



ICandelo C
Ezolawulo

1. INTshayelelo

Imigangatho ephezulu yolawulo ngundoqo ekulawulweni kwemali nezixhobo zikarhulumente. Amasebe karhulumente kufuneka abe nezitraktsha zolawulo olululo eziya kusebenzisa izixhobo zikarhulumente ngokufanelekileyo, ngokuyimpumelelo nangokulondolozayo.

Amalungu eKomiti yoPhicotho-zincwadi yezeMfundo (Education Audit Committee) ngamalungu azimeleyo nawonyulwa liGosa loCwangciso-mali (Accounting Officer) lisebenzisana neGunya lesiGqeba soLawulo (Executive Authority). IKomiti yoPhicotho-zincwadi isebenza ngokwe-"miMiselo yokuSebenza" ("Terms of Reference") evunyiweyo yaye idibana qho ngekota ukwenzela ukwenza imisebenzi eluxanduva lwayo. IKomiti yoPhicotho-zincwadi ngaphezulu ibamba iindibano neGunya lesiGqeba soLawulo (Executive Authority) kunye neGosa loCwangciso-mali ukuxoxa malunga nemiba exhalabisayo.

Iinkonzo zoPhicotho-zincwadi lwaNgaphakathi (Internal Audit) zenziwa ngokuzimeleyo liZiko loPhicotho-zincwadi lwaNgaphakathi neNkonzo zeNkxaso (Internal Audit and Corporate Services) elikwiSebe leNkulumbuso, elinceda amasebe ngamasebe. Ngokuhambelana noMthetho wokuLawulwa kweMali kaRhulumente (Public Finance Management Act), ka-1999 (uMthetho woku-1 ka-1999) (PFMA) neKING III, ukuSebenza koPhicotho-zincwadi lwangaPhakathi (Internal Audit Activity) lunika iKomiti yoPhicotho-zincwadi kunye nolawulo lweSebe iWCED uqinisekiso lokuba zanele yaye ziyasebenza izinto ezilawulwayo ngaphakathi (internal controls) ngokunxulumene neenkqubo zolawulo, ulawulo lwemingcipheko kunye nokulawuleka (control). Isicwangciso soLungiselelo oluQhubekayo lweminyaka imi-3 olusekelwe kwimingcipheko (risk-based 3-Year Rolling Strategic Plan) kunye nesicwangciso soPhicotho lwangaphakathi lwemiSebenzi yoNyaka (Annual Operation Internal Audit Plan) zivunyiwe yiKomiti yoPhicotho-zincwadi ngo-2014. IKomiti yoPhicotho-zincwadi ibeke esweni ukwenziwa kwesicwangciso sokusebenza (operational plan) kunye nezenzo zokulungisa zokuqhutywa kolawulo (management's implementation of corrective actions).

IYunithi yoLawulo lwangaPhakathi (Internal Control Unit) leSebe iWCED linika ukhokelo, iingcebiso kunye nolawulo olulungiselweyo (strategic management) ngokunxulumene nezenzo zolawulo lwangaphakathi.

Igxininisa koku:

- *Ukuqinisekisa ngokuphatha ngendlela eyiyo.* Oku kuquka ulungelelwaniso nolungiso lwabathunywa abafanelekileyo nomgaqo-sikhokelo wolawulo (governance framework). Ugxininiso (elements) luqinisekisa ngokuqhutywa kwenzela zokulungisa (corrective controls); eziqinisekisa ngokuqhutywa nokugcinwa kweSistim yoLawulo lweLahleko (Loss Control System) olundindeneyo; ukunika ingxelo, ngekota nangonyaka, malunga nobume bempendulo kwiingxelo zeYunithi yoPhando malunga nemicimbi yemali (Forensic Investigation Unit).
- *Ukunika inkonzo eqinisekisayo.* Oku kubandakanya imicimbi eya kwiKomiti yoPhicotho-zincwadi; ukungasokoliswa kophicotho-zincwadi lwangaPhandle nolwangaPhakathi kunye nokulawulwa kwenkqubo yasemva kophicotho-zincwadi
- *Ukunika imigaqo-sikhokelo (frameworks) ebeka imimiselo, emigaqo-nkqubo neyolawulo kunye neengcebiso malunga nokwenziwa komsebenzi (tactical advice).* Oku kuquka ukuqulunqwa kwesixhobo neendlela emazilandelwe kwanokunikwa kweengcebiso malunga namaxwebhu obuchule obuza kusetyenziswa kunye nemigaqo-nkqubo.

indlela yoqinisekiso oludibeneyo iza kuqhuba nokusetyenziswa ukwenzela ukuba izixhobo ezimbalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo zisemngciphekweni zifanelekileyo. Oku kuquka ukusebenzisana ngokusondeleneneyo phakathi kweYunithi yoLawulo lwangaphakathi (Internal Control Unit) kunye noPhicotho-zincwadi lwangaPhakathi

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 lwenkxaso emayinikwe ezikolweni kunye nendlela abaqhuba ngayo abafundi.

Uxanduva lokuphendula ngokwenziwayo kwinqanaba lesikolo lomelezwe ukususela ngo-2011 ngoMthetho wesi-7 ka-2010 wokuFakela iZilungiso kwiMfundo yeZikolo zePhondo leNtshona Koloni (Western Cape Provincial School Education Amendment Act), oqalise ukusebenza ngoJanyuwari ka-2011.

Uxanduva lokuphendula ngokwenziwayo lunatyiswa ngemisebenzi yokongamela edlalwa liSebe likaNondyabo wePhondo nokaZwelonke (Provincial and National Treasury) ngokwemingxilo enyanzelekileyo yemijikelo yokucwangcisa nokunika ingxelo, mijikelo leyo iquka imiba yezemali nengeyoyamali. Izithuba zokunikwa kwengxelo zezenyanga (umz. eyeemali), ikota okanye unyaka. 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 kwiiprojekthi eziphambili zeSebe iWCED. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle zongeza ekulawuleni 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. Obu budlelwane busekelwe ekumodareyithweni kwangaphakathi kweenkqubo zokuhlola kunye nokunikwa kweenkqubo ezamkelekileyo zeemviwo.

Ngokufanayo nawo onke amasebe karhulumente elizwe jikelele, iSebe iWCED liye lathatha inxaxheba kukubeka esweni iziqalo ezitsha (innovation) zeSebe likaMongameli (Presidency), isiXhobo sokuHlola iNtsebenzo yabaLawuli (Management Performance Assessment Tool (MPAT) eye yaphonononga iinkalo ezi-4 zolawulo, ezizezi: uCwangciselolokusebenza (Strategic Planning), iCandelo lezabaSebenzi, uLawulo nokuThatha uXanduva (Governance and Accountability) kunye noLawulo lweeMali. Ibingumsebenzi oxabisekileyo lo.

UkuHlolwa kweSikolo siPhela (Whole School Evaluation) kusaqhuba nokunika umfanekiso ongapheleli nje kwiimfuno zenxaso zesikolo ngasinye, kodwa wayo nemiba ebonakalisa inkqubo yezemfundo (systemic issues). Izihlandlo zotypelelo ezifutshane ezenziwe kwizikolo ezincinci okanye ezo beziqhuba kakuhle. Ubude obungalinganiyo bezihlandlo zotypelelo benze ukuba kutyelelwe nezinye izikolo. Izikolo zinikwa iikhowudi ngokwemilinganiselo (ratings) yeWSE. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu, ezinikwe eso sikolo kuthethwa ngaso.

Zonke izikolo ziye zagcwalisa iziCwangciso zoPhuculo lweSikolo (SIPs) kwi-intanethi, zinethagethi yeminyaka emi-3, apho bekuchatshazelwa inkqubo yezemfundo; ukugqibelela kolawulo (njengokulawulwa kokungahambi sikolo kootitshala nabafundi kunye nocwangciselso lokufunda); ukufumaneka kwezixhobo kunye nokulungiswa kwesikolo. Izalathi ezingqinelana neethagethi zikazwelonke zihambelana neenkalo ezili-9 ekugxilwa kuzo xa kusenziwa ukuhlolwa kwesikolo siphela. Ixabiso lesicwangciso sophuhliso esinje lelokuba zonke izikolo zigxininisa ekuqhubeni amaphulo ongenelelo loncedo oluphambili lophuculo (key improvement interventions). IiSIP zikwayinxalenye yendlela yokumelwa kukuphendula (accountability system), nanjengoko abo basayina esi sicwangciso iyingqununu, iSGB neSebe iWCED. Izikolo ziye zanika neziCwangciso zokuSebenza (Action Plans) ezibonisa amanyathelo ezinokuwathatha ukufezekisa iithagethi ezibekiweyo.

Ngo-2014/15 kuye kwaBekwa eSweni uPhuculo lweZikolo (School Improvement Monitoring) lwekota, apho bekubekwa imba ephambili yokuxhasa ngezixhobo ukusebenza kwesikolo, umz. ukonyulwa kweeSGB, ukulungela ukuqala unyaka. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha ibinokufumaneka ize isetyenziselwe ukuphucula inkxaso. Ngokukodwa, umzekelo, idatha iye yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa ezikolweni kweencwadi zokusebenzela (workbooks).

2. ULawulo lwemiNgcipheko

IGosa loCwangciso-mali (Accounting Officer) (AO) leSebe leMfundo lithatha uxanduva lokusebenzisa i-Enterprise Risk Management (ERM) ngokungqinelana neNational Treasury Public Sector Risk Management Framework (PSRMF) kunye ne-Directorate Enterprise Risk Management (D:ERM) kwiSebe leNkulumbuso (iSebe iiDotP) ukunika eli Sebe inkonzo yenxaso ecwangciselweyo elawulwa kwandlunkulu.

Ukuhambelana ne-National Treasury Public Sector Risk Management Framework (PSRMF) kwanokumilisela ngaphezulu ulawulo lwelahleko kwiSebe leMfundo, uRhulumente waseNtshona Koloni (Western Cape Government) (WCG) uvume ngokusemthethweni uxwebhu loMgaqo-nkqubo we-ERM (ERM Policy) olucacisa injongo epheleleyo ye-WCG ngokunxulumene ne-ERM. Eli Sebe liye lamkela isiCwangciso-nkqubo seERM (ERM Strategy), evunywe liGosa loCwangciso-mali (Accounting Officer) ngomhla wesi-6 kuMeyi ka-2014 kunye nesiCwangciso sokuQhutywa kweERM (ERM Implementation Plan), esivunywe liGosa loCwangciso-mali ngomhla wesi-8 kuEpreli ka-2014. Esi siCwangciso sokuQhutywa kweERM siye savulela ukusetyenziswa komgaqo-nkqubo weWCG ERM kunye nesiCwangciso-nkqubo seERM yaye sicacisa iindima noxanduva lwabalawuli nabasebenzi abathwaliswe uxanduva lolawulo lwemingcipheko kweli sebe.

Qho ngekota eli Sebe lihlola imingcipheko ebalulekileyo enokuba nefuthe ekufezekisweni kweemfuno zalo, kokubini, imingcipheko yesicwangciso-nkqubo neyeeprogram. Imingcipheko ibekwe ngokokubaluleka ngokusekelwe kwenakho ukwenzeka kunye nefuthe layo (engundoqo neseleyo) kwaza kwavunywa iindlela zoyikuthomalalisa ukwenzela ukunciphisa imingcipheko ibe kumanqanaba amkelekileyo. Imingcipheko emitsha/evelayo iye yachongwa ngethuba lenkqubo yokuhlola kwekota.

ISebe liye laseka iKomiti yoLawulo lwemiNgcipheko yeZiko (Enterprise Risk Management Committee (ERMCO) ukuba lincedisise iGosa loCwangciso-mali ekwenzeni uxanduva lwakhe ngokunxulumene nokulawulwa kwemingcipheko. Le Komiti isebenza phantsi kwemiMiselo yokuSebenza (Terms of Reference) evunyiwe liGosa loCwangciso-mali ngomhla wesi-6 kuMeyi ka-2014. I-ERMCO iye yamkela ubhaliso lwemingcipheko enokuba nobungozi (strategic risk register) yaza yafaka isindululo sokwenziwa kwezinye izinto apho kufanelekileyo. Kuye kwachongwa le mingcipheko iphambili ilandelayo (kunike eyona iphambili emithathu) kunye namanyathelo okuyithomalalisa kulo nyaka uhlolwayo:

Umngcipheko	Indlela yokuwuthomalalisa
1 Kusenokubakho ukungalawuleki kakuhle kolwazi ngenxa yedatha engaphelelanga nengachanekanga efunyenwe ezikolweni, nto leyo inokukhokelela ekungacwangcisinini kakuhle kunye nefuthe elingelihle kwezemali	ISebe iWCED liqhuba uqinisekiso lwedatha olwenziwa ngekota lisebenzisa isixhobo sokuBeka eSweni uPhuculo lweZikolo (SIM) UPhicotho loMgangatho weDatha yeEMIS yePhondo luye lwaqhutywa ngo-2013
2 ISebe iWCED lisenokungabi nabhajethi yaneleyo ngenxa yemeko yezoqoqosho eya isiba mbi, nto leyo inokuchaphazela iinjongo zeli sebe	Ukuxhaswa kwezikolo zeNqanaba 1-3 kwenziwe kwalingana Kuphinde kwachongwa ezinye izikolo ezingama-216 njengezikolo ezingahlawuli fizi Ukuqhutywa kwembuyekazo yoxolelo lweefizi kubafundi abangathathi ntweni
3 Kusenokuqhutywa kakubi ukufunda kumagumbi okufundela ngenxa yokuba ootitshala bengakwazi ukuzisebenzisa kakuhle iincwadi zezifundo (textbooks), nto leyo inokukhokelela kwizinga eliphezulu lokuyeka isikolo/ukungaphumeleli kwabafundi Lo mngcipheko uye wahlolwa ngokutsha waza wahlaziywa ngabaNini bomNgcipheko yaye neendlela zokuwusingatha ziye zahlaziywa. I-EXCO yangowama-26 kuJuni ka-2014 iye yawuhlola lo mngcipheko yaza yazamkela izilungiso.	Amaphulo ongenelelo loncedo kwilitheresi nenyumeresi (isiCwangciso-nkqubo seLITNUM) ayaqhutywa Amagosa atyelela izikolo ukwenzela ukubeka esweni ukusetyenziswa kweencwadi zezifundo INgxelo yesikolo malunga nokusetyenziswa kweencwadi zezifundo ikwiSIM qho ngekota

IKomiti yoPhicotho-zincwadi iye yajonga ngokuzimeleyo ukusebenza kwendlela yolawulo lwemingcipheko lweSebe. Le Komiti yoPhicotho-zincwadi iye yanikwa iingxelo zeKota zenkqubo yeERM kunye nobume (profiles) nobhaliso (registers) lwemingcipheko yamasebe ukuze le komiti ikwazi ukwenza umsebenzi wayo wokujonga ngokuzimeleyo indlela aqhuba ngayo amasebe. Ukuhlola kweKomiti yoPhicotho-zincwadi okujonga inkqubo yolawulo lwemingcipheko kujoliswe kwinkqubo yokuqhutywa kweSicwangciso sokuQhutywa kweERM yoNyaka ngamaSebe nemingcipheko enokuchaphazela umsebenzi (strategic risks) elijamelene nayo iSebe kunye nokujongana nemingcipheko (risk response)/izicwangciso-nkqubo zokujongana nemingcipheko (treatment strategies).

Ifuthe kwintsebenzo yeziko

Ziya zibonakala ngokubonakala iinzuzo zolawulo lwemiNgcipheko yeZiko (Enterprise Risk management). Isigqeba esilawulayo seziko siyawuqonda umsebenzi esimelwe kukuwenza nanjengoko isiso abona bantu bajongene nemingcipheko ngokwamanqanaba abawaphetheyo. Ingxelo enikwa qho nangokuzinzileyo incedisa ekuthomalaliseni imingcipheko apho inokuvela khona. Ingxelo zinceda abalawuli ukuba bagxile kwiinkalo ezibalulekileyo yaye zikhokelela ekwenziweni kwezinto kwangethuba. Isebe liye lafumana uphuculo oluthile ngokwentsebenzo, njengesiphumo sokukhula kolawulo lwemingcipheko.

3. INkohliso nobuQhophololo

URhulumente waseNtshona Koloni wamkele ngokusemthethweni isiCwangciso-nkqubo esiChasene nobuQhetseba (Anti-Corruption Strategy) esingqina isigqibo sokunganyamezeleki nakanye (zero tolerance) kobuqhetseba nobuqhophololo kweli Phondo. ISebe livume ngokusemthethweni isiCwangciso sokuQhutywa kokuThintelwa kweNkohliso (Fraud Prevention Implementation Plan) nesisiqhamo sesiCwangciso sokuThintela iNkohliso (Fraud Prevention Plan).

Amajelo ahlukeneyo okuchaza izityholo zenkohliso nobuqhophololo akho kwaye yaye acaciswe ngokupheleleyo kwisiCwangciso-nkqubo esiChasene nobuQhetseba sePhondo (Provincial Anti-Corruption Strategy) nakwisiCwangciso seSebe sokuThintela iNkohliso (Departmental Fraud Prevention Plan). Isityholo ngasinye esifunyenwe yiForensic Investigation Unit sirekhodwe kwiSistim yokuLawulwa kwamaTyala (Case Management System) nesetyenziswa njengesixhobo sabaphathi sokuchaza inkqubela esele yenziwe malunga namatyala anxulumene nesebe eli kwanokukhupha iinkcukacha-manani zePhondo nezeSebe. Thina siyabakhusela abasebenzi abahlaba umkhosi (blow the whistle) malunga nezenzo ezikrokreleka njengeziyinkohliso, ubuqhophololo nobusela ukuba ingxelo leyo yingxelo ekhuselekileyo (o.k.t. ezezekisa iimfuno zemithetho, umz. yenziwe ngokungaxhibanga kwenza nkohlakalo). Ithuba lokungazichazi igama liyanikwa kuye nawuphi na umntu onqwenela ukuchaza izenzo zenkohliso, ubusela nobuqhophololo kwaye kufuneka oko kwenziwe nguye buqu, iinkcukacha zokuba ungubani zigcinwa ziyimfihlo ngumntu lowo anika ingxelo kuye.

Bakuba buqinisekisiwe inkohliso okanye ubuqhophololo, emva kokwenziwa kophando, abo basebenzi bachaphazelekayo abaye baxelwa njengabathathe inxaxheba kwezi zenzo baya kuthathelwa amanyathelo ngokubizelwa kwiingxoxo zoluleko. Kuzo zonke iimeko ezinjalo, ummeli weWCG oqalisa ngamanyathelo oluleko kufuneka acebise malunga nokugxothwa kwaloo msebenzi uchaphazelekayo. Apho kukho ubungqina obuphathekayo besenzo solwaphulo-mthetho buqatshelweyo, isenzo eso solwaphulo-mthetho sichazwa kwiiNkonzo zaMapolisa laseMzantsi Afrika (South African Police Services).

Ngalo nyaka-mali, iPFS iqhube yagqiba uphando lwamatyala angama-26, ngelixa ali-17 eye adluliselwa kwiSebe ukuze liqhube uphando lwangaphakathi. Amatyala aphantsi amabini (2) aqinisekise ukuba bekwenzeke iNkohliso (Fraud) kunye/okanye nobuQhophololo (Corruption), amatyala ama-6 kula matyala agqityiweyo ukuphandwa aye aqinisekisa ubuQhophololo/ukuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho (Non-compliance) laza elinye (1) lala matyala agqityiweyo ukuphandwa laqinisekisa ukuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho. Elinye (1) lamatyala agqityiweyo ukuphandwa liqinisekise ubuSela kunye/okanye nokuTenxa kwimimiselo kunye/okanye nokuNgalandelwa komthetho.

Amatyala ophando alishumi elinesithandathu (16) kula agqityiweyo aye afuna uphando lwaphambi kweengxoxo (preliminary investigations) yaye olu phando lwaphambi kweengxoxo khangela luzingqine izityholo zeNkohliso, ubuSela nobuQhophololo. Ekupheleni konyaka-mali, ashiyeke eli-14 amatyala asekuhlulwa lwamatyala eSebe.

4. UkuNciphisa ukuNgqubana kwemidla

Qho ngonyaka, okanye ngokokutshintsha kweemeko, amalungu enkonzo yabalawuli abaphezulu kufuneka bazalise baze bangenise ingxelo 'yokungachaphazeleki ekungqubaneni komdla' ('No conflict of interest'). Onke amalungu eKomiti yeeBhidi (Bid Committee) nabo bonke abasebenzi kwiCandelo lokuLawula Thengwa kweMpahla neeNkonzo (Supply Chain Management) kufuneka baphinde benziwe ukhangelo lokungachaphazeleki (clearance checks) emva kokuba befake ezo ngxelo zilindeleke kubo zifunekayo zixela nakuphi ukungqubana komdla, ukwenzela ukuthintela naliphi igosa ekuthatheni inxaxheba kuyo nayiphi iprojekthi okanye umsebenzi onokukhelelwa ekungqubaneni komdla. ISebe lifuna zonke iinkampani ezifaka ibhidi (bidders) zixele ubudlelwane obunokuba bukhona phakathi kwazo nomqeshi okanye abasebenzi besebe. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka afake ingxelo 'yokuNgachaphazeleki ekungqubaneni koMdla' ('No conflict of Interest'). Kulo nyaka-mali sithetha ngawo khangela kubekho kungqubana komdla okunjalo.

5. ImiGaqo yokuZiphatha

Isebe liyayilandela imiGaqo yokuZiphatha yeeNkonzo zikaRhulumente (Public Service Code of Conduct).

UMgaqo-nkqubo woKwamkelwa kweZipho ngamaGosa aseOfisini eSebe leMfundo leNtshona Koloni (Policy on the Acceptance of Gifts by the Office-based Officials of the Western Cape Education Department) uye wagqityezelwa ngomhla wama-27 kuMatshi ka-2013. Lo mgaqo-nkqubo uchaza, phakathi kwezinye izinto, ngesikhokelo ngokubanzi, iRejista yeZipho, iindlela zokuzaliswa weeFomu zokuXela umdla (Declaration Forms), imiBuzo eThanda ukuBuzwa (Frequently Asked Questions) kunye noMgaqo-nkqubo wethemphleyithi yoBhaliso lweZipho (Gift Register template Policy).

6. Ukhuseleko kwezeMpilo neMiba yeNdawo esiNgqongileyo

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mngeni mkhulu yaye iSebe leMfundo lakhe ubudlelwane namanye amasebe ephondo achaphazelekayo ukwenzela ukusingatha lo mba. Ukuzibandakanya koluntu kuhleli kungowona mba uphambili ekulweni nobundlobongela obuchaphazela ezinye zezikolo zethu ezisemngciphekweni omkhulu. ISebe likwanazo neekhamera zeCCTV elizifake kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo ziyibeke esweni intshukumo eyenzekayo.

7. IiKomiti zeePotfoliyo

Awuzichaphazeli lo mba

8. Izigqibo zeScopa

Ingxelo yeKomiti esisiGxina yezeMfundo (Standing Committee on Education) ekhutshwe ngomhla wama-24 kuOktobha ka-2014 imalunga neNgxelo yoNyaka yeSebe leMfundo leNtshona Koloni yonyaka ophele ngowama-31 kuMatshi ka-2014 ishwankathelwe apha ngezantsi.

IKomiti iluthathele ingqalelo uluvo lokuphicotho loMphicothi-zincwadi Jikelele malunga neeNgxelo zeMali zoNyaka (Annual Financial Statement) zeSebe leMfundo zonyaka-mali ka-2013/14, njengezingenamakhwiniba (unqualified opinion), ngxelo ezo ziye zamkelwa ngumphicothi-zincwadi njengezineziphumo ezihambelana nemithetho nemimiselo enxulumene nemiba yokunikwa kweenkonzo, ngokuphathelene neProgram kaZwelonke yokuTysiswa kweZikolo (National Schools Nutrition programme).

Le Komiti ithe ingxelo yophicotho-zincwadi yoMphicothi-zincwadi Jikelele yonyaka-mali ka-2013/14 ibonise ukuphucuka kwengxelo yophicotho xa ithelekiswa neminyaka-mali edlulileyo. Iziphumo zeminyaka edlulileyo bezisusela ekulandelweni kwemithetho nemimiselo yokulawulwa kokuthengwa kweempahla neenkonzo kunye neekhontrakthi kwanolawulo lwenkcitho yonyaka-mali ka-2013/14, ukuya kwiziphumo zokulandelwa kwemithetho nemimiselo yokulawulwa kokuthengwa kweempahla neenkonzo kunye neekhontrakthi kwanolawulo lwenkcitho kwakunye nemiba yokunikwa kweenkonzo yonyaka-mali ka-2011/12.

Le Komiti iye qaphela ukuba iSebe leMfundo leNtshona Koloni lisebenzise iibhiliyoni eziyi-R15,5 zebhajethi yeebhiliyoni eziyi-R15,7, nto leyo ikhokelela kwinkcitho engaphantsi yezigidi eziyi-R166,6 (1,1%) njengoko kubonisiwe kwiphepha lesi-7 lengxelo yonyaka ka-2013/14.

Le nkcitho ingaphantsi yezigidi eziyi-R166,6 ibangelwe kakhulu yile miba ilandelayo iquka:

- Ukulibaziseka ekuvelisweni nasekufakelweni komatshini wokusongela (wrapping machine).

- lindlela zokusebenzisa kakuhle imali apha kwiSebe.
- UkuLibaziseka kokwakhiwa kwamagumbi okusebenzela eteknoloji yokulungisa (mechanical technology) neteknoloji yokuyila (civil technology) kwizikolo zobuChwepheshe zaseSekondari, ngokunjalo nolibaziseko ekuzisweni kwe-hadwe yeinformation and communication technology neetoolkit zemechanical, electrical ne civil technology kwezi zikolo.
- Ulibaziseko kwiprojekthi yeziseko zophuhliso ezingundoqo zeAccelerated School Infrastructure Development Initiative (ASIDI) kwizikolo eziqhelekileyo zikarhulumente.
- Ulibaziseko ekufunweni kwezinto zokufaka (packaging material) zeprogram esalingwayo yobisi kwiProgram kaZwelonke yokuTyiswa kweZikolo.

Le Komiti iye yaqaphela ukuba ulwabiwo-mali lokugqibela lwenkcitho engundoqo lusetyenziswe ngokungaphantsi nge-16,4% (izigidi eziyi-R154,400) kunyaka-mali ka-2013/14 xa kuthelekiswa ne-2,3% (izigidi eziyi-R13 500) zonyaka-mali ka-2012/13. Le nto ibangelwe kakhulu lulibaziseko ekuzisweni komatshini wokusongela obuthengelwa ulungiselelo (administration) lweemviwo kwakunye nenkcitho engaphantsi eyenziwe kulwakhiwo lweziseko zophuhliso, nebangelwe lulibaziseko lokwakhiwa kweeprojekthi ezinkulu kwizikolo ezimbalwa zikarhulumente. Ezi zinto azibanga nakugqitywa ekupheleni konyaka-mali ka-2013/14.

ISebe liye lanconywa yiKomiti ngeziqalo eziqhutyiweyo zokwandisa ukwamkelwa kwabafundi kwiiKholeji zeMfundo noQeqesho oluQhubekayo (FET) eNtshona Koloni. Umphicothi-zincwadi uphinde waqaphela ukuba iSebe liye laphucula ithuba lalo lokuqokelela amatyala ukusuka kwiintsuku eziyi-55,4 ukuya kwiintsuku ezimbini.

ISebe liye lakhuthazwa ukuba ligxile ekuphuculeni indlela eliqhuba ngayo ulawulo lwangaphakathi, nto leyo iphathelele nobunkokeli (uxanduva lokujonga konke okuqhubekayo), iindlela zokulawula ulawulo lwemali nentsebenzo (financial and performance management controls) (ukugcinwa kakuhle kweerekhodi, ulawulo lokuqhutywa nokulungelelaniswa, ukunikwa kweengxelo, ukulandelwa kwemithetho kunye nolawulo lweesystem zeIT), kunye nokuphatha (umphicotho-zincwadi lwangaphakathi).

Malunga nophuculo lomsebenzi wolawulo lwangaphakathi lweSebe, iKomiti iye yalicela iSebe ukuba ligxile kwezi nkalo ziphambili (major areas) zifuna uphuculo, neziqoka:

- IziXhobo zokuXhasa ukuFunda nokuFundisa: Ukuphuculwa kokulawulwa okupheleleyo kokusetyenziswa kweencwadi zezifundo (textbooks) nokugcinakala kwazo ezikolweni.
- UkuLawula nokuPhatha (Management and Governance): Ukuqhutywa kweenkqubo ezilandelwayo zesiqhelo zokusebenza apho kunokubekwa esweni khona ukukwazi ukulawula imali kwezikolo.
- IiGranti eziKhutshwa phantsi kwemiQathango ethile: Ukuqhutywa kweenkqubo ezilandelwayo zesiqhelo zokusebenza ekulawuleni igrathi yeHIV/AIDS neTB.
- ULawulo lwamaShishini aChaphazelekayo (Business Stakeholder Management): Ukubeka umgaqo-sikhokelo (framework) okhokela iinkqubo ekufuneka zilandelwe ekuchongeni, ekubekeni phambili ukwakha kunye nasekuphuculeni ubudlelwane namaqela achaphazelekayo.

Nazi iziGqibo zeSCOPA zonyaka-mali ka-2013/14 zidweliswe kule theyibhile ingezantsi:

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Amaphepha: 128-138 kwiNngxelo yoNyaka</p> <p>Isihloko: "Izigqibo zeSCOPA"</p> <p>Ingcaciso ISebe lizipapashile izigqibo zalo, amanyathelo athathiweyo kwiNngxelo yalo yoNyaka.</p>	<p>IKomiti ivumile ukuba: ISebe lipapasha amazwi okuvula eKomiti ale ngxelo ajongene neli Sebe, uluhlu lwezigqibo kunye noluhlu lweenkcukacha ezicelwe yiKomiti ukuba zivele kwiiNngxelo zemiNyaka ezayo.</p>	<p>ISebe iWCED lipapashe amazwi okuvula eKomiti eNngxelo yoNyaka ka-2013/14, uluhlu lwezigqibo kunye noluhlu lweenkcukacha ezicelwe yiKomiti ukuba zivele kwiiNngxelo yoNyaka ka-2014/15.</p>	<p>Azikho.</p>
<p>Iphepha: 188 kwiNngxelo yoNyaka</p> <p>Isihloko: "Uphicotho lokwenziwa komsebenzi kwiprogram 6 - iMfundo esisiSeko noQeqesho lwabaDala (ABET) lonyaka ophele ngowama-31 kuMatshi ka-2014"</p> <p>Ingcaciso: ISebe lipapashe ucazululo oludweliswe ngokwamacandelo kuquka neendleko zalo.</p> <p>IKomiti iqaphela ukuba olu cazululo lugxile kwiindleko zokuqhutywa komsebenzi (operational costs) ezinxulumene neprogram yeABET.</p>	<p>IKomiti ivumile ukuba: ISebe licacisele iKomiti malunga nonzuzo yocazululo lweendleko eye yafumaneka kwiprogram yeMfundo esisiSeko noQeqesho lwabaDala (ABET) kweli Phondo.</p>	<p>IKomiti yeeAkhawunti zikaRhulumente (Public Accounts Committee) iye yanikwa ingxelo ngomhla wesi-6 kuMeyi ka-2015</p>	<p>Azikho.</p>

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Iphepha: 200 kwiNgxelo yoNyaka</p> <p>Isihloko: "Intlawulo zeeasethi ezinkulu" (capital assets)</p> <p>Ingcaciso: ISebe lipapashe ukucazululwa okudweliswe ngokwamacandelo okuquka iindleko ezinxulunyanisa oomatshini nezixhobo zokuncedisa ekufundeni zonyaka-mali ohlolwayo. IKomiti iye yabuza kwiSebe malunga nemeko yoomatshini bokusebenza kwiZikolo zobuChwepheshe zaseSekondari ezikweli Phondo leNtshona Koloni.</p>	<p>IKomiti ivumile ukuba: ISebe liqinisekisa ukuba zonke iZikolo zobuChwepheshe zaseSekondari (Technical Secondary Schools) zixhotyiswe ngabo bonke oomatshini nezixhobo zokuncedisa ekufundeni, xa ibhajethi yeprogram ivuma.</p>	<p>Iindlela zokwenza ezibekiweyo ukususela ngo-14/15:</p> <p>AbaCwangcisi abaPhezulu beKharithulam (SCP) liSCP kunye nesikolo zichonga izixhobo zokusebenza (tools), izixhobo zokuncedisa ekufundeni (equipment), kunye noomatshini abafunekayo kwisifundo ngasinye ukwenzela ukuba eso sifundo nekharithulam zinikwe ngendlela esebenzayo nephumelelayo. Izikolo zigcwalisa irikhwizishini eneemfuno zazo ngokoluhlu lwezixhobo zokusebenza nezixhobo zokuncedisa ekufundeni (tools and equipment list) olunikwa liSebe iDBE kunye nangokwebhajethi enikwa isikolo eso. IBhajethi yokongeza kwezobuChwepheshe (Technical recap budget) yohlulwa ngokwenani lezikolo ezikule projekthi. Iindlela zokulawula ibhajethi ezisetyenzisiweyo: Ukufakwa kweerikhwizishini</p>	<p>Ukusetyenziswa kakuhle kweemali, okubangelwa ngumgangatho ongcono wezixhobo ezincedisa ekufundeni ezinikwa ngokweengcaciso (specifications). Le nto ibangela ukuba izixhobo zihlale ithuba elide, kunciphe iindleko zokugcina ezi zixhobo zikwimeko eyiyo, kuhle nokuchithwa okungafaneleka nga kwemali kulungiso (repairs) nokutshintshwa kwezixhobo (replacements).</p>

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
		<p>Zonke iimfuno ezivela esikolweni ziyadityaniswa kuze kufakwe irikhwizishini eya kwiSCM njengethenda enye.</p> <p>linkqubo zokuthengwa kwempahla neenkonzo ezenziwa nguNdlukulu Zonke iinkqubo zokuthenga impahla neenkonzo zenziwa yiSCM kwandlunkulu ineengcaciso ezicacileyo nemihla ebekiweyo yokuzizisa. Iingxelo zeveki Umlawuli weprojekthi ubeka esweni inkqubo yokuthengwa kwempahla neenkonzo aze anike ingxelo yobume qho ngeveki eyinika abaLawuli abayiNtloko beZiko (Top Management).</p> <p>Iingxelo zenyanga neengxelo eKota ngokweemfuno zeDoRA. Iingxelo zinikwa iNtloko: yezeMfundo, uDDG: ezeKharityhulam kunye</p>	

UNOBANGELA WENGXAKI/IINKXALABO	IZIGQIBO ZESCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
		<p>noCFO, ngokunjalo neSebe iDBE elithi likhuphe iimali. Le nto yenzelwa ukuqinisekisa ngokunikwa kwempahla neenkonzelo kwaneengxelo malunga nenkcitho.</p> <p>Unxibelelwano neZikolo Izikolo zigcinwa zisazi malunga nokuba ziza kufumana ntoni kwanamaxesha eziya kuyifumana ngawo.</p> <p>Iintlanganiso neSCM Iqela eliqhuba le projekthi lisebenzisana, likwachophela iintlanganiso zenyanga neSCM ukwenzela ukusingatha nayiphi imingeni okanye imiba, umz. ukuziswa kade kwempahla, okanye ukungasebenzi kwenkampani njengoko kubhaliwe kwikhontrakthi.</p>	

UNOBANGELA WENGXAKI/IINKXALABO	IziGqibo zeSCOPA	Inyathelo elithathiweyo kwiziGqibo zeSCOPA kuquka neendleko ezinxulumene noko	Indlela oku okuchaphazela ngayo iminyaka-mali ezayo
<p>Iphepha: 200 kwiNngxelo yoNyaka</p> <p>Isihloko: "ISebe leMfundo esisiSeko"</p> <p>Ingcaciso: ISebe lipapashe ukucazululwa kwegranti ekhutshwa phantsi kwemiqathango ethile enikwe iZikolo zeDinaledi kulo nyaka-mali uhlofwayo. IKomiti iye yaveza inkxalabo malunga nokuba ingakwazi ukubona ukuba zeziphi iimali ebezabelwe iSikolo zeDinaledi ngasinye kunye nexabiso eliphumo kuso.</p> <p>Ngaphezulu, iKomiti inekhala malunga nemeko yeZikolo zeDinaledi, kuba kubonakala ukuba ezinye zezi Zikolo zimana ziphinda ukwenza amatyala amancinci.</p>	<p>IKomiti ivumile ukuba: ISebe malifake ucazululo loluhlu lweSikolo seDinaledi ngasinye ngonyaka-mali ka-2014/15.</p> <p>ISebe liyaqinisekisa ukuba kwenziwa kuze kulandelwe indlela yokuqinisekisa ukuba la matyala mancinci aphindwa zezi Zikolo zeDinaledi ayasingathwa.</p>	<p>IKomiti yeeAkhawunti zikaRhulumente (Public Accounts Committee) iye yanikwa ingxelo ngomhla wesi-6 kuMeyi ka-2015</p>	<p>Azikho.</p>
<p>Amaphepha: 231 kwiNngxelo yoNyaka</p> <p>Isihloko: "Ingxelo ngeegranti eziphuma phantsi kwemiqathango ezifunyenweyo"</p> <p>Ingcaciso: IKomiti iyaqonda ukuba iSebe lifumene ulwabelo-mali oluyi-R1, 639 728 lwegranti ephuma phantsi kwemiqathango ethile kodwa lisebenzise i-R1, 481 734 kuphela kulo nyaka-mali uhlofwayo.</p>	<p>IKomiti ivumile ukuba: ISebe liqinisekise ukuba lisebenzisa lonke ulwabiwo-mali lwebhajethi yeegranti ezikhutshwa phantsi kwemiqathango ethile ngonyaka-mali ka-2014/15.</p>	<p>ISebe lifumene ulwabiwo-mali lwegranti ephuma phantsi kwemiqathango ethile oluyi-R1,794 093 yonyaka-mali ka-14/15, laza lasebenzisa i-R1,779 941 yaloo mali liyabelweyo. Le nto yenza i-99.2% yolwabiwo-mali, xa ithelekiswa ne-90.4% yonyaka ongaphambili.</p>	<p>Azikho.</p>

Uluhlu lweenkcukacha ezifunekayo

ISebe leMfundo leNtshona Koloni linike iKomiti ezi nkcukacha zilandelayo njengoko ibizicelile:

- Ingxelo ecacisiweyo yentlanganiso ebiphakathi kweNtloko yeSebe iWCED kunye noMphathi woCwangciso noLawulo lweziSeko zoPhuhliso (Director for Infrastructure Planning and Management) ngokumalunga nentlanganiso yokuhlolwa kweebhidi (bid adjudication meeting) eyayibanjelwe ukukhupha ithenda ebisiya kwiFilcon Construction. Le ngxelo kufuneka iquke yonke imizuzu yeKomiti yokuHlolwa kweebhidi ngokunjalo nemizuzu yentlanganiso phakathi kweHOD yeSebe iWCED kunye noDirector for Infrastructure Planning and Management.
- Ingxelo ecacisiweyo ecazulula "Abanye abanye abanamatyala", ebekwe kwiphepha lama-219 leNgxelo yoNyaka yeSebe;
- Ingxelo ecacisiweyo ecacisa iinkcitho ezenziwe ngakwiSebe lezoBulungisa noPhuhliso loMgaqo-siseko kunye neCape Teachers' Professional Association (CTPA), eziboniswe kwiphepha lama-237 lale Ngxelo yoNyaka yeSebe.

9. UTshintsho lwaNgaphambili kwiiNgxelo zoPhicotho-zincwadi

Isebe lilungisa isiCwangciso sokuPhuculwa kokuLawulwa kweMali (Financial Management Improvement Plan) (FMIP) esijonge kwimiba yokungalandelwa kwemithetho exelwe nguMphicothi-zincwadi Jikelele. Esi sicwangciso siqinisekisiwe ngokomgangatho yaye noMphicothi-zincwadi Jikelele kuyathethwa naye ngalo mba. Ukunikwa kweengxelo kwengxelo malunga nenkqubela kwikomiti yophicotho lwesebe (Departmental audit committee) nako kwenziwe.

Uhlobo lwekhwiniba (nature of qualification), iinkcukacha ezingaphelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni / ekusombululeni lo mba
Izibophelelo (commitments) ezihlelwe ngokungachanekanga	2013/14	Ukubalwa kwezibophelelo kuye kwabalwa ngokutsha emva kokudibana neSebe likaNondyebo wePhondo (Provincial Treasury) kunye noMphicothi-zincwadi Jikelele kwaza kwalungiswa kumaXwebhu eNgxelo-mali oNyaka ka-2013/2014. Kusetyenziswe iziKhokelo zeSebe likaNondyebo kaZwelonke (National Treasury Guidelines) yaza indlela ezicaciswe ngayo yaqinisekiswa kwiSebe likaNondyebo wePhondo.

Ukunikwa ngokupheleleyo kwengxelo yeSebe (disclosure) - Izibophelelo azivunywanga	2013/14	Ukubalwa kwezibophelelo kuye kwabalwa ngokutsha emva kokudibana neSebe likaNondyebo wePhondo (Provincial Treasury) kunye noMphicothi-zincwadi Jikelele kwaza kwalungiswa kumaXwebhu eNgxelo-mali oNyaka ka-2013/2014.
Ukunikwa ngokupheleleyo kwengxelo yeSebe (disclosure) - UMgaqo-nkqubo woCwangciso-mali (Accounting Policy) awubhalwanga	2013/14	Itthempleyithi evela kwiSebe likaNondyebo kaZwelonke khangela ilifake isolotya lengxelo yokuthile okufunyenweyo (specific disclosure) ebelikade lifakwa kwiminyaka engaphambili. Emva kokuthethana noMphicothi-zincwadi Jikelele, liye lafakwa kumaXwebhu okugqibela eNgxelo-mali yoNyaka.
Ukwahluka okukhoyo kumaXwebhu eNgxelo-mali	2013/14	Amanani eengxelo zokufunyenweyo (disclosures) aphinde abalwa ngokutsha ngokweModified Cash Standards aza alungiswa kumaXwebhu eNgxelo-mali yoNyaka ka-2013/14. Lo mba uye waxoxwa kunye neSebe likaNondyebo wePhondo kunye neSebe likaNondyebo kaZwelonke laza iSebe likaNondyebo kaZwelonke lavuma ukuba izikhokelo zabo mazibhalwe ngenye indlela, nokuba kucaciswe nangakumbi malunga namagumbi angesosigxina ukwenzela ukusombulula le ngxaki.

Uhlobo lwekhwiniba (nature of qualification), iinkcukacha ezingaphelelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni / ekusombululeni lo mba
Isiriyeli/Isidudu asiphakwa kwizikolo ezibini	2013/14	Isetyhula yesebe iye yathunyelwa ngomhla we-9 kuEpreli ka-2014 apho ingongoma 2.5 yale setyhula ibithetha ngokukodwa malunga nalo mba. Itshekhilisti elungisiweyo iphinde yathunyelwa ngomhla wesi-2 kuJulayi ka-2014 ukwenzela ukuxhasa le nkqubo. ICandelo eliyiNtloko (Chief Directorate) lakwaNdlunkulu liza kucela iitshekhilisti ezimbalwa kwiZithili qho ngonyaka ukwenzela ukubeka esweni ukulandelwa komthetho nemimiselo.
Ukubekwa esweni komgangatho wokutya	2013/14	Isetyhula yesebe iye yathunyelwa ngomhla we-9 kuEpreli ka-2014 apho ingongoma 2.5 yale setyhula ibithetha ngokukodwa malunga nalo mba. Itshekhilisti elungisiweyo iphinde yathunyelwa ngomhla wesi-2 kuJulayi ka-2014 ukwenzela ukuxhasa le nkqubo. ICandelo eliyiNtloko (Chief Directorate) lakwaNdlunkulu liza kucela iitshekhilisti ezimbalwa kwiZithili qho ngonyaka ukwenzela ukubeka esweni ukulandelwa komthetho nemimiselo.

10. IYunithi yoLawulo lwangaPhakathi

Ngo-2013/14 iYunithi yoLawulo lwangaPhakathi (Internal Control Unit) ebisandula kumiselwa iye yenza le misebenzi ilandelayo:

Iye yaqhuba inkqubo yokuxhasa ulawulo olululo

Yalawula iSistim yoLawulo lwangaPhakathi oluDibeneyo (Integrated Internal Control System): yagcina yaza yahlaziya idathabheysi yemiGaqo-sikhokelo yezoMthetho (Legal Frameworks) yaza yaqinisekisa nangokuqhutywa kokutshintshaniswa (delegation) kwemigaqo-sikhokelo (framework)

Yagcina irejista yoPhando malunga nemiCimbi yeMali (Forensic Audit): yanika kwiingxelo zenkqubo zamatyala eFIU eya kuNdlunkulu nakwiZithili yaza yaxela kwiSebe leNkulumbuso namalunga nerejista yeFIU yesebe ehlaziyiweyo.

Iqulunqe imigaqo-nkqubo, iindlela emazilandelwe neenkqubo eziphathelene neyunithi yolawulo lwangaphakathi.

Yabeka esweni ukulandelwa kweendlela ezibekiweyo: yalawula yaza yayila isixhobo sokusebenza ngokulandela iindlela ezibekiweyo; yahlaziya esi sixhobo ngokuhambelana nomthetho okhoyo ngoku ukwenzela ukubhaqa iindlela ezinokukhokelela ekuqatshelweni kobuthathaka kule sistim yolawulo lwangaphakathi.

Yaphonononga ukusebenza nokuqhutywa kweendlela ezibekiweyo kwezemali: yagqiba ukuhlola okwenziwa ngaphakathi esebeni; yabeka esweni indlela eziqhuba ngayo iiNkokeli (Champions) zeSCM.

Yaphononongo iirejista zemingcipheko yesebe: yalungisa yaza yagcina irekhodi yeengxelo zemingcipheko; yasebenza neyunithi yeERM kunye noPhicotho-zincwadi lwaNgaphakathi malunga nemingcipheko yesebe.

Ukunikwa kweeNkonzo zoQinisekiso lwemiGangatho

Iququzelele uPhicotho-zincwadi lwangaPhakathi nolwangaPhandle: ibeke esweni inkqubela malunga neengcebiso kwingxelo yabaphathi nakwiingxelo zophicotho-zincwadi lwangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike iingcaciso nengcebiso.

Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yanika izimvo (comments) malunga nobume besicwangciso sophuculo lolawulo lwemali kwiKomiti yoPhicotho-zincwadi

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

11. IKomiti yoPhicotho-zincwadi lwangaPhakathi neKomiti zoPhicotho-zincwadi

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

Ukuvavanya ukufaneleka nokusebenza ngempumelelo, nokufaka igalelo kuphuculo lwenkqubo yolawulo lwemingcipheko;

Ukuncedisa iGosa loCwangciso-mali (Accounting Officer) ekulondolozeni iinkqubo ezisebenza ngobuchule nangempumelelo ngokuhlola ezo nkqubo zolawulo ukuqinisekisa ukusebenza kwazo ngempumelelo nangobuchule, kunye nokunika iingcebiso zokwandisa okanye ukuphucula.

Ezi ziqinisekiso zokwenza (assurance engagements) zilandelayo ziye zavunywa kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/15:

- Imali eya kwizibonelelo zeECD
- SCM - Inkqubo yokuthenga impahla neenkonzo ezingaphantsi kwe-R30 000
- ULawulo lweeKhontrakthi
- IZikim zoThutho lwaBafundi
- ULawulo lweZikolo eziKhuselekileyo (oludluliselwa ukusuka ku-13/14)

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

- Umsebenzi wophicotho-zincwadi wangaphakathi;
- Umsebenzi wophicotho-zincwadi wangaphandle (nguMphicothi-zincwadi Jikelele waseMzantsi Afrika - AGSA);
- UCwangciso-mali kwanokunika ingxelo yeSebe leMfundo;
- Imigaqo-nkqubo yoCwangciso-mali yeSebe leMfundo;
- Ukuhlaziywa (review) kolawulo lweAGSA nengxelo yophicotho-zincwadi;
- Ukuhlaziywa kokuBekwa eSweni kweSebe Phakathi enyakeni;
- Ulawulo lwemiNgcipheko yeSebe;
- ULawulo lwaNgaphakathi;
- IiNjongo ebeziMiselwe kwaNgaphambili;
- Imisebenzi yophando malunga nolawulo nosetyenziso lwemali kakuhle kunye nophando ngokusetyenziswa gwenxa kwemali (Ethics and forensic investigations).

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

Igama	IziQinisekiso zeMfundo	Ngowanga-phakathi okanye ngowanga-phandle	Ukuba ngo-wangaphakathi, isikhundla sakhe apha kwisebe	Umhla woku-qeshwa	Umhla wokur-hoxa	Inani leentlan-ganiso aye kuzo
Mnu. Ronnie Kingwill	CA(SA); CTA; BCom	Ngowanga-phandle	Asikho	1/1/2014	Awukho	8
Njing Estian Calitz	DCom (Economics); BCom (Honours) (Econometrics); MCom (Economics); BCom (Honours) (Economics); BCom	Ngowanga-phandle	Asikho	1/1/2013	Awukho	8
Nkosk Zulpha Abrams	CA(SA) & FIIA SA, CIA	Ngowanga-phandle	Asikho	7/4/2014	Awukho	7
Mnu Linda Nene	BComm (Acc); Post Grad Diploma in Management – Corporate Governance; CCSA; CRMA; CCP; FIIA SA	Ngowanga-phandle	Asikho	1/4/2014 (okwesibini)	Awukho	8
Mnu Luzuko Mdunyelwa	Masters degree in Philosophy; Diploma: Project Management; Masters degree in Public Administration; Public Administration (Honours)	Ngowanga-phandle	Asikho	1/10/2011	30/9/2014	2
Nkosk Rozan Jaftha	CA (SA); CIA	Ngowangap-handle	Asikho	1/10/2014	Awukho	2

12. Ingxelo yeKomiti yoPhicotho-zincwadi

Ingxelo yeKomiti yoPhicotho-zincwadi

Sinenyhwaba yokunika ingxelo yethu yonyaka-mali ophele ngowama-31 kuMatshi ka-2014.

UXanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela kwiSiquendu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente (Public Finance Management Act) noMmiselo weSebe likaNondyebo 3.1.13 IKomiti yoPhicotho-zincwadi ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza njengemimiselo yokusebenza (Terms of Reference), iye yalawula imicimbi yayo ngokuhambelana nale mimiselo kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

UkuSebenza ngeMpumelelo koLawulo lwangaPhakathi

Siye sahlola iziphumo zomsebenzi woPhicotho-zincwadi lwangaPhakathi, ebezisekelwe kuhlolo lwemingcipheko oluqhutywe lisebe.

Ezi ziqinisekiso zokwenza (assurance engagements) zilandelayo ziye zavunywa kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/15:

- UPuhliso lweMfundo yabasaQalayo: Izibonelelo zenkxaso
- ImiSebenzi yabaLawuli bokuThengwa kweMpahla neeNkonzo Ukuthengwa kwempahla neenkonzo ezingaphantsi kwe-R30000
- ImiSebenzi yabaLawuli bokuThengwa kweMpahla neeNkonzo UKwenziwa nokuLawulwa kweKhontrakthi

Le ndibano yeengcebiso (consulting engagement) ivunyiwe kwisiCwangciso soPhicotho-zincwadi lwangaPhakathi luka-2014/2015

- IZikim zoThutho lwaBafundi

Esi siqinisekiso sokusebenza (assurance engagement) silandelayo sidluliselwe ukusuka kwisicwangciso sika-2013/2014 yaye sigqitywa kulo nyaka uqhubayo:

- Ulawulo lwezikolo ezikhuselekileyo

Isicwangciso sophicotho-zincwadi lwangaPhakathi sigqityiwe esalo nyaka.

AbaLawuli bazivumile inkalo ezifuna uphuculo, njengoko ziphawulwe luPhicotho-zincwadi lwangaPhakathi ngethuba lokuqhuba kwabo umsebenzi wabo,. IKomiti yoPhicotho-zincwadi isaqhuba nokubeka esweni ukuqhutywa kwemisebenzi ekuvunyelenweyo ngayo ukuba yenzeke ngokuqhubekayo.

Ulawulo lwaPhakathi enyakeni neNgxelo yeNyanga/yeKota

ISebe leMfundo linike ingxelo yenyanga neyekota kuNondyebo njengoko kufunwayo yiPFMA.

IKomiti yoPhicotho-zincwadi ihlolile yaye yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali nezentsebenzo ezicwangcisiweyo zaza zakhutshwa liGosa loCwangciso-mali leSebe leMfundo kunyaka ophantsi kwengqwalaselo

UkuHlolwa kwamaXwebhu eNgxelo-mali

IKomiti yoPhicotho-zincwadi iye:

- uahlola yaza yaxoxa neGosa loCwangciso-mali (Accounting Officer) kunye noMphicothi-zincwadi Jikelele malunga namaxwebhu engxelo-mali yonyaka anikwe kwingxelo yonyaka;
- yahlola ingxelo yolawulo yoMphicothi-zincwadi Jikelele kunye neempendulo zabalawuli malunga nayo;

- yacinga malunga notshintsho kwimigaqo-nkqubo yolawulo losetyenziso lwemali kunye neenkqubo, apho kufanelekileyo yanika ingxelo malunga noku kumaxwebhu engxelo-mali yonyaka;
- yaqwalasela iinkqubo zeSebe leMfundo isenzela ukuqinisekisa ngokuhambelana nemigaqo yemithetho nemimiselo;
- yahlola ingcaciso yeenjongo esekugqitywe ngazo ngaphambili njengoko kuchaziweyo kwingxelo yonyaka;
- yahlola izilungiso malunga nokubhaliweyo (material adjustments) olususela kuphicotho-zincwadi lweSebe (apho kuyimfuneko);
- Ukuhlola amaxwebhu eengxelo-mali zethutyana (interim financial statements) ezinikwa liSebe izezeenyanga ezintandathu eziphela ngowama-30 kuSeptemba ka-2014.

Uphicotho-zincwadi lwangaPhakathi

IKomiti yoPhicotho-zincwadi isaxhalatyiswa kukungoneli kwezixhobo zophicotho-zincwadi lwangaphakathi lokuqinisekisa malunga nokuchatshazelwa kwazo zonke iinkalo ezisemngciphekweni ophezulu.

Indlela yoqinisekiso oludibeneyo esandula kuvunywa iza kuqhuba nokusetyenziswa ukwenzela ukuba izixhobo ezimbalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo zisemngciphekweni zifanelekileyo.

UkuLawulwa lwemiNgcipheko

ISebe leMfundo lithathe uxanduva olupheleleyo nobunini bokuphunyezwa kwemethodoloji nomsebenzi wolawulo lwemiNgcipheko kwiZiko liPhela (Enterprise-wide Risk Management) (ERM) kwaye le nkqubo ihlolwa qho ngekota yiKomiti yoPhicotho-zincwadi.

INgxelo yoMphicothi-zincwadi Jikelele

Sisihlolile isicwangciso sesebe sokuphunyezwa kwemiba yophicotho-zincwadi eveliswe kulo nyaka uphelileyo yaye sanelisekile kukuba le miba ifezekisiwe ngokwendlela exelwe nguMphicothi-zincwadi Jikelele.

IKomiti yoPhicotho-zincwadi iye yadibana noMphicothi-zincwadi Jikelele kunye neSebe ukwenzela ukuqinisekisa ukuba akukho miba ingalungiswanga ebivele kuphicotho-zincwadi olwenziwe ngokulandela imimiselo (regulatory audit).

IKomithi yoPhicotho-zincwadi iyavumelana noku yaye iyazivuma iziphumo zoMphicothi-zincwadi Jikelele kumaxwebhu engxelo-mali yonyaka, yaye inoluvo lokuba la maxwebhu engxelo-mali yonyaka aphicothiweyo makamkelwe aze afundwe kunye nengxelo yoMphicothi-zincwadi jikelele.

Umbulelo

IKomiti yoPhicotho-zincwadi ingathanda ukuvakalisa umbulelo wayo kuBaphathi beSebe leMfundo, kuMphicothi-zincwadi Jikelele, ISetyana loQinisekiso loMgangatho weZiko (Corporate Assurance Branch) ngentsebenziswano yabo kunye neenkukacha abazinikileyo ukwenzela ukuba sikwazi ukuqulunqa le ngxelo.



Ronnie Kingwill
USihlalo weKomiti yoPhicotho-zincwadi
yeSebe leMfundo: URhulumente weNtshona Koloni
11 Agasti 2015



**ICandelo D
ULawulo kwiCandelo
lezaBasebenzi**

1. IMithetho eLawula uLawulo lwe-HR

Le ngcaciso inikwe kweli candelo imiselwe yiMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations) (iSahluko 1, iCandelo III J.3 no-J.4).

UMthetho wemiQathango esiSiseko yeNgqesho (Basic Conditions of Employment Act), 1997 (uMthetho wama-75 ka-1997),
UMthetho wobuDlelwane phakathi kwabaQeshi nabaSebenzi (Labour Relations Act), 1995 (uMthetho wama-66 ka-1995),
UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)
UMthetho weMpilo noKhuseleko eMsebenzini (Occupational Health and Safety Act), 1993 (uMthetho wama-85 ka-1993),
UMthetho wokuBuyekezwa ngeeNgozi nokuSuleleka ziZifo eMsebenzini (Compensation for Occupational Injuries and Diseases Act), 1993 (uMthetho we-130 ka-1993),
UMthetho wezoMhlala-phantsi waBasebenzi bakaRhulumente (Government Employees Pension Law), 1996 (isiBhengezo sama-21 sika-1996),
UMthetho wezeNgqesho yooTitshala (Employment of Educators Act), 1998, (UMthetho wama-76 ka-1998),
UMthetho weeNkonzo zikaRhulumente (Public Service Act), 1994 (isiBhengezo se-103 sika-1994), kunye
noMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho we-108 ka-1996),
UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)
UMthetho wokuKhuthaza ukuLingana nokuThintela uCalulo oLunomkhethe (Promotion of Equality and Prevention of Unfair Discrimination Act), 2000 (uMthetho wesi-4 ka-2000),
UMthetho wokuKhuthaza ukuFikelela kuLwazi (Promotion of Access to Information Act), 2000 (uMthetho wesi-2 ka-2000),
UMthetho wokuKhuthaza uBulungisa kwezoLawulo (Promotion of Administrative Justice Act), 2000 (uMthetho wesi-3 ka-2000).

2. INtshayelelo

Isishwankathelo semiba yokuLawulwa kwaBantu kwiSebe leMfundo

Ulawulo lwezithuba ezinokwabelwa ootishala kwisebe (affordable educator basket) kweli sebe ngumba obaluleke kakhulu kwimpumelelo yemfundo ezikolweni. Emva kwenkqubo yothethwano olunzulileyo, isebe liye lakhupha ezinye izithuba ezingama-676 zonyaka wokufunda ka-2015, ligxininisa ekuphuculweni komyinge wabafundi/notitshala kwisiGaba esisisiSeko. Kuthathwe amanyathelo okuqinisekisa ukuba umyinge wootitshala/nabantwana ongu-1: 36 ezikolweni zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo.

ISebe liphinde lenyusa inani lootitshala abasisigxina, ngokwenjenjalo linika uzinzo olukhulu apha kwisebe. Isebe lemfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo wezikolo, nto leyo ikhokelele ekucuthweni kootitshala abali-156 abagqithisileyo kumlinganiselo wezikolo kunyaka-mali ka-2014/15, ngokwenjenjalo liqinisekisa ukuba kungadalwa izithuba zootitshala abaza kunikwa izikolo ebezisoloko zibadinga kakhulu.

ISebe linike izintlu ezintathu zezithuba zootitshala kunyaka wesikolo ka-2014, ngokunjalo nezintlu ezikhethekileyo ezifuneka ngamandla zezikhundla zeenqununu.

Imiba ephambili yoLawulo lwaBantu kunyaka ohlolwayo kunye nefuthe lale miba iphambili

1. Ubunkokheli nolawulo lwesikolo:

Ngo-2014 kuye kwanikwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo yokufakwa kwezicelo. Oku kunciphise amathuba athathwe ngootitshala kwizithuba zokubambela, kwanciphisa ukusetyenziswa kwabasebenzi bethutyana, kwafaka igxalaba nakuzinzo lwezikolo.

Ziye zomelezwa iikhrayitheriya zokuqesha kunye nenkqubo yokuqeshwa kweenqununu. Isixhobo soHlolo oluSekelwe kwiZakhono (Competency-Based Assessment) (CBA) sinikwe abalingwa (candidates) abali-104 ukwenzela ekukhankasweni kweeNqununu ngo-2014/15. INgxelo enikwe abantu abafake izicelo ikwancede ekwenziweni kweziCwangciso ezisekelwe kulwazi zokuziPhuhlisa zomntu ngamnye, zisenzelwa iinqununu ezisandula kuqeshwa.

2. Ukunciphisa inani lootitshala bethutyana:

Isebe liqeshe ootitshala abangama-2 134 ngokusisigxina ukususela ngowoku-1 kuJanyuwari ka-2015.

3. Ukuncitshiswa kwenani labasebenzi abakwikhefu elongezelelweyo:

Le nto iye yabekwa phambili ukwenzela ukuhlisa uxinzelelo lwezemali apha kwisebe nokuqinisekisa ukuba abafundi bayaxhamla ekufundisweni ngendlela eyiyo kunye neemeko zokufunda ezizizo. ISebe iWCED lilawula uMgaqo-nkqubo weKhefu lokuNgakwazi kusebenza noMhlala-phantsi othathelwa iMpilo enkenenkene (Policy on Incapacity Leave and Ill-health Retirement) (PILIR) ngokuqinisekisa ukuba eli khefu linikwa kuphela abo bafanelekileyo kulo, yaye akukho kulibaziseka kungeyomfuneko ekuhloleni ukufaneleka kwekhefu okanye akukho zintlawulo zingaphezulu zinikwa abo bangafanelekanga kweli khefu. Ukuqhutywa kwangoko kwamatyala nako kuye kwancedisa ekubuyiseni uzinzo ezikolweni nasekwandisweni komgangatho wokufunda.

Ukucwangciselwa kwabasebenzi kunye nezicwangciso-nkqubo eziphambili zokunika umdla nokukhankasela abasebenzi abanezakhono nabawaziyo umsebenzi

Isebe lisebenzise iinkonzo kunye nobukho babathweswe izidanga befundiswe yiBhasari iFunza Lushaka elungiselelwa liSebe likaZwelonke leMfundo esisiSeko. Ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuDisemba ka-2014, ngama-403 (72%) afakwe ezikolweni ngempumelelo kwabo bafumene ibhasari iFunza Lushaka abangama-559 baka-2013. Ngethuba elisuka kowoku-1 kuJanyuwari ka-2015 ukuya kowama-31 kuMatshi ka-2015 ngama-507 (66.7%) afakwe ezikolweni ngempumelelo kwizithuba zootitshala, kwabo bafumene ibhasari iFunza Lushaka abangama-760 baka-2013. Abanye abafikayo banikwe amathuba alinganayo engqesho esisigxina njengootitshala.

Emva kokuzaliswa kwezithuba zabalawuli abaphezulu, isebe ligxininise kwizigqibo zohlolo olusekelwe kwizakhona (competency based assessment) oluye lwagqitywa ngabafumene aphezulu kwabo bebandakanyeka.

Umgaqo-sikhokelo wolawulo lwentsebenzo yabasebenzi

Isebe lemfundo lamkele laza lathobela imigaqo-nkqubo emiselweyo ngokunxulumene nolawulo lwentsebenzo laza laqinisekisa ukuba bonke ootitshala, abasebenzi, abangootitshala kwakunye nabasebenzi benkonzo karhulumente bakwazi kakuhle okulindelwe nguMqeshi Ngelixa abagqwesileyo ngentsebenzo bewongwa ngeebhonasi zentsebenzo, abangaqhubi kakuhle bayanyanzeleka ukuba bangene kwiinkqubo zokuziphucula.

Iiprogram zentlalo-ntle (wellness) yabasebenzi

Umniki-nkonzo wangaphandle unike inkonzo ngokumalunga noRhulumente wePhondo leNtshona Koloni.

Le program inika inkxaso eqhubelekayo ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (lifestyle needs). Yiprogram egxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, isitresi, ulawulo lwemali, ubudlelwane (relationships), ezomthetho, imicimbi yasekhaya, ukusetyenziswa gwenxa kweziyobisi neengcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (trauma debriefing). Le program kwakhona isingatha imiba yezempilo nentlalo-ntle yabasebenzi (health and wellness of employees) ngokusebenzisa iiNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (Employee Health and Wellness Awareness Days). Injongo yezi ntsuku kukukhuthaza iindlela zokuphila ezisempilweni nokwazisa ngeenkonzo ezinikwa abasebenzi liSebe iWCED. Ngaphezulu, amaPhulo okuKhuthaza iMpilo (Health Promotion Awareness) ayenzeka kwiintsuku eziphawulwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Isebe iWCED belisingathe amaphulo ali-19 eeNtsuku zokuKhuthaza iMpilo neNtlalo-ntle yaBasebenzi (Health and Wellness Awareness Days) laza lanika ulwazi ngokulungiselela iiseshoni ezingama-20 zamaphulo enxaso yasesidlangalaleni (20 advocacy sessions) kwiprogram yentlalontle yabasebenzi enikwe abasebenzi beSebe iWCED ngeli thuba lokunika ingxelo, kwaza kwanikwa inkxaso nakubasebenzi abangama-507 ngethuba leeseshoni ezingama-40 zeeNgccebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (Trauma Debriefing sessions).

Iimpumelelo nemingeni

Isebe lemfundo linike ngamanani ezithuba ezabelwe zonke izikolo ngo-2015 phambi kokuphela kukaAgasti ka-2014. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2015 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Izithuba ezabelwe izikolo ngo-2015 bezisekelwe kumanani abafundi aqinisekisiweyo omhla wama-31 kuJulayi ka-2014.

Isistim yokugaya abasebenzi ngeintanethi (e-Recruitment system) ("Sikhangela oomakhwekhwetha") ("Recruiting the best") iye yaqhutywa ukususela ngoJanyuwari ka-2013. Le sistim ivumela ukuba bonke ootitshala, kuquka nabatsha abasandula kuthwesa izidanga, ukuba bazalise iiprofayile zabo apha kwisistim baze basebenzise eli qonga ukufaka izicelo kwi-intanethi xa kukho izithuba ezibhengeziweyo. Le sistim ize nogqibelelo olukhulu ekulawulweni kwezicelo zomsebenzi. Zonke izithuba ebezingenamntu ngo-2014/15 ziye zapapashwa ngesistim yeintanethi (on-line system). Xa kungoku bangama-37 091 abasebenzisi abasele bebhalisile kule sistim yaye bangam-21 470 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

ISebe iWCED lisebenzise isistim yokuLungiselela umHlala-phantsi eyenziwa kwi-intanethi (Pensions e-Channeling system ukususela ngo-2013. Le sistim ivumela ukutsalwa (withdrawal) kweemali zomhlala-phantsi kusetyenziswa i-intanethi ngabo baxhamlayo yaye le nto iye yalinciphisa kakhulu ithuba elilindwayo lokuhlawula kwesi siboneleyo.

ISebe iWCED liqinisa unxibelelwano ukuqinisekisa ukuba bonke abasebenzi abafumana imbuyekezo ngokusebenza ngaphandle kwakwarhulumente baqala bafake isicelo sokuvunyelwa.

Ngoncedo loPhicotho-zincwadi lwangaPhakathi, isebe liye lenza uMgaqo-sikhokelo wamaQela aChaphazelekayo (Stakeholder Framework) yokuphucula ubuhlelwane bomsebenzi kunye namaqela achaphazelekayo angaphandle afana neemanyano (unions), iqumrhu leenqununu (principals' forum) kunye nemibutho yeebhodi ezilawula izikolo (school governing body associations).

Izicwangciso/iinjongo zeXesha elizayo zokuLawula aBantu

Ukuqaliswa kwesistim ye-e-Recruitment ukusingatha izithuba zomsebenzi zootitshala abasezifisini kwanezabasebenzi beenkonzo zikarhulumente.

Ukuveliswa komba wokufakwa kwezicelo zomsebenzi kwi-intanethi (online applications) okwenziwa ngootitshala abakumaziko emfundo xa befuna ukuya ezikolweni.

Ukuboniswa kweenkcukacha (profiling) kwabo bonke ootitshala ngokwezifundo nezigaba abazifundeleyo kunye nangokwezifundo okanye izigaba abazifundisayo ukwenzela ukuchaphazela ucwangciselelo olululo lwabantu ukwenzela iimfuno zexesha elizayo zootitshala.

3. IiNkcukacha-manani eziPhosakeleyo zemiCimbi yoLawulo lwaBasebenzi

3.1 Inkcitho enxulumene nabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela enxulumene nabasebenzi ephicothiweyo ngokweprogram namacandelo emivuzo. Zicacisa ngokukodwa oku kulandelayo:

- Isixa esichithwe kubasebenzi
- Isixa esichithwe kwimivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi (overtime), izibonelelo zokuthenga izindlu (homeowners' allowances) kunye ne-medical aid.

IProgram	Ekujoliswe kuko yile Program
IProgram 1	Ezolawulo
IProgram 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
IProgram 3	IMfundo yeZikolo eziZimeleyo
IProgram 4	IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa
IProgram 5	IiKholeji zeMfundo noQeqesho oluQhubekayo
IProgram 6	IMfundo noQeqesho olusisiSeko lwabaDala
IProgram 7	UPhuhliso lweMfundo yabasaQalayo
IProgram 8	Uphuculo lweziseko zophuhliso
IProgram 9	Iinkonzo eziNcedisayo neenkonzo eziNxulumene nazo

ITheyibhile 3.1.1 Inkcitho yezabasebenzi ngokweprogram kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

IProgram	Inkcitho ephileleyo (R'000)	Inkcitho yezabasebenzi (R'000)	Inkcitho yezoqeqesho (R'000)	Inkcitho yeenkonzo zootitshala neenkonzo ezizodwa	Inkcitho yezabasebenzi njenge-% yenkcitho ephileleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labaSebenzi
IProgram 1	661 462	325 955	1 259	244 834	1.92	375.52	868
IProgram 2	12 156 510	10 368 302	26 579	754 850	60.99	394.81	35 169
IProgram 3	89 845	0	0	0	0	0	0
IProgram 4	973 642	799 583	0	25 408	4.7	284.85	2 807
IProgram 5	377 865	292 358	0	0	1.72	0	****0
IProgram 6	34 633	*1 770	0	924	0.01	0	****0
		**757	0		0.03	0	
IProgram 7	511 778	6 961	0	59 350	0.36	375.52	165
IProgram 8	1 439 491	6 779	0	257 148	0	484.21	14

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

IProgram	Inkcitho ephetheleyo (R'000)	Inkcitho yezabasebenzi (R'000)	Inkcitho yezoqeqesho (R'000)	Inkcitho yeenkonzo zootitshala neenkonzo ezizodwa	Inkcitho yezabasebenzi njenge-% yenkitho ephetheleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labaSebenzi
IProgram 9	755 870	***504 166	0	12 057	0.18	474.89	1 201
		****65 696	0		0.42		
Zizonke	17 001 096	11 918 627	27 838	1 354 571	70.33	2 389.8	40 224

INGcaciso:

* Inkcitho yezabasebenzi enxulumene neProgram 6 (iMfundo esisiSeko noQeqesho lwaBadala) eya kufikelela kwi-R1,770 yezigidi ibhekiselele kubasebenzi abasisigxina. Ngoko ke, iindleko eziphakathi zabasebenzi zibhekiselele kubasebenzi abaqeshwe isigxina kuphela.

** Isixa se-R0,757 yezigidi sibonisa isixa esinxulumene nenkcitho ephathelele kootitshala abaqeshelwe ukuba bafundise ngokweeyure kumaziko eABET.

*** Inkcitho yezabasebenzi enxulumene neProgram 9 (iNkonzo eziNcedisayo neNkonzo eziNxulumene nazo) efikelela kwi-R504,166 yezigidi, iphathelele kubasebenzi abaqeshwe isigxina. Ngoko ke, iindleko eziphakathi zabasebenzi zibhekiselele kubasebenzi abaqeshwe isigxina kuphela.

**** Isixa se-R65,696 sezigidi sibonisa isixa esimalunga nenkcitho kuBavi/kwiiModareyitha/kuBamakhishi nakubasebenzi bethutyana benkxaso yezolawulo (administrative support) (bokunika inkxaso yeemviwo zeMatrici zika-2014 kwakunye nabasebenzi benkxaso enxulumene neHIV/AIDS).

***** Ezi nkukacha zinikweyo zangomhla wama-31 kuMatshi ka-2015, azibaquki abasebenzi abaqeshwe kwiProgram 5 (iMfundo noQeqesho oluQhubekayo) nakwiProgram 6 (UQeqesho lweMfundo yabaDala). Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho. Inani labasebenzi bezi program limi ngolu hlobo lulandelayo: IProgram 5 inabasebenzi abangama-905 ze i-Program 6 ibe nabasebenzi abasi-8.

ITheyibhile 3.1.2 Inkcitho yezabasebenzi kwimivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Inkcitho yezabasebenzi (R'000)	I-% yeendleko ezipheleleyo zabasebenzi	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (Inqanaba 1-2)	315 081	2.52	101.64	3 100
Abanezakhono (Inqanaba 3-5)	775 059	6.21	158.66	4 885
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	6 907 876	55.85	297.78	23 198
Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	4 364 656	34.97	485.34	8 993
Abaphathi abaphazulu nabaPhathi beZiko (Inqanaba 13-16)	55 469	0.44	1155.60	##48
Bebonke	#12 481 141	100.00	310.29	40 224

INGcaciso:

Inkcitho iyonke yezabasebenzi kwitheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzekshini ezithile ezenziwa ngqo kwiBAS

Inani elipheleleyo labasebenzi elibhalwe kwitheyibhile 3.1.1 no-3.1.2 apha ngasentla liquka abasebenzi beenkonzo zikarhulumente kunye nooitshala. Inani labasebenzi abakwinqanaba lomvuzo 13 – 16 libandakanya amaGosa esiGqeba soLawulo abaqeshwe kwiiKholeji zeMfundo noQeqesho oluQhubekayo

Ezi theyibhile zilandelayo zinika isishwankathelo seprogram nganye (itheyibhile 3.1.3) namacandelo emivuzo (iTheyibhile 3.1.4) yenkitho ekungenwe kuyo ngenxa yemivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi (overtime), izibonelelo zokuthenga izindlu (housing allowance) noncedo lwezonyango (medical assistance). Kwimeko nganye, itheyibhile ibonisa iphesenteji yebhajethi yabasebenzi yezi zinto.

Itheyibhile 3.1.3 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngokweprogram yethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

IProgram	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
IProgram 1	235 340	2.19	5 166	0.05	7 489	0.07	12 583	0.12
IProgram 2	7 851 396	72.91	74	0.00	218 618	2.03	398 229	3.70
IProgram 4	0	0.00	0	0.00	0	0.16	0	0.28
IProgram 5	577 264	5.36	103	0.00	17 538	0.06	30 003	0.10
IProgram 6	222 011	2.06	0	0.00	6 042	0.00	11 272	0.00
IProgram 7	1 357	0.01	0	0.00	54	0.01	36	0.00
IProgram 8	47 461	0.44	0	0.00	950	0.00	2 256	0.02
IProgram 9	4 262	0.04	0	0.00	10	0.09	3	0.00
Zizonke	392 542	3.65	2 691	0.02	9 383	0.09	16 584	0.15

Itheyibhile 3.1.4 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngocandelo lomvuzo yethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		I-Medical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
Abanezakhono (Inqanaba 1-2)	225 310	2.09	67	0.00	14 063	0.13	14 725	0.14
Abanezakhono (Inqanaba 3-5)	554 085	5.15	2 454	0.02	30 971	0.29	42 528	0.39
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	5 223 913	48.51	4 267	0.04	143 434	1.33	271 940	2.53
Abanezakhono eziphezulu zokusuphavayi za (Inqanaba 9-12)	3 291 907	30.57	1 246	0.01	71 434	0.66	141 087	1.31
Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	36 418	0.34	0	0.00	182	0.00	686	0.01
Inani lilonke	9 331 633	86.66	8 034	0.07	260 084	2.42	470 966	4.37

3.1 Ingqesho neZithuba zomsebenzi

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba zika-2014/15.

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

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

- iprogram (itheybhibile 3.2.1) kunye
- necandelo lomvuzo (itheybhibile 3.2.2).

Itheyibhile 3.2.1 Ingqesho nezithuba ngokweprogram ukususela ngowama-31 kuMatshi ka-2015

Iqela labasebenzi	IProgram	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani leziThuba ekuQeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abagqithisileyo kwababelwe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	IProgram 1	943	41	853	9.54	15	868
	IProgram 2	35 028	89	34 941	0.25	228	35 169
	IProgram 4	2 920	8	2 785	4.62	22	2 807
	IProgram 5	0	0	0	0	0	0
	IProgram 6	0	0	0	0	0	0
	IProgram 7	15	0	165	0	0	165
	IProgram 8	0	0	14	0	0	14
	IProgram 9	1,297	37	1 178	9.18	23	1,201
	Inani lilonke	40 203	175	39 936	0.66	288	40 224
Ootitshala	IProgram 1	110	4	111	0.00	7	118
	IProgram 2	28 784	1	28 869	0.00	113	28 982
	IProgram 4	1 837	0	1 830	0.38	12	1 842
	IProgram 5	0	0	0	0.00	0	0
	IProgram 6	0	0	0	0.00	0	0
	IProgram 7	15	0	165**	0.00	0	165
	IProgram 8	0	0	1	0.00	0	1
	IProgram 9	655	5	614	6.26	14	628
	Inani lilonke	31 401	10	31 590	0.00	146	31 736
ABasebenzi beekkonzo zikaRhulumente	IProgram 1	833	37	742	10.92	8	750
	IProgram 2	6 244	88	6 072	2.75	115	6 187
	IProgram 4	1 083	2	955	11.82	10	965
	IProgram 5	0	0	0	0.00	0	0
	IProgram 6	0	0	0	0.00	0	0
	IProgram 7	0	0	0	0.00	0	0
	IProgram 8	0	0	13	0.00	0	13
	IProgram 9	642	32	564	12.15	9	573
	Inani lilonke	8 802	165	8 346	5.18	142	8 488

INGcaciso:

* Kwimeko yootitshala abagqithisileyo kwinani elabelwe ukuqeshwa kwiziko, kubhalwe amanani kuphela abo fitshala ababeqatshelwe ngokufanelekileyo njengabagqithisileyo ngokwesivumelwano esiphakathi komqeshi nomqeshwa.

**IProgram 7: Izithuba zootitshala: bepri-prayimari ziyapheliswa nje ukuba kungabikho bantu baqeshwayo kuzo. ISebe iWCED lamkele ngokusemthethweni umgaqo-nkqubo ezithi ngawo iimali ezinxulumene nezithuba ezishiywe ngabantu endaweni zazo kungena intlawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi boPhuhliso lweMfundo yaBasaqalayo (Early Childhood Development). Ootitshala abali-165 abakwiprogram 7 ngaBasebenzi bePri-prayimari. Aba basebenzi bahlawulwa kwizithuba ezigqithisileyo kwezo zabelwe ukuqeshwa kwiziko.

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

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwecandelo lomvuzo ukususela ngowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba ekuqeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abagqithisiweyo kwababelwe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 259	73	3 257	0.06	35	3 292
	Abanezakhono (Inqanaba 3-5)	4 108	43	3 770	14.92	63	4 614
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 712	37	29 211	11.13	37	28 472
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	4 079	22	3 654	12.61	12	3 798
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	45	0	46	0	2	48
	Inani lilonke	40 203	175	39 936	5.18	142	40 224
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0.00	0.00	0
	Abanezakhono (Inqanaba 3-5)	0	0	0	6.69	0.00	781*
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 560	0	28 146	3.58	0.00	27 370
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 841	10	3 444	0.00	7.00	3 585
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	0	0	0	0.00	0.00	0
	Inani lilonke	31 401	10	31 590	0.00	0.00	31,736
ABasebenzi beNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3,259	73	3,257	0.06	35	3,292
	Abanezakhono (Inqanaba 3-5)	4,108	43	3,770	8.23	63	3 833
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 152	37	1 065	7.55	37	1 102
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	238	12	210	12.61	5	213
	Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	45	0	46	0.00	2	48
	Inani lilonke	8,802	165	8,346	5.18	142	8,488

INGcaciso:

* Ngokumalunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elinelungelo lalo. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, kwenziwa ingqesho yekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala anelungelo lalo.

* Zonke izithuba zootitshala zenzelwe ootitshala abaneziqinisekiso zoqeqesho zemfundo ezipheleleyo (ubuncinane iMatriki neminyaka eyi-3 yoqeqesho) kumlinganiselo osezantsi wamanqanaba emivuzo 6-7. ISebe iWCED linabo ootitshala abathile abaneziqinisekiso zamabanga emfundo ezingaphelelanga kwisistim. Aba ngootitshala abangama-785 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuno zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba titshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.

Itheyibhile 3.2.3 Inggqesho nezithuba ngokwamakhono omsebenzi abaluleke kakhulu ukususela ngowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	Inani lezithuba ezabelwe elo ziko	Inani lezithuba ekuqeshiweyo kuzo	IReyithi yeziThuba	Inani labasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiziko
Alikho	Alikho	Alikho	Ayikho	Alikho
Inani lilonke	Alikho	Alikho	Ayikho	Alikho

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

3.3 UkuZaliswa kweZithuba zeSMS

litheyibhile ezikweli candela zinika ingcaciso ngengqesho nezithuba njengoko ziphathelele kumalungu eNkonzo yaBaphathi abaPhezulu (Senior Management Service) ngokwenqanaba lomvuzo. Ikwanka ingcaciso ngokupapashwa nokuzaliswa kwezithuba zeSMS, izizathu zokungathotyelwa kwemimiselo yexesha elisikiweyo kwanamanyathelo oluleko athathiweyo.

Itheyibhile 3.3.1 Inggcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2015

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngamali				
UMphathi-Jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	8	0	7	87.50	1	33.33
Inqanaba lomvuzo 13	32	0	32	100.00	2	66.66
Inani lilonke	45	0	44	97.78	3	100.00

INGcaciso:
 * Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni.
 * Inani labasebenzi abakwiTheyibhile 3.3.1 abamquki omnye (1) uMphathi oyiNtloko: liKholeji zeFET (SL14) kunye neeCEO ezintandathu (6) (SL13) eziphantsi kweKholeji zeMfundo noQeqesho oluqhubelekayo. Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho.

Itheyibhile 3.3.2 Ingcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2014

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngamali				
UMphathi-Jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	100.00	0	0.00
Inqanaba lomvuzo 15	4	0	4	100.00	0	0.00
Inqanaba lomvuzo 14	9	0	8	88.89	1	33.33
Inqanaba lomvuzo 13	38	0	38	100.00	2	66.66
Inani lilonke	52	0	51	98.08	3	100.00
INGCACISO: <ul style="list-style-type: none"> Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisileyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni. Inani labasebenzi abakwiTheyibhile 3.3.1 abamquki omnye (1) uMphathi oyiNtloko: liKholeji zeFET (SL14) kunye neeCEO ezintandathu (6) (SL13) eziphantsi kweeKholeji zeMfundo noQeqesho oluQhubekayo. Aba bafundi badluliselwe kuPersal (ngowama-26 kaMatshi ka-2015) ukusuka kwiSebe leMfundo leNtshona Koloni ukuya kwiSebe leMfundo ePhakamileyo noQeqesho. 						

ITheyibhile 3.3.3 Inkciitho yezibhengezo nokuzaliswa kwezi zeeSMS kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inqanaba leSMS	Izibhengezo	UkuZaliswa kweZithuba	
	Inani leZithuba zeNqanaba ngalinye eziPapashwa kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuQeshwa kuzo kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuNgaqeshwanga kuzo kwiiNyanga ezi-6 kodwa kuQeshwe zingaphelanga iiNyanga ezili-12
UMphathi-Jikelele/iNtloko yeSebe leMfundo	0	0	0
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0
Inqanaba loMvuzo 15	0	0	0
Inqanaba loMvuzo 14	2	1	1
Inqanaba loMvuzo 13	3	3	0
Inani lilonke	5	4	1

Ittheyibhile 3.3.4 Izizathu zokungathotyelwa kokuzaliswa kwezithuba ezixhaswa ngemali ezingenabantu zeSMS – Ukupapashwa zingadlulanga iinyanga ezi-6 nokuzaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azaba namntu kwithuba lowoku-1 kuEpreli ka-2014 nowama-31 Matshi 2015

Izizathu zokuba izithuba zingabi nakupapashwa kude kudlule iinyanga ezintandathu
Azikho

Izizathu zokuba izithuba zingabi nakuzaliswa kude kudlule iinyanga ezintandathu
Azikho

Qaphela:

* NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (Public Service Regulations Chapter 1, Part VII C.1A.3) amasebe makachaze injongo okanye izizathu esisiso sokungalandeli ukuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo.

Ittheyibhile 3.3.5 Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulanga iinyanga eziyi-12 zithuba lowoku-1 kaEpreli ku2014 nowama-31 kuMatshi ka-2014

Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqo-sikhokelo samaxesha amiselweyo okuzaliswa kwezithuba zeSMS zingadlulanga iinyanga ezili-12
Awekho

Ingcaciso

* NgokweMimiselo yeNkonzo kaRhulumente iSahluko 1, iCandelo VII C.1A.3 (Public Service Regulations Chapter 1, Part VII C.1A.3) amasebe makachaze injongo okanye izizathu esisiso sokungalandeli ukuzaliswa kwezithuba zeSMS singadlulanga isikhokelo samaxesha amiselweyo. Kwimeko apho ungathotyelwanga lo mmiselo, igunya lolawulo elichaphazelekayo okanye intloko yesebe lemfundo mayithathe amanyathelo oluleko afanelekileyo ngokwecandelo 16A(1) okanye (2) soMthetho weNkonzo zikaRhulumente (Public Service Act).

3.4 UkuHlolwa kwemiSebenzi

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

Itheyibhile 3.4.1 UkuHlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Icandelo lomvuzo	Inani eliphelele yo lezithuba zengqesho langowa ma-31 kuMatshi ka-2015	Inani lezithuba ezihloliweyo	I-% yezithuba ezihloliwe ngokwamaCandelo emiVuzo	IziThuba ezoNyuselweyo		IziThuba ezoHliselweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 259	0	0.00	0	0.00	0	0.00
Abanezakhono (Inqanaba 3-5)	4 108	0	0.00	0	0.00	0	0.00
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 712	39	0.14	0	0.00	0	0.00
Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	4 079	18	0.44	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo A (Inqanaba 13)	32	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo B (Inqanaba 14)	8	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo C (Inqanaba 15)	4	0	0.00	0	0.00	0	0.00
AbaLawuli abaPhezulu ICandelo lemiVuzo D (Inqanaba 16)	1	0	0.00	0	0.00	0	0.00
Inani lilonke	40 203	57	0.14	0	0.00	0	0.00
Qaphela: * Zizithuba zeenkonzozo zikarhulumente kuphela ezenziwa iinkqubo zokuhlola kwemisebenzi.							

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

Itheyibhile 3.4.2 Iprofayili yabasebenzi abazikhundla zabo ziye zonyuselwa ngenxa yokuba izithuba abakuzo ziye zonyuselwa ngethuba eliphakathi kowoku-1 kuEpreli ka-2014 nowama-31 kuMatshi ka-2015

Isini	AbaNtsundu	AmaAsia	AbeBala	AbaMhlophe	Inani lilonke
Amabhinqa	0	0	0	0	0
Amadoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0

Abasebenzi abanenkubazeko	0
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Le theyibhile elandelayo ishwankathela inani lamathuba (cases) apho amacandelo omvuzo ohlawulwayo agqithisileyo kwigreyidi eqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwimeko nganye.

Ittheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhono lomsebenzi kwithuba lowoku-1 kuEpreli ka-2014 lowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekiswa ngokuhlolwa komsebenzi	Alikho
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Le theyibhile elandelayo inika isishwankathelo sabaxhamleyo kule miba ingentla ngokohlanga, isini, nenkubazeko.

Ittheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunalawo aqinisekiswa kukuhlolwa komsebenzi kwithuba lowoku-1 kuEpreli ka-2014 lowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abamivuzo yabo igqithisileyo kwiigreyidi eziqinisekiswa ngokuhlolwa komsebenzi	Alikho
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3.5 Utshintsho kwezengqesho

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

Ittheyibhile 3.5.1 Iireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba elisuseka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukusela ngowama-31 kuMatshi ka-2014	Abaqeshiweyo	Ukushiniselwa kwisebe lemfundo	Ukugeshwa nokushiniselwa kwisebe lemfundo	Abayekisiweyo emsebenzini	Abatshiniselwe ngaphandle kwesebe lemfundo	I-% yereyithi yobayekisiweyo emsebenzini nobatshiniselwe ngaphandle kwesebe lemfundo	I-% yereyithi yobayekisiweyo kwagqeshwa abanye
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 315	4 351	1	4 352	4 031	162	4 193	4.90
	Abanezakhono (Inqanaba 3-5)	4 646	5 689	9	5 698	4 028	440	4 468	25.96
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 651	13 874	18	13 892	13 197	944	14 141	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 873	537	9	546	1 301	338	1 639	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	38	2	0	2	2	5	7	0.00

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

Iqela labasebenzi	Icandelo lomvuzo	Inani labasebenzi kwicandelo ngalinye ukususela ngowama-31 kuMatshi ka-2014	Abaqeshiweyo	Ukushintshelwa kwisebe lemfundo	Ukugqeshwa nokushintshelwa kwisebe lemfundo	Abayekisiweyo emsebenzini	Abatshintshelwe ngaphandle kwesebe lemfundo	Abatshintshelwe ngaphandle kwesebe lemfundo	1-% yereyithi yabayekileyo kwagqeshwa abanye
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	9	1	0	2	1	1	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	1	0	1	1	0	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	1	1	0	1	0	0	0	0.00
	Inani lilonke	40 537	24 456	37	24 494	22 561	1 890	24 451	*0.00
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	785	3 794	0	3 794	2 363	67	2 430	174.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 482	13 536	14	13 550	12 950	765	13 715	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 669	482	4	486	1 281	287	1 568	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 936	17 812	18	17 830	16 594	1 119	17 713	0.00
	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 243	4 351	1	4 352	4 031	162	4 193	4.90
iNkonzo zikaRhulumente	Abanezakhono (Inqanaba 3-5)	3 800	1 895	9	1 904	1 665	373	2 038	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 300	338	4	342	247	179	426	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	205	55	5	60	20	51	71	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	38	2	0	2	2	5	7	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	9	1	1	2	1	1	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	1	0	1	1	0	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	1	1	0	1	0	0	0	0.00
	Inani lilonke	8 601	6 644	20	6 664	5 967	771	6 738	0.00

INGcaciso:

Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho naBasebenzi aBagqithisileyo kwiNani elimiseliweyo leZiko (Excess Personnel) yaye ayimbandakanyi uMphathiswa.

ABasebenzi beNkonzo zikaRhulumente nootitshala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi yamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezivela ngenxa yokuhla kwamanani ngokwesiqhelo (natural attrition), ukusweleka, ukonyuselwa, njl., kunye nabasebenzi (ootitshala) abaqeshwe ukuba bangene ezikhundleni zabo bangekhoyo esikolweni kuba bekwikhefu lokugula, ikhefu lokukhulelwa, njl. Oku kuthetha ukuba umsebenzi omnye unokuqeshwa ukuya kutsho kumatyeli amane ngonyaka othile wokunika ingxelo kuba ikhontrakthi nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwekhontrakhi uthathwa njengokuyekiswa emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu lokuyekiswa emsebenzini.

*Ngenxa yokuthutha kwecandelo leMfundo noQeqesho oluQhubekayo (FET), ukudluliselwa kwabasebenzi abaya kwamanye amasebe kunefuthe kwireyithi yabafundi abashiye iSebe iWCED.

Ittheyibhile 3.5.2 lireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo (annual turnover rates) ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	Inani labasebenzi ekuqaleni kwethuba likaEpreli ka-2013	Ukuqeshwa nokutshintshelwa kwisebe lemfundo	I-% yereyithi yabayekisiweyo emsebenzini nabatshintshelwe ngaphandle kwesebe lemfundo	Ireyithi yabayekileyo kwaqeshwa abanye
Inani lilonke	Alikho	Akukho	Ayikho	Ayikho

Le theyibhile ilapha ngezantsi ibonisa izizathu ezibalulekileyo ezibangele ukuba abasebenzi balishiye isebe lemfundo.

Ittheyibhile 3.5.3.1 Izizathu zokuba abasebenzi balishiye isebe lemfundo kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela	Uhlalo lokuyekiswa emsebenzini	Inani laBasebenzi	I-% yabaMkileyo beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka-2015
Bonke abasebenzi	Ukusweleka / Ukuphela	126	0.52	0.31
	Ukurhoxa emsebenzini	1 360	5.56	3.38
	Ukuphelelwa kwekhontrakhi	19 874	81.25	49.41
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	12	0.05	0.03
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	73	0.30	0.18
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	100	0.41	0.25
	Ukuthatha umhlala-phantsi	1 015	4.15	2.52
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	10	0.04	0.02
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	1,890	7.73	4.70
	Inani lilonke	24 461	100.00	60.81
Ootitshala	Ukusweleka / Ukuphela	84	0.47	0.26
	Ukurhoxa emsebenzini	1 138	6.42	3.59
	Ukuphelelwa kwekhontrakhi *	14 456	81.57	45.55
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	12	0.07	0.04
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	39	0.22	0.12
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.01	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	71	0.40	0.22
	Ukuthatha umhlala-phantsi	793	4.47	2.50
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	10	0.06	0.03
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	1,119	6.31	3.53
	Inani lilonke	17 723	100.00	55.85
ABasebenzi beeNkonzo zikaRhulumente	Ukusweleka / Ukuphela	42	0.62	0.49
	Ukurhoxa emsebenzini	222	3.29	2.62
	Ukuphelelwa kwekhontrakhi *	5 418	80.41	63.83
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	34	0.50	0.40
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	29	0.43	0.34
	Ukuthatha umhlala-phantsi	222	3.29	2.62
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	771	11.44	9.08
	Inani lilonke	6,738	100.00	0.49

Qaphela:
Inani "LokuPhelwa kweKhontrakhi yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kunye nababanye abaqeshi. Eli nani liphezulu ngenxa yokuba iSebe iWCED linomgaqo-nkqubo othi ulandelwe xa kuqeshwa abasebenzi ngekhontrakhi yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo wezivumelwano ezichaphazelekayo zemivuzo neminye imiba (collective agreements) ezinokusetyenziswa ngeenjongo zokuzaliswa kwezi zithuba ngokusisigxina kwangoko kangangoko. Ngaphezulu, makuqatshelwe ukuba kuqeshwa ootitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abasekondwayo. Elona thutyana lifutshane lengqesho malunga notitshala ziveki ezimbini.

ItheYibhile 3.5.3.2 Izizathu zokurhoxa kwabasebenzi emsebenzini kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela	Uhlobo lokuyekiswa emsebenzini	INani labo bonke abaSebenzi	I-% yabaMkileyo beBonke
Bonke abasebenzi	Ubudala	10	0.74
	Impilo ebuthathaka	18	1.32
	Imbuyekezo engcono	77	5.66
	Ukuphelelwa kwekhontrakthi	2	0.15
	Iingxaki zasekhaya	2	0.15
	Ukufudukela kwenye indawo	9	0.66
	Ukuqhubela phambili ngezifundo	10	0.74
	Ukuba yinkosikazi ehlala ekhaya	2	0.15
	Ukwenzakala emsebenzi	1	0.07
	Umtshato	3	0.22
	Uhlobo lomsebenzi	108	7.94
	Akukho sizathu (ubkhulu becala "ukuphelelwa kwekhontrakthi")	45	3.31
	Amanye amasebe emfundo	2	0.15
	Omnye umsebenzi	95	6.99
	Ishishini elilelakhe	1	0.07
	Izikhhalazo zobuqu	18	1.32
	Ukurhoxa kwisithuba somsebenzi	956	70.29
	Ukutshintshelwa Kwenye iSistim	1	0.07
	Inani lilonke	1,360	100.00
Oofishala	Ubudala	7	0.51
	Impilo ebuthathaka	15	1.10
	Imbuyekezo engcono	62	4.56
	Ukuphelelwa kwekhontrakthi	1	0.07
	Iingxaki zasekhaya	1	0.07
	Ukufudukela kwenye indawo	9	0.66
	Ukuqhubela phambili ngezifundo	10	0.74
	Ukuba yinkosikazi ehlala ekhaya	2	0.15
	Ukwenzakala emsebenzi	1	0.07
	Umtshato	3	0.22
	Uhlobo lomsebenzi	89	6.54
	Akukho sizathu (ubkhulu becala "ukuphelelwa kwekhontrakthi")	40	2.94
	Amanye amasebe emfundo	2	0.15
	Omnye umsebenzi	68	5.00
	Ishishini elilelakhe	1	0.07
	Izikhhalazo zobuqu	16	1.18%
	Ukurhoxa kwisithuba somsebenzi	811	59.63
	Ukutshintshelwa Kwenye iSistim	0	0.00
	Inani lilonke	1,138	83.68
ABasebenzi beNkonzo zikaRhulumente	Ubudala	3	0.22
	Impilo ebuthathaka	3	0.22
	Imbuyekezo engcono	15	1.10
	Ukuphelelwa kwekhontrakthi	1	0.07
	Iingxaki zasekhaya	1	0.07
	Ukufudukela kwenye indawo	0	0.00
	Ukuqhubela phambili ngezifundo	0	0.00
	Ukuba yinkosikazi ehlala ekhaya	0	0.00
	Ukwenzakala emsebenzi	0	0.00
	Umtshato	0	0.00
	Uhlobo lomsebenzi	19	1.40
	Akukho sizathu (ubkhulu becala "ukuphelelwa kwekhontrakthi")	5	0.37
	Amanye amasebe emfundo	0	0.00
	Omnye umsebenzi	27	1.99
	Ishishini elilelakhe	0	0.00
	Izikhhalazo zobuqu	2	0.15
	Ukurhoxa kwisithuba somsebenzi	145	10.66
	Ukutshintshelwa Kwenye iSistim	1	0.07
	Inani lilonke	222	16.32

Itheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, oku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iminyaka yobudala	Ukurhoxa emsebenzini - Bonke aBasebenzi	Bonke aBasebenzi - i-%	Ukurhoxa emsebenzini - Ootitshala	Ootitshala - i-%	UkuRhoxa emsebenzini - Abasebenzi beeNkonzo zikaRhulument e	ABasebenzi beeNkonzo zikaRhulument e - i-%
Iminyaka yobudala engama-20 >	0	0.00	0	0.00	0	0.00
Iminyaka yobudala engama-20 ukuya kuma-24	37	2.72	35	3.08	2	0.90
Iminyaka yobudala engama-25 ukuya kuma-29	146	10.74	134	11.78	12	5.41
Iminyaka yobudala engama-30 ukuya kuma-34	87	6.40	70	6.15	17	7.66
Iminyaka yobudala engama-35 ukuya kuma-39	88	6.47	73	6.41	15	6.76
Iminyaka yobudala engama-40 ukuya kuma-44	206	15.15	173	15.20	33	14.86
Iminyaka yobudala engama-45 ukuya kuma-49	270	19.85	236	20.74	34	15.32
Iminyaka yobudala engama-50 ukuya kuma-54	228	16.76	173	15.20	55	24.77
Iminyaka yobudala engama-55 ukuya kuma-59	214	15.74	179	15.73	35	15.77
Iminyaka yobudala engama-60 ukuya kuma-64	79	5.81	61	5.36	18	8.11
Iminyaka yobudala engama-65 >	5	0.37	4	0.35	1	0.45
Inani lilonke	1 360	100.00	1 138	100.00	222	100.00

Itheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela: owoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani elipheleleyo labasebenzi abazigqatsele ukuthatha iiphakheji zokuyeka emsebenzini ngokuzithandela ngo-2014/2015	10
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Itheyibhile 3.5.4 Ireyithi zokonyuselwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Umsebenzi	Abasebenzi ngowoku-1 kaEpreli ka-2014	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokomsebenzi	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokomsebenzi
Inani lilonke	Abekho	Alukho	Alukho	Alukho	Alukho

Itheyibhile 3.5.5 Ukonyuselwa ngokwamacandelo emivuzo kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela labasebenzi	Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Bonke abasebenzi	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 315	13	0.40	1 631	50.29
	Abanezakhono (Inqanaba 3-5)	4 646	354	7.47	3 281	69.25
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 651	988	4.22	17 171	73.30
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 873	1 268	13.97	8 256	90.96
	AbaLawuli abaPhezulu (Inqanaba 13-16)	52	0	0.00	41	77.36
	Inani lilonke	40 537	2 623	6.47	30 380	74.94
Ootitshala	Abanezakhono ezisenzantsi (Inqanaba 1-2)	0	0	0	0.00	0
	Abanezakhono (Inqanaba 3-5)	785	938	3	0.32	98
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 482	22 126	931	4.21	16 446
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 669	8,872	1 240	13.98	8 106
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0.00	0
	Inani lilonke	31 936	31 936	2 174	6.81	24 650
iInkonzo zikaRhulumente	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 243	13	0.40	1 631	50.29
	Abanezakhono (Inqanaba 3-5)	3 800	351	9.24	3 183	83.76
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 300	57	4.38	725	55.77
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	205	28	13.66	150	73.17
	Abaphathi abaPhezulu (Inqanaba 13-16)	52	0	0.00	41	77.36
	Inani lilonke	8 601	449	5.22	5 730	66.62

3.6 UbuLungisa kwezeNgqesho (Employment Equity)

Itheyibhile 3.6.1 Inani elipheleleyo labasebenzi (kubandakanywa nabasebenzi abaneenkubazeko) kudidi lomsebenzi ngalunye kwezi zilandelayo ngokwangowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	6	1	3	1	1	1	1	0	0	14
Abaphathi abaphezulu (Inqanaba 13)	2	10	1	7	3	7	0	4	0	0	34
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	126	634	9	284	74	173	6	100	0	0	1,406
Abasebenzi abanobuchule bobu-chwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisenzantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	599	3 569	36	860	1 483	5 007	50	2 134	4	8	13 750
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1 223	2 556	10	654	3 965	7 878	61	3,243	68	35	19 693
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	627	2 042	3	113	440	1 911	1	164	16	10	5 327
Inani lilonke	2 577	8 817	60	1 921	5 966	14 977	119	5 646	88	53	40 224

Itheyibhile 3.6.2 Inani elipheleleyo labasebenzi (abaneenkubazeko) kwicandelo lemivuzo ngalinye kula alandelayo ngokwangowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	0	0	0	1	0	0	0	0	0	0	1
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	2	2	0	1	0	1	0	4	0	0	10
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1	1	0	1	1	2	0	2	0	0	8
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	2	4	0	0	1	3	0	0	0	0	10
Inani lilonke	5	7	0	3	2	6	0	6	0	0	29

Itheyibhile 3.6.3 Ukugaya abasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	2	0	1	0	0	0	0	0	0	3
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	1	0	0	0	1	0	0	2
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	14	50	0	18	12	25	0	22	0	0	141
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	63	743	5	89	290	988	11	203	2	1	2 395
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	912	1 999	16	399	2 862	5 908	60	2 323	253	97	14 829
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	607	2 264	3	174	674	2750	1	468	98	47	7 086
Inani lilonke	1 596	5,058	24	682	3 838	9 671	72	3 017	353	145	24 456

Itheyibhile 3.6.4 Ukonyuselwa kwabasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amado da	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	13	67	0	26	10	11	0	15	0	0	142
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	127	496	3	102	326	771	3	160	1	1	1 990
Abanezakhono ezingephi nabano-kuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	10	44	0	7	31	96	0	31	0	1	220
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	28	119	0	1	13	107	0	2	0	0	270
Inani lilonke	178	726	3	136	380	985	3	208	1	2	2 622

Itheyibhile 3.6.5 Ukuyekiswa emsebenzini kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amadoda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	1	0	1	0	0	0	0	0	0	2
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	1	1	0	0	0	0	0	2
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	25	104	0	43	24	30	1	32	0	0	259
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	115	946	9	154	464	1 355	8	344	0	2	3 397
Abanezakhono ezingephi nabano-kuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	821	1 776	11	324	2 615	5 477	47	2 011	261	98	13 441
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	496	1 964	3	117	411	2 080	0	246	95	48	5 460
Inani lilonke	1 457	4 791	23	640	3 515	8 942	56	2 633	356	148	22 561

Itheyibhile 3.6.6 Amanyathelo oluleko ethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inyathelo lesoluleko	Amadoda				Amabhinqa				Inani lilonke
	AbaNtsundu	AbeBala	AmaNdiya	AbaMhlophe	AbaNtsundu	AbeBala	AmaNdiya	AbaMhlophe	
Ngazo zonke iintlobo	57	193	0	21	46	106	0	9	0

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	8	9	1	2	6	8	0	0	34
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	323	756	3	441	501	1 010	17	507	3 558
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	538	880	10	514	1 045	3 343	43	1 584	7 957
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqibo (Inqanaba 4-7)	51	105	3	65	114	229	1	106	674
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	73	121	0	4	27	57	0	11	293
Xa ewonke edibene	993	1 871	17	1 026	1 693	4 647	61	2 208	12 516

Qaphela:
Akukho kungqinelana phakathi koMgaqo-sikhokelo sokuLungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) ekunikwe ingxelo ngaso kwii-SETA kunye neendidi zemisebenzi edweliswe ephantsi kwemiGaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

3.7 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS

Onke amalungu eSMS makaqukumbele aze asayine izivumelwano zentsebenzo ezinamaxesha aqiqingqiweyo. Ingcaciso malunga nokusayinwa kwezivumelwano zentsebenzo ngamalungu eSMS, izizathu zokungathobeli amaxesha aqiqingqiweyo kunye namanyathelo oluleko athathiweyo ayacaciswa apha.

Itheyibhile 3.7.1 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS ngokwangowama-31 kuMeyi ka-2014

Inqanaba leSMS	Inani lezithuba zeSMS ezixhaswa ngemali ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leziVumelwano zeNtsebenzo ezisayiniweyo ngokwenqanaba ngalinye	IziVumelwano zeNtsebenzo ezisayiniweyo njenge-% yamalungu eSMS ngokwenqanaba ngalinye
UMphathi-Jikelele/INTloko yeSebe leMfundo	1	1	1	100.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00
Inqanaba loMvuzo 15	4	4	4	100.00
Inqanaba loMvuzo 14	9	8	8	100.00
Inqanaba loMvuzo 13	38	34	34	100.00
Inani lilonke	52	47	47	100.00

Ingcaciso:

* Ngenxa yokuba u-2014 ibingunyaka wonyulo, iziVumelwano zeNtsebenzo ziye zagqitywa gowama-31 kuAgasti ka-2014.

* Ngokwangowama-31 kuMeyi ka-2014, ezi CEO zintandathu (6) zinxulunyaniswa neekholeji zeMfundo noQeqesho oluQhubekayo ziye zayinxalenye yolwabiwo lwezithuba zeSebe iWCED, kodwa ngenxa yokuba bekulindelwe ukuba zifhantshelwe kwiSebe leMfundo ePhakamileyo noQeqesho, khangela kufuneka ukuba bazizalisekise iziVumelwano zeNtsebenzo zabo zeSebe iWCED.

Itheyibhile 3.7.2 Izizathu zokungazalisekiswa kweziVumelwano zeNtsebenzo zawo onke amalungu eSMS ngokwangowama-31 kuMeyi ka-2014

Izizathu
Azikhona

Itheyibhile 3.7.3 Amanyathelo oluleko athathwe ngakumalungu eSMS ngokungazalisekiswa kweziVumelwano zeNtsebenzo ngokwangowama-31 kuMeyi ka-2014

Izizathu
Azikhoh

3.8 AmaBhaso okuKhuthaza iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso okukhuthaza intsebenzo alandelayo, anikwe abasebenzi ngentsebenzo yabo ngethuba lika-2012/13, kodwa ahlawulwa kulo nyaka-mali uhlohlwayo. Ezi nkcukacha zinikwa ngokohlango, isini kunye nenkubazeko (Itheyibhile 3.8.1) namacandelo omvuzo (Itheyibhile 3.8.2.).

Itheyibhile 3.8.1: Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo ngethuba elisusela kowoku-1 kuEprelika-2014 ukuya kowama-31 kuMatshi ka-2014

Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemvuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemvuzo
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 243	1 631	50.29
Abanezakhono (Inqanaba 3-5)	4 738	3 281	69.25
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 426	17 171	73.30
Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	9 077	8 256	90.96
Abaphathi abaphezulu (Inqanaba 13-16)	53	41	77.36
Inani lilonke	40 537	30 380	74.94

Itheyibhile 3.8.2: Amabhaso okukhuthaza intsebenzo ngokokunyuselwa kweenotshi ngethuba elisusela kowoku-1 kuEprelika-2014 ukuya kowama-31 kuMatshi ka-2015

Amakhono omsebenzi abalulekileyo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemvuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemvuzo
-	Abekho	Akukho	Akukho
Inani lilonke	Abekho	Akukho	Akukho

Itheyibhile 3.8.3 AmaBhaso okuKhuthaza iNtsebenzo ngokohlango, isini nenkubazeko kwithuba eslisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Uhlanga neSini	IProfayile yabaXhamlayo			Iindleko	
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-5 yenani elipheleleyo kweli qela	Iindleko	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo
AbaNtsundu	200	1 663	12.03	1 408.36	7.04
Amadoda	83	791	10.49	492.88	5.94
Amabhinqa	117	872	13.42	915.48	7.82
AbeBala	1 057	6 050	17.47	9 721.82	9.20
Amadoda	367	2 604	14.09	3 257.53	8.88
Amabhinqa	690	3 446	20.02	6 464.29	9.37
AmaNdiya	9	27	33.33	415.98	16.22
Amadoda	1	11	9.09	10.56	10.56
Amabhinqa	8	16	50.00	135.43	16.93
Abamhlophe	270	844	31.99	3 071.14	11.37
Amadoda	40	182	21.98	568.50	14.21
Amabhinqa	230	662	34.74	2 502.64	10.88
Abasebenzi abanenkubazeko	6	17	35.29	50.71	8.45
Inani lilonke	1,542	8,601	17.93	14 398.01	9.34

Itheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo kubasebenzi abangaphantsi kweNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowamai-31 kuMatshi ka-2015

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			lindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elikuma-candelo emivuzo	lindleko (R'000)	lindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	lindleko nge-% yenkcitho epheleleyo yabasebenzi
ABasebenzi beeNkonzo zikaRhulumente						
Abanezakhono ezisezantsi (Inqanaba 1-2)	252	3 315	8.00	1 203	4.77	0.38
Abanezakhono (Inqanaba 3-5)	784	3 861	20.00	5 824	7.43	0.75
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	427	1 169	37.00	5 026	11.77	0.07
Abanezakhono eziphezulu zokusuphwayiza (Inqanaba 9-12)	65	204	32.00	1 630	25.07	0.04
Inani lilonke	1 528	8 549	18.00	13 683	8.95	1.24

Itheyibhile 3.8.5 AmaBhaso okukhuthaza intsebenzo anikwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono lomsebenzi elibalulekileyo	IProfayile yabaXhamlayo			lindleko	
	Inani labaxhamlayo	Inani labasebenzi	I-% yenani elipheleleyo ngokwekhono	Inkcitho epheleleyo (R'000)	lindleko eziphakathi ngokomsebenzi ngamnye
Inani lilonke	Alikho	Alikho	Ayikho	Ayikho	Azikho

Itheyibhile 3.8.6 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), anikwa ngokwe ngokwecandelo lomvuzo kwiNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowamai-31 kuMatshi ka-2015

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			lindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elikuma-candelo emivuzo	lindleko (R'000)	lindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	lindleko nge-% yenkcitho epheleleyo yabasebenzi
ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	12	39	31.00	596	49.66	1.07
ICandelo leeNkonzo zabaLawuli abaPhezulu B (Inqanaba 14)	2	9	22.00	119	59.53	0.21
ICandelo leeNkonzo zabaLawuli abaPhezulu C (Inqanaba 15)	0	4	0.00	0.00	0.00	0.00
ICandelo leeNkonzo zabaLawuli abaPhezulu D (Inqanaba 16)	0	1	0.00	0.00	0.00	0.00
Inani lilonke	14	53	26.00	715	51.07	1.28

Qaphela: Ukwabiwa kweSMS yentsebenzo enxulumene namabhaso kugaphezu kwe-20% yendlela yokusasaza amabhaso (distribution curve), kodwa kunikwa umlawuli ophezulu otshintshelwe kwisebe lemfundo ekupheleni komjikelo wentsebenzo waza wafumana ireyithingi ephezulu yentsebenzo kwisebe asuka kulo kwangokufanayo nomlawuli ophezulu osekondliweyo.

3.9 AbaSebenzi baMazwe aNgaphandle

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

ITheyibhile 3.9.1 AbaSebenzi bamazwe angaphandle ngokwecandelo lemivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iqela laBas	Icandelo lomvuzo	1 kuEpreli ka-2013		31 kuMatshi ka-2014		Itshintshi	
		Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% ngokwe-Candelo loMvuzo
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	2	1.78	3	2.13	1	0.00
	Abanezakhono (Inqanaba 3-5)	57	34.32	58	24.82	1	82.14
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	104	59.17	100	68.79	-4	10.71
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	7	4.73	8	4.26	1	7.14
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	170	100.00	169	100.00	-1	100.00
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	55	33.95	55	24.44	0	81.48
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	103	61.11	99	71.11	-4	11.11
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	7	4.94	8	4.44	1	7.41
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	165	100.00	162	100.00	-3	100.00
iInkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2	42.86	3	50.00	1	0.00
	Abanezakhono (Inqanaba 3-5)	2	42.86	3	33.33	1	100.00
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	1	14.29	1	16.67	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	0	0.00	0	0.00	0	0.00
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	5	100.00	7	100.00	2	100.00

ITheyibhile 3.9.2 AbaSebenzi bamazwe angaphandle ngokwekhono lomsebenzi eliphambili kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Ikhono loMsebenzi eliPhambili	1 kuEpreli ka-2014		31 kuMatshi 2015		Itshintshi	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yetshintshi
Abaqeqeshelwe umsebenzi othile	14	8.28	16	11.35	2	3.07
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	0.59	1	0.71	0	0.12
Oomabhalana	1	0.59	1	0.71	0	0.12
Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	153	90.53	123	87.23	-30	-3.3
Inani lilonke	169	100.00	141	100.00	-28	0

3.10 Ukusetyenziswa kwekhefu

IKomishoni yeeNkonzo zikaRhulumente (Public Service Commission) iqaphele imfuno yokubekwa esweni ngobunono kwekhefu lokugula kwiinkonzo zikaRhulumente. Ezi theyibhile zilandelayo zibonisa ukusetyenziswa kwekhefu lokugula nekhefu lenkubazeko. Kuzo zombini ezi meko, iindleko eziqikelelwayo zekhefu nazo zichaziwe.

Itheyibhile 3.10.1 Ikhefu lokugula lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	INani labaSebenzi abasebenzisa ikhefu lokugula	I-% yenani elipheleleyo labaSebenzi abasebenzisa ikhefu lokugula	Iintsuku eziphakathi ngomsebenzi ngamnye (ogulayo)	Iintsuku eziphakathi ngomsebenzi ngamnye (bonke) iindleko	Eziqikelelwayo (R'000) kwiintsuku ezingama-261
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 830	85.59	2 015	3 165	7.00	8	5	4 689
	Abanezakhono (Inqanaba 3-5)	26 803	84.21	3 133	4,812	10.88	9	6	11 831
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	137 071	80.08	17 040	23 276	59.18	8	6	117 579
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	57 416	82.84	6 570	9 674	22.82	9	6	73 478
	Abaphathi abaPhezulu (Inqanaba 13-16)	158	70.25	35	53	0.12	5	3	404
	Inani lilonke	237 278	81.58	28 793	40 980	100.00	8	6	207 981
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	2 473	75.94	436	859	1.91	6	3	1 289
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	127 416	79.97	16 003	21 992	70.12	8	6	110 333
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	56 200	82.99	6 383	9 445	27.97	9	6	71 850
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0	0.00	0	0	0
	Inani lilonke	186 089	79.63	22 822	32 296	100.00	8	6	183 472
Iinkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 830	85.59	2 015	3 165	33.75	8	5	4 689
	Abanezakhono (Inqanaba 3-5)	24 330	85.05	2 697	3 953	45.17	9	6	10 542
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	9 655	81.55	1 037	1 284	17.37	9	8	7 246
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	1 216	75.90	187	229	3.13	7	5	1 628
	Abaphathi abaPhezulu (Inqanaba 13-16)	158	70.25	35	53	0.59	5	3	404
	Inani lilonke	51 189	79.67	5 971	8 684	100.00	9	6	24 510

Itheyibhile 3.10.2 Ikhefu lenkubazeko (lethutyana okanye elisisigxina) lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani elipheleleyo labasebenzi abasebenzisa ikhefu lokugula	Iintsuku eziphakathi ngamsebenzi ngamnye (ogulayo)	Iintsuku eziphakathi ngamsebenzi ngamnye (bonke)	Iindleko eziqikelelwayo (R'000) kwiintsuku eangama-261
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 720	99.67	70	3 165	6.00	39	1	837
	Abanezakhono (Inqanaba 3-5)	5 193	99.98	123	4 812	11.00	42	1	2 192
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	25 606	99.09	645	23 276	56.00	40	1	22 277
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	13 867	99.70	316	9 674	27.00	44	1	17 435
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	53	0.00	0	0	0
	Inani lilonke	47 379	99.62	1 154	40 980	100.00	41	1	42 741
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0.00	0	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	305	100.00	6	859	1.00	51	0	173
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 002	99.03	584	21 992	65.00	41	1	21 063
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	13 820	99.75	311	9 445	35.00	44	1	17 382
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0	0.00	0	0	0
	Inani lilonke	38 127	99.60	901	32 296	100.00	42	1	38 618
Iinkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 720	99.67	70	3 165	28.00	39	1	837
	Abanezakhono (Inqanaba 3-5)	4 888	99.98	117	3 953	46.00	42	1	2 019
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 604	100.00	61	1 284	24.00	26	1	1 214
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	40	100.00	5	229	2.00	8	0	53
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	53	0.00	0	0	0
	Inani lilonke	9 252	99.91	253	8,684	100.00	37	1	4 123

Le theyibhile ingezantsi inika isishwankathelo sokusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo esagqitywa nemibutho yabasebenzi kwi-PSCBC ngo-2000 sifuna kulawulwe ikhefu lonyaka ukuthintela amanqanaba aphezulu ekhefu eliqokelelwayo (accrued leave) lize lihlawulwe xa umsebenzi eyeka emsebenzini.

Itheyibhile 3.10.3 Ikhefu loNyaka lethuba elisuka kowoku-1 kuJanyuwari ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo ezithathiweyo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 019	1 996	11
	Abanezakhono (Inqanaba 3-5)	35 274	2 759	13
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 338	2 201	11
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	29 182	2 340	12
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 356	54	25
	Inani lilonke	112 169	9 350	14
Oofishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0
	Abanezakhono (Inqanaba 3-5)	16	9	2
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	3 524	1 087	3
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	23 703	2 104	11
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0
	Inani lilonke	27 243	3 200	5

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

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo ezithathiweyo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 019	1 996	11
	Abanezakhono (Inqanaba 3-5)	35 258	2 750	13
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	20 814	1 114	19
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	5 479	236	23
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 356	54	25
	Inani lilonke	84 926	6 150	18
Qaphela: Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiselo enxulumene nootitshala obase basezifisini yokulungela ikhefu lonyaka eliphakathi kweentsuku ezingama-22 nezingama-30 ngonyaka kusekelwe kwinani leminyaka yokusebenza kwabo. Bonke ootitshala abakumaziko bathathwa njengokuba basekhefini xa iziko livaliile.				

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (capped leave) lethuba elisuka kowoku-1 kuJanyuware ka-2014 ukuya kowama-31 kuDisemba ka-2014

Iqela	Icandelo lomvuzo	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangama-24 kuDis. ka-2014	Iintsuku ezipheleleyo ezithathiweyo zekhefu elihlawulelwayo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abanekefu elihlawulelwayo ngokwangama-24 kuDis. ka-2014	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangama-24 kuDis. ka-2014
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	24 933	1 654	56	30	423	15 028
	Abanezakhono (Inqanaba 3-5)	93 585	8 353	147	57	1 505	86 074
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	389 618	26 230	1 410	19	6 286	312 136
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	512 785	41 071	1 812	23	7 472	506 272
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 878	5	1	5	29	3 546
	Inani lilonke	1 024 799	77 313	3 426	23	15 715	923 057
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (Inqanaba 3-5)	1 647	130	11	12	25	1 487
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	335 587	23 634	1 332	18	5 407	261 095
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	505 262	40 649	1 802	23	7 362	498 843
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	842 496	64 413	3 145	20	12 794	761 426
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	24 933	1 654	56	30	423	15 028
	Abanezakhono (Inqanaba 3-5)	91 938	8 223	136	60	1 480	84 587
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	54 031	2 596	78	33	879	51 041
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	7 523	422	10	42	110	7 429
	Abaphathi abaPhezulu (Inqanaba 13-16)	3,878	5	1	5	29	3,546
	Inani lilonke	182 303	12 900	281	46	2 921	161 631

Le theyibhile ilandelayo ishwankathela iintlawulo ezenzelwe abasebenzi ngenxa yekhefu elingakhangela lisetyenziswe.

Itheyibhile 3.10.5 Iintlawulo zekhefu zethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Izizathu	Isixa esipheleleyo (R'000)	Inani labasebenzi	Iintlawulo ephakathi ngokomsebenzi ngamnye
Iintlawulo zekhefu zika-2014/15 ezibangelwe kukungasetyenziswa kwekhefu lomjikelo odlulileyo.	0	0	0
Iintlawulo zika-2014/15 zekhefu elihlawulelwayo ezinikwa ekuyekisweni komsebenzi	55 355	678	81
Iintlawulo zika-2014/15 zekhefu langoku ezinikwa ekuyekisweni komsebenzi	1 523	152	10
Inani lilonke	56878	830	91
Inani eliyinxenye (nett total) labasebenzi abali-152 lifumene iintlawulo zekhefu – abali-146 abasebenzi bafumene zombini iintlawulo zekhefu elihlawulelwayo neentlawulo zekhefu langoku (current leave pay-outs).			

3.11 I-HIV/AIDS kunye neeProgram zokuKhutaza ezeMpilo

Itheyibhile 3.11.1 Amanyathelo athathiweyo ukunciphisa umngcipheko yokusuleleka emsebenzini

Iiyunithi/iikhathegori zabasebenzi abaqatshelwe njengabasengozini yokusuleleka yiHIV nezifo ezinxulumene nayo (ukuba bakhona)	Amanyathelo abalulekileyo athathiweyo ukunciphisa umngcipheko
Oofitshala naBasebenzi abaNcedisayo (abongikazi bezikolo, abasebenzi abacocayo, oofitshala abasezilaboratri, oomabhalana bezikolo nabezobunjinieli)	Ibrowutsha eneenkqubo ezilandelayo iza kulandela phantsi kokuba semngciphekweni emsebenzini iziko ngalinye lezemfundo linekomiti yempilo nokhuseleko.

Itheyibhile 3.11.2 linkcukacha zeeProgram zokuKhuthazwa kwezeMpilo nezeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha xa inguwe
1. Ngaba isebe lemfundo linegosa leSMS elityunjelwe ukuqalisa imimise-lo ebhalwe kwiCandelo VI E leSahlu-ko 1 seMimiselo yaBasebenzi bee-Nkonzo zikaRhulumente, ka-2001? Ukuba kunjalo, chaza igama nesikhundla salo.	x		Umlawuli weCandelo: uLawulo oluLungiselelweyo lweMicimbi yaBasebenzi (Director: Strategic People Management)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze impilo yabasebenzi balo? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	x		ISebe iWCED lineeprogram ezimbini ezikhethekileyo egxile kuzo, o.k.f. kwiProgram yeZakhono zoBomi zeHIV/AIDS (Life Skills Orientation Programme) (LSOP) neHIV neAIDS eMsebenzini (HIV and AIDS in the Workplace) (HWP). Ezi program zimibini ziyancedisana ngokuphathelele kuqeqesho nenkxaso (advocacy). IProgram yeMpilo neNtlalo-ntle yaBasebenzi yeSebe iWCED inamagosa amathathu ajongene nale program; 1 x iSekela-Mlawuli weCandelo (Assistant Director), 1 x iPrakthishina yezoLawulo lweMicimbi yezaBasebenzi kunye noMabhalana yemiCimbi yezaBasebenzi. Ibhajethi = R1 7 840 00.00
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo kubasebenzi balo? Ukuba kunjalo, bhala phantsi imiba/ iinkonzo eziphambili zale Program.	x		Le program iqhutshelwa ukusingatha ulwazi malunga nempilo, ukuziphatha ngokusempilweni kunye nokunika inkxasho emalunga nemingeni yasengqondweni ngokwasentlalweni (psycho-social) kubasebenzi bethu. Yiprogram yokuLawula iMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Management Programme) egxininisa kwiindlela zokuthintela, phakathi kwezinye izinto, iHIV neAIDS, uxinezelelo (stress), ulawulo lwezemali, ubudlelwane, ezomthetho, imibandela yosapho, ukusetyenziswa gwenxa kwezinyobisi notywala, ukwehliswa yinto eyoyikisayo (trauma) kunye neNkonzo yoKhathalelo ezenziwa kwi-intanethi (online-Care Service). Ezi nkonzo zenziwa ngabaniki beenkonzo zeeNgcebiso zaseNgqondweni abazimeleyo (Independent Counselling Advisory Service) (ICAS) zokhathalelo lwempilo nentlalo-ntle nokuqinisekisa ngokugcinwa kweemfihlo. Le Program ikwasingatha imiba yempilo nentlalo-ntle yabasebenzi ithathela ingqalelo le miba ilandelayo: <ul style="list-style-type: none"> AmaPhulo oLwazi (Advocacy and Awareness) okukhuthaza impilo nentlalo-ntle yabasebenzi. Ukugxila kubalawuli ukwenzela ukubadlulisela ngokuyimfuneko abasebenzi abasemngciphekweni okanye abadinga inkxaso. Ukugxila kwimiba evelayo yeengxaki yempilo ngokwasengqondweni (psycho-social), ekuqala izehlo zokwehliswa zizinto ezoyikisayo (trauma incidences). Isebe liqale amaphulo ali-19 eNtsuku zeMpilo neNtlalo-ntle yaBasebenzi (19 Employment Health and Wellness Days), iiseshoni ezingama-20 zamaphulo enkxaso (advocacy sessions) kunye neengcebiso ezinikwa emva kokwehliswa sisenzo esothusayo (trauma debriefing).

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

Umbuzo	Ewe	Hayi	linkcukacha xa inguwe
4. Ngaba isebe lemfundo liseke (a) ikomiti (iikomiti) njengoko kubhaliweyo kwiSiquendu VI E.5 (e) seSahluko 1 seMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations), ngo-2001? Ukuba kunjalo, nceda uchaze amagama amalungu ekomiti neqela elichaphazelekayo (amaqela achaphazelekayo) (stakeholder(s)) abalimeleyo (abawameleyo).	x		UMphathi weCandelo (Director): uLawulo lwaBantu (Strategic People Management), useke iKomiti yokuCebisa iEHW esekwe ngowama-24 kaOktobha ka-2014. Le Komiti yenziwa ngamalungu asuka kubalawuli bamacandelo (directors) kandlekulu ofanelekileyo, abalawuli bezithili kunye namaqela abasebenzi (employee parties).
5. Ngaba isebe lemfundo liyihlaziyele imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azibacaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/ yeenkqubo ezihlaziyiweyo.	x		ISebe iWCED lamisela (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo onikwa nguRhulumente wePhondo, oxhaswa yimigaqo-nkqubo yoRhulumente weNtshona Koloni eyiHIV&AIDS Transversal policy ne-Employee Health & Wellness Transversal framework.
6. Ngaba isebe lemfundo liyiqalisile imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacalulwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	x		ISebe iWCED linika inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV neAIDS/STI kunye neTB zithathwe ngayo njengezenzo ezibalulekileyo zeProgram yeEHW. ISebe libhala amanqaku malunga neTB kunye neHIV/AIDS ukwenzela iiseshoni zokuvula iingqondo zabantu malunga nale miba ezithilini, ezikolweni nakwaNdlunkulu. Likwakhuthaza amaLungelo oLuntu malunga neHIV/AIDS/TB. ISebe iWCED linika uvavanyelo lweTB neHIV/AIDS kubo bonke abasebenzi, apho ithagethi ikukufikelela kwi-30% yeHCT. Abasebenzi abanezidingo bathunyelwa ukuba baye kufumana iingcebiso zaphambi nasemva kokuvavanywa.
7. Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso oVavanyo lweGazi ngokuZithandela (Voluntary Counselling and Testing)? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	x		Inkqubo yeNgcebiso noVavanyo lweHIV (HIV Counselling and Testing) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo neNtlalo-ntle yaBasebenzi (Health and Wellness Awareness Days). Inani labasebenzi ekujoliswe kulo ukuba livavanywe kwiSebe iWCED ibingama-11 792, kodwa kuvavanywe abasebenzi abangama-2 940 kuphela. Ngokweenkcukacha-manani zangokwangoku-1 kaEpreli ka-2014 – kowama-31 kuMatshi ka-2015, amadoda asi-7 namabhinqa ali-16 aye afunyaniswa eneHIV/AIDS.
8. Ngaba isebe liwaqulunqile amanyathelo (measures)/ izalathi ukwenzela ukubeka esweni nokuhlola ifuthe layo kwiiprogram zokukhuthaza ukuba sempilweni? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi.	x		Iingxelo zaqho ngenyanga nangekota zifunyanwa kumniki-nkonzo weMpilo neNtlalo-ntle yaBasebenzi, apho kucaciswa malunga nokusetyenziswa kweenkonzo ezinikwayo. Iingxelo zaqho ngekota naqho ngeminyaka emibini zimalunga neMpilo nokuba neMveliso zenziwa nguMphathi weCandelo: uLawulo oluLungiselelweyo lwaBantu (Strategic People Management), zichonga imiba enxulumene nokusetyenziswa kwekhefu lokugula kunye nokuvavanyelwa iHCT. Le ngxelo icacisa izigulo zexesha elide (chronic illnesses) ezichaphazela impilo yobuqu kunye nokuvelisa kwabasebenzi.
<p>INGcaciso: ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme eliyinxalenye yayo iSebe iWCED. Libonisa icala elakhayo emalilandelwe ngokunxulumene nale miba/ezi nkonzo ziphambili zilandelayo.</p> <ol style="list-style-type: none"> Imfundo nokunika ulwazi lwaseMsebenzini oluholiswe kubasebenzi abosulelwe yiHIV/AIDS Ukuqhutywa kophichotho olumalunga nezeHIV/AIDS emsebenzini ukwenzela ukuqaphela iifundo zeziseko zophuhliso (infrastructural needs), umz. likiti zoNcedo lokuQala Iiprogram zothintelo, umz. ukusasazwa kweekhondom Ukukhuthaza amanyathelo othintelo ezinga lehlabathi liphela (universal precautions), umz. amanyathelo ezokhuseleko aya kuqatshelwa xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo Iingcebiso nokuVavanywa kweGazi ngokuZithandela <p>I-DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Strategic Framework) ugxinisa ukungqinelana umalunga noLawulo lweHIV/AIDS neTB okukhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile:</p> <ol style="list-style-type: none"> Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika iNkxaso. Ukuqalisa iprogram yoSuku lweMpilo neNtlalo-ntle yaBasebenzi kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo; Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango (medical aids) nangamaziko abonelela ngezempilo esisiseko. 			

3.12 EzoBudlelwane Phakathi koMqeshi nabaSebenzi (Labour Relations)

Itheyibhile 3.12.1 Izivumelwano zemivuzo neminye imiba zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani elipheleleyo leziVumelwano zemivuzo neminye imiba (Collective agreements)	Azikho
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Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko eziqhutywe ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

Itheyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko eziqhutyweyo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iziphumo zeengxoxo zoluleko	Inani	I-% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	1	0.10
Isilumkiso esingabhalwanga phantsi	0	0.00
Isilumkiso esibhaliweyo	3	0.41
Isilumkiso sokugqibela esibhaliweyo	339	46.00
Ukunqunyanyiswa ngaphandle komvuzo	46	6.22
Isigwebo (Fine)	256	34.6
Ukuhliselwa emsebenzini	1	0.10
Ukugxothwa/ Ukuziyekela emsebenzini	74	10.01
Ukugwetyelwa (ukufunyanwa ungenatyala)	15	2.03
Ityala lirhoxisiwe	4	0.54
Inani lilonke	739	100.00

Itheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ubusela, ukunyoba, inkohliso okanye isenzo sobuqhophololo ngokumalunga neemviwo	0	0.00
Ukuxhaphaza umfundi ngokwesondo	6	1.39
Ukuxhaphaza omnye umsebenzi ngokwesondo	1	0.23
Ukuthandana nomfundi wesikolo osebenza kuso	0	0.00
Ukuhlaselela okunzulu ngeenjongo zokulimaza umfundi okanye umfundi weziko lemfundo ephakamileyo (learner or student)	0	0.00
Ukuhlaselela okunzulu ngeenjongo zokulimaza omnye umsebenzi	0	0.00
Ukuba neziyobisi okanye izidobalalisi-ngqondo ngokungekho mthethweni	0	0.00
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene naye ngokwasemthethweni	5	1.16
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	21	4.86
Ukusetyenziswa gwenxa kwepropati	12	2.78
Ukudlela indlala ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	11	2.55
Ukusetyenziswa gwenxa kwesikhundla seSebe leMfundo ukukhuthaza okanye ukudlela indlala umdla wakhe nawuphi umntu	0	0.00
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekeza ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	1	0.23
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	11	2.55
Ukuphutha emsebenzini	23	5.32
Ucalulo	0	0.00
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	9	2.08

Uhlobo lokuziphatha kakubi	Inani	I-% yenani lilonke
Ukuba phantsi kweempembelelo okanye ukusebenzisa iziyobisi ngelixa usemsebenzini	2	0.46
Ukuziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	65	15.05
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	204	47.22
Ukugrogrisa kunye/okanye nokoyikisa	0	0.00
Ukunika iingxelo okanye ubungqina obububuxoki ekwenziweni komsebenzi, kunye/okanye ukutshintsha iirekhodi zibe bubuxoki	0	0.00
Ukuzibandakanya kuqhankqalazo lwasemsebenzini olungekho mthethweni	0	0.00
Ukwaphula umthetho wenkundla okanye woburhulumente (ngobusela, ngenkohliso nangobugqophololo)	32	7.41
Ukunganyaniseki	8	1.85
Ukunyamalala emsebenzini ngaphandle kwengxelo	21	4.86
Inani lilonke	432	100.00

Qaphela: inani lawo onke amatyala axeliweyo nagqityiweyo asingethwe kwithuba elisusela ngowoku-1 kuEpreli ka-2014- owama-31 kuMatshi ka-2015, li-1001.

Itheyibhile 3.12.4 Izikhalazo ezingenisweyo zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isikhalazo esifakiweyo	Inani	I-% yeNani elipheleleyo
Inani lezikhalazo ezisonjululweyo	198	52.66
Inani lezikhalazo ezingasonjululwanga	178	47.34
Inani elipheleleyo lezikhalazo ezifakiweyo	376	100.00

Itheyibhile 3.12.5 Iingxabano ezingenisweyo ezimalunga namaBhunga zethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iingxabano ezifakiweyo ngokunxulumene namaBhunga	Inani	I-% yeNani elipheleleyo
Inani leengxabano ezibanjiweyo (upheld)	37	37.76
Inani leengxabano ezirhoxisiweyo	61	62.24
Inani elipheleleyo leengxabano ezifakiweyo	98	100.00

Itheyibhile 3.12.6 Iintshukumo zogwayimbo ezenzeke ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Inani leentsuku	zogwayimbo
Inani elipheleleyo leentsuku zokusebenza kwabantu ezilahlekileyo	0
Iindleko ezipheleleyo (R'000) zeentsuku zokusebenza ezilahlekileyo	0
Isixa (R'000) esibuyiselweyo ngenxa yomqathango wokungahlawulwa xa ungasebenzanga (no work no pay)	0

Itheyibhile 3.12.7 Unqunyanyiso njengeniyathelo lothintelo olwenziwe ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Unqunyanyiso njengeniyathelo lothintelo	Inani
Inani labasebenzi beenkonzo zikaRhulumente abanqunyanyisiweyo	4
Inani looTitshala abanqunyanyisiweyo	13
Inani labasebenzi bakarhulumente abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-30	4
Inani looTitshala abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-90	6
Inani eliphakathi leentsuku zokunqunyanyiswa	98.24
Iindleko (R'000) zonqunyanyiso	1,293

3.13 Uphuhliso lwezakhono

Eli candelo licacisa ngeenzame zesebe lemfundo ezimalunga nophuhliso lwezakhono.

Itheyibhile 3.13.1 Iimfuno zoqeqesho ezichongiweyo ngethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2014	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	1 546	0	1 846	0	1,846
	Amadoda	2 381	0	2 087	0	2,087
Abaqeqeshelwe umsebenzi othile	Amabhinqa	20 479	0	7 571	0	7 571
	Amadoda	8 781	0	4 809	0	4,809
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	338	0	1	0	1
	Amadoda	234	0	0	0	0
Oomabhalana	Amabhinqa	1 897	0	1 065	0	1,065
	Amadoda	263	0	465	0	465

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2014	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	5	0	4	0	4
	Amadoda	16	0	1	0	1
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibani boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	21	0	2	0	2
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	2 405	0	655	0	655
	Amadoda	2 771	0	662	0	662
Imisebenzi yabanezakhono ezisezantsi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Ixabiso elingekapheleli	Amabhinqa	26 670	0	11 142	0	11,142
	Amadoda	13 867	0	8 026	0	8,026
Inani lilonke		40 537	0	19 168	0	19,168
Abasebenzi abaneenkubazeko	Amabhinqa	13	0	0	0	0
	Amadoda	16	0	0	0	0

Qaphela:

Akukho kungqinelana okunike ingxelo ngaso kwii-SETA phakathi koMgaqo-sikhokelo sokulungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) namaqandelo amakhono (occupation categories) adweliswe phantsi kweMgaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.

Itheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Iindidi zamakhono omsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi ka-2015	Uqeqesho olunikiweyo ngethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships).	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	1 477	0	2 043	0	2,043
	Amadoda	2 267	0	1 543	0	1,543
Abaqeqeshelwe umsebenzi othile	Amabhinqa	20 729	0	6 021	0	6,021
	Amadoda	7 921	0	1 942	0	1,942
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	316	0	2	0	2
	Amadoda	232	0	4	0	4
Oomabhalana	Amabhinqa	1 858	0	448	0	448
	Amadoda	253	0	220	0	220
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	4	0	22	0	22
	Amadoda	13	0	48	0	48
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizimveliso nabaqhubi kunye nabadibani boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	17	0	4	0	4
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	2 377	0	73	0	73
	Amadoda	2 760	0	146	0	146
Imisebenzi yabanezakhono ezisezantsi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Ixabiso elingekapheleli	Amabhinqa	26 761	0	8 609	0	8,609
	Amadoda	13 463	0	3 907	0	3,907
Inani lilonke		40 224	0	12,516	0	12 516
Abasebenzi abaneenkubazeko	Amabhinqa	14	0	0	0	0
	Amadoda	15	0	0	0	0

3.14 Ukwenzakala emsebenzi

Ezi theyibhile zilandelayo zibonisa iinkcukacha ezisisiseko malunga nokwenzakala emsebenzini.

Itheyibhile 3.14.1 Ukwenzakala emsebenzini kwethuba elisusela kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Bonke abasebenzi	Abaye bafuna unyango olungephi kuphela	83	91.21
	Umenzakalo emqolo	18	19.78
	Elunyaweni/Eqatheni	12	13.19
	Esihlahleni/Egxabeni/Engalweni/Emnweni	25	27.47
	Empumlweni/Elisweni	2	2.20
	Entanyeni/Entloko	3	3.30
	Umenzakalo edolweni/ Emlenzeni	20	21.98
	Amanxeba okutsha/Ukutsha esikhumbeni	2	2.20
	Ezihlunwini	1	1.10

	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
Bonke abasebenzi	Inkubazeko yethutyana	8	8.79
	Umenzakalo emqolo	1	1.10
	Esihlahlani/Egxabeni/Engalweni/Emnweni	2	2.20
	Umenzakalo edolweni/ Emlenzi	4	4.40
	Ukudangala (UkuKhathazeka okuGqithisileyo)	1	1.10
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	91	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.23
Qoqithala	Abaye bafuna unyango olungephi kuphela	49	92.45
	Umenzakalo emqolo	7	13.21
	Elunyaweni/Eqatheni	8	15.09
	Esihlahlani/Egxabeni/Engalweni/Emnweni	16	30.19
	Empumlweni/Elisweni	1	1.89
	Entanyeni/Entloko	2	3.77
	Umenzakalo edolweni/ Emlenzi	13	24.53
	Amanxeba okutsha/Ukutsha esikhumbeni	2	3.77
	Inkubazeko yethutyana	4	7.55
	Esihlahlani/Egxabeni/Engalweni/Emnweni	1	1.89
	Umenzakalo edolweni/ Emlenzi	2	3.77
	UKUDANGALA (UKUKHATHAZELA OKUGQITHISILEYO)	1	1.89
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	53	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.13
	Uhlobo lomenzakalo emsebenzini	Inani	I-% yenani lilonke
ABasebenzi beeNkonzo zikaRhulumente	Abaye bafuna unyango olungephi kuphela	34	89.47
	Umenzakalo emqolo	11	28.95
	Elunyaweni/Eqatheni	4	10.53
	Esihlahlani/Egxabeni/Engalweni/Emnweni	9	23.68
	Empumlweni/Elisweni	1	2.63
	Entanyeni/Entloko	1	2.63
	Umenzakalo edolweni/ Emlenzi	7	18.42
	Ezihlunwini	1	2.63
	Inkubazeko yethutyana	4	10.53
	Umenzakalo emqolo	1	2.63
	Esihlahlani/Egxabeni/Engalweni/Emnweni	1	2.63
	Umenzakalo edolweni/ Emlenzi	2	5.26
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	38	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.09

3.15 UkuSetyenziswa kwabaCebisi (Consultants)

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

- (a) Ukunikwa kweengcebiso zobungcali;
(b) Ukudraftwa kweephrowuzali zokwenziwa kwemisebenzi ethile; kunye
(c) Nokwenziwa komsebenzi othile wobuchule okanye ofuna ukusetyenziswa kwengqondo, kodwa engabandakanywa umsebenzi (umqeshwa) wesebe lemfundo.

Itheyibhile 3.15.1 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Inani elipheleleyo labacebisi abasebenze kule projekthi	Ithuba elithathiweyo (iintsuku zokwenziwa komsebenzi)	Ixabiso lekhontrakthi NgokweeRandi
Asikho	0	0	0

Inani elipheleleyo leprojekthi	Inani elipheleleyo labacebisi abazimeleyo (individual consultants)	Ithuba elipheleleyo lintsuku zokwenziwa komsebenzi	Ixabiso elipheleleyo lekhontrakthi ngokweeRandi
Alikho	0	0	0

Itheyibhile 3.15.2 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabelwe isebe, ngokwaBantu abebeKade beHlelekile (Historically Disadvantaged Individuals (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0

Itheyibhile 3.15.3 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali zabaNikeli (Donor funds) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Inani elipheleleyo labacebisi abasebenze kule projekthi	Ithuba elithathiweyo (iintsuku zokwenziwa komsebenzi)	Ixabiso leemali ezinikelweyo nezeekhontrakthi ngokweeRandi
Asikho	0	0	0

Inani elipheleleyo leprojekthi	Inani elipheleleyo labacebisi abazimeleyo (individual consultants)	Ithuba elipheleleyo lintsuku zokwenziwa komsebenzi	Ixabiso elipheleleyo lekhontrakthi ngokweeRandi
Alikho	0	0	0

Itheyibhile 3.15.4 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokokwabantu abebeKade beHlelekile (Historically Disadvantaged Individuals) (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2015

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0