



URhulumente
weNtshona Koloni

UPhuhliso loLuntu

Ingxelo Yonyaka

2016/17



**URhulumente
weNtshona Koloni**

UPhuhliso loLuntu

UBAMBISWANO NGAMANDLA

**ISEBE LOPHUHLISO
LOLUNTU
IPHONDO LENTSHONA
KOLONI
IVOTI 07
INGXELO YONYAKA
KA-2016/2017**

ISILANDULO

Ingxelo yesiNgesi yale Ngxelo yoNyaka ithatyathwa njengesicatshulwa esisemthethweni. IsiBhulu nesiXhosa solu bhengezo ziyafumaneka xa ziceliwe.

ISebe alisayi kubekwa tyala ngeenkcazelo ezingezizo ezinokuthi zenzeke kwinkqubo yoluguqulelo.

Ukuba ngaba kungakho uguqulelo olungelulo olunokuthi lwenzeke lolu xwebhu, ingxelo yesiNgesi njengolwimni lwesiseko yiyo eya kusebenza.

Le Ngxelo yoNyaka yaqulunqwa liCandelo eliyiNtloko loCwangciso loShishino neQhinga leSebe loPhuhliso loLuntu.

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ICANDELO A: INGCACISO NGOKUBANZI

ICANDELO A: INGCACISO NGOKUBANZI

1. INGCACISO NGOKUBANZI YESEBE

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2. IZIFINYEZO

IZIFINYEZO	INKCAZELO
AGSA	UMphicotho-zincwadi Jikelele woMzantsi Afrika
AOS	INkqubo yaMaGosa Anika iNgxelo
APP	IsiCwangciso soNyaka sokuSebenza
AR	INgxelo yoNyaka
ASC	ULolongo lwesembva kokuphuma kwesikolo
CCPS	liNkonzo zoLolongo lwaBantwana noKhuseleko
CGRO	UVavanyo ngokutsha loLawulo lweQumrhu neMbonakalo
CoE	IMbuyekezo yaBasebenzi
CSC	Iziko leNkonzo yeQumrhu
CYCC	Amaziko oLolongo lwaBantwana noLutsha
DoH	ISebe lezeMpilo
DotP	ISebe leNkulumbuso
DPSA	ISebe leNkonzo kaRhulumente noLawulo
DSD	ISebe loPhuhliso loLuntu
ECD	UPhuhliso lwaBantwana abaNcinane
EHW	IMpilo neMpilo-ntle yaBaqeshwa
EPWP	INkqubo eYandisiweyo yeMisebenzi kaRhulumente
ERM	ULawulo loMngcipheko weShishini
ERMCO	IKomiti yoLawulo loMngcipheko
GAP	IsiCwangciso sokuSebenza soLawulo
HOD	INtloko yeSebe loPhuhliso loLuntu
HR	IMicimbi yaBasebenzi
ICB	ULwakhiwo lweKhono leZiko
ICT	ITheknoloji yeNgcaciso noNxibelelwano
M&E	UkuBekwa kweLiso noVavanyo
MEC	ILungu leBhunga loLawulo
MOD centre programme	Ukuthatyathwa kwenxaxheba sisininzi, iThuba nelungelo lokufumana; Inkqubo yeziko lokukhula noPhuhliso
MOU	IMemorandum yeNgqiqo
MPAT	IsiXhobo soVavanyo loMsebenzi woLawulo
MTEC	IKomiti yeNkcitho yesiThuba esiPhakathi
MTEF	IsiCwangciso-nkqubo seNkcitho sesiThuba esiPhakathi
MTSF	IsiCwangciso-nkqubo seQhinga sesiThuba esiPhakathi
NDP	IsiCwangciso seSizwe soPhuhliso
NEET	Ukungabikho ngqeshweni, iMfundo kunye okanye uQeqesho
NPO	UMbutho ongenzi nzala
NT	ICandelo loLawulo-mali leSizwe
NTR	IMithetho yeCandelo loLawulo-mali leSizwe
OD	UPhuhliso loMbutho
PFMA	UMthetho woLawulo lweMali kaRhulumente
PSG	liNjongo zeQhinga lePhondo
PSP	IsiCwangciso seQhinga lePhondo
PT	ICandelo loLawulo-mali lePhondo
PYDS	IQhinga lePhondo loPhuhliso loLutsha
ROAR	UVavanyo lokuQwalaselwa koLwamkeloo nokuThunyelwa
SACSSP	IBhunga loMzantsi Afrika lwaMagcisa eNkonzo yeNtlalo
SAPS	INkonzo yamaPolisa oMzantsi Afrika
SASSA	I-Arhente yoKhuseleko loLuntu yoMzantsi Afrika
SCM	ULawulo lwesiXokelelwano soNikezelo
SCOPA	IKomiti yeSigxina yeeAkhawunti zikaRhulumente
SLA	IsiVumelwano seNqatsa leNkonzo
SMS	liNkonzo zoLawulo oluPhezulu
SOP	INkqubo yoMgangatho wokuSebenza
Stats SA	liNkcukacha zaManani zoMzantsi Afrika
TPA	IsiVumelwano seNtlawulo eKhutshelweyo
WC	INtshona Koloni
WCG	URhulumente weNtshona Koloni

3. INTSHAYELELO YOMPHATHISWA



Adv. Albert Fritz
UMphathiswa wePhondo: UPhuhliso loLuntu

NjengoMphathiswa weNtshona Koloni woPhuhliso loLuntu, ndiyazingca ngokukhokhela omnye unyaka-mali uye esiphelweni weSebe elite gqolo ukukhulisa iinkonzo zalo nokwandisa ufikelelo lwalo, ngendlela apha ezinzileyo nengagungqiyo.

Ubume obusoloko bunzima boqoqosho nemali buthetha ukuba iSebe kufuneka lisebenze kakhulu ngentlakanipho, yaye okubalulekileyo ngaphezulu kukubeka okuphambili kunikezelo lweenkonzo ezingundoqo. Njengentloko yezopolitiko, ndibeka uxanduva lokokuba unikezelo lwenkonzo lweSebe malusoloko lubonisa impembelelo enokulinganiswa kuluntu, njengendlela yokuqinisekisa ngento yokokuba iSebe loPhuhliso loLuntu (DSD) linakho ukubeka iliso nangokufanelekileyo nangokuqhubekayo, nokuphuculwa okuqhubekayo.

Ngokunjalo, ukulinganiswa kwempembelelo kulula ngokunjalo xa iSebe ngokwalo likhokhelwa luluhlu olucacileyo, olulungelelwanisiweyo nolunokulinganiswa lwemiphumela yeqhinga, oluthi luncede iSebe ukuba lunikezele kwizikhokhelo salo ezininzi ezisemthethweni nezomgaqo-nkqubo. Kule meko, iNjongo zeQhinga zePhondo ezi-5 (PSG), ingakumbi-PSG 2, egxininisa ukuba iSebe: liphucule imiphumela yemfundo namathuba ukulungiselela uphuhliso lolutsha, kunye nePSG 3 egunyazisa kuthi okokuba: sandise impilo-ntle, ukhuselo ze sihlasele ububi bentlalo, ingundoqo. Le Ngxelo yoNyaka ivumela iDSD okokuba ivavanye nje ubungakanani benkqubela phambili obenziwe iSebe kulo mba. I-PSG 2 idinga okokuba iDSD ijolise iinkonzo zayo kukuxhasa, ze apho kuyimfuneko, kukhuseleko lwabantwana abancinane ukulungiselela ukubanceda babenokulungiselela yaye bahlale esikolweni, ze bafezekise amalungelo abo kukhuselo nololongo olwaneleyo.

Kule meko, ndiyazingca ngomsebenzi ethe iDSD yawenza ukuqeqesha oonontlalo-ntle bethu kwizibonelelo ezizodwa ezahlukeneyo zoMthetho waBantwana. Ingakumbi:

- oonontlalo-ntle abangama-26 baqeqeshwa kuKhuselo nesiXhobo soVavanyo loMngcipheko;
- oonontlalo-ntle abangama-34 baqeqeshwa kulwamkelo lwabantwana ngabazali abangengabo ababo njengendlela esisigxina yokubekwa kwabantwana abanesidingo sololongo nokhuseleko; kunye
- nonontlalo-ntle abangama-14 baqeqeshwa kungenelelo loxolelwaniso nguMbutho waBaxolelanisi boSapho weKoloni.

Ngokuthambekele kwimingeni ethe yambatha iSebe ngokuhambelana nolawulo lwenkqubo yololongo lwabantwana abathathwe ngabantu njengababo, ndingazingca ngokuqaphela into yokokuba inkqubela phambili yenziwe. Ukuqeqesha koMlawuli woLolongo lwabantwana abathathwa ngabantu njengababo kuya kuthatha indima enkulu ekuqinisekiseni ngokuphuculwa okuqhubekayo kwalo mba wonikezelo lweSebe.

AmaZiko eSebe oLolongo lwaBantwana noLutsha (iiCYCC) aphucule ukusebenza ngokufanelekileyo inkqubo yolwamkelo lwabantwana ebekwe endaweni enye ukusiwa kwiiCYCC ithe yanikela ngokunjalo kulawulo olufanelekileyo nokubekwa kwabantwana.

I-PSG 2 ngaphezulu ikhokhele iSebe ekubeni ligxininisa ekuxhaseni ulutsha ngaphaya kweminyaka yalo yesikolo, ukunceda ukuvala isikhewu ukusuka ekufundeni ukuya kukuzimela ngezimali. Ngokufunda kunye neQhinga lePhondo loPhuhliso loLutsha (PYDS), iSebe lifezekise uphuhliso olubonakalayo kulo nyaka.

Ukusekwa kweeYouth Cafés kusele kungundoqo weSebe. IiYouth Cafés zizibonakalise njengeziyimpumelelo kakhulu ekuboneleleni ngeenkono ezichongiweyo nezinentsingiselo, amathuba nenkxaso kumawaka abantu abatsha kwiphondo liphela. IYouth Café yesi-6 yavulwa eVrygrond ngowama-2016. Isambuku seeYouth Cafés ezintandathu zisekiwe kwiphondo ukususela ngowama-2014 yaye ndiyazidla ukunika ingxelo yokokuba zonke ngokwakaloku nje zisebenza ngokupheleleyo yaye ziyanikela kwizigunyaziso zazo. Amabhaso omphathiswa okuGqwesa koLutsha abanjwa kulo nyaka kunemibutho engama-21 ethe yahlonitshwa ngomnikelo wayo ogqwesileyo kuphuhliso lolutsha ze abantu abahlanu bawongwa ngokuba yimizekelo elungileyo kolunye ulutsha. Ukwandiswa kwamathuba kulutsha ibe ngummandla omkhulu ekujoliswe kuwo kulo nyaka. Ndiyazingca ngabantu abatsha abangama-61 ababeyinxalenye yenkqubo yokuKhutshelwa kwaMakhono oLutsha, othe waqhubela phambili de wathweswa isidanga kwiNkqubo yokuFukamisa uShishino. Inkqubo ibandakanya uMboniso woLutsha woShishino osingethwe nguMphathiswa.

I-PSG 3 idinga, phakathi kwezinye izinto, okokuba iDSD inikezela ngeenkono zenkxaso yengqondo nentlalo ukunciphisa umonzakalo onxulumene nobubi bentlalo kwiphondo. ISebe lijolise kuphuculo lonyango kunye namangenelo anxulumeneyo ukulungiselela ukusetyenziswa gwenxa kwezinyobisi. Uphawu oluchazayo kumlo weSebe nokusetyenziswa kwezinyobisi kukwandiswa kwenkono ezahlukeneyo. ISebe landisa oku kulandelayo:

- Inkqubo yonyango lweziguwane ezinyangelwa ekhaya kwiiCYCC;
- Inkqubo yokubunjwa kwabafikisayo ezikolweni eKuilsvier, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River;
- Inkqubo yeOpioid replacement; kunye
- Neenkqubo zonyango olusekwe kuluntu eAtlantis, eBeaufort West naseCeres.

Amangenelo eSebe okukhusela abantu abadala kukuxhatshazwa okanye ukungakhathalelwa afumene uvuselelo olukhulu kulo nyaka. Ndiyazidla ukubhengeza into yokuba iDSDithe yaseka uhlobo, oluya kuqwalasela imiba yokuxhatshazwa kwabantu abadala, ze ilungise imiba yamalungeloabantu. ISebe liqhubile ukubeka phambili amaziko ololongo okuhlala ukulungiselela abantu abadala abagulayo, yaye lenze inkqubela phambili ebonakalayo ngobhaliso olusisinyanzelo lwamaziko okuhlala axhaswa ngemali nawangasese yaye ngoko ahambelane nezithethe nemigangatho ngokwemiqathango yoMthetho waBantu abadala. Ulolongo nenkxaso yeSebe ukulungiselela amaxhoba olwaphulo-mthetho wasemakhaya lufumene uvuselelo kulo nyaka, ngokusekwa kwendawo yokhuseleko yephondo ye-16 ukulungiselela amaxhoba okuxhatshazwa. Iindawo zethu zokhuseleko ziqhubile ngokunjalo ukulungiselela amaxhoba okuthengiswa kwabantu kulungiselelwa ukuxhatshazwa kwabo ngesondo.

Ezi zezinye zezifzekiso zethu, yaye kulo mba ndithanda ukubulela iNtloko yeSebe (HOD), uGq. Robert Macdonald, ngobunkokheli bakhe obugqwesilehyo beSebe. Okubaluleke ngaphezulu, njengoko sijonga ngasemva kulo nyaka-mali, ndithanda ukubulela onke amagosa kwiSebe kunye namaqabane ethu omButho oNgenzi Nzala (NPO), asebenza phakathi kwabantu kwinkono yabo banesidingo seenkono zethu.

NjengeSebe, sizibophelele ekudlaleni indima yethu nokunikezela ngenkono kubo bonke abantu. Njengoko ubume boqoqosho nemali buqhubeka busihla, iDSD iya kuqhubeka isakha

uthelelwano nenguqu. Sinakho ukufezekisa ngaphezulu ukuba ngaba siyaqhubeka ukusebenza 'Kunye Ngcono'.



UMPHATHISWA WEPHONDO WOPHUHLISO LOLUNTU

Adv. A Fritz

Umhla: 31 Agasti 2017

4. INGXELO YEGOSA ELINIKA INGXELO



Gq. Robert Macdonald
IGosa eliNika iNgxelo: UPhuhliso loLuntu

Uvavanyo ngokubanzi lwemisebenzi yeSebe

Kwisithuba sale minyaka imbalwa idlulileyo, iSebe loPhuhliso loLuntu lisebenze kubume obunozithintelo ezandileyo zezibonelelo ngenxa yokuhla kwesiseko semali kunye nebango elikhulayo leenkono eziyimfuneko. ISebe lisebenzise imiqathango engqongqo ukususela ngonyaka ka-2013 yaye ibeka phambili inkxaso-mali ebhekiselele ngqo kunikezelo lwenkonzo. Umngeni osoloko uqhubeka othe wafunyanwa liSebe yayikukufezekisa ixabiso lemali ngokusetyenziswa kwenkxaso-mali yeenkonzo zeNPO kungakhange kubekwe esichengeni ubukho bale mibutho. Lisebenze libhekiselele kule njongo ngokwandisa isabelo senkxaso-mali esilungiselelwe imivuzo yonoontlalo-ntle, abaphathi bonoontlalo-ntle kunye nabalawuli bomsebenzi wentlalo kwiiNPO ezixhaswa ngemali kunyaka-mali ongaphambili kunye nesibonelelo se-3% sokwandiswa komlinganiselo ongaphantsi kwexabiso lemali, xa kuthelakiswa nokungabikho kokwandiswa, kwiiNPO ezixhaswa ngemali. Ukwanda koxinzelelo lwemali ludinga uncitshiso olupngaphezulu lweenkonzo ezingekho mthethweni ze kubekwe phambili iinkono ezisemthethweni ezifana nokukhuselwa kwabantwana.

Ukukhuselwa kwabantwana kokuphambili okubaluleke kakhulu kweSebe yaye kubaluleke ngokukodwa kwimeko apho kukho ulwaphulo-mthetho oluqhubekayo olujolise kubantwana. ISebe lisebenzela ukuqinisekisa ngento yokokuba bonke abantwana abadinga ulolongo nokhuseleko bafumana inkono elungileyo ngokuthi kuphuculwe amakhono abasebenzi balo bomsebenzi wentlalo. Ukuza kuthi ga ngoku, inzame ijoliswe ekuqinisekiseni kobukho benkonzo yokhuseleko lwabantwana lweeyure ezingama-24, ukumiliselwa kweQhinga elilungiselelwe ukuPhuculwa koLolongo lwaBantwana neenkono zoKhuseleko lowama-2015 (CCPS) nokuqinisekisa ngento yokokuba bonke abasebenzi bentlalo bagcinwa benolwazi lophuhliso olutsha kummandla wokhuseleko lwabantwana yaye baqeqeshelwe ukumiliselwa umthetho waBantwana. Oku kubandakanya ukuphuhliswa kwezicwangciso ezamkelweyo, iMigangatho yeeNkqubo zokuSebenza (iiSOP), iinkqubo zoqeqesho ezongezelelweyo ukulungiselela ukunceda abasebenzi bomsebenzi wentlalo ngokumiliselwa kwemisebenzi yabo esemthethweni. Isibonelelo senkxaso yengqondo ne-nkonzo zengcebiso kwiintsapho, koomama abaselula, kumakhwenkwe nako tata, kunye nabazali abasemngciphekweni ziyaqhubeka.

Inkqubo eyodwa yoPhuhliso lwaBantwana abaNcinane (ECD) elungiselelwe ulwimi lwesiNgesi nophuhliso lwengqiqo apho ukulungela ukuba sesikolweni kungalunganga, yaqaliswa ngoEpreli 2016, yalingwa kumaziko alishumi e-ECD eKhayelitsha, eDelft nasePhilippi yaye iya kuqhutywa kumaziko angaphezulu angama-50 – kubandakanywa nemimandla yasemaphandleni ngowama-2017/18. Ibandakanya ukusetyenziswa kokuhanjiswa kwemiyalezo ethi ibonelele kwinkqubo yenkxaso yobuzali nakumagcisa kula maziko.

Amaphulo amabini obhengezo ajolise kukunikezelwa kolwazi kwiECD. Iintsuku ezili-1000 zokuQala zeziko elijikelezayo elinobuhlobo (iqonga elithe laququzelela ubulula bokufumana nasiphi na isixhobo esijikelezayo) elithe laqaliswa ngentsebenziswano neSebe lezeMpilo (DoH) ze laqaqambisa ukubaluleka kophuhliso lwabantwana ngesithuba esiqala ekumithweni de kube yiminyaka emibini. Iphulo lesibini le-ECD liqaqambise ukubaluleka kobhaliso okungaphelelanga kwesibonelelo sololongo kunye nezibonelelo zalo esilungiselelwe abantwana kunye nabazali/abanikezela ngololongo.

ISebe linkqenqeza phambili kuphuhliso lwesiCwangciso-nkqubo sePhondo esilungiselelwe aBantu abakhubazake ngeNgqondo elinika igalelo lengcaciso phakathi kweDSD, iDo kunye neSebe leMfundo leNtshona Koloni (WCED) kunye neQhinga lokuFakwa kwaBakhubazekileyo kwiZikolo zikawonke-wonke ukukhuthaza udityaniso kulo lonke icandelo kunye nakwiphondo samkelwa. Iziko lololongo lokuhlala elilungiselelwe abantwana nabantu abadala abanokukhubazeka okuninzi bakhutshelwa kwi DoH basiwa kwiDSD ngomhla woku-1 kuEpreli 2016. Iphulo lolwazi elintlangothi kaninzi elijolise kubantu abakhubazekileyo, iintsapho zabo kunye nabaniki bololongo lamiliselwa kusetyenziswa upapasho lwedijithali, amaphepha-ndaba kunye nonomathotholo kujoliswe kwiinkonzo ezifumanekayo.

ISebe lifumene ukwanda kwiindleko zeyunithi ezivela kwiCandelo loLawulo-mali lePhondo (PT) kulungiselelwa abantu abagugileyo abagulayo abakumaziko okuhlala, nangona kunjalo iimfuno zenkxaso-mali zololongo lwabagulayo ziphezulu ngokungalinganiyo ngokuhambelana nolwabiwo lwenkxaso-mali yaye ngoko azanele ukulungiselela izidingo zabo. Ulolongo lwabantu abadala, ingakumbi ukwandiswa kokuzimela okuhlala okuncediswayo, ulolongo lwabagulayo kunye namangenelo afanelekileyo asekwé kuluntu lusala lulo luphambili kwiSebe. Oku kumiliselwa ngokuxhaswa ngemali kwamaziko enkonzo, amaziko okuhlala okuncediswayo kunye namaziko okuhlala ololongo. Isiseko seenkcukacha zamanani oLolongo olusekwe kuLuntu angaxhaswa ngemali kunye neeNkonzo zeNkxaso (amaziko enkonzo) sasekwa ukunceda imbono epheleleyo yeenkonzo, ukunceda ekuchongeni izithuba kwimimandla yonikezelwa kwenkonzo ngokunjalo nokunika ingqwalasela kwimimandla engundoqo ukulungiselela ulwabiwo lwenkxaso-mali yexa elizayo.

ISebe liqhubile lijolise kwinkxaso yamaxhoba; iindawo zokuhlala zabantu abadala abangenawo amakhaya ingakumbi abantu ababhinqileyo kunye nabantwana, kunye nendawo yokuhlala eyodwa elungiselelwe amaxhoba okuthengiselwa isondo; iinkonzo zokulingwa kunye neenkqubo zokuphambukisa. Uvavanyo ngokutsha kwesiCwangciso-nkqubo soMgaqo-nkqubo woQinisekiso loPhambukiso luqalisiwe, ngeli thuba inkqubo yokufuna nokubeka iliso kubo bonke abantwana abanxamnye nomthetho abakuvalelo logcino yamiliselwa ukwenzela ukunceda iSebe ukuba lichonge ze liqwalasele iingxaki zenkqubo nezindlela yokusebenza. Iinkqubo ezintlanu zesizwe zophambukiso zaqinisekiswa kunyaka ophantsi kovavanyo. Uqinisekiso lweenkqubo zophambukiso ezikwinqanaba lesibini ezilungiselelwe amantombazana akwiVredelus CYCC iyaqhuba ukulungiselela ukubonelela ngesi sidingo. Iprojekti eseHanover Park, eManenberg naseLavender Hill ethi imilisele uyilo longenelo olunenjongo yokuguqula iingingqi zoluntu ezitshatyalaliswe yimingeni yengqondo noqoqosho, ivelise ezi ziphumo zilandelayo kunyaka ophantsi kovavanyo: Iprojekti yengcebiso (abantu abatsha abangama-258); iprojekti yamadoda yokubekwa kweliso (abantu abatsha abali-173); iprojekti yololongo yasemva kokuphuma kwesikolo (abantwana abali-184 kwizikolo ezithathu zaseprayimari) kunye neprojekti yolutsha olusemsebenzini (ulutsha nabantwana abangama-209).

Ingqinisekiso yokulunga esebenza ngokupheleleyo esekwe kwisicwangciso esamkelweyo seminyaka emithathu samiliselwa njengenxalenye yenkqubo ehlangeneyo yolawulo lwendlela yokwenziwa komsebenzi eqinisekisa ngohambelwano kunye nezithethe nemigangatho elungiselelwe iiCYCC. INtshona Koloni liphondo elinkqenqeza phambili ngokuhambelana ngobhaliso olupheleleyo lweeCYCC ezinikezela ngeenkqubo zololongo ezikhuselekileyo kubantwana nolutsha ngokuhambelana noMthetho waBantwana woBulungisa. Ukumiliselwa kwezicwangciso zomngcipheko ezilungiselelwe onke amaziko

kunye nenkqubo efanelekileyo yengqinisekiso yokulunga, kuncede kuhambelwano nokubekwa kweliso kwizithethe nemigangatho ukulungiselela ukukhusela amaziko ololongo. Isivumelwano somnqophiso soNxibelelwano lweNtlekele kunye neSehlo eziXelwayo siqalisiwe kwiiNPO CYCC ezixhaswa ngemali ezithe zancedwa ngeenNPO kummandla wokuchonga iindlela, iimfuno zoqeqesho nokulawula ukhuseleko lwabantwana ngophando olulodwa nezicwangciso zolungiso/zophuhliso. Amangenelo alungelelanisiweyo kwiiCYCC zeDSD yeNtshona Koloni alungiselelwe ulutsha olulinde ukuxoxwa kwetyala nokugwetywa ayasetyenziswa njengomlinganiselo woMgaqo-nkqubo Oyilwayo weSizwe ongolawulo lwamaqela emigulukudu kumaziko akhuselekileyo ololongo.

ISebe libeke phambili ukuhlaziywa kokhuseleko kwiindawo zokugcina amaxhoba olwaphulo-mthetho nobudlobongela, yaye luneenkono ezandisiweyo kwimimandla apho kuqhubeka khona ulwaphulo-mthetho lwamaqela emigulukudu. Ukuqinisekisa ngomiliso loMthetho woThintelo nokuBhangiswa kokuThengiselwa kwaBantu isondo, iQela langaphakathi labantu abajongene nokuThengiselwa kwaBantu isondo ukulungiselela ukunceda ngokumiliselwa koMthetho lisekiwe. ISebe liya kuphuhlisa isicwangciso ukulungiselela ukuqalisa iNational Gender-Based Violence Command Centre-umxeba woncedo weeyure ezingama-24 osetyenziswa ngonoontlalontle ukunceda amaxhoba obundlobongela obusekwe kwisini okokuba afumane inkonzo. Iinkonzo zenkxaso kumaxhoba olwaphulo-mthetho kuluntu lwe-Lesbian Gay Bisexual Transgender and Intersex zandisiwe, ucweyo lwemfundo olulungiselelwe amadoda lwaqhutywa kwimimandla ekuxhaphake kakhulu ubundlobongela basemakhaya, yaye iinkonzo zenkxaso yexhoba ezinyangayo nezengqondo nentlalo zandiswa kulungiselelwa amaxhoba obundlobongela bamaqela emigulukudu. Isivumelwano somnqophiso sokuthumela siphuhlisiwe ukulungiselela ukuqinisekisa ngento yokuba iinkonzo ezinikwa amaxhoba zilungelelanisiwe. Isithuba sendawo yokhuseleko esilungiselelwe amaxhoba angamadoda obundlobongela nolwaphulo-mthetho salingwa ukulungiselela ukuyila isiseko sesidingo seendawo zokhuseleko lwamadoda eKapa. ISebe lilinge ngokunjalo indawo yokhuseleko yokuqala eMzantsi, ngokuthe ngqo kumaxhoba angabantu abadala okuthengiselwa isondo kunye nabantwana babo. Iindawo zokhuseleko ezintathu entshona Koloni zifumene amabhaso okuqondwa evela kwiDSD yeSizwe ngenxa yenkonzo elungileyo athi ayinikezele.

Inkqubela phambili kummandla wokusetyenziswa kwezinyobisi gwenxa ibandakanya ukwandiswa kwenkqubo yezigulane ezinyangwa ngaphandle kwesibhedlele esekwe kuluntu yabantwana abafikisayo eElsies River; iinkqubo zezigulane ezinyangwa ngaphandle kwesibhedlele kwimimandla yasemaphandleni eBeaufort West naseCeres apho kwandiswa ukunikezelwa kwenkonzo nokuphuculwa kokufumaneka kwayo; iziko lezigulane ezinyangwa kwiziko elilawulwa ngurhulumente lokusetyenziswa gwenxa kwezinyobisi elilungiselelwe abantu ababhinqileyo abangama-30 eKensington; isibonelelo senkqubo yonyango yokusetyenziswa gwenxa kwezinyobisi kumadoda aqinileyo angama-20 kunye kunye ne-16 lamadoda (ubudala: 16 – 17) loNyango kwiZiko iKraaifontein Reception Observation Assessment and Referral (ROAR); kunye neziko lonyango lwezigulane ezisesibhedlele elinamakhwenkwe alishumi (ubudala: 13 – 15) kunye namantombazana asi-8 (ubudala: 13 – 17) kwiLindelani CYCC. Ngaphezulu, isithuba sebhedli esixhaswa ngemali sandiswa kumaziko amabini anyanga izigulane ezilalisiweyo ukuphucula ukufumaneka ze kwamiliselwa uyilo lonyango olusekwe kuluntu kuzo zonke iiCYCC oluxhaswa yiyunithi yezigulane ezilalisiweyo eLindelani yabantwana kunye neziko lolutsha iDe Novo. ISebe libonelele ngamathuba ebhasari kwini labafundi abaphuma kwiiNPO ezixhaswa ngemali ukulungiselela isidanga esingaphezulu kwesiseko kulolongo lokusetyenziswa gwenxa kwezinyobisi ngenjongo yokwakha isiseko samakhono nobungcungela kulo mmandla. Iphulo ledijithali lokusetyenziswa kwezinyobisi gwenxa elijolise kwiintsomi nakwiinyaniso zokusetyenziswa gwenxa kwezinyobisi, nendlela yokufumana uncedo landise ummandla wofikelele elijolisekubo, ukulungisa imijelo, nokwakha yobuhlobo kwiphulo lonyaka ongaphambili. Indawo ezimiseleyo ejikeleza yokusetyenziswa gwenxa kwezinyobisi yaphuhliswa.

Amanganelo anxulunganiswe neAlcohol Harms Reduction Game Changer abandakanya uphuhliso lwendlela yothunyelwano lwangaphakathi ulungiselelo ulawulo lwezinto kwii-ofisi zengingqi zeDSD esalingwayo ngolwakalotu nje kwiMetro East, kwiMetro South nakwiCape Winelands. Olu luya kunceda uluntu ukuba lufumane iinkonzo ngethuba zamanganelo nezithintelo ezinxulumene notywala. Ngaphezulu, i-SOP elungiselelwe abaseli botywala abasemqakwepheeni iphuhlisiwe ukulungiselelwa ulubeka kumgangatho omnye amanganelo kwinginqi ezintathu zolingo. IiMemorandum zengqiqo (iiMOU) zasayemva nezikolo ezibini kwiMetro East (indawo yolingo eseTown Two eKhayelitsha) kugqityezelwa intsebenziswano kumaqhinga othintito apha thelelene neengozi ezinxulumene nolusetyenziswa gwenza kotywala. ISebe kunye neDotP liphuhlise isiKhokhelo esihlangeneyo sezibonelelo kumaziko olingo amathathu ukuthengisa iinkonzo ezinxulumene notywala ezinikezelwa ngabachaphazelekayo abahlukeneyo kulo mmandla.

ISebe liqukumbele i-Destitute Persons Burial Assistance Guide ukunikezela ngesincwangciso – nkqubo neDSD ukunceda abahluphekeleyo neentsapho ezisesichengeni ezingakwaziyo ukungcwaba abantu bazo ababathandayo. Izincwangciso soLawulo lwentlekele sowama-2017/18 sophuhliswa ngentsebenziswano neZiko lentlekele lentshona Koloni ulungiselela ukuchazwa kwemisebenzi noxanduva ngokubhekiselele kwiintlekele.

Uvavanyo ngokuBanzi lweziphumo zemali zeSebe

Irisithi zeSebe

ITheyibhilele A: Irisithi zeSebe

Irisithi zeSebe	2016/17			2015/16		
	Uqikelelo	Isixa-mali esisiso esiqokelelweyo	Inkcitho (engaphezulu) / engaphantsi	Uqikelelo	Isixa-mali esisiso esiqokelelweyo	Inkcitho (engaphezulu) / engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Irisithi yeRhafu	-	-	-	-	-	-
liKhasino	-	-	-	-	-	-
Irhafu zemidyarho yamahashe	-	-	-	-	-	-
Amaphephamvume esithuthi	-	-	-	-	-	-
Amaphephamvume esithuthi	-	-	-	-	-	-
Intengiso yempahla neenkonzonkondo ngaphandle kwezakhiwo	686	804	(118)	668	911	(243)
Ezikhutshelweyo ezamkelweyo	-	-	-	-	-	-
IiRhafu, izohlwayo nezilahlekileyo	-	-	-	-	-	-
Inzala, izahlulo nerhente kumhlaba	32	129	(97)	30	91	(61)
Intengiso yezakhiwo	-	-	-	-	-	-
Intengiselwa-no yemali kwimpahla namatyala	245	1 145	(900)	217	1 182	(965)
Iyonke	963	2 078	(1 115)	915	2 184	(1 269)

Irisithi zeSebe

Ingeniso yalo eyenziweyo zizixa-mali zeSebe ukuya kwi-0.1% yohlahlo lwabiwo-mali olupheleleyo. Imithombo yengeniso engundoqo yeSebe yile:

- Ukuqokelelwa kwamatyala abanjwa iSebe;
- Amatyala esele enethuba engahlawulwa achaphazela ingeniso yalo esisixa-mali esingamawaka ali-R128 yaye abangelwa kukungafunyanwa ngaphandle koqoqosho, amatyala achaziweyo kunye nobunzima obungafanelekanga;
- IKhomishini kwi-inshorensi nokuthatyathwa kwemali kwimivuzo okwenziwa ngomyalelo wenkundla;
- Imirhumo yokupaka neyendawo yokuhlala esesikweni ngokomgaqo-nkqubo weSebe lezoThutho neMisebenzi kaRhulumente (DTPW); kunye
- Nokufunyanwa kweengxowa-mali zeentlawulo ezikhutshelweyo ezingachithwanga zeminyaka-mali edlulileyo.

Ukuqokelelwa okungaphezulu kwengeniso elungiselelwe unyaka-mali wama-2016/17 kube sisigidi esi-R1, 115 yaye kubangelwe ikakhulu koku kulandelayo:

- Ukwanda kwintlawulo yamatyala;
- Iingxowa-mali ezihlawulwe yiGovernment Motor Transport (GMT) kunye ne-akhawunti zemfono-mfono eziphathelelene nee-akhawunti zonyaka-mali odlulileyo zakwaSASSA.

INkcitho yeNkqubo

ITheyibhile B: INkcitho yeNkqubo

Igama leNkqubo	2016/17			2015/16		
	Ulwabiwo lokugqibela	INkcitho eyiyo	Inkcitho (engaphezulu)/ engaphantsi	Ulwabiwo lokugqibela	INkcitho eyiyo	Inkcitho (engaphezulu)/ engaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo	185 987	185 987	-	174 273	174 273	
IiNkonzo zeNtlalo-ntle	770 481	768 382	2 099	725 708	719 877	5 831
Abantwana neentsapho	611 481	611 241	240	601 873	601 064	809
IiNkonzo Zoluleko	345 823	344 612	1 211	319 202	318 985	217
UPhuhliso noPhando	50 092	49 771	321	77 873	77 873	-
Iyonke	1 963 864	1 959 993	3 871	1 898 929	1 892 072	6 857

INkqubo 1:

INkqubo ichithe i-100% lohlahlo lwabiwo-mali lwayo oluzizigidi ezili-R185,987 olulungiselelwe unyaka-mali wama-2016/17.

INkqubo 2:

INkqubo ichithe ama-99.7% ohlahlo lwabiwo-mali oluzizigidi ezingama-R768,382 olulungiselelwe unyaka-mali wama-2016/17. Iingxowa-mali ezingachithwanga ezizigidi ezi-R2,099 zinxulumene nenkcitho engaphantsi kwiMbuyekezo yaBasebenzi (CoE) ngenxa yokokuba kugafumanekanga bagqatswa bafanelekileyo kwinkqubo yokufunwa kwabasebenzi, kunyuselo lwangaphakathi nokuyekwa kwabasebenzi engqeshweni.

INkqubo 3:

INkqubo ichithe ama-99.99% ohlahlo lwabiwo-mali layo oluzizigidi ezingama-R611,481 olulungiselelwe unyaka-mali wama-2016/17. Iingxowa-mali ezingachithwangwa zamawaka angama-R240 zinxulumene neAfter School Game Changer ephantsi kwe-NPO.

INkqubo 4:

INkqubo ichithe ama-99.6% ohlahlo lwabiwo-mali layo oluzizigidi ezingama-R345,823 olulungiselelwe unyaka-mali wama-2016/17. Iingxowa-mali ezingachithwanga ezisigidi esi-R1, 211 zinxulumene nenkcitho engaphantsi kwiMbuyekezo yaBasebenzi (CoE) ngenxa yokokuba kungafumanekanga bagqatswa bafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo lwangaphakathi nokuyeka kwabasebenzi engqeshweni.

INkqubo5:

INkqubo ichithe ama-99.4% ohlahlo lwabiwo-mali layo oluzizigidi ezingama-R50,092 olulungiselelwe unyaka-mali wama-2016/17.

Iingxowa-mali ezingachithwanga ezingamawaka angama-R321 zinxulumene nenkcitho engaphantsi kwiMbuyekezo yaBasebenzi (CoE) ngenxa yokokuba kungafumanekanga bagqatswa bafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo lwangaphakathi nokuyeka kwabasebenzi engqeshweni.

Ukudluliselwa Kwemali

- Inkcitho engaphantsi kwiMpahla neeNkonzo kwiNkqutyana 1.2 ibangelwe yinkcitho efunyenweyo kwi-akhawunti kaMatshi elungiselelwe imirhumo yoMphicothi-zincwadi Jikelele ethe yahlawula kuphela ngo-Epreli2017, iindleko zokuhamba nesibonelelo ibekho ngenxa yemiqathango engqongqo khambo ngenqwelo-moya nezokuhlala kunye noqeqesho lwabasebenzi ngenxa kokuthi kwangezelelwe uhlahlo lwabiwo-mali yiHealth and Welfare Sector Education Training Authority (HWSETA). Iingxowa-mali ziya kusetyenziselwa ukwandisa intsilelo kwiNkqutyana 4.2 elungiselelwe impahla neeyunifom kubathengi nabasebenzi kwiiCYCC zeDSD, iintlawulo zepropati, i-arhente neenkonzo ezithengiswe ngaphandle eHorizon naseClanwilliam;
- Inkcitho engaphantsi kwiCoE kwiNkqutyana 2.1 ibangelwe kukunyuselwa kwabasebenzi bangaphakathi, ukungafunyanwa kwabagqatswa abafanelekileyo nokuzaliswa kwezithuba ezingundoqo kwiNkqutyana 3.3 kunye no-3.4.
- Inkcitho engaphantsi kokuKhutshelweyo neNkxaso-mali kwiNkqutyana 2.3 ibangelwe kukungahambelani nemiqathango kweeNPO (ukungangeniswa kweengxelo eziphicothiweyo zemali) yaye iingxowa-mali ziya kusetyenziselwa ukuhlawulwa kwentsilelo kwiNkqutyana 4.2 elungiselelwe i-arhente neenkonzo ezithengiswe ngaphandle eHorizon naseClanwilliam; yaye
- Inkcitho engaphantsi yokuKhutshelweyo neNkxaso-mali kwiNkqutyana 3.4 ibangelwe kukungahambelani nemiqathango kwe NPO(ukungangeniswa kweengxelo zenkqubela phambili kunye/okanye iingxelo eziphicothiweyo zemali). Iingxowa-mali ziya kusetyenziselwa ukwandisa intsilelo kwiNkqutyana 4.2 kulungiselelwa i-arhente neenkonzo ezithengiswe ngaphandle eHorizon naseClanwilliam, iNkqutyana 4.4 elungiselelwe ulolongo nokulungisa kumaziko akwiMpahla neeNkonzo kunye neNkqutyana 5.6 elungiselelwe uKhutshelo neNkxaso-mali yamangenelo oLutsha.

Imali edluliselweyo

- Isebe lifake isicelo sokudluliselwa kweemali kwanokugcinwa kwengeniso efikelela kwisigidi sama-R1,355. Esi siya kusetyenziswa ngale ndlela ilandelayo:
 - Ukuqengqelwa kwamawaka angama-R240 kokwe-After School Game Changer apho iingxowa-mali zazigcinelwe okokuba kuya kuthi emva kwenkqubo yokulandelwa kophicotho lwezithuba eqakunjelwe. Injongo yayikukuqinisekisa ngokulungelelaniswa kweenkqubo zokubekwa kweliso kukuzinyaswa okulungiselelwe izibonelelo zasemva kokuphuma kwesikolo neziko lokuThatyathwa kweNxaxheba siSininzi; iThuba nokufumana; uPhuhliso nokuKhula (MOD). Inzame enkulu ibekwe ekuqinisekiseni ngokusebenza kwenkqubo yebhayometriki. Njengoko inkqubo ibonisa okokuba

inemingeni kumaziko eMOD, iprojekti yebhayometriki yeDSD yarhoxiswa ze iingxowa-mali zahlalelwa ngokutsha zilungiselelwe uqeqesho nolwakhiwo lwamakhono, kungoko kubekho ingeniso kunye nesivumelwano nemibutho yenkonzo ye-Partners Afterschool Care Projects (PASCAP). Iingxowa-mali ziya kuchithwa kunyaka-mali wama-2017/18.

- Isicelo sokugcinwa kwengeniso esisigidi esi-R1, 115 sibe sesenjongo yokunikezela ngenkxaso-mali kwii-NPO ezi-3 njengoko zidwelisiwe ngasezantsi:
 - I Western Cape Forum for Intellectual Disability: Ukuququzelela uqeqesho loncedo lokuqala kubasebenzi abangama-203, ukuququzelela ukufunyanwa kweziqinisekiso zobumsulwa emapoliseni nokuququzela uqeqesho lololongo olusekwe kumakhaya aqinisekisiweyo;
 - ICarel Du Toit Trust Fund: Ukuthenga isixhobo esiyi-audiometric esilungiselelwe ukuphucula nokufumana msinyane inkonzo yongenelo lwangethuba kubantwana abazizithulu; kunye
 - NeVukani Centre for Children abanemfuno ezizodwa: Ukulungiswa kwesithuthi kulungiselelwa ukuthuthwa kwabantwana ukuya nokubuya kwiziko.

Izizathu zenkcitho engagunyaziswanga engenaziqhamo neyinkcitho yaye izixa-mali ezibandakanyekayo ngokunjalo namanyathelo athatyathiweyo ukulungisa nokuthintela ukuphinda kwenzeka kwayo

Azikho ekungani kwa ingxelo ngazo.

Izicwangciso zexesha elizayo zeSebe

Ngokuhambelana nokuzimisela kwethu ekuqhubeni siphucula ukunikezelwa kwenkonzo ehambelana neemfuno zomthetho, iSebe liya kuxhasa ze landise amathuba alungiselelwe abantwana nolutsha. Kule meko iSebe liya kuqhubeka ngokumilisela iQhinga loPhuhliso loBuntwana. Eli qhinga sele liqalisile ngophuhliso lwengqubo elingwayo eyodwa yeECD elungiselelwe ulwimi lwesiNgesi nophuhliso lwengqiqo, ilindeleke ukuba ikhule kulo nyaka-mali ulandelayo. ISebe liya kuqhubeka ngokunjalo libandakanyeka kwi-After School Game Changer eya kuthi inikezele ngezithuba kubantwana abadinga ukuzibandakanya kwimisebenzi yophuhliso elungileyo.

Ngokusetyenziswa kweQhinga lePhondo loPhuhliso loLutsha (PYDS), iSebe liya kuqinisekisa ngento yokokuba iinqubo yabantu abaselula ziyazinziswa, zinegalelo elibonakalayo kubomi babo, ingakumbi njengoko ibhekiselele ekkunciphiseni intswela-ngqesho kulutsha. Ngokuhambelana nesigunyaziso seSebe, ingqwalasela yeqhinga kukuqinisekisa okokuba iimfuno zoninzi lwabasesichengeni nezabantu abatsha abasemngciphekweni kwiphondo zibekwa phambili ngeli thuba ngokunjalo kunikezelwa ngeenkonzo, amathuba nenkxaso kwicandelo lonke lwabantu abatsha. Ukuza kuthi ga ngoku amalinge eSebe ajolise ekuphuculeni ukulunga kwemiphumela yophuhliso lolutsha, ingakumbi ngokuqinisekisa ngento yokokuba zonke iinqubo zeDSD ezijolise kulutsha zikhokhelele ekuqhubeleni ulutsha kumathuba athi aphucule amathuba alo emisebenzi, amanqanaba amakhono kunye neenguqu zobomi ngokubanzi. ISebe liya kufuna ukwakha nokuphucula ukulunga kwazo zonke iinqubo ezithi zichonge abantu abatsha, ingakumbi iinqubo ezifana neeYouth Cafés. Kule meko iSebe liya kunika ingqwalasela ekuqinisekiseni ngento yokuba iinqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP) isetyenziswa kakuhle kakhulu njengomthombo wethuba loqoqosho kunye nophuhliso lwamakhono ukulungiselela abantu abatsha. ISebe liya kujolisa ngokunjalo ekubandakanyweni kolutsha olulimeleyo, kugxininiswa ikakhulu ekuyileni unxibelelwano oluphuculweyo kumathuba oqoqosho kunye neenkonzo ezilungileyo kulutsha olukhubazekileyo.

Indlela enqamlezileyo ibalulekile njengoko isimo soqoqosho siqhubeka ukubeka uxinzelelo kwizibonelelo zeSebe kunye nekhono lokunikezela inkonzo. ISebe liya kuqhubeka linika ingqwalasela kukuqiniswa kosapho ngokusetyenziswa kweprojekti ebizwa ngokuba yi'Family-at-Risk'. Iprojekti iya kujolisa kwiinkonzo eziyimfuneko kwiintsapho ezisemngciphekweni kakhulu, ze iqhubekekele kwiinkonzo ezigxile kwimiba enomngcipheko ophakathi njengoko le miba ibalulekileyo/iinkonzo zizinzisiwe. Ukumiliselwa kwale projekti kuxhomekeke ngokusebenzisana kwabachaphazelekayo bangaphandle kuLolongo lwaBantwana noKhuseleko, kunye neenqubo zoMthetho weeNtsapho, kubandakanywa iNkundla yoSapho, iNkundla yaBantwana, iNkonzo yamaPolisa oMzantsi Afrika (SAPS), kunye neOfisi yeGqwetha loSapho. ISebe liya kusebenzela ukwakhiwo kwentsebenziswano kunye naba bathabathi-nxaxheba.

Ingqwalasela yeSebe ephathelelene ne-Alcohol Harms Reduction Game Changer iya kuba sekwandiseni uyilo olusekwe kuluntu lonyango lokusetyenziswa gwenxa kwezinyobisi novuselelo ngokutsha. Ingqwalasela yethu engundoqo, ngothelelwano neDoH, kukuseka uNgenelo oluFutshane lweNkuthazo (BMI) kumaziko enkonzo ekhawulezileyo kwimimandla echongiweyo, kunikezelwe kubasebenzisi abasemngciphekweni omkhulu abanomenzakalo onxulumene notywala ngenkxaso noncedo oluyimfuneko. Inkonzo yeBMI iya kuba nenqubo eqinileyo yendlela yokuthunyelwa kwabantu ukulungiselela ukuqinisekisa ngento yokokuba baya kuthi nje abasebenzisi abasemngciphekweni bakuba bekhutshiwe kumaziko empilo, banakho ukufumana iinkonzo zentlalo ezifanelekileyo. Kule meko, siya kuzilungelelanisa iinqubo zethu zoluntu, ze silungelelanise iinqubo zothunyelwe lwabo kuwo onke amaqabane

ethu akumasebe onke karhulumente nakumacandelo eNPO. Ngaphezulu, iSebe liya kuqhuba umsebenzi wokukhulisa inani leenkonzu zovuselelo ngokutsha ezijolise ekulungiseni iimpembelelo zengqondo nezentlalo zotywala neziyobisi.

UThelelwano lwamaqumrhu kaRhulumente nawaNgasese

Alukho ekunokunikwa ingxelo ngako

Imisebenzi eyekiweyo

- Ukuvalwa kwe-Level 2 Tenderten CYCC elawulwa ngurhulumente elungiselelwe abantwana ababudala buyiminyaka emi-5 ukuya kweli-12. Izizathu zokuvalwa zizezi zilandelayo:
 - Ulolongo lwe-Level 2 ngokuhambelana neQhinga kuBonelelo lwaMaziko oLolongo lwaBantwana noLutsha luphantsi kolawulo lweNPO CYCC; kunye
 - Nobonelelo ngaphezulu kweziCYCC kummandla weMetro South.
- Bonke abasebenzi bafakwe ezikhundleni apha kwiSebe njengoko kugqityiwe kwisivumelwano nombutho wabasebenzi. Uthelekiso lokugqibela nokubekwa ezikhundleni kuyaqhutywa yaye bonke abangaphakathi babekwe kumanqanaba ololongo afanelekileyo kwiiCYCC zeNPO.
- Inkxaso-mali yafumaneka ngenxa yokubekwa phambili yasetyenziselwa ukuseka ulolongo lwesithuba olwangezelelweyo oludingekayo olukhuselekileyo (iNqanaba 3) eLindelani nokubonelelwa kweKraaifontein ROAR kunye neZiko loNyango.

Imisebenzi emitsha okanye ecetywayo

- Imisebenzi emitsha elungiselelwe isithuba sokunikwa kwengxelo injengale ilandelayo:
 - Ukusekwa kweKraaifontein ROAR kunye neZiko loNyango;
 - Ukwandiswa kwesithuba sokulala sololongo esikhuselekileyo eLindelani;kunye
 - Nokukhutshelwa kweziko iSivuyile elilungiselelwe abantu abakhubazeke ngengqondo lisuswa kwiSebe lezeMpilo ukususela ngomhla woku-1 kuEpreli 2016.
- Isidingo sokwanda kwisithuba sebhedhi kulolongo olukhuselekileyo sasifuneka ngenxa yabantwana abaninzi ezitalatweni nokunyuka ngokukhawuleza kwemiba yentlalo efana nolwaphulo-mthetho lwamaqela emigulukudu njalo njalo. Ngoko, iLindelani, eyayiliziko leROAR, ngaphambili, ngoku ngokunjalo iguqulwe yaliziko lolongo elikhuselekileyo elilungiselelwe abantwana abanezimilo ezingumngeni yaye iziko iROAR lamakhwenkwe lasekwa eKraaifontein ROAR kunye neZiko loNyango;
- ISivuyile yakhutshelwa kwiSebe ngokoNgeniso lweKhabhinethi oluvunyiweyo lowama-2015 yaye linxulumene neTyala leNkundla leLungelo kwiMfundo lwaBantu abaKhubazeke ngeNgqondo. ISebe linxanduva lokulungelelanisa nokuququzelela imiba yokukhubazeka ngengqondo;kunye
- Akubanga kho zindleko zangezelelweyo eziphathelelene nokusekwa kweziko iKraaifontein ROAR kunye nesithuba sebhedhi esangezelelweyo sololongo olukhuselekileyo eLindelani ukususela oko uhlahlo lwabiwo-mali luthelwa lwafumaneka ngokuvalwa kweTenderten sabekwa phambili ngeenjongo zokusekwa kweziko leROAR. Kwimeko yeSivuyile, iSebe leMpilo likhuphele uhlahlo lwabiwo-mali yaye ngaphezulu bonke abasebenzi (kubandakanywa nabongikazi) bafakwa ezithubeni.

ULawulo lweSixokelelwano soNikezelo (SCM)

Izindululo zokulizwa kwexabiso ezingabongozwanga eziqunjelweyo kunyaka ophantsi kovavanyo

ISebe alinazivumelwano zezindululo zokubizwa kwamaxabiso ezingabongozwanga kwesi sithuba sonyaka ophantsi kovavanyo.

linkqubo zeSCM neenkqubo ezikhoyo ukuthintela inkcitho engalungelelaniswanga

INKqubo yaMagosa aNika iNgxelo (AOS) ethi ilawule iSCM kunye nemisebenzi yolawulo lwe-asethi eshukumayo sele imiliselwe.Lo mgaqo-nkqubo unika ingqwalasela yaye uthi thaca imiba yomgaqo-nkqubo, ulawula iintshukumo zeziko nezolawulo kwimisebenzi yemihla ngemihla yeSCM.

Imingeni efunyanwa kwiSCM nendlela ethe yasonjululwa ngayo

Ukubekwa kweliso nokumiliselwa kwe-AOS kube nomngeni. Ngokuza kolawulo lwesixokelelwano sonikezelo, iSebe liqhube iimvavanyo ukumisela ubungakanani bohambelwano neendlela ezichazwe kwiSCM ukulungiselela ukusebenza kwesixokelelwano sonikezelo kwiSebe.Amanganelo awodwa aqhutywa ukunika ingqwalasela kwizithuba ezathi zachongwa. Ulwakhiwo lwezakhono lwenza inxalenye yesicwangciso ukuphucula indlela yokusebenza nokuhambelana neemfuno ezisemthethweni okanye imithetho.

Ukumiliselwa kweqhinga lokufuna kuvelise izibonelelo. Nangona kunjalo, kube nemingeni yako ebonakalayo phakathi kwezinye izinto zizithintelo zohlalo lwabiwo-mali kunye nenguqu kumaqhinga oshishino.

ITheyibhile C: Izipho naMalizo afunyenwe engeyiyo imali kumaqela anganxulumananga nesebe

Ummandla kwiSebe	Uhlobo lwesipho (Yimpahla neeNkonzo)	Isipho sivela (iNkampani / umntu)	Ubudlelwane neSebe	Ixabiso
ICandelo eliyiNtloko:UPhuhliso noThelelwano noLuntu	Amashiti ebhedi, iigawuni, amapilo, izinto ezilahlekileyo, izihlangu, iincwadi	R Daniels: Taj Hotel	Iqabane loshishino	R35 000.00
ICandelo eliyiNtloko:UPhuhliso noThelelwano noLuntu	Izilipasi ezili-150	R van der Merwe	Iqabane loshishino	R5 860.50
IOfisi yoMphathiswa	Amatikiti omnyhadala womngqungqo	R Dunne: SA Breweries	Ushishino	R2 430.00
ICandelo: ULawulo lweZiko nokuBekwa kweLiso kokuLunga	I-eni yamanzi ashushu, izinto zokuhlamba, iimpahla esezisetyenzisiweyo	Ebson Ndlovo: church group	Abukho	R2 999.00
ICandelo: ULawulo lweZiko nokuBekwa kweLiso kokuLunga	Izinto zokuhlamba, ukutya, ezisetyenziswa ziphele	A Olivier: De Maio Foundation	Iqela lenxaso labazali kubahlali baseSivuyile	R8 072.34
IOfisi yesiThili iMetro North	Amashiti, iitawuli, iikhetheni	M Cronje: Commodore Hotel	Abukho	R3 000.00
IOfisi yesiThili iMetro North	Amashiti, izinto zobhedi, iikhetini	M Cronje: Legacy Hotels	Bobugcisa	R3 000.00
ICandelo: ULawulo lweZiko nokuBekwa kweLiso kokuLunga	Iipakethi zetawuli zasengceni ezingama-900	J Venter: Good Earth Warehousing	Abukho	R14 000.00
ICandelo eliyiNtloko:UPhuhliso noThelelwano noLuntu	Izilipasi	Cape Grace Hotel	Iqabane loshishino	R6 212.13

Ummandla kwiSebe	Uhlobo lwesipho (Yimpahla neeNkonzo)	Isipho sivela (iNkampani / umntu)	Ubudlelwane neSebe	Ixabiso
ICandelo: ULawulo lweZiko nokuBekwa kweLiso kokuLunga	Izinto zokuhlamba, impahla	D Dreyer	Iqela lenkxaso	R2 500.00
ICandelo eliyiNtloko:UPhuhliso noThelelwano noLuntu	Amatikiti omnyhadala womngqungqo	Metropolitan	Abachaphazele-kayo	R6 000.00
ICandelo eliyiNtloko:UPhuhliso noThelelwano noLuntu	Amatikiti omnyhadala womngqungqo	R Rohm: Sanlam	Abachaphazele-kayo	R6 000.00
ICandelo eliyiNtloko: UPhuhliso noThelelwano noLuntu	Amashiti, iigawuni, amapilo, iitawuli zobuso, iimethi zegumbi lokuhlambela	C Sander	Iqabane loshishino	R89 962.72
ZIZONKE				R185 036.69

Ukhululo neyantlukwano efunyenweyo evela kwiCandelo loLawulo-mali leSizwe (NT):

Alukho

Izehlo emva komhla wokunikezelwa kwengxelo

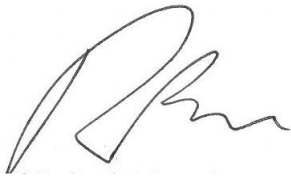
Azikho

Ezinye

Akubangakho zehlo emva komhla wokunikezelwa kwengxelo ezithe zangeniswa ezithi zidinge amagqabantshintshi angaphezulu

Uncomo noQukumbelo

Egameni labalawuli abaphezulu beSebe, ndithanda ukubulela bonke abasebenzi beDSD ingakumbi abo basebenza kanye emfuthweni wokunikezelwa kwenkonzo, ngokuzinikela kwabo okuqhubekayo ukusebenzela uluntu. Ndingathanda ngokunjalo ukubulela yonke imibutho engamaqabane eNPO athe anikezela ngeenkonzo ezilungileyo kuluntu egameni leSebe, ingakumbi kubume boqoqosho obunzima kakhulu, obuthe babangela ukwanda kwibango lweenkonzo zentlalo nokubhangiswa kwendlala, nokuncitshiswa kokungena nokuphuma kwenkxaso-mali karhulumente notyalo-mali lwentlalo lwequmrhu oluvela kwicandelo langasese.



Gq. Robert Macdonald
IGosa eliNika iNgxelo
ISebe loPhuhliso loLuntu
UMhla: 31 Agasti 2017

5. INGXELO YOKUTHABATHA UXANDUVA NENGGQINISEKISO YOKUCHANEKA KWENGXELO YONYAKA

Ngokolwazi lam nenkolelo, ndiqinisekisa oku kulandelayo:

Yonke ingcaciso nezixa-mali ezibhengezwe kwingxelo yonyaka iyahambelana.

Ingxelo yonyaka iqulunqwe ngokuhambelana nezikhokhelo ezikwingxelo yonyaka njengoko zikhutshwe liCandelo loLawulo-mali.

IiNngxelo zoNyaka zeMali (iCandelo E) ziqulunqwe ngokuhambelana nomgangatho olungelelanisiweyo wemali ezinkozo kunye nezicwangciso-nkqubo ezifanelekileyo nezikhokhelo ezikutshwe liCandelo loLawulo-mali.

IGosa eliNika iNngxelo linoxanduva wokuqulunqa iingxelo zonyaka zemali nokokuba kwenziwe isigwebo kule ngcaciso.

IGosa eliNika iNngxelo linoxanduva lokuseka, nokumilisela inkqubo yolawulo lwangaphakathi esele iyiliwe ukulungiselela ukubonelela ngengqinisekiso efanelekileyo ngokubhekiselele kwimfezeko nokuthembela kwengcaciso yokwenziwa komsebenzi, ingcaciso yemicimbi yabasebenzi kunye neengxelo zonyaka zemali.

Abaphicothi-zincwadi bangaphandle kunxityelelwana nabo okokuba banike imbono ezimeleyo ngeengxelo zonyaka zemali.

Ngokwembono yam, ingxelo yonyaka ibonisa kakuhle imisebenzi, ingcaciso yendlela yokusebenza, ingcaciso yemicimbi yabasebenzi kunye nemicimbi yemali yeSebe yonyaka-mali ophela ngomhla wama-31 kuMatshi 2017.

Ozithobileyo



Gq. Robert Macdonald
IGosa eliNika iNngxelo
UMhla: 31 Agasti 2017

6. UVAVANYO NGOKUBANZI LWEQHINGA

6.1 Umbono

Luluntu oluzimeleyo.

6.2 Umnqophiso

Kukuqinisekisa ukunikezelwa kothotho lweenkonzo zophuhliso loluntu ezinika amandla nezixhobisa abantu abahlelelekileyo, abasemngciphekweni kwanabo banezidingo ezizodwa.

6.3 Imigqaliselo

Iinqubo eziphambili zoRhulumente weNtshona Koloni, elizibophelele kuzo nalo iSebe zezi zilandelayo:



Ukukhathalala

Ukukhathalela abo bafumana inkonzo kunye nabo sisebenza nabo



Ukwazi ukusebenza

Amandla nesakhono sokwenza umsebenzi esiwuqheshelweyo ukusebenza



Ukunika inkcaza

Sithathela kuthi uxanduva



Intembeko

Kukuthembeka nokwenza into elungileyo



Iimbono ezintsha

ukuvulela ukwamkela iimbono ezintsha kwanokuqulunqa izisombululo eziphilileyo kwiingxaki ngendlela ezintsha etyebileyo nenezibonelelo



Ukusabela

Kukwenza izidingo zabemi bephondo

ISebe liyazibophelela kule migqaliselo ilandelayo **ingundoqo yokunikezelwa kweenkonzo:**

Ukusebenza ngendlela eyahlukileyo

ISebe liza kuzama ukuphonononga ivavanye iindlela ezahlukeneyo zokusebenza ukuze kuphunyezwe iziphumo ezikwiqondo eliphezulu ngexeshana nje elifutshane kungathotywanga migangatho.

Ukubonisana nokubandakanya uluntu

Siza kuqhubeka ukunika ingqalelo ekubandakanyeni abo sisebenzisana nabo nabachaphazelekayo kumthetho i-Intergovernmental Relations Framework Act.

Ukufikeleleka

Ukufikeleleka kweenkonzo kwabo bazidingayo kubalulekile. ISebe liya kuqhubeka lisenza sitsha isimo salo neenkqubo apho kuyimfuneko kwisithuba sesi Cwangciso-nkqubo seNkcitho sesiThuba esiPhakathi (MTEF).

Ukuthatha uxanduva nokuba selubala

Ukusiwa kwamanye amaziko ulawulo olufanelekileyo lweenkonzo ezihlanganisiweyo ngokuthi kuphunyezwe uhlobo olubhekisele kwiziphumo, uvavanyo nokunika ingxelo, iinkqubo ezivakalayo zoshishino kuqhubela phambili ukuhambelana nemithetho ukuze kuphuculwe ukuphendula ngokwenzekayo kunye nomsebenzi.

7. IZIGUNYAZISO NEZINYE

7.1 Izigunyaziso zeMigaqo-siseko

Imithetho	Ifuthe kwintsebenzo yeDSD
Umgaqo-siseko woMzantsi Afrika onguNombolo 108 ka- 1996	iCandelo lama-28(1) loMgaqo-siseko lichaza amalungelo abantwana malunga nenkathalo efanelekileyo (izondlo, indawo yokuhlala, iinkonzo zempilo neenkono zentlalo) nokungavalelwa enye ngaphandle kokuba kwenzeka kuba kungekho enye into enokwenziwa.
uMgaqo-siseko weNtshona Koloni, ka-1997 Nombolo 1 of 1998	iCandelo 78 soMgaqo-siseko ubeka elubala imisebenzi yoMkomishinala Wabantwana ekufuneka encedise iWCG ekuphamiseni nasekukhuseleni abantwana beNtshona Koloni yaye ubhekisa kwicandelo Leenkono Zentlalo-ntle ingakumbi.

7.2 Izigunyaziso Ezisemthethweni

Imithetho	Ifuthe kwintsebenzo yeDSD
Umthetho iPrevention and Combating of Trafficking in Persons Act, Nombolo 7 ka2013	<ul style="list-style-type: none"> Umthetho uphumeza iProthokholi yeZizwe eziManyene (UN) ukuthintela, ukuxinezelela nokohlwaya ukuqweqwediswa kwabantu ababhinqileyo nabantwana, ukukhuthaza ingqungquthela ye-UN ukuba ijongane nolwaphulo-mthetho olulungiselelweyo lwamazwe ngamazwe.
Umthetho iSexual Offences and Related Matters Amendment Act, Nombolo 6 ka-2012	<ul style="list-style-type: none"> Ukuhlomela uMthetho iCriminal Law (Sexual Offences and Related Matters) Amendment Act, ka-2007, ukuze ubonelele ukuba ukunyanzeliswa kwezohlwayo malunga nezinye izenzo zolwaphulo- mthetho ezikulo Mthetho zishiyiwe ngokwesigwebo seenkundla zamatyala; nokubonelelela ngemiba enxulumene noko.

Imithetho	Ifuthe kwintsebenzo yeDSD
UMthetho weSizwe weArhente yoPhuhliso loLutsha onguNombolo 54 wama-2008:	<ul style="list-style-type: none"> Injongo yalo Mthetho kukuyila nokukhuthaza ulungelelwaniso kwimicimbi yophuhliso lolutsha.
UMthetho iPrevention and Treatment for Substance Abuse Act, Nombolo 70 ka2008	<ul style="list-style-type: none"> Lo mthetho ubonelela ngokuphunyezwa kokunikezelwa kweenkonzo zeziyobisi ezibanzi nezihlangeneyo kuwo onke amasebe karhulumente. Eyona nto lo Mthetho ugxininisa kuyo kukukhuthaza iinkqubo ezibhekisele kuluntu nokungenelela kwangethuba kunye nokubhaliswa kongenelelo lonyango malunga nokusetyenziswa kakubi kweziyobisi.
UMthetho iChild Justice Act, Nombolo 75 ka-2008	<ul style="list-style-type: none"> Lo mthetho umisela iinkqubo zomthetho weenkundla kubantwana abamangalelelwe ukophula umthetho benenjongo yokukukhusela amalungelo abantwana.
UMthetho iOlder Persons Act, Nombolo 13 ka-2006	<ul style="list-style-type: none"> Umthetho owenziwe wasebenza ngokwesibhengezo sikaMongameli ngomhla woku-1 ku-Epreli ngo-2010, ujlise ekuxhobiseni nasekukhuseleni abantu abadala kubandakanywa nesimo sabo, amalungelo abo, impilo, ukhuselo nokhuseleko lwabo ukulwa impatho-mbi kubantu abadala. Umthetho ukhuthaza indlela yophuhliso ethathela ingqalelo: <ul style="list-style-type: none"> Ubulumko nezakhono zabantu abadala; Ukuthatha inxaxheba kwabantu abadala kwimicimbi yokuhlala; Ukulawula ubhaliso lweenkonzo zabantu abadala; kunye Nokusekwa nokulawulwa kweenkonzo namaziko abantu abadala. Ngokungafaniyo nomthetho iAged Persons Act, Nombolo 81 ka1967 ugxininiso luyatshintsha ukusuka kolukukhathalelwa kumaziko
UMthetho iThe Intergovernmental Relations Framework Act, Nombolo 13 ka-2012	<ul style="list-style-type: none"> Lo mthetho ujlise ekukhokeliseni intsebenziswano emandla phakathi kwala manqanaba mathathu karhulumente ngenjongo yokuphakamisa inkqubo eezininzileyo nephendulayo yezolawulo ephakamisa neyondla imigqaliselo nemigaqo yezolawulo lwegonga lseburhulumenteni.
UMthetho iChildren's Act, wama-38 ka-2005	<ul style="list-style-type: none"> Lo Mthetho, owathi wenziwa wasebenza ngokweSindululo sikaMongameli ngomhla wokuqala kweka Tshazimpuzi ka-2010 ze ichaze: <ul style="list-style-type: none"> Amalungelo noxanduva lwabantwana; Uxanduva namalungelo abazali; Imigaqo nezikhokelo zokukhuselwa kwabantwana; Ukuphakanyiswa kwentlalo-ntle yabantwana; kunye Ukuhlanganiswa kwemithetho echaphazela intlalo-ntle nokhuseleko lwabantwana, kwakunye nemicimbi enokwehla. Oyena ndoqo wohlalutyo lwesibini lomthetho iChildren's Act yayikufumanisa kweNkundla Ephakamileyo yoMzantsi Rhawuti ngenyanga kaTshazimpuzi ka-2011 malunga nokutolikwa ngeyona ndlela ilungileyo kweCandelo 150(1)(a) lalo Mthetho. INkundla yafumanisa ukuba: <ul style="list-style-type: none"> Umntu ononophelayo onoxanduva lokunonophela ngokomthetho (kule nkalo ke umakhulu) angatyunjwa njengomzali ozakunonophela umntwana lowo okwexeshana; yaye Akukho zimfuno zaluvavanyo lwengeniso yomzali ozakunonophela kumthetho iChildren's Act okanye kwiSocial Assistance Act okanye kwiMimiselo yayo, ngoko ke, imeko yemali yabantwana ekufumaniseke ukuba banesidingo sononophelo kufuneka siqwalaselwe, hayi esomzali ozakunonophela. Kwiimeko apho abazali abamele ukunonophela abantwana ngokomthetho

Imithetho	Ifuthe kwintsebenzo yeDSD
	kufumaniseka ukuba imeko yabo yoqoqosho ayintlanga, banelungelo lokufaka isicelo senkxaso-mali yokunonophela.
UMthetho iProbation Services Amendment Act, Nombolo 35 ka-2002	<ul style="list-style-type: none"> ● Injongo yalo mthetho kukwenza izilungiso kwiProbation Services Act, 1991, ukuze kufakelwe iinkcazelo ezithile ukuze: <ul style="list-style-type: none"> ● Kwenziwe eminye imiqathango yeenkqubo ezinjongo yazo ikukukhusela nokunqanda ulwaphulo-mthetho; ● Ukongeza amagunya nemisebenzi yoonontlantle abasebenza kwicandelo lolwaphulo-mthetho; ● Ukuchaza imisebenzi yamasekela aba nontlantle; ● Ukunikeza ngovavanyo olusisinyanzelo lwabantwana ababanjiweyo;
UMthetho iSocial Service Professions Act, Nombolo 110 ka-1978; Amended 1995, 1996 & 1998	<ul style="list-style-type: none"> ● Lo mthetho wamisela iBhunga laseMzantsi Afrika leeNgcali zoonontlantle neebhodi zeengcali zomisebenzi wentlalo-ntle kwaye uchaza amagunya nemisebenzi yazo.
UMthetho iDomestic Violence Act, Nombolo 116 ka-1998	<ul style="list-style-type: none"> ● Injongo yalo mthetho kukukhusela amaxhoba obundlobongela emakhaya kwimpatho-mbi emakhaya
UMthetho iNon-Profit Organisations Act, Nombolo 71 ka-1997	<ul style="list-style-type: none"> ● Injongo yalo Mthetho kukuxhasa iiNPO ngokuseka isakhelo solawulo nesokugunyazisa izinto apho zinokwenza imicimbi yazo iiNPO.

7.3 Imisebenzi ephambili yeli Sebe

Eli Sebe lizinikele kule misebenzi ingundoqo ilandelayo:

- Inkonzo Yentlalo-ntle kubantu abahlelelekileyo nabasesichengeni ngentsebenziswano namahlakani kwakunye nemibutho yoluntu ngokubanzi; kunye
- Nenkonziso Yophuhliso Loluntu Ekuhlaleni enikezela iinkqubo zophuhliso oluluqilima, eziphakamisa ukuphuhliswa kweengingqi zoluntu.

7.4 Izigunyaziso zoMgaqo-nkqubo

- **IQhinga lePhondo leNtshona Koloni elilungiselelwe ubonelela amaZiko oLolongo lwaBantwana kunye noLutsha 2016:** Eli qhinga lilawula isibonelelo ulolongo olufanelekileyo loludwe lweendawo zokuhlala ezilungiselelwe abantwana ngokusetyenziswa kweeCYCC kuzo zonke iinkqubo zololongo ezifanelekileyo ezisekwe kwiziko kulo lonke iphondo, ezilungelelaniswe neemfuno ezithile zephondo, iimeko, izabelo zohlahlo lwabiwo-mali nobukho bezibonelelo.
- **INkqubo yoMgangatho wokuSebenza woPhuhliso loLuntu yeSebe leNtshona Koloni elungiselelwe iiNkonzo zeNtalo-ntle 2016:** ISOP isebenza njengesikhokhelo esipheleleyo esisodwa ukuqinisa, ukubeka emgangathweni nokuzinzisa iindlela ezikhoyo ezinxulumene nokungena nokuphuma kwabasebenzisi benkonzo nokuqinisekisa ngohlanganiso phakathi kwamangenelo eenkqubo ezahlukeneyo kwinqanaba lokusebenza kwiSebe. IManyuwali yeSOP ayixhibanga ukuthatha indawo ukumiliselela indlela esemthethweni womisebenzi wentlalo.

- **IQhinga leNtshona Koloni leSebe loPhuhliso lweNtlalo elilungiselelwe ukuPhucula iiNkonzo zoLolongo lwaBantwana noKhuseleko 2015:** Iqhinga laphuhliswa ukudambisa imingcipheko enxulunyaniswa nokumilisela kweemfuno zomthetho, izithethe nemigangatho yoMthetho waBantwana. Iqhinga lichonge izizathu ezingunobangela wengxaki kunye namangenelo okusombulula le miba.
- **IsiCwangciso-nkqubo seNgqinisekiso yokuLunga elilungiselelwe ukubekwa kweliso kwindlela yokusebenza kwentlalo-ntle kunye nonikezelo lwenkonzo yophuhliso loluntu 2015:** Esi sicwangciso-nkqubo sephondo silungelelaniswe kwisiCwangciso-nkqubo sesizwe seNgqinisekiso yokuLunga yeNtlalo-ntle (2013) yaye sicebisa ngobeko lweliso oluhlangeneyo kumsebenzi ngokusetyenziswa kwindlela yengqinisekiso yokulunga olulungiselelwe uphuhliso loluntu neenkonzo zentlalo-ntle kwiSebe ngokunjalo necandelo leNPO kweli phondo. Sijolise ngokunjalo ngophuculo olulungileyo kunikezelo lwenkonzo yaye sichaza imigangatho yobungcungela benkonzo nendlela ekufuneka kubekwe ngayo iliso nelawulwa ngayo.
- **IQhinga leNgqinisekiso yokuLunga elilungiselelwe amaZiko aBantwana noLutsha 2015:** Eli qhinga liqinisekisa ngengqinisekiso yokulunga okokuba iyaqhutywa kwiiCYCC njengoko kugunyazisiwe liCandelo 211 nommiselo wama-89 yoMthetho waBantwana.
- **Isibonelelo esizinzileyo seQhinga lamaZiko enkqubo yezinto ezininzi 2015:** Uphuhliso nolawulo lweqhinga ukulungiselela ukuqinisekisa ngokusasazwa okufanelekileyo kweeCYCC ezixhaswe ngokufanelekileyo, ezilungelelanisiweyo nezilawulwayo kwiphondo, zinikezela ngoluhlu oludingekayo, lweenkqubo zololongo lwendawo yokuhlala njengoko kuqulunqwe kwiCandelo 192 loMthetho waBantwana.
- **UMgaqo-nkqubo weSizwe woPhuhliso loBuntwana kwaNgethuba 2015:** Lo mgaqo-nkqubo ijolise ekuguquleni unikezelo lwenkonzo kuphuhliso lobuntwana kwangethuba eMzantsi Afrika, ingakumbi ukunika ingqwalasela kwizithuba ezibalulekileyo nokuqinisekiswa ukunikezelwa kwenkqubo yeECD elungileyo ehlangeneyo, ephuhlisayo nefanelekileyo, efikelelekayo kuzo zonke iimveku, abantwana abancinane unye nabanikezeli bolologo lwabo njengoko kuqikelelwe kwiNDP.
- **INKqubo yokuSebenza yoMgangatho yeSebe loPhuhliso loLuntu leNtshona Koloni elungiselelwe ukuSuswa kwaBantwana abalala eSitalatweni basiwe kwiNdawo yoKhuseleko kunye neeNkqubo eziLandelayo 2015:** ISOP yaphuhliswa njengesikhokhelo senqanaba ngenqanaba esingendlela yokuqhubeka ngokususwa komntwana esitalatweni abadinga ulolongo nokhuseleko kwindawo yokhuseleko. Ichaza indima noxanduva lwabasebenzi beSebe kunye nabanye abachaphazelekayo kwiNPO kunye namacandelo okupolisa. Iinkcukacha zeSOP: amathuba ekufuneka elandelwe; inikezela ngenkcazelo zabantwana abalala esitalatweni; abo inkqubo isebenza kubo; iqaqambisa imithetho esebenzayo; yaye iqulathe iinombolo zoqhagamshelwano zabachaphazelekayo abafanelekileyo.
- **UMgaqo-nkqubo weSizwe woLutsha 2020, (2015):** Injongo yayikukuhlanganisa imisebenzi yolutsha ethi izinise izakhono zabantu abatsha ukuguqula uqoqosho noluntu ngokunika ingqwalasela iimfuno zalo; ukukhuthaza imiphumela elungileyo, amathuba, ukhetho nobudlelwane, nokunikezela ngenkxaso edingekayo ukuluphuhlisa.

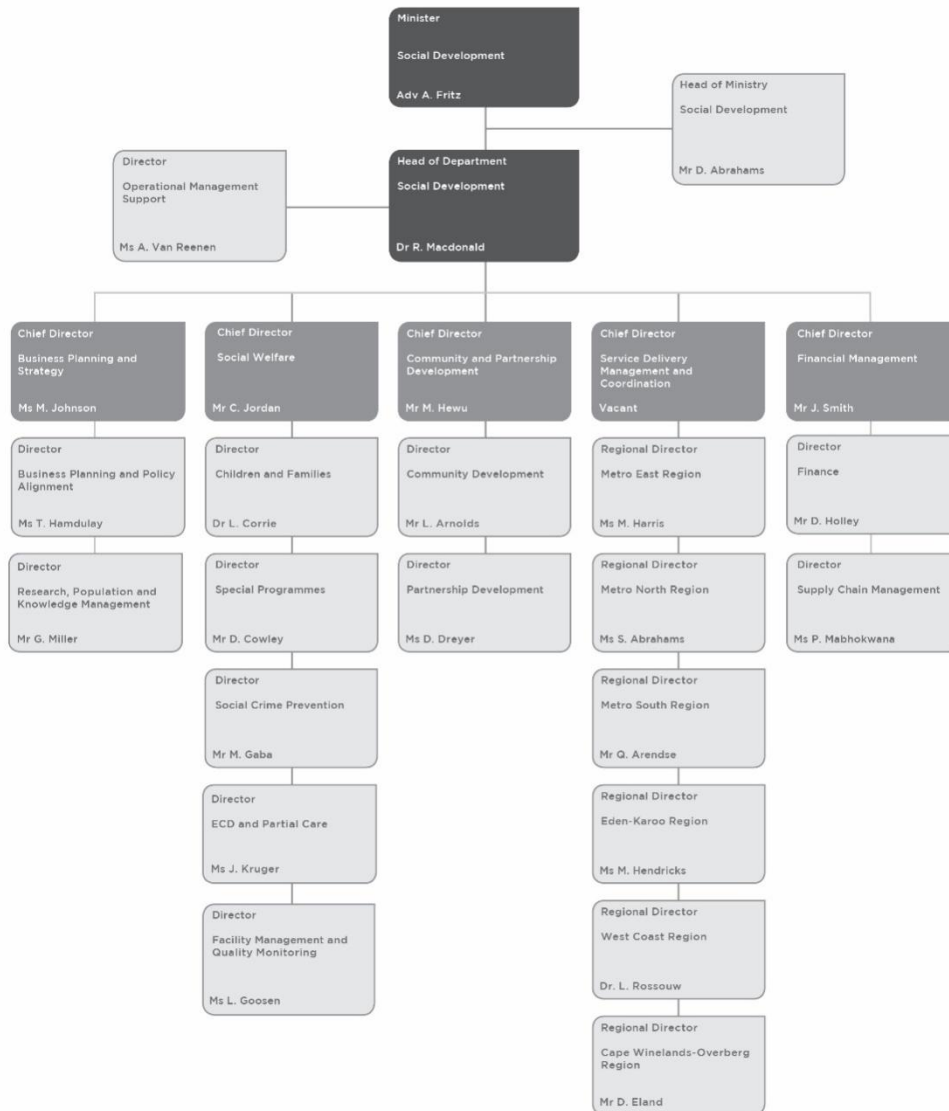
- **UMgaqo-nkqubo weSebe loPhuhliso loLuntu engeNkxaso-mali yeMibutho engekho ngaphantsi kolawulo lukaRhulumente yokuBonelela ngeNtlalo-ntle neeNkonzo Department zoPhuhliso loLuntu 2013 (uLungiswe ngoOktobha 2015):** Umgaqo-nkqubo uqinisekisa ngento yokuba iintlawulo ezikhutshelweyo zilawulwa ngendlela ethi ikhuthaze ukuba selubala, ukuthatyathwa koxanduva, ulawulo olufanelekileyo, iimfuno zokusebenza ezicacileyo, kunye nemithetho-siseko yolawulo lobulungisa. Lo mgaqo-nkqubo ulungelelanisiwe noMgaqo-nkqubo weSizwe kuMabhaso eMali.
- **IsiCwangciso seQhinga sePhondo (PSP) 2014-2019:** IPSP sisicwangciso seminyaka emihlanu ethiwe thaca kumaqhinga eWCG kunye nezicwangciso esilungiselelwe iminyaka elandelayo emihlanu. IWCGichonge iinjongo zeqhinga ezintlanu kwiinjongo zahyo ukulungiselela ukunikezela kufezekiso lweenjongo zeNDP kule minyaka mihlanuy ilandelayo.
- **IPhepha leNgcaciso yoMgaqo-nkqubo elingoSapho 2013:** Injongo ephambili yePhepha leNgcaciso yoMgaqo-nkqubo kukhuthaza impilo-ntle yosapho, ukukhuthaza nokuqinisa iintsapho, ubomi bosapho nokufaka imiba yosapho kumalinge okwenziwa komgaqo-nkqubo kurhulumente ngokubanzi. ISebe liphuhlise isicwangciso sephondo ukulungiselela ukumiliselwa kwePhepha leNgcaciso yoMgaqo-nkqubo elingoSapho elithe lamkelwa yiForam yeeNkonzo zoSapho ngomhla we-16kuSeptemba 2016.
- **IMithetho yeeNkonzo yokulingwa 2013:** Le mithetho ipapashwe kwiGazethi yeMithetho enguNombolo 36159, yomhla we-15 kuFebruwari 2013, Vol. 572, No. 9911 ijolise ekulawuleni nasekuphuculeni iinkonzo zolingo.
- **IsiCwangciso-nkqubo seNgqinisekiso yokulunga esilungiselelwe iNtlalo-ntle2013:** Esi sicwangciso-nkqubo sesizwe sinikezele ngenkqubo ezinzileyo kunye nemigangatho ecacileyo elungiselelwe ukuvavanya nokufaneleka nokunikezela ngophuculo oluqhubekayo ngokubhekiselele kwiinkonzo zentlalo-ntle.
- **IQhinga loLutsha leSebe loPhuhliso loLuntu 2013:** Ukukhokhela, ukwazisa nokukhokhela ukuqhutywa kophuhliso lolutsha lweSebe nokuphambili nokuzisa umlinganiselo oqinileyo wengqikelelo yeziko nenkqubo. Lisebenza njengezixhobo socwangciso esibalulekileyo esijolise ekuqwalaseni iimfuno zabantu abatsha bePhondo leNtshona Koloni.
- **IQhinga loPhuhliso loLutsha lweNtshona 2013:** "Injongo yeqhinga lophuhliso lolutsha (lwephondo) kukuyila inkxaso engaphezulu, amathuba kunye neenkonzo ezilungiselelwe bonke abantu abatsha okokuba banxibelelane nokubangqongileyo nokuguquka ngempumelelo babe ngabantu abadala abanoxanduva, abazimeleyo, nabazinzileyo. Lijolise kubantu abatsha abakwinqanaba elingaphambili kokuba babe lulutsha abaphakathi kweminyaka eli-10 kunye neli-14 ubudala kunye nenqanaba 'lolutsha' eliphakathi kweminyaka eli-15 ukuya kuma-24".¹
- **UMgaqo-nkqubo weSizwe ongokuBonelelwa kweeNkonzo zoPhuhliso lweNtlalo kuBantu abakhubazekileyo 2013:** Injongo engundoqo kukukhokhela nokulungelelanisa isibonelelo seenkonzo eziphambili zophuhliso lwentlalo kubantu abakhubazekileyo. Injongo yawo kukuqinisekisa ngokuba isidima namalungelo abo bonke abantu abakhubazekileyo

¹ Ithathwe kwiMbulambethe yeWestern Cape Youth Development Strategy sika-2013 yeNkulumbuso uHelen Zille

ayagcinwa yaye ayahlangatyezwa, ngokubonelelwa kweenkqubo ezifanelekileyo yoqoqosho lwentlalo kunye neenkonziso ezithi ziqinisekise ukubandakanywa kwabo.

- **IsiCwangciso seSizwe soPhuhliso (NDP) 2012:** IKhomishoni yeSizwe yoCwangciso ipapashe "IsiCwangciso soPhuhliso lweSizwen: UMbono wama-2030" ngomhla we-11 kuNovemba 2011 njengeniyathelo lokuqalisa indlela entsha elilungiselelwe uMzantsi Afrika ethi edinga ukubhangisa indlela nokunciphisa ukungalingani ngowama-2030. IsiCwangciso seSizwe soPhuhliso 2030: Ikamva lethu – senze sisebenze" esihlaziyiweyo sapapashwa ngesithuba sowama-2012.
- **OneCape2040: From Vision to Action 2012:** I WCG yamkele lo mbono ngoOktobha 2012. Ijolisise ekuvuseleleni inguqu ebhekiselele kwikamva loqoqosho elibandakanya kakhulu nelomeleleyo leNtshona Koloni. Ichasa umbono ngendlela abantu beNtshona Koloni banakho ukusebenza kunye ukuphuhlisa uqoqosho lwabo lwengingqi kunye noluntu ngokubanzi, ngokwenza njalo, ikhokhela ucwangciso nomsebenzi ukukhuthaza ukuzibophelela okufanayo nokuthatyathwa koxanduva olubhekiselele kwinkqubela phambili ezinzileyo yexesha elide.
- **Izithethe neMigangatho eluhlobo oluthile yeeNkonzo zeNtlalo-ntle2011:** Ukunikezela ngomlinganiselo wonikezelo lweenkonzo ezilungileyo zentlalo-ntle nokuba yinxalenye yesicwangciso-nkqubo esilungiselelwe iinkonzo zeNtlalo-ntle yoLuntu.
- **IsiCwangciso-nkqubo sokoNgamela esilungiselelwe uBugcisa boMsebenzi weNtlalo eMzantsi Afrika 2011:** Sinikezela isicwangciso-nkqubo esilungiselelwe ukongamela okufanelekileyo koonontlalo-ntle, abafundi abaza kuba ngoonontlalo-ntle, abasebenzi abancedisayo bentlalo, iingcaphephe zentlalo-ntle kunye namagcisa angasese ukulungiselela ukuqinisekisa ngemisebenzi yentlalo efanelekileyo nenobugcisa esebenzela umdla olungileyo wabasebenzisi benkonzo kwicandelo lentlalo loMzantsi Afrika.
- **IsiCwangciso seSizwe seDrug Master 2008:** Isicwangciso sanceda ulungelelwaniso lwamasebe noogunyaziwe bengingqi ngokuhambelana noMthetho woThintelo noNyango lokuSetyenziswa Gwenxa kweZiyobisi onguNombolo 70 wama-2008. Injongo yaso kukuqinisekisa ngento yokuba ilizwe lisabela ngokufanayo kukusetyenziswa gwenxa kwezinyobisi.
- **IPhepha leNgcaciso yoMgaqo-nkqubo elilungiselelwe iNtlalo-ntle yoLuntu 1997:** IPhepha leNgcaciso yoMgaqo-nkqubo isebenza njengesiseko sentlalo-ntle yoluntu emva kowe-1994 ngokunikezela ngemithetho-siseko ekhokhelayo, imigaqo-nkqubo kunye neenkqubo ezilungiselelwe iinkqubo zophuhliso zentlalo-ntle yoluntu.

8. UBUME BOMBUTHO



9. AMAQUMRHU ANIKA INGXELO KUMPHATHISWA

Awakho

ICANDELO B: IINKCUKACHA EZINGENTSEBENZO

ICANDELO B: INGCACISO YOKUSEBENZA

1. INGXELO YOMPHICOTHI-ZINCWADI JIKELELE: IINJONGO EZICWANGCISIWE KWANTLANDLOLO

UMphicothi-zincwadi Jikelele woMzantsi Afrika (AGSA) kungoku wenza iinkqubo ezithile zomsebenzi wophicotho-zincwadi ngengcaciso yomsebenzi ngenjongo yokunikezela isiqinisekiso esisiso ngokwesigqibo sophicotho. Isigqibo sophicotho ngentsebenzo ngokuthelekiswa neenjongo zesicwangciso siqukwa kwingxelo edluliselwa kubalawuli, apho kunikezelwa ingxelo nangemiba yemiba ekhoyo phantsi kwesihloko seeNjongo eziCwangcisiweyo (iiPDO) kule Ngxelo kumanye amacandelo eemfuno zemithetho nemimiselo zengxelo yomphicothi-zincwadi.

Yiya kwiphepha 156 yeNgxelo yoMphicothi-zincwadi Jikelele epapashwe njenge CandeloE: kwiNgxelo yonyaka Mali 2016/17 yesiNgesi.

2. UVAVANYO NGOKUBANZI LOKUSEBENZA KWESEBE

2.1 UBume bokuNikezelwa kweNkonzo

INtshona Koloni inabemi abaqikelelwa kwizigidi ezi-6,3, Isigidi esi-1,93 samakhaya sikhule ngomlinganiselo we-1,57% ukususela kuBalo lwabantu lowama-2011. UVavanyo loLuntu oluqhutywe yiStats SA luqikelela umndilili wobukhulu bamakhaya okokuba ungamalungu ama-3,25. Imiba yomngcipheko efane nentswela ngqesho, ulwaphulo-mthetho nokusetyenziswa gwenxa kwezinyobisi, kugrogrisa impilo-ntle yabantwana neentsapho kwiphondo.

Ukulungisa imingcipheko ekhawulezileyo kwiintsapho, iSebe liququzelele ukufumaneka kweenkonzo zethutyana zokudanjiswa kobuhlungu bentlalo kunye namathuba ethutyana omsebenzi ngokusetyenziswa kwenkqubo yalo yeEPWP ze lachonga amalinge esondlo. Ngaphezulu, libonelela ngeenkonzo kwiintsapho ezisemngciphekweni liqinisekisa ngento yokokuba urhulumente wephondo uyahlangabezana nezigunyaziso zakhe ezisemthethweni kwezi ntsapho ngokwemiqathango yeCandelo 28 loMgaqo-siseko, ukwenzela ukunciphisa iingozi ezinxulumene nokungasebenzi kosapho. ICCPS kunye nophuhliso lomgaqo-nkqubo zezinye kwezinye zezigunyaziso ezingundoqo ezisemthethweni zeSebe. Ikakhulu iSebe liya kuqinisekisa ngento yokokuba izinyanzeliso ezikhoyo ezisemthethweni ziyahlangatyezwa ngokubhekiselele inkqubo yeNkundla yaBantwana, ulolongo olulolunye, ulwamkelo lwabantwana njengabakho, inkqubo yokudityaniswa nosapho, ungenelelo kusapho, izincwangciso zobuzali, amalungelo obuzali noxanduva, iingcebiso zomtshato namakhono obuzali (PSG 3).

INtshona Koloni inabantwana abamalunga nama-570 370 ababudala busuka kwiminyaka 0 ukuya kwemi-4. Ngaphandle kokukhula okungenamsebenzi okuqikelelweyo kwaba bemi balinganayo kwisithuba seminyaka emihlanu elandelayo, imiba yokhuseleko, uphuhliso lwengqiqo, nesondlo iya kukhula ibe yekujoliswe kuyo kumangenelo e-ECD. ISebe linikela ngokunjalo kwi-After School Game Changer yephondo ngokusetyenziswa kwenkxaso-mali yalo yezibonelelo zololongo olungaphelelanga kwasemva lokuphuma kwesikolo yaye lizama ukuphucula umgangatho wokulunga kweenkqubo, liyila ubume obukhuselekileyo nobuncedayo nokukhulula izibonelelo ngeenzame zentsebenziswano. Injongo yeGame Changer kukunikezela ngokulunga kweenkqubo zasemva kokuphuma kwesikolo kubafundi abamalunga nama-20% kwizikolo ekungahlawulwa okanye ekuhlawulwa imirhumo ephantsi eNtshona Koloni.

Iingxelo zoVavanyo loLuntu lowama-2016 isambuku sabantwana abasi-1 929 700 abaphakathi kobudala obuyiminyaka engu-0 ukuya kweli-17 eNtshona Koloni. Uphando lubonisa isehlo esiphezulu sempatheko-mbi yabantwana, yaye iyabonakala into yokokuba amaqhinga okhuseleko lwabantwana kufuneka aqiniseke. Imingeni ephambili yeyokokuba iiNPO zokhuseleko lomntwana kumaxesha amaninzi azikwazi ukuzalisa izithuba zonoontlalo-ntle, ukugcina abasebenzi womsebenzi wentlalo, nokubonelela ngezithuthi konoontlalo-ntle bazo ukulungiselela ukwenza imisebenzi yabo. Apho kuthe kwavela isimo esinjalo, ii-ofisi zeSebe zonikezelo lwenkonzo kwisithili nakwingingqi zancedisa ngonikezelo lwenkonzo ukuqinisekisa ngokunikezelwa okupheleleyo kweenkonzo kwiphondo. ISebe limilisele indlela entlangothi-mbini ekulawuleni esi simo into ebandakanye ukwandiswa kwesabelo senkxaso-mali esilungiselelwe imivuzo yonoontlalo-ntle, abaphathi bomsebenzi wentlalo kunye nabalawuli bomsebenzi wentlalo kwiiNPO ezixhaswe ngemali kunyaka-mali ongaphambili yaye lijolise kulwaxhiwo lwamakhono abanikezeli benkonzo ngokubhekiselele kukuphuculwa kokunikwa kwengxelo, ulawulo lwemali, ulawulo olulungileyo kunye, nolawulo lwesivumelwano lwabanikezeli benkonzo njengoko kuchaziwe kwizivumelwano zabo zentlawulo yokhutshelo (iiTPA) kunye neSebe.

KuBalo lwaBantu lowama-2011, abantu abasi-1 1041 553 banike ingxelo yokokuba banohlobo lokukhubazeka. Kwaba, abantu abali-190 929 banike ingxelo yokokuba abanakho ukulolonga ngokwabo. ISebe liqhubile ngamangenelo alo okunikezela iinkonzo kwababazvinjiwe ngeenkohlakali zeprojekti iPSG 3 injongo ikukubeka amathuba phambili, inkxaso nokukhuthazwa kwamalungelo nokuxhotyiswa kwaBantu abakhubazekileyo kuqoqosho lwentlalo, iintsapho zabo nabanikezeli bololongo.

Ukuguga kwabemi beNtshona Koloni kubonakala kukukhula okungama-48% kwinani labantu abakwicandelo leminyaka engama-60 ubudala. Ngokuhambelana nokuBalwa kwaBantu ngowama-2011, iNtshona Koloni ibe nabantu abakhulileyo abangama-520 785 abaminyaka ingama-60 nangaphezulu. Uqikelelo lakutshanje lwabemi lubonisa ukuba abemi babantu abadala kunama-60 baya kukhula ngama-35% ngaphezulu phakathi kowama-2011 nama-2020. Abona bemi bakhula ngokukhawuleza babantu abadala bakwimimandla ebifudula ingenasahlulo sikhulu sabantu abadala. Ngoko kukho ukungafani phakathi kweendawo apho iinkonzo zabantu abadala zikhoyo nalapho kukho isidingo ngenxa yokukhula kwamanani. Ama-73% okukhula kubantu abadala ababudala buyiminyaka engama-85 nangaphezulu abe nemiba erheshayo ebonakalayo kunikezelo nenkxaso yeenkonzo zabantu abagulayo elungiselelwe abantu abadala. Ulolongo lwabantu abadala, ingakumbi ukwandiswa kokuzihlalela nokuncediswa, ulolongo lwabagulayo kunye namangenelo afanelekileyo asekweluluntu luhlala lubekwe phambili liSebe. Oku kumiliselwa ngokusetyenziswa kwenkxaso-mali yamaziko enkonzo, izibonelelo zokuhlala ezincediswayo kunye nezibonelelo zololongo zendawo yokuhlala. Uphando oluphathelelene namaziko enkonzo alungiselelwe abantu abadala oluqunjelwe kunyaka ophelileyo lunike ingqiqo engumangaliso ngekho lophuhliso loyilo oluhlangeneyo lololongo olusekwe kuluntu kwisimo sololongo.

INtshona Koloni ilikhaya kwizigidi ezi-2,1 zolutsha oluphakathi kobudala obuyiminyaka eli-15 nama-34. Ukusebenzisa iinkcukacha zamanani oBalo lwaBantu lowama-2011, kubalwe into yokokuba i-13% lolu lutsha (malunga nama-277 160) lunakho ukuhlelwa 'njengolungekho ngqeshweni, emfundweni okanye eluqeqeshweni' (iiNEET). Ngaphezulu, ngaphezulu kwama-60% olutsha olungaqeshwanga banomgangatho wemfundo ongaphantsi kweMatriki. Okufunyenweyo okuphambili kuphando okuphathelelene neeNEET kwiphondo kuqaqambise impembelelo embi yolwaphulo-mthetho lobundlobongela, ukusetyenziswa gwenxa kwezinyobisi nokuba kumaqela emigulukudu kuqheliso lwabantu abatsha. Oku kuhlanganisiwe noqoqosho olubuthathaka loMzantsi Afrika nokunqongophala kwamathuba engqesho kukhokhelela kwibango elikhulu lwenkonzo zolutsha, kodwa ngokunjalo kuncinci kakhulu okubhekiselele kumaqinga okugqitha kulutsha kwiinkqubo zamakhono. Ngoko, okungundoqo kweSebe kwiMTEF kukuqinisekisa ngento yokuba zoke iinkqubo zeSebe ezijolise kulutsha zilungelelanisiwe nemiphumela yesithuba eside yePYDS nento yokuba kukho okujoliswe kuko kweqhinga kwiiNEET. Ngaphezulu, iSebe lizame, ngentsebenziswano necandelo lolutsha, ukulungelelanisa iinkqubo ezichonge ulutsha zeNPO ezinemiphumela yePYD. Ngokunjalo, kwicandelo likarhulumente, iSebe ngentsebenziswano neSebe leNkulumbuso (DotP) lisebenze ngokubhekiselele ekuqinisekiseni ulungelelwaniso olunqamlezileyo nokumiliselwa kweenkqubo ezijolise kulutsha kuwo onke amasebe ephondo.

I PYDS imiliselwe kwi Youth Cafés ezintandathu ziyasebenza zaye zisekelwe ukubonelela ngesithuba esivuselelayo, nesilungileyo apho abantu abatsha banikwa amathuba okufumana iinkqubo zophuhliso lwamakhono, ucweyo loqoqosho, iindibano zengxoxo namathuba oshishino. Amathuba angaphezulu alungiselelwe ulutsha anikezelwe ngokunjalo yiEPWP yaye ngalo nyaka wokunikezelwa kwengxelo amathuba olutsha eEPWP ali-1 425 ayiliwe.

Isehlo sentlalo solwaphulo-mthetho eNtshona Koloni sisele singumba ophambili ngenxa yefuthe laso elinobungozi kwimpilo-ntle yentlalo noqoqosho lwephondo. Okona kwenyula kubonakalayo kulwaphulo-mthetho oluxeliweyo kwiphondo kwenzeka kwinqanaba lolwaphulo-mthetho olunxulumene nezinyobisi, olunokunyuka okuli-156,3% kwisithuba esiphakathi kowama-2005 ukuya kowama-2015. Olu kunye nobunye ububi bentlalo buqhubile ukwanda ngomlinganiselo okhawulezileyo kunokukhula kwabemi. Umfanekiso ocacileyo

wezehlo zolwaphulo-mthetho olunxulumene neziyobisi eNtshona Koloni ubonakala xa uhlolwa ngokomndilili wabemi. Kubantu abali-1 431 nge-100 000 labantu kwisithuba sowama-2014/15, iNtshona Koloni yayiliphondo elinomlinganiselo ophezulu wolwaphulo-mthetho olunxulumene neziyobisi. Kwakulo nyaka mnye, umlinganiselo wezehlo zephondo wawungama-292% ngaphezulu komlinganiselo wezehlo zesizwe wama-490 nge-100 000 labantu. Uphando lweSebe kwizehlo ezixeliweyo zobundlobongela basekhaya lubonise ukwanda okuli-18% phakathi kowama-2007 nowama-2010. Ngokuhambelana nesigunyaziso salo, iSebe liqhubile ukugxila kumangenelo afana neenkonzozo zalo senkxaso yexhoba; iindawo zokuhlala zabantu abadala abangenawo amakhaya ingakumbi ababhinqileyo nabantwana; indawo yokuhlala yamakhoba ekuthengiswa kwawo ethengiselwa isondo; iinkonzozo zokulingwa neenkqubo zotshintsho.

Ukusabela kumngeni wephondo oqhubela phambili wokusetyenziswa gwenxa kweziyobisi lulutsha, iinkonzozo zonyango lweziyobisi ziqhubile kuwo onke amaziko eDSD okhuseleko lwabantwana nololongo lokutsha, ngokunjalo neenkqubo ezisekwe esikolweni zonyango lweziyobisi kwizikolo ezili-10 ezisemngciphekweni omkhulu. ISebe lithabathe inxaxheba kwi-Alcohol Harms Reduction (AHR) Game Changer apho iSebe linoxanduva lweNqanaba Level 3: Ukwandisa ukulunga kweenkonzo zikarhulumente nezingezizo ezikarhulumente zotywala nentlalo. Ukuselwa kotywala gwenxa kuxhaphakile phakathi kolutsha yaye ibalulekile into yokunxibelelana nolutsha olusesesikolweni ukulwazisa ngeengozi ezinxulumeme notywala. Eli nqanaba liqinisekisa ngento yokokuba ukuselwa gwenxa kotywala kuyalungiswa kumathuba esifundo ngobomi esikwikharithulam yesikolo nangesithuba seenkqubo zasemva kokuphuma kwesikolo.

Itheknoloji yeeNkqubo zeNgcaciso yeNdawo (GIS) yasetyenziswa ukuchaza uluntu lwayo (kunye noluntu lwexa elizayo olusekwe kwiinkcukacha zamanani eziqikelelweyo) kuthelekiswa nokunikezelwa okukhoyo kwenkonzo kunye noluhlu loqoqosho lwentlalo. Le yokugqibela ngumlinganiselo osetyenziselwe ukuchonga abemi abachongiweyo abangakho abanesidingo kakhulu. Uhlahlelo lwesithuba lubonisa into yokokuba ingaba imithombo yokunikezelwa kwenkonzo yeSebe inikezelwa ngokufanelekileyo nakummandla onesidingo wabemi abachongiweyo. ISebe lisebenzisa olu luhlu nezixhobo ukunceda ukuchongwa okufanelekileyo kunikezelo lwalo lwenkonzo.

2.2 IsiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo

Isebe lisiqakumbela isiCwangciso sokuPhuculwa kokuNikezelwa kweNkonzo (SDIP). Iithezibhile ezingasezantsi ziqaqambisa isicwangciso sokunikezelwa kwenkonzo zezifekiso ukuz akuthi ga ngoku.

Iinkonzo ezingundoqo nemigangatho

Iinkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonzo yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
IiNkonzo zoKhuseleko loMntwana	Abantwana abadinga ulolongo nokhuseleko, iintsapho zawo kunye/okanye abanikezeli bololongo	a) IQhinga leSebe loPhuhliso loLuntu elilungiselelwe ukuPhuculwa koLolongo neeNkonzo zoKhuseleko (eziphuhlisiweyo nothethwano ngowama-2015)	a) Ama-30% ohambelwano nokuphambili okucalulwe kwiQhinga leSebe loPhuhliso loLuntu leNtshona Koloni elilungiselelwe ukuPhuculwa koLolongo loMntwana kunye neeNkonzo zoKhuseleko	<p>Ama-30% afezekisiwe ngokuphambili okucalulwe kwiQhinga leSebe loPhuhliso loLuntu leNtshona Koloni elilungiselelwe ukuPhuculwa koLolongo loMntwana neeNkonzo zoKhuseleko.</p> <p>Okulandelayo yingcaciso exhasayo:</p> <p>IiNkqubo zoMgangatho wokuSebenza eziGqityiweyo (SOP)</p> <ul style="list-style-type: none"> ● I SOP yeeNkonzo zeNtalo-ntle yoLuntu aqakunjelwa yaze yamkelwa ngoJuni 2016 ● Uyilo lweSOP olungokususwa kwaBantwana kuLolongo loKhuselo lweThutyana lwaphuhliswa kunyaka ekunikwa ngawo ingxelo kulindwe ulwamkelo lokugqibela ● Uyilo lweSOP lwe-Canalisation luqakunjelwe kunyaka ekunikwa ngawo ingxelo-kulindwe ulwamkelo lokugqibela ● Ii-odolo yeSOP yoKwandiswa kwaMaziko oLolongo loMntwana noLutsha (iiCYCC)zaphuhliswa ze zamkelwa ngoMatshi 2017 <p>Okuqulathwe yipakethe</p> <ul style="list-style-type: none"> ● Okuqulathwe yipakethe enye kuphuhlise ngokubhekiselele kwindima yonontlalo-ntle kwiNkundla yaBantwana <p>Unxibelelwano lweSOP eziqakunjelweyo</p> <ul style="list-style-type: none"> ● I SOP elungiselelwe iNkonzo zeNtalo-ntle yoLuntu, kunye neSOP elungiselelwe ii-odolo zoKwandiswa kweCYCC sele isasaziwe kuzo zonke iNPO ezixhaswa ngemali nabasebenzi beDSD yaye ifakwe kwirejista yomgaqo-nkqubo nakwi webhusayiti yeDSD <p>Ukumiliselwa koqeqesho ngokubhekiselele kwiiSOP eziqityiweyo</p>

Iinkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonzo yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
				<ul style="list-style-type: none"> ● Uqeqesho kwiiSOP ezilungiselelwe iiNkonzo zeNtlalo-ntle yoLuntu sele lugqityiwe kuzo zonke izithili ezi-6 ● Uqeqesho kukhuseleko nesixhobo sovavanyo lomngcipheko lwagqitywa kwizithili ezihlanu kwezithandathu ● Uqeqesho lwanikezelwa kwiiNPO ezityunjiweyo kwiSOP kulungiselelwa uLwandiso lwee-odolo zeCYCC ● UPhando loPhuhliso loMbutho (OD) kwiinkonzo zequmrhu kwinqanaba lesithili lwaqakunjelwa ● Uhlahlelo olusebenzayo lwe-OD lwenziwa ukuchaza uxanduva olumalunga nomiliselelo lwamacandelo angundoqo omthetho <p>Ukuthengwa kwezibonelelo ezidingekayo ukulungiselela ukumiliselwa kweqhinga limoto ezimbini ezangezelelweyo kwisithili ngasinye (iimoto ezili-12) zathengwa</p>
		b) IsiCwangciso-nkqubo sePhondo seNgqinisekiso yokuLunga (siphuhlisiwe, kuthethwene yaye samkelwe ngowama-2015)	b) Ama-30% ohambelwano nesiCwangciso-nkqubo sePhondo seNgqinisekiso yokuLunga	<p>b) Ama-30% ohambelwano nesiCwangciso-nkqubo sePhondo seNgqinisekiso yokuLunga</p> <p>Okulandelayo yingcaciso yenkxaso:</p> <p>Umiliselelo olwenziwa ngamanqanaba</p> <ul style="list-style-type: none"> ● IsiCwangciso-nkqubo seNgqinisekiso yokuLunga samiliselwa ngamanqanaba ngeNkqubo yoKhuseleko loMntwana njengolingo lokuqala yaye siya kuqhutywa kule minyaka mihlanu ilandelayo <p>Uqeqesho lwabasebenzi be M&E nabaphuhlisi bomgaqo-nkqubo wentlalo</p> <ul style="list-style-type: none"> ● Uqeqesho lovuselelo kunye noqeqesho lwabasebenzi abatsha be M&E kunye nabaphuhlisi bomgaqo-nkqubo luqhutyiwe ● ICandelo: INgqinisekiso yokulunga ebandakanyiweyo yaBantwana neeNtsapho kwizicwangciso zalo zokubekwa kweliso <p>Ukuphuhliswa kweenkqubo zokucupha, izixhobo neenkqubo zokubekwa kweliso kumsebenzi uthelekiswa nezithethe ezingundoqo nemigangatho kunye nezikhokhelo zokusebenza koMithetho waBantwana</p>

linkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonzo yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
				<ul style="list-style-type: none"> ● Isiseko seenkcukacha zamanani saphuhliswa ukulandela inkqubela phambili kumiliseko lweenkqubo zeM&E kwiiNPOezixhaswa ngemali ● Uyilo lweSOP olunge Canalisation ethe yaphuhliswa iya kubeka esikweni ukubekwa kweliso lokumiliselwa koMthetho waBantwana neenkqubo zawo
		c) Uqeqesho lokuphatha kwisicwangciso-nkqubo sokuphatha nokusebenza kokuphatha	c) Uvavanyo lewonga lokuphatha olukhoyo ngoMatshi 2017	<p>c) Umgangatho wokuphatha okukhoyo uvavanywa ngokutsha ngoMatshi 2017</p> <p>Okulandelayo yingcaciso exhasayo:</p> <p>Ukumiliselwa kwesicwangciso-nkqubo sokuphatha kubekwa iliso rhoqo emva kweenyanga ezi-6 yaye kubandakanyiwe kwingxelo enikezelwe kwiDSD yeSizwe. Le miba ilandelayo ngamacandelo athe avavanywa ngokutsha aze abekwa iliso:</p> <ul style="list-style-type: none"> ● Ukusetyenziswa kweefomu zenkqubo yokuphatha ezibekwe emgangathweni ● Uqeqesho olungenelwe ngabaphathi ● Ulawulo lomthwalo womsebenzi – oku kubandakanya umndilili wonontlalo-ntle kuphathi womsebenzi wentlalo utholekiswa kwizithethe nemigangatho ● Ukusekwa nokufakwa kwiziko kweeforam zokuphatha kwisithili ● lwonga lokuphatha – amathuba arhoqo okuphatha, inni labaphathi ngesithili ngasinye, umndilili wabaphathi xa kuthelekiswa amanye amacandelo abasebenzi ● Uqeqesho kwisiCwangciso-nkqubo sokuPhatha kunye nokusebenza kuyaqhuba kunyaka wokunikwa kwengxelo yaye kuquka yonke yomithandathu imimandla ● Ingxelo yoqeqesho sele iqukunjelwe ● IsiCwangciso sokuPhatha sagqitywa ngokufanelekileyo ngethuba lonxibelelwano nabachaphazelekayo kunye neeNPO ezixhaswa ngemali kunye nemimandla
			d) Ukunikezelwa kweenkonzo ngolungelelwaniso kusetyenziswa izithethe	d) Izicwangciso zeDSD nomiliseko lomsebenzi wayo ngokuhambelana nezi zigunyaziso zomgaqo-nkqubo. linkonzo zinikezelwa ngolungelelwaniso nezithethe nemigangatho ebekwe phambili esemthethweni okuphambili okucalulwe

linkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonzo yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
			nemigangatho ebekwe phambili esemthethweni, okuphambili kucalulwe kwiQhinga leSebe loPhuhliso loLuntu leNtshona Koloni elilungiselelwe uPhuculo lweeNkonzo zoLolongo loMntwana noKhuseleko, isiCwangciso-nkqubo sephondo seNgqinisekiso yokuLunga kunye nesicwangciso sokuphucula ukuphatha	kwiQhinga leSebe loPhuhliso loLuntu leNtshona Koloni elilungiselelwe uPhuculo loLolongo loMntwana neeNkonzo zoKhuseleko, isiCwangciso-nkqubo sephondo seNgqinisekiso yokuLunga nesicwangciso sophuculo lokuphatha
<p>ULawulo loLolongo lokuThatyathwa njengomntwana wabo bantu</p>	<p>Abantwana abadinga ulolongo nokhuseleko ababekwe kwiindawo zololongo njengabantwana babo yaye lufumana ubume obubobunye obukhuselekileyo apho banakho ukukhula ze baphuhle</p>	<p>a) Isicwangciso soLawulo loLolongo lokuThatyathwa njengomntwana wabo sele sikubume boyilo</p>	<p>a) Isicwangciso esiYilwayo soLawulo loLolongo lokuThatyathwa njengomntwana wabo sele luqakunjelwe ze kwathethwana mngalo ngoMatshi 2017</p>	<p>a) Isicwangciso sePhondo soLawulo loLolongo lokuThatyathwa njengomntwana wabo sele siqakunjelwe ze kwathethwana ngaso, yaye samkelwe yiHOD ngoMatshi 2017</p> <p>Okulandelayo yingcaciso exhasayo:</p> <ul style="list-style-type: none"> ● Isicwangciso soLawulo loLolongo lokuThatyathwa njengomntwana wabo siqwalasela ukufunwa nokuqeqeshwa kwabazali ababodwa abamkela abantwana abalolonga abantwana abaneemfuno ezizodwa. Uqeqesho lucwangciselwe unyaka-mali olandelayo ● Uvavanyo ngokutsha lwaqhutywa rhoqo ngenyanga. (Uhlaziyo lwemimandla yaye ipotfoliyo yobungqina ingenisiwe yemiyalelo yololongo ehlaziyiweyo – uzinziso rhoqo ngenyanga). Isishwankathelo esizinzisiweyo sengxelo zamkelwe yiHOD rhoqo emva kweenyanga ezimbini ● Isicwangciso soLawulo loLolongo lokuThatyathwa njengomntwana wabo siqwalasela Isicwangciso soLawulo loLolongo lokuThatyathwa njengomntwana wabo siqwalasela

linkonzo ezingundoqo	Abaxhamli	Umgangatho weyona nkonzo/wenkonzo yangoku	Umgangatho wenkonzo onqwenelekayo	Eyona Nzuzo (2015/16)
				ukufunwa nokuqeqeshwa kwabazali ababodwa abamkela abantwana abalolonga abantwana abaneemfuno ezizodwa. Uqeqesho lucwangciselwe unyaka-mali olandelayo

Amalungiselelo eBatho Pele nabaxhamli

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>IiNkonzo zoKhuseleko loMntwana</p> <p>UThethwano:</p> <p>a) IForam yarhoqo ngekota yePhondo yoKhuseleko loMntwana</p>	<p>UThethwano:</p> <p>a) IForam yarhoqo ngekota yePhondo yoKhuseleko loMntwana (kubandakanywa ulolongo lokuthatyathwa njengomntwana wabo)</p>	<p>UThethwano:</p> <p>a) IForam yePhondo yarhoqo ngekota yeKomiti yoKhuseleko loMntwana (kubandakanywa nololongo lokuthatyathwa njengomntwana wabo) ihlanganiswe neNkqutyana iiNtsapho ukususela ngoSeptemba 2016 ukulungiselela ulungelelwaniso olungcono. Iforam ithiywe ngokutsha yayiForam yePhondo yaBantwana neeNtsapho. Iintlangnaiso zarhoqo ngekota ezine zibanjwe kwisithuba sonyaka-mali wama-2016/17.</p>
<p>b) Unxibelelwano lommandla lwarhoqo ngeenyanga ezintandathu kunye nabasebenzi beDSD nemibutho exhaswa ngemali kwicandelo laBantwana neeNtsapho</p>	<p>b) Unxibelelwano lommandla lwarhoqo ngeenyanga ezintandathu kunye nabasebenzi beDSD nemibutho exhaswa ngemali kwicandelo laBantwana neeNtsapho</p>	<p>b) Unxibelelo neeNPO kathandathu ngenyanga engingqi nezixhaswa ngemali lwaqhutywa ukuqinisa ubudlelwane, lunike ingxelo ngonxibelelwano lwangaphambili lwengingqi (olufana neenkqubo zomthetho, iinguqu kumthetho, izigunyaziso ezitsha zomgaqo-nkqubo) kunye nezithuba kunikezelo lwenkonzo</p>
<p>c) Uluhlu lwabachongi bolwamkelo lwabantwana lwarhoqo emva kweenyanga ezimbini</p>	<p>c) Uluhlu lwabachongi bolwamkelo lwabantwana lwarhoqo emva kweenyanga ezimbini</p>	<p>c) Uluhlu lwabachongi lwakwabini ngenyanga lokuchophela ukuthatyathwa komntwana njengowakho. Uluhlu lwabachongi belubekwe phantsi kwe-HOD ngalo nyaka wokunikwa kwengxelo</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>d) Incwadana ekwi webhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>d) Incwadana ekwi webhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>d) Kukho incwadana kwi webhusayiti yeDSD engokuqulathwe kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo yaye amalungu oluntu asebenzisa ezi nkukacha njengoko zingqinwa linani lokutsalelwa komnxeba ngqo olufunyenweyo luvela kuluntu. Ngaphezulu kweencwadana zokunikezelwa kwenkonzo kukho incwadana ethe ngqo kukhuseleko lomntwana ngazo zontathu iilwimi ekwiwebhusayiti.likopi ezizincwadana zakhutshelwa zonke iingingqi ukulungiselela ukuhanjiswa kuluntu</p>
<p>e) Amathuba arhoqo ngekota emfundo/oqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo), indawo yenkonzo nendlela yokuzifumana</p>	<p>e) Amathuba arhoqo ngekota emfundo/oqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo), indawo yenkonzo nendlela yokuzifumana</p>	<p>e) Ziqhutywa rhoqo ngekota imfundo/uqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo) ngokuhambelana nemiphumela kwiZivumelwano zeNtlawulo eziKhutshelweyo zeeNPO</p>
<p>Ukufumana:</p> <p>a) IiOfisi zommandla ezintandathu b) IiOfisi zengingqi ezingama-33</p> <p>c) Iindawo zokunikezelwa kwenkonzo</p>	<p>Ukufumana:</p> <p>a) IiOfisi zommandla ezintandathu b) IiOfisi zengingqi ezingama-33</p> <p>c) Iindawo zokunikezelwa kwenkonzo</p>	<p>Ukufumana:</p> <p>a) IiOfisi zommandla ezintandathu b) IiOfisi zengingqi ezingama-38 – (IDSD ifumene izakhiwo yaze yafudusa ii-ofisi ebezisebenzela kwi-ofisi enye) c) Iindawo zokunikezelwa kwenkonzo</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Ukuhlonipha:</p> <p>a) Akukho</p>	<p>Ukuhlonipha:</p> <p>a) Ukumiliselwa kweNdlela yokuZiphatha</p> <p>b) Uqeqesho lololongo lomthengi (10)</p>	<p>Ukuhlonipha:</p> <p>a) Ukumiliselwa kweNdlela yokuZiphatha</p> <p>b) Amagosa ololongo lomamkeli nkonzo ali-17 aqeqeshwa kwimiba eyahlukeneyo ngexesha lesithuba sokunikwa kwengxelo. (Iziko loQeqesho lePhondo lanikezela ngoqeqesho olungaphezulu olufanelekileyo kumagosa ololongo lwabakeli benkonzo)</p> <p>linkcukacha ezangezelelweyo:</p> <p>Amagosa ololongo lomamkeli nkonzo kunye nabancedisi bololongo lomamkeli nkonzo ababekwe kwiingingqi, amaziko kunye ne-ofisi eyintloko ukugcina izithethe nemigangatho abalelwa kulolongo lomamkeli wenkonzo</p>
<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p> <p>b) INgxelo yoNyaka</p> <p>c) Incwadana ekwikwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p> <p>b) INgxelo yoNyaka</p> <p>c) Incwadana ekwikwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p> <p>b) INgxelo yoNyaka</p> <p>c) Iwebhusayiti yeDSD ikho yaye ihlaziye kunye nokuqulathiweyo kwinkqubo yeenkcukacha zamagosa afanelekileyo</p> <p>Izixhobo ezongezelelweyo ezisetyenziswayo:</p> <ul style="list-style-type: none"> ● INgxelo yaBemi ● IPhepha lamalungelo eNkonzo ● Iwebhusayiti yeSebe ● Isiseko seenkcukacha zamanani esingaphelelanga esingaphelelanga ● Iiphamfleti, iincwadana neeflaya

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p>	<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p>	<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p> <p>Iinkcukacha ezongezelelweyo:</p> <p>Inkqubo ngokunjalo ibeka iliso kwimibutho exhaswa ngemali yokhuseleko lomntwana rhoqo ngekota ngokusetyenziswa kovavanyo lwe desktop kwiingxelo zarhoqo ngonyaka yaye zihambelana nezicwangciso zokubekwa kweliso ezicwangcisiweyo zomsebenzi; isicwangciso sophuculo lokunikezelwa kwenkonzo uphuhlisiwe yaye sibekwa iliso rhoqo ngekota</p>
<p>ULawulo loLolongo lokuThatyathwa njengomntwana wabo bantu</p> <p>UThethwano:</p> <p>a) IForam yarhoqo ngekota yePhondo yoKhuseleko loMntwana (IForam yePhondo yaBantwana neeNtsapho)</p>	<p>UThethwano:</p> <p>a) IForam yarhoqo ngekota yePhondo yoKhuseleko loMntwana (IForam yePhondo yaBantwana neeNtsapho)</p>	<p>UThethwano:</p> <p>a) IForam yePhondo yarhoqo ngekota yeKomiti yoKhuseleko loMntwana (kubandakanywa nololongo lokuThatyathwa njengomntwana wabo) ihlanganiswe neNkqutyana iNtsapho ukususela ngoSeptemba 2016 ngenzame zokuhlanganisa kunye abachaphazelekayo bokhuseleko lomntwana neentsapho ukulungiselela ulungelelwaniso olungcono.</p> <p>Iinkcukacha ezangezelelweyo:</p> <p>Amathuba oqaqesho kunye neCluster Foster Care Schemes (CFCS) esandula ukubhaliswa angeenkukacha zoMthetho ezibhekiselele kulawulo lweeCFCS (umzekelo iAcres of Love CFCS kunye ne-Elonwabeni CFCS)</p> <p>Amagosa eSASSA, amagosa eCanalisation aphuma kwii-ofisizeNgingqi zeDSD kunye neeCFCS ezisixhenxe</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
		ezibhalisiweyo eziqeqeshwe kwindlela yokufumana umnikelo wesondlo somntwana kulungiselelwa abantwana ababekwe kwiiCFCS
b) Unxibelelwano lommandla lwarhoqo ngeenyanga ezintandathu kunye nabasebenzi beDSD nemibutho exhaswa ngemali kwicandelo laBantwana neeNtsapho	b) Unxibelelwano lommandla lwarhoqo ngeenyanga ezintandathu kunye nabasebenzi beDSD nemibutho exhaswa ngemali kwicandelo laBantwana neeNtsapho	b) Unxibelelo neeNPO kathandathu ngenyanga engingqi nezixhaswa ngemali lwaqhutywa ukuqinisa ubudlelwane, lunike ingxelo ngonxibelelwano lwangaphambili lwengingqi (olufana neenkqubo zomthetho, iinguqu kumthetho, izigunyaziso ezitsha zomgaqo-nkqubo) kunye nezithuba kunikezelo lwenkonzo
c) Uluhlu lwabachongi bolwamkelo lwabantwana lwarhoqo emva kweenyanga ezimbini	c) Uluhlu lwabachongi bolwamkelolwabantwana lwarhoqo emva kweenyanga ezimbini	c) Uluhlu lwabachongi bolwamkelo lwabantwana lwarhoqo emva kweenyanga ezimbini linkcukacha ezangezelelweyo: Uluhlu lwabachongi belubekwe phantsi kwe-HOD ngalo nyaka wokunikwa kwengxelo
d) Incwadana ekwiwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo	d) Incwadana ekwiwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo	d) Kukho incwadana kwiwebhusayiti yeDSD engokuqulathwe kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo yaye amalungu oluntu asebenzisa ezi nkukacha njengoo zingqinwa linani lokutsalelwa komnxeba ngqo olufunyenweyo luvela kuluntublic linkcukacha ezangezelelweyo: Ngaphezulu kweencwadana zokunikezelwa kwenkonzo kukho incwadana ethe ngqo kukhuseleko lomntwana ngazo zontathu iilwimi ekwiwebhusayiti. Iikopi ezizincwadana zakhutshelwa zonke iingingqi ukulungiselela ukuhanjiswa kuluntu

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>e) Amathuba arhoqo ngekota emfundo/oqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo), indawo yenkonzo nendlela yokuzifumana</p>	<p>e) Amathuba arhoqo ngekota emfundo/oqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo), indawo yenkonzo nendlela yokuzifumana</p>	<p>e) Ziqhutywa rhoqo ngekota imfundo/uqeqesho loluntu olubhekiselele kwimicimbi yokhuseleko lomntwana (kubandakanywa ukuthatyathwa komntwana njengowabo) ngokuhambelana nemiphumela kwiITPA zee NPO</p>
<p>Ukufumana:</p> <p>a) liOfisi zommandla ezintandathu b) liOfisi zengingqi ezingama-33</p> <p>c) lindawo zokunikezelwa kwenkonzo</p>	<p>Ukufumana:</p> <p>a) liOfisi zommandla ezintandathu b) liOfisi zengingqi ezingama-33</p> <p>c) lindawo zokunikezelwa kwenkonzo</p>	<p>Ukufumana:</p> <p>a) liOfisi zommandla ezintandathu b) liOfisi zengingqi ezingama-38 – (ii-ofisi ezingaphezulu zachongwa ukulungiselela ukufakwa kwabo bebesebenzela kwezinye ii-ofisi)</p> <p>c) lindawo zokunikezelwa kwenkonzo</p>
<p>Ukuhlonipha:</p> <p>b) Akukho</p>	<p>Ukuhlonipha:</p> <p>c) Ukumiliselwa kweNdlela yokuZiphatha</p> <p>d) Uqeqesho lololongo lomthengi (10)</p>	<p>Ukuhlonipha:</p> <p>c) Ukumiliselwa kweNdlela yokuZiphatha</p> <p>d) Amagosa ololongo lomamkeli nkonzo ali-17 aqeqeshwa kwimiba eyahlukeneyo ngexesha lesithuba sokunikwa kwengxelo. (Iziko loQeqesho lePhondo lanikezela ngoqeqesho olungaphezulu olufanelekileyo kumagosa ololongo lwabakeli benkonzo)</p> <p>linkcukacha ezangezelelweyo:</p> <p>Amagosa ololongo lomamkeli nkonzo kunye nabancedisi bololongo lomamkeli nkonzo ababekwe kwiingingqi, amaziko kunye ne-ofisi eyintloko ukugcina izithethe nemigangatho abalelwa kulolongo lomamkeli wenkonzo</p>
<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p>	<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p>	<p>Ukuba phandle nokuba selubala:</p> <p>a) IsiCwangciso soNyaka sokuSebenza</p>

Awona/amalungiselelo angoku	Amalungiselelo anqwenelekayo	Ezona Nzuzo
<p>b) INgxelo yoNyaka</p> <p>c) Incwadana ekwikwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>b) INgxelo yoNyaka</p> <p>c) Incwadana ekwikwebhusayiti yeDSD ngokuqulathiweyo kwinkqubo kunye neenkukatha zoqhagamshelwano zamagosa afanelekileyo</p>	<p>b) INgxelo yoNyaka</p> <p>c) Iwebhusayiti yeDSD ikho yaye ihlaziye kunye nokuqulathiweyo kwinkqubo yeenkukacha zamagosa afanelekileyo</p> <p>Izixhobo ezangezelelweyo ezisetyenziswayo:</p> <ul style="list-style-type: none"> ● INgxelo yaBemi ● AmaPhepha amalungelo eNkonzo zololongo ● Iwebhusayiti yeSebe ● Isiseko seenkukacha zolwazi ezingaphelelanga ● Iiphamfleti, iincwadana neeflaya
<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p>	<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p>	<p>Ixabiso lemali:</p> <p>a) Ngolungelelwaniso kunye neemfuno ezisemthethweni</p> <p>b) Iinkqubo zokusebenza ezisemgangathweni</p> <p>Iinkukacha ezangezelelweyo:</p> <p>Inkqubo ngokunjalo ibeka iliso kwimibutho exhaswa ngemali yokhuseleko lomntwana rhoqo ngekota ngokusetyenziswa kovavanyo lwedesktop kwiingxelo zarhoqo ngonyaka yeya zihambelana nezicwangciso zokubekwa kweliso ezicwangcisiweyo zomsebenzi; isicwangciso sophuculo lokunikezelwa kwenkonzo uphuhlisiwe yaye sibekwa iliso rhoqo ngekota</p>

Isixhobo seenkcukacha ngokunikezelwa kweenkonzo

Izixhobo zeenkukacha ezikhoyo/ezizzo	Izixhobo zeenkukacha ezinqwenelekayo	Ezona zinzuzo
<p>IiNkonzo zoKhuseleko loMntwana</p> <ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya 	<ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya 	<ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya
<p>ULawulo loLolongo lokuThatyathwa njengomntwana wabo</p> <ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya 	<ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya 	<ul style="list-style-type: none"> a) INgxelo yoNyaka b) INgxelo yaBemi c) AmaPhepha amalungelo eNkonzo zololongo d) Iwebhusayiti yeSebe e) Isiseko seenkcukacha zolwazi ezingaphelelanga f) liphamfleti, iincwadana neeflaya

Iindlela zokufaka izikhalazo

Indlela yezikhalazo ezikhoyo/ezizizo	Indlela enqwenelekayo yokukhalaza	Izifzekiso ezizizo
<p>IiNkonzo zoKhuseleko loMntwana</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>	<p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>	<p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>
<p>ULawulo loLolongo lokuThatyathwa njengomntwana wabo</p> <p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko Sebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>	<p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>	<p>a) Inombolo yomnxeba engahlawulelwayo b) Imbalelwano eya kuMphathiswa/kwiNtloko yeSebe/kuMlawuli wommandla c) Amagosa Oonophelo lwabaxhamli</p>

2.3 Ubume beSebe

Amacandelo ayintloko eNtlalo-ntle yoLuntu kunye neQhinga noCwangciso lweShishini kunye neeyunithi zeenkonzozamaqumrhu ee-ofisi zengingqi ezintandathu zeSebe, zibe ngumcimbi weenkqubo zoyilo lombutho kwisithuba sowama-2016/17. Umiliselolubekelwe ukuba luqale kunyaka-mali olandelayo. Ngokubhekiselele koku kungaphambili, ingqwalasela yayikuyilo lwekhono elangezelelweyo kwiCandelo: leeNkqubo eziZodwa ukunikezela ngeenkonzozabantu abakhubazekileyo, ingakumbi abo bakhubazeke kakhulu ngengqondo njengokokukhutshelwe lomsebeni uvela kwiDoH yaye; ukubonelelwa ngekhono elangezelelweyo ngeyunithi yengqinisekiso yokulunga kwiCandelo: ULawulo lweZiko nokuBekwa kweLiso kukuLunga. Oku kuya kuqinisekisa ngento yokokuba iinkonzoz ezinikezelwa kwisebe, ngokunjalo nakwiNPO ezixhaswa ngemali zeeCYCC zinikezelwa ngokuhambelana nomthetho. Kwimeko yeCandelo eliyiNtloko: UCwangciso neQhinga loShishino, ubume balo obuncinane baxhomekeka kwinkqubo yoyilo lombutho ukunikezela ngolungelelwaniso olufanelekileyo lomgaqo-nkqubo, ulawulo lolwazi kunye nolawulo lweenkonzo zeICT zequmrhu kwiSebe.

Uyilo ngokutsha lombutho lweeyunithi zeenkonzozamaqumrhu kwii-ofisi zengingqi ezintandathu, kuqukaniswa nokumiliselwa kweQhinga leSebe elilungiselelwe uPhuculo lweCCPSluya kuba nomphumela kubonelelo lwenkxaso eyangezelelweyo yolawulo kwinqanaba le-ofisi yonikezelo lwenkonzo. Oku kuya kukhulula amagcisa enkonzo yentlalo ukulungiselela ukuba aphaathe umsebenzi wentlalo onzima kakhulu yaye ngoko unikezelo lwenkonzo efanelekileyo kuluntu oluhluphekileyo yaye uya kunceda iSebe ukuba lifezekise izigunyaziso zalo ezisemthethweni eziphathelene neenkqubo zeNkundla yaBantwana, ulolongo olulolunye, ukwamkelwa njengomntwana wabo, ugcino losapho nokudityaniswa kwakhona, ungenelelo losapho, izicwangciso zobuzali, amlaungelo obuzali noxanduva, ingcebiso yomtshato namakhono obuzali – onke angamangenelo omsebenzi wentlalo abalulekileyo.

Iinkqubo zoShishino

IQhinga leSebe elilungiselelwe ukuPhuculwa kweCCP seNtshona Koloni lamkele kunyaka ongaphambili kunye namangeneloi kwiqhinga abandakanya uphuhliso lweeSOP ukulungiselela ukumiliselwa kweenkonzo ezisemthethweni zomsebenzi wentlalo. Oku kuya kuqinisekisa ngento yokuba iSebe lizalisekisa izigunyaziso zalo ezisemthethweni, ukwenzela ukudambisa ngesahlulo umngcipheko wokubanjwa. Oku kuqukaniswe nolwamnkelo lweSOP lweNkonzo zeNtlalo-ntle yoLuntu ethe zalungelelaniswa kunye neZithethe zoHlobo oluthile neMigangatho elungiselelwe iNkonzo zeNtlalo-ntle yoLuntu ngowama-2016, liqinisekise ukuba amagcisa omsebenzi wentlalo amiliselela indlela efanayo nesemgangathweni kunikezelo lwenkonzo kuyo yonke imimandla ngoko kuqinisekiswa ngokulunga kokunikezelwa kwenkonzo. Oku kusekelwe kuqeqesho oluqhubekayo nokumiliselwa kwesiCwangciso-nkqubo sokuPhatha sowama-2011 esilungiselelwe amaGcisa oMsebenzi weNtlalo eMzantsi Afrika.

Ngokubhekiselele kwiinkonzozalo zenkxaso, iSebe liqhubile ukuphucula iinkqubo zalo zolawulo lwengcaciso yokusebenza ngokusetyenziswa kokulingwa kwenkqubo yengqinisekiso yokulunga kwengcaciso yokusebenza kwinqanaba lesibini; uqeqesho oluqhubekayo kumiliselolweSOP yeNgcaciso yoMsebenzi kunye neManyuwali yeNgcaciso yoMqondiso (IDM). Impumelelo yale miqathango ibonakaliswe yinto yokuba kwisithuba seMTEF, esidlulileyo, uMphicothi-zincwadi Jikelele woMzantsi Afrika (AGSA) unike ingxelo yesigqibo sokungabikho kweziphene ngokuba luncedo nokuthembela kwengcaciso yokwenziwa komsebenzi weSebe ekunikwe ingxelo ngawo.

Ngokubhekiselele kwiinkqubo zalo zeSCM, iSebe liqhubekile ukumiliselela ukufunyanwa kweqhinga – Inkqubo ebandakanyiweyo nelungisiweyo ethi ihlahlele ngokubalulekileyo inkcitho yalo nokusebenzisa ingcaciso yokwenza izigqibo zoshishino ezifanelekileyo

ezimalunga nokufunyanwa kwempahla yorhwebo neenkonziso – ukusabela kwindlela yokwahlulwa kwee-NDP ukuzithenga. Oku kuqukaniswa novavanyo lwesimo seSCMseSebe kunye nezikhokhelo ezicacileyo ukulungiselela ukumilisela okuya kuqinisekisa ngenkqubo efanelekileyo enezibonelelo kakuhle zeSCM.

Okokugqibela, iSebe liya kuqhuba ngokumilisela iishedyuli zenkonzo njengoko indlela yokusetyenziswa kwesiVumelwano seNqanaba leNkonzo (SLA) linalo kunye neZiko leeNkonzo zeQumrhu (CSC) zeDotP. Kuya kuqhubeka ngokunjalo ngokumilisewa nokuphuculwa kweeSOP ukulungiselela iishedyuli zalo zenkonzo ezijongene nokuqhutywa kweenkqubo zoluleko, ulawulo lwekhefu nokufunwa nokukhethwa kwabasebenzi.

ULAWULO LWEMICIMBI YABASEBENZI

Inggesho neZithuba

ISebe likwinkqubo ngokwakaloku nje lokuzalisa izithuba ezishiyekileyo ezixhaswe ngemali ezingazaliswanga ezikwisimo sombutho esamkelweyo esilungiselelwe amaCandelo ayiNtloko: eleNtlalo-ntle yeNtlalo kunye noLuntu noPhuhliso loThelelwano yaye liqeshe inani lwabanezidanga zomsebenzi wentlalo ababefumene iibhasari zomsebenzi wentlalo kwiSebe leSizwe loPhuhliso loLuntu (NDSD). Abanezidanga zomsebenzi wentlalo abasebenzela izigunyaziso zabo zebhasari benza isininzi sabaqeshwa kwizithuba ezizalisweyo ezangezelelweyo kuluhlu lwezithuba zabasebenzi. Eziseleyo zibangelwe ikakhulu ziinkqubo zohlangahlengiso zangaphambili ezithe zabangela ukuthengiswa kweenkonzo ezingeyiyo imfuneko kakhulu ezifana nokucoca nokhuseleko. Izithuba zoMlawuli: Abantwana neeNtsapho kunye noMlawuli weNgingqi: iCape Winelands/Overberg zazaliswa ngomhla woku-1 kuSeptemba 2016.

Ngesithuba somjikelo salo msebenzi iSebe lilungelelanise isimo sombutho sawo onke amaZiko oLolongo oluKhuselekileyo (uMlawuli oyiNtloko weNtlalo-ntle yoLuntu, iCandelo loLawulo lweZibonelelo kunye nokuBekwa kweLiso nokuLunga) ngezithethe ezifanelekileyo nemigangatho. Inkqubo yothethwano naBasebenzi iya kuqunyelwa ngesithuba sonyaka-mali wama-2017-2018. ISebe lixakekile ngokunjalo ngokwakaloku nje ngokuvavanywa kweeyunithi zeQumrhu lweengingqi ezintandathu ukuqinisekisa ngenkxaso eyaneleyo yabasebenzi eya kuqunyelwa ngokunjalo kunyaka-mali omtsha.

Uqeqesho lwabasebenzi

Kwisithuba salo nyaka-mali iSebe lityale ngamandla kuqeqesho lwabasebenzi balo laze lazigqitha iimfuno ezisemthethweni (1%). ISebe libe nakho ukuqokumbela inkqubo yalo yokufunda usengqeshweni elungiselelwe abasebenzi bololongo lwabantwana nokutsha abali-194 ngenkxaso-mali evela kwi-HWSETA yaye lilinde iziphumo zeHWSETA ukubanceda ukuba babhalise kwiSACSSP.

Isambuku seebhasari ezintsha ezingama-29 zabelwe abasebenzi bangaphakathi kumacandelo awodwa apho kukho ukusilela kwamakhono afana neenkonziso zobumpelesi, ulolongo lwabarhurhileyo, izifundo zomntwana nosapho, ngokunjalo nomsebenzi wentlalo wophando nonyango. Imali yokufunda yomsebenzi wentlalo yabo li-101 inikezelwe ngokubonelelwa ngenkxaso-mali evela kwiSebe leSizwe loPhuhliso loLuntu (NDSD) ukunceda ngobonelelo lonontlalo-ntle kwimarike yabasebenzi. Iibhasari zoLolongo lokuRhurha ezili-17 zinikezelwe nazo ngokunjalo kubantu abangaphandle kwiSebe ukulungiselela ukuqinisa ukufumanekka kwamagcisa aqeqeshiweyo kulo mmandla.

Ezinye iinkqubo zokufunda eziqalisiweyo zomsebenzi wentlalo unxulumene namagcisa nabasebenzi benkxaso kubandakanywa uqeqesho kumthetho osebenzayo kwimimandla yokwenze umsebenzi othe ngqo wabo wentlalo-ntle, ukubeka iliso nokuqhelisa. Uqeqesho lweNkonzo yoLawulo oluPhezulu (SMS) lubandakanya ukuBekwa esikhundleni seNkonzo

kaRhulumente okulungiselelwa amaLungu eSMS; ukuQuquzelelwa kokuBekwa kweLiso noQhelisa; Uqeqesho loVavanyo lweMpembelelo yoLawulo. Ukubonelelwa kwamathuba oqeqesho akunakugxininiswa ngaphezulu kokuba kwenziwe njengoko kungokusetyenziswa kwamangenelo olwakhiwo lwamakhono okokuba amakhono andiswa nokuphuculwa kokulunga kokunikezelwa kwenkonzo.

Imeko yoBugcisa

Iinkqubo ze-IT ziyinxenye ebalulekileyo kumsebenzi ofanelekileyo weSebe. Ukuza kuthi ga ngoku iSebe liqhubile ngokuqinisekisa ngento yokuba ulawulo lwe-ICT kunye neenkqubo zolawulo ezikhoyo zokusebenza. Iintlanganiso ezibakho kube kanye kwiinyanga ezimbini zeKomiti yoQuquzelelo lwe-IT yeSebe inkqubo yolwabiwo lwenkqubo zekhompyutha neenkonziso iyahambelana nemigangatho yeWCG, yaye inkqubo yalo yokuthenga nokulahla iyahambelana noMthetho onguNombolo 88 we-1998 we-Arhente yeTekhnoloji yeNgcaciso kaRhulumente (SITA) njengoko ulungisiwe nguMthetho weSITA onguNombolo 38 wama-2002, kunye nemigangatho ye-ICT ye-WCG.

Umgqo-nkqubo we-ICT yeDSD owamkelwe ngowama-2016 ubonelela amagosa ngenkqubo elungiselelwe ukwenziwa kwesicelo, ulwamkelo nokuthengwa kwezixhobo ze-ICT ukwenzela ukuqinisekisa ngolawulo olulungileyo ngokuphathelelene nokuthengwa kwe-ICT – oku kubandakanya ukuqinisekisa ngohambelwano nemigangatho ye-ICT yeWCG kubandakanywa nokuvana nenkxaso kuthungelwano lwe-WCG. Inkxaso yolawulo lwenkqubo iyanikezelwa ngokunjalo kwiinkqubo zesizwe ze-ICT ezifana neNkqubo yokuXhotyiswa kweXhoba kunye neRejista yokuXhatshazwa kwaBantu abaDala (VEPOPAR), iNkqubo yoLawulo lweTyala loBumpelesi (PCM) kunye neyeziCelo zoLolongo loMntwana noLutsha (CYCA) kunye nephondo kwiBAS, LOGIS, uLawulo lokuQulathiweyo olukwiKhompyutha (ECM) nezifana nezo.

IsiCwangciso seQhinga se-ICT 2015-20 siyahlaziywa rhoqo ngonyaka. Okuphambili kwiMTEF kuhlala kuluphuhliso lwenkqubo yolawulo lwesehlo okulungiselela iinkonzo zalo kunye neNkqubo yolawulo lwesehlo okulungiselela iinkonzo zalo kunye neNkqubo yoLawulo lweNPO yeSebe okulungiselela iinkonzo ezihengisiweyo. Ngokubhekiselele koku kungaphambili, uhlahlelo loshishino luyaqhutywa yaye kwimeko yoku kokugqibela amacandelo amabini okuqala sele equkunjelwe. Isiseko seenkcukacha samanani seNPO kunye nenkqubo ukulawula iimfuno zokuhambelana okulungiselela intlawulo ethe yakhiwa yaze yavavanywa. Inkqubo kuqikelelwa ukuba ivelise ukufaneleka kwintlawulo kokukhutshelwa kwenkxaso-mali kwiNPO ngokwenzeka kohlolo lohambelwano lokuhlolwa kwamaxwebhu entlawulo afana neengxelo ezamkelweyo zeNPO, iingxelo zemali neeTPA. Ngaphezulu, ingcaciso yolawulo enxulumene nokusasazwa kweenkonzo ezixhaswe ngemali kuqukaniswa nengcaciso nendawo yamaqela asesichengeni asetyenzelwa liSebe lunceda ngokunikezelwa kwenkonzo ejolisiweyo. Inkqubo yoLawulo yeNPO iyakusetyenziswa endaweni yeenkqubo ezininzi ezikwimanyuwali, inciphise uphinda-phindo olubangelwa yinkqubo ekhoyo yemanyuwali ze isebenze endaweni yeengxelo ezisekwe kwinkqubo iMS Excel kunye neziseko zeenkukacha zolwazi ezisetyenziswayo ngoku okulungiselela ukunikwa kwengxelo neenjongo zokuhlola uhambelwano.

Umngeni kubume bobugcisa zizithintelo zobume bemali kwiphondo nakwiSebe. ISebe liya kuqhubeka ngokumilisela imiqathango ukudambisa ezinye zeempembelelo zokuncitshiswa kohlalo lwabiwo-mali lwesebe oluqikelelwa kwisithuba seMTEF, ngokwandisa uhlahliyo lwayo lwe-ICT ngaphaya kwesithuba seminyaka emihlanu esinyanzelisiweyo yiDSD nokufumana imithombo engakho yenkxaso-mali kwiPT kunye nesebe lesizwe.

Okokugqibela, ukumilisela kweedilesi zohlobo oluthile ze imeyile, kunceda iSebe ukuba lilawule ngcono unxibelelwano nokuqinisekisa ngento yokuba zonke iirekhodi zifayilishiwe zakhuselwa ngokuhambelana nomthetho ofanelekileyo. Oku kube kukuqaliswa kweenkqubo zeSebe neYunithi yoNxibelelwano yaye iya kwandiswa iye kwiCandelo loLawulo lweZibonelelo nokuBekwa kweLiso kukuLunga kwisithuba sowama-2017, ngoko kuqinisekisa ngento

yokokuba onke amacandelo neeyunithi kwiSebe asebenza kunye noluntu ukuba bafumaneke ngaphezulu.

Uphuhliso olungundoqo lomgaqo-nkqubo neenguqu ezisemthethweni

Alukho.

3. IINJONGO ZEQHINGA EZIJOLISE KWIZIPHUMO

Inkqubo yocwangciso yeqhinga leSebe iqinisekisa kwakhona ngeenjongo ezintlanu zeqhinga njengoko ziqulunqwe kwisiCwangciso seQhinga seminyaka yemali 2015 - 2020.

Ezi zezi:

<p>INjongo 1 yeQhinga eliJolise kuMphumela</p>	<p>Kukuphucula Ezolawulo lwequmrhu</p> <p>Intetho Yenjongo: ISebe eli liphumeza iinkqubo zoshishino ezisebenzayo nezisemgangathweni, kuquka uphando, ucwangciso, ulwazi, ulawulo lwentsebenzo ze ke ngoko kube kuphucuka intsebenzo kwicandelo lezentlalo-ntle.</p> <p>Isizathu: Kukwandisa ubuzaza beenkoqubo zokushishina ngokuthi kuthatyathwe izigqibo ngendlela engafihlisiyo nebandakanyayo ndawonye nendlela yokuphumeza egxilileyo, kwanokuhlola nokunikezelwa kweengxelo. Iindlela zoshishino, iinkqubo kunye namaqumrhu esebe ayakwenziwa asebenze ngendlela futhi abe semgangathweni ngenjongo yokuphakamisa ukuphuculwa kwenkqubo yokunikezelwa kweenkonzo kubo bonke abemi bephondo.</p> <p>Uthungelwano: Le njongo ithungelana noPSG 5: "Kukufaka iinkqubo yolawulo olululo kwanokunikezelwa kweenkonzo ngokuhlanganyelweyo kunye nokuthungelani kwezikhokelo zokusebenza". Ikwathungelana kuhle nesiphumo uNDP 2030: "Ukwakhiwa kombuso osebenzayo nosekelwe kuphuhliso" kunye "Nokulwa urhwaphilizo" kwakunye nesiphumo seMTSF 2019: "Inkonzo yaseburhulumenteni esebenzayo, esemgangathweni nesekelwe kuphuhliso."</p> <p>Inkqubela kumba weSicwangciso seQhinga:</p> <ul style="list-style-type: none"> ● ISebe sele lisebenzele ukuzisa injongo yokwenziwa ngcono nokuphuculwa kwenkqubo yolawulo ngokweenkqubo zalo zoshishino, iindlela zokusebenza namaqumrhu alo. Oku ke kuthungelana neSiphumo Sesizwe esinento yokwenza nombuso osebenza ngendlela noseemgangathweni osekelwe kuphuhliso njengoko kuchaziwe kwiSahluko 15 seNDP. ● Uqeqesho oluqhubekayo ekumiliseni kweSOP yeNgcaciso yokuSebenza kunye neManyuwali yeNkcazelo yoMqondiso (IDM). Impumelelo yale miqathango iboniswa yinto yokuba kwisithuba esidlulileyo seMTEF, iAGSAinike ingxelo yesigqibo esingenachaphaza ngokuba luncedo kunye nokuthembeka kwengcaciso ekunikwa ingxelo ngomsebenzi. ● Umiliselwe lweqhinga lokuthengisa -iinkqubo yentsebenziswano nelungelelanisiweyo ethi ihlahlele kakuhle inkcitho yayo, kusetyenziswa ingcaciso ukwenza izigqibo zoshishino zisebenze ezimalunga nokufunyanwa kwempahla yorhwebo neenkonzo. I-AOS ethi ilawule ulawulo lwesixokelelwano sonikezelo kunye nemisebenzi yolawulo lwe-asethi eshukumayo sele ikho. ● Iziphumo zeMPAT sele zigciniwe kwinqanaba lesi-4 ngokuhambelana nesiCwangciso seQhinga, isiCwangciso soNyaka soMsebenzi, i-ICT, uLawulo lweMali kunye nemigangatho yeSCM. ● Umlinganiselo weziThuba ezingazaliswanga zeDSD ume kwi-2,5% osekwe kwizithuba ezixhaswe ngemali ezizalisweyo (kungabandakanywa abalingwayo emsebenzini) ongaphantsi kakhulu nekujoliswe kuko/isithethe seDPSA se-10%. ● Ukuqinisekisa ngento yokokuba ulawulo lwe-ICT ngokusetyenziswa koMgaqo-nkqubo wayo we-IT, iinkqubo zolawulo sele zikho yaye ziyasebenza. IsiCwangciso seQhinga se-ICT 2015-20 sivavanywa rhoqo ngonyaka yaye okuphambili kwisithuba seMTEF kusala kuluphuhliso lwenkqubo yolawulo yomsebenzi ukulungiselela iinkonzo zalo kunye neNkqubo yeSebe yoLawulo lweNPO ukulungiselela iinkonzo ezithengisiweyo.
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<p>INjongo2 yeQhinga eliJolise kuMphumela</p>	<p>Ukwandisa ukusebenza kwentlalo kwabantu abahluphekileyo nabasesichengeni ngokusetyenziswa kwamangenelo afanelekileyo</p>
	<p>Intetho Yenjongo: Ukwandisa ukusebenza kwentlalo kwabantu abahluphekileyo nabasesichengeni ngokusetyenziswa kwamangenelo afanelekileyo nophuhliso lwentlalo-ntle axhase zeaqinise uthelwano lwabantwana neentsapho nabachaphazelekayo.</p>
	<p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zentlalo-ntle ezisekelwe kuphuhliso kubo bonke abantu abasemngciphekweni ingakumbi ke Abantu Abakhibazekileyo, abantu abadala kwanabo bazibhaqa bephantsi kweenzingo.</p>
	<p>Uthungelwano: Le Njongo ithungelana noPSG3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwiAfrika engcono nekhuselekileyo kwihlabathi elingcono", kwakunye neSiphumo Sesizwe 13: "Inkqubo yokhuseleko loluntu ebandakanyayo nephendulayo."".</p>
	<p>Inkqubela kwinkalo yesiCwangciso seQhinga: (Nceda uqwalasele ukuba zonke iinzuzo ezikule nkqubo zithungelana kuhle neziphumo ezinqwenelekayo zeSahluko 11 seNDP):</p> <ul style="list-style-type: none"> ● ISebe lithathele phezulu amaziko anikezela ngononophelo kubantu elibahlalisayo abadala nabagulayo, iindlela ezizezinye zononophelo nenkxaso ezifana namaziko ononophelo lwasemini, amaziko eenkonzo,iiklabhu zeenkonde, unonophelo lwerespote, ukuphila ngkuzimela kunye nononophelo olusekelwe emakhayeniyaye liphinde laqwalaselisa iindlela zokugaywa kwenkxaso-mali ukuqinisekisa ukuba unonophelo nenkxaso kubantu abadala kumaziko okuhlala kunye nakumaziko ononophelo akwiingqayi zokuhlala ihlala injalo ze kunikezelwe inkxaso kwiinkonzo esezikho zentlalo-ntle yabantu abadala kweli phondo. ● Liqalise ngobhaliso lweenkonzo zolongo ezisekwe kuluntu kunye nezenkxaso (amaziko enkonzo) ngenjongo yokwandisa umgangatho weenkonzo kubantu abadala. ● Uphuculo olubonakalayo kuhambelwano lokunikwa kwengxelo yeeNPO ezixhaswe ngemali olubonisa ukuthatyathwa koxanduva kakhulu ngabanikezeli benkonzo. ● ISebe liqhubile ligcina yaye linikezela ngenkxaso kwizibonelelo esela zikho zentlalo-ntle yoluntu ukulungiselela ukubonelela ngeenkqubo ezihlangeneyo kunye neenkonzo ezijolise ekukhuthazweni kwamalungelo, intlalo-ntle noxhotyiso loqoqosho lwentlalo lwabantu abakhubazekileyo kunye neentsapho zabo. ● Ulwamkelo lweQhinga wokuBekwa phambili kokuKhubazeka luLawulo oluPhezulu lweSebe. ● Uqeqesho lonoontlalo-ntle kokuKhubazeka ngeNgqondo kunye neNdlela yokuKhutshelwa okuFanayo ukulungiselela uvavayo olupheleleyo nokuKhutshelwa okufanelekileyo kwabantu abakhubazekileyo. ● Izibonelelo zeNkxaso yoMzali zasekwa kwimimandla yaseGeorge, eWitzenberg, eKraaifontein naseAtlantis ngothelwano neDSD kunye neDisabled Children Action Group- iNPO elawulwa nephethwe ngabazali babantwana abakhubazekileyo kunye nabanye boomasipala bengingqi; ● Ukwandiswa kweenkonzo zeNkqubo yeNkxaso yoNtanga kule mimandla ilandelayo: eStellenbosch, eKnysna naseBeaufort West. ● ISebe liqukumbele iSikhokhelo seNkxaso yokuNgcwatywa kwaBantu aBahluphekileyo ukulungiselela iDSD ukunceda iintsapho ezihluphekileyo nezisesichengeni ezingakwaziyo ukungcwaba abantu bazo ezibathandayo. IsiCwangciso soLawulo lweNtlekele sowama-2017/18 saphuhlisiwangentsebenziswano neZiko leNtlekele leNtshona Koloni ukuchaza

	indima noxanduva olubhekiselele kwiintlekele. Isicwangciso siya kuxhomekeka kuvavanyo lonyaka.
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<p>INjongo3 yeQhinga eliJolise kuMphumela</p>	<p>Iinkonzo ezihlangeneyo zenkxaso yomntwana, ulolongo losapho ukukhusela amalungelo abantwana nokukhuthazwa kwempilo-ntle yentlalo</p> <p>Intetho yenjongo: Iinkonzo ezifanelekileyo zoonophelo nenkxaso kubantwana neentsapho kwakunye namalinge akhusela, axhasa nakhokela uphuhliso lwabantwana neentsapho, ngenzisenziswano namahlakani.</p> <p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo ezihlanganyelweyo ezisekelwe kuphuhliso lwabo bonke abantwana abasemngciphekweni kunye neentsapho ngenjongo yokulondoloza isimo sosapho.</p> <p>Uthungelwano: Le njongo ithungelana noPSG 2: "Ukuphucula iziphumo zemfundo kunye namathuba ophuhliso lolutsha" kunye noPSG 3: "Ukwandiswa intlalo-ntle, ukhuseleko, kwakunye nokulwisana nemikhuba kuluntu". Ngapha koko, ikwathungelana neSiphumo Sesizwe 2: "Impilo ende nesemgangathwerni kubo bonke abemi boMzantsi Afrika", Isiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwi-Afrika ongcononekhuselekileyo kwihlabathi elingcono" kwakunye Nesiphumo Sesizwe 13: "Inkqubo ebandakanyayo nephendulayo yokhuseleko loluntu".</p>
	<p>INKqubela-phambili ngokubhekiselele kwisiCwangciso seQhinga:</p> <ul style="list-style-type: none"> ● Isebe likwinkqubo yokumiliselela iQhinga leDSD lokuPhuculwa kweeCCPS (2015) eziphuhliselele ukudambisa imingcipheko enxulunyaniswa nokumiliselela kweemfuno ezisemthethweni, izithethe nemigangatho. ● Ukuphuculwa ngaphezulu kweenkonzo zokhuseleko lomntwana iDSD iya kumiliselela isiCwangciso esitsha sephondo soLawulo loLolongo lokuThatyathwa komntwana njengowakho esamkelwe ngoMatshi wama-2017 nokuqokunjelwa koyilo lwe-SOP olulungiselelewe i-Canalisation ethi iqulathe ulawulo lwempatho yabantwana olukwinkqubo esemthethweni yokhuseleko lwabantwana. ● Ukufakwa kwiziko kweentlanganiso zolawulo lololongo lobumpelesi kunye neSebe loPhuhliso loLuntu (DSD) kunye ne-Arhente yoKhuseleko lweNtlalo yoMzantsi Afrika (SASSA) ukulungisa izithintelo ze ekugqibeleni izithintelo zololongo olusemva lwabantwana abathatyathwe njengabakho. ● Izikimu ezisixhenxe zololongo kunye nesicwangciso esiyilwayo sololongo lobumpelesi zamkelwa yaye ziya kunceda ekulawuleni izikimu zololongo lobumpelesi. Uqeqesho lwesixhobo sovavanyo lokhuselo nomngcipheko lwaqaliswa kubasebenzi bomsebenzi wentlalo kwizithili ezihlanu kwezintandathu ukwandisa ngaphezulu uvavanyo lwabo lwabantwana kunye namakhono omngcipheko. Inani eliphezulu lwemiba yokuxhatshazwa kwabantwana laxelwa kwiiNPO nakwizithili zeDSD ngokusetyenziswa kwerejista esisigunyaziso yokuxhatshazwa komntwana ethi incede iDSD ngocwangciso olufanelekileyo lweenkonzo zokhuselo lomntwana kwimimandla ethile. ● Utyelelo lokubekwa kweliso kumsebenzi lwaqhutywa kwimibutho exhaswa ngemali yokhuseleko lomntwana ukulungiselela uhambelwano kokubekwa kweliso nezithethe nemigangatho ngoko kuqinisekiswa ngonikezelo lweenkonzo esebenzayo nefanelekileyo. Ukubekwa kweliso kumsebenzi kubandakanya nengqinisekiso yokulunga, eluhlobo olubanzi lokubekwa kweliso kumsebenzi ethi ngokunjalo inike ithuba kwiiNPO okokuba zizivavanyowe ngokwazo. ● ISebe linikezela ngeenkonzo kwiintsapho ezisemngciphekweni liqinisekise ngento yokokuba urhulumente wephondo yazihlangabeza izigunyaziso

	<p>zakhe ezisemthethweni kwezi ntsapho ngokuhambelana neCandelo 28 loMgaqo-siseko ukwenzela ukunciphisa ingozi enxulumene nokungasebenzi kosapho.</p> <ul style="list-style-type: none"> ● Ngentsebenziswano neSixeko saseKapa ugxininiso lubekwe ekuhlanganiseni abantu abadala abangenamakhaya kunye neentsapho zabo yaye oku kuphucule iinkonzo zokudibanisa abantu abadala. ● Ukusekwa kwenkqubo eyodwa yeECD elungiselelwe ulwimi lwesiNgesi kuye nophuhliso lwengqiqo apho ukufaneleka ukuba umntwana angangena esikolweni kungekho mgangathweni kwaqaliswa ngo-Epreli 2016. Iindawo ezilishumi zalingwa eKhayelitsha, eDelft nasePhilippi yaye iya kuqaliswa kwiindawo ezingama-50 – kubandakanywa imimandla yasemaphandleni - ngowama-2017/18. Isixhobo seminyaka esjikelezayo esibandakanya iinkqubo zenkxaso yobuzali nabasebenzi yamiliselwa kwezi ndawo. ● Iphulo ngobhaliso lwe-ECD Partial Care laqaliswa ngewebhusayiti eqaqambisa ukubaluleka kobhaliso lolongo olungaphelelanga kunye nezibonelelo ezilungiselelwe abantwana kunye nabazali/abanikezeli bolongo lwaphuhlisa.
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<p>INjongo4 yeQhinga eliJolise kuMphumela</p>	<p>Ukulungiswa kobubi bentlalo ngokunikezela ngeNkqubo yoThintelo loLwaphulo-mthetho noKhuseleko lokuSetyenziswa gwenxa kweZiyobisi noVuselelo ngokutsha</p> <p>Intetho yenjongo: Kukunciphisa imikuba eluntwini ngokuthi kunikezelwe iinkonzo zothintelo lolwaphulo-mthetho eluntwini, ezoluleko nezothintelo lokusetyenziswa gwenxa kwezinyobisi ezinciphisa iimpawu zomngcipheko ze kuphuhlise amalungu eengingqi zokuhlala athathela kuwo uxanduva.</p> <p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zeengcali zoluleko kubantu abakungquzulwano nomthetho kwanokubomeleza nangakumbi ukuze bangaweli kwimikhuba yokuzibhaqa besenza ulwaphulo-mthetho.</p> <p>Uthungelwano: Le njongo ke ithungelana noPSG 2: "Ukuphucula iziphumo zemfundo kwanamathuba kulutsha" kunye noPSG 3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo Sesizwe: "Impilo ende nentle kubo bonke abemi boMzantsi Afrika", iSiphumo Sesizwe 3: "Ukudala uMzantsi Afrika ongcono kwanokwenza igalelo kwi-Afrika engcono nekhuselekileyo kwihlabathi elingcono" kwakunye neSiphumo Sesizwe 13: "Inkonzo Yokhuseleko Loluntu ebandakanyayo nephendulayo".</p> <p>INkqubela-phambili ngokubhekiselele kwisiCwangciso seQhinga: (Nceda uqwalasele ukuba zonke iinzuzo ezikule nkqubo zithungelana kuhle neziphumo ezinqwenelekayo zeSahluko 11 seNDP):</p> <ul style="list-style-type: none"> ● Uvavanyo lwesiCwangciso-nkqubo soMgaqo-nkqubo weDiversion Accreditation Policy Framework luqalisiwe, ngeli thuba inkqubo elungiselelwe ukucupha nokubek'iliso bonke abantwana abaphixana nomthetho abakuvalelo bengagwetywanga lwamiliselwa ukunceda iSebe ukuba lichonge ze lilungise izithintelo zenkqubo. ● Ukuhlanganiswa kwakhona kunye neprojekti elingwayo yolongo lwasemva kokuphuma kwesikolo yamiliselwa ukuqinisa ukuqhubeka kweenkonzo kwabafumana iinkonzo zokulingwa. Eli linge lihlanganisiweyo liqinisa amangenelo oqoqosho lwentlalo ukunciphisa ukuwa esonweni njalo. ● INtshona Koloni liphondo elinkqenkaeza phambili ngokuhambelana nobhaliso olupheleleyo lweeCYCC linikezela ngeenkqubo zokhuseleko lolongo kubantwana nolutsha ngokwemiqathango yoMthetho woBulungisa boMntwana. Ukumiliselwa kwezicwangciso zomngcipheko kuwo onke amaziko kunye nenkqubo esebenzayo yengqinisekiso yokulunga
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	<p>kuncede kuhambelwano lokubekwa kweliso kunye nezithethe nemigangatho ukulungiselela ukukhusela amaziko ololongo. Ibandakanya amaZiko eMfundo yaBadala abhalisiweyo kuwo onke amasebe alawulwa ngabasebenzi bemfundo abanobugcisa.</p> <ul style="list-style-type: none"> ● Ukuqinisekisa ngomiliselelo loMthetho woThintelo noBhangiso lokuThengiswa kwaBantu kusenzelwa isondo iSebe liseke iQela langaphakathi loMsebenzi wokuThengiswa kwaBantu ukunceda ngomiliselelo loMthetho. ● Ucweyo leMfundo olulungiselelwe amadoda luqhutywa kwimimandla apho buqheleke kakhulu ubundlobongela basekhaya, yaye neenkonziso zonyango ngokunjalo neenkonziso zenkxaso yexhoba lwentlalo nengqondo zandiselwa kumaxhoba obundlobongela bamaqela obundlobongela. Iphepha lamalungelo okuthumela liphuhlisiwe ukulungiselela ukuqinisekisa ngento yokuba iinkonziso kumaxhoba alungelelanisiweyo. ● Isithuba sokhuseleko esilungiselelwe amaxhoba angamadoda obundlobongela nolwaphulo-mthetho silingiwe ukuphuhlisa isiseko esilungiselelwe isidingo sohuyseleko lwamadoda eKapa. ISebe lilinge isikhuselo sokuqala eMzantsi Afrika, esilungiselelwe ngakumbi kwamaxhoba abantu abadala okuthengiswa kwabantu kunye nabantwana babo kunye nezikhuselo ezithathu eNtshona Koloni zifumene amabhaso engqwalasela yeNDS ukulungiselela inkonzo elungileyo ezithi ziyinikezele. ● Inkqubela-phambili kummandla wokusetyenziswa gwenxa kweziyobisi ibandakanye ukwandiswa kwenkqubo yezigulane ezinyangelwa ngaphandle kwesibhedlele yabantwana abafikisayo esekwe esikolweni eElsies River kunye neenkqubo zezigulane ezinyangelwa ngaphandle kwesibhedlele kwimimandla yasemaphandleni yaseBeaufort West naseCeres ukulungiselela ukwandisa unikezelo lwenkonzo nokuphuculwa kokufumaneka. ● Iphulo ledijithali lokusetyenziswa gwenxa kweziyobisi landise ukufikelela kwalo ngokwandisa abantu ekujoliswe kubo, ukuphuculwa kwemijelo, nokuqaliswa kwezinto ezintsha. Indawo enobuhlobo ejikelezayo emiselwe ukusetyenziswa gwenxa kweziyobisi. Inqwalasela yeli phulo yayiyintsomi nenyani ngokubhekiselele kukusetyenziswa gwenxa kweziyobisi, nendlela ekungafunyanwa ngayo uncedo.
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<p>INjongo 5 yeQhinga eliJolise kuMphumela</p>	<p>Ukudala amathuba ngokunikezelwa kweenkonzo zophuhliso loluntu ekuhlaleni</p>
	<p>Intetho Yenjongo: Kukudala amathuba abantu noluntu ekuhlaleni ukuze kuphuhle ukuxhotyiswa ngokoqoqosho kwakunye namandla okuzimela ngokusekelwe kuphando olunobungqina.</p>
	<p>Isizathu: Le nkqubo ijoliswe ekuphakamiseni ukubandakanyeka koluntu ngokuthi kunikezelwe ukufikeleleka kweenkqubo ezinobunganga zophuhliso loluntu ekuhlaleni ngenjongo yokudalwa kwamathuba ukuze wonke ubani akwazi ukuzimela.</p>
	<p>Uthungelwano: Le njongo ithungelana noPSG 2: "Ukuphuculwa kweziphumo zemfundo nokudalwa kwamathuba ophuhliso lolutsha", uPSG 3: "Ukwandiswa</p>
	<p>INKqubela-phambili ngokubhekiselele kwisiCwangciso seQhinga:</p> <ul style="list-style-type: none"> ● IDesika yoNcedo yeNPO yephondo iqhubile ukunceda iNPO ngobhaliso nohambelwano, ukuqinisekisa ngenkonzo nozinzo lombutho ngokunjalo nokubekwa kweliso okuqinileyo namangenelo oqaqesho aqhutywa kunye neeNPO ezisemngciphekweni ezili-12. ● Amagosa amaninzi esithili azimasa isifundo soqaqesho esisesikweni soQuquzelelo nokuBekwa kweLiso ukwandisa ikhono leSebe lokuxhasa iNPO.

	<ul style="list-style-type: none"> ● UMnikelo weSizwe weNkuthazo owandisiweyo (NIG) unceda iDSD ukuseka ubuhlobo neEducation, Training and Developmental Practices Sector Education Training Authority (ETDP SETA) ngentsebenziswano kunye ne-New Venture Creation (SMME) ukulungiselela ukwakha ikhono labantu abakhubazekileyo ngokunikezela ngoqeqesho olwamkelweyo. ● I-Sustainable Livelihoods Operations Procedure Manual eyilwayo yaphuhliswa. ● Zonke iinkqubo ezijolise kulutsha zeSebe zilungelelanisiwe nemiphumela yexesha elide yePYDSyaye kukho ingqwalasela yeqhinga kwiiNEET. ● IYunithi yaBemi ijolise ekuchongweni kwemimandla yokusebenza yeeNPOenikezela ngeenkono zoLolongo loMntwana noKhuseleko kwiPhondo leNtshona Koloni ukulungiselela ukuchonga izithuba/ungenano lonikezelo lwenkonzo kummandla ngamnye kwiMimandla yokuNikezelwa kweNkonzo yeDSD (iiSDA). ● Uqikelelo lomlinganiselo wokuchuma eNtshona Koloni kwinqanaba lecandelo lephondo kusetyenziswa uBalo lwaBantu, iiNkcukacha zamanani, iinkcukacha zolwazi zokuzalwa okuphilileyo koMzantsi Afrika, impilo kunye neminye imithombo yeenkcukacha zolwazi enxulumene nokuchuma ezikhoyo kwiphondo zaqulunqwa kumanqanaba esithili nomasipala ukuphuhlisa ucwangciso lweqhinga lweminyaka emi-5 lwephondo nomasipala. ● Uphando oluphathelelene novavanyo lwamaziko enkonzo olulungiselelwe abnatu abadala luqukunjelwe kunyaka ongaphambili lunikezele ngengqiqo ebalulekileyo ukulungiselela ikhono lophuhliso loyilo lololongo oluhlangeneyo olusekwe kuluntu kuqhubeko lololongo.
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4. INGCACISO YOMSEBENZI NGOKWEENKQUBO

Nceda uqaphele into yokokuba imiqondiso yeCandelo ekunganikwanga ngxelo ngayo yiDSD yeNtshona Koloni iboniswe kwiSihlomelo C.

4.1 INKQUBO 1: ULAWULO

Injongo

Le nkqubo ke ibonakalisa ulawulo ngokwesicwangciso-qhinga ndawonye neenkondo zenkxaso kuwo onke amanqanaba eSebe, oko ke kukuthi, kwinqanaba lePhondo, eloMmandla, eleSithili kunye neleZiko/neleQumrhu. IZiko Lezolawulo Lophuhliso lisekelwe kwiDotP².

Sub-programmes

- 1.1. I-OfisikaMEC
- 1.2. IiNkonzo zoLawulo lweQumrhu
- 1.3. ULawulo lwesiThili

Iinjongo zeqhinga

Ukunikezela ngeenkondo zenkxaso yeqhinga ukukhuthaza ulawulo olulungileyo nokunikezelwa kwenkonzo elungileyo.

²Iziko leeNkonzo zeQumrhu libonelela ngezinkondo zenkxaso zilandelayo kwiSebe: ULawulo lweMicimbi yaBasebenzi, i e-Innovation, UPhuhliso loMbuthe, Uqeqesho lwePhondo, iNgqinisekiso yeQumrhu, iiNkonzo zoMthetho noNxibelelwano lweQumrhu.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 1.2: IINKONZO ZEQUMRHU							
Kukuphumeza isimo esiphuculweyo senkqubo yokunikezelwa kweenkonzo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Imbono yophicotho-zincwadi olungenaziphene kungekho micimbi yogxininiso yaye nokuba luncedo nokuthembeka kwengcaciso yokusebenza ekunikwe ingxelo	Uphicotho-zincwadi olungenaziphene	Uphicotho-zincwadi olungenaziphene	Uphicotho-zincwadi olungenaziphene	Uphicotho-zincwadi olungenaziphene	Uphicotho-zincwadi olungenaziphene	-	-

IMIQONDISO YOMSEBENZI

INKQUTYANA 1.2: IINKONZO ZEQUMRHU							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani lamangenelo oqeqesho alungiselelwe umsebenzi wentlalo kunye nomsebenzi	41	34	25	25	25	-	-

INKQTYANA 1.2: IINKONZO ZEQUMRHU							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisi weyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
wentlalo onxulumene nemisebenzi							
Inani labathweswe izidanga/abaqeqeshwa besemsebenzini abanekathweswa zidanga	146	185	115	52	57	5	Eminye imisebenzi ngenxa yokufunyanwa kwenkxaso-mali eyangezelelweyo.
Inani labalingwa besemsebenzini boLutsha (PAY) bokuqhutyelwa Phambili beNkulumbuso	60	20	20	20	20	-	-
Inqanaba leMPAT elilungiselelwe uLawulo loMgangatho: iziCwangciso zeQhinga	-	UMqondiso omtsha	4	4	4	-	-
Inqanaba leMPAT elilungiselelwe uLawulo loMgangatho: iziCwangciso zoNyaka zoMsebenzi	-	UMqondiso omtsha	3.5	4	4	-	-
Inqanaba leMPAT elilungiselelwe uLawulo loMgangatho: ULawulo lweQumrhu lwe-ICT	-	UMqondiso omtsha	4	4	4	-	-

INKQUTYANA 1.2: IINKONZO ZEQUMRHU							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisi weyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inqanaba leMPAT lommandla womsebenzi: ULawulo lweSixokelelwano soNikezelo ³	MPAT: 3 CGRO: 3	MPAT: Level 4 CGRO:3	4	3	4	1	I SCM ihlanganise ze yagcina uphuculo lwenkqubo yonyaka ongaphambili, ze yaphumelela ekugcineni umlinganiselo wolawulo ophezulu (4) owafikelelwa ngowama-2015-16.
Inqanaba leMPAT lommandla womsebenzi: ULawulo lweMali ⁴	MPAT: 3 CGRO: 3+	MPAT: 3.8 CGRO:3+	4	4	4	-	-

Izifizekiso zenkqubo

- Iziphumo zeMPAT zigciniwe kwinqanaba lesi-4 ngokuhambelana nesiCwangciso seQhinga, isiCwangciso soNyaka sokuSebenza, ICT, uLawulo lwezeMali nemigangatho yeSCM.
- I DSD ifizekise umlinganiselo wezithuba ezingazaliswanga we-2,5% osekwe kwizithuba ezixhaswe ngemali, ezizalisweyo nezingazaliswanga(kungabandakanywa abafunda besengeshweni) ezingaphantsi kokujoliswe kuko kwe-10% yi-DPSA;
- Ezi ngxelo zilandelayo zophando lwentlalo novavanyo zaqukunjelwa:
 - UHlahlelo lweNdelela zeNtlalo noBuhlanga lweNtshona Koloni;
 - Ukuvavanywa kweNkqubo yoPhando ngokubhekiselele kwiZityholo zeMpatho-mbi yoMntwana kwiNtshona Koloni noVavanyo lweNkqubo yoKhuselo loMzali;

³Inqanaba lomsebenzi elilungiselelwe yonke imigangatho yeemfuno yeSixhobo soVavanyo loLawulo loMsebenzi MPAT ekufuneka lifunyenwe kummandla wokusebenza njengoko ucalulwe kwiManyuwali yeNkcazelo yo Mqondiso(IDM).

⁴Inqanaba lomsebenzi elilungiselelwe yomihlanu imigangatho yeemfuno yeMPAT ekufuneka lifikelelwe kulo mmandla wokusebenza kwi-IDM.

- Uvavanyo lweNkqubo yeNguqu kulungiselelwa abaphuli-mthetho abangabantwana - INqanaba 1;
- UVavanyo lweNkonzo ezilungiselelwe amaXhoba olwaPhulo-mthetho lweSondo kwiZiko loLolongo iThuthuzela eNtshona Koloni;
- Uqikelelo lokuChuma noVavanyo loMasipala wesiThili saseWest Coast kunye neziCwangciso oluHlangeneyo loPhuhliso kooMasipala bakhe bengingqi (ii-IDP);
- Ukulungelelaniswa kweenkonzo zokhuselo lomntwana.

IQhinga lokulungisa imimandla yokusebenza phantsi komgangatho olindelweyo

Ayikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali

INkqubo ichithe ama-100% ohlahlo lwayo lolwabiwo-mali lwezigidi ezili-R185,987 olulungiselelwe unyaka-mali wama-2016/17 xa kuthelekiswa nenkcitho eli-100% kunyaka-mali wama-2015/16.

ITheyibhile D: INkqutyana yenkcitho

	2016/17			2015/16		
Igama leNkqutyana	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi
ULawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMEC	6 418	6 418	-	5 864	5 864	-
IiNkonzo zoLawulo lweQumrhu	122 274	122 274	-	114 989	114 989	-
ULawulo lwesiThili	57 295	57 295	-	53 420	53 420	-
IYonke	185 987	185 987	-	174 273	174 273	-

4.2 INKQUBO 2: IINKONZO ZENTLALO-NTLE YOLUNTU

Injongo

Kukunikezela uthotho lweenkonzo ezihlanganyelweyo zentlalo-ntle yoluntu ngokusekelwe kuphuhliso kubantu abahlelelekileyo nabasesichengeni ngentsebenziswano namahlakani kwakunye nemibutho yoluntu.

Iinkqutyana

Inkqutyana 2.1:	Ezolawulo Nenxaso
Inkqutyana 2.2:	Ezeenkono Kubantu Abadala
Inkqutyana 2.3:	Ezeenkono Kubantu Abakhubazekileyo
Inkqutyana 2.4:	Ezentsholongwane kaGawulayo/noGawulayo
Inkqutyana 2.5:	Ezohlangulo Loluntu

Iinjongo zesiCwangciso-qhinga

- 2.2 Kukuqinisekisa ukufikeleleka kothotho lweenkonzo ezisemgangathweni kubantu abahlelelekileyo nabadala abasemngciphekweni.
- 2.3 Ukunikezelwa kweenkqubo zeenkono ezihlanganyelweyo kubantu abakhubazekileyo kwakunye neentsapho/nabanonopheli babo.
- 2.4 Sele kuthatyathwe isigqibosezomgaqo-siseko ukuba amaphulo nesabelo-mali sentsholongwane kaGawulayo/noGawulayo ziyakuhlangukiswa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana.
- 2.5 Kukunikezela umkhomba-ndlela ngokufikeleleka kweenkonzo zohlangulo loluntu kwiimeko zeentlekele ngoko nangoko kubantu abachaphazeleke ziinzima ezimandla kunye neentlekele.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 2.2: IINKONZO KUBANTU ABADALA							
Kukuqinisekisa ukufikeleleka kothotho lweenkonzo zophuhliso kubantu abahlelelekileyo abadala nabasemngciphekweni							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu abadala abasemngciphekweni abafikelela kwiinkonzo zophuhliso loluntu kweli phondo.	32 292 ⁵	22 625	22 845	24 931	24 471	-460	Ukusebenza ngaphantsi komgangatho olindelweyo kubangelwe lulolongo lwendawo yokuhlala nokuncedwa zizibonelelo zokuhlala ezizimeleyo ezingabanga nakho ukuzalisa izithuba njengoko umhlalaphantsi karhulumente nenkxaso-mali iphantsi kuneendleko ezizizo

⁵Eli nani libandakanya iinkonzo zabantu abaxhatshaziweyo, abantu abazimasa amaqela enkxaso yabaphazamiseke ngengqondo ezinikezelwayo kunye neenkonzo zokuguga ezikhoyo.

IMIQONDISO YOMSEBENZI

INKQTYANA 2.2: IINKONZO KUBANTU ABADALA							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisi weyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiwe yo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani labantu abadala abafikelela kwiinkonzo zamaziko okuhlalisa afumana inkxaso-mali	9 606	8 988	8 419	9 000	8 693	-307	Ukusebenza ngaphantsi komgangatho olindelweyo kubangelwe kukubhubha ze kwabhengezwa izithuba zeebhedi ezingenabantu. Amaziko akabanga nakho ukuzalisa izithuba njengoko inkxaso-mali ingaphantsi kweendleko ezizizo.
Inani labantu abadala abaxhamla kwiinkonzo zononophelo nenkxaso ezisekelwe ekuhlaleni	13 303	13 302	13 805	15 000	15121	121	Iphulo lokufunwa kwabasebenzi kwisithuba sonyaka libe nomphumela wokwanda kobulungu kungoko kubekho ukusebenza ngaphezulu
IMIQONDISO YOMSEBENZI YEPHONDO							
Inani labantu abadala abaxhamla kwiinkonzo zamaziko ancediswayo nazimeleyo afumana	391	335	621	931	656	-275	Amaziko akabanga nakho ukuzalisa izithuba njengoko inkxaso-mali ingaphantsi kweendleko ezizizo

INKQUTYANA 2.2: IINKONZO KUBANTU ABADALA							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisi weyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiwe yo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
inkxaso-mali kwiDSD							

Izifizekiso zeNkqubo:

- Ukuqaliswa kobhaliso kololongo olusekwe kuluntu neenkono zenkxaso (amaziko enkonzo) ngenjongo yokwandisa imigangatho yenkonzo kubantu abadala.
- Uphuculo olubanzi kuhambelwano lokunikwa kwengxelo kwiiNPO ezixhaswa ngemali ezibonisa ukuthatyathwa koxanduva ngabanikezeli benkonzo.
- Ukwakhiwa kwamakhono kwizithethe nemigangatho nokuphuculwa kwenkqubo yokubekwa kweliso nokunikwa kwengxelo kube nomphumela kukwanda kohambelwano lweNPO.

Isicwangciso-qhinga sokulwisana neenkalo zelinga lentsebenzo eliphantsi

- Ukucelwa kweengxowa-mali ezangezelelweyo kulungiselelwa abagula kakhulu ezivela kwiPT- ezi zafunyanwa kulungiselelwa unyaka-mali wama-2017/18.
- Ukucelwa kweengxowa-mali ezangezelelweyo ukulungiselela ukuphucula izibonelelo indawo zokuhlala ezincediswayo nezizimeleyo kunyaka-mali wama-2018/19.

IMIQONDISO YENJONGO YEQHINGA

INKQTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO							
Ukunikezelwa kweenkqubo neenkonziso ezihlanganyelweyo kubantu abakhubazekileyo kwakunye neentsapho zano/nabantu ababanonophelayo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu abakhubazekileyo, iintsapho zabo/abantu ababanonophelayo abaxhamla kwiinkonziso zentlalo-ntle ezisekelwe kuphuhliso	58 830	59 870	85 475	79 261	97 977	18 716	Ukusebenza ngaphezulu kokuba bekulindelwe ngenxa yebango elikhulu leenkonziso ezizodwa zenkxaso

IMIQONDISO YOMSEBENZI

INKQTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani lamaziko ahlalisa abantu abakhubazekileyo afumana inkxaso-mali	-	-	33	34	34	-	-

INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu abakhubazekileyo abaxhamla kwiinkonzo zocweyo lokhuseleko	1 422	1 414	1 421	1 643	1 702	59	Ukusebenza ngaphezulu kokuba bekulindelwe yokwanda kwinani labahlali abalawulwa ziiNPO.
Inani labantu abakhubazekileyo elifumana iinkonzo kumaziko okusebenzela akhuselekileyo axhaswa ngemali	2 393	2 530	2 815	2 885	2 813	-72	Izizathu zokungafezekisi ebekujoliswe kuko kungenxa yemingeni yothutho nokungaphili; ukufumana ingqesho esigxina nokufa.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labantu abakhubazekileyo abakumaziko ononophelo lwasemini asekelwe ekuhlaleni	535	603	874	861	831	-30	Ukusebenza ngaphantsi kokuba bekulindelwe kube ngumphumela yokungabikho kwabantu abakhubazekileyo ngenxa yokungaphili, yokulaliswa esibhedlele ngenxa yohlobo nobungakanani bokukhubazeka kunye neningeni yezothutho

INKQUTYANA 2.3: IINKONZO KUBANTU ABAKHUBAZEKILEYO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu abakhubazekileyo abaxhamla kwiinkonzo zenkxaso ezizodwa ezinikezelwa ziiNPO ezifumana inkxaso-mali kwiDSD	54 480	55 323	80 365	73 872	92632	18760	Ukusebenza ngaphezulu kokuba bekulindelwe kungumphumela wokwanda kwebango leenkono.

Izifizekiso zenkqubo

- Ulwamkelo lweQhinga sokuBekwa ngeNdlela noKhubazeko olwenziwa ngabalawuli abaphezulu beSebe.
- Uqeqesho lonooNtlalo-ntle kukuKhubazeka kweNgqondo kunye Nendlela yokuThunyelwa eFanayo ukulungiselela uvavanyo olupheleleyo nokuthunyelwa okufanelekileyo kwabnatu abakhubazekileyo.
- Amacandelo enkxaso yomzali asekwakwimimandla eGeorge, eWitzenberg, eKraaifontein naseAtlantis ngothelelwano neDSD kunye neDisabled Children Action Group- iNPO elawulwa ngabazali babantwana abakhubazekileyo kunye noomasipala abathile bengingqi.
- Ukwandiswa kweenkonzo kwiNkqubo yeNkxaso yeQabane kule mimandla ilandelayo: eStellenbosch, eKnysna naseBeaufort West.
- Ulwakhwiwo lwamakhono kwizithethe nemigangatho nokuphuculwa kwenkqubo yokubekwa kweliso nokunikwa kwengxelo lube nomphumela kuhambelwano olwandileyo lwe-NPO.

Isicwangciso-qhinga sokulwisana neenkalo zelinga lentsebenzo eliphantsi

Ingqwalasela iyakuba kukufunwa kwabasebenzi ukuzalisa izithuba kumagumbi okusebenzela akhuselekileyo kunyaka-mali olandelayo.

linguqu kwizicwangciso eziqingqiweyo

Azikhho.

INKQTYANA 2.4: INTSHOLONGWANE KAGAWULAYO/NOGAWULAYO

Lo msebenzi uyaqwalaselwa kwiNkqubo yoLolongo loMntwana noKhuseleko

IMIQONDISO YENJONGO YEQHINGA

INKQTYANA 2.5: UHLANGULO LOLUNTU

Kukunikezela umkhomba-ndlela wokufikeleleka kwangoku nokwexeshana kuhlangu loLuntu olukwizima kwabo bachaphazeleka kwiinzima neentlekele ezimandla

Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze inikezele isiqabu sohlangulo.	36 800	Azinakuqinisekiswa	3 556	3 000	3504	504	Uninzi lwabantu bafumana ubunzima obungafanelekanga ngenxa yoqoqosho olubuthathaka nomlinganiselo lwentswela-ngqesho ephakamileyo. Inani lezehlo zentlekele ezithunyelweyo lixhomekeke kwinani lezehlo zentlekele.

IMIQONDISO YOMSEBENZI

INKQTYANA 2.5 UDAMBISO LWENTLALO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze inikezele isiqabu sohlangulo.	5 768	Azinakuqinisekiswa	2 256	1 589	1 616	27	Ukuthunyelwa kuxhomekeke kwinani lezicelo ezamkelweyo.
Inani leemeko zeentlekele nobunzuma obumandla (emakhayeni) ezithe zahlolwaze zadluliselwa kwiSASSA ukuze inikezele isiqabu sohlangulo.	13 728	Azinakuqinisekiswa	1 300	1 411	1 888	477	Ukwenziwa komsebenzi kuxhomekeke kwinani lezehlo zentlekele.

Izifzekiso zenkqubo

- ISebe liqukumbele i-Destitute Persons Burial Assistance Guide ukubonelela ngesicwangciso-nkqubo zeDSD ukunceda abahluphekileyo neentsapho ezisesichengeni abangenakho ukungcwaba abnatu ababathandayo.
- IsiCwangciso soLawulo lweNtlekele seDSD sowama-2017/18 saphuhliswa ngentsebenziswano neZiko leNtlekele leNtshona Koloni ukucacisa ngendima noxanduva olubhekiselele kwintlekele. Isincwangciso sixhomekeke kuvavanyo lonyaka.

Isicwangciso-qhinga sokulwisana neenkalo zelinga lentsebenzo eliphantsi

Asikho

Iinguqu kwizicwangciso eziqingqiweyo

Azikho.

Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali

INkqubo ichithe ama-99.7% ohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R770,481 olulungiselelwe unyaka-mali wama-2016/17. Iingxowa-mali ezingachithwanga zezigidi ezi-R2,099 zibhekiselele kwinkcitho engaphantsi kwelindelweyo kwiCoEngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo lwabasebenzi bangaphakathi nokuyeka kwabasebenzi emsebenzini. Kunyaka-mali wama-2015/16, iNkqubo ibe nakho ukuchitha ama-99.2% ohlahlo lwabiwo-mali lwalo lwezizigidi ezingama-R725,708 yaye umncono ophantsi ongachithwanga weengxowa-mali zizigidi ezi-R5,831 ezinxulumene nenkcitho engaphantsi kwelindelweyo kwiCoE ngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, unyuselo lwabasebenzi bangaphakathi nokuyeka kwabasebenzi emisebenzini.

ITheyibhile E: Inkqutyana yenkcitho

Igama leNkqutyana	2016/17			2015/16		
	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi
INkonzo zeNtshona-ntle yoLuntu	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNenxaso	411 871	409 787	2 084	394 245	388 516	5 729
IiNkonzo eziya kuBantu abaDala	206 082	206 067	15	195 523	195 523	-
IiNkonzo eziya kuBantu abaKhubazekileyo	150 454	150 454	-	134 232	134 130	102
Ezohlangulo Loluntu	2 074	2 074	-	1 708	1 708	-
IYonke	770 481	768 382	2 099	725 708	719 877	5 831

4.3 INKQUBO 3: EZABANTWANA NEENTSAPHO

Injongo

Kukunikezela uthotho lweenkonzo ezihlanganyelweyo zononophelo nenkxaso yabantwana neentsapho kuluntu ekuhlaleni ngentsebenziswano namahlakani kwanemibutho yoluntu ngokubanzi.

Inkqutyana

Inkqutyana 3.1:	Ezolawulo Nenkxaso
Inkqutyana 3.2:	Ezononophelo Neenkonzo Kwiintsapho
Inkqutyana 3.3:	Ezononophelo Nokhuseleko Lwabantwana
Inkqutyana 3.4:	Ezophuhliso Lweentsatshana & Nononophelo Olungagqibelelanga
Inkqutyana 3.5:	Ezamaziko Ononophelo Lwabantwana Nolutsha
Inkqutyana 3.6:	Ezeenkonzo Zononophelo Lwabantwana Ezisekelwe Ekuhlaleni

Iinjongo zesicwangciso-qhinga

- 3.2 Amangenelo ahlanganyelweyo najoliswe ekwakheni intsapho eziluqilima.
- 3.3 Kukunikezela umkhomba-ndlela ngokunikezelwa kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana kwanokwakhiwa kweentsapho neengingqi zokuhlala eziluqilima ukuze zizonophele ze zikhusele abantwana bazo.
- 3.4 Kukunikezela umkhomba-ndlela ekwakhiweni kwemeko ebumbayo, enononophelo nekhuselekileyo apho abantwana banokuphila khona, babe sempilweni ngokwasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemphefumleni, bakwazi ukwenza njengabanye abantwana ze futhi bakwazi nokufunda.
- 3.5 Kukunikezela umkhomba-ndlela ekunikezelweni kweenkqubo zononophelo nenkxaso kubantwana ekufumaniseke ukuba banesidingo sononophelo nokhuseleko.
- 3.6 Kukunikezela umkhomba-ndlela ekunikezelweni kweenkonzo zononophelo lwabantwana nolutsha ngenjongo yokuphucula ukufikeleleka kwazo kubantwana abasemngciphekweni.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 3.2: ULOLONGO NEENKONZO ZEENTSAPHO							
Amalinge ahlanganyelweyo najilise ekwakeni iintsapho eziluhlalima							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani leentsapho ezixhamla kwiinkonzo zeTlalolo-ntle ezisekelwe kuphuhliso ezenza luqilima uluntu neentsapho	26 262	23 490	24 143	20 142	22 284	2 142	Ukusebenza ngaphezulu kokulindelweyo kube ngumphumela webango eliphezulu ingakumbi leenkonzo zololongo losapho

IMIQONDISO YOMSEBENZI

INKQUTYANA 3.2:ULOLONGO NEENKONZO ZEENTSAPHO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani leentsapho ezithabatha inxaxheba kwiinkqubo zokuLondolozwa kweentsapho	14 548	14 160	14 931	11 976	14 010	2 034	Ukusebenza ngaphezulu kokulindelweyo kube ngumphumela webango eliphezulu ingakumbi leenkonzo zololongo losapho
Inani lamalungu eentsapho	422	422	412	425	647	222	Ugxininiso lwabekwa ekuhlanganiseni abantu abahlala esitalatweni kunye

INKQTYANA 3.2:ULOLONGO NEENKONZO ZEENTSAPHO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
ahlanganiswe neentsapho zawo							neentsapjho zabo, ngentsebenziswano neSixeko saseKapa.
Inani leentsapho ezithabatha inxaxheba kwiNkqubo Yokuba Ngabazali	11 292	8 908	8 800	7 741	7627	-114	Ukusebenza ngaphantsi kokulindelweyo kube ngenxa ikakhulu zimeko zabazali ezifana neeyure zokusebenza kunye nengqesho engamathuba athile onyaka.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani leebhedi zikarhulumente ezixhaswa ngemali kwizikhuselo ukulungiselela abantu abadala abangenamakhaya	1 389	1398	1 368	1 388	1371	-17	Ukusebenza ngaphantsi kokulindelweyo kube ngenxa yeNPO enye engakhange ifizekise ebijolise kuko.

Izifizekiso zenkqubo

- Intsebenziswano neSixeko saseKapa ngokuphathelelene nohlanganiso kwakhona
- Ukwakhiwa kwekhono kwizithethe nemigangatho yaye kuphuculwe kokubekwa kweliso nenkqubo yokunikwa kwengxelo kube nomphumela kukwanda kohambelwano lweNPO.
- **Isicwangciso-qhinga sokulwisana neenkalo zelinga lentsebenzo eliphantsi**
- Ukuqwalaselwa ngokutsha kwamaxesha amiselweyo nobude beenkqubo zamakhono obuzali ukulungiselela iiyure zokusebenza zabazali nabo basebenza ngamathuba athile onyaka.
- Ukubekwa kweliso okuqhubekayo nolwakhiwo lwamakhono kwiiNPO ezixhaswa ngemali.

linguqu kokujoliswe kuko okucwangcisiweyo

Azikho

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA							
Ukuququzelelwa kwesibonelelo seenkonzo eziqhubekayo okuthi kukhuthaze impilo-ntle yabantwana yaye yakha ukomelela kweentsapho noluntu ekulolonga nokukhusela abantwana babo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantwana neentsapho ezixhamla kwiinkonzo zononophelo nokhuseleko kweli Phondo	101 197	11 435	7 573	7 807	7 503	-304	Ukusebenza ngaphantsi kokulindelweyo ngokubhekiselele kwimiqondisoemitsha emithathu enokubalelwa kukungabikho kwesiseko. Ukusebenza ngaphantsi kokulindelweyo ngokubhekiselele kwiinkqubo zemfundo noqeqesho lomzali kubangelwe ziingxaki zokuzinyaswa nokugqitywa koqeqesho kwimimandla emininzi

IMIQONDISO YOMSEBENZI

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani labantwanaabafakwe kunonophelo lwexeshana kwabantwana	3 243	3 507	3 702	3 200	4 121	921	Ukusebenza ngaphezulu kokulindelweyo kungumphumela kokuqhubeka kwebango lokubekwa kwabantwana kumakhaya ololongo nokugqitywa kwemeko esemva yokubekwa kwabantwana kumakhaya ololongo.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labantwana abahlanganiswe neentsapho zabo okanye abanikwe abanye abantu ababanonophelayo	366	416	413	397	387	-10	Inkqubo yokuhlanganisa inde yaye inzima yaye ufezekiso luxhomekeke ekubeni babe abantwana kunye neentsapho bakulungele oko.
Inani labazali nabanonopheli babantwana abagqibe iinkqubo zoqeqesho nemfundo	4 374	5 721	3 458	4 210	2 995	-1215	Ukusebenza ngaphantsi kokulindelwe kungumphumela wenzima zokuzinyaswa nokuqakunjelwa kweenkqubo zoqeqesho ngabazali kuninzi lwemimandla
Inani lemibuzo evuliweyo yeNkundla yaBantwana	-	-	Umqondiso omtsha	3 555	1 883	-1 672	Lo ngumqondiso omtsha yaye akuzange kubekho siseko sikhoyo. Ukusebenza kuxhomekeke kwini lemiyalelo yenkundla

INKQUTYANA 3.3: IINKONZO ZONONOPHELO NOKHUSELEKO LWABANTWANA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
							nenani lamanganelo asemthethweni adingekayo
Inani leengxelo zeFomu 38 elingenisiweyo ngonoonlalo-tle abatyunjiweyo kwiNkundla yaBantwana	-	-	Umqondiso omtsha	3 555	2 624	-931	Lo ngumqondiso omtsha yaye akuzange kubekho siseko sikhoyo. Ukusebenza ngaphantsi kokulindelweyo kubangelwe kukuntsokotha kwenkqubo namaxwebu asilelayo angangeniswanga yimibutho yangaphandle.
Inani lemibuzo yeNkundla yaBantwana equkunjelweyo	-	-	Umqondiso omtsha	3 555	2 806	-749	Lo ngumqondiso omtsha yaye akuzange kubekho siseko sikhoyo. Iinkqubo zenkundla yabantwana iqukunjelwe kodwa imiyalelo yenkundla isenokuba ayikhutshwanga ngokufanelekileyo. Ukwabiwa kwemihla yenkundla kunempembelelo kumhla wokuqumbela kwisithuba sokunikwa kwengxelo.

Izifzekiso zenkqubo

- Utyelelo lobeko lweliso kumsebenzi lwaqhutywa kwimibutho yokhuseleko lomntwana exhaswa ngemali ukubeka iliso kuhambelwano lwezithethe nemigangatho ngoko kuqinisekiswa ngonikezelo lwenkonzo efanekileyo nesebenzayo. Ukubekwa kweliso kumsebenzi kubandakanya ingqinisekiso yokuLinga, eyindlela ebanzi yokubekwa kweliso okuthi ngokunjalo kunike ithuba iiNPO lokwenza uvavanyo lwazo.
- Amagosa okubekwa kweliso nocvaanyo angama-40 (ali-15 amatsha nama-25 ekudala ekho) aqeqeshwa kwisiCwangciso-nkqubo seNgqinisekiso yokuLunga.
- I SOP elungiselelwe iiNkonzo zeNtlalo-ntle yoLuntu yaqakunjelwa ze yamkelwa ngoJuni 2016.
- I SOP elungiselelwe ii-odolo zoKwandiswa kwamaZiko oLolongo loMntwana noLutsha yaphuhliswa yamkelwa ngoMatshi 2017.
- IsiCwangciso sePhondo soLawulo loLolongo lobuMpelesi samkelwa ngoMatshi wama-2017.
- Ulwakhiwo lwamakhono kwizithethe nemigangatho kunye nenkqubo ephuculweyo yokubekwa kweliso nokunikwa kwengxelo kube nomphumela kuhambelwano olwandisiweyo lweNPO.

Iqhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

- I SOP eyilwayo ngokususwa kwaBantwana basiwe kuLolongo oluKhuselekileyo kweThutyana yaphuhliswa kunyaka wokunikwa kwengxelo yaye ilindele ulwamkelo lokugqibela
- I SOP eyilwayo elungiselelwe iCanalisation iqakunjelwe kunyaka wokunikwa kwengxelo.
- Iqhinga lokucwangcisa amagumbi okusebenzela aneenkqubo kunye nezithili zokuvavanya ukusebenza kwenkqubo ze kwenziwe izigqibo zeqhinga malunga nekujoliswe kuko okuhlaziyiweyo nokubekwa phambili kokunikezelwa kwenkonzo.

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

IMIQONDISO YENJONGO YEQHINGA

INKQTYANA 3.4 : IINKONZO ZE-ECD & NONONOPHELO OLUNGAGQIBELELANGA							
Kukunikezela umkhomba-ndlela wokubunjwa, ukunonotshelwa kwakun ye emeko nendawo ekhuselekileyo ukuze abantwana babe nokuphila kuyo, babe sempilweni ngokwasenyameni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemphefumleni, bakwazi ukuzenza izinto abakwaziyo ukuzenza nabanye ze bakwazi nokufunda							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantwana kwiphondo kabaxhamla kwiinkonzo ze-ECD nezasemva kwesikolo	101 197	83 871	86 294	87 000	75285	-11 715	Ukusebenza ngaphantsi kokulindelweyo kwabangela zizibonelelo zololongo olungaphelelanga oluthe lwajamelana nemingeni kwiimfuno zobhaliso nokungahambelani kweNPO.

IMIQONDISO YOMSEBENZI

INKQTYANA 3.4 IINKONZO ZE-ECD & NONONOPHELO OLUNGAGQIBELELANGA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labantwana kumaziko e-ECD afumana inkxaso-mali nanikezela ngeenkonzo ezifumama inkxaso-mali	83 857	77 649	78 359	80 000	68 887	-11 113	Ekujoliswe kuko konyaka okungahlangatyezwa ngenxa: <ul style="list-style-type: none"> • Yezibonelelo zeECD ezijamelene nemingeni yeemfuno zokubhalisa; • Yokungahambelani kwezibonelelo;

INKQUTYANA 3.4 IINKONZO ZE-ECD & NONONOPHELO OLUNGAGQIBELELANGA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
							<ul style="list-style-type: none"> • Yokubala kabini ngenxa yamaxwebu ezazisi eziphinda-phindiweyo (ii-ID) kunye namagama abantwana; kunye • Neerejista zokuzimasa ezingazaliswanga ngokulungileyo.
Inani labantwana abakwiinkqubo ze-ASC	6 735	6 222	7 935	7 000	6 398	-602	<p>Ekujoliswe kuko konyaka okungahlangatyezwa ngenxa:</p> <ul style="list-style-type: none"> • Yezibonelelo zeASCezijamelene nemingeni yeemfuno zokubhalisa; • Yokungahambelani kwezibonelelo; • Yokubala kabini ngenxa yamaxwebu ezazisi eziphinda-phindiweyo (ii-ID) kunye namagama abantwana; kunye • Neerejista zokuzimasa ezingazaliswanga ngokulungileyo.
Inani lamaziko abhalisiweyo anikezela ngononophelo olungagqibelelanga	1 697	1 909	1 708	1 850	1 872	22	Ukusebenza ngaphezulu kokulindelweyo ngenxa yebango eliphezulu lokubhaliswa kwamaziko.

Izifzekiso zenkqubo

- Iphulo lokubhaliswa koLolongo oLungaphelelanga lwe-ECD lwaqaliswa ngewebhusayiti eqaqambisa ukubaluleka kobhaliso lolongo olungaphelelanga kunye nezibonelelo ezilungiselelwe abantwana kunye nabazali/abanikezeli bololongo.
- Ukusekwa kwenkqubo eyodwa ye-ECD elungiselelwe ulwimi lwesiNgesi, uphuhliso lwengqiqo kunye nenkqubo elingwayo kwamilisela kumaziko ali-10. Isixhobo esizulayo semiyalezo esibandakanya iinkqubo zenkxaso yobuzali neyobugcisa yamiliselwa.
- Ngokusetyenziswa kweprojekti ye-After School Game Changer, amaziko angama-87 oLolongo oLungaphelelanga aseMva kokuphuma kweSikolo axhaswa yi-DSD aphicothelwa iincwadi ngphandle kulandela inkqubo yokuziphicothela iincwadi ngokwawo yaye oku kuncede ekuchongweni kwamaziko athile elungiselelwa uphuhliso lwamakhono.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Uyilo olutsha lobhaliso (oluya kuthi lwahlula-hlule ubhaliso lweziko njengesinyithi, isilivere okanye igolide) kujongwe ukunyenyiswa kweemfuno ezithile zikamasipala ze zibhaliswe ngokuxhemekeka/abhaliswe ngokutsha amaziko lwaqaliswa yi-NDSD. Olu bhaliso loxhomekeko luya kunceda amaziko e-ECD okokuba aqhubekeke enikezela ngenkonzo ngeli thuba inkqubo isaqhuba ukuhambelana neemfuno ngokupheleleyo.

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikhona.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 3.5 AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA							
Kukunikezela umkhomba-ndle ekunikezelweni kweenkqubo zononophelo nenkxaso eyenye kubantwana ekufumaniseke ukuba banesidingo sononophelo nokhuseleko							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantwana ekufumanise ukuba banesidingo sononophelo nokhuseleko abafakwe kunonophelo lwamaziko okuhlalisa	724	453	603	3 136	3 431	295	Ukusebenza ngaphezulu kokuba bekulindelwe ngenxa yomphumela webango eliphezulu lokufakwa okwethutyana kulolongo olukhuselekileyo ngokunjalo nokufakwa okokugqibela ngokuhambelana noMthetho waBantwana.

IMIQONDISO YOMSEBENZI

INKQUTYANA 3.5 5 AMAZIKO ONONOPHELO LWABANTWANA NOLUTSHA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labantwana abadinga ulolongo nokhuseleko ababekwe kwiiCYCC ezixhaswa ngemali	724	277	358	2 880	2 875	-5	Ukusebenza ngaphantsi kokulindelweyo ngenxa yokuxhomekeka kwisithuba sebhedu

Inani labantwana abanesidingo sononophelo nokhuseleko abahlaliswa kumaziko karhulumente nawangaphandle ngokuhambelana noMthetho waBantwana	Umqondiso omtsha	176	245	256	556	300	Ukusebenza ngaphezulu kokuba kulindelwe ngenxa yebango eliphezulu lokubekwa kulolongo lokhuseleko lwethutyana ngokunjalo nokubekwa okokugqibela ngokuhambelana noMthetho waBantwana
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Izifzekiso zenkqubo

- UNxibelelwano olumandundu kunye nePhepha lamalungelo eSehlo ekunikwa ingxelo luqalisiwe kwiiCYCC NPO ezixhaswa ngemali ezithe zanceda ekuchongeni iindlela, iimfuno zoqeqesho nokulawula ukhuseleko lwabantwana ngokusetyenziswa kophando olulodwa nezicwangciso zolungiso/zophuhliso.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

IMIQONDISO YENJONGO YEQHINGA

NKQUTYANA 3.6: IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKHLELANI							
Kukunikezela umkhomba-ndlela ekunikezelweni kweenkonzo zononophelo lwabantwana ezisekelwe ekuhlaleni ngenjongo yokuphucula ukufikeleleka kubantwana abasemngciphekweni							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani Labasebenzi Bezoonophelo Lwabantwana Nolutsha abasebenzela ekuhlaleni abathe bafumama uqeqesho lokunikezela uqeqesho lwenkqubo Isibindi kubantwana abasemngciphekweni	95	123	102	75	75	-	-

IMIQONDISO YOMSEBENZI

INKQTYANA 3.6 IINKONZO ZONONOPHELO LWABANTWANA EZISEKELWE EKUHLALeni							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani Labasebenzi Bezoonophelo Lwabantwana Nolutsha abasebenzela ekuhlaleni abathe bafumama uqeqesho lokunikezela uqeqesho lwenkqubo Isibindi kubantwana abasemngciphekweni	95	123	102	75	75	-	-

Izifizekiso zenkqubo

Azikho ekunokunikwa ingxelo ngazo

Iqhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali

Le nkqubo isebenzise ama-99.99% lwabiwo-mali lwayo oluzizigidi ezingama-R611,481 olulungiselelwe unyaka-mali wama-2016/17. Imali engasetyenziswanga engama-R240 amawaka inxulumene neAfter School Game Changer. Le nkqubo isebenzise ama-99.9% esabelo-mali sayo esingama- R601,873 ezigidi kunyaka-mali wama-2015/16 ze imali encinci engasetyenziswanga engama-R809 amawakainxulumene nenkcitho engaphantsi kwi-CoEngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, kokunyuselwa kwabasebenzi ngaphakathi nokushiya kwabasebenzi ingqesho.

ITheyibhile: Inkqutyana yenkcitho

Igama leNkqutyana	2016/17			2015/16		
	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi
Abantwana neentsapho	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	1 577	1 577	-	2 016	2 016	-
ULolongo neeNkonzo kwiiNtsapho	44149	44149	-	44218	43790	428
Ulolongo loMntwana noKhuseleko	184642	184642	-	175034	174653	381
ECD noLolongo olungaPhelelanga	285 404	285 164	240	286 689	286 689	-
UMntwana namaZiko oLologo loLutsha	95 709	95 709	-	93 916	93 916	-
Zonke	611 481	611241	240	601873	601064	809

4.2 INKQUBO 4: IINKONZO ZOKUBUYISELWA KWISIMO ESISISO

Injongo

Ukunikezela ngothintelo oluhlangeneyo lophuhliso lolwaphulo-mthetho lwentlalo neenkonziso ezichasene nokusetyenziswa gwenxa kweziyobiso kwabo basesichengeni kakhulu ngothelwano nabachaphazelekayo nemibutho yoluntu.

IINKQUTYANA

INkqutyana 4.1:	ULawulo neNkxaso
INkqutyana 4.2:	UTHintelo loLwaphulo-mthetho neNkxaso
INkqutyana 4.3:	UkuXhotyiswa kweXhob
INkqutyana 4.4:	UkuSetyenziswa gwenxa kweziyobisi, nokuBuyiselwa esimeni sesiqhelo

Iinjongo zesicwangciso-qhinga

- 4.2 Ukuncitshiswa kokuwa njalo esonweni ngokusetyenziswa kwenkonzo yolingo esebenzayo kubo bonke abantwana nabantu abadala abasesichengeni ngowama-2020.
- 4.3 Onke amaxhoba olwaphulo-mthetho ngogxininiso olulodwa kumabhinqa nabantwana banelungelo lokufumana iinkonzo eziqhubekayo.
- 4.4 Ukuphuculwa kokutheliswa phakathi kwebango benkonzo zokusetyenziswa gwenxa kweziyobisi olulungiselelwe abantu, iintsapho noluntu, unikezelo lwesebe lweenkonzo, nokuphuculwa ngokupheleleyo kwemiphumela yeenkonzo.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 4.2: UTHINTELO LOLWAPHULO-MTHETHO NENKXASO							
Kukuncitshiswa kobomi bolwaphulo-mthetho ngokuthi kunikezelwe inkonzo yoluleko esebenzayo kubo bonke abantwana nabantu abadala abasemngciphekweni ukuya kuthi ga ngenyanga yoKwindla ka-2016							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantwana nabantu abadala abaxhamla kumanganelo okuncitshiswa kokuphinda uwe esonweni njalo	22 477	19 983	19 274	18 370	21 355	2 985	Ukusebenza ngaphezulu kokulindelekileyo ngokubhekiselele kubantu abadala abakwimpixano nomthetho ngenxa yokwanda nokuphambuka okuyalelwe yinkundla

IMIQONDISO YOMSEBENZI

INKQUTYANA 4.2 UTHINTELO LOLWAPHULO-MTHETHO NENKXASO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani labantwana abakungquzulwano nomthetho abathe bahlolwa	9 456	9 508	8 261	8 700	8 159	-541	Ukwenziwa komsebenzi kuxhomekeke kukubanjwa nokuthunyelwa
Inani labantwana abakungquzulwano nomthetho abathunyelwe	3 788	3 880	3 555	3 270	3 460	190	Abantwana abaninzi bafunyanwa befanelekile zinkundla ukuba kwinkqubo yophambukiso yaye neenkqubo

INKQTYANA 4.2 UTHINTELO LOLWAPHULO-MTHETHO NENKXASO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
kwiinkqubo zo-phambuko							ezingaphezulu zophambuko zamkelwe
Inani labantwana abakungquzulwano nomthetho abazigqibileyo iinkqubo zoluleko lwabo	2 205	2 355	2 384	2 474	1 970	-504	Ukusebenza ngaphantsi kokulindelweyo kube ngenxa yemilinganiselo yokushiywa kwenkqubo phakathi okuyingxaki kwimimandla yasemaphandleni ngangeholide.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labantu abadala abakungquzulwano nokuphambukiswa komthetho	9 233	10 255	10895	9 530	13 017	3 487	Ukusebenza ngaphezulu ngenxa yeenkundla ezithe zathumela abantu abadala kuphambuko.
Inani labantu abadala abangquzulana nomthetho abagqibe iinkqubo zophambuko	5 808	6 891	7 568	6 355	9 147	2 792	Ukusebenza ngaphezulu ngenxa yokwanda kwinani lemiyalelo yenkundla yokuthotyelwa kuphambuko
Inani labantwana abagwetyiweyo ngokoMthetho woBulungisa boMntwana abakumaZiko abo nathengisiweyo	Umqondiso omtsha	197	192	140	179	39	Ukusebenza ngaphezulu ngenxa yokwanda kwebango lokubekwa okuyalelwe yinkundla kwiiCYCC
Inani labantwana abangquzulana nomthetho	1 831	1 566	1 401	1 705	1265	-440	Ukusebenza ngaphantsi ngenxa yokucotha kokufundiswa

INKQTYANA 4.2 UTHINTELO LOLWAPHULO-MTHETHO NENKXASO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
abalindele ukuthethwa kwetyala kumaziko ololongo akhuselekileyo							kwabantwana kwinkqubo yobulungisa.

Izifizekiso zenkqubo

- Ukuhlanganiswa kwakhona kunye neprojekti elingwayo yololongo lwasemva kokuphuma kwesikolo ukuqinisa iinkonzo eziqhubekayo kubaxhamli beenkonzo zolingo. Eli linge lihlangeneyo liqinisa amangenelo oqoqosho lwentlalo ukunciphisa ukuwa esonweni njalo.
- INtshona Koloni liphondo elinkqenqazeza phambili ngokuhambelana nobhaliso olupheleleyo lweeCYCCzinikezela ngeenkqubo zololongo ezikhuselekileyo kubantwana nolutsha ngokuhambelana noMthetho woMntwana woBulungisa. Ukumilisela kwezicwangciso zomngcipheko ezilungiselelwe onke amaziko yaye inkqubo esebenzayo yengqiniseko yokulunga incedile kubeko lweliso kuhambelwano nezithethe nemigangatho ukulungiselela ukhuseleko lwamaziko ololongo. Kubandakanya ukubhaliswa kwamaziko eMfundo yaBadala kuwo onke amaziko alawulwa ngabasebenzi abanobugcisa emfundweni.
- Ukwakhiwa kwamakhono kwizithethe nemigangatho nokuphuculwa kwenkqubo yokubekwa kweliso nokunikwa kwengxelo kube nomphumela wokwanda kohambelwano lweNPO.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

- Unxibelelwano lwabachaphazelekayo neSebe lezoBulungisa, uGunyaziwe weSizwe wezoTshutshiso (NPA) kunye ne-SAPS kunye noomantyi abanenjongo yokususa izithintelo ukuhanjiswa kwabantwana kwinkqubo.

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

IMIQONDISO YENJONGO YEQHINGA

INKQTYANA 4.3: UKUXHOTYISWA KWAMAXHOBA							
Onke amaxhoba olwaphulo-mthetho ingakumbi amanina nabantwana bayafikelela kuthotho lweenkonzo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu elifikelekileyo kumba wokuxhotyiswa kwamaxhoba	18 163	19 879	25 330	19 096	19 962	866	Ukusebenza ngaphezulu kokulindlekileyo ngenxa yokwanda kweBango leenkono.

IMIQONDISO YOMSEBENZI

INKQTYANA 4.3 UKUXHOTYISWA KWAMAXHOBA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani lamaxhoba olwaphulo-mthetho nobundlobongela afumana iinkonzo ezivela kumaziko axhaswa ngemali enkonzo ueNkqubo yokuXhotyiswa kweXhoba ⁶	17 108	17 533	25 330	19 096	19 962	866	Ukusebenza ngaphezulu kokulindelweyo ngenxa yokwanda kwebango leenkono

⁶Umnqondiso wama-2015/16 obaliweyo "Inani lamaxhoba olwaphulo-mthetho kwiindawo zenkonzo zeVEP ezixhaswa ngemali".

Izifizekiso zenkqubo

- Zintathu iindawo zokhuselo eNtshona Koloni ezifumene amabhaso engqwalasela anikezelwe yiNDSD ngenkonzo elungileyo ezithi ziyinikezele.
- Ukwakhiwa kwamakhono kwizithethe nemigangatho kunye nenkqubo ephuculweyo yokubekwa kweliso nokunikwa kwengxelo kube nomphumela wohambelwano lweNPO.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 4.4: UKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO KWANOKUBUYISELWA KWISIMO SESIQHELO							
Kukuphucula umsantsa phakathi kwesidingo seenkonzo zokusebenziswa gwenxa kweziyobisi kubantu, kwiintsapho neengingqi zokuhlala, ukunikezelwa kweenkonzo leli sebe, wanokuphuculwa kweziphumo zeenkonzo ngokubanzi							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labaxhamli abafumana iinkonzo zokunyangelwa ukusebenzisa gwenxa iziyobisi	10 703	10 542	13 084	11 395	11 876	481	Ukusebenza ngaphezulu kokulindelweyo ngenxa yebango leenkonzo zokusebenziswa gwenxa kweziyobisi

IMIQONDISO YOMSEBENZI

INKQUTYANA 4.4 EZOKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani labaxhamli abathe baqoshelisa iinkqubo zokunyangelwa phakathi ukusetyenziswa gwenxa kweziyobisi kumaziko onyango eSebe.	566	1 350	1 303	1 315	1 164	-151	Izizathu zokusebenza ngaphantsi kokulindelwe zezi: <ul style="list-style-type: none"> ● Ukuphuma kungekabililo ithuba elifanelekileyo kwabantu ababezingenele ngokuzithandela kunyango. ● Ubundlobongela bamaqela emigulukudu okkuba nempembelelo kukuthathwa kwabantu kwiNPO.
Inani labasebenzisi benkonzo abafumana iinkonzo zonyango olusekwe kunyango lwangaphandle kwesibhedlele	2 803	Umqondiso omtsha	2 909	3 000	3 624	624	Ukusebenza ngaphezulu kokulindelweyo kungenxa yebango eliphezulu lale nkonzo.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani leenkqubo zokuthintelwa kokusetyenziswa gwenxa kweziyobisi athe aphunyezela ulutsha (19-35)	4	3	3	3	3	0	-

INKQTYANA 4.4 EZOKUSETYENZISWA GWENXA KWEZIYOBISI, UTHINTELO NOKUBUYISELWA KWISIMO SESIQHELO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labaxhamli abafumene iinkonzo zokungenelela kwangethuba ekusetyenzisweni gwenxa kweziyobisi.	6 347	6 842	8 872	7 080	7 088	8	Ukusebenza kuxhomekeke kwabathunyelwe amangenelo
Inani labaxhamli abafumene iinkonzo zasemva kononophelo kwanezokubuyiselwa eluntwini emva kokusebenzisa gwenxa iziyobisi	3 108	2 510	1 983	2 440	1 961	-479	Ukusebenza kuxhomekeke kwabathunyelweyo nentsebenziswano yabaxhamli abathethe ukungazimasi iinkqubo zololongo lwekamva

Izifizekiso zenkqubo

- Ngesithuba sokunikwa kwengxelo iSebe libhalisa amaziko onyango lwangaphakathi ali-13, zintathu izindlu zokubagcina ithutyana kunye nemibutho yenkonzo esithoba esekwe kuluntu.
- Ukuphuhlisa kweSOPkulungiselelwe uBhaliso lwamaZiko okuSetyenziswa gwenxa kweziyobisi ngokuhambelana namaCandelo 14; 19 kunye nama-21 oMthetho wokuThintelwa noNyango lokuSetyenziswa gwenxa kweZiyobisi. Injongo yeSOPkukunikezela ngesikhokhelo esicacileyo esihambelana nomthetho ofanelekileyo.
- Ukwandiswa kwesithuba sebhedu esixhaswa ngemali.
- Ukwakhiwa kwamakhono kwizithethe nemigangatho nokuphuculwa kwenkqubo yokubekwa kweliso nokunikwa kwengxelo kuhambelwano olwandileyo lweNPO.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

- Uphuhliso lwenkqubo esebenzayo yokuchongwa kwangethuba intshukumo yomxhali.
- Inkqubo efanayo yolwamkelo ilungiselelwe amaziko onyango lwangaphakathi lwesigulane iya kuphuhliswa kwisithuba seMTEF.

linguqu kokujoliswe kuko okucwangcisiweyo

Azikhho

Ukunxulunyaniswa komsebenzi nohlahlo lwabiwo-mali

Inkqubo ichithe ama-99.6% kuhlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R345,823 kunyaka-mali wama-2016/17. Izixa-mali ezingachithangwa ezisigidi esi-R1, 211 sinxulumene nenkcitho engaphantsi kwiCoEngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, ukunyuselwa kwangaphakathi nokushiywa kwengqesho ngabasebenzi. Kunyaka-mali wama-2015/16, inkqubo ichithe ama-99.9% yohlahlo lwabiwo-mali lwalo oluzizigidi ezingama-R319,202 zonyaka-mali wama-2015/16. Izixa-mali ezingachithwanga ezingamawaka angama-R217 anxulumene nokuchitha okungaphantsi kwiCoEngenxa yokungafumani kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, ukunyuselwa kwangaphakathi nokushiywa kwengqesho ngabasebenzi.

ITheyibhile: Inkqutyana yenkcitho

Igama leNkqutyana	2016/17			2015/16		
	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi
IiNkonzo zokuBuyiselwa kwisimo	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	3 298	3 298	-	3 382	3 165	217
UThintelo loLwaphulo-mthetho neNkxaso	217352	216141	1 211	194506	194506	-
UkuXhotyiswa kweXhoba	30 167	30 167	-	28 740	28 740	-
UkuSetyenziswa Gwenxa kweZiyobisi, uThintelo nokuBuyiselwa esimeni esisiso	95 006	95 006	-	92 574	92 574	-
Zonke	345 823	344 612	1 211	319 202	318 985	217

4.5 INKQUBO 5: EZOPHULISO NOPHANDO

Injongo

Kukunikezela ngeenkonzelo ezihlanganyelweyo esekelwe kuphuhliso kwentlalo ngoko phando olufunyenweyo ngabachongi.

Iinkqutyana

Inkqutyana 5.1:	Ezolawulo Nenxaso
Inkqutyana 5.2:	Ezokukhuthazwa Koluntu
Inkqutyana 5.3:	Ezokuxhotyiswa Ngezakhono Kwamaqumrhu & Nenxaso kwiiNPO
Inkqutyana 5.4:	Ezokupheliswa Kwentlupheko Nokuphila Ngokuzimela
Inkqutyana 5.5:	Ezophando Nocwangciso Olusekelwe Eluntwini
Inkqutyana 5.6:	Ezophuhliso Lolutsha
Inkqutyana 5.7:	Ezophuhliso Lwamanina
Inkqutyana 5.8:	Ezokuphakanyiswa Kwemigaqo-nkqubo Engamanani Abemi

Iinjongo zesicwangciso-qhinga

- 5.3 Kwathi kwanikezela iinkonzelo zokuxhobisa ngezakhono iiNPO ezithe zachongwa nezifumana inkxaso-mali kwakunye nemibutho yoluntu ngokubanzi.
- 5.4 Ukukhuthazwa kokubandakanywa koluntu kwanokupheliswa kwentlupheko ngokuthi kunikezelwe inkxaso yesondlo kwanokunikezela umkhomba-ndlela ngamathuba engaqesho enkqubo i-EPWP kwabona basemngciphekweni kweli Phondo.
- 5.6 Ukufikeleleka kothotho lweenkonzo zophuhliso loluntu ezisemgangathweni kulutsha.
- 5.8 Kukunikezela umkhomba-ndle, ukuqhuba nokulawula iintshukumo zophando ngamanani abemi, iintshukumo zokunikezelwa kolwazi ngezabemi kwimicimbi yamanani abemi neenguqu kwelo candela, ukuhlolwa nokuvavanya ukuphunyezwa kwemigaqo-nkqubo kweli Phondo.

INKQUTYANA 5.2

UKUVUSELELWA KOLUNTU

La mangelelo alawulwa ngokumqalezileyo kwiinkqutyana

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 5.3 UKUXHOTYISWA KWAMAQUMRHU NGEZAKHONO (ICB) KWAKUNYE NENKXASO KWIINPO							
Iinkonzo zokuxhotyiswa ngezakhono nenkxaso kwiiNPO kunye nemibutho yoluntu ekuhlaleni ethe yachongwa							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani leeNPO ezifumama iinkonzo zokuxhotyiswa ngezakhono kunye nezenkxaso	2 318	1 724	2 340	1 147	1605	458	Ukusebenza ngaphezulu kubangelwe libango elikhulu leenkono zolwakiwo lwamakhono neenkono zobhaliso lweenPO.

IMIQONDISO YOMSEBENZI

INKQUTYANA 5.3 UKUXHOTYISWA KWEZIKO NGEZAKHONO (ICB) KWAKUNYE NENKXASO KWIINPO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani leeNPO ezithe zaxhotyiswa ngezakhono ngokwesikhokelo solwakiwo lwamakhono	740	620	1 148	475	712	237	Ukusebenza ngaphezulu kubangelwe libango elikhulu leenkono zolwakiwo lwamakhono neenkono zobhaliso kwii NPO ezixhaswa ngemali.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani leeNPO ezithe zancediswa ngokubhalisa	1 533	1 059	1 179	660	881	221	Ukusebenza ngaphezulu kubangelwe libango elikhulu leenkono.
Inani leeNPO ezivakalise kuhlolo lwangaphambili	45	45	13	12	12	-	-

INKQTYANA 5.3 UKUXHOTYISWA KWEZIKO NGEZAKHONO (ICB) KWAKUNYE NENKXASO KWIINPO							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
nolulandelayo olo ukuba ulwazi lwazo luthi lwaphucuka emva kokuba zithezafumama uqeqesho lwezolawulo nenkxaso koko.							
Inani leeNPO ezisemngciphekweni ezithe zangena kwinkqubo yokubekwa kweliso apho iinkqubo zazo zolwazi zithe zaphucuka	45	45	0	12	12	-	-

Izifizekiso zenkqubo

- IDesika yoNcedo yeNPO yephondo incede iiNPO ezingaphezulu kwama-er 850 ngobhaliso nohambelwano. Ukuqinisekisa ngozinzo lwenkonzo nombutho ungenelelo olunzulu lokubekwa kweliso noqeqesho lwaqhutywa kunye nemibutho esemngciphekweni eli-12.
- Amagosa engingqi amaninzi azimasa izifundo zoqeqesho ezamkelweyo zoQuquzelelo nokuBekwa kweliso, yaye oku kuya kwandisa ikhono lesebe lokuxhasa iiNPO.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

IMIQONDISO YENJONGO YEQHINGA

INKQTYANA 5.4 EZINGOKUPHELISWA KWENTLUPHEKO KWANOKUPHILA NGOKUZIMELA							
Ukukhuthazwa kokubandakanywa koluntu kwanokupheliswa kwentlupheko ngokuthi kunikezelwe inkxaso yesondlo kwanokunikezela umkhombandlela ekudalweni kwamathuba engqesho enqubo i-EPWP kusenzelwa abona basemngciphekweni kweli Phondo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani labantu abafumana amangenelo okhuseleko lokutya	34 685	2 463	3 687	3 940	4 946	1 006	Ukusebenza ngaphezulu kokulindelwe kubangelwe ngabaxhamli abangezelelweyo eDrakenstein Violence Prevention ngokusetyenziswa kwamaziko eUrban Upgrade (VPUU) ababefumana ukutya.
Inani lamathuba engqesho e-EPWP athe adalwa	Umqondiso omtsha	483	761	1 425	1 332	-93	Ukusebenza ngaphantsi kokulindelwe kubangelwe ngumlinganiselo ophezulu wezithuba ezingazaliswanga ngenxa yabathathi-nxaxheba abathe bayishiya iprojekti ngenxa yamathuba omisebenzi angcono abawafumeneyo.

IMIQONDISO YOMSEBENZI

INKQTYANA 5.4 EZINGOKUPHELISWA KWENTLUPHEKO KWANOKUPHILA NGOKUZIMELA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani labaxhamli abafumana kwiinkonzo zokutya kumaziko afumana inkxaso-mali kwiSebe	6 951	2 643	3 687	3 940	4 946	1 006	Ukusebenza ngaphezulu kokulindelwe kubangelwe ngabaxhamli abangezelelweyo kumaziko eVPUU eDrankenstein abafumana ukutyasites who received meals.
Inani lamathuba engqesho e-EPWP athe adalwa	Umqondiso omtsha	483	761	1 425	1 332	-93	Ukusebenza ngaphantsi kokulindelwe kubangelwe ngumlinganiselo ophezulu wezithuba ezingazaliswanga ngenxa yabathathi-nxaxheba abathe bayishiya iprojekti ngenxa yamathuba omisebenzi angcono abawafumeneyo.

Izifizekiso zenkqubo

- UMnikelo owangezelelweyo weNkuthazo (NIG) osuka kwizigidi ezisi-R9.9 waya kwizigidi ezili-R15.9 ngenxa yokuphucuka komsebenzi wenkqubo yeEPWP.
- Ukusekwa kobudlelwane kunye neETDP SETAgentsebenziswano ne-New Venture Creation (SMME) ukwakha ikhono labantu abakhubazekileyo ngokunikezela ngoqeqesho olwamkelweyo.
- Izixhobo zoqinisekiso lwendawo yokutya zaphuhliswa ukuphucula imiphumela yokubekwa kweliso nohambelwano ngokubanzi.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

- Ukuzaliswa kwezithuba ngethuba xa kumka abathathi-nxaxheba be-EPWP;
- Ukuqwalaselwa kwemigaqo-nkqubo yangaphakathi neenkqubo zeNPO ukuthintela ulibaziseko kwixesha lokuqaliswa kweeprojekti okuthi ngokunjalo kube nempembelelo embi kumathuba omsebenzi kunye neMilinganiselo yeSigxina (iIFTE).

linguqu kokujoliswe kuko okucwangcisiweyo

Azikho.

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 5.6 UPHUHLISO LOLUTSHA							
Ukufikeleleka kweenkonzo ezizizo zophuhliso loluntu kulutsha							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani lolutsha elixhamla kwiinkqubo zophuhliso loluntu	16 286	14 810	16 785	14 210	27800	13 590	Ukusebenza ngaphezulu kokulindelweyo kunxulunyaniswa neeprojekti zengingqi ezizodwa ezilungelelaniswe neenkqubo zofikelelo zophuhliso lolutsha

IMIQONDISO YOMSEBENZI

INKQUTYANA 5.6 UPHUHLISO LOLUTSHA							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisi weyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono ⁷	11 759	11 540	12 140	11 000	22 197	11 197	Ufizekiso oluphezulu lwabangelwa ziinkqubo ezizodwa zofikelelo – ezathi zamiliselwa kunyaka ekunikwa ingxelo ngawo.
IMIQONDISO YOKUSEBENZA YEPHONDO							
Inani lolutsha oluthe lwafakwa kwizithuba zengqesho namanye amathuba okuxhotyiswa ngezakhono asuka kwiinkonzo zethu.	4 440	3 270	4 645	3 210	5 603	2 393	Ukusebenza ngaphezulu kokulindelweyo kunxulunyaniswa neeprojekti zengingqi ezizodwa ezilungelelaniswe neenkqubo zofikelelo zophuhliso lolutsha ezithe zamiliselwa.
Inani leeYouth Café ezisebenzayo	-	Umqondiso omtsha	5	6	6	-	-

⁷Ngowama-2015/16 lo mqondiso ubale "Inani lolutsha oluthabatha inxaxheba kwiinkqubo zeSebe zophuhliso lwamakhono ezixhaswa ngemali".

Izifzekiso zenkqubo

- Uyilo lweSOP lweeYouth Cafés ngokunjalo nezithethe nemigangatho elungiselelwe uphuhliso lweenkonzo zolutsha lwaqunjelwa.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

linguqu kokujoliswe kuko okucwangcisiweyo

Azikho

INKQUTYANA 5.7 UPHUHLISO LWABABHINQILEYO	
Ezi nzame zenziwa kunye nezinye inkqubo kwinkqutyana ze Sebe	

IMIQONDISO YENJONGO YEQHINGA

INKQUTYANA 5.8 UKUKHUTHAZWA KWEMIGAQO-NKQUBO YABEMI							
Kukunikezela umkhomba-ndlela, ukwenza nokulawula iintshukumo zophando ngamanani abemi, ukunikezelwa kolwazi ngemiba yabemi; ukuxhotyiswa ngezakhono kumba weenguqu kumanani abemi kwakunye neenguqu kwiinkalo ngeenkalo zobomi babemi kwanokuhlolwa nokuvavanwa kokuphuyezwa kwemigaqo-nkqubo kweli phondo							
Imiqondiso yomsebenzi wenjongo yeqhinga	Izifzekiso ezizizo 2013/2014	Izifzekiso ezizizo 2014/2015	Izifzekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifzekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifzekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
Inani leeProjekti zoPhando lwaBemi nembonakalo yeentlanga ligqityiwe	61	8	7	8	8	-	-

IMIQONDISO YOMSEBENZI

INKQTYANA 5.8 UKUKHUTHAZWA KWEMIGAQO-NKQUBO YABEMI							
Imiqondiso yomsebenzi	Izifizekiso ezizizo 2013/2014	Izifizekiso ezizizo 2014/2015	Izifizekiso ezizizo 2015/2016	Ekujoliswe kuko okucwangcisiweyo 2015/2016	Izifizekiso ezizizo 2016/2017	Iyantlukwano kokujoliswe kuko okucwangcisiweyo ukuza kwizifizekiso ezizizo 2016/17	Amagqabantshintshi ngeyantlukwano
IMIQONDISO YOKUSEBENZA YECANDELO							
Inani leeProjekti zoPhando lwaBemi nembonakalo yentlanga ligqityiwe	Umqondiso omtsha	2	1	2	2	-	-
Inani lembonakalo yentlanga ligqityiwe	61	6	6	6	6	-	-

Izifizekiso zenkqubo

- IYunithi yaBemi ijolise ekucalulweni kwemimandla yokusebenza ukulungiselela iiNPO ezinikezela ngololongo lomntwana neenkondo zokhuseleko kwiPhondo leNtshona Koloni. Oku kwenzelwa ukunceda iSebe ekuchongeni izithuba/ungenano kunikezelo lwenkonzo kwiSDA nganye.
- Uqikelelo lwemilinganiselo yokuchuma ngenzala kwinqanaba lecandelo lephondo kusetyenziswa ubalo lwabantu, iinkcukacha zamanani, kumanani abantwana abazelwe bephila eMzantsi Afrika, impilo kunye neminye imithombo yolwazi olunxulumene nokuchuma kwenzala ekhoyo kwiphondo lwaqulunqwa kumanqanaba esithili nakamasipala ukuphuhlisa ucwangcisi lweqhinga lwephondo nolukamasipala.

IQhinga lokulungisa imimandla yokusebenza ngaphantsi komgangatho olindelweyo

Alikho

Iinguqu kokujoliswe kuko okucwangcisiweyo

Azikho

Ukuxulunyiswa komsebenzi nohlahlo lwabiwo-mali

INkqubo ichithe ama-99.4% ohlahlo lwabiwo-mali lwayo oluzizigidi ezingama-R50,092 lonyaka-mali wama-2016/17. Iingxowa-mali ezingachithwanga ezingamawaka angama-R321 ezinxulumene kukuchithwa okungaphantsi kokulindelweyo kwiCoEngenxa yokungafunyanwa kwabagqatswa abafanelekileyo kwinkqubo yokufunwa kwabasebenzi, ukunyuselwa kwabasebenzi bangaphakathi nokushiya kwabasebenzi emsebenzini. Ngonyaka-mali wama-2015/16, iNkqubo ichithe i-00% kuhlahlo lwabiwo-mali lwayo lwezizigidi ezingama-R77,873.

ITheyibhile : Inkqutyana yenkcitho

Igama leNkqutyana	2016/17			2015/16		
	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi	Ulwabiwo lokugqibela	Inkcitho eyiyo	Inkcitho (engaphezulu) engaphantsi
UPhuhliso noPhando	R'000	R'000	R'000	R'000	R'000	R'000
ULawulo neNkxaso	6 257	6 257	-	5 331	5 331	-
ULwaxhiwo lweKhono leZiko neNkxaso yeNPO	768	768	-	941	941	-
Ukudanjiswa kweNtlupheko neMpilo-ntle eZinzileyo	25085	24764	321	56783	56783	-
UkuPhuhliswa koLutsha	15 520	15 520	-	12 010	12 010	-
Ukukhuthazwa koMgaqo-nkqubo waBemi	2 462	2 462	-	2 808	2 808	-
Zizonke	50092	49 771	321	77 873	77 873	-

5. IINTLAWULO EZIKHUTSHELWEYO

5.1 Iintlawulo

Ayisebenzi

5.2 Iintlawulo ezikhutshelwe kuyo yonke imibutho engaphandle kwamaqumrhu karhulumente

Nceda ukhangele kwi-CD efakwe apha.

ISebe libeka iliso inkqubo yentlawulo ekhutshelweyo ngezi ndlela zilandelayo:

- Inkqubo nganye isicwangciso sokubekwa kweliso esilungiselelwe iNPO nganye eyixhasa ngemali ebandakanya ukutyelwa kweziko;
- Uhambelwano lubekwa iliso ngokwemiqathango yeTPAequlathe konke ekujoliswe kuno kunye nemiqathango yenkxaso-mali;
- Iintlanganisano zenkxaso-mali zifakwe kwiziko njengesixhobo esangezelelweyo ukulungiselela inkqubo yeeTPA;kunye
- Neenkqubo zolawulo lwengcaciso yokusebenza (kubandakanywa iziboniso zokunikwa kwengxelo, iiSOP kunye nemanuwali yenkcazelo yomqondiso) zihlaziyiwe ukuqinisekisa okokuba iinkcukacha zolwazi eqokelelweyo ithembekile, iyinyani yaye ezi seti zolwazi ziqukunjelwe.

Umngeni ongundoqo nobunzima obuviwayo kwinkqubo yentlawulo yokhutshelo ngowokuba iSebe ngaphambili likhutshelwe ngeengxowa-mali rhoqo ngekota kwiiNPO. Ngomyalelo weCandelo loLawulo-mali, iintlawulo kunyanzeleke ukuba zihlawulwe rhoqo ngenyanga ukususela ngoSeptemba 2016 ukulungiselela ukuqikelela ukungena nokuphuma okufanelekileyo.Ukuhlawulwa kweentlawulo zarhoqo ngenyanga kwiiNPO ezingaphezulu kwama-2 000 kubangele umthwalo omkhulu wolawulo ukulungiselela iSebe yaye oku kukhokhelele ekubeni ezinye zeeNPO azafumana ntlawulo ngexesha.

Ngophuhliso nomiliselo lweNkqubo yoLawulo lweNPOiSebe kufuneka libe nakho ukulungisa le mibandela.

6. IMINIKELO YOXHOMKEKO

6.1 Iminikelo yoxhomekeko neengxowa-mali ezichongiweyo ezihlawulweyo

Akukho nto kunokunikwa ngayo ingxelo

6.2 Iminikelo yoxhomekeko neengxowa-mali ezichongiweyo ezamkelweyo

ISebe labelwa izigidi ezi-R 9.9 zonyaka-mali wama-2016/17. Ulwabiwo lulungiselelwe uyilo lwamathuba omsebenzi we-EPWP phakathi kweenkqubo ezikhoyo nezintsha.

Isixa-mali sesambuku senkcitho eyiyo kuzo zonke izabelo

Iminikelo eli-100% eyamkelweyo ithethachithwa ngesithuba sonyaka-mali wama-2016/17.

Ukuqinisekisa okokuba konke okukhutshelweyo kudipozithiwe kwi-akhawunti yebhanka eyamkelweyo yeCandelo loLawulo-mali lePhondo

Ezamkelweyo zisisambuku sezigidi ezili-R9.9 zamkelwe zivela kwiSebe leSizse loMsebenzi kaRhulumente.

UMnikelo woXhomekeko: EPWP

ISebe elikhuphele umnikelo	ISebe leSizwe leMisebenzi kaRhulumente
Injongo yomnikelo	Ukuyila ingqesho ephucukileyo kulutsha olungaqeshwanga
Imiphumela elindelweyo yomnikelo	Imilinganiselo yama-426 asigxina ayilwa
Imiphumela eyiyo ezezekisiweyo	Amathuba omsebenzi ali-180 ayilwa kwicandelo leECD Amathuba omsebenzi ali-101 ayilwa kwicandelo labakhubazekileyo Amathuba omsebenzi ali-90 ayilwa ababhinqileyo. Amathuba omsebenzi ali-55 ayilwa kwicandelo lolutsha.
Isambuku ngokulungiso lweDORA	N/A
Isixa-mali esamkelweyo (R'000)	Izigidi ezi-R 9.9
Izizathu ukuba isixa-mali ngokweDORA asifunyenwanga	Isixa-mali ezipheleleyo esamkelweyo
Isixa-mali esichithiweyo liSebe (R'000)	Izigidi ezi-R 9.9
Izizathu zokungachithwa kwezixa-mali liqumrhu	N/A
Izizathu zeyantlukwano kukusebenza	N/A
Imiqathango ethatyathiweyo ukuphucula ukusebenza	N/A
Indlela yokubekwa kweliso lisebe elamkelayo	Iingxelo zokubekwa kweliso ezisayinwe enyakeni kunye nenkcitho zangeniswa kwi-PTkunye neSebe leSizwe leMisebenzi kaRhulumente. UkuBekwa kweliso kwesebe/liMvamvanyo zendawo zaqhutywa

7. IINGXOWA-MALI ZAMALIZO

Azikho ekunganikwa ingxelo ngazo.

8. UTYALO-MALI LWENKUNZI

8.1 Utyalo-mali lwenkunzi, ulolongo nescwangciso solawulo lwe-asethi

Inkqubela phambili eyenziweyo ekumiliselweni kwenkunzi, utyalo-mali nescwangciso solawulo lwe-asethi

Utyalo-mali lwenkunzi lweSebe luqulathe ikakhulu ii-asethi ezishukumayo mgokubhekiselele kwizixhobo zekhompuyutha, ifanitshala, izithuthi nezinye izixhobo. Irejista ye-asethi ihlaziywa ngoko nangoko ngokufunyanwa, ukulahlwa nako nakuphi na okunye okususwe kwee-asethi. Ii-asethi zetheknoloji yengcaciso zibandakanya isiqinisekiso seminyaka emithathu kwimeko apho i-asethi ithe yaphuka.

liprojekti zezibonelelo (ezikhoyo neziquhubekayo)

Iiprojektieziqunjelweyo kwisithuba salo nyaka-mali zibe yiLanga SDA, iBeaufort WestSDA kunye ne-8th Floor Union House (iOfisi eyiNtloko). Imigangatho owesi-4 nowe-6 kwiUnion House sele zikumanqanaba okugqibela okuqunjelwa.

Ezi projekti zilandelayo zisaqhutywa:

- Imigangatho ye-Union House owesi-2, 5, kunye no-10 ikumanqanaba olwaxhiwo.
- I-Mossel Bay SDA- inqanaba loyilo locwangciso liqukunjelwe yaye inkqubo yethenda iya kuqalisa kwisithuba sonyaka-mali olandelayo.
- I George SDA (eYork Park) inqanaba loyilo liqukunjelwe yaye inkqubo yethenda iya kulandela.

Izicwangciso zokuvalwa okanye ukuthotyelwa ezantsi komgangatho kwaso nasiphi na isibonelelo esikhoyo

I Tenderten CYCC yavalwa ngesi sithuba siphantsi kovavanyo.

Inkqubela phambili eyenziweyo kulolongo lwesibonelelo

Imiba yololongo nesibonelelo iqwalaselwe yiDTPW.

UPhuhliso olunxulumene noku kungentla olulindelwe ukuba lube nempembelelo kwinkcitho ekhoyo yeSebe

Alukho

linguqu eziphathelelene ne-asethi eqeshiweyo

- Inqeshiso ye-asethi yenkunzi ephelileyo yeSebe ngendleko ibe li-R106 206 276.30 ukuza kuthi ga ngomhla wama-31 kuMatshi 2017. Umsebenzi wokubalwa kwestokhwe konyaka wagqitywa ngomhla wama-31 kuMatshi 2017 ngaphandle koMmandla weMetro North kunye neSivuyile Centre, athe agqitywa phambi kokungeniswa kwengxelo yonyaka. IKhayelitsha SDA1 ayibanga nakho ukuqinisekiswa ngenxa yokungabinakho ukungena njengokoisakhiwo sisephantsi kokulungiswa ngokwakaloku nje. Zonke iinkcukacha ze-asethi yaye zazichanekile, zithembekile zihlelwe ngokulungileyo yaye kunikwe ingxelo ngazo. Zonke ii-asethi ezingasebenziyo, ezingenakho ukulungiswa, nezonakeleyo zalahlwa rhoqo ngendlela eyaziwa ngumntu wonke.
- Isambuku see-asethi ezili-102 zilahlwe kwisithuba sonyaka-mali wama-2016/17.
- Isambuku see-asethi ezi-0 zicinyiwe kwisithuba sonyaka-mali wama-2016/17.

ITheyibhile G: Ukucalulwa kwe-asethi ezingundoqo (inkunzi) kunjengoku kulandelayo:

IStora	Ixabiso leendleko
IOfisi eyiNtloko	R13 269 680.66
UMmandla weMetro South	R5 657 456.49
UMmandla weMetro East	R4 771 035.56
UMmandla weMetro North	R4 613 676.29
UMmandla weEden-Karoo	R3 721 098.51
UMmandla weCape Winelands	R4 475 047.40
UMmandla weWest Coast	R2 943 607.30
Izibonelelo	R10 845 496.62
Izithuthi zeSebe (izithuthi zeGG)	R55 909 177.47
ZIZONKE	R106 206 276.30

I-asethi ezilahliweyo kunyaka-mali wama-2016/17

Ixabiso eliphela le-asethi ezilahliweyo kunyaka-mali wama-2016/17 laba yi-R3 408 401.72. Ii-asethi ezilahliweyo zibhekiselele nezithuthi zikarhulumente ezili-16, ekuthe kwatnengwa ezinye yiGovernment Motor Transport kunye nee-asethi ezizezinye eziyi- 86 ezithe zalahlwa kwinkqubo eqhelekileyo yoshishino.

Iimiqathango ethatyathweyo ukuqinisekisa okokuba irejista ye-asethi yeSebe ihlale isemgangathweni

Ii-asethi ziyarekhodwa ngomhla ezamkelwe ngawo yaye ngaphezulu koku, ulungelelwaniso lwarhoqo ngenyanga luqhutywa phakathi kwenkcitho ye-asethi kunye nerejista ye-asethi. AmaZiko eNdeko nawo ngokunjalo adingeka ukuba aqhube rhoqo ngenyanga uhlolo olungacwangciswanga lwee-asethi eziphantsi kolawulo lwawo nokunika ingxelo ngazo naziphi na iinguqu ezichongwe ngesithuba senkqubo njengoko oku kuya kuvumela uhlaziyo lwangoko nangoko lwerejista. Uqinisekisa lonyaka lwe-asethi luqhutyelwa ngaphezulu ukuqinisekisa ngento yokokuba irejista ye-asethi iqakunjelwe yaye ichanekile.

Ubume obukhoyo bee-asethi ezinkulu zeSebe

Ama-20% ee-asethi zikwimeko elungileyo (ziyasebenziseka), ama-75% akwimeko eyamkelekileyo (ziyasebenziseka) ze isi-5% sesiseleyo see-asethi sibe kwimeko embi.

Ulolongo olungundoqo lweeprojekti oluthe lwaqhutywa

Alukho

Inkqubela phambili ekulungisweni komsebenzi osemva wololongo

Ngenxa yokunqongophala kwezibonelelo kwicala leDTPW impembelelo ibe ncinane.

ITheyibhile I: Iiprojekti zezibonelelo

Iiprojekti zezibonelelo	2016/17			2015/16		
	Ulwabiwo lokugqibela R'00	Inkcifho eyiyo R'00	Inkcifho (engaphezulu) engaphantsi R'00	Ulwabiwo lokugqibela R'00	Inkcifho eyiyo R'00	Inkcifho (engaphezulu) engaphantsi R'00
li-asethi ezintsha nekuthengwe ezinye endaweni yezo bezikho	-	-	-	-	-	-
li-asethi ezikhoyo zezibonelelo						
- Uhlaziyo nezongezelelo	-	-	-	-	-	-
- Uvuselelo, ulungiso nophuculo	-	-	-	-	-	-
- Imigangatho yesi-4, yesi-6 neyesi-8 yeUnion House	12,923,000	16,901,000	(3,978,000)	10,000,000	3,296,000	6,704,000
- Imigangatho yesi-2, yesi-5 neye-10 yeUnion House	5,200,000	4,255,000	945,000	1,500,000	402,000	1,098,000
- Langa	13,095,000	11,912,000	1,183,000	2,504,000	967,000	1,537,000
- Dan De Villiers	14,131,000	13,471,000	660,000	3,930,000	839,000	3,091,000
- Iziko iGoulburn	3,608,000	0	3,608,000	3,600,000	2,698,000	902,000
- Ulolongo nolungiso		4,649,056				
Ukhutshelo lwesibonelelo						
- Ezikhoyo	-	-	-	-	-	-
- Inkunzi	-	-	-	-	-	-
IYonke	48 957 000	51188056	2 418 000	21 534 000	8 202 000	13 332 000

ICANDELO C: ULAWULO

ICANDELO C: ULAWULO

1. INTSHAYELELO

Ukuzibophelela kweSebe ukulungiselela ukugcina imigangatho ephezulu yolawulo kusisiseko kulawo lweemali zikarhulumente nezibonelelo. Abasebenzi bafuna ingqinisekiso yokokuba iSebe linezibonelelo zolawulo olulungileyo ezikhoyo ukulungiselela ukusetyenziswa kwezibonelelo zikarhulumente ngokusebenzayo, ngokufanelekileyo nangoqoqosho, ezixhaswa ngemali ngabahlawuli berhafu.

2. ULAWULO LOMNGCIPHEKO

I-AO yeSebe ithabatha uxanduva ukulungiselela ukumiliselwa koLawulo loMngcipheko weShishini (ERM) ngokuhambelana nesiCwangciso-nkqubo soLawulo loMngcipheko weCandelo loLawulo-mali likaRhulumente weSizwe (PSRMF) kunye neCandelo loLawulo loMngcipheko weShishini (D:ERM) kwiSebe leNkulumbuso (DotP) elinikezela ngenkonzo esembindini yenkxaso yeqhinga kwiSebe.

Ukuhambelana nesiCwangciso-nkqubo soLawulo loMngcipheko weCandelo leSizwe loLawulo-mali kaRhulumente (PSRMF), uRhulumente weNtshona Koloni (WCG) wamkele iNgxelo yoMgaqo-nkqubo we-ERM ethe thaca injongo ngokubanzi yeWCG ngokubhekiselele kwi-ERM. ISebe lamkele uMgaqo-nkqubo we-ERM, iQhinga le-ERM, nesiCwangciso soMiliselo esilungiselelwe isithuba sowama-2016/17 – 2017/18, owamkelweyo yi-AO ngomhla we-15 kuEpreli 2016. IsiCwangciso soMiliselo se-ERM sinika impembelelo kuMgaqo-nkqubo weERM wesebe kunye neQhinga yaye sichaza iindima noxanduva yolawulo nabasebenzi kulawulo lomngcipheko owendeleyo kwiPhondo.

ISebe livavanye imingcipheko emininzi ebinokuba nempembelelo kwizifizekiso zeenjongo, ngokweqhinga nangokwenqanaba lenkqubo, rhoqo ngekota. Imingcipheko yabekwa phambili ngenxa yokuba ingenzeka yaye inganempembelelo (ngokwemvelo nangokwentsalela) kunye nokumiliselwa kwamaqhinga afanelekileyo okudambisa ukulungiselela ukulungisa imingcipheko yeSebe nokundulula omakwenziwe okungaphezulu apho kufanelekileyo.

ISebe liseke iKomiti yoLawulo loMngcipheko weShishini (ERMCO) ukunceda i-AO ekumiliseni uxanduva lwayo olunxulumene nolawulo lomngcipheko. IKomiti isebenze phantsi kweMiqathango neZikhokhelo ezamkelweyo yiAO ngomhla wesi-4 kuEpreli 2016. I-ERMCO ivavanye ukusebenza kwamaqhinga okudambisa amiliselweyo ukulungisa imingcipheko yeSebe ze yandulula omakwenziwe ngaphezulu apho kufanelekileyo.

IKomiti yoPhicotho-zincwadi yeQela leNtlalo ngaphezulu ibeke iliso inkqubo yolawulo lomngcipheko ngokuzimeleyo njengenxalenye yovavanyo lwayo lweSebe lwarhoqo ngekota.

3. UBUQHOPHOLOLO NORHWAPHILIZO

Ubuqhophololo norhwaphilizo lumele imingcipheko emikhulu engakho kwii-asethi zeSebe yaye inganempembelelo embi kunikezelo lwenkonzo olufanelekileyo na kundiliseko lweSebe.

IWCG yamkele iQhinga eliChasene noRhwaphilizo eliqinisekisa ukungabamkeli kwephondo ubuqhophololo norhwaphilizo. Ngokuhambelana neli qhinga iSebe lizibophelele libhekiselele nokulwa korhwaphilizo okanye ubuqhophololo, nokokuba ingaphakathi okanye ingaphandle ze iyilandele ngamandla ze iyitshutshise ngazo zonke iindlela elinazo, nawo nawaphi na amaqela enza imisebenzi enjalo okanye azama ukwenza njalo.

ISebe linesiCwangciso esamkelweyo sokuThintelwa koBuqhophololo kunye nesiCwangciso soMiliselo sokuThintelwa koBuqhophololo. Imijelo eyahlukeneyo elungiselelwe ukuchazwa kwezityholo zobuqhophololo norhwaphilizo ikho yaye le ichazwe yacalulwa kwiQhinga lePhondo lokuLwa noRhwaphilizo nakwisiCwangciso seSebe sokuThintelwa koBuqhophololo. Isityholo ngasinyeesamkelweyo yiYunithi yeeNkonzo zePhondo zaseNkundleni (PFS) siyarekhodwa kwiNkqubo yoLawulo lweTyala esetyenziswa njengesixhobo solawulo ukulungiselela ukunika ingxelo ngenkqubela phambili eyenziweyo kumatyala anxulumene neSebe ze kuveliswe iinkcukacha zamanani kulungiselelwa iphondo neSebe.

Abasebenzi abathe baxela urhanelo lobuqhophololo, urhwaphilizo kunye nobusela bakhuselekile ukuba bangenza ubhengezo olukhuselweyo. Kule meko uMgaqo-nkqubo onqamlezileyo wokuNtama wamkelwa ngomhla wama-24 kuFebruwari 2016 ukulungiselela ukunikezela ngezikhokhelo kubasebenzi ngendlela yokuphakamisa iinkxalabo kunye nolawulo olufanelekileyo, abantu abatyunjweyo abathe ngqo kwiWCG okanye amaziko angaphandle, apho kukho imihlaba efanelekileyo yokukhokhelwa okokuba ukwaphulwa komthetho okanye ukungafaneleki kuthe kwaqhutyelwa phambi kwi WCG. Ithuba lokuhlala ungaziwa kufuneka linikezelwe nakuwuphi na umntu ongathanda ukuchaza izenzo zobuqhophololo, ubusela norhwaphilizo yaye ukuba bathanda ukwenza oko ngokwabo, ukuba bangobani kugcinwa kuyimfihlo ngumntu lowo kunikwa ingxelo kuye.

Kusa kuba ubuqhophololo okanye urhwaphilizo luqinisekisiwe emva kokuqokunjelwa kophando, umqeshwa ofanelekileyo othabathe inxaxheba kwezi zenzo usiwa kululeko. Kuzo zonke ezi meko, ummeli we-WCG oqala iinkqubo zoluleko udingeka ukuba andulule ukululekwa kwaloo msebenzi uchaphazelekayo. Apho ubungqina boluvo bokuqala bokuziphatha ngobugebenga buthe bafunyanwa, umba wolwaphulo-mthetho uyaxelwa kwiiNkonzo zamaPolisa zoMzantsi Afrika.

Ukulungiselela unyaka ophantsi kovavanyo, iPFS ikhuphe isiqinisekiso sokuhanjiswa kweTyala ukwenzela iSebe liqaphele oku kulandelayo:

Amatyala avuliweyo njengoko kunjalo ngomhla woku-1 kuEpreli 2016	1
Amatyala amatsha (2016/17)	4
Amatyala avaliwweyo (2016/17)	(4)
Amatyala avuliweyo njengoko kunjalo ngomhla wama-31 kuMatshi 2017	1

Itheyibhile elandelayo ihlahlela ngaphezulu amatyala avalliweyo aboniswe ngasentla:

Umphumela wamatyala avalliweyo	
Umphumela	Inani
Izityholo ekunikwe ubungqina	1
Luphando lokuqala kuphela ekungekho okufunyenweyo okubi	3

4. UKUNCITSHISWA KONGQUZULWANO LOMDLA

Umgangatho ophezulu weenqubo zokuziphatha ezamkelweyo kufuneka ukhuthazwe uze ugcinwe kwinkonzo karhulumente. Kule meko, onke amalungu eSMS adingeka ukuba abhengeze kugunyaziwe ophezulu iinkcukacha zawo wonke umdlawabo ngokuhambelana neSahluko 3 seMithetho weNkonzo kaRhulumente 2016. Injongo yeSahluko 3 kukuchonga naluphi na ungquzulwano lomdlawo ukulungiselela ukukhuthaza imisebenzi yolawulo enobulungisa nelungileyo yamagosa akwizikhundla eziphezulu ukwenzela ukukhusela inkonzo karhulumente kwiintshukumo ezinokuthi zibe nefuthe elibi ekusebenzeni kwawo. Ubhengezo olunjalo lwenzeka rhoqo ngonyaka. Xa kuthe kwavela naluphi na ungquzulwano lomdlawo kuya kujongwana nalo, ngokuhambelana neMithetho yeNkonzo kaRhulumente, 2016 kunye nemithetho enxulumene noko.

Ngokuhambelana necandelo 30 loMthetho weNkonzo kaRhulumente, (njengoko ulungisiwe), abaqeshwa abakwinkonzo karhulumente banakho ukwenza omnye umsebenzi ohlawulayo ngaphandle kwengqesho yabo yesebe elifanelekileyo, ngaphandle kokuba banemvume ebhaliweyo ephuma kuGunyaziwe oLawulayo. Ngaphezulu, uMthetho 13(c) weMithetho yeNkonzo kaRhulumente, 2016 ethe yaqalisa ukusebenza ngomhla woku-1 ku-Agasti 2016 ukhokhela into yokokuba "umqeshwa akasayi kuqhuba lushishino nalo naliphi na isebe likarhulumente, ngaphandle kokuba umqeshwa lowo ukwisikhundla esisesikweni sokuba ngumlawuli wenkampani edweliswe kwishedyuli 2 neye-3 yoMthetho woLawulo lweMali kaRhulumente." Umqeshwa ongekafumani imvume eyimfuneko yokwenza omnye umsebenzi ohlawulayo ngaphandle kwenkonzo karhulumente uya kululekwa.

Ngokuveliswa kweMithetho emitsha yiNkonzo kaRhulumente, 2016 iSihlomelo 1 (Amalungiselelo eNguqulelo), efundwa kunye necandelo 30 loMthetho weNkonzo kaRhulumente uxinzelelo olukhulu lubekwa kubaqeshwa abaqhuba ushishino nesebe likarhulumente. Imiqathango yeNguqulelo ngokuhambelana neSihlomelo 1 seMithetho yeNkonzo kaRhulumente, 2016 idinga ngokuthe ngqo:

- (1) Zonke iimvume nezithatyathwa njengemvume ezinikezelweyo kubasebenzi ngokwemiqathango yecandelo 30 loMthetho ngaphambi kokuba usebenze yomiselo oluqikelelwayo kumthetho 24 ziya kurhoxiswa ukususela kwiinyanga ezintandathu emva kokuqaliswa ngoko.
- (2) Umqeshwa, othe ngethuba lokuqalisa kokusebenza kwale mithetho, waqhuba ushishino kunye nesebe likarhulumente okanye abe ngumlawuli kwinkampani eqhuba ushishino nesebe likarhulumente, ngaphandle kokuba ngumqeshwa okwisikhundla sakhe esisesikweni engumlawuli wenkampani edweliswe kwishedyuli 2 okanye 3 yoMthetho kaRhulumente woLawulo lweMali, uya kuthi -
 - (a) kwisithuba senyanga enye, abhengeze into yokokuba umqeshwa uqhuba ushishino nesebe likarhulumente okanye ungumlawuli wenkampani eqhuba ushishino nesebe likarhulumente;
 - (b) kwisithuba seenyanga ezintandathu:
 - (i) ayeke ukuqhuba ushishino nesebe likarhulumente okanye arhoxe njengomqeshwa;
 - (ii) arhoxe njengomlawuli wenkampani eqhuba ushishino nesebe likarhulumente okanye arhoxe njengomqeshwa;

- (c) ukuba umqeshwa akarhoxi kwisithuba seenyanga ezintandathu, umqeshwa kufuneka angenise ubungqina bokuba uyekile ukuqhuba ushishino okanye urhoxile njengomlawuli wenkampani eqhuba ushishino nesebe likarhulumente kwisithuba senyanga yokwenza njalo.

Ukuchongwa kwezehlo zabaqeshwa abavela kwiSiseko seeNkcukacha zolwazi esiseMbindini soNikezelo ziyalungiswa nabaqeshwa abafanelekileyo, becelwa ukuba basebenzise izigqibo zabo njengoko kuqikelelwe kwimiqathango yenguqulelo, ngasentla, nokunikezela iSebe ngobungqina obubhaliweyo obuyimfuneko besigqibo sabo.

Abaqeshwa abafuna ukwenza umsebenzi ongomnye ohlawulwayo ngaphandle kwenkonzo karhulumente (RWOPS), kufuneka benze isicelo ngokuhambelana necandelo 30 loMthetho weNkonzo kaRhulumente noLawulo (MPSA), obandakanya ifomu yesicelo elungisiweyo, ekufuneka ingeniswe kwiGosa elityunjweyo leeNqobo ezisesikweni ukuxhasa kunye/okanye banike isizathu/izizathu sokungasixhasi isicelo, phambi kokunikezelwa kwemvume nguGunyaziwe oLawulayo okanye nguGunyaziwe oThotyelwe amagunya. Kwakufumaneka imvume uGunyaziwe oLawulayo okanye uGunyaziwe oThotyelwe amalungelo ukhupha isiQinisekiso: Imvume yoMnye uMsebenzi ohlawulayo, kusaziswa umenzi wesicelo okokuba imvume inikezelwe. Isiqinisekiso siqaqambisa ngokucacileyo nguwuphi umsebenzi ohlawulayo ongaphandle kwenkonzo karhulumente umntu anakho ukuwenza kubandakanywa nesithuba sokuwenza. Isiqinisekiso sichaza into yokokuba ukuba ngaba kunokufumaniseka ukuba kukho ukungahambelani okanye ukungathotyelwa kwemithetho karhulumente elawula omnye umsebenzi ohlawulayo, kubandakanywa nokungaqhutywa koshishino nesebe likarhulumente, imvume iya kurhoxiswa ze amanyathelo oluleko, ahambelana neMiqathango yoLuleko neNkqubo elungiselelwe iNkonzo kaRhulumente, iya kumiliselwa. Ukhankanyo luyenziwa ngokunjalo lokokuba ukuba ngaba umntu ufuna ukuqhubekka nomnye umsebenzi ohlawulayo emva komhla wokuphela kwemvume, isicelo esisesinye kufuneka singeniswe.

Zonke izicelo kufuneka zibe ze zibhaliweyo, yaye kufuneka, phakathi kwezinye, ziqwalasele uhlobo nobungakanani bomsebenzi ohlawulayo ekufuneka wenziwe, kubandakanywa amaxesha/iiyure zomsebenzi nobudlelwane ngoko (ungquzulwano lomdla olungakho okanye imimandla yenkxalabo) kwimisebenzi yesiqhelo athi umqeshwa ayenze kwinkonzo karhulumente. Izicelo ezinjalo zixhomekeke ngoko kuvavanyo. Abaqeshwa kufuneka benze izicelo rhoqo ngonyaka phambi kokuphela kwesithuba semvume nguMphathiswa oLawulayo okanye nguMphathi oThotyelwe amagunya. Amaphepha eendaba arhoqo ngekota, aqaqambisa inkqubo emalunga nokuqhutywa komnye umsebenzi ohlawulayo ongaphandle kwenkonzo karhulumente unikezelwa kubo bonke abasebenzi bangaphakathi ukuphucula ingqiqo yabo nohambelwano kunye nesicwangciso-nkqubo esilawulayo.

Ngaphezulu, amagosa eenqubo ezisesikweni atyunjwa nguMphathiswa oLawulayo ukulungiselela ukubeka iliso kuhambelwano olubhekiselele kwizibhengezo. Ukunciphisa ungquzulwano lomdla kwiinkqubo zeSCM, amagosa eSCM kunye namalungu eKomiti yokuNikwa kwamaxabiso aziswa ngeziguqunyaziso zawo enqobo ezisesikweni kubandakanywa ukusayinwa kweKhowudi yokuZiphatha, ngamalungu eKomiti yokuNikwa kwamaxabiso namagcisa eSCM. Ngethuba lengqwalasela, ulwamkelo okanye ulwabiwo lonikezelo lwamaxabiso okanye naluphi na unikezelo lwefomu yesibhengezo somhla iqukunjelwe ze yasayinwa ngawo onke amalungu apho azibophelelayo okokuba njengamalungu eKomiti, akasayi kukhetha okanye agwebe nawuphi na umntu kwinkqubo yokwenziwa kwesigqibo yekomiti.

Ukuqinisekisa ngohambelwano kuMthetho weNkonzo kaRhulumente, (njengoko ulungisiwe) kunye neMithetho yeNkonzo kaRhulumente, 2016 uMgaqo-nkqubo oNqamlezileyo weZipho kunye neRejista yeSebe yeZipho naMalizo kunye nezibhengezo ezibhaliweyo ziyasebenza. IKomiti uyeNqubo ezisesikweni yoPhando, esekwe ngowama-2009, iqinisekisa ngokunjalo ukukhuthazwa kophando olusekwe kwiinqobo ezisesikweni kwiSebe. Ukuphuhliswa koMgaqo-

nkqubo weNqobo ezisesikweni zoPhando kuphelele ekunikezelweni kwezikhokhelo zenqubo ezisesikweni ukulungiselela ukuqaliswa kophando.

5. INDLELA YOKUZIPHATHA

INdlela yokuZiphatha elungiselelwe iNkonzo kaRhulumente, njengoko ibandakanywe kwiSahluko sesi-2 seMithetho yeNkonzo kaRhulumente yikhowudi "eyamkelweyo". Indlela yokuZiphatha: ichaza iithethe nemigaqo ekukhuthazeni imfezeko, kunye nokunikezelwa kweenkonzo okufanelekileyo nokusebenzayo kurhulumente, luluhlu lwemigangatho echaza indlela yokuziphatha esiyilindeleyo kubaqeshwa bethu; izikhokhelo kubaqeshwa ngekulindelweyo kubo okusesikweni, ngendlela yomntu ngamnye nobudlelwane babo kunye nabanye; kunye nabo bonke abaqeshwa balindelwe ukuba bahambelane nendlela yokuziphatha.

Ulwazi olumalunga neNdlela yokuZiphatha lwaveliswa ngokusetyenziswa koqeqesho lokubekwa esikhundleni kulungiselelwa abaqeshwa, abafunda besengqeshweni ngokunjalo namalungu abasebenzi ze yaqiniswa ngeencwadana zendaba ezinikezelwe kubo bonke abasebeni. IMiqathango yoLuleko neNkqubo ezilungiselelwe iNkonzo kaRhulumente ziyasetyenziswa ukukhuthaza kwesimilo esamkelekileyo, nokuthintela nokulungisa isimilo esingamkelekanga.

6. IMIBA YEMPILO, YOKHUSELEKO NEYENDALO

Impilo noKhuselo lwaseNgqeshweni:

Kwisithuba sonyaka-mali wama-2016/17, iKomiti yeSebe yeMpilo noKhuselo eNgqeshweni (DOHSC), equlunqwe ngamalungu aphuma kwi-ofisi eyintloko yeSebe, izithili, iiofisi zengingqi nezibonelelo, iququzelela zonke iintlanganiso ezicwangcisiweyo zarhoqo ngekota. Ukulungiselela ukulungelelanisa unxibelelwano nokuphuhlisa iphepha lamalungelo engxelo yezenzo zangaphakathi, iSebe likhuphe isetyhula, echaza ngeenkqubo zokunikwa kwengxelo ngokwenzeka kwezehlo zokhuselo nokhuseleko.

Ukulungiselela ukuqhuba kuphuhliswa yaye kusakhiwa ikhono lamagosa atyunjiweyo, abacwangciso abasemgangathweni ukucinywa komlilo kunye noqeqesho lonyango lokuqala. Amagosa angamashumi amathandathu ancedwa ngala mangenelo.

Ii-ofisi zengingqi ezintathu zeSebe zahlolwa liSebe lezaBasebenzi (DoL) kusenzela ukuhlolwa kohambelwano oluphathelelene nempilo nokhuseleko engqeshweni. Iziphoso ezichongiweyo zibangelwe yinkonzo embi yololongo enikezelwe yi DTPW yaye ezi ofisi zagrogriswa ngokuvalwa. Uthethwano kunye neDoL luqhubile de kwasekupheleni konyaka. Ngaphandle kwale mingeni, kubalulekile ukuba kuqatshelwe into yokokuba iSebe lifumene amanqaku aphezulu kakhulu ngophicotho lwe OHS oluqhutywe liSebe loKhuselo loLuntu (DoCS) ngeli thuba.

Ukhuseleko

ISebe luchaze injongo nofezekiso lokhuselo nokhuseleko njengoxanduva lomntu ngamnye noluhlangeneyo lwabo bonke abaqeshwa beDSD. IKomiti yeSebe yoKhuselo inikezela ngomsebenzi wokongamela ukulungiselela ukusombulula iingxaki zokhuselo nokhuseleko ezinokujamelana neDSD.

IKomiti yoKhuselo iyasebenza yaye ngoJuni 2016, ifezekise iwonga lokuxatyiswa kokhuseleko kuvavanyo oluqhutywe yi-Arhente kaRhulumente yoKhuselo. Izindululo zophuculo eziqaqanjiswe kuxatyiso lokhuseleko, ziyamiliselwa.

IKomiti yoKhuselo, ifumene ama-92% enqanaba lokusebenza kuphicotho lokhuseleko, oluqhutywe yiSAPS ngoOktobha 2016. Izindululo zophuculo, eziqaqanjiswe kuphicotho lomsebenzi, ziya kulungiswa ngokusetyenziswa kokongama okuphuculweyo kokhuseleko nglei thuba lolwakhiwo olukhoyo kwisakhiwo seOfisi eyiNtloko yeUnion House. Isithuba solwakhiwo kwiOfisi eyiNtloko ibangele umngcipheko omkhulu wokhuselo nokhuseleko, abaqeshwa baziswa ngonxibelelwano rhoqo ekubeni bathabathe uxanduva olwangezelelweyo nokuba bahlale behlakaniphile ekukhuseleni ii-asethi zabo nee-asethi zeSebe.

Ngenxa yolwakhiwo kwi-ofisi eyintloko ukuhlolwa kwesiCwangciso sokuQhubeka koShishini sarhoxiswa okwethutyana de kwaba yikota yesithathu yonyaka-mali olandelayo.

Ukuzibophelela kukhuselo nokhuseleko lwengcaciso lulolongiwe, ngokusetyenziswa kothelwano kunye neSebe loKhuselo loLuntu (DoCS). Olu thelelwano ludinga okokuba iDSD ithabathe inxaxheba kwisicwangciso solungiso sarhoqo ngonyaka, esiqhutywa yiDoCS. Oku kuyabophelela emva kokuqokunjelwa kophicotho ngalunye lokhuseleko/inkqubo yophicotho lwengcaciso yokhuseleko, yi-arhente efanelekileyo, izicwangciso zemisebenzi yolungiso ziyayilwa yiDSD, ngoncedo lweDoCS. Izicwangciso zemisebenzi yolungiso ziyanikela ekuphuculeni ukhuselo olupheleleyo nokhuseleko lomsebenzi weDSD.

ISebe libeke phambili ukuqinisekiswa kwabaqeshwa ngeenjongo zokhuseleko yaye licele i-arhente kaRhulumente yoKhuseleko ukuqukumbela inkqubo yoqinisekiso lwabaqeshwa kwisithuba esifutshane ukugcina iimfuno zohambelwano.

Amalungu eKomiti yoKhuseleko azimase uqeqesho lokhuseleko olwamkelekileyo olunikezelwa nguMphathiswa woLawulo loShishino loKhuseleko lwaNgasese (PSIRA) ze yafumana igreyidingi E – A. IKomiti sele iyivavanyile yayisayina yonke imigaqo-nkqubo enxulumene nokhuselo nokhuseleko ukulungiselela umiliselo.

7. IIKOMITI ZESEBE

Umhla	Umba	Impendulo yeSebe	IKomiti esigxina
12 Epreli 2016	<p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● Ingxelo yokhuseleko lomntwana yiHuman Science Research Council; ● Ingxelo yeSebe yowama-2013 engaBantwana neeNtsapho; ● Ingxelo yokubekwa kweliso novavanyo yeCreating Effective Families yeSebe yale minyaka mithathu idlulileyo; kunye ● Nesabelo senkxaso-mali esipheleleyo seCreating Effective Families kunye nocalulo lweenkqubo ezixhaswa ngemali liSebe. 	<p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-3 kuJuni 2016.</p>	UPhuhliso loLuntu
23 Agasti 2016	<p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● Uluhlu lwamaziko eMOD oluthe alwafumana inkxaso yesondlo evela kwiSebe kwisithuba sonyaka-mali wama-2014/15; ● Izizathu zokuhla kwamanani zabasebenzi bololongo zabantwana nolutsha abasekwe kuluntu abaqeqeshiweyo ukunikezela ngenkqubo i-Isibindi; ● Uluhlu lweenkcukacha zeenkqubo zokusetyenziswa gwenxa kweziyobisi oluthi kunikezelwe kwimimandla yasedolophini xa kuthelakiswa nemimandla yasemaphandleni; ● Inani leeNPO kwiphondo elinikezela ngamangenelo okusetyenziswa gwenxa kweziyobisi kunye nenkqubo yovuselelo eyenziwa kwisigulane esingaphandle kwesibhedlele; kunye ● Nenani Labantwana abalinde ukugwetywa. 	<p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-12 Septemba 2016.</p>	UPhuhliso loLuntu
21 Oktobha 2016	<p>Ngethuba lengcaciso iKomiti eSigxina yenza ezi zindululo zilandelayo kwiSebe:</p> <ul style="list-style-type: none"> ● ISebe kufuneka linikezele ngolwazi malunga namalungelo abantu abadala ngeephambflethi zemfundo ezinakho ukwenziwa kumaziko onke entlawulo yeSASSA; ● UMphathiswa noPhuhliso loLuntu unxibelelana noMphathiswa wokuHlaliswa kwaBantu noMphathiswa wooMasipala okokuba bajongane nesimo sezindlu nemingeni yococeko ethi ichaphazele abantu abadala kwiphondo, 	<p>ISebe liyasamkela isindululo esenziwe yiKomiti.</p>	UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti esigxina
	<p>kubhekiselelwe ngqo kwizindlu zangasese ezisakhiwe ngaphandle kwizindlu. UMphathiswa wokuHlaliswa kwaBantu kufuneka anikezele ngesicwangciso sokusebenza ekulungiseni lo mngeni; yaye</p> <ul style="list-style-type: none"> ● ISebe liqhuba uphando olunzulu ngemingeni yobubi bentlalo kwiphondo. Oku kuya kunceda iSebe ekwabenini inkxaso-mali kwiiNPO okusekwe kwibango lenkonzo. <p>Ngesithuba sengcaciso iKomiti eSigxina igqibe ngokumema iSebe ngowama-2017 ukuba izokubazisa:</p> <ul style="list-style-type: none"> ● Ngokusebenza kweenkqubo zokhubazeko kwiphondo; ● Ngoyilo loqikelelo lwabemi abahlukeneyo kubhekiselelwe ngqo kubantwana abaphakathi kobudala obuyiminyaka esuka ku-0 ukuya kwi-4; ● Ngokusekwa kwenkqubo eyodwa yeECD kumaziko ali-100 ukuphucula isiNgesi nophuhliso lwengqiqo; kunye ● neNkqubo yoLawulo loMsebenzi yeSebe. <p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● linkcukacha zeNPO ebonelela ngeprojekti ye-PHARPHEET; ● Ingxelo ngeprojekti zophando ebezingekaqakunjelwa ngesithuba sonyaka-mali wama-2015/2016; ● Ucalulo lwengcaciso koomama abasafikisayo kwiphondo ababudala buyiminyaka eli-14 ukuya kweli-17, imimandla yejografi yaba mama bafikisayo kufuneka idityaniswe; ● Ucalulo oluhambelana nezithili zololongo olusemva lwempelesi kwiphondo; ● Ikopi yesivumelwano esisemgangathweni sokusebenza sonoontlalo-ntle; kunye ● Ikopi yoYilo olusekwe kuLuntu olulungiselelwe abantu abadala. 	<p>ISebe lenze ingxelo kwiKomiti ngowama-31 Janyuwari 2017</p> <p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-3 Februwari 2017.</p>	
25 Novemba 2016	<p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● Uluhlu lweeNPO ezingahambelaniyo, izizathu zokungahambelani kwazo. Uluhlu kufuneka lubandakanye imiqathango yolungiso namangenelo athe andulukwa liSebe kwezi NPO; kunye ● Noludwe lwazo zonke izithuba ezixhaswa ngemali ezigazaliswanga liSebe. 	<p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-3 Februwari 2017.</p>	UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti esigxina
31 Janyuwari 2017	<p>Ngethuba lengcaciso iKomiti eSigxina yenza ezi zindululo zilandelayo kwiSebe:</p> <ul style="list-style-type: none"> ● Okokuba iDesika yokuKhubazeka idinga ukuqiniswa, inkxaso-mali engaphezulu kufuneka yabiwe; yaye ● ISebe kufuneka licinge ngokukhusela iDapper Muis eLaingsburg ze isetyenziswe njengeziko lolongo lwabantwana emini <p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● Uluhlu lwamaziko abakhubazekileyo angama-221 athe axhaswa ngemali kwisithuba sonyaka-mali wama-2016/2017; ● Ikopi yeQhinga loLungelelwaniso lwaBakhubazekileyo leNtshona Koloni; ● Ikopi yeNgxelo yokuBekwa kweLiso noVavanyo eqhutywe kumaziko ali-10 achongwe kwiprojekti elingwayo yeECD (ingxelo kufuneka ingeniswe xa sele ifumanekile ngoMvulo, umhla woku-1 kuMeyi 2017); ● Ukucalulwa ngendlela kohlahlo lwabiwo-mali lwama-R35 000 000 olulungiselelwe iinkqubo zokukhubazeka oluchithiwe ngayo; ● Uluhlu locweyo olulindelekileyo olulungiselelwe abantu abakhubazekileyo kwiphondo; ● Iinkcukacha zamanani zohlahlelo lwesimo lowama-2011 xa kuthelekiswa nolwama-2016 lwabantwana abakumaziko ololongo olulodwa nabahlala kumaziko ololongo olulodwa nabahlali kumaziko ololongo lokuhlala; ● Ingxelo ecalulweyo yohlahlelo lwesimo yazo zonke izithili kwiphondo; kunye ● Nekopi yeqhinga lomiliselo elilungiselelwe isiCwangciso-nkqubo soMgaqo-nkqubo weNtshona Koloni, iiNkonzo kubantu abakhubazeke ngengqondo. 	<p>ISebe liyasamkela isindululo esenziwe yiKomiti.</p> <p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-10 Matshi 2017.</p>	UPhuhliso loLuntu
13 Matshi 2017	<p>Ngethuba lengcaciso iKomiti eSigxina yenza ezi zindululo zilandelayo kwiSebe:</p> <ul style="list-style-type: none"> ● Kufuneka livavanye isigqibo sokuhlenganisa iiNPO ezincinane ngaphantsi kweeNPO ezinkulu ukulungiselela ukunciphisa iingxowa-mali ezichithwe kwizondlo zolawulo; ● Kufuneka linxibelelane neSebe looMasipala xa liyila isiCwangciso soLawulo lweNtlekele; 	<p>ISebe liyasamkela isindululo esenziwe yiKomiti.</p>	UPhuhliso loLuntu

Umhla	Umba	Impendulo yeSebe	IKomiti esigxina
	<ul style="list-style-type: none"> ● Liphuhlise isicwangciso esizinzileyo ukulungiselela iiYouth Cafés kwiphondo; ● Linikezele ngengcaciso engaphezulu ngeenkqubo zophuhliso lwabantu ababhinqileyo kwiphondo; yaye ● Kufuneka licinge ngokuxhobisa nokusebenzisa iiNPO kwimimandla yasemaphandleni ukulungiselela ukunikezela ngeenkonzole kuluntu. <p>Ngethuba lengcaciso iKomiti eSigxina isombulule okokuba iSebe liyinike la maxwebu alandelayo:</p> <ul style="list-style-type: none"> ● Ingxelo ecalulweyo ngeeECD ezili-150 eziya kuthi zixhaswe ngemali liSebe kunyaka-mali wama-2017/2018. Ingxelo kufuneka ibandakanye ulwahlulwa-hlulo ngokuthi saa kwiindawo kwezi ECD kunye nemimandla ezisebenza kuyo; ● Ingxelo ecalulweyo/eyahlulweyo ngeendleko zokusebenza zonyaka zeeYouth Cafés kwiphondo; ● Linikezele ngengxelo ngokusebenza kweeYouth Cafés kwiphondo; ● IiNgxelo zarhoqo ngeKota zokuBekwa kweLiso noVavanyo lweeNPO ezithi zinikezele iinkonzo kubantu abakhubazekileyo kwiphondo; ● Ingxelo ecalulweyo ngolwahlulwa-hlulo lwamakhaya neenkonzole ezisekwe kuluntu ukulungiselela ukusetyenziswa gwenxa kweziyobisi athi axhaswe ngemali liSebe, kunye nemimandla yengingqi apho ezi nkonzo zinikezelwelwayo; kunye ● Nengcaciso engabalolongi abasekwe kuluntu ukulungiselela abantu abakhubazekileyo, inani labo elipheleleyo kwiphondo, izabelo zabo ngokuhambelana nemimandla yengingqi kunye nenkxaso-mali yenkqubo. 	<p>Ingcaciso eceliweyo yangeniswa kumlungelelanisi weKomiti ngomhla wesi-7 Epreli 2017.</p>	

8. IZINDULULO ZESCOPA

Akukho nto kunokunikwa ngayo ingxelo

9. UKUGUQULWA KWANGAPHAMBILI KWEENGXELO ZOPHICOTHO-ZINCWADI

Uhlobo lwenkcazo, iphepha lokulandula, imobono enesiphumo esibini, nemiba yokungahambelani	UNyaka-mali ethe yavela ngawo	Inkqubela phambili eyenziweyo ekucoceni/ekusombululeni umba
<ul style="list-style-type: none"> ● Isigqibo esingenaziphene ngokuba luncedo nokuthembeka ● Imbono yophicotho-zincwadi: Isigqibo esingenaziphene ngokuba luncedo nokuthembeka kwengcaciso yokusebenza ekunikwe ingxelo ngayo -INkqubo 2: liNkonzo zeNtlalo-ntle yoLuntu Uhlobo logxininiso: Injongo ezimiselwe kwangaphambili ● Isigqibo esingenaziphene ngokuba luncedo nokuthembeka Ingcaciso yokusebenza ekunikwe ingxelo ngayo yeeNkonzo zeNtlalo-ntle yoLuntu Isigqibo esingenaziphene ngokuba luncedo nokuthembeka kwengcaciso yokusebenza ekunikwe ingxelo ngayo. Imbono yophicotho-zincwadi- Isigqibo esingenaziphene ngokuba luncedo nokuthembeka kwengcaciso yokusebenza ekunikwe ingxelo ngayo - INkqubo 3: Abantwana neeNtsapho. Uhlobo logxininiso: Injongo ezimiselwe kwangaphambili ● Isigqibo esingenaziphene ngokuba luncedo nokuthembeka Ingcaciso yokusebenza ekunikwe ingxelo yeNkqubo 3: Abantwana neeNtsapho iluncedo yaye ithembekile kuyo yonke imiba, ngokuhambelana nolawulo oluchongiweyo lomsebenzi nesicwangciso-nkqubo zokunika ingxelo. Imbono yophicotho-zincwadi: Isigqibo esingenaziphene ngokuba luncedo nokuthembeka kwengcaciso yokusebenza ekunikwe ingxelo ngayo - INkqubo 4: Ukubuyiselwa kwisimo sayo. Uhlobo logxininiso: Injongo ezimiselwe kwangaphambili ● Isigqibo esingenaziphene ngokuba luncedo nokuthembeka Ingcaciso yokusebenza ekunikwe ingxelo yeNkqubo 4: liNkonzo zokuBuyiselwa kwisimo sayo iluncedo yaye ithembekile kuyo yonke imiba, ngokuhambelana nolawulo oluchongiweyo lomsebenzi nesicwangciso-nkqubo zokunika ingxelo. 	<p>2015/16</p>	<p>-</p>

Uhlobo lwenkcazo, iphepha lokulandula, imobono enesiphumo esibini, nemiba yokungahambelani	UNyaka-mali ethe yavela ngawo	Inkqubela phambili eyenziweyo ekucoceni/ekusombululeni umba
<ul style="list-style-type: none"> ● Imbono yophicotho-zincwadi: Isigqibo esingenaziphene ngokuba luncedo nokuthembeka - INkqubo 5: UPhuhliso noPhando. Uhlobo logxininiso: Injongo ezimiselwe kwangaphambili ● Isigqibo esingenaziphene ngokuba luncedo nokuthembeka Ingcaciso yokusebenza ekunikwe ingxelo yeNkqubo 5: UPhuhliso noPhando iluncedo yaye ithembekile kuyo yonke imiba, ngokuhambelana nolawulo oluchongiweyo lomsebenzi nescwangciso-nkqubo zokunika ingxelo. ● Izifzekiso zokujongiswe kuko okucwangcisiweyo: UMphicothi-zincwadi Jikelele uchonge iingxelo ezingenzo kwingxelo yonyaka yomsebenzi engeniswe kulungiselela uphicotho-zincwadi kwingcaciso yomsebenzi ekunikwe ingxelo yeNkqubo 5: UPhuhliso noPhando 		<p>Njengabalawuli abathe balungisa kamva iingxelo ezingezizo ezingathanga ziphakanyiswe nguMphicothi-zincwadi Jikelele ezingokuthembeka kwengcaciso ekunikwe ingxelo yokusebenza</p>

10. IYUNITHI YOLAWULO LWANGAPHAKATHI

Inkalo ejolise kuyo le yunithi kulo nyaka uphantsi kovavanyo yayikwimimandla ikakhulu yoLawulo olululo, iiNkonzo zeNgqinisekiso noLawulo lokuNciphisa iLahleko.

ULawulo oLululo

ISebe lenze le misebenzi ilandelayo ngokubhekiselele kulawulo lwangaphakathi:

- Ukumilisela inkqubo esekwe ngokupheleleyo kwiwebhu okanye ukumiliselwa kwe-E-GAP (IsiCwangciso seElekhtroniki sokuSebenza soLawulo) eya kuvuvumela iingxelo zenkcukacha zemali kunye neendlela ezivela kwinkqubo, ngokunjalo nethala leencwadi elisembindini lengcaciso elivumela ixesha elikhawulezileyo lembuyekezo, ukwabelana ngolwazi neenkqubo zophuculo.
- Ukubeka iliso kumiliselo lwezindululo zangaphakathi nezangaphandle ngokunjalo nezo zeMPAT.
- Iintlanganiso ezilungelelanisiweyo zoLawulo loMngcipheko weShishini.
- ISebe linika ingqwalasela kwaba bachaphazelekayo balandelayo, abangaba, iKomiti yoPhicotho-zincwadi, uPhicotho-zincwadi lwangaPhakathi, PT kunye noMphicothi-zincwadi Jikelele woMzantsi Afrika ekuqukumbeleni imicimbi.
- Inkqubo yongenelelo eYodwa yaqhutywa ngoSeptemba 2016 nangoFebruwari 2017 kunye nee-ofisi zesithili kunye nezibonelelo ezikuphuhliso olutsha kuLawulo lwaNgaphakathi.
- IiForam zeMali ezitathu zabanjwa kunye neeofisi zesithili nezibonelelo.

IiNkonzo zeNgqiniseko

Kulo nyaka uphantsi kovavanyo, oku kulandelayo kwenziwe kwiSebe:

- Uhlolo olunye lwemali kwiOfisi yeSithili seMetro North.
- Uqinisekiso lweentlawulo emva kokuqwalaselwa kwe-odolo ukuqinisekisa ngobunyani nokuchaneka – nokulungela uphicotho-zincwadi.
- Onke amaxwebhu afotwa ukulungiselela ukugcinwa ngokukhuselekileyo nanjengomqathango ukulungiselela ukuthintela iintlawulo ezingafanelekanga okanye ukuphinda-phindwa.

Ukulahleka koLawulo noBuhophololo

- ISebe lisebenzisa inkqubo yoLawulo lweLahleko ye-ORACLE ukulawula ilahleko ebangelwa bubusela, umonakalo njalo njalo.
- ISebe linika ingqwalasela aba bachaphazelekayo balandelayo, abangaba, iSAPS, iCSC – iiNkonzo zoMthetho GMT kunye ne-PT ekuqukumbeleni imicimbi.
- Ngesi sithuba siphantsi kovavanyo ama-89 (iingozi zezithuthi zeGG nomonakalo) ezehlelo zaqakunjelwa zaze zacinywa.

11. UPHICOTHO-ZINCWADI LWANGAPHAKATHI NEEKOMITI ZOPHICOTHO-ZINCWADI

UPhicotho-zincwadi lwangaphakathi kunikezela abalawuli inkululeko, ingqinisekiso engenamkhethe kunye neenkonzozo zengcebiso eziyilelwe ukwangezelela ixabiso nokuphucula okuqhubekayo kwemisebenzi yeSebe. Luncede iSebe ukufezekisa iinjongo zalo ngokuza nendlela elungelelanisiweyo nebumbeneyo elungiselelwe ukuhlola nokuphucula ukusebenza kakuhle koLawulo, ukuLawula koMngcipheko neenkqubo zoLawulo. Le misebenzi ingundoqo ilandelayo yenzelwa le meko:

- Ukuhlola nokwenza izindululo ezifanelekileyo ukulugiselela ukuphucula iinkqubo zoLawulo ekufezekiseni iinjongo zesebe;
- Ukuvavanya ukuchaneka nokufaneleka nokunikela kuphuculo lwenkqubo yolawulo lomngcipheko;
- Ukunceda iGosa eliNika iNgxelo ekugcineni ulawulo olufanelekileyo nolusebenzayo ngokuvavanya olo lawulo ukumisela ukusebenza nokufaneleka kwalo, nokuphuhlisa izindululo zokwandisa okanye uphuculo.

Unxibelelwano olulandelayo lwengqinisekiso lwamkelwa kwisiCwangciso sangaPhakathi soPhicotho-zincwadi sowama-2016/17:

- UPhuhliso loLutsha;
- ULawulo lukaRhulumente noLawulo lweZigunyaziso;
- ULolongo loMntwana noKhuseleko – IsiThili seMetro East;
- ULolongo loMthengi;
- ULolongo loMntwana noKhuseleko – IsiThili seMetro South;
- IiNtlawulo eziKhutshelweyo;
- Ukusetyenziswa gwenxa kweZiyobisi ; kunye
- Nokuphila okuzinzileyo.

IKomiti yoPhicotho-zincwadi isekwe njengequmrhu lokongamela, elinikezela ngolongamelo oluzimeleyo kulawulo, ulawulo lomngcipheko kunye neenkqubo zoLawulo kwiSebe, olubandakanya ulongamelo noxanduva olunxulumene:

- Kumsebenzi woPhicotho-zincwadi wangaphakathi;
- Kumsebenzi woPhicotho-zincwadi wangaphandle (AGSA);
- Ukunikwa kweNgxelo kweSebe nokunikwa kwengxelo;
- ImiGaqo-nkqubo yeSebe yoBalo-mali;
- Ukuvavanywa kolawulo lwe- AGSA nengxelo yophicotho-zincwadi;
- Ukuvavanywa kokuBekwa kweLiso kweSebe eNyakeni;
- ULawulo lweSebe lomngcipheko;
- ULawulo lwaNgaphakathi;
- Iinjongo ezimiselwe kwangaphambili;kunye
- Nophando lweenkqubo ezisesikweni nolwasekundleni.

ITheyibhile engezantsi ibhengeza ingcaciso efanelekileyo ngamalungu ekomiti yophicotho-zincwadi:

Igama	Izifundo	Ngapha kathi okanye ngaphandle	Ukuba ngowanga phakathi, kwiSebe	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso azizimasileyo
Mnu. Ameen Amod	MBA, CIA, CGAP, CRMA; BCOM (HONS)	Ngaphandle	N/a	01 Janyuwari 2016	N/a	8
Mnu. Mervyn Burton	CA(SA); CFP; B Compt (Hons); B Compt;	Ngaphandle	N/a	01 Janyuwari 2015	N/a	8
Nksz. Judy Gunther	CIA; AGA; CRMA; Masters in Cost Accounting; BCompt	Ngaphandle	N/a	01 Janyuwari 2016	N/a	8
Mnu. Francois Barnard	MComm (Tax); CA(SA); Postgrad Diploma in Auditing; CTA BCompt (Honours); BProc	Ngaphandle	N/a	01 Janyuwari 2016	N/a	8

12. INGXELO YEKOMITI YOPHICOTHO-ZINCWADI

Sanelisekile kukunikezela ingxelo yethu elungiselelwe lo nyaka-mali uphela ngomhla wama-31 kuMatshi 2017.

Uxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi inike ingxelo yokokuba ihambelene noxanduva lwayo oluvela kwiCandelo 38 (1) (a) (ii) loMthetho kaRhulumente woLawulo lweMali noMthetho weCandelo loLawulo-mali 3.1.13. IKomiti yoPhicotho-zincwadi inike ingxelo ngokunjalo yokokuba yamkele imiqathango nezikhokhelo ezifanelekileyo ezisesikweni njengePhepha laMalungelo eKomiti yoPhicotho-zincwadi, ilawule imicimbi yayo ngohambelwano neli phepha lamalungelo yaye iqhube lonke uxanduva lwayo njengoko luqulathwe kuwo.

Ukusebenza koLawulo lwaNgaphakathi

Ngokuhambelana ne PFMA kunye neMithetho yeCandelo loLawulo-mali, uPhicotho-zincwadi lwaNgaphakathi linikezela iKomiti yoPhicotho-zincwadi noLawulo ngengqinisekiso efanelekileyo yokokuba ulawulo lwangaphakathi lwaneleyaye luyasebenza. Oku kufezekiswe ngesicwangciso esamkelweyo sophicotho-zincwadi lwangaphakathi olusekwe kumngcipheko. Uphicotho lwangaphakathi luhlola ukufaneleka kolawulo oludambisa imingcipheko kunye neKomiti yoPhicotho ebeka iliso kumiliseko lwemisebenzi yolungiso.

Umsebenzi olandelayo wophicotho lwangaphakathi waqakunjelwa ngesithuba sonyaka ophantsi kovavanyo:

- UPhuhliso loLutsha
- ULawulo lukaRhulumente neZigunyaziso zoLawulo
- ULolongo lwaBantwana noKhuseleko – iSithili seMetro East
- ULolongo loMthengi
- ULolongo lwaBantwana noKhuseleko – iSithili seMetro South
- IiNtlawulo eziKhutshelweyo
- UkuSetyenziswa gwenxa kweZiyobisi
- Ukuphila okuzinzileyo

Imimandla yenkxalabo nophuculo iya kugqitywa yiKomiti yoPhicotho-zincwadi emva kwentlanganiso yekota yesine novavanyo lweengxelo zemali.

Ulawulo lwaseNyakeni neNgxelo yarhoqo ngeNyanga/ngeKota ngezemali

ISebe linike ingxelo rhoqo ngenyanga narhoqo ngekota kwiCandelo loLawulo-mali njengoko kudingwa yiPFMA.

UkuVavanywa kweeNgxelo zeMali

IKomiti yoPhicotho-zincwadi ayikazivavanyi iingxelo zonyaka zemali yaye iya kunikezela ngenkcazelo emva kwentlanganiso efanelekileyo.

Uhambelwano

IKomiti yoPhuhliso-zincwadi ivavanye iinkqubo zeSebe ukulungiselela uhambelwano nezibonelelo zomthetho nezolawulo.

INGcaciso yokuSebenza

IKomiti yoPhicotho-zincwadi ivavanye ingcaciso kwiinjongo ezimiselwe kwakhona njengoko kunikwe ingxelo kwiNgxelo yarhoqo ngeKota yokuSebenza.

INGxelo yoMphicothi-zincwadi Jikelele

IKomiti yoPhicotho-zincwadi isivavanyile isicwangciso sesebe somiliselelo esilungiselelwe imiba ephakanyisiweyo yophicotho-zincwadi kunyaka ongaphambili yaye sanelisekile yinto yokokuba imiba isonjululwe ngokwaneleyo. Inkcazelo engaphezulu iya kunikezelwa emva kwengxelo yokugqibela yophicotho-zincwadi.



Ameen Amod
Chairperson of the Social Cluster Audit Committee
Department of Social Development
Date: 11 Agasti 2017

ICANDELO D: ULAWULO LWEMICIMBI YABASEBENZI

ICANDELO D: ULAWULO LWEMICIMBI YABASEBENZI

1. INTSHAYELELO

Umnikelo wethu owahlukileyo kumsebenzi weWCG ubalelwa ikakhulu kunyamezelo, nokuzilahlela ikakhulu kwabantu abakwiSebe. Ukwakhiwa kwendawo yonikezelo olutsha lwenkonzo nokukhokhelwa ngempumelelo kwenzame ezihlangeneyo zeqela lethu akwenzekanga ngaphandle kwemingeni yako. Imbonakalo yala maxesha yolawulo lwabantu iguquke kakhulu kule minyaka yolutsha yaye idinga ukhokhelo olumbaxa phakathi koluhlu lwezinto ezikhuphisanayo.

Ngaphandle kwento yokokuba ezi zinto zixhomekekene yaye zizalana, zilawulwa ngokunjalo yimithetho engqongqo nemimiselo, ethe yazibonakalisa ngobunzima xa amalinge okugcina nokutsala umdla athe ahlolwa. Oku kubandakanya ukuthantamisa izigunyaziso zonikezelo lwenkonzo, ukutsalwa nokugcinwa kwamakhono abalulekileyo nanqongopheleyo, ukuxhotyiswa kwabasebenzi, ulawulo lwamakhono, isicwangciso solungiselelo lokungena ezikhundleni kwabasebenzi abalandelayo, ubulungisa engqeshweni nokuyilwa kobume obuncedayo apho abaqeshwa banakho ukuqaqamba. Ngaphezulu koku, iSebe lidingeka ukuba lisebenze kubume obungqongqo, obubanga okokuba abalawuli bacinge ngempembelelo “yokwenza ngaphezulu kusetyenziswa okumbalwa”.

Ngaphandle koku, ukusebenza nzima okuthe gqolo kwabantu bethu, ngaphandle kweemeko ezisoloko zinemingeni, kube nomphumela wezifizekiso ezingummangaliso nokuphuculwa konikezelo lwenkonzo ngethuba lonyaka ophantsi kovavanyo.

Umlinganiselo weZithuba ezingazaliswanga

Ukulungiselela ukufaka iinzame eziqhubekayo zokunikezelwa kwenkonzo kwinkonzo karhulumente, iSebe leNkonzo zikaRhulumente noLawulo (DPSA) liqalise ngeqhinga ngo-2011 lokunciphisa umlinganiselo wazithuba ezingazaliswanga kumasebe uyokutsho ngaphantsi komgangatho wesizwe we-10%. Uhambelwano neqhinga lubekwa iliso yiForam yaBalawuli Jikelele boMzantsi Afrika (FOSAD) ngokunjalo neSebe loCwangciso lokuBekwa kweLiso noVavanyo (DPME) ngokusetyenziswa kwe-MPAT.

Ekupheleni konyaka-mali wama-2016/17, iSebe libe nomlinganiselo ophelileyo wezithuba ezingazaliswanga we-2,5%. Oku kube kukuphuculwa komlinganiselo wezithuba ezingazaliswanga zowama- 2015/16 obe si-5,4% kwizithuba sovavanyo. Kwicandelo lezithuba ezibalulekileyo, umlinganiselo wezithuba ezingazaliswangwa ube ngaphantsi ngokunjalo kwi-10% waba sisi-3%.

Iinkquba zabafunda besengqeshweni

ISebe liyile amathuba okufunda kwabanebanga leshumi abangaqeshwanga abangama-20 ngokusetyenziswa kwe-Premier's Advancement of Youth Programme (PAY Internship Programme) yaze yabonelela abafunda besengqeshweni abali-13 ngamava anxulumene nomsebenzi. Abanye abangaphezulu abafunda besengqeshweni abangama-30 bafumene amava okufunda njengenxaleye yomsebenzi wabo wezifundo yaye abafunda besengqeshweni abancedisayo bentlalo aaba-15 bafumana uqeqesho ngeli thuba besenkonzweni njengenxalenye yenkqubo yabo. Abafunda besengqeshweni abangama-78 benza isi-3% sesambuku sabasebenzi abahlawulweyo kwesi sithuba.

2. IWONGA LOLAWULO LWABANTU KWISEBE

2.1. Okuphambili kuCwangciso lwaBasebenzi beSebe

Okuphambili kuCwangciso lweHR	IziPhumo
UYilo loMbutho	<ul style="list-style-type: none"> Unikezelo lwenkonzo oluphuculweyo/iinkqubo eziphuculweyo ngokuhambelana nePSO (UPhando loYilo loMbutho; inkqubo yomjikelo weNkxaso-mali efanayo) IsiCwangciso soMiliselo (isicwangciso somiliselo sesigunyaziso esisemthethweni, ngesikhombisi esithe ngqo kuMthetho waBantwana kubandakanywa imiba yokuqeshwa kwabasebenzi, uhlahlo lwabiwo-mali, njalo njalo.) Umdlili ofanelekileyo phakathi konoontlalo-ntle namanani abemi
Ukufunwa kwabasebenzi/ Ukuqeshwa kwabasebenzi/Ukugcinwa	<ul style="list-style-type: none"> Ukuncitshiswa kwamathuba abekiweyo okuzaliswa kwezithuba ezibhengeziweyo (isicwangciso sokuFunwa kwaBasebenzi) Ukuncitshiswa komlinganiselo wezithuba ezingazaliswanga nenkqubo efanelekileyo yokuFumana nokuKhethwa (isicwangciso sokuFunwa kwabasebenzi) Ukuncitshiswa kwesithuba senkqubo elungiselelwe ukuzaliswa kwezithuba (inkqubo yokufunwa kwabasebenzi kusetyenziswa ikhompyutha) Ukuphuculwa kokuzinza kwabasebenzi/ukuncitshiswa kwenguqu (Ukuncitshiswa kwenani labasebenzi abangaqeshwanga isigxina abaqeshwe kwizithuba zengqesho esisigxina) Iinqubo ezisesikweni ekwabelwana ngazo nolungelelaniso lwenkcubeko kunikela kungcino lwabasebenzi ukumiliselwa nokuqaliswa "kweeNkqubo ye On-Boarding" ukulungiselela ukuhlanganiswa okuyimpumelelo kwabasebenzi abatsha)
Ulawulo lwekhono kubandakanywa noQeqesho noPhuhliso	<ul style="list-style-type: none"> Abasebenzi abanobuchule Ubukho beqela labasebenzi abanobuchule abalungele ukuthabatha izikhundla ezingazaliswanga Ukuncitshiswa kwamamqanaba okulingwa njengoko abasebenzi baye beba nemveliso Ukwandiswa kwamaqela abasebenzi abachongiweyo nohambelwano kokujoliswe kuko kwisizwe (imfuno ufumana imali yendleko zokuhamba: 2% ze ukufunda usengqeshweni: 3%) Ukubakho kwamakhono awodwa/ anqongopheleyo/abalulekileyo Iimfuno zoqeqesho zilungisiwe ngokwaneleyo Ukhutshelo olufanelekileyo lwamakhono nokugcinwa kwengqiqo yeziko
Ulawulo lolwazi	<ul style="list-style-type: none"> Ingqiqo yeziko ikho ukunceda ukwenziwa kwezigqibo okufanelekileyo
Ukukhuthazwa koBulungisa eNgqeshweni	<ul style="list-style-type: none"> Abasebenzi abahlukeneyo ngokwentlanga abanamalungelo alinganayo kulungiselelwa uHambelwano nekujoliswe kuko kwee-EE kwiSMS (Isini 50/50)
UKhokhelo lweNguqu yeZiko kwiSebe (kubandakanywa iinqobo ezisesikweni nenkcubeko yombutho)	<ul style="list-style-type: none"> Inkcitho yabasebenzi (abasebenzi abasetyenziswa kwimisebenzi engenamveliso) yancitshiswa yaza kuthi ga kumanqanaba amkelekileyo Ubudlelwane obulungileyo babasebenzi Ukwandiswa kwamamqanaba okunyamezela.

2.2. ULawulo lokuSebenza koMqeshwa

Elinye lelithe lembombo leNkqubo yoLawulo lokuSebenza koMqeshwa yimfuno yesiseko abathi bonke abaqeshwa banyanzeleke okokuba benze okulindelekileyo kubo. Oku kulindelweyo kunye nemigangatho edingekayo yokusebenza iyaqiniswa ngendlela yeenkcazelo zomsebenzi, izivumelwano zokusebenza, izicwangciso zoShishino / zokusebenza. Amabhaso kunye nenkuthazo inikezelwa kuphela kumsebenzi othe wabugqitha ubungakanani nobunjani bomsebenzi athi umqeshwa awuhlalulelwe.

Abaqeshwa abathe batyunjelwa ukufumana iibhonasi zokusebenza bayavavanywa liqela lovavanyo, elithi lihlole ubungqina ukuqokumbela umsebenzi ochaziweyo kwisiCwangciso

sokuPhuculwa kokuSebenza. Oku kubekwa iliso ngokungqongqo ukuqinisekisa ngohambelwano olupheleleyo kunye nemigangatho eyamkelekileyo yomsebenzi.

Isicwangciso-nkqubo sifuna ngokunjalo ukukhuthaza inkqubo yendawo yokusebenza elungileyo ethi ikhuthaze iingxoxo esesikweni nezingekho sikweni ezimalunga nohlolo lomsebenzi, iindlela zokusebenza ezikhokhelayo nokuphuculwa okuqhubekayo komsebenzi ngamnye.

Le nkqubo iseka isicwangciso-nkqubo apho bobabini umqeshi nomqeshwa banakho ngokulinganayo ukufezekisa iinjongo zabo ukuqinisekisa ngokufezekiswa kwe-PSG 5, eyile "Ukondelisa ulawulo olulungileyo kunye nonikezelo lwenkonzo oluhlangeneyo ngokusetyenziswa kothelelelwano nolungelelwaniso lwesithuba."

2.3. Impilo-ntle yomqeshwa

Ukuphuhlisa kwenkcubeko yokuphila kwiSebe kubalulekile ukulungiselela ukuqinisekisa ngento yokuba abaqeshwa bafezekisa amanqanaba aphezulu okusebenza ngeli thuba beziva bekhathalelwe yaye bexhaswa kubume bomsebenzi. INkqubo yeWCG enqamlezileyo yeMpilo neMpilo-ntle yoMqeshwa (EHW) ilandela indlela epheleleyo kwimpilo-ntle yomqeshwa yaye iyakhusela ikakhulu ngendalo, ibonelela ngeenkonzo ezingundoqo nezo zikwinqanaba elisezantsi. INkqubo iEHW ibekwa iliso kwiSebe ngokusetyenziswa kweengxelo zarhoqo ngenyanga ezilungiselelwe iinkonzo ezingundoqo (inkonzo yengcebiso yokutsalelwa komnxeba iiyure ezingama-24, inkonzo ekwikhompyutha yoLolongo nokunikwa kwengxelo) kunye neenkonzo ezikwinqanaba elisezantsi (ingcebiso eyenziwa ubuso ngobuso, izehlo zokwenzakala nezibalulekileyo, uqeqesho namangenelo achongiweyo, ukuqeqeshwa kulawulo, uthethelelo).

Ingxelo yarhoqo ngekota iqulunqwe liCandelo: Organisational Behaviour elikwi-CSGelithi linikele ngohlalelo lwendlela yosetyenziso ukuchongwa komngcipheko kunye nempembelelo yayo kwimveliso. Ngaphezulu, ukunikezelwa kwengxelo okuqhubekayo kwiSebe leNkonzo kaRhulumente noLawulo (DPSA) kuyimfuneko yaye ukunikwa okunjalo kwengxelo kujolise kwimimandla emine eyile, HIV/ AIDS, iMpilo neMveliso, uLawulo lweMpilo-ntle kunye neSHEQ (uBume beMpilo obuKhuselekileyo noBulungileyo).

3. IINKCUKACHA ZAMANANI OKONGAMELA ULAWULO LWABANTU

3.1 Inkciitho enxulumene nabasebenzi

Ezi theyibhile zilandelayo zishwankathela inkciitho ephicothwe ngokugqibeleleyo ngokweenkqubo (Itheybhile 3.1.1) nangokwamabakala emivuzo (Itheybhile 3.1.2).

Amanani akuTheybhile 3.1.1 athatyathwe kwiNkqubo yeSiseko yoBalo-mali ze amanani akuTheybhile 3.1.2 wona abe athatyathwe kuPERSAL [oyinkqubo yeMivuzo yaBasebenzi]. Ezi nkqubo zimbini azikulungiselelwanga ukwenza iintlawulo eziziimbuyekezo kubasebenzi abathi baqeshwe nabathi babeke phantsi kwakunye/okanye nabadluliselwa kweli okanye kumanye amasebe. Oku ke kuthetha ukuba kungakho iyantlukwano kwinkciitho echazwe apha ngokukonke.

Okungundoqo kwtheyibhile engasezantsi yinkcazelo yeeNkqubo ezikwiSebe. IiNkqubo kuyakubhekiselelwa kuzo ngeenombolo zazo ukususela apha ukubheka phambili

INkqubo	Utyumbo lweNkqubo
INkqubo 1	ULawulo
INkqubo 2	IiNkonzo zeNtlalo-ntle yoLuntu
INkqubo 3	Abantwana neeNtsapho
INkqubo 4	IiNkonzo zokuVuselela
INkqubo 5	UPhuhliso noPhando

ITheyibhile 3.1.1: Inkciitho kubasebenzi ngokwenkqubo, 2016/17

Inkqubo	Inkciitho Epheleleyo (R'000)	Inkciitho Kubasebenzi (R'000)	Inkciitho Kuqeqesho (R'000)	Impahla Neenko nzo (R'000)	Inkciitho kubasebenzi njenge-% yenkciitho yonke	Inkciitho ethelekelelwa yo kubasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
INkqubo 1	184,085	142,377	3,398	32,046	77.34%	322	442
INkqubo 2	768,382	361,045	0	54,440	46.99%	336	1,073
INkqubo 3	611,241	23,865	0	784	3.90%	379	63
INkqubo 4	344,612	136,181	0	106,556	39.52%	240	568
INkqubo 5	49,771	13,280	0	728	26.68%	474	28
Zizonke	1,958,091	676,748	3,398	194,554	34.56%	311	2,174

Qwalasela: inani labasebenzi libhekisa kubo bonke abantu kwesi sithuba sale ngxelo, kuquka nabasafundiswa umsebenzi, kodwa ngaphandle koMphathiswa. Inani labaqaqeshwa ngokokwanda ingelulo uthelekelelo njengoko kunjalo ngomhla othile.

Itheyibhile 3.1.2: Inkciitho kubasebenzi ngokwenqanaba lomvuzo, 2016/17

Amabakala emivuzo	Inkciitho kubasebenzi (R'000)	I-% yenkciitho kubasebenzi iyonke	Inkciitho ethelekelelwayo kubasebenzi kumsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	4 778	0.7	50	95
Abanezakhono (Amanqanaba 3-5)	139 119	20.4	186	747
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	321 380	47.2	294	1093
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	189 021	27.8	505	374
Abalawuli abaphezulu (Amanqanaba 13-16)	26 604	3.9	1 023	26
Ewonke	680 900	100.0	292	2 335

Qwalasela: inani labasebenzi libhekisa kubo bonke abantu kwesi sithuba sale ngxelo, kuquka nabasafundiswa umsebenzi, kodwa ngaphandle koMphathiswa. Inani labaqeshwa ngokokwanda ingelulo uthelekelelo njengoko kunjalo ngomhla othile.

Ezi theyibhile zilandelayo zinikezela ngesishwankathelo ngokwenkqubo (Itheyibhile 3.1.3) nangokwamabakala emivuzo (Itheyibhile 3.1.4), senkciitho ethe yenziwa kuhlululwa imivuzo, ixesha elongezelelweyo, izibonelelo zemizi kwakunye noncedo lwempilo. Ezi theyibhile azenzi sibonelelo senye inkciitho efana nomhlalaphantsi, ibhonasi yokusebenza kakuhle kunye nenye imnlai evunyelweyo, ethi yenze inkciitho epheleleyo yabasebenzi.

Itheyibhile 3.1.3: Imivuzo, Ixesha Elongezelelweyo, Izibonelelo zemizi kunye noNcedo lwezeMpilo ngokwenkqubo, ku-2016/17

INkqubo	Imivuzo		Ixesha Elongezelelweyo		Isibonelelo Semizi		Uncedo Lwezempilo	
	Isixa (R'000)	Imivuzo njenge-% yenkciitho kuba sebenzi	Isixa (R'000)	Ixesha elongezelwe lweyo njenge-% yenkciitho kubasebenzi	Isixa (R'000)	Isibonelelo semizi njenge-% yenkciitho kubasebenzi	Isixa (R'000)	Uncedo lwezempilo njenge-% yenkciitho kubasebenzi
INkqubo 1	100 910	14.8	802	0.1	4 367	0.6	7 225	1.1
INkqubo 2	260 489	38.3	2 620	0.4	10 855	1.6	17 706	2.6
INkqubo 3	17 916	2.6	59	0.008	516	0.1	1 138	0.2
INkqubo 4	96 263	14.1	452	0.1	6 344	0.9	8 008	1.2
INkqubo 5	10 050	1.5	0	0.0	321	0.05	557	0.1
Zizonke	485 627	71.3	3 934	0.6	22 404	3.3	34 634	5.1

ITheyibhile 3.1.4: Imivuzo, Ixesha Elongezelelweyo, Izibonelelo zemizi kunye noNcedo lwezeMpilo ngokwenkqubo, ku-2016/17

Amabakala Emivuzo	Imivuzo		Ixesha Elongezelelweyo		Isibonelelo Semizi		Uncedo Lwezempilo	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Ixesha elongezelelweyo njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Isibonelelo semizi njenge-% yenkcitho kuba sebenzi	Isixa (R'000)	Uncedo lwezempilo njenge-% yenkcitho kuba sebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	4 010	0.6	24	0.003	106	0.02	89	0.01
Abanezakhono (Amanqanaba 3-5)	95 147	14.0	484	0.1	7 911	1.2	10 295	1.5
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	231 708	34.0	2 565	0.4	10 579	1.6	17 456	2.6
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	138 027	20.3	860	0.1	3 474	0.5	6 464	0.9
Abalawuli abaphezulu (Amanqanaba 13-16)	16 736	2.5	0	0.0	334	0.05	331	0.05
Zizonke	485 627	71.3	3 934	0.6	22 404	3.3	34 634	5.1

3.2 INgqesho Nezithuba Zengqesho

Ezi theyibhile zilandelayo zishwankathela inani lezithuba zengqesho ezisavulelekileyo kwisikhundla seli sebe, inani labasebenzi (kungabandakanywa abafunda besengqeshweni noMphathiswa), kwakunye nenani ngokwepesenti lezikhundla zengqesho ebezisavulelekile ekupheleni konyaka-mali. Ezi nkukacha zinikezelwa ngokweenkalo ezingundoqo ezintathu, ezizezi: Inkqubo (iTheyibhile 3.2.1), kwakunye namaKhono Abalulekileyo iNqanaba loMvuzo (Theyibhile 3.2.2) nezikhundla eziphambili. (iTheyibhile 3.2.3). Yonke ingcaciso kweli candelo inikezelwe njengesishwankathelo njengoko ibe injalo ekupheleni konyaka-mali ophantsi kovavanyo.

ITheyibhile 3.2.1: Imisebenzi nezithuba ezisavulelekileyo ngokwenkqubo, ukuya kuthi ga ngomhla wama-31 kuMatshi 2017

INKqubo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
INKqubo 1	411	406	1.2
INKqubo 2	1 089	1 065	2.2
INKqubo 3	64	63	1.6
INKqubo 4	590	565	4.2
INKqubo 5	27	27	0.0
Zizonke	2 181	2 126	2.5

ITheyibhile 3.2.2: Imisebenzi nezithuba ezisavulelekileyo ngokwenqabana lomvuzo, ukuya kuthi ga ngomhla wama-31 kuMatshi 2017

Amabakala Emivuzo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
Abanezakhono ezingephi (Amanqanaba 1-2)	26	26	0.0
Abanezakhono (Amanqanaba 3-5)	927	902	2.7
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	942	923	2.0
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	261	250	4.2
Abalawuli abaphezulu (Amanqanaba 13-16)	25	25	0.0
Ewonke	2181	2126	2.5

ITheyibhile 3.2.3: Imisebenzi nezithuba ezisavulelekileyo ngokwezikhundla ezingundoqo, ukuya kuthi ga ngomhla wama-31 kuMatshi 2017

Izikhundla ezingundoqo	Inani lezikhundla ezisekhoyo	Inani lezikhundla ezivaliweyo	Izinga lezikhewu ngokwe-%
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	414	396	4.3
Umncedi kaNontlalo-ntle	191	185	3.1
uNontlalo-ntle	768	750	2.3
IYonke	1374	1331	3.1

Qaphela: Imisebenzi ebalulekileyo – khangela kwimisebenzi ebalulekileyo elungiselelwe ukunikezelwa kwenkonzo. Ukuba le misebenzi ayikho kwisebe, umsebenzi/iinkonzo ziya kusilela.

3.3 UVavanyo lwesithuba

Uvavanyo lwesithuba lwaqaliswa njengendlela yokuqinisekisa ngento yokokuba umsebenzi onexabiso elilinganayo uhlawulelwe ngokulingana. Kwisicwangciso-nkqubo sesizwe esimiselweyo, oogunyaziwe abamiliselayo kufuneka bavavanye isithuba ngasinye esitsha kumbutho wakho okanye avavanye ngokutsha nasiphi na isithuba apho isithuba sigunyazisiweyo okanye okuqulathiweyo kutshintshe kakhulu. Le nkqubo yovavanyo lwesithuba isela ukuhlelwa nenqanaba lomvuzo lesithuba. Kufuneka iqondwe into yokokuba uVavanyo lweSithuba kunye noLawulo loMsebenzi woMqeshwa luyahluka ngento yokokuba ukuVavanywa kweSithuba kuvbhekiselele kwixabiso/kuveeyisho lwemisebenzi enxulunyaniswe nesithuba ze uLawulo lokuSebenza koMqeshwa lubhekiselele kuvavanyo lomsebenzi womntu ngamnye.

ITheyibhile 3.3.1 ishwankathela inani lezithuba ezithe zavavanywa ngesithuba sonyaka ophantsi kovavanyo. Itheyibhile inikezela ngokunjalo ngeenkukacha zamanani kwinqanaba lezithuba ezithe zahlaziywa okanye zathotyelwa ezantsi.

ITheyibhile 3.3.1: UVavanyo lwesithuba, ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Amabakala Emivuzo	Inani elipheleleyo lezikhundla ngomhla wama-31 kuMatshi 2017	Inani lezikhundla ezihlalu tyiweyo	Izikhundla ezehliselwe inqanaba				
			Inani	Izikhundla ezenyuselwe inqanaba njenge- % yezikhundla zizonke	Inani	Izikhundla ezehliselwe inqanaba njenge- % yezikhundla zizonke	
Abanezakhono ezingephi (Amanqanaba 1-2)	26	0	0.0	0	0.0	0	0.0
Abanezakhono (Amanqanaba 3-5)	927	95	4.4	2	0.1	0	0.0
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	942	43	2.0	0	0.0	0	0.0
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	261	46	2.1	0	0.0	0	0.0
Abalawuli abaphezulu Inqanaba A (Inqanaba 13)	20	0	0.0	0	0.0	0	0.0
Abalawuli abaphezulu Inqanaba B (Inqanaba 14)	4	0	0.0	0	0.0	0	0.0
Abalawuli abaphezulu Inqanaba C (Inqanaba 15)	1	0	0.0	0	0.0	0	0.0
Zizonke	2181	184	8.4	2	0.1	0	0.0

Qaphela: "Inani lezithuba ezivavanyweyo ngokweBakala loMvuzo libonisa iNqanaba lokuGqibela lezithuba ezamkelweyo emva koHlalutyo lweZikhundla.

Itheyibhile 3.3.2: Isikhokelo sabasebenzi abamivuzo yabo ithe yenyuswa ngenxa yokwenyuswa kwamanqanaba ezikhundla abakuzo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Isambuku
Amanina	0	0	1	0	1
Amadoda	0	0	1	0	1
Isambuku	0	0	2	0	2
Abasebenzi abakhubazekileyo				0	

Qaphela: Itheyibhile 3.3.2 luhlalutyo lwezikhundla ezithe zenyuswa inqanaba, utheybhile 3.3.1.

Itheyibhile 3.3.3 ishwankathela inani leemeko apho amanqanaba emivuzo enyukileyo kunomgangatho womvuzo obekiweyo okanye apho kuthe kwanikezelwe iinotshi eziphezulu kubasebenzi kwinqanaba elithile. Inqanaba ngalinye lomvuzo liqulunqwe ngeenotshi ezili-12. Izizathu zale yantlukwano inikezelwe kwimeko nganye.

Itheyibhile 3.3.3: Isikhokelo sabasebenzi abanikwe imivuzo engentla kunaleyo ibekiweyo ngokwenqubo yohlalutyo lwezikhundla ngokwesikhundla esingundoqo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Isikhundla Esingundoqo	Inani labasebenzi	Inqanaba lohlalutyo lwesikhundla	Ukuhlawulwa kwinqanaba lomvuzo elingentla	Ukuhlawulwa kwinothshi engentla yenqanaba lomvuzo elikwafanayo	Izizathu zokutenxa
USekela-Mlawuli	1	9	-	Ukwenyuswa kwenotshi 11	Kukutsala umdla
Isambuku					1
					0.05

Itheyibhile 3.3.4: Isikhokelo sabasebenzi abanikwe imivuzo engentla kunaleyo ibekiweyo ngokwenqubo yohlalutyo lwezikhundla ngokwesikhundla esingundoqo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Abaxhamli	Ama-Afrika	AmaNdiya	Abebala	Abelungu	Isambuku
Amanina	1	0	0	0	1
Amadoda	0	0	0	0	0
Isambuku	1	0	0	0	1
Abasebenzi abakhubazekileyo				0	

Qaphela: Itheyibhile 3.3.4 luhlalutyo lukatheyibhile 3.3.3 ngokohlanga nesini.

3.4. INguqu kwiNgqesho

Amazinga engqesho anikezela isalathisi seenguqu kwimeko yengqesho yeli Sebe kulo nyaka wale ngxelo. Ezi theyibhile zilandelayo zinikezela ngesishwankathelo zamazinga engqesho ngokwamabakala emivuzo (Itheyibhile 3.4.1) kwangokwezikhundla ezingundoqo (Itheyibhile 3.4.2). Eli candelo alibandakanyi ingcaciso engabalingwa engqeshweni.

Itheyibhile 3.4.1: Amazinga okuvalwa kwezikhewu ngokwamabakala emivuzo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Amabakala Emivuzo	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	I-% yezinga lamaqondo ku 2015/16	Abantu abaqeshwe leli Sebe	Abantu abadluliselwe kweli Sebe	Abaphele lwe zizingxungo balishiya eli Sebe	Abadluliselwe leli Sebe kumanye amasebe	I-% yezinga lamaqondo ku 2016/17
Abanezakhono ezingephi (Amanqanaba 1-2)	27	8.0	1	0	3	0	11.1
Abanezakhono (Amanqanaba 3-5)	883	5.7	72	11	28	2	3.4
Abazakhono zikumgangatho ophezulu kwezemveliso (Amanqanaba 6-8)	923	10.3	115	12	141	9	16.3
Abazakhono zikumgangatho ophezulu kwezolawulo (Amanqanaba 9-12)	246	11.1	14	3	18	3	8.5
Abalawuli abaphezulu Inqanaba A (Inqanaba 13)	18	5.6	1	0	1	0	5.6
Abalawuli abaphezulu Inqanaba B (Inqanaba 14)	4	0.0	0	0	0	0	0.0
Abalawuli abaphezulu Inqanaba C (Inqanaba 15)	1	0.0	0	0	0	0	0.0
Isambuku	2102	8.4	203	26	191	14	9.8
			229		205		

Qaphela: "UKhutshelo" lubhekiselele kukuhanjiswa kwabaqeshwa besuswa kwiSebe leNkonzo kaRhulumente besiswa kwelinye (kwiphondo nakwisizwe). Umlinganiselo wenguqu umiselwa ngokubalwa kwesambuku esiphumileyo ngokwepesenti yesiseko (inani labaqeshwa njengoko belinjalo ngomhla wama-31 kuMatshi 2016).

ITheyibhile 3.4.2: Umlinganiselo wenguqu ngokwezithuba ezibalulekileyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Isikhundla esingundoqo	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	I-% yezinga lamaqondo ku 2015/16	Abantu abaqeshwe leli Sebe	Abantu abadluliselwe kweli Sebe	Abaphele lwe zizingxungo balishiya eli Sebe	Abadluliselwe leli Sebe kumanye amasebe	I-% yezinga lamaqondo ku 2016/17
Umsebenzi Kwezonoophelo Lwabantwana Nolutsha	386	4.9	34	0	11	0	2.8
Umncedi kaNontlalo-ntle	178	3.6	8	0	1	0	0.6
uNontlalo-ntle	727	9.5	91	0	63	4	9.2
Isambuku	1290	7.4	133	0	75	4	6.1
			133		79		

Qaphela: “UKhutshelo” lubhekiselele kukuhanjiswa kwabaqeshwa besuswa kwiSebe leNkonzo kaRhulumente besisiwa kwelinye (kwiphondo nakwisizwe). Umlinganiselo wenguqu umiselwa ngokubalwa kwesambuku esiphumileyo ngokwepesenti yesiseko (inani labaqeshwa njengoko belinjalo ngomhla wama-31 kuMatshi 2016).

ITheyibhile 3.4.3: Abaqeshwa abashiya ingqesho yeSebe, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Uhlobo Lokumka	Inani	I-% yenani elipheleleyo labemkileyo	Inani labemkileyo njenge-% yenani elipheleleyo labemkileyo ukuya kuthi ga ngomhla wama-31 kuMatshi 2016
Abaswelekileyo	2	1.0	0.1
Abarhoxileyo *	140	68.3	6.7
Abaphelelwe zizivumelwano	3	1.5	0.1
Abagxothiweyo – linguqu zomsebenzi	0	0.0	0.0
Abagxothiweyo – ngokungaziphathathi kakuhle	14	6.8	0.7
Abagxothiweyo – ngokungenzi msebenzi ngokufanelekileyo	0	0.0	0.0
Abayekiswe ngenxa yobunkenenkene bempilo	5	2.4	0.2
Abathabathe umhlala-phantsi	26	12.7	1.2
Abasebenzi abacele okwabo balishiya iSebe	1	0.5	0.04
Abadluliselwe kumaqumrhu ombuso	0	0.0	0.0
Abadluliselwe kumanye amasebe aseburhulumenteni	14	6.8	0.7
Isambuku	205	100.0	9.8

Qaphela: ITheyibhile 3.4.3 ichonge amacandelo awahlukeneyo okushiya ingqesho alungiselelwe loo malungu abasebenzi abathe bashiya ingqesho yeSebe.

* Ukurhoxa kuxoxwe ngakumbi kwitheyibhile 3.4.4 ne 3.4.5.

ITheyibhile 3.4.4: Izizathu ezibangele abaqeshwa ukuba barhoxe, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Izizathu zokurhoxa	Inani	i-% yesambuku sokurhoxa
Uthantamiso phakathi komsebenzi/ubomi	2	1.4
Umvuzo ongcono	9	6.4
Ukuguqulwa kwengqesho yokusuka kwingqesho yethutyana uqeshwa isigxina *	79	56.4
Iimeko zosapho/zomntu	10	7.1
Ubudlelwane nabanye abasebenzi	1	0.7
Ukungqongophala kwamathuba okunyuselwa	4	2.9
Isidingo sokutshintsha umsebenzi	15	10.7
Akukho zizathu zinikiweyo	7	5.0
Impilo yomntu	6	4.3
Ukulandela izifundo	4	2.9
Ukuqala ushishini	3	2.1
Zizonke	140	100.0

Qaphela:* Abanezidanga zobuNontlalo-ntle abaqeshwe kwizithuba ezizigxina ngokusetyenziswa kwenkqubo esesikweni yokufuna nokukhethwa kwabasebenzi.

ITheyibhile 3.4.5: Amaqela awahlukeneyo ngokobudala athe arhoxa, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Iqela lobudala	Inani	i-% njengenani elipheleleyo labaziyekeleyo
Ubudala <19	0	0.0
Ubudala 20 ukuya 24	3	2.1
Ubudala 25 ukuya 29	61	43.6
Ubudala 30 ukuya 34	24	17.1
Ubudala 35 ukuya 39	15	10.7
Ubudala 40 ukuya 44	12	8.6
Ubudala 45 ukuya 49	9	6.4
Ubudala 50 ukuya 54	7	5.0
Ubudala 55 ukuya 59	4	2.9
Ubudala 60 ukuya 64	5	3.6
Ubudala 65 >	0	0.0
Bebonke	140	100.0

ITheyibhile 3.4.6 Abaqeshwa abazifunele ngokwabo umgodlo wokuyeka emsebenzini.

Icandelo	Inani lezicelo ezingenileyo	Inani lezicelo ezidluliselwe kwiMPSA	Inani lezicelo ezifumene inkxaso yeMPSA	Inani lezithonga zomhlala-phantsi ezithe zaphunyezwa leli Sebe
Abanezakhono ezingephi (Amanqanaba 1-2)	0	0	0	0
Abanezakhono (Amanqanaba 3-5)	0	0	0	0
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	0	0	0	0
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	1	1	1	1
Abalawuli abaphezulu (Amanqanaba 13-16)	0	0	0	0
Bebonke	1	1	1	1

ITheyibhile 3.4.7: Abanyuselwe ngokwamabakala emivuzo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Ibakala lomvuzo	Inani labasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	Abanyuselwe ukuya kwinqanaba lomvuzo ongentla	Abanyuselwe njenge- % yenani elipheleleyo labasebenzi	Abanyuselwe baya kwintshi engentla kwakwibakala elinye lomvuzo	Abanyuselwe iintshi njenge- % labasebenzi abanyuselwe iintshi kwakwibakala elinye lomvuzo bebonke
Abanezakhono ezingephi (Amanqanaba 1-2)	27	0	0.0	7	25.9
Abanezakhono (Amanqanaba 3-5)	883	4	0.5	233	26.4
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	923	18	2.0	370	40.1
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	246	13	5.3	155	63.0
Abalawuli abaphezulu (Amanqanaba 13-16)	23	2	8.7	19	82.6
Bebonke	2102	37	1.8	784	37.3

Qaphela: Ukunyuselwa kubonisa inqanaba lomvuzo lomqeshwa emva kokuba enyuselwe. Abaqeshwa abangakulungelanga ukunyuselwa ngokwenotshi kubandakanywa abo basalingwayo, ngokunjalo nabo bangabasebenzi ngokufanelekileyo. Ngaphezulu, abaqeshwa abakwi-Occupation Specific Dispensation (OSD) abafumani kunyuselwa ngenotshi rhoqo ngonyaka.

ITheyibhile 3.4.8: Abonyuselweyo ngokwezikhundla ezingundoqo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kuma-31 kuMatshi 2017

Isikhundla Esiqingundoqo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	Abonyuselwe ukuya kwinqanaba lomvuzo elingentla	Abonyuselweyo njenge-% yenani elipheleleyo labasebenzi	Abonyuselwe baya kwintshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iintshi njenge-% labasebenzi abonyuselwe iintshi kwakwibakala elinye lomvuzo bebonke
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	386	4	1.0	63	16.3
Umncedi kaNontlalontle	178	0	0.0	36	20.2
uNontlalo-ntle	727	7	1.0	136	18.7
Bebonke	1290	11	0.9	235	18.2

Qaphela: Ukunyuselwa kubonisa inqanaba lomvuzo lomqeshwa emva kokuba enyuselwe. Abaqeshwa abangakulungelanga ukunyuselwa ngokwenotshi kubandakanywa abo basalingwayo, ngokunjalo nabo bangabasebenzi ngokufanelekileyo. Ngaphezulu, abaqeshwa abakwi-Occupation Specific Dispensation (OSD) abafumani kunyuselwa ngenotshi rhoqo ngonyaka.

3.5. Ubulungisa engqeshweni

ITheyibhile 3.5.1: Inani elipheleleyo labaqeshwa (kubandakanywa abaqeshwa abakhubazekileyo) kwinqanaba ngalinye kula manqanaba alandelayo omsebenzi, ukuzokuthi ga ngomhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Isambuku
	A	C	I	W	A	C	I	W	Amadoda	Ababhinqileyo	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli abaphezulu (Amanqanaba 13-14)	2	6	0	3	1	6	0	6	0	0	24
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	25	75	0	10	53	155	3	32	0	0	353
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	87	191	1	14	219	448	5	49	0	0	1014
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	118	197	1	6	134	250	0	10	0	0	716
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	5	4	0	0	4	5	0	0	0	0	18
Bebonke	237	473	2	34	411	864	8	97	0	0	2126

Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0	0
Isambuku	237	473	2	34	411	864	8	97	0	0	0	2126

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Amanani aboniswe ngokwamanqanaba omsebenzi abandakanya bonke abaqeshwa abaqeshwe isigxina, okwethutyana, nabanezivumelwano, kodwa akubandakanywa abafundi abasengqeshweni. Ngaphezulu, ingcaciso inikezelwe ngokwenqanaba lomvuzo hayi ngokwenqanaba lesithuba. Ukukhangela inani labaqeshwa abakhubazekileyo, khangela kwiTheyibhile 3.5.2.

ITheyibhile 3.5.2: Inani elipheleleyo labaqeshwa (abakhubazekileyo kuphela) kwinqanaba ngalinye lomsebenzi kula alandelayo njengoko linjalo ngomhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amada	Ababhinqileyo	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu Amanqanaba 13-14)	0	1	0	0	0	0	0	0	0	0	1
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	1	1	0	1	1	2	0	1	0	0	7
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	2	2	0	2	3	4	0	1	0	0	14
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	2	1	0	0	1	0	0	0	0	0	4
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Bebonke	5	5	0	3	5	6	0	2	0	0	26
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0
Isambuku	5	5	0	3	5	6	0	2	0	0	26

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Amanani aboniswe ngokwamanqanaba omsebenzi abandakanya bonke abaqeshwa abaqeshwe isigxina, okwethutyana, nabanezivumelwano, kodwa akubandakanywa abafundi abasengqeshweni. Ngaphezulu, ingcaciso inikezelwe ngokwenqanaba lomvuzo hayi ngokwenqanaba lesithuba.

ITheyibhile 3.5.3: Ukufunwa kwabasebenzi ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Ababhinqileyo	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	1	0	0	1
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	1	1	0	2	2	9	1	1	0	0	17
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	8	15	0	0	45	52	1	6	0	0	127
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	12	23	0	1	12	32	0	3	0	0	83
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	0	1	0	0	0	0	0	0	0	0	1
Bebonke	21	40	0	3	59	93	2	11	0	0	229
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0
Isambuku	21	40	0	3	59	93	2	11	0	0	229

A = Abantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Ukufunwa kwabasebenzi kubhekiselele kukuqeshwa kwabasebenzi abatsha kuluhlu lwezithuba zeSebe, kodwa akubandakanywa abafundi abasengqeshweni. Izambuku zibandakanya abakhutshelwe bevela kwamanye amasebe karhulumente kunye/okanye kumaziko ngokweTheyibhile 3.4.1.

ITheyibhile 3.5.4: Ukunyuselwa, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Ababhinqileyo	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-14)	0	2	0	0	0	0	0	0	0	0	2
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	2	3	0	0	2	5	1	0	0	0	13
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	1	2	0	0	4	11	0	0	0	0	18
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	0	2	0	0	0	2	0	0	0	0	4
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Bebonke	3	9	0	0	6	18	1	0	0	0	37
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0
Isambuku	3	9	0	0	6	18	1	0	0	0	37

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Ukunyuselwa kubhekiselele kwinani elipheleleyo labaqeshwa abathe banyukela kwinqanaba lesithuba esiphezulu kwiSebe ngokweTheyibhile 3.4.7.

ITheyibhile 3.5.5: Ukurhoxa, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Ababhinqileyo	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	1	0	0	1
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	3	3	0	1	1	8	0	5	0	0	21
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	11	28	0	0	40	68	2	1	0	0	150
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	4	12	0	0	3	10	0	1	0	0	30
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	2	1	0	0	0	0	0	0	0	0	3
Bebonke	20	44	0	1	44	86	2	8	0	0	205
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0	0	0
Isambuku	20	44	0	1	44	86	2	8	0	0	205

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Ukurhoxa kubhekiselele kwabo baqeshwa (kungabandakanywa abafundi abasengqeshweni) abathe bashiya ingqesho yeSebe, kubandakanywa abakhutshelwe kwamanye amasebe, ngokweTheyibhile 3.4.1.

ITheyibhile 3.5.6:lintshukumo zoluleko, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iintshukumo zoluleko	Amadoda				Ababhinqileyo				Abemi bamanye amazwe		Bebonke
	A	C	I	W	A	C	I	W	Amadoda	Ababhinqileyo	
Abagxothiweyo	4	2	0	0	0	2	0	0	0	0	8
Abafunyenwe bengenatyala	0	1	0	0	0	0	0	0	0	0	1
Abaqhwehileyo	0	1	0	0	2	3	0	0	0	0	6
Abanikwe isilumkiso sokugqibela	0	1	0	0	0	0	0	0	0	0	1
Ubarhoxiswe ngaphandle kwentlawulo kuhlanganiswa neSilumkiso sokuGqibela esiBhaliweyo	0	3	0	0	1	0	0	0	0	0	4
Zizonke	4	8	0	0	3	5	0	0	0	0	20

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Ululeko olupheleleyo lubhekiselele kwimiphumela esesikweni kuphela kungenziwanga lubalo lwabasebenzi. Ingcaciso engaphezulu ngemiphumela yoluleko kunye neentlobo zokungaziphathi kakuhle okuqwalaselweyo kwintlanganiso yoluleko, khangela kwiiTheyibhile 3.12.2 kunye neTheyibhile 3.12.3.

ITheyibhile 3.5.7:UPhuhliso lwamakhono, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amanqanaba omsebenzi	Amadoda				Ababhinqileyo				Bebonke
	A	C	I	W	A	C	I	W	
Abalawuli abayintloko (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0
Abalawuli abaphezulu (Amanqanaba 13-14)	0	1	0	0	0	1	0	1	3
Amagcisa aneziqinisekiso namava nabalawuli abaphakathi (Amanqanaba 9-12)	10	22	0	1	42	84	1	21	181
Abasebenzi abanezikhono zobuchule neziqinisekiso, abalawuli abakwinqanaba elisezantsi, abaphathi, iiforimani nabongameli (Amanqanaba 6-8)	40	100	0	6	104	318	1	29	598
Abangenawo ngokupheleleyo amakhono nabenza izigqibo zengqiqo (Amanqanaba 3-5)	97	176	0	5	123	183	0	6	590
Abangena namakhono yaye benza izigqibo ezichaziweyo (Amanqanaba 1-2)	2	2	0	0	3	8	0	0	15
Bebonke	149	301	0	12	272	594	2	57	1387
Abasebenzi bethutyana	0	0	0	0	0	0	0	0	0
Isambuku	149	301	0	12	272	594	2	57	1387

A = ABantsundu; C = abeBala; I = AmaNdiya; W = AbeLungu.

Qaphela: Le theyibhile ingasentla ibhekiselele kwini elipheleleyo labaqeshwa abathe bafumana uqeqesho kwesi sithuba siphantsi kovavanyo, ngaphandle kwenani lamangenelo oqeqesho azinyaswe ngabasebenzi. Ingcaciso engaphezulu engoqeqesho olululo olunikezelweyo, khangela iTheyibhile 3.13.2.

3.6. Ukusayinwa kwezivumelwano zokusebenza ngamalungu eSMS

ITheyibhile 3.6.1: Ukusayinwa kwezivumelwano zokusebenza ngamalungu eSMS, ukususela ngomhla wama-31 kuMatshi 2017

Inqanaba lesithuba seSMS	Inani lezikhundla ezisebenzayo zeSMS ngokwenqanaba	Inani lamalungu eSMS kwinqanaba ngalinye	Inani Lezivumelwano Zentsebenzo ezithe zatyikitywa kwinqanaba ngalinye	Izivumelwano Zentsebenzo ezithe zatyikitywa njenge-% yamalungu eSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	1	100.0
Inqanaba Lomvuzo 14	4	4	4	100.0
Inqanaba Lomvuzo 13	20	19	19	100.0
IYonke	25	24	24	100.0

Qaphela: Le theyibhile ibhekisa kubasebenzi abaqeshwe njengamalungu eNkonzo yaBalawuli aBaphezulu (iSMS) kuphela. Abasebenzi abafumana imivuzo engaphezu kwenqanaba 12, kodwa abangengawo amalungu eSMS abafakwanga kolu luhlu. Ngapha koko, le theyibhile iveza iinkcukacha zemivuzo yamanqanaba ezikhundla, hayi amanqanaba abasebenzi ngokobunye. Ukuhluzwa nokunikezelwa kweebhonasi zentsebenzo (eziyimali) kumalungu eSMS kuzakuchazwa kakuhle ezantsi kwakule ngxelo. Yiya kuTheyibhile 3.8.5 kule nkalo.

Itheyibhile 3.6.2: Izizathu zokungaqosheliswa lweziVumelwano zeNtsebenzo nawo onke amalungu eSMS ukuya kuthi ga ngomhla wama-31 kuMeyi 2016

Izizathu zokungaqosheliswa kweziVumelwano zeNtsebenzo nawo onke amalungu eSMS
Azikho

Itheyibhile 3.6.3: Amanyathelo oluleko athatyathwe ngakumalungu eSMS kuba ebengekaziqoshelisi iziVumelwano zeNtsebenzo ukuya kuthi ga ngomhla wama-31 kuMeyi 2016

Amanyathelo oluleko athatyathwe ngakumalungu eSMS kuba ebengekaziqoshelisi iziVumelwano zentsebenzo
Azifuneki

3.7 Ukuzaliswa kwezithuba zeSMS

Itheyibhile ezikweli candelo zinikezela ngengcaciso engengqesho nezithuba ezingazaliswanga njengoko zibhekiselele kumalungu eSMS ngokwenqanaba lomvuzo. Inikezela ngokunjalo ngengcaciso yokubhengezwa nokuzaliswa kwezithuba zeSMS, izizathu zokungahambelani namaxesha achaziweyo kunye namanyathelo athatyathiweyo olungahambelani.

Itheyibhile 3.7.1: Iingcaciso ngezikhundla zeSMS, njengoko zinjalo ngomhla wama-30 kuSeptemba 2016

Inqanaba leSMS	Inani lezikhundla zeSMS ezisebenzayo kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	I-% yenani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezingekavalwa kwinqanaba ngalinye	i-% yezithuba zezikhundla zeSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	100.0	0	0.0
Inqanaba lomvuzo 14	4	4	100.0	0	0.0
Inqanaba lomvuzo 13	20	20	100.0	0	0.0
Ewonke	25	25	100.0	0	0.0

Itheyibhile 3.7.2: Iinkcukacha ngezikhundla zeSMS, ukuya kuthi ga ngomhla wama-31 kuMatshi 2017

Inqanaba leSMS	Inani lezikhundla zeSMS ezisebenzayo kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	I-% yenani lezithuba zezikhundla zeSMS ezithe zavalwa kwinqanaba ngalinye	Inani lezithuba zezikhundla zeSMS ezingekavalwa kwinqanaba ngalinye	i-% yezithuba zezikhundla zeSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	100.0	0	0.0
Inqanaba Lomvuzo 14	4	4	100.0	0	0.0
Inqanaba Lomvuzo 13	20	20	100.0	0	0.0
Ewonke	25	25	100.0	0	0.0

ITheyibhile 3.7.3: UkuBhengeza nokuZaliswa kwezithuba zeSMS, ukuya kuthi ga ngomhla wama-31 kuMatshi 2017

Inqanaba leSMS	Ukubhengeza	UkuZaliswa kweSithuba	
	Inani lezithuba zobhengezo ngokwenqanaba ngalinye zavalwa kwisithuba seenyanga ezi-6 zivelile	Inani lezithuba ngokwenqanaba ngalinye zavalwa kwisithuba seenyanga ezi-6 zivelile	Inani lezithuba ngokwenqanaba ngalinye ezingazaliswanga kwisithuba seenyanga ezi-6 zivelile zazaliswa kwisithuba zeenyanga ezi-12
iNtloko yeSebe	0	0	0
Inqanaba Lomvuzo 14	0	0	0
Inqanaba Lomvuzo 13	0	2	1
Ewonke	0	2	1

Itheyibhile 3.7.4: Izizathu zokutenxa kummmiselo wokuvalwa kwezithuba zeSMS – Ukukhutshwa kwezibhengezo kwisithuba seenyanga ezintandathu zivelile ze zavalwa kwisithuba seenyanga ezili-12 zivelile

Inqanaba leSMS	Izizathu zokungahambelani
iNtloko yeSebe	Azifumaneki
Inqanaba lomvuzo 14	Azifumaneki
Inqanaba lomvuzo 13	Azifumaneki

Itheyibhile 3.7.5: Amanyathelo athe athatyathwa ekungathotyelweni kommiselo wamaxsha okuvalwa kwezithuba zeSMS kwisithuba seenyanga ezili-12

Amanyathelo oluleko athe athatyathwa ekungathotyelweni kwamaxesha abekiwe ngokuvalwa kwezikhewu zeSMS
Azifuneki

3.8. Ukusebenza kwabaqeshwa

Le theyibhile ilandelayo iqaphele inani labasebenzi ngokwebakala lomvuzo (itheyibhile 3.8.1) kunye nabasebenzi abakwizithuba ezibalulekileyo (3.8.2) abathe bafumana ukunyuselwa ngenotshi ngenxa yolawulo lomsebenzi (Kubaqeshwa abafanelekileyo abafumene isikoro esiphakathi kowesi-3 ukuya kwisi- 5 kumlinganiselo yaba yokusebenza).

Itheyibhile 3.8.1: Ukunyuselwa ngenotshi ngokwebakala lomvuzo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Ibakala lomvuzo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	Abonyuselwe besiwa kwintotshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iintotshi njenge-% yabasebenzi abakwibakala elinye bebonke
Abanezakhono ezingephi (Amanqanaba 1-2)	27	7	25.9
Abanezakhono (Amanqanaba 3-5)	883	233	26.4
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	923	370	40.1
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	246	155	63.0
Abalawuli abaphezulu (Amanqanaba 13-16)	23	19	82.6
Bebonke	2102	784	37.3

Itheyibhile 3.8.2: Ukunyuselwa ngenotshi ngokomsebenzi obalulekileyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isikhundla Esingundoqo	Abasebenzi ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	Abonyuselwe besiwa kwintotshi engentla kwakwibakala elinye lomvuzo	Abonyuselwe iintotshi njenge-% yabasebenzi abakwibakala elinye bebonke
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	386	63	16.3
Umncedi kaNontlalontle	178	36	20.2
uNontlalo-ntle	727	136	18.7
Bebonke	1209	235	18.2

Ukukhuthaza intsebenzo eyiyo, eli Sebe sele linikezele ezi mbasa zentsebenzo esemngangathweni zilandelayo kwisithuba sonyaka-mali u-2015/16, kodwa yahlawulwa kunyaka-mali u-2016/17. linkcukacha apho zinikezelwe ngokwamanqanaba ohlanga, isini nokukhubazeka. (iTheyibhile 3.8.3), amabakala emivuzo (kwiTheyibhile 3.8.4 netheyibhile 3.8.5) kwakunye namakhono angundoqo (kwitheyibhile 3.8.6).

iTheyibhile 3.8.3: Amabhaso okusebenza ngokohlanga, isini nokukhubazeka, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Uhlanga Nesini	Ubume babaxhamli			Indleko	
	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye, ukuya kuthi ga ngowama-31 kuMatshi 2016	Itotali ngokwe-% kwiqela ngalinye	Ixabiso (R'000)	Ixabiso elithelekelelwayo ngokomxhamli (R)
AbaNtsundu	39	623	6.3	0	17 922
Amadoda	12	231	5.2	0	15 033
Ababhinqileyo	27	392	6.9	0	19 206
AbeBala	172	1322	13.0	0	19 729
Amadoda	65	472	13.8	0	19 923
Ababhinqileyo	107	850	12.6	0	19 611
Ama-Indiya	2	10	20.0	0	21 560
Amadoda	0	2	0.0	0	0
Ababhinqileyo	2	8	25.0	0	21 560
AbaMhlophe	24	119	20.2	0	28 292
Amadoda	9	27	33.3	0	31 102
Ababhinqileyo	15	92	16.3	0	26 606
Abasebenzi abakhubazekileyo	7	28	25.0	0	26054
Bebonke	244	2102	11.6	0	20 479

ITheyibhile 3.8.4: Amabhaso okusebenza (ibhonasi ezinkozo), ngokwebakala lomvuzo kubasebenzi abangasezantsi benqanaba leNkonzo yoLawulo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amabakala Emivuzo	Ubume babaXhamli			Iindleko		
	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	i-% yesambuku kumabakala emivuzo	Inkcitho (R'000)	Inkcitho ethelekelel wayo kumxhamli ngamnye (R)	Iindleko njenge-% yetotali yenkcitho kubasebenzi
Abanezakhono ezingephi (Amanqanaba 1-2)	2	27	7.4	18	8 937	0.0
Abanezakhono (Amanqanaba 3-5)	61	883	6.9	832	13 638	0.1
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	108	923	11.7	1 849	17 116	0.3
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	63	246	25.6	1 818	28 859	0.3
Ewonke	234	2079	11.3	4 517	19 301	0.7

Qaphela: Iindleko zibalwe njengepesenti yenkcitho epheleleyo yabasebenzi bamanqanaba omvuzo 1-12 aboniswe kwiTheyibhile 3.1.2.

ITheyibhile 3.8.5: Amabhaso okusebenza (ibhonasi ezinkozo), ngokwebakala lomvuzo kubasebenzi abangalawuli abayiNtloko, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amabakala Emivuzo	Ubume babaXhamli			Iindleko		
	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	i-% yesambuku kumabakala emivuzo	Inkcitho (R'000)	Inkcitho ethelekelel wayo kumxhamli ngamnye (R)	Iindleko njenge-% yenkcitho epheleleyo yabasebenzi
Inqanaba A leNkonzo yoLawulo oluPhezulu (Inqanaba 13)	8	18	44.4	361	45 153	1.4
Inqanaba B leNkonzo yoLawulo oluPhezulu (Inqanaba 14)	1	4	25.0	54	54 230	0.2
Inqanaba C leNkonzo yoLawulo oluPhezulu (Inqanaba 15)	1	1	100.0	65	64 975	0.2
Ewonke	10	23	43.5	480	48 043	1.8

Qaphela: Iindleko zibalwe njengepesenti yenkcitho elungiselelwe abaqeshwa abakumanqanaba omvuzo 13-16 njengoko kuboniswe kwiTheyibhile 3.1.2.

ITheyibhile 3.8.6: Amabhaso okusebenza (ibhonasi ezinkozo) ngokwemisebenzi ebalulekileyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umsebenzi obalulekileyo	Ubume babaXhamli			Iindleko		
	Amanani Abaxhamli	Inani elipheleleyo labasebenzi abakweli qela ukuya kuthi ga ngomhla wama-31 kuMatshi 2016	i-% yesambuku kumabakala emivuzo	Inkcitho (R'000)	Inkcitho ethelekelelwayo kumxhamli ngamnye (R)	Iindleko njenge-% yesambuku yenkcitho kubasebenzi
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	19	386	4.9	253	13 290	0.0
Umsebenzi kwezoPhuhliso loLuntu	6	24	25.0	120	19 930	0.0
Umsebenzi wezobuchwephesha	1	2	50.0	20	20 371	0.0
Umncedisi kaNontlalo-ntle	29	178	16.3	401	13 843	0.1
uNontlalo-ntle	78	727	10.7	1 746	22 386	0.3
Bebonke	133	1317	10.1	2540	19 098	0.4

3.9 ABASEBENZI ABASUKA KUMAZWE ANGAPHANDLE

Ezi theyibhile zingezantsi apha zishwankathela ukuqeshwa kwabasebenzi abangabemi bamanye amazwe kweli Sebe ngokwamabakala emivuzo (iTheyibhile 3.9.1) kwangezikhundla ezingundoqo (iTheyibhile 3.9.2). Ezi theyibhile zikwashwankathela iinguqu kwini elipheleleyo labasebenzi abangabemi bamanye amazwe kwibakala lomvuzo ngalinye nangokwesikhundla esingundoqo ngasinye

ITheyibhile 3.9.1: Abasebenzi abangaBemi Bamanye amaZwe ngokwamabakala emivuzo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Ibakala lwemivuzo	1 Epreli 2016		31 Matshi 2017		INGuqu	
	Inani	% yesambuku	Inani	% yesambuku	Inani	% yenguqu
Alikho						

Qaphela: Le theyibhile ingentla ayibaquki abemi bamazwe angaphandle abanelungelo lokuhlala isigxina kwiRiphabliki yoMzantsi Afrika

ITheyibhile 3.9.2: Abasebenzi abangaBemi Bamanye amaZwe ngokwezikhundla ezingundoqo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isikhundla Ezingundoqo	1 Epreli 2016		31 Matshi 2017		INGuqu	
	Inani	% yesambuku	Inani	% yesambuku	Inani	% yenguqu
Alikho						

Qaphela: Le theyibhile ingentla ayibaquki abemi bamazwe angaphandle abanelungelo lokuhlala isigxina kwiRiphabliki yoMzantsi Afrika

3.10. Ukusetyenziswa kwekhefu kwisithuba esisusela ngomhla woku-1 kuJanyuwari 2016 ukuya kumhla wama-31 kuDisemba 2016

Ezi theyibhile zilandelayo zibonakalisa isalathisi sokusetyenziswa kwekhefu lokugula (kwiTheyibhile 3.10.1) kwanekhefu lokungabi namandla akusebenza (iTheyibhile 3.10.2) kuzo zombini ezi nkalo, zinikezelwe iindleko ezithelekelelwayo zeli khefu

ITheyibhile 3.10.1: Ikhefu lokugula, ukususela ngomhla woku-1 kuJanyuwari 2016 ukuya kumhla wama-31 kuDisemba 2016

Ibakala lomvuzo	Inani elipheleleyo leentsuku	i-% yee-ntsuku ekunikezelwe iziqinisekiso zikagqirha ngazo	Inani labasebenzi abasebenzis a ikhefu lokugula	Inani elipheleleyo labasebenzi (ngaphandle kwabo abasafundiswayo)	i-% yenani elipheleleyo o labasebenzi abasebenzis a ikhefu lokugula	Iintsuku ezithelekelwayo kumsebenzi ngamnye	Iindleko ezithelekelwayo (R'000)
Abanezakhono ezingephi (Amanqanaba 1-2)	196	90.8	16	21	76.2	12	70
Abanezakhono (Amanqanaba 3-5)	6839	80.9	669	747	89.6	10	3575
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	10548	79.1	1005	1093	91.9	10	9052
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	3240	77.9	335	374	89.6	10	4875
Abalawuli abaphezulu (Amanqanaba 13-16)	186	75.3	23	26	88.5	8	482
Ewonke	21009	79.6	2048	2261	90.6	10	18 054

Qaphela: Ikhefu lokugula ekufuneka lisetyenziswe kwisithuba seminyaka emithathu liqale ngoJanyuwari 2016 ze liphele ngoDisemba ka-2018. Iinkcukacha kwimeko nganye zichaza amanani ezambuku ngaphandle kwekhefu lokungabikho Semandleni akusebenza elithatyathwa ngabasebenzi. Ukuze ufumane isalathisi ngekhefu lokungabikho mandleni akusebenza, yiya kuTheyibhile 3.10.2.

ITheyibhile 3.10.2: Ikhefu lokungabi namandla akusebenza, ikhefu lonyaka, ukususela ngomhla woku-1 kuJanyuwari 2016 ukuya kowama-31 kuDisemba 2016

Ibakala lomvuzo	Inani elipheleleyo leentsuku	i-% yee-ntsuku ekunikezelwe iziqinisekiso zikagqirha ngazo	Inani labasebenzi abasebenzis a ikhefu lokugula	Inani elipheleleyo labasebenzi (ngaphandle kwabo abasafundiswayo)	i-% yenani elipheleleyo o labasebenzi abasebenzis a ikhefu lokugula	Iintsuku ezithelekelwayo kumsebenzi ngamnye	Iindleko ezithelekelwayo (R'000)
Abanezakhono ezingephi (Amanqanaba 1-2)	129	100.0	1	21	4.8	129	49
Abanezakhono (Amanqanaba 3-5)	729	100.0	15	747	2.0	49	401
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	837	100.0	25	1093	2.3	33	698
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	228	100.0	7	374	1.9	33	329
Abalawuli abaphezulu	0	0.0	0	26	0.0	0	0

(Amanqanaba 13-16)							
Ewonke	1923	100.0	48	2261	2.1	40	1 477

Qaphela: Isikhokelo sekhefu njengoko sithiwe thaca "kwiSikhokelo Sekhefu", xa sifundwa nezinye zivumelwano ezihambisana naso, sikhupha iintsuku zekhefu lokugula eliqhelekileyo ezingamashumi amathathu anesithandathu kwisithuba seminyaka emithathu. Ukuba umsebenzi uzigqibile iintsuku zakhe zekhefu lokugula eliqhelekileyo, umqeshi kufuneka enze uphando ngohlobo nobuzaza bokungabikho mandleni komsebenzi ukuze abe semsebenzini. Ezo ntshukumo zophando ke kufuneka zenziwe ngokwemigaqo nemiqathango yesolotya 10(1) likaShedyuli 8 oMthetho i Labour Relations Act (iLRA).

Iintsuku zekhefu lokungabikho mandleni akusebenza ayisosixa singenasiphelo seentsuku ezongezelelweyo zokugula angazisebenzisa nanini na umsebenzi. Ikhefu lokungabikho mandleni akusebenza ziintsuku ezongezelelweyo zokugula ezinikezelwa phantsi kwemiqathango ngokuthanda komqeshi. Njengoko kuthiwe thaca kwiSikhokelo Sekhefu kwakunye noMgaqo-siseko Wekhefu Lokungabikho Mandleni Akusebenza kwakunye Nomhlala-phantsi ngenxa Yobunkenenkene Bempilo (iPILIR).

ITheyibhile 3.10.3: IKhefu lonyaka, ukususela ngomhla woku-1 kuJanyuwari 2016 ukuya kowama-31 kuDisemba 2016

Ibakala lomvuzo	Inani elipheleleyo leentsuku ezithatyathiweyo	Inani elipheleleyo labasebenzi abasebenzisa ikhefu lonyaka	Inani elithelekelelweyo leentsuku zekhefu ezisathatyathiweyo ngumsebenzi ngamnye
Abanezakhono ezingephi (Amanqanaba 1-2)	357	18	20
Abanezakhono (Amanqanaba 3-5)	14347	715	20
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	23254	1067	22
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	9447	365	26
Abalawuli abaphezulu (Amanqanaba 13-16)	652	26	25
Ewonke	48057	2191	22

Itheyibhile 3.10.4: Ikhefu lonyaka eligciniweyo, ukususela ngomhla woku-1 kuJanyuwari 2016 ukuya kowama-31 kuDisemba 2016

Ibakala lomvuzo	Ikhefu eligcinwayo elipheleleyo ukuya kuthi ga ngomhla wama-31 kuDisemba 2015	Inani elipheleleyo leentsuku zekhefu eligcinwayo ezithatyathi weyo	Inani labasebenzi abasebenzisa ikhefu eligcinwayo	Inani elithelekelelw ayo leentsuku zekhefu ezithatyathwe ngumsebenzi ngamnye	Inani labasebenzi abaneentsuku zekhefu eligcinwayo ukuya kuthi ga ngomhla wama-31 kuDisemba 2015	Inani elipheleleyo leentsuku zekhefu eligcinwayo ezisekhoyo ukuya kuthi ga ngomhla wama-31 kuDisemba 2016
Abanezakhono ezingephi (Amanqanaba 1-2)	99	0	0	0	4	99
Abanezakhono (Amanqanaba 3-5)	2040	58	3	19	82	1982
Abanezakhono eziphezulu kwezemveliso (Amanqanaba 6-8)	6893	133	14	10	224	6760
Abanezakhono eziphezulu kwezolawulo (Amanqanaba 9-12)	6774	60	13	5	181	6714
Abalawuli abaphezulu (Amanqanaba 13-16)	345	6	3	2	12	339
Ewonke	16 152	257	33	8	503	15895

Qaphela: Ingakho ke imeko yokwenyuka kwenani leentsuku zekhefu eligciniweyo ngenxa yokuba abasebenzi ababenyuselwe okanye badluliselwa kweli Sebe bezigcina iintsuku zabo zekhefu eligcinwayo, eziyingxenyelo yelo bakala lomvuzo, ze ekugqibeleni liphele ikwinani elipheleleyo leli Sebe.

Itheyibhile 3.10.5 ishwankathela iintlawulo zekhefu eligciniweyo kunye nekhefu lonyaka ezithe zenziwa kubasebenzi ngenxa yokungalithathi kwabo ikhefu.

Itheyibhile 3.10.5: Iintlawulo zekhefu, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isizathu	Isixa-mali esipheleleyo (R'000)	Inani labasebenzi	Umdlili wentlalo ngokomsebenzi
Iintlawulo zekhefu ngesithuba sowama-2016/17 ngenxa yokungasetyenziswa kwekhefu kumjikelo ongaphambili.	135	5	27036
Iintlawulo zekhefu eligciniweyo ekurhoxisweni kwengqesho yazo ngo-2016/17	1449	26	55741
Iintlawulo zekhefu langoku ekurhotyisweni ekuphelisweni kwengqesho ngo-2016/17	1043	76	13723
Isambuku	2627	107	24555

3.11. Iinkqubo zokuKhuthazwa kwempilo, kubandakanywa iHIV neAIDS

ITheyibhile 3.11.1: Amanyathelo athe athatyathwa ukunciphisa umngcipheko weengozi emsebenzini, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

IiYunithi/amacandelo abaqeshwa abachongwe okokuba basemngciphekweni kakhulu wokosuleleka yiHIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo aphambili athatyathiweyo ukunciphisa lo mngcipheko
<p>Uhlobo lomsebenzi weli Sebe alubabeki emngciphekweni omkhulu wokosuleleka yintsholongwane kaGawulayo noGawulayo buqu abasebenzi. Noxa lisezantsi nje izinga lokosuleleka emsebenzini, kuye kwagxilwa kubo bonke abasebenzi, kumanqanaba onke eli Sebe</p>	<p>Ingcebiso yeHIV & AIDS kunye noHlolo (HCT) nokuhlololwa impilo-ntle kwaqhutywa ngokubanzi. Isivumelwano esithengisiweyo seNkqubo yeMpilo neMpilo-ntle (EHWP) sibonelela abaqeshwa kunye namalungu osapho olusondeleyo kubo (kuthetha umyeni/inkosikazi okanye iqabane lomqeshwa okanye abantwana abahlala nomqeshwa) ngoluhlu lweenkonzo. Ezi nkonzo zibandakanya oku kulandelayo:</p> <ul style="list-style-type: none"> ● Ingcebiso ngemfono-mfono yeeyure ezingama-24; ● Ingcebiso eyenziwa ubuso ngobuso (uyilo lwamathuba ama-4); ● Ingcebiso yokwenzakala nezehlo eziyingozi; ● Ukuxhaswa kolwazi olungeHIV & AIDS kubandakanywa iinkonzo zoLolongo lwekhompyutha kunye namangenelo achongiweyo apho oku bekudingwa.

ITheyibhile 3.11.2: Iinkcukacha zokuKhuthazwa kweMpilo kubandakanywa iinkqubo zeHIV & AIDS, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>1. Ingaba iSebe lityumbe ilungu leSMS okokuba limilisele izibonelelo eziqulathwe kwiCandelo eziqulathwe kwiCandelo VI EleSahluko 1 seMithetho yeNkonzo kaRhulumente, 2001? Ukuba ngaba kunjalo, sinike igama lakhe nesikhundla.</p>	✓		<p>Nksk. Reygana Shade, uMlawuli: Organisational Behaviour, (iSebe leNkulumbuso).</p>
<p>2. Ingaba iSebe lineyunithi ebekelwe bucala okanye ingaba lityumbe ilungu labasebenzi elithile ukukhuthaza impilo nempilo-ntle yabasebenzi balo? Ukuba kunjalo, chaza inani labaqeshwa ababandakanyekayo kulo msebenzi kunye nohlalo lwabiwo-mali lonyaka olukhoyo olulungiselelwe le njongo.</p>	✓		<p>Iziko leeNkonzo zeQumrhu (CSC) kwiSebe leNkulumbuso linikela ngenkonzo enqamlezileyo kumasebe alishumi elinanye (11), ebandakanya iSebe loPhuhliso loLuntu.</p> <p>Iyunithi etyunjiweyo yeMpilo neMpilo-ntle yoMqeshwa ekwiCandelo le-Organisational Behaviour yaye iCandelo eliyiNtloko yoPhuhliso loMbuthe lisebenzela ukukhuthaza impilo nempilo-ntle yabaqeshwa kumasebe angabathengi alishumi elinanye (11).</p> <p>Iyunithi iqulathe uSekela Mlawuli, naBalawuli abaNcedisayo abathathu (3) kunye namaGcisa amabini (2) e-EHW.</p> <p>Uhlalo lwabiwo-mali: Izigidi ezi-R2.65</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>3. Ingaba iSebe liqalise ngeNkxaso yoMqeshwa okanye iNkqubo yeNkuthazo yeMpilo ukulungiselela abaqeshwa? Ukuba kunjalo, Chaza izinto/iinkonzo ezingundoqo zale Nkqubo.</p>	<p>✓</p>		<p>ISebe lingene kwisivumelwano senqanaba lenkonzo kunye ne-ICAS (umnikeli wenkonzo wangaphandle) ukuba inikele ngeNkonzo yeMpilo yoMqeshwa kunye neMpilo-ntle yoMqeshwa kumasebe alishumi elinanye eZiko leeNkonzo zeQumrhu (CSC).</p> <p>ISebe liqhube amangenelo angala aMathuba oLwazi (iNkonzo zeEHW, uLwazi lweSondlo, E-Care Profiling and Information, and Exercise Demonstration), uThantamiso loXinzelelo kunye nobomi beNgqesho, uLawulo loNgqazulwano, uKwandiswa koBudlelwane, ukuziPhuhlisa ngokwakho, uLwazi lweMpilo yeNgqondo, uLawulo lweMali, uLawulo loKwenzakala, Juicy Parenting, iNdlela yokuZiphatha yokuRhurha kunye noXinzelelo noKomelela nokuQhelisa okulungiselelwe abaqeshwa.</p> <p>La mangenelo acwangciswe esekwe kwiindlela ekunikwe ingxelo ngazo rhoqo ngekota ngeengxelo zeNkqubo yeMpilo neMpilo-ntle yoMqeshwa (EHWP) ezinikezelwa ngumnikezeli wenkonzo, ICAS, ilungiselela isithuba sowama-2016/17. Iingxelo zazisekwe ekusetyenzisweni kweenkonzo zeEHW nolawulo lwengcaciso ukulungiselela ukuchonga amangenelo afanelekileyo ukulungisa ezi ndlela.</p> <p>Amangenelo achongiweyo ayejolise ekuphuculeni unxibelelwano lomqeshwa ngolwazi namangenelo emfundo athi akhuthaze iindlela zokuphila ezinempilo namakhono okumelana nezinto. Oku kubandakanywa iintetho ukunikezela ngolwazi nokukhuthaza abaqeshwa babe nendlela ekhawulezayo yokunciphisa impembelelo yezi ngxaki kwindawo yokusebenza. Amangenelo achazwe ngasentla aqhutyelwa amasebe achongiweyo, abalawuli nabaphathi ngokunjalo noqheliso lokuphatha olungiselelwe amalungu eSMS.</p> <p>ISebe linikezele ngokunjalo ngamathuba engcaciso, njengoko bekuceliwe ngamasebe awahlukeneyo kuRhulumente weNtshona Koloni (WCG) ukwazisa abaqeshwa benkonzo yeEHW, ngendlela yokufumana iNkqubo yeMpilo yoMqeshwa neMpilo-ntle (EHWP). IMathiriyeli yeNkuthazo efana neephamflet, iiposta neencwadana zanikezelwa.</p>
<p>4. Ingaba iSebe liseke (a) ikomiti/iikomiti njengoko kuqulunqiwe kwiCandelo VI E.5 (e) yeSahlulo 1 seMithetho yeNkonzo kaRhulumente, 2001? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nabachaphazelekayo ababameleyo.</p>	<p>✓</p>		<p>IKomiti yePhondo eQuquzelelayo yoMqeshwa neMpilo-ntle isekiwe kunye namalungu atyunjwe lisebe ngalinye.</p> <p>ISebe lezoPhuhliso loLuntu limelwe ngu T Mtheke kunye no L. George.</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>5. Ingaba iSebe liyihlaziyile imigaqo-nkqubo yayo yengqesho neendlela ukuqinisekisa ngokuba ezi azibacaluli ngokufanelekanga abaqeshwa ngenxa yewonga labo le HIV? Ukuba ngaba kunjalo, dwelisa imigaqo-nkqubo/neendlela ezithe zahlaziywa.</p>	<p>✓</p>		<p>IsiCwangciso-nkqubo esiNqamlezileyo soLawulo esilungiselelwe iNkqubo zeMpilo yaBaqeshwa neMpilo-ntle kuRhulumente weNtshona Koloni iyasebenza yaye yamkelwe iBhunga loLungelelwaniso lwePSCBC sePhondo leNtshona Koloni ngomhla we-10 Agasti 2005.</p> <p>Kule meko, yonke imigaqo-nkqubo yengqesho yenza isibonelelo sokusebenza esilungileyo, kungananzwanga iwonga le HIV lomqeshwa okanye abenzi bezicelo.</p> <p>Ngesi sithuba siphantsi kovavanyo, iSebe leNkulumbuso liphuhlise iMigaqo-nkqubo emine (4) yePhondo yeMpilo yoMqeshwa neMpilo-ntle ethe yaqinisekiswa yaze yamkelwa ngomhla wesi- 8 kuMatshi 2016. Omnye wemigaqo-nkqubo, weHIV & AIDS kunye noLawulo lwe TB, uyasabela kuthintelo localulo olubhekiselele kumqeshwa ochaphazeleka nosululeleke yi HIV & AIDS kunye ne-TB kwindawo yengqesho.</p> <p>Ngaphezu koku, iDoH, isebe elikhokhelayo kwi HIV & AIDS, liwamkele uMgaqo-nkqubo oNqamlezayo we-HIV kunye ne-AIDS/STI kwiNdawo yeNgqesho neNkqubo ethi ibe nokusebenza kuwo onke amasebe oRhulumente weNtshona. Uxwebhu luhambelana kunye neentsika ezine zesiCwangciso-nkqubo seQhinga seEHW sowama-2008</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>6. Ingaba iSebe liqalise ngemiqathango yokukhusela abaqeshwa abaneHIV okanye abo babonwa ngokucalulwa njengabaneHIV? Ukuba kunjalo, dwelisa izinto/iinkonzo zale nkqubo.</p>	<p>✓</p>		<p>ISebe limilisele isiCwangciso seQhinga lePhondo seHIV & AIDS, iiSTI kunye neTB sowama-2012-2016 nokungenisa iHIV neTB kunye nemilinganiselo yaso yesini nesekwe kumalungelo kwizigunyaziso ezingundoqo ukunciphisa ityheneba elinxulumene neHIV.</p> <p>Injongo engxabalazileyo yesiCwangciso esichazweyo seQhinga lePhondo kukukhusela abasebenzi abanentsholongwane yeHIV ngokuxhasa umilisele lwe Three Zeros ngokuhambelana neNkqubo eHlangeneyo yeZizwe eziManyeneyo kwiHIV & AIDS (UNAIDS). Ezi ziinkqubo zemfundo namathuba engcaciso aphuhliselwe ukubhangisa ityheneba nocalulo nokunikezela ngolwazi:</p> <ul style="list-style-type: none"> ● NgeZero usuleleko olutsha lweHIV, STI neTB; ● NgeZero ukufa olunxulunyaniswa neHIV neTB; kunye ● noZero ucalulo. <p>Ngokunjalo, iSebe liqhube uhlobo lweHCT neMpilo-ntle ukuqinisekisa ngento yokuba nawuphi na umqeshwa kwisebe uhlolelwe iHIV waze wahlolelwa iTB, ubuncinane rhoqo ngonyaka.</p> <p>Injongo ibiyeyokuba:</p> <ul style="list-style-type: none"> ● Nciphisa ucalulo lweHIV neTB kwindawo yokusebenza. Oku kubandakanya yaye kuxhobisa abaqeshwa. ● Nciphisa ucalulo olungalunganga ekufumaneni iinkonzo. Oku kubandakanya ukuqinisekisa ngento yokokuba iCandelo loBudlelwane loMqeshwa liqwalasela izikhalazo okanye izityholo ezinxulumene nocalulo olungalungangaze libonelele ngoqeqesho kubaqeshwa. <p>Eminye imiba engundoqo ethi iqwalasele ucalulo lwemiba engafuni HIV & AIDS ibe yile:</p> <ul style="list-style-type: none"> ● ukuqhutywa koHlolo lweMpilo-ntle neTB ngezicelo ezithe ngqo ezivela kumasebe; ● ukuhanjiswa kweeposta neephambleti; ● ukunikezelwa koHlolo lweHCT neTB, ukunikezelwa kweekhondom neentetho; kunye ● nokukhunjulwa kweWorld AIDS Day nemisitho yeMpilo-ntle.
<p>7. Ingaba iSebe liyabakhuthaza abaqeshwa balo okokuba bafumane ingcebiso yeHIV nohlolo (HCT)? Ukuba kunjalo, dwelisa iziphumo onazo othe wazifezekisa.</p>	<p>✓</p>		<p>Amathuba eHCT:</p> <p>La mathuba alandelayo ohlolo aqhutywa:</p> <p>Unxinzelelo lwegazi, iglukhozi, ikholesteroli, iTB, iBMI [ubunzima bomzimba buthelekiswa nomphakamo] kunye neentetho.</p> <p>ISebe loPhuhliso loLuntu lithabathe inxaxheba kumathuba ohlolo lweHCT neMpilo-ntle.</p> <p>Abaqeshwa abangama-70 bahlolwa ze bacetyiselwa iHIV, isifo sephepha kunye nolwasuleleko zizifo zesondo (iiSTI).</p> <p>Kube li-0 lubantu abathunyelweyo beTB, beHIV okanye nasiphi na esinye sezifo zeeSTI.</p>

Umbuzo	Ewe	Hayi	Iinkcukacha, ukuba impendulo ngu-ewe
<p>8. Ingaba iSebe liphuhlise imiqathango/imiqondiso ukulungiselela ukubeka iliso nokuvavanya impembelelo yenkqubo yalo yokukhuthazwa kwempilo? Ukuba kunjalo, dwelisa le miqathango/imiqondiso.</p>	<p>✓</p>		<p>Impembelelo yeenkqubo zokukhuthazwa kwempilo iboniswa ngengcaciso enikezelwe ngesiVumelwano seMpilo yoMqeshwa neMpilo-ntle (umnikezeli wenkonzo wangaphandle).</p> <p>INkqubo yeMpilo yoMqeshwa neMpilo-ntle (EHWP) ibekwa iliso ngokunikwa kwengxelo rhoqo ngekota nangonyaka. Oku kunikezelwa kwengxelo kunikezelwa yi (ICAS). Isithuba sovavanyo lwempilo sakutsha nje sonyaka sibe ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017.</p> <p>Uvavanyo lwarhoqo ngekota nolonyaka lunikezela ngocalulo lweNtshona zeEHWP ubudala, isini, ubude benkonzo, ukusetyenziswa koxhomekeko, ukusetyenziswa kolwimi, ukusetyenziswa kumqeshwa okanye umlawuli, inani lezehlo.</p> <p>Uvavanyo lonikezelo ngaphezulu, phakathi kwezinye, ngeenkukacha eziphathelelene nokusetyenziswa kwenkonzo, ukumiselwa kwengxaki nendlela, uvavanyo lomqeshi nomngcipheko wombutho kunye nempembelelo elapho ekusebenzeni komntu kwindawo yokusebenza.</p>

3.12. UBUDLELWANE BABASEBENZI

Ezi zivumelwano zihlangeneyo zephondo zilandelayo kwakungenwe kuzo kunye nemibutho yabasebenzi kwisithuba esiphantsi kovavanyo.

ITheyibhile 3.12.1: Izivumelwano ezihlangeneyo zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Zizonke izivumelwano ezihlangeneyo	Azikho
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ITheyibhile 3.12.2 ishwankathela imiphumela yeentlanganiso zoluleko eziqhutywe kwiSebe kulungiselelwa esi sithuba.

ITheyibhile 3.12.2: Ukungaziphathi kakuhle neentlanganiso zoluleko eziqukunjelweyo, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Imiphumela yeentlanganiso zoluleko	Inani lamatyala aqoshelisiweyo	I-% yesambuku
Abagxothiweyo		
Abawushiye bengaxelanga umsebenzi	6	30.0
Isilumkiso esibhaliweyo	1	5.0
Ukurhoxiswa emsebenzini ngaphandle kwentlawulo kudityaniswe nesilumkiso sokugqibela esibhaliweyo	4	20.0
Abanganatyala	1	5.0
IYonke	20	100.0
Ipesenti yengqesho epholeleyo		0.9

Qaphela: Imiphumela yeentlanganiso yoluleko ibhekiselele kumatyala asesikweni kuphela.

ITheyibhile 3.12.3: Iintlobo zokungaziphathi kakuhle eziqwalaselweyo kwiintlanganiso zoluleko, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Uhlobo lokungaziphathi kakuhle	Inani	I-% yesambuku
Ukungakhathali okukhulu nokusebenzisa gwenxa ipropati karhulumente	1	5.0
Izityholo zokungahambi kakuhle kokufunwa kwabasebenzi	1	5.0
Ukusetyenziswa gwenxa kwezithuthi zeGG	4	20.0
Ukuxhatshazwa ngokwesondo	2	10.0
Ukusebenza kakubi	1	5.0
Ukusetyenziswa gwenxa kwekhefu lokugula	1	5.0
Ukungayinikezeli ingcaciso enxulumene neR&S	1	5.0
Ukushiya umsebenzi ngaphandle kwemvume	6	30.0
Ukungabikho emsebenzini ngaphandle kokunikwa imvume	1	5.0
Ukungawenzi umsebenzi owubekelweyo	1	5.0
Irekhodi yolwaphulo-mthetho	1	5.0
Lulonke	20	100.0

ITheyibhile 3.12.4: Izikhalazo ezingeniweyo, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Izikhalazo ezingeniweyo	Inani	I-% yesambuku
Inani lezikhalazo ezamkelweyo	53	44.2
Inani lezikhalazo ezingafunyenwanga	67	55.8
Inani elipheleleyo lezikhalazo ezingeniweyo	120	100.0

Qaphela: Izikhalazo ezifakiweyo zibhekisa kumatyala athe aqosheliswa kwisithuba sale ngxelo. Izikhalazo ezifakiweyo ezingaqosheliswa kwisithuba sokunikezelwa kwale ngxelo zibhekisa eziqoshelisiweyo, kodwa apho isisiphumo sasingekho ngecala lalowo woniweyo yaye isikhalazo eso sifunyaniswe njengesingenasihlahla.

ITheyibhile 3.12.5: Iimbambano ezingeniswe kwiBhunga, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Iimbambano ezingeniswe kwiBhunga	Inani	I-% yesambuku
Inani leimbambano eziphumeleleyo	3	25.0
Inani leimbambano ezichithiweyo	9	75.0
Inani elipheleleyo leimbambano ezingeniweyo	12	100.0

Qaphela: Amabhunga abhekisa kwiBhunga Lemicimbi Yeenkonzo Zaseburhulumenteni Leengxoxo (iPSCBC) kwakunye neBhunga Elimbaxa Leengxoxo malunga Nemicimbi Echaphazela Abasebenzi Baseburhulumenteni (iGPSSBC). Xa imbambano ithe "yavunywa", oko kuthetha ukuba iBhunga liyasixhasa isicelo sokubhena njengesinesihlahla kwicala lwalowo woniweyo. Xa imbambano ithe "yachithwa", oko kuthetha ukuba iBhunga aligwebanga ngecala lalowo woniweyo.

ITheyibhile 3.12.6: Imigushuzo yoqhankqalazo, zomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Imigushuzo yoqhankqalazo	Inani
Inani elipheleleyo leentsuku zokusebenza zomntu ezilahlekileyo	0
Iindleko ezipheleleyo (R'000) zeentsuku zokusebenza zomntu ezilahlekileyo	0
Isixa-mali (R'000) esifunyenweyo ngenxa yokungahlawulwa xa ungasebenzanga	0

Qaphela: Ngokwemiqathango yesigqibo phakathi kwabasebenzi kunye neSebe umqeshi livumile ukuqhuba inkqubo yoqinisekiso phambi kokumiliselwa kokuxhuzulwa kwentlawulo engenakwenziwa ungasebenzanga kugwayimb. ISebe ngokwakaloku nje lixakekile ngale nkqubo yaye ngoko kamva ingcaciso ayibonakaliswanga kwiNgxelo yoNyaka.

ITheyibhile 3.12.7: Unqunyanyiso ngenjongo zesilumkiso, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Unqunyanyiso ngenjongo zesilumkiso	Inani
Inani labantu abanqunyanyisiweyo	3
Inani labantu abanqunyanyisiwe ngaphezulu kweentsuku ezingama-30	2
Umdlili wenani leentsuku sokuqunyanyiswa	42
Iindleko (R'000) zokunqunyanyiswa	340 245.41

Qaphela: Unqunyanyiso ngenjongo zesilumkiso lubhekiselele kubaqeshwa abanqunyanyiswe behlawulwa umvuzo ophela, ngeli thuba ityala lisaphandwayo.

3.13. UPHUHLISO LWEZAKHONO

Eli candelo libonakalisa iinzame zeli Sebe kumba wophuhliso lwezakhono. Itheyibhile 3.13.1 ubonakalisa izidingo zoqeqesho ukususela ekuqaleni kweli xesha lichazwayo apha, ze uTheyibhile 3.13.2 abonakalise olona qeqesho lunikezelweyo.

ITheyibhile 3.13.1: Izidingo zoqeqesho ezichongiweyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amacandelo omsebenzi	Isini	Inani labasebenzi ukuya kuthi ga ngomhla we-1 kuEpreli 2016	Izidingo zoqeqesho ezichongwe ekuqaleni kwethuba lokunikezelwa kwengqondo			
			Iinkqubo Zokufundiswa Umsebenzi	Iinkqubo Zezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo Zoqeqesho	Isambuku
Abaqulunqi-mthetho, abagosa nabaphathi abaphezulu	Ababhinqileyo	13	0	2	0	2
	Amadoda	10	0	0	0	0
Amagosa nabaphathi abaphezulu	Ababhinqileyo	714	0	710	0	710
	Amadoda	276	0	206	0	206
Amagcisa naba qinisekisiweyo	Ababhinqileyo	311	0	148	0	148
	Amadoda	321	0	82	0	82
Omabhalana	Ababhinqileyo	329	0	85	0	85
	Amadoda	103	0	33	0	33
Abasebenzi beenkonzo neentengiso	Ababhinqileyo	4	0	1	0	1
	Amadoda	4	0	0	0	0
Abasebenzi bezolimo nabazokuloba abanezakhono	Ababhinqileyo	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bezobugcisa namanye amakhono asondeleleneyo	Ababhinqileyo	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabasebenzi ngoomatshini nabahlanganisi	Ababhinqileyo	1	0	0	0	0
	Amadoda	23	0	6	0	6
Imisebenzi yezandla	Ababhinqileyo	23	0	0	0	0
	Amadoda	16	0	0	0	0
	Ababhinqileyo	1395	0	946	0	946

Isambuku esingaphelelanga	Amadoda	753	0	327	0	327
Isambuku		2148	0	1273	0	1273
Abasebenzi abakhubazekileyo	Ababhinqileyo	13	0	0	0	0
	Amadoda	15	0	0	0	0

Qaphela: Le theybhile ingentla apha ibonakalisa izidingo zoqeqesho ekuqaleni kwethuba lokunikezelwa kwale ngxelo ngokwesiCwangciso seSebe seZakhono zeNdawo yokuSebenza.

ITheyibhile 3.13.2: Uqeqesho olunikezelweyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Amacandelo omsebenzi	Isini	Inani labasebenzi ukuya kuthi ga ngomhla we-1 kuEpreli 2016	Izidingo zoqeqesho ezichongwe ekuqaleni kwethuba lokunikezelwa kwengqondo			
			linkqubo Zokufundis wa Umsebenzi	linkqubo Zezakhono & nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Isambuku
Abaqulunqi-mthetho, abagosa nabaphathi abaphezulu	Ababhinqileyo	13	0	2	0	2
	Amadoda	12	0	1	0	1
Amagosa nabaphathi abaphezulu	Ababhinqileyo	750	0	1128	0	1128
	Amadoda	279	0	307	0	307
Amagcisa naba qinisekisiweyo	Ababhinqileyo	330	0	119	0	119
	Amadoda	327	0	130	0	130
Omabhalana	Ababhinqileyo	257	0	137	0	137
	Amadoda	88	0	45	0	45
Abasebenzi beenkonzo neentengiso	Ababhinqileyo	9	0	0	0	0
	Amadoda	3	0	0	0	0
Abasebenzi bezolimo nabezokuloba abanezakhono	Ababhinqileyo	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bezobugcisa namanye amakhono asondeleleneyo	Ababhinqileyo	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemizi-mveliso nabasebenzi ngoomatshini nabahlanganisi	Ababhinqileyo	1	0	1	0	1
	Amadoda	23	0	9	0	9
Imisebenzi	Ababhinqileyo	20	0	0	0	0

yezandla	Amadoda	14	0	0	0	0
Isambuku esinga- phelelanga	Ababhinqileyo	1380	0	1387	0	1387
	Amadoda	746	0	492	0	492
Isambuku		2126	0	1879	0	1879
Abasebenzi abakhubazekil eyo	Ababhinqileyo	13	0	0	0	0
	Amadoda	13	0	0	0	0

Qaphela: Le theyibhile ingasentla ibonisa inani lezifundo zoqeqesho ezizinyaswe ngabantu ngeli thuba liphantsi kovavanyo.

3.14. UKWENZAKALA USEMSEBENZINI (IOD)

ITheyibhile 4.14.1 inikezele ngengcaciso yesiseko yokwenzakala okuqhubekileyo ngeli thuba usemsebenzini osesikweni.

ITheyibhile 3.14.1: Ukwenzekala usemsebenzini, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Uhlobo lokwenzakala usemsebenzini	Inani	I-% yesambuku
Kudinga ingqwalasela yesiseko yonyango kuphela	66	93.0
Ukukhubazeka kwethutyana	5	7.0
Ukukhubazeka	0	0.0
Ukubhubha	0	0.0
Lulonke	71	100.0
I% yengqesho epheteleyo		3.3

Qaphela: Le theyibhile ingasentla ibonisa inani lee IOD ezamkelweyo yikomishoni ngethuba lovavanyo lwesi sithuba

3.15. UKUSETYENZISWA KWABACEBISI

ITheyibhile 3.15.1: Ingxelo ngokutyunjwa kwabacebisi kusetyenziswa iingxowa-mali ezifanelekileyo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekti	Inani elipheleleyo labacebisi abathe basebenza kwiprojekti	Isithuba: lintsuku zomsebenzi	Ixabiso lesivumelwano ngeeRandi
Asikho			
Inani elipheleleyo leprojekti	Inani elipheleleyo labacebisi ngabanye	Isithuba esipheleleyo: Seentsuku zokusebenza	Ixabiso lesivumelwano ngeeRandi
Alikho			

ITheyibhile 3.15.2: Uhlahlelo lokutyunjwa kwabacebisi kusetyenziswa iingxowa-mali ezabiweyo, ngokuhambelana naBantu ababeVinjwe amathuba ngaphambili (HDIs), ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekti	Ipesenti yobunini ngamaqela eHDI (uXhotyiso loQoqosho oluBanzi oluSekwe kwaBantsundu (B-BBEE) iWonga loMnikeli	Ipesenti yolawulo ngamaqela eHDI	Inani laBacebisi abaphuma kumaqela e HDI elithi lisebenze kwiprojekti
Asikho			

ITheyibhile 3.15.3: Ingxelo ngokutyunjwa kwabacebisi kusetyenziswa iingxowa-mali zoMnikelo, ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekti	Inani elipheleleyo labacebisi abathe basebenza kwiprojekti	Isithuba: lintsuku zomsebenzi	UMniklo nexabiso lesivumelwano ngeeRandi
Asikho			
Inani elipheleleyo leprojekti	Inani elipheleleyo labacebisi ngabanye	Isithuba esipheleleyo: Seentsuku zokusebenza	Ixabiso lesivumelwano ngeeRandi
Asikho			

ITheyibhile 3.15.4: Uhlahlelo lokutyunjwa kwabacebisi kusetyenziswa iingxowa-mali ezabiweyo, ngokuhambelana naBantu ababeVinjwe amathuba ngaphambili (HDIs), ukususela ngomhla woku-1 kuEpreli 2016 ukuya kumhla wama-31 kuMatshi 2017

Isihloko seprojekti	Ipesenti yobunini ngamaqela eHDI	Ipesenti yolawulo ngamaqela eHDI	Inani laBacebisi abaphuma kumaqela e HDI elithi lisebenze kwiprojekti
Asikho			

ICANDELO E: INGCACISO YEMALI

ICANDELO E: INGCACISO YEMALI

INGXELO YOMPHICOTHI-ZINCWADI JIKELELE

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka mali 2016/17 yesiNgesi.

IINGXELO ZONYAKA ZEMALI

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka mali 2016/17 yesiNgesi.

ISIHLOMELO A: Iintlawulo ezikhutshelweyo kuyo yonke imibutho kunye namanye amasebe karhulumente

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka mali 2016/17 yesiNgesi kwi-webhusayithi yethi ethi: <http://www.westerncape.gov.za>

ISIHLOMELO B: IINKCUKACHA ZOQHAGAMSHELWANO

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UMlawuli oPhezulu: ULawulo noLungelelwano loNikezelo lweNkonzo	Asizaliswanga		

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ABalawuli beZibonelelo zeOfisi		Inombolo yemfono-mfono	Idilesi e-imeyile
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Lindelani Place of Safety	Nksk M Jonkerman	021 865 2636	Marshionette.Jonkerman@westerncape.gov.za
Outeniekwa Secure Care Centre	Nksk B Nicholas (Acting)	044 803 7548	Barbara.Nicholas@westerncape.gov.za
Vredelus Secure Care Centre	Mnu. M Benting (Acting)	021 931 0233	Marowaan.Benting@westerncape.gov.za
Sivuyile	Gq. W du Toit	021 919 2292	Willem.duToit@westerncape.gov.za
Kensington Treatment Centre	Nksk C Fledermaus	021 511 9169	Charmaine.Fledermaus@westerncape.gov.za

ISIHLOMELO C: IMIQONDISO YECANDELO EKUNGANIKWANGA NGXELO YIDSD YEWC

INkqubo 1 ULawulo

Umqondiso wokusebenza kwecandelo

Inani labafundi abebefumene inkxaso-mali yezifundo zezentlalo-ntle abathe bathweswa izidanga.
Inani labafundi abebefumene inkxaso-mali yezifundo zezentlalo-ntle abathe bathweswa izidanga abaqeshwe yiDSD
Inani lamathuba omsebenzi eyiliweyo ye-EPWP.
Inani labafundi akwiinkqubo zokufunda besemsebenzini.

INkqubo 2 Iinkonzo zeNtlalo-ntle yeNtlalo

Umqondiso wokusebenza kwecandelo

Inani lamaziko anikezela ngendawo yokuhlalisa abantu abadala.
Inani lemibutho eqeqeshwe kwiinkqubo Zeenguqu Kwindlela Yokuziphatha Koluntu.
Inani labaxhamli elifikelelweyo ngeenkqubo zenguqu yentlalo nendlela yokuziphatha.
Inani labaxhamli abafumana iinkonzo Zenkxaso Kwimpilo Yengqondo.

INkqubo 3 Abantwana neeNtsapho

Umqondiso wokusebenza kwecandelo

Inani leenkedama nabantwana abasemngciphekweni abaxhamla kwiinkonzo Zenkxaso Kwimpilo Yengqondo
Inani labantwana abasalinde ukufakwa kubazali abazakubagcina ixeshana.
Inani lamaziko e-ECD abhaliswe ngokupheleleyo.
Inani leenkqubo zeECD ezibhaliswe ngokupheleleyo.
Inani lamaziko e-ECD abhaliswe ngokungagqibelelanga.
Inani leenkqubo zeECD ezibhaliswe ngokungagqibelelanga.
Inani Labantwana abafumana iinkqubo kwiiECD ezibhalisiweyo.
Inani Labantwana abaxhaswa ngemali abafumana iinkqubo kwiiECD ezibhalisiweyo.
Inani lamagcisa e-ECD akwiinkqubo ezibhalisiweyo zeECD.
Inani lolongo lwabantwana nolutsha.
Inani Labantwana abadinga ulolongo nokhuseleko kumaZiko oLolongo lwaBantwana noLutsha axhaswa ngemali
Inani Labantwana abafumana iinkonzo kuyilo lweSibindi.

INkqubo 4 liNkonzo zokuBuyisela kwiSimo

Umqondiso wokusebenza kwecandelo

Inani labantwana abakungquzulwano nomthetho abakumaziko okhuseleko.
Inani labantwana abagwetyiweyo abakumaziko okhuseleko.
Inani lamaziko eNkqubo Yokuxhotyiswa Kwamaxhoba afumana inkxaso.
Inani lamatyala okuxhwilwa kwabantu athe afunyaniswa
Inani elipheleleyo lamaxhoba okuxhwilwa kwabantu athe axhamla kwiinkonzo zentlalo-ntle.
Inani labantwana ababudala buyiminyaka eli-18 nangaphantsi abathe bafikelelekwiinkqubo zokuthintelwa kokuphathwa gadalala.
Inani labantu (ababudala buli-19 nangaphezulu) abathe bafikeleleka kwiinkqubo zokuthintela ukusetyenziswa gwenxa kwezinyobisi.

INkqubo 5 UPuhliso noPhando

Umqondiso wokusebenza kwecandelo

Inan labantu abafikeleleke kwiinkqubo zokuphuhliswa kweengugqi zokuhlala
Inani elipheleleyo leeNPO ezifumana inkxaso-mali
Inani lamalinge okuncitshiswa kwentlupheko athe afumana inkxaso.
Inani labantu abafumana iinkonzo zamalinge okuncitshiswa kwentlupheko.
Inani lamakhaya afikelela ekutyeni ngenxa yeenkqubo zokhuseleko lokutya zeDSD.
Inani labantu abadfikelela ekutyeni ngokweenkqubo zesondlo zeDSD (ezisekelwe kumaziko)).
Inani lamakhaya athe achongwa.
Inani leengingqi zokuhlala ezithe zachongwa kwiwadi nganye.
Inani lezicwangciso zophuhliso ezisekelwe ekuhlaleni.
Inani lemibutho yophuhliso lolutsha ezifumana inkxaso.
Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokudlamkiswa kolutsha
Inani lamanina athabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono.
Inani lamathuba okuphuhliswa kwekhono labemi eliqhutyiweyo.
Inani labantu abathe bathabatha inxaxheba kwimihlangano yokuxhotyiswa ngeenkukacha ezingamanani abemi.
Inani lemisebenzi yokuVuselelwa kwaBemi, iNgcaciso, iMfundo noNxibelelwano (IEC) emiliselweyo.
Inani leengxelo zoMgaqo-nkqubo waBemi zokuBekwa kweLiso noVavanyo elivelisiweyo.

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Inguqulelo yale ngxelo yesiNgesi neyesiBhulu ziyafumaneka xa ziceliweyo.



**URhulumente
weNtshona Koloni**

UPhuhliso loLuntu

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