



ICandelo C
Ezolawulo

1. INtshayelelo

Imigangatho ephezulu yolawulo ngundoqo ekulawulweni kwemali nezixhobo zikaRhulumente. Amasebe kaRhulumente kumele ehleli enamacandelo olawulo olulungileyo ukuze akwazi ukusebenzisa ngokufanelekileyo, ngokusebenzayo nangoqoqosho lwezixhobo zikaRhulumente.

Amalungu eKomiti yoPhicotho-zincwadi yezeMfundo azimele kwaye anyulwe liGosa eliNika iNgxelo lisebenzisana neGunya lesiGqeba soLawulo. IKomiti yoPhicotho-zincwadi isebenza ngokwemiMiselo yokuSebenza evunyiweyo yaye idibana qho ngekota ukuze inikeze imiphumela kuxanduva lwayo. IKomiti yoPhicotho-zincwadi idibana kwakhona neGunya lesiGqeba soLawulo kunye neGosa eliNika iNgxelo ukuxoxa ngemiba exhalabisayo.

Iinkonzo zoPhicotho-zincwadi lwaNgaphakathi zenziwa ngokuzimeleyo liZiko loPhicotho-zincwadi lwaNgaphakathi neNkonzo zeNkxaso elikwiSebe leNkulumbuso. Ngokuhambelana noMthetho wokuLawulwa kweMali kaRhulumente, we-1999 (uMthetho woku-1 we-1999) (PFMA) neKING III, ukuSebenza koPhicotho-zincwadi lwangaPhakathi lunika iKomiti yoPhicotho-zincwadi kunye nolawulo lweWCED luuqinisekiso lokuba zanele yaye ziyasebenza izinto ezilawulwayo ngaphakathi (internal controls). IsiCwangciso seQhinga leminyaka emi-3 olusekelwe kwimicingcipheko kunye nesiCwangciso soPhicotho lwangaPhakathi lwemiSebenzi yoNyaka zivunyiwe yiKomiti yoPhicotho-zincwadi ngowama-2014. IKomiti yoPhicotho-zincwadi ibeke esweni ukwenziwa kwesicwangciso sokusebenza kunye nezenzo zokulungisa zokuqhutywa kolawulo.

IYunithi yoLawulo lwangaPhakathi yeWCED inika ukhokelo, iingcebiso kunye nolawulo lweqhinga ngokunxulumene nezenzo zolawulo lwangaphakathi.

Igxininisa koku:

- Ukuqinisekisa ngokuphatha ngendlela eyiyo. Oku kuquka ulungelelwaniso nolungiso lwabathunywa abafanelekileyo kunye nesicwangciso-nkqubosolawulo. Ugxininiso luqinisekisa ngokuqhutywa kwendlela zokulungisa; eziqinisekisa ngokuqhutywa nokugcinwa kwenkqubo yoLawulo lweLahleko olundindeneyo; ukunikeza ingxelo, ele kwikota nonyaka, malunga nobume beempendulo kwiingxelo zeYunithi yoPhando malunga nemicimbi yemali.
- Ukunika inkonzo eqinisekisiyo. Oku kubandakanya imicimbi eya kwiKomiti yoPhicothozincwadi; ukungasokoliswa kophicotho-zincwadi lwangaPhandle nolwangaPhakathi kunye nokulawulwa kwenkqubo yasemva kophicotho-zincwadi
- Ukunika imigaqo-sikhokelo zemimiselo, zemigaqo-nkqubo nezolawulo kunye neengcebiso malunga nokwenziwa komsebenzi. Oku kuquka ukuqulungwa kwesixhobo neendlela emazilandelwe kwanokunikwa kweengcebiso malunga namaxwebhu obuchule obuza kusetyenziswa kunye nemigaqo-nkqubo.

Indlela yoqinisekiso oludibeneyo iza kuqhutywa nokusetyenziswa ukwenzela ukuba izixhobo ezibalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo

zisemngciphekweni zifanelekileyo. Oku kuquka ukusebenzisana ngokusondeleneneyo phakathi kweYunithi yoLawulo lwangaphakathi kunye noPhicotho-zincwadi lwangaPhakathi.

Onke amagosa athwaliswe uxanduva lokumelwa kukuphendula okubonakaliswe ziingcaciso zemisebenzi zawo kunye nezivumelwano zendlela yokusebenza. AmaGosa akwiOfisi eyiNtloko athwaliswe uxanduva lokumelwa kukuphendula ngenkxaso yobungcali ekufuneka inikwe kwangexesha kwizithili zemfundo. Izikolo nezithili zemfundo zithwaliswa uxanduva lwenkxaso emayinikwe ezikolweni kunye nendlela abaqhuba ngayo abafunda

Uxanduva lokuphendula ngokwenziwayo kwinqanaba lesikolo lomelezwe ukususela ngo- 2011 ngoMthetho wolungiso wePhondo leNtshona KoloniwoLungiso lweMfundo yeZikolo onguNombolo 7 wama-2010 oqalise ukusebenza ngoJanyuwariwama-2011.

Uxanduva lokuphendula ngokwenziwayo lunatyiswa ngemisebenzi yokongamela edlalwa liCandelo loLawulo-malilePhondo neleSizwe ngokwemingxilo enyanzelekileyo yemijikelo yokucwangcisa nokunika ingxelo, mijikelo leyo iquka imiba yezemali nengeyoyamali. Izithuba zokunikwa kwengxelo zezenyanga (umz. eyeemali), ikota okanye unyaka. Onke amacandelo aphantsi kweWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko okanye iSebe leMfundo ePhakamileyo noQeqesho) 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.

Uxanduva lokumelwa kukuphendula lihleli kubudlelwane obumiselweyo obuphakathi kweWCED no-UMALUSI, oliqumrhu loqinisekiso lomgangatho likazwelonke elijongene neziphumo zokufunda. Obu budlelwane busekelwe kuhlolo lwangaphakathi lweenkqubo zokuhlola kunye nokunikwa kweenkqubo ezamkelekileyo zeemviwo.

Ngokufanayo nawo onke amasebe karhulumente elizwe jikelele, iWCED iye yathatha inxaxheba kukubeka esweni iziqalo ezitsha zeSebe likaMongameli, isiXhobo sokuHlola uMsebenziwabaLawuli (MPAT) eye yaphonononga iinkalo ezi-4 zolawulo, ezizezi: uCwangciso lweQhinga, iCandelo lezabaSebenzi, uLawulo nokuThatha uXanduva kunye noLawulo lweeMali. Ibingumsebenzi oxabisekileyo lo. UkuHlolwa kweSikolo siPhela kusaqhuba nokunika ingqiqoengapheleli nje kwiimfuno zenkxaso zesikolo ngasinye, kodwa nayo nemiba ebonakalisa inkqubo yezemfundo. Ngowama-2016, iimvavanyo ezijolisileyo zaqaliswa ukumisela okokuba ingaba kukho uhambelwano phakathi kobunkokheli besikolo nolawulo, kunye nempumelelo yomfundi. Ingxelo ngokufunyenweyo kwizikolo ezingama-54 zisebenze njengesixhobo esiluncedo solawulo ukulungiselela inkxaso enikezwa sisithili, ulandelo nokubekwa kweliso. Ulwahlulo-hlulo kubude botyelelo lunike ithuba kwizikolo ezangezelelweyo okokuba zityelelwe. Okufunyenweyo kabelwene ngako kwiingxelo kusangezelelwa kwiingxelo ezibanzi ezinikezelweyo kwizikolo nakwizithili zemfundo ezichaphazelekayo.

Zonke izikolo ziye zaqakumbela iziCwangciso zoPhuculo lweSikolo (SIPs) kwi-intanethi, zinokujoliswe kuko kweminyaka emi-3, apho bekuchatshazelwa inkqubo yezemfundo; ukugqibelela kolawulo (njengokulawulwa kokungahambi sikolo kootitshala nabafundi kunye nocwangciselu lokufunda); ukufumaneka kwezixhobo kunye nokulungiswa kwesikolo. Izalathi ezingqinelana nekujoliswe kuko kukazwelonke zihambelana neenkalo ezili-9 ekugxilwa kuzo xa kusenziwa ukuhlolwa kwesikolo siphela. Ixabiso lesicwangciso sophuhliso esinje lellokuba zonke

izikolo zigxininisa ekuqhubeni amaphulo ongenelelo loncedo oluphambili lophuculo. IiSIP zikwayinxalenye yendlela yokumelwa kukuphendula, nanjengoko abo basayina esi sicwangciso iyunqununu, iSGB neSebe iWCED. Izikolo ziye zanika neziCwangciso zokuSebenza ezibonisa amanyathelo ezinokuwathatha ukufezekisa ekujoliswe kuko okubekiweyo.

Ngo-2016/17 kuye kwaBekwa eSweni uPhuculo lweZikololwekota, apho bekubekwa imiba ephambili yokuxhasa ngezixhobo ukusebenza kwesikolo, umz. ukonyulwa kweeSGB, ukulungela ukuqala unyaka. Ngenxa yokuba iingxelo zifakwe kwiintanethi, iinkcukacha zolwazi ebezinokufumaneka zize zisetyenziselwe ukuphucula inkxaso. Ngokukodwa, umzekelo, iinkcukachazise zenza ukuba iWCED ihlale inolwazi ngokusiwa ezikolweni kweencwadi zokusebenzela.

2. ULawulo lwemiNgcipheko

IGosa eliNika iNgxelo leSebe leMfundo leNtshona Koloni lithatha uxanduva lokumilisela uLawulo loMngcipheko weShishini(ERM) ngokungqinelana nesiCwangciso-nkqubo zoLawulo lweCandelo likaRhulumente leCandelo loLawulo-mali (PSRMF) kunye neCandelo loLawulo loMngcipheko weShishini (ERM) kwiSebe leNkulumbuso (DOtP) linikeza eli Sebe inkonzo yenkxaso yeqhinga elawulwa kwindawo enye.

Ngokuhambelana nesiCwangciso soLawulo loMngcipheko weCandelo likaRhulumente leCandelo loLawulo-mali (PSRMF) kwanokumilisela ngaphezulu ulawulo lolahleko kwiSebe leMfundo, uRhulumente waseNtshona Koloni (WCG) wamkele ngokusemthethweni iNgxelo yoMgaqo-nkqubo weERM ocacisa injongo yeWCG ngokunxulumene neERM ngokupheleleyo. ISebe lamkelen umgaqo-nkqubo we-ERM olungiselelwe isithuba sowama-2015/16 ukuya kowama-2016/17, ovunywe liGosa eliNika iNgxelo ngomhla wama-26 kuEpreli 2016 kunye neQhinga le-ERM kunye nesiCwangciso sokuNikwa kweNgxelo ngomhla wama-28 kuEpreli 2016. Esi siCwangciso sokuMiliselose-ERM siye sincede uMgaqo-nkqubo weERM yeSebe kunye neQhinga yaye sicacisa indima noxanduva lwabalawuli nabasebenzi abathwaliswa uxanduva lolawulo lwemingcipheko kwiSebe.

ISebe livavanye imingcipheko ebonakalayo engathi ibe nempembelelo kwimpumelelo yeenjongo, ezezeqhinga nakwinqanaba lenkqubo rhoqo ngekota. 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 kwekota.

ISebe liye laseka iKomiti yoLawulo loMngcipheko weShishini (ERMCO) ukuba incedise iGosa eliNika iNgxelo ekwenzeni uxanduva lwayo ngokunxulumene nokulawula kwemingcipheko. Le Komiti isebenza phantsi kwemiMiselo yokuSebenza (Terms of Reference) evunywe liGosa eliNika iNgxelo ngomhla wama-19 kuFebruwari ka-2016. I-EMRCO iye yamkela uvavanyo lwemiphumela yamaqhinga okudambisa amiliselwe ukujongana nemingcipheko ngakwiSebe yaze yafaka isindululo sokwenziwa apho kufanelekileyo.

IKomiti yeMfundo yoPhicotho-zincwadi ibeke iliso ngaphezulu kwinkqubo yolawulo lwemingcipheko njengenxalenye yovavanyo lwarhoqo ngekota lweSebe.

Ifuthe kumsebenzi weziko

Izibonelelo zolawulo loMngcipheko lweShishini ziyaqhubeka zifezekiswa. ABaphathi abaNtshona bayayazi imisebenzi yabo njengabanini bomngcipheko kwizikhundla zabo ezahlukeneyo. Ukunikwa kwengxelo okuthe gqolo nokusoloko kusenziwa kuyanceda ukudambisa apho inokuthi ivele khona. Iingxelo zanceda ulawulo okokuba lijolise kwimimandla ebalulekileyo yaye nemiphumela ekho ngethuba yokufaneleka. ISebe lifezekise uphuculo lomsebenzi kumanqanaba awahlukeneyo, ngenxa yokukhula kolawulo lomngcipheko.

Le mingcipheko iphambili ilandelayo namanyathelo odambiso achongwa kulungiselelwa unyaka ophantsi kovavanyo:

Umngcipheko		Udambiso
1	Izithintelo zohlahlo lwabiwo-mali ziya kuba nempembelelo embi kwizibonelelo zesebe (iHO / iziThili) kunikezelo lweenkonzo zalo	<p>Ubekho phambili oluqhubekayo lohlahlo lwabiwo-mali ngokuhambelana neemfuno zangoku, umiliselelo olungqongqo lolawulo lohlahlo lwabiwo-mali ze kwamiliselwa imiqathango engqongqo ngokuhambelana nezikhokhelo zeNT ezifanelekileyo.</p> <p>Ukufumaneka kokufaneleka ngokusebenziswa kooqoqosho lomlinganiselo</p> <p>Ukufunyanwa kokufaneleka ngokwamkelwa kwenani elamkelekileyo labasebenzi ze kuqunise iinkqubo zeHRM ukulungelelanisa nenani elinokwamkeleka ngokwemali.</p>
2	Umgqo-nkqubo ojolise kwabahluphekileyo ongakwaziyo ukuzinziswa	<p>Inxaso-mali ezikuKhwintali 1-3 ithe yalinganiswa</p> <p>Izikolo ezangezelelweyo ezingama-218 zithe zahlelwa njengezo kungahlawulwa mirhumo yezikolo</p> <p>Ukumiliselwa komrhumo wembuyekazo wokukhululwa ukulungiselela abafundi abanesidingo</p>
3	Ibango elikhulu lokuya esikolweni kuchaphazela izibonelelo zocwangciso nolwamkelo	<p>IWCED iqhube iphulo lolwamkelo lwabafundi kwangethuba ze yaphuhlisa isicwangciso-nkqubo nolwamkelo lomfundo nokufakwa esikolweni, kunyenzelwa izikolo okokuba zicwangcise ngokufanelekileyo</p> <p>Ucwangciso olukwiqondo eliphezulu ukulungiselela imimandla yomngcipheko ongakho ophezulu enceda ulwabiwo lwezibonelelo ukulungiselela ukukhula komfundo</p>
4	Ukungasebenzi kakuhle kwabafundi kwizikolo zamabanga aphakamileyo nezikolo zaseprayimari	<p>IQhinga loLwimo meMathematika liyamiliselwa</p> <p>Amagosa esiThili abeka iliso ezikolweni ukuqinisekisa okokuba ootitshala bamiliselela uqeqesho oludingekayo</p> <p>Amagosa atyelela izikolo ukulungiselela ukubeka iliso kukusebenziswa kweencwadi zokufunda yaye izikolo zinike ingxelo ngokusebenziswa kweencwadi zokufunda ngokuthi kusebenziswe inkqubo yokuBekwa kweliso kuPhuculo lweSikolo rhoqo ngekota</p>

3. Ubuqhetseba noRhwaphilizo

Ubuqhetseba norhwaphilizo lumele imingcipheko engakho emikhulu kwii-asethi zeSebe yaye lunakho ukuphemelela kakubi ukunikezelwa okufanelekileyo kwenkonzo kunye nesidima seSebe.

URhulumente weNtshona Koloni (WCG) wamkele iQhinga eliChasene noRhwaphilizo elingqina isigqibo sokunganyanzelwa kobuqhetseba norhwaphilizo. Ngokuhambelana neli qhinga iSebe lizibophelele kukungayinyamezeli imisebenzi yobuqhetseba okanye urhwaphilizo, nokokuba yenzeka ngaphakathi okanye ngaphandle nokulandela ngamandla nokutshutshisa, ngazo zonke iindlela ezisemthethweni ezikhoyo, nawaphi na amaqela azibandakanya kwimisebenzi enjalo okanye azama ukwenza njalo.

ISebe lamkele isiCwangciso soThintelo loBuqhetseba kunye nesiCwangciso soMiliselo loThintelo loBuqhetseba esincedisa isiCwangciso soThintelo loBuqhetseba.

Amajelo amaninzi alungiselelwe ukuchazwa kobutho kwezityholo zobuqhetseba norhwaphilizo yaye la anika iinkcukacha kwiQhinga lePhondo lokuChasa uRhwaphilizo kunye nesiCwangciso seSebe soThintelo loBuqhetseba. Isityholo ngasinye esamkelweyo yiYunithi yeeNkonzo zeNkundla zePhondo (PFS) sirekhodiwe kwiNkqubo yoLawulo lwamaTyala ethi isetyenziswe njengesixhobo solawulo ukunika ingxelo ngenkqubela phambili eyenziweyo kumatyala anxulumene neSebe nokuveliswa kweenkcukacha zamanani ePhondo neSebe.

Thina siyabakhusela abasebenzi abahlaba umkhosi malunga nezenzo ezikrokreleka njengeziyinkohliso, ubuqhophololo nobusela ukuba ingxelo leyo yingxelo ekhuselekileyo (o.k.t. efezekisa iimfuno zemithetho, umz. yenziwe ngokungaxhibanga kwenza nkohlakalo). Ngenxa yoko, uMgaqo-nkqubo woHlabelo-Mkhosi wavunywa ngomhla wama-24 kuFebruwariwama-2016 ukuze inikeze abasebenzi izikhokelo ngokunyusa iinkxalabo nabaphathi abafanelekileyo, abantu abatyunjelwe oko kwiWCG okanye kumaziko angaphandle, apho kukholelekayo ukuba izenzo zobugwenxa bezenziwe okanye ziyenziwa ngaphakathi kwiWCG. 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.

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.

Ngalo nyaka-mali uphantsi kovavanyo, iPFS igqithise iCase Movement Certificate ebonisa oku kuhamba kwamatyala eSebe ichaza oku kulandelayo:

Amatyala aphantsi ngomhla woku-1 kuEpreli 2016	11
Amatyala amatsha axeliweyo ngonyaka 2016/17	28
Amatyala avalisiweyo (2016/17)	(17)
Amatyala adlulisiweyo (2016/17)	(10)
Amatyala aphantsi ngomhla wama-31 kuMatshi 2017)	12

Le theyibhile ilandelayo ichaza kabanzi ngala matyala avalisiweyo axelwe ngentla:

Iziphumo zamatyala avalisiweyo	
Isiphumo	Inani
Izityholo acacisiweyo	6
Kuphandwe amaqalela kuphela akwabikho ziphumo	8
Kuphandwe amaqalela kuphela akwabikho ziphumo kodwa kwakho iingcebiso	3

4. Ukunciphisa uNgqubano lwemidla

Rhoqongonyaka, okanye xa iimeko zithe zatshintsha, amalungu enkonzo yabalawuli abaphezulu kumele bazalise baze bangenise isibhengezo 'yokungachaphazeleki ekungqubaneni kwemidla'. Onke amalungu eKomiti eBhidi nabo bonke abasebenzi kwiCandelo lokulawula uthengo-mpahla kumele beyele ukhangelo lokungachaphazeleki emva kokuba bangenise 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 neTemplate 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 ngowona 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 zeziKhundla

Awuzichaphazeli lo mba.

8. Izigqibo zeScopa

INgxelo yeKomiti kaRhulumente yee-Akhawunti (PAC) yomhla wama-28 kuNovemba 2016, ethe yathathwa njengexalenye yendima yolongamelo lwayo kwiNgxelo yoNyaka yowama-2015/2016 yeSebe leMfundo leNtshona Koloni kulungiselelwa unyaka ophela ngowama-31 kuMatshi 2016, ishwankathelwe apha ngasezantsi.

IKomiti iluthathele ingqalelo uluvo lokuphicotha loMphicothi-zincwadi Jikelele malunga neeNgxelo zeMali zoNyaka zeSebe leMfundo zonyaka-mali ka-2015/16, inikwe uluvo lophicotho-zincwadi olungenachaphaza. Olu luvo lophicotho-zincwadi luhleli aluguqulki ukususela ngonyaka-mali wama-2014/15.

ISebe leMfundo leNtshona Koloni lichithe amawaka ezigidi ezili-R17,637kuhlahlo lwabiwo-mali lwamawaka ezigidi ezili-R17,899, okube nomphumnela kwinkcitho engaphantsi epheleleyo yezigidi ezingama-R262,027 (1.46%), njengoko kubonisiwe kwiphepha le-163 leNgxelo yoNyaka yowama-2015/16. Njengoko kubhengeziwe kwinqaku 24.3 kwiingxelo yemali, inkcitho engenaziqhamo nengenamsebenzi esisixa-mali esingama-R8 000 yachongwa ngesithuba sonyaka-mali wama-2015/16.

ISebe leMfundo laseNtshona Koloni lichithe izigidi ezingama-iR22,833equlathe ingeniso evelisiweyo kule mithombo elandelayo:

- Intengiso yempahla neenkonzelo ngaphandle kwee-asethi ezinkulu;
- Izohlwayo, imirhumpo nezohlwayo zokulahlekelwa;
- Inzala, izahlulo, irhente kumhlaba; kunye
- Iintengiselwano kwii-asethi zemali namatyala.

IKomiti iqaphele into yokokuba inkcitho engaphantsi kwelindelweyo ibhekiselele kule miba ilandelayo:

- Imbuyekezo yabasebenzi;
- Impahla neenkonzelo; kunye
- Nokukhutshelweyo nenkxaso-mali.

IKomiti yenze ezi zindululo kwiSebe.

ISebe leMfundo laseNtshona Koloni linikezele le ngcaciso ilandelayo kwiKomiti njengoko ibibongoziwe:

- INgxelo ethe yaqaqambisa isixa-mali seengxowa-mali ezithe zachithwa kumsebenzi wolungiso kwizikolo ngesithuba sonyaka-mali wama-2015/16, evela kwiNkqubo 6, njengoko kubonisiwe kumaphepha 176 kunye ne-177 kwiNgxelo yoNyaka yowama-2015/16.
- Uluhlu oluhlangeneyo lwezikolo ezithe zafumana izipho ezivela kwiSebe lezeMfundo leNtshona Koloni ngesithuba sonyaka-mali wama-2015/16.

9. UTshintsho lwaNgaphambili kwiNgxelo zoPhicotho-zincwadi

Isebe liqulunqe isiCwangciso sokuPhuculwa kokuLawulwa kweMali (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 nako kwenziwe.

Uhlobo loqinisekiso, iphepha lokulandula, imbono engalunganga nemicimbi yokungahambelani	Unyaka-mali eqale ukuvela ngawo	Inkqubela phambili eyenziweyo ekukungiseni / ekusombululeni umcimbi
Ingcaciso yengxelo yophicotho-zincwadi engachanekanga ngokweshedyuli enikezwe lisebe	2015/16	Isiboniso serejista sayilwa ze sanikezelwa kuzo zonke izithili nezikolo, ukulungiselela ukucholachola nokuchonga intsilelo ukulungiselela ukunceda izikolo kulawulo lwazo lwemali
IMathiriyeli yeNkxaso yokuFunda nokuFundisa (LTSM) kwiZikolo zecandelo 21 inkqubo yokuthengwa kwempahla engakhange ilandelwe	2015/16	ISebe ukuqinisekisa nokuqinisekisa ngento yokokuba zonke izikolo zineenkqubo zeLTSM ezisebenzayo ngokubhekiselele kwiSetyihula 0015/2017 kunye nesiCwangciso-nkqubo seMathiriyeli yeNkxaso yokuFunda nokuFundisa
Izikolo ezingu-S21 -ixabiso lihlawulele iincwadi zokufunda ezilidlule lee ixabiso lekhathalogu njengoko kuchaziwe liSebe leMfundo yeSiseko (DBE)	2015/16	Ukuqaliswa kwenkqubo yokuthengwa ekwindawo enye kweLTSM liSebe kube nempembelelo elungileyo ngokubhekiselele kwiinkqubo zokuthengwa kwempahla
Inkxaso enikezelwe ngamaqumrhu olawulo lwezikolo	2015/16	Izithili zixakekile ziqeqesha iiSGB kwimiba yolawulo lwemali. IiSGB zixhasiwe ngokunjalo ekuphuhliseni uhlahlo lwabiwo-mali lowama-2017. Izicwangciso zikho zokuqeqesha iiSGB ezikhethiweyo kubuqhetseba norhwaphilizo.

Uhlobo loqinisekiso, iphepha lokulandula, imbono engalunganga nemicimbi yokungahambelani	Unyaka-mali eqale ukuvela ngawo	Inkqubela phambili eyenziweyo ekukungiseni / ekusombululeni umcimbi
Overcrowding of classrooms in the WCED	2015/16	ISebe linika ingqwalasela ukuzala kwamagumbi okufundela ngokuthi linikezele ngeeyunithi ezijikelezayo kwizikolo nesabelo sezithuba sootitshala abongezelelweyo
Isimo sokufunyenweyo kunye nemiqathango ephathelelene nomsebenzi wophicotho-zincwadi kwinkxaso yekharithulam nokubekwa kweliso okunikezelwa zizithili kwimfundo	2015/16	NgokwesiCwangciso soPhuculo lwesiThili, iZikolo ziyahlelwa ngokuhambelana nomsebenzi wazo wonyaka ongaphambili, nokubekwa kweliso nenkxaso icwangcisiwe ngokuhambelana nezikolo ezingasebenzi kakuhle ukuya kwizikolo ezisebenzayo.

10. IYunithi yoLawulo lwaNgaphakathi

ICandelo loLawulo lwaNgaphakathi luqalisa le misebenzi ilandelayo:

1. Limilisele inkqubo yokuxhasa ulawulo olululo
2. Lixhase inkqubo eHlangeneyo yoLawulo lwaNgaphakathi: ligcine ze lahlaziya iinkcukacha zolwazi zeziCwangciso-nkqubo zoMthetho ze labeka iliso kumilisele olululo lwezicwangciso-nkqubo zomthetho
3. Ligcine irejista yoPhando lwaseNkundleni: Lilungelelanise uQeqesho lweSebe loLwazi loBuqhetseba, lanikezela ngeengxelo zenkqubela phambili ngamatyala eFIU kwiOfisi eyiNtloko nakwiziThili nokunikwa kwengxelo kuhlaziyo lwerejista yesebe leFIU KwiSebe leNkulumbuso.
4. Liphuhlise imigaqo-nkqubo, iinkqubo eziphathelelene noLawulo lwaNgaphakathi lweCandelo.
5. Libeke iliso kuhambelwano luthlekiswa nemithetho; lilawule ze laphuhlisa isixhobo sokusebenza sohambelwano, uhlaziyo lwesixhobo ngokuhambelana nomthetho okhoyo, iinkqubo ezivavanyiweyo zolawulo lwangaphakathi ukulungiselela ukufumana iindlela ukulungiselela ukumisela ubuthathaka obukhoyo kwinkqubo yangaphantsi yolawulo.
6. Livavanye ukusebenza kakuhle nokumiliselwa kwemithetho yemali: liqukumbele uhlobo kwisebe; labeka iliso kwimisebenzi yeNgcungela zeSCM.
7. Lihlale iirejista zesebe zemingcipheko: lalolonga laze lagcina irekhodi yeengxelo zomngcipheko; lanxulumanisa neyuthi ye-ERM kunye noPhicotho-zincwadi lwaNgaphakathi kwimingcipheko yesebe.
8. Lihlanganise iinkonzo ze-Inshorensi

9. Liququzelele uPhicotho-zincwadi lwaNgaphakathi naNgaphandle. Libeke iliso kwinkqubela phambili kwizindululo kwingxelo yolawulo nakwingxelo zophicotho-zincwadi lwangaphakathi, lihlalele ze liqinisekise ngomiliselo lweempendulo zolawulo; linikezele ngeempendulo nengebiso.
10. Linike ingxelo ngemicimbi kwiKomiti yoPhicotho-zincwadi: linikezele ngamagqabantshintshi ngesimo sesicwangciso sophuculo lolawulo lwemali kwiKomiti yoPhicotho-zincwadi.
11. Liqinisekise ngomiliselo kolawulo lolungiso: Liquekumbele uhlolo ze lanikezela ngeengxelo neerejista ngenkcitho engalungelelaniswanga, engenaziqhamo nengenamsebenzi kunye nenkcitho engagunyaziswanga; liquekumbele inkqubo yasemva kophicotho-zincwadi ngokubhekiselele kwiivawutsha zentlawulo; liquekumbele ingqinisekiso yamaxwebhu e-MPAT.

11. UPhicotho-zincwadi lwaNgaphakathi neeKomiti zoPhicotho-zincwadi

UPhicotho-zincwadi lwaNgaphakathi lunikezela ulawulo ngengqinisekiso ezimeleyo, engenankethe kunye neenkonzo zengcebiso eziyilelwe ukwangezelela ixabiso nokuphucula okuqhubekayo ukusebenza kweSebe. Lunceda iSebe ekufezekiseni iinjongo zalo ngokuzisa indlela elungelelanisiweyo necwangcileyo ukuvavanya nokuphucula ukusebenza kakuhle koLawulo, uLawulo loMngcipheko neenkqubo zoLawulo.

Le misebenzi iphambili ilandelayo yenziwa kule meko:

- Ukuvavanya nokwenza izindululo ezifanelekileyo ukuphucula iinkqubo zolawulo ekufezekiseni iinjongo zesebe;
- Ukuhlola ukufaneleka nokusebenza nokunikela kuphuculo lwenkqubo yolawulo lomngcipheko;
- Ukunceda iGosa eliNika iNgxelo ekulolongeni ulawulo olufanelekileyo nolusebenzayo ngokuhlola ulawulo ukumisela ukufaneleka kwazo nokusebenza, nangokuphuhlisa izindululo ezilungiselelwe ulwandiso okanye uphuculo.

Unxibelelwano lwengqinisekiso olulandelayo lwamkelwa ze lwaqukunjelwa kwisiCwangciso soPhicotho-zincwadi lwaNgaphakathi sowama-2016/17:

- Izikhokhelo zeDPSA
- INkxaso yesiThili kwiZikolo
- Ukungabikho kootitshala esikolweni
- UCwangciso lwe-HR -liNqununu zeZikolo
- INtlawulo eKhutshelweyo - (iMimiselo neMigangatho yeNkxaso-mali yeZikolo zikaRhulumente)
- INkxaso eYodwa
- UMnikelo okhutshwe phantsi kwemiqathango - (uMnikelo weZibonelelo zeMfundo)

IKomiti yoPhicotho-zincwadi isekwe njengequmrhu lokongamela, elinika ulongamelo oluzimeleyo kulawulo, ulawulo lomngcipheko kunye neenkqubo zolawulo kwiSebe, ezibandakanya ulongamelo noxanduva olunxulumene:

- Kumsebenzi woPhicotho-zincwadi lwaNgaphakathi;
- Kumsebenzi woPhicotho-zincwadi lwaNgaphandle (uMphathiswa-zincwadi Jikelele woMzantsi Afrika - AGSA);
- UkuCwangciswa kwemali kweSebe nokunikwa kwengxelo;

- IMigaqo-nkqubo yokuCwangciswa kweMali kweSebe;
- Uvavanyo ngokutsha kolawulo lwe-AGSA kunye nengxelo yophicotho-zincwadi;
- Uvavanyo ngokutsha kokuBekwa kweliso kwesebe enyakeni;
- ULawulo loMngcipheko lweSebe;
- ULawulo lwaNgaphakathi;
- IiNjongo eziMiselwe kwaNgaphambili;
- Uphando lweNqobo ezisesikweni nolwaseNkundleni.

Le theyibhile ilandelayo ichaza ingcaciso efanelekileyo yamalungu ekomiti yophicotho-zincwadi:

Igama	Iziqinisekiso zemfundo	Ngaphakathi ngaphandle okanyeNgaphandle	Ukuba isikhundla sesangaphakathi kwiSebe	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso aye kuzo
Mr Ronnie Kingwill	CA(SA); CTA; BCom		N/a	01 Janyuwari 2014 (ikota yesi-2)	Isivumelwano siphelile ngomhla wama-31 kuDisemba 2016	7
Ms Zulpha Abrams	CA(SA) & FIIA SA, CIA		N/a	07 kuEpreli 2014 (ikota yesi-2)	Isivumelwano siphelile ngomhla wama-31 kuDisemba 2016	7
Ms Rozan Jaffa	CA (SA); CIA; Hons B Compt (CTA); Bcom (Acc)		N/a	01 kuOktobha 2014	N/a	8
Igama	Iziqinisekiso zemfundo		Ukuba isikhundla sesangaphakathi kwiSebe	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso aye kuzo
Mr Linda Nene	CCSA; CRMA; CCP; FIIA SA; Post Grad Diploma in Management – Corporate; Governance; BComm (Acc)		N/a	01 kuEpreli 2014 (ikota yesi-2)	Isivumelwano siphelile ngomhla wama-31 kuMatshi 2017	7
Mr Nick Buick	B Comm, CTA, CA (SA)		N/a	01 Janyuwari 2014 (ikota yoku-1)	N/a	1
Ms Merle Kinnes	BA; LLB; Certificate Forensic Examination; Attorney of the High Court of SA.		N/a	01 Janyuwari 2017 (ikota yoku-1)	N/a	1

12. INgxelo yeKomiti yoPhicotho-zincwadi

Sinenyhwaba yokunika ingxelo yethu yonyaka-mali ophela ngowama-31 kuMatshi wama-2017.

Uxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela kwiCandelo 38(1)(a)(ii) loMthetho woLawulo lweMali kaRhulumente noMmiselo weCandelo loLawulo-mali 3.1.13. IKomiti yoPhicotho-zincwadi ivume ngokusemthethweni imimiselo eqingqiweyo yokusebenza njengemimiselo yokusebenza (Terms of Reference), iye yalawula imicimbi yayo ngokuhambelana nale mimiselo kwaye iyenze yonke imisebenzi yayo njengoko ibhaliweyo apha ngaphakathi.

Ukusebenza ngempumelelo yoLawulo lwaNgaphakathi

Ngokuhambelana nePFMA neMithetho yeCandelo loLawulo-mali, uPhicotho-zincwadi lwaNgaphakathi lunikezela iKomiti yoPhicotho-zincwadi noLawulo nengqinisekiso efanelekileyo yokokuba ulawulo lwangaphakathi lwanele yaye luyasebenza. Oku kufezekiswe ngesicwangciso esamkelweyo sophicotho-zincwadi lwangaphakathi olusekwe kumngcipheko, uPhicotho-zincwadi lwaNgaphakathi luhlola ukufaneleka kolawulo oludambisa imingcipheko kunye neKomiti yoPhicotho-zincwadi ebeke iliso kumiliselo lwemisebenzi yolungiso.

Unxibelelwano lwengqinisekiso olulandelayo lwamkelwa ze lwaqukunjelwa kwisiCwangciso soPhicotho-zincwadi lwaNgaphakathi phantsi konyaka wovavanyo:

- Izikhokhelo zeDPSA
- INkxaso yesiThili kwiZikolo
- Ukungabikho kootitshala esikolweni
- UCwangciso lwe-HR – liNqununu zeZikolo
- INtlawulo eKhutshelweyo - (iMimiselo neMigangatho yeNkxaso-mali yeZikolo zikaRhulumente)
- INkxaso eYodwa
- UMnikelo okhutshwe phantsi kwemiqathango - (uMnikelo weZibonelelo zeMfundo)

Isicwangciso sophicotho-zincwadi lwangaphakathi saqukunjelwa kulungiselelwa unyaka. Imimandla yophuculo njengoko kuqatshelwe luphicotho-zincwadi lwangaphakathi ngethuba lokwenziwa komsebenzi, kwavunyelwana ngayo ngabalawuli. IKomiti yoPhicotho-zincwadi iqhubile ngokubeka iliso izenzo ngokuqhubekayo.

liNkonzo zeNkulndla zePhondo zisinike iinkcukacha zamanani. IKomiti yoPhicotho-zincwadi babeka iliso kwinkqubela phambili yeengxelo zePFS rhoqo ngekota. Akubanga kho miba iziswa phantsi kwengqwalasela yethu edinga ukunikwa kwengxelo okungaphezulu yiKomiti yoPhicotho-zincwadi.

INgxelo yoLawulo yaseNyakeni neyarhoqo ngeNyanga / ngeKota

IKomiti yoPhicotho-zincwadi yanelisekile kokuqulathiweyo nohlobo lolawulo lwarhoqo ngekota lwasenyakeni kunye neengxelo zokusebenza ezikhutshwe ngesithuba sonyaka ophantsi kovavanyo liGosa eliNika iNgxelo leSebe ngokwemiqathango yeMithetho yeSizwe yeCandelo loLawulo-mali kunye noMthetho weCandelo leNgeniso.

UVavanyo lweNgxelo zeMali

IKomiti yoPhicotho-zincwadi:

- ivavanye ze yaxoxa iiNgxelo zoNyaka zeMali eziPhicothiweyo ekufuneka zibandakanywe kwiNgxelo yoNyaka, kunye noMphicothi-zincwadi Jikelele woMzantsi Afrika (AGSA) kunye neGosa eliNika iNgxelo;
- ivavanye iinguqu kwimigaqo-nkqubo yokunikwa kwengxelo kunye neendlela zokusebenza njengoko kuchaziwe kwiiNgxelo zoNyaka zeMali;
- ivavanye ulungelelwano olungumphumela ovela kuphicotho-zincwadi lweSebe.

Uhambelwano

- IKomiti yoPhicotho-zincwadi ivavanye iinkqubo zeSebe zohambelwano kunye nezibonelelo ezisemthethweni nezilawulwayo.

INgcaciso yoMsebenzi

- IKomiti yoPhicotho-zincwadi ivavanye ingcaciso kwiinjongo ezimiswe kwangaphambili njengoko kuchaziwe kwiNgxelo yarhoqo ngeKota yoMsebenzi.

INgxelo yoMphicothi-zincwadi Jikelele

IKomiti yoPhicotho-zincwadi:

- ivavanye iNgxelo yoLawulo lwe-AGSA nempendulo zoLawulo ngoko.
- rhoqo ngeKota ivavanye isicwangciso somliselo seSebe ukulungiselela imiba yophicotho-zincwadi ephakanyiswe kunyaka ongapambili.
- Ihlangene ne-AGSA ukuqinisekisa ngento yokokuba akukho miba ingasonjululwanga eya kuthi ivele kuphicotho-zincwadi olulawulwayo.

Imisebenzi yolungiso kwiinkcukacha zokufunyenweyo okuphakanyiswe yi-AGSA ibekwa iliso yiKomiti yoPhicotho-zincwadi rhoqo ngeKota.

IKomiti yoPhicotho-zincwadi iyavumelana yaye iyayamkela imbono ye-AGSA ebhekiselele kwiiNgxelo zoNyaka zeMali, yaye icebisa okokuba ezi Ngxelo zoNyaka zeMali zamkelwe ze zifundwe kunye nengxelo ye-AGSA.

IKomiti yoPhicotho-zincwadi incoma iSebe ngokugcina imbono yophicotho-zincwadi engenaziphene kungkeho okubi okufunyenweyo.



Mnu N Buick
USihlalo weKomiti yoPhicotho-zincwadi zeMfundo
14kuAgasti 2017



ICandelo D
**ULawulo kwiCandelo
lezaBasebenzi**

1. Imithetho elawulo uLawulo lwezaBasebenzi

linkcukacha ezinikwe kweli candela zimiselwe yimigaqo iPublic Service Regulations (Chapter 1, Part III J.3 and J.4).

Basic Conditions of Employment Act, 1997 (uMthetho 75 ka-1997),
Labour Relations Act, 1995 (uMthetho 66 ka-1995),
Employment Equity Act, 1998 (uMthetho 55 ka-1998),
Occupational Health and Safety Act, 1993 (uMthetho 85 ka-1993),
Compensation for Occupational Injuries and Diseases Act, 1993 (uMthetho 130 ka-1993),
Government Employees Pension Law, 1996 (uMpoposho 21 ka-1996),
Employment of Abahlohli Act, 1998 (uMthetho 76 ka-1998),
Public Service Act, 2016,
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996,
Uphuhliso lwezakhono Act, 1998 (uMthetho 97 ka-1998)
Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (uMthetho 4 wama-2000),
Promotion of Access to Information Act, 2000 (uMthetho 2 wama-2000),
Promotion of Administrative Justice Act, 2000 (uMthetho 3 wama-2000).

2. Intshayelelo

Amagqabantshintshi emiba yoLawulo lwaBasebenzi kwiSebe

Ukulawulwa kwenkqubo yezithuba zabahlohli ngendlela efikelekayo ngumba obalulekileyo kwimpumelelo yemfundo ezikolweni.

Uthethwano phakathi kukaMphathiswa wezeMfundo weNtshona Koloni malunga nokufikeleleka kwezithuba zabahlohli kunyaka wama-2017 neNtloko yeSebe kwakunye neemanyano zabasebenzi kwakunye namanye amaqumrhu achaphazelekayo luququnjelwe ngomhla 01 ku-Agasti 2016. Ngenxa yemingeni yezemali ngokusingise kuhlalo lwabiwo - mali lokuhlawulwa kwabasebenzi lowama-2016/2017 MTEF neyowama-2017/18 MTEF, injongo yesebe lezemfundi ibingekokucutha inanilezithuba zabahlohli kumaziko emfundo. Oku ke kuphunyelelwe ngokumisela imigqaliselo yokiucuthwa kweendleko kwimicimbi eyahlukeneyo. Izithuba ziye zahlengahlengiswa ngokokubaluleka kwazo kwizithuba ezingama-32 039 kunyaka wama-2017 ukuze izithuba ezingama-49 zibe kuluhlu lokulinda kwakunye nezidingo zabafundi kwizikolo ezikhethekileyo. Kuthathwe amanyathelo afanelekileyo ukuqinisekisa ukuba kukho umhlohli/umfundi kwirashiyo 1: 37 kwizikolo zamabanga aphantsi neraashiyo 1:33 kwizikolo zamabanga aphakamileyo.

Isebe likhuphe izithuba zabahlohli amatyeli ama-2, njengoko kumiselwe kunyaka wama-2016 nezihlandlo ezithatha kwizithuba ezikhethekileyo, ngokusekelwe kwizidingo, izithuba zeenqununu namasekela-nqununu.

Izinto eziphambili kwezolawulo lwabasebenzi kunyaka ekunikwa ingxelo yawo kwakunye nefuthe lezo nto ziphambili

1. Ubunkokeli ezikolweni nolawulo:

Nakweli ityeli kuye kwagxilwa ekubhengezweni nasekuvalweni kwezithuba zamasekela-nqununu nezeenqununu. Ezi zithuba bezikhutshwe kuluhlu lwezithuba zeWCED ngalunye nakuluhlu lwezithuba ezikhethekileyo ngokokubaluleka kwazo ukuqinisekisa inkqubo ekhawulezileyo yokusetyenzwa kwezicelo.

I-WCED iqhubile nokomeleza indlela yokuqesha nokukhetha iinqununu, amasekela-nqununu neentloko zamasebe ezikolweni. Kusetyenziswe inkqubo zokulungela isithuba ngasinye (CBA) ukuncedisa inkqubo yokuqesha nokunyusela ngokufanelekileyo kwizithuba zowama-2016/17. Apho izigqeba zolawulo lwezikolo zingathanga zisebenzise iCBA, abasemagunyeni bakuphumeze oko phantsi kwemiqathango yokuba abahlohli abatsha baxhotyiselwe iCBA. Iingxelo zancedise ekwenziweni kwezicwangciso zophuhliso ezifanelekileyo ziinqununu, amasekela-nqununu neentloko zamasebe ezikolweni ezingabaqeshwa abatsha.

2. Ukucuthwa kwenani labahlohli abangesosigxina:

Isebe liqeshe abahlohli benqanaba 1 abali-1 126 kwizituba ezisisigxina ukususela ngomhla 1 kuJanyuwari 2017.

3. Ukucuthwa kwenani labasebenzi abakwikhefu elongezelelweyo:

Oku kuye kwabekwa phambili ukucutha iindleko nokuqinisekisa ukuba abafundi bafundiswa ngokufanelekileyo kwiimeko ezifanele ukufunda. I-WCED likubeke esweni ukulawulwa koMgaqo-nkqubo weKhefu loKungabinosebenza noMhlala-phantsi wokuGula (PILIR) ngokuqinisekisa ukuba ngabakwikhefu lokungabinakusebenza okwexeshana kuphela abahlawulwayo, kwanokuqinisekisa ukuba akukho libaziseko lungafanelekanga ukuhlola umfaneleko walo. Ukukhawuleziswa kwezi nkqubo kunegalelo ekuzinziseni imeko ezikolweni nasekuqinisekiseni imfundo esemgangathweni. Njengomqeshi okhathalayo, iWCED liyaziphucutha iinkcukacha zekhefu, kulandelelwa abasebenzi abangaba basemngciphekweni woku ukuze kunikwe umkhomba-ndlela nenkxaso kubaphathi nabasebenzi ukuthintela ukungabikho msebenzini ithuba elide.

Isicwangciso sezabasebenzi namaqhinga okusebenza angundoqo ukutsala abasebenzi abanezakhono

Isebe lisebenzise le nkonzo nobukho bezifundiswa ezifumaneka ngeBhasari yeFunza Lushaka yeSebe lezeMfundo esiSiseko yeSizwe. Isebe likwazile ukuthatha abangama-358 kwababaezumene ibhasari yeFunza Lushaka abangama-717 abagqibe izifundo zabo ekupheleni kowama-2015 ukuba baqeshwe ngowama-2016 kwizithuba ezibafaneleyo ezikhoyo. Oku ngumyinge wama-49.9%awabafundi beFunza Lushaka abathathiweyo.

Isebe libenako ukuthatha abahlohl abangama-331 kwabangama-737 abafunde ngeBhasari yeFunza Lushaka abagqibe izifundo zabo ekupheleni kowama-2016 ukuba baqeshwe ngowama-2017 kwizithuba ezibafaneleyo ezikhoyo. Oku ngumyinge wama-44.9% awabafundi beFunza Lushaka abathathiweyo kwisituba somhla 1 kuJanyuwari 2017 ukuya kowama-31 kuMatshi 2017.

Ngokusingise ekuqeshweni kwabaphathi abaphezulu, isebe ligxile kwizipbume eziphezulu zovavanyo lokufanela umsebenzi.

Isikhokelo sokulawulwa kokusebenza kwabasebenzi

Isebe lisebenzise imigaqo emiyo ngokusingise kulawulo lokusebenza kwabasebenzi ze laqinisekisa ukuba bonke abasebenzi, abahlohl nabasebenzi bakarhulumente ngokubanzi, bazisiwe ngokulindelwe kubo ngumqeshi wabo. Abasebenza kwiqondo eliphezulu kunoko kumiselwe bayawongwa ze abawa ngaphantsi bebekwa phantsi kweenkqubo zokuphucula ukusebenza kwabo.

Iinkqubo zempilo-ntle yabasebenzi

Ngumniki-zinkonzo omnye onika iinkonzo kuRhulumente wePhondo leNtshona Koloni ngokubanzi.

Le nkqubo inika inkxaso ngokusingise kwezengqondo, ukushiya ngusindo nezidingo zokuphila kwabasebenzi. Inkqubo le igxila, phakathi kwezinye izinto, kwiHIV ne-AIDS, uxinzelelo, iingxaki zemali, ubudlelane, ezomthetho, imicimbi yezekhaya, ukusetyenziswa kwezinyobisi ngokugqithileyo kwakunye nezomothuko. Ikwahlangabezana nezempilo-ntle kusetyenziswa uSuku loKwazisa ngeMpilo-ntle yaBasebenzi. Injongo yoku kukukhuthaza ukuziphatha kakuhle ngokwasempilweni kwabasebenzi nokuphakamisa izinga leenkono ezinikwa abasebenzi yiWCED. Ngaphezu koku, uKukhuthaza iMpilo-ntlo kwenziwa ngemihla ebekelwe oko kwiKhalenda yezeMpilo yeSebe. I-WCED ibambe iintsuku zoKwazisa ngeMpilo-ntle ezingama-45, kwenziwe iiseshini zokwazisa ezingama-25 ezenzelwe abasebenzi beWCED kunyaka ekunikwa ingxelo yawo, ze kwanikwa inkxaso kwiiseshini zoMothuko ezi-8.

Okuphunyelelweyo nemingeni

Isebe likwazile ukunika inani labasebenzi abafunekayo ngaphambi kokuphela oweThupha 2016. Oku kwenze ukuba izikolo ziqale kwangexesha kunyaka wama-2017 ze kwanika ithuba elaneleyo izikolo ukuba zenze izibheni zokunikwa izithuba ezongezelelweyo apho kufunekayo. Inani labasebenzi abafunekayo kowama-2017 lisekelwe ekuqinisekiseni kwamanani abafundi abangama-31 ku-Agasti 2016.

Inkqubo yokuqesha abahlohl yeWCED ibonisa impumelelo kwaye iphakamise intsulungeko kwiinkqubo nakubahlohl abanezakhono abathi baqeshwe. Zonke izithuba zipapashwa ngenkqubo yekhomputyutha kwaye ufako-zicelo lwenziwa kwangale nkqubo. Ukuza kuthi ga ngoku ngabantu abangama-63 074 ababhalise kule nkqubo ze abe ngabangama-34 749 abagcwalise iinkcukacha zabo. Isigaba II (ukwenziwa ngekhomputyutha kwezolawulo lwezigqeba zezikolo) silingwe ngokuyimpumelelo kowama-2016 kwaye kucwangciswe ukuba sisetyenziswe ngokupheleleyo kowama-2017.

I-WCED ifudukele kwinkqubo entsha nephuculweyo yoLawulo loMhlala-phantsi (PCM). Oku kuvumela ukusetyenzwa kwezicelo zomhlala-phantsi nokujoliswe ekuphepheni iimpazamo nokucutha ixesha lokuhlalulwa komhlala-phantsi.

I-WCED ilomelezile unxibelelwano lwayo ukuqinisekisa ukuba bonke abasebenzi abanza eminye imisebenzi ehlawulwayo ngaplsandlale komsebenzi wabo benza izicelo zokwenjenjalo.

Ngoncedo lwaboPhicotho-zincwadi lwangaPhakathi, isebe lenze iSikhokelo samaQumrhu eNtsebenziswano ukuphucula ubudlelana bentsebenziswano namaqumrhu entsebenziswano afana neemanyano zabasebenzi, iforamu yeenqununu nemibutho yamagqiza olawulo lwezikolo.

Ingomso lezicwangciso/iinjongo zolawulo lwabasebenzi

I-WCED ilinge iSigaba II seNkqubo yokuQesha kowama-2016, iSigaba II sithunyelwe ukuba sisetyenziswe ngokupheleleyo ekupheleni kowama-2017. ISigaba II sibandakanya ukwenziwa ngekhompuyutha kweenkqubo zeSGB (uluhlu lwabodliwano-ndlebe, ukunika amanqaku nokuchonga) kwakunye nokwenziwa kwezicelo nakwiiSGB.

Kuqeshwe umniki-zinkonzo kwaye kujoliswe ekubeni iWCED ithumele inkqubo yekhompuyutha kubahlohi abasezi-ofisini nakubasebenzi abakarhulumente ngokubanzi, kunye nokupapashwa bhulethini yezithuba zemisebenzi 2/2017.

Ukufakwa kweenkcuka zabahlohi bonke ngokwesifundo okanye isigaba ukulungiselela ukwenza izicwangciso ezifanelekileyo zezidingo zabahlohi kuza kuququnjelwa.

3. IiNkcukacha-manani oLawulo lwezaBasebenzi

linkcitho kwezabasebenzi

Le theyibhile ilandelayo ishwankathelaiinkcukacha eziphicothiweyo zenkcitho kwezabasebenzingenkqubo nganyeneangenqanaba lomvuzo. Ncakasana, inika iinkcukacha zoku kulandelayo:

- myinge ochithwe kwezabasebenzi
- umyinge ochithwe kwimivuzo, ixesha elongezelelweyo, isibonelelo sendawo yokhlala noncedo lwezonyango.

Inkqubo	Okumiselwe inkqubo
Inkqubo 1	Ulawulo
Inkqubo 2	IMfundo kwiZikolo zeSiqhelo zikaRhulumente
Inkqubo 3	ISibonelelo seZikolo eziZimeleyo
Inkqubo 4	IMfundo kwiZikolo eziKhethekileyo zikaRhulumente
Inkqubo 5	IMfundo yabaSaqaalayo
Inkqubo 6	UPhuhliso lwe-Infrastraktsha
Inkqubo 7	IiMviwo neeNkonzo zezeMfundo

Ittheyibhile 3.1.1 Inkcitho kwezabasebenzi ngenkqubo nganyeukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi2017

Inkqubo	Inkcitho epheleleyo (R'000)	Inkcitho kwezabasebenzi (R'000)	Inkcitho yoqeqesho (R'000)	Inkonzo zobuGcisa nezodwa (R'000)	Inkcitho kwezabasebenzinjen ge-l-% yazo zizonke	Umyinge wenkcitho ngomsebenzi ngamnye (R'000)	Inani labasebenzi
INkqubo 1	1 344 991	777 702	1 359	0	4.03	439.38	1 770
INkqubo 2	14 272 090	12 150 946	23 256	0	62.95	342.05	35 524
INkqubo 3	101 026		0	0	0	0	0
INkqubo 4	1 124 477	894 943	0	0	4.64	315.90	2 833
INkqubo 5	537 939	61 129	0	0	0.32	433.54	141
INkqubo 6	1 573 028	18 246	0	0	0.09	506.83	36
INkqubo 7	347 626	***152 467	0	0	0.79	496.64	307
		**78 308	0	0	0.41	0	0
Zizonke	19 301 177	14 133 741	24 615	0	73.23	348.03	40 611
<p>Amanqaku:</p> <p>* Abasebenzi abakwimimandla basusiwe kwinkqubo 9 basiwa kwinkqubo 1, kukangako inani labasebenzi linyukile.</p> <p>** Inkqubo 6 ibandakanya izithuba zeOccupation Specific Dispensation (OSD), ezinikwa imali ngezithuba zeDORA.</p> <p>*** Inkcitho kwezabasebenzingokusingise kwinkqubo 7 (liMviwo neeNkonzo zezeMfundo) kuchithwe umyinge weR152.467m ukubasebenzi abasisigxina. Umyinge weendleko ochaziweyo ke ngoko ngowabasebenzi abasisigxina.</p> <p>**** Umyinge weR78.308m yimali echithwe kubavi/abchopheli-mviwo/abaniki-maqaku nakubasebenzi bezenkxaso (iiviwo zematriki zowama-2016) nakubasebenzi bezenkxaso kwezeHIV ne-AIDS.</p>							

Ittheyibhile 3.1.2 lindleko kwezabasebenzingenqanaba lomvuzo ngalinye ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inqanaba lomvuzo	Inkcitho kwezabasebenzi (R'000)	I-% yenkcitho kwezabasebenzi iyonke	Umyinge wenkcitho ngomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono eziphantsi (Umgangatho 1-2)	368 162	2.60	116.51	3 160
Abanezakhono (Umgangatho 3-5)	912 984	6.44	179.51	5 086
Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	8 193 801	57.78	345.23	23 734
Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	4 651 418	32.80	541.87	8 584
Abaphathi abaphezulu (Umgangatho 13-16)	54 156	0.38	1 152.26	47
Bebonke	14 180 521	100.00	349.18	40 611
<p>Amanqaku:</p> <p>* Iyonke inkcitho kwezabasebenzikwitheibhile 3.1.1 nakwitheibhile 3.1.2 yahlukene ngoba iintengiselwano zenziwa ngqo kwiBAS</p> <p>** Inani labasebenzi lilonke elichazwe kwitheibhile 3.1.1 nakwitheibhile 3.1.2 ngasentla libandakanya abasebenzi beenkonzo nabahlohi.</p>				

Ezi theyibhile zilandelayo zinika isishwankathelo ngenkqubonganye (Itheyibhile 3.1.3) nenqanaba lomvuzo (Itheyibhile 3.1.4), ngenkcitho of expenditure incurred as a result of imivuzo, ixesha elongezelelweyo, isibonelelo sendawo yokuhlala noncedo lonyango, le theyibhile inika ipesenti yebhajethi esetyenziselwe oku.

Itheyibhile 3.1.3 Imivuzo, Ixesha elongezelelweyo, ISibonelelo saBanini-zindlu and UNcedo loNyangongenkqubo nganyeukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inkqubo	Imivuzo		Ixesha elongezelelweyo		ISibonelelo saBanini-zindlu		UNcedo loNyango	
	Umyinge (R'000)	Imivuzo as a % lindleko kwezabasebenzi	Umyinge (R'000)	Ixesha elongezelelweyo % yeendleko	Umyinge (R'000)	HOA njenge-% yeendleko kwezabasebenzi	Umyinge (R'000)	UNcedo loNyangonjenge-% lindleko kwezabasebenzi
Inkqubo 1	517 441	3.65	1 982	0.01	17 799	0.13	31 167	0.22
Inkqubo 2	9 095 009	64.14	102	0.00	311 534	2.20	524 208	3.70
Inkqubo 3	0	0.00	0	0.00	0	0.00	0	0.00
Inkqubo 4	661 542	4.67	54	0.00	25 118	0.18	40 871	0.29
Inkqubo 5	46 253	0.33	0	0.00	1 151	0.01	2 412	0.02
Inkqubo 6	10 607	0.07	0	0.00	213	0.00	389	0.00
Inkqubo 7	168 273	1.19	1 828	0.01	4 076	0.03	7 594	0.05
Zizonke	10 499 125	74.04	3 966	0.03	359 891	2.54	606 641	4.28

Itheyibhile 3.1.4 imivuzo, ixesha elongezelelweyo, isibonelelo sabanini-zindlunoncedo lonyangongenkqanaba lomvuzo ngalinye ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inqanaba lomvuzo	Imivuzo		Ixesha elongezelelweyo		ISibonelelo saBanini-zindlu		UNcedo loNyango	
	Umyinge (R'000)	Imivuzo as a % lindleko kwezabasebenzi	Umyinge (R'000)	Ixesha elongezelelweyo % yeendleko	Umyinge (R'000)	HOA as a % of lindleko	Umyinge (R'000)	UNcedo loNyangonjenge-% lindleko
Abanezakhono (Umgangatho 1-2)	259 875	1.83	47	0.00	19 843	0.14	17 712	0.12
Abanezakhono (Umgangatho 3-5)	645 416	4.55	1 295	0.01	42 801	0.30	56 896	0.40
Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	6 078 936	42.87	1 953	0.01	201 485	1.42	359 157	2.53
Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	3 479 485	24.54	671	0.00	95 646	0.67	172 113	1.21
Abaphathi abaphezulu (Umgangatho 13-16)	35 413	0.25	0	0.00	116	0.00	763	0.01
Bebonke	10 499 125	74.04	3 966	0.03	359 891	2.54	606 641	4.28

3.2 Ingqesho nezithuba

litheyibhile kweli candela zishwankathela isimo ngokusingise kwingqesho nezithuba.

Le theyibhile ilandelayo ishwankathelainani lezithuba zabasebenzi, inani labasebenzi, ipesenti yezithuba ezingenabantu, kwanokuba ingaba bakhona na abasebenzi abongezelelekileyo kwabo bamiselweyo.

Ezi nkukacha zinikwa ngeendlela ezimbini ezingundoqo:

- Inkqubo (litheyibhile 3.2.1)
- kwakunye nenqanaba lomvuzo (litheyibhile 3.2.2).

litheyibhile 3.2.1 Ingqesho nezithubangenkqubo nganyeukususela ngomhla wama-31 kuMatshi 2017

Qela laBasebenzi	Inkqubo	Inani lezithuba ezabelwe imali	Izithuba ezingabelwanga mali	Inani lezithuba ezivaliweyo	Izinga lezithuba (%)	Inani labongeziweyo kwinani labasebenzi elimiselweyo	Inani labasebenzi bebonke
Bonke aBasebenzi	Inkqubo 1	2 015	25	1 740	13.65	30	1 770
	Inkqubo 2	35 336	11	35 234	0.29	290	35 524
	Inkqubo 4	2 845	0	2 797	1.69	36	2 833
	Inkqubo 5	9	0	141**	0.00	0	141**
	Inkqubo 6	53	0	32	39.62	4	36
	Inkqubo 7	379	3	304	19.79	3	307
	Zizonke	40 637	39	40 248	0.96	363	40 611
Abahloli	Inkqubo 1	581	3	581	0.00	14	595
	Inkqubo 2	29 144	0	29 128	0.05	182	29 310
	Inkqubo 4	1 821	0	1 835	0.00	8	1 843
	Inkqubo 5	9	0	141**	0.00	0	141**
	Inkqubo 6	6	0	5	16.67	0	5
	Inkqubo 7	163	0	140	14.11	3	143
	Zizonke	31 724	3	31 830	0.00	207*	32 037
ABasebenzi bakaRhulumente	Inkqubo 1	1 434	22	1 159	19.18	16	1 175
	Inkqubo 2	6 192	11	6 106	1.39	108	6 214
	Inkqubo 4	1 024	0	962	6.05	28	990
	Inkqubo 5	0	0	0	0.00	0	0
	Inkqubo 6	47	0	27	42.55	4	31
	Inkqubo 7	216	3	164	24.07	0	164
	Zizonke	8 913	36	8 418	5.55	156	8 574

Amanqaku:

* Kwimeko yabahlohi abongeziweyo kwabamiselweyo, inani libonisa kuphela abahloli abachongwe ngokufanelekileyo njengabongezelelekileyo ngokwezivumelwano.

** Inkqubo 5: Izithuba zabahloli: Ezabangaphambi kwebakala lokuqala ziyapheliswa zakuvuleka. I-WCED yenze umgaqo-nkqubo wokuvula imali ebiyabelwe izithuba ezivulekileyo ngesibonelelo ukuzama ukuvula iinawo ezongeziweyo zabangaphambi kwebaka lokuqal (IMfundo yabaSaqalayo). 141 Abahlolikwinkqubo 5 ngabasebenzi abangaphambi kwebaka lokuqala. Aba basebenzi basiwa kwizithuba ezongeziweyo.

Ngokusingisele kumaziko-mfundo, inani lezithuba zabahlohli alithethi ukuba iziko linabahlohli abambalwa kunabo bamiselweyo. Koko ibonisa ukuba isithuba sokuhlohla asivalwanga ngokusisigxina. Kwimeko nganye apho isithuba singavalwanga ngokusisigxina, kuqeshwa ngekhontrakthi ukuqinisekisa ukuba onke amaziko-mfundo axhotyiswe ngokukuko.

Itheyibhile 3.2.2 Ingqesho nezithubangenqanaba lomvuzongomhla wama-31 kuMatshi 2017

Iqela laBasebenzi	Inqanaba lomvuzo	Inani lezithuba ezabelwe imali	Izithuba ezingabelwanga mali	Inani lezithuba ezivaliweyo	I-% yoMlinganiselo wezithuba ezingazaliswanga	Inani labasebenzi abangaphezulu kwinani eliqingqiweyo labasebenzi	Inani labasebenzi bebonke
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	3 315	8	3 413	0.00	45	3 458
	Abanezakhono (Umgangatho 3-5)	4 418	13	4 718	0.00	81	4 799
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	28 778	11	28 494	0.99	202	28 696
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	4 080	7	3 578	12.30	33	3 611
	Abaphathi abaphezulu (Umgangatho 13-16)	46	0	45	2.17	2	47
	Bebonke	40 637	39	40 248	0.96	363	40 611
Abahlohli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0	0.00	0	0
	Abanezakhono (Umgangatho 3-5)	353	0	998	0.00	1	999**
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	27 563	0	27 471	0.33	179	27 650
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	3 808	3	3 361	11.74	27	3 388
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0	0.00	0	0
	Bebonke	31 724	3	31 830	0.00	207	32 037
ABasebenzi bakaRhulumente	Abanezakhono eziphantsi (Umgangatho 1-2)	3 315	8	3 413	0.00	45	3 458
	Abanezakhono (Umgangatho 3-5)	4 065	13	3 720	8.49	80	3 800
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	1 215	11	1 023	15.80	23	1 046
	Abanezakhono zokuphatha eziphezulu-Umgangatho 9-12)	272	4	217	20.22	6	223
	Abaphathi abaphezulu (Umgangatho 13-16)	46	0	45	2.17	2	47
	Bebonke	8 913	36	8 418	5.55	156	8 574

Amanqaku:

Kumaziko-mfundo, inani lezithuba zabahlohli alithethi ukuba amaziko anabahlihli abambalwa kunabo bafanelekileyo. Koko kuthetha ukuba izithuba zabahlohli azivalwanga ngokusisigxina. Kwimeko nganye apho isithuba singavalwanga ngokusisigxina kuqeshwa ngekhontrakthi ukuqinisekisa onke amaziko-mfundo anenani labahlohli abafanelekileyo.

** Zonke izithuba zabahlohli zezabaqeqeshwe ngokupheleleyo (imetriki noqeqesho lweminyaka emi-3 ubuncinane) kumgangatho womvuzo 6-8 ubuncinane. I-WCED ayinabo abahlohli abangaqeqeshwanga ngokupheleleyo kwinkqubo yayo. Ngabahlohli bonyaka we-1999 abahlawulwa kumgangatho womvuzo 3-5 ngenxa yokuba bengaqeqeshelwanga umgangatho womvuzo 6-8. Aba bahlohi baqeshwe kwizithuba eziphunyeziweyo eziboniswe kwinqanaba lomvuzo 6-8 kule theyibhile.

Ittheyibhile 3.2.3 Ingqesho nezithubangokwezikhundla eziphambilingomhla wama-31 kuMatshi 2017

Izikhundla eziphambili	Inani lezithuba ezimiseliweyo eziphunyeziweyo	Inani lezithuba ezivaliweyo	Izinga lezithuba	Inani labasebenzi abongezwe kwabamiselweyo
Akungeni apha				
Bebonke				
Amanqaku:				
<ul style="list-style-type: none"> Kumele kusetyenziswe ucalulo olungundoqo kule theyibhile, njengoko luchaziwe yiDPSA. Izikhundla eziphambili zichazwa njengezikhundla okanye amacandelwana kwizikhundla ezo apho kukho ukunqongophala kwabaqeqeshiweyo nabanamava, <ul style="list-style-type: none"> (a) enokuba kungenxa yokungabikho kwabasebenzi abanezakhono okanye bakhona koko abazifezi izimiso zezithuba na; (b) apho kudingeka ukuba babe nolwazi olubungcali kwizifundo okanye kwezobunzulu-lwazi kwaye olo lwazi lufunyanwa ngoqeqesho olubanzi okanye olukhethekileyo; (c) apho isithethe sesikhundla sidinga ukusilolonga rhoqo okanye ubungcali; nalapho isebe lithi lifumane ubunzima ukufumana ababasebenzi. 				

3.3 Ukuvalwa kwezithuba zeSMS

littheyibhile zeli candela zinika iinkcuakcha ngengqesho nezithuba ezisingise kubaphathi abaphezulungokomgangatho womvuzo. Zikwanika iinkcukacha ngokubhengeza nokuvala izithuba zeSMS, izizathu zokungathobeli amaxesha amisiweyo namanyathelo oluleko athathiweyo.

Ittheyibhile 3.3.1 Iinkcukacha zezithuba zeSMS ngomhla wama-31 kuMatshi 2017

SMS Umgangatho	Inani lezithuba zeSMS ngokomgangatho		Inani lezithuba zeSMS ezigcwalisiweyo ngokomgangatho	I-% yezithuba zeSMS ezigcwalisiweyo ngokomgangatho	Inani lezithuba zeSMS ezingenamntu ngokomgangatho	I-% yezithuba zeSMS ngokomgangatho
	Ezabelwe imali	Ezingabelwa nga mali				
Umlawulo Jikelele/ iNtloko yeSebe	1	0	1	100.00	0	0.00
Umgangatho womvuzo 16, kodwa ongongeweHOD	0	0	0	0.00	0	0.00
Umgangatho womvuzo 15	4	0	3	75.00	1	25.00
Umgangatho womvuzo 14	8	0	8	100.00	0	0.00
Umgangatho womvuzo 13	33	0	35	106.06	0	0.00
Bebonke	46	0	47	102.17	1	2.17
Inqaku: Ngamalungu eSMS amabini (2) angaphezu kwenani labasebenzi elimiselweyo leWCED kwakunye nelungu leSMS elinye (1) elikwi-ofisi kaMphathiswa wezemfundo weNtshona Koloni.						

Ittheyibhile 3.3.2 Iinkcukacha zezithuba zeSMS ngomhla wama-30 kuSeptemba 2016

SMS Umgangatho	Inani lezithuba zeSMS ngokomgangatho		Inani lezithuba zeSMS ezigcwalisiweyo ngokomgangatho	I-% yezithuba zeSMS ezigcwalisiweyo ngokomgangatho	Inani lezithuba zeSMS ezingenamntu ngokomgangatho	I-% yezithuba zeSMS ngokomgangatho
	Ezabelwe imali	Ezingabelwa nga mali				
Umlawulo Jikelele/ iNtloko yeSebe	1	0	0	0.00	1	100.00
Umgangatho womvuzo 16, kodwa ongongeweHOD	0	0	0	0.00	0	0.00
Umgangatho womvuzo 15	4	0	3	75.00	1	25.00
Umgangatho womvuzo 14	8	0	9	112.50	0	0.00
Umgangatho womvuzo 13	33	0	35	106.06	0	0.00
Bebonke	46	0	47	102.17	2	4.35
Inqaku: Ngamalungu eSMS amabini (2) angaphezu kwenani labasebenzi elimiselweyo leWCED kwakunye nelungu leSMS elinye (1) elikwi-ofisi kaMphathiswa wezemfundo weNtshona Koloni.						

Ittheyibhile 3.3.3 Ukubhengeza nokuvala izithuba zeSMSukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

SMS Umgangatho	Ukubhangeza	Ukuvala izithuba	
	Inani lezithuba ngokomgangath ezibhengezwe kwiinyanga ezi-6 zivulekile	Inani lezithuba ngokomgangath ezivalwe kwiinyanga ezi-6 zivulekile	Inani lezithuba ngokomgangath ezingavalwanga kwiinyanga ezi-6 koko kwezili 12
Umlawulo Jikelele/ iNtloko yeSebe	1	1	0
Umgangatho womvuzo 16, kodwa ongongeweHOD	0	0	0
Umgangatho womvuzo 15	1	1	1
Umgangatho womvuzo 14	1	1	0
Umgangatho womvuzo 13	4	4	0
Bebonke	7	7	1

Ittheyibhile 3.3.4 Izizathu zokungathobeli amaxesha amisiweyo ukuvala izithuba zeSMS ezabelwe imali-Ezibhengezwe kwiinyanga ezi-6 zivulekile ze zavalwa kwe-12 zivulekile ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izizathu zokungabhengezwa kwezithuba kwiinyanga ezintandathu zivulekile
Isebe lisiqhalasele ngokutsha isithuba seSL15 ekuvulekeni kwaso. Emva kothethwano kuvenwe ngelokuba siuyafuneka esi sithuba saze sabhengezwa kweyoMduba 2017.

Inqaku:

Ngokwemigaqo iPublic Service Regulations 2016, iCandelo 65(7) amasebe kufuneka anike izizathu ezivakalayo ngokungathobeli ukuvalwa kwezithuba zeSMSngexesha elimiselweyo.

Ittheyibhile 3.3.5 Amanyathelo oluleko ngokungathobeli amaxesha amiselweyo okuvala izithuba zeSMS kwiinyanga ezili-12ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanyathelo oluleko ngokungathobeli amaxesha amiselweyo okuvala izithuba zeSMS kwiinyanga ezili-12
Jonga amanqaku ngasentla.

Inqaku:

Ngokwemigaqo iPublic Service Regulations 2016, iCandelo 65(7) amasebe kufuneka anike izizathu ezivakalayo ngokungathobeli ukuvalwa kwezithuba zeSMS ngexesha elimiselweyo. Xa ingathotyelwanga le migaqo ugunyaziwe okanye intloko yesebe kufuneka ithathe amanyathelo oluleko ngokwecandelo 16A(1) or (2) loMthetho iPublic Service Act.

Uvavanyo lwezithuba

Kwisikhokelo sesizwe, ugunyaziwe usenokwenza uvavanyo lwaso nasiphi na isithuba kwinkampani yakhe. NgokweMigaqo, zonke izithuba ezivulekileyo ezikumgangatho womvuzo 9 nangaphezulu kufuneka zivavanywe ngaphambi kokuba zivalwe. Le theyibhile ilandelayo ishwankathela inani lezithuba ezivavanyweyo kunyaka ekunikwa ingxelo yawo. Le theyibhile ikwanika iinkcukacha-manani ngenani lezithuba ezinyuselweyo nezithotyweyo.

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2016 to 31 March 2017

Inqanaba lomvuzo	Inani lezithuba njengoko linjalo ngowama-31 kuMatshi 2017	Inani lezithuba ezivavanyweyo	I-% yezithuba ezivavanyweyo-ngenqanaba lomvuzo	Izithuba ezinyuselweyo		Izithuba ezithotyweyo	
				Inani		Inani	I-% yenani lezithuba
Abanezakhono eziphantsi (Umgangatho 1-2)	3 315	0	0.00	0	0	0	0
Abanezakhono (Umgangatho 3-5)	4 418	4	0.09	0	0	0	0
Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	28 778	2	0.01	0	0	0	0
Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	4 080	0	0.00	0	0	0	0
Abaphathi abaphezuluInqanaba lokusebenza A (Umgangatho 13)	33	1	3.03	0	0	0	0
Abaphathi abaphezuluInqanaba lokusebenza B (Umgangatho 14)	8	0	0.00	0	0	0	0
Abaphathi abaphezuluInqanaba lokusebenza C (Umgangatho 15)	4	0	0.00	0	0	0	0
Abaphathi abaphezuluInqanaba lokusebenza D (Umgangatho 16)	1	0	0.00	0	0	0	0
Bebonke	40 637	7	0.02	0	0	0	0

Inqaku: Zizithuba zabasebenzi bakarhulumente abangabanye kuphela ezivavanywayo.

Le theyibhile ilandelayo ishwankathela inani labasebenzi abazithuba zabo zithe zanyuselwa. Inani labasebenzi lisenokwahluka kwinani lezithuba ezinyuselweyokuba ingengabo bonke abasebenzi abathi bafakwe ngokuzenzekelayo kwizithuba ezitsha kwaye ezinye zezithuba ezinyuselweyo sisenokuba azinabantu.

Ittheyibhile 3.4.2 Inika iinkcukacha zabasebenzi abazithuba zabo zithe zanyuselwa ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isini	UmAfrika	Ilawu	Ikula	Umlungu	Bebonke
Ibhinqa	0	0	0	0	0
Indoda	0	0	0	0	0
Bebonke	0	0	0	0	0
Abasebenzi abanobulima					0

Le theyibhile ilandelayo ishwankathela inani leemeko apho inqanaba lomvuzo lithe langaphezulu kunoku kumiselwe luvavanyo lwesithuba. Kunikwa izizathu zonxaxho kwimeko nganye.

Ittheyibhile 3.4.3 Abasebenzi abamgangatho womvuzoungaphezulu kunoko kumiselwe luvavanyo lwesithuba ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inani labasebenzi bebonkeabazithuba zabo zingaphezu kwelo limiselwe luvavanyo lomsebenzi	0
--	---

Le theyibhile ilandelayo ishwankathela abaxhamle koku kungentla ngokohlanga, isini nobulima.

Ittheyibhile 3.4.4 Inika iinkcukacha ngabasebenzi abazithuba zabo zingaphezu komgangatho omiselwe luvavanyo lwesithuba ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inani labasebenzi bebonkeabazithuba zabo zingaphezu komgangatho omiselwe luvavanyo lwesithuba	0
---	---

linguqu kwezengqesho

Eli candela linika iinkcukacha ngeenguqu kwezengqesho kunyaka-mali. Izinga lokumka kwabasebenzi libonisa indlela eziguquke ngayo iinkcukacha zengqesho kwisebe. Ezi thiyibhile zilandelayo zishwankathela izinga lokumka kwabasebenzi ngokwenqanaba lomvuzonangokwezikhundla eziphambili (jonga inkcaza kumanqaku ngezantsi).

Itheyibhile 3.5.1 Amazinga okumka kwabasebenzi onyaka ngeqanaba lomvuzoukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

IQela laBasebenzi	Inqanaba lomvuzo	Inani labasebenzi ngokomgangatho 31 Kwinda 2016	Abaqeshiweyo	Abathunyelwe kwisebe	Inqesho nabawiselwe kwisebe	Uqhawulwa kwezivumelwano	Abakhutshiweyo kwisebe	Uqhawulo-sivumelwano nabawiselwe naapilsandlale kwisebe	I-% yezinga lokumka kwabasebenzi
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	3 122	2 608	0	2 608	2 421	0	2 421	5.99
	Abanezakhono (Umgangatho 3-5)	5 003	4 585	10	4 595	2 969	5	2 974	32.40
	Abavelisa kwiinqanaba eliphezulu (Umgangatho 6-8)	23 289	11 321	22	11 343	11 854	45	11 899	0.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	8 844	578	1	579	1 276	5	1 281	0.00
	Abaphathi abaphezuluInqanaba lokusebenza A (Umgangatho 13)	35	3	1	4	2	0	2	5.71
	Abaphathi abaphezuluInqanaba lokusebenza B (Umgangatho 14)	8	1	0	1	1	0	1	0.00
	Abaphathi abaphezuluInqanaba lokusebenza C (Umgangatho 15)	3	0	0	0	1	0	1	0.00
	Abaphathi abaphezuluInqanaba lokusebenza D (Umgangatho 16)	1	0	0	0	0	1	1	0.00
	Bebonke	40 305	19 096	34	19 130	18 524	56	18 580	1.36
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0	0	0	0	0	0.00
	Abanezakhono (Umgangatho 3-5)	1 070	3 540	0	3 540	1 857	0	1 857	157.29
	Abavelisa kwiinqanaba eliphezulu (Umgangatho 6-8)	22 089	11 174	15	11 189	11 653	37	11 690	0.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	8 621	556	1	557	1 254	3	1 257	0.00
	Abaphathi abaphezuluInqanaba lokusebenza A (Umgangatho 13)	0	0	0	0	0	0	0	0.00
	Abaphathi abaphezuluInqanaba lokusebenza B (Umgangatho 14)	0	0	0	0	0	0	0	0.00
	Abaphathi abaphezuluInqanaba lokusebenza C (Umgangatho 15)	0	0	0	0	0	0	0	0.00
	Abaphathi abaphezuluInqanaba lokusebenza D (Umgangatho 16)	0	0	0	0	0	0	0	0.00
	Bebonke	31 780	15 270	16	15 286	14 764	40	14 804	1.52
Abasebenzi bakathulumente	Abanezakhono eziphantsi (Umgangatho 1-2)	3 122	2 608	0	2 608	2 421	0	2 421	5.99
	Abanezakhono (Umgangatho 3-5)	3 933	1 045	10	1 055	1 112	5	1 117	0.00
	Abavelisa kwiinqanaba eliphezulu (Umgangatho 6-8)	1 200	147	7	154	201	8	209	0.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	223	22	0	22	22	2	24	0.00
	Abaphathi abaphezuluInqanaba lokusebenza A (Umgangatho 13)	35	3	1	4	2	0	2	5.71
	Abaphathi abaphezuluInqanaba lokusebenza B (Umgangatho 14)	8	1	0	1	1	0	1	0.00
	Abaphathi abaphezuluInqanaba lokusebenza C (Umgangatho 15)	3	0	0	0	1	0	1	0.00
	Abaphathi abaphezuluInqanaba lokusebenza D (Umgangatho 16)	1	0	0	0	0	1	1	0.00
	Bebonke	8 525	3 826	18	3 844	3 760	16	3 776	0.87
<p>Amanqaku:</p> <p>Uluhlu lwesi- 3 (inani labasebenzi) lubandakanya zonke iindidi zengqesho kubandakanya nabangaphezulu kwenani elifunekayo ngaphandle koMphathiswa.</p> <p>Abasebenzi bakathulumente abahloli abangesisigxina baqeshwe ngekhontrakthi isithuba esimiselweyo. Oku kubandakanya abaqeshwe ngokungenela abanye ngenxa yeemeko zendalo, ukufa, ukunyuselwa, etc. kunye nabasebenzi (abahloli) abaqeshwe njengamabambela abagulayo, abakwikhefu lokubeleka, etc. Oku kuthetha ukuba umqeshwa omnye usenokuqeshwa kane enyakeni ngenxa yokuba rhoqo efumana ikhontrakthi oko kubhaliswa njengengqesho entsha. Ukuphela kwekhontrakthi kuthathwa njengoqhawulo-sivumelwano, kungako ke liphezulu izininga loqhawulo-sivumelwano.</p>									

Itheyibhile 3.5.2 Izinga lokumka kwabasebenzi ngonyaka ngokwezikhundla eziphambiliukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izikhundla eziphambili	Inani labasebenzi ekuqaleni konyaka - Tshazimpuzi 2015	Inqesho nabawiselwe kwisebe	Uqhawulo-sivumelwano nabawiselwe ngapilsandlale kwisebe	Izinga lokumka kwabasebenzi
Akungeni apha				

Le theyibhile ingezantsi inika izizathu zokushiya kwabasebenzi isebe.

Itheyibhile 3.5.3.1 Izizathu zokushiya kwabasebenzi isebe ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iqela	Uhlobo loqhawulo-sivunelwano	Inani labasebenzi	I-% yabemkileyo bebonke	Inani labemkileyo njenge-%yenani labasebenzi bebonke 31 Kwindla 2016
Bonke aBasebenzi	Ukufa	105	0.57	0.26
	Ukulahla	1 403	7.56	3.48
	Ukuphela kwekhontrakthi*	15 869	85.46	39.37
	Ukugxothwa - iinguqu emsebenzini	3	0.02	0.01
	Ukugxothwa - Ukuziphatha kakubi	68	0.37	0.17
	Ukugxothwa - ukungasulungeki	0	0.00	0.00
	Ukukhutshwa ngenxa yempilo embi	88	0.47	0.22
	Ukukhutshwa ngenxa yokungabinakusebenza	0	0.00	0.00
	Umdlala-phantsi	986	5.31	2.45
	Ukuthatha iphakheji ngokuzitlondlela	0	0.00	0.00
	Ukuweliselwa kwamanye amasebe karhulumente	56	0.30	0.14
	Bebonke	18578	100.00	46.09
Abahloli	Ukufa	72	0.49	0.23
	Ukulahla	1 201	8.12	3.78
	Ukuphela kwekhontrakthi *	12 628	85.34	39.74
	Ukugxothwa – iinguqu emsebenzini	3	0.02	0.01
	Ukugxothwa – Ukuziphatha kakubi	37	0.25	0.12
	Ukugxothwa – ukungasulungeki	0	0.00	0.00
	Ukukhutshwa ngenxa yempilo embi	60	0.41	0.19
	Ukukhutshwa ngenxa yokungabinakusebenza	0	0.00	0.00
	Umdlala-phantsi	762	5.15	2.40
	Ukuthatha iphakheji ngokuzitlondlela	0	0.00	0.00
	Ukuweliselwa kwamanye amasebe karhulumente	40	0.27	0.13
	Bebonke	14 803	100.00	46.58
Iqela Bonke aBasebenzi	Ukufa	33	0.88	0.39
	Ukulahla	202	5.36	2.37
	Ukuphela kwekhontrakthi *	3 241	85.97	38.02
	Ukugxothwa – iinguqu emsebenzini	0	0.00	0.00
	Ukugxothwa – Ukuziphatha kakubi	31	0.82	0.36
	Ukugxothwa – ukungasulungeki	0	0.00	0.00
	Ukukhutshwa ngenxa yempilo embi	28	0.74	0.33
	Ukukhutshwa ngenxa yokungabinakusebenza	0	0.00	0.00
	Umdlala-phantsi	224	5.94	2.63
	Ukuthatha iphakheji ngokuzitlondlela	0	0.00	0.00
	Ukuweliselwa kwamanye amasebe karhulumente	16	0.42	0.19
	Bebonke	3775	100.00	44.28

Inqaku:

* Inani "lokuphela kwekhontrakthi" lisenokukhangeleka liphezulu xa lithelekiswa nelamanye amasebe. Inani eliphezulu lingenxa yokuba iWCED inomgaqo-nkqubo wokuqesha ngekhontrakthi emfutshane. Ezi zithuba zihlala zibhengezwa ngokwesikhokelo sezivumelwano ngelijolise ekuzenzeni isigxina lakuvela ithuba. Ngaphezu koko, abahloli abangamabambela baqeshwa endaweni yabahloli abasekhefini okanye abathunyelwe kwelinye icandelo. Eyona khontrakthi imfutshane ylmehloveki ezimbini.

Ittheyibhile 3.5.3.2 Izizathu zokulahla kwabasebeni, ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iqela	Uhlobo loqhawulo-sivunelwano	Inani labasebenzi bebonke	I-% yabemkileyo bebonke
Abahloli	Ubudala	2	0.17
	Impilo embi	11	0.92
	Umvuzo ongcono	45	3.75
	Ukuphela kwekhontrakthi	6	0.50
	Iingxaki zasekhaya	12	1.00
	Ukufuduka	40	3.33
	Ukuquba nezifundo	4	0.33
	Umtshato	5	0.42
	Uhlobo lomsebenzi	71	5.91
	Akukho sizathu	20	1.67
	Esinye isikhundla	65	5.41
	Ezoshishino	3	0.25
	Izizathu ezizezomntu	31	2.58
	Ukulahla isikhundla	876	72.94
	Iingxaki zezothutho	0	0.00
	Ukukhulelwa	0	0.00
	Ukuba ngumfazi ekhaya	0	0.00
	Ukuweliselwa (kweqabane)	5	0.42
	Ukucuthwa kwezikhundla	0	0.00
	Elinye isebe lezemfundo	5	0.42
	Ukuweliselwa kwezinye iinkqubo	0	0.00
	Ukuziphatha kakubi	0	0.00
	Bebonke	1 201	10
Abasebenzi bakarhulumente	Ubudala	1	0.50
	Impilo embi	3	1.49
	Umvuzo ongcono	9	4.46
	Ukuphela kwekhontrakthi	0	0.00
	Iingxaki zasekhaya	2	0.99
	Ukufuduka	1	0.50
	Ukuquba nezifundo	0	0.00
	Umtshato	1	0.50
	Uhlobo lomsebenzi	8	3.96
	Akukho sizathu	2	0.99
	Esinye isikhundla	20	9.90
	Ezoshishino	1	0.50
	Izizathu ezizezomntu	6	2.97
	Ukulahla isikhundla	148	73.27
	Iingxaki zezothutho	0	0.00
	Ukukhulelwa	0	0.00
	Ukuba ngumfazi ekhaya	0	0.00
	Ukuweliselwa (kweqabane)	0	0.00
	Ukucuthwa kwezikhundla	0	0.00
	Elinye isebe lezemfundo	0	0.00
	Ukuweliselwa kwezinye iinkqubo	0	0.00
	Ukuziphatha kakubi	0	0.00
	Bebonke	202	100.00

Ittheyibhile 3.5.3.3 Iqela lobudala babasebenzi abalahlileyo, ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Ubudala	Ukulahla Abasebenzi bebonke	Abasebenzi bebonke %	Ukulahla Abahlohi	Abahlohi %	Ukulahla Abasebenzi bakarhulumente	Abasebenzi bakarhulumente %
Ubudala 20 >	0	0.00	0	0.00	0	0.00
Ubudala 20 to 24	60	4.28	59	4.91	1	0.50
Ubudala 25 to 29	255	18.18	241	20.07	14	6.93
Ubudala 30 to 34	145	10.33	128	10.66	17	8.42
Ubudala 35 to 39	106	7.56	87	7.24	19	9.41
Ubudala 40 to 44	153	10.91	131	10.91	22	10.89
Ubudala 45 to 49	239	17.03	207	17.24	32	15.84
Ubudala 50 to 54	181	12.90	147	12.24	34	16.83
Ubudala 55 to 59	153	10.91	121	10.07	32	15.84
Ubudala 60 to 64	107	7.63	78	6.49	29	14.36
Ubudala 65 >	4	0.29	2	0.17	2	0.99
Bebonke	1 403	100.00	1 201	100.00	202	100.00

Ittheyibhile 3.5.3.4 Ukuvumela ukuthatha iphakheji ngokuzitlondlela: ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inani labathatha iphakheji ngokuzitlondlela bebonke ngowama-2016/ 2017	0
--	---

Ittheyibhile 3.5.4 Ukunyuselwa ngokwezikhundla eziphambili ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umsebenzi	Abasebenzi ngomhla woku-1 kuEpreli 2016	Ukunyuselwa komnye umgangatho womvuzo	Ukunyuselwa kumgangatho womvuzonjenge-% yabasebenzi ngokwesikhundla	Ukunyukela kwintshi elandelayo yomgangatho womvuzo	Ukunyukela kwintshi elandelayo njenge-% yabasebenzi ngokwesikhundla
Akungeni apha					

Ittheyibhile 3.5.5 Ukunyuselwa ngokwenqanaba lomvuzoukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

IQela laBasebenzi	Inqanaba lomvuzo	Abasebenzi njengoko benjalo ngowama-31 kuMatshi 2016	Ukunyuselwa usiswa kwelinye inqanaba lomvuzo	Ukunyuselwa njenge-% kwabasebenzi ngokwenqanaba lomvuzo	Ukunyukela kwinotshi elandelayo yomandatho	Ukunyukela kwinotshi elandelayo inqanaba lomvuzo
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	3 362	221	6.57	1 776	52.83
	Abanezakhono (Umgangatho 3-5)	4 579	149	3.25	3 309	72.26
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	2 604	733	28.15	16 451	631.76
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	29 713	726	2.44	7 968	26.82
	Abaphathi abaphezulu (Umgangatho 13-16)	47	4	8.51	29	61.70
	Total	40 305	1 833	4.55	29 533	73.27
Abahlali	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0.00	0	0.00
	Abanezakhono (Umgangatho 3-5)	754	3	0.40	134	17.77
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	1 530	676	44.18	16 009	1046.34
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	29 496	712	2.41	7 822	26.52
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0.00	0	0.00
	Bebonke	31 780	1 391	4.38	23 965	75.41
Inkonzo karhulumente	Abanezakhono eziphantsi (Umgangatho 1-2)	3 362	221	6.57	1 776	52.83
	Abanezakhono (Umgangatho 3-5)	3 825	146	3.82	3 175	83.01
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	1 074	57	5.31	442	41.15
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	217	14	6.45	146	67.28
	Abaphathi abaphezulu (Umgangatho 13-16)	47	4	8.51	29	61.70
	Bebonke	8 525	442	5.18	5 568	65.31

Ulingano kwezengqesho

Ittheyibhile 3.6.1 Inani labasebenzi bebonke (kubandakanya abasebenzi abanobulima) kwezi ndidi zezikhundla zilandelayo ngomhla wama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Abamazwe angaphandle		Total
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (Umgangatho 14-16)	1	6	1	2	0	0	1	1	0	0	12
Abaphathi abaphezulu (Umgangatho 13)	2	10	1	7	2	9	1	3	0	0	35
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	134	557	8	239	68	175	6	111	0	0	1 298
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, abaphathi, iiforimani noontsumpa (Umgangatho 8-10)	654	3 402	34	833	1 639	4 835	57	1 997	6	5	13 462
Abanezakhono ezingephi nabanako ukuthatha iziqinbo (Umgangatho 4-7)	1 252	2 562	9	651	4 078	8 076	71	3 404	64	37	20 204
Abangenazakhono nabenza iziqinbo ngokuchaziweyo (Umgangatho 1-3)	648	2 121	3	120	494	2 022	1	163	17	11	5 600
Bebonke	2 691	8 658	56	1 852	6 281	15 117	137	5 679	87	53	40 611

Itheyibhile 3.6.2 Inani labasebenzi bebonke (abanobulima) kule migangatho yezikhundla ilandelayo ngomhla wama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Abamazwe angaphandle		Total
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (Umgangatho 14-16)	0	0	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Umgangatho 13)	0	0	0	0	0	0	0	0	0	0	0
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	0	0	0	1	0	1	0	0	0	0	2
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, iisuphavayiza, iiforimani noontsumpa (Umgangatho 8-10)	2	4	0	1	0	3	0	3	0	0	13
Abanezakhono ezingephi nabanako ukuthatha izigqinbo (Umgangatho 4-7)	1	0	0	1	1	2	0	2	0	0	7
Abangenazakhono nabenza izigqinbo ezichaziweyo (Umgangatho 1-3)	2	3	0	0	2	3	0	0	0	0	10
Bebonke	5	7	0	3	3	9	0	5	0	0	32

Itheyibhile 3.6.3 Ukufuna abasebenzi ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Abamazwe angaphandle		Bebonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (Umgangatho 14-16)	0	1	0	0	0	0	0	0	0	0	1
Abaphathi abaphezulu (Umgangatho 13)	0	1	0	0	0	1	1	0	0	0	3
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	21	43	1	22	12	26	0	23	0	0	148
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, iisuphavayiza, iiforimani noontsumpa (Umgangatho 8-10)	110	674	1	86	699	1 046	16	133	2	0	2 767
Abanezakhono ezingephi nabanako ukuthatha izigqinbo (Umgangatho 4-7)	687	1 403	7	236	2 307	4 318	39	1 556	129	59	1 0741
Abangenazakhono nabenza izigqinbo ezichaziweyo (Umgangatho 1-3)	504	1 500	5	151	714	2 108	10	340	65	39	5 436
Bebonke	1 322	3 622	14	495	3 732	7 499	66	2 052	196	98	19 096

Itheyibhile 3.6.4 Ukunyuselwa ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Abamazwe angaphandle		Bebonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (Umgangatho 14-16)	1	1	0	2	0	0	0	0	0	0	4
Abaphathi abaphezulu (Umgangatho 13)	0	0	0	0	0	0	0	0	0	0	0
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	14	51	0	22	5	19	0	16	0	0	127
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, iisuphavayiza, iiforimani noontsumpa (Umgangatho 8-10)	85	292	1	81	191	405	6	161	0	0	1 222
Abanezakhono ezingephi nabanako ukuthatha izigqinbo (Umgangatho 4-7)	8	27	0	3	22	63	0	6	0	0	129
Abangenazakhono nabenza izigqinbo ezichaziweyo (Umgangatho 1-3)	36	143	1	1	18	147	0	5	0	0	351
Bebonke	144	514	2	109	236	634	6	188	0	0	1 833

Ittheyibhile 3.6.5 Uqhawulo-zivumelwanoukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Abamazwe angaphandle		Bebonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Abaphathi abaphezulu (Umgangatho 14-16)	0	2	0	0	0	0	0	0	0	0	2
Abaphathi abaphezulu (Umgangatho 13)	0	1	0	1	0	0	0	0	0	0	2
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	22	99	1	67	22	36	1	33	0	0	281
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, iisuphavyiza, iiforimani noontsumpa (Umgangatho 8-10)	153	924	4	124	827	1 420	15	278	0	0	3 745
Abanezakhono ezingephi nabanako ukuthatha izigqinbo (Umgangatho 4-7)	657	1 411	9	236	2 253	4 361	38	1 597	133	71	10 766
Abangenazakhono nabenza izigqinbo ezichaziweyo (Umgangatho 1-3)	396	1 215	2	103	400	1 397	3	136	49	27	3 728
Bebonke	1 228	3 652	16	531	3 502	7 214	57	2 044	182	98	18 524

Ittheyibhile 3.6.6 Amanyathelo oluleko ukususelela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanyathelo oluleko	Indoda				Ibhinqa				Bebonke
	UmAfrika	Ilawu	Ikula	Umlungu	UmAfrika	Ilawu	Ikula	Umlungu	
Zonke iintlobo	95	181	1	14	148	84	3	13	539

Ittheyibhile 3.6.7 Uphuhliso lwaMakhono kulungiselelwa isithuba esisuka kumhla woku-1 ku-Epreli 2016 ukuya kowama-31 kuMatshi 2017

Umgangatho wesikhundla	Indoda				Ibhinqa				Bebonke
	A	C	I	W	A	C	I	W	
Abaphathi abaphezulu (Umgangatho 14-16)	0	0	0	0	0	0	0	0	0
Abaphathi abaphezulu (Umgangatho 13)	0	21	0	1	0	2	0	0	24
Abaqeqeshiweyo nabanamava obungcali nabaphathi abaphakathi (Umgangatho 11-12)	1 725	4 660	72	1 111	4 020	7 524	109	2 656	21 877
Abanezakhono zobuchwepheshe nabaqeqeshiweyo, abaphathi abasezantsi, iisuphavyiza, iiforimani noontsumpa (Umgangatho 8-10)	16	67	0	1	28	98	0	15	225
Abanezakhono ezingephi nabanako ukuthatha izigqinbo (Umgangatho 4-7)	71	160	0	3	169	589	0	46	1 038
Abangenazakhono nabenza izigqinbo ezichaziweyo (Umgangatho 1-3)	66	233	0	8	30	112	0	5	454
Bebonke	1 878	5 141	72	1 124	4 247	8 325	109	2 722	23 618
Inqaku: Akukho lwalamano phakathi kwe-Organising Framework for Occupations (OFO) echazwe kwiSETA neendidi zemisebenzi edweliswe phantsi kweKhodi yokuHlawula (CORE). Isebe lilungelelanise iindidi zemisebenzi zeCORE ukulungiselela ukinika ingxelo ngenani labasebenzi.									

3.7 Ukutyikitywa kwezivumelwano zokusebenza ngamalungu eSMS

Onke amalungu eSMS kufuneka atyikitye izivumelwano zokusebenza zawo ngamaxesha amisiweyo. Iinkcukacha ngokusingise ekutyikityweni kwezivumelwano zokusebenza ngamalungu eSMS, izizathu zokungathobeli amaxesha amisiweyo namanyathelo oluleko zichazwe apha.

Itheyibhile 3.7.1 Ukutyikitywa kwezivumelwano zokusebenza ngamalungu eSMS ngomhla wama-31 kuMeyi 2016

SMS Umgangatho	Inani lezithuba zeSMS ezabelwe imalingokomgangatho	Inani lamalung eSMS ngokomgangatho	Inani lezivumelwano zokusebenza ezityikityiweyo ngokomgangatho	Izivumelwano zokusebenza ezityikityiweyo njenge-% yamalungu eSMS ngokomgangatho
Umlawuli jikelele / intloko yesebe	1	1	1	100.00
Umgangatho womvuzo 16, kodwa ongongeweHOD	0	0	0	100.00
Umgangatho womvuzo 15	4	3	3	100.00
Umgangatho womvuzo 14	9	8	8	100.00
Umgangatho womvuzo 13	32	31	31	100.00
Bebonke	46	43	43	100.00

Itheyibhile 3.7.2 Izizathu zokungaququunjelwa kwezivumelwano zokusebenza ngamalungu eSMS onke ngowama-31 kuMeyi 2016

Izizathu
Akungeni apha

Itheyibhile 3.7.3 Amananyathelo oluleko ngalomalungu eSMS ngokungagqibi izivumelwano zokusebenza ngowama-31 kuMeyi 2016

Izizathu
Akungeni apha

Ukuvuzwa ngomsebenzi omhle

Ukukhuthaza umsebenzi omhle, isebe livuze aba balandelayo nganxa yomsebenzi omhle, ngemali yemvuzo yonyaka wama-2014/15, kodwa ehlawulwe kunyaka ekunikwa ingxelo yawo. linkcukacha zinikwe ngokohlanga, isininangokobulima (Itheyibhile 3.8.3) nangokwenqanaba lomvuzo (Itheyibhile 3.8.4).

Itheyibhile 3.8.1 Ukunyukela kwinotshi elandelayongenqanaba lomvuzo, ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inqanaba lomvuzo	Abasebenzi 31 Kwindla 2016	Ukunyukela kwinotshi elandelayo yomgangatho womvuzo	Ukunyukela kwinotshi elandelayonjenge-% yabasebenzi ngokwenqanaba lomvuzo
Abanezakhono eziphantsi (Umgangatho 1-2)	3 362	1 776	52.83
Abanezakhono (Umgangatho 3-5)	4 579	3 309	72.26
Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	2 604	16 451	631.76
Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	29 713	7 968	26.82
Abaphathi abaphezulu (Umgangatho 13-16)	47	29	61.70
Bebonke	40 305	29 533	73.27

Itheyibhile 3.8.2 Ukunyukela kwinotshi elandelayongokwezikhundla eziphambili, ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izikhundla eziphambili	Abasebenzi 31 Kwindla 2016	Ukunyukela kwinotshi elandelayo yomgangatho womvuzo	Ukunyukela kwinotshi elandelayonjenge-% yabasebenzi ngokwenqanaba lomvuzo
Akungeni apha			
Bebonke			

Itheyibhile 3.8.3 Ukuvuzwa ngomsebenzi omhlengokohlanga, isininangokobuimaukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

IQela laBase- benzi	Uhlanga nesini	linkcukacha zabaxhamleyo			Indleko (R'000)	
		Inani labaxhamlayo	Inani labasebenzi bebonkekwiqela	I-% yeqela lilonke	Indleko (R'000)	Umyinge weendleko ngomsebenzi ngamnye
Inkonzo kakhulumente	UmAfrika	238	1 708	13.93	2 053	8.63
	Indoda	99	804	12.31	771	7.79
	Ibhinqa	139	904	15.38	1 281	9.22
	Ilawu	1 089	5 990	18.18	10 989	10.09
	Indoda	388	2 596	14.95	3 589	9.25
	Ibhinqa	701	3 394	20.65	7 400	10.56
	Ikula	6	25	24.00	74	12.40
	Indoda	1	8	12.50	15	15.15
	Ibhinqa	5	17	29.41	59	11.85
	Umlungu	250	783	31.93	3 170	12.68
	Indoda	27	163	16.56	401	14.87
	Ibhinqa	223	620	35.97	2 769	12.42
	Abanobulima	3	19	15.79	30	10.08
Bebonke		1 586	8 525	18.60	16 316	10.29

Itheyibhile 3.8.4 Ukuvuzwa ngomsebenzi omhlengokwenqanaba lomvuzo

Abaphathi abaphezuluukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iqela	Inqanaba lomvuzo	Iinkcukacha zabaxhamleyo			Indleko (R'000)		
		Inani labaxhamlayo	Inani labasebenzi bebonke in Iqela	I-% yabo bonke kwinqanaba lomvuzo	Indleko (R'000)	Umyinge weendleko (R'000) per beneficiary	Indlekonjenge-% yenkcitho kwezabasebenzi yonke
Public Service	Abanezakhono eziphantsi (Umgangatho 1-2)	256	3 362	7.61	1 366	5.34	0.37
	Abanezakhono (Umgangatho 3-5)	864	3 825	22.59	7 482	8.66	0.82
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	396	1 074	36.87	5 531	13.97	0.07
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	62	217	28.57	1 497	24.14	0.03
	Bebonke	1 578	8 478	18.61	15 875	10.06	0.11

Itheyibhile 3.8.5 Ukuvuzwa ngomsebenzi omhlengokwezikhundla eziphambiliukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izikhundla eziphambili	Iinkcukacha zabaxhamleyo			Indleko		
	Inani labaxhamlayo	Inani labasebenzi	I-% yabo bonke kwisikhundla	Indleko (R'000)	Umyinge weendleko ngomsebenzi ngamnye	
Akungeni apha						

Itheyibhile 3.8.6 Ukuhlawulwa komsebenzi omhle (ibhonasi) ngenqanaba lomvuzolabaphathi abaphezuluukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inqanaba lomvuzo	Iinkcukacha zabaxhamleyo			Indleko		
	Inani labaxhamlayo	Inani labasebenzi bebonke in Iqela	I-% yabo bonke kwinqanaba lomvuzo	Indleko (R'000)	Umyinge weendleko (R'000) per beneficiary	Indlekonjenge-% yenkcitho kwezabasebenzi
Abaphathi abaphezulu Inqanaba lokusebenza A (Umgangatho 13)	10	35	28.57	388	38.77	0.72
Abaphathi abaphezulu Inqanaba lokusebenza B (Umgangatho 14)	1	8	12.50	54	53.55	0.10
Abaphathi abaphezulu Inqanaba lokusebenza C (Umgangatho 15)	0	3	0.00	0	0.00	0.00
Abaphathi abaphezulu Inqanaba lokusebenza D (Umgangatho 16)	0	1	0.00	0	0.00	0.00
Bebonke	11	47	23.40	441	40.11	0.81
Inqaku: Ukuhlawulelwa umsebenzi omhle kwamalungu eSMS kungaphezu kwama-20%, kodwa oku kungene kumphathi ophezulu oweliselwe kwisebe ekupheleni konyaka nobefumene amanqaku aphezulu omsebenzi omhle kwisebe ebesuka kulo njengomphathi ophezulu othunyelweyo.						

3.9 Abasebenzi bamazwe angaplsandlale

Ezi theyibhile zingezantsi zishwankathela ukuqeshwa kwabamazwe angaphandlekwisebe ngokwenqanaba lomvuzo nomsebenzi ophambili.

Ittheyibhile 3.9.1 Abasebenzi bamazwe angaplsandlalengokwenqanaba lomvuzoukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

IQela laBasebenzi	Inqanaba lomvuzo	1 ku-Epreli 2016		31 kuMatshi 2017		Inguqu	
		Inani	I-% yazo zizonke	Inani	I-% yazo zizonke	Inani	I-% kwinqanaba lomvuzo
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	2	1.48	2	1.43	0	0.00
	Abanezakhono (Umgangatho 3-5)	33	24.44	33	23.57	0	0.00
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	93	68.89	98	70.00	5	100.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	7	5.19	7	5.00	0	0.00
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0.00	0	0.00	0	0.00
	Bebonke	135	100.00	140	100.00	5	100.00
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0.00	0	0.00	0	0.00
	Abanezakhono (Umgangatho 3-5)	31	23.66	30	22.22	-1	0
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	93	70.99	98	72.59	5	125.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	7	5.34	7	5.19	0	0.00
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0.00	0	0.00	0	0.00
	Bebonke	131	100.00	135	100.00	4	100.00
Public Service	Abanezakhono eziphantsi (Umgangatho 1-2)	2	50.00	2	40.00	0	0.00
	Abanezakhono (Umgangatho 3-5)	2	50.00	3	60.00	1	100.00
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	0	0.00	0	0.00	0	0.00
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	0	0.00	0	0.00	0	0.00
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0.00	0	0.00	0	0.00
	Bebonke	4	100.00	5	100.00	1	100.00

Ittheyibhile 3.9.2 Abasebenzi bamazwe angaphandle ngokwemisebenzi ephambiliukusisela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

	Umsebenzi ophambili	Ngomhla woku-1 kuJanyuwari 2016		31 kuMatshi 2017		Inguqu	
		Inani	I-% yazo zizonke	Inani	I-% yazo zizonke	Inani	% Inguqu
Bonke aBasebenzi	Abasebenzi ngezandla nemisebenzi efana noko	20	14.81	27	19.29	7	140.00
	Ooklaki	1	0.74	1	0.71	0	0.00
	Oosochwepheshe neengcali	0	0.00	0	0.00	0	0.00
	Iingcali eziqeqeshiweyo	114	84.44	112	80.00	-2	0.00
	Bebonke	135	100.00	140	100.00	5	100.00
	Abasebenzi ngezandla nemisebenzi efana noko	17	12.98	23	17.04	6	150.00
Abahloli	Ooklaki	0	0.00	0	0.00	0	0.00
	Oosochwepheshe neengcali	0	0.00	0	0.00	0	0.00
	Iingcali eziqeqeshiweyo	114	87.02	112	82.96	-2	0.00
	Bebonke	131	100.00	135	100.00	4	100.00
Public Service	Abasebenzi ngezandla nemisebenzi efana noko	3	75.00	4	80.00	1	100.00
	Ooklaki	1	25.00	1	20.00	0	0.00
	Oosochwepheshe neengcali	0	0.00	0	0.00	0	0.00
	Iingcali eziqeqeshiweyo	0	0.00	0	0.00	0	0.00
	Bebonke	4	100.00	5	100.00	1	100.00

Ukusetyenziswa kwekhefu

IKomishini yaBasebenzi bakaRhulumente ibone isidingo sokulawulwa ngendlela kwekhefu lokugula kwinkonzo karhulumente. Ezi theyibhile zinika iinkcukacha zokusetyenziswa kwekhefu lokugula nelobulima. Kuzo zombini ezi meko, kunikwa uqikelelo lweendleko.

Ittheyibhile 3.10.1 Ikhefu lokugula ukususela ngomhla woku-1 kuJanyuwari 2016 ukuya kowama-31 kuDisemba 2016

Iqela	Inqanaba lomvuzo	Iintsuku zizonke	Iintsuku ezinephepha likagqirha	% yeentsuku ekungekho phepha likagqirha	Inani labasebenzi labasebenzi zisa ikhefu lokugula	I-% yazo zizonke % yabasebenzi abasebenzi ikhefu lokugula	Umdlili weentsuku ngokomsebenzi ogulayo	Umdlili weentsuku ngokwabasebenzi bonke	Indleko eziqikelelweyo (R'000) kwiintsuku ezingama-261
Bonke abasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	16 244	13 805	84.99	2 031	6.82	8	5	5 387
	Abanezakhono (Umgangatho 3-5)	28 637	23 766	82.99	3 369	11.32	9	5	14 612
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	142 679	112 200	78.64	18 040	60.61	8	6	139 655
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	54 296	44 556	82.06	6 290	21.13	9	4	79 959
	Abaphathi abaphezulu (Umgangatho 13-16)	146	109	74.66	33	0.11	4	3	386
	Bebonke	242 002	194 436	80.34	29 763	100.00	8	5	240 000
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (Umgangatho 3-5)	2 691	1 935	71.91	484	2.05	6	3	1 599
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	132 214	103 715	78.44	17 030	72.15	8	6	130 482
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	52 323	42 937	82.06	6 090	25.80	9	4	77 112
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0.00	0	0.00	0	0	0
	Bebonke	187 228	148 587	79.36	23 604	100.00	8	5	209 193
Public service	Abanezakhono eziphantsi (Umgangatho 1-2)	16 244	13 805	84.99	2 031	32.98	8	5	5 387
	Abanezakhono (Umgangatho 3-5)	25 946	21 831	84.14	2 885	46.84	9	6	13 013
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	10 465	8 485	81.08	1 010	16.40	10	7	9 174
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	1 973	1 619	82.06	200	3.25	10	7	2 847
	Abaphathi abaphezulu (Umgangatho 13-16)	146	109	74.66	33	0.54	4	3	386
	Bebonke	54 774	45 849	83.71	6 159	100.00	9	6	30 807

Ittheyibhile 3.10.2 Ikhefu lobulima (obethutyana nobusisigxina) ukususela ngomhla woku-1 kuJanyuwari 2016 ukuyakumhla wama-31 kuDisemba 2016

Iqela	Inqanaba lomvuzo	Iintsuku zizonke	Iintsuku ezinephepha likagqirha	% yeentsuku ekungekho phepha likagqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yazo zizonke I-% yabasebenzi abasebenzisa	Umdlili weentsuku ngokomsebenzi	Umdlili weentsuku ngokwabasebenzi	Indleko eziqikelelweyo (R'000) kwiintsuku ezinaama-261
Bonke abasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	1 301	1 300	100	40	6	33	0	438
	Abanezakhono (Umgangatho 3-5)	2 729	2 722	100	63	10	43	1	1 269
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	14 990	14 889	99	371	56	40	1	14 832
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	8 277	8 264	100	189	29	44	1	12 096
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0.00	0	0	0	0	0
	Bebonke	27 297	27 175	100	663	100	41	1	28 636
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0.00	0	0	0	0	0
	Abanezakhono (Umgangatho 3-5)	57	57	100	4	1	14	0	37
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	13 802	13 716	99	344	65	40	1	13 813
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	7 842	7 829	100	185	35	42	1	11 532
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0.00	0	0	0	0	0
	Bebonke	21 701	21 602	100	533	100	41	1	25 383
Public service	Abanezakhono eziphantsi (Umgangatho 1-2)	1 301	1 300	100	40	31	33	0	438
	Abanezakhono (Umgangatho 3-5)	2 672	2 665	100	59	45	45	1	1 232
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	1 188	1 173	99	27	21	44	1	1 019
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	435	435	100	4	3	109	1	564
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0.00	0	0	0	0	0
	Bebonke	5 596	5 573	100	130	100	43	1	3 253

Le theyibhile ingezantsi ishwankathela ukusetyenziswa kwekhefu. Izivumelwano ngomvuzo neemanyano zabasebenzi kwiPSCBC ngowama-2000 zinyanzelisa ukulawulwa kwekhefu lonyaka ukuthintela ukungasetyenziswa kwekhefu ngokumandla nekufuneka lihlawulwe xa kuphela isivumelwano sengqesho.

Ittheyibhile 3.10.3 Ikhefu lonyaka ukususela kumhla woku-1 kuJanuywari 2016 ukuyakumhla wama-31 kuDisemba 2016

Iqela	Inqanaba lomvuzo	Iintsuku zizonkeezitha thiweyo	Umyinge wenani leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenziabanekhefu lonyaka
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	2 1049	11	1 928
	Abanezakhono (Umgangatho 3-5)	37 275	13	2 842
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	21 561	13	1 625
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	24 699	13	1 860
	Abaphathi abaphezulu (Umgangatho 13-16)	1 155	24	49
	Bebonke	105 739	13	8 304
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0
	Abanezakhono (Umgangatho 3-5)	8	4	2
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	1 333	2	576
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	19 261	12	1 627
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0
	Bebonke	20 602	9	2 205
Inkonzo karhulumente	Abanezakhono eziphantsi (Umgangatho 1-2)	21 049	11	1 928
	Abanezakhono (Umgangatho 3-5)	37 267	13	2 840
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	20 228	19	1 049
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	5 438	23	233
	Abaphathi abaphezulu (Umgangatho 13-16)	1 155	24	49
	Bebonke	85 137	14	6 099
<p>Inqaku:</p> <p>Umgqo wekhefu lonyaka ngokusingise kubahloli abasezi-ofisini lenza aba bahloli bafanelwe ziintsuku ezingama-22 ukuya kwezingama-30 ngonyaka, ngokwenani leminyaka ayisebenzileyo. Bonke abahloli abakumaziko-mfundo bathathwa ngokuba basekhefuni xa evaliwe amaziko-mfundo.</p> <p>Le theyibhile ayiwabandakanya amagosa karhulumente asezikolweni.</p>				

Ittheyibhile 3.10.4 Ikhefu elingasetyenziswanga ukususela ngpmhla woku-1 kuJanyuwari 2016 ukuyakumhla wama-31 kuDisemba 2016

Iqela	Inqanaba lomvuzo	Lilonke ikhefu elingasetyenziswanga 24 Dec 2015	Iintsuku zizonkezekhefu elingasetyenziswanga	Inani labasebenziselisibenzisa ikhefu eligcinweyo	Umyinge wenani leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenziselisibenzisa ikhefu eligcinweyo ngowama-24 kuDisemba 2016	Isambuku sekhefu eligcinweyo elikhoyo ukuza kufu-ga ngowama-24 kuDisemba 2016
Bonke aBasebenzi	Abanezakhono eziphantsi (Umgangatho 1-2)	8 948	386	11	35	152	3 813
	Abanezakhono (Umgangatho 3-5)	77 061	5 056	107	47	1 272	71 268
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	261 570	19 251	823	23	4 680	222 795
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	471 035	35 714	1 362	26	6 614	428 830
	Abaphathi abaphezulu (Umgangatho 13-16)	2 788	485	4	121	22	2 533
	Bebonke	821 402	60 892	2 307	26	12 740	729 238
Abahloli	Abanezakhono eziphantsi (Umgangatho 1-2)	0	0	0	0	0	0
	Abanezakhono (Umgangatho 3-5)	1 174	132	5	26	13	781
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	216 445	15 841	752	21	3 938	181 165
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	464 803	35 330	1 358	26	6 523	423 016
	Abaphathi abaphezulu (Umgangatho 13-16)	0	0	0	0	0	0
	Bebonke	682 422	51 303	2 115	24	10 474	604 962
Public service	Abanezakhono eziphantsi (Umgangatho 1-2)	8 948	386	11	35	152	3 813
	Abanezakhono (Umgangatho 3-5)	75 887	4 924	102	48	1 259	70 487
	Abavelisa kwinqanaba eliphezulu (Umgangatho 6-8)	45 125	3 410	71	48	742	41 629
	Abanezakhono zokuphatha eziphezulu (Umgangatho 9-12)	6 232	384	4	96	91	5 814
	Abaphathi abaphezulu (Umgangatho 13-16)	2 788	485	4	121	22	2 533
	Bebonke	138 980	9 589	192	50	2 266	124 275

Le theyibhile ilandelayo ishwankathela iintlawulo kubasebenzi ngenxa yekhefu elingasetyenziswanga.

Ittheyibhile 3.10.5 Ukuhlawulwa kwekhefu ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izizathu	Umyinge uwonke (R'000)	Inani labasebenzi	Umyinge wentlawulo ngomsebenzi ngamnye
Ukuhlawulwa kwekhefu kowama-2016/17 ngenxa yokungasetyenziswa kwekhefu lomjikelo odlileyo	0	0	0
Ukuhlawulwa kwekhefu ekupheleni kwesivumelwano kowama-2016/17	57 459	602	95
Ukuhlawulwa kwekhefu elimiyo ekupheleni kwesivumelwano kowama-2016/17	1 410	122	11
Bebonke	58 869	724	106
Inqaku *Bebonke abasebenzi abahlawulwe ikhefu lonyaka ngama-122, kubo abangama-93 bahlawulelwe ikhefu elingasetyenziswanga nelimiyo.			

linkqubo zeHIV/AIDS & nokhuthazo lwempilo

Itheyibhile 3.11.1 Amanathelo okucutha ubungozi emsebenzini

Amacandelo/iindidi zengqesho ezibonwa njegezisemngciphekweni okufumana iHIV nezifo ezihambelana nayo (ukuba akhona)	Amanathelo aphambili okucutha umngcipheko
Abahlolinabasebenzi abangabaxhasi (iinesi zezikolo, abacoci, abahloli baselebhu, iinjinieli noomabhalana besikolo)	Kwenziwe iziphethshana ezazisa ngemiqathango yezokhuseleko emsebenzini. Onke amaziko-mfundo aneekomiti zezokhuseleko.

Itheyibhile 3.11.2 linkcuakcha zokukhuthazwa kwezempilo neenkqubo zeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcuakcha ukuba impendulo ngu-ewe
1. Ingaba likhona ilungu leSMS elibekwe lisebe ukuphumeza amalungiselelo abekwe kwiSigaba VI E seCandelo loku-1 kwiMigaqo yeeNkonzo zikaRhulumente, ka-2001? Ukuba ukho, sinike igama nesikhundla sakhe.	x		Icandelo lolawulo leqhinga lolawulo lwezabasebenzi
2. Ingaba isebe linayo iyunithi ezinikezeleyo okanye bakhona abasebenzi abathile ababachongileyo ukukhuthaza impilo nokuba segazini kwabasebenzi? Ukuba kunjalo, chaza inani labasebenzi ababandakanyekayo kulo msebenzi nohlalo lwabiwo-mali lonyaka olwenzelwe le njongo.	x		I-WCED ineenkqubo ezikhethekileyo ezigxile kwiHIV/AIDS (LSOP) neenkqubo zokukhuthaza impilo-ntle (EHP). Ezi nkqubo zimbini ziyaxhasana ngokoqeqesho nokhankaso. Inkqubo yokukhuthaza impilo-ntle yeWCED inabasebenzi abathathu abanoxanduva lwayo; uSekela-mlawuli x1, umncedisi-mlawuli x1, igosa lolawulo lwezabasebenzi x1, nomabhalana wolawulo lwezabasebenzi x1. Uhlalo-mali = R1 895 000
3. Ingaba isebe linenkqubo yokuNceda abasebenzi okanye yokuKhuthazaiMpilo-ntle? Ukuba kunjalo chaza okwenziwa yinkqubo.	x		Inkqubo isetyenziselwe ukwazisa banzi ngezempilo, ukukhuthaza impilo-ntle nokunika inkxaso kwezengqondo nakwezokuhlala kubasebenzi. Yinkqubo yezempilo-ntle yabasebenzi engxile kwimigqaliselo yokhuselo, kodwa ikwagxile, phakathi kwezinye izinto, nakwiHIV neAIDS, uxinzelelo, iingxaki zemali, ukusetyenziswa kwezinyobisi ngokugqithileyo, umothuko, ubudlelane, ezomthetho, ezosapho nezocedo ngeKhompuyutha. Ezi nkonzo zinikwa yi-Independent Counselling Advisory Service (ICAS) yezempilo nokwazisa ukuqinisekisa ubumfihlo. Le nkqubo ikwajongene nemiba yokwazisa ngezempilo-ntle ngezi nkalo zilandelayo: Ukwazisa nokukhankasel impilo-ntle kubasebenzi. Ukugxila kubaphathi ukuze bathumele abasebenzi ngokufanelekileyo. Ukugxila kwezengqondo nezentlalo, kubandakanya umothuko. Ingam-45 imihla esetyenziselwe impilo-ntle (Broad Health assessment) kwi-ofisi enguNdlu-nkulu, kwezemimandla enezikolo ezingaqhubi kakuhle, iiseshini zokhankaso, iiseshini zeenkukacha kubasebenzi ezingama-25 nezomothuko ezi-8 (1 ku-Epreli 2016 – 31 kuMatshi 2017).
4. Ingaba isebe lisungule (a) iikomitinjengoko zichaziwe kwiCandelo leVIE.5 (e) kwisaHluko soku-1 soMgaqo weNkonzo kaRhulumente, ka-2001? Ukuba kunjalo nceda unike amagama wamalungu wekomiti namaqumrhu amelweyo.	x		Icandelo lolawulo leqhinga lolawulo lwezabasebenzi limisele iKomiti yeeNgcebiso ye-EHW ngowama-2014. Le komiti inamalungu asuko kumacandelo olawulo kwi-ofisi engundlu-nkulu, abalawulo kwimimandla nabasebenzi. Kubanjwa iingxoxo kunikwe neengxelo ngezabasebenzi.
5. Ingaba isebe liphinde laqwalasela imigaqo-nkqubo yayo nezenzo zayo kwezengqesho ukuqinisekisa ukuba oku akubacalucaluli abasebenzi ngokwesimo sabo sokuba beneHIV? Ukuba kunjalo, dwelisa imigaqo-nkqubo/izenzo kwezengqesho eziphinde zaqwalaselwa.	x		I-WCED isebenzise umgaqo-nkqubo wezempilo-ntle umgaqo-nkqubo oNqamlezileyo weMpilo neMpilo-ntle yoMqeshwayoRhulumente weNtshona Koloni.

Umbuzo	Ewe	Hayi	linkcuakcha ukuba impendulo ngu-ewe
6. Ingaba isebe lisungule imiqathango yokukhusela abasebenzi abaneHIV okanye abo bacingelwa ukuba baneHIV ukuba bangacalucalulwa? Ukuba kunjalo, dwelisa izinto eziphambili zalo miqathango.	x		I-WCED inika iingcebiso ngerejista, ngamanqaku eendaba eWCED nangemihla yempilo-ntle ukubandakanya ezeHIV ne-AIDS/STI kwakunye neTB kwimicimbi engundoqo yeenkqubo ze-EHW. Isebe likhupha amaqaku aneTB, STIs, ukunya ngokusempilweni, ukubaluleka kokuthamba nangeHIV/AIDS ukwazisa banzi nakwimimandla, ezikolweni nakwi-ofisi engundlu-nkulu nokubamba izikhumbuzo ngeHIV neAids ngokwekhalenda yezempilo-ntle. Kwenziwa amaqweqwe, iziphetshana neencwadana nemiboniso yeenkcukacha ngezempilo. Ukukhuthaza amalungelo eluntu ngokusingise kwiHIV/AIDS/TB kusetyenziswa amaqaku ze apapashwe ngecandelo leenkcukacha nemalamanqaku eendabo eWCED. I-WCED inbamba iiseshini zokuzivavanyela iTB & HIV/AIDS kwabasebenzi nalapho kujoliswe kuma-30% HCT. Abasebenzi bathunyelwa kwikhansilingi ngaphambi nasemva kovavanyo xa kukho isidingo. Isebe libakhathalele abasebenzi abachaphazelekayo nabachathazelwe yiHIV, ze libathumele kwinkqubo yezempilo-ntle yabasebenzi ngeli xa abanye bekhetha ukusebenzisa iinkqubo zabucala ngezizathu zokuyimfihlo.
7. Ingaba iSebe liyabakhuthaza abasebenzibalo ukuba bazihlole ze bafumaneingcebiso (VCT)? Ukuba kunjalo, dwelisa iziphumo eniye nazifumana.	x		Ukuvavanyela iHIV nekhansilingi (HCT) ngundoqo kwezempilo kusenziwa ngemihla yezempilo-ntle. Inani labasebenzi iWCED ejolise kubo li-11 792, nangona kunjalo ngama-3823 kuphela abasebenzi abahloliweyo. Ngokweenkcukacha-manani ezisusela kumhla 1 Tshazimpuzi 2016 – 31 Kwindla 2017, ngamadoda ali-12 namabhinqa ali-17 afunyaniswe osulelekile yiHIV/Aids. Ukuthatha inxaxheba kule nkqubo kungokuzitlondlela. Bonke abachaphazelekileyo bathunyelwe ukufumana uncendo olungaphaya.
8. Ingaba iSebe linemigqaliselo/imisebenzi yokubeka esweni nokuvavanya utshintsho olubangwa ziinkqubo zalo zokukhuthaza impilo-ntle emsebenzini? Ukuba kunjalo, yichaze le migqaliselo/le misebenzi.			Kunxityelelwana nabasebenzi beWCED kwi-ofisi engundlu-nkulu, kwii-ofisi zemimabdlu nakumaziko-mfundo. Kwaziswe banzi ngenkqubo yempilo-ntle kusetyenziswa icandelo leenkcukacha namanqaku eendaba eWCED. Oku kubandakanywa kwikhalenda yezempilo yeSebe lezeMpilo. Kwimimandla ebonisa iimpawu eziphezuluzoxinizelelo, iingxaki zobudlelane neengxaki zomsebenzi kwenziwa unxubelelwano nabaphathi baloo mimandla/izikolo. Oku kwenziwa ngamanqaku ezempilo-ntle ngokwezidingo. Iingxelo zarhoqo ngenyanga nangekota ziyafumaneka kumnikezeli ngenkonzo yeMpilo neMpilo-ntle yoMsebenzi ebonisa ukusetyenziswa kweenkonzo ezinikezelwayo. Isebe lizifumana iinkcukacha zekhefu lokugula kwiPersal. Kwenziwa uphicotho lwempilo-ntle yabasebenzi ukuqaphela msinya imingcipheko enokuchaphazela ukusebenza kwesebe. Kwenziwe iingxelo zezempilo-ntle ezi-4 namanqaku ophicotho aphunyeziweyo ngokugxile kummandla ngamnye. Injongo ikwakukucutha ukungaphangeli kwabasebenzi. Kuququzelelwe iiseshini zoqeqesho ngezi nkqubo zilandelayo: Inkono yengcebiso emsebenzini Uqeqesho ngeengxaki zemali Ukunyamezela kwabasebenzi Ukusetyenziswa kwezinyobisi Ulawulo lomothuko Ungquzulwano nobudlelane emsebenzini Ukulungelelanisa uxinizelelo nomsebenzi Ukucwangcisa umhlala-phantsi
9. Ingaba isebe lenze imigqaliselo/imisebenzi yokubeka esweni nokuvavanya ifuthe leenkqubo zokukhuthaza ezempilo? Ukuba kunjalo, dwelisa imigqaliselo/imisebenzi leyo.			

3.12 Ubudlelane bezabasebenzi

Ittheyibhile 3.12.1 Izivumelwano neemanyano zabasebenzi ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inani lezivumelwano neemanyano zabasebenzi zizonke	Azikho
--	--------

Le theyibhile ilandelayo ishwankathela iziphumo zoviwo loluleko kwisebe kunyaka ekunikwa ingxelo yawo.

Ittheyibhile 3.12.2 Ukuziphatha kakubinoviwo lolulekooluququnjelweyo ukususela 1 Tshazimpuzi 2016 ukuya 31 Kwindla 2017

Iziphumo zoviwo loluleko	Inani	I-% yazo zizonke
Ikhansilingi yokulungisa	9	1.2
Isilumkiso somlomo	3	0.4
Isilumkiso esibhaliweyo	12	1.6
Isilumkiso esibhaliweyo sokugqibela	372	50.3
Ukumiswa ngaplsandlale kwentlawulo	63	8.5
Umdlivo	201	27.2
Ukuthotyelwa	0	0
Ukugxothwa/ Ukulahla	64	8.6
Ukubi natyala	15	2
Ukurhoxiswa kwetyala	1	0.2
Bebonke	740	100.00
Inqaku: Iziphumo zoviwo loluleko zisingise kwizimangalo ezisesikweni kuphela.		

Ittheyibhile 3.12.3 Iintlobo zokuziphatha kakubiezixoxwe kuviwo lolulekookususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iintlobo zokuziphatha kakubi	Inani	I-% yazo zizonke
Ubusela, ukunyoba, urhaphilizo okanye izenzo zobuqhophololo ngokusingiswe kuviwo	1	0.2
Ukuxhatshazwa kwabafundi ngokwezesondo	8	1.5
Ukutshazwa kwabasebenzi ngokwezesondo	3	0.5
Ukuba nobudlelane bezesondo nabafundi esikalweni	1	0.2
Ukuxhaphaza ngeenjongo zokonzakalisa umfundi	2	0.4
Ukuxhaphaza ngeenjongo zokonzakalisa umsebenzi	0	0
Ukufunyanwa neziyobisi ezingafanelekanga	0	0
Ukungathobeli umthetho okanye nawuphi na umgaqo okanye isimiso somthetho	8	1.5
Ukuphatha gwenxa iimali zikarhumente ngabomu	23	4.3
Ukusebenzisa gwenxa ipropati karhulumente	6	1.1
Iindlela ezingafanelekanga zolawulo, ululeko okanye intsulungeko kwisebe	5	1.0
Ukusebenzisa gwenxa isikhundla ukunyusela okanye ukudlela indlala umntu	1	0.2
Ukwamkela umsebenzi wesibini kwakunye/okanye ukuhlawulwa ngaplsandlale kwemvume	0	0.0
Ukungathobeli umyalelo osemthethweni okanye wokwenziwa komsebenzi	15	2.8
Ukungaphangeli	26	4.8
Ucalulo olingana bulungisa	2	0.4
Ukungasebenzi kakuhle, ngaplsandlale kokungabinako ukusebenza	15	2.7
Ukunxila okanye ukuqhunywa emsebenzini	4	0.7
Ukuziphatha ngendlela engafanelekanga, ehlazisayo nengamkelekanga	73	13.5
Ukubetha, okoanye ukuzama nokugrogrisa ngokubetha	192	35.6
Ukuxhapaza kwakunye/okanye ukuphatha kakubi	1	0.2
Ukuxoka okanye ukunganiki bungqina bemisebenzi Imehlonziweyo, kwakunye/okanye ukuphazamisa ubungqina obusezifayilini	0	0.0
Inyathelo elingekho mthethweni ngokomsebenzi	116	21.5
Ukwaphula umthetho (ubusela, urhwaphilizo nobuqhophololo)	12	2.2
Ukunganyanisi	1	0.2
Ukulahla	24	4.5
Bebonke	539	100.00
Inqaku: Inani lezimangalo zonke ezixeliweyo neziqunjelweyo ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kowama-31 kuMatshi 2017 ngama-982.		

Ittheyibhile 3.12.4 Izikhalazo ezifakiweyo ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izikhalazo ezifakiweyo	Inani	I-% yazo zizonke
Inani lezikhalazoezisonjululweyo	136	44.8
Inani lezikhalazoezingasonjululwanga	167	55.2
Inani lezikhalazo ezifakiweyo zizonke	303	100.00
Inqaku: Izikhalazo ezifakiweyozizingise kwizimangalo eziququnjelweyo kunyaka ekunikwa ingxelo yawo.		

Ittheyibhile 3.12.5 Izibhenzo ezifakwe kumabhunga ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izibhenzo ezifakwe kumabhunga	Inani	I-% yazo zizonke
Inani lezibhenzo ezixoxiweyo	8	9.6
Inani lezibhenzo ezichithiweyo	75	90.4
Inani lezibhenzo ezifakiweyo zizonke	83	100.00
Inqaku: Ibhunga lisingise kwiPublic Service Coordinating Bargaining Council (PSCBC), General Public Service Sector Bargaining Council (GPSSBC) nakwi-Education Labour Relations Council (ELRC).		

Ittheyibhile 3.12.6 Amanathelo oqhankqalazoukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanathelo oqhankqalazo	Inani
Inani labantu bebonke leentsuku zokusebenza ekuphulkenwe nazo	630
Iindleko zizone (R'000) ngentsuku zokusebenza ekuphulkenwe nazo	451 130.27
Umyinge (R'000) otsaliweyo ngomgaqo wokungahlawulwa kongaphangelanga	451 130.27

Ittheyibhile 3.12.7 Ukumiswa emsebenzini ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Ukumiswa emsebenzini	Inani
Inani labasebenzi bakarhulumente abamisiweyo	6
Inani labahlohi abamisiweyo	17
Inani labasebenzi bakarhulumente abamisiwe iintsuku ezingaphezu kwama-30	6
Inani labahlohi abamisiwe iintsuku ezingaphezu kwama-90	12
Umyinge wenani leentsuku zokumiswa	113.96
Iindleko (R'000) zokumiswa	2 754 372.40
Inqaku: Ukumiswa emsebenzini kuthetha abasebenzi abamisiwe behlawulwa ngelixa kusaplandlawayo.	

3.13 Uphuhliso lwezakhono

Eli candela libalula amanyathelo esebe ngokusingise kuphuhliso lwezakhono.

Ittheyibhile 3.13.1 Uqeqesho oluchongiweyokususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iindidi zezikhundla	Isini	Inani labasebenzi 1 ku-Epreli 2016	Uqeqesho oluchongiweyoekuqaleni konyaka			
			Uqeqesho usengqeshweni	Iinkqubo zezakhono neezifundo ezifutshane	Ezinye iindlela zeqeqesho	Bebonke
Abawisi-mthetho, amagosa aphezulu nabaphathi	Ibhinqa	3 091	0	2 490	0	2 490
	Indoda	3 131	0	2 829	0	2 829
Iingcali eziqeqeshiweyo	Ibhinqa	17 111	0	12 897	0	12 897
	Indoda	10 395	0	10 786	0	10 786
Oosochwepheshe neengcali eziqeqeshiweyo	Ibhinqa	36	0	64	0	64
	Indoda	29	0	12	0	12
Oomabhalane	Ibhinqa	2 104	0	1 029	0	1 029
	Indoda	512	0	1 121	0	1 121
Abasebenzi beenkonzo nokwazisa	Ibhinqa	454	0	167	0	167
	Indoda	395	0	54	0	54
Abanezakhono zolimo nabasebenzi kwezokuloba	Ibhinqa	0	0	16	0	16
	Indoda	0	0	4	0	4
Abaqingqi nabasebenzi bezobugcisa	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Iiplanti nabaqhubi beemathshini nabadiibanisi	Ibhinqa	0	0	0	0	0
	Indoda	8	0	4	0	4
Abasebenzi ngezandla nemisebenzi efana noko	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abakwizikhundla ezisezantsi	Ibhinqa	1 216	0	193	0	193
	Indoda	2 021	0	343	0	343
Bebonke	Ibhinqa	24 012	0	16 856	166	16 856
	Indoda	16 491	0	15 205	97	15 205
Bebonke		40 503	0	32 061	263	32 061
Abasebenzi abanobulima**	Ibhinqa					
	Indoda					

Inqaku:

*Akukho lwalamaniso phakathi kwe-Organising Framework for Occupations (OFO) exelwe kwiSETAs neendidi zezikhundla ezidweliswe phantsi kweCode of Remuneration (CORE). Isebe lilungelelanise iindidi zezikhundla ze-CORE nezikhundla ze-OFO ukulungiselela ukunika iingxelo yenani labasebenzi.

**Akukwazi ukunika iinkcukacha njengeNqubo yoBeko-iso yePSETA yeKofa, ingxelo yezoqeqesho yonyaka nesicwangciso sezakhono zokusebanza zingakulungiseleli ukunikwa kwezi nkukukacha phakathi kwebhinqanendoda. Ezi ngxelo zichazwe ngentla zinika iinkcukacha zabanolulima bebonke kuphela.

INgxelo yoNyaka-mali 2016/2017

IVoti yesi-5: ISebe leMfundo

IPhondo leNtshona Koloni

Itheyibhile 3.13.2 Uqeqesho olwenziweyokususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iindidi zezikhundla	Isini	Inani labasebenzi 31 Kwindla 2017	Uqeqesho olwenziweyokususela ekunikwa ingxelo yawo			
			Uqeqesho usengqeshweni	Iinkqubo zezakhono nezifundo ezifutshane	Ezinye iindlela zeqeqesho	Bebonke
Abawisi-mthetho, amagosa aphazulu nabaphathi	Ibhinqa	3 193	0	2 254	0	2 254
	Indoda	3 609	0	2 686	0	2 686
Iingcali eziqeqeshiweyo	Ibhinqa	18 935	0	12 057	0	12 057
	Indoda	6 439	0	4 904	0	4 904
Oosochwepheshe neengcali eziqeqeshiweyo	Ibhinqa	151	0	141	0	141
	Indoda	116	0	84	0	84
Ooklaki	Ibhinqa	2 141	0	794	0	794
	Indoda	422	0	232	0	232
Abasebenzi beenkonzo nokwazisa	Ibhinqa	1 094	0	10	0	10
	Indoda	231	0	2	0	2
Abanezakhono zolimo nabasebenzi kwezokuloba, Abaqingqi nabasebenzi bezobugcisa	Ibhinqa	2	0	1	0	1
	Indoda	23	0	0	0	0
Iiplanti nabaqhubi beemathshini nabadibanisi	Ibhinqa	3	0	0	0	0
	Indoda	38	0	11	0	11
Abasebenzi ngezandla nemisebenzi efana noko	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abakwizikhundla ezisezantsi	Ibhinqa	1 269	0	146	0	146
	Indoda	2 557	0	296	0	296
Bebonke	Ibhinqa	26 788	0	15 403	0	15 403
	Indoda	13 435	0	8 215	0	8 215
Bebonke		40 223	0	23 618	0	23 618
Abasebenzi abanobulima*	Ibhinqa					
	Indoda					

Inqaku:
 *Akukwazeki ukunika iinkcukacha njengeNngxelo yoBeko-liso yePSETA yeKota, ingxelo yezoqeqesho yonyaka nesicwangciso sezakhono zokusebanza zingakulungiseleli ukunikwa kwezi nkcukacha phakathi kwebhinqa nendoda. Ezi ngxelo zichazwe ngentla zinika iinkcukacha zabanobulima bebonke kuphela.

3.14 Ukwenzakala emsebenzini

Le theyibhile ilandelayo inika iinkcukacha ezisisiseko ngokwenzakala emsebenzini.

Itheyibhile 3.14.1 Ukwenzakala emsebenzini ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Uhlolo lokwenzakala emsebenzini	Inani	I-% yazo zizonke	Uhlolobokwenzakala emsebenzini	Inani	I-% yazo zizonke
Abadinga unyango alusisiseko kuphela:	67	89.33			
Umenzakalo emqolo	9	12.00	Isihlahla	5	6.67
Iqatha	6	8.00	Umnwe/ubhontsi	6	8.00
Unyawo	2	2.67	Intloko	4	5.33
Isifuba	2	2.67	Isandla	3	4.00
Igxalaba	4	5.33	Uzimba	3	4.00
Ingalo	3	4.00	Amanje	1	1.33
Imehlo	1	1.33	Idyantsi	1	1.33
Intamo	1	1.33	Inyama ethambileyo	1	1.33
Umenzakalo womlenze	6	8.00	Ukunqunyulwa	0	0.00
Knee	9	12.00			
Ubulima bethutyana	8	10.67			
Iqatha	1	1.33	Umenzakalo womlenze	1	1.33
Umenzakalo emqolo	1	1.33	Umnwe/ubhontsi	1	1.33
Knee	1	1.33	Ukunqunyulwa	1	1.33
Igxalaba	1	1.33	Intloko	1	1.33
Ubulima obusisigxina	0	0.00			
Ukufa	0	0.00			
Bebonke	75	100.00			
Ipesenti yabaqeshiweyo bebonke		0.18			
Abadinga unyango alusisiseko kuphela:	33	84.62			
Umenzakalo emqolo	4	10.26	Isihlahla	2	5.13
Iqatha	3	7.69	Umnwe/ubhontsi	5	12.82
Unyawo	1	2.56	Intloko	2	5.13
Isifuba	1	2.56	Isandla	2	5.13
Igxalaba	2	5.13	Uzimba	2	5.13
Ingalo	2	5.13	Amanje	1	2.56
Imehlo	0	0.00	Idyantsi	0	0.00
Intamo	0	0.00	Inyama ethambileyo	0	0.00
Umenzakalo womlenze	1	2.56	Ukunqunyulwa	0	0.00
Knee	5	12.82			
Ubulima bethutyana	6	15.38			
Iqatha	1	2.56	Umenzakalo womlenze	0	0.00
Umenzakalo emqolo	1	2.56	Umnwe/ubhontsi	0	0.00
Knee	1	2.56	Ukunqunyulwa	1	2.56
Igxalaba	1	2.56	Intloko	1	2.56
Ubulima obusisigxina	0	0.00			
Ukufa	0	0.00			
Bebonke	39	100.00			
Ipesenti yabaqeshiweyo bebonke	0.10				

Annual Report for 2016/17 Financial Year
Vote 5: Department of Education
Province of the Western Cape

	Uhlobo lokwenzakala emsebenzini	Inani	I-% yazo zizonke	Uhlobo emsebenzini lokwenzakala	Inani	I-% yazo zizonke
Bonke abasebenzi	Abadinga unyango olusisiseko kuphela:	34	94.44			
	Umenzakalo emqolo	5	13.89	Isihlahla	3	8.33
	Iqatha	3	8.33	Umnwe/ubhontsi	1	2.78
	Unyawo	1	2.78	Intloko	2	5.56
	Isifuba	1	2.78	Isandla	1	2.78
	Igxalaba	2	5.56	Uzimzimba	1	2.78
	Ingalo	1	2.78	Amanqe	0	0.00
	Imehlo	1	2.78	Idywantsi	1	2.78
	Intamo	1	2.78	Inyama ethambileyo	1	2.78
	Umenzakalo womlenze	5	13.89	Ukunqunyulwa	0	0.00
	Edolweni	4	11.11			
	Ubulima bethutyana	2	5.56			
	Iqatha	0	0.00	Umenzakalo womlenze	1	2.78
	Umenzakalo emqolo	0	0.00	Umnwe/ubhontsi	1	2.78
	Edolweni	0	0.00	Ukunqunyulwa	0	0.00
	Igxalaba	0	0.00	Intloko	0	0.00
	Ubulima obusisigxina	0	0.00			
	Ukufa	0	0.00			
	Total	36	100.00			
	Ipesenti yabaqeshiweyo bebonke		0.09			

Ukusetyenziswa kwabasebenzi bangaphandle

Ezi theyibhile zilandelayo zinika iinkcukacha ngokusetyenziswa kwabasebenzi bangaphandle kwisebe. Ngokwemigaqo iPublic Service Regulations "abasebenzi bangaphandle" kuthetha iqumrhu okanye umntu okanye ubudlelane obenziwe ngokwesivumelwano ngokusekelwe kwisidingo ngokusingise kwezi nkonzo zobungcali zilandelayo kwisebe nemali ehlawulwe abasebenzi abo enokuba ifunyenwe phi na:

Ukunika iingcebiso zobungcali;

Ukuqulunqwa kwesiphakamiso sokwenziwa imisebenzi ekhethekileyo; kwikaunye

Nokwenziwa kwemisebenzi ekhethekileyo edinga ubuchwepheshe nobungcali obukhethekileyo, kodwa abandakanywa abasebenzi besebe.

Ittheyibhile 3.15.1 Ukuqeshwa kweengcali zangaphandle kusetyenziswa imali eyabelwe oko ukususela ngomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inkqubo	Ifemu	Isihloko seprojekthi	Uhlobo lweprojekthi	Bebonke abasebenzi abasebenze kwiprojekthi	Ubude: iintsuku/iinyure zokusebenza	Ixabiso lekhntrakthi ngokweRandi	Inani leprojekthi zizonke	Bebonke abasebenzi	Umgangatho weBBBEE
Akungeni apha									

Ittheyibhile 3.15.2 Abasebenzi bangaphandle abaqeshwe ngeemali zomnikelo ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Inkqubo	Ifemu	Isihloko seprojekthi	Uhlobo lweprojekthi	Bebonke abasebenzi abasebenze kwiprojekthi	Ubude: iintsuku/iinyure zokusebenza	Ixabiso lekhntrakthi ngokweRandi	Inani leprojekthi zizonke	Bebonke abasebenzi	Umgangatho weBBBEE
Akungeni apha									

Ittheyibhile 3.15.3 Ingxelo ngabasebenzi bangaphandle abaqeshwe ngeemali zomnikelo ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekthi	Inani labasebenzi bebonke abasebenze kwiprojekthi	Ubude (iintsuku zokusebenza)	Umnikeli wexabiso lekhntrakthi ngokweRandi
Akungeni apha			

Inani leprojekthi zizonke	Bebonke abasebenzi	Ubude bubonke iintsuku zokusebenza	Lilonke ixabiso lekhntrakthi ngokweRandi
Akungeni apha			

Ittheyibhile 3.15.4 Ukuphicothwa kokuqeshwa kwabasebenzi bangaphandle ngeemali zabanikeli, ngokwembali yokusengelwa phantsi kwilixa langaphambili (HDI) ukususelangomhla woku-1 ku-Epreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekthi	Ipesenti yobudala bamaqela ngokweHDI	Ipesenti yolawulo ngokwamaqela eHDI	Inani labasebenzi abasuka kwamaqela eHDI abasebenze kwiprojekthi
Akungeni apha			