo ezingephi zezempilo baza abangama-4 285 banyangwa ngugqirha wamazinyo kwiinqwelo zezempilo.

ISebe iWCED kwakhona lincedise iSebe lezeMpilo kwiprogram yokugonywa iHuman Papilloma Virus, enguthintela womhlaza wesibebeke. Iprogram yokugonyelwa iHPV ijoliswe kumantombazana eBanga lesi-4 aneminyaka eli-9 nangaphezulu. Ugonyo luka-2015 luye lwaqhuba ngenyanga kaMatshi nekaEpreli. Umlinganiselo wesibini owenziwa emva kweenyanga ezintandathu uza kwenziwa ngenyanga kaSeptemba nekaOkthobha ku-2015. Olu gonyo belusenziwa ngabongikazi bempilo yasesikolweni, kunye nabongikazi bezikolo zeMfundo yeeMfuno eziZodwa. Iifomu zemvume esekelwe kulwazi kunye namaphetshana olwazi malunga nogonyo lweHPV ziye zahanjiswa ezikolweni phambi kokuqhutywa kogonyo.

lintlanganiso eziqhubeka okokoko ziye zabanjwa neDepartment of Health Western Cape Rehabilitation Centre, ukunceda ekwamkelweni kwabafundi ababekhululwe ezibhedlele emva kokubandakanyeka zezingozini. Kuye kwalungiselelwa iingxoxo malunga neemeko zabo (cases) kunye neesayikholojisti, iitheraphisti kunye noogqirha ukwenzela ukukhangela eyona ndlela ingcono kakhulu yokuhamba isikolo yaba bafundi.

ISebe iWCED liye lalungiselela iingxoxo zeemeko zabantwana abaneemfuno eziphezulu kakhulu/ezinzima zenkxaso (exceptionally high/complex support needs), umzekelo, abafundi abaye banemingeni enzulu kakhulu yendlela yokuziphatha (severe behaviour challenges) kunye nezigulo ezichaphazela ingqondo (psychiatric disorders). Ezi meko ziye zaxoxwa neesayikhayatrishi, oogqirha, iisayikholojisti neetheraphisti zeSebe lezeMpilo bekwasebenzisana nabasebenzi abasuka ezithilini ukuqaphela nokwenza izindululo (recommendations) malunga nokufakwa ezikolweni nenkxaso yaba bafundi xa bekhutshwa kumacandelo ezigulo ezithile (specialised units) ezifana neCandelo lokuFundiswa ngoKutsha (Therapeutic Learning Centre).

ISebe iWCED limelwe kwiCommunicable Diseases Committee yephondo. Le komiti yazisa iSebe lezeMpilo ngazo naziphi na iimeko eziqaphlekayo zezifo ezosulayo ezikolweni lize lifumane ingcaciso yezikolo nezithili malunga nokusingathwa kwezi meko.

Iprothokholi ehlaziyiweyo yeSebe iWCED yeYekani iMpatho-gadalala (WCED Abuse No More) yaziswe ngokusesikweni ngoOkthobha ka-2014. Iye yaziswa ngokusesikweni yaxhaswa ngoonontlalontle beSebe iWCED becebisana bekwabambisana neSebe loPhuhliso loLuntu, iSebe lezeMpilo, iNkonzo yesiPolisa yaseMzantsi Afrika, iSebe lezobuLungisa noPhuhliso lwezoMgaqo-siseko, iGunya-bantu lezoTshutshiso, iSebe leNkulumbuso neQumrhu lePhondo lobuLungisa kwezeSini (Provincial Gender Justice Forum).

ISebe leWCED liye lasebenzisana namaPolisa esiXeko saseKapa (City of Cape Town Metro Police) ukunika iinkampu zoLutsha oluseMngciphekweni kubafundi beZikolo zobuChule. Ezi nkampu ziye zagxila kumaqela emigesu, iziyobisi, ubundlobongela, ukukhulelwa kwabantwana, ukusombulula iingxabano, iimfundiso ezisisiseko kunye nokukhethwa kweendlela zokuphila ngokusempilweni. ISebe loPhuhliso loLuntu neSebe lezeMpilo aye ancedisa iCandelo loQeqesho lamaPolisa eMetro kwiintetho ngeentetho ebezisenziwa.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 4					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM401: Inani labafundi ababhaliswe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	19 876	18 045	18 571	526	Kuthathwe inani labafundi elingaphezu kwelo beliqikelelwe. Baninzi abafundi kwisiGaba esisisiSeko nakwiZikolo zobuChule kwanakwiiYunithi zobuChule (Skills Units).
PPM402: Inani lootitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	1 872	1 732	1842	110	ISebe linootitshala abangama-92 kwiiYouth Care Centres ezinabafundi bazo ababeza kudluliselwa kwiSebe lezoPhuhliso loLuntu ukususela ngomhla woku-1 kuEpreli ka-2013. Xa kungoku lo mba uphambi kweNkundla ePhakamileyo yaye bonke abachaphazelekayo (respondents) balinikiwe ithuba lokufaka iingxoxo ngomhla ongekabekwa. Kunikwe izithuba zengqesho ezongezelelweyo ngenxa yokunyuka kwamanani abafundi.
PPM403: Inani labasebenzi abangezotitshala abaqeshwe kwizikolo zikarhulumente zemfundo eneemfuno ezizodwa	1 003	1 100	965	-135	Izithuba zengqesho zaseofisini (vacant public service posts) zibhengezwe kuluhlu 1 lwezithuba zengqesho zika-2015 yaye izithuba ezisisigxina ziya kuqala ukususela ngomhla woku-1 kuEpreli ka-2015. Kukho ukwehla kwinani labasebenzi baseofisini bakarhulumente ngenxa yokwehla kwamandla okuzenzekela ngendalo (natural attrition).

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusingatha iimfuno zokwamkela abafundi abaneemfuno zemfundo ezizodwa
- Ukuqinisekisa ukuba ootitshala abakwizikolo ezamkela bonke abafundi baxhotyiswe kakhulu ngokusingatha iimfuno zemfundo zabo bonke abafundi
- Uqeqesho lugxininisa koku:
 - Abasebenzi beMfundo eneeMfuno eziZodwa abakwiindidi ezahlukeneyo zenkubazeko
 - Abasebenzi beZikolo zobuChule malunga nekharityulam
 - Abasebenzi abakwiZikolo zeNkonzo ePheleleyo/iZikolo eziDibeneyo ekuqapheleni nasekusingatheni imiqobo ethintela imfuno
 - Abasebenzi abakumaZiko eNkxaso yoNcedo eZikolo zeMfundo eneeMfuno eziZodwa malunga nomsebenzi wawo owandisiweyo
 - Abasebenzi bokuNika iNkxaso kwiMfundo eneeMfuno eziZodwa abakwii-Ofisi zeZithili baquka iiSayikholoji, ooNontlalontle, ABacebisi bokuNika iNkxaso kumaZiko eMfundo (Learning Support Advisors), ooGqirha neeTheraphisti malunga nomsebenzi wabo kuyo yonke iMfundo ebandakanya bonke abafundi
 - Ootitshala bokuNika iNkxaso kwezeMfundo eSikolweni malunga nomsebenzi wabo wobungcali kuphuculo lolwimi nemathematika
 - AmaQela zokuNika iNkxaso eZikolweni (School-based Support Teams) malunga nomsebenzi wabo kwinkqubo yokuSkrina, yokuQaphela, nokuNika iNkxaso (Screening, Identification, Assessment and Support) (SIAS)

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 4 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukunika izikolo zemfundo eneemfuno ezizodwa izithuba zootitshala nezithuba zenkonzo karhulumente
- Ukwandisa nokuxhobisa amaziko/amagumbi okufundela enkxaso ezikolo zemfundo eneemfuno ezizodwa
- Ukunika inkxaso-mali kwizikolo zemfundo eneemfuno ezizodwa
- Ukukhuthaza ukusekwa kwezikolo zenkonzo ephelileyo kwimfundo ebandakanya bonke abafundi

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabiw o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	923,247	923,247	-	910,287	910,287	-
4.2 UPhuhliso lweZakhono zaBasebenzi	-	-	-	51	51	-
4.3 Igranti ekhutshwa phantsi kwemiqathango ethile	50,395	50,395	-	-	-	-
Zizonke	973,642	973,642	-	910,338	910,338	-

4.5 Iprogram 5: IMfundo noQeqesho oluQhubekayo

Injongo:

Kukunika iMfundo noQeqesho oluQhubekayo (FET) kwikholeji zeFET zikarhulumente ngokuhambelana noMthetho weMfundo noQeqesho oluQhubekayo (Further Education and Training Act).

Iprogram yeFET iqulethe ezi program zisekelayo zilandelayo¹¹:

Iprogram esekelayo 5.1: AmaZiko kaRhulumente
Ukunika izixhobo kwizikolo kwikholeji zeFET zikarhulumente.

Iinjongo eziCwangcise ngobuchule (Strategic Objectives)

INjongo eCwangcise ngobuchule 5.1	Ukuxhasa ngokubonakalayo ukunikwa kwesiPhumo sesi-5: Abasebenzi abanezakhono nabakwaziyo ukwenza ukwenzela ukuxhasa indlela yokukhula ebandakanya konke (inclusive growth path).
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linjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezothagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014 ikholeji zeFET ezintandathu zaseNtshona Koloni ziye zabhalisa abafundi abangama-71 712 xa bebonke. Kwaba bafundi bangama-71 712, abangama-56,557 bebewiiiprogram ezixhaswa ngurhulumente. Bezingama-14,957 iiNC(V), bengama-41 605 kwiReport 191 nabangama-15 155 kwiiiprogram zasemsebenzini (occupational programmes). Ipateni yobhaliso ibonisa utshintsho oluya ngakwiReport 191 ngenxa yokuba ezi program zithatha ixesha elifutshane. Le nto ibonisa imfuneko yokwenza iziqinisekiso ezifanelekileyo zeNqanaba 5 leNQF ezilungiselelwe abafundi abapase iBanga le-12 ukuze bancedwe kwikholeji zeMfundo yobuCwepheshe noMsebenzi weZandla (Technical and Vocational education and Training) (TVET Colleges).

Kukonke, ezi kholeji ziceba ukubhalisa abafundi abangama-75,750 ngo-2015 kodwa imfuneko yeenkqubo zemisebenzi (occupational programme) ingafuna ukuba babhalise ngaphezu kweli nani.

Uninzi lwamaziko eekholeji (college campuses) luye lwagcwala ngo-2014 yaye aziyi kukwazi ukwandisa amanani zingakhange zandise iziseko zophuhliso (izakhiwo) zazo.

¹¹ Qaphela ukuba ngo-2014/15 ibinye kuphela iprogram esekelayo ngenxa yotshintsho kwiSebe leMfundo ePhakamileyo noQeqesho

UPhuhliso lweZakhono zabaHlohli

Ngo-2014/15 iSebe iWCED liye laqhuba nokuxhasa ukuqhutywa kwekharithulam oko likwenza ngophuhliso lwezakhono zabahlohli nenkxaso yasemagumbini okufundela. Ugxininiso lubekwe kumgangatho wezixhobo zovavanyo lwangaphakathi kangangokuba uninzi lwezixhobo zovavanyo zangaphakathi zeNC(V) nenxenywe yeReport 191 ziye zenziwa zakumgangatho ofanayo ukwenzela ukuba zihambelane nemigangatho efanayo kazwelonke. Izakhono zokusebenza zabahlohli ziye zaphuculwa ngenxa yesiphumo seenkqubo ezisetyenzisiweyo kule misebenzi yoqinisekiso lwemigangatho nangenxa yetheknoloji enikiweyo efana nee-smart board ukwenzela ukuncedisa ekufundiseni kwabahlohli. Kule kota yokugqibela yalo nyaka-mali, bamalunga ne-100 abahlohli abaye baqeqeshwa kwisilabhasi ehlaziyiweyo nentsha yeNC(V) neReport 191.

Abahlohli beMathematika nabeMathematical Literacy bafumane ukuqeqeshwa kwimiba ethile yeekharithulam zabo, imethodoloji yokufundisa kunye nokulawulwa kweklasi. Ikholeji ziqeshe abasebenzi bokuxhasa abahloli, abaye bagxila kwinkxaso yesiNgesi neMathematika efundiswe eklasini. Uye waqhutywa umgaqo-nkqubo weDHET wokuhamba iiklasi nokufika ngexesha eziklasini ofuna ubuncinane be-80% yokuhamba iiklasi ukuze ubani abhale iimviwo.

Ukuza kuthi ga ngoku, alukakhutshwa ucazululo lweziphumo zika-2014 ngenxa yokuba uDHET uza kuzikhupha ezi ziphumo emva kokugqitywa kweemviwo zoxabangelo. Umhla wokukhutshwa kwalo awukaziwa

INkxaso enikiweyo

Inkxaso yezemali kubafundi inikwe ngokusebenzisa iSkim seBhasari seeKholeji zeFET zeDHET (DHET FET College Bursary Scheme). Xa iyonke yi-R240,185,697 imali eyabelwe inkxaso-mali yebhasari ngo-2014 nethe yanikwa abafundi beNC(V) neReport 191 eNtshona Koloni.

Oku konyuka kwamanani abafundi kubeke uxinzelelo kwizakhiwo (infrastructure) zeekholeji. ISebe iWCED libekele bucala iR48,790,000 yokwakhiwa kweziseko zophuhliso (infrastructure development) ukwenzela ukujongana nokunqongophala kwendawo eziklasini kwakunye nohlaziyo nolwandiso olufuneka kakhulu kwezi kholeji zintandathu.

UMthetho oFakelwe uHlaziyo lweeKholeji zeFET (FET College Amendment Act) (3/2012) uye wabhengezwa ngoMeyi ka-2012. Oku kuwisa umthetho wokutshintsha kweeKholeji zeFET ukusuka kumagunya ephondo ukuya kutsho kumagunya kazwelonke. Nakuba kunjalo, kuba bekungekho mthetho umiselweyo wokuqalisa ukuphumeza utshintsho olupheleleyo, kusayinwe izivumelwano emazilandelwe (protocol agreements) ukwenzela ukusekondwa kwabasebenzi bephondo ukwenzela ukuba baqhubeka ngokunika inkxaso ezikholejini.

Iyunithi yephondo leNtshona Koloni iqhubekile ngokunika inkxaso kwizistraksha zokulawulwa nokuphathwa kweekholeji ngokuququzelela ukucwangcisa nokusebenza ngobuchule kwakunye nokuququzelela ukunyulwa kwebhunga leekholeji elitsha ngoNovemba ka-2014.

Le yunithi iphinde yaxhasa ukunikwa kwekharithyulam nohlolo lwangaphakathi. Zonke iimviwo zangaphandle beziphantsi koqwalaselo ngo-2014. ISebe iWCED neSebe iDHET aye abeka esweni aze anika ingxelo malunga nenkqubo yeekholeji ngokunxulumene nobhaliso lwabafundi, ulawulo lwezemali kunye noqinisekiso lwemigangatho yeemvavanyo. Jonga icandelo elimalunga noku: "UPhuhliso lweZakhono zaBahlohi" apha ngasentla.

ISebe iWCED liye laqhuba nokulawula iPERSAL egameni leekholeji. Ulawulo lwePERSAL belubandakanya intlawulo yemivuzo, imirholo kwakunye nezibonelelo zezentlalo kubasebenzi basekholejini. Ukuhambelana nemiyalelo yeSebe iDHET, kungeniswe iingxelo zemali zekota kwiSebe iDHET, lo gama iingxelo zePERSAL ezicacisiweyo ziye zangeniswa ezikholejini ukwenzela ukungqinelaniswa kwenkcitho kwezabasebenzi.

Kuye komelezwa inkxaso yeSebe iWCED yokwakha ubudlelwane phakathi kwekholeji zeTVET, iiSETA kunye namashishini, kangangokuba amachule abafakwe kumashishini kwakunye nenani labafundi beReport 191 abafakwe kwiinkqubo zokunika amava (internships) liye lenyuka kakhulu ngo-2014.

ISebe iWCED linike inkxaso yemali kwiikholeji ukwenzela ukuqeqeshwa kweeSRC okuye kwagxila ekuphuculeni izakhono zezitraktsha zeSRC.

Imiba yotshintsho

Ukutshintshwa komsebenzi weeTVETC kufikelele kwisigaba sokugqibela xa bekutshintshelwa i-63% yabasebenzi beekholeji kwingqesho yeSebe iDHET ekupheleni kukaMatshi ka-2015. Amacandelo ephondo eeTVET neAET atshintshelwe kwiSebe iDHET ngomhla woku-1 kuEpreli ka-2015 yaye ngoku angowona ndoqo weOfisi yomMandla yeDHET.

Ngo-2014, igama loMthetho weekholeji zeFET (FET College Act (16/2006) ohlaziyiweyo, litshintshwe laba nguMthetho weMfundo eQhubela Phambili noQeqesho (Continuing Education and Training Act) (16/2006). Lo Mthetho uthiya ngokutsha iikholeji zeFET zibe ziikholeji zeMfundo oQeqesho lobuChule noMsebenzi weZandla (Technical and Vocational Education and Training colleges) (TVET) yaye ufaka iikholeji namaziko emfundo yabadala phantsi kwesebe elinye. Ukwalungiselela ukusekwa kweekholeji zoluntu (CET) ngokunjalo neSouth African Institute for Vocational Education & Training (SAIVCET).

Izalathi zentsebenzo

IProgram 5					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushinsha kusukwe kwithagethi eCwangcisiweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 501: Inani labafundi ababhalise kwizifundo zeNC(V) kwiiKholeji zeFET	16 812	17 080	14 952	- 2 128	Oku kubonisa ukuba abafundi bakhetha ikhosi emfutshane ebizwa ngokuba yiReprot 191.
PPM 502: Inani labafundi beekholeji zeFET NC(V) abagqiba zonke izifundo zabo ngempumelelo	6 984	7 800	5 650	- 2 150	Le yingqikelelo kuba iziphumo zokuphela konyaka ziya kupapashwa kuphela emva kokuba kukhutshwe iziphumo zeemviwo zokuxabangela. Ukwehla kwamanani obhaliso kwiNC(V) (Jonga kuPPM501 apha ngentla) kufaka igxalaba koku kwehla kupheleleyo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

Izinga lokuhamba iiklasi kwiiKholeji zaseNtshona Koloni liye laphucuka ngo-2014 ngenxa yokuqhutywa komgaqo-nkqubo weDHET wokuhamba iiklasi nokufika kwangoko eklasini. Ngoku kuza kugxilwa kakhulu kwizinto eziyimpumelelo ezenziwa kwiziko lemfundo naseklasini. Inkxaso kwikharithulam iza kwenziwa luqilima ngokomelezwa kwamaqela/uluntu olujolise kwiiPprogram (programme focus groups/communities) zeendlela zokwenza ukwenzela ukuqinisekisa ukuba abahlolhi babelana ngezakhono nezona zenzo zingcono. Kuza kuphinda kungxilwe nakwinkxaso yezifundo eyenzelwa abafundi.

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho.

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 5 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukuxhaswa ngemali kweendleko zokuqesha abasebenzi beekholeji zeMfundo noQeqesho oluqhubelekayo

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabi o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 AmaZiko kaRhulumente	377,913	377,865	48	353,097	353,078	19
Ewonke	377,913	377,865	48	353,097	353,078	19

4.6 Iprogram 6: IMfundo noQeqesho lwabaDala

Injongo:

Ukunika iMfundo noQeqesho olusisiSeko lwabaDala (ABET) ngokoMthetho weMfundo esisiSeko yabaDala (Adult Basic Education Act).

Iprogram yeABET iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 6.1: liNkxaso-mali yamaZiko kaRhulumente eMfundo yabaDala ukunika inkxaso kumaziko athile kaRhulumente eAET ngokuwanika inkxaso-mali

Iprogram esekelayo 6.2: liNkxaso-mali yamaZiko abuCala eMfundo yabaDala ukunika inkxaso kumaziko athile eAET abucala ngokuwanika inkxaso-mali

Iprogram esekelayo 6.3: liNkonzo zokuFundisa (Professional Services) ukunika ootitshala nabafundi abakumaZiko eAET iinkonzo zokunika inkxaso ezilawulwa lisebe lezemfundo

Iprogram esekelayo 6.4: UPhuhliso lweZakhono zabaSebenzi ukunika iinkonzo zokuqeqeshelwa umsebenzi kunye nolunye uphuhliso lwabaphathi, ootitshala nabasebenzi abanika inkxaso kumaZiko eEAT.

Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)

Injongo eCwangciswe ngobuChule 6.1	Ukunika inkxaso kwizitraksha zabalawuli nezabaphathi be-AET uphuhliso lomgaqo-nkqubo neenkqubo zongenelelo ngoncedo olucwangciswe ngobuchule eziququzelela ukufundisa ngempumelelo kumaziko emfundo yabadala; ukunika ootitshala nabafundi abakumaziko e-AET iinkonzo zokunika inkxaso yekharithyulam elawulwa lisebe lemfundo; kwanokunika uqeqesho lokwenza umsebenzi ngobuchule kootitshala nabangezotitshala
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifzekisiweyo

Amanani obhaliso lwabafundi

Ngo-2014/15, bebengama-31 840 abafundi beA(B)ET kumaZiko angama-308, apho ali-120 kuwo ibingamaZiko anguNdoqo (Main Centres).

Ngaphantsi nje kwesibini esithathwini (two thirds) kwaba bafundi (abangama-19 394) ibingabafundi beABET iNqanaba 1-4. Isinye esithathwini (a third) (abangama-11 605) ibingabafundi beFET baza bangama-841 abafundi abathathe inxaxheba kwii-program zeekhosi zexesha elifutshane.

Ukusasazwa kwabafundi kwinqanaba nebanga ngalinye, ngokwesithili, kuye kwema ngale ndlela ilandelayo.

ISithili	INqanaba loku-1	INqanaba lesi-2	INqanaba lesi-3	INqanaba lesi-4	Bng 10	Bng 11	Bng 12	Amanye	Zizonke
Cape Winelands	750	564	599	2 118	20	5	2 054	215	6 325
Eden and Central Karoo	608	462	543	1 230	0	0	494	20	3 357
Metro Central	425	213	184	998	45	64	3 658	115	5 702
Metro East	156	106	165	1 778	0	0	90	102	2 397
Metro North	238	216	319	1 565	0	0	1 723	0	4 061
Metro South	273	291	372	1 419	0	0	2 817	81	5 253
Overberg	282	289	276	1 027	0	0	505	171	2 550
West Coast	374	126	201	1 227	0	0	130	137	2 195
Xa zizonke zidibene	3 106	2 267	2 659	11 362	65	69	11 471	841	31 840

Inani lamaziko zeSithili ngasinye sinikwe kule theyibhile ingezantsi:

ISithili	Abafundi	AmaZiko kaRhulumente		AmaZiko aBucala	AmaZiko eWonke
		AnguNdoqo	AngamaSebe		
Cape Winelands	6 325	20	46	1	67
Eden and Central K	3 357	14	41	1	56
Metro Central	5 702	18	5	0	23
Metro East	2 397	10	7	1	18
Metro North	4 061	19	14	0	33
Metro South	5 253	17	4	1	22
Overberg	2 550	10	26	0	36
West Coast	2 195	9	43	1	53
Xa ewonke edibene	31 840	117	186	5	308

Ngo-2014, iSebe iWCED liye laqhuba nokunika kwalo iiProgram zeMfundo yabaDala kubasebenzi bamaSebe kaRhulumente wePhondo nokaZwelonke. Abafundi abangama-555 abasuka kula masebe karhulumente baye kumaziko angama-20 ngo-2014.

IPhulo lokuFunda nokuBhala labantu abaninzi iKha Ri Gude Mass Literacy campaign, laqaliswa lalawulwa liSebe leMfundo esisiSeko, lamiselwa ngokusesikweni ngoEpreli ka-2008 ngenjongo yokuxhobisa abantu baseMzantsi Afrika abazizigidi eziyi-4.7 ukuba ngo-2012 babe sele bekwazi ukufunda nokubhala kwanokubala ngolunye lweelwimi zaseburhulumenteni ezilishumi elinanye. Abafundi abakule program bancedwe ngabancedisi bezifundo (tutors) kunye nabalungiseleli (coordinators) bephondo. Abafundi bafundiswa ukufunda nokubhala ngolwimi lwabo lwenkobe ngokuhambelana nemigangatho yeyunithi yeNqanaba loku-1 leA(B)ET. Abafundi kufuneka bagqibe imisebenzi yeemvavanyo engamashumi amabini (eli-10 yeyolwazi lokufunda nokubhala (ilitheresi) eli-10 yeyolwazi lokubala (inyumeresi)) kwiiPotifoliyo zabo zokuHlolwa kwaBafundi (Learner Assessment Portfolios) (LAPS). IiLAPS zimodareyithwa zize zingqinisiswe yiSAQA. Bebangama-15 731 abafundi eNtshona Koloni ngo-2014/15, abali-126 babo ingabafundi abangaboniyo.

Ngo-2014 kuye kwaqhutyekwa neYouth Focus Project ebisenzelwa ukujongana neemfundo zemfundo zabafundi abakwizikolo zikarhulumente abebephinda iBanga le-9 ityeli lesibini, elesithathu okanye elesine nabebebudala beminyaka emithathu okanye nangaphezulu kuneminyaka yobudala yesiqhelo beBanga le-9. Kuye kwenziwa iprogram yaza yaxhaswa ngemali ukunika ithuba iqela labafundi ukuba bafakwe kwizifundo ezijolise kwezomsebenzi kwiiKholeji zeFET nakumaZiko eAET ukwenzela ukuba agqibe iprogram yokuvula umsantsa (bridging programme) eya kutsho kwiGeneral Education and Training Certificate: NQF Level 1.

Ngama-616 abafundi ababefakwe kwiiKholeji zeFET ukwenzela iprogram yokulungela ukungena kumaziko aphakamileyo (bridging programme) abafundi abangama-222 abebephumelele ibridging programme ngo-2013 baye babhaliselwa iiprogram zeNqanaba lesi-2 leNQF nakwiiprogram zobuchule (skills programmes). IWholesale and Retail Seta (W&R Seta) iza kuxhasa ngemali abafundi abangama-240 abaphuma kweli qela lango-2014 ukuze bafumane iziqinisekiso zemfundo (qualification) zeNqanaba lesi-2 leNQF kwiWholesale and Retail ngokubambisenen nezi kholeji zilandelayo: Boland, Northlink, South Cape kunye neCollege of Cape Town.

Abafundi abangama-450 baye bafakwa kumaziko eAET ngo-2014, njengenxalenye yeprojekthi eJolise kuLutsha (Youth Focus project). IBhajethi yeli qela labafundi ibizizigidi ezingama-R26 (2014/2015).

IziPhumo zeeMvavanyo

ENTshona Koloni, amaziko ali-109 abhalise abaviwa abangama-5 259 kuviwo lweNqanaba lesi-4 leABET lwangoNovemba ka-2014. Ubhaliselo lweemviwo belukumaZiko kaRhulumente okuFunda kwabaDala (Public Adult Learning Centres) angama-88, amaziko eeNkonzo zoLuleko ali-11 kunye namaziko abucala ali-10.

Le theyibhile ingezantsi ibonisa ukunyuka okuzinzileyo kwenani labo bangenela ezi zifundo, nto leyo ibonisa ukunyuka kwamathuba okukwazi ukufikelela kwimfundo kwabantu abadala.

	2012	2013	2014
Abachophele iimviwo zenkalo enye nangaphezulu	3 987	4 776	5 259
Ubhaliso oluPheleleyo lweenkalo zokufunda	16 897	19 450	20 996

ISebe iWCED lipaselwe ngama-12 611 kwiinkalo zokufunda (learning areas) ngo-2014 xa kuthelekiswa nokupasa okungama-8 463 kwiinkalo zokufunda kwango-2013 kunye nokupasa okungama-7 677 kwango-2012. Abebechophele iimviwo baqhube kakuhle kwiinkalo zezifundo ezininzi yaye izinga lokupala elingu-84.3% lingcono kakhulu kuneleminyaka emibini edlulileyo.

INani lababhalileyo (liNkalo zokuFunda)			INani labapasileyo (liNkalo zokuFunda)			Izinga lokupasa		
2012	2013	2014	2012	2013	2014	2012	2013	2014
12 234	13 232	14 961	7 677	8 463	12 611	62.8%	63.7%	84.3%

linkcukacha-manani zezinye zeeNkalo zeziFundo (Learning Areas) ezinabafundi abaninzi zezi zingezantsi:

	Inani lababhalileyo			Izinga lokupasa (%)		
	2012	2013	2014	2012	2013	2014
Ancillary Health Care	1 257	1 141	1 091	53.9	68.6	85.2
Eco and Management Sciences	458	451	594	60	62.8	78.3
Human and Social Sciences	193	125	708	71	86.4	76.7
Afrikaans	776	1 028	1 057	84.4	84.6	85.9
IsiNgesi	1 726	1 794	1 974	48.2	43.4	75.5
IsiXhosa	497	469	546	82.3	80.4	93
Life Orientation	2 325	2 422	2 759	81.8	72.5	89
Mathematical Literacy and Mathematical Sciences	2 300	2 682	2 728	50	55.3	77.3
Small Medium and Micro Enterprises	682	701	541	54.2	57.6	85.6
Travel and Tourism	1 372	1 485	1 843	64.8	63.9	84.3
Zizonke	11 586	9 876	13 841			

Uphuhliso lweZakhono zootitshala

Uqeqesho oluthathe iintsuku ezimbini lwabaLawuli bamaZiko (Centre Managers) nabaLungiseleli bamaZiko (Site Coordinators) beluzinyaswe ngabathunywa abali-110 eBoland College Campus, eStellenbosch.

INkxaso eNikiweyo

Kwenziwe uhlaziyo lwekota kuzo zosi-8 izithili njengoko bekucwangcisiwe. UkuCwangciselwa ukuSebenza: Ithuba lohlolo lwaphakathi enyakeni beluzinyaswe ngabo bonke abaSebenzi beZithili nabakaNdlunkulu. Izihlandlo zotyalelo zokuLungela ukuSebenza kweZithili (District Readiness visits) ziye zaqhutywa ngoNovemba/Disemba ka-2014, ngelixa iingxoxo ezijonga amacala omabini (bi-lateral meetings) ebezichotshelwe nabaLawuli beeAET IMG ziye zangoJanyuwari ka-2015 apho bekugxilwe kwinkxaso eza kunikwa iIMG kunye nezicwangciso zazo zika-2015.

Ngo-2014 kuye kwabanjwa iiForam zephondo zabaLawuli bamaZiko (Centre Managers' Forums). Ukusekwa nokusebenza kwesi sitraktsha kukhokelwa ngumgaqo-sikhokelo wemimiselo (regulatory framework), ovunywe ngoEpreli ka-2012.

Izalathi zentsebenzo

IProgram 6					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukushintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 601: Inani labafundi ababhaliswe kumaZiko karhulumente eABET	33 595	21 500	31702	10 202	Amanani ongezelelekileyo obhaliso abangelwe ngumsebenzi ozinzileyo weminyaka ngeminyaka wokunika amathuba okuqhubela phambili izifundo.
PPM 602: Inani lootitshala abaqeshwe kumaZiko karhulumente eABET	904	1 400	1151	-249	Babe mbalwa ootitshala abafunekayo kuba ukubhaliswa kwamanani amakhulu bekuthetha ukuba mbalwa kootitshala abafunekayo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukunika isikhokelo nenkxaso kwabo baseza kuba ngabafundi kula maziko (prospective students)
- Ukuqinisekisa ngokuqeshwa kootitshala abaneziqinisekiso zemfundo (qualified) nabazimiseleyo

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 6 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukukhupha izithuba zengqesho zootitshala kumaZiko eMfundo noQeqesho lwabaDala
- Ukukhupha iinkxaso-mali zamaZiko eMfundo noQeqesho lwabaDala

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 AmaZiko kaRhulumente	5,408	3,432	1,976	5,006	5,006	-
INkxaso-mali kuMaziko aBucala	31,201	31,201	-	32,892	32,892	-
6.3 IiNkonzo zoQeqesho looTitshala (Professional Services)	-	-	-	-	-	-
6.4 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
Zizonke	36,609	34,633	1,976	37,898	37,898	-

4.7 Iprogram 7: IMfundo noPhuhliso lwaBantwana abasaQalayo

Injongo:

Ukunika uPhuhliso lweMfundo yaBantwana abasaQalayo (Early Childhood Development) (ECD) kwinqanaba leBanga R ngokungqinelayo noXwebhu lweNgcaciso yeMiba 5 (White Paper 5).

Iprogram yeECD iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 7.1: IBanga R leZikolo zikaRhulumente

Ukunika izikolo eziqhelekileyo zikarhulumente izixhobo ezifuneka kwiBanga R.

Iprogram esekelayo 7.2: IBanga R kumaZiko oLuntu

Ukuxhasa amaziko oluntu athile kwinqanaba leBanga R.

*Iprogram esekelayo 7.3: UQeqesho lwaPhambi kweBanga R*Ukunika uqeqesho nentlawulo yemivuzo yesibonelelo (stipends) yeeprakhishina zabantwana abangekafiki kwiBanga R.

Iprogram esekelayo 7.4: UPhuhliso lweZakhono zabaSebenzi

Ukunika iinkonzo zesebe uqeqeshelo lomsebenzi kunye nolunye uhlobo lophuhliso lootitshala nakwabangezotitshala abakumaziko eECD.

Iprogram esekelayo 7.5: IiGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 5 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants).

Iinjongo eziCwangcise ngobuChule (Strategic Objectives)

Iinjongo eCwangcise ngobuChule 7.1	Ukunika izikolo zikarhulumente eziqhelekileyo ezithile kunye nezikolo ezizimeleyo ezichongiweyo izixhobo zoncendo ezifunekayo kwiBanga R kwanokwenza iimeko ezikhuthaza izikolo ezininzi ukuba ziseke iiklasi zeBanga R kwiiklasi ezikhoyo ezifumanekayo okanye ziseke iiklasi ezintsha zeBanga R Ukuququzelela ukuqeqeshwa kweprakhishina zeECD zeNqanaba 1, 4 no-5
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Iinjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Idatha yabafundi beBakala R efakwe ekhompuytheni kwiiSaveyi zoNyaka zezikolo zikarhulumente nezikolo zeECD ezizimeleyo zibonisa ukwanda okukhulu okunga-6 000 kobhaliso lwabafundi beBanga R phakathi kuka-2013 no-2014. Le nto ibangelwa lulungiselelo (provisioning) olwenzelwa amaBanga R nakukukhula kwamamani oluntu.

Uphuhliso lweZakhono zootitshala

Uqeqesho lweNkcazelo yePolisi yeKharityhulam nokuHlola (CAPS) lwenzelwe iiprakthishina zeBanga R ebezifika ngo-2014/15.

Iiprakthishina zaseECD ezingama-6821 xa zizonke zibhaliselwe inkqubo yokunika abafundi beNqanaba 1, 4 okanye 5 amava (learnership programmes), nkqubo ezo zinikwa ziiKholeji zeFET zaseNtshona Koloni apha ekuqhubeni kwalo nyaka uhlolwayo.

Ngaphezulu, abantu abangasebenziyo abangama-420 baye baxhamla kwinkqubo yabaNcedisi-Prakthishina baseECD yeNqanaba 1 yeenyanga ezili-12 ebinikwa ziiKholeji zeFET. Abanye abantu abangama-22 abongezelelweyo baye banikwa imisebenzi yekhontrakthi njengabasebenzi bokuxhasa ulungiselelo (administrative support staff).

INkxaso eNikiweyo

liNkxaso-mali

Ngo-2014 isabelo senkxaso-mali yabafundi beBanga R kwizikolo zikarhulumente ezingama-977 nezikolo ezizimeleyo ezingama-340 iye yanyuswa, ukwenzela ukuyingqinelanisa neemfuno zemiMiselo nemiGangatho kaZwelonke yokuxhaswa kweBanga R (National Norms and Standards for Grade R funding). Inkxaso iye yanyuswa ngale ndlela ilandelayo:

INqanaba	Ngomfundi ngamnye yonke imihla ngo-2013	Ngomfundi ngamnye yonke imihla ngo-2014	Ixabiso elitsha lomfundi ngamnye ngonyaka
1	R20	R24	R4,800
2	R19	R24	R4,800
3	R18	R24	R4,800
4 Ezingahlawuli fizi	R17	R24	R4,800
5 Ezingahlawuli fizi	R16	R24	R4,800
4 lifizi zesikolo	R17	R18	R3,600
5 lifizi zesikolo	R16	R17	R3,400

Ukwabiwa kwenkxaso-mali kuya kuqwalaselwa kwakhona ngonyaka-mali ka-2015/2016

Iifom zebango zenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota kuze oku kungqinisiswe phambi kokuba kwenziwe iintlawulo kwiiakhawutni zebhanki zezikolo. Ngo-2014/15 abafundi beBanga R abangama-55 790 abakwizikolo zikarhulumente nabafundi beBanga R abangama-12 350 abakwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali.

Kuqulunqwe incwadana esisikhokelo sokulawulwa kwemali yeBanga R ukunika inkxaso kwiiKomiti zaBaphathi Bezikolo (School Management Teams) ekusetyenzisweni ngempumelelo nangobuchule kwezabelo zenkxaso-mali. Iinqununu namalungu e-SGB atyunjiweyo ezikolo zikarhulumente nezikolo ezizimeleyo zee-ECD ezili-1 261 ziye zaya kwiiseshoni zengcaciso ebeziququzelelwa ngabaphathi be-ECD IMG besithili.

Ngo-2014 amagosa kandlunkulu nawezithili aye abeka esweni ukusetyenziswa kweenkxaso-mali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ezili-100. Le nkqubo yokubeka esweni iza kuqhubeka nakulo nyaka-mali uzayo.

Isibonelelo (stipend) esihlawulwa zonke iiprakhthishina zaseECD sinyuswe ukusuka kwi-R1 428 ukuya kwi-R1 515 ngenyanga ngoNovemba ka-2014. Zonke iiprakhthishina zaseECD ezikwinqubo yoqeqesho lwabafundi (learnership) ngoku ziye zaxhamla koku konyuswa kwesibonelelo. Oku konyuselwa kuye kwanefuthe elihle ekuhambeni iiklasi zoqeqesho kwabo bebeqeqeshwa.

Izixhobo (facilities) ezongezelelweyo nezixhobo zokuncedisa emsebenzini

Kuye kwakhiwa amagumbi okufundela eBanga R angamashumi amahlanu ngo-2014/15. Izikolo ezili-120 zifumene imali yefenitshala kunye nomqulu osisiseko wenkxaso yokuqalisa iECD (basic start-up ECD resource pack). Iiprakhthishina zeBanga R ezikwezi zikolo ziye zaqeqeshelwa ukusetyenziswa ngempumelelo kwezi zixhobo zokuncedisa ekufundeni. Izinto ezikwiikiti ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala (numeracy and literacy games) kwakunye neephazili, iibloko zomthi, iisethi zokwakha, iincwadi zamabali aqwetyiweyo kunye nayinyaniso, izixhobo zomculo neethoyi ezinamavili.

Iiprakhthishina nabancedisi baseECD abangama-6 821 baya kuqeqesho baza bafumana izikhokelo zoqeqesho kunye neekiti zoncedo lokuqala ezilungiselelwe iikrishi zabo.

IBanga R kwiZikolo zabaNgevayo

Iiprakhthishina ezintlanu nabancedisi beeprakhthishina abahlanu beBanga R baqale ukusebenza kwiZikolo ezihlanu zabaNgevayo. Injongo yokuqasha ezi prakhthishina zeBanga R ibikukuqinisekisa ukuqhutywa kweSouth African Sign Language (SASL) kwiiklasi zeBanga R zezi zikolo. Izikolo ezibandakaneyka kwiSASL yiNoluthando, iDominican School for the Deaf, iMary Kihn, iDe La Bat neNuwe Hoop.

IiNjongo eziCwangcise ngobuChule (Strategic Objectives)

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona	Izimvo malunga notshintsho
PPM701: Inani labafundi ababhaliswe kwiBanga R kwizikolo zikarhulumente	59 565	61 000	64 140	3 140	Kusenokwenzeka anyuke la manani ngenxa yezizathu ezahlukeneyo: esona siphambili kukunyuka kwamanani abantwana abakobu budala; abantwana abongezelelekileyo kweli phondo; inani elonyukileyo lamagumbi okufundela elinikwayo kunye neziphumo zenkqubo yephulo lokwazisa ngokubaluleka kwemfundo (programme of advocacy).

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	ITHagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kweYona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM702: Inani lezikolo zikarhulumente ezineBanga R	939	946	977	31	Lonyukile inani labafundi abathathwayo njengoko izikolo zibona inzuzo yokuba neBanga R kumasango esikolo kwezemfundo, ezemali nezolawulo.
PPM 703: Inani leepraktishina zeBanga R eziqeshwa kwizikolo eziqhelekileyo zikarhulumente ngekota	alikhho	alikhho	alikhho	alikhho	alikhho

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Kugxilwe ekuphuculweni koqeqesho lweetitshala
- Ukujonga kwiinkqubo zenkxaso yabafundi beBanga R aba-'semngciphekweni'
- Ukuqinisekisa ukuba izikolo zinazo zonke iILTSM phambi kokuba kuqale unyaka wokufunda weBanga R.
- Ukubeka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBanga R kwizikolo eziqhelekileyo zikaRhulumente nakwizikolo ezizimeleyo zeECD ezineBanga R
- Ukuphuculwa komgangatho wokufundisa
- Ukuqhutywa kwe-"Lebhu ePhilayo" ("Living Lab") kwizikolo ezili-100 ukwenzela ukuphucula iziphumo zoLwimi neMathematika nokufunyanwa kwezakhono zesiNgesi

Utshintsho kwiithagethi ezicwangcisiweyo

Azikho

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 7 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukunika izithuba zootitshala beBanga R kwizikolo zikarhulumente
- Ukwandisa nokuphucula iinkxaso-mali kwiBanga R kwizikolo zikarhulumente nakumaziko azimeleyo ukwenzela ukuqinisekisa ukubhaliswa kwabafundi kwilizwe lonke (universal environment) nokufundisa okusemgangathweni

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisile yo) / eNgaphant si	Ulwabiw o-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithi sileyo) / eNgaph antsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 IBanga R kwiZikolo zikaRhulumente	329,697	329,697	-	298,673	298,673	-
7.2 IBanga R kumaZiko oLuntu	64,010	64,010	-	53,760	53,760	-
7.3 UQeqesho lwaphambi kweBanga R	109,327	109,327	-	105,153	105,153	-
7.4 UPhuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
7.5 Iigranti ezikhutshwa phantsi kwemiqathango ethile	8,744	8,744	-	8,051	7,949	102
Zizonke	511,778	511,778	-	465,637	465,535	102

4.8 IProgram 8: Uphuculo lweziseko zophuhliso

Injongo:

Ukunika nokulondoloza izakhiwo zeziseko zophuhliso (infrastructure facilities) zolawulo (administration) nezezikolo

Iiprogram ezisekelayo

Iiprogram esekelayo 8.1: Ezolawulo

Iiprogram esekelayo 8.2: IZikolo eziQhelekileyo zikaRhulumente

Iiprogram esekelayo 8.3: IZikolo zeMfundo eneeMfuno eziZodwa

Iiprogram esekelayo 8.4: UPhuhliso lweMfundo yabasaQalayo

Iinjongo eziCwangcise ngobuchule (Strategic Objectives)

Iinjongo eCwangcise ngobuchule 8.1	Ukuqinisekisa ngolondolo lweziseko zophuhliso eziphambili ngokokubaluleka kwazo, ngokufikelekayo ngamaxabiso nokuqinisekisa ukuba izikolo zakhiwa ngendlela engqinelana nemiba ephambili yokubaluleka kwabantu ngokweendawo zabo (priority demographic trends)
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Iinjongo ezicwangcise ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifizekisiweyo

Iinkcukacha zinikwe phantsi kweCandelo 6.8. "Isicwangciso solungiso lotyalo-mali lweZakhiwo kunye nolawulo lweeasethi" ("Capital investment, maintenance and asset management plan"). Isishwankathelo sinikwe apha ngezantsi.

Iiprojekthi zokwakha ezigqitywe ngo-2014/15

Izikolo ezitsha

- Kugqitywe izikolo ezitsha ezibini zanikezelwa ngo-2014/15, ezizezi: iBrackenfell High School (iProtea Heights Academy) neWellington Primary School (iVan Wyksvlei Primary School);
- Izikolo ezibini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2014/15, zezi: Nomzamo Primary School neNomzamo High School.

Izikolo eZakhiwe ngoKutsha kwezikolo (ukutshintshwa kwezikolo ezakhiwe ngezinto zokwakha ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha zilandelwayo ziye zagqitywa ngo-2014/15 kusetyenziswa imali yeSebe iWCED: iWes Eind Primary School, iBuck Road Primary School, iHazendal Primary School neTouwsrante Primary School.
- Ezi Zikolo zaKhiwe ngoKutsha zilandelwayo zigqitywe ngo-2014/15 njengenxalenye yeprojekthi yeziseko zophuhliso ezingundoqo (capital infrastructure project) yeAccelerated School Infrastructure Development Initiative (ASIDI) exhaswa liSebe leMfundo esisiSeko: IHeideveld Primary School, iKensington Secondary School, iKnysna Secondary School, iPortia Primary School neSophumelela Secondary School.

Amagumbi okufundela ongezelelweyo

- Ukwandiswa kwamagumbi okufundela: Akukho magumbi okufundela aye akhiwa ngo-2014/15 kwezi zikolo zikhoyo.
- Ukunikwa kwamagumbi okufundela eBanga R: Amagumbi okufundela angama-51 aye agqitywa ngo-2014/15. Onke amagumbi okufundela asuka kuluhlu lweeprojekthi zika-2012/13 okanye zika-2013/14. Akekho aye agqitye ngo-2014/15 kumagumbi okufundela ali-14 abesetwe njengeethageti zika-2014/15.
- Kuye kwanikwa iiyunithi ezingesosigxina (mobile unit): Amagumbi okufundela ali-145.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2014/15 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezitsha	3	2
Izikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI))	Akukho thagethi	9
Amagumbi okufundela eBanga R	Amagumbi okufundela ali-14	Awekho (ziyi-0) amagumbi abelungiselelwe kodwa angama-51 amagumbi okufundela (aqhutywe ukusuka kwiminyaka engaphambili)
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Awekho amagumbi okufundela (ayi-0)
Amagumbi okufundela angesosigxina	Akukho thagethi isetiweyo	Amagumbi okufundela ali-145

IiNjongo eziCwangcise ngobuChule (Strategic Objectives)

IProgram 8					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukuhshintsha kusukwe kwiithagethi eCwangciseiweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM801: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa amanzi	0	0	0	0	Azikho
PPM802: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa umbane	0	0	0	0	Azikho
PPM803: Inani lezikolo eziqhelekileyo zikarhulumente eziza kunikwa iinkonzo zogutyulo	0	0	0	0	Azikho

IProgram 8					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithageathi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukufshinsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM804: Inani lamagumbi okufundela aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente	265	85	253	168	Izikolo ezi-3 ebezibekwe njengethageathi eza kugqitywa ngo-2014/15 ibiyiBrackenfell High School, iMasakhane Primary School neVuyiseka High School. IBrackenfell High School igqitywe ngokwexesha ebelibekiwe ikunye neWellington Primary School (ebekelwe ithageathi ka-2015/16) egqitywe ngaphambi kwexesha elibekiweyo. Ngoko ke kwakhiwe amagumbi okufundela amatsha angama-57 kwangama-85. Amagumbi okufundela angama-51 eBanga R abedluliselwe esuka kwiminyaka edlulileyo agqitywe kwaza kwanikwa amagumbi okufundela angesosigxina ali-145.
PPM805: Inani lamagumbi eengcali (specialist rooms) aza kwakhiwa kwizikolo eziqhelekileyo zikarhulumente	62	22	12	-10	Jonga isizathu esinikwe kwiPPM804 apha ngentla. Azigqitywanga zonke izikolo ebezicwangciselwe.

Izalathi zentsebenzo

Azikho

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusa iimali ezininzi kulungiso lwezinto
- Indlela egxile kulungiso ngoluhlu lobambiswana, umz. ukunikwa kwemali okuhamelaniswayo (matched funding)
- Ukujongana nokungabikho kwamaziko (sites) ngolungiselelo oluphakathi kweSebe iWCED, iSebe lezoThutho nemiSebenzi kaRhulumente (DTPW) kunye namacandee oorhulumente bendawo.
- Ukuncedisana nesindululo sokubekwa kwezicelo zokwahlulwa kwemisebenzi (zoning applications) okwenziwa phakathi kweSebe iWCED, iDTPW (ulawulo lweepropati) kunye Sebe lemiCimbi yeZENdalo noCwangciso (Department of Environmental Affairs and Planning) (DEADP).

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukuxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 8 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukwandiswa, ukuphuculwa nokulungiswa kweziseko zophuhliso (infrastructure) kwizikolo eziqhelekileyo zikarhulumente, izikolo zemfundo eneemfuno ezizodwa kunye neBanga R kwizikolo eziqhelekileyo zikarhulumente

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
8.1 Ulungiselelo (Administration)	10,338	10,338	-	9,190	9,190	-
8.2 Izikolo eziQhelekileyo zikaRhulumente	1,399/827	1,385/886	13,941	1,161/856	1,023/222	138,634
8.3 Izikolo zikaRhulumente zeMfundo eneemfuno ezizodwa	8,200	8,200	-	6,978	6,978	-
8.4 - UPuhliso lweMfundo yaBantwana abasaQalayo Zizonke	35,067	35,067	-	14,922	14,922	-
	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634

4.9 IProgram 9: linkonzo ezincedisayo nezinxulumene nazo

Injongo:

Ukunika amaziko emfundo epheleleyo anoqeqesho nenkxaso

IiNkonzo eziNcedisayo neziNxulumene nemfundo zibandakanya ezi program zisekelayo zilandelayo:

Iprogram esekelayo 9.1: Ukuhlawulwa kweeSETA

Ukunika uphuhliso lwabasebenzi (HRD) ngokoMthetho woPhuhliso lweZakhono (Skills Development Act).

Iprogram esekelayo 9.2: IiNkonzo zoqeqesho lweetitshala (Professional Services)

Ukunika ootitshala nabafundi abasezikolweni iinkonzo zokunika inkxaso ezilawulwa lisebe lezemfundo.

Iprogram esekelayo 9.3: Iiprojekthi eziKhethekileyo

Ukunika iiprojekthi ezikhethekileyo zongenelelo loncedo ezilawulwa lisebe kwezemfundo xa zizonke

Iprogram esekelayo 9.4: IiMviwo zaNgaphandle

Ukulungiselela iinkonzo zeemviwo ezilawulwa liSebe.

Iprogram esekelayo 9.5: IGranti eKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi ezicaciswe liSebe leMfundo esisiSeko ezisetyenziswa kwiiiprogram ezingaphezulu kweiprogram enye nexhaswa ngemali esuka kwiigranti ezikhutshwa phantsi kwemiqathango ethile.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IInjongo eCwangciswe ngobuChule 9.1	Ukunika ufikelelo kuzo zonke iimviwo zangaphandle; ukuqinisekisa ngokuba semgangathweni kweenkqubo zeemviwo nohlolo; ukuqinisekisa ukuba zonke izikolo zizilawula ngokufanelekileyo iimviwo nohlolo lwasesikolweni; nokuxhasa ukufunda
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Iinjongo ezicwangciswe ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Iimviwo

Ngo-2014, iSebe iWCED liye laqhuba iimviwo ezibalulekileyo ezintlanu ngokuhambelana nemigaqo-nkqubo kunye nemimiselo echaphazelekayo. Ezi mviwo zezi:

- Iimviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)
- Iimviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ngonyaka ngamnye).
- Iimviwo zeMatriki (ngoMeyi/Juni)
- Iimviwo ze-ABET iNqanaba 1-4 (ngoMeyi/Juni)
- Iimviwo ze-ABET iNqanaba 1-4 (ngoOktobha/Novemba)
- Le theyibhile ingezantsi inika iinkcukacha zamanani obhaliso kunye nabo babhala ezi mviwo zintlanu.

Uviwo	Inani lababhalisileyo	Inani lababhalileyo	Inani lamaziko
limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)	48 835	47 709	434
limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ka-2015).	7 128	5 558	158
limviwo zeMatriki (ngoMeyi/Juni ka-2014)	26 988	14 023	165
limviwo ze-ABET iNqanaba 14 (ngoMeyi/Juni ka-2014)	831	494	59
limviwo ze-ABET iNqanaba 14 (ngoOktobha/Novemba ka-2014)	5 259	3 981	109

Ngaphezulu, uHlolo loNyaka zikaZwelonke (Annual National Assessments) lubhalwe kwiBanga loku-1-6 nele-9 La maphepha asetwa liSebe leMfundo esisiSeko aze aziswe kumaphondo ukwenzela ukuba awalungiselele. Injongo yolu hlolo kukumisela amanqanaba asisiseko (benchmark), ukulandelela nokuphucula ukufunda, ukubhala nobuchule bemathematika kubafundi beBanga loku-1 – 6 nobeBanga le-9.

limvavanyo zoHlolo loNyaka lukaZwelonke (Annual National Assessment) ziye zabhalwa ukususela ngomhla we-16 ukuya kowe-19 kuSeptemba ka-2014. ENtshona Koloni bangama-612 276 xa bebonke abafundi abaye babhala iimvavanyo ebeziqhutywa kwizikolo ezili-1 558 kuquka izikolo eziqhelekileyo zikarhulumente ezili-1 458, izikolo ezingama-83 eziZimeleyo ezifumana inkxaso-mali kunye nezikolo ezili-17 zemfundo eneeMfuno eziZodwa.

Ukhuseleko lweemviwo yeyona nto ibalulekileyo. Zonke iinkqubo nezigaba ezilandelwayo zeemviwo zilawulwa ngokomgaqo-nkqubo kaZwelonke ojongene nokwenziwa, ukulungiselelwa nokulawulwa kweemviwo zeSatifikethi seMatriki sikaZwelonke (National policy pertaining to the conduct, administration and management of the National Senior Certificate examination) opapashwe njengeSaziso Namba 564 sikaRhulumente esipapashwe kwiGazethi kaRhulumente enguNamba 30048 yomhla wesi-6 kuJulayi ka-2007, njengoko uhlaziyiwe: kwiSaziso 372 sikaRhulumente nesingu-373 kwiGazethi kaRhulumente, Vol.587, Namba 37652 somhla we-16 kuMeyi ka-2014.

ISebe iWCED laye laqeqesha abantu abangama-2 116 kwiiseshoni eziyi-18 ngoSeptemba 2014 ekulawuleni inkqubo yoviwo lweSatifikethi seMatriki sikaZwelonke kwinqanaba lesikolo. Ukugadwa kokuqhutywa kweemviwo zeSatifikethi seMatriki sikaZwelonke nezikaABET iNqanaba 4 kuye kwaqhutywa ngootitshala nabagadi bangaphandle. Inqununu ibiligosa eliyintloko lezeemviwo yaza yaxhaswa nguMgadi oPhezulu (Senior Invigilator) wangaphandle oqeshiweyo.

Ukuphucula umgangatho wokumakishwa kweNSC, kuye kwaqhutywa iimvavanyo zokukwazi ukukorekisha kubakorekishi, nezenziwe kwizifundo ezilishumi elinanye ngoEpreli - Agasti ka-2014.

Amanqaku okuhlola kwasesikolweni (SBA) ayinxalenye yamanqaku okugqibela ngokunjalo nemisetyenzana emininzi eyenziwayo (practical tasks), ngokuxhomekeke kwimigaqo elawula isifundo ngasinye. Ukuqinisekisa ukuba amaqaku afanelekile kwaye anyanisekile, ootitshala kufuneka ukuba bangenise imisebenzi yovavanyo kwintloko yesifundo kwinqanaba lesikolo ukwenzela ukumodareyitha. Abacebisi ngezekharityhulam benza umsebenzi wokumodareyithwa kweSBA kwinqanaba lesikolo. Ukumodareyithwa kweSBA kuphinde kwenziwa kwinqanaba lephondo phambi kokumodareyitha okwenziwa liSebe leMfundo esisiSeko noMalusi.

Izikolo nabafundi abaqhube kakuhle ngokubalaseleyo kwiimviwo zeNSC baye bawongwa kumsitho wamabhaso okuwonga onyaka obubanjwe ngowe-14 kuJanuwari ka-2015. Iimbasa zasesikolweni ziye zawonga abo babonise ukuphucula okukhulu kwizinga lokupasa, abapasele ukufundela isidanga nabapase isifundo ngasinye.

Kuye kwalinganiswa iikhrayitheriya zokugqwesa kwisikolo sonke kunye neembasa ezenziwa ngendlela efanelekielyo. Iikhrayitheriya ibikukuzinza kwinqanaba labachophela iimviwo kwiBanga le-12 kwithuba leminyaka emi-3 ka-2012 ukuya ku-2014, izinga elilonke lokupasa lobuncinane be-95% ngo-2014, ipesenti yabachophele iimviwo abaphumelele ngendlela ebavumela ukuba bafunde isidanga nepesenti yabachophele iimviwo abapase iMathematika ngo-60% nangaphezulu

Iimbasa entsha yezikolo zobuchwepheshe (Technical schools) ebisebenzisa kwaezi khrayitheriya zifanayo kodwa zabandakanya nokuqwalaselwa kwamazinga okupasa adibanisa izifundo zonke (aggregate pass rate) kwizikolo zobuchwepheshe (technical subjects) (iEngineering Graphics and Design; iCivil Technology; iElectrical Technology neMechanical Technology).

Ezi mbasa ziphinde zanikwa abafundi abapase ngokugqwesileyo kwiirekhodi ezipheleleyo zesifundo nakuluhlu lwezifundo ezizimeleyo.

Iimviwo zeSatifikethi seMatrikhi sabafundi abadala ngoku sele zisebenzisa ikharityhulam yeCAPS.

Inani lamaziko eemviwo lehlile ngokuhamba kwamaxesha njengexalenye yohlengahlengiso oluqinisekisa ngokugcinwa komgangatho ophezulu wofikelelo nolawulo lweemviwo. Onke amaziko eemviwo aye aphicothwa ukwenzela ukuqinisekisa aukuba ayazifezekisa iimfuno zokuqhuba nokulungiselela iimviwo.

IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM 901: Inani labafundi beBanga le-12 ababhale iimviwo zeSatifikethi seMatrikhi sikaZwelonke (NSC)	47 636	48 500	47 709	-791	Olu qikelelo beluphantse lwachaneka. Khange babhale bonke abo bebhahalisile, ngenxa yezizathu ezahlukeneyo ezifana nokugula nokukhulelwa.
PPM902: Inani labaviwa abapase iSatifikethi seMatrikhi sikaZwelonke	40 558	43 000	39 237	-3 763	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo.
PPM903: Inani labafundi abapase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngendlela ebangenisa kwisiDanga	19 477	20 400	18 524	-1 876	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke, inani labafundi abapasayo kunye nenani labo bapasa ngendlela ebangendisisa kwisiDanga.
PPM904: Inani labafundi abapase iMathematika kwiimviwo zeNSC	12 216	13 200	11 265	-1 935	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. ISebe iWCED khange lifikelele kwinani ebelibekiwe labafundi, nangona bekukho inkqubo yongenelelo loncedo.
PPM905: Inani labafundi abapase iPhysical Science kwiimviwo zeNSC	8 333	8 300	7 845	-455	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. ISebe iWCED khange lifikelele kwinani ebelibekiwe labafundi, nangona bekukho inkqubo yongenelelo loncedo.

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwang-ciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM906: INani labafundi beBanga lesi-3 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	44 660	47 550	56 243	8 693	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM907: INani labafundi beBanga lesi-3 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	53 171	57 130	59 634	2 504	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM908: INani labafundi beBanga lesi-6 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	44 549	45 455	45 946	491	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.
PPM909: INani labafundi beBanga lesi-6 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	27 396	28,860	36 117	7 257	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. ISebe leWCED linike inkxaso nezikhokelo ezikolweni ngokunxulumene neeANA, yaye ngaphezulu iikopi zamaphepha eminyaka edlulileyo kunye namava okubhala nokumakisa la maphepha bekusenokukhokelela ekubetheni ngaphaya kwaloo thagethi.

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2014/2015	Izimvo malunga notshintsho
PPM910: INani labafundi beBanga le-9 abapase uLwimi kuHlolo loNyaka kukaZwelonke (ANA)	26 175	26 565	25 317	-1 248	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. Inkqubo yeBanga le-9 kwinqaba likazwelonke ibiphantsi.
PPM911: INani labafundi beBanga lesi-9 abapase iMathematika kuHlolo loNyaka kukaZwelonke (ANA)	5 291	7 390	4 441	-2 949	Amaphepha eemviwo zeANA akakamiselwa ngokwaneleyo ukuba kube kunokubekwa uqikelelo lokupasa ngokuzithemba. Inkqubo yeBanga le-9 kwinqaba likazwelonke ibiphantsi.

Izalathi zentsebenzo

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	IThagethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
PPI 9.1: I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi	37%	42%	42.4%	0.4%	Kuye kwagqithiswa kwithagethi ngenxa yenkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.2: I-% yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika	55%	60%	54%	-6%	Akufikelelwanga kwithagethi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.3: I-% yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kuLwimi	30%	37%	37.9%	0.9%	Kuye kwagqithiswa kwithagethi ngenxa yenkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethagethi
PPI 9.4: I-% yabafundi beBanga lesi-6 abafumene iziphumo	28%	33%	30.4%	- 2.6%	Akufikelelwanga kwithagethi nangona ibikho inkqubo yokomeleza namaphulo

INgxelo yoNyaka yoNyaka-mali ka-2014/15
IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
ePhondo leNtshona Koloni

IProgram 9					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2013/2014	Ithageethi eCetyiweyo 2014/2015	Eyona Mpumelelo 2014/2015	Ukutshintsha kusukwe kwithageethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-	Izimvo malunga notshintsho
ezamkelekileyo kwiMathematika					ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageethi
PPI 9.5: I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi	48%	50%	47.6%	- 2.4%	Akufikelelwanga kwithageethi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageethi
PPI 9.6: I-% yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kwiMathematika	14%	20%	14.9%	- 5.1%	Akufikelelwanga kwithageethi nangona ibikho inkqubo yokomeleza namaphulo ongenelelo loncedo, umz. uqeqesho, imizekelo yamaphepha eemviwo, izixhobo, nokubekwa kweethageethi
PPI9.7: Izikolo ezinezinga lokupasa elikukupasa <60% kwiSatifikethi seMatrikhi sikaZwelonke	23	10	31	- 21	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo. Ngoko ke izinga lokupasa kwezikolo ezibuthathaka liye lachaphazeleka zaza zazininzi izikolo ezipasa <60% kunokuba bekuqikelelwe nangona ibikho inkqubo yongenelelo loncedo.
PPI9.8: Izinga lokupasa leSatifikethi seMatrikhi sikaZwelonke	85.1%	88.6%	82.2%	- 6.4%	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo.
PPI9.9: I-% yabafundi abapase ngendlela ebangenisa kwisiDanga	40.9%	42%	38.8%	- 3.2%	Imigangatho engqingqwa kakhulu ebisetyenziswe ekusetweni nasekumakishweni kwamaphepha iye yachaphazela izinga lokupasa likazwelonke kunye nenani labafundi abapasayo kunye nabafundi abafaneleka ukuba bangafunda isiDanga.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Amaphulo azinzileyo ongenelelo loncedo asekelwe kwiimfuno enziwa kuwo onke amabanga ukwenzela ukuphucula indlela abaqhuba ngayo abafundi
- Ukusetyenziswa okuqhubekayo kwadatha ukwenzela ukuxhasa amaphulo ongenelelo loncedo
- Ukuqeqeshwa kweenqununu kwiimfuno ezintsha zohlolo
- Ukuphuculwa kokumakishwa kwamaphepha
- Ukuqhubeka nokulungielela nolungiselelo lweemvavanyo zokumakisha ezibhalwa ngabo bamakishayo, kwanokukwandisa oku

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo nebhajethi

Inkcitho eyenzeke kwiProgram 9 ibe negalelo kwimpumelelo yezi ziphumo zingundoqo zilandelayo zeSebe iWCED:

- Ukuqesha abantu bokumakisha iimviwo
- Ukukhangelwa (sourcing) kunye nokusiwa kwezixhobo zokusebenza kumaziko okumakishela iimviwo
- Ukuprintwa nokuhanjiswa kwamaphepha eemviwo
- Ukuqhutywa kwenkqubo yovavanyo yeANA

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2014/2015			2013/2014		
	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabi wo-mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
9.1 lintlawulo eziya kwiiSETA	6,096	6,096	-	5,811	5,811	-
9.2 liNkonzo zoQeqesho looTitshala (Professional Services)	533,921	530,087	3,834	500,958	500,958	-
9.3 limviwo zangaphandle	172,851	172,851	-	137,842	137,842	-
9.4 Igranti ekhutshwa phantsi kwemiqathango ethile	17,731	17,690	41	18,501	17,848	653
9.5 liprojekthi eziqhelekileyo	29,146	29,146	-	-	-	-
Zizonke	759,745	755,870	3,875	663,112	662,459	653

5. Imali eya kwizibonelelo

5.1. Imali eya kwizibonelelo kumaziko karhulumente

Ayingeni ndawo

5.2. Imali eya kwizibonelelo zayo yonke imibutho ngaphandle kwamaziko karhulumente

Iimali eziya kwizibonelelo zihlawula amaziko emfundo ngokomthetho ofanelekileyo kwelo candelo. Umzekelo, kuhlawulwe iimali eziya kwizibonelelo eziya kwizikolo eziqhelekileyo zikarhulumente kusenzelwa inkxaso-mali yemimiselo nemigangatho (norms and standards funding) njengoko ibekiwe kuMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), 1996 (uMthetho wama-84 ka-1996). IsiHlomelo 1B samaxwebhu eengxelo zemali onyaka (annual financial statements) sinika ingcaciso ephangalelelyo yohlobo ngalunye lweziko (entity): IZikolo eziQhelekileyo zikaRhulumente, iZikolo ezeZimeleyo, iZikolo ezinabafundi abaneeMfundo eziZodwa zeMfundo, iiKholeji zeMfundo noQeqesho oluQhubekayo, iABET: AmaZiko abuCala, iiCD: IZikolo zikaRhulumente ezineBanga R: ULuntu oluneeECD zeBanga R, iiECD: liNkqubo zokunika abafundi amava (learnerships).

UMthetho wokuLawulwa kweMali kaRhulumente (Public Finance Management Act), 1999 (PFMA) ufuna ukuba amaziko emfundo afumana imali eya kwizibonelelo (transfer payments) anike ubungqina bokuba ezo mali bazichitha ngokwendlela ebezinikelwe yona. Amaziko emfundo kufuneka axele (declare) aze asayine isatifikethi phambi kokuba afumane ezinye iimali eziya kwizibonelelo. Ezi ntlawulo zenziwa ngoEpreli nangoNovemba wonyaka ngamnye. La maziko kukwafuneka afake amaxwebhu engxelo-mali aphicothiweyo (audited financial statements) kweli sebe ekupheleni kukaJuni wonyaka ngamnye.

Kwimeko yeeKholeji zeFET, apho kukho iinkonzo ezenzelwe iSebe iWCED, iNgcaciso yesiVumelwano (Memorandum of Agreement) izicacisile iindima noxanduva lwecala ngalinye kula maziko mabini. Ziye zenziwa qho iingxelo eziya kwisebe lezemfundo ngokunxulumene nenkcitho yemali kunye neenkonzo ezinikiweyo, umz. Ukuqeqeshwa kwepraktishina zaseECD. Iimali zekholeji ziphicothwa qho ngonyaka ngabaphicothi-zincwadi bangaphandle kunye nabazimeleyo.

Uqeqesho nenkxaso eyenziwa kwinqanaba lesikolo ngumba ophambili ekuqinisekiseni ukulandelwa kwemimiselo ngokubhekiselele kwiimali eziya kwizibonelelo. Ukuhlolwa kweemali (financial inspection) ezikolweni nakumaziko eECD kwenziwa ngamaGosa eNkxaso yeZikolo, asezihilini. La magosa angqinisisa ukuba iingcaciso (declarations) ezenziwa zizikolo ziyangqinelana na nenkcitho eyenziweyo. Izithili zibeka esweni izikolo ngokusekelwe kwisalathisi socazululo kwemingcipheko yelahleko (control risk classification index), oko kukuthi, ukususela kowona mngcipheko welahleko usezantsi ukuya kowona uphezulu. Izikolo zihlolwa ziqala zihlolwe yiofisi yesithili phambi kokuba zinikwe imisebenzi yamaCandelo azilawulela iimali zawo (Section 21). limeko ezibekwe kuzo (allocated statuses) zihlaziywa qho.

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Le theyibhile ingezantsi ibonisa iimali eziya kwizibonelelo (transfer payments) ezenziwe ngethuba elisuka kumhla woku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015.

Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlandela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithwe lelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
Iziko eziQhelekileyo zikaRhulumente	AmaZiko aNgenzi Nzuzo	Iziseko zophuhliso (infrastructure) (ulungiso nophuculo lwazo)	EWE	12,768	12,768	0
		ImiMiselo nemiGangatho: Ukukhula okungaphezulu	EWE	1,757	1,757	0
		Inkxaso-mali yokuhlalisa abafundi (boarding subsidy)	EWE	36,312	36,312	0
		Inkxaso yolungiselelo (admin)	EWE	9,678	9,678	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	EWE	4,079	4,079	0
		ImiMiselo nemiGangatho	EWE	752,142	752,142	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: NSNP	EWE	34,424	34,424	0
		Iimbasa zeBanga le-12	EWE	1,474	1,474	0
		Ukubuyiselwa kweemali zeziko ezixolelwayo ukuhlawula iifizi	EWE	44,385	44,385	0
		Ugxilo kwezolutsha	EWE	23,815	23,815	0
		Ukuthuthwa kwabafundi	EWE	39,065	39,065	0
		Iimbasa zeLitnum	EWE	1,366	1,366	0
		Inkxaso-mali yezothutho yabucala (private transport subsidy)	EWE	4,247	4,247	0
		Uqhagamshelo kwi-intanethi	EWE	19,592	19,592	0
		Izifundo zobuchwepheshe (technical subjects)	EWE	2,231	2,231	0
		Amaziko oviwo lwematriki	EWE	418	418	0
		Ukhuselo lweziko ezikhuselekileyo	EWE	21,253	21,253	0
		Umnyhadala iEisteddfod	EWE	289	289	0
		Izifundo ezidluliswa ngeintanethi	EWE	597	597	0

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Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlan-dela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithwe lelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
		IGranti eKhutshwa phantsi kwemiQathan-go ethile: UkuBalwa ngokutsha kwamatyala ezikolo zobuChwephe-she/ iiDinaledi (Dinaledi /Technical Recapitali-sation)	EWE	1,465	1,465	0
		Ubulungu noqeqesho weeSGB	EWE	334	334	0
		IiMbasa zikaZwelonke zooTitshala kunye noqeqesho lweNCS yaseFET/GET	EWE	2,912	2,912	0
		Ukulungiswa kweehostele	EWE	4,060	4,060	0
		Ubuchulu obulungiselel-we iMathematika neSayensi	EWE	1,000	1,000	0
		AmaZiko eMOD (Iiholo namabala ezemidlalo ezikolo)	EWE	18,885	18,885	0
		AmaZiko eMOD (Izixhobo zokuncedisa ekufundeni)	EWE	16,000	16,000	0
IiNkxaso-mali zeZikolo eziZimeleyo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	89,845	89,845	0
IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	127,875	127,875	0
		Ukuthuthwa kwabafundi	EWE	11,841	11,841	0
IMfundo noQeqesho oluQhubekayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	85,307	85,307	0
IMfundo noQeqesho olusisiSeko lwabaDala	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	31,182	31,182	0
AmaZiko oPhuhliso lweMfundo yabaNtwana abasaQalayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	EWE	320,941	320,941	0
		Ukuthuthwa kwabafundi	EWE	434	434	0
		IGranti eKhutshwa phantsi kwemiQathan-go ethile: ICandelo lezeNtalo leEPWP	EWE	8,190	8,190	0
		Izibonelelo (stipends) zemfundo yaphambi kweBanga R	EWE	60,575	60,575	0

Zonke iintlawulo ebezibhajethelwe kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015 ziye zahlawulwa.

Igama leziko elibonelelwa ngemali	Injongo ebiza kusetyenziselwa yona imali leyo	Ixabiso ebelibhajethelwe (R'000)	Ixabiso ekubonelelwe ngalo (R'000)	Izizathu ezibangele ukuba iimali zingahlawulwa
Alikho	Azikho	Alikho	Alikho	Azikho

6. IiGranti eziKhutshwa phantsi kwemiQathango ethile

6.1. Iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali ezibekelwe okuthile (Earmarked funds) ezihlawulwe lisebe

Azingeni ndawo

6.2. Iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali ezibekelwe okuthile (Earmarked funds) ezifunyenwe lisebe

Zifezekisiwe iimfuno ngokoMthetho woKwahlulwa kweNgeniso (Devison of Revenue Act), ka-2011, ngokunxulumene neeGranti eziKhutshwa phantsi kwemiQathango ethile ebenikwe iSebe iWCED:

- Zonke iintlawulo ezifunyenweyo ziye zadiphozithwa kwiakhawunti yasebhankini yeli sebe;
- Ezi mali ziye zasetyenziswa ngokwezicwangciso zokwenziwa komsebenzi (business plans);
- Imiqathango yegranti ekhutshwa ngokwemiqathango ethile, njengoko ibekwe kwiziCwangciso zokuQhutywa koMsebenzi.

Indlela ekuqhutywe ngayo ngokupheleleyo ngo-2014/15 kwiiGranti eziKhutshwa ngokwemiQathango ethile iye yaphucuka kakhulu kunenkcitho yonyaka ongaphambili. Ngo-2014/15, kusetyenziswe i-99% yeemali xa kuthelakiswa ne-90.4% echithwe ngo-2013/14.

Ukubekwa esweni kweegranti

Ukubekwa esweni kweegranti nganye kuye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kwaqhutywa ngokumana kukhangelwa kukwatyelwa namaziko ngamagosa achaphazelekayo. Ezolawulo (controls) nolawulo ziye zaqhutywa ngokuQhubekayo. Iinqubo zokuthengwa kweempahla neenkondo zeGranti yokuBalwa ngokuTsha kwamatyala eZikolo zobuChwepheshe (Technical Schools Recapitalisation Grant) kunye neGranti yeDinaledi ziye zaphantsi kolawulo lukandlunkulu ukwenzela ukuqinisekisa ukuba yonke imiqathango iyafezekiswa yaye akukho nkcitho ekukudyakraza (wasteful expenditure), umzekelo, kwiimeko apho izinto okanye uqeqesho obelukwiprogram leyo belungakhange lufunwe zizo zonke izikolo ezichaphazelekayo.

Ezi theyibhile zingezantsi zicacisa iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali zokuthile ezifumaneka ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yokubalwa ngokutsha kwamatyala eZikolo zobuChwepheshe zaseSekondari	
Isebe eliyela hlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukubalwa ngokutsha kwamabala eZikolo eziPhakamileyo zobuChwepheshe.
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukwakhiwa kweendawo zokusebenzela (workshops) ezintsha. • Ukulungiswa okanye ukuyilwa ngokutsha kwezi ndawo zokusebenzela zikhoyo • Ukunikwa kwezixhobo zokuncedisa ekwenziweni komsebenzi (equipment), izixhobo zokusebenza (tools) kunye noomatshini beendawo zokusebenzela. • Ukuqeqesha oofitshala kumxholo wesifundo (subject content).
Ezona ziphumo zifezekisiweyo	Iindawo zokusebenzela ezintsha eKasselsvlei SS naseKuil's River THS ziye zagqitywa ngomhla we-12 kuSeptemba ka-2014 nangowe-14 kuOkthobha ka-2014 ngokulandelelana kwazo. Uqeqesho loofitshala kumxholo wesifundo luye lwenziwa ngonyaka-mali ka-2014.
Isixa ngokweDORA ehlaziyiweyo	Yi-R12,597 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R17,643 yezigidi (equka i-R5,046 yezigidi edluliselwe isuka kunyaka ongaphambili)
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R17,643 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	<ul style="list-style-type: none"> • IBhajethi iye yasetyenziswa ngokupheleleyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zika-2014/15 ziye zangeniswa kwiSCM ukwenzela inkqubo yokuthenga neenkonzelo. Ibe yi-100% inkcitho kwibhajethi ka-2014/15.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	AbaLawuli benkqubo kuthengwa kwempahla nnokufunwa kweenkonzo (Supply chain Management) baba neentlanganiso eziqhubeka qho kwiiveki ezimbini apho badibana nabaLawuli abaPhezulu beKharithulam yeFET ukwenzela ukuqinisekisa ukuba iithenda ziqhuba kakuhle. Ukubeka esweni uqhutywe kwaza kwafakwa iingxelo zaqho ngeveki.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeziSeko zoPhuhliso zezeMfundo (Education Infrastructure Grant)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukulungisa, ukuhlaziya, ukwandisa okanye ukwakha iziseko zophuhliso ezitsha
Iziphumo ezilindelekileyo zegranti	Ukuqinisekisa ukuba iziseko zophuhliso ezikhoyo zigcinwa ngokwendlela ebekwe kwiPFMA okanye ukuvulela amathuba oqeqesho ongezelekileyo kumaziko emfundo avunyiweyo
Ezona ziphumo zifezekisiweyo	Ukulungiswa kweziseko zophuhliso nokuhlaziywa / ukwandiswa / ukongezwa kweyunithi / izakhiwo ngezakhiwo
Isixa ngokweDORA ehlaziyiweyo	Yi-R882,700 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R1,021,334 yezigidi (equka i-R138,634 yezigidi edluliselwe isuka kunyaka ongaphambili)
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R1,008,597 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Iimali ezingasetyenziswa zokulibaziseka kweprojekthi ezingundoqo zeziseko zophuhliso zeASIDI kwizikolo eziqhelekileyo zikarhulumente zibekelwe bucala. Ulubaziseko olubangelwa lugwayimbo loluntu lwaseDelft South kunye nokukhutshwa kade kwethenda yaseManenberg.
Izizathu zokutenxa kwinkqubo	Alikho
Amanyathelo athathiweyo ukuphucula inkqubo	Iintlanganiso zanyanga zonke eziba phakathi kwamasebe kunye neziqhutywa neSebe lezoThutho nemiSebenzi kaRhulumente
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	IModeli yokuNikwa kweNgxelo ngeziSeko ezingundoqo (Infrastructure Reporting Model) (IRM) kunye iingxelo zenkqubo yenyanga ezivela eDTPW

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	<ul style="list-style-type: none"> • Kukuxhasa iindlela yokuthintela iHIV neAIDs eMzantsi Afrika ngokwandisa ulwazi malunga nempilo yezesondo nezokuvulisa abantwana (reproductive health) kunye nokuthathwa kwezigqibo okufanelekileyo okwenziwa ngabafundi nootitshala. • Ukuthomalalisa ifuthe leHIV/AIDS ngokunika indawo enonophelayo, enika inkxaso nekhuthazayo kubafundi nootitshala. • Ukuqinisekisa ngokunika indawo ekhuselekileyo, esekelwe kumalungelo ezikolweni, nengenalucalulo, engabeki bala nalo naluphi na uhlobo longcungcuthekiso ngokwesondo okanye impatho-gadalala.

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IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukwanda kolwazi malunga neHIV, iiSTI neTB kubafundi, ootitshala namagosa • Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa • Ukunciphisa imiqobo ethintela ukugcineka kwabantwana besesikolweni, ngakumbi abantwana abasemngciphekweni. • Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa • Izikolo, izithili namaphondo sele edibanise zonke iiProgram zeHIV neAIDS zeMfundo yeZakhono zoBomi (HIV and AIDS Life Skills Education Programme) kwinxalenye yeesistim zabo zokuvavanya nokunika ingxelo
Ezona ziphumo zifezekisiweyo	Zonke iziphumo zifezekiswe ngokwezicwangciso zokwenziwa komsebenzi (business plans). Yi-R654 000 (3.8%) ukusuka kunyaka ophelileyo.
Isixa ngokweDORA ehlaziyiweyo	Yi-R17,077 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R17,731 yezigidi (equka i-R0.654 yezigidi edluliselwe isuka kunyaka
Izizathu xa isixa singafunyanwanga	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R17,690 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Kusetyenziswe i-99,8% yesixa esipheleleyo esiyi-R17 731 000 sonyaka-mali ka-2014/15. Khange isetyenziswe i-R41 020 ngenxa yokuba iindleko zesiqhelo zokuthuthwa kwabafundi nemivuzo khange zicace ngoko ke kwathathwa amanyathelo okonga endaweni yokusebenzisa imali ngokugqithisileyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zonyaka-mali ka-2015/16 ziye zafakwa kwangoko kubaLawuli benkqubo yokuthengwa kwempahla nokufunwa kweenkonzo(Supply Chain Management).
Iindlela zokubeka esweni eziqhutywa lisebe	Iingxelo zenyanga nezekota zifakwa kubalawuli beSebe iWCED ukuba bazihlole bazisayine.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	
Isebe eliyela lahlawula loo granti	ISebe leMfundo esisiSeko (DBE)
Injongo yale granti	Kukunika ukutya okunesondlo kubafundi abathagethiweyo
Iziphumo ezilindelekileyo zegranti	Abafundi baphakelwe ukutya okunesondlo
Ezona ziphumo zifezekisiweyo	Abafundi batyiswe ukutya okunesondlo
Isixa ngokweDORA ehlaziyiweyo	Yi-R282,486 yezigidi

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)	
Isixa esifunyenweyo (R'000)	Yi-R282,486 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R282,486 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Kucelwa ukuba iinkampani ezinika iinkonzo (service providers) zifake amabango azo aqho ngeveki yaye le nto iye yakuphucula ukunikwa kweenkonzo
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iofisi yeNDNP yephodno ibeka esweni inkcitho aze amagosa esithili abeke esweni le nkqubo yonke imihla.

IGranti eKhutshwa phantsi kwemiQathango ethile: IZikolo zeDinaledi	
Isebe eliyela hlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	<ul style="list-style-type: none"> • Kukuphucula umgangatho wenkqubo yabafundi kwiMathematika, iPhysical Sciences, iLife Sciences nakuLwimi lokuQala oLongezelelweyo (First Additional Language) (FAL) isiNgesi, ngokungqinelanayo nesiCwangciso soMsebenzi ukuya kutsho ku-2025 • Ukuphucula ulwazi lomxholo, iindlela zokufundisa (pedagogies) kunye nezakhono zokufundisa (didactic skills) kootitshala beMathematika, iPhysical Sciences neLife Sciences
Iziphumo ezilindelekileyo zegranti	<p>Ukuqhuba ucazululo lweemfuno kwisikolo seDinaledi ngasinye, zize zinikwe ezo mfuno apho zifuneka khona:</p> <ul style="list-style-type: none"> - izixhobo kunye nezinto ezisetyenziswa ziphele ezikolweni ezingenazo iilebhu ezisebenzayo zeeSayensi nokuncedisa izikolo ekufumaneni isakhiwo (physical structure) esifanelekileyo, esisetyenziselwa le njongo apho kufunekayo. - iiseti ezisetyenziswa kwijiyometri (geometry sets) kunye neekhalthyhuleyitha - I-hardware, i-software, nokuqhagamshelaniseka ngeintanethi kweinformation and Communications Technology (ICT) kunye nesakhiwo esisetyenziselwa loo njongo - Ukufikelela kwiinkqubo zosasazo zemfundo zeTV - Iiprogram ezinomxholo, yokufundisa, ukufunda ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala, izakhono zokufundisa neendlela zokufundisa ukwenzela ukuphucula ukusebenza ngempumelelo kootitshala - uqeqesho lwabalawuli kunye/okanye ukucetyiswa ngabanamava (mentoring) kweenqununu neeKomiti zoLawulo lweZikolo (School Management Teams) - okwenziwayo njengenxenywe yekharithulam, amalungiselelo angaphezulu abafundi beBanga lesi-8-12 ukwenzela inkqubo ephuculiweyo nothatho-nxaxheba kwii-Olympiads kunye nokufikelela okwandileyo kwii-Science Clubs, Science Fairs nakumaKhuphiswano - izibonelelo ezicaciswe kakuhle zabafundi, ootitshala kunye/okanye nezikolo ezifikelela okanye zigqithise kwiithagethi zentsebenzo ekuvunyelwene ngazo

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IGranti eKhutshwa phantsi kwemiQathango ethile: IZikolo zeDinaledi	
Ezona ziphumo zifezekisiweyo	Zonke iziphumo ziye zafezekiswa ngokwesicwangciso sokwenziwa komsebenzi seDinaledi sika-2014/15.
Isixa ngokweDORA ehlaziyiweyo	Yi-R10,673 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R10,673 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R10,673 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ibhajethi yoNyaka-Mali ka-2014/15 iye yasetyenziswa yonke.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Azikho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Zonke iziphumo ziye zafezekiswa ngokwesicwangciso sokwenziwa komsebenzi seDinaledi sika-2014/15.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliye lahlawula loo granti	EzemiSebenzi kaRhulumente
Injongo yale granti	Kukubonelela amasebe ephondo ukwenzela ukwandisa iinzame zokudala imisebenzi ngokusetyenziswa kweendlela ezihambelana nezemisebenzi (labour intensive delivery methods) kwezi nkalo zichongiweyo zilandelayo kugxilwe kuzo, ukwenzela ukulandela imimiselo yeEPWP: <ul style="list-style-type: none"> • ukulungiswa kweendlela nokulungiswa kwezakhiwo • iindlela ezingenazithuthi zininzi kunye neendlela zasezilalini • ezinye iziseko zophuhliso (infrastructure) zoqoqosho nentlalo • amaqumrhu orhwebo ngezokhenketho nezenkcubeko • iindlela zokuphila ezizinzileyo ezisekelwe ekusetyenzisweni komhlaba • ulawulo lwenkukuma
Iziphumo ezilindelekileyo zegranti	Inanielandileyo labantu abaqeshiweyo nabafumana umvuzo ngeEPWP <ul style="list-style-type: none"> • Ukunyuswa kweavaraji yethuba lamathuba omsebenzi aveliswayo
Ezona ziphumo zifezekisiweyo	liprojkethi zokudalwa kwamathuba omsebenzi ngokunxulumene nolungiso olungephi lwezikolo ezikwiMetro. Iquka ukulungiswa kwaphantsi, iithayili, iingcango, iisilingi, imibhobho yamanzi, ukubiya, ukupeyinta neegeyithi, ngokunjalo nokuhonjiswa kwamabala ezikolo.
Isixa ngokweDORA ehlaziyiweyo	Asikho
Isixa esifunyenweyo (R'000)	Yi-R2,564 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isixa esichithwe lisebe (R'000)	Yi-R1,437 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Isebe lezoThutho nemiSebenzi kaRhulumente liye lajamelana nemingeni yokukhangelwa nokuchongwa kwabaniki beenkonzo, latsho langakwazi ukuqesha iikhontraki ezintsha kwangeli thuba.
Izizathu zokutenxa kwinkqubo	Jonga apha ngentla.
Amanyathelo athathiweyo ukuphucula inkqubo	Ukunika inkxaso kwiSebe lezoThutho nemiSebenzi kaRhulumente ukwenzela ukuqinisekisa ukuba oonokhontrakhi baqeshwa kwangethuba ukulungiselela u-2015/16.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	
Isebe eliyela lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukuncedisana nebhajethi yembuyekezo esisiseko (baseline compensation budget) yamaSebe eMfundo ePhondo (Provincial Education Departments (PEDs) ukwenzela ukuba akwazi ukulandela isiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012
Iziphumo ezilindelekileyo zegranti	Amaphondo ayazifezekisa izibophelelo zeentlawulo zootitshala ezichatshazelwa sisiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012.
Ezona ziphumo zifezekisiweyo	ISebe iWCED lisebenzise ulwabiwo-mali olupheleleyo lweOSD yonyaka-mali ka-2014/15 ukuguqula ootitshala abasezifisini nakumaziko, abaqeshwe ngokoMthetho weNgqesho yooTitshala (Employment of Educators' Act), ka-1998 nabebefanelekile ukuba baguqulelwe kwiOSD yeeTheraphisti/iikhawunsela/iisayikholoji.
Isixa ngokweDORA ehlaziyiweyo	Yi-R50,395 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R50,395 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R50,395 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Azikho

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeMfundo noQeqesho oluQhubelekayo	
Isebe eliyehlahlulwa loo granti	ISebe leMfundo noQeqesho oluPhakamileyo (DHET)
Injongo yale granti	Kukuqinisekisa ngokutshintshelwa ngempumelelo kwemisebenzi yeeKholeji zeTVET ziye kwiSebe iDHET
Iziphumo ezilindelekileyo zegranti	<ul style="list-style-type: none"> • Ukuhlawulwa kwabasebenzi abaqeshwe ziikholeji • Kugqityiwe ukutshintshelwa kwabaSebenzi bolawulo lweeKholeji zeFET babe kwiSebe iDHET • Kugqityiwe ukutshintshelwa kwabasebenzi abangebobalawuli babe kwiSebe iDHET • Kugqityiwe ukuTshintshelwa kwabaSebenzi beSebe leMfundo lePhondo babe kwiSebe iDHET • Igqityiwe iModeli yokuZaliswa kwezizithuba zeNgqesho (Post Provisioning Model) yeeKholeji zeTVET • Ukuqhutywa kwemiMiselo nemiGangatho yokuxhaswa ngemali kweeKholeji zeTVET • Ukuqhutywa kokuBekwa kwamaXabiso ahlaziyiweyo eProgram (revised Programme Cost) ka-2014 • Ukubekwa esweni kwenkxaso yeeKholeji zeTVET ziiPDE
Ezona ziphumo zifezekisiweyo	<ul style="list-style-type: none"> • Kugqityiwe ukutshintshelwa kwabaSebenzi bolawulo lweeKholeji zeTVET babe kwiSebe iDHET • Kugqityiwe ukutshintshelwa kwabaSebenzi abangebobalawuli babe kwiSebe iDHET • Kugqityiwe ukuTshintshelwa kwabaSebenzi beSebe leMfundo lePhondo babe kwiSebe iDHET • Ukuqhutywa kwemiMiselo nemiGangatho yokuxhaswa ngemali kweeKholeji zeTVET
Isixa ngokweDORA ehlaziyiweyo	Yi-R377,913 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R377,913 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R377,865 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ukongwa kwimbuyekezo
Izizathu zokutenxa kwinkqubo	Khange kubekho kutexha kwintsebenzo yeziphumo zephondo
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliyela hlawula loo granti	ISebe lezoThutho nemiSebenzi kaRhulumente
Injongo yale granti	Ukudala amathuba emisebenzi olutsha, amanina nabanenkubazeko kwicandelo leECD.
Iziphumo ezilindelekileyo zegranti	Ukuqeqesha iiprakhishina ezingama-420 zeECD kwinkalo yoPhuhliso lwaBantwana abasaQalayo. Ukuqeqesha abanematrikhi abangama-22 abebekade bengaqeshwanga ukuba babe ngabachwethezi bedatha (data capturers)
Ezona ziphumo zifezekisiweyo	Iiprakhishina ezingama-350 ze-ECD ziye zachazwa njengezinezakhono emva kokufumana kwazo ikhosi yoqeqesho yeenyanga eziyi-12. Iprakhishina nganye iye yaya kwikhosi yoqeqeshelo lwe-ECD lweenyanga ezili-12 iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo. Iprakhishina yaseECD nganye iphinde yafumana uqeqesho kuNcedo lokuQala Zingama-22 ii-data capturer ezigqibe izifundo kwezolawulo lwe-ofisi (office management), iMicrosoft Office, uLawulo lwemiCimbi yaBasebenzi (Human Resource Management) nakuLawulo lweeProjekthi (Project Management).
Isixa ngokweDORA ehlaziyiweyo	Yi-R13,354 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R13,354 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R13,193 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Ikholeji ziye zaziswa qho ngeveki malunga nazo naziphi ii-invoisi ebezingekangeniswa.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Kuye kwanikwa ikhontrakthi inkampani enika iinkonzo (service provider) ukuba iqhube inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Inxelo yokubeka esweni inkqubo isefayilini.

Inkcitho yemali ebibekelwe oku nemali ekhethekileyo ibe yile ilandelayo:

IMali eBekelwe okuthile	Imali efunyenweyo	Imali esetyenzisiweyo	Imali Engasetyenziswanga	Intsebenzo	Ezona ziphumo zifizekisiweyo
Imali ePheleleyo yeeMali eziBekelwe amaZiko eMOD	R60 000 000	R56 099 590	R3 900 410	93%	Bufezekisiwe ubuninzi bokunikwa kweeholo namabala ezemidlalo ezikolo; iimali zezixhobo zokuncedisa emidlalweni nolungiso neyeetyhutha ezinezidanga (graduate tutors).
IMali ePheleleyo yeeMali eziBekelwe i-E-Education	R53 087 000	R53 087 000	-	100%	Iinjongo zeeprojekthi ezifizekisiwe ngokupheleleyo
Imali ePheleleyo yeeMali eziBekelwe okuthile neziKhethekileyo	R113 087 000	R109 186 590	R3 900 410	97%	

7. IiNkxaso-mali zeziPho-mali (Donor Funds)

7.1. IiNkxaso-mali zeziPho-mali eziFunyenweyo

ISebe khangela lifumane naziphi iinkxaso-mali zeziphomali kweli thuba kunikwa ingxelo yalo.

8. UTyalo-mali kwiiProjekthi zoLwakhiwo (Capital Investment)

8.1. UTyalo-mali kwiiProjekthi zoLwakhiwo, isiCwangciso soLondolozo neeAsethi (Capital investment, maintenance and asset management plan)

Iipprojekthi zokwakha ezigqitywe ngo-2014/15

Izikolo ezitsha

- Kugqitywe izikolo ezitsha ezibini zanikezelwa ngo-2014/15, ezizezi: iBrackenfell High School (iProtea Heights Academy) neWellington Primary School (iVan Wyksvlei Primary School);
- Izikolo ezibini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2014/15, zezi: Nomzamo Primary School neNomzamo High School.

IZikolo eZakhiwe ngoKutsha kwezikolo (ukutshintshwa kwezikolo ezakhiwe ngezinto zokwakha ezingafanelekanga)

- Ezi Zikolo Zakhiwe ngoKutsha (Replacement Schools) zilandelayo nezixhaswe liSebe iWCED ziye zagqitywa ngo-2014/15: iWes Eind Primary School, iBuck Road Primary School, iHazendal Primary School neTouwsrante Primary School.
- Ezi Zikolo Zakhiwe ngoKutsha zilandelwayo nezixhaswe yiDBE njengenxalenye yeprogram iASIDI ziye zagqitywa ngo-2014/15: iHeideveld Primary School, iKensington Secondary School, iKnysna Secondary School, iPortia Primary School neSophumelela Secondary School.

Amagumbi okufundela ongezelelweyo

- Ukwandiswa kwamagumbi okufundela: Akukho magumbi okufundela aye akhiwa ngo-2014/15 kwezi zikolo zikhoyo.
- Ukunikwa kwamagumbi okufundela eBanga R: Amagumbi okufundela angama-51 aye agqitywa ngo-2014/15. Onke amagumbi okufundela asuka kuluhlu lweeprojekthi zika-2012/13 okanye zika-2013/14. Akekho aye agqitye ngo-2014/15 kumagumbi okufundela ali-14 abesetwe njengeethagethi zika-2014/15.
- Kuye kwanikwa iyunithi ezingesosigxina (mobile unit): Amagumbi okufundela ali-130.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2014/15 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezitsha	3	2
IZikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI)	Akukho thagethi	9
Amagumbi okufundela eBanga R	Amagumbi okufundela ali-14	Amagumbi okufundela angama-51
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Awekho amagumbi okufundela (ayi-0)
Amagumbi okufundela angesosigxina	Akukho thagethi isetiweyo	Amagumbi okufundela ali-145

Ukwahluka (variances) ngokuphathelele kwiithagethi kuxoxwe ngako phantsi kweProgram 8, ngokunxulumene neMilinganiselo yeProgram yeNtsebenzo (Programme Performance Measures). Ezinye iiprojekthi ziye zalibaziseka kwaza kwanyanzeleka ukuba kwenziwe amanye amalungiselelo okunika abafundi indawo.

IiProjekthi zeMali yeNkxaso yolwakhiwo lwezikolo

(a) Izikolo ezitsha

Izikolo ebezibekwe ukugqitywa ngowama-31 kuMatshi ka-2015 ibiyiBrackenfell High School, iMasakhane Primary School neVuyiseka High School. Kuye kwagqitywa iBrackenfell High School kuphela. IMasakhane Primary School neVuyiseka High School ziye zanokulibaziseka ngenxa yokuba sematyaleni (insolvency) kunye nokungaqhubi kakuhle kweekhontrakhi. Zombini ezi projekthi bezisakhiwa yaye ziza kugqitywa ngo-2015. IWellington Primary School igqitywe ngaphambi kwexesha.

(b) Izikolo eZakhiwe ngoKutsha

Ukususela ngowe-31 kuMatshi ka-2015, ezi zikolo zitshintshiweyo zilandelayo, ebezicwangciselwe ukugqitywa ngonyaka-mali ka-2014/15, bezikumanqanaba ahlukeneyo okwakhiwa: Itsitsa Primary School, Bottelary Primary School, Garden Village Primary School, Plantation Road Primary School, Delta Primary School, Die Duine Primary School, Hawston Primary School, Kasselsvlei Primary School neValhalla Primary School.

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

ULawulo lweeAsethi

Iiasethi ezisisigxina

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

Iiasethi ezinokuhanjiswa

Ngokunxulumene neeasethi ezinokuhanjiswa, iSebe iWCED lineyunithi yolawulo lweeasethi eyinxalenye yeSupply Chain Unit.

Yonke ifanitshala nezixhobo zokuncedisa emsebenzini ezifunekayo kwaNdlunkulu nakwii-ofisi zezithili zemfundo zithengwa kwindawo enye zize zifakwe kwi-inventri yeeasethi ezinokuhanjiswa ngokweemfuno ezimiselwe liSebe likaNondyebo kaZwelonke (National Treasury).

Ngo-2014/15 kuye kwamiselwa ezi ndlela zilandelayo ukwenzela ukuqinisekisa ukuba irejista yeeasethi ehlaziyiweyo iyafumaneka ukugcina imigangatho yolawulo nosetyenziso lwemali kunye nokuqinisekisa ukuba kukho ukungqinelaniswa ngempumelelo, nangobuchule kwengcaciso:

- Ukuthathwa kwesitokhwe qho ngonyaka okwenziwa lisebe lemfundo, njengoko kumiselweyo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukusayinwa kwee-inventri ngamagosa achaphazelekayo nokungqiniswa ngaBaphathi aBathweswe uXanduva lweSitokhwe (Responsibility Managers).
- Ukukhutshwa kweesetyhula ngokungqinelana neSahluko se-10 seMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Iinkqubo zokuthengwa kweeasethi kwiSistim yeGosa loCwangciso-mali (Accounting Officer's System).
- Ukungqinelaniswa qho ngenyanga kokuthenga okwenziwa kwiLOGIS nenkcityo ekiBAS.
- Ukulondolozwa kwerejista yeeasethi enayo yonke ingcaciso efunekayo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).

Iinkqubo eziqalisiweyo zokuqiniseka ngenkqubo enobuchule yokuqaphela, ukukhusela, nokubeka esweni kunye nokugcina irekhodi yeeasethi ezinokuhanjiswa ibizezi zilandelayo:

- Iiasethi zifakelwe iibhakhowudi, nophawu "RSA" zaza zabhaliswa kwii-inventri.
- Iiasethi zibhalwe kwirejista yeeasethi ezinokuhanjiswa kuwo onke amacandelo eeasethi zaza zanikwa iinombolo ezifana zodwa (iibhakhowudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela iiasethi.
- Iiasethi ezinokuhanjiswa zirebhaliswe kwi-inventri kwiziko ngalinye nakwindawo nganye esingathe iindleko. Ii-inventri ziqinisekiswa njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaza zagcinwa kwindawo nganye.

Izikolo

ISebe iWCED lithenge ifanitshala nezixhobo zokucutha inani lokusetyenziswa kwabantu abaninzi kakhulu ezikolweni. Nakuba kunjalo, ezi zinto azenzi nxalenye yeRejista yeeAsethi zeSebe iWCED. NgokoMthetho weZikolo waseMzantsi Afrika (South African Schools Act), 1996, (uMthetho wama-84 ka-1996), ezi zinto zithathwa njengezinto ezizii-inventri zezikolo. Ngoko ke kufuneka izikolo zinike ingxelo malunga nezi zinto zizii-inventri kumaxwebhu onyaka engxelo-mali (annual financial statements). IRejista yeeAsethi yeSebe iWCED ibonisa ii-inventri zakwaNdlunkulu kunye nezezithili zemfundo kunye neendawo ezinika iinkonzo kuzo.

Izicwangciso malunga neeasethi ezinokuhanjiswa, ezifana neemoto

ISebe lezoThutho neMisebenzi kaRhulumente lePhondo (iZithuthi zikaRhulumente0 (Government Motor Transport) lilawula ukunikwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye nezonakeleyo zeGaraji kaRhulumente (Government Garage) (GG). Likwaqulunqa nomgaqo-nkqubo wephondo omalunga nokusetyenziswa kweemoto ze-GG lize ligcine irejista yeeasethi kwisistim yeFleetman . ISebe iWCED linoxanduva lokunika iimpepha-mvume (licensing), ukulungiswa nokuthiwa kwamafutha ezithuthi.

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyalandelwa. Likwagcina irejista yezithuthi ezisetyenziswa liSebe iWCED libeke esweni ukusetyenziswa kwezithuthi ngokusebenzisa i-log sheet. Imoto ezisetyenziswayo ziyazifezekisa iimfuno zangoku zeSebe iWCED.

Ukulungiswa kweemoto

Iiprosjekthi ezinkulu zokulungiswa okucwangcisiweyo kwezithuthi ezenziwe ngethuba lexesha eliphantsi kwengqwalaselo ibandakanya:

Inani leeprojekthi	Ibhajethi ka-2014/15 R'000	Iindleko eqikelelwayo yokuphela konyaka R'000
130	R 86 323m	R 86 323m

I-U-AMP ka-2014 ibonisa oku kulandelayo phantsi kwesihloko "IZinga leMeko yabaSebenzisi" ("User Condition Rating")

Ubume beMeko	INGcaciso ngokuBanzi	Izinga
Bugqwesile	Akukho ziphene zibonakalayo. Ikhangeleka njengentsha. Isalathiso semingcipheko: Akukho futhe ekukwazini ukwenza iinkonzo. Akukho ingcipheko.	C5
Bulungile	Ibonisa ukukhuthuka nokudleka okungephi (superficial wear and tear), iziphene ezincinane kunye neempawu ezincinci zokonakala kwiindawo ezingaphezulu zemoto. Isalathiso semingcipheko: Imana iba nophazamiseko olungephi ekusebenziseni kwayo. Kukho umngcipheko omncinci onokuqikeleleka kwezempilo nokhuseleko okanye ipropathi. Kukho iindleko ezincinane ezibandakanyekayo.	C4
Buphakathi	Ikwimeko ephakathi, iindawo ezonakeleyo zifuna ukuqwalaselwa; iinkonzo ziyasebenza, kodwa zifuna ukuqwalaselwa, kukho ukusilela kwiinkonzo zokulungisa. Isalathiso semingcipheko: Imisebenzi iyalibaziseka ukwenzeka ngalo lonke ixesha Kukho umngcipheko omncinci onokuqikeleleka kwezempilo nokhuseleko okanye ipropathi. Kukho iindleko eziphakathi ezibandakanyekayo.	C3
Bubi	Yonakele kakhulu, kukho iingxaki ezinkulu kwimo yayo. Inkangeleko yayo ngokubanzi ayikho semgangathweni kunye nokukhuthuka kwepeyinti ekhuselayo kumphezulu; izinto zayo zonakele, izinto ezisetyenziswayo azisebenzi; kukho iingxaki ezinkulu. Isalathiso semingcipheko: Kukho ukuphazamiseka kakhulu ekukwazini ukwenza umsebenzi, kukho amathuba amaninzi okuba yingozi kwezempilo nokhuseleko okanye kwipropathi. Kukho iindleko eziphezulu/ilahleko echaphazelekayo.	C2
Bubi kakhulu	Ayikwazi kusebenza; ayisebenzi kwaye ayikulungelanga ukukhwelwa. Isalathisi somngcipheko: Ayinakusebenziseka, ingumngcipheko ophezulu kakhulu kukhuselo, impilo nokhuseleko okanye kwipropathi. Kukho iindleko ezinkulu ezichaphazelekayo.	C1

Izikolo karhulumente eziqhelekileyo ezingamakhulu amathathu anamashumi asibhozo anesine (384) eNtshona Koloni zireyithwe njengezo "zikubume obubi" ("poor"). Uninzi lwezi zikolo "zikubume obubi" zikwipropati yabucala okanye zizakhiwo ezingafanelekanga zesikolo (izikolo "zamaplanga"). Kwiminyaka edlulileyo kuye kwakho ulungiso oluncinane kakhulu olucwangcisiweyo oluye lwenziwa ngabanini beepropathi eziqeshisayo. Abanini beepropathi bachaza amaxabiso asezantsi erenti njengesona sizathu siphambili esibangela ukuba kungenziwa lungiso lufanelekileyo kwizikolo eziqeshisayo. Izikolo ezingamakhulu alithoba anamashumi amane anesixhenxe (947) zibekwe kumgangatho "wobume obuphakathi". Inani elikhulu lezi zikolo zifanele ukureyithwa njengezo "zisemgangathweni" kodwa ukusilela kolungiso lwezi zakhiwo kuwuchaphazele umgangatho wobume ezibekwa kubo.

Ikhulu elinamashumi alithoba anesithandathu (196) lezikolo eziqhelekileyo zikarhulumente zibekwa kubume "obulungileyo" kunye "nobugqwesileyo".

Ukuhla komgangatho wezakhiwo zeSebe iWCED kulungiswa ngokunyuka okuqhubekayo nokucwangcisiweyo kwebhajethi nenkcitho yolungiso.

Isishwankathelo sokuqhwalela kwamanani olungiso sinikwe apha ngezantsi.

Ukungafezekiswa kolungiso				
UNyaka-mali	IXabiso leeAsethi	I-1,5% eFunekayo yoLungiso	IBhajethi eNikiweyo	Isixa esiqhwale layo (shortfall)
2004	10,560/000	158,400	73,719	84,681
2005	12,000/000	180,000	76,174	103,826
2006	12,000/000	180,000	90,037	89,963
2007	15,052/800	225,792	37,192	188,600
2008	15,052/800	225,792	52,363	173,429
2009	15,052/800	225,792	73,719	152,073
2010	17,357/885	260,368	102,363	158,005
2011	18,225/779	273,387	108,413	164,974
2012	18,225/779	273,387	114,725	158,662
2013	19,683/841	295,257	168,673	126,584
2014	19,769/521	296,542	191,323	105,219
Inani elipheleleyo lokusilela ukususela ngo-2004		2,594/717		

Kubekho ukuchaphazeleka okuthile okwenzekayo kusilelo lolungiso ngo-2014/15 ngeProgram eSekelayo yeSiqalo soBunzulu (Width Initiative Sub-Programme). Injongo yale program isekelayo kukuphucula ngokuzinzileyo inkangeleko yezikolo zeSebe iWCED kumlinganiselo. Uphando kwiindawo ezininzi zehlabathi lubonisa ukuba kukho unxulumano oluhle phakathi kwendawo (physical environment) abafundiselwa kuyo kunye neziphumo zezifundo ezifezekisiweyo.

INgxelo yoNyaka yoNyaka-mali ka-2014/15
 IBhajethi eVunyiweyo yesi-5: yeSebe leMfundo
 ePhondo leNtshona Koloni

IiProjekthi zeziSeko zoPhuhliso (Infrastructure)	2014/2015			2013/2014		
	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iiasethi ezintsha nezitshintshwayo	1,011/205	998,391	12,814	778,999	640,365	138,634
Iiasethi zeziseko zophuhliso ezikhoyo	410,573	409,446	1,127	271,012	271,012	0
Ukuhlaziywa nokongezwa kwazo	159,603	159,603	0	41,041	41,041	0
Ukubuyiselwa kwimeko eyiyo (rehabilitations), uhlaziyo (renovations) nokwakhiwa ngokutsha (refurbishments)	0	0	0	7,213	7,213	0
Ulonolozo nolungiso lwezakhiwo	250,970	249,843	1,127	225,758	225,758	0
Ukudluliswa kweziseko zophuhliso (infrastructure transfer)	31,654	31,654	0	142,935	142,935	0
- Olwangoku	62	62	0	62,250	62,250	0
- Olungundoqo (Capital)	31,592	31,592	0	80,685	80,685	0
Zizonke	1,453/432	1,439/491	13,941	1,192/946	1,054/312	138,634