



ICandelo A
Ingcaciso ngokubanzi

1. INgcaciso ngokubanzi yeSebe leMfundo leNtshona Koloni (WCED)

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

Indawo	Idilesi yeposi	Ifoni	Inombolo yefeksi
WCED Head Office	Private Bag 9114, Cape Town, 8000	021 467 2000	021 467 2996
Metro Central	Private Bag X4, Mowbray, 7705	021 514 6700	021 514 6953
Metro East	Private Bag X23, Kuilsriver, 7579	021 900 7000	086 556 9519
Metro North	Private Bag X45, Parow, 7500	021 938 3000	021 938 3180
Metro South	Private Bag X2, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 4600	023 342 2898
Eden & Central Karoo	Private Bag X6510, George, 6530	044 803 8300	044 873 3428
Overberg	Private Bag X08, Caledon, 7230	028 214 7300	028 214 7400
West Coast	Private Bag X3026, Paarl, 7620	021 860 1200	021 860 1231

AmaZiko eeFoni esebe iWCED:

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

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

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

Twitter (micro-blogging)

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

Tumblr (blog)

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

Posterous (blog)

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

2. Uluhlu lwezifinyezo/lwezishunqulelo

ACE:	Advanced Certificate in Education	LSN:	Learners with Special Education Needs
ANA:	Annual National Assessments	LTSM:	Learning and Teaching Support Materials
ASIDI:	Accelerated School Infrastructure Development Initiative	MTEF:	Medium-Term Expenditure Framework
ASS:	Annual School Survey	NCS:	National Curriculum Statement
CAPS:	Curriculum and Assessment Policy Statement	NEPA:	National Education Policy Act
CBA:	Compensation of Employees	NQF:	National Qualifications Framework
CEMIS:	Central Education Management Information System	NSC:	National Senior Certificate
COE:	Compensation of Employees	NSNP:	National School Nutrition Programme
CTLI:	Cape Teaching and Leadership Institute	PFMA:	Public Finance Management Act
DHET:	Department of Higher Education and Training	PILIR:	Policy and Procedure on Incapacity Leave and Ill-Health Retirement
DBE:	Department of Basic Education	PPI:	Programme Performance Indicator
ECD:	Early Childhood Development	PPM:	Programme Performance Measure
EIG:	Education Infrastructure Grant	RCL:	Representative Council of Learners
EMIS:	Education Management Information System	SAQA:	South African Qualifications Authority
EPWP:	Expanded Public Works Programme	SASA:	South African Schools' Act
FAL:	First Additional Language	SCM:	Supply Chain Management
FET:	Further Education and Training	SETA:	Sector Education and Training Authority
GET:	General Education and Training	SGB:	School Governing Body
GHS:	General Household Survey	SIM:	School Improvement Monitoring
Gr:	Grade	SIP:	School Improvement Plan
HEI:	Higher Education Institution	SMT:	School Management Team
HL:	Home Language	T(V)ET	Technical Vocational Education and Training
ICT:	Information and Communication Technology	U-AMP:	User Asset Management Plan
ICS:	Improvement in Condition of Service	WCED:	Western Cape Education Department
IMG:	Institutional Management and Governance	WSE:	Whole School Evaluation

3. IMbulambethe eyenziwa nguMphathiswa

Kungangeminyaka emibini ndisebenza njengoMphathiswa wePhondo kwiSebe lezeMfundo eNtshona Koloni.

NjengoRhulumente, sikholelwa ukuba ikamva elinemisebenzi emininzi, ukungalingani okunciphileyo, imfundo engcono kunye nenkululeko yokulandela amathuba, ngumbono othandwa ngabo bonke abemi baseMzantsi Afrika ekufuneka ulandelwe ngamandla. Ukuze lo mbono uphumelele, kufuneka siqinisekise ukuba abafundi bafumana imfundo esemgangathweni, esisitshixo kubomi obuphucukileyo noubusemgangathweni.

Okuphambili kulo mbono kukuqinisekisa ukuba siphucula iziphumo zemfundo kwaye ngo 2015/16 sazibophelela ekuchitheni imali kwii projekthi, kwizinto eziyimfuneko nasebantwini abanikezela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo.

Saqala iqela amaphulo amatsha (initiatives) angqamane ngo nezalathisi ezintathu zethu zempumelelo ezingundoqo njegoko kuchaziwe kwiSicwangciso sethu Sobuchule, ekuzezi;

1. Ukuphucula uLwimi neMathematika kwizikolo zonke
2. Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wemfundo kwiindawo ezihluphekayo

Ukuba sijonga emva silinganisa inkqubela ezuzwe liSebe leMfundo leNtshona Koloni liphela, siyazingca ngempumelelo yethu.

Asibonanga kuphela ukunyuka kwenani kunye nomgangatho wokupasa kwabafundi kwimviwo zika-2015 ze NSC apho iphondo lipase ngereyithi yama-84.7%, eyona pasi reyithi (pass rate) iphezulu kweli lizwe, sikwabone abafundi abaninzi bephumelela ngebatshele (bachelor's pass), ipesenti yokupasa kwabafundi yenyuka nge-2.9% ukusuka kuma-38.8% ngo-2014 ukuya kuma-41.7% ngo-2015. ENtshona Koloni, sibone ukunyuka kwepasireyithi (pass rate) nge-9% ukusuka mhla saphatha ngo-2009. Emva kweengcebiso neemviwo zokuxabangela, ipasireyithi (pass rate) yonyuka yangama-85.9%.

Zonke izithili zethu zasebenza kakuhle kakhulu sabona inkqubela encomekayo kwindawo ezihluphekayo. Wonke umfundi opase iNSC ekupheleni kuka-2015 uye wakwazi ukungena kuhlobo oluthile lwemfundo ephakamileyo.

Siye saqhubeka ukugxininisa ekuqinisekiseni ukuba sigcina abafundi abaninzi kangangoko sinako kumagumbi okufundela. Ndiyivuyele into yokuba kwakhona siphinde sakwazi ukunyusa inani labafundi esibagcine kumagumbi okufundela nge-3% ukusuka kuma-63.8% ngo-2014 ukuya kuma-66.8% ngo-2015.

Inkqubela kuLwimi nakwiMathematika yenye yeenjongo eziphambili (key focus area) zalo rhulumente kwaye ndinovuyo ngeziphumo zohlolo iSistimiki (Systemic Testing) zika-2015 ezibonise ukuphucuka kwiMathematika nakwiLwimi eNtshona Koloni kule minyaka mihlanu idlulileyo.

Njengephondo sikholelwa kwixabiso lokwenza uhlolo lweengxaki (diagnostic testing) kwisistim yemfundo yephondo ukwenzela ukuba sikwazi ukuphucula ulawulo lokusebenza ngempumelelo kootitshala nabafundi. SiliPhondo elilodwa kwilizwe liphela elwenza ulo hlolo – olungasetwanga ngurhulumente (independently set), lwalungiswa lwaze lwakorekiswa ukuqinisekisa ukuba iziphumo zithembakele kwaye zikumgangatho wamazwe ehlabathi (international standards).

Uhlolo iSistimiki (Systemic Tests) lunikeza owona mfanekiso uthe ngqo wokusebenza kwabafundi kwiMathematika nakwiLwimi, lo nto isinike ithuba lokuhlola ukuba siyawunyusa na umgangatho wemfundo kwiphondo.

Iziphumo zeSistimiki (Systemic results) zibonisa ukuba inkqubo zethu zongenelelo (interventions) ziyasebenza, kwaye umgangatho wokufundisa nokufanda wonyukile ezikolweni zethu.

Eyona njongo yethu iphambili kukunikezela imfundo ekumgangatho ophezulu kumfundi ngamnye kwiphondo ingakumbi abafundi abakwindawo ezihluphekayo. Oku kuyabonakala kuko konke esikwenzayo nesiyakuhlala sikwenza.

Siyazingca ngamaphulo amatsha (initiatives) ahlukuneyo esiwenzileyo ukunceda abafundi bethu abahluphekayo kunye nezikolo. Nangona besijongene nokucuthwa kwebhajethi ngo-2015/2016, okubangelwe kukuphuculwa kwemeko zempangelo (conditions of service) (ICS) zabasebenzi bakarhulumente ebekungaphezulu kwe-inflajini (inflation) kwakunye nokuhla komgangatho wemali kweli lizwe, thina singurhulumente sathatha isigqibo sokungayicuti imali esiyinika izikolo, ingakumbi kwindawo ezihluphekayo.

Ezi ndawo zezi:

- Imbuyekezo yemali ehlawulelwa abafundi abahluphekayo. Ngo-2015 IWCED yahlawula imali emalunga nama-R44 ezigidi kwizikolo ekuhlawulwa kuzo imali yokufunda (fee-paying schools) kwindawo ezihluphekayo.
- Izithuthi zabafundi – IWCED ithutha abafundi abangaphezulu kwama-55 000 kwindawo zethu ezisemaphandleni ezihluphekayo, izithuthi zibasa esikolweni ziphinde zibabuyise yonke imihla.
- IWCED ikwanikeza abafundi indawo yokuhlala ezihostele ezinexabiso elixhasiweyo ukwandisa ukufikeleleka ezikolweni kwabafundi abahlala kwindawo ezihluphekayo emaphandleni. Iihostele zinika abafundi indawo ekhuselekileyo yokufunda nokufikelela kwimidlalo eyenzeka emva kokuphuma kwesikolo.
- Inkxaso-mali yezikolo ezingama-216 ezonegeziweyo ezingahlawulisi mali yokufunda ezikwindawo ezihluphekayo ezikhethe ukungahlawulisi mali yokufunda ngo-2014 xa zazinikwe ithuba lokwenza oko.

Kuyancomeka ukuba xa ujonge ubukhulu kwakunye nobunzima beSebe, iSebe leMfundo lePhondo leNtshona Koloni lafumana ingxelo yophicotho-zincwadi engenachaphaza (clean audit) ngonyakamali ka-2014/2015, yaba liSebe leMfundo lokuqala eMzantsi Afrika ukwenza njalo. Ulawulo lwethu lwezimali belukwinqanaba eliphezulu, kwaye ndingathanda ukubulela

kubo bonke abantu kwiSebe abancedisileyo ngale nto, bekhokelwa nguSG, uPenny Vinjevold, kunye noCFO, uLeon Ely.

Lo nyakamali uzayo izakuba ngunyaka ocela umngeni kakhulu ngenxa yemeko zokunqongophala kwemali esisebenza phantsi kwazo.

Kulo nyaka, IWCED ibhengeze iNkqubo yoLwimi neMathematiki entsha enjongo ikukunyusa umgangatho wokufundisa nokufunda kumabanga onke ukuqinisekisa intsebenzo engcono kubafundi nokugcina abafundi kumagumbi okufundela, ngokweenjongo zethu eziphambili.

IWCED kwakhona iqalise iphulo elitsha elinomdla esilibiza ngokuba yiGrade R-3 project, eliza kuvavanywa kwizikolo ezi-105 eNtshona Koloni. Iinjongo zale projekthi kukunyusa umgangatho wokufundisa nokufunda kwimathematika nolwimi kwiminyaka emincinci yabafundi ngokuthi siqinisekise ukuba bonke abafundi bafumene amaqanaba afunekayo okufunda nokubala xa begqiba ibanga lesi-3.

Ngenxa yeziphumo zendlala nokungalingani, izikolo ezikwindawo ezihluphekayo zifuna inkxaso eyongezelelweyo kulawulo, ootitshala nabafundi, kwakunye nenkxaso yemali eyongezelelweyo. Ukunceda ukwanda kokufikeleleka kwemfundo ekumgangatho ophezulu kwindawo zethu ezihluphekayo, IWCED, idibene neqela labaxhasi (donors), babhengeza iprogram entsha ekuvavanyo ekuqaleni kuka-2016 njengengxenye yamalinge ethu okuphucula iziphumo zemfundo kwizikolo zethu zikarhulumente.

IWCED ihlola imodeli entsha yokuhamba isikolo kwiZikolo eziSebenzisanayo (Collaboration Schools), le modeli imalunga nokufumana amakhono omeleleyo okuphatha kumashishini azokomeleza iziphumo zemfundo kwizikolo zikarhulumente ezifuna inkxaso eyongezelelekileyo, ngentsebenziswano yendibano yezikolo. Zonke iindibano ezisebenzayo yimibutho engenzingeniso (non profit organisation) exhaswa ngabantu abaxhasa imibutho (donors) kunye namaqumrhu(foundations). Ngale nkqubo yovavanyo sandisa isiseko apho kuza kufumaneka khona ubuchule bolwazi kunye nezinye izinto eziyimfuneko ezingaqwalaselwa ukuze kuphuculwe umgangatho wemfundo kwizikolo zikarhulumente kuphuculelwa abafundi abahluphekayo kwiphondo.

Senze inkqubela enkulu kwiprogram yethu ye- e-learning game-changer kulo nyaka uphelileyo apho izikolo ezi-676 zifumene iWAN kwaze kwafakelwa iintambo ezintsha ze-intanethi ezi-50 efunaneka kuwo onke amagumbi okufundisa. Ngaphezu koko, sifakele amagumbi angama-4 267 alungule ukusetyenziswa kweteknoloji (technology enabled smart classrooms) kwizikolo ezi-309. Siyilungisile iprogram ye-game changer ukuze igxininise kwiMathematika nolwimi. Uphuhliso lwethu lootitshala lugxininisa kakhulu ekusebenziseni iteknoloji(e-learning ne e-teaching) kumagumbi okufundisa.

Kuphelele, unyaka ka 2015 ibingunyaka onempumelelo egqwesileyo kwaye ndizingca kakhulu ngempumelelo yabafundi bethu, eyezikolo neyezithili.

Ndiyayiqonda into yokuba kuninzi ekufanelwe kwenziwe ukuze kuphumelele iimbono zethu ze- iLizwe elinye neKamva eLinye (*One Nation with One Future*) ezakhelwe phezu kweNkululeko (Freedom), ukuLingana (Fairness) kunye namaThuba (Opportunity) omntu wonke, kodwa ndiqinisekile ukuba iinkqubo zongenelelo esiziqalileyo ziyakuphucula iziphumo zabafundi zisincede ekuqinisekiseni ukuba bonke abafundi kweli phondo bafumane imfundo ekumgangatho ophezulu ukubanceda ukuba bafumane imisebenzi ebalungeleyo ukuze babenako ukuba negalelo kwi-ikhononi (economy).



Debbie Schäfer
Provincial Minister of Education
Western Cape Government

4. Ingxelo yeGosa loCwangciso-mali

Isishwankathelo semisebenzi yesebe:

Ngo-2014 /15 iSebe iWCED lenze laze lapapasha isicwangciso salo semiNyaka emiHlanu semfundo yaseNtshona Koloni.

Le miba ilandelayo iye yachaphazela umsebenzi wethu ngo-2015/16: ukunyuka okukhulu kwamanani abafundi; ibhajethi eshokoxekileyo; iimeko zentlalo noqoqosho ezichaphazela ngeyona ndlela amathuba okuba abantwana abaninzi bafunde. Ezi zinto kufuneka zijongwe xa kufundwa iNgxelo yoNyaka ka-2015/16.

Ingxelo yoNyaka ibekwe ngokwee-program ezisixhenxe zebhajethi zawo onke amasebe emfundo ephondo. Kwiprogram nganye sinika ingxelo yenkqubela ka-2015/2016. Sikwaxela imiba apho iSebe iWCED belinokwenza ngcono nalapho belifanele ukwenza ngcono.

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

KwiProgram 2 ukuya ku-5 sinika ingxelo yobhaliso lomfundi kuhlobo ngalunye lwamaziko amane axhaswa ngemali aze anikwe inkxaso yeSebe iWCED: iziphumo zohlolo lwangaphandle zabafundi bala maziko kunye neentlobo ngeentlobo zenkxaso enikwa abafundi, iititshala nabaphathi bala maziko.

IProgramme 2 - Izikolo zikarhulumente eziqhelekileyo

IProgramme 3 - Izikolo ezizimeleyo

IProgramme 4 – Izikolo ezineeMfuno eziZodwa zeMfundo

IProgramme 5 – UPuhliso lweMfundo yabasaQalayo

Ukunyuka kwamanani abafundi kunye nemeko yokuba ndala kwezakhiwo zezikolo zizinto ezikhokelele ekunyukeni kakhulu kwebhajethi yamagumbi okufundela nezikolo ezitsha kwanokulungiswa kwezi zakhiwo sele zikho. **IProgram 6** icacisa amanyathelo athathiweyo ukuphucula imeko abasebenzela kuyo ootitshala nabantwana bethu.

Ukuze siqonde ukuba abantwana bethu banenkqubela abayenzayo na ekufundeni, iSebe iWCED lisebenzisa uluhlu olwahlukeneyo lweethagezethi zokuhlola, ulinganiso kunye nezixhobo zasesikolweni nezangaphandle. **IProgram 7** icacisa iimviwo neemvavanyo zangaphandle eziqhutywa liSebe iWCED.

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

Owona mngeni wethu mkhulu usekuqinisekiseni ukuba umfundi ngamnye ufumana ukufundiswa okusemgangathweni kwimeko enenkathalo nokhuseleko. Mininzi kakhulu imizekelo egqwesayo nevuselelayo emalunga nendlela abasebenzi nootitshala baseWCED abakunika ngayo oku kumawaka-waka abafundi imihla ngemihla. Siyababulela ngoku kuzimisela kwabo ngamaxesha anzima.

Isishwankathelo seziphumo zemali zesebe:

limali ezifunyenwe lisebe (Departmental receipts)

Imali ezifunyenwe lisebe	2015/16			2014/15		
	Eziqikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo	Eqikelelweyo	Esona Sixa siQokelelweyo	Nkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa Kweempahla neen-konzo nga-phandle kweeasethi ezinkulu (capital assets)	10,841	12,100	(1,259)	13,499	11,762	1,737
Iifayini, izohlwayo Neemali ekuphulu-kenwe nazo	855	1,175	(320)	228	1,185	(957)
Inzala, izahlulo nerenti yemihlaba	2,090	1,017	1,073	1,998	2,216	(218)
Ii-tranzekshini zemali Kwiasethi nasema-tyaleni (assets and liabilities)	15,320	8,541	6,779	12,502	19,526	(7,024)
Iyonke	29,106	22,833	6,273	28,227	34,689	(6,462)

Ingeniso yethu eyenziwe lisebe ixabisa i-0.1 % yebhajethi epheleleyo. Le nto ibihambelana nexabiso ebelenzelwe ibhajethi. Imithombo ephambili yengeniso yeSebe ngokwalo yile –

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

Zonke iintlawulo zidweliswe kwirejista yeentlawulo yaye zihlaziywa rhoqo ngonyaka ukwenzela ukulungiselela ukunyuka kwamaxabiso. Ukuqokelelwa ngokungaphantsi kunobekulindelile (undercollection) kwiimali ezifunyanwe lisebe (departmental receipts) ngo-2015/16 zizigidi eziyi-R6.273 yaye oku kubangelwe kukuba kucinywe amatyala ambalwa kunokuba bekulindelwe, apho kuchaphazeleka khona ingeniso efunyanwayo. Onke amatyala acinywa ngokomgaqonkqubo wesebe wokucima amatyala. Lo mgaqo-nkqubo ufuna uluhlu lwamanyathelo aquka iinzame zokulandelela abo batyala isebe (debtors).

Inkcitho yeeProgram

Igama leProgram	2015/16			2014/15		
	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/eNgaphantsi	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ezolawulo	1,317,372	1,230,688	86,684	666,659	661,621	5,038
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	13,094,980	12,959,597	135,383	12,156,707	12,156,526	181
3. Iinkxaso-mali zezikolo ezizimeleyo	95,384	95,384	-	89,845	89,845	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	1,075,020	1,049,773	25,247	973,642	973,642	-
5. UPuhliso lwemfundo yabasagqalayo	488,464	482,163	6301	511,778	511,778	-
6. UPHuculo lweziseko zophuhliso	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941
7. Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo	278,190	269,778	8412	759,745	755,870	3,875
8. Imfundo noQeqesho oluQhubekayo	-	-	-	377,913	377,865	48
9. Imfundo esisiseko noqeqesho lwabadala	-	-	-	36,609	34,633	1,976
Iyonke	17,899,369	17,637,342	262,027	17,026,330	17,001,271	25,059

ISebe lichithe i-98.54 pesenti yebhajethi ehlangahlengisiweyo (adjusted budget) ngo-2015/16. Le nkcitho ingaphantsi iye yafikelela kwizigidi eziyi-R262.027, okanye i-1.46 pesenti yebhajethi ehlangahlengisiweyo, nethi ibe kumlinganiselo omiselweyo kazwelonke (national benchmark) oziipesent ezi-2.

Izizathu zokungayichithi yonke imali zezi zilandelayo:

- Izigidi eziyi-R260.311 zesixa i-Equitable Share. Esi sixa sezigidi eziyi-R126.199 singachithwanga yayizakuba yimbuyekezo yabasebenzi kuzo zonke iiprogram ngenxa yokuqeshwa kwabasebenzi abangxungxileyo ngaphantsi kunokwakulindelekile (kwinyanga ka Julayi noJanawari) kwakunye nezithuba zomsebenzi zootitshala nabasebenzi bakarhulumente kwiSebe ngenxa yokuzaliswa kwezithuba okucothileyo kwakunye nokongiwa kwemali okwenzeke ngenxa yokuhlalwula imali ezinguchatha (allowances) kubasebenzi ababambeleyo kwizikhundla eziphezulu nangona bona bekwizikhundla ezisezantsi.

Izigidi eziyi-R52.631 ezingachithwanga ibizezeProgram 1: Ulawulo olubangelwe kukuthengwa nokufunwa kweenkonzo (procurement) ze-Education ICT LAN nezinye iindlela zokonga imali ezenziweyo. Izigidi eziyi-R64.553 ezingachithwanga ibizezeProgram 2: Izikolo zikarhulumente eziqhelekileyo, ngenxa yokulibaziseka kokuziswa kwefenitshala ezikolweni nezinye iindlela zokonga imali ezenziweyo. Izigidi eziyi-R16.928 ezingachithwanga zahanjiswa kweziProgram: Program 1: Ulawulo- izigidi eziyi-R9.463; Program 4: Izikolo ezineeMfundo eziZodwa zeMfundo- R635 000; Program 5: UPuhliso lweMfundo yabasaQalayo- izigidi eziyi-R1.278 kunye neProgram 7: Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo- izigidi eziyi-R5.552.

- I-R35 000 yeGranti kaZwelonke yeNkqubo yokuTyiswa kweZikolo (*National School Nutrition Programme Grant*). Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury)
- I-R1 000 eyabelwe iSocial Sector EPWP Incentive Grant for Provinces. Ambalwa kakhulu amabango afunyenwe kwiikholeji zeFET okuqeqeshwa kwabachwethezi bedatha (data capturers). Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- Izigidi eziyi-R1.680 igranti yeMfundo eyabelwa amaziko eMOD (MOD centres). Esi sixa asisetyenziswa siza kunikezelwa kwiSebe likaNondyebokaZwelonke (National Treasury).

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

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

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

- Ukutshintshwa kweR410 000 isuswa kwiProgram 1: Ulawulo isiwa kwiProgram 7: linkonzo ezincedisayo neenkonzo ezinxulumene nazo ngenxa yokunyuka okungalindelekanga kwenkcitho yenkonzo zophuhliso lwabasebenzi kwi-ofisi zezithili.
- Ukutshintshwa kwezigidi eziyi-R59.977 zisuswa kwiProgram 2: Izikolo zikarhulumente eziqhelekileyo zisiwa kwiProgram 6: ukwenzela ukulungiswa kweziseko zophuhliso (Infrastructure Development) kunye nokuhlaziywa kwamaholo ezikolo namabala ezimidlalo kwizikolo zikarhulumente.
- Ukutshintshwa kweR241 000 isuswa kwiProgram 2: iZikolo zikaRhulumente eziQhelekileyo isiwa kwiProgram 4: Izikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.
- Ukutshintshwa kwezigidi eziyi-R1.004 zisuswa kwiProgram 5: UPuhliso lweMfundo yabasaQalayo zisiwa kwiProgram 2: iZikolo zikaRhulumente eziqhelekileyo ngenxa yokunyuka okungalindelekanga kwemali ehlawulelwa abantu aborhoxisiweyo emsebenzini (severance package pay-outs) kunye nelivi (leave gratuities).
- Ukutshintshwa kweR301 000 isuswa kwiProgram 5: Uphuhliso lweMfundo yabasaQalayo isiwa kwiProgram 4: iZikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.
- Ukutshintshwa kweR705 000 isuswa kwiProgram 7: linkonzo ezincedisayo neenkonzo ezinxulumene nazo isiwa kwiProgram 4: iZikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.

Kucelwe ukugqithiselwa kwezi mali zilandelayo kunyaka ozayo:

- Izigidi eziyi-R40.879 ze-Education ICT ziyacelwa ngenxa yenkcitho engenziwanga ngomhla wama 31 Matshi 2016 yokufaka i-intanethi (Local Area Network -LAN) ezikolweni.
- Izigidi eziyi-R4.336 zefenitshala ziyacelwa ngenxa yenkcitho engengenzeki ngomhla wama 31 Matshi 2016 ngenxa yamashishini (suppliers) angakhange athobele imithetho yekhontrakthi.

Kucelwe ukufakwa kwezimali kwamnye amacandelo:

- Izigidi eziyi-R50.911 zembuyekazo yabasebenzi yonyukile ngenxa yokuhlengahlengiswa kwexabiso lokuphila(cost-of-living) eliwe ngaphantsi kunyakamali ka 2015/16.
- Izigidi eziyi-R75.288 ziyacelwa ukususa uxinzelelo lwemali kwizikolo zikarhulumente ezonyuselweyo kwiingxoxo ezisandul' ukubakho ze MTEC 2, kwinkalo ezine apho kufumaneka uxinzelelo, umz; ii-Textbook, ukutyiswa esikolweni (School Nutrition), iiNorms and Standards kunye neenkonzo zikaMasipala.

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

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

Izicwangciso zexesha elizayo zesebe

Iinjongo ezintathu zeWCED zale minyaka mihlanu ilandelayo (2016 - 2019) zezi

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

Ezi njongo zintathu ziya kufezekiswa ngokuthi kuqwalaselwe ezi njongo zilishumi zilandelayo

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

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

2. Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala

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

3. Ubuchule bokulawula ikharithulam yephondo

I-WCED Language and Mathematics Strategies (ubuChule bezolwimi neMathematika) ka-2015 ukuya ku-2019 yaziswa ngo-2015/16. Obu buchule bujonge ukuphucula ukupasa kwabo bonke abafundi beBanga R – 12 (i)ngokuphuhlisa ulwazi kunye nokufundiswa kwezifundo (pedagogic practices) okwenziwa ngamagosa ekharithulam, iintloko zamacandelo ezifundo kunye nootitshala; ii)ukuxhasa ukunikezelwa kweLTSM kunye iii)nokusoloko kuqhutywa nokujonga okwenziweyo kunye nokuhlola okwenziwayo, izicwangciso kunye nenkqubela. ISebe iWCED liza kwazisa lize landise nofikelelo kwakunye nenkxaso yezifundo zokwenza ngezandla (vocational subjects). Ukucwangciselwa kakuhle kwekharithulam kuza kuqinisekisa ukuba izikolo zinika esona sicwangciso sokuqhutywa kwemfundo (education delivery plan) sendawo.

4. Ulawulo oluhle lwezikolo

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

5. Ukulungiselelwa kwemfundo esekelwe kwiimfuno

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

6. Inkxaso yoluntu kunye neqonga lophuhliso lolutsha

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

7. Inkxaso yezikolo ezizimeleyo

Izikolo ezizimeleyo ezibhalisa abafundi abasuka kwiindawo ezihluphekileyo ziya kuxhaswa ngoncediso-mali (subsidies), iinkqubo zoqeqesho lweotitshala kunye nokutyelelwa kwezikolo.

8. Inkqubo yokunciphisa imiqobo ethintela ukufunda

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

9. IBanga R elisemGangathweni

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

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

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

Ubambiswano phakathi kwamacandelo kaRhulumente nawaBucala

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

Imicimbi eyekiweyo / imicimbi eza kuyekwa

Ayikho

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

Ayikho

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

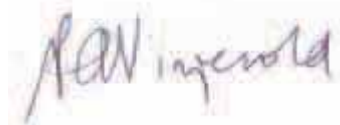
Ayikho

Iziganeko zasemva komhla wokufakwa kwengxelo

Imicimbi emitsha okanye ecetywayo

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

1. Ukuphucula umgangatho kuliwmi nemathematika kuzo zonke izikolo
 2. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
 3. Ukunyusa umgangatho wokunikwa kwemfundo kwiindawo ezihlupheke kakhulu
- Iinjongo ezimbini eziseleyo zezi: "Ukunika amathuba ongezelelweyo entlalo kunye nawoqoqosho kulutsha lwethu" kunye "Nokuphucula inkxaso yosapho kubantwana nolutsha kwanokuncedisana nophuhliso".



PA Vinjevoold
Accounting Officer
Department of Education
Date: 31 May 2016

5. INgcaciso yeMisebenzi neNgqinisekiso yokuChaneka kweNgxelo yoNyaka

Ngokolwazi nenkolo yam, ndiqinisekisa oku kulandelayo:

Lonke ulwazi namaxabiso axelwe kuyo yonke leNgxelo yoNyaka ayahambelana.

Le Ngxelo yoNyaka iphelele, ichanekile yaye ayinanto ishiyelelweyo.

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

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

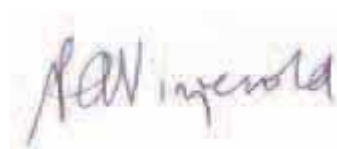
IGosa loCwangciso-mali (Accounting Officer) lijongene nokulungisa amaxwebhu engxelo-mali onyaka kunye nezigqibo ezithathiweyo malunga nolu lwazi.

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

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

Ngokoluvo lwam, le Ngxelo yoNyaka ikubonisa kakuhle ukwenziwa kwemisebenzi, iinkcukacha zentsebenzo, iinkcukacha zabasebenzi kunye nemicimbi yezemali yesebe ngalo nyaka-mali uphele ngomhla wama-31 kuMatshi ka-2016.

Ozithobileyo



PA Vinjevoid
Accounting Officer
Department of Education
Date: 31 May 2016

6. INgcaciso yesiCwangciso sobuChule (Strategic Overview)

6.1 Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo:

- i. Ukuphucula ulwimi nemathematika kwizikolo kuzo zonke izikolo
- ii. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
- iii. Ukuphucula umgangatho wemfundo kwindawo ezihluphekayo

6.2 Injongo ephambili

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

- Ukucwangciselwa okupheleleyo, kunye nokulawulwa kwemfundo (education system)
- Imfundo kwizikolo eziqhelekileyo zikarhulumente
- Inkxaso yezikolo ezizimeleyo
- Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa
- UPuhliso lwabaNtwana abasaQalayo (ECD) kwiBanga R
- Amathuba oqeqesho eetiitshala kunye nabasebenzi abangezotiitshala
- Inkqubo yokutyisa ethagethiweyo kunye nezinye iindlela zokulwa nentlupheko nezokhuseleko
- Ukuxhaswa kweetitshala ngokunikwa imiqathango esisiseko yenkonzo, amaqithi-qithi kunye nekqubo yentlalo-ntle yabasebenzi

6.3 Iimfundiso ezisisiseko

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

7. Imithetho neZinye iziGunyaziso

UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho we-108 ka-1996)

UMgaqo-siseko wePhondo leNtshona Koloni, 1998 (uMthetho woku-1 ka-1998)

UMthetho weMfundo weZikolo zePhondo leNtshona Koloni, 1997 (uMthetho we-12 ka-1997)

UMthetho weZikolo zaseMzantsi Afrika, (SASA) 1996 (uMthetho wama-84 ka-1996);

UMthetho woMgaqo-nkqubo weMfundo kaZwelonke (NEPA), 1996 (uMthetho wama-27 ka-1996)

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

UMthetho wezeNgqesho yooTiitshala ka-1998, (UMthetho wama-76 ka-1998)

UMthetho woLawulo lweMali kaRhulumente, 1999 (uMthetho woku-1 ka-1999)

UMthetho woKwahlulwa kweNgeniso yoNyaka, 2012, (uMthetho wesi-5 ka-2012) (Annual Division of Revenue Act, 2012 (Act 5 of 2012)

UMthetho weNkonzo kaRhulumente, 1994 (IsiBhengezo se-103 sika-1994)

UMthetho weGunya eliLawula iziQinisekiso waseMzantsi Afrika, 1995 (uMthetho wama-58 ka-1995)

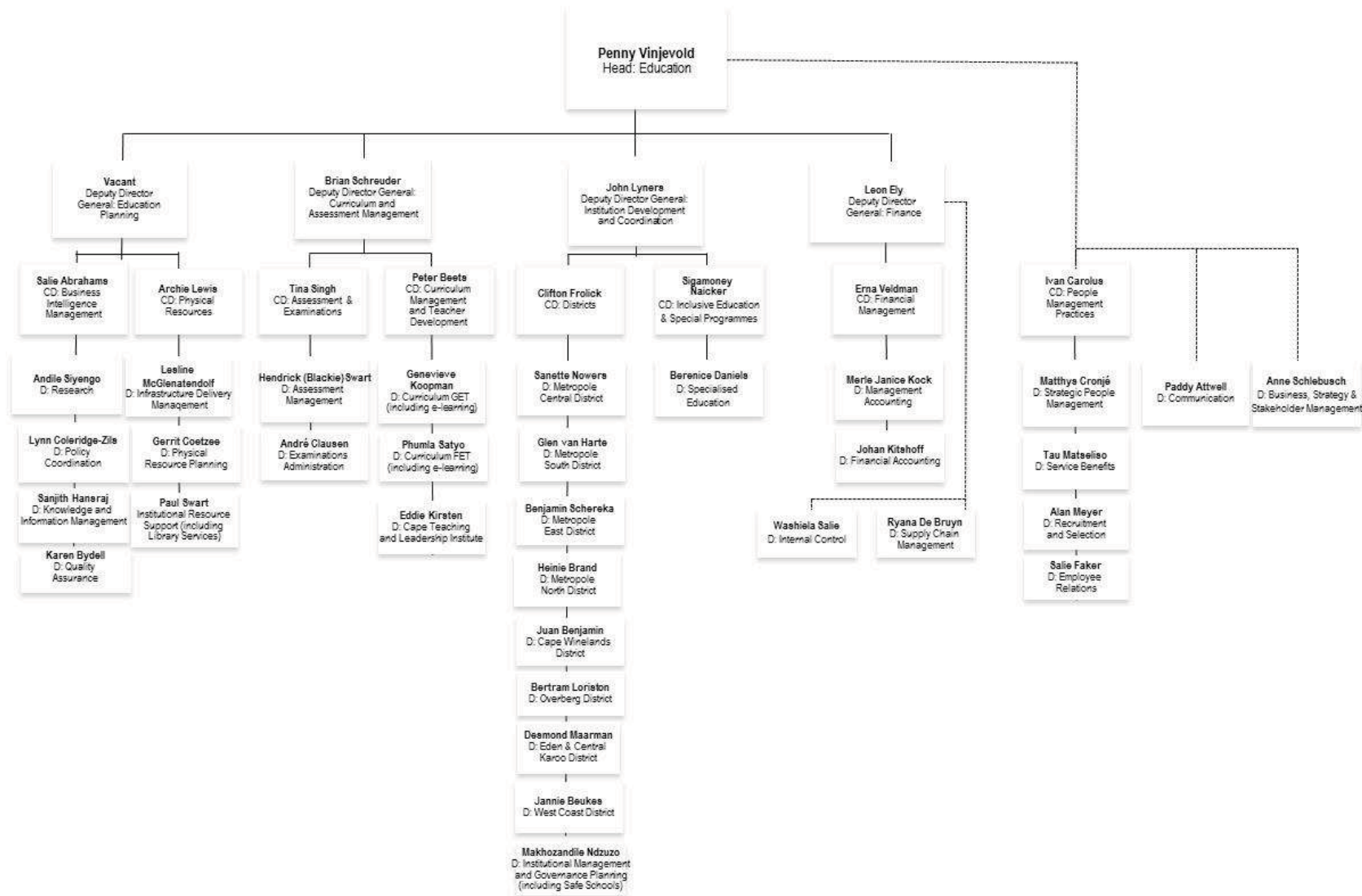
UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho wama-31 ka-2000)
(South African Council for Educators Act, (Act 31 of 2000))

8. Ukuma kweSitraktsha seZiko eli

Makujongwe kwiphepha elilandelayo

9. AmaQumrhu anika iNgxelo kuMphathiswa

Awangeni ndawo





ICandelo B
Ingcaciso ngentsebenzo

1. Ingxelo yoMphicothi-zincwadi Jikelele: liNjongo eziCaciswe kwaNgaphambili (Predetermined Objectives)

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

Makufundwe iphepha 173 leNgxelo yoMphicothi-zincwadi, epapashwe njengenxalenye yeCandelo E: INgcaciso yezeMali.

2. INgcaciso ngeNtsebenzo yeSebe

2.1 IMeko eNgqonge uKwenziwa kweeNkonzo

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

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

Iinjongo **zeziphumo zokufunda** zezi:

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

linjongo **zeziphumo zokufunda** (zisaqhutywa):

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

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

- 14►Ukugaya kunyaka ngamnye iqela elitsha lootitshala abasebatsha, abanomdla abaqeqeshwe ngokufanelekileyo ukuba bangenele umsebenzi wobutitshala.
- 15►Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklasi ezinamanani amakhulu.
- 16►Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchubekileyo kootitshala (professionalism), izakhono zokufundisa (teaching skills) ulwazi ngezifundo (subject knowledge) nabanolwazi lokusebenzisa ikhompyutha kuyo yonke imisebenzi yabo yokufundisa.
- 17►Ukwenza konke okusemandleni ukuqinisekisa ukuba abasebenzi abangootitshala baphile qete, banelisekile yaye bayawuthanda umsebenzi wokufundisa abawenzayo.
- 18►Ukuqinisekisa ukuba abafundi bafikelela kuzo zonke izihloko nenkalo zezakhono ekufanele bazifunde kunyaka wesikolo oQhubekayo.
- 19►Ukuqinisekisa ukuba umfundi ngamnye unako ukufikelela kweyona sethi ibubuncinane yeencwadi zezifundo nencwadi zomsebenzi (minimum set of textbooks and workbooks) ezifunekayo ngokomgaqo-nkqubo kazwelonke.
- 20►Ukwandisa ukwazi ukufikelela kwabafundi kwiintlobo ngeentlobo zemidiya (range of media), kuqukwa neekhompyutha, eziphucula umgangatho wemfundo yabo.
- 21►Ukuqinisekisa ukuba iinkqubo zolawulo ezisisiseko zonyaka (annual management processes) ziyaqhubeka kwizikolo zonke kweli lizwe ngendlela enegalelo nekhokelela kwisikolo esiqhuba kakuhle.
- 22►Ukuphucula uthatho-nxaxheba lwabazali nabahlali kulawulo kwezikolo, ngokuphucula ukwazi ukufikelela kwingcaciso ebalulekileyo ngokusetyenziswa kwesicwangciso-nkqubo see-Education.
- 23►Ukuqinisekisa ukuba zonke izikolo zixhaswa ngemali ngokwawona manqanaba asezantsi ngomfundi ngamnye nabalwa ngokwemimiselo kazwelonke nokuba imali isetyenziswa ngokungafihlisiyo nangendlela eyiyo (transparently and effectively).
- 24►Ukuqinisekisa ukuba iziseko zophuhliso ezizizakhiwo zezikolo (physical infrastructure) nendawo engqonge isikolo ngasinye, ziyabakhuthaza abafundi ukuba bafune ukuza esikolweni yaye bafunde, nootitshala bafundise.
- 25►Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkonziso zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyenzentlalo (psychosocial support), ezemidlalo nezenkcubeko.
- 26►Ukwandisa inani lezikolo eziwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (inclusive education policy) nokwazi ukufikelela kumaziko abonelela ngeenkonziso zeengcali (specialist services).
- 27►Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkonziso zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.

Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniswe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 245).

U-2015/16 ibingunyaka ozinzileyo malunga nemiba yabasebenzi. Oku kubangele ukuba iSebe iWCED ligxininise kumsebenzi walo ongundoqo wokuphucula iziphumo zokufunda. Izixhobo, ezingabasebenzi nemali, kunye nawo onke amaphulo ongenelelo ngoncedo aye asiwa kwezo zikolo beziyidinga kakhulu inkxaso.

Impumelelo ka 2015/16 iquka ukufumana iziphumo zezifundo eziphucukileyo njengokuba oku kubonakala kwiziphumo zemfundo. Kukho irekhodi entle malunga negalelo neziphumo

zeConditional Grant kunye nokusetyenziswa kwezinto eziyimfuneko ngokwemigaqo yokuthenga kakhulu (bulk-buying) kweencwadi. Isimo sezimali zelizwe (economy) siye sanegalelo kwizinto eziliqela kwaze kwahlengahlengiswa ngenjongo zokuhlangabezana noxinzelelo.

Iinkonzo ziquka ukunikezelwa kweziseko zophuhliso kwakunye noncedo olunikezelwe ngqo (direct) okanye ngolunye uhlobo (indirect) ezikolweni, kuxhaswa kukuthethathethana okulungileyo nabo bonke abadlala indima (role players) nabanebango (stakeholders). Nangona kwakukho ukulibaziseka ekwakhiweni kwezakhiwo kukwakho noxinzelelo kwiindawo zokuhlala nakwizinto eziyimfuneko, IWCED yenze izisombululo zexeshana yazifezekisa iimfuno, umzekelo uku-oda iitextbook ezongezelelweyo kunye namagumbi okufunda ahambayo (mobile classrooms). Inkxaso-mali eyongezelelweyo yanikezelwa izithuthi zabafundi kunye nokutya kunye nenkxaso-mali yenorms nestandards ukuze kuxhaswe abafundi abafuna uncedo.

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

2.2 IsiCwangciso soPhuculo loKwenziwa kweenkonzo

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

linkonzo eziphambili nemigangatho

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/ onguwona unguwo	Umgangatho weenkonzo onqwenekayo	Eyona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.	<ul style="list-style-type: none"> Abafundi Ootitshala Amagosa akwaNdlunkulu Abantu basekuhlaleni 	a-d) Ingcaciso ngeyona mpumelelo yokunxulunyiswa kweminxeba (switch board system) yalo nyaka-mali ayifumaneki isystem yokufowuna ngekhompyutha (Cyber Call system) kunye nePrivate Automatic Branch Automatic Branch Exchange (PABX) system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. Inkqubo yeSCM iza kugqitywa kungekudala.	<p>a) Ii-Opereyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Ukulawula ukuncitshiswa kweekholi ezingaphendulwanga ngamagosa ukuya kweziyi- 52 096 qho ngonyaka</p> <p>c) Ukugcina i-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office ilawula iimfuno zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo</p> <p>*Kucelwa niqaphele: Inani lamagosa akwaNdlunkulu linokuhla linyuka ngokuxhomekeke ekuqeshweni kwamagosa amatsha namagosa ayekayo ukusebenza kwiSebe iWCED.</p>	a-d) IPrivate Automatic Branch Exchange (PABX) yeWCED ayikwazi ukuchaza amanani (statistics) ngenxa yokuguga kwesistim ebekelwe ukutshintshwa. IWCED yamkele iingcebiso zeSITA zokuthenga icall centre management sistim kwa Interactive Intelligence (ININ) emva kokuba kwenziwe ithenda. I-ININ iyifakele isistim, endaweni ye Cyber Call sistim eWCED – nakwi call centre zezikolo ezikhuselekileyo (Safe School call centres).
Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela Nolwaphulomthetho ezikolweni kumaziko aseWCED	<ul style="list-style-type: none"> Abafundi abagama- 1 000 000 Ootitshala abagama -32 000 Abasebenzi abagama -9 000 Abafundi abavela kwizikolo ezili- 1 500 kunye nezikolo ezizimeleyo ezili- 240 Amalungu eeBhodi eziLawula iZikolo (SGB) Amalungu asekuHlaleni kuquka abazali Qaphela ukuba amanani aqakunjelwe asondezwa kwini elilandelayo 	a) ICyber Call System elawula iZiko leeFowuni leZikolo eziKhuselekileyo zeWCED (WCED Safe Schools Call Centre) alikatshintshwa. Ayifumaneki ingcaciso malunga nempumelelo yalo nyaka-mali enxulumene neeSafe School Call Centre. ISaveyi yonyaka yoKwaneliseka kwaBaxumi (annual Customer Satisfaction Survey) ka-2014 irekhode uphuculo kuloo ndlela bezinikwa ngayo iinkonzo zeeSafe Schools ngo-2013	<p>a) Ukunciphisa izinga leminxeba e-bekwa ingaphendulwanga liye ku-8%</p> <p>b) Kwi-85% yeminxeba abantu bancedwa bagqitywe kwakumnxeba wokuqala</p> <p>c) I-10% yeminxeba idluliselwa kuba-Lawuli beZikolo eziKhuselekileyo (Safe Schools Coordinators) ukuze bazilandelele</p>	a) IWCED yamkele iingcebiso zeSITA zokuthenga icall centre management sistim kwa Interactive Intelligence (ININ) emva kokuba kwenziwe ithenda. I-ININ iyifakele isistim, endaweni ye Cyber Call sistim eWCED – nakwi call centre zezikolo ezikhuselekileyo (Safe School call centres). ISaveyi yokwaneliseka kwabaxumi ka2015 yarekhoda ukunyuka kwenkonzo ezinikezelwa iZikolo eziKhuselekileyo

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/ onguwona unguwo	Umgangatho onqwenekayo weenkonzo	Eyona mpumelelo
		ICall Centre yeSafe Schools ifumene iminxeba engama-6 464. (40 % incedwe yagqitywa kwakumnxeba wokuqala) Iminxeba engama – 3 890 (60%) ebisafuna olunye uncedo nenkxaso, ama-738 ale minxeba ebenxulumene nenzendo zolwaphulomthetho, ngelixa iminxeba eli-1097 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa Amatyala angama-439 empathogadalala - apho engama- 39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqo ndweni (psychological support). Eminye iminxeba engama-538 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo	d) I-8% yeminxeba idluliselwa ukuba abantu bafumane iingcebiso ezingaphaya	b) ICall Centre yeSafe Schools irekhode ukuba ifumene iminxeba engama-6 180 (I-45% yayo yonke iminxeba incedwe yagqitywa kwakumnxeba wokuqala) c) Iminxeba engama-3 411 (i-55%) yenkqubo yezikolo ezikhuselekileyo ibisafuna olunye uncedo nenkxaso, i-709 izizehlo ezinxulumene nolwaphulomthetho; ngelixa iminxeba eli-955 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa d) Kwiminxeba engama-463 (7.5%) yamatyala empathogadalala - apho engama-58 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-392 (6%) ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-454 ibiyimibuzo emalunga neeBhodi eziLawula iZikolo

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

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenekayo	Ezona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED. Uthethathethwano: a) UNdlunkulu uqaphele ukuhla okuncinci kwizinga lokuvunywa ngokunxulumene neminxeba yefoni kwiSaveyi yoKwaneliseka kwabaXumi ka-2014 xa ethelekisa namazinga onyaka odlulileyo b) Isistim yokunika ingxelo kwiintanethi (online feedback system), engenelwe yisistim iTheta Nathi engakhange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo	Uthethathethwano: a) ISaveyi yonyaka yoKwaneliseka kwabaxumi ingumthombo wothethathethwano nanjengoko kujoliswe kwiiklayenti b) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzo ngoku	Uthethathethwano: a) Ukuphendulwa kweminxeba kuNdlunkulu nakwi-ofisi zeSithili kubonisa ukuphucuka ngo 2013 – 2015 njengokuba kuchaziwe kwingxelo yeSaveyi Yokwaneliseka kwabaXumi ka2015 b) Isistim yokunika ingxelo kwiintanethi, (online feedback system), ingene endaweni yesistim iTheta Nathi. Zonke izikhalazo zisombulelekile

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenekayo	Ezona mpumelelo
<p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa b) Iiyure zokusebenza kweZiko LemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>c) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line d) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) AbaLawuli beeSwitshibhodi (Switchboard Manager) ngabo abajongana nezikhalazo Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa b) Iiyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>c) Kuphendulwe imibuzo engama- 1233 nguNdlunkulu we WCED kwi"Contact the WCED" ekwiwebhusayithi iWCED Online</p> <p>d) Bonke abantu abafowunayo (iiklayenti) baye bamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani izikhalazo zangaphakathi ngempumelelo</p> <p>e) AbaLawuli beeSwitshibhodi (Switchboard Manager) basombulule Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa b) Iiyure zokusebenza kweSwitchboard zezi: 7:00 -16:00 (ngoMvulo –ngoLwesihlanu). Iiyure zokusebenza kweZiko leminxeba zezi: 7:30 – 17:00 (ngoMvulo – ngoLwesihlanu). Imibuzo erekhodwe emva kweeyure zomsebenzi ibilandelelwa ngosuku lomsebenzi olulandelayo</p>
<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Kufunyanwa izikhalazo ezisuka kubasebenzisi bakwaGolden Acre zengxinano emana isenzeka ezifunyanwa ngenyanga. Sele yenziwe inkqubo yokuthenga iintambo zeintafeyisi yokuhambisa iminxeba (Primary Rate Interface) (PRI's) ukwenzela ukujongana nale ngxaki.</p> <p>c) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Abantu abafowunayo bayazixela iifowuni ezingaphendulwanga baze baxele nengxinano kubasebenzi baseswitchboard. Abasebenzi baseswitchboard bayazibhala izikhalazo ukuxhasa iingxelo zokulawulwa kweminxeba</p> <p>c) Izikhalazo zeTheta Nathi neendlela zokujongana nazo (Theta Nathi complaints and compliments mechanism) zipapashwe kwisiBhengezo seWCED seNdlunkulu yokuNikwa kweeNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</p>	<p>Imbeko:</p> <p>a) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba amagosa angabanceda njani</p> <p>b) Abasebenzi beWCED kuNdlunkulu baye bahlangabezana nengxaki yokungasebenzi kweminxeba. I-WCED ilandela imigaqo yethenda yokuthenga isistim entsha yonxibelelwano (new telecommunication solution) nge WCG broad contract</p> <p>c) izikhalazo zeTheta Nathi neendlela zokujongana nazo (Theta Nathi complaints and compliments mechanism) zipapashwe kwisiBhengezo seWCED seNdlunkulu yokuNikwa kweeNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
d-f) Izikhalazo ezifunyenweyo kulo nyaka-mali ziye zasonjululwa nabasebenzi baseSwitchboard ngempumelelo ngoko nangoko	d) Ubukho benkonzo yeTheta Nathi buza kwaziswa (broadcast) kubaxumi ngelixa kusalindwe ukuba idluliselwe kumagosa ayo afanelekileyo e) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED Online f) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard	d-f) Izikhalazo ezifunyenweyo kulo nyaka-mali ziye zasonjululwa nabasebenzi baseSwitchboard ngempumelelo ngoko nangoko. Kuphendulwe imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo efumaneka kwiwebhusayithi yeWCED ebizwa ngokuba yi 'Contact the WCED'
Ukuthetha phandle nokungaFihli nto: a) Akukho zingcebiso zakuphucula amaziko Nxibelelwano nabaXumi Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo c) I-4.3% yezimvo ezifunyenwe kwiSaveyi ka-2014 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-11 lazo linokuthathwa njengezikhhalazo. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo d) I-36% yezimvo ezibonakaliswe kwiSaveyi ka-2015 yoKwaneliseka kwabaXumi ibizikhhalazo, nto leyo ibonakalisa uphuculo xa kujongwa kwiziphumo ze-59% zesaveyi yonyaka odlulileyo e) Umgao-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa	Ukuthetha phandle nokungaFihli nto: a) Kwisebhusayithi yeWCED b) Amaziko oNxibelelwano nabaXumi aneebhokisi zeengcebiso zokufaka izimvo zabaxumi c) Izimvo ezifunyenwe kwiibhokisi zeengcebiso zibekwa esweni, zixelwe kuze kusetyenziswe izimvo ezifanelekileyo kwimigaqo-nkqubo yolawulo lwezoxibelelwano lweminxeba lwaseWCED (WCED telecommunication management policies) d) ISaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lohlalutyo olunzulu, iingcebiso zophuculo kunye nezikhhalazo e) Umgao-nkqubo wolawulo lonxibelelwano ngeminxeba uhlaziyiwe rhoqo ngonyaka	Ukuthetha phandle nokungaFihli nto: a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo b) Abasebenzi be WCED (WCED Walk-in Centre staff) baqokelela, babhale ,bahlalutye ze baphendule zonke iibono zabantu ezifakwe kwiibhokisi zeengcebiso. c) I-4.4% yezimvo ezifunyenwe kwiSaveyi ka-2015 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-12 lazo kuphela linokuthathwa njengezikhhalazo, ukanti ezingama 32 zibonakalisa ukwaneliseka. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo d) I-50% yezimvo ezibonakaliswe kwiSaveyi ka-2015 yoKwaneliseka kwabaXumi ibonakalisa ukwaneliseka e) Umgao-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe kodwa uye wanqunyanyiswa de kufakelwe isistim entsha

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali: a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga ukunika iinkcukacha-manani (statistics) eziyimfuneko ulwazi.</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana</p> <p>c) Kukho umsebenzi omnye owongezelelweyo obekelwe ukuncedisa ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgao-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgao-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa</p>	<p>Ixabiso leMali: a) Abantu abafowunayo abangathanda ukubuza malunga nemiba yeenkonzo zenkxaso (corporate services) (EzaBasebenzi, noLawulo lweMali) badluliselwa kwiZiko lemiNxeba leWCED ukuze bafumane uhoyo oluzimiseleyo ngeswitchboard yakhona</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgao-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgao-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa</p>	<p>Ixabiso leMali: a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga ukunika iinkcukacha-manani (statistics) eziyimfuneko.</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana ulwazi</p> <p>c) Kukho abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Bekusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgao-nkqubo weenkonzolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED. ISaveyi ka 2015 yoKwaneliseka kwabaXumi ihlole izimvo ezimalunga neenkonzolawulo, ibonise ukwaneliseka okuqhubekayo malunga nenkxaso enikwa iSafe Schools nguNdlunkulu kwakunye nenkxaso enikwa izikolo zi -ofisi zezithili ngonyaka ka 2013 ukuya ku 2015.</p> <p>f) Umgao-nkqubo weenkonzolawulo lonxibelelwano lweminxeba uhlaziyiwe kodwa uye wanqunyanyiswa de kufakelwe isistim entsha</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED		
<p>Uthethathethwano:</p> <p>a) Isistim yokufowuna ngekhompyutha (Cyber Call system) kunye nePABX system azikatshintshwa. I-State Information Technology Agency (SITA) igqibe inkqubo yethenda yokufumana isistim entsha equka konke. I-WCED ilinde ukuqinisekiswa komnini webhidi (bidder) ophumeleleyo</p> <p>b) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzelo. Yavunywa ukuba isetyenziswe kunyaka-mali ka-2015/16</p> <p>c) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzelo. Yavunywa ukuba isetyenziswe kunyaka-mali ka-2015/16</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e-g) Kuye kwabonakala uphuculo olukhulu kwiiSaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) Zeminyaka ka 2012 -2014 kwiinkonzo ezinikezelwa zi Safe Schools.</p>	<p>Uthethathethwano:</p> <p>a) Ukesetyenziswa ngokupheleleyo kweenkonzo zeintanethi zokukhangela umgangatho (online rating services)</p> <p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Izithili zithethathethwana namaqela ezikolweni (safe schools clusters)</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e) ISaveyi yonyaka yoKwaneliseka kweklayenti ingumthombo wothethathethwano nanjengoko kujoliswe kootitshala.</p> <p>f) Okuboniswa yiwebhusayithi yeSithili (District website feedback)</p> <p>g) Izikhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzo ngoku</p>	<p>Uthethathethwano:</p> <p>a) I-WCED yamnkela iingcebiso ze SITA zokufakela isistim entsha i- contact centre management system yakwa Interactive Intelligence (ININ) emva kokuba kulandelelwe umgaqo wethenda. I- ININ iyifakele le sistim , endaweni ye Cyber Call system kwi-ofisi ze WCED nakwi Safe Schools Call Centres</p> <p>b) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonzelo.</p> <p>c) Isicwangciso seprogram zezikolweni ezikhuselekileyo zeWCED zisebenzisene namaSebe ePhondo nakaZwelonke, ooMasipala baseKhasa , iiParastatal kunye nemibutho engenzi nzuzo(NGO) kwimingeni abanayo abahlali baseNtshona Koloni.</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) luye lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zaza ezo meko (cases) zalandelelwa</p> <p>e-g) Isaveyi yoKwaneliseka kwabaXumi ka-2013 – 2015 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools kwakunye ne-ofisi zeziThili</p>
<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (nge fowuni/ ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo). Inombolo ehlawulelwe liSebe kunye nomtu ofuwunayo : 0861 923 322</p> <p>b) Inombolo yasimahla: Safe Schools : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba: 07:00 – 17:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni/ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo)</p> <p>b) Inombolo yasimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba : 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni/ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo)</p> <p>b) Inombolo yasimahla: Safe Schools : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweSwitchboard zezi: 7:00 -16:00 (ngoMvulo –ngoLwesihlanu). Iiyure zokusebenza kweZiko lemiNxeba zezi: 7:30 – 17:00 (ngoMvulo – ngoLwesihlanu). Imibuzo erekhodwe emva kweeyure zomsebenzi ibandelelwa ngosuku lomsebenzi olulandelayo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo kwangethuba</p> <p>b) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangene inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangene inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>e) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers</p> <p>Ukuthetha phandle nokungaFihli nto:</p> <p>a) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangene inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khangene zisetyenziswe iibhokisi zeengcebiso</p> <p>b) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) ngeenkonzo ze Safe Schools kunyaka ka 2012 ukuya ku 2014</p> <p>c) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseLuntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools. Ingcaciso yomsebenzi abawenzayo ihlaziyiwe ukwenzela ukufaka le miba</p> <p>d) Akukho kwaziswa kweenkonzo okwenziwa ngefowuni kuye kwenziwa kusetyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo kwangethuba</p> <p>b) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED Online</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) ezipapashiweyo zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p> <p>e) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p> <p>Ukuthetha phandle nokungaFihli nto:</p> <p>a) Kwiwebhusayithi yeWCED nakumaziko okuQhagamshelana neeKlayenti (Client Contact centres) kukho iibhokisi zeengcebiso ezifanele ukufaka izimvo kuzo iiklayenti</p> <p>b) ISaveyi yonyaka yoKwaneliseka kwabaXumi ihlale izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lohlahluty olunzulu, iingcebiso zophuculo kunye nezikhalazo</p> <p>c) Abalungelelanisi (co-ordinators) beeSafe School abakwinqanaba leSithili babandakanya nokwenziwa kweenkonzo zeCall Centre yeSafe Schools</p> <p>d) Ukwaziswa kweenkonzo okwenziwa ngefowuni (Telephone marketing)</p>	<p>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo yaye abonise imbeko</p> <p>b) I-WCED iphendule imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo kwiintanethi</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangene inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>e) Ukuba kuthe xa bekufakwa izikhalazo, ezi zikhalazo zifakiweyo beziqale zaxoxwa kwintlanganiso ebekiweyo elungiselelwe ukuzilungisa loo ntlanganiso ichotshelwa nabaLungelelanisi beSithili kunye nabaSebenzi baseLuntwini (District Coordinators and Fieldworkers</p> <p>Ukuthetha phandle nokungaFihli nto:</p> <p>a) I-WCED iphendule imibuzo engama 1 233 efunyenwe kwi"Contact the WCED" kwiwebhusayithi yeWCED. I-WCED Walk-in Centre iqokelele iingcebiso ze bhokisi zeengcebiso ngenjongo zokuphucula iinkonzo, njengokuba bekulindelekile</p> <p>b) Kubekho ukunyuka kokwaneliseka okuqhubekayo kwisistim yokunika ingxelo malunga neenkonzo ezinikezwa ziSafe Schools, kunyaka ka 2012 ukuya ku 2015</p> <p>c) Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseLuntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools</p> <p>d) Ukwaziswa kweenkonzo okwenziwa ngefowuni kuye kwenziwa kusetyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 890 ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelelekileyo. Bekukho:</p> <ul style="list-style-type: none"> Izehlo ezingama-738 ezinxulumene nolwaphulomthetho; lingxelo ezili-1 097 malunga nezikolo eziqhekeziweyo zonakaliswa; Kwiminxeba engama-439 yamatyala emphathogadalala apho engama- 39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support); Kunye Neminye iminxeba engama-538 ebiyimibuzo emalunga neeRhodi ezilawula izikolo <p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlale ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zincipisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-267 zokuphutha kwabafundi esikolweni, apho ezingama-220 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika Uncedo</p> <p>IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengexalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-72 lindawo ezili-115 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-15 485</p>	<p>Ixabiso leMali:</p> <p>a) Ngelixa abasebenzi beCall Centre bembalwa yaye inani leminxeba ebhalisiweyo imbalwa, owona msebenzi wandisa ukuxabiseka kweli ziko wenziwa eluntwini (field), ngokubambisana, kusetyenziswa iiSafety Fieldworker neePsychologist</p> <p>b) IiFieldworker zoKhuseleko zilandeleda abafundi abaphuthayo esikolweni zize zikhangele ukuba yintoni ingxaki yomfundi ebangela oku</p> <p>c) Ukunika uthantamiso nokukhokela abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) Ukuncedisa kwiiYouth Club zeeSafe School njengexalenye yenkqubo yeeholide</p>	<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 411 (55%) ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelelekileyo. Bekukho:</p> <ul style="list-style-type: none"> Izehlo ezingama-709 ezinxulumene nolwaphulomthetho; lingxelo ezili-959 malunga nezikolo eziqhekeziweyo zonakaliswa; Kwiminxeba engama-463 (7.5%) yamatyala emphathogadalala apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-392 (6%) ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support); Kunye Neminye iminxeba engama-454 ebiyimibuzo emalunga neeRhodi ezilawula izikolo <p>b) IiFieldworker zeeSafe Schools zilandeleda abafundi abaphuthayo esikolweni, zihlale ukuba ziintoni iingxaki zabafundi ezibangela oku kuphutha, zize zincipisane nokubuyiselwa kwabafundi esikolweni ngokubambisana nabantu abafanelekileyo abanendima abayidlalayo, njengeSebe loPhuhliso loLuntu</p> <p>c) IiFieldworker zeeSafe School zithantamisa zikhokele (mentor and coach) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazidingayo</p> <p>d) ICall Centre yeSafe Schools zibhalise izehlo ezingama-179 zokuphutha kwabafundi esikolweni, apho ezingama-170 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo ngokomgaqo-nkqubo i-Attendance Policy</p> <p>IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengexalenye yenkqubo yeeholide. Kusekwe i-After school programs ezingama 2 900 kunye neeHoliday Program ezingama 6000 kwizithili ezi 8 kwiPhondo leNtshona Koloni kuquke nezi nkqubo zongenelelo:</p> <ul style="list-style-type: none"> I-Occupational Health and Safety Act (OHSA) Training (iNqununu, isekelaNqununu neSafety Officer); <p>Uqeqesho lokuxhatshazwa kweziyobisi (Substance Abuse Training: Ukuhlolwa kweziyobisi kunye ne Search and Seizures) (Drug Testing and Search and Seizures (iNqununu, i Safety Officer kunye notitshala omnye owengezelelweyo onesini esahlukileyo);</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
Ixabiso leMali:	Ixabiso leMali:	Ixabiso leMali: <ul style="list-style-type: none"> • ULawulo loNgqzulwano noThethathethwano lwaBalingane (Conflict Management and Peer Mediation) (Abafundi abakula mabanga 6, 8 ne 9, Abafundi, iNqununu, aBasebenzi abancedisayo, iiKomiti zoKhuseleko, i School Safety Coordinators, uKhuseleko kunye namanye amavolontiya akwimihlaba yesikolo) kunye ; • Uphuhliso Lolutsha (aBafundi, ooTitshala, iiNqununu, aBasebenzi abancedisayo, iiKomiti zoKhuseleko, i School Safety Coordinators, uKhuseleko, namanye amavolontiya akwimihlaba yesikolo)

Isixhobo sokucacisa iinkcukacha zokunikwa kweenkonzo (service delivery information tool)

Izixhobo ezicacisa iinkcukacha zangoku/ezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.		
a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo.	a) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo	a) Icandelo loNxibelelwano(Telecommunication Section) lithethe nabantu malunga malunga nokophuka kweminxeba ixesha elide
b) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso	b) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi	b) Bonke abantu abenzelwa iinkonzo besebenza esikolweni kunye nabo banxulumene nezikolo kuqhagamshelwana nabo ngembalelwano yaseburhulumenteni (iisetyhula/iingcaciso ezimfutshane), ezigcinwa kwiwebhusayithi ukulungiselela ukuba abenzelwa iinkonzo bafikelele kuzo. Iwebhusayithi yeWCED ifumaneka imini nobusuku (24/7) nazo zonke iisetyhula neengcaciso ezimfutshane zeSebe.
c) I-imeyili	c) I-imeyili	c) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso
d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni	d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni	d) I-imeyile
e) Umlawuli weSwitchboard kunye/okanye naloo Sekela-Mphathi baye banxibelelana nabantu abafumana iinkonzo abalapha esikolweni besebenzisa i-imeyili, malunga neenkonzo zefowuni ezimana ziqhawuka	e) Umlawuli weSwitchboard	e) Iwebhusayithi yeSebe leMfundo leNtshona Koloni

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED		
<p>a) Iintlanganiselo ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p> <p>b) Iibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi</p> <p>c) Iibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi. Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</p> <p>d) ICall Centre yeSafe Schools inika isithili iinkcukacha-manani (statistics) zazo zonke izehlo ezibancedisa ekucwangciseni iinkqubo zophuhliso nezongenelelo ngoncedo</p> <p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p> <p>f) Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kweziyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo</p>	<p>a) Iintlanganiselo zamaQela (Cluster) eeSafe School</p> <p>b) Ukuhambisa iibrowutsha emicimbini</p> <p>c) Iitheyiibhile zolwazi ezisemicimbini</p> <p>d) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</p> <p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p> <p>f) Izinto ezazisa ngeenkonzo (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo</p>	<p>a) Iintlanganiselo ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p> <p>b) Ukuhambisa iibrowutsha emicimbini ezineetheyibhile zolwazi</p> <p>c) Iibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi. Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi</p> <p>d) Iibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi. Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery). ISaveyi yonyaka ka 2015 yoKwaneliseka kwabaXumi ibonise ukwaneliseka okuqhubekayo malunga nenkxaso enikwe ngNdlukulu kwi Safe Schools kwakunye nenkxaso enikwe zii-ofisi zesithili ezikolweni kunyaka ka 2013 ukuya ku 2015.</p> <p>e) Inamba yeCall Centre yeeSafe Schools iprintwe kuzo zonke iilethahedi zaseburhulumenteni zeWCED, kuquka neService Delivery Charter, ziyafumaneka kuwo onke amaziko emfundo kunye neeofisi zenkxaso</p> <p>f) Izinto ezazisa ngeenkonzo (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo. Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo nezinto ezazisa iinkonzo (marketing merchandise) ezifana neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kweziyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo</p>

Inkqubo yokufaka izikhalazo

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezingqenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED</p> <p>a) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>b) Akukho zikhalazo zefowuni zirekhodiweyo ngendlela yokunika ingxelo (feedback mechanism) ziye zaboniswa kweli thuba</p> <p>c) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED</p> <p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana nalo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools, loo nto isenziwa ngoqeqesho olwenziwa emsebenzini NgokweCyber Call System, iCall Centre yeSafe Schools ifumene iminxeba engama-6 460 (ezingarekhodwanga ngokupheleleyo ngenxa yeengxaki zesisitim). Le minxeba ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neebhodi eziLawula iZikolo</p>	<p>a) Iinkcukacha-manani zeTheta Nathi ziyaqwalaselwa zize zixelwe kuze kwenziwe amacebo okujongana kwanokuphucula loo meko ibiqhutywa</p> <p>b) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p> <p>c) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard</p> <p>d) Ukunikwa kwengxelo (feedback facility) Kwiwebhusayithi</p>	<p>a-b) I-WCED ifumene izikhalazo ezimalunga nokuvalwa kweSwitchboard ngexesha lesidlo sasemini (phakathi ko 12:30 -13:00). Isistim yaqalwa ngokutsha (reprogrammed) ngoku iSwitchboard isebenza ngala maxesha; 7:00 -16:00, ngoMvulo ukuya ngoLwesihlanu.</p> <p>c-d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>a) Umlawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana nalo mntu/ nabo bantu bachaphazelekayo kunye/okanye nongenelelo/amanyathelo okulungisa eConsultant yeCall Centre yeSafe Schools, loo nto isenziwa ngoqeqesho olwenziwa emsebenzini NgokweCyber Call System, iCall Centre yeSafe Schools ifumene iminxeba engama-6 180 yayirekhoda ngesandla (manually)genxa yeengxaki zesisitim. Le minxeba ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neebhodi eziLawula iZikolo b)Umlawuli weCall Centre uyafumaneka ukuba ajongane nezikhalazo.I Call Centre ayifumananga zikhalazo zibhaliweyo ngo 2015/16 nemiyalezo elithoba yokuvuyisana nabasebenzi be client services ngomdebenzi wabo omhle.</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
b-d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo ngonyaka ka 2012 -2014	<p>b) Umlawuli weCall Centre uyafumaneka ukuba ajongane nezikhalazo</p> <p>c) Ukunikwa kwengxelo (feedback facility) kwiwebhusayithi</p> <p>d) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p>	<p>b) I-WCED iphendule imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo kwiintanethi</p> <p>c) ISaveyi ka 2015 yokwaneliseka kweklayenti ibonise ukwaneliseka okughubekayo malunga nenkxaso enikwa iiSafe School nguNdlunkulu kwakunye nenkxaso enikwa izikolo zii-ofisi zesithili ngo 2013 ukuya ku 2015.</p>

2.3 OkuQhubeka kwiZiko (organisational environment)

I-WCED inesebe lezemfundo lephondo (provincial ministry of education), undlunkulu wephondo, ii-ofisi zesithili kunye namaziko emfundo, kuquka izikolo zikarhulumente eziqhelekileyo nezemfundo eneemfundo ezizodwa kunye namaziko eECD.

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

ISebe lijonge ukwenza imeko eqhelekayo yamaziko ajongana neengxaki nasebenzayo kwanokuphucula iinkqubo zalo zoshishino neesistim zalo. UNdlunkulu kunye neeofisi ezisibhozo zezithili zeWCED zilungiswe zayilelwa ukunika inkonzo nenkxaso ekhawulezileyo negqibeleleyo ezikolweni nakootitshala. I-WCED ikwiphulo lokuqwalasela kwakhona imodeli yokunikezelwa kweenkozo kwizithili. Kuthathwe inkathalo ukucutha okungalunganga okunokuthi kwenzeka(negative impact) ezikolweni xa kusaziswa imodeli entsha.

Ngokumalunga neziko, iSebe linenjongo yokubonelela

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

Utshintsho kunyaka ophantsi koqwalaselo

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

UMnu John Lyners, osebenze ixesha lide njengeSekela Mlawuli Jikelele (Deputy Director General), uthathe umhlalaphantsi ekupheleni kuka-Epreli 2016. UMnu Tau Matseliso uqeshwe endaweni yakhe. UNksz Marcia Harker, uDDG weCwangciso lweMfundo (Education Planning), utshintshelwe kwiSebe lezoThutho eGauteng (Gauteng Department of Transport) ngoOktobha 2015, uMnu Archie Lewis ubambe endaweni yakhe.

Umlawuli omtsha: uCwangciso-mali yezoLawulo (Management Accounting), Ms Merle Kock, ungene emsebenzini ngomhla 1Juni 2015. ICandelo Lawulo lwangaPhakathi (Directorate for Internal Control) lanika ingxelo kwiNtloko yezemali (Chief Financial Officer) ukusuka ku 2015/16.

UNksz Zan Rhoxo, uMlawuli weMfundo yeSithili eEden nase Central Karoo, uthathe umhlalaphantsi ngo 2015, endaweni yakhe kwangena uMnu Desmond Maarman. UMnu Benjamin Schereka waqeshwa kwisithuba soMlawuli (Director): Metro East Education District.

UNksz Zodwa Modimakwane wonyuselwa kwisithuba sakwaMalusi, endaweni yakhe kwangena uMnu Mr Blackie Swart njengoMlawuli: Ulawulo loHlolo (Director: Assessment Management). UMnu Norman Daniels wathatha umhlalaphantsi ekupheleni kukaJanawari. UMnu Tau Matseliso wayeqeshwe kweso sithuba kodwa waphinda wonyulelwa isithuba sika DDG, isithuba soMlawuli: Service Benefits sapapashwa kwaqeshwa uNksz Devigi Pillay, uza kungena emsebenzini nge 1Juni 2016.

Umlawuli oyiNtloko omtsha woLawulo lobuNtloka kwezoShishino (Chief Director for Business Intelligence Management), uMnu Salie Abrahams, ungene emsebenzini ngoNovemba 2015. Kwaqalwa elinye iCandelo loCwangciso lweziSeko zoPhuhliso (Infrastructure Planning), uMnu Gerit Coetzee wangena kwesi sithuba ngoJanawari 2016.

Imisebenzi yeWCED- umhlaba ofikelelweyo nomlinganiselo (scale)

Abafundi	
Abafundi bamaBanga loku-1-12 kwiZikolo zikaRhulumente eziQhelekileyo bebonke	985 315
Abafundi kwiBanga R kwiZikolo zikaRhulumente eziQhelekileyo	64 648
Abafundi kwiBanga R kumaZiko aZimeleyo	18 854
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	20 139
Abafundi kwiZikolo eziZimeleyo	48 153
Bebonke	1 137 109
Abasebenzi	
Ootitshala	32 039
Abasebenzi benkonzo bakarhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	8 802
Bebonke	40 841
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	72
Ii-ofisi zesithili	8

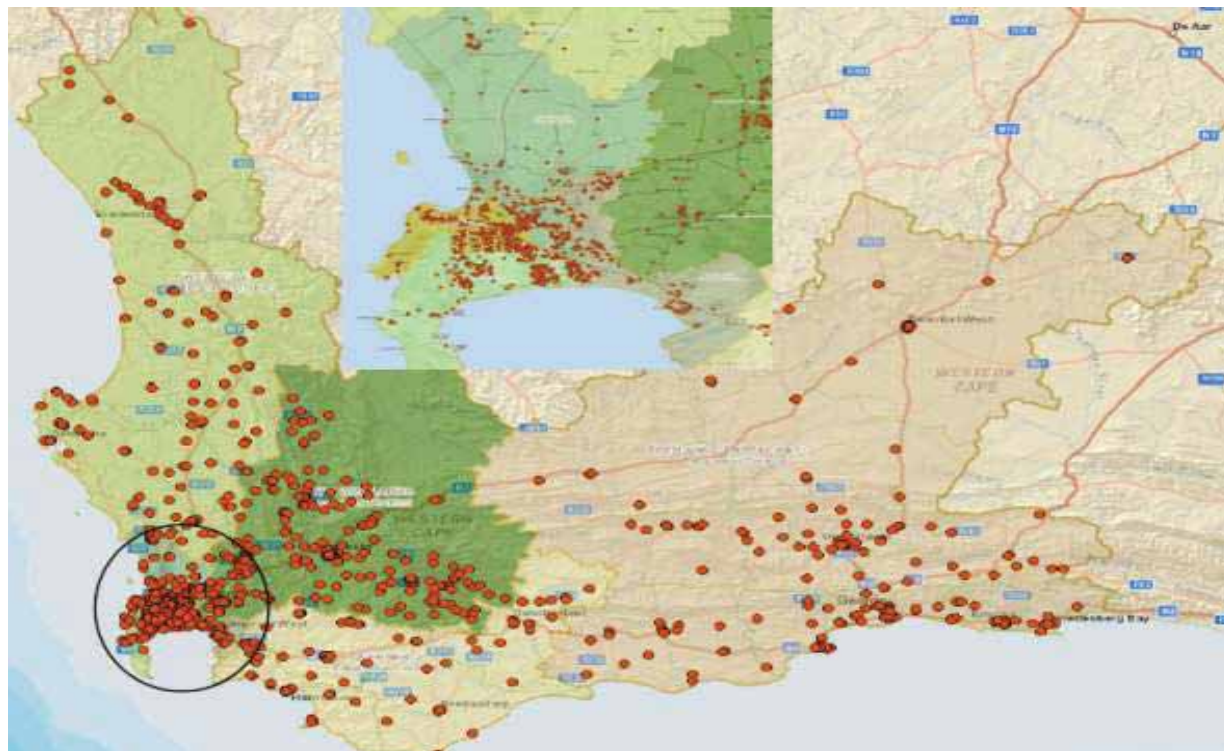
Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2016)

UMthombo woBhaliso lwabafundi lwango-2015: Annual Survey for schools pre-Grade R to matric)

Ootitshala: PERSAL: 2015

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe ezingama-49 nezinika ngqo inkxaso ezikolweni. Izikolo zixhaswa ngabaPhathi beSekethe (Circuit Managers) ngabacebisi ngezekharityhulam, iingcali zeenkonzo zemfundo eneemfuno ezizodwa (special education professionals) (iisayikholoji, oonontlalontle, nabacebisi bezibonelelo zokufunda (learning support advisers).

Indlela ezahlulwe ngayo izikolo iboniswe apha ngezantsi



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

2.4 Uphuhliso lwemigaqo-nkqubo ephambili neenguqu kwimithetho

uMphathiswa weMfundo esisiSeko, esebezisa icandelo 4(1) umthetho wokuSetyenziswa kweLwimi zasebuRhulumenteni (Use of Official Languages Act, 2012 (Act of 2012), wapapasha iinjongo zakhe zokulandela iGovernment Notice 325, ekwi Government Gazette No. 38679, yomhla we 7 Apreli 2015 wacela ukungeniswa kwezimvo ezibhaliweyo kubantu abadlala indima nakubantu abanomdla. Ipolisi eyidraft iquka amasolotya afana nokusetyenziswa kwelwimi zaseburhulumenteni liSebe leMfundo esisiSeko, ukuphuhlisa amakhono (capacity building) unxibelelwano nabantu basekuhlaleni abathetha ulwimi elingelilo elaseburhulumenteni eMzantsi Afrika, unxibelelwano nabantu basekuhlaleni abaxhumana ngeSign Language yaseMzantsi Afrika neendlela zokukhalaza.

Kwenziwe isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima nakubantu basekuhlaleni sapapashwa ngomhla we 5 Meyi 2015 kwiGovernment Gazette No. 38763, Government Notice 395 ka 2015, nguMphathiswa weMfundo esisiSeko echaza iinjongo zakhe zokuvuma iPolisi eyiDraft yeSebe leMfundo esisiSeko yeHIV,STIs kunye neTB (Draft Policy of the Department of Basic Education on HIV, STIs and TB) ngokweCandelo 3(4) (o) leNational Education Policy Act, 1996 (Act 27 of 1996). IPolisi eyiDraft iquka imigaqo nemixholo efana nendawo ekhululekileyo (enabling environment), ukhuselo, unyango, ukunanekelela, ukolulekwa kwengqondo (counselling and support), ukwenza kubelula (impact mitigation), iingxaki zasemsebenzini, kunye nokulawula iimpendulo zepolisi ezimalunga neHIV, STIs neTB.

Kwenziwe isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima nakubantu basekuhlaleni sokulungiswa kwePolisi eyiDraft emalunga neSimilo, uLawulo nokuPhatha kwemviwo zematriki eyapapashwa kwiGovernment Gazette No. 38771 ngomhla wama 25 Meyi 2015, Government Notice 410, nguMphathiswa weMfundo esisiSeko. Izilungiso zedraft ezipapashiweyo ziquke izilungiso zePolisi kaZwelonke (National Policy) kwiSimilo, uLawulo, nokuPhatha uHlobo lweMviwo zeMatriki, kupapashwe kwiGovernment Notice No. 1081 kwi Government Gazette No. 26789 ngomhla we 17 Septemba 2004 yaza yalungiswa njengeGovernment Notice No. 827 kwi Government Gazette, No. 30267 ngomhla we 7 Septemba 2007; neGovernment Notice No. 1151 kwi Government Gazette, No. 31535 ngomhla wama 31 Oktobha 2008.

ISebe leMfundo esisiSeko lapapasha inotisi kwiGovernment Gazette No. 38820 yomhla wama 25 Meyi 2015, Government Notice 435, apho kwanikezwa imvume yokwenza isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima kwiDraft Amended Regulations ukunikezela iZatifiketi liQumrhu elijongene nomGangatho wezemfundo (Council for Quality Assurance in the General and Further Education and Training), ngokwecandelo 27 of the General and Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001). Imigaqo yeDraft (Draft Regulations) iza kulungisa amacandelo athile emigaqo ngokuthi ifakele okanye icime ukulawula ukunikezwa kwezatifiketi yiQuality Assurance in General and Further Education and Training.

UMphathiswa weMfundo esisiSeko, uye ngokwecandelo 3(4)(l) ne 7 leNational Education Act, 1996 (Act 27 of 1996), ngukupapasha kwiGovernment Gazette No.39006 yomhla wama-20 July 2015, Government Notice 620, wacela izimvo ezibhaliweyo kubantu nakumaziko adlala indima ngePolisi kaZwelonke kwiSimilo, uLawulo nokuPhatha koViwo likaZwelonke (National Policy on the Conduct, Administration and Management of the Annual National

Assessment - ANA). IPolisi izakwenza isisiseko esiya kunceda uMphathiswa weMfundo esisiSeko kwi norms and standards, nakwimigaqo nemithetho yesimilo, ulawulo nokuphatha uViwo likaZwelonke (Annual National Assessment -ANA), oluyingxenye lwempumelelo yabafundi njengoko kuchaziwe kwicandelo 6A (2) lweSouth African Schools Act, 1996 (Act 84 of 1996). Le polisi iyakusetyenziswa zizo zonke izikolo zikarhulumente nezikolo ezizimeleyo.

UMphathiswa weMfundo esisiSeko, ngokwemigaqo yeNational Education Policy Act, 1996 (Act 27 of 1996) neSouth African Schools Act, 1996 (Act 84 of 1996) wapapasha isibhengezo ecela izimvo ezibhaliweyo kumaziko adlala indima nasebantwini kwipolisi eyidraft iRegulations Relating to Minimum Uniform Norms and Standards for Provincial Teacher Development Institutes and District Teacher Development Centres In South Africa, kwiGovernment Gazette No. 39038, Government Notice 657, yomhla wama 31 Julayi 2015. Iinjongo yemigaqo yedraft kukunikeza indlela yokulawula umsebenzi (regulatory framework) ukuphendula ezinye zengxaki ezimalunga nendima edlalwa ngamaziko (institutes) neesenta ezikhankanywe kwipolisi, kugxilwe kwiziseko zophuhliso, izixhobo zokuncedisa (equipment), abasebenzi, ulawulo nokuphatha kwakunye nemali yenkxaso.

INotice 482, epapashwe kwiGovernment Gazette 38822 of 29 May 2015, ichaze iinjongo zoMphathiswa weMisebenzi yoLuntu (Minister of Public Works) zokutshintsha iConstruction Industry Development Regulations, epapashwe kwiGovernment Notice 692, Government Notice 26427, ngomhla we 9 Juni 2004.

Ngomhla wama 25 Meyi 2015 uMphathiswa weMfundo esisiSeko wapapasha isibhengezo sezimvo zabantu kwiGovernment Notice 420 in Government Gazette No. 38810 kwidraft yeNational Policy malunga nesimilo, ulawulo nokuphatha koViwo lweMatriki (Senior Certificate Examination). Le draft yenza, phakathi kwezinye izinto, ukubonelela amaziko adlala indima ekujongeni umgangatho woviwo, imali ehlawulelwa ukungena esikolweni nokungeniswa esikolweni.

UMphathiswa weMfundo esisiSeko wacela izimvo ekufumaneni iMinimum Outcomes and Standards kunye nemiGaqo nemiThetho yokuViwa kweMpumelelo yaBafundi (National Process and Procedures for the Assessment of Learner Achievement) njengoko kubhaliwe kwiPolisi, iPolisi kaZwelonke (National Policy) malunga neProgram yemfuno zokoNyuselwa kweKharithulam Statimenti yamabanga uR -12 (Programme and Promotion Requirements of the National Curriculum Statement Grades R-12) kwiGovernment Gazette No. 39405, yomhla we 13 Novemba 2015, njengokuba ipapashiwe kwiGovernment Notice 605. Iquka utshintsho kwizifundo namaxesha anikwe isifundo ngasinye.

Utshintsho lweDraft kwiXwebhu lePolisi, iPolisi kaZwelonke (National Policy) malunga neMfuno zeProgram nokoNyuselwa kwamaBanga eNSC R-12 (Programme and Promotion Requirements of the NCS Grades R-12) kunye nesimilo, ulawulo nokuphathwa kweMatriki kwapapashwa kwiGovernment Gazette No. 39399, Government Notice 605, yomhla we 13 Novemba 2015. Iquka ukongezelelwa kwamanani eelwimi zaseburhulumenteni ezichongiweyo kwakunye namaxesha awabekelwe isibhjekthi nganye.

Amaphulo ongenelelo ngoncedo amatsha ephondo

Sebe leMfundo eNtshona Koloni lizibophelele ukufumaneni zonke iindlela ezinokunyusa ukufikeleleka kwimfundo ekumgangatho ophezulu, ingakumbi kwiindawo zethu ezihluphekayo. ISebe likholelwa ekusebenzeni ngobuchule nezikolo namaziko entsebenziswano(partners) kurhulumente, amaziko angengawo akarhulumente (private sector), abahlali kunye nabaxhasi ukuqinisekisa ukuba sisebenzisa konke esinako ukuphumelelisa le njongo. ISebe lenza imigudu emininzi ukuqinisekisa ukuba lenyusa ukufikeleleka kwimfundo ekumgangatho ophezulu. Umzekelo wokugqibela yiPolisi ye *Collaboration Schools Pilot Programme*, ngentsebenziswano nabaxhasi bemfundo nemibutho yabaxhasi eyayivunywe ngowama 31 Agasti 2015.

Isikolo sentsebenziswano ("Collaboration School") luhlobo lwesikolo esitsha sikarhulumente, esilawulwa ngokuncedisana phakathi kwembutho engenzi-nzuzo (non- profit organisation) exhasa isikolo (the "operating partner"), kunye neWCED, ejongene nokusebenza kwesikolo kwakunye nokuqinisekisa ukuba isikolo ne"operating partner" zinika ingxelo nokusebenza kwesikolo njengengxenywe yesistim yemfundo karhulumente. Olu vavanyo luyakwenza ukuba abaphathi besikolo ne-operating partners bafikeleleke kwizinto eziyimfuneko ezongezelelweyo kwaye iyakwandisa ulawulo olungabophelelekanga (flexible) nto leyo eyakwenza ukuba kufunyanwe ezinye iindlela eziphucukileyo nezisebenzayo zokufundisa.

ISchool operating partners ziyakuqinisekisa inkxaso enkulu yootitshala neenqununu ngoqeqesho, izinto eziyimfuneko (resources) ezongezelelweyo, ukujongwa kwentsebenzo (performance monitoring) nokunika ingxelo rhoqo. Eyona njongo kukuphucula iziphumo zemfundo zabafundi kwezi zikolo.

Umthetho iWestern Cape Provincial School Education Act, 1997 (Act 12 of 1997) (the Act) waqala ukusebenza ngomhla we 16 Janawari 1998, utshintsho lokuqala lalo Mthetho lwenzeka ngomhla we 6 Decemba 2010. Iqela lamasolotyalo alo mthetho awasebenzi amanye akalandeleki, ngenxa yokuba engahambelani nemithetho emitsha esebenzayo eMzantsi Afrika.

Ikhabineth yase Ntshona Koloni inike imvume yezimvo (granted in-principle) yokuba kwenziwe umthetho oyidraft (draft legislation) ukutshintsha umthetho wezikolo iWestern Cape Provincial School Education Act, 1997(Act 12 of 1997) ngomhla wama 24 Juni 2015. I- Amendment Bill, 2016, inenjongo yokulungelelanisa umthetho ukwenzela uphuhliso lwepolisi kwesi simo sangoku semfundo; ngaphezulu iyakwenza ukuba kwenziwe utshintsho oluyimfuneko apho imfundo yahlulwe yangamasebe amabini, angala; iSebe leMfundo esisiSeko ne Sebe leMfundo ePhakamileyo. Izakutshintsha inkcazo (definitions) ezithile, ifakele inkcazo, ilungise iimpazamo ezithile, ezifana namabinzana angasasebenziyo.

Imimiselo ngokomthetho wezikolo iWestern Cape Provincial School Education Act, 1997 (Act 12 of 1997), yenziwa ngolu hlobo:

Imimiselo iRegulations on the Issuing of Performance Indicators Binding on Public Schools, 2015 yapapashwa kwiProvincial Gazette Extraordinary No. 7399, ngomhla we 2 Juni 2015. Le migaqo yathunyelwa kwizikolo zikarhulumente kwiCircular 0036 ka 2015, yomhla wama 29 Juni 2015. Imimiselo ibonisa izikolo zikarhulumente izalathisi zokujonga nokuhlola ukusebenza

kwemfundo kwezikolo zikarhulumente ukwenzela ukunceda iSebe, ukucebisa nokunikeza inkxaso efunekayo kwizikolo ezithile kwakunye nokunyusa impumelelo yabafundi/yemfundo.

Imimiselo emayela nokuMiswa nemiSebenzi yeKhansile yeMfundo (The Regulations relating to the Establishment and Functions of the Education Council), yapapashwa kwiGazethi eYodwa yePhondo (Provincial Gazette Extraordinary) No. 6910, yomhla wama 26 Septemba 2011. Le mimiselo iquka ukwakhiwa kweKhansile yeMfundo, ubude bexesha bokuba lilungu kwikhansile, ukugxothwa nokupheliswa kokuba lilungu, ukuchithwa kweKhansile, izithuba kwiKhansile yeMfundo, IKomiti eLawulayo (Executive Committee) nentlanganiso nemigaqo. Imimiselo emalunga nokuMiswa nemiSebenzi yeKhansile yeMfundo, 2011 (*The Regulations relating to the Establishment and Functions of the Education Council, 2011*): Amendment 2015, yapapashwa ngomhla we 14 Decemba 2015 kwiGazethi eYodwa (Provincial Gazette Extraordinary) No. 7549, iProvincial Notice 435 ukwenzela ukuba kubekho utshintsho kwisakhiwo seKhansile yeMfundo, utshintsho kwinani eliphantsi lentlanganiso zeKhansile ngonyaka ukusuka kwi-2 ukuya kwi-4 kwanolunye utshintsho.

IPolisi yePhondo leNtshona Koloni yokuTshaya, (*The Western Cape Provincial Government Smoking Policy*) 2015, yavunywa nguMphathiswa wezeMfundo kwiPhondo ngomhla we 15 Decemba 2015 yaze yasasazwa kwiCircular 0001/2016.

Imingeni ebangelwa yimiba yemigaqo-nkqubo

Izikolo:

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

3. Iinjongo eziCwangciswa ngobuChule neziJolise kwiziPhumo zokuFunda¹

Injongo eCwang-ciswe ngobuChu-le neJolise kwi-ziPhumo zokuFunda 1	Ukuphucula uLwimi neMathematika kuzo zonke izikolo
Ingcaciso yeNjongo	Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba: -IBanga lesi-3: ULwimi: yi-50% yabafundi ukuze kwiMathematika ibe yi-64% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) . -IBanga lesi-6: ULwimi: yi-48% yabafundi ukuze kwiMathematika ibe yi-40% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) . -IBanga lesi-9: ULwimi: yi-53% yabafundi ukuze kwiMathematika ibe yi-21% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) .
Injongo eCwang-ciswe ngobuChu-le neJolise kwi-ziPhumo zokuFunda 2	Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
Ingcaciso yeNjongo	Ukuphucula ireyithi yokupasa kwabafundi kwiimviwo zeNSC ukuze: - Inani labafundi elipase iNSC ngo 2019 libe ngama 41 000 - Ireyithi yokupasa ngo 2019 ibe ngama 86%. - Inani labafundi abapase ngebachelor ngo 2019 libe ngama 20 100. - Inani labafundi abapase iMathematika ngo 2019 libe ngama 11 770 - Inani labafundi abapase iPhysical Sciences ngo 2019 libe ngama 9 500.

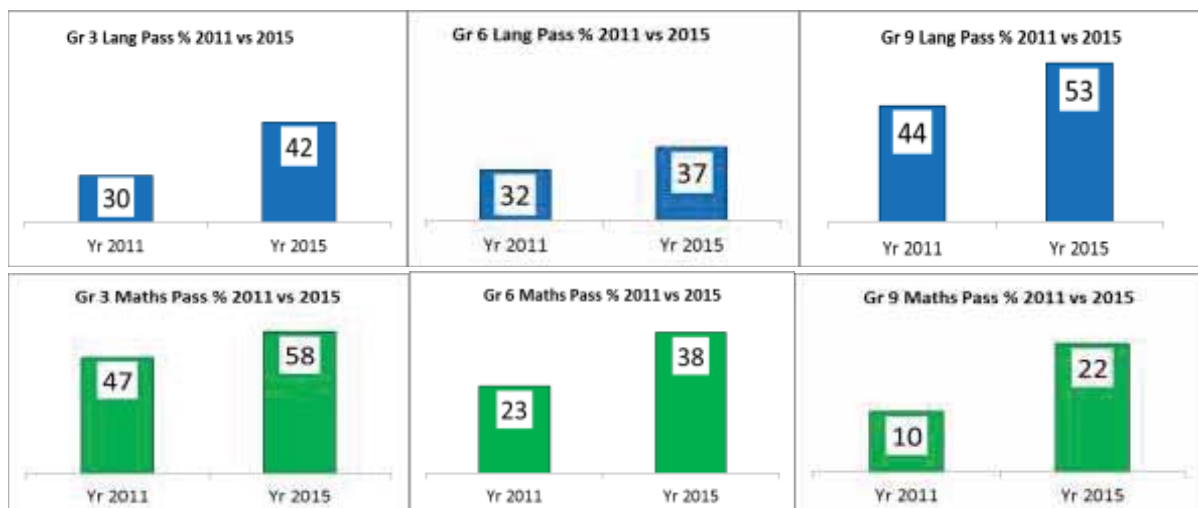
¹ Qaphela ukuba ithagethi zeminyaka ephelileyo zitshintshiwe (updated) kwi Annual Performance Plan ka 2016/17. Ithagethi ezisette ngo 2015/16 azitshintshanga kule ngxelo.

Injongo eCwang-ciswe ngobuChu-le neJolise kwiziPhumo zokuFunda 3	Increase in the quality of education provision in poorer communities
Ingcaciso yeNjongo	<p>I-WCED iza kugxila ekuxhaseni izikolo ezihlelekileyo ukuze:</p> <ul style="list-style-type: none"> - Ukupheliswa kokuqhuba kakubi kwinani lezikolo ezipase ibanga le 12 ngereyithi engaphantsi kwama 70% ukuya ku 0 ekupheleni kuka 2019. - Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabakala njengoko kunokulinganiselwa ngee-<i>Annual National Assessment (ANA)</i> kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9 (Ithagethi zicaciswe kwisiCwangciso soBuchule 1nakwiProgram7) - Ukuphelisa ukuqhuba kakubi kwinani lezikolo zamabanga aphantsi (primary schools) ezineziphumo ezimbi kwisistimik tests (systemic tests) nakuzo zonke iziphumo kuwo onke amabanga ngaphantsi kwe 85% ukuya kwi 30% ekupheleni kuka 2019. - Ukuphuculwa kwereyithi yokugcina abafundi besesikolweni (retention rate) (Kumabanga e 10 - 12) nge 68% ekupheleni kuka 2019. <p>Inani lokundwendela izikolo ngenjong zokuzinika inkxaso liyakulungelelaniswa nenkxaso edingwa sisikolo.</p> <p>Iziseko zophuhliso, inkxaso yokuphila, ukunikezwa inkxaso-mali kuyakujoliswa kakhulu kubafundi nezikolo ezifuna uncedo.</p>

Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule

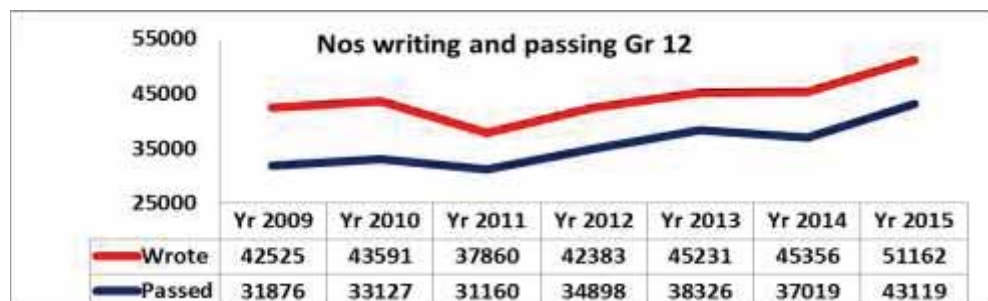
Injongo 1: Ukuphucula uLwimi neMathematika kuzo zonke izikolo

Ngo 2015 isiCwangciso soBuchule seLwimi neMathematika esitsha, seBanga R -12, senziwa, sanikwa izimvo, sagqitywa saze saqalwa njengokuba kuchaziwe kwisicwangciso seminyaka emihlanu. Nangona iiMviwo zoNyaka zikaZwelonke (Annual National Assessments) zange zigqitywe ngokusemthethweni ngo 2015, uHlolo lweSistimik leWCED (WCED Systemic Tests) lubonise ukuphucuka kweziphumo, ingakumbi kwiMathematika. Ngenxa yempumelelo engumangaliso kunokuba sasicinga, satshintshwa isiCwangciso seNtsebenzo soNyaka ka 2016/17.



Iziphumo 2 nesi 3: “Ukwandisa inani nomgangatho wokuphumelela iMatriki (NSC)” kunye “noKwandisa umgangatho wemfundo enikezwa iindawo ezihluphekayo”

IWCED inereyithi yokupasa eyi- 84.7% engaphezulu kwethagethi eyi- 83.5%. Lo nto yabangela ukuba ithagethi yeminyaka emihlanu yereyithi yokupasa itshintshwe, yonyuswa yasuswa ku- 86% ukuya ku-88%.



linkcukacha ezipheleleyo, nazi.



Iziphumo zeWCED ze NSC ezithelekisiweyo 2010- 2015						
Unyaka	Ababh alileyo	Abapas ileyo	% yokupasa	Ukungena kwi B. Deg.	% Ukungena kwi B. Deg.	Izikolo ezine reyithi yokupasa <60%
2010	45 783	35 139	76.8	14 414	31.5	78
2011	39 988	33 146	82.9	15 215	38.1	30
2012	44 700	36 992	82.8	16 319	36.5	26
2013	47 636	40 558	85.1	19 477	40.9	23
2014	47 709	39 237	82.2	18 524	38.8	31
2015	53 721	45 496	84.7	22 379	41.7	27

Iziphumo zezikolo ezikwindawo ezihluphekayo (iQuintile 1 - 4) zibonise ukuphucuka ngolu hlobo:

Ireyithi yokuPasa ngokweQuintile zikaZwelonke Izikolo zikarhulumente kuphela			
	Yr2014	Yr2015	Diff: '14 & '15
NQ1	66.5%	74.1%	7.6%
NQ2	68.6%	71.7%	3.2%
NQ3	71.3%	74.2%	2.9%
NQ4	77.9%	82.7%	4.8%
NQ5	92.2%	93.2%	1.0%
LSN	84.4%	89.3%	4.9%
	81.6%	84.3%	2.7%

4. INgcaciso yeNtsebenzo yeProgram nganye

4.1 Program 1: Ezolawulo

Injongo

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

Iprogram yezoLawulo iqulethe ezi program zisekelayo zilandelayo²:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa wePhondo

Ukuncedisa ukusebenza kwe-ofisi yeLungu loLawulo lweKhansili yemfundo (Member of the Executive Council -MEC) ngokuhambelana nencwadana yabaphathiswa (ministerial handbook)

Iprogram esekelayo 1.2: IiNkonzo zeNkxaso (Corporate Services).

Ukunika iinkonzo zolawulo ezingajolisanga ngqo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.3: ULawulo lwezeMfundo

Ukunika iinkonzo zolawulo kwezemfundo kwinkqubo yezemfundo.

Iprogram esekelayo 1.4: Uphuhliso lwaBasebenzi

Ukunika uphuhliso lwezakhono zabasebenzi kubasebenzi basezifofisini.

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

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

IiNjongo eziCwangciswa ngobuChule³ (Strategic Objectives)

Programme 1: Strategic Objectives	
INjongo eCwangciswa ngobuChule 1.1	Phuhlisa usebenzise isicwangciso seminyaka emi5 sokuphuhlisa ootitshala.
Ingcaciso yeNjongo	<ol style="list-style-type: none"> 1. Bamba iintlanganisano kabini ngonyaka phakathi kweWCED neeYunevesithi (HEIs), neDHET ukufaka ifuthe lokuqeqesha ootitshala abaqalayo 2. Phuhlisa usebenzise isicwangciso seminyaka emihlanu sokuphuhlisa ootitshala (kuquka iimpemulo zolwazi lohlolo; inkcukacha zootitshala; uqeqesho lwe-elearning) 3. Phuhlisa usebenzise iprogram equka konke yokukhuthaza ootitshala (comprehensive teacher incentive programme) yokuphuhlisa ukuziphatha kakukhile emsebenzini (professionalism), izakhono zokufundisa, ulwazi lwesabhjekthi kunye nolwazi lwekhompyutha lootitshala neenqununu 4. Tsala, ukhethe, ugcine iinqununu neeHoD eziwaziyo umsebenzi nezikumgangatho ophezulu
INjongo eCwangciswa ngobuChule 1.2	Phucula ulawulo neNxaso yezikolo, ezincedwa ziinkonzo ze-intanethi
Ingcaciso yeNjongo	<ol style="list-style-type: none"> 1. Nikeza iinkonzo ezifanelekileyo ezikolweni ngendlela encomekayo ukuze ujonge ukwaneliseka ngendlela yokujonga izikhalazo nangesaveyi yonyaka yokujonga ukwaneliseka. 2. Sebenzisa i-intanethi kakhulu ukukhawulezisa ukunikezelwa kweenkonzo nokususa ukusebenza kakubi ukuze iWCED inikezele ngeenkonzo ezikolweni, kootitshala, kubazali nakubafundi ngalo lonke ixesha, kuyo yonke indawo (e-Administration). 3. Ukucwangciswa kweMfundo kuqhutywe yidata kube noxanduva (data-driven and accountable)

²Iprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxasomali yeSebe likaNondyabo (Treasury fund categories). Iimali ezikwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

³IiNjongo zobuChule ngokwe siCwangciso sobuChule sika 2015-2019 zishicilelwe apha ngokupheleleyo

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

Ezemali

I-WCED lichithe i-98.54% yebhajethi ehlengahlengisiweyo evunyiweyo (approved adjusted budget) ka-2015/16.

Iimali zasetyenziselwa ukuhlangabezana neenjongo zesiCwangciso sokuSebenza (Action Plan) sika-2015 neenjongo ezintathu zeSebe iWCED. Yi-74.0% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (compensation of employees) (CoE), nangaphezu kweebhiliyoni eziyi-R1.464 eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango (Conditional Grants) esi7 nezinye iinkonzo ezingundoqo. ISebe iWCED lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfundo zifuna inkxaso kakhulu.

Kwaba nokongiwa imali kwiiMali zabaSebenzi (Compensationn of Employees) (CoE), ngokukodwa ngenxa yokuncipha kwenani labasebenzi abangesosigxina (temporary) obekungalindelakanga (ngoJulayi nango Agasti), izithuba zomsebenzi zootitshala nabasebenzi bakarhulumente kwiSebe zizaliswe emva kwethuba elide nto leyo ebangele ukongiwa kwemali ngokuthi kuhlululwe iimali ezongezelwayo(allowances) kubasebenzi ababambeleyo kwizithuba ezingaphezulu kwezabo.

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

ISebe iWCED liye laqhuba nokugxila kulawulo olufanelekileyo. UMphicothi-zincwadi Jikelele waseMzantsi Afrika kuphicotho lwakhe lwamaXwebhu eNgxelo-mali yoNyaka (Annual Financial Statements) ka-2014/15 uye wagqiba kwelokuba la maXwebhu eNgxelo anike ingxelo lungileyo kuyo yonke imiba ephathekayo (material aspects) yemeko yeemali zeSebe iWCED. I-AGSA iphinda yagqiba kwelokuba iSebe iWCED alinazibonisi zingafanelekanga ziphathekayo (material unfavourable indicators).

ICandelo lezaBasebenzi

Ulawulo lwamanani ezithuba ezabelwe ezikolo zeSebe iWCED lubaluleke gqitha kwimpumelelo yezemfundo ezikolweni. ISebe iWCED labe izithuba ezingama-32 039 xa zizonke ukulungiselela unyaka wokufunda ka-2015 ngenxa yokunyuka kobhaliso lwabafundi. ISebe iWCED landise ukwabiwa kwezithuba kuka-2016 ngezinye izithuba zootitshala ezingama-6.

Ezi theyibhile zilandelayo zinika ukwabiwa kwezithuba zomsebenzi kwiminyaka yokufunda ka-2011 ukuya ku-2016:

UNyaka wokuFunda	Izithuba ozabelweyo
2011	30 989
2012	31 091
2013	31 091
2014	31 357
2015	32 033
2016	32 039

ISebe iWCED liyaqhubeka nokuzimisela ukuphucula umyinge (ratio) ophakathi kwabafundi: notitshala kwisiGaba esisisiSeko. ISebe iWCED liye lagcina umyinge ophakathi kwabafundi: notitshala ongu-1:37 kwizikolo zaseprayimari kunye nongu-1:33 kwizikolo eziphakamileyo (high schools) kwithuba lika-2015/16.

Ukufakwa okukhulu kootitshala abangenazo zithuba zengqesho (in excess) kubaluleke kakhulu ekuqinisekiseni ukuba izakhono zakho zisetyenziswa ngeyona ndlela kwanokuba abafundi bayaxhamla. Imivuzo ehlawulwe ootitshala abangenazo izithuba zengqesho linefuthe ekuqeshweni kwabafundi abadingekayo kwamanye amaziko. Ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuDisemba ka-2015, iSebe iWCED lanciphisa inani lootitshala abangenazo izithuba zengqesho abali-84, njengesiphumo sesicwangciso esiylileyo sohlengahlengiso lweetitshala.

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

Ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuDisemba ka-2015, bangama-623 abafundi ababenikwe ibhasari yeFunza Lushaka abaye bafumana iziqinisekiso zobutitshala kubafundi abangama-819, nabathe bafakwa baqeshwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo okanye ezingeso sigxina ngo-2014.

Ukuqala konyaka wesikolo ngo-2016, iSebe iWCED liye lagxila ekuqesheni ngokusisigxina ootitshala abatsha (abaquka abo bebefunde ngeBhasari iFunza Lushaka). Impumelelo yalo msebenzi wokukhangelwa kootitshala iye yaphelela ekubeni kugqibele ngokuqeshwa ootitshala abatsha abali-1 010. Bangama-1 128 bebonke ootitshala abaqeshwe ngokusisigxina ukuba baqalise ukusebenza ngomhla woku-1 kuJanyuwari ka-2016.

Ngo-2015 kuye kwanikwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho zeSebe iWCED nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo

yokufakwa kwezicelo. Oku bekuthetha ukuba baye bambalwa abantu abaye babambela kwizithuba zokonyuselwa, kuye kwehla ukusetyenziswa kwabasebenzi ababambeleyo kwatsho kwaphucuka ukuzinza ezikolweni.

I-WCED iye yaqubeka ukusebenzisa isixhobo sokuHlolwa okuSekelwe ekuKwazini ukwenza (Competency Based Assessment) (CBA) ukuncedisa ekuchongweni kweNqununu ngo-2015/16. Ipesenteji ephezulu yabagqatswa abathathe inxaxheba kwiCBA njengenxalenye yenkqubo yokuKhangela nokuChongwa kwabasebenzi (Recruitment and Selection process) yenze ukuba olu hlolo lube luncedo kuphuhliso ngokolwazi lomsebenzi (professional development). Ingxelo enikwa abantu abathathe inxaxheba iye yancedisa ekuphuhliseni kweziCwangciso ezisekelwe kulwazi zoPhuhliso zomntu ngamnye (informed individual Development Plans) zeenqununu ezisandula kuqeshwa. ISebe iWCED liphinde lafumana izicelo ezivela kwiiNqununu esele zisebenza, zokwenza iCBA ukwenzela ukuzincedisa ekuphuhliseni izakhono zokusebenza ngokuphucukileyo kwamaziko abawalawulayo.

ISebe iWCED likwinkqubo yokukhangela iinkcukacha (profiling) zezithuba zengqesho zamaSekela-Nqununu kunye neeNtloko zamaCandelo eziFundo ukwenzela ukwenza isixhobo seCBA sezi zithuba ngo-2016.

Idatha engokuqeshwa kweenqununu ezintsha ekule theyibhile ingezantsi yeyethuba elisusela kowoku-1 kuEpreli ka-2015 – kowama- 31 kuMatshi ka-2016 yaye ibonisa abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngonyaka ngamnye								
Izithili	Inani elipheleleyo lezikolo	2010	2011	2012	2013	2014	2015	Total
Cape Winelands	272	22	20	10	19	25	25	121
Eden & Central Karoo	219	13	12	9	27	32	17	110
Metro Central	210	30	14	6	24	38	22	134
Metro East	146	21	6	10	12	29	19	97
Metro North	208	16	10	16	14	30	13	99
Metro South	190	18	8	8	5	25	16	80
Overberg	83	9	5	4	9	18	5	50
West Coast	129	13	11	5	15	14	6	64
Zizonke	1 457	142	86	68	125	211	123	755

Ingcaciso noNxibelelwano (Information and Communication)

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

Ngo-2015/16, iSistim yeeNkcukacha zeSebe iWCED (WCED Information System) (CEMIS) iye yaphuculwa nangakumbi ukulungiselela ukuxhasa iinkqubo zoshishino ezenziwa kwiCMIS. ICEMIS idlale indima enkulu ekuqokeleleni idatha yokubhaliswa kwabafundi estyenziswa ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule.

Njengoko bejunjalo kwithuba langaphambili, i-CEMIS iye yazixhasa ngokungqalileyo iinkqubo zeemviwo, nolawulo lokuhlola kunye neenkqubo zobhaliso; ngokuxhomekeke ekubeni kusetyenziswe idatha yokuqonda ukufakwa (allocation) kwabasebenzi yaye ibisetyenziselwa

iisaveyi ezenziwa kwi-intanethi kwizikolo zikarhulumente eziqhelekileyo nezemfundo eneemfuno ezizodwa.

Isixhobo sokuqwalasela izikolo ngeekota (quarterly school monitoring tool) siye sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa iEduInfoSearch. Izicwangciso zokuphuculwa kwezikolo zika-2015/16 ziye zafakwa kwiCEMIS. ISebe iWCED liphinde lalinga imodyuli yeeNkcukacha zoLawulo loKwamkelwa kwabaFundi eZikolweni (School Admission Management Information module) kwiCEMIS zaza zanceda izikolo nezithili ngokufaka abafundi ezikolweni ngo-2015.

Ngo-2013, iSebe iWCED liye lalinga ukusetyenziswa kwe-automated e-Recruitment system. Zonke izithuba ebezingenamntu ngo-2015/16 ziye zapapashwa ngesistim ekwi-intanethi (online system). Xa kungoku bangama-49 564 abasebenzisi abasele bebhalisile kule sistim yaye bangam-28 207 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

Unxibelelwano

Amajelo eendaba abonakalise umdla omkhulu kumsebenzi weSebe iWCED. Zibe ngama-4 280 ku 2014/15 ukuya ku 4 934 ngo 2015/16 iingxelo ezipapashiweyo lo nto ibonisa umdla owandileyo ngezemfundo kwiPhondo.

ISebe iWCED liye laqhuba amaphulo amane apha ekuhambeni konyaka: ukukhuthaza abazali ukaba babhalise abantwana babo ezikolweni kwangethuba bebhalisela unyaka ka 2016 no 2017; ukuxhasa uLwimi neMathematika- iziCwangciso zoBuchule zeSebe; kwakunye nokuxhasa ulungiselelo lwemiviwo ze NSC.

ISebe iWCED liye lavelisa iindidi ezininzi zezinto ezipapashiweyo, kubandakanywa i-"lingcebiso ezikusa empumelelweni" ("Tips for Success") isikhokelo seBanga le-10 ukuya kwele-12; iphephandaba leWCED, iEducation Update, kunye ne WCED@work, nephetshane lendaba labasebenzi.

Iwebhusayithi ye WCED iye yatsala umdla kubantu abangaphezu kwesigidi (1 189 392 ngomhla we 29 Februwari 2016), bangaphezu kawabantu abal100 000 abatyelela iwebhusayithi ngenyanga (108 126).

Uphuhliso olungundoqo luquka ukulontshwa kwe Potali yeSebe (WCED Portal) enceda ukuba iincwadi nezinye izincedis-sifundo(teaching and learning resources)ezikwiwebhusayithi zifumaneke lula.

Uphuhliso olungundoqo lwe-intanethi kuquka ukubhengezwa kwePortal yeWCED enikeza ukufikeleleka ekufundiseni nge-intanethi nakwizixhobo zokufunda. IPortal ingundoqo weLearning Game Changer program yephondo..

IPortal iveza ithuba lokwabelana ngezimvo nangezixhobo zokufundisa, oku kuhambelana nokuzibophelela kwephondo ekwakheni intsebenziswano, ngenjongo zokwakha imeko elungele imfundo.

Iwebhusayithi ekwi-intanethi enika iNkxaso yabafundi beMatrikhi beSebe iWCED (WCED's online Matric Support) isaqhuba nokutsala umdla. Le webhusayithi iquka unxulumano (links) olwenziwa nezifundo ezifutshane ezingaphezu kwama-300 ezikuYouTube zeJografi, iMathematika, iPhysical Sciences kunye neLife Sciences. Ezi vidiyo ziye zatsala ababukeli abali-301 594 abebesele bezibukele ngowama-16 kuJanyuwari ka-2016.

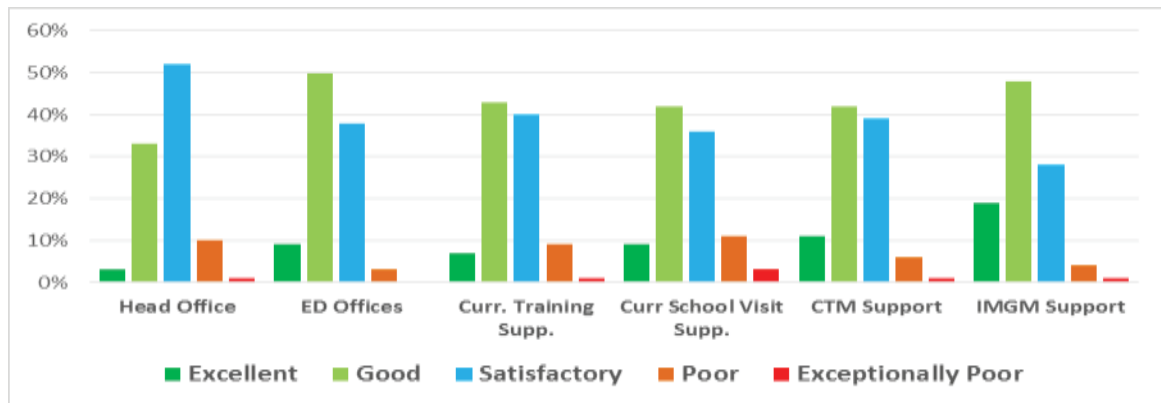
IiNkonzo zeeKlayenti zeSebe iWCED (WCED Client Services) zenza iZiko lokuFumana ulwazi ngokuya ngeeNyawo (Walk-in Centre), iZiko labaTyeleli (Visitor's Centre) kunye neZiko lemiNxeba (Call Centre). Iavareji yabatyeleli okanye iminxeba kwiziko ngalinye ngama-3 165, 570 ne 5 950 ngokulandelelana.

ISaveyi yoKwaneliseka kwabaXumi beSebe iWCED (ECED Customer Satisfaction Survey) iye yaqhutywa unyaka wesixhenxe ngo-2015. Isampule ebisenziwa kuyo isaveyi ibisisiqingatha sazo zonke izikolo zephondo. Kwiminyaka emihlanu edlulileyo bekusenziwa isampule yomyinge wesihlanu esinye (one fifth) sezikolo ngonyaka. Kunyaka ngamnye, kuquka u-2014, imibuzo yophando (questionnaire) ibigcwaliswa ngootitshala abahlanu, abakumanqanaba ohlukeneyo ezithuba zengqesho, kwisikolo ngasinye.

Abaphenduleyo ngokwesikhundla ngasinye somsebenzi		
IsiKhundla soMsebenzi	Total	%
Inqununu	256	23%
ISekela-Nqununu	153	14%
INtloko Candelo leziFundo	222	20%
UTitshala oPhezulu	103	9%
UTitshala	345	31%
Omnye	45	4%
	1124	100%

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

Inkxaso kaNdLunkulu nabaPhathi beED						
Ikhategori	Ixesha	Kugqwesile	Kakuhle	Kuyancomeka	Kubi	Kubi kakhulu
uNdLunkulu	2014	2%	31%	55%	10%	2%
	2015	3%	33%	52%	10%	1%
Ii-ofisi zesiThili zeMfundo	2014	7%	47%	40%	5%	0,3%
	2015	9%	50%	38%	3%	0%
Inkxaso yoQeqesho lweKharithulam	2014	6%	41%	42%	9%	2%
	2015	7%	43%	40%	9%	1%
Utyelelo lwezikolo lwenkxaso yeKharithulam	2014	7%	42%	41%	9%	2%
	2015	9%	42%	36%	11%	3%
Inkxaso yeCTM	2014	9%	41%	42%	6%	1%
	2015	11%	42%	39%	6%	1%
Inkxaso yabaPhathi be IMG	2014	17%	44%	35%	3%	1%
	2015	19%	48%	28%	4%	1%



Ukumelwa kukuphendula

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

NgoFebruwari ka-2015 nango-2016, zonke izikolo zigcwalise iziCwangciso zokuPhucula iZikolo (School Improvement Plans) (SIPs) ebezicwaliswa kwi-intanethi, zinethagethi yeminyaka emi-3. Ezi SIP zicacisa amanyathelo aya kuthathwa sisikolo ngasinye ukufezekisa iithagethi ezibekwe kwiSIP yaso. Ixabiso lesicwangciso sophuhliso esenziwa kwi-intanethi lellokuba zonke izikolo zigxininisa kungenelelo loncedo lophuculo oluphambili (key improvement interventions). IiSip zikwayinxalenye yendlela yokumelwa kukuphendula (accountability system), nanjengoko abo basayina esi sicwangciso iyingqununu, iSGB neSebe iWCED.

Ngo-2015, iSebe iWCED liye laqalisa inkqubo yoQwalaselo loPhuculo lweZikolo (School Improvement Monitoring) olwenziwa ngekota, olunxulumene neziCwangciso zoPhuculo lweZikolo (School Improvement Plans). I-SIM ka-2015/16 iye yandelela ukusetyenziswa kweencwadi zezifundo (textbooks) neencwadi zokusebenzela (workbooks) kunye nemiba ephambili yokufumana izixhobo ezincedisa ukuqhuba kakuhle komsebenzi wesikolo. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha inokufunyanwa yaye isetyenziselwe ukunika inkxaso ekhawulezileyo. Ngokukodwa, idatha yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa kweencwadi zokusebenzela (workbooks) kunye neencwadi zezifundo (textbooks) ezikolweni.

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

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

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

Iprogram yoVavanyo lweSikolo Siphela (Whole School Evaluation), eqhuba iintsuku ezi-3 okanye ezi-5, ngokuxhomekeke kubungakanani besikolo, isekelwe kwiinkalo ezilithoba ezihlolwayo ezicaciswe kumgaqo-nkqubo weWSE: i)Ukusebenza kweSikolo okungundoqo; ii)ubunokokeli, ulawulo nonxibelelwano (management and communication);iii) ukuPhatha nobudlelane (Governance and relationships); iv)uMgangatho wokufunda nokufundisa nophuhliso lootitshala (Quality of teaching and learning and educator development); v)uKufundiswa kweKharityhulam nokunikwa kwezixhobo (Curriculum provisioning and resources); vi)ukuPasa kwabafundi; vii)Ukhuseleko lweZikolo, uKhuseleko nokuziphatha;viii) iZiseko zoPhuhliso zeSikolo (School infrastructure); ix)naBazali nabahlali (Parents and community).

Izikolo ezili-142 ezihlolwe ngo-2015/16. Kwenziwe ubuChule bezikolo ezincinci(small school strategy)kwaze kwatyelelwa izikolo ezingama 34 emaphandleni ngo Meyi no Juni 2015. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu ezizimeleyo, ezinikwe eso sikolo kuthethwa ngaso.

Konyulwe iBhunga lesibini lezeMfundo lase Ntshona Koloni(2nd Western Cape Education Council), elonyulwe ngokweMimiselo enxulumene neBhunga lezeMfundo kwiPhondo leNtshona Koloni (*The Regulations relating to the Education Council for the Province of the Western Cape*) kwintlanganiso yeKhansile ngomhla wama 25 February 2015. Ibhunga elitsha linamalungu amatsha namadala, liza kusebenza iminyaka emi 3, linika iingcebiso umphathiswa wephondo kunye neSebe iWCED kwimiba ephathelele nokunyusa umgangatho wolwimi nemathematika, ingakumbi kumabanga esi 8 ne 9 nakwizifundo ezisisiseko; ukuhlanganiswa kwe ICT kwigumbi lokufundela; ukunyusa indima edlalwa ngabazali, eyingxaki eqhubekayo kwilizwe lonke; neendlela zokuqinisekisa ukuba bonke abantu ababandakanyekayo kwezemfundo bayakuphendula okumele kuphendulwe.Ngo 2015, ikhansile idibene izhlandlo ezine.

IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 1					
IiNjongo eziCwangciswa ngobuChule	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
1.1.1 Ischwangciso sokuqeqesha ootitshala	Intsha	IsiCwangciso siphuhlisiwe	IsiCwangciso sinikwe imida		Kuvunyelwene ngemigaqo engundoqo. Ezinye iinkcukacha ziseza kuqwalaselwa.
1.1.2 Ootitshala baya kuqeqesha lweveki ezimbini eCape Teaching and Leadership Institute	Intsha	1 100	1 947	847	Iimfuno ezimandla zendawo kwanikezwa namathuba.
1.2. Inani lezikolo ezisebenzisa iinkonzo zolawulo lwe-intanethi xa zisebenza	Intsha	1539	1 522	-17	Zonke izikolo ezivuliweyo zisebenzisa i-intanethi xa zisebenza. Inani lingumyinge wenani lonyaka njengoko inani lezikolo liye latshintsha ngeli xesha.

Izalathisi zentsebenzo

Programme 1					
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iisistim zolawulo lokuphathwa kwezikolo (school administration management system) (esekhompyutheni) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)	1 524	1 539	1 522	-17	Zili 12 izikolo ezivuliweyo ngomhla wama 31 Disemba 2015: Algernyskraal LB Primary, Boontjieskloof EK Primary, Buffelsfontein Laerskool, De Neus SSKV Primary, Dwarsrivier SSKV Primary, Lynedoch Primary, Ouplaas Laerskool, Palmietrivier VGK Primary, Rondevlei EK Primary, Swartheuwel NGK Primary, Uitvlugt UCC Primary, Urionskraal NGK Primary. Zi-6 izikolo ezivulwe ngomhla wo 1 Janawari 2016: Heatherlands High School; Forest Village Leadership Academy; Happy Valley Primary School; VRT Pitt Primary School; Kwanokuthula Primary School; Silverleaf Primary School Qaphela: Zivuliwe kuluhlu olungundoqo (Master List) kodwa azifakwanga kwitotali: 1 Public Ordinary School, Protea Heights Primary, izakuvulwa ngenxa yokuba ne 0 labafundi. Kukho izikolo zesibhedlela ezi 4 ezine 0 labafundi. Inani lingumyinge wenani lonyaka njengoko inani lezikolo ezivuliweyo litshintshile ngeli xesha. 1-100% yezikolo ezivuliweyo zisebenzisa isistim yekhompyutha (electronic system) ukufaka idatha kwisistim kazwelonke yokulandelela abafundi (national learner trackign system)

Programme 1					
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Thagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompyutha (ngeimeyile)	1 524	1 539	1 522	-17	Jonga kule ngcaciso ingentla. I- 100% yezikolo ezivuliweyo kungaqhagamshelwana nazo ngeimeyile.
PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)	19.42%	20.63	18.87%	-1.76%	Uxinzelelo lwebhajethi lubangele ukuba kutshintshwe izinto ekuqalwa ngazo
PPM 104: Inani lwezihlandlo zotyalelo olwenziwa ngamagosai eziThili ezikolweni besiya kujonga umsebenzi benika nenkxaso	New	1 539	1 522	-17	Jonga kule ngcaciso ingentla. I- 100% yezikolo ezityelelweyo ngamagosa eziThili besiya kujonga umsebenzi benika nenkxaso.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

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

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

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

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

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

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2015/16			2014/15		
	Ulwabiwo-mali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/eNgaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 IOfisi yomPhathiswa wePhondo (MEC)	7,663	6,917	746	6,504	6,504	-
1.2 IiNkonzo zeNkxaso (Corporate Services)	284,579	263,987	20,592	264,120	264,120	-
1.3 ULawulo lwezeMfundo	990,251	928,826	61,425	361,789	356,751	5,038
1.4 UPuhliso lweZakhono zaBasebenzi	1,552	1,552	-	1,330	1,330	-
1.5 ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	33,327	29,406	3,921	32,916	32,916	-
Iyonke	1,317,372	1,230,688	86,684	666,659	661,621	5,038

4.2 IProgram 2: Imfundo kwizikolo zikarhulumente

Injongo

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

Iprogram yezeMfundo kwiZikolo eziQhelekileyo zikaRhulumente iqulethe ezi program zisekelayo zilandelayo⁴

Iprogram esekelayo 2.1: IZikolo eziziiPrayimari zikaRhulumente

Ukunika izikolo eziziiPrayimari ezikhethhekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga loku-1 ukuya kwelesi-7.

Iprogram esekelayo 2.2: IZikolo eziziSekondari zikaRhulumente

Ukunika izikolo ezizisekondari ezikhethhekileyo eziqhelekileyo zikarhulumente izixhobo ezifunekayo kwinqanaba leBanga lesi-8 ukuya kwele-12.

Iprogram esekelayo 2.3: UPuhliso lweCandelo lezabaSebenzi

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

Iprogram esekelayo 2.4: IiGranti eziKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi eziphantsi kweProgram 2 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango (conditional grants)⁵

IInjongo eziCwangciswa ngobuChule (Strategic Objectives⁶)

IProgram 2 IInjongo eziCwangciswa ngobuChule (Strategic Objectives)	
INjongo eCwangciswa ngobuChule 2.1	Phuhlisa wenze umsebenzi wolawulo lwekharithulam nobuchule benkxaso yephondo
Injongo yesitetimenti	<ol style="list-style-type: none"> 1. Phuhlisa wenze umsebenzi wobuchule bolwimi oqinisekisa ukuba; <ul style="list-style-type: none"> - Bonke abafundi bafikelela kwinorms ezibekiweyo zokufunda ngokucacileyo nokubhala kwiBanga ngalinye kwizikolo zeprayimari - Iprogram yoqeqesho lwabantu abaqeshiweyo (An in-service training programme) esekelwe kwiimfuno ezifumaneka kuhlalutyo lohlobo lolwimi lwamaBanga 3,6 nele 9 kunye ne ANA. 2. Phuhlisa wenze umsebenzi wobuchule bemathematika oqinisekisa ukuba; <ul style="list-style-type: none"> - Kukho ukugxininisa bokuqonda iziseko zekhonsepti zeMathematika kwi Foundation Phase. Kwiminyaka ephambi kweyesikolo (pre-school years) ingakumbi iBanga R, kukho ukugxininisa kumakhono andulela ukubala (pre-numeracy skills). - Kukho ukugxininisa ekuphuculeni umgangatho wokufundisa iMathematika kuwo onke amabanga kugxilwe kwi-Intermediate Phase - Abafundi baseHigh school abathembisayo ukuba bangayenza iMathematika bayachongwa babhaliswe kwizifundo zeMathematika. 3. Phuhlisa wenze umsebenzi wolawulo lwesicwangciso sekharithulam sokuphuhlisa izifundo zeScience neTeknoloji 4. Phuhlisa wenze umsebenzi wolawulo lwesicwangciso sekharithulam ukusombulula iingxaki ezithile kwiFoundation Phase nakwi-Intermediate Phase. 5. Phuhlisa wenze umsebenzi wesicwangciso samanyathelo aza kwenziwa ekuxhaseni izikolo ekucwangciseni ukunikezwa kwekharithulam.
INjongo	Qinisekisa ukuphucuka kolawulo lwesikolo

⁴ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxasomali yeSebe likaNondyabo (Treasury fund categories). Iimali ezikwiProgram 2 zinikelwe ukujongana nebhajethi engundoqo kwiSebe iWCED yaye iquka imivuzo yootitshala, iziseko zophuhliso (infrastructure) kunye neendleko zokunikwa kwezixhobo (resourcing) kunye nenkqubo yokutyiswa kwezikolo

⁵ Iinkonzo zasesikolweni zemidlalo ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

⁶ Iinjongo zesiCwangciso soBuchule sika 2015-2019 sishicilelwe apha ngokupheleleyo

eCwangciswa ngobuChule 2.2	
Injongo yesitetimenti	Phuhlisa uxhase amaxesha eenkqubo zongenelelo, ashwankathelweyo kwisiCwangciso sesiThili Sokuphucula, esinikezela oku: 1. Ukuqinisekisa ulawulo lwekharithyulam kuwo onke amabanga esikolo, ingakumbi iFoundation Phase
INjongo eCwangciswa ngobuChule 2.2	Qinisekisa ukuphucuka kolawulo lwesikolo
Injongo yesitetimenti	2. IziCwangciso zoLawulo lweSikolo ziyakujongana neemfuno zokufunda zabafundi ngempumelelo ehigh school. 3. Ikrayiteriya yokuqesha iyakuquka umsebenzi wenqununu ube kukulawula inkqubo zekharithyulam ezikolweni 4. I-SMT iza kuxhaswa ekujongeni yonke imiba yolawulo lwesikolo, kuquka isimilo esiphazamisayo kunye nokungayi esikolweni(absenteeism), etc. 5. Ulawulo lwesikolo luyakuqinisekisa ugxininiso olujoliswe kubafundi 6. Ulawulo lwesikolo luyakwamkela uxanduva lwezinto abazenzileyo. 7. Uqeqesho nenkxaso yamalungu oMbutho woLawulo lweSikolo(School Governing Bodies), nokumonitha indima yabo nomsebenzi wabo. 8. Ukuphucula ukuxhaphaka nomgangatho wokumonitha iinkonzo zenkxaso ezinikezelwa zii-ofisi zezithili ezikolweni
INjongo eCwangciswa ngobuChule 2.3	Qinisekisa ukuba kunikezwa imfundo ekwinqanaba eliphezulu kubo bonke abafundi ingakumbi abona bahluphekayo.
Injongo yesitetimenti	1. Yandisa ukufikeleleka kumathala eencwadi nakwizixhobo zokufunda ngeprogram yokwakha nokuphucula izakhiwo, intsebenziswano namathala eencwadi ephondo nakamasipala, ukuthengwa kwematiriyeli yamathala eencwadi ngemali-nkxaso ye norms and standards nokwenziwa komsebenzi wobuchule be-elearning. 2. Lungelelanisa intsebenziswano ukuze kuxhamle abafundi kunye nabo bonke abadlala indima, amanye amasebe karhulumente, oomasipala nabazali. Iprogram kufuneka iphucule umgangatho noqeqesho labalawuli bezikolo wandise inkxaso yabazali kubantwana babo nakubantwana besikolo. 3. Yenza umsebenzi wokuhlanganisa izikolo (school mergers)ekuza kuxhamla kuzo abafundi, ucwangcise ukusetyenziswa kwehostele zonke kwakunye nempumelelo yokwenza iiruti zezithuthi 4. Qinisekisa ukugxininisa emaphandleni xa kunikezwa isicwangciso semfundo. 5. Qinisekisa ngokufikeleleka kokunikezelwa kwekharithyulam. Oku kuquka ukunika iingcebiso ekukhethweni kweesabhjekthi kunye nezifundo zezivocational neziteknikal kubafundi bonke kwindawo ezikhethiweyo. 6. Nikezela ngezakhiwo (bona iProgram 6) nezixhobo (equipment) ukuxhasa ukufunda nokufundisa kwakunye nokunyusa iziphumo zokufunda. 7. Yenza umsebenzi weprogram ye-elearning ukomeleza ukusebenza kwemfundo
INjongo eCwangciswa ngobuChule 2.4	Nikezela inkxaso yentlalo neplattom yokuphuhlisa ulutsha
Injongo yesitetimenti	1. Qinisekisa ukuba zonke izikolo zifumana inkxaso engephi ngomfundi ngamnye. 2. Nikezela ngemfundo esisimahla kubafundi abanabazali abangakwazi ukuhlawula imali yesikolo ebizwa sisikolo, ezo zikolo zenze izicelo zokungahlawuli imali yokufunda (fee-exemption) 3. Yandisa inani lezikolo ezingahlawulisi mali ("No Fee" schools), ukuba ikhona imali. 4. Yonyusa ukufikeleleka kwenkonzo zempilo ezikolweni ngenkqubo yokutyisa abafundi nangekliniki ezihambayo(mobile clinics) 5. Jongana neemeko zokhuseleko ngeprogram yezikolo ezikhuselekileyo (safe schools programme) ngokubambisana namanye amasebe 6. Nikezela inkxaso esebenzayo malunga nokukhethwa kweesabhjekthi nengcebiso zamakhono. Xhobisa ootitshala ukuze bakwazi ukujongana neemfuno zabafundi bagxininise kumfundi omnye: bancedise ekukhetheni isabhjekthi kwibanga le 9; banikezela ngengebiso zokufunda; nolunye ulwazi oluyimfuneko baze baqinisekise ngenxaxheba yabazali nonxibelelwano.

INjongo eCwangciswa ngobuChule 2.4	Nikezela inkxaso yentlalo neplatform yokuphuhlisa ulutsha
	<p>1. Yenza umsebenzi wesiCwangciso sokuPhuhlisa uLutsha ngokwenza oku kulandelayo:</p> <ul style="list-style-type: none"> - Xhasa iSupport for Mass Opportunity and Development Centres, nokunikezela inkxaso kubantwana emva kwesikolo (after-school support) ingakumbi kwindawo ezingakwaziyo ukugcina abafundi kumagumbi okufundela. - I-Internships (Premiers Advancement of Youth, Graduate Internship Project, Western Cape Youth Gap Year Project) – phuhlisa amakhono nolwazi olujoliswe ekulungiseleleni umsebenzi nokwandisa ingeniso (income generation). - Uphuhliso lwamakhono (Youth Focus Project and Schools of Skills) – ukufunda umsebenzi wezandla nowe-occupational (vocational learning and occupational pathways). - ULawulo loKhuseleko lweMfundo (Education Safety Management) – phuhlisa iinkqubo zongenelelo ezinyusela izikolo ezikhuselekileyo, ukhuselo lwezikolo zasekuhlaleni nokhuseleko lawbafundi. - Iinkokheli zoLutsha neKhansile zabaMeli babafundi (Youth leadership and Representative Council of Learners -RCL) – phuhlisa amakhono nolwazi olujoliswe kuphuhliso lwenkokheli. - Ezempilo, ukunanekelela neNxaso – HIV/AIDS neeprogram ze peer education - I-School enrichment – phuhlisa amakhono nolwazi olungajoliswanga ekwandiseni ingeniso, umz. I-civic education, ukunqanda ungquzulwano, imali/ ukulawula amatyala, ezempilo.

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

Amanani obhaliso lwabafundi

Abantu baseNtshona Koloni bakhule nge28.7% phakathi ko-2001 no-2011 kwaye elinani liqhubeka ngokukhula. Ngokokubalwa kwabantu ngo-2011 yi Statistics South Africa (StatsSA), iNtshona Koloni likhaya kubantu abangama-5 822 734, bamele i-11% yabantu baseMzantsi Afrika bephelele.

Njengokuba kulindelekile, landile inani labafundi ababhalise kwizikolo zikarhulumente.

Icandelo	2012	2013	2014	2015 ASS	Umahluko
					2012 – 2015
IBanga R kwizikolo ze PO	58 953	59 565	63 492	64 648	5 695
IBanga – 7 kwizikolo ze PO	592 033	603 430	617 424	639 197	47 164
IBanga 8 – 12 kwizikolo ze PO	342 959	343 616	346 017	344 906	1 947
Izikolo ezineemfundo ezizodwa	19 470	19 627	18 702 ⁷	18 777	-693

Owona mba mnye mkhulu ufuthela lonke ucwangciso nolungiselelo kwezemfundo ngulowo wokubhaliswa kwabafundi. ISebe iWCED lisebenzise idatha yeSaveyi yamakhaya jikelele (General Household Data) kunye nokucacululwa kwezinye izinto ezibonakala kule datha ukwenzela ukuncedisana nezo ngqikelelo zobhaliso lwabafundi eziyinxalenye engundoqo yokuqhuba iinkonzo zezemfundo kweli phondo. Ukufunda nokufundisa okusebenzayo kuxhomekeke ekufumaneni umlinganiselo (ratio) ofanelekileyo phakathi kotitshala: nomfundi, izixhobo zokuncedisa ukufunda kunye neetextbook. Ukwanda kubhaliso lwabafundi kule minyaka idlulileyo kubangele uxinzelelo lendawo yokuhlala nabasebenzi kwidolophu ezinkulu ezifana neKapa. Okona kukhula kukhulu kubonakala kwizikolo zeprayimari. Ngaxeshanye, ukuncipha kwamanani kuyabonakala kwezinye iindawo kwiphondo.

⁷ Ukuhla okubonakalayo kobhaliso lwabafundi ng2014 kubangelwe kukutshintshwa (re-classification) kwezikolo ezintathu zikarhulumente.

Ucwangciso lobhaliso lwabafundi lufuna ukusetyenziswa kwedata ekhoyo. Ukwanda kwabafundi kwiphondo kuza kuqhubeka ngokubeka uxinzelelo kwindawo zokuhlala ezikolweni iminyaka eliqela ezayo.



Amanani obhaliso lwabafundi kwizikolo zikarhulumente													
UNyaka	Bng 1	Bng 2	Bng 3	Bng 4	Bng 5	Bng 6	Bng 7	Bng 8	Bng 9	Bng 10	Bng 11	Bng12	Bebonke
2004 ⁸	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	80 695	80 809	74 984	66 141	81 953	88 778	82 169	81 577	56 657	39 303	920 812
2006	87 650	85 972	89 828	80 443	77 811	73 106	65 347	78 926	80 595	83 529	57 536	40 198	900 941
2007	92 818	82 562	83 914	89 973	78 674	78 021	72 733	66 406	80 697	86 495	61 938	42 624	916 855
2008	91 853	83 267	79 454	85 891	87 116	78 290	76 146	71 410	72 914	79 133	63 819	43 470	912 763
2009	93 601	82 158	80 385	83 150	82 382	85 621	76 262	75 227	79 795	68 405	60 812	45 692	913 490
2010	98 086	83 046	79 155	84 234	80 290	81 402	82 777	75 426	85 114	70 630	53 799	44 876	918 835
2011	100 423	85 216	79 489	83 490	80 205	79 022	78 207	81 312	84 957	73 470	56 995	38 990	921 776
2012	103 444	88 536	81 415	83 922	79 900	78 384	76 432	77 561	90 815	72 714	58 758	43 111	934 992
2013	104 678	93 506	85 762	85 599	79 210	78 437	76 238	75 528	87 132	78 812	56 109	46 035	947 046
2014	106 917	97 647	89 385	90 617	81 441	76 690	74 727	76 000	82 714	75 838	64 619	46 846	963 441
2015	108 233	101 934	94 342	95 212	84 554	79 250	75 641	75 753	79 114	72 430	63 220	54 390	984 073

Umthombo weengcombol: 2015: iSavey yoNyaka yeZikolo (Izikolo zeSiqhelo zikaRhulumente (abafundi beyunithi iLSEN ababawanga)

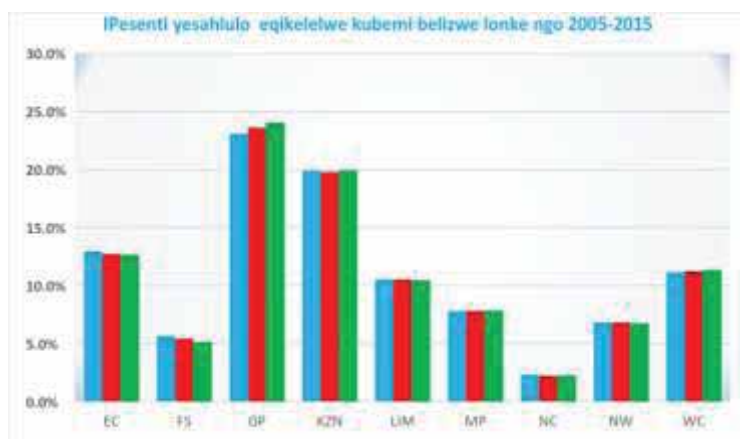
Le theyibhile ikweli phepha lidlulileyo ibonisa ukuba inani eliphelelyo labafundi linyuke ngama - 62 897 kumjikelo weminyaka eli-12 (2004-2015). Into eqaphelekayo kukukhula okukhulu ekubhalisweni kwabafundi beBanga loku-1 kulomjikelo, kunye nefuthe lokuphuculwa kokukugcinwa kwabafundi beqhuba esikolweni abaphakathi kweBanga le-10 nele-12.

Ukukhula kwamanani abafundi abafudukela kweli phondo, isengoyena nobangela ubalulekileyo wokukhula kwamanani obhaliso nodala uxinzelelo olumandla kuzo zonke izixhobo ezisetyenziswayo

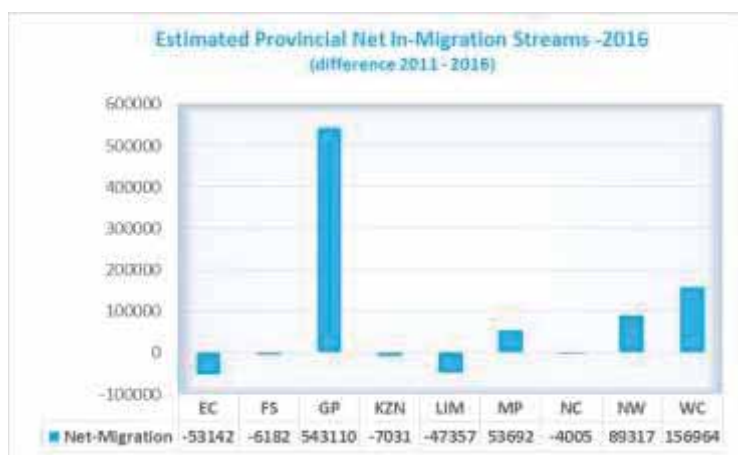
⁸ Iipatheni zamanani obhaliso zichatshazelwa lutshintsho kwinqanaba likaZwelonke, umgaqo-nkqubo wokwamkelwa kwabafundi abakwiBanga loku-1 esikolweni ngo-2000, nto leyo eyadala ukuba izikolo zibhalise kuphela abafundi abanaminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBangala loku-1 aba ngaphantsi kwalawo eminyaka edlulileyo. Ekubeni kuphindwe kwatshintshw iimfuno zeminyaka yobhaliso ngo-2004, kwabuyela kwiminyaka yangaphambili, kubekho ukunyuka kumanani obhaliso kwakhona. Oku kubonisiwe kule theyibhile.



Intshona Koloni ikwi ndawo yesibini kumaPhondo akhula ngokukhawuleza



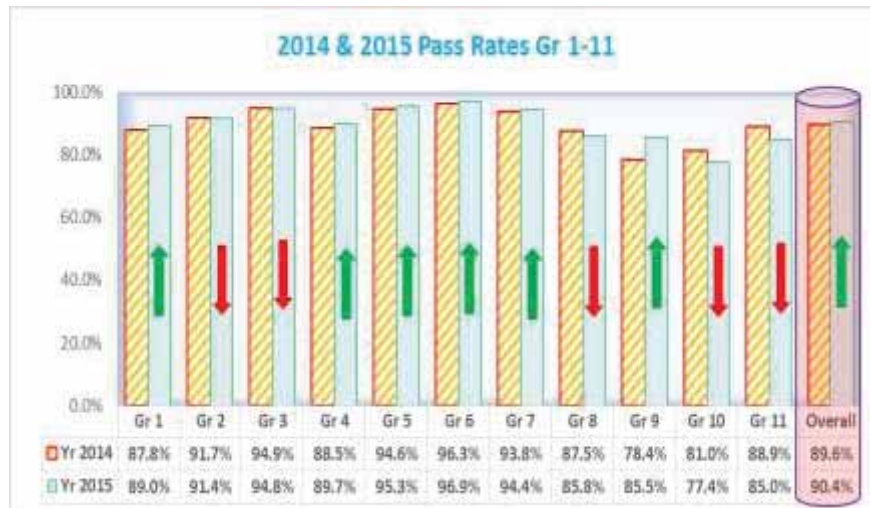
Kuwo onke amaphondo, iNtshona Koloni ifumana isahlulo esikhulu senani lababafundi abafudukela kweli phondo



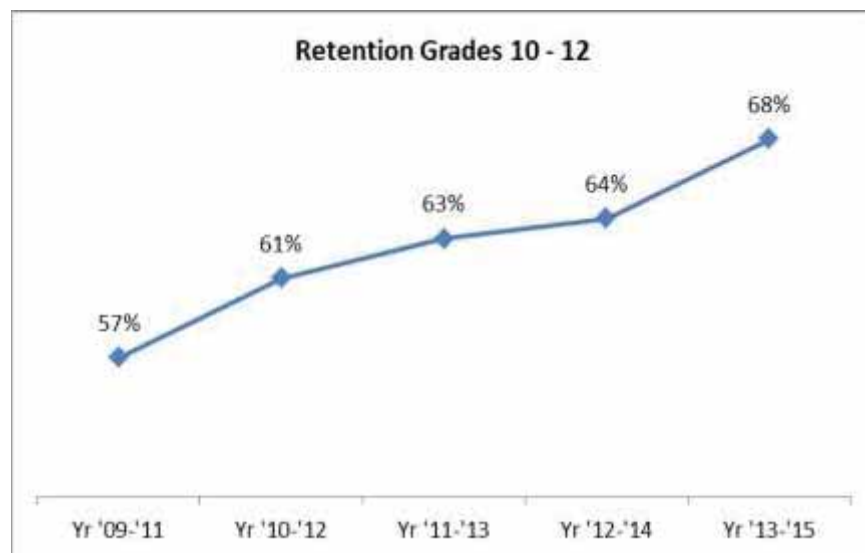
Abantu abadala eNtshona Koloni bagqibe umyinge weminyaka eli-9.9 esikolweni. Eli nani lodlulwa kuphela lelo laseGauteng leminyaka eli-10.5. Umyinge kaZwelonke yiminyaka eli-9.3 (SA Census 2011).

IziPhumo zeeMvavanyo

Le grafu ingezantsi ishwankathela inkqubela yakutsha nje yezinga lokupasa. Amanani ewonke kwiBanga 1 nakwele 9 abonisa ukuba bakhona abafundi abaphindayo. Le yimiba enikwe ingqwalaselo nongenelelo olulodwa lokonyusa izinga lokupasa.



Ezi ziimpawu zokuphuhliswa kgcino lwabafundi beqhuba esikolweni, ezibonakaliswa zezinkcukacha-manani zilandelayo.



linkcukacha zentsebenzo kwiimvavanyo zokujonga inkqubo (systemic tests) zeWCED nakwiSatifikethi Matrikhi sikaZwelonke zikwi Ngcaciso yeNtsebenzo kwicandelo leNtshayeleyo yalomqulu wengxelo.

Uqeqesho

Ootitshala

Ngo-2015, inkxaso yesithili igxile kwizikolo neetitshala eziludinga kakhulu uncedo. Uqeqesho lonke lootitshala luxhaswa yiprogram yenkxaso eqhubeka kumagumbi okufundela.

Ootitshala besiGaba esisiSeko, isiGaba esiPhakathi nesiGaba esiPhezulu banikwe iikhosi zoqeqesho ezili -19 zeveki ezimbini kunye neesemina neenkomfa ezi-5 zosuku olunye okanye ezeentsuku ezimbini zoqeqesho kwiLwimi neMathemathika. IMfundo eQukanisayo (Inclusive Education) kunye nokusetyenziswa kwe ICT kuyinxalenye yolungelelo.

AbaLawuli beZikolo (kuquka neenqununu)

Ngo-2015 iSebe iWCED linike uqeqesho nenkxaso kubalawuli bezikolo abangenamava, befuna inkxaso eyongezelelweyo yabacebisi (mentoring), nakwabo bazimisele ukuqhubeka nokuziphuhlisa ngokwasezifundweni. Iikhosi zabalawuli bezikolo ziye zagxininisa kwizihloko ezibandakanya iiNdimas neMisebenzi yamaSekela-Nqununu (Roles and Responsibilities of Deputy Principals), iiNdimas neMisebenzi yeeNtloko zamaCandelo eziFundo (Roles and Responsibilities of Heads of Departments), iiNqununu ezibonisa umdla nolangazelelo (Aspiring Principals), iiNkokeli zeZikolo ezibonisa umdla nolangazelelo (Aspiring School Leaders), uQhelaniso lweeNqununu ezisanda kuqeshwa (Induction of Newly Appointed Principals), uqeqesho lweeKomiti zoLawulo lweZikolo (School Management Teams) naBasetyhini abaNgena baPhathe kwiZikhundla zoLawulo nezobuNkokeli (Women in and into Management and Leadership Positions). Ngama – 771 amalungu eeKomiti zoLawulo lweZikolo abaxhamle kwiikhosi zeCTLI zoLawulo nezobuNkokeli ezikolweni.

IProgram yeZakhono zaseMsebenzini (Workplace Skills Programme)

Kubekelwe bucala imali elingana ne-1% kwimali yemivuzo (payroll) yeSebe iWCED, ngokwesiCwangciso seZakhono zaseMsebenzini (Workplace Skills Plan) ukuphucula izakhono nobuchule kubo bonke abasebenzi beSebe iWCED. Ngama-12 516 abasebenzi abaxhamle kwiikhosi ezimfutshane nokolunye uqeqesho ngo-2015/16.

Iziqinisekiso zemfundo ezivunyiweyo (Accredited qualifications)

Iikhosi zeSatifikethi seMfundo yabaPhambili (Advanced Certificate in Education) (ACE) ezigxininisa kuBunkokeli eSikolweni ziye zasiwa kumaziko emfundo aphakamileyo. Ezi khosi ziye zaxhaswa ngemali liSebe iWCED zukwenzela ukuphucula umgangatho wobunkokeli nolawulo ezikolweni. Ngama-93 ootitshala abaye babhalisela iACE ngo-2015/16. Kwabo, ngama-88 abazigqibileyo kwaye baziphumelela izifundo zabo.

INkxaso eNikiweyo

Ezemali

Imali ebekelwe iMimiselo nemiGangatho (Norms and Standards) yolwabiwo-mali ezikolweni ilinganiselwa ngokwemfuno ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu. Kwixa elingaphambili, izikolo kuZwelonke ezukumaNqanaba (National Quintiles (NQ)) 1 - 3 zifumene imilinganiselo ehambelana nokuhlupheka (pro-poor weighting). Izixa “ngomfundi ngamnye” ezihlawulwe izikolo zikarhulumente kumaNqanaba kaZwelonke (National Quintiles) 1, 2 no-3 ziye zenziwa zalingana ukususela ngo-2013/14; ngamanye amazwi, izikolo ze-NQ 2 no-3 ziye zafumana isixa-mali sifanayo nesezikolo eziku-NQ 1.

Izabelo zeethagethi zikazwelonke			
	2013/14	2014/15	2015/16
INqanaba 1	R1 010	R1 059	R1 116
INqanaba 2	R1 010	R1 059	R1 116
INqanaba 3	R1 010	R1 059	R1 116
INqanaba 4*	R 550	R 831	R 882
INqanaba 5*	R 239	R 317	R 334
* <i>lindleko eziphakathi kuzo zonke izikolo</i>			

Imeko yeefizi	Inani elipheleleyo lezikolo
Ezingabizi fizi	882
Izikolo ezibiza iifizi	569
Xa zizonke zidibene	1 451⁹

Enye yezinto ezibalulekileyo ezibentsha ngo-2014 ibikukwandiswa kweprogram yezikolo ezingabizi fizi. Izikolo ezingama-216, ezinabafundi abangama-172 541, ezikwiNqanaba 4 no-5 ziye zenziwa zabazizikolo "Ezingabizi Fizi" , ngoba ziye zafaka izicelo zokubekwa kwimeko yokungabizi fizi. Ziqale ngoko ke ukuxhaswa ngandlela zonke, kwaye zixhamla ngukufanayo nezikolo ezingahlawuli fizi.

Izikolo ezibiza iifizi, zinokwenza isicelo sokubuyiselwa iintlawulo, xa abazali abangenako ukuhlawula iifizi bexolelwe ekuhlawuleni iifizi. Ngo-2015, zizigidi ezingama-R43.7 ezihlawulelwe ukuxhasa ukuxolela abafundi abangama- 73 342 bezikolo ezingama-548 ukuba bangazihlawuli iifizi

Ulingo (pilot) Lwezikolo zoBambiswano

Ngenxa yefuthe ilide lentlupheko no kungalingani ngemivuzo, izikolo zikarhulumente ezininzi kwiindawo zoluntu olohluphekayo zifuna inkxaso ethe catha yoku lawula izikolo, yootitshala, yabafundi kunye neyezibonelelo ngemali.

Iqela labantu abanika inkxaso-mali (funders) nemibutho yenkxaso, beza kwiSebe iWCED malunga nokuvavanya imodeli ethile "yezikolo zikarhulumente ezingabizi fizi" kwakunye nokunika uncedo ngemali. Oku kubangele ukuba kubekho ulingo (pilot) lweprojekthi yeZikolo Zambiswano (Collaboration Schools).

Amalungu asebenzela (Operating partners) olu bambiswano azakuqinisekisa ukuba ezizikolo zifumana inkxaso enzulu ezikolweni, kootitshala neenqununu, ngoqeqesho ngezixhobo ezongeziweyo, ngokubeka esweni kwenkqubela nangokufumana iingxelo rhoqo ngokuqhubekayo. Inkxaso ephuma kwiWCED izakudityaniswa naleyo izanelungu elisebenzela (operating partner) olu bambiswano, iZikolo zoBambiswano zono zibe ziqhubekeka nokufumana inkxaso-mali, iziseko neenozo ezinjenge ziithuthi, nokondliwa ngendlela ehambelana nomgaqo-nkqubo olandelwayo weSebe leWCED

⁹ Qaphela ukuba izikolo ezitsha zilungiselelwa (accounted for) ngokwahlukileyo.

Iprogram yolingqo (pilot) lweZikolo zoBambiswano igqale koku:

- Ukuphucula umgangatho wemfundo kwizikolo zikaRhulumente
- Ukubonisa ngeemodeli eziyimpumelelo zokubambisana ngemfundo
- Ukomeleza ulawulo nokuthatha uxanduva kwizikolo zikaRhulumente
- Ukuphuhlisa ootitshala; noku
- Qhuba ungenelelo ngoncedo olujongene nokuphucula umgangatho wemfundo kwizikolo zikaRhulumente zabafundi abaphuma kuluntu olungathathi ntweni.

Olu lingo luqhutywa ezikolweni zaseprayimari nezasesekondari kwaye luquka izikolo ekudala zikho nezisandula ukusekwa. Olu lingo luzakuqalisa ezikolweni ezi-5 ngo 2016 kwaye luzakuqhubeka iminyaka emi-5, ngokuxhomekeke kwintsebenzo yaloo malungu nezozikolo.

UbuChule kwezoLwimi neMathematika

Umba ophambili kwiSebe iWCED kukuphucula izakhono kwezoLwimi neMathematika kubafundi abasaqalayo esikolweni. Kwenziwe isiCwangciso esiDibeneyo (Integrated Strategy) sokupucula izisekelo zokufunda, ukwenzela ukuba kupheliswe ukuqelelelana kwemizamo yophuhliso. IsiCwangciso seeLwimi sango 2015-2019 nesiCwangciso seMathematika sango 2015-2019 zilungiselelwe iminyaka elishumi elinesithathu yokuhamba isikolo ukususela kwiBanga R uyokuma kwiBanga le-12. Ezizicwangciso zihlola iingcombolo (data), zinike umkhomba-ndlela ngophado lolwazi lwalamaxesha olumalunga nemiba enefuthe elikhulu ekuphucelini ukufunda. Ezizicwangciso zinika icebo lokwenza kubekho umgaqo-sikhokelo omnye wokuhlalutya imo yezikolo, ngokwesekethe, nangokwesithili ukuze kuyilwe isicwangciso esibanzi. Esizicwangciso sokuphucula singenelela kwimiba emine eyenza ukuba abantwana bakwazi ukufunda. Lemiba nantsi: ukuphuhliswa kwabantu, amacebo okufundisa asebenzayo, ukunikwa nokusetyenziswa kwesixhobo/indawo (facility), ukubeka esweni novavanyo (evaluation).

Ngo 2015/16 IWCED ibambe iintlanganisano kuzo zonke izithili kuxoxwa ngobuchule. Ubuchule buye bafumaneka kwi-intanethi ezinye iikopi ziye zaprintelwa zonke izikolo ngelwimi ezinathathu zePhondo leNtshona Koloni.

IProgram yeZikolo eziPhakamileyo

IProgram yeZikolo eziPhakamileyo (High School Programme) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo eziqhuba kakubi. IProgram yenkxaso jikelele (general support programme) ijongana nawo onke amabanga asezikolweni eziphakamileyo. Ngo-2015, iprogram yeZikolo eziPhakamileyo iye yasebenzisa indlela enomahluko yokuxhasa izikolo eziphakamileyo kweli phondo. Izikolo ezipaselwe ngabafundi abangaphezu kwe-90% kunyaka odlulileyo zinikwe inkxaso encinci; izikolo ezipaselwe ngabafundi abangama-70% - 89% zinikwe inkxaso ephakathi ejoliswe kwisifundo ngasinye, kwaza kwanikwa inkxaso enkulu yesikolo sonke kwezo zikolo zipaselwe ngabafundi abangaphantsi kuka-70%.

NgoJanyuware ka-2016, iSebe iWCED liye lahlalutya iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphepha lemibuzo ngalinye. Kuye kwenziwa izicwangciso ezineethagethi ezijoliswe kwisikolo ngasinye nakwisifundo ngasinye, ngokusekelwe kolo hlalutyo. Isikolo ngasinye, nesithili ngasinye zinikwe iithagethi zamanani abafundi abapasa ngeSatifikethi seMatriki sikaZwelonke, nabafundi abapasele ukufumana amanqaku okungena kwisifundo zezidanga zokuqala (B-degrees).

Kukho inkqubo yokuncedisana nabafundi (tutoring programme), esebenzisa iingcaphephe zeetitshala eziphuma kwiSebe iWCED nezangaphandle. Kusetyenziswe oomabonakude beintanethi (telematics) ukufundisa abafundi kwizikolo ezili-147 ngo-2015, baza abacabisi ngezifundo (Subject Advisers) banika inkxaso emandla kwezo zikolo bezifumene impumelelo engaphantsi komyinge (average) wephondo kwizifundo ezibhaliselwa kakhulu (high enrolment subjects). Umfundi ngamnye weBanga le-12 unikwe incwadana yamacebo okufunda kunye nomqulu wemibuzo yeemviwo.

Ngo-2016 izithili zisebenzise ithempleyithi efanayo yeziCwangciso zoPhuculo lweZithili, ebijolise ekuphuculeni izinga lokupasa kwisiGaba esisiSeko, kwiBanga le-8 nele- 9, nakumaBanga e-10, 11 nele-12. Kuvezwe icebo elitsha, lokusebenzisa iithagethi nezicwangciso ezijolise ekuphuculeni iilwimi neMathemathika, ngokuhambelana neziCwangciso zango-2015 zoLwimi neMathemathika, eziyinxalenye yondoqo wesiCwangciso sokuSebenza sika 2015-2019. Izikolo eziqhube kakubi kwizifundo ezibhaliselwa kakhulu ziye zachongelwa inkxaso ejoliswe kwizifundo ezo.

Ukufunda nge-intanethi (e-learning)

Le projekthi yokufunda ngeintanethi ichongwe njengo "Mguquli Zinto" ("Game Changer") wephondo kwaye inikwa inqwalaselo ephambili. Iprojekthi yeWide Area Network yephondo ibeliqalela lesiseko seprojekthi yokufunda nge-intanethi, iprojekthi leyo ifikelele kwisigaba sokuqala ukusebenze ngo-2014, apho izikolo ezingama-248 zixhamle ku"magumbi okufundela achubekilyo" ("smart classrooms").

Ubume (scope) bale projekthi buquka:

IProjekthi yeWide Area Network (WAN) – iprojekthi kaRhulumente wePhondo. Zizikolo ezinga ma-680 ebesezifakelwe iinkonzo zoqhagamishelwano (connect) ekupheleni kuka 2015/2016
IProjekthi yeLocal Area Network (LAN) - iprojekthi yeSebe iWCED. Zizikolo ezili-52 ebesezifakelwe iinkonzo zoqhagamishelwano (connect) ekupheleni kuka 2015/2016.
IProjekthi yokuKhumbuzwa ngolwazi lwekhompyutha (computer Refresh Project) kwiTeknoloji yeeAplikheyishini zeKhompyutha (Computer Applications Technology), iTeknoloji yezolwazi (Information Technology) kunye nobuNjineli, iGrafikhi noYilo (Engineering, Graphic and Design) (CAT/IT/EGD) Zizikolo ezingama-54 ezihlaziyelwe ilebhu zazo ukwenzela ukuba abafundi ababhalise kwizifundo zesatifikethi seMatrikhi sika zwelonke (NSC) ezisekelwe kwikhompyutha (computer based) baxhamle kwizixhobo (equipment) zekhompyutha zangoku.
IProjekthi iEdulab computer Refresh inika izikolo iteknoloji yangoku nefanelekileyo ukwenzela ukuba abafundi bakwazi ukufikelela ngqo kwitekoloji kwimeko elungiselwe iICT. Zizikolo ezili-125 ezixhamle kwiLAB Refresh ngo2015/16.
IProjekthi yeeKlasi ezineIntanethi (Smart Classroom Project) inika izikolo iteknologi yangoku nefanelekileyo. Le teknoloji inesixhobo sikatitshala sokusebenzisa ikhompyutha (teacher computing device), isixhobo sikatitshala sokuprojektha (teacher projection device), isixhobo sikatitshala sokunxibelelana nabafundi (teacher interactive device) kunye nesixhobo sokubonisa (visualizer device) esikwaziwa njengekhamera yamaxwebhu (document camera)). Uninzi lwale teknoloji alusebenzisi ntambo zombane yaye iyaphatheka ngendlela yokuba uyakwazi ukuyipakisha uhambe nayo (pack-up-and-go mobility). Zizikolo ezingama- 310 ebezine intanethi kunye namagumbi okufundela angama-2850 ebene intanethi ekupheleni kuka Matshi ngo2015/16.
IProjekthi yeKhathalogu yeziXhobo zeIntanethi (e-Resources Catalogue Project) yiprojekthi engemixholo efumaneka kwi-intanethi (online digital content. Iqalwe ngo2015 kwaye ayongezezeleka amanani abanofundi abayisebenzisayo.
IProjekthi yeSistim yoLawulo lokuFunda (Learning Management System) (LMS) iquka uvimba wezixhobo zasekhompyutheni (digital resources repository) yaye ijonge ukunika ootitshala, abafundi nabazali izixhobo zokufunda nokufundisa zeintanethi (digital).

liteksti, kunye neencwadi zokusebenzela (workbooks)

ISebe leMfundo esisiSeko kuZwelonke linike izikolo zeSebe iWCED iincwadi zokusebenzela (workbooks) ngokoluhlobo lulandelayo:

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

Umqulu (volume) woku-1 wencwadi yokusebenzela (workbook) wekota yoku-1 ne ye-2 olungiselelwe amaBanga R-9 wawusele ufikile ezikolweni ngomhla we-7 Okkhobha 2015 kwaye umqulu we-2 wencwadi zokusebenzela wekota- 3 ne 4 ka 2016 olungiselelwe iBanga R-9 wasiwa ezikolweni ngomhla we-12 Februwari 2016. I-odolo yeencwadi zokusebenzela zika 2016 zeBanga R-9 zongezwe nge5% ukuze kukhawulelwelwane nokunqongophala kwazo okubangelwa kukhula kwenani labantwana ababhaliswayo. Ukuhanjiwsa kweencwadi zokusebenzela ezongeziweyo kuqityezelwe ngomhla wama-25 ku Janywari 2016. Amagosa eSebe iWCED, ngawo azakuxhasa aphinde abeke esweni ukusetyenziswa kweencwadi zokusebenzela.

ISebe iWCED lenze oku ngenjongo yokunika umfundi ngamnye incwadi yesifundo (textbook) ehambelana ne CAPS, kwisifundo (subject) ngasinye asifundayo. Ngo June 2015, zonke izikolo zinikwe ithuba loku odola ukuze zongeze kwiincwadi zezifundo zeCAPS zonyaka ka 2016. Izikolo ezaa odolayo zazifumena ngomhla we-25 kuNovemba 2016 ezoncwadi. Imali esetyenzisiweyo yokongeza iincwadi zezifundo ime ku-52 million yeeRandi kumjikelo wonyaka-mali ka 2015/16.

iKhathalogu yoncwadi (literature), lweMfundo noQeqesho oluQhubekakayo (Further Education and Training (FET)) lweSebe leMfundo esisiSeko (DBE) yamiselwa ngo Epreli 2015 ukwenzela isetyenziswe ngonyaka ka 2016 ophelleleyo wesikolo, kuqalwe ngeemviwo zango 2016 zetekst yoncwadi (literature)) olomiselweyo lweBanga le-11. Ngokwesicelo esifakwe zizikolo, iSebe iWCED lithenge itekst yoncwadi yeBanga-11 leFET. Uhambiso lweencwadi ezi odolweyo luqityezelwe ngomhla wama-26 kuFebruwari 2016.

IDBE ibonelele ngeKhathalogu kaZwelonke yeBanga-10 le CAPS ukuba isetyenziswe kwizikolo zobuchwepheshe (technical schools) kunyaka ophelleleyo wesikolo ngo-2016. Izikolo zobuchwepheshe zithengelwe iincwadi zezifundo zobuchwepheshe (technical textbooks) ezizezi; iMathematika yobuChwepheshe, Technical Science, Civil Technology, Mechanical Technology ne Electrical Technology zeBanga-10. Uhambiso lweencwadi ezi odoliweyo luqityezelwe ngomhla wama-26 kuJanyuwari 2016.

Izikhokelo zemimiselo nemigangatho yeSebe iWCED (WCED norms and standards) zicebisa ukuba ngaphezu kwe-40% yesabelo-mali kufanele sibekelwe ukuthenga i-LTSM, i-10% yesabelo igcinelwe imathiriyeli yethala leencwadi (library). Ezizikhokelo zithi umfundi ngamnye makabe nencwadi yesifundo ngasinye kway istokhwe semathiriyeli yethala leencwadi lezikolo kufanele sandiswe qho ngonyaka de inani elipheleleyo lezinto (items) eziselayibrari libonise umgangatho (standard) wezinto (items) ezili-10 kumfundi ngamnye.

Umgqo-sikhokelo (framework) wokulawulwa nokubuyiswa kweencwadi zezifundo (textbooks) ngabafundi saqaliswa ngoNovemba ka-2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi zezifundo ekupheleni konyaka ukuze ezo ncwadi ziphinde zisetyenziswe nyaka nonyaka. Izinga langoku lokubuyiswa kweencwadi ngu-87%.

Iziseko Zophuhliso (Infrastructure)

Isicwangciso sika-2015 zophuhliso lweziseko sibeke phambili ezi nkalo zophuhliso zilandelayo:

- Ukwakhiwa kwezikolo ezintsha ukwenzela ukuncitshiswe uxinzelelo olukwindawo zokufundela
- Ukususa izikolo ezikhuo namagumbi okufundela akhoyo, akhiwa ngezixhobo ezingekho mgangathweni, endaweni yazo kwakhiwe izikolo ezintsha namagumbi amatsha.
- Ulondolozo nolungiso lwezakhiwo
- Ukubonelela ngamagumbi okufundela eBanga- R

Ngapha koko, ukunikwa nokusetyenziswa kwamagumbi okufundela ajikelezayo (mobile classrooms) kusabalulekile kunceda xa kuthe gqi iimfuno ezingxamisekileyo nezingacwangciselwanga.

Ukukhula okuqhubekekayo kwamanani abafundi, okumalunga nama-20 000 ngo-2015 nango-2016 kufake uxinzelelo ekunikeni iziseko zophuhliso. Ingxelo ephangaleleyo malunga nokunikwa kweziseko zophuhliso ikwiProgram 6, phantsi kweNgongoma 6.1. Ayinababonke abafundi abahlala kufuphi nezikolo ezisemgangathweni ofanelekileyo, ngoko ke abafundi abathuthwayo ukuya nokubuya esikolweni bebengama-57 517 ekupheleni kwalo nyaka-mali kunikwa ingxelo yawo.

Ukuxhaswa nokuwongwa kootitshala

ISebe iWCED liqhubekekile ngokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala. Ngaxeshanye, iSebe iWCED liye lagxila ekunciphiseni uxinzelelo kootitshala oluquka ukwenza imisebenzi yezolawulo (administrative) nokuhamba iivekshophu neentlanganisano. ukunceda izikolo zicwangcisele u-2016 kwangethuba, ngenyanga ka Agasti 2015 kuthunyelwe ezikolweni iikhalenda zoCwangciso (Planning Calendars), ezidwelise imihla ebalulekileyo, efana naleyo yokuqalwa nokugqitywa kweemviwo, neminye imihla ebekiweyo yezolawulo.

NgoNovemba ka-2015 bekubanjwe Umsitho woNyaka wokuWonga ooTitshala bePhondo wetyeli le-16 (16th Annual Provincial Teaching Awards Ceremony), apho bekubhiyozelwa kukwawonga iimpumelelo zootitshala kweli Phondo. Ootitshala banikwe iimbasa emva kwenkqubo eyenziwe ngobunono yokuhlaza nokuqhuba udliwano-ndlebe. Ezi mbasa ziwonga iimpumelelo neziqalo ezitsha kulamacandelo ali-10; ooTitshala beBanga- R, abeeMfuno zeMfundo eziZodwa, ukufundisa ngokungenamkhethe, iSikolo sasePrayimari, iSikolo saseSekhondari; ukuGqwesa kwiTeknoloji - ukufunda nokufundisa okuphuculiweyo, iMathematika (GET), Natural Sciences, ubuNkokeli beSikolo sasePrayimari; ubuNkokeli beSikolo saseSekhondari kunye nembasa yeMpumelelo yoBomi bonke. Ootitshala ababini baseNtshona Koloni bagqithela phambili baphumelela kwisigaba sokuwongwa ngeembasa kwiiMbasa zikaZwelonke zokuFundisa ku 2015. Kwabhengezwa uGafieza Ismail-Le Chat wase Spine Road High njengoyena ubalaseleyo kuko konke okumalunga nokuGqwesa kwiTeknoloji-ukufunda nokufundisa okuphuculiweyo. UCharles Marthinussen wase Atlantis

Secondary waphumelele kwindawoyesibini yokuGqwesa kubuNkokeli beSikolo saseSekhondari.

liBhodi eziLawula izikolo

Unyulo lweeSGB oluthembekileyo lwephondo lubaluleke kakhulu ekuqinisekiseni ukuba kukho izitraktsha zolawulo ezikwaziyo ukuthatha uxanduva ezikolweni. Inqununu namaqela onyulo lwezikolo baye baqeqeshwa ziifisi zezithili ukulungiselela unyulo olukhululekileyo nolufanelekileyo ezikolweni. Ukukhuthaza ukuthatha inxaxheba okuphangaleleyo, ngethuba lonyulo kuye kwasetyenziswa amaphulo ohlukeneyo obuchule bokukhuthaza abazali ukuba bathathe inxaxheba. Obu buchule bebuquka iiphambilethi, izibhengezo kunomathotholo nakumaphephandaba kunye neengxoxo ngalomba. Ngapha koko, imiButho yeeSGB, awona mahlakani abalulekileyo kulawulo olufanelekileyo, iye yancedisa ekwenzeni kuba abantu bazi malunga nokubaluleka kokuthatha inxaxheba kolunyulo.

Ukulungiselela unyulo lweeSGB luka-2015 lwangoMatshi ka-2015, kuye kwasekwa iqela lonyulo lephondi ukuba liqwalasele le nkqubo yonyulo. Umsebenzi wokuqala wesi sitraktsha ibikukuqoshelisa ukuBeka iNkqubo eziza kulandelwa ekuSekeneni nasekoNyulweni kweeBhodi eziLawula eZikolweni zikaRhulumente (Determination of the Procedures for the Establishment and Election of Governing Bodies at Public Schools). Oku kubekwa kweenkqubo (Determinations) kwenze ukuba izikolo zikwazi ukutyeshela intlanganiso yokhetho-nonyulo lwabagqatswa ukwenzela zifake isicelo sokubamba unyulo lwemini yonke. Zingamashumi amathandathu anesine izikolo ezifake izicelo zonyulo lwemini yonke. Izikolo ezininzi (ezingama 804) zilugqibe ngenyanga ka Epreli 2015 unyulo lweebhodi zolawulo. Ekupheleni kuka Juni 2015, izikolo zonke besezilugqibile unyulo lwazo lweebhodi zolawulo. Izikolo ezisibhozo zemfundo eneemfuno ezizodwa, azibinalo unyulo ngenxa yomgama ophakathi kwazo noluntu ezilusebenzelayo. Izitraktsha ezilawula izikolo ziqeshwa iyiNtloko yeSebe (Head of Department (HOD)).

Ngokwemimiselo yeemfuneko zonyulo kumele kubekho ikhoram yabazali abaza konyula iSGB. Ukuba ayikho ikhoram kunyulo lokuqala, kumelwe ukuba kubizwe intlanganiso yesibini.

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

Ngo-2014 kuyilwe umgaqo-sikhokelo (framework) wephondo woqeqesho lweminyaka emithathu lweeSGB, kwiindlela ezahlukeneyo zoqeqesho. Ezona nkalo zingundoqo zika-2015 zezi (i) ukuqonda iindima noxanduva lweeSGB, okuquka umahluko phakathi kolawulo nokuphatha (management and governance), (ii) umgaqo-siseko weeSGB kunye nokuqonda indlela yokuziphatha (code of conduct) kweeSGB eziphetheyo, (iii) ucwangciseliso lophuhliso, ukwenziwa kwebhajethi kunye nokunyuswa kwengxowa (fundraising) yesikolo, kunye (iv) nokukhankaselwa nokukhethwa kwabasebenzi besikolo.

Le theyibhile ingezantsi ibonisa inani labalawuli ngokohlanga, ngokwesini nangokukhubazeka.

UBume babemi abakwi SGB (Demographics of the SGB)									
Uhlobo	Isini		Ukukhubazeka		Uhlanga				
	Amadoda	Abasetyhini	Ewe	Hayi	AmAfrika	Abelungu	Abelungu	AmaNdiya	Abangachazwanga
Isihlalo	935	426	7	1 354	238	188	917	11	7
Nobhala	311	1 082	5	1 388	248	263	867	8	7
Nondyebp	628	678	2	1 304	209	232	846	12	7
Abafundi	385	447	1	831	216	110	491	6	9
Abanye	4 444	4 537	33	8 948	1 506	1 658	5 677	70	70
Bebonke	6 703	7 170	48	13 825	2 417	2 451	8 798	107	100

UkoNdlwa kwabantwana esikolweni

Ngo-2015/16 iNkqubo kaZwelonke yokoNdla iZikolo (National School Nutrition Programme) (NSNP) yondle abafundi abangama- 469 721 (ebengama-456 520 ngo-2014/15) ngokutya okunempilo mihla le, kwizikolo ezili-1 023 ezithagethiweyo zeePrayimari nezeeSekondari zeMfundo eneeMfuno eziZodwa. Ngabafundi abangama-557 beNqanaba (Quintile) 1-3, bezikolo zasePrayimari, bali-111 kwezaseSekondari (zeNqanaba 1-3), bangama-44 kwezeMfundo eneeMfuno eziZodwa kunye nabangama-311 bezikolo ezikwiNqanaba le-4 nele-5, abondliweyo ngo 2016. Ababenzi beNSNP benzelwe iivekshophu ngemiba yezabasebenzi ngokuphathelene namavolontiya asebenza ngokutya (volunteer food handlers) (VFHs) – umzekelo walemiba luqeqesho malunga nokwenzakala emsebenzini, iges yokubasa nezicimi-mlilo. IiVFH ziphinde zanikwa uqeqesho ngokhuseleko lokuphatha ukutya neges yokubasa, ucoceko, ukulungisa ukutya kunye nokulinganisela (portion sizes). Zingamashumi amabini anesibini (22) iivekshophu zoqeqesho ngezemveliso yokutya ezenzelwe ootitshala, abazali nabafundi abanagama-463. Kuye kwaphakwa isidlo sakusasa phakathi kuka-7:30 no-8:00, phambi kokungena kwesikolo kusasa, saza isidlo esingundoqo saphakwa lingedlulanga i-12:30.

IZikolo eziKhuselekileyo

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

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

Abafonayo banikwa ingcaciso efowunini (telephonic debriefing) kwiimeko zeefowuni ezingxamisekileyo kuze kwiimeko zeefowuni ezingangxamisekanga, apho kuyimfuneko khona, bathunyelwe kwii-arhente ezinika iingcebiso (counselling agencies) zeSebe leMfundo

leNtshona Koloni, ii-arhente ezingekho phantsi kolawulo lukarhulumente nemibutho yasekuhlaleni. IZiko lwemiNxeba leZikolo eziKhuselekileyo liye lafumana iminxeba engaphezu kwama-14 000 kwithuba lekhalenda yonyaka ka-2015. Iifowuni ezingama-3 890 kwezi fowuni bezifuna ukulandelelwa nenkxaso. Engama-738 kule minxeba ibizizihlo ezinxulumene nolwaphulo-mthetho. Kuye kwaxelwa iimeko ezingama-439 zempatho gadalala, apho iminxeba engama-277 ibifuna iingcebiso zeengcali nenkxaso ngokwasengqondweni (counselling and psychological support). Inkxaso ngokwasengqondweni yabasebenzi ikwanikwa phantsi kweNkqubo yeNtlalo-ntle yabaSebenzi yeSebe yaye ikwasebenza njenkxaso eyongezelelweyo yeNkqubo yeZikolo eziKhuselekileyo.

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

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

Ukongeza kweli Ziko lemiNxeba leZikolo eziKhuselekileyo nenkxaso yeendlela zokhuselo, ngo-2015/16 iSebe iWCED linike abafundi iinkqubo zezemfundo lisenzela ukukhuthaza izenzo ezakhayo ezifana nezemidlalo, ubugcisa, imidlalo yeqonga nolwazi malunga nazakhono zexesha elizayo (future careers). Ezi nkqubo ziye zagxila kutshintsho lwendlela yokucinga okanye indlela yokuziphatha; iindlela zobugcisa nezakhayo zokujongana nolawulo lweengxabano; kunye noqeqesho kuthetha-thethwano. Kuye kwaqeshwa ii-fieldworker zokhuseleko ukwenzela ukuxhasa izikolo ngeekomiti zokhuseleko ezikolweni nangezicwangciso zokhuseleko ezikolweni; ukuseka inkxaso kunye/okanye neenkqubo zokuthintela kwanokuba yimizekelo emihle (positive role models) nabacebisi abathantamisayo (mentors) ezikolweni.

IiFieldworker zoKhuseleko eZikolweni zilandelela abafundi abatshungayo esikolweni zize zikhangele ukuba yintoni ingxaki ebangela oku. Zikunika uthantamiso (mentoring) nokukhokela (coaching) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazifunayo. IiFieldworker zoKhuseleko zincedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide neyokuphuma kwesikolo. Le projekthi ijonge ukugxininisa ukuziphatha kakuhle neengcinga ezakhayo

ngokuthathwa abafundi abasemngciphekweni basiwe kwizitraksha ezifanelekileyo zezemfundo nokuphuhlisa izakhono zokuqhuba iiprojekthi zoluntu.

Inkqubo yaseMvakokuphuma kweSikolo

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

Ukuxhasa inkqubo yeeMOD, iSebe iWCED ngo-2015 lenze oku;

1. Lilawule laxhasa ubhaliso lwamaziko eeMOD ukuze athathe inxaxheba kwimiDlalo yamaQela eZikolo (School Sports Leagues)
2. Lixhase ukuqhutywa kwemidlalo yamaqela ezikolo ephakathi kwamaqela esikolo ngasinye nephakathi kwezikolo (intra and inter school sports leagues)
3. Linikise ngezixhobo.
4. Liqinisekise ukuba amaziko eeMOD ayafikeleleka kwizikolo eziwangqongileyo
5. Lixhase inkqubo yeYebo- kwiiklasi ze Mathmathika ne Science zasemvakwemini.

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

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

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

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

iiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 2					
iiNjongo eziCwangciswa ngobuChule	Eyona Mpumelelo 2014/2015	IThagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwiithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
2.1. Izicwangciso zekharithyulam eziyiliweyo zaze zaqhutywa	Intsha	Iphuhlisiwe	Izicwangciso eziphuhlisiwe ngokwe zithili	Azikho	
2.2. Inani lezikolo ezityelelweyo ngekota zonke ukuze zifumane inkxaso yabalawuli	Intsha	1 539	1 522	-17	Li 100% lezikolo ezivuliweyo ebezityelelwa qho ngekota. Li-1522 umyinge wenani lezikolo ezivuliweyo (ziquka nokongezwa kwezikolo zezibhedlele ezi4 ezibekwe bucala) Kusetyenziswe umyinge kuba amanani ebemane etshintsha phakathi enyakeni.
2.3. Inani lezikolo ezixhamle ekusetyenzisweni kwe e-learning.	Intsha	0	63	63	Kongezwe inkxaso-mali
2.4.1. Inkxaso-mali esetyenziswe kumaziko eMOD nasekuxhaseni uPhuhliso loLutsha	Intsha	110 680	73 145	37 535	Ukusilela ekusebenziseni imali yeziko le MOD kubangwe kukuba kuye kwafuneka kwenziwe inkqubo yebhidi ngenxa yeshishini elinika iinkonzo elingakwazanga ukufezekisa imimiselo yalo yesivumelwano. Inkqubo ejolise kulutsha (Youth Focus Programme) ifumene isongezelelo semali esivele kwaSETA. Amabango (claims) ekota ye abhatelwe ngoEprili 2016
2.4.2. Ukubonelela izikolo ngenkxaso ngokwentlalo neyemali	Intsha	676 736	757 199	-80 463	Imali eya ngokukhawulezileyo kwizibonelelo zemiMiselo nemigangatho ka 2016/17 inikwe izikolo zeNQ1. Inani labafundi ngo2015/16 likhule ngaphezu kokuba bekulindelwe. Likhule ngaphezu kokuba bekulindelwe. Kufunyenwe inkxaso-mali eyongezelelweyo yokubonelela iprojekthi yokuxolelwa ekuhlawuleni iifizi kuhlulwulwe i100% yamabango avela ezikolweni.

Izalathi zentsebenzo

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutsintsha kusukwe kwithagethi eCwangciselwe yo kuyiwe kwEyona Mpumelelo ka- 2015/2016	Izimvo malunga notshintsho
PPM201: Inani lezikolo ezibonelela ngazo zonke iinkonzo zokufundisa ezinika inkxaso kubafundi abanemiqobo ethintela ukufnda	40	48	40	-8	Kugqitywe kwelo kuba kugxiliwe ekubeni komelezwe umgangatho wezikolo ezikhoyo kulo nyaka.
PPM202: Inani leePrayimar ezipase konke kuANA ngezanga elingama-40% nangaphezulu	Intsha	300	Ayikho	Ayikho	Ngo 21015/2016 iphondo alizo kwenza ngxelo ngezalathisi ezinxulumene noANA kuba khange kubhalwe uviwo kwizikolo ebezimelwe koko.
PPM 203: Inani leeSekondari ezipase konke kuANA ngezanga elingama-40% nangaphezulu	Intsha	30	Ayikho	Ayikho	Ngo2015/16 iphondo alizokwena ngxelo ngezalathisi ezinxulumene noANA kuba khange kubhalwe uviwo kwizikolo ebezimelwe koko
PPM204: Inani leeSekondari ezipase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngezanga elingama-60% nangaphezulu	Intsha	410	413	3	Kugqithisiwe kwithagethi ngenxa yokusebenza kakhulu kwezikolo kunye nabasebenzi abaxhasayo.
PPM205: Ipesenti yabantwana abag-qibe iminyaka eli-9 kunyaka opheli-leyo kwaye bebhaliwe kwiBanga le-4 (okanye eli ngaphezulu) kulo unyaka.	Intsha	64%	68.42%	4.2	Ukuphuculwa kwezanga lokupasa kwiBanga lo-1 lubenegalelo eko-nyukeni kwale pesenti. Yiminyaka mi-4 sikhona isicwangciso sokuphucula iBanga lo-1.
PPM 206: Ipesenti yabantwana abagqibe iminyaka eli-12 kunyaka owandulela lo, babe ngoku bebhaliwe kwiBanga le-7 (okanye elingaphezulu) kulo unyaka	Intsha	64%	61.76%	- 2.24%	Abaninzi kwababafundi sele bephinde unyaka kwisiGaba esisiSeko. Akufikelelwanga kwithagethi ebithekelelwe.
PPM207: Inani lezikolo ezinikwe izixho-bo zamajelo osasazo (oku kubheisele kumagumbi okufundela ane-intanethi)	Intsha	0	63	63	Ithagethi ibili-0 kuba zininzi izikolo ezixhotyisiweyo kunyaka opheli-leyo. Inkxaso-mali yabelwe uku- xhasa izikolo ezingama-60 ezongezweyo.
PPM208: Ukungahambi sikolo kwabafundi	6%	7%	5.82%	1.22%	Kugqithisiwe kwithagethi. Kukho impazamo encincinane eqatshelweyo ekufakweni kweenkcukacha.
PPM209: Ukungahambi sikolo kootitshala	3%	3%	3%		
PPM210: Inani labafundi abakwizikolo zesiqhelo zikaRhulumente abaxhamla kumgaqo-nkqubo weZikolo eziNgabizi zifizi	554 523	562 940	566 968	4 028	Inani labafundi abaxhaswayo linxulumene nenani lababhaliswayo, inani lababhaliswayo ligqithile kweli thekelelweyo.
PPM211: Inani lootitshala abaqeqeshwe kumxholo nedlela yokusebenza ngolwazi lokufunda nokubhala(literacy) ngolwimi*	Intsha	650	853	203	Ziye zongezwa izicelo zendawo, yokuhlaba baze abafake zicelo bayifumana indawo.
PPM212: Inani lootitshala abaqeqeshwe kumxholo nedlela yokuseben-za (methodology) ngolwazi lwama-Nani (Numeracy)/neMathematika*	Intsha	600	1 094	494	Ziye zongezwa izicelo zendawo yokuhlala, baze abafake izicelo bayifumana indawo.
PPI 2.1. Ipesenti yabafundi abagcinwe beqhuba esikolweni ukususela kwiBanga le-10-12	64%	65%	68%	3%	Zibenegalelo kule mpumelelo iprogram eqhutywayo yokukhuthaza abafundi baqhubekeke nesikolo kunye nenguqulo kumgaqo-ndlela ezingabavumelanga abafundi ukuba bahlale kwesisigaba ixesha elingaphezulu kweminyaka emi-4.
*Qaphela ukuba oku kubhekisele kuqeqesho olufomali olwenziwa eCappe Teaching and Leadership Institute					

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukuqhuba izicwangciso (strategies) ezitsha zephondo zokuphucula ulwimi nemathematika.
- Ugxilo kwiziCwangciso zoPhuculo lweziKolo neZithili kugxininiswa nangakumbi kwiBanga loku-1, 9 nele-11.
- Ukuqhubeka neProgram yeZikolo eziPhakamileyo.
- Ukubeka esweni ukusetyenziswa kweencwadi zezifundo (textbooks) kumagumbi okufundela.
- Ukuqhutywa koqeqesho lootitshala oluthagethiweyo.
- Ukugxila kubukho bootitshala esikolweni nokusetyenziswa ngentsuku zonke zokufundisa.
- Ukuxhaswa kolawulo lwemali ezikolweni.
- Ukusetyenziswa ngokugqibelelyo kwendima nefuthe lomguquli zinto wephondo (provincial game changer) kwi-e-learning, nto leyo eya kuza nofikeleleka kwe-intanethi, amagumbi okufundela aneintanethi, kunye namathuba aphuculiweyo okufunda ezikolweni.
- Ukusetyenziswa ngokugqibelelyo kunye nokuxhaswa kwamaZiko eMOD kunye nokutshintsha kwezinto ezenziwa lulutsha ukuphuma kwesikolo ephondweni kubanjiswene neSebe lezeNkcubeko nezemiDlalo nezoPhuhliso lwezeNtlalo.
- Ukuqala iNkqubo ye Service Learning njenge ndlela yokuphucula uphuhliso lobunkokheli kulutsha ngoku bandakanywa nokuphakamisa uluntu.
- Ukusebenza namanye amasebe noomasipala ukuxhasa ukhuseleko esikolweni, ukugcinwa kwabafundi beqhuba esikolweni, ukuhamba isikolo kunye neenkqubo ezilungiselelwe ulutsha olusemngciphekweni.
- Ukuqalisa ulingo lweNkqubo yeZikolo Zobambiswano

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi-womali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 IZikolo zasePrayimari zikaRhulumente	7,801,424	7,771,390	30,034	7,276,039	7,276,039	-
2.2 IZikolo zaseSekondari zikaRhulumente	4,874,281	4,789,855	84,426	4,489,245	4,489,245	-
2.3 UPuhliso lweZakhono zaBasebenzi	81,664	60,777	20,887	76,011	76,011	-
2.4 Igrant ezikhutshwa phantsi kwemiqathango ethile	337,611	333,575	36	315,412	315,231	181
Zizonke	13,094, 980	12,959,597	135,383	12 156,707	12 156, 526	181

4.3 IProgram 3: liNkxaso-mali kwiZikolo eziZimeleyo

Injongo

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

Iprogram yeZikolo eziZimeleyo iqulethe ezi program zisekelayo zilandelayo:

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

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

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 3: IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)	
INjongo eziCwangciswe ngobuChule 3	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana nemithetho ewisiweyo ukuqinisekisa ukuba abafundi kwezizikolo bafumana imfundo esemgangathweni.
IiNjongi yesitefiment	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba bonke abafundi bafumana imfundo ehambelana neNational Curriculum Statement ngokuzixhasa rhoqo nozikubeka esweni izikolo ezizimeleyo. 2. Ukuqinisekisa ukuba zonke izikolo ezizimeleyo zibhalisiwe kwaye ziyabuzalisekisa ubuncinane beemfuneko zomthetho wonke onxulumene nezizikolo. 3. Ukunikwa kwenkxaso-mali kwizikolo ezifundisa abantwana bamakhaya angathathintweni.

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

Amanani obhaliso lwabafundi

Zonke izikolo ezingama-240 ezibhalisiweyo ezizimeleyo (ezesiqhelo ne ELSEN) eNtshona Koloni ziyenzile iSavey yoNyaka yeZikolo (Annual School Survey) ka-2014. Bebungama-48 153 abafundi kwezi zikolo zingama-240. Kwezi zikolo, i-36% okanye abafundi abangama-17 498 beebhalise kwizikolo eziZimeleyo ezixhaswa ngemali nguRhulumente. Abangama-11 291 beebhalise kwizikolo zaseprayimari ezixhaswa ngemali nguRhulumente yaye abangama-6 207 bekwizikolo eziphakamileyo ezixhaswa ngurhulumente. Ngama-30 655 abafundi ababhaliswe kwizikolo ezizimeleyo ezingafumani nkxaso-mali kuRhulumente.

IziPhumo zeeMvavanyo

ImiMiselo eNxulumene noBhaliso, ukuXhaswa ngemali, kweZikolo eziZimeleyo (ngaphandle kweZikolo zasePriPrayimari), ifuna ukuba isikolo esizimeleyo sithathe inxaxheba kuHlolo loNyaka lukaZwelonke (Annual National Assessments) kunye/okanye uvavanyo lwenkqubo yezikolo (systemic testing) lweSebe iWCED ukwenzela ukuba zifaneleke ukuba zibe nokufumana inkxaso-mali. Zibe ngama-67 ezibhale iimvavanyo zeBanga lesi-3, zangama-57 ezibhale iimvavanyo zeBanga lesi-6 zaza zangama-40 ezibhale iimvavanyo zeBanga le-9. Ukubhalwa kweemvavanyo ku ANA akuhambanga ngokwezicwangciso ngo 2015.

Amanqaku ezikolo ezizimeleyo ezifumana inkxaso-mali nezingafumani nkxaso-mali zinikwe kule theyibhile ingezantsi. Qaphela ukuba le sampule ayikubonakalisi ukumelwa kwazo zonke izikolo (not a representative sample) nanjengoko ezinye zezizikolo ezingafumani nkxaso-mali kuRhulumente, zazinyanzlekanga ukuba zithathe inxaxheba, ngelixa kwezinye ukuthatha inxaxheba kunyanzelekile.

Iziphumo zolwimi ngo 2015

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2015												
IBanga	ILitheresi/ULwimi Language											
	Izikolo				Abafundi				Izinga lokupasa			
	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	49	1 222	1 381	1 416	1 567	54.9	51.7	56	59.9
IBanga lesi-3 kwezinga-fumani nkxaso-mali	27	27	28	18	779	844	979	742	85.2	88.6	86.7	92.3
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	40	1 009	1 068	1 074	1 036	67	61.4	65	68.2
IBanga lesi-6 kwezinga-fumani nkxaso-mali	22	24	25	17	705	80	873	647	95.1	91.2	92.1	94.1
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	28	1 229	1 333	1 155	1 111	82.3	82.7	84.6	86
IBanga le-9 kwezinga-fumani nkxaso-mali	17	18	16	12	799	787	789	513	95.1	96.6	97	94.5

Iziphumo zeMathemathika ngo 2015

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inxaxheba ngo-2014												
IBanga	INyumeresi/iMathemathika											
	Izikolo				Abafundi				Izinga lokupasa			
	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	49	1 222	1 381	1 416	1 567	62.8	65.8	68.6	71
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	18	779	844	979	742	91.7	93.6	92.5	96.2
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	40	1 009	1 068	1 074	1 036	47.8	50.2	50.3	61.8
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	17	705	80	873	647	89.1	86.7	84.3	93.2
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	28	1 229	1 333	1 155	1 111	26.8	26.2	31.2	48
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	12	799	787	789	513	73.4	76.1	73.8	86.2

Iziphumo zango-2015 zeNSC zezikolo ezizimeleyo bezime ngoluhlobo:

IziPhumo zeNSC zezikolo ezizimeleyo zeNtshona Koloni: 2015				
Ababhalileyo	INani labaPasileyo	IPesenti yabaPasileyo	Inani labanokufundela isidanga	% yabanokufundela isidanga
2 552	2 371	92.91	1 729	67.75

Qaphela: Aba ngabafundi bezikolo ezizimeleyo ababhale iimviwo NSC kwiimviwo zeWCED. Ngaphezu koko, bebeli-176 abafundi bezikolo ezili-14 zaseNtshona Koloni ababhale iimviwo ezisetwe yiBhodi yeeMviwo eziZimeleyo (Independent Examination Board).

UPhuhliso looTitshala

Ngo 2015/16 ootitshala bezikolo ezizimeleyo baye kwiindindi zeewekhishophi zekharithyulam, ebeziququzelelwe liqumrhu lezikolo ezizimeleyo kwakunye nee-ofisi zesithili zemfundo zeWCED.

INkxaso enikiweyo

Kutyelelwe izikolo ezizimeleyo ezili-162 ukwenzela ukuzinika inkxaso

- Kulawulo,
- Kwikharithulam
- Ekuphathweni kwazo apha ekuhambeni konyaka ka-2015/16.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, iqela lamagosa eWCED liye latyelela izikolo ezingama-61 ngoFebruwari nangoMatshi ku-2016 ukuze liqwalasele:

- Ukufezekiswa kweemfuno zesaveyi (Survey compliance) - iAnnual School Survey (ASS) neSnap Survey (SS)
- Ubhaliselo lweCEMIS
- Ukufezekiswa kweemfuno zezemali (Financial compliance) – inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela kwamagumbi okufundisela nokusebenziseka kwawo ngokwaneleyo
- Ukufundiswa kwekharithulam
- Ukwanela kweziXhobo eziXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM) nokusetyenziswa kwazo ngokufanelekileyo.
- Ubhaliselo lweSACE
- Ukurhoxa kwabasebenzi emsebenzini
- IiSistim zokuLawula iNtsebenzo (Performance Management Systems)
- Uphuhliso lwabasebenzi
- Indlela abaqhuba ngayo abafundi
- Iziphumo zeemvavanyo ezisistimikh zeWCED zenkqubo yeBanga lesi-3, 6 nele-9 (WCED systemic test results)

Izikolo ezintathu ezizimeleyo ezingaqhubanga ngokusemgangathweni ziyezafumana inkxaso eyongezelelwe kubacwangcisi bekharithulam abakhulu. Kuye kwafuneka bangenise icebo labo lokungenelela kunyaka wokufunda ka-2016. Imingeni yokuphatha nokulawula kwezikolo kuyekwanikwa ingqalelo.

Ngaphezu koko, kumaziko (sites) amane kuye kwenziwa uqinisekiso lwemigangatho yezicelo zokubhalisa neyezikolo ezifake izicelo zokwandisa amabanga nekharithulam.

Ngama-30 ezikolo eziye zaphandwa ngenxa yezinto ezahlukeneyo ezifana nokugxothwa kwabafundi, ukungalandelwanga nkqubo zoluleko; izikhalazo ngotitshala; abangenaziqinisekiso zemfundo; ukunqaba kokufundisa, apho kungafane kufundiswe kwaye kungafane kufundwe khona.

Undoqo wenkxaso enikwa izikolo ezizimeleyo, yinkxaso-mali (subsidies). Iinkxaso enikwa izikolo ezizimeleyo ezifanelekileyo yi-60%, 40%, 25%, 15% okanye 0% inkqikelelo yenkcitho yephondo kubafundi (provincial per capita expenditure for learners) (PAEPL) abakwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2015/16 ibe yi-R11 471 (Kwizikolo zaseprayimari) ne-R13 631 (Kwizikolo zasesekondari) ngokulandelelanayo. Ngo-2015/16 iSebe iWCED lihlawule iinkxaso-mali kwizikolo ezingama-99, nebeziquka isikolo esinye esitsha. Iintlawulo zenziwe kwangethuba nangokwemithetho echaphazelekayo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali ukuba zisebenzise iinkxaso-mali zazo ekuthengeni iLTSM (60%); iinkonzo zikamasipala (municipal services) (20%) neemfuno zokwenza umsebenzi (operational needs) (20%).

ISebe iWCED likwaphande izikhalazo ezivela eluntwini kunye/okanye nasebazalini malunga neZikolo eziZimeleyo ngokunxulumene neefizi zesikolo, iinkqubo zololuleko ezingabonisisibulungisa (unfair disciplinary processes), ukungaqhubi kakuhle ezifundweni, ukungalawulwa kakuhle kwezikolo kunye nokuqhutywa kweenkqubo ezikolweni ezingabhaliswanga.

INkqubo eLandelwayo yesiQhelo yokuSebenza ngeNkxaso-mali (Standard Operating Procedure for Subsidisation) igqitywe ngoncedo lweCandelo: iProcess Design elikwiSebe le Ofisi ye Primiya

IIinjongo eziCwangcise ngobuChule (Strategic Objectives)¹⁰

IProgram 3					
INjongo eCwangcise ngobuChule	Eyona Mpumelelo 2014/2015	Ithageithi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithageithi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
Ipesenti yezikolo ezizimeleyo ezibhalisiweyo ezifumana inkxaso-mali kuRhulumente	Intsha	44%	40%	-4%	Zonke izikolo ezizimeleyo zicalulwe ngokwe fizi zabo zika 2013 njengonyaka omtsha wesiseko ukuze kukhangelwe ukuba zisafanelwe kukufumana inkxaso-mali na. Ngokwale nkqubo intsha phinda kucazululwe, zisibhozo izikolo ezikhiqiweyo ebezikade zifumana inkxaso-mali kuRhulumente.

Izalathi eNtsebenzo yeProgram

IProgram3					
Umlinganiselo weNtsebenzo yeProgram	Mpu meilel o 2014/2015	eCetywayo 2015/2016	Mpu meilel o 2015/2016	eCwangciselweyo kuyiwa ngo 2015/2016	Izimvo malunga notshintsho
PPM301: Inani labafundi abafumana inkxaso-mali abasezikolweni ezizimeleyo ezibhalisiweyo	18 024	18 310	17 498	-812	Ukubhaliswa kwabantwana ezikolweni ezizimeleyo kuxhomekeke ebazalini. Ukwehla kweli nani bekungalindelekanga.
PPM302: Ipesenti yezikolo ezizimeleyo ezibhalisiweyo ezifumanana inkxaso-mali	Intsha	44%	40%	-4%	Zonke izikolo ezizimeleyo zicalulwe ngokwe fizi zika 2013 kusetyenziswe unyaka omtsha osisisekelo ukuze kukhangelwe ukuba zisafanelwe kufumana inkxaso-mali na. Ngokwale nkqubointsha phinda kucazululwe, zisibhozo izikolo ezikhiqiweyo ebezikade zifumana inkxaso-mali kuRhulumente. Olucazululo lutsha luqaliswe kunyaka-mali 2015/16 ukuya phambili.
PPM303: Ipesenti lezikolo ezizimeleyo ezibhalisiweyo eziyezatyelwa ukuze hlolewe kwaye zixhaswe.	Intsha	90%	90%	-	

¹⁰ Ziprintwe apha zonke INjongo eCwangcise ngoBuchule ngokweenjongo eziCwangcise ngoBuchule zika 2015-2019

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

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

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	Ulwabiwo – mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/e Ngaphantsi	Ulwabiwo- mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithi sileyo)/ eNgapantsi
	R'000	R'000	R'000	R'000	R'000	R'000
3.1 IsiGaba sePrayimari	57,480	57,480	-	49,358	49,358	-
3.2 IsiGaba seSekondari	37,904	37,904	-	40,487	40,487	-
Zizonke	95,384	95,384	-	89,845	89,845	-

4.4 Iprogram 4: IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa

Injongo:

Ukunika imfundo enyanzelekileyo kwizikolo zikarhulumente zeMfundo eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act) noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga neMfundo eBandakanya bonke abafundi. Oku kuquka ie-learning nemfundo ebandakanya bonke abafundi.

Iprogram yezeMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa iqulethe ezi program zisekelayo zilandelayo¹¹:

Iprogram esekelayo 4.1: Izikolo

Ukunika izixhobo kwizikolo zemfundo eneemfuno ezizodwa. Oku kuquka ie-learning ne nemfundo ebandakanya bonke abafundi.

Iprogram esekelayo 4.2: UPuhhliso lweCandelo lezabaSebenzi (HR Development)

Ukunika iinkonzo zesebe zokuphuhlisa kwezobungcali kwezemfundo nolunye uphuhliso lootitshala nakwabo bangezotitshala abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa (oku kuquka nemfundo ebandakanya bonke abafundi).

Iprogram esekelayo 4.3: liGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 4 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango ethile (conditional grants). (Oku kuquka nemfundo ebandakanya bonke abafundi).

IiNjongo eziCwangciswa ngobuChule (Strategic Objective¹²)

Iprogram 4: IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)	
IiNjongo eCwangciswa ngobuChule	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharityhulam yamaziko emfundo kwanokunciphisa imiqobo ethintela ukufunda (Education White Paper 6)
IiNjongo yestetimente	<ol style="list-style-type: none">1. Ukuqinisekisa ukuba abafundi bayakwazi ukufumana ikharityhulam kwaye baphakamise ngokwaneleyo indlela abaqhuba ngayo kulwimi neMathematika.2. Ukuqinisekisa ukuba abafundi abajongene nemiqobo ebathintelayo ekufundeni okanye baneemfuno ezizodwa zemfundo bafumana ikharityhulam eyodwa ukuze bakwazi ukuqhuba ngelona nqanaba liphakamileyo;3. Ukuphuhlisa inkqubela ekudityaniseni esekelwe kwisixhobo iSIAS ukuze abafundi bafumane inkxaso ekumgangatho ophezulu neluhlobo olufanelekileyo. Kuzo zonke iinkalo zezikolo zesiqhelo, ezinika iinkonzo ezipheleleyo kunye nezemfundo yeemfuno ezizodwa4. Ukunyusa inani labafundi abagcinwe kumagumbi okufundela beqhuba ngokuxhaswa ngeenkonzo ezikhethekileyo kusetyenziswa amaqela nezitraktsha ezikhoyo ezifana namqela enxaso asezikolweni, amaqela enxaso esekethe, izitraktsha zezithili, izikolo ezineemfuno ezizodwa, amaziko ezixhobo ezikolo ezineemfuno ezizodwa, izikolo ezineenkonzo ezipheleleyo/ezidibanisayo.5. Ukunika iinkonzo zenxaso ekhethekileyo- inkxaso yemfundo eneemfuno ezizodwa, inkxaso yokufunda, iinkonzo zenxaso ngokwasengqondweni, iinkonzo zentlalo yasesikolweni, iinkonzo zonyango lomzimba, nezonyango lomphfumlo (therapy).6. Ukusebenzisana namanye amasebe namacandelo karhulumente ukunqanda nokuchonga ngethuba imiqobo ethintela ukufunda nenxaso kubafundi abanemiqobo ethintela ukufunda kwabo okanye abaneemfuno ezizodwa

¹¹ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ugena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

¹² Ziprintwe apha zonke IiNjongo eCwangciswa ngoBuchule ngokweeNjongo eziCwangciswa ngoBuchule zika 2015-2019.

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

Ngo-2014 iSebe leWCED belinezikolo zemfundo eneemfuno ezizodwa ezingama-72, zinabafundi abaneemfuno zemfundo ezizodwa abangama-20 139.

Njengokuba isonyuka inkxaso efunyanwa zizikolo zesiqhelo, ngabafundi abaneemfuno ezizodwa abafuna inkxaso ezikwizinga eliphakamileyo abafakwa kwinkqubo yenkxaso kwiZikolo zeeMfuno eziZodwa nakumaZiko eziXhobo eZikolo zeeMfuno eziZodwa. Ukukwamkelwa kwezizikolo kuhlaziywa qho ngonyaka ukuqinisekisa ukuba abafundi bagcinwa kwezizikolo kulungiselelwa xa kunokwenzeka kufuneke inkxaso emandla.

IziPhumo zoVavanyo lweZikolo zeMfundo eneeMfuno eziZodwa

Ngo-2015, ngama-1149 abaviwa abavela kwizikolo ezili-9 zemfundo eneemfuno ezizodwa ababhale iSatifikethi seMatriki sikaZwelonke. EzoZikolo yiVista Nova, Tafelberg, Pioneer, Langerug, De la Bat, Athlone, Dominican Grimley (Hout Bay), ne Dominican (eWittebome). Zi-6 kwezili-9 izikolo eziphumelele ngezinga lokupasa elili-100%. IDominican iSikolo sabaNgevayo eWittebome, ibiqala ukubanabafundi bematrikhi, oko kwaqala isigaba se kholeji zeFET ngo 2013.

Kubafundi abangama-149 ababhale iimviwo, ngama-32 abafundi iSatifikethi seMatriki sikaZwelonke, bangama-81 abapase bafikelela kumanqaku okufundela iDiploma, basixhenxe abapase bafumana amaqaku okufundela isiDigri (Bachelor's pass). Isikolo iJan Kriel, siwongwe nguMphathiswa kaZwelonke wezeMfundo, ngokuba sesona sikolo seMfundo eneemfuno ezizodwa, esipaselwe kakhulu kwilizwe lonke ngo 2015.

Uphuhliso lweZakhono zootitshala

NgoDisemba ka-2014, kuye kwabhegezwa kwigazethi uMgaqo-nkqubo wokuHluza, ukuChongwa, ukuHlola neNkxaso (Screening, Identification, Assessment and Support) (SIAS). USIAS sisxhobo sokuqondisa abobafuna inkxaso, uhlobo lwenkxaso abayifunayo, nendlela yokunikwa kwayo. USIAS uzakuqinisekisa ukuba imiqobo ethintela ukufunda ibonwa kwangethuba ukwenzela abafundi abafuna inkxaso bathathelwe ingqalelo efanelekileyo kwangethuba.

Ngo-2015, iqela elenza umsebenzi oxananazileyo (transversal team) lifumene uqeqesho kwiSIAS nakubuchule bokoHlukaniswa kweKharithyulam (Curriculum Differentiation strategies). Uqeqesho ekoHlukanisweni kweKharithyulam luzakuxhobisa ootitshala ukuba bakwazi ukusingatha iimfuno ezahlukeneyo zokufundisa nokuhlola abafundi. IQela loQeqesho LwePhondo (Provincial Training Team (PTT)) lokuqeqesha kuSIAS nasekwaHlukanisweni kwe Kharithyulum, liquka abamele amacandelo eKharithyulum, Uhlolo, uLawulu, uPhuhliso lootitshala, aQukanisayo naXhasa iMfundo yabaneemfuno eziZodwa.

IPTT ikwiphulo lokuqeqesha eliquka ukuqeqeshwa kwabasebenzi besithili abanika inkxaso ekhethekileyo nonkwabamele izikolo ezingama-40 ezinika inkonzo epheleleyo (full-service)/equkanisayo. Oluqeqesho luqukanise uqeqesho kwinkqubo echasene nomkhethe ezakusetyenziswa kunye nabafundi.

Ootitshala bokunika iNkxaso kwezeMfundo (Learning Support Teachers (LSTs) bangaboludwe lokuqala lwenkxaso eyongezelelweyo eziprayimari. Ngama-50% ootitshala be LST abaqeqeshwe ngo 2013/14 nango-2014/15 ngobuchule obikwizinga eliphezulu lokungenelela kuphuhliso lwezifundo zolwazi lokufunda nokubhala (literacy) nezolwazi lokusebeza ngamanani (numeracy). Ngo-2015/16 bangama-25% ootitshala beLST abafumene uqeqesho. Ungenelelo lweeLSTs lunegalelo elihle ekuphuhliseni izakhona zabafundi kwizifundo zolwazi lokufunda nokubhala (literacy) nezolwazi lokusebeza ngamanani (numeracy), kwisiGaba esisiSeko, ingakumbi abafundi beBanga-1.

Ngobambiswano neCTLI, kuye kwaziswa iikhosi ezahlukeneyo ezimayelana neMfundo eQukanisayo (Inclusive Education) kwakunye nokujongana nemiqobo ethintela ukufunda. Ootitshala baqeqeshwe ngokumsebenzi wamaqela enkxaso ezikolo.

Ngo-2015 izikolo ezibekwa phambili (flagship) ezinika inkonzo epheleleyo/ezidibanisayo ziye zanika iivekshophu malunga neMfundo eQukanisayo kungachithwanga mali" ("Inclusive Education at no cost") kunye "noLawulo kumaGumbi okufundela kwiNdawo eQukanisa abafundi bonke" (Inclusive Environment).

IKharithyulam yo Lwimi loMjeki lwaseMzantsi Afrika (South African Sign Language (SASL), iyaqhutywa kwizikolo zontlanu zemfundo yeemfuno ezizodwa kusenzelwa abaNgeyayo kusetyenziswa uSASL. Ngaphezu koqeqesho lweSASL yeQela loQeqesho likaZwelonke, iSebe leWCED yenze ukuba kubekho uqeqesho olongezelelweyo. Ngootitshala abangama-22 (80%) bezizikolo zikhankanywe ngentla apha abazigqibileyo izifundo ngoqeqesho kwiSASL Linguistics, kwiYunivesithi yase Free State okanye kweyaseStellenbosch.

Amaziko eziXhobo (Resource Centres) zeZikolo zeeMfuno eziZodwa enze iwekshophu ngezinto abanobuchwepheshe kuzo, umz. imingeni eThile yokuFunda Specific (Learning Disability), ukungakwazi ukufunda (Learning Disorder), UkungabinakuZinza eNgqondweni (Attention Deficit Disorder), nangezinye iindlela zokuHlola. Iqela lephulo labamaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder) liyile ikhosi yoPhuhliso oluQhubekakayo lobuNgcali (Continuous Professional Development (CPD)), khosi leyo eakhredithiwe liBhunga laseMzantsi Afrika leeNgcali kwezeMpilo (Health Professions Council of South Africa (HPCSA)). Enye ikhosi eyilwe lelilandelo eyaakhredithwa yiCPD, yikhosi yoqeqesho kwiMikhwa eseSikweni yePsychologists (Ethics for Psychologists). Ezikhosi zibangele ukuba abasebenzi abakhethekileyo bakwazi ukufumana amanqaku eCPD ayimfuneko kumalungu eHPCSA.

OnoNtlalontle baqeqeshwe kwimiGaqo (Protocol) ehlaziye, yeWCED, yokuXhatshazwa kwabaNtwana (Child Abuse) nangeendlela ezintsha zokungenelela ngoncedo emva kwesiganeko esixhela umphefumlo (post traumatic) ebantwaneni nasemakhayeni. Ukuxinzelelo lokuxheleka komphefumlo ziziphumo ezingathandekiyo zentlalo yobundlobongela kwindawo zoluntu, kwaye zinefuthe elingelihlanga ekufundiseni nasekufundeni.

UQeqeshwa kwiSASL kwabafundi boPhuhliso lweMfundo yabaNtwana abasaQalayo (Early Childhood Development) (ECD) nakumaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder) kuqalisiwe kwikholeji zeFET ezintlanu zeSebe iWCED. Iiprekhtishina zokuqala ezixhotyiswe ngoluqeqesho zifumene izidanga zazo ekupheleni kuka

2015. Zingama-76 iiprekthishina ezifumene uqeqesho kwi SASL, ngama-35 eziqeqeshwe kumaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder).

Inkxaso

Ukungezelelwa amandla okujongana nemiqobo ethintela ukufunda nokufundisa okudibanisa ngaphezulu kunakuqala. IiNkonzo eziKhethekileyo zokuXhasa (Specialised Support Services), ziguqule ukugxila kwazo ukwenzela ukuba zijolise ekuqwalaseleni ngethuba nakungenelelo olunqanda okungekehli (preventative interventions), ingakumbi kumaBanga-R nelo-1. IiSayikholojisti zezikolo, oonoNtlalontle, abaCebisi bezifundo kumaziko ezeMfundo neeTheraphisti, baphuhlisa izakhono zootitshala zokusebenzisa amangenelelo kumagumbi okufundela. AbaCebisi bokunika iNkxaso (Learning Support Advisors) kumaZiko ezeMfundo nootitshala bokunika iNkxaso kwezeMfundo eZikolweni, bagxile kakhulu ekuphuculeni indlela ekuqhutywa ngayo kulwimi nakwimathemathika.

Ikomiti zesithili zisekiwe ukwenzela ukuba zijongane nokufunda, ukufundisa kunye nokuhlola ukulungiselela ukuze ukusingatha ukohluka kwabafundi umz., ukusetyenziswa kweendlela zokuhlola ezizezinye nokulinganisela abanfundi. Iinkcukacha malunga nemiqobo ethintela ukufunda zifumaneka kwi-website, kwiiphamfulethi, nakwiDVD. Kuyilwa, ngoku ikhosi yeintanethi engeMfundo eQukanisayo.

Kuyilwa iisistim ezizakulandelela kwaye zishicilela kuCEMS iindlela ekuqhutywa ngazo ungenelelo lokunceda abafundi, ukwenzela kuqondisiswe ngazo ukuze kuphuculwe izicwangciso zongenelelo olufanelekileyo no kuphuculwe nokusetyenziswa kwezixhobo ezikhethekileyo ezinqabileyo.

UkuPhuhliswa kwezikolo zesiqhelo zibe zezinika iinkonzo epheleleyo (full-service)/ezidibeneyo

Izikolo ezingama-40 izikolo ezichongelwe ukunika inkonzo epheleleyo (full-service)/eziqukanisayo zinikwe uncedo lokuphuhlisa izixhobo zazo zokunika iinkonzo kwiimfuno zonke ezizodwa, kugxilwe kakhulu kwinqanaba eliphantsi neliphakathi lenkxaso. Ingxelo ngezooqeqesho olunikiwe izikolo sele ichaziwe kwicandelo elingentla apha loPhuhliso lweZakhono zaBasebenzi (Human Resource Development). Inkxaso enikwe izikolo, ingakumbi kumaqela enkxaso asezikolweni iiphinde yanikwa liqela lesithili leenkonzo ezikhethekileyo kunye neqela lephulo lemfundo equkanisayo elikumaziko ezixhobo (resource centres) ezikolo zemfundo eneemfuno ezizodwa.

Zili-107 izikolo zeliqhondo ezine "unit classes" "amagumbi okufundela anabafundi abaneemfuno ezifanayo", ezinika inkxaso ekhethekileyo neyongezelelweyo. La magumbi okufundela anabafundi abaneemfuno ezifanayo ayaguqulwa ukwenzela ukuba abe "ngamagumbi okufundela ancedisayo" ("resource classes") nanika inkxaso kubafundi abafuna inkxaso ekwinqanaba eliphakathi. Laa magumbi okufundela akwanguvimba woncedo kubo bonke ootitshala abafuna iingcebiso, nakubafundi abakwesizikolo abanemiqobo ethintela ukufunda.

Njengokuba iminyaka ihamba, zonke izikolo zizakuphuhliswa nangaphezulu zibe zizikolo eziquka imfundo yeemfuno ezizodwa, ukuze izikolo ezinika inkonzo ephelileyo (full-service)/eziqukanisayo zibezizikolo zebhongo (flagship schools). Ezizikolo ziphuhliselwa ukuba zide zibe ziindawo zezithili ekudityanelwa kuzo eziquka bonke (inclusive hubs), nalapho kukhuthazwa khona ukwabelana nezikolo zesiqhelo ezingqongileyo, ngamava nezixhobo zemfundo ezisebenzayo.

Utshintsho lwezikolo eziZodwa zibe ziZikolo eziZodwa eziNamaziko ezixhobo zokufunda (Special School Resource Centres)

Izikolo ezingama- 24 eziZikolo eziZodwa ezinamaziko ezixhobo zokufunda (Special School Resource Centres) ziye zaxhamla kuphuhliso lwabantu, lwezakhiwo kunye nematiriyeli ukuzinceda ukuba zandise ukufikelela kwazo kwezinye izikolo zinikeze uncendo. Angama-21 amaqela oncedo eMfundo eQukayo (Inclusive Education outreach teams) amiselweyo nezikolo zeemfuno ezizodwa ezi-3 ezinematiriyeli ezinceda ezinye izikolo. I- Assistive devices loan centres ziye zamiselwa kwiZikolo eziZodwa ezinamaziko ezixhobo zokufunda (Special School Resource Centres) ezi-8 , isenta inye kwisithili. I-Assistive devices ziyabolekiswa kubafundi abakwizikolo ezizodwa okanye eziqhelekileyo.

Inkxaso yeZikolo zeMfundo eneemfuno eziZodwa

Nangona izikolo zeMfundo yeeMfuno eziZodwa zikwisekethe, kwaye zifumana inkxaso enikwa izikolo zonke, njenge nxalenye yezikolo zesekeke, abalawuli abakwiofisi yephondo benkqubo yemfundo eneemfuno ezizodwa banika inkxaso eyeemfuno ezizodwa/imingeni yamalungu omzimba (disability) bezikolo zemfundo eneemfuno ezizodwa ephondweni banika inkxaso egqale kwiimfuno ezizodwa/kwimingeni yomalungu omzimba (disability). Le nkxaso iyakwazi ukunikwa umntu ngamnye kwaye iyafumaneka nakwiintlanganisano zecandelo (sector), nto leyo eyenza kubekho okuklandelayo; ulungelelwaniso lweenkcukacha, amaxwebhu akumgangatho ofanayo, ukwabelana ngeendlela ezisebenza kakuhle kwizikolo zonke eziphantse zifane, nokufunda ngemizekelo yamanye amazwe.

Njengokuba kuZwelonke bekukho unqongophalo lwezixhobo (material) zeBraille, iSebe iWCED liqalise iprojekthi nePioneer Printers ukwenzela ukuqinisekisa ukuba abafundi abangaboniyo abahleleleki. Izikolo zabangaBoniyo zivumelene ukuba kusetyenziswe iincwadi zezifundo (textbooks) ezifanayo. Kwenziwe iikopi eziziseko (master copies) zeencwadi zezifundo zeBraille neencwadi zokusebenzela (workbook). Iifayile zekhompuyutha zezincwadi ziyafumaneka kwilaptops zeBraille.

IiLTSM ze SASL nazo bezingaphelanga kwaye bezingafumaneki ndawo ukuqala kwe SASL CAPS. Ukuveliswa kweSASL LTSM apha ephondweni kusetyenziswana noZwelonke kutsho kwaphucula ukufumaneka kwe SASL LTSM.

Ukubandakanywa kwabachaphazelekayo (stakeholders) nokukhuthaza ubambiswano phakathi kwamacandelo (intersectoral partnerships)

Abantwana abangekho zikolweni umz. abaNtwana abaneMingeni emiKhulu neNzulu yaseNgqondweni (Severe and Profound Intellectual Disability), abakumaZiko eeMfuno eziZodwa (Special Care Centres), banikwa inkxaso ngamaqela amaPhulo enkalo ngeenkalo (multi-disciplinary) akumaZiko eziXhobo (Resource Centres) aseZikolweni zeMfundo yeeMfuno

eziZodwa. Ngenxa yobambiswano lwamaSebe ezeMfundo, ezeMpilo nozoPhuhliso lwezeNtlalo yoLuntu (Social Development), kuyilwe imigaqo nendlela eyamkelekileyo (protocol) yenkxaso. Le nkxaso iquka, (i) inkqubo yophuhliso nokukhuthaza umdla (stimulation) (ii) izixhobo eziphathekayo (resource materials) kubakhathaleli (iii) ukuqhutywa kweewekshophu ezilungiselelwe abaphathi bamaziko, abakhathaleli babafundi kunye nabazali babafundi (iv) iindlela zokujongana neemfuno zabantwana, zomzimba, zemfundo nezengqiqo yasentlalweni (psycho-social), kunye (nokuhlolwa kwanokudluliselwa kwabafundi abafakwe kwizikolo bengafanelekanga ukuba kuzo, nabafuna ukudluliselwa kwiZikolo zeMfundo eneeMfuno eziZodwa.

IZikolo ziyaphuhliswa ukwenzela zibengamaZiko okuKhathalela nokunika iNkxaso yokuFundisa nokuFunda (Care and Support for Teaching and Learning (CSTL)), ezizikolo zisebenzisa inkqubo-sikhokelo (framework) yeCSTL ukulungelelanisa inkxaso esuka kumanye amacandelo, umz. iNkqubo eDityanisiweyo yezeMpilo eZikolweni (Integrated School Health Programme) eqhutywa ngobambiswano neSebe leZempilo.

Ukususela ekuqalisweni kweeiinkozo ezijikelezayo zempilo ezikolweni kude kuyokuma kwinyanga kaDisemba-2015, kuhluzwe (screen) abafundi abangama-33 683 beBanga le-R nabeBanga lo-1. Kwabo bafundi, abangama 6 250 banikwe iinkozo zamehlo, ama-4 067 afumene izipeks, ama-16 542 afumene iinkozo zempilo esisiseko, ama-10 891 afumene iinkozo zokhathalelo lwamazinyo. Konke oku kunegalelo ekuphuculeni ngokuqgibeleleyo ukufunda kumagumbi okufundela.

AbeeNkonzo zeNkxaso eKhethekileyo (Specialised Support Services) banike izimvo zabo, kumabhunga eengcali, nakumaZiko (institutions) emfundo ephakamileyo, malunga nophuhliso lweenkalo abazibungcali kuzo (specialist areas) ezifana nemfundo ngomxholo (education context) wezengqiqo (psychology) nezentlalontle.

Kwakhiwe ubudlelwane phakathi kwamacandelo-ngamacandelo (inter-sectoral partnerships) ukwenzela kubanjiswane ngobonelelo lweenkonzo; kubanjiswana nala macandelo; iSebe leZempilo, malunga neenkonzo zonyango lwabafundi banezigulo ezichaphazela ingqiqo kunye nengqondo (clinical psychological and psychiatrist), iSebe loPhuhliso lweNtlalo yoLuntu (Department of Social Development), malunga nemiba yemimiselo kaRhulumente (statutory) ngezentlalontle, Arhente yase Mzantsi Afrika yee Nkonzo zeNtlalo yoLuntu (South African Social Services Agency) malunga nabafundi abafanelwe kukufumana igranti yoluntu (social grant), iSebe lezoPhuhliso loQoqosho noQeqesho (Department of Economic Development and Training) malunga namathuba emisebenzi yabafundi bezikolo zemfundo yeemfuno ezizodwa, kwakunye neSebe lezobuGcisa neNkcubeko (Department of Arts and Culture) malunga namathuba akhoyo abafundi abaneemfuno ezizodwa kwezenkcubeko nemidlalo.

Kuphuculwa inkxaso enikwa ngabazali noluntu ngokubanzi (civil society), yokuquka nokuxhaswa kwabantwana abanemiqobo ethintela ukufunda nabanemingeni yamalungu omzimba (disability) ukwenzela kwakhiwe uluntu olunqwenelekayo loMzantsi Afrika oqukanisa bonke. Kubanjwe iintlanganisano nabazali bomfundi ngamnye kwakunye namaqela abazali. Kubanjwe iintlanganisano ziliqela nemibutho emela amalungelo abantu abanemingeni yamalungu omzimba, kwanemibutho yabantu abanemingeni yamalungu omzimba, nemibutho yemfundo equkanisayo.

IIinjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 4					
Strategic objectives	Eyona Mpumelelo 2014/2015	Ithagathi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagathi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
Inani lezikolo elinceda abafundi abanemiqobo ebathintelayo ekufundeni	40	48	40	-8	Kwagqitywa ekuphuculeni umgangatho wezikolo ezikhoyo phambi kokuba kongezwe ezinye.

iZilathi Zentsebenzo (Performance Indicators)

IProgram 4					
Umlinganiselo wentsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagathi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagathi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
PPM401: Ipesenti yabafundi abaneemfuno ezizodwa abagcinwe kwezi zikolo de babenimnyaka eli-16	New	72.5%	79.8%	7.3%	Kugqithiwe kwithagathi
PPM402: Ipesenti yizikolo esebenza njengamaziko ezixhobo	New	40%	33%	-7%	Bekugxilwe ekuphuculeni umgangatho kumaziko akhoyo

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukujongana neemfuno zokuxhasa abafundi abaneemfuno zemfundo ezizodwa ngokulandela indlela ezithile zenkxaso ngokweSebe iWCED.
- Ukuxhobisa ootitshala izikolo zesiqhelo ngokuqubisana nemiqobo ethintela ukufunda ukuze ootitshala bakwazingcono ukufundisa baxhase iindindi ezahlukeneyo zabafundi.
- Uqeqesho lugxila koku:
 - Abasebenzi beZikolo zeMfundo eneeMfuno eziZodwa malunga neendidi ezahlukeneyo zemingeni yamalunu omzimba (disability)
 - Abasebenzi abakwiZikolo zeNkonzo ePheleleyo/iZikolo eziQukanisayo, mlunga nokuqaphela nokuqubisana nemiqobo ethintela ukufunda
 - Abasebenzi abakumaZiko eNkxaso eZikolo zeMfundo eneeMfuno eziZodwa malunga nendima yabo eyandisiweyo
 - Abasebenzi abakwii-Ofisi zeZithili, abanika iNkxaso eKhethekileyo (Specialised Support), kuqukwa neeSayikholojisti, ooNontlalontle, abaCebisi bokunika iNkxaso kwezeMfundo (Learning Support Advisors), ooGqirha neeTheraphisti malunga nendima yabo ekuxhaseni inkalo eziqhubekekisa iMfundo eQukanisayo.
 - Ootitshala bokunika iNkxaso kwezeMfundo (Learning Support), abaSebanzi bezeMpilo neeTherapisti malunga nendima yabo
 - Ootitshala bokunika iNkxaso kwezeMfundo, abasezikolweni, malunga nophuculo lolwimi nemathematika
 - AmaQela okuNika iNkxaso eZikolweni (School-based Support Teams) malunga neenkqubo yokuHluzwa, ukuChongwa, ukuHlolwa nokuXhaswa kwabafundi (Screening, Identification, Assessment and Support) (SIAS)

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

- Ukunika izikolo zemfundo eneemfuno ezizodwa izithuba zootitshala nezithuba zenkonzo karhulumente
- Ukwandisa nokuxhobisa amaziko/amagumbi okufundela enxaso ezikolo zemfundoeneemfuno ezizodwa
- Ukunika inkxaso-mali kwizikolo zemfundo eneemfuno ezizodwa
- Ukukhuthaza kokusekwa kwezikolo zenkonzo epheleleyo kwimfundo ebandakanya bonke abafundi.

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	1,059,168	1,033,921	25,247	923,247	923,247	-
4.2 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
4.3 Igranti ekhutshwa phantsi kwemiqathango ethile	15,852	15,852	-	50,395	50,395	-
Zizonke	1,075,020	1,049,773	25,247	973,642	973,642	-

4.7 Iprogram 5: IMfundo noPhuhliso lwaBantwana abasaQalayo

Injongo:

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

Iprogram yeECD iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 5.1: IBanga R leZikolo zikaRhulumente

Ukunika izikolo eziqhelekileyo zikarhulumente izixhobo ezifuneka kwiBanga R.

Iprogram esekelayo 5.2: IBanga R kumaZiko oLuntu

Ukuxhasa amaziko oluntu athile kwinqanaba leBanga R.

Iprogram esekelayo 5.3: UQeqesho lwaPhambi kweBanga R

Ukunika uqeqesho nentlawulo yemivuzo yesibonelelo (stipends) yeeprakhthishina zabantwana abakwiBanga elandulela iBanga R.

Iprogram esekelayo 5.4: UPhuhliso lweZakhono zabaSebenzi

Ukunika iinkonzo zesebe uqeqeshelo lomsebenzi kunye nolunye uhlobo lophuhliso lootitshala nakwabangezotitshala kwiBanga R kumaziko eECD ezikolozikarhulument.

Iprogram esekelayo 5.5: IiGranti eziKhutshwa phantsi kwemiQathango

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

IiNjongo eziCwangciswa ngobuChule (Strategic Objectives)

<i>Iprogram 5: IiNjongo eziCwangciswa ngobuChule</i>	
INjongo eCwangciswa ngobuChule 5.1	<ul style="list-style-type: none"> Ukunika izikolo zikarhulumente eziqhelekileyo nezikolo ezizimeleyo ezichongiweyo ezinezixhobo zoncendo ezifunekayo kwiBanga R kwanokwenza iimeko ezikhuthaza izikolo ezininzi ukuba ziseke amagumbi okufundela akhoyo afumanekayo okanye ziseke amagumbi okufundela iBanga R kumagumbi okufundela akhoyo afumanekayo okanye ziseke amagumbi okufundela amatsha eBanga R. Ukuphuculwa koqeqesho lootitshala
INjongo yesitetimenti	<p>Ukuphuculwa komgangatho wokuqhuba iinkonzo kumagumbi okufundela iBanga R</p> <ol style="list-style-type: none"> 1. Ukuhlawulwa kwenkxaso-mali yabafundi beBanga –R nokubekwa eswani kwayo. 2. Ukuqeqeshwa kootitshala nabasebenzi (practitioners) beBanga -R 3. Inkxaso eqhubekayo noqeqesho lweenqununu 4. Ukubonelelwa nge LTSM namagumbi okufundela 5. Ukuqatshelwa ngethuba kwemiqobo ethintela ukufunda nokuqhutywa kwenkqubo yenkxaso ukuqobisana nolibaziseko lophuhliso 6. Ukusekwa kwezithuba zootitshala beBang R ukuqala ngo 2015/16- 2019/20 7. Ukunika ibhasari zokunyusa imfundo evunyiweyo yeBanga –R yabasebenzi (practitioners) zibe kwinqanaba le B.Ed Providing bursaries for the upgrading of Grade R practitioners' qualifications to the B. Ed yesigaba esisiseko sokomzuzwanaokanye zilingane neDiploma kwindlela zokufundisa iBanga- R

Iinjongo ezicwangciswa ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

Iingcombolo ngabafundi beBanga R ezikwiSaveyi yoNyaka eyenziwe kwizikolo zikarhulumente nezikolo zeECD ezizimeleyo, zibonisa ukuba inani labafundi beBanga R ababhaliswe phakathi kuka-2014 no-2015 lande kakhulu ngaphezu kwe-1500.

UPhuhliso lweZakhono zootitshala

Uqeqesho lweNkcazelo yomGaqa-nkqubo weKharityhulam nokuHlola (CAPS) lwenzelwe iiprakthishina zeBanga R ebeziqala ngo-2015/16.

Iiprakthishina zaseECD ezingama-7296 xa zizonke zibhalisele inkqubo yokunika abafundi beNqanaba (Quintile) 1, 4 okanye 5 amava (learnership programmes), inkqubo leyo inikwe ziiKholeji zeTVET zaseNtshona Koloni apha ekuqhubeni kwalo nyaka uhlolwayo.

Ngaphezulu, abantu abangasebenziyo abangama-120 baye baxhamla kwinkqubo yeenyanga ezili-12 yabaNcedisi-Prakthishina beeECD ezikwiNqanaba lo-1, ebinikwa ziiKholeji zeTVET. Bangama-26 abantu abongeziweyo abaxhamle kwiGranti eKhutshwa phantsi kwemiQathango (Conditional Grant) abaye banikwa imisebenzi yekhontrakthi njengabasebenzi bokuxhasa kwezolawulo (administrative support staff). Bebexhasa inkqubo yeECD ngokuqokelela iingcobolo bezifaka ekhompuyutheni, baphinda ngaxeshanye bafumana noqeqesho ngaphakathi emsebenzini (on-the-job training).

INkxaso eNikiweyo

liNkxaso-mali

Ngo-2014 isabelo senkxaso-mali yabafundi beBanga R kwizikolo zikarhulumente ezingama-965 nezikolo ezizimeleyo ezingama-514 iye yanyuswa, ukwenzela ungqinelwaniso neemfuno zemiMiselo nemiGangatho kaZwelonke yokuxhaswa kweBanga R (National Norms and Standards for Grade R funding). Khange inyuswe inkxaso-mali ngonyaka ka 2015/16:

i-Quintile	Ngomfundi ngamnye mihla yonke ngo2014	Ngomfundi ngamnye mihla yonke ngo 2015/16	Ixabiso elitsha lomfundi ngamnye ngonyaka
1	R20	R24	R4 800
2	R19	R24	R4 800
3	R18	R24	R4 800
4 Akuho zifizi	R17	R24	R4 800
5Akukho zifizi	R16	R24	R4 800
4 lifizi zesikolo	R17	R18	R3 600
5 lifizi zesikolo	R16	R17	R3 400

Iifom zebango lenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota, kuye kwenziwe ungqinisiso phambi kokuba kwenziwe iintlawulo kwiiakhawunti zeebhanki zezizikolo. Ngo-2015/16 abafundi beBanga R abangama-64 928 abakwizikolo zikarhulumente nabafundi beBanga-R abangama-18 946 abakwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali (ukuqala kuka Agasti 2015).

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

Ngo-2015 amagosa kandlunkulu nawezithili aye abeka esweni ukusetyenziswa kweenkxa-somali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ezili-250. Le nkqubo yokubeka esweni iza kuqhubeka nakulo nyaka-mali uzayo.

Isibonelelo-mali (stipend) esinikwa iiprakhishina zonke zaseECD, sinyusiwe, besiyi-R1 515 ngo Novemba ka2014, ngoku yi-R1 605 ngenyanga. Zonke iiprakhishina zaseECD ezikwikqubo yoqeqesho lwabafundi (learnership), ziye zaxhamla kolu lonyuswa lwesibonelelo. Oku, kuye kwanefuthe elihle ekuhambeni kwabo izifundo zoqeqesho.

Izixhobo (facilities) ezongezelelweyo nezixhobo zokuncedisa emsebenzini

Kuye kwakhiwa amagumbi okufundela eBanga R angama-101 ngo-2015/16. Izikolo ezili-150 zifumene imali yefenitshala kunye nomqulu osisiseko wenkxaso yokuqalisa iECD (basic start-up ECD resource pack). Amagumbi angama-84 okufundela ongeziweyo, afumene imali engange –R10 000 igumbi lilinye ukwenzela ukuthengwa kwefenitshala kunye nezixhobo ezisisiseko senkxaso yokuqalisa ngo 2015. Iiprakhishina zeBanga-R kwezizikolo zifumene uqeqesho ngendlela yokusebenzisa ngempumelelo izixhobo zabo. Izinto ezikulekiti ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala (numeracy and literacy games) iiphazili, iibloko zomthi, iisethi zokwakha, iincwadi zamabali aqwetyiweyo kunye nayinyaniso, izixhobo zomculo neethoyi ezinamavili. Zigama-7296 iiprakhishina nabancedisi bazo eziye kuqeqesho zaze zafumana uxwebhu loqeqesho neekiti zoncedo lokuqala ezilungiselelwe iikrishi zabo.

IBanga R kwiZikolo zabaNgevayo

Iiprakhishina ezintlanu nabancedisi beeprakhishina abahlanu beBanga R baqale ukusebenza kwiZikolo ezintlanu zabaNgevayo. Injongo yokuqesha ezi prakhishina zeBanga R ibikukuqinisekisa ukuqhutywa kweSouth African Sign Language (SASL) kwiiklasi zeBanga R zezi zikolo. Izikolo ezibandakanywa kwiSASL yiNoluthando, iDominican School for the Deaf, iMary Kihn, iDe La Bat neNuwe Hoop.

IProjekthi yolinga (pilot project) yeBanga R-3 kwizikolo ezili-105

Kuqaliswe iprojekthi yolinga engundoqo wongenelelo kumaBanga R-3 akwizikolo ezili-105 eziqhuba kakubi ezifundweni, ukwenzela komelezwe isiNgesi neMathemathika ngkwe ziCwangciso zoBuchule zephondo (Provincial Strategic Plan).

ISebe iWCED, izakuqhuba neproject yolinga lwezikolo ezili-105. Ungenelelo olugxilileyo luyiliwe lwaqaliswa ngo 2015/16 kwaye luzakuqhutywa luxhaswe lubekwe esweni kwithuba leminyaka emine ukususela ngo 2016 uyakuma ku-2019.

Leprojekthi iyiliweyo iqulunqwe kwizifundo ezenziwe kwizikolo zepraymari zaseNtshona Koloni, ngakumbi izifundo nge Banga 3 zeYunivesithi yase Stellenbosch neprojekthi yeSPADE ye Yunivesithi yaseKapa.

Iziphumo ezibalulekileyo nezandululo ezifanayo kuzozombini ezizifundo zezi;

- Kufuneka kukho uvavanyo lwezakhono, kukhethwa ngononophelo kweenNtloko zeSebe leziGaba ezisisiSeko, kufuneka zine zakhono zabo zizinike nexesha lokunika inkxaso ngaphakathi nangaphandle kwamagumbi okufundela.

- Kufuneka kubekho iincwadi, nentsebenziso edibanisayo yeencwadi ezinkulu, ufundo lwencwadi, iincwadi zezifundo (textbooks), iincwadi zokusebenzela (workbooks), nezixhobo zesiGaba esisiSeko.
- Kufuneka yilwe kwaye kusetyenziswe imiMiselo, ukubhala, neyemathemathika, qho ngekota kumaBanga R-3.
- Ukuhlolwa kwesakhono sootitshala sokufundisa isiNgesi njengoLwimi lokuQala olongeziweyo nokunika uqeqesho ngeemfuno zophuhliso loku.

Iprojekthi yolinga yeSebe iWCED, ezakubonelela kangangoko inakho, ngako koke oku kubalulwe ngentla apha. Izikolo selezixelelwe kwaye nophicotho selwenziwe. Inkxaso-mali sele inikiwe ukwenzela izikolo ezikhethiweyo zithengelwe iithabhulethi.

Inkqubo yoqeqesho izakuyilwa ngokuxhomekeke kwiimfuno eziqatshelweyo. IziXhobo ezongezelelweyo eziXhasa ukuFunda nokuFundisa zizakunikwa ngokwemfuneko yazo. ImiMiselo yokufunda nokubhala iyiliwe kwaye nootitshala bazakuqeqeshwa malunga nayo nangokusebenzisa ukuHlolwa kwendlela yokuFunda kumaBanga aphantsi (Early Grade Reading Assessment), qho ngekota.

Iinjongo eziCwangcise ngoBuchule

Programme 5					
Iinjongo eziCwangcise ngobuchule	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka 2015/2016	Izimvo malunga notshintsho
Inani lezikolo zikarhulumente ezine Banga R	977	955	974	19	Ezinye izikolo ziye zongezela

Izalathi zentsebenzo

IProgram 5					
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka 2015/2016	Izimvo malunga notshintsho
PPM501: Inani lezikolo zikarhulumente ezineBanga-R that offer Grade R	977	955	974	19	Kugqithiwe kwithagethi
PPM502: Ipesenti yabafundi beBanga labafumene imfundo efomali yeBanga -R	Intsha	68%	69.13%	1.13%	Kugqithiwe kwithagethi
PPM503: Ipesenti yebasebenzi(practitioners) be ECD abaqeshiweyo benemfundo ekwinqanaba le-4 nangaphezulu leNQF	Intsha	97%	n/a	Ayikho	Ayikho ingxelo ngalo mlinganiselo eNtshona Koloni, njengokuba iSebe iWCED lingengomqeshi wepractitioners zeECD eziqeshwe ezikolweni zihlawulwa ngemali edluliswayo (transfer funds). Nangona ithagethi ye-97% ibibekiwe kwiAPP, kuye kwachazwa kumbhalo ongezantsi ukuba iSebe iWCED ayingomqeshi wazo. Ngoko ke iWCED ayikho kwiimeko yokuchaza ngayo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukugxilwe ekuphuculweni koqeqesho lweetitshala
- Ukujonga kakhulu kwiinkqubo zenkxaso yabafundi beBanga R aba-'semngciphekweni'
- Ukuqinisekisa ukuba izikolo zinazo iILTSM zonke phambi kokuba kuqale unyaka wokufunda weBanga R.
- Ukubeka esweni ukusetyenziswa ngempumelelo kweenkxaso-mali zeBanga R kwizikolo eziqhelekileyo zikaRhulumente nakwizikolo ezizimeleyo zeECD ezineBanga R
- Ukuphuculwa komgangatho wokufundisa
- Ukuqhutywa kwe projekthi yolingo yamaBanga R – 3 kwizikolo ezili-100 ukuze kuphuculwe iziphumo zoLwimi ne Matematika nokufunyanwa kwezakhono zesiNgesi

Utshintsho kwiithagethi ezicwangcisiweyo

Azikhona

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo-mali lokug-qibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo-mali lokug-qibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 IBanga R kwizikolo zikaRhulumente	306,316	300,875	5,441	329,697	329,697	-
5.2 7.2 IBanga R kumaZiko oLuntu Early Childhood Development Centres	68,664	68,664	-	64,010	64,010	-
5.3 UQeqesho lwaphambi kweBanga R Pre-grade R Training	110,661	109,801	860	109,327	109,327	-
5.4 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
5.5 Iigranti ezikhutshwa phantsi kwemiqathango ethile	2,823	2,823	-	8,744	8,744	-
Zizonke	488,464	482,163	6,301	511,778	511,778	-

4.8 IProgram 6: Uphuculo lweziseko zophuhliso (Infrastructure Development)

Injongo:

Ukunika nokulondoloza izakhiwo zeziseko zophuhliso zezikolo nezingezozezikolo

Inkqubo yophuculo lweziseko zophuhliso (Infrastructure Development) iqulethe eziprogram zisekelayo:

Iprogram esekelayo 6.1: Ezolawulo

Ukunika nokulondoloza zeziseko zophuhliso zolawulo (administration)

Iprogram esekelayo 6.2: Izikolo eziQhelekileyo zikaRhulumente

Ukunika nokulondoloza zeziseko zophuhliso zezikolo zikarhulumente

Iprogram esekelayo 6.3: Izikolo zeMfundo eneeMfuno eziZodwa

Ukunika nokulondoloza zeziseko zophuhliso zezikolozikaRhulumente zemfundo eneemfuno ezizodwa

Iprogram esekelayo 6.4: UPuhliso lweMfundo yabasaQalayo

Ukunika nokulondoloza zeziseko zophuhliso zophuhliso lwemfundo yabasaqalayo

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)¹³

IProgram 6: IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)	
IiNjongo eCwangciswe ngobuChule 6	Ukuqinisekisa ngolondolozo lweziseko zophuhliso eziphambili ngokokubaluleka kwazo, ngokufikelelekayo ngamaxabiso nokuqinisekisa ukuba izikolo zakhiwa ngendlela engqinelana nemiba ephambili yokubaluleka kwabantu ngokweendawo zabo (priority demographic trends)
IiNjongo yesitetime nti	<ol style="list-style-type: none"> 1. Kuqulunqwe ugcino-ngcombolo (database) oluthembekileyo oluneencukacha ezibanzi ngemfuneko zolondolozo lwezakhiwo zeziseko zophuhliso. 2. Kubekwe phambili ungenelelo olusekelwe kulwazi ngentlelo ezingenamkhethe (objective criteria) neesistimzolwazi oluchanekileyo . 3. Ukulawula inkqubo yokwakha kuquke ukubonelele ngezikolo ezitsha, kususwe iziseko ezakhiwe ngematiriyeli engafanelekanga, amagumbi okufundela akhiwe ngokutsha ,kubonelelwe ngamagumbi okufundela amatsha , namagumbi okufundela angasosigxina, ze kufezekiswe iimfuno zoxinzelelo lwethutyana. 4. Kumxholo wekxaso-mali engonelanga kwakunye neziseko ezigugayo, kumelwe kusetyenziswe udweliso lweemfuno ngokubaluleka kwazo , ngolu hlobo; ukulungiswa kophahla, ukulungiswa kweziseko zezakhiwo, ukufumaneka kwamanzi, ukufumaneka kombane, imijelo yokuhambisailindle nendawo zococeko (sewerage and ablution facilities) iigatha, isilingi, umgama obiyelwayo, ukupeyinta. 5. Ukunika iinkonzo ezikhawulezileyo zolondolozo xa kukho intlekele zendalo (natural disaster), ingxaki ekwiziseko zezakhiwo nomonakaliso.

IiNjongo ezicwangciswe ngobuchule, izalathi ntsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

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

¹³ IiNjongo eziCwangciswe ngobuChule ngokwe IiNjongo eziCwangciswe ngobuChule 2015-2019 ziprintwe ngokupheleleyo apha

Iiprojekthi zokwakha ezigqitywe ngo-2015/16

Izikolo ezintsha

- Kugqitywe izikolo ezintsha ezisi-7 zanikezelwa ngo-2015/16, ezizezi: Eersteriver Primary School, Happy Valley Primary School, Khanya Primary School, Kranshoek Primary School, Kwanokuthula Primary School, Silversands High School and Swellendam Primary School.
- Izikolo ezimbini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2015/16, zezi: Silverleaf Primary School and Parliament Street Primary School.

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

- Kusetyenziswe imali yeSebe iWCED, nto leyo eyenze ukuba ngo-2015/16 kugqitywe ukwakhiwa ngoKutsha kwezizikolo zilandelayo ziye zagqitywa: Bottelary Primary School, Entshona Primary School, Fairview Primary School, Plantation Road Primary School.
- Ezi Zikolo zaKhiwe ngoKutsha zilandelayo zigqitywe ngo-2015/16 njengenxalenye yeprojekthi yeziseko zophuhliso ezingundoqo (capital infrastructure project) yeAccelerated School Infrastructure Development Initiative (ASIDI) exhaswa liSebe leMfundo esisiSeko: Delta Primary School, De Duine Primary School, Kasselsvlei Primary School, Parkview Primary School, Rosewood Primary School, Sophakama Primary School, Swartberg Senior Secondary, Tygersig Primary School, Valhalla Primary School, Voorspoed Primary School, Westfleur Primary School and Willemsvallei Primary School.

Amagumbi okufundela ongezelelweyo

- Ukwandiswa kwamagumbi okufundela: Akukho magumbi okufundela aye akhiwa ngo-2014/15 kwezi zikolo zikhoyo.
- Ukunikwa kwamagumbi okufundela eBanga R: Amagumbi okufundela angama-37 aye agqitywa ngo-2015/16. Onke lamagumbi okufundela asuka kuluhlu lweeprojekthi zika-2014/15 okanye zika-2015/16.
- Kuye kwanikwa iiyunithi ezingonjikeleza (mobile unit): Amagumbi okufundela ali-100.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2015/16 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezintsha	9	7
Izikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI))	21	16
Amagumbi okufundela eBanga R	Amagumbi okufundela ali- 54	Angama-37(kwangama-54). Ewonke ali-101 aquka neeprojekthi zeminyaka engaphambili.
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Amagumbi okufundela ali
Amagumbi okufundela Ajikelezayo	Akukho thagethi isetiweyo	Amagumbi okufundela ali-100

Utshintsho kwiithagethi ezicwangcisiweyo

a) Izikolo ezitsha

Zimbini izikolo ebekumelwe ukuba zigqitywe ngo Matshi 2015, ezingagqitywanga: yiMasakhane Primary School, ne Vuyiseka High School. Kubekho ulibaziseko kuzo zombini, ngenxa yekontrakhi eziqhube kakubi nezibenengxaki yokungathembeki kweziseko zezakhiwo. Zombini eziprojekthi ziyakhiwa kulindelwe ukuba zigqitywe ngo 2016.

b) Izikolo eZakhiwe ngoKutsha kwezikolo

Ekupheleni konyaka-mali 2015/16, zintlanu izikolo ebezisakhiwa ngokutsha ebekulindeleke ukuba zigqitywe phakathi kulonyaka-mali 2015/16, bezikumanqanaba ahlukeneyo zokwakhiwa. Kubekho ulibaziseko ngenxa yekontrakhi eziqhube kakubi kwakunye neengxaki ngentembeko yeziseko zezakhiwo.

c) Amagumbi okufundela weBanga R.

Kumagumbi angama-54 ebeyithagethi ebekiweyo yeBanga R, ngnyakamali ka 2015/16, kwakhiwe kwagqitywa ezingama-37. Aseleyo asakhiwa, kulindeleke ukuba agqitywe ekupheleni konyaka-mali u2016/17. Izizathu zolibaziseko ziquka ukuqhuba kakubi kwekontrakhi, nolibaziseko ezikolweni ezitsha, ebeziqukiwe kule thagethi.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives):

Programme 6					
IiNjongo eziCwangciswe ngobuChule	Eyona Mpumelelo2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
Inani lamagumbi okufundela akhiweyo ezikolweni zikarhulumente	253	264	661	397	Inani lezikolo liquka i-191 lamagumbi okufundela kwizikolo ezintsha namagumbi okufundela angama-370, kwizikolo ezakhiwa ngokutsha ali-100 amagumbi okufundela ajikelezayo abekwe kwizikolo ezahlukeneyo ngo2015/16

Izalathi zentsebenzo

IProgram 6					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
PPM601: Inani lezikolo zikarhulumente eziqhelekileyo ezinikezwe amanzi	-	-	-		
PPM602: Inani lezikolo zikarhulumente eziqhelekileyo ezinikezwe umbane	-	-	-		
PPM603: Inani lezikolo zikarhulumente ezinikezwe amagumbi angasese	-	-	-		
PPM604: Inani lamagumbi okufundela akhiweyo kwizikolo zikarhulumente eziqhelekileyo	253	264	661	397	Inani liquka amagumbi okufundela ali-191 kwizikolo ezintsha kunye nama-370 amagumbi okufundela kwizikolo ezingene endaweni yezinye.I-100 lamagumbi okufundela ajikelezayo abekwe kwizikolo ezahlukeneyono 2015/16

IProgram 6					
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukuthintsha kusukwe kwithagethi eCwangcisiweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
PPM605: Inani lamgumbi abucala (specialist rooms) akhiweyo kwizikolo zikarhulumente eziqhelekileyo	12	40	96	56	Kuquka amagumbi abucala angama - 34 kwizikolo ezingene endaweni yezinye.
PPM606: Inani lezikolo ezintsha ezigqityiweyo ezilindele ukusetyenziswa	New	29	23	-6	Kuquka izikolo ezi-7 kunye ne-16 lezikolo ezingene endaweni yezinye
PPM607: Inani lezikolo ezintsha (kuquka izikolo ezingene endaweni yezinye)	New	15	28	13	Kuquka izikolo ezintsha ezili-10 ne-18 lezikolo ezingene endaweni yezinye
PPM608: Inani lamagumbi eBanga-R akhiweyo	New	82	101	19	Amagumbi okufundela eBanga -R ali-17 kwizikolo ezintsha, kunye namagumbi okufundela angama-47 kwizikolo ezingene endaweni yezinye
PPM608: Inani lamagumbi okufundela eBanga-R akhiweyo	Intsha	82	101	19	Amagumbi okufundela eBanga -R ali-17 kwizikolo ezintsha, amagumbi okufundela angama- 47 kwizikolo ezingene endaweni yezinye kunye nama-37 amagumbi okufundela eBanga -R kwizikolo ekudala zikhona. Oku kuquka ama-20 erollout ka 2015/16 kunye nerollout ka 2014/15.
PPM609: Inani lehstele ezakhiweyo	Intsha	-	-		
PPM610 :Inani lezikolo ezilungiswayo njengokuba bekuhleliwe	New	85	107	22	Kwiprojekthi zokulungisa izakhiwo ezingama- 85, ezingama-41 kuzo zagqitywa ngo2015/16 , ezingama-67 iprojekthi zagqitywa ngo 2014/15. Iprojekthi eziyelelo ezingama-45 zayekiswa okanye ziyakwenziwa ngo 2016/17.
Qaphela ukuba i PPM 601, 602 no 603 bekungekho thagethi zibekiweyo ngoba zonke izikolo ezikhoyo zineenkono ezintathu kwezi zidwelisiweyo					

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusa iimali-nkxaso eninzi kulondolozo
- Indlela egxile kulondolozo ngousebenzisa iindidi ngeendidi zokubambiswana, umz. kwemali-nkxaso engqamanisiweyo (matched funding)
- Ukujongana nokungabikho kwamaziko (sites) ngolungiselelo oluphakathi kweSebe iWCED, iSebe lezoThutho nemiSebenzi kaRhulumente (DTPW) kunye namacandelo oorhulumente bendawo.
- Ukuncedisana nesindululo sokubekwa kwezicelo zokwahlulwa kweendawo (zoning applications) okwenziwa phakathi kweSebe iWCED, iDTPW (ulawulo lweepropati) kunye neSebe lemiCimbi yezeNdalo noCwangciso (Department of Environmental Affairs and Planning) (DEADP).

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

Iprogram esekelayo	2015/16			2014/15		
	Ulwabi wo- mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisile yo)/ eNgaphantsi	Ulwabiw o- mali lokug- qibela	Eyona Nkcitho	Inkcitho (eGqithi sileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 Ulungiselelo (Administration)	10,112	10,112	-	10,338	10,338	-
6.2 Izikolo eziQhelekileyo zikaRhulumente	1,455,743	1,455,743	-	1,399,827	1,385,886	13,941
6.3 Izikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	35,657	35,657	-	8,200	8,200	-
6.4 UPuhliso lweMfundo yaBantwana abasaQalayo	48,447	48,447	-	35,067	35,067	-
Zizonke	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941

4.9 Programme 7: linkonzo ezinxulumene neeMviwo neMfundo

Injongo:

Ukunika amaziko emfundo onke iinkonzo ezinxulumene neemviwo kunye nemfundo

liNkonzo eziNxulumene neeMviwo nemfundo zibandakanya ezi program zisekelayo zilandelayo:

Iprogram esekelayo 7.1: Ukuhlawulwa kweeSETA

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

Iprogram esekelayo 7.2: liNkonzo zoBungcali (Professional Services)

Ukunika ootitshala nabafundi abasezikolweni iinkonzo zokunika inkxaso ezilawulwa liSebe lezeMfundo.

Iprogram esekelayo 7.3: liMviwo zaNgaphandle

Ukulungiselela iinkonzo zeemviwo ezilawulwa liSebe.

Iprogram esekelayo 7.4: Iiprojekthi eziKhethekileyo

Ukunika iiprojekthi ezikhethekileyo zongenelelo loncedo ezilawulwa lisebe kwezemfundo xa zizonke

Iprogram esekelayo 7.5: IGranti eKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi ezichongwe liSebe leMfundo esisiSeko ezisetyenziswa kwiinkqubo ezingaphezulu kwenkqubo enye nezixhaswa ngemali esuka kwiigranti ezikhutshwa phantsi kwemiqathango ethile.

liNjongo eziCwangcise ngobuChule (Strategic Objective¹⁴)

IProgram 7: liNjongo eziCwangcise ngobuChule	
liNjongo eziCwangcise ngobuChule 7.1	Ukunika ufikelelo kazo zonke iimviwo zangaphandle; ukuqinisekisa ngokuba semgangathweni kweenkqubo zeemviwo nohlolo; ukuqinisekisa ukuba zonke izikolo zizilawula ngokufanelekileyo iimviwo nohlolo lwasesikolweni; nokuxhasa ukufunda
liNjongo yesititimenti	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba zonke izikolo namaziko eemviwo aqhuba ngemigaqo-nkqubo efunekayo yeemviwo nohlolo ngendlela efanelekileyo nangokuzingisa ukuze komelezwe ukuthembeka kwesitim yeemviwo nohlolo. 2. Ukuhlaziya iindlela zokuqhuba uhlolo nokushicilelwa neengxelo ngomsebenzi wokuhlola 3. Uqinisekisa ukuba amanqaku ohlolo ezikolweni ayinyani kwaye athembekile. 4. Ukuqinisekisa kokufumana kwabafundi kwizikolo zonke ngokunika ingcombolo (data) ngemeko nengxelo echazwa ngamanani (qualitative and quantitative) nokunikwa kwengxelo ngeemviwo nezinye iindlela zokuhlola, nokuwonga izikolo ezichongiweyo, amaziko abadala nabafundi.

¹⁴ liNjongo eziCwangcise ngobuChule ngokweNjongo eziCwangcise ngobuChule zika 2015-2019 eziprintwe ngokupheleleyo

linjongo ezicwangciswa ngobuchule, izalathi zentsebenzo, iithagathi ezicwangcisiweyo nezo thagathi zifezekisiweyo

limviwo

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

- limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba 2015)
- limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi 2016).
- limviwo zeMatriki (ngoMeyi/Juni)
- limviwo zeSathifikethi esi-ABET iNqanaba 1-4 (ngoMeyi/Juni)
- limviwo ze-ABET iNqanaba 1-4 (ngoOktobha/Novemba)

Uviwo	Inani lababhalisileyo	Inani lababhalileyo	Inani lamaziko
limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)	56 562	53 721	442
limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ka-2016).	8 478	6 138	158
limviwo zeMatriki (ngoMeyi/Juni ka-2015)	20 078	9 676	103
limviwo ze-ABET iNqanaba 4 (ngoMeyi/Juni ka-2015)	1008	537	56
limviwo ze-ABET iNqanaba 4 (ngoOktobha/Novemba ka-2015)	4 449	3 460	104

Uhlolo loNyaka zikaZwelonke (Annual National Assessments) (ANA) kuLwimi neMathemathika bezingaqhutywanga ngokufanayo ngo 2015, kuba umbutho wootitshala uyewaqhangelaza uvakakalisa inkxalabo ngemodeli yokuhlola. Ngenxa yoko iSebe iDBE lifumene imvume yokungazifaki iziphumo zo-ANA kuleNgxelo yoNyaka. Indlela yesiqhelo yohlengahlengiso lomgangatho akhange iqhutywe kwaye nezikolo ezithathe inxaxheba bezimbalwa.

Ukhuseleko lweemviwo yeyonanto iphambili. Zonke indlela neenkqubo zokuqhuba iimviwo zilawulwa ngokomgaqo-nkqubo kaZwelonke omalunga ne nokuziphatha, ukulungiselelwa nokulawulwa kweemviwo zeSatifikethi seMatriki sikaZwelonke (NSC) ezipapshwe kwiSaziso sikaRhulumente No. 564 kwiGazethi kaRhulumente, Vol.587, Namba 37652 yowe-16 kuMeyi 2014.

Ngo 2015 iSebe iWCED liqeqeshe abantu abangama-2116 ngeseshoni ezi-18 ukuze kulawulwe ezikolweni indlela ekuqhutywa ngayo iimviwo zeSatifikethi seMatriki sikaZwelonke (NSC). Ukuhlolwa kwendlela yokuziphatha kwiimviwo zeSatifikethi seMatriki sikaZwelonke neze Mfundo noQeqesho olusisiSeko lwabaDala (ABET) zeNqanaba le-4 zika 2 iqhutywe ngokudibaniso lwetitshala

ISebe iWCED laye laqeqesha abantu abangama-2 116 kwiiseshoni eziyi-18 ngo 2015 ekulawuleni inkqubo yoviwo lweSatifikethi seMatriki sikaZwelonke kwinqanaba lesikolo. Ukugadwa kokuqhutywa kweemviwo zeSatifikethi seMatriki sikaZwelonke nezikaABET iNqanaba 4 kuye kwaqhutywa ngootitshala nabagadi bangaphandle. Inqununu ibiligosa eliyintloko lezeemviwo waze waxhaswa nguMgadi oPhezulu (Senior Invigilator) wangaphandle oqeshiweyo.

Ukuphucula umgangatho wokumakishwa kweNSC, kuye kwaqhutywa iimvavanyo zokukorekisha kubakorekishi, ezimvavanyo zenziwe kwizifundo ezilishumi elinanye ngoEpreli - Agasti ngo 2015.

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

Izikolo nabafundi abaqhube kakuhle nangokubalaseleyo kwiimviwo zeNSC baye bawongwa kumsitho wonyaka wamabhaso okuwonga obubanjwe ngowe-14 kuJanuwari ka-2016. Iimbasa zesikolo ziyezanikwa abafundi abaliphucule kakukhulu izinga lokupasa, abapasele ukufundela isidanga kunye nabapase isifundo ngasinye.

Ikhayitheriya yokugqwesa kwesikolo siphela, kukuzinza kwenani labafundi abachophele iBanga 12 kwithuba leminyaka emi-3 ka-2013 ukuya ku-2015, izinga lilonke lokupasa l elingama-95% ubuncinane, ipesenti yabachophele iimviwo abaphumelele ngendlela ebavumela ukuba bangene kwizifundo zesidanga, nepesenti yabachophele iimviwo abapase iMathematika ngo-60% nangaphezulu.

Iimbasa zinikwe abafundi abapase ngokugqwesileyo kwiizifundo zabo ziphela nabagqwese kwisifundo esithile.

Iimviwo zeSatifikethi seMatrikhi sabafundi abadala ngoku sele zisebenzisa ikharityhulam yeCAPS.

Inani lamaziko eemviwo lehlile ngokuyeku amaxesha ehamba, ngenxa yohlengahlengiso oluqinisekisa ukugcinwa komgangatho ophezulu okungema kumaziko eemviwo nowolawulo lweemviwo. Onke amaziko eemviwo aye aphicothwa ukuqinisekisa ukuba ayazifezekisa iimfuno zokuqhuba nokulungiselela iimviwo.

IIinjongo eziCwangciswa ngobuChule (Strategic Objectives)

IProgram 7					
IInjongo eziCwangciswa ngobuChule	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka- 2015/2016	Izimvo malunga notshintsho
IPesenti yabafundi abapase iSatifikethi seMatrikhi sika Zwelonke	82.2%	83.5%	84.7%	1.2%	Kuye kwagqithiswa kwithagethi, abafundi bebezilungiselele kakuhle

Izalathi zentsebenzo

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukushintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016 2015/2016	Izimvo malunga notshintsho
PPM 701: Ipesenti yabafundi abapase iSetifiketi seMatriki ka Zwelonke(NSC)	82.2	83.5	84.7	1.2	Kwagqithwa kwithagethi ngenxa yokulungiselelwa kakuhle kwabafundi.
PPM 702: Ipesenti yabafundi beBanga 12 abapase ngebachelor	38.8	40	41.7	1.7	Kwagqithwa kwithagethi ngenxa yokulungiselela abafundi
PPM 703: Ipesenti yabafundi beBanga 12 abapase ngama-50% nangaphezulu kwiMathematika	Intsha	43	42.2	-0.8	Ukuphuculwa kwithagethi kubangele ukuaba abafundi bangafikeleli kuyo
PPM 704 :Ipesenti yabafundi beBanga le 12 abapase nge50% nangaphezulu kwi Physical Science	Intsha	38	40.2	2.2	Kugqithiwe kwithagethi abafundi bebezilungiselele kakuhle
PPM 705: Ipesenti yabafundi beBanga le3 abapase ngama 50% nangaphezulu kuLwimi lwasekhaya kuhlolo lonyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	70	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 706: Ipesenti yabafundi beBanga le3 abapase nge 50% nangaphezulu kwiMathematika kuHlobo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	75	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 707: Ipesenti yabafundi beBanga le6 abapase nge50% nangaphezulu kuLwimi lwaseKhaya kuHlobo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	83	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 708: Ipesenti yabafundi beBanga le 6 abapase ngama 50% nangaphezulu kwi Mathematika kuHlobo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	53	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 709: Ipesenti yabafundi beBanga le 9 abapase ngama 50% nangaphezulu kwi Lwimi lwaseKhaya kuHlobo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	50	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 710: Ipesenti yabafundi beBanga le 9 abapase ngama 50% nangaphezulu kwiMathematika kuHlobo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	7	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPI 7.1 % yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi	42.4	44	42.4	-1.6	Abafundi abafikelelanga kwithagethi kodwa bakwazile ukucinga inqaku lalonyaka uphelileyo.
PPI 7.2. % yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika	54	56	57.6	1.6	Inkqubo yenkxaso kwiMathematika izeneziqhamo ezintle.
PPI 7.3. % yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kuLwimi.*	37.9	40	36.8	- 3.2	Abafundi abakwazanga kuohucula amaqaku abo.
PPI 7.4. % Yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kwiMathematika.	30.4	32	37.7	5.7	Inkqubo yenkxaso kwiMathematika ibeneziqhamo ezintle.
PPI 7.5. % yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi*	47.6	49	53	4	Inkqubo yophuhliso loLwimi lubeneziqhamo ezintle.
PPI 7.6. % yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kwiMathematika.	14.9	17	22.2	5.2	Inkqubo yenkxaso kwiMathematika ibeneziqhamo ezintle.

Laangamangaku eemvavanyo zeSebe lwced

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Amaphulo azinzileyo ongenelelo loncedo asekelwe kwimfuneko yongenelelo ukwenzela kuphuhliswe indlela abaqhuba ngayo abafundi
- Ukusetyenziswa okuqhubekayo kweengcombolo (data) ukwenzela ukuxhasa amaphulo ongenelelo loncedo
- Ukuqeqeshwa kweenqununu kwiimfuno ezintsha zohlolo
- Ukuphuculwa kokumakishwa kwamaphepha
- Ukuqhubekela nokulungiselela nolungiselelo lweemvavanyo zokumakisha ezibhalwa ngabamakishi bamakishayo, kwanokukwandisa ulawulo loku

Utshintsho kwiithajethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi	Ulwabi wo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 Iintlawulo eziya kwiSETA	6,450	6,450	-	6,096	6,096	-
7.2 IiNkonzo zoQeqesho ooTitshala (Professional Services)	29,404	29,404	-	533,921	530,087	3,834
7.3 Iimviwo zangaphandle	189,558	189,558	-	172,851	172,851	-
7.4 4 Iiprojekthi eziqhelekileyo	33,147	24,735	8,412	29,146	29,146	-
7.5 4 Iigranti ekhutshwa phantsi kwemiqathango ethileConditional Grants	19,631	19,631	-	17,731	17,690	41
Zizonke	278,190	269,778	8,412	759,745	755,870	3,875

5. Imali eya kwizibonelelo

5.1. Imali eya kwizibonelelo kumaziko karhulumente

Ayingeni ndawo

5.2. Imali eya kwizibonelelo zayo yonke imibutho ngaphandle kwamaziko karhulumente

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

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

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

Le theyibhile ingezantsi ibonisa iimali eziya kwizibonelelo (transfer payments) ezenziwe ngethuba elisuka kumhla woku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016.

Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlandela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithelelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
IZikolo eziQhelekileyo zikaRhulumente	AmaZiko aNgenzi Nzuzo	Iziseko zophuhliso (infrastructure) (ulungiso nophuculo lwazo)	Ewe	69,465	69,465	0
		ImiMiselo nemiGangatho: Ukukhula okungaphezulu	Ewe	5,640	5,640	0
		Inkxaso-mali yokuhlalisa abafundi (boarding subsidy) Inkxaso-mali yokuhlalisa abafundi (boarding subsidy)	Ewe	34,818	34,818	0
		Inkxaso yolungiselelo (admin)	Ewe	12,423	12,423	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	Ewe	1,627	1,627	0
		ImiMiselo nemiGangatho	Ewe	601,059	601,059	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: NSNP	Ewe	35,946	35,946	0
		IiMbasa zeBanga le-12	Ewe	621	621	0
		Ukubuyiselwa kweemali zezikolo ezixolelwayo ukuhlawula iifizi	Ewe	43,650	43,650	0
		Ugxilo kwezolutsha	Ewe	20,559	20,559	0
		Ukuthuthwa kwabafundi	Ewe	46,643	46,643	0
		Amabhaso eMathematika noLwimi	Ewe	332	332	0
		Inkxaso-mali yezothutho yabucala (private transport subsidy)	Ewe	3,957	3,957	0
		Uqhagamshelo kwiintanethi	Ewe	15,866	15,866	0
		Izifundo zobuchwepheshe (technical subjects)	Ewe	1,303	1,303	0
		Amaziko oviwo lwematriki	Ewe	6,200	6,200	0
		Ukhuselo lwezikolo ezikhuselekileyo	Ewe	23,041	23,041	0
		Itelematics zeMfundo	Ewe	649	649	0
		IGranti ekhutshwa ngemigaqo ethili: iMathematika, iScience neTeknoloji	Ewe	99	99	0
		Ubulungu noqeqesho weeSGB	Ewe	444	444	0
		IiMbasa zikaZwelonke zooTitshala kunye noqeqesho lweNCS yaseFET/GET	Ewe	2,142	2,142	0
		Ukulungiswa kweehostele	Ewe	1,542	1,542	0

Ingxelo yonyaka-mali 2015/2016
 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlandela u-s 38 (1) (i) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithhelelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
IiNkxaso-mali zeZikolo eziZimeleyo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	95,384	95,384	0
IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	134,099	134,099	0
Amaziko oPhuhliso lweMfundo yabaNtwana abasaQalayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	298,366	298,366	0
		Ukuthuthwa kwabafundi	Ewe	191	191	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	Ewe	2,823	2,823	0
		Izibonelelo (stipends) zemfundo yaphambi kweBanga R	Ewe	67,049	67,049	0

Zonke iintlawulo ebezibhajethelwe kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016 ziye zahlawulwa.

6. IiGranti eziKhutshwa phantsi kwemiQathango ethile

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

Azingeni ndawo

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

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

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

Indlela ekuqhutywe ngayo ngokupheleleyo ngo-2015/16 kwiiGranti eziKhutshwa ngokwemiQathango ethile iye yaphucuka kakhulu kunenkcitho yonyaka ongaphambili. Ngo-2015/16, kusetyenziswe i-99% yeemali xa kuthalekiswa ne-99.2% echithwe ngo-2014/15.

Ukubekwa esweni kweegranti

Ukubekwa esweni kweegranti nganye kuye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kumana kukhangelwa kukwatyelelwa namaziko ngamagosa achaphazelekayo. Ezolawulo (controls) nophuculo ziye zaqhutywa ngokuqhubelekayo.

Iinkqubo zokuthenga ngeGranti, yeMathemathika, ezobuNzululwazi nobuChwepheshe (Mathematics, Science and Technology) (MST), ekhutshwa phantsi kwemiqathango ziyezabekwa phantsi kolawulo lukandlunkulu ukwenzela ukuqinisekisa ukuba yonke imiqathango iyafezekiswa yaye akukho nkcitho ekukudyakraza (wasteful expenditure).

Ezi theyibhile zingezantsi zicacisa iigranti ezikhutshwa phantsi kwemiqathango ethile kunye neemali zokuthile ezifumaneka ngethuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2016.

IGranti eKhutshwa phantsi kwemiQathango ethile: iMathematika, iScience neTeknoloji	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Ukunika inkxaso nezixhobo zokufunda ezikolweni, kootitshala nakubafundi ukunyusa umgangatho wokufundiswa nokufundwa kweMathematika iScience neTeknoloji kwizikolo ezikhethiweyo zikarhulumente..
Iziphumo ezilindelekileyo zegranti	<p>Ukuphucula ukufikeleleka, ukulingana, ukusebenza kakuhle kunye nomgangatho weMathematika, iScience neTeknoloji kwimfundo kweli lizwe</p> <p>Ukwenza uhlalutyo lweemfuno (needs analysis) kwizikolo ze MST, ukuze apho kukho iimfuno, unikeze:</p> <ul style="list-style-type: none"> - Izixhobo zokufunda (Apparatus) kunye nezinto eziphelayo (consumables) ezikolweni ezingenazo iilaborathi zeScience, iiseti

IGranti eKhutshwa phantsi kwemiQathango ethile: iMathematika, iScience neTeknoloji	
	<p>zegeometry kunye necalculators.</p> <ul style="list-style-type: none"> - ITeknoloji yoLwazi noNxibelelwano (Information and Communications Technology -ICT) ihardware ne software (HeyMath and HeySciences). - Umxholo, iprogram methodi zokufundisa (didactic and pedagogic programmes) zokuphuhlisa ukusebenza okuphucileyo kootitshala - Uqeqesho Lolawulo kunye/okanye ukukhankatha (mentoring) iinqununu namaQela oLawulo lweziko - Ikharithyulam, nokulungiselela okwengezelekileyo kubafundi bamaBanga 8 -12 ukunyusa umgangatho wabo wentsebenzo ezifundweni ukuze bathathe inxaxheba kwiOlympiads bakwazi nokufikelela kwiScience Clubs, Science Fairs nakukhuphiswano <p>Ukulungiswa okanye ukucwangciswa ngokutsha kweworkshop ezikhoyo. Nika izixhobo zomsebenzi (equipment), izixhobo (tools) kunye namatshini kwiworkshop.</p>
Ezona ziphumo zifezekisiweyo	Zonke iziphumo ziphumelele ngokwesicwangciso sika 2015/16 seMST (MSTBusiness Plan)
Isixa ngokweDORA ehlaziyiweyo	Yi-R26.535 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R26.535 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R26.535 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ibhajethi ka- 2015/2016 iye yasetyenziswa ngokupheleleyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zika-2015/16 ziye zangeniswa kwiSCM ukwenzela inkqubo yokuthenga neenkonzo. Ibe yi-100% inkcitho kwibhajethi ka-2015/16.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Zonke iziphumo ziphumelele ngokwesicwangciso soshishino (Business plan) ka- 2015/16 yeMathematika, iScience neTeknoloji. Kubanjwe iintlanganisano kanye ngeveki neSupply Chain Management ukuqinisekisa ukuba ithenda ziyahamba kakuhle. Iithenda zibekwe iliso kwaye ingxelo inikwa kanye ngeveki.

IGranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	
Isebe eliyela hlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukuncedisana nebhajethi yembuyekiso esisiseko (baseline compensation budget) yamaSebe eMfundo ePhondo (Provincial Education Departments (PEDs) ukwenzela ukuba akwazi ukulandela isiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012.
Iziphumo ezilindelekileyo zegranti	Amaphondo ayazifezekisa izibophelelo zeentlawulo zootitshala ezichatshazelwa sisiVumelwano seELRC semiVuzo neminye imiba (ELRC Collective Agreement) soku-1 sika-2012.
Ezona ziphumo zifezekisiweyo	ISebe iWCED lisebenzise ulwabiwo-mali olupheleleyo lweOSD yonyaka-mali ka-2015/16 ukuguqula ootitshala abasezifisini nakumaziko, abaqeshwe ngokoMthetho weNgqesho yooTitshala (Employment of Educators' Act), ka-1998 nabebefanelekile ukuba baguqulelwe kwiOSD yeeTheraphisti/iikhawunsela/iisayikholoji
Isixa ngokweDORA ehlaziyiweyo	Yi-R15.852 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R15.852 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R15.852 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Azikho

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeziSeko zoPhuhliso zezeMfundo- Education Infrastructure Grant (EIG)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukulungisa, ukuhlaziya, ukwandisa okanye ukwakha iziseko zophuhliso ezintsha
Iziphumo ezilindelekileyo zegranti	Ukuqinisekisa ukuba iziseko zophuhliso ezikhoyo zigcinwa ngokwendlela ebekwe kwiPFMA okanye ukuvulela amathuba oqeqesho ongezelekileyo kumaziko emfundo avunyiweyo.
Ezona ziphumo zifezekisiweyo	Ukulungiswa kweziseko zophuhliso nokuhlaziywa / ukwandiswa / ukongezwa kweeyunithi / izakhiwo ngezakhiwo
Isixa ngokweDORA ehlaziyiweyo	Yi-R1,094 992 bhiliyoni
Isixa esifunyenweyo (R'000)	Yi-R1,094 992 bhiliyoni
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R1,094 992 bhiliyoni
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Iintlanganisano zanyanga zonke eziba phakathi kwamasebe kunye neziqhutywa neSebe lezoThutho nemiSebenzi kaRhulumente.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	IModeli yokuNikwa kweNgxelo ngeziSeko ezinguNdoqo (Infrastructure Reporting Model) (IRM) kunye iingxelo zenkqubo yenyanga ezivela eDTPW.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukuxhasa iindlela yokuthintela iHIV neAIDS eMzantsi Afrika ngokwandisa ulwazi malunga nempilo yezesondo nezokuvulisa abantwana (reproductive health) kunye nokuthathwa kwezigqibo okufanelekileyo okwenziwa ngabafundi nootitshala. Ukuthomalalisa ifuthe leHIV/AIDS ngokunika indawo enonophelayo, enika inkxaso nekhuthazayo kubafundi nootitshala. Ukuqinisekisa ngokunika indawo ekhuselekileyo, esekelwe kumalungelo ezikolweni, nengenalucalulo, engabeki bala nalo naluphi na uhlobo longcungcuthekiso ngokwesondo okanye impatho-gadalala. To reduce the vulnerability of children to HIV/AIDS, TB and STI infection, with a particular focus on orphaned and vulnerable children.
Iziphumo ezilindelekileyo zegranti	Ukwanda kolwazi malunga neHIV, iSTI neTB kubafundi, ootitshala namagosa Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa Ukunciphisa imiqobo ethintela ukugcineka kwabantwana besesikolweni, ngakumbi abantwana abasemngciphekweni. Ukuthotha kwendlela yokuziphatha ngokwezesondo ebeka umntu esichengeni kubafundi, ootitshala namagosa Izikolo, izithili namaphondo sele edibanise zonke iiProgram zeHIV neAIDS zeMfundo yeZakhono zoBomi (HIV and AIDS Life Skills Education Programme) kwinxalenye yeesistim zabo zokuvavanya nokunika ingxelo
Ezona ziphumo zifezekisiweyo	Zonke iziphumo zifezekiswe ngokwezicwangciso zokwenziwa komsebenzi (business plans).
Isixa ngokweDORA ehlaziyiweyo	Yi-R19,631 Yezigidi
Isixa esifunyenweyo (R'000)	Yi-R19,631 Yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R19,631 Yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Kusetyenziswe i-100% yemali kule projekthi.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zonyaka-mali ka-2015/16 ziye zafakwa kwangoko kubaLawuli benkqubo yokuthengwa kwempahla nokufunwa kweenkonzo(Supply Chain Management).
Iindlela zokubeka esweni eziqhutywa lisebe	Iingxelo zenyanga nezekota zifakwa kubalawuli beSebe iWCED ukuba bazihlole bazisayine.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliye lahlawula loo granti	EzemiSebenzi kaRhulumente
Injongo yale granti	Kukubonelela amasebe ephondo ukwenzela ukwandisa iinzame zokudala imisebenzi ngokusetyenziswa kweendlela ezihambelana nezemisebenzi (labour intensive delivery methods) kwezi nkalo zichongiweyo zilandelayo kugxilwe kuzo, ukwenzela ukulandela imimiselo yeEPWP: ukulungiswa kweendlela nokulungiswa kwezakhiwo iindlela ezingenazithuthi zininzi kunye neendlela zasezilalini ezinye iziseko zophuhliso (infrastructure) zoqoqosho nentlalo amaqumrhu orhwebo ngezokhenketho nezenkcubeko iindlela zokuphila ezizinzileyo ezisekelwe ekusetyenzisweni komhlaba ulawulo lwenkukuma
Iziphumo ezilindelekileyo zegranti	Inanielandileyo labantu abaqeshiweyo nabafumana umvuzo ngeEPWP Ukunuswa kweavaraji yethuba lamathuba omsebenzi aveliswayo
Ezona ziphumo zifezekisiweyo	Iprojekthi zokudalwa kwamathuba omsebenzi ngokunxulumene nolungiso olungephi lweziko ezikwiMetro. Iquka ukulungiswa kwaphantsi, iithayili, iingcango, iisilingi, imibhobho yamanzi, ukubuya, ukupeyinta neegeyithi, ngokunjalo nokuhonjiswa kwamabala ezikolo.
Isixa ngokweDORA ehlaziyiweyo	Asikho
Isixa esifunyenweyo (R'000)	Yi- R2,818 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R2,818 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Jonga apha ngentla.
Amanyathelo athathiweyo ukuphucula inkqubo	Ukunika inkxaso kwiSebe lezoThutho nemiSebenzi kaRhulumente ukwenzela ukuqinisekisa ukuba oonokhontrakhi baqeshwa kwangethuba ukulungiselela u-2016/17.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTiyiswa kweZikolo (National School Nutrition Programme Grant)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko (DBE)
Injongo yale granti	Kukunika ukutya okunesondlo kubafundi abathagethiweyo
Iziphumo ezilindelekileyo zegranti	Abafundi baphakelwe ukutya okunesondlo
Ezona ziphumo zifezekisiweyo	Abafundi batyiswe ukutya okunesondlo
Isixa ngokweDORA ehlaziyiweyo	Yi-R299,435 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R299,435 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R299,400 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Kucelwa ukuba iinkampani ezinika iinkonzo (service providers) zifake amabango azo qho ngeveki yaye le nto iye yakuphucula ukunikwa kweenkonzo
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iofisi yeNDNP yephodno ibeka esweni inkcitho aze amagosa esithili abeke esweni le nkqubo yonke imihla.

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliye lahlawula loo granti	ISebe lezoThutho nemiSebenzi kaRhulumente
Injongo yale granti	Ukudala amathuba emisebenzi olutsha, amanina nabanenkubazeko kwicandelo leECD.
Iziphumo ezilindelekileyo zegranti	Ukuqeqesha iiprakhishina ezingama-420 zeECD kwinkalo yoPhuhliso lwaBantwana abasaQalayo. Ukuqeqesha abanematrikhi abangama-22 abebekade bengaqeshwanga ukuba babe ngabachwethezi bedatha (data capturers)
Ezona ziphumo zifezekisiweyo	Iiprakhishina ezingama-350 ze-ECD ziye zachazwa njengezinezakhono emva kokufumana kwazo ikhosi yoqeqesho yeenyanga eziyi-12. Iiprakhishina nganye iye yaya kwikhosi yoqeqeshelo lwe-ECD

	lweenyanga ezili-12 iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo. Iprakthishina yaseECD nganye iphinde yafumana uqeqesho kuNcedo lokuQala Zingama-22 ii-data capturer ezigqibe izifundo kwezolawulo lwe-ofisi (office management), iMicrosoft Office, uLawulo lwemiCimbi yaBasebenzi (Human Resource Management) nakuLawulo lweeProjekthi (Project Management).
Isixa ngokweDORA ehlaziyiweyo	Yi-R4.747 yezigidi
Isixa esifunyenweyo (R'000)	R4.747 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	R4.746 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	likholeji ziye zaziswa qho ngeveki malunga nazo naziphi ii-invoisi ebezingekangeniswa.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Kuye kwanikwa ikhontrakthi inkampani enika iinkonzo (service provider) ukuba iqhube inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Ingxelo yokubeka esweni inkqubo isefayilini..

Inkcitho yemali ebibekelwe oku nemali ekhethekileyo ibe yile ilandelayo:

IMali eBekelwe okuthile	Imali efunyenweyo R'000	Imali esetyenzisiweyo R'000	Imali Engasetyenzi swanga R'000	Intsebenzo	Ezona ziphumo zifezekisiweyo
Imali ePheleleyo yeeMali eziBekelwe amaZiko eMOD	59,594	48,409	11,185	81.2%	Bufezekisiwe ubuninzi bokunikwa kweeholo namabala ezemidlalo ezikolo; iimali zezixhobo zokuncedisa emidlalweni nolungiso neyeetyhutha ezinezidanga (graduate tutors).
Imali eziBekelwe i-E-Education	60,000	50,008	9,992	83.3%	Iinjongo zeeprojekthi ezifezekisiwe injongo ngokupheleleyo. Izikolo ezingama-50 zibonelelwe ngokugqibeleleyo. Kucelwe ukuba intsalela yenkxaso-mali engasetyenziswa idluliselwe kunyaka ozayo.
Imali epheleleyo yeeMali eziBekelwe okuthile neziKhethekileyo	119,594	98,417	21,177	82.3%	

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

7.1 Iinkxaso-mali zeziPho-mali eziFunyenweyo

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

8. UTyalo-mali kwiProjekthi zoLwakhiwo (Capital Investment)

8.1 UTyalo-mali kwiiProjekthi zoLwakhiwo (Capital Investment), IsiCwangciso soLondolozo neeAssethi

Ubalo-mahluko (variance) ngokwe thagethi luchazwe kuProgram 6, malunga nemilinganiselo yentsebezo (Programme Performance Measures). Ezinye iiprojekthi zilibazisekile kwanyanzeleka kwenziwe amanye amalungiselelo.

Inkunzi (Capital) yeprojekthi zoLwakhiwo (construction)

(c) Izikolo ezintsha

Izikolo ezisigxina ezazibekelwe ukuba zigqitywe ngomhla wama-31 ku Matshi 2015 zaze azagqitywa zezi; Masakhane Primary School ne Vuyiseka High School. Zombini ezizikolo zibenolibaziseko ngenxa yokutshona kwamashishini ebeqeshelwe ukuzakha nentsebenzo yawo engekho semgangathweni. Ulwakhiwo luyaqhubeka kweziprojekthi zombini kwaye kulindelwe ukuba kugqitywe ku-2016.

(d) Izikolo ezakhiwa ngokutsha

Ngomhla wama-31 kuMatshi 2015, izikolo ebezibekelwe ukugqitywa ngonyaka-mali ka2015/16, bezikwizigaba ezhlukeneyo zoLwakhiwo. Ezizikolo zezizilandelayo; ACJ Phakade Primary School, Delft South Primary School, Du Noon Primary School, Garden Village Primary School, Hawston Primary School, Itsitsa Primary School, Mount View Secondary School, Nalikamva Primary School, Pineview Primary School, Red River Primary School, Scottsdene Secondary School, Silverstream Primary School, Steynville Primary School And Vooruitsig Primary School.

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

ULondolozo

Iiprosjekthi zolondolozo ezicetyiweyo ezithe zenziwa kulonyaka uhlohlwayo ziquka:

Inani lee projekthi	Uhlahlo-mali ngo2015/16 R'000	Iindleko eziqikelelweyo R'000
107 (ngama-40 ku 2015/16 bezingama-67 ku 2014/15)	260, 390	244, 790

Isishwankathelo sokuqhwalela kwamanani olungiso sinikwe apha ngezantsi.

Ukungafezekiswa koLungiso				
Unyaka-mali	IXabiso leeAsethi	1,5% l-1,5% eFunekayo yoLungiso	IBhajethi eNikiweyo	Isixa esiqhwale layo (shoffall)
2004	10,560,000	158,400	73,719	84,681
2005	12,000,000	180,000	76,174	103,826
2006	12,000,000	180,000	90,037	89,963
2007	15,052,800	225,792	37,192	188,600
2008	15,052,800	225,792	52,363	173,429
2009	15,052,800	225,792	73,719	152,073
2010	17,357,885	260,368	102,363	158,005
2011	18,225,779	273,387	108,413	164,974
2012	18,225,779	273,387	114,725	158,662
2013	19,683,841	295,257	168,673	126,584
2014	19,769,521	296,542	191 323	105,219
2015	19,969,521	296,542	32,8518	-31,976
Inani elipheleleyo lokusilela ukususela ngo-2004		2,891,259		

Kubekho uphuculwana oluthile kusilelo lolondolozo ngo-2015/16, injongo kukuyigcina iphuculekile kangangoko kunakho inkangeleko yezikolo zeSebe iWCED. Uphandolwazi kwiindawo ezininzi ehlabathini lubonisa ukuba kukho unxulumano oluhle phakathi kwendawo (physical environment) abafundiselwa kuyo kunye neziphumo zezifundo ezifezekisiweyo.

IiProjekthi zeziSeko zoPhuhliso (Infrastructure)	2015/16			2014/15		
	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisi-leyo) eNga-phantsi	Ulwabi-womali lokugqibela	Eyona Nkcitho	(Inkcitho (eGqithisi-leyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Iiasethi ezintsha nezitshintshwayo	903,726	903,726	-	1,011,205	998,391	12,814
Iiasethi zeziseko zophuhliso ezikhoyo	576,768	576,768	-	410,573	409,446	1,127
Ukuhlaziywa nokongezwa kwazo	168,986	168,986	-	159,603	159,603	-
Ukubuyiselwa kwimeko eyiyo (rehabilitations), uhlaziyo (renovations) nokwakhiwa ngokutsha (refurbishments)	-	-	-	-	-	-
Ulonolozo nolungiso lwezakhiwo	407,782	407,782	-	250,970	249,843	1,127
Ukudluliswa kweziseko zophuhliso (infrastructure transfer)	69,465	69,465	-	31,654	31,654	-
- Olwangoku	4,627	4,627	-	62	62	-
Olungundoqo (Capital)	64,838	64,838	-	31,592	31,592	-
Zizonke	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941

ULawulo lweeAsethi liasethi ezingasukiyo

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

liasethi ezinkulu ezisusekayo

iSebe iWCED lineyuniti yolawulo lweeasethi eliyinxalenye yeYuniti yokuLawula ukuThengwa kweMpahla neeNkonzo (Supply Chain Unit). Leyuniti yeSebe iWCED inoxanduva lokujongana neeasethi ezinokuhanjiswa.

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

Ukwenzela ukuqinisekisa ukuba uluhlu ekubhaliswa kulo izinto zexabiso ezikhoyo (asset register) oluhlaziyiweyo luyafumaneka, ukugcina imigangatho yokunika ingxelo kunye nokuqinisekisa ukuba ukungqinelaniswa kweenkcukacha kusebenza ngempumelelo, nangobuchule, okuchanekileyo ngo2015/16 kuqaliswe lamanyathelo alandelayo:

- UBalo lwesitokhwe olwenziwa lisebe lemfundo, qho ngonyaka ngokwe kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukuqinisekisa ukuba luhlu (inventory) olupheleleyo lwezinto ezikhoyo lwenziwa ngendlela efanekileyo, amagosa agunyazisiweyo kufuneka atyikitye amagama abo kulo ze aBaphathi aBathweswe uXanduva lweSitokhwe (Responsibility Managers) bakungqiniseke oku ngokusesikweni.
- Ukukhutshwa kweesetyhula nemiyalelo ngokuhambelana neMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukuhlaziywa kwegaqo-nkqubo yokulawula iakhawunti yomsebenzisi were Logistical Information System (LOGIS).
- Iinkqubo zokuthengwa kweeasethi kwiSistim yeGosa loCwangciso-mali (Accounting Officer's System).
- Ukuqiniselaniswa qho ngenyanga kwentengo eyenziwa kwiLOGIS nenkcityo eyenziwa kwiBAS.
- Ukulondolozwa kwerejista yeeasethi enayo yonke ingcaciso efunekayo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).

Iindlela ezisetyenziswayo zokuqiniseka ngenkqubo enobuchule yokuqaphela, kukhusela, nokubeka esweni kunye nokugcina irekhodi yeeasethi ezinokuhanjiswa ibizezi zilandelayo:

- Iiasethi zifakelwe iibhakhawudi, nophawu "RSA" zaza zabhaliswa kwii-inventri.
- Iiasethi zibhalwe kwirejista yeeasethi ezinokuhanjiswa kuwo onke amacandelo eeasethi zaza zanikwa iinombolo ezifana zodwa (iibhakhawudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela iiasethi.
- Iiasethi ezinokuhanjiswa zifakiwe kuluhlu ekubhaliswa kulo izinto ezikhoyo (inventory) kwiziko ngalinye nakwindawo nganye esingathe iindleko.
- Ii-inventri ziqinisekiswa njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaze zagcinwa kwindawo nganye.

Izikolo

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

Izicwangciso malunga neeasethi ezinokuhanjiswa, ezifana neemoto

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

ISebe iWCED liqinisekisa ukuba umgaqo-nkqubo wephondo uyasetyenziswa. Ligcina uluhlu ekubhaliswa kulo izithuthi ezisetyenziswe yiWCED, liphinde lisebenzisa amacwecwe aneengcombolo (log sheets) njengendlela yokubeka esweni ukusetyenziswa kwezithuthi.