



Part C

Governance

1. INTshayelelo

Imigangatho ephezulu yolawulo ngundoqo ekulawulweni kwemali nezixhobo zikaRhulumente. Amasebe kaRhulumente kumele ehleli enezitrakhtsha zolawulo ezizizo ukuze akwazi ukusebenzisa ngokufanelekileyo, ngkuyimumelelo nangokulondolozekileyo izixhobo zikaRhulumente.

Amalungu eKomiti yoPhicotho-zincwadi (ye)zeMfundo azimele kwaye anyulwe liGosa loCwangciso-mali lisebenzisana neGunya lesiGqeba soLawulo. IKomiti yoPhicotho-zincwadi isebenza ngokwemiMiselo yokuSebenza evunyiweyo yaye idibana qho ngekota ukuze inikeze imiphumo kuxanduva lwayo. IKomiti yoPhicotho-zincwadi idibana kwakhona neGunya lesiGqeba soLawulo kunye neGosa loCwangciso-mali ukuxoxa ngemiba exhalabisayo.

Iinkonzo zoPhicotho-zincwadi lwaNgaphakathi (Internal Audit) zenziwa ngokuzimeleyo liZiko loPhicotho-zincwadi lwaNgaphakathi neNkonzo zeNkxaso (Internal Audit and Corporate Services) elikwiSebe leNkulumbuso. Ngokuhambelana

noMthetho wokuLawulwa kweMali kaRhulumente (Public Finance Management Act), ka-1999 (uMthetho woku-1 ka-1999) (PFMA) neKING III, ukuSebenza koPhicotho-zincwadi lwangaPhakathi (Internal Audit Activity) lunika iKomiti yoPhicotho-zincwadi kunye nolawulo lweSebe iWCED uqinisekiso lokuba zanele yaye ziyasebenza izinto ezilawulwayo ngaphakathi (internal controls). IsiCwangciso soLungiselelo oluQhubekayo lweminyaka emi-3 olusekelwe kwimicingcipheko (risk-based 3-Year Rolling Strategic Plan) kunye nesiCwangciso soPhicotho lwangaPhakathi lwemiSebenzi yoNyaka (Annual Operation Internal Audit Plan) zivunyiwe yiKomiti yoPhicotho-zincwadi ngo-2014. IKomiti yoPhicotho-zincwadi ibeke esweni ukwenziwa kwesicwangciso sokusebenza (operational plan) kunye nezenzo zokulungisa zokuqhutywa kolawulo (management's implementation of corrective actions).

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

Igxininisa koku:

- Ukuqinisekisa ngokuphatha ngendlela eyiyo. Oku kuquka ulungelelwaniso nolungiso lwabathunywa abafanelekileyo kunye nomgaqo-sikhokelo wolawulo (governance framework). Ugxininiso (elements) luqinisekisa ngokuqhutywa kwendlela zokulungisa (corrective controls); eziqinisekisa ngokuqhutywa nokugcinwa kweSistim yoLawulo lweLahleko (Loss Control System) olundindeneyo; ukunikeza ingxelo, ele kwikota nonyaka, malunga nobume beempendulo kwiingxelo zeYunithi yoPhando malunga nemicimbi yemali (Forensic Investigation Unit).
- Ukunika inkonzo eqinisekisiyo. Oku kubandakanya imicimbi eya kwiKomiti yoPhicothozincwadi; ukungasokoliswa kophicotho-zincwadi lwangaPhandle nolwangaPhakathi kunye nokulawulwa kwenkqubo yasemva kophicotho-zincwadi

- Ukunika imigaqo-sikhokelo (frameworks) zemimiselo, zemigaqo-nkqubo nezolawulo kunye neengcebiso malunga nokwenziwa komsebenzi (tactical advice). Oku kuquka ukuqulunqwa kwesixhobo neendlela emazilandelwe kwanokunikwa kweengcebiso malunga namaxwebhu obuchule obuza kusetyenziswa kunye nemigaqo-nkqubo.

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

Onke amagosa athweswe uxanduva lokumelwa kukuphendula okubonakaliswe ziingcaciso zemisebenzi (job descriptions) zawo kunye nezivumelwano zentsebenzo (performance agreements). AmaGosa akwaNdlunkulu athweswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo. Izikolo nezithili zemfundo zithweswe uxanduva lwenkxaso emayinikwe ezikolweni kunye nendlela abaqhuba ngayo abafunda

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

Uxanduva lokuphendula ngokwenziwayo lunatyiswa ngemisebenzi yokongamela edlalwa liSebe likaNondyebo wePhondo nokaZwelonke (Provincial and National Treasury) ngokwemingxilo enyanzelekileyo yemijikelo yokucwangcisa nokunika ingxelo, mijikelo leyo iquka imiba yezemali nengeyoyamali. Izithuba zokunikwa kwengxelo zezenyanga (umz. eyeemali), ikota okanye unyaka. Onke amacandelo aphantsi kweSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye iSebe leMfundo ePhakamileyo noQeqesho) (Higher Education and Training) apho kugcinwa khona iingxelo ezilandelelanayo, ingcaciso ngocazululo lwentsebenzo noqikelelo lokuza kwenziwa. ISebe lenkulumbuso lenza umsebenzi wokongamela kwiiprojekthi eziphambili zeSebe iWCED. Iinkqubo zophicotho lwangaPhakathi nolwangaPhandle zongeza ekulawuleni iinkqubo zolawulo zize zancedise ekuqinisekiseni ukusebenza ngendlela eyiyo nolawulo ngobulumko.

Ukuthweswa uxanduva lokumelwa kukuphendula kuhlali kubudlelwane obumiselweyo obuphakathi kweSebe iWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke elijongene neziphumo zokufunda. Obu budlelwane busekelwe ekumodareyithweni kwangaphakathi kweenkqubo zokuhlola kunye nokunikwa kweenkqubo ezamkelekileyo zeemviwo.

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

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

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

Ngo-2015/16 kuye kwaBekwa eSweni uPhuculo lweZikolo (School Improvement Monitoring) lwekota, apho bekubekwa imiba ephambili yokuxhasa ngezixhobo ukusebenza kwesikolo, umz. ukonyulwa kweeSGB, ukulungela ukuqala unyaka. Ngenxa yokuba iingxelo zifakwe kwi-intanethi, idatha ibinokufumaneka ize isetyenziselwe ukuphucula inkxaso. Ngokukodwa, umzekelo, idatha iye yenza ukuba iSebe iWCED lihlale linolwazi ngokusiwa ezikolweni kweencwadi zokusebenzela (workbooks).

2. ULawulo lwemiNgcipheko

IGosa loCwangciso-mali leSebe leMfundo lithatha uxanduva lokusebenzisa i-Enterprise Risk Management ngokungqinelana neNational Treasury Public Sector Management Framework kunye neDirectorate Enterprise Risk Management kwiSebe leNkulumbuso inikeza eli Sebe inkonzo yenkxaso ecwangcisiweyo elawulwa kwandlunkulu.

Ngokuhambelana nenational Treasury Public Sector Risk management Framework kwanokumilisela ngaphezulu ulawulo lolahleko kwiSebe leMfundo, URhulumente waseNtshona Koloni uvume ngokusemthethweni uxwebhu loMgaqo-nkqubo weERM olucacisa injongo yeWCG ngokunxulumane neERM ngokupheleleyo. ISebe eli liye lathatha phantsi kwalo isiCwangciso-nkqubo se-ERM seminyaka u-2015/16 no2016/17, esivunywe liGosa loCwangciso-mali ngomhla wesi-6 kuCanzibe (May) ka2014 kunye nesiCwangciso sokuQhutywa kwe kwe-ERM esivunywe liGosa loCwangciso-mali ngomhla wesi-28 kuTshazimpuzi (April) ka-2015. Esi siCwangciso sokuQhutywa kwe-ERM siye savulela ukusetyenziswa kuMgaqo-nkqubo weWCG ERM kunye nesiCwangciso-nkqubo se-ERM yaye sicacisa indima noxanduva lwabalawuli nabasebenzi abathwaliswa uxanduva lolawulo lwemingcipheko kwiSebe.

Qho ngekota, eli Sebe lihlola imingcipheko ebalulekileyo enokuba nefuthe ekufezekisweni kweemfuno zalo, kakubini nangokwengccaciso-nkqubo neyeeprogram. Imingcipheko

ibekwe ngokokubanako ukwenzeka kwanefuthe layo (angundoqo naseleyo) kwaza kwavunywa indlela zokuyithomalalisa ukwenzela ukunciphisa imingcipheko ibe kumanqanaba amkelekileyo. Imingcipheko emitsha/esavelayo iye yachongwa ngethuba lenkqubo yokuhlala kwikota.

ISebe liye laseka iKomiti lwemiNgcipheko yiZiko (Enterprise Risk Management Committee) ukuba lancedise iGosa loCwangciso-mali ekwenzeni uxanduva lwayo ngokunxulumene nokulawula kwemingcipheko. Le Komiti isebenza phantsi kwemiMiselo yokuSebenza (Terms of Reference) evunyiwe liGosa loCwangciso-mali ngomhla wama-30 kuTshazimpuzi (April) ka-2015. I-EMRCO iye yamkela uvavanyo lwemiphumela yezicwangciso ezibekelwe ukujongana nemingcipheko ngakwiSebe yaze yafaka isindululo sokwenziwa apho kufanelekileyo.

IKomiti yoPhicotho-zincwadi iye yajonga ngokuzimeleyo ukusebenza kwendlela yolawulo lwemingcipheko lweSebe. Le Komiti yoPhicotho-zincwadi iye yanikwa iingxelo zeKota zenkqubo yeERM kunye nobume (profiles) nobhaliso (registers) lwemingcipheko yamasebe ukuze le komiti ikwazi ukwenza umsebenzi wayo wokujonga ngokuzimeleyo indlela aqhuba ngayo amasebe. Uhlolo lweKomiti yoPhicotho-zincwadi olujongane nenkqubo yolawulo lwemingcipheko lujoliswe kwinkqubo yokuhutywa kweSicwangciso sokuQhutywa kweERM nemingcipheko ejongene neSebe kwaye nesicwangciso-nkqubo/iindlela zokujongana nemingcipheko zalo.

Ifuthe kwintsebenzo yeziko

Ngokuxelwa siskhokelo soNgxelo yoNyaka esiphunyezwe yiNational Treasury kufuneka kubekiwe ukuba isebe/iziko liyayibona na inkqubela-phambili yolawulo lwemingcipheko okanye ayiluboni, ichaze ukuba le nto iyizalisekile na ukwenza ngcono kwindlela isebe lenza ngayo, kwaye ukuba akunjalo, ibeke izicwangciso zoba izojongana njani nengxaki leyo. AmaSebe ayabongozwa ukuba ayicinge le nto aze anikeze ingxelo emfutshane ukuba babona imfuneko.

3. Ubuqhetseba nobuqhophololo

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

Amajelo ahlukeneyo okuchaza izityholo zenkohliso nobuqhophololo akho kwaye yaye acaciswe ngokupheleleyo kwisiCwangciso-nkqubo esiChasene nobuQhetseba sePhondo (Provincial Anti-Corruption Strategy) nakwisiCwangciso seSebe sokuThintela iNkohliso (Departmental Fraud Prevention Plan). Isityholo ngasinye esifunyenweyo yiForensic Investigation Unit sirekhodwe kwiSistim yokuLawulwa kwamaTyala (Case Management System) nesetyenziswa njengesixhobo sabaphathi sokuchaza inkqubela esele yenziwe malunga namatyala anxulumene nesebe eli kwanokukhupha iinkcukacha-manani zePhondo nezeSebe.

Thina siyabakhusela abasebenzi abahlaba umkhosi (blow the whistle) malunga nezenzo ezikrokreleka njengeziyinkohliso, ubuqhophololo nobusela ukuba ingxelo leyo yingxelo ekhuselekileyo (o.k.t. efezekisa iimfuno zemithetho, umz. yenziwe ngokungaxhibanga kwenza nkohlakalo). Ithuba lokungazichazi igama liyanikwa kuye nawuphi na umntu onqwenela ukuchaza izenzo zenkohliso, ubusela nobuqhophololo kwaye kufuneka oko kwenziwe nguye buqu, iinkcukacha zokuba ungubani zigcinwa ziyimfihlo ngumntu lowo anika ingxelo kuye.

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

Ngalo nyaka-mali, iPFS igqithise ngeCase Movement Certificate ebonisa oku kuhamba kwamatyala eSebe:

Amatyala aphantsi nge-1 kuTshazimpuzi (April) ka2015	14
Amatyala amatsha axeliweyo ngonyaka2015/16	29
Amatyala avalisiweyo (2015/16)	(17)
Amatyala adlulisiweyo (2015/16)	(15)
Amatyala adityanisiweyo (2015/16)	(1)
Amatyala aphinde anotshintsho (reclassified cases) (2015/16) ¹⁵	1
Amatyala avulisiweyo njengoko kubhaliweyo ngama-31 ku(March) ku2016	11

Le tafile ilandelayo ichaza kabanzi ngala matyala avalisiweyo axelwe ngentla:

Iziphumo zamatyala avalisiweyo	
Isiphumo	Inani
Izityholo acacisiweyo (Allegations substantiated)	7
Kuphandwe amaqalela kuphela akwabikho ziphumo (Only preliminary investigation with no findings)	6
Kuphandwe amaqalela kuphela akwabikho ziphumo kodwa kwakho iingcibiso (Only preliminary investigation with no findings but with recommendations)	4

¹⁵Lo mba wadluliselwa kwiSebe, elathi emva kophando lwamaqalela, lachaza ukuba kudingeka uphando lweforensic.

4. Ukunciphisa uNgqubano lwemidla

Ele konyaka, okanye xa iimeko zithe zatshintsha, amalungu enkonzo yabalawuli abaphezulu kumele bazalise baze bangenise ingxelo 'yokungachaphazeleki ekungqubaneni kwemidla'. Onke amalungu eKomiti eBhidi nabo bonke abasebenzi kwiCandelo lokulawula uthengo-mpahla kumele beyele ukhangelo lokungachaphazeleki emva kokuba bengenise iingxelo ezidingekayo ezilindeleke kubo, ukuze kungabikho naliphi na igosa elizothatha inxaxheba kuwo nawuphi na umsebenzi apho kungakho ungquzulwano lwemidla. ISebe libongoza zonke iinkampani ezifaka ibhidi zichaze ubudlelwano obunabakho nomqeshi okanye abasebenzi. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka engenise ingxelo 'yokungachaphazeleki ekungqubaneni kwemidla'. Kulo nyaka-mali sithetha ngawo, bekungekho ngquzulwano lwemidla efana nale.

5. Imigaqo yokuziphatha

ISebe liyayilandela imiGaqo yokuziphatha yeeNkonzo zikaRhulumente

UMgaqo-nkqubo woKwamkelwa kweZipho ngamaGosa ase-Ofisini eSebe lemfundo lentshona Koloni ugqithisiwe. UMgaqo-nkqubo ujongene, phakathi kwezinye izinto, izikhokelo ngokubanzi, uBhaliso lweZipho, iindlela zokuzaliswa kweeFomu zokuXela, ImiBuzo eThanda ukuBuzwa kunye ne-template yoMgaqo-nkqubo yoBhaliso lweZipho.

6. Ezempilo, ezoKhuseleko nemiba yendawo esihlala kuzo

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mceli-mngeni mkhulu yaye neSebe lakhe ubudlelwano namanye amaSebe ephondo achaphazelekayo ukuze bajongane nalo mba. Ukuzibandakanya koluntu ushiyeka ungowona mba uphambili ekulweni ubudlobongela obuchaphazela ezinye izikolo esezisebungciphekweni. ISebe likwanazo neekamera zeCCTV elizifake kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo ziyibeka esweni intshukumo eyenzekayo.

7. Iikomiti zeePotfoliyo

Awuzichaphazeli lo mba.

8. Izigqibo zeScopa

Ingxelo yeKomiti esisiGxina yezeMfundo (Standing Committee on Education) emalunga neNgxelo yoNyaka yeSebe leMfund leNtshona Koloni iphele ngowama-31 ku (March) ka-2015 ebhalwe ngokuba ingosuku lwama-25 kweyeNkanga (November) ku-2015 ishwankathelwe apha ngezantsi.

IKomiti iluthathele ingqalelo uluvo lokuphicotha loMphicothi-zincwadi Jikelele malunga neeNgxelo zeMali zoNyaka (Annual Financial Statement) zeSebe leMfundo zonyaka-mali ka-2014/15, inikwe uluvo lophicotho-zincwadi olungenachaphaza. Olu luvo lophicotho-zincwadi ibe loluncumisayo ngoba ngonyaka-mali ka2013/14, iSebe leMfundo lazifumana lingenamakhwiniba (unqualified opinion), njengobekufunyaniswe kwimithetho nemimiselo,

iingxelo-mali ezazifakiwe ezazingabhalwanga ngokukonke kunye nemiba yokunikwa iinkonzo.

ISebe leMfundo laseNtshona Koloni lichithe iR17, 001bn kwiR17, 026bn ebibekiwe, nto leyo ebangele uchitho-mali olungaphantsi ngeR25,059m (0,15%), njengoko kutshiwo kwiphepha 168 leNgxelo yoNyaka 2014/15. Njengoko kutshiwo kwizinto emaziqatshelwe, eyesi24.3 yeengxelo-mali, inkcitho-mali engenanzuzo ekwisixa seR1,575m ibichongwe ngethuba lonyaka-mali ka2014/15.

ISebe liye lanazo neereceipt ezichaza iR34,689 million enerevenue esuka kwezi zilandelayo:

- Iintengiso zempahla neenkonzo ngaphandle kweecapital assets;
- Izohlwayo nokulahlekelwa;
- Inzala, izahlulo nokuqashwa komhlaba; kunye
- neetransaction kwii-asset zezimali namatyala.

Malunga nezinto zolawulo zokuphuculwa, iKomiti iye yakhuthaza iSebe ukuba lijonge ezi ndawo zidinga ukuphuculwa ebezikhankanyiweyo, ezifana nezi:

- IProjekthi yeziKolo eziKhuselekileyo;
- I-Early Childhood Development (ECD) Transfer Payments;
- ISupply Chain Management (SCM) Operations kunye
- neSCM Operations: iProcurement engaphantsi kweR30 000.

IKomiti ikhuthaze iSebe leMfundo ukuba lihlale lijongane nezinto ezifuna ukuphuculwa esezibikiwe ngentla. Ukuba alenzi njalo, iSebe lingabuyela kuphicotho-zincwadi olungenamakhwiniba olunezimvo malunga nenjongo ezicwangcise ngaphambili. IKomiti iye yavuyisana neSebe ngokuphucula ithuba layo lokuqokelela amatyala ebezisuka kwiintsuku ezingama55,4 ukuza kwamabini (2).

IKomiti akhange yenze zandululo kwiSebe.

ISebe leMfundo laseNtshona Koloni linikeze iKomiti olu lwazi lulandelayo njengoko belubongoziwe:

- Uluvo lomthetho luvela ngomba weLearner Transport Scheme kuquka nengxelo yophando kwa kulo mba umnye, njengokuba ibhalwe kwiphepha 123 kwiNgxelo yoNyaka ka-2014/15.
- Zonke izicwangciso zokuphumeza malunga neendibano zokuqinisekisa ebezivunyiwe kwisiCwangciso soPhicotho-mali sangaPhakathi sango 2014/15, esiquka iSafe Schools, ECD neSCMO, njengokuba kuchaziwe kwiphepha 123 leNgxelo yoNyaka.
- Uluhlu lwabo bonke abacebisi abatyunjwe ngenkqubo yeSCM, njengoko kuchaziwe kwiphepha 208 leNgxelo yoNyaka 2014/15.

9. UTshintsho lwaNgaphambili kwiiNgxelo zoPhicotho-zincwadi

Isebe lilungisa isiCwangciso sokuPhuculwa kokuLawulwa kweMali (Financial Management Improvement Plan) (FMIP) esijonge kwimiba yokungalandelwa kwemithetho exelwe nguMphicothi-zincwadi Jikelele. Esi sicwangciso siqinisekisiwe ngokomgangatho yaye

noMphicothi-zincwadi Jikelele kuyathethwa naye ngalo mba. Ukunikwa kweengxelo kwengxelo malunga nenkqubela kwikomiti yophicotho lwesebe (Departmental audit committee) nako kwenziwe.

Uhlobo lwekhiniba (nature of qualification), iinkcukacha ezingaphelelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho (and matters of non-compliance)	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni/ekusombululeni lo mba
Icereal/isidlo sasekuseni asiphakwa ezikolweni	2013/14	Ukuze kujongwane nale miba ivusiweyo, iSebe lathatha inyathelo lokudlulisa uMinute 0001/2015 kwizikolo zonke.
Izidlo zilungiselelwe ngokungahambelani nokutya okubekiweyo kunye nemenyu evunyiweyo	2014/15	ISebe laya kuDBE ukuze lohlwaye inyathelo elathathayo kwiveki yokugqibela yethemu ukuze kungabikho nkcitho. Iprotocol yeemviwo ekhokela ulawulo leNSNP ngexesha leemviwo yenziwa. yenziwa
Abantwana besikolo abatyiwa yonke imihla	2014/15	Ukuqinisekisa ulandelo ezikolweni ngokujoliswe kuzo ukuze zibekwe iliso kwiisethyula ezikhoyo ezijongene notyiswa njengomlinganiselo ozonceda.
Uchitho-mali olutinxileyo olungafakanga ndaweni iyiyo lwangachazwa ngendlela eyiyo	2014/15	IYunithi yoLawulo yoLahleko ijonge futhi indlela ekubekwa ngayo izinto ezingenayo kwirejista yochitho-mali olutinxileyo kunye nesibhalo esitsha sochitho-mali esingaqhelekanga ebesidityanisilwe ukuchazwa kwiingxelo zemali.
Inqaku elichazayo lenkcitho-mali etenxileyo	2014/15	Imigaqo kaNondyebo kaZwelonke yenkcitho engalindelekanga ithi: "itemplate yamaxwebhu eengxelo zemali onyaka(annual financial statements) funeka asetyenziswe ngokuhambelana neMCS anikeze ifomati apho inkcazo ngenkcitho engaqhelekanga ibhalwa khona kumaxwebhu eengxelo zemali onyaka." Imisstatement yenzeka ngenxa yokublokwa kwe-cell kwitemplate kaNondyebo kaZwelonke. ISebe alikwazanga ukwahlula amanani angenisiweyo kodwa linawo amanani azimeleyo. Ixwebhu leWord (word document) lalungiswa ukuze libonise amanani nenkcazelo ezilungileyo.
Ukuchazwa kwenkcitho engeyonzuzo enganyanisekanga	2014/15	ILoss Control Register entsha yenziwa nguCe-I kunye neProvincial Treasury yaye inikeza ngolwazi njengokucelwe kwirejista emiselweyo yeNational Treasury. Iinkqubo zengxelo-mali nengxelo yenziwe ngemiqathango yemigqaliselo zikaZwe. IYunithi yoLawulo zeLahleko izojonga onke amatyala abekwe kwirejista kwaye apho kufanelekileyo, iyotshiwo futhi ingcaciso yeengxelo-mali.
Ischedule yokuzibophelela enganyanisekanga	2014/15	ISebe liyokujonga futhi ngakutsha ubume bekontrakhi zonke. Ingceaciso kwiingxelo zemali iye yachazwa futhi iSebe liye lenza uvavanyo qho ngeekota ukuze liqinisekise ukuba zonkeimbophelelo zecapital ezichaziweyo ziyinyani, zichanekile kwayezigqityiwe.
Udluliso lwee-asset ezimileyo	2014/15	Inqaku eli lalungiswa yaza ugqithiselo lwenziwa ngonyaka-mali ka2015/16.
Inkcitho-mali yeLearner Transport Scheme- Inkcitho engenanzuzo ayibekwanga	2013/14	Uxanduva ngoku kwii-ofisi zesithili zokuqinisekisa iindlela zokufaka isicelo lusamile kwaye lujongwe esweni. Ifomu yokufaka isicelo yeLTS iye yalungiswa yacela izithili zibe nabantu ababini, ukusukela komnye, ukuba benze imilinganiselo baqinisekise imida yemizila.
Ukwahluka okukhoyo kumaXwebhu eNgxelo-mali	2013/14	ISebe lizoqhubeka nokubeka phantsi kweliso ukungabikho mpazamo kulwazi olubhalwe kwiingxelo-mali zalo zolawulo zangaphakathi.
Ukungabikho komthetho wengxelo yabaphathi ababalulekileyo	2013/14	Umthetho we-accounting wakhutshelwa kwitemplate yeNational Treasury ebingenayo iKey management Personnel kuyo. I-AFS iye yaphinda yalungisa ukuze iquke umthetho weKMP.

10. IYunithi yoLawulo lwangaPhakathi

IDirectorate yoLawulo yangaPhakathi yenze le misebenzi ilandelayo:

1. Iye yaqhuba inkqubo yokuxhasa ulawulo olululo
2. Yaseka iSistimu yoLawulo lwangaPhakathi oluDibeneyo (Integrated Internal Control System): yagcina yaza yahlaziya idathabheyisi yemiGaqo-sikhokelo yezoMthetho yaza yaqinisekisa nangokuqhutywa kokutshintshaniswa kwemigaqo-sikhokelo.
3. Yagcina irejista yoPhando malunga nemiCimbi yeMali (Forensic Audit): yanika kwiingxelo zenkqubo zamatyala eFIU eya kuNdlunkulu nakwiZithili yaza yaxela kwiSebe leNkulumbuso namalunga nerejista yeFIU yesebe ehlaziyiweyo.
4. Iqulunqe imigaqo-nkqubo, iindlela emazilandelwe neenkqubo eziphathele neyunithi yolawulo lwangaphakathi.
5. Yabeka esweni ukulandelwa kweendlela ezibekiweyo: yalawula yaza yayila isixhobo sokusebenza ngokulandela iindlela ezibekiweyo; yahlaziya esi sixhobo ngokuhambelana nomthetho okhoyo ngoku ukwenzela ukubhaqa iindlela ezinokukhokelela ekuqatshelweni kobuthathaka kule sistim yolawulo lwangaphakathi.
6. Yaphonononga ukusebenza nokuqhutywa kweendlela ezibekiweyo kwezemali: yagqiba ukuhlola okwenziwa ngaphakathi esebeni; yabeka esweni indlela eziqhuba ngayo iiNkokeli (Champions) zeSCM.
7. Yaphononongo iirejista zemingcipheko yesebe: yalungisa yaza yagcina irekhodi yeengxelo zemingcipheko; yasebenza neyunithi yeERM kunye noPhicotho-zincwadi lwaNgaphakathi malunga nemingcipheko yesebe.
8. Ukunikwa kweenkonzo zoQinisekiso lwemiGangatho lququzelele uPhicotho-zincwadi lwangaPhakathi nolwangaPhandle: ibeke esweni inkqubela malunga neengcebiso kwiingxelo yabaphathi nakwiingxelo zophicotho-zincwadi lwangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike izimvo nengcebiso.
9. Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yanika izimvo (comments) malunga nobume besicwangciso sophuculo lolawulo lwemali kwiKomiti yoPhicotho-zincwadi.

11. IKomiti yoPhicotho-zincwadi lwangaPhakathi neKomiti zoPhicotho-zincwadi

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

- Ukuvavanya nokuza neengcebiso ezifanelekileyo ukuphucula inkqubo yolawulo; Ukuhlola ukwanelisa nokusebenza ze zibe negalelo ekuphuculeni inkqubo yolawulo; Ukuncedisa iGosa loCwangciso-mali (Accounting Officer) ekulondolozeni iinkqubo ezisebenza ngobuchule nangempumelelo ngokuhlola ezo nkqubo zolawulo ukuqinisekisa ukusebenza kwazo ngempumelelo nangobuchule, kunye nokunika iingcebiso zokwandisa okanye ukuphucula.

Umsebenzi woPhicotho-zincwadi wangaPhakathi owagqitywa kuNyaka-mali lo, weSebe, ubuquka iziqinisekiso zokwenza ezintlanu nendibano yeengcebiso enye. Iinkcukacha zezi ntlangano ziqukiwe kwingxelo yeKomiti yoPhicotho-zincwadi.

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

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

Le theyibhile ilandelayo icaza iinkcukacha zamalungu ekomiti yophicotho-zincwadi:

Igama	Iziqinisekiso zemfundo	Ngowanga phakathi okanye ngowangaphandle	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso aye kuzo
Mnu. Ronnie Kingwill	CA(SA); CTA; BCom	Ngowanga phandle	01 kweyoMqungu (Jan)ku2014 (2 nd term)	Awukho	8
Njing Estian Calitz	DCom (Economics); BCom (Honours) (Econometrics); MCom (Economics); BCom (Honours) (Economics); BCom	Ngowanga phandle	01 kweyoMqungu (Jan) ku2013 (2 nd term)	I-2 nd term yapheliswa ngama-31 kweyoMnga ku-2015	5
Nkosz Zulpha Abrams	CA(SA) & FIIA SA, CIA	Ngowanga phandle	07 kuTshazimpuzi(A pri)ku 2014 (2 nd term)	Awukho	7
Mnu Linda Nene	CCSA; CRMA; CCP; FIIA SA; Post Grad Diploma in Management – Corporate; Governance; BComm (Acc)	Ngowanga phandle	01kuTshazimpuzi (A pril) ku2014 (2 nd term)	Awukho	6
Nkosz Rozan Jafftha	CA (SA) & FIIA SA; CIA	Ngowanga phandle	01 kweyeDwarha(O ctober) ku2014	Awukho	8

12. Ingxelo yeKomiti yoPhicotho-zincwadi

Sinenyheba yokunika ingxelo yethu yonyaka-mali ophela ngowama-31 kweyoKwindla (March) ka-2016.

Uxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela **kwiSiquendu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente (Public Finance Management Act) noMmiselo weSebe likaNondyebo 3.1**. IKomiti yoPhicotho-zincwadi ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza njengemimiselo yokusebenza (Terms of Reference), iye yalawula imicimbi yayo ngokuhambelana nale mimiselo kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

Ukusebenza ngeMpumelelo koLawulo lwangaPhakathi

Ngokuhambelana nePFMA neKING III Report kwiimfuno zeCorporate Governance uPhicotho-zincwadi lwangaPhakathi lunikeza iKomiti yoPhicotho-zincwadi nabaPhathi ngokungathandabuzekiyo ukuba ulawulo lwangaphakathi luyanelisa kwaye luyasebenza. Le iveliswa sisicwangciso soPhicotho-zincwadi saPhakathi esivunyiweyo neesisekelwe. Oku kuphumelele ngenxa yesicwangciso sangaphakathi sophicotho-zincwadi zokuhlilisa umngcipheko esivunyiweyo, uphicotho-zincwadi lwangaphakathi luhlola ukusebenza kwecontrols ukucutha imingcipheko, kunye nekomiti yophicotho-zincwadi ibeka iliso ekwenziweni kwezilungiso.

Olu Phicotho-zincwadi lulandelayo lugqitywe ngalo nyaka-mali ophantsi kwengqwalasela

Iziqinisekiso zokwenza:

- Imali eziya kwizibonelelo-izikolo eziZimeleyo
- Inxaso yabaFundi
- IRegistry yeHR
- Iinkonzo zeClient (Walk-in Centre)
- IiGranti eziKhutshwa phantsi kwemiQathango ethile (iMathematika, iScience and Tecknoloji)

Iindibano zeengcebiso

- IZikim zoThutho lwaBafudi

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

Ulawulo lwaPhakathi enyakeni neNgxelo yeNyanga/yeKota

IKomiti yoPhicotho-zincwadi yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali zolawulo nezokusebenza ebezikhutshwa kulo nyaka ophantsi kwengqwalaselo ebezikhutshwa liGosa loCwangciso-mali leSebe leMfundo ngokokuhambelana noNational Treasury Regulations neDivision of Revenue Act.

UkuHlolwa kwamaXwebhu eNgxelo-mali

IKomiti yoPhicotho-zincwadi iye:

- yahlola yaza yaxoxa neGosa loCwangciso-mali (Accounting Officer) kunye noMphicothi-zincwadi jikelele malunga namaxwebhu engxelo-mali onyaka azakuqukwa kwingxelo yonyaka;
- yahlola ingxelo yolawulo yoMphicothi-zincwadi Jikelele kunye neempendulo zabalawuli malunga nayo;
- yacinga malunga notshintsho kwimigaqo-nkqubo yolawulo losetyenziso lwemali kunye neenkqubo, apho kufanelekileyo yanika ingxelo malunga noku kumaxwebhu engxelo-mali yonyaka;
- yahlola izilungiso malunga nokubhaliweyo (material adjustments) olususela kuphicothozincwadi lweSebe (apho kuyimfuneko);

Ukulandelwa komthetho

IKomiti yoPhicotho-zincwadi iphinde yaonga iinkqubo zokulandela umthetho zeSebe leMfundo njengokuqhelekileyo nokuhamba komthetho.

Iinkcukacha Zokusebenza

IKomiti yoPhicotho-zincwadi iphinde yajonga iinkcukacha kwiinjongo eziqinisekiswa kwangaphambili njengokuba zixeliwe kwiNgxelo yoNyaka.

Ele kwekota, besiye sajonga isicwangciso sokusebenza sezinto ezingancumisiyo zophicotho-zincwadi seSebe ebezivuswe kunyaka ophelileyo. IKomiti yoPhicotho-zincwadi iye yahlangana ne-AGSA ukuqinisekisa ukuba akukho zinto zivelileyo ezingasonjululwanga ebezikuphicotho-zincwadi olwenziwa qho.

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



Ronnie Kingwill

USihlalo weKomiti yoPhicotho-zincwadi

yeSebe leMfundo: URhulumente weNtshona Koloni

Usuku: 2016:08:0



ICandelo D
**ULawulo kwiCandelo
lezaBasebenzi**

1. IMithetho eLawula uLawulo lwe-HR

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

UMthetho wemiQathango esiSiseko yeNgqesho (Basic Conditions of Employment Act), 1997 (uMthetho wama-75 ka-1997),

UMthetho wobuDlelwane phakathi kwabaQeshi nabaSebenzi (Labour Relations Act), 1995 (uMthetho wama-66 ka-1995),

UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)

UMthetho weMpilo noKhuseleko eMsebenzini (Occupational Health and Safety Act), 1993 (uMthetho wama-85 ka-1993),

UMthetho wokuBuyekezwa ngeeNgozi nokuSuleleka ziZifo eMsebenzini (Compensation for Occupational Injuries and Diseases Act), 1993 (uMthetho we-130 ka-1993),

UMthetho wezoMhlala-phantsi waBasebenzi bakaRhulumente (Government Employees Pension Law), 1996 (isiBhengezo sama-21 sika-1996),

UMthetho wezeNgqesho yooTitshala (Employment of Educators Act), 1998, (UMthetho wama-76 ka-1998),

UMthetho weeNkonzo zikaRhulumente (Public Service Act), 1994 (isiBhengezo se-103 sika-1994), kunye noMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996 (uMthetho we-108 ka-1996),

UMthetho woBulungisa kwezeNgqesho (Employment Equity Act), 1998 (uMthetho wama-55 ka-1998)

UMthetho wokuKhuthaza ukuLingana nokuThintela uCalulo oLunomkhethe (Promotion of Equality and Prevention of Unfair Discrimination Act), 2000 (uMthetho wesi-4 ka-2000),

UMthetho wokuKhuthaza ukuFikelela kuLwazi (Promotion of Access to Information Act), 2000 (uMthetho wesi-2 ka-2000),

UMthetho wokuKhuthaza uBulungisa kwezoLawulo (Promotion of Administrative Justice Act), 2000 (uMthetho wesi-3 ka-2000).

2. INtshayelelo

Isishwankathelo semiba yokulawulwa kwaBantu kwiSebe leMfundo

Ulawulo lwezithuba ezinokwabelwa ootishala kwisebe (affordable educator basket) kweli sebe ngumba obaluleke kakhulu kwimpumelelo yemfundo ezikolweni. IWCED iye yakhupha ezinye izithuba ezingama-32 039 zonyaka zokufunda ku-2016. Ngenxa yokungqongophala kwemali kwiMTEF ka2015/2016 ukuya ku2016/2017, iWCED ikwaze ukuba inyuse ingxowa yezithuba zoqesho zootitshala uebisuka kuma32 033 yaya ku32039. Kuthathwe amanyathelo okuqinisekisa ukuba umyinge wootitshala/nabantwana ngu-1:36 ezikolweni zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo.

ISebe liphinde lenyusa inani lootitshala abasisigxina, ngokwenjenjalo linika uzinzo olukhulu apha kwisebe. ISebe leMfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo wezikolo, nto leyo ikhokelele ekucuthweni kootitshala abali-136 abagqithisileyo kumlinganiselo wezikolo kunyaka-mali ka-2015/16, ngokwenjenjalo liqinisekisa ukuba kungadalwa izithuba zootitshala abaza kunikwa izikolo ebezisoloko zibadinga kakhulu.

ISebe linike izintlu ezintathu zezithuba zootitshala kunyaka wesikolo ka-2015, ngokunjalo nezintlu ezikhethekileyo ezintathu ezifuneka ngamandla zezikhundla zeenqununu.

Imiba ephambili yoLawulo lwaBantu kunyaka ohlolwayo kunye nefuthe lale miba iphambili

1. Ubunkokheli nolawulo lwesikolo:

Ngo-2015 kuye kwanikwa ingqwalasela eyodwa kwizibhengezo nokuqeshwa kwamaSekela-Nqununu kunye neeNqununu. Ezi zithuba zibhengezwe kuluhlu ngalunye lwezintlu zezithuba zengqesho nakwizintlu ezikhethekileyo zezithuba zengqesho kwaze yaye bezikuluhlu olubekwa phambili ukwenzela ukuqinisekisa ukuhamba kwakuhle kwenkqubo yokufakwa kwezicelo. Oku kunciphise amathuba athathwe ngootitshala kwizithuba zokubambela, kwanciphisa ukusetyenziswa kwabasebenzi bethutyana, kwafaka igxalaba nakuzinzo lwezikolo.

Ziye zomelezwa iikhrayitheriya zokuqesha kunye nenkqubo yokuqeshwa kweenqununu, oosekela-nqununu, neentloko zeSebe. Isixhobo soHlolo oluSekelwe kwiZakhono (Competency-Based Assessment) (CBA) sinikwe abalingwa (candidates) aba-94 ukwenzela ekukhankasweni kweeNqununu ngo-2015/16. Ingxelo enikwe abantu abafake izicelo ikwancede ekwenziweni kweziCwangciso ezisekelwe kulwazi zokuziPhuhlisa zomntu ngamnye, zisenzelwa iinqununu, oosekela-nqununu neentloko zeSebe ezisandula kuqeshwa.

2. Ukunciphisa inani lootitshala bethutyana:

Isebe liqeshe ootitshala bePL1 abali 128 ngokusisigxina ukususela ngosuku loku-1 kweyoMqungu (January) ka2016.

3. Ukuncitshiswa kwenani labasebenzi abakwikhefu elongezelelweyo:

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

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

Isebe lisebenzise iinkonzo kunye nobukho babo babethweswe izidanga befundiswe yiBhasari iFunza Lushaka elungiselelwa liSebe likaZwelonke leMfundo esisiSeko. Ngethuba elisuka kowoku-1 kuTshazimpuzi (April) ka-2015 ukuya kowama-31 kweyoMnga (December) ka-2015, ngama-623 (76%) abafakwe ezikolweni ngempumelelo kwabo bafumene ibhasari iFunza Lushaka kubebengama-819 baka-2014. Ngethuba elisuka kowoku-1 kweyoMqungu (January) ka-2016 ukuya kowama-31 kweyoKwindla (March) ka-2016,

ngama-304 (45%) afakwe ezikolweni ngempumelelo kwizithuba zootitshala, kwabo bafumene ibhasari iFunza Lushaka kubebengama-676 baka-2015. Abanye abafikayo banikwe amathuba alinganayo engqesho esisigxina njengootitshala.

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

Umgao-sikhokelo wolawulo lwentsebenzo yabasebenzi

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

Iiprogram zentlalo-ntle (wellness) yabasebenzi

Umniki-nkonzo wangaphandle unike inkonzo ngokumalunga noRhulumente wePhondo leNtshona Koloni Le nkqubo inika inkxaso eqhubelekayo ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (lifestyle needs). Yiprogram gxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, isitresi, ulawulo lwemali, ubudlelwane (relationships), ezomthetho, imicimbi yasekhaya, ukusetyenziswa gwenxa kweziyobisineengcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (trauma debriefing). Le program kwakhona isingatha imiba yezempilo nentlalo-ntle yabasebenzi (health and wellness of employees) ngokusebenzisa iiNtsuku zoKwazisa ngeMpilo Qete yaBasebenzi (Employee Health and Wellness Awareness Days). Injongo yezi ntsuku kukukhuthaza iindlela zokuphila ezisempilweni nokwazisa ngeenkonzo ezinikwa abasebenzi liSebe iWCED. Ngaphezulu, amaPhulo okuKhuthaza iMpilo (Health Promotion Awareness) ayenzeka kwiintsuku eziphawulwe kwiKhalenda yeMpilo yeSebe lezeMpilo. Isebe iWCED belisingathe amaphulo angama-31 eeNtsuku zokuKhuthaza iMpilo neNtlalo-ntle yabasebenzi (Health and Wellness Awareness Days) laza lanika ulwazi ngokulungiselela iiseshoni ezingama-25 zamaphulo enxaso yasesidlangalaleni (25 advocacy sessions) kwiprogram yentlalontle yabasebenzi enikwe abasebenzi beSebe iWCED ngeli thuba lokunika ingxelo, kwaza kwanikwa inkxaso nakubasebenzi abangama-793 ngethuba leeseshoni ezingama-24 zeeNgcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (Trauma Debriefing sessions).

Imiphumelelo nemicelimingeni

Isebe lemfundo linike ngamanani ezithuba ezabelwe zonke izikolo ngo-2016 phambi kokuphela kweyeThupha (August) ka-2015. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2016 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Izithuba ezabelwe izikolo ngo-2016 bezisekelwe kumanani abafundi aqinisekisiweyo ngomhla wama-31 kweyeKhala (July) ka-2015.

Isistim yokugaya abasebenzi nge-intanethi (e-Recruitment system) ("Sikhangela oomakhwekhwetha") ("Recruiting the best") iye yaqhutywa ukususela kweyoMqungu ka-2013. Le sistim ivumela ukuba bonke ootitshala, kuquka nabatsha abasandula kuthwesa izidanga, ukuba bazalise iiprofayile zabo apha kwisistim baze basebenzise eli qonga ukufaka izicelo kwi-intanethi xa kukho izithuba ezibhengeziweyo. Le sistim ize nogqibelelo olukhulu ekulawulweni kwezicelo zomsebenzi. Zonke izithuba ebezingenamntu ngo-2015/16 ziye zapapashwa ngesistim ye-intanethi (on-line system).

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

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

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

Izicwangciso/iinjongo zeXesha elizayo zokuLawula aBantu
IWCED iza:

1. Ukuqhuba nokwenza uphase II weE-Recruitment Sistim, iqalisa inkqubo yeSGB ngokwenza uluhlu olufutshane, amanqaku kunye namagama achongiweyo.
2. Ukuqaliswa kwesistim ye-e-Recruitment ukusingatha izithuba zomsebenzi zootitshala abasezi-ofisini kwanezabasebenzi beenkonzo zikarhulumente.
3. Ukuveliswa kombwa wokufakwa kwezicelo zomsebenzi kwi-intanethi (online applications) okwenziwa ngootitshala abakumaziko emfundo xa befuna ukuya ezikolweni.
4. Ukuboniswa kweenkcukacha (profiling) kwabo bonke ootitshala ngokwezifundo nezigaba abazifundeleyo kunye nangokwezifundo okanye izigaba abazifundisayo ukwenzela ukuchaphazela ucwangciselelo olululo lwabantu ukwenzela iimfuno zexesha elizayo zootitshala.

3. IInkcukacha-manani eziPhosakeleyo zemiCimbi yoLawulo lwaBasebenzi

3.1 Inkciitho enxulumene nabasebenzi

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

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

INkqubo	Ekujoliswe kuyo le nkqubo
INkqubo 1	Ezolawulo
INkqubo 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
INkqubo 3	IMfundo yeZikolo EziZimeleyo
INkqubo 4	IMfundo yeZikolo zikaRhulumente zemfundo eneeMfuno eziZodwa
INkqubo 5	UPhuhliso lweMfundo yabasaQalayo
INkqubo 6	Uphuculo lweziseko zophuhliso
INkqubo 7	IinkonzoeziNcedisayo neenkonzozo eziNxulumene nazo

ITheyibhile 3.1.1 Inkciitho yezabasebenzi ngokweprogram kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

INkqubo	Inkciitha epheleyo (R'000)	Inkciitha yezabasebenzi (R'000)	Inkciitha yezoqe qesho (R'000)	Inkciitha yeenkonzo zootitshala neenkonzozo ezizodwa (R'000)	Inkciitho yezabasebenzi njenge-% yenkcitho epheleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
INkqubo 1*	1 230 688	797 635	1 173	0	4.52	425	1 878
INkqubo 2	12 959 597	11 222 285	24 191	0	63.62	318	35 246
INkqubo 3	95 383	0	0	0	0.00	0	0
INkqubo 4	1 049 773	875 574	0	0	4.96	310	2 826
INkqubo 5	482 163	61 027	0	0	0.35	407	150
INkqubo 6**	1 549 959	6 395	0	0	0.04	213	30
INkqubo 7	269 779	***78 208	0	0	0.44	447	175
		****76 120	0	0	0.43	0	0
Zizonke	17 637 342	13 117 244	25 364	0	74.36	325	40 305

INGcaciso:

* Abasebenzi ababekwe kwidistrict basuswe kwiNkqubo 9 basiwa kwiNkqubo 1, nto leyo icacisa ukunyuka kwenani labasebenzi.

** INkqubo 6 iquka izithuba ze-Occupation Specific Dispensation (OSD), ezixhasw ngemali kakhulu ngezithuba zeDORA.

*** Inkciitho yabasebenzi xa kujongwe iNkqubo 7 (Examination and Education Related Services) esixa mali inguR78 208m imalunga nabasebenzi abaqashiweyo abasisingxi. Esi sixa sichaziweyo esiphakathi sabasebenzi simalunga qha nabasebenzi abasisingxi.

****Isixa semali esiyiR76 120 yezigidi ibonisa imali ngokwenkcitho-mali yabantu abajonga abafundi xa bebala uviwo/iiModerators/abaMakishi kunye nabasebenzi beencwadi abaqeshwe okwethutyana (beemviwo zematrikhi zika2015) kunye nabasebenzi beHIV/AIDS.

ITheyibhile 3.1.2 Inkcitho yezabasebenzi kwimivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Inkcitho yezabasebenzi (R'000)	I-% yeendleko ezipheleleyo zabasebenzi	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (Inqanaba1-2)	344 116	2.62	110	3 122
Abanezakhono (Inqanaba 3-5)	832 188	6.33	166	5 003
Abanezakhono eziphezulu zokuvelisa(Inqanaba 6-8)	7 486 250	56.93	321	23 289
Abanezakhono eziphezulu zokubeka iliso (Inqanaba 9-12)	4 433 786	33.72	501	8 844
Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	53 228	0.40	1 132	47
Bebonke	13 149 567*	100.00	326	40 305**
INgcaciso: *Inkcitho iyonke yezabasebenzi kwitheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzekshini ezithile ezenziwa ngqo kwiBAS **Inani elipheleleyo labasebenzi elibhalwe kwitheyibhile 3.1.1 no-3.1.2 apha ngasentla liquka abasebenzi beenkonzo zikarhulumente kunye nooitshala.				

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

ITheyibhile 3.1.3 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngokweprogram yethuba elisuka kowoku- 1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

INkqubo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		IMedical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendleko zabasebenzi	Isixa (R'000)	Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
INkqubo 1	530 014	4.03	4 753	0.04	16 672	0.13	30 834	0.23
INkqubo 2	8 450 343	64.26	25	0.00	259 256	1.97	511 887	3.89
INkqubo 3	0	0.00	0	0.00	0	0.00	0	0.00
INkqubo 4	616 046	4.68	90	0.00	21 121	0.16	39 480	0.30
INkqubo 5	45 794	0.35	0	0.00	981	0.01	2 457	0.02
INkqubo 6	8 515	0.06	0	0.00	84	0.00	202	0.00
INkqubo 7	127 029	0.97	2 386	0.02	3 025	0.02	6 400	0.05
Zizonke	9 777 741	74.36	7 254	0.06	301 139	2.29	591 260	4.50

Itheyibhile 3.1.4 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngocandelo lomvuzo yethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga indlu		IMedical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendlela zabasebenzi	Isixa (R'000)	yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-Medical aid njenge-% yeendleko zabasebenzi
Abanezakhono (Inqanaba 1-2)	244 782	1.86	50	0.00	17 580	0.13	17 388	0.13
Abanezakhono (Inqanaba 3-5)	591 196	4.50	2 033	0.02	36 617	0.28	53 998	0.41
Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	5 572 741	42.38	4 076	0.03	169 230	1.29	347 900	2.65
Abanezakhono eziphezulu zokuvelisa (Inqanaba 9-12)	3 333 802	25.35	1 095	0.01	77 573	0.59	171 287	1.30
Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	35 220	0.27	0	0.00	139	0.00	687	0.01
Inani lilonke	9 777 741	74.36	7 254	0.06	301 139	2.29	591 260	4.50

3.2 Ingqesho neZithuba zomsebenzi

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba.

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

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

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

Itheyibhile 3.2.1 Ingqesho nezithuba ngokwenkqubo ukususela ngowama-31 kuMatshi ka-2016

Iqela labasebenzi	Inkqubo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ekuQeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abaqithisileyo kwababale ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	INKqubo 1	2 101	51	1 843	12.28	35	1 878
	INKqubo 2	35 048	13	34 987	0.17	259	35 246
	INKqubo 4	2 925	18	2 800	4.27	26	2 826
	INKqubo 5	15	0	150	0.00	0	150
	INKqubo 6	53	0	26	50.94	4	30
	INKqubo 7	184	0	169	8.15	6	175
	Zizonke	40 326	88	39 975	0.87	330	40 305

IQela labasebenzi	INKqubo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ekuQeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abaqithisileyo kwababale ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Ootitshala	INKqubo 1	703	7	647	7.97	20	667
	INKqubo 2	28 860	0	28 885	0.00	174	29 059
	INKqubo 4	1 839	0	1 824	0.82	16	1 840
	INKqubo 5	15	0	150**	0.00	0	150
	INKqubo 6	6	0	2	66.67	0	2
	INKqubo 7	49	0	56	0.00	6	62
	Zizonke	31 472	7	31 564	0.00	216*	31 780
Abasebenzi beNkonzo zikaRhulumente onzo	INKqubo 1	1 398	44	1 196	14.45	15	1 211
	INKqubo 2	6 188	13	6 102	1.39	85	6 187
	INKqubo 4	1 086	18	976	10.13	10	986
	INKqubo 5	0	0	0	0.00	0	0
	INKqubo 6	47	0	24	48.94	4	28
	INKqubo 7	135	6	113	16.30	0	113
	Zizonke	8 854	81	8 411	5.00	114	8 525

INGcaciso:
 * Kwimeko yootitshala abaqithisileyo kwinani elabelwe ukuqeshwa kwiziko, kubhalwe amanani kuphela abo titshala ababeqatshelwe ngokufanelekileyo njengabaqithisileyo ngokwesivumelwano esiphakathi komqeshi nomqeshwa.
 **INKqubo 5: Izithuba zootitshala: bepri-prayimari ziyapheliswa nje ukuba kungabikho bantu baqeshwayo kuzo. ISebe iWCED lamkele ngokusemthethweni umgaqo-nkqubo ezithi ngawo iimali ezinxulumene nezithuba ezishiywe ngabantu endaweni zazo kungena inflawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi boPhuhliso lweMfundo yaBasaqalayo (Early Childhood Development). Ootitshala abali-150 abakwiprogram 7 ngaBasebenzi bePre-Primary. Aba basebenzi bahlawulwa kwizithuba ezigqithisileyo kwezo zabelwe ukuqeshwa kwiziko.

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

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwecandelo lomvuzo ukususela ngowama-31 kuMatshi ka-2016

IQela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba lezithuba ekuqeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abaqithisileyo kwababale ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	31	3 339	0.00	23	3 362
	Abanezakhono (Inqanaba 3-5)	4 567	16	4 796	0.00	54	4 850
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	28 353	28	28 222	0.46	201	28 423

Iqeba labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba lezithuba ekuqeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abagqithisiweyo kwababalewe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	4 099	13	3 573	12.83	50	3 623
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	46	0	45	2.17	2	47
	Inani lilonke	40 326	88	39 975	0.87	330	40 305
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0.00	0	0
	Abanezakhono (Inqanaba 3-5)	441	0	1 024	0.00	1	1 025**
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 197	0	27 178	0.07	171	27 349
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	3 834	7	3 362	12.31	44	3 406
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	0	0	0	0.00	0	0
	Inani lilonke	31 472	7	31 564	0.00	216	31 780
Abasebenzi beeNkoko zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	31	3 339	0.00	23	3 362
	Abanezakhono (Inqanaba 3-5)	4 126	16	3 772	8.58	53	3 825
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 156	28	1 044	9.69	30	1 074
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	265	6	211	20.38	6	217
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	46	0	45	2.17	2	47
	Inani lilonke	8 854	81	8 411	5.00	114	8 525
	<p>INGcaciso:</p> <p>* Ngokumalunga namaziko emfundo, inani lezithuba ezinxulumene nootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elinelungelo lalo. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga isigxina. Kwimeko nganye apho isithuba singazaliswanga isigxina, kwenziwa ingqesho yekhontrakhi ukuqinisekisa ukuba onke amaziko emfundo anenani lootitshala anelungelo lalo.</p> <p>** Zonke izithuba zootitshala zenzelwe ootitshala abaneziqinisekiso zoqeqesho zemfundo ezipheleleyo (ubuncinane iMatriki neminyaka eyi-3 yoqeqesho) kumlinganiselo osezantsi wamanqanaba emivuzo 6-7. ISebe iWCED linabo ootitshala abathile abaneziqinisekiso zamabanga emfundo ezingaphelelanga kwisistim. Aba ngootitshala abangama-1025 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuno zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba titshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.</p>						

Itheyibhile 3.2.3 Inqesho nezithuba ngokwamakhono omsebenzi abaluleke kakhulu ukususela ngowama-31 kuMatshi ka-2016

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

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

3.3 UkuZaliswa kweZithuba zeSMS

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

Itheyibhile 3.3.1 Ingcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2016

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba
	Ezixhaswa ngemali	Ezingaxhaswa ngamali				
UMphathi-jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba loMvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00	0	0.00
Inqanaba loMvuzo15	4	0	3	75.00	1	25.00
Inqanaba loMvuzo14	8	0	8	100.00	0	0.00
Inqanaba loMvuzo13	33	0	35	106.06	0	0.00
Inani lilonke	46	0	47	102.17	1	2.17

INGcaciso
 Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 olilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni, em Cape.

Itheyibhile 3.3.2 Ingcaciso ngezithuba zeSMS ukususela ngowama-30 kweyoMsintsi (September) ka-2015

Inqanaba leSMS	Inani lezithuba zeSMS ngokwenqanaba ngalinye		Inani lezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekuqeshiweyo kuzo ngokwenqanaba ngalinye	Inani lezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba ngalinye
	Ezixhaswa ngemali	Ezingaxhaswa ngamali				
UMphathi-jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba loMvuzo 16, kodwa ingenguwo oweHOD	0	0	0	0.00	0	0.00
Inqanaba loMvuzo 15	4	0	4	100.00	0	0.00
Inqanaba loMvuzo 14	8	0	7	87.50	1	12.50
Inqanaba loMvuzo 13	32	0	35	109.38	0	0.00
Inani lilonke	45	0	47	104.44	1	2.22

INGcaciso:

Abathathu (3) kumalungu eSMS ahlawulwa kubasebenzi abagqithisileyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nababini (2) oabangamalungu eSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni.

ITheyibhile 3.3.3 Inkciitho yezibhengezo nokuzaliswa kwezi zeeSMS kwithuba elisuka kowoku-1 kuTshazimpuzi (April) ka-2015 ukuya kowama-31 kweyoKwindla (March) ka-2016

Inqanaba leSMS	Izibhengezo	Ukuzaliswa kwezithuba	
	Inani leZithuba zeNqanaba ngalinye eziPapashwa kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuQeshwa kuzo kwiiNyanga ezi-6 emva kokuba ziNgenamntu	Inani leZithuba zeNqanaba ngalinye ekuNgaqeshwanga kuzo kwiiNyanga ezi-6 kodwa kuQeshwe zingaphelanga iiNyanga ezili-12
UMphathi-jikelele/iNtloko yeSebe leMfundo	0	0	0
Inqanaba loMvuzo 16, kodwa ingenguwo oweHOD	0	0	0
Inqanaba loMvuzo 15	1	1	0
Inqanaba loMvuzo 14	2	2	0
Inqanaba loMvuzo 13	6	6	0
Inani lilonke	9	9	0

Itheyibhile 3.3.4 Izizathu zokungathotyelwa kokuzaliswa kwezithuba ezixhaswa ngemali ezingenabantu zeSMS – Ukupapashwa zingadlulanga iinyanga ezi-6 nokuzaliswa zingadlulanga iinyanga eziyi-12 emva kokuba ziye azaba namntu kwithuba lowoku-1 kuEpreli ka-2015 nowama-31 Matshi 2016

Izizathu zokuba izithuba zingabi nakupapashwa kude kudlule iinyanga ezintandathu
Azikho

Izizathu zokuba izithuba zingabi nokuzaliswa kude kudlule iinyanga ezintandathu
Azikho

Qaphela:

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

Itheyibhile 3.3.5 Amanyathelo oluleko athathiweyo ngokungathotyelwa kwemigaqosikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulnga iinyanga eziyi-12 zethuba lowoku-1 kaEpreli ku2015 nowama-31 kuMatshi ka-2016

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

Awekho

Ingcaciso:

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

3.4 UkuHlolwa kwemiSebenzi

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

Itheyibhile 3.4.1 UkuHlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016.

Icandelo lomvuzo	Inani eliphelelyo lezithuba zengqesho 31	Inani lezithuba ezihloliwe	I-% yezithuba ezihloliwe ngokwamaCandelo emiVuzo	Izithuba ezoNyuselweyo		Izithuba ezeHliselweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	0	0.00	0	0	0	0
Abanezakhono (Inqanaba 3-5)	4 567	80	1.75	0	0	0	0
Abanezakhono eziphezulu zokuvelisa (Amanqanaba 6-8)	28 353	90	0.32	0	0	0	0
Abanezakhono eziphezulu zokusuphavyiza (Amanqanaba 9-12)	4 099	4	0.10	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo A (Inqanaba 13)	33	2	6.06	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo B (Inqanaba 14)	8	0	0.00	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo C (Inqanaba 15)	4	0	0.00	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo D (Inqanaba 16)	1	0	0.00	0	0	0	0
Inani lilonke	40 326	176	0.44	0	0	0	0

Qaphela: izithuba zeenkonzo zikarhulumente kuphela ezenziwa iinkqubo zokuhlola kwemisebenzi.

Le theyibhile ilandelayo ishwankathela inani labasebenzi abanyuselwe izikhundla ngenxa yokonyuselwa komsebenzi wezikhundla zabo. Inani labasebenzi lisenokohluka kwizithuba zemisebenzi eyonyuselweyo kuba ingengabo bonke abasebenzi abafakwe kwizithuba ezitsha kwaye ezinye zezi zithuba zonyuselweyo kusenokwenzeka ukuba azinabantu.

Ittheyibhile 3.4.2 Iprofayili yabasebenzi abazikhundla zabo ziye zonyuselwa ngenxa yokuba izithuba abakuzo ziye zonyuselwa ngethuba eliphakathi kowoku-1 kuEpreli ka-2015 nowama-31 kuMatshi ka-2016

Isini	abaNtsundu	abeBala	AmaNdiya	Abamhlophe	Inani lilonke
Amabhinqa	0	0	0	0	0
Amadoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0
Abasebenzi abanenkubazeko/ abakhubazekileyo					0

Le theyibhile elandelayo ishwankathela inani lamathuba/ leemeko (cases) apho amacandelo omvuzo ohlawulwayo agqithisileyo kwibakala eliqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwimeko nganye.

Ittheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhono lomsebenzi kwithuba lowoku-1 kuEpreli ka-2015 lowama-31 kuMatshi ka-2016

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

Ittheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunalawo aqinisekiswa kukuhlolwa komsebenzi kwithuba lowoku-1 kuEpreli ka-2015 lowama-31 kuMatshi ka-2016

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

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

Itheyibhile 3.5.1 lireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba elisukela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iqela labasebenzi	Icandelo lomvuzo	labasebenzi kwicandelo ngalinye ukusela	Abaqeshiweyo	Ukuthintshelwa kwisebe lezemfundo	Ukuqeshwa nokuthintshelwa kwisebe lemfundo	Abayekisiweyo	Ukuthintshelwa ngaphandle kwisebe	Abayekisiweyo batshintshelwa ngaphandle kwisebe lemfundo	I-% yereyithi yabayekisiweyo kwaqeshwa abanye
Amasebenzi bebonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 100	2 827	0	2 827	2 652	0	2 652	5.65
	Abanezakhono (Inqanaba 3-5)	4 885	4 615	11	4 626	3 029	11	3 040	32.47
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 198	10 714	17	10 731	11 341	41	11 382	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	8 993	597	10	607	1 345	8	1 353	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	34	6	0	6	6	0	6	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	8	1	1	2	2	0	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	0	0	0	0	1	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	2	0	0	0	1	0	1	0.00
	Inani lilonke	40 224	18 760	39	18 799	18 376	61	18 437	0.90
Ootishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	1	0	1	0	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	987	3 515	0	3 515	1 893	1	1 894	164.24
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8))	21 971	10 550	11	10 561	11 123	33	11 156	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	8 778	559	4	563	1 302	3	1 305	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 736	14 625	15	14 640	14 318	37	14 355	0.90
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 100	2 826	0	2 826	2 652	0	2 652	5.61
	Abanezakhono (Inqanaba 3-5)	3 898	1 100	11	1 111	1 136	10	1 146	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 227	164	6	170	218	8	226	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	215	38	6	44	43	5	48	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iNqanaba 13)	34	6	0	6	6	0	6	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iNqanaba 14)	8	1	1	2	2	0	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iNqanaba 15)	4	0	0	0	0	1	1	0.00

Iqela labasebenzi	Icandelo lomvuzo	labasebenzi kwicandelo ngalinye ukususela	Abaqeshiweyo	Ukuthintshelwa kwisebe lezmfundo	Ukuqeshwa nokuthintshelwa kwisebe lemfundo	Abayekisiweyo	Ukuthintshelwa ngaphandle kwisebe	Abayekisiweyo batshintshelwa ngaphandle kwisebe lemfundo	I-% yereyithi yabayekisiweyo kwaqeshwa abanye
	ICandelo leeNkonzo zabaLawuli abaphezulu D (iNqanaba 16)	2	0	0	0	1	0	1	0.00
	Inani lilonke	8 488	4 135	24	4 159	4 058	24	4 082	0.91

Ingcaciso: Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho naBasebenzi aBagqithisileyo kwiNani eLimiselweyo leZiko (Excess Personnel) yaye ayimbandakanyi umphathiswa ABasebenzi beeNkonzo zikaRhulumente nootitshala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi yamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelwayo ezivela ngenxa yokuhla kwamanani ngokwesiqhelo (natural attrition), ukusweleka, ukonyuselwa, njl., kunye nabasebenzi (ootitshala) abaqeshwe ukuba bangene ezikhundleni zabo bangekhoyo esikolweni kuba bekwikhefu lokugula, ikhefu lokukhulelwa, njl. Oku kuthetha ukuba umsebenzi omnye unokuqeshwa ukuya kutsho kumatyeli amane ngonyaka othile wokunika ingxelo kuba ikhontrakhi nganye ithathwa njengengqesho entsha. Umhla wokuphelelwa kwekhontrakhi uthathwa njengokuyekiswa emsebenzini ngeenjongo zokunika ingxelo yaye oku sisizathu sokuba kubekho inani eliphezulu lokuyekiswa emsebenzini.

Table 3.5.2 Itheyibhile 3.5.2 Ireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo(annual turnover rates) ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Ikhono lomsebenzi elibalulekileyo	Inani labasebenzi ekuqaleni kwethuba likaEpreli ka-2015	Ukuqeshwa nokuthintshelwa kwisebe lemfundo	Ukuyekiswa emsebenzini nokuthintshelwa ngaphandle kwisebe lezmfundo	Ireyithi yabayekisiweyo kwaqashwa abanye
Alikho	Alikho	Alikho	Akukho	Alikho

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

Itheyibhile 3.5.3.1 Izizathu zokuba abasebenzi balishiye isebe lemfundo kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016.

Iqela	Uhlobo lokuyekiswa emsebenzini	Inani labasebenzi	% I-% yabaMkileyo beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka-2015
Abasebenzi bonke	Ukuisweleka/ ukuphela	110	0.60	0.27
	Ukurhoxa emsebenzini	1 341	7.27	3.33
	Ukuphelelwa kwekhontrakhi	15 829	85.85	39.35
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	32	0.17	0.08
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	67	0.36	0.17
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenekene	84	0.46	0.21
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.01	0.00
	Ukuthatha umhlala-phantsi	911	4.94	2.26
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukuthintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	62	0.34	0.15
	Inani lilonke	18 437	100.00	45.84

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

Iqela	Uhlobo lokuyekiswa emsebenzini	Inani labasebenzi	% yabaMkiley o beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka2015
Ootitshala	Ukuisweleka/ ukuphela	71	0.49	0.22
	Ukurhoxa emsebenzini	1 135	7.91	3.58
	Ukuphelelwa kwekhontrakhi*	12 267	85.46	38.65
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	32	0.22	0.10
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	40	0.28	0.13
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	60	0.42	0.19
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.01	0.00
	Ukuthatha umhlala-phantsi	711	4.95	2.24
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	37	0.26	0.12
	Inani lilonke	14 354	100.00	45.23
ABasebenzi beeNkonzo zikaRhulumente	Ukuisweleka/ ukuphela	39	0.96	0.46
	Ukurhoxa emsebenzini	206	5.05	2.43
	Ukuphelelwa kwekhontrakhi*	3 562	87.24	41.97
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	0	0.00	0.00
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	27	0.66	0.32
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	24	0.59	0.28
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuthatha umhlala-phantsi	200	4.90	2.36
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	25	0.61	0.29
	Inani lilonke	4 083	100.00	48.10
Qaphela: Inani "LokuPhelwa kweKhontrakthi yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kunye nababanye abaqeshi. Eli nani liphezulu ngenxa yokuba iSebe iWCED linomgaqo-nkqubo othi ulandelwe xa kuqeshwa abasebenzi ngekhontrakthi yethutyana elifutshane. Ezi zithuba zengqesho zipapashwa qho ngokomgaqo-sikhokelo wezivumelwano ezichaphazelekayo zemivuzo neminye imiba (collective agreements) ezinokusetyenziswa ngeenjongo zokuzaliswa kwezi zithuba ngokusisigxina kwangoko kangangoko. Ngaphezulu, makuqatshelwe ukuba kuqeshwa ootitshala ababambeleyo ezindaweni zootitshala abasebenzisa ikhefu okanye abaxhaswayo. Elona thutyana lifutshane lengqesho malunga notitshala ziiveki ezimbini.				

Itheyibhile 3.5.3.2 Izizathu zokurhoxa kwabasebenzi emsebenzini kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iqela	Uhlobo lokuyekiswa	Inani labasebenzi bonke	% I-% yabaMkileyo beBonke
Bonke abasebenzi	Akukho sizathu	43	3.21
	Elinye ikhono	96	7.16
	shishini elile lakhe	1	0.07
	Izikhhalazo zobuqu	39	2.91
	Ukurhoxa esikhundleni	937	69.87
	Inxaki yezithuthi	1	0.07
	Ukukhulelwa	1	0.07
	Ukuba yinkosikazi ehlala ekhaya	3	0.22
	Ukufudukela kwenye indawo	3	0.22
	Ukucuthwa kwezithuba	1	0.07
	Amanye amasebe emfundo	2	0.15
	Ukutshintshelwa Kwenye iSistim	1	0.07
	Ukungaziphathi kakuhle	1	0.07
	Inani lilonke	1 341	100
Ootitshala	Ubudala	7	0.62
	Impilo ebuthathaka	16	1.41
	Imbuyekezo engcono	59	5.20
	Ukuphelelwa kwekhontrakthi	1	0.09
	lingxaki zasekhaya	11	0.97
	Ukufudukela kwenye indawo	22	1.94
	Ukughubela phambili ngezifundo	10	0.88
	Umtshato	4	0.35
	Uhlobo lomsebenzi	52	4.58
	Akukho sizathu	38	3.35
	Omnye umsebenzi	72	6.34
	Ishishini elilelakhe	1	0.09
	Izikhhalazo zobuqu	34	3.00
	Ukurhoxa kwisithuba somsebenzi	797	70.22
	Inxaki yezithuthi	1	0.09
	Ukukhulelwa	1	0.09
	Ukuba yinkosikazi ehlala ekhaya	2	0.18
	Ukufudukela kwenye indawo	3	0.26
	Ukucuthwa kwezithuba	1	0.09
	Amanye amasebe emfundo	2	0.18
	Ukutshintshelwa Kwenye iSistim	0	0.00
	Ukungaziphathi kakuhle	1	0.09
	Inani lilonke	1 135	100
ABasebenzi beNkonzo zikaRhulumente	Ubudala	2	0.97
	Impilo ebuthathaka	4	1.94
	Imbuyekezo engcono	9	4.37
	Ukuphelelwa kwekhontrakthi	0	0.00
	lingxaki zasekhaya	0	0.00
	Ukufudukela kwenye indawo	0	0.00
	Ukughubela phambili ngezifundo	1	0.49
	Umtshato	0	0.00
	Uhlobo lomsebenzi	14	6.80
	Akukho sizathu	5	2.43
	Omnye umsebenzi	24	11.65
	Ishishini elilelakhe	0	0.00
	Izikhhalazo zobuqu	5	2.43
	Ukurhoxa kwisithuba somsebenzi	140	67.96
	Inxaki yezithuthi	0	0.00
	Ukukhulelwa	0	0.00
	Ukuba yinkosikazi ehlala ekhaya	1	0.49
	Ukufudukela kwenye indawo	0	0.00
	Ukucuthwa kwezithuba	0	0.00
	Amanye amasebe emfundo	0	0.00
	Ukutshintshelwa Kwenye iSistim	1	0.49
	Ukungaziphathi kakuhle	0	0.00
	Inani lilonke	206	100.00

Itheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, oku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iminyaka yobudala	Ukuxhoxa emsebenzini - Bonke abasebenzi	Bonke abasebenzi - i-%	Ukuxhoxa emsebenzi ni - Ootishala	Ootishala - i-%	Ukuxhoxa emsebenzi - Abasebenzi beekkonzo zikarhulument e	Abasebenzi beekkonzo zikarhulument e - %
Iminyaka yobudala engama-20 >	0	0.00	0	0.00		0.00
Iminyaka yobudala engama-20 ukuya kuma-24	60	5.11	58	4.47	2	0.97
Iminyaka yobudala engama-25 ukuya kuma-29	197	16.39	186	14.69	11	5.34
Iminyaka yobudala engama-30 ukuya kuma-34	145	11.10	126	10.81	19	9.22
Iminyaka yobudala engama-35 ukuya kuma-39	87	5.99	68	6.49	19	9.22
Iminyaka yobudala engama-40 ukuya kuma-44	163	12.42	141	12.16	22	10.68
Iminyaka yobudala engama-45 ukuya kuma-49	234	17.89	203	17.45	31	15.05
Iminyaka yobudala engama-50 ukuya kuma-54	197	12.86	146	14.69	51	24.76
Iminyaka yobudala engama-55 ukuya kuma-59	160	12.07	137	11.93	23	11.17
Iminyaka yobudala engama-60 ukuya kuma-64	94	5.90	67	7.01	27	13.11
Iminyaka yobudala engama-65 >	4	0.26	3	0.30	1	0.49
Inani lilonke	1 341	100.00	1 135	100.00	206	100.00

Itheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela: owoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Inani elipheleleyo labasebenzi abazigqatsela ukuthatha iiphakheji zokuyeka emsebenzini ngokuzithandela ngo-2015/2016	0
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Itheyibhile 3.5.4 Iireyithi zokonyuselwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Umsebenzi	Abasebenzi ngowoku-1 kaEpreli 2015	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge- % yabasebenzi ngokomsebenzi	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokomsebenzi
Awukho	Abekho	Akukho	Akukho	Akukho	Akukho

Itheyibhile 3.5.5 Ukonyuselwa ngokwamacandelo emivuzo kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

	Icandelo lomvuzo	Abasebenzi ngokwamawama- 31 kuMatshi ka-31/3/2015	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokwamacandelo lomvuzo	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokwamacandelo lomvuzo
Bonke abasebenzi	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 100	157	5.06	1 515	48.87
	Abanezakhono (Inqanaba 3-5)	4 885	142	2.91	3 149	64.46
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 198	774	3.34	16 119	69.48
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	8 993	846	9.41	8 083	89.88
	AbaLawuli abaPhezulu (Inqanaba 13-16)	48	2	4.17	35	72.92
	Inani lilonke	40 224	1 921	4.78	28 901	71.85
Ootishala	Abanezakhono ezisenzantsi (Inqanaba 1-2)	0	0	0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	987	2	0.20	106	10.74
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	21 971	721	3.28	15 632	71.15
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	8 778	827	9.42	7949	90.56

Qela labasebenz	Icandelo lomvuzo	Abasebenzi ngokwangowama- 31 kuMatshi ka31 /3/2015	Ukonyuselwa ukuya kwelinye Inqanaba lomvuzo	Ukonyuselwa Inqanaba lomvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Ukunyukela kwenye inotshi ekwakweli nqanaba lomvuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
	AbaLawuli abaPhezulu (Inqanaba 13-16)	0	0	0.00	0	0.00
	Inani lilonke	31 736	1 550	4.88	23 687	74.64
iInkonzo zikaRhulumente	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 100	157	5.06	1 515	48.87
	Abanezakhono (Inqanaba 3-5)	3 898	140	3.59	3 043	78.07
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 227	53	4.32	487	39.69
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	215	19	8.84	134	62.33
	AbaLawuli abaPhezulu (Inqanaba 13-16)	48	2	4.17	35	72.92
	Inani lilonke	8 488	371	4.37	5 214	61.43

3.6. UbuLungisa kwezeNgqesho (Employment Equity)

Itheyibhile 3.6.1 Inani elipheleleyo labasebenzi (kubandakanywa nabasebenzi abaneenkubazeko) kudidi lomsebenzi ngalunye kwezi zilandelayo ngokwangowama- 31 kuMatshi 2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				Umi phandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama doda	Amabhi nqa	
AbaLawuli beZiko (Inqanaba 14- 16)	0	7	1	1	0	0	1	2	0	0	12
Abaphathi abaphezulu (Inqanaba 13)	3	10	1	8	2	8	0	3	0	0	35
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	125	585	8	268	74	169	7	104	0	0	1 340
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	641	3 503	36	850	1 573	4 936	54	2 070	4	5	13 672
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1 222	2 559	9	647	3 992	7 855	66	3 339	59	44	19 792
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	630	2 067	3	117	479	1 950	0	185	16	7	5 454
Inani lilonke	2 621	8 731	58	1 891	6 120	14 918	128	5 703	79	56	40 305

Itheyibhile 3.6.2 Inani elipheleleyo labasebenzi (abaneenkubazeko) kwicandelo lemivuzo ngalinye kula alandelayo ngokwangowama-31 kuMatshi2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNga-phandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amadoda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	0	0	0	0	0	0	0	0	0	0
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	0	0	0	1	0	1	0	0	0	0	2
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	2	4	0	1	0	3	0	5	0	0	15
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1	1	0	1	1	3	0	1	0	0	8
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	2	4	0	0	1	3	0	0	0	0	10
Inani lilonke	5	9	0	3	2	10	0	6	0	0	35

Itheyibhile 3.6.3 Ukugaya abasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNga-phandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Amadoda	Amabhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	1	0	0	0	0	0	0	0	0	1
Abaphathi abaphezulu (Inqanaba 13)	0	2	0	2	0	1	0	1	0	0	6
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	16	46	0	20	11	29	1	18	0	0	141
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	108	690	0	55	549	1 052	11	175	0	1	2 641
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	631	1 411	14	253	2 156	4 200	31	1 523	162	73	10 454
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	512	1 593	10	148	678	2 051	3	406	77	39	5 517
Inani lilonke	1 267	3 743	24	478	3 394	7 333	46	2 123	239	113	18 760

Itheyibhile 3.6.4 Ukonyuselwa kwabasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14- 16))	0	0	0	0	0	0	0	1	0	0	1
Abaphathi abaphezulu (Inqanaba 13))	0	0	0	1	0	0	0	0	0	0	1
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	5	61	2	16	10	22	0	12	0	0	128
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	95	329	5	80	226	483	7	163	0	0	1 388
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	11	24	0	1	25	52	1	9	0	0	123
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	35	90	0	2	37	115	0	1	0	0	280
Inani lilonke	146	504	7	100	298	672	8	186	0	0	1 921

Itheyibhile 3.6.5 Ukuyekiswa emsebenzini kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNgaphandle		Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	Ama-doda	Ama-bhinqa	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	2	1	0	0	0	0	0	3
Abaphathi abaphezulu (Inqanaba 13)	0	2	0	2	1	0	0	1	0	0	6
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	23	130	2	40	20	52	0	22	0	0	289
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	125	893	0	98	657	1 445	13	323	0	2	3 556
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	640	1 433	14	268	2 130	4 389	22	1 531	184	68	10 679
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	409	1 312	9	87	362	1 408	1	159	60	36	3 843
Inani lilonke	1 197	3 770	25	497	3 171	7 294	36	2 036	244	106	18 376

Itheyibhile 3.6.6 Amanyathelo oluleko ethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Inyathelo lesoluleko	Amadoda				Amabhinqa				Inani lilonke
	Aba Ntsundu	Abe Bala	AmaN diya	AbaM hloph e	AbaNtsu ndu	AbeBala	AmaN diya	AbaM hloph e	
Ngazo zonke iintlobo	53	227	1	16	57	120	1	9	484

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				Inani lilonke
	Ntsnd	Bal	Ndiy	Hlop	Ntsnd	Bal	Ndiy	Hlop	
AbaLawuli beZiko (Inqanaba 14-16)	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Inqanaba 13)	0	19	0	0	2	5	0	0	26
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	450	1 401	22	323	788	2 427	31	673	6 115
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10))	575	1 739	21	372	1 561	4 475	63	1 726	10 532
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	110	311	0	31	235	652	4	96	1 439
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	39	253	0	17	12	130	0	62	513
Xa ewonke edibene	1 174	3 723	43	743	2 598	7 689	98	2 557	18 625
Qaphela: Akukho kungqinelana phakathi koMgaqo-sikhokelo sokuLungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) ekunikwe ingxelo ngaso kwii-SETA kunye neendidi zemisebenzi edweliswe ephantsi kwemiGaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi.									

3.7 Ukusayinwa kweziVumelwano zeNtsebenzo ngamaLungu eSMS

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

Ittheyibhile 3.7.1 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS ngokwangowama-31 kuMeyi ka-2015

Inqanaba leSMS	Inani lezithuba zeSMS ezixhaswa ngemali ngokwenqanaba ngalinye	Inani lamalungu eSMS ngokwenqanaba ngalinye	Inani leziVumelwano zeNtsebenzo ezisayiniweyo ngokwenqanaba ngalinye	IziVumelwano zeNtsebenzo ezisayiniweyo njenge-% yamalungu eSMS ngokwenqanaba ngalinye
UMphathi-Jikelele/INTloko yeSebe leMfundo	1	1	1	100.00
Inqanaba lomvuzo 16, kodwa ingenguwo oweHOD	0	0	0	100.00
Inqanaba loMvuzo 15	4	4	4	100.00
Inqanaba loMvuzo 14	8	7	7	100.00
Inqanaba loMvuzo 13	32	31	31	100.00
Inani lilonke	45	43	43	100.00

Ittheyibhile 3.7.2 Izizathu zokungazalisekiswa kweziVumelwano zeNtsebenzo zawo onke amalungu eSMS ngokwangowama-31 kuMeyi ka-2015

Izizathu
Azikho

Ittheyibhile 3.7.3 Amanyathelo oluleko athathwe ngakumalungu eSMS ngokungazalisekiswa kweziVumelwano zeNtsebenzo ngokwangowama-31 kuMeyi ka-2015

Izizathu
Azikho

3.8 AmaBhaso okuKhuthaza iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso alandelayo okukhuthaza intsebenzo, anikwe abasebenzi ngentsebenzo yabo ngethuba lika-2014/15, kodwa ahlawulwa kulo nyaka-mali uhlolwayo. Ezi nkukacha zinikwa ngokohlanga, isini kunye nenkubazeko (Ittheyibhile 3.8.3) namacandelo omvuzo (Ittheyibhile 3.8.4.).

Ittheyibhile 3.8.1: Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2015	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Abanezakhono ezisezantsi (Amanqanaba 1-2)	3 100	1 515	48.87
Abanezakhono (Amanqanaba 3-5)	4 885	3 149	64.46
Abanezakhono eziphezulu zokuvelisa (Amanqanaba 6-8)	23 198	16 119	69.48
Abanezakhono eziphezulu zokusuphavyiza (Amanqanaba 9-12)	8 993	8 083	89.88
Abaphathi abaPhezulu (Amanqanaba 13- 16)	48	35	72.92
Inani lilonke	40 224	28 901	71.85

ITheyibhile 3.8.2: Amabhaso okukhuthaza intsebenzo ngokokunyuselwa kweenotshi ngethuba elisusela kowoku-1 kuEprelika-2015 ukuya kowama-31 kuMatshi ka-2016

Amakhono omsebenzi abalulekileyo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Awekho	abekho	akukho	akukho
Inani lilonke	abekho	akukho	akukho

ITheyibhuli 3.8.3 Amabhaso entsebenzo ngokwehlanga, isini, kunye nokukhubazeka ngexesha 1 Epreli 2015 ukuya ku31 Matshi 2016

		IProfayile yabaXhamlayo			Iindleko (R'000)	
Iqela	Uhlanga neSini	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	% yenani elipheleleyo kweli qela	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo
oTishala	Abantsundu	0	6 982	0.00	0	0
	Amadoda	0	1 865	0.00	0	0
	Amabhinqa	0	5 117	0.00	0	0
	Abebala	3	17 801	0.02	50	17
	Amadoda	2	6 220	0.03	42	21
	Amabhinqa	1	11 581	0.01	8	8
	AmaNdiya	0	154	0.00	0	0
	Amadoda	0	51	0.00	0	0
	Amabhinqa	00	103	0.00	0	0
	Abamhlophe	1	6 786	0.01	9	9
	Amadoda	0	1 753	0.00	0	0
	Amabhinqa	1	5 033	0.02	9	9
	Abakhubazekileyo	0	13	0.00	0	0
	Inani lilonke	4*	31 736	0.01	59	15
iNkonzo zikarhulumente	Abantsundu	215	1 659	12.96	1 892	9
	Amadoda	81	784	10.33	710	9
	Amabhinqa	134	875	15.31	1 182	9
	Abebala	1 034	5 986	17.27	9 710	9
	Amadoda	355	2 591	13.70	3 190	9
	Amabhinqa	679	3 395	20.00	6 520	10
	AmaNdiya	6	25	24.00	60	10
	Amadoda	0	9	0.00	0	0
	Amabhinqa	6	16	37.50	60	10
	Abamhlophe	235	802	29.30	3 012	13
	Amadoda	34	175	19.43	528	16
	Amabhinqa	201	627	32.06	2 485	12
	Abakhubazekileyo	3	16	18.75	27	9
	Inani lilonke	1 493	8 488	17.59	14 702	10
Inani lidibene lonke		1 497	40 224	3.72	14 761	10

Qaphela: Abatishala bane kuthethwe ngabo apha ngentla bebengabasebenzi benkonzo zikarhulument ngexesha bebeginisekiswa ukufumana amabhaso okukhuthaza intsebenzo..

Ittheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo kubasebenzi abangaphantsi kweNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowamai-31 kuMatshi ka-2016

		IProfayile yabaXhamlayo			Iindleko (R'000)		
Iqela	Icandelo lomvuzo	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweIqela	% I-% yenani elipheleleyo elikumacandelo emivuzo	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	Iindleko nge-% yenkcitho ephelileyo yabasebenzi
Abasebenzi bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	214	3 292	0.07	1 051	5	0.31
	Abanezakhono (Inqanaba 3-5)	817	4 614	0.18	6 413	8	0.77
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	399	2 427	0.16	5 146	13	0.07
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	56	29 843	0.00	1 476	26	0.03
	Inani lilonke	1 486	40 176	0.05	14 087	9	1.18
Ootshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0.00	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	3	781	0.38	25	8	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	0	1 325	0.00	34	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	1	29 630	0.00	0	0	0.00
	Inani lilonke	4	31 736	0.01	59	15	0.00
Abasebenzi beNkonzo zikafumelente	Abanezakhono ezisezantsi (Inqanaba 1-2)	214	3 292	6.50	1 051	5	0.31
	Abanezakhono (Inqanaba 3-5)	814	3 833	21.24	6 389	8	0.77
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	399	1102	36.21	5 112	13	0.07
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	55	213	25.82	1 476	27	0.03
	Inani lilonke	1 482	8 440	4.68	14 028	9	1.17

Ittheyibhile 3.8.5 AmaBhaso okukhuthaza intsebenzo anikwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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

ITheyibhile 3.8.6 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), anikwa ngokwe ngokwecandelo lomvuzo kwiNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowamayi-31 kuMatshi ka-2016

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			Iindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elikumacandelo emivuzo	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	Iindleko nge-% yenkcitho ephelileyo yabasebenzi
ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	8	34	24	466	58	0.88
ICandelo leeNkonzo zabaLawuli abaPhezulu B (Inqanaba 14)	1	8	13	52	52	0.10
ICandelo leeNkonzo zabaLawuli abaPhezulu C (Inqanaba 15)	1	4	25	73	73	0.14
ICandelo leeNkonzo zabaLawuli abaPhezulu D (Inqanaba 16)	1	2	50	85	85	0.16
Inani lilonke	11	48	23	676	61	1.27

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

3.9 Abasebenzi baMazwe aNgaphandle

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

ITheyibhile 3.9.1 Abasebenzi bamazwe angaphandle ngokwecandelo lemivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowamayi-31 kuMatshi ka-2016

Igela labasebenzi	ICandelo lomvuzo	I-1 ka Epreli ka- 2015		I-31 ka Matshi 2016		Utshintsho	
		Inani	% of total	Number	% of total	Inani	I-% ngokwe-Candelo loMvuzo
Abasebenzi bebonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	3	2.13	2	1.48	-1	16.67
	Abanezakhono (Inqanaba 3-5)	35	24.82	33	24.44	-2	33.33
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	97	68.79	93	68.89	-4	66.67
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9- 12)	6	4.26	7	5.19	1	-16.67
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	141	100.00	135	100.00	-6	100.00

Iqela labasebenzi	Icandelo lomvuzo	I-1 ka Epreli ka- 2015		I-31 ka Matshi 2016		Utshintsho	
		Inani	% of total	Number	% of total	Inani	I-% ngokwe-Candelo loMvuzo
Ootishala	Abanezakhono ezisezantsi (Inqanaba 1-2)		0.00		0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	33	24.44	31	23.66	-2	50.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	96	71.11	93	70.99	-3	75.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9- 12)	6	4.44	7	5.34	1	-25.00
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	135	100.00	131	100.00	-4	100.00
Abasebenzi beNkonzo zika rhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3	50.00	2	50.00	-1	50.00
	Abanezakhono (Inqanaba 3-5)	2	33.33	2	50.00	0	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1	16.67	0	0.00	-1	50.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9- 12)	0	0.00	0	0.00	0	0.00
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	6	100.00	4	100.00	-2	100.00

ITheyibhile 3.9.2 AbaSebenzi bamazwe angaphandle ngokwekhono lIomsebenzi eliphambili kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

	Ikhono loMsebenzi eliPhambili	1 April 2015		31 March 2016		Change	
		Number	% of total	Number	% of total	Number	% change
Abasebenzi bebonke	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	24	17.02	20	14.81	-4	66.67
	Oomabhalana	1	0.71	1	0.74	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	0.71	0	0.00	-1	16.67
	Abaqeqeshelwe umsebenzi othile	115	81.56	114	84.44	-1	16.67
	Inani lilonke	141	100.00	135	100.00	-6	100.00
Ootishala	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	20	14.81	17	12.98	-3	75.00
	Oomabhalana	0	0.00	0	0.00	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	0	0.00	0	0.00	0	0.00
	Abaqeqeshelwe umsebenzi othile	115	85.19	114	87.02	-1	25.00
	Inani lilonke	135	100.00	131	100.00	-4	100.00
iinkonzo zikarhulumente	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	4	66.67	3	75.00	-1	50.00
	Oomabhalana	1	16.67	1	25.00	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	16.67	0	0.00	-1	50.00
	Abaqeqeshelwe umsebenzi othile	0	0.00	0	0.00	0	0.00
	Inani lilonke	6	100.00	4	100.00	-2	100.00

3.10 Ukusetyenziswa kwekhefu

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

Itheyibhile 3.10.1 Ikhefu lokugula lethuba elisuka kowoku-1 kuJanyuwari ka-2015 ukuya kowama-31 kuDisemba ka- 2015

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	INani labaSebenzi abasebenzisa ikhefu lokugula	I-% yeanani elipheleleyo labaSebenzi abasebenzisa ikhefu lokugula	Ngomsebenzi ngamnye	Ngomsebenzi ngamnye	Iindleko eziqikelelwayo (R'000) kwiintsuku ezininzi-261
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	13 052	11 000	84.28	1 923	6.82	7	4	4 011
	Abanezakhono (Inqanaba 3-5)	23 925	20 018	83.67	3 106	11.02	8	5	11 420
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	126 594	100 789	79.62	16 991	60.26	7	5	115 418
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	49 041	40 126	81.82	6 142	21.78	8	5	67 668
	Abaphathi abaPhezulu (Inqanaba 13-16)	213	152	71.36	33	0.12	6	5	536
	Inani lilonke	212 825	172 085	80.86	28 195	100.00	8	5	199 053
Ootishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	2 606	2 021	77.55	437	1.95	6	3	1 467
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	117 489	93 307	79.42	16 011	71.49	7	5	108 002
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	47 454	38 876	81.92	5 949	26.56	8	5	65 461
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	167 549	134 204	80.10	22 397	100.00	7	5	174 930
Inkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	13 052	11 000	84.28	1 923	33.17	7	4	4 011
	Abanezakhono (Inqanaba 3-5)	21 319	17 997	84.42	2 669	46.03	8	5	9 953
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	9 105	7 482	82.17	980	16.90	9	8	7 416
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	1 587	1 250	78.76	193	3.33	8	7	2 207
	Abaphathi abaPhezulu (Inqanaba 13-16)	213	152	71.36	33	0.57	6	5	536
	Inani lilonke	45 276	37 881	83.67	5 798	100.00	8	5	24 123

Itheyibhula 3.10.2 iKhefu lenkubazeko (Labasisigxina nabangesosigxina) lethuba owku-1 Janyuwari ku2015 uka kowama-21 kaDisemba 2015

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyango	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani elipheleleyo labasebenzi abasebenzisa ikhefu lokugula	Iintsuku eziphakathi ngomsebenzi ngamnye ogulayo	Iintsuku eziphakathi ngomsebenzi ngamnye (bonke)	Iindleko ezajikelelwayo (R'000) kwiintsuku ezingama-261
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 102	2 093	99.57	84	5.47	25	1	676
	Abanezakhono (Inqanaba 3-5)	4 657	4 634	99.51	193	12.56	24	1	2 182
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	26 190	26 145	99.83	861	56.02	30	1	24 265
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	12 024	11 974	99.58	398	25.89	30	1	16 454
	Abaphathi abaPhezulu (Inqanaba 13-16)	3	3	100.00	1	0.07	3	0	9
	Inani lilonke	44 976	44 849	99.72	1 537	100.00	29	1	43 586
Oolishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	100.00	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	292	292	100.00	12	1.03	24	0	177
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 192	24 147	99.81	771	66.01	31	1	22 654
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	11 806	11 756	99.58	385	32.96	31	1	16 162
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	100.00	0	0.00	0	0	0
	Inani lilonke	36 290	36 195	99.74	1 168	100.00	31	1	38 993
Inkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 102	2 093	99.57	84	22.76	25	1	676
	Abanezakhono (Inqanaba 3-5)	4 365	4 342	99.47	181	49.05	24	1	2 005
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 998	1 998	100.00	90	24.39	22	2	1 610
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	218	218	100.00	13	3.52	17	1	293
	Abaphathi abaPhezulu (Inqanaba 13-16)	3	3	100.00	1	0.27	3	0	9
	Inani lilonke	8 686	8 654	99.63	369	100.00	24	1	4 593

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

Itheyibhile 3.10.3 Ikhefu loNyaka lethuba elisuka kowoku-1 kuJanyuwari ka-2015 ukuya Kowama-31 kuDisemba ka-2015

Iqela	Icandelo lentlawulo	Inani lentsuku ezithathiweyo lilonke	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 295	11	1 992
	Abanezakhono (Inqanaba 3-5)	38 097	13	2 847
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 274	12	1 983
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	29 169	13	2 252
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 244	23	55
	Inani lilonke	115 079	13	9 129
Oolishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0
	Abanezakhono (Inqanaba 3-5)	30	3	10
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	2 816	3	904
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	23 386	12	2 013
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0
	Inani lilonke	26 232	9	2 927

Iqela	Icandelo lentlawulo	Inani lentsuku ezithathiweyo lilonke	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 295	11	1 992
	Abanezakhono (Inqanaba 3-5)	38 067	13	2 837
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	21 458	20	1 079
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	5 783	24	239
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 244	23	55
	Inani lilonke	88 847	14	6 202

Qaphela: Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiselo enxulumene nootitshala obase basezifisini yokulungela ikhefu lonyaka eliphakathi kweentsuku ezingama-22 nezingama-30 ngonyaka kusekelwe kwinani leminyaka yokusebenza kwabo. Bonke ootitshala abakumaziko bathathwa njengokuba basekhefini xa iziko livalile.

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (capped leave) lethuba elisuka kowoku-1 kuJanyuware ka-2015 ukuya kowama-31 kuDisemba ka-2015

Iqela	Icandelo lomvuzo	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangowama-24 kuDis. ka-2014	Iintsuku ezipheleleyo ezithathiweyo zekhefu elihlawulelwayo	Inani labasebenzi abasebenza ikhefu elihlawulelwayo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abanekehefu elihlawulelwayo ngokwangowama-24 kuDis. ka-2015	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangowama-24 kuDis. ka-2015
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 028	647	23	28	287	8 948
	Abanezakhono (Inqanaba 3-5)	86 074	6 886	137	50	1 371	77 060
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	312 136	19 240	1 142	17	5 356	261 570
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	506 272	37 041	1 692	22	7 129	471 035
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 546	316	4	79	21	2 788
	Inani lilonke	923 057	64 130	2 998	21	14 164	821 401
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono (Inqanaba 3-5)	1 487	544	14	39	22	1 174
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	261 095	16 615	1 067	16	4 572	216 445
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	498 843	36 329	1 680	22	7 035	464 803
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	761 426	53 488	2 761	19	11 629	682 421
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 028	647	23	28	287	8 948
	Abanezakhono (Inqanaba 3-5)	84 587	6 342	123	52	1 349	75 887
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	51 041	2 625	75	35	784	45 125
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12))	7 429	712	12	59	94	6 232
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 546	316	4	79	21	2 788
	Inani lilonke	161 631	10 642	237	45	2 535	138 980

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

Itheyibhile 3.10.5 Iintlawulo zekhefu zethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Izizathu	Isixa esipheleleyo (R'000)	Inani labasebenzi	Iintlawulo ephakathi ngokomsebenzi ngamnye
Iintlawulo zekhefu zika-2015/16 ezibangelwe kukungasetyenziswa kwekhefu lomjikelo odlulileyo.	0	0	0
Iintlawulo zika-2015/16 zekhefu elihlawulelwayo ezinikwa ekuyekisweni komsebenzi	36 866	472	78
Iintlawulo zika-2015/16 zekhefu langoku ezinikwa ekuyekisweni komsebenzi	499	106*	5
Inani lilonke	37 365	578	83

Qaphela: Inani eliyinxenye (nett total) labasebenzi abali-106 lifumene iintlawulo zekhefu – abangama-72 abasebenzi bafumene zombini iintlawulo zekhefu elihlawulelwayo neentlawulo zekhefu langoku (current leave pay-outs).

3.11 I-HIV/AIDS kunye neeProgram zokuKhutaza ezeMpilo ltheyibhile 3.11.1 Amanyathelo athathiweyo ukunciphisa umngcipheko yokusuleleka Emsebenzini

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

ltheyibhile 3.11.2 linkcukacha zeeProgram zokuKhuthazwa kwezeMpilo nezeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha xa ingu ewe
1. Ngaba isebe lemfundo linegosa leSMS elityunjelwe ukuqalisa imimise- lo ebhalwe kwiCandelo VI E leSahlu-ko 1 seMimiselo yaBasebenzi bee-Nkonzo zikaRhulumente, ka-2001? Ukuba kunjalo, chaza igama nesikhundla salo.	x		UMlawuli weCandelo: uLawulo oluLungiselelweyo lweMicimbi yaBasebenzi (Director: Strategic People Management)
2. Ngaba isebe lemfundo lineyunithi okanye lityumbe abasebenzi abathile ukuba bakhuthaze impilo yabasebenzi balo? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	x		Sebe iWCED lineeprogram ezimbini ezikhethekileyo egxile kuzo, o.k.t. kwiProgram yeZakhono zoBomi zeHIV/AIDS (Life Skills Orientation Programme) (LSOP) neHIV neAIDS eMsebenzini (HIV and AIDS in the Workplace) (HWP). Ezi program zimbini ziyancedisana ngokuphathelele kuqeqesho nenkxaso (advocacy). IProgram yeMpilo neNtlalo-ntle yaBasebenzi yeSebe iWCED inamagosa amathathu ajongene nale program; 1 x iSekela-Mlawuli weCandelo (Assistant Director), 1 x iPrakthishina yezoLawulo lweMicimbi yezaBasebenzi kunye noMabhalana yemiCimbi yezaBasebenzi. IBhajethi = R 1 8 500 000
3. Ngaba isebe lemfundo liqalise iProgram yoNcedo okanye yokuKhuthaza iMpilo kubasebenzi balo? Ukuba kunjalo, bhala phantsi imiba/ iinkonzo eziphambili zale Program.	x		Le program iqhutyelwa ukusingatha ulwazi malunga nempilo, ukuziphatha ngokusempilweni kunye nokunika inkxasho emalunga neningeni yasengqondweni ngokwasentialweni (psycho-social) kubasebenzi bethu. Yiprogram yokulawula iMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Management Programme) egxininisa kwiindlela zokuthintela, phakathi kwezinye izinto, iHIV neAIDS, uxinzelelo (stress), ulawulo lwezemali, ubudlelwane, ezomthetho, imibandela yosapho, ukusetyenziswa gwenxa kweziyobisi notywala, ukwehlelwa yinto eyoyikisayo (trauma) kunye neNkonzo yoKhathalelo ezenziwa kwi-intanethi (online-Care Service). Ezi nkonzo zenziwa ngabaniki beenkonzo zeeNgcebiso zaseNgqondweni abazimeleyo (Independent Counselling Advisory Service) (ICAS) zokhathalelo lwempilo nentlalo-ntle nokuqinisekisa ngokugcinwa kweemfihlo. Le Program ikwasingatha imiba yempilo nentlalo-ntle yabasebenzi ithathela ingqalelo le miba ilandelayo: AmaPhulo oLwazi (Advocacy and Awareness) okukhuthaza impilo nentlalo-ntle yabasebenzi. Ukugxila kubalawuli ukwenzela ukubadluliseka ngokuyimfuneko abasebenzi abasemngciphekweni okanyeabadinga inkxaso. Ukugxila kwimiba evelayo yeengxaki yempilo ngokwasengqondweni (psycho-social), ekuza izehlo zokwehlelwa zizinto ezoyikisayo (trauma incidences), Isebe liqale amaphulo ali-36 eNtsuku zeMpilo neNtlalo-ntle yaBasebenzi (26 Employment Health and Wellness Days), iiseshoni ezingama- 24zomaphulo enkxaso (advocacy sessions) kunye neengcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (trauma debriefing).
4. Ngaba isebe lemfundo liseke (a) iKomiti (iikomiti) njengoko kubhaliweyo kwiSiqendu VI E.5 (e) seSahluko 1 seMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations), ngo-2001? Ukuba kunjalo, nceda uchaze amagama amalungu ekomiti neqela elichaphazelekayo (amaqela chaphazelekayo) (stakeholder(s)) abalimeleyo (abawameleyo).	x		UMphathi weCandelo (Director): uLawulo lwaBantu (Strategic People Management), useke iKomiti yokuCebisa iEHW esekwe ngowama-24 kaOktobha ka-2014. Le Komiti yenziwa ngamalungu asuka kubalawuli bamacandelo (directors) kandlelunkulu ofanelekileyo, abalawuli bezithili kunye namaqela abasebenzi (employee parties). Babambe intalanganiso yanye ngomhla wama-29- ka April ku-2015.
5. Ngaba isebe lemfundo liyihlaziye imigaqo-nkqubo neenkqubo zalo zengqesho kwaneendlela zokusebenza ukuqinisekisa ukuba ezi zinto azibacaluli ngokunomkhethe abasebenzi ngenxa yemeko yabo yokuba neHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho/ yeenkqubo ezihlaziyiweyo.	x		ISebe iWCED lamisela (adopted) owalo uMgaqo-nkqubo weHIV neAIDS eMsebenzini, ngokomGaqo-sikhokelo onikwa nguRhulumente wePhondo, oxhaswa yimigaqo-nkqubo yoRhulumente weNtshona Koloni eyiHIV&AIDS Transversal policy ne-Employee Health & Wellness.
6. Ingaba isebe lemfundo liyiqalisile imimiselo yokukhusela abasebenzi abaneHIV okanye abo babonwa njengabaneHIV ukuba bangacaculwa? Ukuba kunjalo, dwelisa iingongoma ezibalulekileyo zale mimiselo.	x		ISebe iWCED linika inkqubo eqhubeka qho yokunika ulwazi malunga neemeko ekufuneka iHIV neAIDS/STI kunye neTB zithathwe ngayo njegezenzo ezibalulekileyo zeProgram yeEHW. ISebe libhala amaqaku malunga neTB kunye neHIV/AIDS ukwenzela iiseshoni zokuvula iingqondo zabantu malunga nale miba ezithiliini, ezikolweni nakwaNdlunkulu. Likwakhuthaza amaLungelo oLuntu malunga neHIV/AIDS/TB. ISebe iWCED linika uvavanyelo lweTB neHIV/AIDS kubo bonke abasebenzi, apho ithagethi ikufikelela kwi-30% yeHCT. Abasebenzi abanezidingo bathunyelwa ukuba baye kufumana iingcebiso zaphambi nasemva kokuvavanywa.

Umbuzo	Ewe	Hayi	linkcukacha xa ingu ewe
7.Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso oVavanyo lweGazi ngokuZithandela (Voluntary Counselling and Testing)? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	x		Inkqubo yeNgcebiso noVavanyo lweHIV (HIV Counselling and Testing) iyinxenye yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku zoKwazisa ngeMpilo neNtlalo-ntle yaBasebenzi (Health and Wellness Awareness Days). Inani labasebenzi ekujoliswe kulo ukuba livavanywe kwiSebe iWCED ibingama-11 792, kodwa kuvavanywe abasebenzi abangama-2 859 kuphela. Ngokweenkukachamanani zangokwangoku-1 kaEpreli ka-2015 – kowama-31 kuMatshi ka-2016, amadoda ali-11 namabhinqa angama-27 aye afunyaniswa eneHIV/AIDS.
8.Ngaba isebe liwaqulunqile amanyathelo (measures)/ izalathi ukwenzela ukubeka esweni nokuhlola ifuthe layo kwiiprogram zokukhuthaza ukuba sempitweni? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi.	x		Iingxelo zenyanga nezekota zifunyenwe kwiEmployee Health and Wellness Service zibonisa ukusetyenziswa kweenkonzo ezinikezelweyo. ISebe lifumana ulwazi ngesick leave kwipersal. Yenza uhlalutyo ngempilo nangentsebenzo ukuze abaphathi bakwazi ukubona imingcipheko kwangexesha enokuthi ibe ngumqobo ekusebenzeni kweSebe. Izithili ezine ziyamkele ingxelo yeHealth and Productivity. Enye injongo kukucutha ukungayi emsebenzini (absenteeism) kwiSebe.

INGcaciso: ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme eliyinxalenye yayo iSebe iWCED. Libonisa icala elakhayo emalilandelwe ngokunxulumene nale miba/ezi nkonzo ziphambili zilandelayo. 1. Imfundo nokunika ulwazi lwaseemsebenzini oluholiswe kubasebenzi abosulelwe yiHIV/AIDS 2. Ukuqhutywa kophichotho olumalunga nezeHIV/AIDS emsebenzini ukwenzela ukuqaphela iimfuno zeziseko zophuhliso (infrastructuralneeds), umz. likiti zoNcedo lokuQala 3. Iiprogram zothintelo, umz. ukusasazwa kweekhondom 4. Ukukhuthaza amanyathelo othintelo ezinga lehlabathi liphela (universal precautions), umz. amanyathelo ezokhuseleko aya kuqatshelwaxa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo 5. IiNgcebiso nokuVavanywa kweGazi ngokuZithandela I-DPSA: UMgaqo-sikhokelo oCwangcisiweyo wezeMpilo neNtlalo-ntle yaBasebenzi (Employee Health and Wellness Strategic Framework)jugxininisa ukungqinelana umalunga noLawulo lweHIV/AIDS neTB okukhuthaza ukuba kwenziwe imisebenzi engundoqo ye-EH&W kwindawo yomsebenzi eyile: 1. Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika iNkxaso. 2. Ukuqalisa iiprogram yoSuku lweMpilo neNtlalo-ntle yaBasebenzi kwabasuleleke yiHIV kwanomsebenzi woluntu ochaphazelekileyo; Uncedo lwezonyango lokunyangwa nokunonotshelwa kwabasebenzi abaphila neHIV/AIDS lunikwa nguGEMS, nezinye izibonelelo zonyango (medical aids) nangamaziko abonelela ngezempilo esisiseko.

EzoBudlelwane Phakathi koMqeshi nabaSebenzi (Labour Relations) Itheyibhile 3.12.1 Izivumelwano zemivuzo neminye imiba zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Inani elipheleleyo leziVumelwano zemivuzo neminye imiba (Collective agreements)	Azikho
---------------------------------------------------------------------------------	--------

Le theyibhile ilandelayo ishwankathela isiphumo seengxoxo zoluleko eziqhutywe ngaphakathi kwisebe lemfundo kulo nyaka uphantsi koqwalaselo.

Theyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko eziqhutyweyo kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iziphumo zeengxoxo zoluleko	Inani	% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	6	0.71
Isilumkiso esingabhalwanga phantsi	0	0.00
Isilumkiso esibhaliweyo	2	0.24
Isilumkiso sokugqibela esibhaliweyo	381	45.30
Ukunqunyanyiswa ngaphandle komvuzo	73	8.68
Isigwebo	287	34.13
Ukwehliselwa emsebenzini	2	0.24
Ukugxothwa/ ukuziyekela emsebenzini	72	8.56
Ukufunyanwa ungenatyala	15	1.78
Ityala lirhoxisiwe	3	0.36
Inani lilonke	841	100.00

Qaphela: Iziphumo zengxoxo yokolulekwa zijolise kumatyala ehlelekileyo kuphela.

Iltheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Uhlobo lokuziphatha kakubi	Inani	% I-% yenani lilonke
Ubusela, ukunyoba, inkohliso okanye isenzo sobuqhophololo ngokumalunga neemviwo	0	0.00
Ukuxhaphaza umfundi ngokwesondo	5	1.03
Ukuxhaphaza omnye umsebenzi ngokwesondo	2	0.41
Ukuthandana nomfundi wesikolo osebenza kuso	1	0.21
Ukuhlasela okunzulu ngeenjongo zokulimaza umfundi okanye umfundi weziko lemfundo ephakamileyo (learner or student)	0	0.00
Ukuhlasela okunzulu ngeenjongo zokulimaza omnye umsebenzi	0	0.00
Ukuba neziyobisi okanye izidobalalisi-ngqondo ngokungekho mthethweni	0	0.00
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi omnye umgqaliselo, ummiselo okanye umsebenzi oyimfanelo ejongene nawe ngokwasemthethweni	6	1.24
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	28	5.79
Ukusetyenziswa gwenxa kwepropati	15	3.10
Ukudlela indlala ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	0	0.00
Ukusetyenziswa gwenxa kwesikhundla seSebe leMfundo ukukhuthaza okanye ukudlela indlala umdla wakhe nawuphi umntu	0	0.00
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekiswa ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	0	0.00
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	12	2.48
Ukuphutha emsebenzini	27	5.58
Ucalulo	0	0.00
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	27	5.58
Ukuba phantsi kweempembelelo okanye ukusebenzisa iziyobisi ngelixa usemsebenzini	2	0.41
Ukuziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	74	15.29
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	220	45.45
Ukugrogrisa kunye/okanye nokoyisika	0	0.00
Ukunika iingxelo okanye ubungqina obububuxoki ekwenziweni komsebenzi, kunye/okanye ukutshintsha iirekhodi zibe bubuxoki	0	0.00
Ukuzibandakanya kuqhankqalazo lwasemsebenzini olungekho mthethweni	0	0.00
Ukwaphula umthetho wenkundla okanye woburhulumente (ngobusela, ngenkohliso nangobuqhophololo)	19	3.93
Ukunganyaniseki	12	2.48
Ukunyamalala emsebenzini ngaphandle kwengxelo	34	7.02
Inani lilonke	484	100.00
Qaphela: inani lawo onke amatyala axeliweyo nagqityiweyo asingethwe kwithuba elisusela ngowoku-1 kuEpreli ka- 2015 owama-31 kuMatshi ka-2016, li-1032.		

Iltheyibhile 3.12.4 Izikhalazo ezingenisiweyo zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Isikhalazo esifakiweyo	Inani	%yeNani elipheleleyo
Inani lezikhalazo ezisonjululweyo	119	36.06
Inani lezikhalazo ezingasonjululwanga	211	63.93
Inani lilonke lezikhalazo ezifakiweyo	330	100.00
Qaphela: Izikhalazo ezifakiweyo zibhekisa kumatyala agqityiweyo ngexesha lengxelo		

Itheyibhile 3.12.5 lingxabano ezingenisweyo ezimalunga namaBhunga zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

lingxabano ezifakiweyo ngokunxulumene namaBhunga	Inani	1-% yeNani elipheleleyo
Inani leengxabano ezibanjiweyo	20	23.81
Inani leengxabano ezirhoxisiweyo	64	76.91
Inani elipheleleyo leengxabano ezifakiweyo	84	100.00

Qaphela: iikHansile zibhekisa kwiPublic Service Coordinating Bargaining Council (PSCBC), nakwiGeneral Public Service Sector Bargaining Council (GPSSBC) kunye ne Education Labour Relations Council (ELRC).

Itheyibhile 3.12.6 lintshukumo zogwayimbo ezenzeke ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016 Table 3.12.6

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

Itheyibhile 3.12.7 Unqunyanyiso njengenyathelo lothintelo olwenziwe ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi 2016

Unqunyanyiso njengenyathelo lothintelo	Inani
Inani labasebenzi beenkonzo zikaRhulumente abanqunyanyisiweyo	4
Inani looTitshala abanqunyanyisiweyo	10
Inani labasebenzi bakarhulumente abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-30	3
Inani looTitshala abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama- 90	5
Inani eliphakathi leentsuku zokunqunyanyiswa	112.21
Iindleko (R'000) zonqunyanyiso	1 350

Qaphela: Ukunqunyanyiswa okusilumkiso ukuthetha ukunqunyanyiswa kwabasebenzi behlawulwa imivuzo yabo ngexesha ityala lisaphandwa.

3.13 Uphuhliso lwezakhono

Eli candelo licacisa ngeenzame zesebe lemfundo ezimalunga nophuhliso lwezakhono.

Itheyibhile 3.13.1 limfuno zoqeqesho ezichongiweyo ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2015	limfuno zoqeqesho ezichongiweyo ekugaleni lwethuba lokunika ingxelo			
			Iinkqubo zokunika abafundi amava (learnerships)	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	3 091	0	2 388	0	2 388
	Amadoda	3 131	0	2 660	0	2 660
Abaqeqeshelwe umsebenzi othile	Amabhinqa	17 111	0	10 618	0	10 618
	Amadoda	10 395	0	11 015	0	11 015
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	36	0	24	0	24
	Amadoda	29	0	17	0	17
Oomabhalana	Amabhinqa	2 104	0	558	166	724
	Amadoda	512	0	182	97	279
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	454	0	130	0	130
	Amadoda	395	0	69	0	69
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa	Amabhinqa	0	0	0	0	0

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

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2015	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			IiNkqubo zokunika abafundi amava (learnerships)	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
bezandla kunye naborhwebo olunxulumene noko	Amdoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	8	0	0	0	0
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Imisebenzi yabanezakhono ezisezantsi	Amabhinqa	1 216	0	545	0	545
	Amadoda	2 021	0	229	0	229
Inani elingekapheleli	Amabhinqa	24 012	0	14 264	166	14 430
	Amadoda	16 491	0	14 175	97	14 272
Inani lilonke		40 503	0	28 439	263	28 702
Abasebenzi Abaneenkubazeko**	Amabhinqa					
	Amadoda					

Qaphela: Akukho kungqinelana okunikwe ingxelo ngaso kwii-SETA phakathi koMgaqo-sikhokelo sokuLungelelanisa seMisebenzi (Organising Framework for Occupations) (OFO) namacandelo amakhono (occupation categories) adweliswe phantsi kweMgaqo yeMbuyekezo (Code of Remuneration) (CORE). ISebe leMfundo lingqinelanise iindidi zemisebenzi ze-CORE neendidi zemisebenzi ze-OFO ngeenjongo zokunika ingxelo enxulumene nenani labasebenzi. **Inkcazelo yabantu abakhubazekileyo ayikwazi ukunikezwa njengePSETA Quarterly Monitoring Report, iNgxelo yoQeqesho loNyaka (Annual Training Report) kunye neWork Skills Plan ayohluli phakathi kwamadoda namabhinqa. Ezi ngxelo zikhankanywe ngentla zichaza ukukhubazeka kuphela.

Ittheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka 2016

Iindidi zamakhono omsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi ka-2016	Uqeqesho olunike ngethuba lokunika ingxelo			
			IiNkqubo zokunika abafundi amava (learnerships)	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	3 091	0	3 926	0	3 926
	Amadoda	3 131	0	2 215	0	2 215
Abaqeqeshelwe umsebenzi othile	Amabhinqa	17 111	0	7 825	0	7 825
	Amadoda	10 395	0	2 707	0	2 707
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	36	0	50	0	50
	Amadoda	29	0	86	0	86
Oomabhalana	Amabhinqa	2 104	0	937	0	1 244
	Amadoda	512	0	366	0	805
Abasebenzi abenza iinkonzo kunye nabezentengiso	Amabhinqa	454	0	26	0	26
	Amadoda	395	0	49	0	49
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	5	0	5
	Amadoda	0	0	40	0	40
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	8	0	2	0	2
Abasebenzi bemizimveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	1 216	0	173	0	173
	Amadoda	2 021	0	218	0	218
Inani elingekapheleli	Amabhinqa	24 012	0	12 942	0	12 942
	Amadoda	16 491	0	5 683	0	5 683
Inani lilonke		40 503	0	18 625	0	18 625
Abasebenzi abaneenkubazeko *	Amabhinqa					
	Amadoda					

Qaphela: Inkcazelo yabantu abakhubazekileyo ayikwazi ukunikezwa njengePSETA Quarterly Monitoring Report, iNgxelo yoQeqesho loNyaka (Annual Training Report) kunye neWork Skills Plan ayohluli phakathi kwamadoda namabhinqa. Ezi ngxelo zikhankanywe ngentla zichaza ukukhubazeka kuphela.

3.14 Ukwenzakala emsebenzi

Ezi theyibhile zilandelayo zibonisa iinkcukacha ezisisiseko malunga nokwenzakala emsebenzini

Ittheyibhile 3.14.1 Ukwenzakala emsebenzini kwethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka 2016

	Uhlolo lomenzakalo emsebenzini	Inani	% yenani lilonke
Bonke abasebenzi	Abaye bafuna unyango olungephi kuphela	65	84.42
	Emnweni	2	2.60
	Entloko	4	5.19
	Elisweni	1	1.30
	Entanyeni	5	6.49
	Umenzakalo Emlenzi	4	5.19
	Umenzakalo Eqatheni	9	11.69
	Umenzakalo Edolweni	9	11.69
	Umenzakalo Emqolo	17	22.08
	Esandleni kunye nengalo	4	5.19
	Enyaweni	2	2.60
	Emabeleni	1	1.30
	Empumlweni	2	2.60
	Egxabeni	1	1.30
	Ezihlunwini	1	1.30
	Uzawane	2	2.60
	Ukuchachamba kwethambo	1	1.30
	Inkubazeko yethutyana	12	15.58
	Emnweni	1	1.30
	Entloko	0	0.00
	Elisweni	1	1.30
	Entanyeni	1	1.30
	Umenzakalo Emlenzi	1	1.30
	Umenzakalo Eqatheni	0	0.00
	Umenzakalo Edolweni	2	2.60
	Umenzakalo Emqolo	4	5.19
	Esandleni kunye nengalo	1	1.30
	Enyaweni	0	0.00
	Emabeleni	0	0.00
	Empumlweni	0	0.00
	Egxabeni	0	0.00
	Ezihlunwini	0	0.00
	Uzawane	1	1.30
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	77	
Oofishala	Ipesenti yabo bonke abaqeshiweyo		0.19
	Abaye bafuna unyango olungephi kuphela	28	82.35
	Emnweni	1	2.94
	Entloko	3	8.82
	Elisweni	0	0.00
	Umenzakalo entanyeni	3	8.82
	Umenzakalo emlenzi	2	5.88
	Umenzakalo eqatheni	3	8.82
	Umenzakalo edolweni	3	8.82
	Umenzakalo emqolo	5	14.71
	Umenzakalo esandleni kunye nengalo	2	5.88
	Umenzakalo enyaweni	1	2.94
	Emabeleni	0	0.00
	Empumlweni	2	5.88
	Egxabeni	0	0.00
	Ezihlunwini	1	2.94
	Uzawane	1	2.94

	Ukuchachamba kwethambo	1	2.94
Oolishala	Uhlobo lomenzakalo emsebenzini	Inani	% yenani lilonke
	Emnweni	1	2.94
	Entloko	0	0.00
	Elisweni	0	0.00
	Entanyeni	1	2.94
	Umenzakalo entanyeni	1	2.94
	Umenzakalo emlenzeni	0	0.00
	Umenzakalo eqatheni	1	2.94
	Umenzakalo edolweni	1	2.94
	Umenzakalo emqolo	0	0.00
	Umenzakalo esandleni kunye nengalo	0	0.00
	Umenzakalo enyaweni	0	0.00
	Emabeleni	0	0.00
	Empumlweni	0	0.00
	Egxabeni	0	0.00
	Uzawane	1	2.94
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	34	100.00
ABasebenzi beNkonzo zikaRhulumente	Ipesenti yabo bonke abaqeshiweyo		0.08
	Abaye bafuna unyango olungephi kuphela	37	86.05
	Emnweni	1	2.33
	Entloko	1	2.33
	Elisweni	1	2.33
	Umenzakalo entanyeni	2	4.65
	Umenzakalo emlenzeni	2	4.65
	Umenzakalo eqatheni	6	13.95
	Umenzakalo edolweni	6	13.95
	Umenzakalo emqolo	12	27.91
	Umenzakalo esandleni kunye nengalo	2	4.65
	Umenzakalo enyaweni	1	2.33
	Emabeleni	1	2.33
	Empumlweni	0	0.00
	Egxabeni	1	2.33
	Ezihlunwini	0	0.00
	Uzawane	1	2.33
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko yethutyana	6	13.95
	Emnweni	0	0.00
	Entloko	0	0.00
	Elisweni	1	2.33
	Umenzakalo entanyeni	0	0.00
	Umenzakalo emlenzeni	0	0.00
	Umenzakalo eqatheni	0	0.00
	Umenzakalo edolweni	1	2.33
	Umenzakalo emqolo	3	6.98
	Umenzakalo esandleni kunye nengalo	1	2.33
	Umenzakalo enyaweni	0	0.00
	Emabeleni	0	0.00
	Empumlweni	0	0.00
	Egxabeni	0	0.00
	Ezihlunwini	0	0.00
	Uzawane	0	0.00
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	43	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.11

3.15 UkuSetyenziswa kwabaCebisi (Consultants)

Ezi theyibhile zilandelayo zinika ingcaciso malunga nokusetyenziswa kwabacebisi (consultants) kwisebe lemfundo. Ngokoxwebhu lweMimiselo yeeNkonzo zikaRhulumente (Public Service Regulations) “umcebisi” (consultant), oko kuthetha umntu okanye umntu wasemthethweni (natural or juristic person) okanye ubambiswano (partnership) onika imimiselo yemvumelwano yengqesho ethile ejongene nenjongo ethile (an ad hoc basis) ngayo nayiphi na enye yezi nkonzo zoqeqesho zilandelayo kwisebe lemfundo aze afumane intlawulo esuka kuye nawo nawuphi na kwaba vimba:: Ukunikwa kweengcebiso zobungcali; Ukudraftwa kweeprohowuzali zokwenziwa kwemisebenzi ethile; kunye (c) Nokwenziwa komsebenzi othile wobuchule okanye ofuna ukusetyenziswa kwengqondo, kodwa engabandakanywa umsebenzi (umqeshwa) wesebe lemfundo.

Ittheyibhile 3.15.1 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2015/2016

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

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

Ittheyibhile 3.15.2 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabelwe isebe, ngokwaBantu abebeKade beHlelekile (Historically Disadvantaged Individuals (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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

Ittheyibhile 3.15.3 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali zabaNikeli (Donor funds) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama- 31 kuMatshi ka-2016

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

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

Ittheyibhile 3.15.4 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokokwabantu abebeKade beHlelekile (Historically Disadvantaged Individuals (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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