



**Western Cape  
Government**

Local Government



**Isicwangciso Ngendlela yokusebenza ku2019/20**  
**ISebe likaRhulumente Wasekhaya**

**Isebe likaRhulumente  
waseKhaya kuRhulumente  
waseNtshona Koloni:**

Isicwangciso sendlela  
yokusebenza kwiPhondo  
kuNyakamali ka2019/2020

# Ingxelo ephangaleleyo

## ISINGENISO

Kulo nyaka uphelileyo, ngexesha ndathi thaca Isicwangciso Sokusebenza kwiSebe ndaye ndaphawula ngelithi iPhondo lihlangabezana nokunqaba kwamanzi ngokungxamisekileyo kwaye urhulumente wephondo wabhengeza iphondo njengendawo yentlekele.

Ngexesha laseBusika kunyaka ka2018, iPhondo lafumana imvula eninzi nefunekayo eyathi yanika isiqabu kwimeko yonxunguphalo lokudinga amanzi awayefuneka kakhulu. Ezinye iindawo kwiPhondo zafumana imvula eninzi kunezinye, umzekelo, inginqi yeKaroo ethwaxwa yimbalela kwiNtshona Koloni nefumana imvula kwixesha lasehlotyeni, ziye zafumana imvula nazo. Kwimimandla efana neTouws River, apho imilambo ibithe yoma khona imilambo yaphuphuma laze idama iGamka eliseBeaufort West lafumana amanzi okokuqala kwiqela leminyaka. Siyabulela ngezizelo kodwa siza kuhlala silumkile siqaphele nobunono kuba iPhondo alikaphumi engxakini. Enye imvula isafuneka ukuze iphondo likwazi ukuphila nokuphuma kwiingxaki ezibangwe yimbalela ethathe ixesha elide. Ngoko ke ukuqinisa isandla kwezamanzi kusaqhubeka ngokupheleleyo. Ukusebenza ngokubambasisana nabantu abadla indima engundoqo kunye noomasipala abathe bachaphazeleka, isebe lam liza kuqhubeka nokuququzelelea lilawule uphuhliso lwezicwangciso kunye namaqhinga okuqinisekisa nokukhuthaza ukufmaneka kwamanzi.

Njengoko sifikelela kwinqanaba lonyaka wesihlanu kulawulo kweli lizwe nakwiPhondo, ndifumana amandla kwaye ndiyakhuthazeka ngomsebenzi esithe sawenza ukuphucula unikezelo lweenkonzo zethu kweli Phondo. Oku akuthethi ukuba sinemingeni esikwazi kujongana nayo; siye sathatha ixesha ukuqwalasela nokuqonda imingeni nemiba esingakwazi ukufikelela kuyo ukuxhasa oomasipala. Oku kuza kunceda iSebe likwazi ukuza neempendulo ngokukhawulelana nemingeni ejamelene nabathathinxaxheba bethu.

Ngokukhokelwa nguMgaqosiseko waseMzantsi Afrika, indima yethu kukuxhobisa ngezakhono, ukubeka iliso nokuxhasa oomasipala ukuze bakwazi ukunikezela ngeenkono njengoko benikwe uxanduva



lokuphuhlisa. Ngokusebenzisa inani lamaqonga siququzelela iinkqubo eziphakathi kumabakala karhulumente, sakhe isisekelo seSebe njenge "Gateway koRhulumente baseKhaya". Sithathe urhulumente wephondo nokazwelonke samsa koomasipala, saze sathatha oomasipala sabasa kuRhulumente wephondo nokazwelonke.

Ngelilixa iPhondo libekelwa phezulu ngokufikelela kwiinkono ezisisiseko xa lithlekiswa namanye amaphondo, asikwazi ukuyichitha into yokuba nako kweenkonzo zethu uku zanzuzo elulutho evela ekutyalweni kwemali kwiziseko zophuhliso nangona kukho uthotho lwemingeni edala umqobo. Undoqo kule mingeni kukungayondelelani okuphakathi kokuqinisa iziseko zophuhliso nokuququzelela amabakala amathathu oburhulumente. ISebe liza kuqhubeka nokusebenza namahlakani amaninzi ukuxhasa oomasipala ukuphucula ulawulo lweziseko zophuhliso.

Kanti ke, kule minyaka idlulileyo ingaphaya kwesihlanu, ulawulo loomasipala luphucukile kwaye kukho iimeko apho iSebe kwakufuneka lilungise imiba ethile namatyala thile ahambelana nolawulo kumasipala.

Oku kuthi makuphinde kucingwe ngendlela emakungenelwe ngayo kumasipala nexesha emakungenelwe ngalo. Kulo mba, kufundwe izifundo ngokusebenzisa kwamangenelo kwiPhondo kunye nakwamanye amaphondo, kuza kusinceda ukuqinisekisa kwangethuba ukuba amangenelo aza akusebenza ngokufanelekileyo kunangaphambili. Ukongeza, oku kuza kunceda ukuphucula ngakumbi indlela yokuhlanganiswa kwenkxaso yoomasipala ngeendlela ezahlukeleleyo.

Imingeni yendlala ephindwe kathathu, ukungalingani kunye nokungabikho kwamathuba engqesho kuyaqhubeka nokulimaza iinzame zikarhulumente zokuphucula umgangatho onguwo wobomi wabahlali beli phondo. ISebe lam lishenxile ekusebenziseni Amaziko Enkonzo zeThusong njengeqonga lokuphucula abemi bakwazi ukufikelela kwiindidi zeenkono zikarhulumente, ukuze bakwazi ukunciphisa indlela, ukwakhiwa kwamathuba omsebenzi kunye nophuhliso olusekelwe kuluntu ekuhlaleni. Le nkqubo, ihlangene nenkqubo Yokuphuhlisa Abasebenzi Ekuhlaleni, luza kuqhubeka nokujonga liqwalasele

iindlela zokuxhasa ukusetyenziswa kweenkqubo ezijoliswe ekuphuculeni umgangatho wokuphila kwabemi beli phondo, ingakumbi kwiindawo ezisemaphandleni.

Elokuqukumbela, mava ethu ekujonganeni nemingeni ejongene noRhulumente baseKhaya izise, yabonisa ngokucacileyo ukuba imingeni ejamelene neli lilzwe kunye nePhondo iyahambelana. Kufuneka indlela yokusebenzisa ejongisise oku kungqamana eyintlanaganisela ukuqinisekisa ulawulo lwamaziko kaRhulumente kunye nonikezelo lweenkonzo njengoko luchaziwe kwi*Whole of Society Approach* eyathathwa nguRhulumente waseNtshona Koloni.

**AW Bredell**  
**UMPHATHISWA WOORHULUMENTE BASEKHAYA,**  
**IMICIMBI ESINGQONGILEYO NOCWANGCISO**  
**LOPHUHLISO**

# Ingxelo ephangaleleyo

## UKUSAYINA NGOKUSEMTHETHWENI

Kuqinisekisiwe ukuba esi Sicwangciso Sendlela Yokusebenza Sonyaka

- Saphuhliswa lulawulo lweSebe Lolawulo koRhulumente baseKhaya (DLG) phantsi kwesikhokelo soMphathiswa loLawulo LooRhulumente waseKhaya, Imicimbi Yokusingqongileyo & Ucwangciso Lophuhliso kwiPhondo, uMnu A Bredell;
- Salungiselelwa ngouhambelana neSicwangciso Esilicebo seSebe liakRhulumentu waseKhaya; kwaye
- Ubonisa kakuhle indlela ecacileyo iziphumo ezimiselayo ngendlela yokusebenza elithi iSebe likaRhulumente waseKhaya aza ukulifezekisa nokuliphumelela, kusetyenziswa izixhobo zokusebenza ezikhutshweyo kuhlalolwabiwomali luka2019/20.

**Nkskz B Sewlall-Singh**  
Igosa Eliphezulu Kwezezimali



**Mnu A Dlwengu**  
UMPhathi: Umgaoqonqubo neCebo leNkxaso



**Mnu G Pause**  
Igosa Elingumphicothi-manani (Intloko yeSebe)



**Ivunywe ngu:**  
**Mnu AW Bredell**  
Igunya Eliphethayo



## ULUHLU LWAMAGAMA ASHUNQULELWEYO

<b>AO:</b>	Igosa elinguMphicothi manani.
<b>CDW:</b>	Umsebenzi Wophuhliso Loluntu.
<b>CoCT:</b>	Isixeko saseKapa.
<b>CWP:</b>	Inkqubo Yemisebenzi Ekuhlaleni.
<b>DCF:</b>	IForam Eququzelela kwiSithili.
<b>DCOG:</b>	ISebe Lokubambisana ngoLawulo.
<b>DLG:</b>	ISebe LiikaRhulumente waseKhaya.
<b>DM:</b>	UMasipala weSithili.
<b>DPME:</b>	ISebe Lokubeka Iliso nokuVavanya.
<b>GCIS:</b>	Unxibelelwano kuRhulumentu neSistim zoNikezelo ngeNgxelo.
<b>ICT:</b>	Unikezelo Lwengxelo nobuchwephesha boNxibelelwano.
<b>IDP:</b>	Isicwangciso Sophuhliso Oluhlanganisiweyo.
<b>IDZ:</b>	Izoni Yokuphuhlisa Ushishino.
<b>IGR:</b>	Unxibelelwano neNdibanisela YooRhulumente.
<b>LED:</b>	Uphuhliso Loqoqosho Ekuhlaleni.
<b>LGTAS:</b>	Icebo Lokuguquka Izinto kuRhulumente waseKuhlaleni.
<b>M&amp;E:</b>	Ukubeka Iliso noVavanya.
<b>MFMA:</b>	Umthetho Wolawulo Lwemali kuMasipala.
<b>MGRO:</b>	Uhlaziyo Lolawulo kuMasipala neMbonakalo.
<b>MIG:</b>	Isibonelelomi ngeZiseko zoPhuhliso Ekuhlaleni.
<b>MIGMIS:</b>	Isibonelelo soLawulo Lwesibonelelomi ngeZiseko zoPhuhliso Ekuhlaleni.
<b>MINMAY:</b>	IForam yoMphathiswa kaMasipala kuRhulumente waseKhaya nooSodolophu Abaphetheyo.
<b>MINMAYTECH:</b>	IForma yeNtloko yeSebe: URhulumente waseKhaya nabaLawuli bakaMasipala.
<b>MISA:</b>	I-Arhente eXhasa Iziseko zoPhuhliso kooMasipala.
<b>MPRA:</b>	Umthetho weMalintlawulo Yezindlu kaMasipala, 2004 (Umthetho 6 ka2004).
<b>MTEF:</b>	Isakhiwo seNkcitho yeThem-Ephakathi.
<b>MTSF:</b>	Isakhiwo Esilicebo kwiThem-Ephakathi.
<b>MSA:</b>	Umthetho weSistim kaMasipala, 2000 (Umthetho, 32 ka2000).
<b>NDP:</b>	Isicwangciso Sophuhliso kuZwelonke.
<b>NSDP:</b>	Inginga Yophuhliso Ngolandelwano kuZwelonke.
<b>OPMS:</b>	Ulawulo Lwesistim Lokuquzelela Lwendlela Yokusebenza.
<b>PCF:</b>	IForam Eququzelela iNkulumbuso.
<b>PFMA:</b>	Umthetho Wolawulo Lwemali Yoluntu, 2003.
<b>PGMTEC:</b>	Ikomiti Yenkcitho kuRhulumente wePhondo kwiThem-Ephakathi.
<b>PMS:</b>	Isistim Yolawulo Lwendlela Yokusebenza.
<b>PSG:</b>	Isiphumo Esilicebo kwiPhondo.
<b>PSDF:</b>	Isakhiwo Sophuhliso Ngolandelwano kwiPhondo.
<b>PT:</b>	Umgcinimafa kwiPhondo.
<b>RMT:</b>	Iqela Lolawulo kwiNgingqi
<b>SALGA:</b>	Imanyano yooRhulumente baseKhaya eMzantsi Afrika.
<b>SDBIP:</b>	Unikezelo Lweenkonzo neSicwangciso Sokusetyenziswa koHlahlolwabiwomali.
<b>SDF:</b>	Isisekelo Sophuhliso Ngolandelwano.
<b>SDI:</b>	Ukunikezela Kweenkonzo ngokuhlanganisa.
<b>SIME:</b>	Icebo Lokusebenzisana Ngokuhlanganisa noMasipala
<b>TIME</b>	Ukusebenzisana ngokuhlanganisa uMasipala ngoBuchwephesha
<b>TSC:</b>	Iziko Leenkonzo iThusong.
<b>WCG:</b>	URhulumentu waseNtshona Koloni.

<b>WOSA:</b>	Imanyano Yokusebenza noLuntu Luphelele.
<b>AO:</b>	Igosa Lophicothomanani.
<b>CDW:</b>	Umsebenzi Wophuhliso Loluntu.
<b>CoCT:</b>	Isixeko saseKapa.
<b>CWP:</b>	Inkqubo Yemisebenzi Yoluntu.
<b>DCF:</b>	IForam Yoququzelelo kwiSithili.
<b>DCOG:</b>	ISebe Lolawulo Ngobambiswano.
<b>DLG:</b>	ISebe liakRhulumente waseKhaya.
<b>DM:</b>	UMasipala weSithili.
<b>DPME:</b>	ISebe Lokubeka Iliso noVavanya.
<b>GCIS:</b>	Unxibelelwano kuRhulumente neSistim Yengxelo.
<b>ICT:</b>	Ingxelo noNxibelelwano Lobuchwephesha.
<b>IDP:</b>	Isicwangciso Sophuhliso Oluhlanganyelweyo.
<b>IDZ:</b>	Izoni Yophuhliso Loshishino.
<b>IGR:</b>	Unxibelelwano LoRhulumente Abahlangeneyo.
<b>LED:</b>	Uphuhliso Lwezoqoqosho kuRhulumente waseKhaya.
<b>LGTAS:</b>	Icebo Lokujika Izinto kuMasipala.
<b>M&amp;E:</b>	Ukubeka Iliso nokuVavanya.
<b>MFMA:</b>	Umthetho Wolawulo lwemali kooMasipala.
<b>MGRO:</b>	Uhlaziyo Lolawulo kuMasipala neMbonakalo.
<b>MIG:</b>	Isibonelelomi yeZiseko Sophuhliso kuMasipala.
<b>MIGMIS:</b>	Ulawulo Lwesibonelelo semali yeZiseko Zeenkonzo kuMasipala neSistim zeNgxelo.
<b>MINMAY:</b>	IForam yabaPhathiswa bakaMasipala kwiPhondo & neZibonda zeDolophu.
<b>MINMAYTECH:</b>	IForma yeNtloko kwiSebe: URhulumente waseKhaya & naBalawuli kuMasipala.
<b>MISA:</b>	I-Arhente Ehasa Iziseko zoophuhliso kuMasipala.
<b>MPRA:</b>	Umthetho kaMasipala ngeNtlawulelo Yeenkonzo Zezindlu, 2004 (Umthetho 6 ka2004).
<b>MTEF:</b>	Isisekelo senkcitho yeThem-Ephakathi.
<b>MTSF:</b>	Isisekelo Esilicebo kuZwelonke kwiThem-Ephakathi
<b>MSA:</b>	Umthetho weSistim kaMasipala, 2000 (Umthetho, 32 ka2000).
<b>NDP:</b>	Isicwangciso Sophuhliso kuZwelonke.
<b>NSDP:</b>	Uphuhliso Ngengcinga Yolandelwano kuZwelonke.
<b>OPMS:</b>	Isistim Yokulawula Indlela Yoququzelelo.
<b>PCF:</b>	IForam yeNkulumbuso Eququzelelayo.
<b>PFMA:</b>	Umthetho Oalwula Ezezimali Yoluntu, 2003.
<b>PGMTEC:</b>	Ikomiti Ejongene neNkcitho kwiThem Ephakathi kuRhulumente wePhondoe.
<b>PMS:</b>	Isistim Yokulawula Indlela Yokusebenza.
<b>PSG:</b>	Injongo Elicebo Lolandelwano kwiPhondo
<b>PSDF:</b>	Isisekelo Sophuhliso ngoLandelwano kwiPhondo.
<b>PT:</b>	Umgcinimafa kwiPhondo.
<b>RMT:</b>	Iqela Lolawulo kwiNgingqi
<b>SALGA:</b>	Imanyano kaRhulumente waseKuhlaleni eMzantsi Afrika.
<b>SDBIP:</b>	Unikezelo Lweenkonzo & neSicwangciso ngokuSetyenziswa koHlahlolwabiwomali.
<b>SDF:</b>	Isakhiwo Solandelwano kuPhuhliso.
<b>SDI:</b>	Ukuhlanganisa Unikezelo Lweenkonzo.
<b>SIME:</b>	Icebo LokuSebenzisana ngokuHlanganisa ooMasipala
<b>TIME</b>	Ukusebenzisana ngokuHlanganisa Ubuchwephesha kooMasipala
<b>TSC:</b>	Iziko Leenkonzo iThusong.
<b>WCG:</b>	URhulumente waseNtshona Koloni.
<b>WOSA:</b>	Indlela Yokusebenza noLuntu ngokuPheleleyo.

# Ingxelo ephangaleleyo

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## ISIGABA A AMAVANDLAKANYA ALICEBO

# Ingxelo ephangaleleyo

## 1 Umbono

Iqela esisebenza ngokufanelekileyo nangokupheleleyo eyenza kube lula ukuba unikezelo lwenkonzo kumasipala balawuleke kakuhle ngendlela ephendulayo, ezinzileyo nehlanganisiweyo.

## 2 Umgomo

Ukubeka iliso, ukuququzelela nokuxhasa oomasipala basebenze ngokupheleleyo ekuzaliseni izindululo zoxanduva ukuphuhlisa, kunye nokuququzelela unikezelo lweenkonzo nokumelana neentlekele ngokuthethana nokusebenzisana norhulumente kunye nababambisene nabo ekuhlaleni.

## 3 Izimiselo

Izimiselo zeSebe zifana naleyo mithandathu yephondo, eyaziwa ngokuba.

- Kukukhathala;
- Ulwazi lomsebenzi;
- Ingxelo ngomsebenzi;
- Isidima;
- Impendulo;
- noBungcali.

## 4 Umthetho neinzye izindululo

### 4.1. Izindululo zoMgaqosiseko

UMgaqosiseko waseMzantsi Afrika (1996) ubonelela isakhiwo esiphahle umsebenzi wamasebe karhulumente eMzantsi Afrika. Isahluko se7 sibonisa iinjongo nezindululo mayela norhulumente wasekhaya. Ezi zindululo zilandelayo zeSebe LikaRhulumente waseKhaya zingathathwa kwezi:

- Ukumisela oomasipala bahambelane nomthetho kazwelonke;
- Ukuxhasa nokomeleza amandla oomasipala;
- Ukulungiselela ngendlela yokusebenza koomasipala ngokwemiba yemisebenzi yabo ebekwe kuluhlu kwiShedyuli 4 neShedyuli 5 yoMgaqosiseko;
- Ukungenelela apho umthetho ungazalisekanga, izinyanzeliso zolawulo nezezimali;
- Nokukhuthaza uphuhliso likarhulumente wasekhaya.

### 4.2. Izindululo zomthethosisekelo

IWhite Paper kuRhulumente waseKhaya (1998) kunye nezimiselo ezilandela umthethonkqubo (oboniswa ngezantsi) obonelela ngemeko yolawulo lukarhulumente wasekhaya kuzwelonke

In-om-bolo	Umthethosisekelo	Isindululo
A	URhulumente waseKhaya: Umthetho Wokucandwa KooMasipala, 1998 (Umthetho 27 ka1998)	Lo mthetho unezi zibonelelo <ul style="list-style-type: none"> <li>• Imiqathango emisiweyo neenkqubo zokuqinisekiswa kwemida kamasipala ligunya elizimeleyo.</li> </ul>
B	URhulumente waseKhaya: Umthetho Wobume boMasipala, 1998	Lo mthetho unezi zibonelelo <ul style="list-style-type: none"> <li>• ukumisela koomasipala ngokweemfuno ezihambelana namanqanaba neentlobo zikamasipala.</li> <li>• ukumisela ngokweemfuno zokuqinisekisa amanqanaba kamasipala amiselwe kulo mmandla</li> <li>• inkcazelo ngohlobo lukamasipala onokumisela kwinqanaba ngalinye.</li> <li>• Ukwahlula misebenzi ngokufanelekileyo kunye namandla egunya phakathi kwamanqanaba kamasipala</li> <li>• Ukulawulwa nokulungelelanisa iisistim zobume bangaphakathi kunye namagosa anezikhundla koomasipala.</li> </ul>

In-om-bolo	Umthethosisekelo	Isindululo
C	URhulumente waseKhaya: Umthetho WeSistimi kaMasipala, 2000 (Umthetho 32 ka 2000)	Lo mthetho wenza izibonelelo: <ul style="list-style-type: none"> <li>• Imiqathango engundoqo, indlela zokusebenza kunye nenkqubo ezifanelekileyo nezenza oomasipala basebenze ngokuzinikela ekuphakamiseni nasekuphuculeni uluntu lwasekuhlaelni kunye noqoqosho lwabantu</li> <li>• Ukuqinisekisa ukufikelela koluntu lonke kwiinkonzo ezibalulekileyo nezifikeleleka kumntu wonke</li> <li>• Ukuchaza uhlobo lomthetho kumasipala, kuquka uluntu lwasekuhlaleni olukummandla othile kamasipala</li> <li>• Amandla kamasipala nemisebenzi</li> <li>• Ukuthathwa kwenxaxheba luluntu</li> <li>• Ukumisela kwesakhiwo esisebenzayo ukulungiselela iinkqubo ezingundoqo kwinkqubo zokucwangcisa, ulawulo lwendlela yokusebenza, ukusasazwa kwezixhobo zokusebenza kunye nokutshintsha indlela yokuququzelela</li> <li>• Isakhiwo solawulo loluntu kunye nokuphuhlisa indlela yokusebenza noqeqesho</li> <li>• Ukuxhobisa ngolwazi abantu abahlelekileyo nokuqinisekisa ukuba oomasipala bamisela iindlela zokuhlaluleka iinkonzo bamisele imigaqonkqubo yokulawula amatyala eqwalasela iimfuno zabantu</li> </ul>
D	URhulumente waseKhaya: Umthetho Wolawulo Lwezimali kooMasipala, 2003 (Umthetho 56 ka2003) (MFMA)	Lo mthetho ubonelela: <ul style="list-style-type: none"> <li>• Ukuqinisa ukhuseleko olululo nolawulo oluzinzisa imicimbi yezemali kamasipala; kunye namanye amaziko kurhulumente wasekhaya</li> <li>• ukumisela imiba kamgcinimafa nemigangatho yamabakala karhulumente.</li> </ul>
E	URhulumente waseKhaya: Umthetho Wentlawulelo Zeenkono zikaMasipala, 2004 (Umthetho 6 ka2004) njengoko ulungiselelwe nguRhulumente waseKhaya: Umthetho Ohlonyelweyo Ngentlawulo Yezindlu yeeNkonzo Zezindlu kuMasipala, 2014 (Umthetho. 29 ka2014)	Lo mthetho ubonelela <ul style="list-style-type: none"> <li>• ukuqinisekisa ukhuseleko nozinzo lolawulo lwemicimbi yemali koomasipala bakazwelonke;</li> <li>• ukumisela kwemiba namabakala ayamene nemicimbi yezemali ngokubeka iliso nokulinganiselela;</li> <li>• ukulawula amandla kamasipala ukumisela intlawulo yeenkonzo ezindlwini;</li> <li>• ukukhuphela ecaleni ezinye izindlu ekunhlawuleni iinkonzo ukwenza izibonelelo zikamasipala ukuba zisebenzise isistim ecacisekayo nefanelekileyo kwabo bakhutshelwe ecaleni;</li> <li>• ukufakela indlela yokubonelela abantu ngokubahlalwulela ngokomgaqonkqubo wokuhlalulwa kwemali yeenkonzo;</li> <li>• ukwenza izibonelelo sovavanyo olufanelekileyo nnoluneendlela zokuvavanaya izindlu kunye</li> <li>• nokwenza izibonelelo ngeenkqubo 'zokuphikisana nokubhena'.</li> </ul> <p>URhulumente waseKhaya: Umthetho Ohlonyelweyo Ngokuhlalulwa Kweenkonzo zikaMasipala, 2014 waqala ukusebenza ngomhla woku-1 kuJulayi ka2015. Umthetho ujliswe ekuboneleleni izihlomelo ezahlukeneyo, iindawo ezifakelweyo kunye nezendawo ezicinywayo ukuze ukhuthaze ukwenza imibiko eyiyo, ukuhambelana neenkqubo kunye nokusetyenziswa kwemiqathango yenkqubo ehambelana noMthetho.</p>
F	Umthetho Wolawulo lwentlekele, 2002 (Umthetho 57 ka2002)	Lo Mthetho wenza izibonelelo <ul style="list-style-type: none"> <li>• zokuhlalulwa nokuququzelela umgaqonkqubo wokulawulwa kweentlekele oqwalasela ukuthintela okanye ukucutha umngcipheko weentlekele onciphisa ukwehla ngokumandla kweentlekele, ukulungela iimeko zoxunguphalo, impendulo ekhawulezayo neyiyo kwiintlekele nokuphiliswa emva kweentlekele;</li> <li>• ukumisela kwamaziko oolawulo lwentlekele kuzwelonke, kwiphondo nakumasipala</li> <li>• amavolontiya asebenza kwinkqubo yokulawula intlekele</li> <li>• limeko ezizizihlo ezihambelana nalo</li> </ul>

In-om-bolo	Umthethosisekelo	Isindululo
G	Umthetho Ohlonyelweyo Ngolawulo Lweentlekele, 2015 (Umthetho 16 ka2015)	Lo mthetho wenza izibonelelo <ul style="list-style-type: none"> <li>Zokucacisa ingqwalasela yemigaqonkqubo ekuphilisweni nasekusebenziseni amaziko alawula iintlekele;</li> <li>Ukuhambisana nemisebenzi yeForam Ecebisa Ngolawulo Lweentlekele ukulungiselela Iqonga likaZwelonke Ngokucutha Imingcipheko Yentlekele eMzantsi Afrika;</li> <li>UMkhosi Wokhuselo eMzantsi Afrika kuZwelonke, linkonzo zamaPolisa eMzantsi Afrika kunye naliphi na ilungu loburhulumente elinako ukuncedisana nemibutho yolawulo lweentlekele;</li> <li>nokomeleza iindlela zokunika imibiko ngokuncitshiswa komngcipheko weentlekele ukuze kuphuculwe mandala esizwe okuba nako ukujongana namathuba okuvela kwemingcipheko</li> </ul>
H	Umthetho Ngesakhiwo Sonxibelelwano nentsebenziswano-yooRhulumente, 2005 (Umthetho 13 ka2005)	Lo mthetho wenza izibonelelo <ul style="list-style-type: none"> <li>ukumisela oomasipala ngokweemfuneko ezihambelana namabakala neentlobo zikamasipala</li> <li>ukumisela umasipala ngokwebakala lokuqinisekisa uhlobo lukamasipala oza kumiselwa kuloo ndawo.</li> <li>Ukwahlulwa kwemisebenzi ngokufanelekileyo namandla egunya eliphakathi kwamabakala kamasipala</li> <li>Ukulungiselela iindlela zokusebenza zangaphakathi, ubume bezikhundla kunye namagunya oomasipala</li> <li>Isistimi zokhetho ezifanelekileyo</li> </ul>
I	Umthetho ngesicwangciso Sokuphuhlisa Ngolandelelwano nokuSetyenziswa koMhlaba, 2013 (Umthetho 16 ka2013)	Lo mthetho wenza ezi zibonelelo <ul style="list-style-type: none"> <li>Isakhiwo sesicwangciso sokulandelelana kwemisebenzi nokusetyenziswa komhlaba kwiriphabhliki</li> <li>Ukucacisa ngokupheleleyo ubudlelwane phakathi kwizicwangciso ezilandelelanayo nolawulo lwesistim yokusetyenziswa komhlaba nezinye iintlobo zezicwangciso</li> <li>Izicwangciso eziquka bonke abachaphazelekayo, ezinenjongo yophuhliso, ezibonisa ulingano nokusebenza kakuhle kwezicwangciso zolandelelwano kumanqanaba onke karhulumente</li> <li>Isisekelo sokubeka iliso, uququzelelo nokuhlaziywa kwezicwangciso zolandelelwano nesistim elawula ukusetyenziswa komhlaba</li> <li>Isakhiwo semigaqonkqubo, imiqathango, indlela yokwenza izinto kunye nemigangatho yezicwangciso zokuphuhlisa nokulawula ukusetyenziswa komhlaba</li> <li>Ukulungisa iimeko zolandelelwano kunye nokulungelelanisa ukungalingani</li> <li>Ukukhuthaza indlela yokwenza izinto ngendlela eyiyo nefanayo ngexesha ezenziwa ngalo ekusebenziseni iinkqubo nokwenza izigqibo ngophuhliso ngabasemagunyeni abanoxanduva lokuthatha izigqibo ngokusetyenziswa komhlaba</li> <li>Ukumiselwa kwemisebenzi neendlela zokusebenza kuamqoqo kaMasipala Okucwangcisa</li> <li>Ukuququzelela nokusebenza ngocwangciso lokusetyenziswa komhlaba nemanathelo ophuhliso</li> <li>Imiba anxibeleleneyo ngoko ke.</li> </ul>

### 4.3. Omnye Umthethosisekelo wooMasipala

Ukongeza kwizibdululo zomgaqosiseko, uRhulumente waseKhaya ukhokelwa yeminye imithethosisekelo, eyaziwa njengale:

- Umthetho Weenkonzo Zokucima Imililo, 1987 (Umthetho 99 ka1987);
- Umthetho NgoMlilo Wamadlelo naMahlathi kuZwelonke, 1998 (Umthetho 101 ka1998);
- Umthetho Wokuphuhlisa uququzelelo, 1995 (Umthetho 65 ka1995);
- Umthetho Osisihlomelo Semithetho

kaRhulumente waseKhaya, 2008 (Umthetho19 ka2008);

- Inqwalasela yeeNtlobo zeMithetho kaMasipala eNtshona Koloni, 2000 (Umthetho 9 ka2000);
- Umthetho Ngokuhlululwa Kwabasebenza Kwii-Ofisi Zoluntu, 1998 (Umthetho 20 ka1998);
- Umthetho Weemfanelo ZoCeba eNtshona Koloni (Umthetho 2 ka2011);
- Umthetho Okhusela Ukufumana Izinto, 2008 (Umthetho 68 ka2008); kunye
- NoMthetho Wokubeka Iliso eNtshona Koloni noXhasa Oomasipala, 2014 (Umthetho 4 ka2014).

### 4.4. UMthethosisekelo oxananazileyo

Uthotho lweemfuneko zolawulo olusebenzisa iimfuneko zomthetho oxananazileyo kunefuthe kumsebenzi weSebe kwimisebenzi emininzi efanale:

- Umthetho Weenkonzo Zoluntu, 1994 (Umthetho 103 ka1994) neMiqathango yeenkonzo Zoluntu ka2016;
- Umthetho Woalwulo Lwemali Yoluntu, 1999 (Umthetho 1 ka1999) neMiqathango kaMgcinimafa kuZwelonke Injoli yesizwe);
- Umthetho Wokwahlulwa kwerhafu ngoNyaka;
- Umthetho Wokuphuhlisa Izakhonoo, 1998 (Umthetho 97 ka1998);
- Umthetho Wemali yembuyekezo Ngokunikezelwa kweZakhono, 1999 (Umthetho 9 ka1999);
- Umthetho Wolingano Engqeshweni, 1998 (Umthetho 55 ka1998);
- Umthetho Wobudlelwane Esembebenzini, 1995 (umthetho 66 ka1995);
- Umthetho Wamalungelo Abasebenzi Emsebenzi, 1997 (Umthetho 75 ka1997);
- Umthetho Wempilo Entle noKhuseleko Emsebenzini, 1993 (Umthetho 85 ka1993);
- Umthetho Wolonyulo kaMasipala 2000, (UMthetho 27 ka2000);
- Umthetho Okhutahza ukufikelela KwiNgxelo2000, (Umthetho 2 ka2000);
- Umthetho Ngokukhuthaza Ulingano noKuthintela Ukucalulwa Esembebenzini 2000, (Umthetho 4 ka2000);
- Umthetho Okhuthaza Ualwulo Ngokobulungisa, 2000 (Umthetho 3 ka2000);
- Umthetho ngoVimba kuZwelonke neeNkonzo Zokushicilela eMzantsi Afrika, 1996 (Umthetho 43 ka1996); kunye
- Umthetho ngoVimba kwiPhondo neeNkonzo Zokushicilela eNtshona Koloni, 2005 (Umthetho 3 ka2005).

### 4.5. URhulumente baseKhaya neZindululo ZoMthethosisekelo

Le miba elandelayo sisakhiwo sokwenza izibonelelo zomgaqonkqubo kuRhulumente waseKhaya:

- IWhite Paper kuRhulumente waseKhaya, 1998;
- Icebo Lokujika Izinto kuRhulumente waseKhaya kuZwelonke 2009;
- Icebo Lokulwa -Norhwaphilizo kuRhulumente waseKhaya, 2006;
- Umgaqonkqubo Weenkonzo Ezisisiseko 2000/01;
- Isakhiwo Sokuthatha Inxaxheba sokuThatha Inxaxheba Koluntu kuZwelonke, 2007; kunye
- Icebo Lokubuyisela Isizwe kwiZiseko, 2014

### 4.6. Ezinye Izindululo zomgaqonkqubo

Umsebenzi karhulumente wasekhaya uyachaphazeleka kwezi zindululo zomgaqonkqubo olandelayo:

- Isiseko Solawulo LweNtlekele eNtshona Koloni, 2010;
- Imiqathango yeBatho Pele;
- Isakhiwo Somgaqonkqubo kaRhulumente ngeSistim nokubeka Iliso nokuVavanya (M&E) System, 2007;
- Isakhiwo Senkqubo Yokulawula Indlela Yokusebenza neNgxelo, 2007 (FMPP);
- Isakhiwo Sokuqinisekisa Ukuphucuka koMgangatho wocwangcismanani yaseMzantsi Afrika, 2007;
- Inginga Sophuhliso Solandelelwano kuZwelonke, 2002 (NSDP);
- Isakhiwo Sophuhliso Ngolandelelwano kwiPhondo, 2014 (PSDF);
- Isakhiwo Esilawula intlekele kwiSizwe, 2005;
- Isicwangciso Sophuhliso kaZwelonke (Umbono ka2030);kunye
- neSicwangciso Esikhulu kwiPhondo yeCDW.

### 4.7. Iinkqubo Yomgaqonkqubo Ocwangcisiweyo

- Iinkqubo zoMgaqonkqubo Ongacwangciswa ku2019/20,

## 5. Ukwazisa Ngohlalutyo Ngokwemeko:

### 5.1 Indawo engqonge uphuhliso lokunikezelwa kweenkonzo

#### Uphuhliso lwezoqoqosho-ekuhlaleni

Iphondo liphuma kwixesha lembalela enzima xa siza ma ukukhumbula, eteh yanyanzelisa ukuba bonke abathatha inxaxheba basebenze ngokubambisana ekuphuhliseni izicwangciso kunye namacebo aliqhinga lokumelana nokushokoxeka kwamanzi. Ifuthe lembalela lazibonakalisa kumanqanaba amaninzi aquka ezoshishino, ukhenketho kunye namasoloty ezolimo ingakumbi abo baqeshwe ngala masoloty. Nangona iphondo liyifumene imvula yobusika, iza kuliva ifuthe imbalela kwiminyaka emibini ukuya kwemithathu ezayo. <sup>1</sup> Uhlalutyo Lwezoqoqosho kwiPhondo kunye nneMbonkalo ekhutshwe nguMgcinimafa kwiPhonodo luphawula ukuba “nangona kukho kuye kwakho ucutho olubonakalayo lwezinye izinto ku2016, ulimo luye lwanegalelo elihle nelincomakeyo ekukhuleni kwezoqoqosho kwiPhondo ukusuka kunyaka wama2013 ukuya kuma2017. Ukwelha kakhulu kwegalelo kwixabiso elithi longezelelwe phakathi kwama2018 nama2022, ngenxa yembalela”. Eli soloty ebelifudula linamanani aphezulu okukhula kwengqesho kubonakala ngathi liza kubetheka kwehle amanani nanjengoko kumele licuthe inani lemisebenzi ngenxa yefuthe lembalela

<sup>1</sup> Uhlaziyo Loqoqosho kwiPhondo neMbonkalo ka2018: ikhutshwe nguRhulumente waseNtshona Koloni: UMgcinimafa wePhondo.

# Ingxelo ephangaleleyo

<sup>2</sup> Inqikelelo yamanani abemi beli phakathi kunyaka ka2018 eyakhutshwa yiNkcukachamanani eMzantsi Afrika yaqikelela ukuba inani labantu abahlala kweli phondo lingaphezulu kwezigididi ezingaphezulu kancinci kwi6,6 yeemilioni. Nangona inani lamadoda kulindeleke ukuba libe ngama61,1 elabafazi libe yiminyaka engama67,3 kwiPhondo oku kuqikelelwa ukuba libe ngama66,2 amadoda nama72,1 abafazi, ngeli lixa intsilelo yabafiki kweli lizwe iqikelelwa kuma311 000. Umyinge omncinane wentswelangqesho eNtshona Koloni uqikelelwa kwi19,7%, oku kubonisa ukwehla kwentswelangqesho ukusukela kuma23,1% athi aqikelelwa kunyaka ka2013. Nangona lehlile elinani liphantsi lentswelangqesho kwiPhondo, inani labantu abatyhafiswa kukungafumani msebenzi liye lenyuka kwangexesha elinye.

Ukufumana amanzi, umbane, ugumgxulolwelindle nokuthuthwa kwenkunkuma ziimpawu ezinzileyo nezibonisa ukuphuculwa konikezelo lweenkonzo. Xa kucingwa ngalo mba, iinkcukachamanani ziphawula kwaye abonisa ukuba iPhondo likwazile ukugcina amanqanaba aphezulu lonke ixesha (ngaphezulu kweepesenti ezingama 90% kuhlobo lweenkonzo) abantu bekwazi ukufikelela kwiinkonzo.

Kubalulekile ukuqonda ukuba uphuhliso loqoqosho loluntu kwiinkalo ezichazwe ngentla lungundoqo ukuqinisekisa imiba etshisa ibunzi nehamba phambili kwiSebe ngoKwesisekelo Senkcitho Ekwxesha Eliphakathi (MTEF).

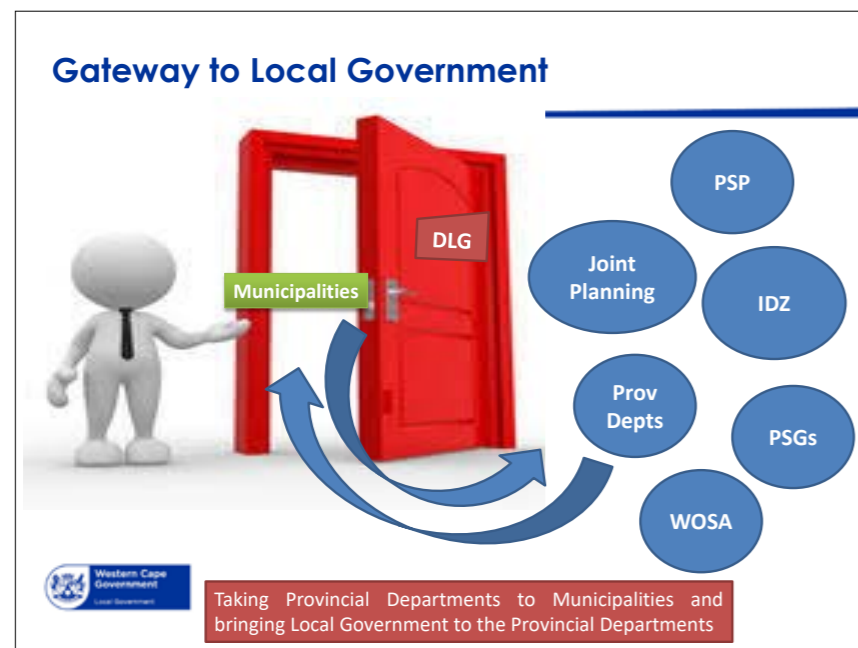
### Ukungqamanisa isebe ngokwezindululo ekumele lizifekise

Umgaqosiseko weRiphabliki yaseMzantsi Afrika (1996)wenza izibonelelo (1996) ezisembindini we-

sisekelo somsebenzi wamasebe karhulumente eMzantsi Afrika. Isahluko se7 sibonisa iinjongo nezindululo ezimayela norhulumente wasekhaya. Ezi zindululo zilandelayo kwiSebe likarhulumente waseKhaya zingacatshulwa apha:

- Ukumisela oomasipala abahambelana nomthethosisekelo kazwelonke;
- Ukuxhasa nokomeleza amandla okuba nako koomasipala;
- Ukulawula iindlela abasebenza ngayo oomasipala ngokwemiba yemisebenzi yabo eyenziwe yaluhlulu leShedyuli ye-4 neye-5 yoMgaqosiseko;
- Ukungenelela apho kukho ukungawanelisi umthethosiseko ngokwezibophelelo zomthethosisekelo, ezabaphathi okanye ezemali; kunye
- Nokukhuthaza ukuphuhlisa kukarhulumente wasekhaya.

Esi sindululo sibeka iSebe ngendlela efanelekileyo "Gateway to Local Government/Indlela Yokungena kuRhulumente waseKhaya. Ngokwenani lamaqonga aququzelelwa liSebe phakathi kwamanqanaba karhulumente, athathe amasebe ephondo nazisa oomasipala kumaphondo kamasipala. Ngokucingela zonke izicwangciso zamadoloty ahlukene kumele abonakale indima yakhe koomasipala abanguququzelelwa nabangalawulwa kakuhle, kuye kubekho iziphumo zokubhida nokuxinana kwengqondo. Kubalulekile ukuba aba masipala basekhaya baphathwe ngendlela ebangela ukuba ixhala. Ngokukhokelwa nguMgaqosiseko, iSebe linoxanduva lokubonelela ngamaqonga ejoliswe ekuqinisekiseni ukuququzelelwa ukulawulwa ngcono ukunikezela ngezindululo zabo. Inani elingezantsi limele indima yeSebe njenge "Gateway to Local Government/Indlela Yokungena kuRhulumente".



<sup>2</sup> Uqikelelo lokukhula kwenani labantu phakathi enyakeni ku2018: lukhutshwe ngabeeNkcukachamanani eMzantsi Afrika, Julayi 2018.

### ukuqwalasela indawo esingqongileyo

Ukuqinisekisa ukuba iSebe likwimeko yokuba yimpundu yeemfuno zabathathinxaxheba elisebenza nabo, kubalulekile ukuba liqonde imiba ebefuthe kwizinto ezingqonge indawo elisebenza kuyo. Ngexesha lokusebenza nabantu abakulawulo oluphezulu, ku-

nye nabathathinxaxheba abohlukeneyo, imiba edala ifuthe kwindawo nemiba yomsebenzi kwiSebe yahlalutywa yaze yashwankathelwa kwaye ingaqondakala ngokuyishwankathela njengokuba kuphawulwe kwithebhule engezantsi.

### Ifuthe elidalwa zimeko zangaphandle

ifuthe	IMIZEKELO
Ezopolitiko nezomthetho	<ul style="list-style-type: none"> <li>• Utshintso kumthethosisekelo kwisolotyasektha</li> <li>• Unyulo kuZwelonke nakwiPhondo njengoko zinefuthe elingaziwayo kuRhulumenete waseKhaya</li> <li>• Umthetho weeNkokeli Zomthomnyama namaKhoisan</li> <li>• Ukungathobeli Mthetho okukhulayo nokunganazwa kweMiqathango</li> </ul>
Uqoqosho	<ul style="list-style-type: none"> <li>• Imbonakalo ebuthathaka yezoqoqosho</li> <li>• Ukungomeleli kwezoqoqosho</li> <li>• Ukulahleka kwemisebenzi</li> </ul>
Ukuhlala neNkcubeko	<ul style="list-style-type: none"> <li>• Ukunyusa amabakala endlala nokulingani</li> <li>• Abemi abangenamonde okukhokelela emigushuzweni</li> <li>• Ulwaphulomthetho nokhuseleko</li> <li>• Ukuthathwa kwemihlaba kunye nokugxothwa kwabantu ezifama</li> </ul>
Ubuchwephesha	<ul style="list-style-type: none"> <li>• Umzabalazo Woshishino we-4th</li> <li>• Ukuphuhla kweteknoloji, idatha, ukufikelela kwiinkonzo ze-intanethi</li> </ul>
Indawo yokusebenzela	<ul style="list-style-type: none"> <li>• Ukutshintsha kwemo yezulu - imililo yamadlelo, iimpuphuma nezandyondyo, izikhukhula ezihlaselayo, imbalela neentlekelo zendalo</li> </ul>
Oomasipala	<ul style="list-style-type: none"> <li>• Ukungazinzi kwezopolitiko</li> <li>• Izityholo zorhwaphilizo, ubuqhophololo nokulawula okugwenxa</li> <li>• Ukuzinza kwezemali</li> <li>• Unikezelo lweenkonzo</li> <li>• Ukungangqamani kophuhliso kweziseko zophuhliso, uququzelelo nokusetyenzwa phakathi kwamanqanaba amathathu karhulumente</li> </ul>
Abemi	<ul style="list-style-type: none"> <li>• Ukunyuswa kweemfuno kweenkonzo ezizisiseko</li> <li>• Ukuhamba kwabemi</li> <li>• Indlala, ukungalingani nokunyuka kokunqaba komsebenzi</li> <li>• Kunyuke uqhankqalazo</li> </ul>

### Ukufunyaniswa kwemiba etshisa ibunzi koomasipala

Njengenxalenye yokucwangcisa imisebenzi kamasipala, ukulungiselela intsebenziswano ngezicwangciso zephondo, iSebe Likarhulumente waseKhaya laqhuba uvavanyo lwesine ngeeIDP lwaze lwenza uhlaziyo lokuqala lweeIDP ukuqwalasela imiba etshisa ibunzi nehamba phambili neningeni kumasipala. Ngaphezu koko, ixesha lovavanyo longezelelwa ukuquka im-

ingeni nemingcipheko ephawulwe ngoomasipala ngexesha lokuvavanya imingeni yobuchwephesha kwintsebenziswano yoomasipala. Uvavanyo olungentla lukhuphe izihloko Ezilishumi, ezaziwa ngokuba zezi; Utshintsho lwemozulu/Ukhuseleko lwamanzi; Uphuhliso Lwezoqoqosho Ekuhlaleni; Ukuthuthela kwamanye amazwe/Intlalo Yasedolophini; Ulawulo lweziseko Zophuhliso; Ulawulo kuRhulumente; Uku-



sebenzisana nabemi; Izicwangciso Ngokusebenzisana ngoYonedelelwano kukaRhulumente, Ulawulo lweenkcukacha; Uzinzo Lwezemali; Ukubambisana/Ubambiswano/ linkonzo ekwabelwana ngazo; Ulawulo Lwenkukuma; kunye nokungaZinzi kwezoPolitiko, Ulawulo kunye naseKuhlaleni. Ezi thim zivelayo zaxoxwa kumaqonga amaninzi ezicwangciso, kwiPhondo nakwinqanaba likamasipala. Kwacelwa amaSebe ukuba aphawule ngendlela athe alungiselela ngayo ezi thim zivela kwizicwangciso zawo.

## Utshintsho kwezopolitiko nokutshitsna kwezomthetho

Unyulo lukazwelonke nakwiphondo lumiselwe ukuqhuba ngoMeyi ka2019. Amava anagoahambili asibonisa ukuba ixesha elikhokelela kunyulo lukazwelonke nephondo ku2019 lubalulekile kwiSebe, njengoko lusenokzisa inqanaba eliphezulu lokungazinzi koomasipala. ISebe liza kulungiselela inkxaso yalo lize liyiqinisekise koomasipala ngaphambi nasemva konyulo ukuqinisekisa uzinzo nokuqhuba konikezelo kweenkonzo. Oku kuza kuquka ukubonelela ngenkxaso kooceba ukubanceda bakwazi ukudlala indima yabo noxanduva.

I-Upper Upper Limits esebenzayo isaqhuba ukudala ukunganeliseki okukhulu phakathi kwabalawuli bakamasipala, ngenxa yokuba imivuzo ehlawulwa abalawuli nabalawuli abaphezulu ayihambisani nemivuzo yabanya abalawuli nabaphathi kwimakethi. Inyaniso kukuba abantu abasebenza phantsi kwabalawuli kwiTask Scale (ngokwemisebenzi abayenzayo) bamkela ngaphezulu kunabalawuli babo. Ayichazeki kakuhle ke le nto yokuba abalawuli bakamasipala kunye nabaLawuli ngokweSoloty lama-56, abanikwe amandla oxanduva lomthetho noxanduva lokuqhutywa komsebenzi bahlawulwa ngokungalinganiyo xa kuthetlekiswa nabasebenzi abanika ingxelo kubo. Oku kunefuthe elibi kwaye kuyayichaphazela into yokuthathwa kwabalawuli abaphezulu kubasebenzi abakhoyo koomasipala. ISebe liyaqhuba ngokuxhasa oomasipala likhupha inkxaso kunye nokufakwa kwezicelo zengqesho okubaluleke kakhulu kucelwa umphathiswa ukuba enze utshintsho kwezi khundla/kule meko.

Umthetho WeeNkokheli zeMveli namaKhoisan othe wapasiswa liBhunga laMaphondo kuZwelonke, iza kufuna iimbono zeSebe emva kokuba usayiniwe ukuze likwazi ukusebenzisa izibonelelo zalo. Ukulungiselela

oku, iSebe lahlaziya INkqubo ye4: Ulawulo Lobukhosi ngokweSebe limiselwe kubume balo.

## Iimeko zoqoqosho-ekuhlaleni ezichaphazela imali eqokelelwa ngumasipala

Ukuzinza kumasipala kuxhomekeke kakhulu kuluntu olubonelelwa ngeenkonzo ngulo masipala ukuwenza imali eyingeniso ngemali ehlawulelwa iinkonzo. Ukuba nako kukamasipala ukunyusa ingxowa ngolu hlobo kuxhomekeke ekuthini abahlali bayakwazi ukuhlawulela iinkonzo kusinina. Nangona imeko yezoqoqosho ibonisa ukuphucuka kancinci kancni, izinto ezifana nendlala nentswelangqesho ziyaqhuba noku-ba nefuthe elibi kuqoqosho lweli phondo. Umzekelo, isoloty lezolimo lelinye lamasoloty anegalelo kuphuhliso lwezoqoqosho kweli Phondo. Xa kujongwa ifuthe nemithethelela yembalela kweliPhondo, imveliso yeli soloty iyehla ntolelo ineziphumo zokuhlaleka kwenani lemisebenzi. URhulumente waseNtshona Koloni (WCG) uzibophelele kwiWhole-of-Society Approach ukuphucula ubomi babemi bonke beli phondo. I-Whole-of-Society Approach isasaza izixhobo zokusebenza, ulwazi, ukucinga banzi kunye nezinto ezinika ingxaki kwabo badlala indima kurhulumente, isoloty labucala kunye nabasebenzi bakarhulumentebaza kunyusa uphuhliso loqoqosho-loluntu baze balungise imingeni yemigaqonkqubo. Ukuqwalasela nokulungisa imiba ephathelana nendlala nentswelangqeshoeluxanduva lwamasebe onke karhulumente kwiPhondo, ngoko ke neli iSebe alikhutshelwanga ecaleni. Oku kufuna ukuba nasemva kokuphelelwa kwexesha leMTEF kuqhutywe nezicwangciso zeSebe ezikukujonga iindlela zokuphuhlisa nezokulungisa iimeko zoqoqosho zabahlali kwiPhondo.

## Utshintsho lwendawo yokusebenza

<sup>3</sup> Uphando oluye lwaqhutywa yiUrban Climate Change Research Network olwaqwalasela ifuthe lwenququko yemozulu kwiidolophu ezinkulu kwihlabathi neyakhutshwa ngo2018, ibonisa ukuba ngama“70% eedolophu kwihlabathi liphela asele ejongene nefuthe lokuguquka kwemozulu kwaye zonke zisemngciphekweni”. Ngokudizwa ngumbiko nezehlo elijongene nazo iPhondo, akukho kuthandabuza ukubona ukuba utshintsho nenguquko kwimozulu kunefuthe kweli Phondo. Kungoko ke kubalulekile ukuba iPhondo licwangcise lize nezisombululo eziza kusetyenziswa njengempendulo kwimingcipheko neempawu enefuthe elibi kubemi bePhondo, kuqoqosho nakwii-sistim yeziseko zophuhliso. Omnye wemingcipheko

kwiPhondo kukuba lithandwa kakhulu zizandyondyo zemvula nezikhukula. Ngokombiko okhutshiweyo, inqanaba lolwandleluyaphakama kwaye izandyondyo ezihambelana nokuguquka kwemozulu kucacisa imingcipheko yezandyondyo zemvula..

Ifuthe elibi neliyimiphumela yokuguquka kwemozulu lingalibi kakhulu njengoko kungakho ukuphazamiseka okungalindelekanga okudalwa zizandyondyo neempuphuma, izikhukula nemililo enokukhokelela kuphazamiseko olungamandla. Oku kumemelela ukuba iPhondo liphuhlise amacebo okumelana neentlekele njengenxalenye yomngeni kwihlabathi. ISebe liza kuqhubeka nokomeleza amacebo alo kunye nokuxhobisa ngezakhono nolwazi ukuze likwazi ukumelana nemingcipheko yeentlekele.

IPhondo lijongene nemiphumela esaqhubayo yembalela.ISebe libambisene anabanye abadlala indima kwiindawo ezahlukeneyo kumasipala kuyanzaleke aukuba libonelele oomasipala ngenkxaso kwezobuchwephesha nangezimali xa kufikwa kufakelolwenkqubo yamanzi, ukulondolozwa kwamanzi kunye nolawulo lweemfuneko yamanzi. ISebe liyaqhuba ngokudlala indima esembindini kuququzelelo lokwenza izicwangciso nokulawula imbalela kwiPhondo.

## Ukuphucuka kobuchwephesha

Siphila kwixesha lokuphucuka kopbuchwephesha. IFourth Industrial Revolution iyaguquka ngendlela abaphila ngayo abantu, abasebenza ngayo nabanxibeledana ngayo. Yakha ubume beshishini, urhulumente, imfundo, ezempilo phantse yonke inkalo yobomi bethu. Kurhulumente, itshintsha inkangeleko yonikezelo lweenkonzo nendlala esinxibeledana ngayo noluntu. Inani lamasebe awuthathile umngeni wokunikezela kwenani leenkonzo nge-intanethi. Ezinye zenjongo ezilicebo kukuphucula iindlela zokufikelela kwabemi kwiinkonz zikarhulumentebona kunye nengxelo. Oku kwenziwa ngeenjongo ezilicebo ngeNkqubo zeThusong ngeNkqubo Zabasebenzi ngoPhuhliso Zoluntu ukuze nobambiswano lwabathathinxaxheba zokuququzelela kunikezelo lweenonzo kwiindawo zoluntu. Ngokuqwalasela ubudala bobuchwephesha, inani labathathinxaxheba lifudukela ukusebenzisa i-intanethi ukufikelela kwiinkonzo. Okukubhekisa kwezi nkqubo ezilungiselelwe utshintsho olunokwenzeka. ISebe kiza kuqhubeka nokukhangaela iindlela zokuhlanganisa ubuchwephesha beteknoloji ukuqinisekisa ukuba iinkonzo zinikezelwa ngendlela eyiyo nesebnzayo kuluntu

## 5.2 Izinto ezingqonge indawo yomsebenzi

Isixhobo Sokuvavanya Indlela Yolawulo (MPAT) lu-vavanyo lwendlela zokulawula kwisebe eziqhutywa liSebe Lesicwangciso Sokubeka Iliso kunye Novavanyo (DPME). Imimandla ethe yavavanywa ibe licebo lolawulo, ulawulo kunye nokwenza umbiko ngoxanduva, ingqesho noqeqesho kunye nolawulo lwemali. ISebe liyazidla ngokuba lisebe elihamba phambili ngokusebenza kakuhle kwiPhondo xa kufikwa ekuhambisaneni nemithetho yokwenza umsebenzi kwiSebe, njengoko kuphawulwe ziziphumo ezikhutshwe yiDPME ku2018. Oku kwazinziswa kakhulu yiNkulubaphathiswa yaseNtshonaKoloni ngexesha lokunikezelwa kwamaWonga Okusebenza Kakuhle Esmebenzini ku2018(Service Excellence Awards 2018), kuwongwa iSebenza ngeWonga leGolide ngokuHambelana neMithetho Yokusebenza kwiSebe (Best Ethics Department) (eliwongwa linikezelwa yi-Ofisi YeKomishoni yeMisebenzi Yoluntu). La mawonga abubungqina bokusebenza ngamandla kwabasebenzi bonke kwiSebe.

Nangona kunjalo, siyayicinga into yokuba amanaqu awathethi nto ngolawulo olululo ukuba alukhange lufakwe kwasekuqaleni lube yinxalenye yendlela yokusebenza kwiziko. Kungenxa yeso sizathu siza kuqhuba ngokusebenza ngokuzimisela singaneli kukuambelana nemiyalelo yendlela yokusebenza kodwa sizame ukuuqinisekisa aukuba zonke iinkqubo/iinzame ziziphumo ezisekelwe ekwenzeni umahluko kubomi babemi beliphondo.

Xa kujongwa ukusetyenziswa kwemilinganiselo namanyathelo endleko kumasebe karhulumente ewonke, kumele iSebe lizilungise ngokuza namacebo ukzue likwazi ukuphumelela izicwangciso zalo eziyinjongo. Kunyakamali ongaphambili, oku kwaquka ukubambisana nabathathinxaxheba ukufikelela kuqoqosho oluphezulu. Kucingekwa ukuba kunyakamali ka2019/20, iSebe liz akuqhuba nokomelelwa intsebenziswano ukzue likwazi ukwenza umsebenzi omkhulu lisebenza izixhobo zokusebenza ezimbalwa elinazo. Ngenxa yendima yalo kurhulumente wasekhaya, iSebe lisebenze njengendima esembindini woququzelelo lokukwenza izicwangciso nokulawula imbalela kwiPhondo. Oku kwathetha ukuba kusetyenziswe izixhobo zokusebenza ezimbalwa ukuhlangabezana nemingeni emikhulu nemitsha eza ngenxa yembalela kwiSebe.

<sup>3</sup> Iakmabva esingalifuniyo: Lunganefuthe olunjani utshintsho lwemozulu kwiidolophu ezinkulu kwihlabathi liphela, Umbiko wobuchwephesha okhutshwe yiUCCRN, ngoFebhuwari ka2018.

# Ingxelo ephangaleleyo

Ukunceda ooMasipala ukuba bamelane nemiphumelela yefuthe lembalela ethe yathwaxa iPhondo, iSebe liqeshe iinjini ezisibhozo. Zabekw akwizithili ukuze zixhase oomasipala ngamanaythelo okongezelela amanzi amanyathelo afana nokuvavanywa kweendawo ezinokwenzeka ukuba zinamzi xa kuqhutywa uphand (geo-hydrological) kunye nokongamela inkqubo yokufakelwa kwemingxuma eyombiweyo ukuqinisekisa ukuba kususwa ngokupheleleyo ukusetyenziswa kweekhwifa kwithem ende.

Isebe linenani labasebenzi abangama360 ezivulekileleyo apho kuye kwagcwaliswa ezingama350 (97,2%) ekupheleni kukaMatshi ku2018, ntoleyo yaba neziphumo zomyinge wezithuba ezizipresenti ez-2,8% ngonyaka. Umyinge wezithuba kumanqanaba 1 uku-ya kwi12 uhleli kumyinge ozipesenti ezili9,6% ngelixa umyi9nge weepesenti zezithuba zeSMS ezi5.9%. ISebe likumanqanaba okugqibela okugcwalisa isuthuba soMphathi: Ukubeka Iliso Kwindlela Esisebenza ngayo iSithili nalapha eKhaya.

## Inkqubo yezengqesho nezithuba zomsebenzi, ukusukela ngama 31 kaMatshi ka2018

Inkqubo	Inani lezithuba ezikhoyo	Inani lezithuba ezizalisiweyo	Umyinge wezithuba %
Inkqubo 1	59	56	5,1
Inkqubo 2	245	238	2,9
Inkqubo 3	56	56	0,0
<b>Itotali</b>	<b>360</b>	<b>350</b>	<b>2,8</b>

### 5.3 Inkqubo yesicwangciso esilicebo

Isebe liqhube inkqubo esicwangciso ngembono ethi Sisicwangciso Sendlela Sokusebenza Ngonyaka esayanyanise neSicwangciso Esilicebo sika2014/2020. Ngenxa yoko, iSebe liqalise inkqubo yezicwangciso zoomjikelo weMTEF ka2018 ithe yaqwaslela ngokupheleleyo imiba echaphazela indawo yokusebenza. Ualwulo oluphezulu kwiSebe lukhokelwe yiNtloko yeSebe kuJulayi ka2018, ibambe iseshoni yokuqala esicwangciso ethetha yaqwaslela inkqubo yokuhlaziya kujongwe izithuba kusetyenziswa Isicwangciso Esilicebo ku2014/2020 kujongwa izikhewu, uhlaziyo lweeIDP zomasipala kunye nentsebenziswano yamaqonga awohlukeneyo. Kusetyenziswa le nkqubo, kwafunyaniswa imimandla nezihloko ezisekelwe kwimiba etshisa ibunzi nephambili kunyakamali olandelayo.

Oku kwalandelwa yintsebenziswano kwiintlanganiso zolawulo apho imiba etshisa ibunzi kwiSebe ixoxwa banzi ngembono yokukhokela amaQoqo Aphezulu kuLawulo kwiiseshoni zawo zokuqhuba

izicwangciso xa zilungiselela iseshoni yokucwangcisa kwiSebe. Izikhokelo zokunceda amaQoqo oLawulo zaphuhlisa ukuze akwazi ukwenza izicwangciso zawo ezavela kwiseshoni yokuwenza izicwangciso zeSebe ezazijoliswe ekucaciseni ngcono iimpawu zonyakamali ka2019/20.

Inggqiqo "yokusebenzisa indlela esekelwe kubemi" nesisimemelelo kumaqoqo awohlukeneyo kwiSebe sokuba zinwebe iinkqubo zikwazi ukuba yimpendulo kwiimfuneko zabemi beli ezingundoqo, liqhube nokwazisa imiba etshisa ibunzi kwiSebe nangona iPhondo lifumene imvula ebonakalayo ukuphuma engxakini, injongo kukuqwalasela kule mabelle igquba ngalo mzuzu kwiPhondo kunye nendima eyahlukileyo enokudlalwa liqoqo ngalinye.

Kwabanjwa iiseshoni ezizezinye zokucwangcisa ngomhla we12 Septemba nama-22 kaNovemba eziqwalasele izihloko ezingundoqo nezichaphazela ummandla ngamnye kamasipala kunye nezicwangciso zeSebe zokuba yimpendulo kwezimeko kunyakamali ka2019/20 APP nakwixesha elizayo.

## 6. Iziphumela-Ezilicebo Neenjongo Ezimiseliweyo

### 6.1 Ukuyondelelaniswa kweSicwangciso noPhuhliso, Iziphumo ZikaZwelonke kunye Neenjongo Ezilicebo kwiPhondo

Le thebhule iphawula ukuba iSebe zinxulunyaniswa neSicwangciso Sophuhliso kuZwelonke, ngaphandle kweZiphumo zikaRhulumente neNjongo Ezilicebo kwiPhondo .

Isahluko seNDP	Injongo	Iziphumo ZikaZwelonke	Injongo Elicebo kwiPhondo	Impendulo yeDLG
3. Uqoqosho nengqesho	Ukusetyenzwa kwenkqubo zengqesho yoluntu.	<b>NO 4:</b> Inggqesho eyiyo ngokukhula okuquka konke. <b>Sub 3:</b> Nciphisa intswelengqesho kulutsha. <b>Sub 7:</b> Ukusebenza ngenkqubo zoluntu.	<b>PSG 1:</b> Ukudala amathuba okukhula nengqesho.	Inkqubo zenkxaso eziphucula ukufikelela kuqoqosho nokukhulisa uqoqosho ngenkqutyana ezincinci kusetyenziswa Uphuhliso Lwabasebenzi Ekuhlaleni.
4. Iziseko Zokuphuhlisa Uqoqosho	Ukufakelwa kweenkonzo ezifanelekileyo ezifana zamanzi nombane.	<b>NO 6:</b> Isisekelo sphuhliso loqoqosho esisebenza kakuhle nesikwazi ukumelana nokukhuphisana nezinye ezinyingqalo yesisekelo. <b>Sub 2 &amp; 4:</b> linkonzo zophuhliso ngobuninzi. <b>Sub 6:</b> Unxibelelwano nobuchwephesha obuhambisa ingxelo.	<b>PSG 4:</b> Ukuqinisekisa indawo yokusebenza enonyamezelo, ezinzileyo, esemgangathweni ophezulu nequka ukuqwalasela kwendawo yokuhlala. <b>Iziphumo 2:</b> Ukuphuculwa kweendawo zokuhlala abantu. <b>PSG 5, Iziphumo 2:</b> Ulawulo olusebenzayo, nenikezelwa ngexesha neyimpemulo olusebenzayo.	Ukuphucula isicwangciso esihlanganyelweyo nesiququzelelwa ziziseko zophuhliso lukamasipala. Ukuxhasa oomasipala ngomngcipheko kunye nokuba sengxakini kovavanyo.  linkqubo zokuxhasa umasipala ngelCT.
5. Uzinzo lwendawo yokusebenza nenzinonyamezelo	Indlela eziphuculweyo zokulungiselela izehlo zentlekele nokubambi kwemozulu.	<b>NO 3:</b> Abantu baseMzantsi baziva bekhuselekile kwaye bakhuseleke.	<b>PSG 4:</b> Ukumelana nokutshintsha kwemozulu.	Ukuxhasa oomasipala namasebe karhulumente ngokuphuhlisa nokuhlaziya kwezicwangciso zokuzilungiselela ngexesha lentlekele Ukuququzelela ukunciphisa komngcipheko wentlekele ngokuhlanganisa nokquka iindlela zokunciphisa iintlekele kwiIDP zikamasipala. Ukufakela izixhobo ezikwazi ukuva umsi kwiindawo zokuhlala ezisematyotyombeni. Ukumisela iinkqubo zokhuseleko emliweni nezokhuseleko. Ukuququzelela uqeqesho oluqwasela izehlo nokulwa umlilo emoyeni.

# Ingxelo ephangaleleyo

Isahluko seNDP	Injongo	Iziphumo ZikaZwelonke	Injongo Elicebo kwiPhondo	Impendulo yeDLG
6. Uqoqoqsho oluquka iindawo ezisemaphandleni	Ukuxhasa abahlali kwiindawo zasemaphandleni	<b>NO 7:</b> Uluntu olusebenzayo nolunomdla ngolingano nozinzo kuluntu lwasemaphandleni kunye nokuqinisekisa ukubakho kokutya kumntu wonke. <b>Sub 3:</b> linkonzo kwiindawo zasemaphandleni nobomi obuzinzileyo <b>Sub 3:</b> Ukukhuthazwa kobomi obunoqoqosho olululo	<b>PSG 5, Isiphumo 4:</b> Ukuhlanganiswa kweenkonzo	Ukuqinisekisa ukufikelela kwiinkonz zikarhulumente kwiindawo zaxempahandleni ngokusetyenziswa kweenkqubo ezihambayo ezifana neThusong kunye neCDW
9. Ukwenza Inguqu kwiindawo zokuhlaliswa kwabantu	Iguqukela kwisistim yokucwangcisa esebenzayo ngoku ukuphucula uququzelelo	<b>NO 9:</b> Isistim karhulumente wasekhaya esebenza kakuhle ngokuba yimpendulo kwiimfuno zabantu, ekwazi ukuchaza ngoxanduva lwayo, esebenza kakuhle nesebenza ngexesha. <b>Sub 7:</b> Umnyango omnye woququzelelo.	<b>PSG 5, Isiphumo 4:</b> Isicwangciso esihlanganisiweyo, ulwabiwomali nokusetyenziswa.	Ukuqinisekisa kokuyondelelaniswa kwezicwangciso zenkcitho vs. nemiba etshisa ibunzi novavanyo lweIDP.
	Izibonelelo ngemisebenzi yabemi ngezicwangciso zekhaya kunye nophuhliso lweendawo zemisebenzi ngolandeletwano	<b>NO 7:</b> Uluntu lwasemaphandleni olunomdla, ukuqinisekisa ulingano nokuzinzisa kokuba khona kokutya kunye nokhuseleko lokutya kumntu wonke <b>Sub 5:</b> Indawo yokusebenza eqinisekisa ukuzinza equka ukukhula.	<b>PSG 5, Isiphumo 5:</b> Ukusebenzisana koluntu.	Amanyathelo okuxhasa okuphuhlisa ukusebenza kakuhle kweekomiti kwiiwadi.
13. Ukwakha urhulumente onako nophuhliso	Ukuzinzisa ukusebenzisana kolawulo kw- ezopolitiko	<b>NO 12:</b> Uphuhliso olusebenzayo nolusebenza ngexesha inkonzo ejolise kuluntu nokuxhobisa abemi ngendlela eyiyo nefanelekileyo nequka abemi. <b>Sub 4:</b> Ukujongana norhwaphilizo kwinkonzo yoluntu.	<b>PSG 5, Isiphumo 2:</b> Ulawulo olusebenza kakuhle, olusebenza ngexesha noluyimpendulo kurhulumente wasekhaya.	Uuxhasa oomasipala ngo-Phuhliso Lomthetho. Ukuxhasa iinkqubo nokuqinisekisa ulawulo olusebenza kakuhle nolusebenza ngexesha kulawulo loomasipala

Isahluko seNDP	Injongo	Iziphumo ZikaZwelonke	Injongo Elicebo kwiPhondo	Impendulo yeDLG
	Ukwenza inkonz o yoluntu nolawulo loorhulumente wasekhaya ibe ngumsebenzi onokukhethwa ngumntu.	<b>NO 5:</b> Abasebenzi abanezakhono nabanako ukusebenza ukuxhasa isicwangciso sokukhula. <b>Sub 3 ne 4:</b> Ukukhulisa amathuba okufikelela kwiinkqubo ezikhokelelela emsebenzini ofuneka kummandla ngamnye.	<b>PSG 5, Isiphumo 2:</b> Ulawulo lukarhulumentente wasekhaya olusebenza kakuhle, ngexesha noluyimpendulo kwiingxaki zoluntu.	linkqubo zokuxhobisa oomasipala. linkqubo zoqeqesho ezikhuthaza ukuxhotyiswa kooceba.
	Ukuphuhlisa izakhono zobuchwephesha nokuqeqeshelwa umsebenzi.			
13. Ukwakha urhulumente onako nophuhliso	Ukubeka ukuthathwa kwexaxheba ngabemimimi embindini.	<b>NO 7:</b> Abemi abanomdla, ulingano kunye nozinziso lokuba khona kokutya nokhuseleko ekuhlaleni. <b>Sub 5:</b> Indawo yokusebenza eyenza kube lula uzinzo okuquka nokukhula.	<b>PSG 5, Isiphumo 5:</b> Ukusebenzisana noluntu.	Amanyathelo axhasa ukuphucula ukusebenza kweekomiti yewadi.
14. Ukulwa norhwaphilizo	Ukuhambisana nemithetho karhulumentente neendlela zokuziphatha koluntu lonke norhulumentente onoxanduva lokubika imisebenzi kuluntu.	<b>NO 12:</b> linkonzo ezisebenza kakuhle, ezifikelela ngexesha kuluntu nophuhliso lweenkonzo zabantu olujoliswe ebantwini kunye nabemi abaxhotyiswe ngazakhono kuquka ukukhula kwendlela esebenza ngokukuko. <b>Sub 4:</b> Ukulwisana norhwaphilizo kwiinkonzo zoluntu.	<b>PSG 5, Isiphumo 2:</b> Ulawulo lukarhulumentente wasekhaya olusebenza kakuhle, ngendlela eyiyo noluyimpendulo kuluntu.	linkqubo ezixhasa neziqinisekisa ulawulo loomasipala olusebenza kakuhle nangedlela eyiyo
15. Ukwakha isizwe nokusebenzisana koluntu	Amathuba alnganayo, ukuquk awonke ubani kunye nokulungisa imiba yokungalingani ngaphambili. Ukukhuthaza ukuthatha inxaxheba kwii-foram zabemi ezifana neIDP, iikomiti zewadi	<b>NO 7:</b> Iindawo zasemaphandleni ezinomdla, ezinqinisekisa ulingano nokuqinisekisa ukhuselo lokutya kumntu wonke. <b>Sub 5:</b> Ukulungiselela indawoyokusebenza engqngwe amaziko ukuzinzisa ukukhula okuquka lonke uluntu	<b>PSG 5, Isiphumo 5:</b> Ukusebenzisana noluntu	Ukuququzelela ukunyusa inqanaba lokufikelela kwiinkonzo zikarhulumentente ezibalulekileyo linkqubo ze(linkqubo zeThusong neCDW). Ukunikezela inkxaso koomasipala abasebenza neekomiti, amacebo onxibelelwano nokuphuhlisa Izicwangciso Zekomiti yeWadi Ezisebenzayo

# Ingxelo ephangaleleyo

## 6.2 Ukuyondelelanisa necebo Elisicwangciso sePhondo

Le thebhule ingezantsi ibonisa indlela zamaphulo kwiSebe esayanyanisiwe neSicwangciso Esilicebo kwiPhondo:

PSG 5: lawulo olululo elihlanganisiweyo nonikezelo olungahlanganisiweyo ngobambiswano nohlanganiso yolandelelwano.		
Outcome	Output	DLG Projects
Ulawulo oluphuculweyo	Ulawulo loorhulumente basekhaya olusebenza kakuhle, ngexesha noluyimpendulo kwimingeni	<ol style="list-style-type: none"> <li>Ukusetyenziswa kweIPSS ku:               <ol style="list-style-type: none"> <li>Lawulo Lwabathathinxaxheba</li> <li>Ulawulo Oluhlanganelweyo</li> <li>Ukulawulwa kweziseko zophuhliso</li> <li>Ulawulo LweICT</li> </ol> </li> <li>Ukusetyenziswa Kweenkqubo ukomeleza unikezelo lweenkonzo ezisisiseko</li> <li>Ukusebenzisana Kweeforam zooMasipala Abahlanganisiweyo njengeCebo</li> </ol>
Uluntu Oluquka wonke umntu	Ukusebenzisana kweenkonzo ukuphucula unikezelo lweenkonzo oluhlanganisiweyo	<ol style="list-style-type: none"> <li>Ukunyusa iinkonzo eziphathekayo kunye neefasilithi ezihambayo kwimimandla esemaphandleni.</li> <li>Isicelo sommi</li> </ol>
Ulawulo Oluhlanganisiweyo	Ukungqamanisa umgaqonkqubo, izicwangciso ezihlanganisiweyo, inkcitho nokusebenza ngezicwangciso	<ol style="list-style-type: none"> <li>Imibiko Yovavanyo lweIDP eqinisekisa ukungqamanisa isicwangciso nokwabiwa kwemali</li> </ol>

PSG 4: Ukulungiselela indawo yokuhlala enonyamezelo, uzinzo, umganataho nequka wonke ubani		
Isiphumo	Imiphumela	Amaphulo eDLG
Ukumelana neentlekele	Izicwangciso Zolungiselelo	<ol style="list-style-type: none"> <li>Abathathinxaxheba abancedwa ekuphuhliseni izicwangciso zokulungiselela iintlekele zingekhehli.</li> </ol>
	Uvavanyo lomngcipheko nokubonisa imingeni	<ol style="list-style-type: none"> <li>Oomasipala abathi baxhaswa emva kovavanyo lomngcipheko nokubonisa imingeni.</li> </ol>
Ukulungiselela ukunyamazela nokumena neengxaki, uzinzo, umgangatho neemeko zokuhlala eziquka wonke ubani	Uququzelelo oluhlanganisiweyo nolujolise kwisicwangciso solandelelwano kunye nonikezelo lweenkonzo	<ol style="list-style-type: none"> <li>Ukusetyenziswa kweenkqubo ukomeleza ukunikezelwa kweenkonzo ezisisiseko</li> <li>Ukusebenzisana NooMasipala ngokweCebo lokuHlanganisa iForma Yobuchwephesha</li> </ol>

Iifoto A noB zibonisa inyani gembalela uku zakuma ekupheleni kuka2018 kwiPhondo, apho uMap A ebonisa ukuzinikezla kweSebe ekuxhaseni amaphulo apathelene nembalela kwiPhondo kunyaka ozayo

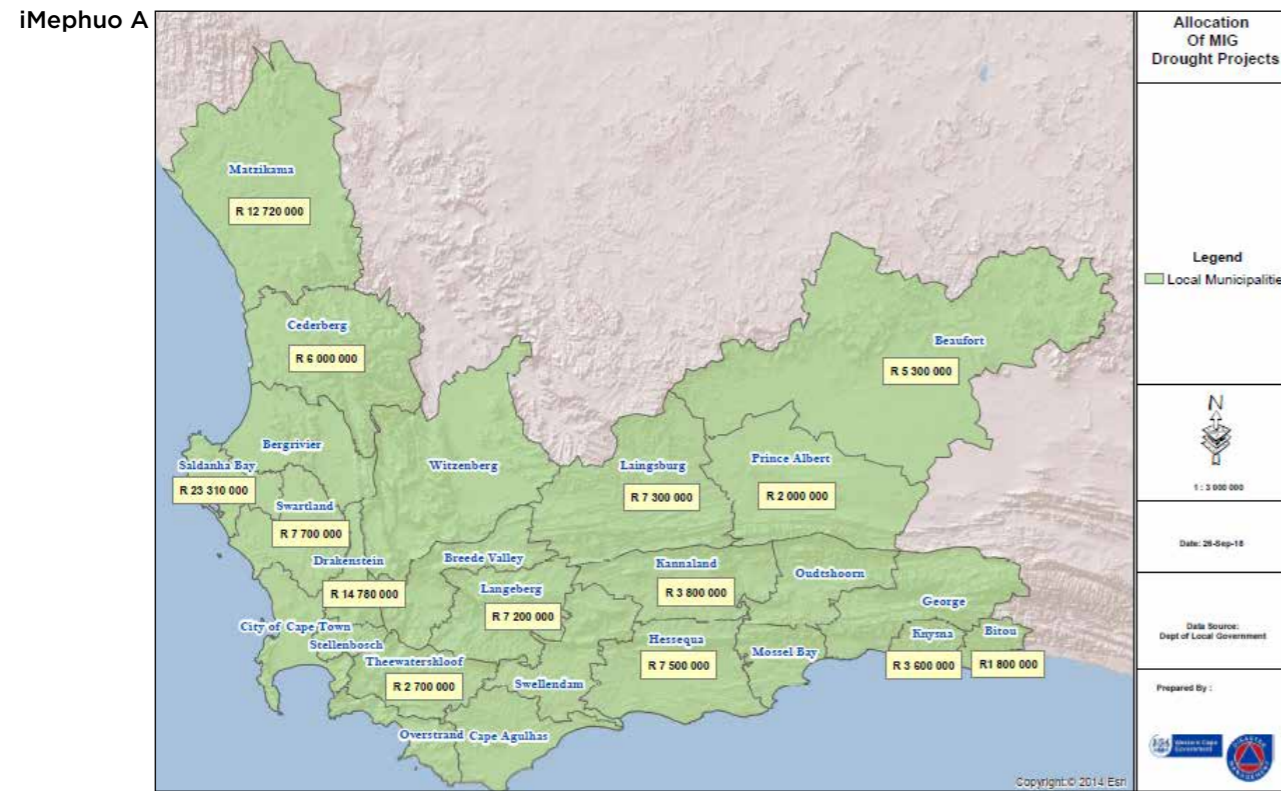
iFoto A



iFoto B



# Ingxelo ephangaleleyo



ISebe looRhulumente baseKhaya, bgeSibonelelo Seziseko Zophuhliso kooMasipala izinikezele kwisibonelelo semali ezizigidi ezingama R496,6 ezizakukhuthwa koomasipala kwiPhondo leziseko zophuhliso namaphulo ahambelana nazo. OoMasipala bafumanise amaphulo aziziseko zophuhliso atshisa ibunzi naza kubekwa phambili kwinkqubo yokubeka phambili amaphulo atshisa ibunzi kwakhona naza kuqala kunyakamali ka2019/20. Oku kuza kuchaza kubonise amaphulo afunyenweyo aza kusebenza apha enyakeni.

### Ngezantsi ngumfanekiso wamaphulo abekwe phambili kwisithili ngasinye:

#### Isithili saseOverberg:

- Theewaterskloof Caledon Upgrade Waste Water Treatment Works
- Cape Agulhas Bredasdorp Rehabilitate Waste Water Treatment Works
- Swellendam Railton Upgrade Gravel Roads and Stormwater Infrastructure Phase

#### Isithili iCentral Karoo:

- Laingsburg New 2MI Reservoir

- Beaufort West Nelspoort Rehabilitate Sanitation Oxidation Ponds
- Beaufort West Rustdene Upgrade Existing Regional Sport Stadium Phase 2

#### Isithili saseCoast District:

- Bergervier Porterville Upgrade Bulk Sewer
- Saldanha Bay Vredenburg Upgrade Landfill Site
- Swartland Moorreesburg Upgrade Waste Water Treatment Works

#### Isithili iCape Winelands District:

- Witzenberg Ceres New Material Recovery Facility
- Drakenstein Wellington New Water Pipeline
- Breede Valley Worcester New Pre-Load Reservoir and Supply Pipeline

#### Isithili iEden :

- Mossel Bay Hartenbos, Kwa Nonqaba Rehabilitate Regional Waste Water Treatment Works
- George Witfontein New Water Treatment Plant
- Bitou Kranshoek Upgrade Bulk Water Supply Phase 1

## 6.3 Amagqabantshintsh ohlahlolwabiwomali luka2019 noqikelelo lweMTEF

Ushwankathelo lwentlawulo nengqikelelo yeSebe

Inkqutyana R'000	Isiphumo			Uqikeleloolungiselelweyo	Ulungiselelelweyo	Uqikelelo oluhlaziweyo	Uqikelelo lwethem-ephakathi			
	Ecwan- ingiweyo	Ecwan- ingiweyo	Ecwan- ingiweyo				2019/20	% yot-shitnsho ukusuka kuqikelelo oluhlaziweyo	2020/21	2021/22
	2015/16	2016/17	2017/18							
1. Ulawulo	37 240	33 940	42 153	43 758	43 054	42 808	53 711	25,47	56 216	60 299
2. Ulawulo lwasekhaya	106 309	132 247	206 675	137 932	133 078	128 182	148 724	16,03	153 112	161 023
3. Uphuhliso noCwangciso	69 471	68 747	94 984	71 105	103 709	108 851	133 044	22,23	106 122	109 811
4. Ulawulo Lweziko Loluntu				1	1	1	1		1	1
<b>Intlawulo ephileleyo nengqikelelo</b>	<b>213 020</b>	<b>234 934</b>	<b>343 812</b>	<b>252 796</b>	<b>279 842</b>	<b>279 842</b>	<b>335 480</b>	<b>19,88</b>	<b>315 451</b>	<b>331 134</b>

### Ulwabiwo Oluphawulweyo:

Nceda ujonge iinkcukacha ngezantsi.

# Ingxelo ephangaleleyo

## Ushwankathelo ngokuqelanisa ezoqoqosho

### Ushwankathelo lwentlawulo noqikelelo lokuqelanisa ezoqoqosho

Inkqutyana R'000	Isiphumo						Uqikelelo lwethem-ephakathi			
	Ecwan- ingiw- eyo	Ecwan- ingiw- eyo	Ecwan- ingiw- eyo	Olona lungise- lelo	Ulungise- lelo oluh- leliweyo	Uqikele- lo oluh- laziiw- eyo	% esuka kuqikelelo oluhlaziyi- weyo			
	2015/16	2016/17	2017/18	2018/19	2018/19	2018/19	2019/20	2018/19	2020/21	2021/22
<b>Intlawulo yan- goku</b>	<b>176 976</b>	<b>186 248</b>	<b>207 802</b>	<b>216 129</b>	<b>231 354</b>	<b>223 011</b>	<b>264 903</b>	<b>18,78</b>	<b>273 797</b>	<b>287 318</b>
Ukubuyekwezwa kwabasebenzi	131 500	137 473	149 620	177 167	170 860	167 731	<b>190 573</b>	13,62	201 847	213 428
Iimpahla neen- konzo	45 476	48 775	58 182	38 962	60 494	55 280	<b>74 330</b>	34,46	71 950	73 890
<b>Iintlawulo nees- abhsidi</b>	<b>20 770</b>	<b>43 947</b>	<b>132 220</b>	<b>33 398</b>	<b>44 830</b>	<b>52 253</b>	<b>66 665</b>	<b>27,58</b>	<b>37 880</b>	<b>39 861</b>
Amaohondo noomasipala	18 365	41 262	131 102	32 596	43 859	51 197	<b>65 862</b>	28,64	37 077	39 058
Ii-arhente nee- akhawunti	751	1 039	417	402	403	403	<b>403</b>		403	403
Amaziko emfun- do ephakami- leyo	250									
Amaziko angen- zi nzuzo	710	986	414	400	400	400	<b>400</b>		400	400
Amakhaya	694	660	287		168	253		(100,00)		
<b>Intlawulo yem- pahla eyinkunzi</b>	<b>15 180</b>	<b>4 651</b>	<b>3 761</b>	<b>3 154</b>	<b>3 593</b>	<b>4 513</b>	<b>3 812</b>	<b>(15,53)</b>	<b>3 669</b>	<b>3 843</b>
Oomashini nezixhobo zokusebenza	15 155	4 634	3 761	3 154	3 593	4 513	<b>3 812</b>	(15,53)	3 669	3 843
Isofwe neempahla ezi- phathekayo	25	17								
<b>Intlawulo zemali eyimpahla</b>	<b>94</b>	<b>88</b>	<b>29</b>	<b>115</b>	<b>65</b>	<b>65</b>	<b>100</b>	<b>53,85</b>	<b>105</b>	<b>112</b>
<b>Itotali yokuqela- niswa koqoqo- sho</b>	<b>213 020</b>	<b>234 934</b>	<b>343 812</b>	<b>252 796</b>	<b>279 842</b>	<b>279 842</b>	<b>335 480</b>	<b>19,88</b>	<b>315 451</b>	<b>331 134</b>



## Ixalenye B: IINJONGO EZILICEBO

# Ixalenye B: IINJONGO EZILICEBO

## 7 Ubume benkqubo yohlolwabiwomali

Ubume benkqubo yooRhulumente basekhaya

<b>Ulawulo</b>	1.1 I-ofisi kaMEC 1.2 Iinkonz zikaKopolotyeni
<b>Ulawulo lwasekhaya</b>	2.1. Ulawulo kooMasipala 2.2. Ukuthatha iNxaxheba koluntu 2.3. Ukuxhobisa ngezakhono 2.4. Ukubeka Iliso kwindlela Yokusebenza Esebenza Oomasipala, ukwenzaumbiko nokuVavanya 2.5. Ukuhlnganiswa Konikezelo Lweenkonzo 2.6. Inkqubo Yokuphuhlisa Abasebenzi Kwiindawo Esihlala Kuzo
<b>Uphuhliso nocwangciso</b>	3.1. Isiseko Sophuhliso sikaMasipala 3.2. Ualwulo Lweentlekele 3.3. Uphuhliso Lesicangciso Esihlanganyelweyo
<b>Ulawulo lwamaziko eSintu<sup>1</sup></b>	4.1. Ulawulo Lwamaziko Esintu

<sup>1</sup> Isebe livuselel Inkqubo 4, ebbizwa Ualwulo Lweziko Lesintu. ISebe leMicimbi Yamasiko lazise Umthetho ePalamente. Wakuba Umthetho uqwalaselwe wavunywa iSeb liza kuphuhlisa imiba ekufuneka isetyenziwe phantsi kwale Nkqubo.

• Inkqubo yobume Bohlolwabiwomali kwiSebe luhambelana noLawulo Lokubambisana KUalwulo kuZwelonke nakwiMicimbi Yamasiko esintu ngaphandle kwezi nkqutyana-Inkqutyana Yezemali kuMasipala( Iphantsi kweNkqubo 2:Yolawulo lwasekhaya) ikwabekwe kwiSeb elinguVimba kwipPhondo kunye Nokunikezelwa Kweenkonzo Ezihlanganisiweyo nenkqubo yoPhuhliso Loluntu kwiiNdawo ZOkuhlala Uluntu eyongezelelweyo kubume bukazwelonke: Inkqubtyana Yophuhliso Lwezoqoqosho kooRhulumente baseKhaya 3:Uphuhliso neSicwangciso) lulungiswa LiSebe Lokuphuhliswa kokoqoqosho nTYelelo neNkqutyana yeSicangciso Solandelelwano( phantsi kweNkqubo: Uphuhliso nesiCwangciso) lulungiswa kwiSebe Lemicimbi Yokusingqongileyo neSicwangciso Sophuhliso.

## 8 Iinjongo Ezilicebo neMpawu Zendlela Yokusebenza kweNkqubo

### 8.1 Inkqubo 1

Inkqutyana 1: Iinkonzo Zikakopolotyeni

Injongo: Ukunikezela ngolawulo olu olupheleleyo kwiSebe ngokwemithetho esebenzayo nemigaqonkqubo.

Injong Elicebo

<b>Injong Elicebo</b>	Ukubambisana neenkqubo ukuze zihlangabezane neemfuno zokunikezela ngeenkonzo
<b>Isitethimenti Esilicebo</b>	Ukunikezela ngombiko olicebo, isicwangciso esilicebo, kunye nenkxaso kulawulo lwezemali neenkonzo ezilicebo kwiNkqubo 2 neNkqubo 3 ukuze zikwazi ukuhlangabezana neemfuno zonikezelo ngeenkonzo
<b>Isiseko</b>	Kungeniswe imibiko yecebo engama20 nengama40 elicebo lemali kwabasemagunyeni kule nkalo

Uphawu Lwecebo Oluyinjongo neZiphumo Ekujoliswe kuzo ngonyaka ka2019/20

Isiphumo Esilicebo	Isebe elinikezela ngeenkonzo ezisemgangathweni kwixesha elifanelekileyo nangexesha elililo								
	Uphawu Lwengjongo Elicebo	Injongo Esi-sicwangciso Esilicebo (2015-2020)	Ecwaningiweyo/Eyona ngxelo ngendlela yokusebenza			Indlela Yokusebenza Eqikelelweyo	Iinjongo kwithem-ephakathi		
2015/16			2016/17	2017/18	Ezangoku (2018/19)		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukubambisana neenkqubo ukuze zikwazi ukuhlangabezana neemfuno zokunikezela ngeenkonzo	1.1 Ukungenisa kwemibiko elicebo	37	8	8	7	7	7	7	7

# Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zokusebenza Kwenkqubo Yephondo ngendlela yokusebenza kwiphondo kunyakamali ka2019/20

Injong Elicebo		Ukubambisana neenkqubo ukuze zikwazi ukuhlangabezana neemfuno zokunikezela ngeenkono						
		Ecwaningiweyo/Eyona ngxelo ngendlela yokusebenza			Indlela yokusebenza eqikelelweyo	linjongo zethem-ephakathi		
		2015/16	2016/17	2017/18		Ezangoku (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
1.1.1	Ukungeniswa kwesicwangciso sendlela yokusebenza ngonyaka	1	1	1	1	1	1	1
1.1.2	Ukungeniswa kwemibiko yekota engendlela yokusebenza	4	4	4	4	4	4	4
1.1.3	Ukungeniswa koombiko wonyaka	1	1	1	1	1	1	1
1.1.4	Inani lemibiko yefuthe lokuvavanywa	2	2	1	1	1	1	1

Iimpawu Zendlela Yokusebenza Kwenkqubo kwiPhondo neNjongo zeKota kunyakamali ka2019/20

Iimpawu Eziyinkqubo Yokusebenza	Unxulumano nePSG	Ixesha lokwenza umbiko	Injongo Esisiphumo sonyaka 2019/20	linjongo zeKota			
				1st	2nd	3rd	4th
1.1.1	PSG 5	Ngon-yaka	Isicwangciso esingendlela yokusebenza ngonyaka nesithiwe thaca ePalamente	-	1 <sup>st</sup> Draft APP eveliswe yaza yangeniswa kwiDotP	2 <sup>nd</sup> Draft APP eveliswe yaze yafakwa kwiDotP	I-APP yokugqibela evunye yaza yathiwa theca ePalamente ngomhla obeke yiPalamente
1.1.2	PSG 5	Ngekota	4 Imibiko ngendlela yokusebenza ngekota engeniswe kwiDot ngama31 Matshi 2020	1 Umbiko ngendlela yokusebenza ongeniswe (ngomhla obekiweyo)	1 Umbiko wendlela yokusebenza ngekota ongeniswe (ngomhla obekiweyo)	1 Umbiko wendlela yokusebenza ngekota ongeniswe (ngomhla obekiweyo)	1 Umbiko wendlela yokusebenza ngekota ongeniswe (ngomhla obekiweyo)
1.1.3	PSG 5	ngonyaka	Umbiko wonyaka ocwaningiweyo ongeniswe ePalamente ngomhla obekiweyo	Umbiko wonyaka ongeniswe kuM-cwaningi Zincwadi Jikelele ngama31 Meyi ka2019	Umbiko Ocwaningwe ngoNyaka nnothiwe thaca ePalamente ngomhla obeke	-	-
1.1.4	PSG 5	ngonyaka	1	-	-	-	1

Uphawu Oluyinjongo Elicebo neNjongo Ngonyaka kunyakamali ka2019/20

Isiphumo Esilicebo	Isebe elisebenza ngendlela eyiyo nangexesha esinikezela ngeenkono ezisemgangathweni	Ukubambisana neenkqubo ukuze zihlangabezane neemfuno zokunikezela ngeenkono							
		Isicwangciso Sesiphumo Esilicebo (2015-2020)	Umbiko Ocwaningiweyo/Weyona ndlela yokusebenza			Indlela yokusebenza eqikelelweyo	linjongo zeThem-Ephakathi		
			2015/16	2016/17	2017/18		Kweli xesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukubambisana neenkqubo ukuze zihlangabezane neemfuno zokunikezela ngeenkono	1.2 Inani lemibiko yezemali engenisweyo	88	18	19	17	17	17	17	

Iimpawu Zenkqubo yeNdelela Yokusebenza Kweenjongo zePhondo kunyakamali ka2019/20

Injongo Elicebo	Ukusebenzisana neenkqubo ukuze zihlangabezane neemfuno zokunikezela ngeenkono						
	Ingxelo Ngengxelo Yokusebenza Ecwaningiweyo/Eyona iyiyo			Indlela yokusebenza eqikelelweyo	linjongo zeThem Ephakathi		
	2015/16	2016/17	2017/18		Kweli xesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
1.2.1	Imibiko yasenyakeni yokubeka iliso nengeniswe kwiPT	13	13	12	12	12	12
1.2.2	Ulwabiwomali olunamaxabiso angawo nahambelana neSicwangciso Esilicebo leAPP	1	1	1	1	1	1
1.2.3	Ukungeniswa Kwezitethimenti Zemali Yonyaka	1	1	1	1	1	1
1.2.4	Ukungeniswa Kwezitethimenti Zemali, EzeXeshana	3	4	3	3	3	3

Ixalenye B: IINJONGO EZILICEBO

Ixalenye B: IINJONGO EZILICEBO



# Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zendlela Yokusebenza Kweenkqubo neeNjongo ngeKota kunyakamali ka2019/20

Iimpawu Zendlela Yokusebenza Kweenkqubo	Unxibelelwano nePSG	Ixesha lokinika Umbiko	Iinjongo ZonyakaO 2019/20	Iithagethi zeKota			
				1st	2nd	3rd	4th
1.2.1 Imibiko yonyaka yokubeka iliso engeniswe kwiPT	PSG 5	Ngekota	12	3	3	3	3
1.2.2 Ulwabiwomali olunamaxabiso acaciswe kakuhle nangqamana neSicwangciso Esilicebo seAPP	PSG 5	Nonyaka	1	-	-	-	1
1.2.3 Ukungenisa Izitethimenti Zemali Ngonyaka	PSG 5	Ngonyaka	1	-	1	-	-
1.2.4 Ukungeniswa Kwezitethimenti Zemali, zeXeshana	PSG 5	Ngekota	3	-	1	1	1

## Inkqubo 1: Ulawulo

### Uhlalutyo Lwembonakalo yenkcitho

Isabelo semali esinikwe iNkqubo kunyakamali ka2019/20 sinyuke ngeepesenti ezingama25,47% ukusukela kuqikelelo oluhlaziyiweyo kunyakamali ka2018/19. Ukunyuswa kwesabelomali kwiNkqubo kubangelwa kukunyuka kweXabiso Lokuphila okuqikelelwayo ngokwezivumelwano zemivuzo ka2018. Ngaphezulu, ukunyuka kubangelwa kukuzaliswa kwezithuba zomsebenzi ezihlulwa ngenkxasomali ezibonelele ezilungiselelwe ubomi ngokunyuka kwamaxabiso ezinto adlule kulungiselelo lweMTEF nokongezwa kwabasebenzi ukuncedisa ulawulo lwembalela kwiSebe.

### Ushwankathelo lwentlawulo nengqikelelo - Inkqubo 1: Ualwulo

Inkqutyana R'000	Isiphumo			Ingqikelelo yethem-ephakathi						
	Ecwan- ingiweyo	Ecwan- ingiweyo	Ecwan- ingiweyo	Olona lungiselelo	Olona lungiselelo	Uqikelelo Oluhlaziyiweyo	% yotshintsho lwengqikelelo ehlaziyiweyo			
								2019/20	2018/19	2020/21
1. I-ofisi ka MEC										
2. Iinkonzo Zokopolotyeni	37 240	33 940	42 153	43 758	43 054	42 808	53 711	25,47	56 216	60 299
<b>Intlawulo Epheleleyo nengqikelelo</b>	<b>37 240</b>	<b>33 940</b>	<b>42 153</b>	<b>43 758</b>	<b>43 054</b>	<b>42 808</b>	<b>53 711</b>	<b>25,47</b>	<b>56 216</b>	<b>60 299</b>

*Gaphela: Inkqutyana 1.1: Umvuzo weMEC ngokwezibonelelo zeVoti 9: ISebe Lemicimbi Yokusingqongileyo neZicwangciso Zophuhliso.*

### Isabelo esibekelwe:

Okuqukwe kwinkqutyana 1.2: Iinkonzo Zopolotyeni abalandelayo:

- Izithuba Ezyikontrakthi neZinciphisa Imbalela esi sixamali esizizigidi ezili R2,994 (2019/20), R3,171 yezigidi (2020/21) nezigidi ezili R3,353 (2021/22).

Isishwankathelo seentlawulo nengqikelelo ngokuqelanisa uqoqosho - Inkqubo 1: Ulawulo

Inkqutyana R'000	Isiphumo						Uqikelelo lwethem-ephakathi			
	Esicwan- ingiweyo	Esicwan- ingiweyo	Esicwan- ingiweyo	Undoqo olungiselelweyo	Ulungiselelo olwenzelweyo	Uqikelelo Oluhlaziyiweyo	2019/20	% elutshintsho kuqikelelo oluhlaziyiweyo		
									2018/19	2020/21
<b>Iintlawulo zangoku</b>	<b>32 961</b>	<b>30 191</b>	<b>38 733</b>	<b>40 628</b>	<b>39 771</b>	<b>38 623</b>	<b>50 870</b>	<b>31,71</b>	<b>53 217</b>	<b>57 127</b>
Intlawulo yabasebenzi	21 469	20 911	25 535	30 163	29 111	28 722	<b>34 679</b>	20,74	36 942	39 346
Impahla neenkonzozo	11 492	9 280	13 198	10 465	10 660	9 901	<b>16 191</b>	63,53	16 275	17 781
<b>Intlawulo neesabhsidi</b>	<b>38</b>	<b>23</b>	<b>18</b>	<b>2</b>	<b>22</b>	<b>25</b>	<b>3</b>	<b>(88,00)</b>	<b>3</b>	<b>3</b>
Ii-arhente neekhawunti	1	2	3	2	3	3	<b>3</b>		3	3
Amakhaya	37	21	15		19	22		(100,00)		
<b>Intlawulo yemaphahla eyinkunzi</b>	<b>4 147</b>	<b>3 638</b>	<b>3 373</b>	<b>3 013</b>	<b>3 196</b>	<b>4 095</b>	<b>2 738</b>	<b>(33,14)</b>	<b>2 891</b>	<b>3 057</b>
Oomatshini nezixhobo zokusebenza	4 122	3 638	3 373	3 013	3 196	4 095	<b>2 738</b>	(33,14)	2 891	3 057
Isofwe nenye impahal ephathekayo	25									
<b>Intlawulo yemaphahla eyimali</b>	<b>94</b>	<b>88</b>	<b>29</b>	<b>115</b>	<b>65</b>	<b>65</b>	<b>100</b>	<b>53,85</b>	<b>105</b>	<b>112</b>
<b>Itotali yokuqelanisa uqoqosho</b>	<b>37 240</b>	<b>33 940</b>	<b>42 153</b>	<b>43 758</b>	<b>43 054</b>	<b>42 808</b>	<b>53 711</b>	<b>25,47</b>	<b>56 216</b>	<b>60 299</b>

# Ixalenye B: IINJONGO EZILICEBO

## 8.2 Inkqubo 2: Ulawulo Loorhulumente basekhaya

**Injongo:** ukukhuthaza ulawulo lukarhulumente olusebenzayo, oluzinzileyo noluphuhlisa oorhulumente basekhaya, ukukhuthaza isicwangciso esihlanganisa ezinye nesizinzileyo neenkqubo zokuthatha inxaxheba luluntu kwinkqubo zophuhliso

### 8.2.1 Iinkqutyana: Ulawulo lukamasipala

**Iqoqo Labalawuli:** Ualwulo lukamASIPALA Municipal Governance and Specialised Support

**Injongo elicebo:** Ukukhuthaza ulawulo koomasipala

#### Injongo Elicebo

<b>Injongo Elicebo</b>	Ukukhuthaza ulawulo olululo koomasipala
<b>Isitethimenti esiyinjongo</b>	Ukuphuhlisa umthethosisekelo nokunikezela inkxaso kwimiba yolawulo njengempendulo kwiimfuno zopmasipala
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>Imithetho Emithathu kwiPhondo neMithethwana Emine esemangathweni</li> <li>Kuxhaswe oomasipala abangama-24 baphuhlisa amacebo neimigushuzo yokulwa norhwaphilizo</li> <li>Amangenelelo amathandathu koomasipala abajongene nemiba yolawulo</li> </ul>

#### Uphawu Oluyinjongo Elicebo Neziphumo zonyaka kunyakamali ka2019/20

Isiphumo Esilicebo	Oomasipala abaphethwe kakuhle nabaxhotyiswe ngezakhono banikezela ngeenkonziso kumntu wonke								
	Uphawu Oluyinjongo Yecebo	Isiphumo Sesiwangciso Esilicebo (2015-2020)	Ingxelo ngendlela yokusebenza ecwaningweyo/Eyona Iyiy			Indlela Yokusebenza Eqikelelweyo	Iinjongo EzikwiThem-Ephakathi		
2015/16			2016/17	2017/18	Eyelixesha (2018/19)		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukukhuthaza ulawulo olululo koomasipala	2.1 Kuqinise iinkqubo Zokuthatha izigqibo	59	11 <sup>2</sup>	15	12	9	12	12	12

<sup>2</sup> Ukulungiselela eyona FY 2015/16 ukuya 2017/18, Ingqikelelo netotali yeMTEF ziyohluka ngenxa yokujika kwendlela ekubhalwe ngayo uphawu.

#### Iimpawu Zeziphumo Zonyaka Ngendlela ELisebenza Ngayo inkqubo kwiPhondo kunyakamali ka2019/20

Injongo Elicebo	Iimpawu zendlela Yokusebenza kwenkqubo	Ukukhuthaza ulawulo olululo koomasipala						
		Ingxelo ecwaningweyo/Eyona iyiy ngendlela yokusebenza			Indlela Yokusebenza eqikelelweyo	Iinjongo zeThem-ephakathi		
		2015/16	2016/17	2017/18		Eyelixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
2.1.1	Inai loomasipala abaxhaswa ngophuhliso loMthethosisekelo <sup>3</sup>	5	3	9	-	10	10	10
2.1.2	Inkxaso Yomthetho enikezelwe lulaLawulo lukaMasipala	2	2	2	2	2	2	2
2.1.3	Ukongamela likomiti Zoluntu kuMasipala (MPACs)	10	-	10	7	10	10	10
2.1.4	Iani loomasipala namanyathelo amatsha ukubalungiselela bakwazi ukusebenzisa Ulawulo nokunika Ingxelo ngoXanduva <sup>4</sup>	8	5	12	6	6	6	10
2.1.5	Uavavanyo Lwezithuba za-baLawuli Abaphezulu kooMasipala ngokwemigqaliselo yomthetho <sup>4</sup>	5	36	39	10	20	10	10
2.1.6	Ukunika inkcazelo ngeeKhowudi zikaMasipala kooMasipala bonke <sup>5</sup>	-	-	-	-	8	8	6
2.1.7	Ukuvavanya Amatyalanga ngendlela yokuziphatha Esembenzini ukuqinisekisa ukuba kuhambelana nomthetho <sup>6</sup>	-	6	2	5	5	5	5
2.1.8	Ukuhlomla kwidrafti yemigaqonkqubo kuzwelonke okanye kwiphondo, idafti yomthethosisekelo kuzwelonke okanye kwiphondo; nedrafti yemithethwana kamasipala <sup>7</sup>	-	-	-	-	5	5	5

<sup>3</sup> Uphawu luphinde lwabhalwa kutsha kungoko kukho isiphawuli ku2018/19

<sup>4</sup> Isiphumo sokugqibela singahluka kwisiphumo esicangcisiweyo njengoko olu phawu siqhutywa yimfuneko.

<sup>5</sup> Olu phawu luqhutywa yimfuneko, kwakunikezelwa iinkcukacha ezithe vetshe koomasipala xa zifuneka ngexesha ezifuneka ngalo.

<sup>6</sup> Olu phawu luqhutywa yimfuneko, uvavanyo luza kunikwa oomasipala xa zifuneka nangexesha ezifuneka ngalo.

<sup>7</sup> Olu phawu luqhutywa yimfuneko, ukuhlomla kumthethosisekelo kungenziwa xa kucelwe ukuba kuhlonyulwe

## Ixalenye B: IINJONGO EZILICEBO

Impawu Ezingindlela Yokusebenza kweNkqubo Kwiphondo ngokweenjongo Zonyakamali ka2019/20 ...isaqhuba

Injongo Elicebo		Ukukhuthaza Ualwulo Olululo koomasipala						
		Injongo ezikwithem-ephakathi			Indlela yokusebenza eqikelelweyo	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Iimpawu zendlela yokusebenza kwenkqubo	Injongo ecwaningiweyo/eyona iyiyo ngendlela yokusebenza	2015/16	2016/17	2017/18				
		2.1.9	<b>Amangenelelo angekho mthethweni:</b> Umbiko ngenkxaso enikwe ngokovavanyo oluqhutywe Ngokubeka Iliso noMthetho Wokuxhasa OoMasipala eNtshona Koloni nokuqhuba uphando	4	4	4	1	4
2.1.10	Umbiko ngenkxaso ekhethekielyo enikwe ngokwezi-bonelelo zemba yolwulo neziyimpemulo koomasipala	4	4	4	4	4	4	4
2.1.11	<b>Uphando:</b> Umbiko ngenkxaso enikezelweyo ngokewzikhala-zo nezicelo ezifunyenweyo ezimayela nezityholo zobuqhophololo, ukulawula gwenxa, urhwaphilizo kunye/okanye nokwahluleka ukuhambelana nezinyanzeliso zomthetho kwinqanaba likamasipala	4	4	4	4	4	4	4
2.1.12	<b>Amangenelelo asemthethweni:</b> Umbiko ngenkxaso enikezelwe ngamangenelelo asemthethweni kwiphonod acacisiwey okanye afunekayo ngokwemiba yeSolotyia le139 kuMgaqosiseko	1	1	1	1	1	1	1

Iimpawu Zindlela Yokusebenza kweNkqubo KwiPhondo kunue Neenjongo Zekota kunyakamali ka2019/20

Iimpawu Zindlela yokusebenza kwenkqubo	Unxulumano nePSG	Ixesha lokwenza um-biko	Injongo yonyaka2019/20	Iinjongo zekota				
				1st	2nd	3rd	4th	
2.1.1	Inani loomasipala abaxhaswa Ngophuhliso Lomthetho-sisekelo	PSG 5	Ngekota	10	2	3	3	2
2.1.2	Inkxaso Yomthetho enikwe oomasipala ukomeleza Ualwulo Loomasipala	PSG 5	Ngonyaka	2	-	-	-	2
2.1.3	Ukongamela likomiti Ze-Akhawunti Zoluntu kooMasipala(MPACs)	PSG 5	Ngekota	10	2	3	2	3
2.1.4	Inani loomasipala abaxhaswa nangamanyathelo ukubalungiselela bakwazi ukusebenzisa Umthetho nokunika Injongo ngoxanduva	PSG 5	Ngekota	6	1	2	2	1
2.1.5	Uvavanyo Lokuqeshwa Kwalawuli Abaphezulu ngokwemigqaliselo yomthetho	PSG 5	Ngekota	20	5	5	5	5
2.1.6	Ukunika iinkcukacha ezithe vetshe ngeekhowudi zikaMasipala elungiselelwe ooMasipala bebonke	PSG 5	Ngonyaka	8	-	-	-	8
2.1.7	Ukuvavanya amatyala Ngendlela Yokuziphatha ukuqinisekisa ukuba ahambelana nomthetho	PSG 5	ngonyaka	5	-	-	-	5
2.1.8	Ukuhloma kwidrafti yomthethosisekelo kuzwelonke okanye kwiphondo, imigaqonkqubo kazwelonke okanye kwiphondo; kunye okanye kwidrafti yeithethwana kamasipala	PSG 5	Ngonyaka	5	-	-	-	5
2.1.9	<b>Amangenelelo asemthethweni:</b> <sup>8</sup> Umbiko ngenkxaso enikezelwe ngokovavanyo oluqhutywe ngokwemiba Yokubeka Iliso eNtshona Koloni noMthetho Oxhasa Oomasipala kunye nophando	PSG 5	ngekota	4	1	1	1	1

<sup>8</sup> Imibiko ehlengahlengisiweyo, kunye nemiqulu eneenkcukacha echaza ngenkxaso enikezelwe oomasipala njengeempawu 2.1.9 to 2.1.12.

## Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zendlela Yokusebenza Kwenkqubo neeNjongo zeKota ku2019/20 ... iyaqhuba

Iimpawu zendlela yokusebenza kwenkqubo	Un-xibelelwano lwePSG	Ixesha lokubika	Injongo Yonyaka 2019/20	Iinjongo zeKota			
				1st	2nd	3rd	4th
2.1.10 Umbiko ngexa ekhethekileyo enikwe oompasipala ngokweemfuno zabo nemiba yolawulo eyimpendulo	PSG 5	Ngekota	4	1	1	1	1
2.1.11 <b>Uphando:</b> Umbiko wenkxaso enikezelwe ngokwemiba yezikhalazo nemibuzo efunyenweyo ehambelana nezityholo zobuqhophololo, ukulawula gwenxa, urhwaphilizo kunye/okanye ukungangqinelani nemithetho emiselweyo kwinqanaba likamasipala.	PSG 5	Ngekota	4	1	1	1	1
2.1.12 <b>Amangenelo asemthethweni:</b> Umbiko ngenkxaso esemthethweni enikwe amangenelo ephondo acacisiweyo okanye afunekayo ngokwemiba yeSoloty le139 kuMgaqo-siseko	PSG 5	Ngonyaka	1	-	-	-	1

Iimpawu zeSoloty ezimiselwe ziinjongo zonyaka ku2019/20

Iimpawu zenkqubo yendlela yokusebenza ngonyaka	Ingxelo yendlela Yokusebenza ecwaningweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo Eli xesha (2018/19)	Iinjongo zethem-ephakathi		
	2015/16	2016/17	2017/18		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
SPI:1 Ilinani loomasipala abaxhaswe ukzue bangqinelane neMigaqo yeMSA Regulations ekuqeshweni kwabalawuli abaphezulu (Isiphumo 9, umphumela 4) (B2B intsika 5)	5	30	30	10	30	10	10
SPI:2 Inai loomasipala elibekwe iliso ngokwendlela yamanyathelo aiselweyo okulwa nobuqhophololo (Isiphumo 9, umphumela 4) (B2B intsika 3)	-	-	-	10	30	10	10

Isoloty Elizimpawu Ezichaziweyo ngeNjongo Zeokota ku2019/20

Iimpawu Zendlela Yokusebenza Kwenkqubo	Un-xibelelwano lwePSG	Ixesha lokubika	Injongo yonyaka 2019/20	Iinjongo zekota			
				1st	2nd	3rd	4th
SPI:1 Inani loomasipala abaxhaswa ngokungqinelana neMiqathango yeMSA ngokuqeshwa kwabaphezulu (Isiphumo 9, nomphumela 4) (B2B Intsika 5)	PSG 5	Ngekota	30	-	-	15	15
SPI:2 Inani oomasipala ababekwa iliso ngokusetyenziswa kwamanyathelo okubeka iliso koomasipala ngokulwa izityholo zorhwaphilizo (Isiphumo 9, Umphumela 4) (B2B Intsika 3)	PSG 5	Ngekota	30	-	-	15	15

# Ixalenye B: IINJONGO EZILICEBO

## 8.2.2 Inkqutyana: Ukuthatha inxaxheba koluntu

**Injongo:** Ukuqinisa ukuthatha inxaxheba koluntu nokunikezela ngeenkonzelo kwinqanaba loorhulumente basekhaya nokomeleza ubudlelwane phakathi koorhulumente basekhaya noluntu.

### Injong elicebo

<b>Injong elicebo</b>	Ukuqinisa ukuthathwa kwenxaxheba luluntu ngokunxulumana ngendlela eyiyo eyiyo nesebenzayo phakathi koomasipala noluntu Ukunika inkxaso ngeenkqubo zokuxhobisa izakhono zoomasipala
<b>Isitethimenti esiyinjongo</b>	Ukuxhasa oomasipala ukuphucula indlela yokuthathwa kwenxaxheba luluntu kunye neenkqubo zoxibelelwano
<b>Isisekelo</b>	Kwaxhaswa oomasipal abangama25 ngokusebenza kwekomiti yewadi le18 neenkqubo zoxibelelwano

### Uphawu Lwenjongo Elicebo neZiphumo Zonyakamali 2019/20

Isiphumo Esilicebo	Ukuvulela amathuba ngokuphucula ukufikelela kwiinkonzo zikarhulumente nokuthathwa kwenxaxheba luluntu									
	Injongo Elicebo	Uphawu Lwenjongo Elicebo	Injongo Esi-sicwanc-giso Esilicebo (2015-2020)	Inxelo Yendlela Yokusebenza ecwaningweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iinjongo zeThem-Ephakathi		
				2015/16	2016/17	2017/18		Eyelixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukomeleza ukuthathwa kwenxaxheba luluntu ngonxibelelwano olululo phakathi koomasipala noluntu	2.2(a) Iinkqubo eziphucula Ukuthathwa Kwenxaxheba Luluntu koomasipala	30	6	7	8	4	5	4	4	

## Iimpawu Zindlela Yokusebenza Kwenjongo Zenkqubo Yonyaka kwiPhondo kunyakamali ka2019/20

Injongo Elicebo	Ukomeleza ukuthathwa kwenxaxheba luluntu ngokusebenzisa unxulumano olusebenzayo phakathi koomasipala noluntu						
	Inxelo ngendlela yokusebenza ecwaningweyo/eyonayona			Indlela yokusebenza eqikelelweyo	Iziphumo ZeThem-Ephakathi		
	2015/16	2016/17	2017/18		Eyelixesha(2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
2.2.1 Ukuxhasa amanyathelo aphucula indlela esebenza ngayoikomiti yewadi <sup>9</sup>	4	4	5	4	4	4	4
2.2.2 Imibiko mgokusebenza kwekomiti yewadi	4	4	4	4	4	4	4
2.2.3 Oomasipala abaxhaswa ngenkqubo zoxibelelwano <sup>9</sup>	4	5	23	20	10	10	10
2.2.4 Uqeqesho lonxibelelwano olukhethekileyo olwanikwa oomasipala	5	2	2	2	2	2	2
2.2.5 Amanyathelo axhasa ukuphucula intsebenziswano yeenkqubo nabemi	-	-	-	-	4	-	-

## Iimpawu Zindlela yokusebenza Kwenkqubo kwiPhondo neZiphumo zeKota kuNyakamali ka2019/20

Iimpawu Zindlela Yokusebenza Kwenkqubo	Unxulumano nePSG	Ixesha lokubika	Injongo zonyaka2019/20	Iinjongo ZeKota			
				1st	2nd	3rd	4th
2.2.1 Nyathelo axhasa ukuphucula ukusebenza kwekomiti	PSG 5	Ngekota	4	1	1	1	1
2.2.2 Imibiko yokusebenza kwekomiti yewadi	PSG 5	Ngekota	4	1	1	1	1
2.2.3 Oomasipala abaxhaswa ngenkqubo zoxibelelwano	PSG 5	Ngekota	10	2	3	2	3
2.2.4 Uqeqesho olukhethekileyo lonxibelelwano olunikwa oomasipala	PSG 5	Kabin-ngonyaka	2	-	1	-	1
2.2.5 Amanyathelo axhasa ukuphucula intsebenziswano yabemi	PSG 5	Ngonyaka	4	-	-	-	4

<sup>9</sup> Ukubhalwa kwezimpawu kwatshintsha iinkqubo zangamanyathelo( 2.2.1), neenkqubo zangomasipala (2.2.3) kungoko indlela yokubala yahlukile.

# Ixalenye B: IINJONGO EZILICEBO

## Uphawu lwecebo Eliyinjongo neZiphumo Zonyaka kunyakamali ka2019/20

Isiphumo Esilicebo	Oomasipala abalawulwa kakuhle nabaxhotyiswe ngezakhono nabakwazi ukunikezela ngeenkono kumntu wonke								
	Injongo Eluphawu lwecebo	Isiphumo Esilicebo Lesicwangciso (2015-2020)	Ingxelo Yendlela yokusebenza ecwangingiweyo/Eyona iyiyo			Indlela yokusebenza eqikelelweyo Eyelishesha (2018/19)	Iziphumo ezikwithem-ephakathi		
			2015/16	2016/17	2017/18		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukubonelela nokuxhasa Iinkqubo zokuxhobisa oomasipala ngezakhono	2.2(b) Oomasipala abaxhaswa ngeenkqubo zokuxhobisa ngezakhono kuqatshelwe ezesini	15	3	3	3	3	3	3	3

## Iimpawu Zendlela Yokusebenza Kwenkqubo kwiPhondo kuNyakamali ka2019/20

Injongo Elicebo	Ukuxhasa nokuxhobisa oomasipala ngeenkqubo zokubaxhobisa ngezakhono	Ingxelo yendlela yokusebenza ecwangingiweyo/eyona iyiyo	Indlela yokusebenza eqikelelweyo Eyelishesha (2018/19)	Iziphumo ezikwithem-ephakathi				
				2015/16	2016/17	2017/18		
				Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22		
2.2.6 Oomasipla abaxhaswa ngamanyathelo okuxhobisa ngemiba yesini		3	3	3	3	3	3	3

## Iimpawu Zendlela Yokusebenza Kweenkqubo zePhondo neZiphumo zeKota kunyakamali ka2019/20

Iimpawu zendlela yokusebenza kwenkqubo	Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Isiphumo sonyakamali ka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
2.2.6 Kuxhaswe oomasipala ngamanyathelo okubaxhobisa ngezakhono ngemiba yezesini	PSG 5	Ngekota	3	-	1	1	1

## Iimpawu Ezimisilwe isolotya ngokweZiphumo zonyaka ku2019/20

Iimpawu Zendlela Yokusebenza kwenkqubo	Ingxelo ngendlela yokusebenza ecwangingiweyo/eyona iyiyo	Indlela yokusebenza eqikelelweyo Eyelishesha (2018/19)	Iziphumo zethem-ephakathi					
			2015/16	2016/17	2017/18	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
			SPI:3 Inani loomasipala abaxhaswa ngokugcina ukusebenza kakuhle kweekomiti zewadi (Isiphumo 9, Umphumela 2) (B2B Intsika 1) <sup>10</sup>	10	5	8	8	8
SPI:4 Inani loomasipala abaxhaswa ngokuba yimpendulo kwiingxaki zoluntu (Isiphumo 9, umphumela 2) (B2B Intsika 1)	20	-	12	2	5	5	5	

## Iimpawu Ezimisilwe Isolotya neNjongo ngeKota kunyaka ka2019/20

Iimpawu zendlela Zokusebenza Kwenkqubo	Unxibelelwano nePSG	Ixesha lokubika	Isiphumo sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
SPI:3 Inani loomasipala abaxhaswayo ukuze bagcine iikomiti zewadi zisebenza kakuhle esebenzawobafumane elixhaswe (Isiphumo 9, umphumela 2) (B2B intsika 1) <sup>10</sup>	PSG 5	Ngekota	8	2	2	2	2
SPI:4 Inani loomasipala abaxhaswa ukuznika impendulo kwiingxaki zoluntu (Isiphumo 9, Umphumela 2) (B2B Intsika 1)	PSG 5	Ngonyaka	5	-	-	-	5

<sup>10</sup> Olu phawu luchatshazelwe kumaphulo aphantsi kophawo lwephondo 2.2.1

# Ixalenye B: IINJONGO EZILICEBO

## 8.2.3 Inkqutyana: Uphuhliso lwezakhono

Injongo: Ukuxhobisa oomasipala ngezakhono banikezele ngeenkonzongexesha elililo.

### Injongo Elicebo

<b>Injongo Elicebo</b>	Ukunika inkxaso neenkqubo zokuxhobisa ngezakhono koomasipala
<b>Isitethimenti Esiyinjongo</b>	Ukuphucula izakhono zoomasipala ukuqhuba neznidululo zabo ngokunika inkxaso yobuchwephesha neenkonzongezcebiso
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>29 oomasipala abaxhaswe ngeenkqubo zokuxhobisa izakhonos</li> <li>24 oomasipala abaxhaswe ngokusebenzisa uMthetho kaMasipala Wentlawulelo Yeenkonzo nezindlu</li> </ul>

### Uphawu Lwenjongo Elicebo neZiphumo zonyaka ku2019/20

Isiphumo Esilicebo	Oomasipala abalawulwa kakuhle nabaxhotyiswa ngezakhono baze banikezele ngeenkonzongumntu wonke								
	Uphawu Oluyinjongo Yecebo	Isiphumo Secebo Elisisicwangciso (2015-2020)	Ingxelo ngendlela yokusebenza ecwaningweyo/eyona iyiyi			Indlela Yokusebenza eqikelelweyo	Iziphumo zeThem-Ephakathi		
2015/16			2016/17	2017/18	Elixesha (2018/19)		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukunika inkxaso neenkqubo zokuxhobisa izakhono koomasipala	2.3Kusetyenziswe iinkqubo zokuxhasa nokuxhobisa izakhono koomasipala	43	6	10	12	8	7	7	7

### Iimpawu Zendlela Yokusebenza kweNkqubo Yeziphumo zePhondo ngoNyaka ku2019/20

Icebo Eliyinjongo		Ukunika inkxaso neenkqubo zokuxhobisa izakhono ngeenkqubo zoomasipala						
Iimpawu zendlela yokusebenza kwenkqubo	Injongo Elicebo	Ingxelo Ngendlela Yokusebenza ecwaningweyo/Eyona iyiyi			Indlela Yokusebenza Eqikelelweyo	Iinjongo EzikwiThem-Ephakathi		
		2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
2.3.1	linkqubo zokuxhobisa ngezakhono nezetyenziswa koomasipala (iyaqhuba) <sup>11</sup>	4	5	4	2	1	1	1
2.3.2	linkqubo zoqeqesho nophuhliso ezisetyenziswa ngoomasipala	2	2	2	3	3	3	3
2.3.3	linkqubo ezixhasa oomasipala ukuqinisa iICT	3	4	2	3	3	3	3

<sup>11</sup> Ukubhalwa kolu phawu kutshintshela kwiminyaka edluleyo, kungoko indlela yokubala yahlukile.

### Iimpawu zendlela Yokusebenza kweenkqubo kwiPhondo neZiphumo Zekota ku2019/20

Iimpawu zendlela yokusebenza kwenkqubo	Unxibelelwano nePSG	Ixesha lokungenisa umbiko	Iziphumo zonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
2.3.1	linkqubo zokuxhobisa oomasipala ngezakhono ezisetyenziswa koomasipala (ziyaqhuba)	PSG 5	Ngonyaka	1	-	-	1
2.3.2	linkqubo zoqeqesho nophuhliso ezisetyenziswa koomasipala	PSG 5	Kabini-ngonyaka	3	-	1	2
2.3.3	linkqubo zokuxhasa oomasipala ngokuqinisa iICT	PSG 5	Kabini-ngonyaka	3	-	1	2

### Iimpawu ezimiseliwe isolotya neziphumo zonyaka ka2019/20

Iimpawu Zendlela Yokusebenza kweenkqubo	Injongo Elicebo	Ingxelo ngendlela yokusebenza ecwaningweyo/eyona iyiyi			Indlela yokusebenza eqikelelweyo	Iziphumo zeThem-Ephakathi		
		2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
SPI:5	Inani lamanganelo okuxhobisa ngezakhono aqhutywe koomasipala (Isiphumo 9, Umphumela 3) (B2B intsika 5) <sup>12</sup>	4	5	4	2	1	1	1
SPI:6	Inani loomasipala abakhokelelwe ukuba bahambelane neM-PRA (Isiphumo 9: Umphumela-4) (B2B Intsika 4)	25	25	25	25	25	25	25
SPI:7	Umbiko ngokusetyenziswa kwezicwangciso zenyathelo loomasipala iBack-to-Basics (Isiphumo 9, Umphumela-4) (B2B Intsika 5)	-	-	1	1	1	1	1
SPI:8	Inani loomasipala elithe laxhaswa ukumisela isistim ngendlela yokusebenza(PMS) (Isiphumo 9, Umphumela- 4) (B2B Intsika 5) <sup>13</sup>	20	2	10	2	4	4	4
SPI:9	Inani loomasipala abaxhaswa ngokusebenzisa imigaqonkqubo engekho mgangathweni (Isiphumo 9, Umphumela-1) (B2B intsika 2)	8	3	15	24	6	6	6

<sup>12</sup> Olu phawu luchatshazelwe luphawu lwePhondo: linkqubo zokuxhobisa ngezakhono ezisetyenziswa koomasipala (Iusaqhuba)

<sup>13</sup> Nceda ubhekise kwincwadi yophawu lobuchwephesha ukufmana iinkcukacha ezithe vetshe ngokusebenzisa uphawu lweWC

# Ixalenye B: IINJONGO EZILICEBO

Iimpawu ezimiselwe iSoloty neSiphumo Sekota kunyaka ka2019/20

Immawu Zindlela Yokusebenza Kwenkqubo	Un-xibelelwano lwePSG	Ixesha lokubika	Isiphumo Sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
SPI:5 Inani lamangenelo okuxhobisa ngezakhono aqhutywa ngoomasipala (Isiphumo 9, umphumela 3) (B2B Intsika 5) <sup>14</sup>	PSG 5	Ngon-yaka	1	-	-	-	1
SPI:6 Inani loomasipala abakhokelelwa ukuhambelana neMPRA (Isiphumo 9: Umphumela 4) (B2B Intsika 4)	PSG 5	Ngekota	25	25	25	25	25
SPI:7 Umbiko ngokusetyenziswa kwamanyathelo esicwangciso soomasipala iBack-to-Basics (Isiphumo 9, Umphumela 4) (B2B intsika 5)	PSG 5	Ngon-yaka	1	-	-	-	1
SPI:8 Inani loomasiapala abaxhaswa ngokumisela indlela elawula ukusebenza kwesistim (PMS) (Isiphumo 9, Umphumela-4) (B2B intsika 5) <sup>13</sup>	PSG 5	Ngekota	4	1	1	1	1
SPI:9 Inani loomasipala elaxhaswa ngemigaqonkqubo engekho mgangathweni (Isiphumo 9, Umphumela 1) (B2B Intsika 2)	PSG 5	Ngekota	6	-	2	2	2

<sup>14</sup> Olu phawu luchatshazelwe iluphawu lwePhondo: linkqubo ezisetyenziswa ukuxhobisa ngezakhono oomasipala (kuyaqhuba)

## 8.2.4 Inkqutyana: Ukubeka Iliso kwindlela Abasebenza ngayo ooMasipala, ukwenza Umbiko noVavanyo

Injongno: Ukubeka Iliso nokuvavanya indlela abasebenza ngayo oomasipala.

### Injongo Elicebo

<b>Injongo Elicebo</b>	Ukubeka iliso nokuvavanya indlela yokusebenza koomasipala
<b>Isitethimenti Esiyinjongo</b>	Ukubeka iliso nokuvavanya indlela yokusebenza koomasipala ngokuhambelana neemfuno zomthetho nokuxhasa oomasipala bahlangabezane neemfuno zokwenza umbiko
<b>Isisekelo</b>	120 imibiko yendlela yokusebenza oomasipala

### Upawu Oluyinjongo Elicebo neeZiphumo Zonyaka ku2019/20

Isiphumo Esilicebo	Oomasipala abalawulwa kakuhle nabahotyiswe ngezakhono bakwazi ukunikezela ngeenkono kumntu wonke								
	Uphawu lwenjongo Elicebo	Isicwangciso Esilicebo Lesiphumo (2015-2020)	Indlela yokusebenza ecwanginiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo Elixesha (2018/19)	Iinjongo Zethem-ephakathi		
2015/16			2016/17	2017/18	Unyaka 1 2019/20		Unyaka 2 2020/21	Unyaka 3 2021/22	
Ukubeka iliso nokuvavanya indlela abasebenza ngayo oomasipala	2.4 ukubeka iliso kwindlela ezisebenza ngayo iinkqubo zomasi-pala	17	4	4	4	2	3	2	2

### Iimpawu Zindlela Yokusebenza kwenkqubo Yonyaka kwiPhondo kunyakamali ka2019/20

Injongo Elicebo	Ukubeka Iliso nokuvavanya indlela asebenza ngayo umasipala						
	Inxelo yendlela yokusebenza ecwanginiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo Elixesha (2018/19)	Iziphumo zethem-Ephakathi		
Iimpawu zendlela yokusebenza	2015/16	2016/17	2017/18		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
2.4.1 Uvavanyo Oluhlanghanisiweyo nezisikhokelo esixhasa oomasipala <sup>15</sup>	-	-	-	2	2	2	2
2.4.2 Amanythelo okuqinisa ukubeka iliso nokuvavanya	-	-	-	2	2	2	2
2.4.3 Uphando oluqinisa ulawulo lweenkcukacha <sup>13</sup>	-	-	-	-	1	-	-

<sup>15</sup> Ukubhalwa kolu phawu kuye kwatshinstha ukusuka kwiminyaka edlulileyo, kungoko ke indlela yokubala isahluka ngendlela yokwenza izinto neenjongo zethem-ephakathi.



## Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zendlela Yokusebenza kwiPhondo neZiphumo zePhondo kunyakamali ka2019/20

Iimpawu zendlela yokusebenza	Un-xibelelwano lwePSG	Ixesha lokwenza umbiko	Iziphumo zonyaka 2019/20	Iziphumo Zonyaka			
				1st	2nd	3rd	4th
2.4.1 Uvavanyo Oluhlanganisiweyo kwiPhondo elisisikhokelo esixhasa oomasipala	PSG 5	kabini-ngonyaka	2	-	1	-	1
2.4.2 Amanathelo okuqinisa nokubeka iliso nokuvavanya	PSG 5	kabini-ngonyaka	2	-	1	-	1
2.4.3 Uphando oluqinisa ulawulo lweenkcukacha	PSG 5	Ngonyaka	1	-	-	-	1

Iimpawu Ezimiselwe iSolotya Leziphumo Zonyaka kunyakamali ka2019/20

Iimpawu Zendlela Yokusebenza kweenkqubo	Ingxelo yendlela Yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iimpawu zethem-Ephakathi		
	2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
SPI:10 Inani lemibiko yeSolotya lama47 ehlangniswe njengoko imiselwe yiMSA (Isiphumo 9, Umphumela 4) (B2B Intsika 5)	1	1	1	1	1	1	1

Iimpawu ezimiselwe liSolotya neZiphumo zeKota ku 2019/20

Iimpawu zendlela esebenza ngayo inkqubo	Unxibelelwano nePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
SPI:10 Inani lemibiko yamaSolotya angama-47 ahlanganisiweyo njengoko limiselwe kwiMSA (Isiphumo 9, Umphumela-4) (B2B Intsika 5)	PSG 5	Ngonyaka	1	-	-	1	-

### 8.2.5 Inkqutyana: Unikezelo lweenkonzo oluhlanganisiweyo

**Injongo:** kulawula inkqubo i Thusong nokuxhasa ulawulo lookopolotyeni phakathi kwamanqanaba amathathu karhulumente.

**Injongo Ezilicebo**

<b>Injongo Elicebo</b>	Ukuququzelela ukuphuculwa kwendlela yokufikelela kwingxelo karhulumente, iinkonzo namathuba oqoqosho-ekuhlaleni
<b>Isitethimenti esiyinjongo</b>	Ukunikezela uluntu indlela yokufikelela kwingxelo karhulumente neenkono
<b>Isisekelo</b>	93% yendawo ekufikelelwe kuyo ngeNkqubo iThusong

<b>Injongo elicebo</b>	Ukuxhasa ulawulo lookopolotyeni oluphakathi kwamanqanaba amathathu karhulumente
<b>Isitethimenti senjongo</b>	Ukuxhasa ookopolotyeni abaphakathi kwamanqanaba amathathu karhulumente ngokusebenzisa ubudlelwane bentsebenziswano yoorhulumente
<b>Isisekelo</b>	Izimo zobuchwephesha zeDCF neDCF zisebenza kwizithili zonke kwaye zithunyelwa kumanqanaba karhulumente kwiphondo noorhulumente basekhaya

Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

Isiphumo Esilicebo	Amathuba avulelweyo ngokuphucula indlela yokufikelela kwiinkonzo zikarhulumente nokuthathwa kwenxaxheba luluntu	Isicwangciso Esilicebo (2015-2020)	Indlela yokusebenza ngengxelo ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo zeThem-ephakathi		
			2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukuququzelela ukuphuculwa kwendlela yokufikelela kwingxelo karhulumente, iinkonzo, kunye namathuba oqoqosho-kwiindawo zoluntu	2.5(a)Kusetyenziswe iinkqubo ukuphucula indlela yokufikelela kwiinkonzo zikarhulumente	15	3	3	3	3	3	3	

# Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zendlela Yokusebenza Kwenkqubo Yeziphumo zonyaka kwiPhondo ku2019/20

Icebo eliyinjongo		Ukuququzelela indle ayokufikelela kwiinkonzo zengxelo karhulumente kunye namathuba oqoqosho kwiindawo zoluntu						
		Ingxelo ngendlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo zeThem-ephakathi		
		2015/16	2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
2.5.1	Inani leenkonzo ekufikelelwe kulo ngeNkqubo yeThusong	-	1099 703	1388 253	1200 000	1300 000	1300 000	1300 000
2.5.2	Umbiko Ngokusebenza kakuhle Kweenonzo Zamaziko eThusong	4	4	4	4	4	4	4
2.5.3	Amanyathelo axhasa ukuqinisekisa ukusebenza kakuhle kweNkqubo iThusong	4	5	4	4	4	4	4

Iimpawu Zendlela Yokusebenza Kwenkqubobo kwiPhondo neziPhumo zeKota ku2019/20

Iimpawu Zendlela Yokusebenza kwenkqubo		Unxibelelwano nePSG	Ixesha lokwenza umbiko	Iziphumo Zonyaka 2019/20	Iziphumo ZeKota			
					1st	2nd	3rd	4th
2.5.1	Inai leenonzo ekufikelelwe kulo ngenkqubo yeThusong	PSG 5	Ngonyaka	1300 000	-	-	-	1300 000
2.5.2	Umbiko Wokusebenza Kweenkonzo Zamaziko eThusong	PSG 5	Ngekota	4	1	1	1	1
2.5.3	Amanyathelo axhasayo naqinisekisa ukusebenza kakuhle kweNkqubo iThusong	PSG 5	Ngonyaka	4	-	-	-	4

Icebo Eliyinjongo neZiphumo Zonyaka kunyakamali ka2019/20

Isiphumo esilicebo	Amathuba avuiweyo ngokuphuculwa kweenkonzo zikarhulumente nentsebenziswano esebenza kakuhle								
	Uphawu Oluyinjongo Elicebo	Isiphumo Sesi-cwac-ncsio Esilicebo (2015-2020)	Ingxelo ngendlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo zethem ephakathi		
			2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukuxhasa ulawulo lookopolotyeni phakathi kwamanqanaba amathathu karhulumente	2.5 (b) linkqubo ezixhasa ulawulo loopolotyeni oluphakathi kwamanqanaba amathathu karhulumente	17	3	5	3	3	3	3	3

Iimpawu Eziyindlela Yokusebenza Kweenkqubo kwiZiphumo Zonyakamali ka2019/20

Injongo Elicebo		Ukuxhasa ulawulo lookopolotyeni phakathi kwamanqanaba amathathu karhulumenthe						
		Ingxelo ngendlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela Yokusebenza eqikelelweyo	Iziphumo zeThem ephakathi		
		2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
2.5.4	Amanyathelo axhasa uku-phucula indlela yokusebenza kwelGR Fora	3	5	3	3	3	3	3

Iimpawu Zendlela Yokusebenza Kwenkqubo zePhondo neZiphumo zeKota 2019/20

Iimpawu Zendlela Yokusebenza		Unxulumano lwePSG	Ixesha lokwenza umbiko	Iziphumo Zonyaka 2019/20	Iziphumo zekota			
					1st	2nd	3rd	4th
2.5.4	Amanyathelo axhasa uku-phuculwa okusebenza kwelGR Fora	PSG 5	Ngonyaka	3	-	-	-	3

Ixalenye B: IINJONGO EZILICEBO

Ixalenye B: IINJONGO EZILICEBO



# Ixalenye B: IINJONGO EZILICEBO

## Inkqubo 2: Urhulumente wasekhaya

Uhlahlolwabiwomali lweNkqubo ka2019/20 lunyuke ngeepesenti ezili16,03% xa kuthelekiswa nengqikelelo ka2018/19. Imbuyekezo Yabasebenzi yenyuka yangaphezulu kunokuba kucingelwe ngenxa yokunyuka Kolungiselelo lweNdllela yokuPhila ngokwezivumelwano zemivuzo ka2018 kunye nokuzaliswa kwezithuba ezingenabantu kwiNkqubo.

Iimpahla neenkonzozinyuke ngeepesenti ezingama42,58% kunyakamali ka2019/20 abangelwe yinkxasomali ebekelwe amangeno kaMasipala kunye nokubekwa kwakhona kweNkqubo zokuPhuhlisa kwabasebenzi Kwiindawo Zoluntu nezithe zanikezelwe ngexesha kusenziwa inkqubo yolungiselelo ngo2018. Iintlawulo neesabhsidi zinyuke ngeepesenti ezinagama28,93% kwaye kungenxa yezabelo zikaMasipala ezibekelwe ukuxhasa; ukomelelza ulawulo kooMasipala.

Iintlawulo yempahla ezinkunzi inyuke ngama444,36 kwaye kungenxa yokuvuselelwa kwezivumelwano zeseli-fowuni zamagosa enkqubo Yokuphuhlisa Uluntu Kwiindawo Zoluntu eziseebnza kule nkqubo kwiSebe.

### Isishwankathelo sentlawulo nengqikelelo - Inkqubo 2: Ualwulo loorhulumente basekhaya

Inkqutyana R'000	Isiphumo			Ingqikelelo yeThem Ephakathi						
	Ecwan- ingiweyo	Ecwan- ingiweyo	Ecwan- ingiweyo	Olona lungiselelo	Ulungiselelo oluyondelelaniweyo	Ingqikelelo ehlaziyiweyo	% utshontso lwengqikelelo ehlaziyiweyo			
							2019/20	2018/19	2020/21	2021/22
1. Ulawulo luikamasipala	9 976	9 312	8 115	11 163	9 800	9 508	10 450	9,91	11 101	11 773
2. Ukuthathwa kwenxaxheba luluntu	7 669	9 635	9 678	9 760	9 997	10 005	10 433	4,28	11 028	11 690
3. Uphuhliso loluntu	13 983	12 848	11 480	13 492	12 300	11 695	11 797	0,87	12 567	13 355
4. Iindlela yokusebenza kumasipala, ukubeka iliso, ukwenza umbiko nokuvavanya	7 311	31 329	103 971	25 447	24 730	21 327	29 366	37,69	30 780	32 409
5. Unikezelo lweenkonzo oluhlanganisiweyo	11 462	9 690	10 748	11 002	10 909	10 909	11 550	5,88	12 193	12 861
6. Inkqubo Yokuphuhlisa Kwabasebenza noluntu	55 908	59 433	62 683	67 068	65 342	64 738	75 128	16,05	75 443	78 935
<b>Intlawulo eph-eleleyo nengqikelelo</b>	<b>106 309</b>	<b>132 247</b>	<b>206 675</b>	<b>137 932</b>	<b>133 078</b>	<b>128 182</b>	<b>148 724</b>	<b>16,03</b>	<b>153 112</b>	<b>161 023</b>

## Isabelo esimiselweyo:

Inkqutyana equkiweyo 2.4: indlela yokusebenza kaMasipala, Ukubeka iliso, Ukubika nokuVavanya kulolu hlobo lulandelayo:

- Inkxaso kamasipala (ukuqinisa nokomelelza urhulumente) ngesixaali esizizigidi eziliR14,435 yezigidi (2019/20),
- R15,212 yezigidi (2020/21) neR16,049 yezigidi (2021/22).
- Amangeno kamasipala sisixamali esizizigidi eziR4.821 kunyakamali ka(2019/20), R4,945 nezigidi ezi (2020/21) nezigidi R5,167 kunyakamali (2021/22).

### Isishwankathelo sentlawulo nengqikelelo ngokuqelaniswa kwezoqoqosho - Inkqubo 2: Oorhulumente baseKhaya

Inkqutyana R'000	Isiphumo						Uqikelelo lweThem-Ephakathi			
	Ecwan- ingiweyo	Ecwan- ingiweyo	Ecwan- ingiweyo	Olona lungiselelo	Ulungiselelo oluyondelelaniweyo	Ingqikelelo ehlaziyiweyo	2019/20	% utshontso lwengqikelelo ehlaziyiweyo	2020/21	2021/22
<b>Intlawulo eziqhubayo</b>	95 882	106 509	110 765	115 578	120 870	115 871	<b>132 519</b>	14,37	136 125	143 193
Imbuyekezo yabasebenzi	82 847	88 034	93 370	104 925	102 671	100 699	<b>110 887</b>	10,12	117 016	123 334
Iimpahla neenkonzozinyuke	13 035	18 475	17 395	10 653	18 199	15 172	<b>21 632</b>	42,58	19 109	19 859
<b>Intlawulo neesabhsidi</b>	10 268	25 540	95 758	22 244	12 096	12 178	<b>15 481</b>	27,12	16 258	17 095
Amaphondo noomasipala	9 145	24 632	95 635	22 244	12 007	12 007	<b>15 481</b>	28,93	16 258	17 095
Iiarhente zesebe nee-akhawunti		30								
Amaziko enfundo ephakamileyo	250									
Amaziko angenzi nzuzo	230	242								
Amakhaya	643	636	123		89	171		(100,00)		
<b>Intlawulo nempahla eyinkunzi</b>	159	198	152	110	112	133	<b>724</b>	444,36	729	735
Omatshini nezixhobo zokusebenza	159	181	152	110	112	133	<b>724</b>	444,36	729	735
Isofwe nanye impahla engaphathekieyo		17								
<b>Itotali yoqelaniso lwezoqoqosho</b>	<b>106 309</b>	<b>132 247</b>	<b>206 675</b>	<b>137 932</b>	<b>133 078</b>	<b>128 182</b>	<b>148 724</b>	<b>16,03</b>	<b>153 112</b>	<b>161 023</b>

# Ixalenye B: IINJONGO EZILICEBO

## 8.3 Inkqubo 3: Uphuhliso nezicwangciso

**Purpose of Programme:** To promote and facilitate effective disaster management practices, ensure well-maintained municipal infrastructure, and promote integrated planning

### 8.3.1 Sub-Programme: Municipal Infrastructure

**Injongo yenkqubo:** Ukukhuthaza nokuququzelela iindlela zolawulo lwentlekele ezisebenzayo, ukuqinisekisa ukugcinwa kweziseko zophuhliso koomasipala, nokukhuthaza isicwangciso esihlanganisiweyo.

#### Injongo Elicebo

<b>Injongo Elicebo</b>	Ukuxhasa oomasipala ukunikezela nokuzinzisa uqoqosho kwiziseko zophuhliso zoluntu
<b>Isitethimenti esiyinjongo</b>	Ukuqinisa ukunikezela ngeziseko zophuhliso koomasipala ukuze kukhuthazwe ukukhula kwezoqoqosho kunye nophuhliso loluntu
<b>Isisekelo</b>	ISEbe lixhase oomasipala ukuchitha isabelo esizipesenti ezingama98% zeMIG kwisabelo sonyaka

#### Uphawu Lwenzong Elicebo neZiphumo Zonyaka ka2019/20

Isiphumo Esiyinjongo	Oomasipala abalawulwa kakule naxhotyiswe ngezakhono ukuze bakwazi ukunikezela iinkonzo								
	Uphawu Lwenzong Elicebo	Isiphumo Esilicwangciso (2015-2020)	Indlela yokusebenza ecwaningweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo zeThem-Ephakathi		
2015/16			2016/17	2017/18	Elixesha (2018/19)		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukuxhasa oomasipala ukunikezela nokuzinzisa uqoqosho neziseko zophuhliso loluntu	3.1 Ukuxhasa iinkqubo zophuhliso lweziseko	21	5	4	4	5	3	3	3

#### Iimpawu Zendlela Yokusebenza Kwenkqubo Kwiphondi kuNyaka ka2019/20

Injongo Elicebo	Ukuxhasa oomasipala ngokunikezela uzinziso noqoqosho kwiziseko zophuhliso zoluntu						
	Ingxelo Ngendlela yokusebenza ecwaningweyo/Eyona iyiyo			Uqikelela Lwendlela yokusebenza	Iziphumo zeThem-Ephakathi		
Iimpawu Eziyindlela Yokusebenza kwenkqubo	2015/16	2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
3.1.1 Ukusetyenziswa kweenkqubo ukomelelza unikezelo lweenkonzo ezisisiseko	2	2	2	2	2	2	2
3.1.2 Ukuqinisa isicwangciso esiququzelela ukuhlanganiswa kweziseko zophuhliso koomasipala	-	-	-	1	1	1	1
3.1.3 Inkqubo eqinisekisa ukuba kho kwamanzi nokhuseleko lwawo	-	-	2	1	1	1	1

#### Iimpawu ngeNdelela Yokusebenza kweNkqubo kwiPhondo neziPhumo ngeKota kunyaka ka2019/20

Iimpawu zendlela Yokusebenza Kwenkqubo	Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka ka2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
3.1.1 Ukusetyenziswa kweenkqubo ezininzi ukunikezelwa kweenkonzo ezisisiseko.	PSG 4 & 5	Ngonyaka	2	-	-	-	2
3.1.2 Ukuqinisa isicwangciso esihlanganisa nesiququzelela iziseko zophuhliso koomasipala	PSG 4 & 5	Ngonyaka	1	-	-	-	1
3.1.3 Inkqubo kamasipala exhasa ukhuseleko lwamanzi	PSG 4 & 5	Ngonyaka	1	-	-	-	1

# Ixalenye B: IINJONGO EZILICEBO

## Iimpawu Ezimiselwe liSoloty zeZiphumo Zonyaka ku2019/20

Iimpawu Zendlela Yokusebenza Kwenkqubo	Ingxelo Yokusebenza ecwaningweyo/Eyona iyiyo			Indlela Yokusebenza Eqikelelweyo	Iziphumo ZeThem-ePhakathi		
	2015/16	2016/17	2017/18	Elixsha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
SPI:11 Inai loomasipala ababekwa iliso ngokusebenza kweziseko zophuhliso nokunikezelwa kweenkonzo (Isiphumo 9, Umphumela 1) (B2B Intsika 5) <sup>16</sup>	24	24	24	24	24	24	24

## Iimpawu zeSoloty Ezicwaningweyo neZiphumo zeKota ku2019/20

Iimpawu zendlela yokusebenza kwenkqubo	Unxibelelwano lwePSG	Ixesha lom-biko	Isiphumo Sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
SPI:11 Inai loomasipala ababekwa ailiso ngokusetyenziswa kweenkqubo zokunikezelwa kwenkonzo neziseko zophuhliso (Isiphumo 9, Umphumela 1) (B2B Intsika 5)	PSG 4 & 5	Ngekota	24	-	24	-	24

<sup>16</sup> Olu phawu luboniswe kuphawu lwePhondo 3.1.1

## 8.3.2 Inkqutyana: Ualwulo lwentlekele

### Iqoqo Eliphezulu: Ualwulo Lwentlekel neeNkonzo Zokulwa Nemililo

**Injongo:** Ukulawula ulawulo lwentlekel kwinqanaba lephondo kunye nenqanaba loorhulumente basekhaya ukuqinisekisa amanyathelo angawo okulawula iintlekele ngendlela esebenzayo nexesha elililo.

#### Iinjongo Ezilicebo

<b>Injongo Elicebo</b>	Ukuququzelela ulungiselelo lwentlekele olusebenzayo nolawulo olusebenza ngexesha, ubudlelwane koorhulumente nolulamiso
<b>Isitethimenti Esiyinjongo</b>	Ukuququzelela izimo zokulawula iintlekele, impendulo kwiintlekele, ukuphilisa nokwakha kwakhona ukuze kuphuculwe uzilungiselela ngexesha leentlekele nokulalamisa imeko ngendlela esebenzayo kwiPhondo
<b>Isisekelo</b>	<ul style="list-style-type: none"> <li>Inkqubo ezilishumi elinesithathu zokuphilisa nokwakha kwakhona</li> <li>Kwaqhutywa iiforam zengcebiso lonke ixesha</li> <li>Kwaqhutywa ukwazisa ngengxelo entsha nezicwagciso ngeentlekele</li> </ul>

<b>Injongo Elicebo</b>	Ukuququzelela ukunciphisa imingcipheko engakhona ngokwempawu ezikhoyo
<b>Isitethimenti Esiyinjongo</b>	Ukuququzelela amaphulo okunciphisa umngcipheko wentlekele kwiPhondo nokuxhasa oomasipala ababonisa iimpawu zentlekele
<b>Isisekelo</b>	Ubume ngomngcipheko wentlekele kwiphondo

<b>Injongo Elicebo</b>	Ukuphucula linkonzo Zokulwa Imililo neZihlangulo
<b>Isitethimenti Esilicebo</b>	Ukumisela amacebo okuphucula ukukwazi Ukulwa nemililo nohlangulo
<b>Isisekelo</b>	<ul style="list-style-type: none"> <li>Iinkqubo ezintandathu ezixhasa iindlela eziyimpendulo nezisebenza kwiindawo ezikhethekileyo zisetyenziswa ngamaqela omsebenzi neenkonzo zohlangulo</li> <li>Kwaqeqeshwa oomasipala abanagmashumi amabini ananye kukhuseleko emlilweni</li> </ul>

# Ixalenye B: IINJONGO EZILICEBO

## Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

Isiphumo Esilicebo	IPhondo Elikwazi Ukumelana nentlekele								
	Uphawu Oluyinjongo Elicebo	Isiphumo Esisicwangciso Secebo ku(2015-2020)	Ingxelo ngendlela yokusebenza ecwacwacwaniweyo/eyona iyiyo			Indlela yokusebnaz eqikelelweyo	Iziphumo zeThem-Ephakathi		
			2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukuququzelela ulungiselelo lwentlekele olusebenza ngendlela eyiyo, intsebenziswano yoorhulumente nokululamisa	3.2(a) linkqubo zokuququzelela ulungiselelo olusebenzayo lweentlekele, intsebenziswano koorhulumente nokululamisa	34	7	7	6	7	7	7	7

## Iimpawu Zendlela Yokusebenza Kweenkqubo zeZiphumo Zonyaka ku2019/20

Injongo Elicebo	Ukuququzelela ulungiselelo olusebenza kakuhle ukulawula iintlekele ngoorhulumente kunye nolulamiso							
	Iimpawu Zendlela Yokusebenza kwenkqubo	Ingxelo Ngendlela Yokusebenza ecwacwacwaniweyo/eyona iyiyo			Ukuqikelela indlela yokusebenza	Iziphumo zeThem-Ephakathi		
		2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
3.2.1	Kwancedisw abathathinxeba ekuphuhliseni izicwangciso zeentlekele	5	5	2	2	2	2	2
3.2.2	Ukuqinisa amaziko aqinisekisa ukusebenza kweZik Lolawulo Lwentlekele eNtshona Koloni	1	1	1	1	1	1	1
3.2.3	Umbiko Wonyaka ngoLawulo lwentlekele kwiPhondo	1	1	1	1	1	1	1
3.2.4	Iintlanganisano zeeфорам zikrhulumente ngokulawula iintlekele	4	4	4	4	4	4	4
3.2.5	Uvavanyo/isiqinisekisa esaqhutwayo ngomonakalo	6	5	8	1	1	1	1
3.2.6	Izibhengezo ngentlekele/kwaququzelelwa ukuqelanisa	7	3	-	1	1	1	1
3.2.7	Iinkqubo zokulanyiswa kweentlekele noenkqubo zokubeka iliso ezathi zaxhaswa	2	1	4	1	1	1	1

## Iimpawu Zendlela Yokusebenza Kweenkqubo kwiPhondo neZiphumo zeKota ku2019/20

Iimpawu Zendlela Yokusebenza kwenkqubo	Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo zekota				
				1st	2nd	3rd	4th	
3.2.1	Abathathinxaxheba abancedwayo ekuphuhliseni izicwangciso zokulungiselela ukulugnela iintlekele	PSG 4	Ngonyaka	2	-	-	-	2
3.2.2	Ukuqiniswa kweziko ukuqinisekisa ukusebenza kakuhle kweZiko Elilawula Iintlekele eNtshona Koloni	PSG 4	Ngonyaka	1	-	-	-	1
3.2.3	Umbiko wePhondo ngoolawulo Lweentlekele ngoNyaka	PSG 4	Ngonyaka	1	-	-	1	-
3.2.4	Iintlanganisano zeeфорам karhulumente ngolawulo lweentlekele	PSG 4	Ngekota	4	1	1	1	1
3.2.5	Uvavanyo/isiqinisekisa esiqhutwaye ngomonakalo owabangelwa ziintlekele <sup>16</sup>	PSG 4	Ngonyaka	1	-	-	-	1
3.2.6	Izibhengezo zentlekele/nokuququzelelwa uqelaniso	PSG 4	Ngonyaka	1	-	-	-	1
3.2.7	Kwabekwa iliso kwiinkqubo zokululamisa emva kwentlekele kwanikwa nenkxaso <sup>17</sup>	PSG 4	Ngonyaka	1	-	-	-	1

## Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

Injongo Elicebo	IPhondo elikwazi ukumelana nentlekele								
	Uphawu Oluyinjongo Elicebo	Isiphumo Sesicwangciso Esilicebo (2015-2020)	Ingxelo yokusebenza ecwacwacwaniweyo/eyona iyiyo			Indlela ayokusebenza eqikelelweyo	Iziphumo zethem-Ephakathi		
			2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
Ukuququzelela ukunciphisa umngcipheko weempawu zentlekele	3.2 (b) linkqubo zokunciphisa umngcipheko	20	4	4	4	4	4	4	4

<sup>17</sup> Iimpawu 3.2.5 ukuya ku3.2.7 aziziphumo eziqhutwaya ziimfuno, ngoko ke iziphumo yokugqibela isenokwahluka kwiziphumo ezicwangcisiweyo neziqikelelweyo

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# Ixalenye B: IINJONGO EZILICEBO

## Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20	Un-xibelelwano nePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
3.2.12 linkqubo Zoqeqesho Lokulwa nomlilo	PSG 4	Ngekota	5	-	2	2	1
3.2.13 linkqubo Ezixhasa Ukulwa umlilo emoyeni nasemhlabeni	PSG 4	Ngon-yaka	1	-	-	-	1
3.2.14 linkqubo zophuhliso lwezakho-no Zolawulo kwiimeko zonxunguphalo (Ukulawula isehlo)	PSG 4	Kabini ngonyaka	2	-	1	-	1
3.2.15 Inkqubo Zokulwa Umlilo nokukhuseleka kobomi	PSG 4	Ngekota	3	-	1	1	1
3.2.16 linkqubo Ezikhethekileyo Zokusebenza nokuxhobisa ngezakhono	PSG 4	Ngon-yaka	1	-	-	1	-

## Iimpawu zeziphumo zonyaka ezimiselwe isolotya ku2019/20

Uphawu Olulinyathelo lendlela yokusebenza kwenkqubo	Indlela yokusebenza eqikelelweyo			Indlela yokusebenza eqikelelweyo	Iziphumo zeThem-Ephakathi		
	2015/16	2016/17	2017/18		Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21
SPI:12 Inani loomasipala abaxhaswayo ukugcina Amaziko Okulawula lintlekele esebenza kakuhle <sup>18</sup>	6	6	6	6	6	6	6
SPI:13 Inani loomasipala elaxhaswa Ngeenkonzo Zokulwa noMlilo	-	-	-	11	5	5	5

## Iimpawu Ezimiselwe kwiSolotya neSiphumo Sekota ku2019/20

Iimpawu Zendlela Yokusebenza kwenkqubo	Un-xibelelwano nePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo zekota			
				1st	2nd	3rd	4th
SPI:12 Inani loomasipala axhaswa Ngolawulo Lokusebenza Kwamaziko Alawula Intlekele	PSG 4	Ngekota	6	6	6	6	6
SPI:13 Inani loomasipala abaxhaswa ngeenkonzo Zokulwa Imililo	PSG 4	Ngekota	5	-	-	2	3

<sup>18</sup> Kuz akubikwa ngolu phawu ngexesha elililo, ngenxa yomahluko wemijikelo yokubika kwiPhondo noomasipala.

## 8.3.3 Inkqutyana: Uququzelelo lwesiphuhliso Sesticwangciso Esihlanganisiweyo

### Iqoqo Labaphathi: Uphuhliso lwesicwangciso Esihlanganisiweyo

**Injongo:** Ukuqinisa izicwangciso zikarhulumenthe nohlahlolwabiwomali ngokumisela i-IDP njengesicwangciso esinye soququzelelo.

#### Iinjongo Ezilicebo

<b>Injongo Elicebo</b>	Ukuphuucla umgangatho wee-IDP zisebenze kakuhle kunikezelo lweenkonzo
<b>Isitethimenti esilicebo</b>	Ukunika inkxaso koomasipala baphucule Umgangatho wee-IDP
<b>Isisekelo</b>	Imibiko yovavanyo lwewe-IDP ezingama30 ezikhutshwa kunyaka ngamanye
<b>Injongo Elicebo</b>	Ukomelelza izicwangciso zikarhulumenthe ezihlanganisiweyo nohlahlolwabiwomali ngokumisela i-IDP enye njengesicwangciso soququzelelo kurhulumenthe
<b>Isitethimenti esilicebo</b>	Ukumisela i-IDP njengesicwangciso esinye sokuququzelela kurhulumenthe
<b>Isisekelo</b>	Kubanjwe ii-Indaba zesithili ezintlanu ngonyaka zaqhuba ngempumelelo

## Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

Injongo elicebo	Isiphuhliso Sesticwangciso Esisebenzayo esixananaze kumanqanaba onke karhulumenthe akhawulezisa iinkqubo zonikezelo lweenkonzo zikamasipala koomasipala baloo mmandla								
	Uphawu lwenjongo elicebo	Isiphumo sesticwangciso esilicebo (2015-2020)	Indlela yokusebenza ecwanginiweyo/eyona iyiyo			Indlela ayokusebenza eqikelelweyo	Iziphumo zethem-Ephakathi		
2015/16			2016/17	2017/18	Elixesha (2018/19)		Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukuphuucla umgangatho wee-IDP uku-nika ifuthe kunikezelo lweenkonzo	3.3 (a) linkqubo zokuphucula umgangatho wee-IDP	13	4	3	2	2	2	2	2

# Ixalenye B: IINJONGO EZILICEBO

Iimpawu Zenkqubo yendlela Yokusebenza kwePhondo neZiphumo Zonyaka ku2019/20

Injongo Elicebo		Ukuphucula umgangatho wee-IDP ukunika ifuthe lonikezelo lweenkonzo						
Iimpawu Zindlela Yokusebenza Kwenkqubo		Indlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo Zethem-ePhakathi		
		2015/16	2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
3.3.1	Uvavanyo lwepesenti ye-IDP Imibiko eqinisekisa izicwangciso zokungqanyaniswa kokwabiwa kwemali	-	-	68% <sup>19</sup>	75%	85%	95%	100%
3.3.2	Isicwangciso sokungqamanisa oomasipala besithili kunye noomasipala boorhulumente basekhaya abakuloo mmandla	-	-	41% <sup>20</sup>	50%	60%	70%	80%

Iimpawu Zenkqubo yendlela Yokusebenza kwePhondo neZiphumo Zekota ku2019/20

Iimpawu Zindlela Yokusebenza kweNkqubo		Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo Zekota			
					1st	2nd	3rd	4th
3.3.1	Imibiko yepesenteji yovavanyo lwe- eqinisekisa ukungqanyaniswa kwezicwangciso nokwabiwa kwemali	PSG 5	Ngonyaka	85%	-	85%	-	-
3.3.2	Ukungqanyaniswa kwezicwangciso zezithili zoomasipala kunye noomasipala baloo mmandla	PSG 5	Ngonyaka	60%	-	-	60%	-

Uphawu Oluyinjongo Elicebo neZiphumo Zonyaka ku2019/20

IsiphumoEsilicebo	Uphuhliso lwesicwangciso Esisebenza kakuhle ngokuhlenganisa onke amanqanaba karhulumente akhawulezisa unikezelo lweenkonzo kuloo mmandla kamasipala							
	Uphawu oluyinjongo yecebo	Isiphumo Esicwangciso secebo (2015-2020)	Indlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo Zethem-ePhakathi	
2015/16			2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
Ukuqinisa isicwangciso esihlanganisa onke amanqanaba karhulumente nokwabiwa kwemali ngomisela ii-IDP njengesicwangciso esinye esiqikelela isicwangciso si-karhulumente	3.3 (b) Uku-phuculwa kwenkqubo zesisicwangciso sokusebenzisana kwee-IDP kurhulumente	5	1	1	1	1	1	1

<sup>19</sup> Ukubala: 342/500\*100. 342 (inani eliyimbumba) liyitotali yepesenteji ephindaphindiweyo nengqanyaniswa neZithili, ngelixesha ama500 (inani ekwahlulwa ngayo) liyipesenteji kwiZithili zonke.

<sup>20</sup> Ukubala: 82/200\*100. 82 (inani eliyimbumba) yitotali yepesenteji engqanyaniswa neZithili zonke, ngeli xesha ama200 (inani elahlulayo) liyitotali yeZithili nooMasipala.

Iimpawu Zenkqubo yendlela Yokusebenza kwePhondo neZiphumo Zekota ku2019/20

Injongo Elicebo		Ukuqinisa isicwangciso esihlanganisa oorhulumente nohlalolwabiwomali ngokumisela ii-IDP njengesicwangciso esinye soququzelelo kurhulumente						
Iimpawu Zindlela Yokusebenza Kwenkqubo		Indlela yokusebenza ecwaningiweyo/eyona iyiyo			Indlela yokusebenza eqikelelweyo	Iziphumo Zethem-ePhakathi		
		2015/16	2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
3.3.3	Kwaququzelelwa izivumelwano eziyipesenteji yeJPI ukubonisa izixhobo zezicwangciso zabathathinxaxheba	-	74.4% <sup>21</sup>	55% <sup>22</sup>	85%	55%	55%	55%

Iimpawu Zenkqubo yendlela Yokusebenza kwePhondo neZiphumo Zekota ku2019/20

Iimpawu zendlela yokusebenza kwenkqubo		Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Isiphumo sonyaka 2019/20	Iziphumo zekota			
					1st	2nd	3rd	4th
3.3.3	Ipesenteji yezivumelwano zeJPI zathi zaququzelelwa ukubonisa kwizixhobo ezasetyenziswa njengesicwangciso zabathathinxaxheba	PSG 5	Ngonyaka	55%	-	-	-	55%

Iimpawu ezimiswe lisolotya eziziphumo zonyaka ku2019/20

Uphawu Lwendlela Yokusebenza Kwamanyathelo Enkqubo		Indlela yokusebenza eqikelelweyo			Indlela yokusebenza eqikelelweyo	Iziphumo Zethem-ePhakathi		
		2015/16	2016/17	2017/18	Elixesha (2018/19)	Unyaka 1 2019/20	Unyaka 2 2020/21	Unyaka 3 2021/22
SPI:14	Inani loomasipala abaxhaswa ngophuhliso lwee-IDP (Isiphumo 9, Umphumela 1)	18	30	30	30	30	30	30

Iimpawu ezimiswe Isolotya neZiphumo Zekota ku2019/20

Iimpawu zendlela yokusebenza kwenkqubo		Unxibelelwano lwePSG	Ixesha lokwenza umbiko	Iziphumo zonyaka ka 2019/20	Iziphumo zekota			
					1st	2nd	3rd	4th
SPI:14	Inani loomasipala abaxhaswa ngophuhliso lwe-IDP (Isiphumo 9, Umphumela 1)	PSG 4	Ngonyaka	30	-	-	-	30

<sup>21</sup> Ukubala: 108/145\*100. 108 (inani eliyimbumba) liyitotali yamaphulo eJPI asetyenziswa ngexesha i145 (inani elahlulayo) liyitotali yenani lamaphulo e JPI kunyakamali obonisiweyo kwii-APP nakwii- IDP (EmaSebeni nakooMasipala).

<sup>22</sup> Ukubala: 80/145\*100. 80 (inani eliyimbumba) liyitotali yamaphulo ee JPI ekwasetyenzwa ngawo, ngeli xesha i145 (inani elahlulayo) iyitotali yenani lamaphulo eJPI kunyakamali obnisiwa zii- APP neeIDP (kwiSebe nooMasipala).

Ixalenye B: IINJONGO EZILICEBO

Ixalenye B: IINJONGO EZILICEBO

# Ixalenye B: IINJONGO EZILICEBO

## Inkqubo 3: Uphuhliso Nezicwangciso

### Uhlaziyo lweendlela zenkcitho

Kuhlahlolwabiwomali luka2019/20 olwalungiselelwa le nkqubo lwenyuka ngama22,23% xa kuthelekiswa no-qikelelo oluhlaziyiweyo kunyakamali ka2018/19. Ukunyuka kwembuyekiso yabaSebenzi kuquka ukubonelela ngentlawulo yenkqubelaphambili eyi1,5%, elifuthe lesivumelwano semvuzo sika2018 kunye nouqeshwa kwabasebenzi abangezelelweyo ukuncedisa ulawulo lwembalela kwiSebe.

Iimpahla neenkonziso zanyuka ngama20,86% ngenxa yokuba imali eyabelwa iMTEF ebekelwe ukulwa nokucima imililo kwaqeshwa ingcali esebenza ngeemeko zobume bendawo (geohydrologists). Isixamali esikwizigidi ezingamaR21 yabekelwa unyaka ka2019 MTEF ukuze kuqeshwe iGeohydrologists kunye namaphulo amanzi azakumelana nembalela nescicwangciso samanzi esiyimpindulo. Iintlawulo neesabhsidi zinyuke ngama58,17% okanye izigidi eziliR18,529 ukunceda intlekele ekummandla kamasipala weCentral Karoo District kunye nesixamali esizizigidi ezi-R5 kuMasipala wase-Overstrand Municipality ukulungiselela ukumelana nefuthe lemililo kulomandla kamasipala

Iintlawulo yempahla eyinkunzi yenyuka ngama22,81 kwaye idalwa zizixhobo zokuhlangula eziza kusetyenziswa kuqeqesho olukhethekileyo lwabacimililo kunye neempindulo kwimo yonxunguphalo kwiNtshona Koloni iphela

### Isishwankathelo seentlawulo noqikelelo - Inkqubo 3: Uphuhliso nescicwangciso

Inkqutyana R'000	Isiphumo			Olona lungiselelo	Uyondelelaniso olulungiselelweyo	Uqikelelo oluhlaziyiweyo	Uqikelelo lweThem-Ephakathi				
	Ecwaningweyo	Ecwaningweyo	Ecwaningweyo				% Utshintso olusuka kuqikelelo oluhlaziyiweyo	2019/20	2018/19	2020/21	2021/22
	2015/16	2016/17	2017/18								
1. Iziseko zophuhliso ku-masipala	20 053	18 250	36 524	24 089	29 192	34 694	66 370	91,30	41 178	41 082	
2. Ulawulo lwentlekele	42 202	45 087	51 635	38 285	67 156	66 965	58 054	(13,31)	55 335	58 540	
3. Uphuhliso Loququzelelo Lwesicwangciso Esihlanganisiweyo	7 216	5 410	6 825	8 731	7 361	7 192	8 620	19,86	9 609	10 189	
<b>Itotali Yeentlawulo nengqikelelo</b>	<b>69 471</b>	<b>68 747</b>	<b>94 984</b>	<b>71 105</b>	<b>103 709</b>	<b>108 851</b>	<b>133 044</b>	<b>22,23</b>	<b>106 122</b>	<b>109 811</b>	

### Isabelo esibekwe bucalala:

#### Siquke oku kulandelayo:

- Inkqutyana 3.1: Iziseko Zophuhliso kuMasipala: Ukukhula kuzinziso Lwamanzi nnophuhliso: Ukhuseleko Lwamanzi noLawulo Lwentlekele njengempindulo yesixamali esizizigidi eziR11.865 yeemilioni (2019/20), R12,518 semilioni (2020/21) neR13,206 yeemilioni (2021/22).
- Inkqutyana3.1: Iziseko zophuhliso kuMasipala: Isicacngiso Esiyimpindulo Yamanzi sisixamali esizizigidi ezi-R2 yeemilioni (2019/20).
- Inkqutyana 3.1: Iziseko Zophuhliso kuMasipala: IGeohydrologists sisixamali esizizigidi ezi-R5 zeemilioni (2019/20), nezigidi eziR4 zemilioni (2020/21) nezigidi eziR2 zemilioni (2021/22).
- Inkqutyana 3.1: Iziseko Zophuhliso zikaMasipala: Amaphulo okunyamezela kwamanzi kuMasipala afunyaniswa njengexalenye yeSicwangciso EsiyimpinduloyeMbalela Esihlanganisiweyo eNtshona Koloni sisixamali esizizigidi ezi- R2 milioni (2019/20), R3 milioni (2020/21) nezigidi eziR3 milioni(2021/22).
- Inkqutyana 3.1: Iziseko Zophuhliso kuMasipala: Imbalela kwiSithili kwiCentral Karoo District kummandla sisixamali esingamaf R25 eemilioni(2019/20).
- Inkqutyana3.1: Iziseko zophuhliso kuMasipala: Iinjinieli zeMbalela nexabiso lokusebenza sisixamali esizizigidi R7,417 semilioni (2019/20), neR7,799 zemilioni(2020/21) nezigidiR8,208 zemilioni (2021/22).
- Inkqutyana 3.2: Ulawulo lwentlekele: Impindulo kwimathiriyeli ebonisa iimpawu zengozi kwiindlela ezinkulu kwakunye nezahono zokukwazi ukulwa nemililo kwiPhondo lilonke sisixamali esizizigidi eziR7,026 zeemilioni (2019/20), R6,731 zemilioni (2020/21) neR7,101 zemilioni (2021/22).
- Inkqubo 3: Isamithi Yolawulo lwentlekele kunye namanyathelo okuthintela iintlekele sisixamali esizizigidi ezi-R5 zemilioni (2019/20), R5,250 zemilioni (2020/21) neR5,539 yeemilioni (2021/22).
- Inkqutyana 3.2: Ulawulo Lwentlekele: Izithuba Zezivumelwano zengqesho Ngokunciphisa Imbalela sisixamali esizizigidi esi R1,903 semilioni (2019/20), R2,011 milioni (2020/21) ne R2,140 yeemilioni (2021/22).
- Inkqubo 3: Ukulwa imililo sisixamali esi- R9,182 semilioni (2019/20), neR9,739 yeemilioni (2020/21) neR10,357 yeemilioni (2021/22).
- Inkqutyana: indleko zokumelana nentlekel zemililo ezisanda ukwenzeka kummandla kaMasipala waseOverstrand sisixamali esizizigidi eziR5 zemilioni (2019/20).

# Ixalenye B: IINJONGO EZILICEBO

Isshwankathelo sentlawulo nengqinkelelo yokuqelaniswa kwezoqoqosho – Inkqubo 3: Uphuhliso nezicwangciso

Inkqutyana R'000	Isiphumo			Olona lungiselelo	Ulungiselelo Oluyondelelanisiweyo	Uqikelelo oluhlaziweyo	Uqikelel lweThem-Ephakathi				
	Ecwaningiweyo	Ecwaningiweyo	Ecwaningiweyo				% utshitsho ukusuka kuqikelelo oluhlaziweyo	2019/20	2018/19	2020/21	2021/22
	2015/16	2016/17	2017/18								
<b>Iintlawulo eziqhubayo</b>	<b>48 133</b>	<b>49 548</b>	<b>58 304</b>	<b>59 922</b>	<b>70 712</b>	<b>68 516</b>	<b>81 513</b>	<b>18,97</b>	<b>84 454</b>	<b>86 997</b>	
Imbuyekezo yabasebenzi	27 184	28 528	30 715	42 078	39 077	38 309	45 006	17,48	47 888	50 747	
Iimpahla neenkonzono	20 949	21 020	27 589	17 844	31 635	30 207	36 507	20,86	36 566	36 250	
<b>Iintlawulo neesabhsidi</b>	<b>10 464</b>	<b>18 384</b>	<b>36 444</b>	<b>11 152</b>	<b>32 712</b>	<b>40 050</b>	<b>51 181</b>	<b>27,79</b>	<b>21 619</b>	<b>22 763</b>	
Amaphondo noomasipala	9 220	16 630	35 467	10 352	31 852	39 190	50 381	28,56	20 819	21 963	
Ii-arhente zeSebene-akhawunti	750	1 007	414	400	400	400	400		400	400	
Amaziko ngenzi nzuzo	480	744	414	400	400	400	400		400	400	
Amakhaya	14	3	149		60	60		(100,00)			
<b>Iintlawulo zempahla eyinkunzi</b>	<b>10 874</b>	<b>815</b>	<b>236</b>	<b>31</b>	<b>285</b>	<b>285</b>	<b>350</b>	<b>22,81</b>	<b>49</b>	<b>51</b>	
Oomatshini nezixhobo	10 874	815	236	31	285	285	350	22,81	49	51	
<b>Itotali yoqelaniswo loqoqosho</b>	<b>69 471</b>	<b>68 747</b>	<b>94 984</b>	<b>71 105</b>	<b>103 709</b>	<b>108 851</b>	<b>133 044</b>	<b>22,23</b>	<b>106 122</b>	<b>109 811</b>	

## 9 Iimpawu zesoloty ezimisweyo kwiPhondo

	Iimpawu Zendlela Yokusebenza	Inkqubo	Inkqutyana	Impendulo yeWC
1.	Inani lamabhunga Amasiko esiNtu athe xahswa ukuqhuba imisebenzi yawo	N/A	N/A	Inkqubo Yemicimbi Yamasiko Esintu ayisebenzi eNtshona Koloni
2.	Ipesenti yamabango yabaza kuzalisa izithuba zengqesho/iingxoxo ziqhutyiwe	N/A	N/A	

## 10 Ulawulo Lomngcipheko

Isebe livavanya imingcipheko eyayanyaniswa nokuphumeza iziphumo ekujoliswe kuzo neenjongo. Oku kulandelayo yecebo lomngcipheko kunyakamali.

Umngcipheko Olicebo	Iinkqubo yolawulo	Iingcaciso Yesicwangciso Senyathelo
1. Ukungabikho kwemithombo abathatha inxaxheba kumanyathelo eIT, esenkuba enokuba nesiphumo samanqanba asezantsi Olawulo lweICT, icebo lokunikezela ngenkonzo zeICT, nokulusebenzisa iIT ukulungiselela i DLG.	<ul style="list-style-type: none"> <li>Kwaxoxwa ngeemfuno zezixhobo nolawulo lweIT kwaze kwaxoxwa Kwiintlanganiso Zekomiti zeIT kwiSebe (DITCOM) ngokwesiseko samaxesha.</li> <li>Amanye Amacebo ahlanagnisiweyo eIT nezicwangciso Zokusebenza kwelIT kwenzeka phakathi kwamaSebe neCe-I kwisithuba seminyaka emi-5 nesiseko sonyaka, ngokulandelelana kwazo. Esi sicwangciso sinceda ukunxulumanisa iimfuno zezixhobo zeDLG IT kwicebo leIT neemfuno zendlela yokusebenza.</li> </ul>	<ul style="list-style-type: none"> <li>IDLG iza kumisela amandla Olawulo Olwazi alungise ngcono aze aqwalasele inkalo yeNgxelo yoBuchwephesha kwiSebe.</li> <li>IDLG ngenkxaso yeCe-I iza kuba nesivumelwano seenkonzo Ngohlalutyo loShishino (BA) basebenze nemiba ehambelana nolawulo lwecebo lweIT, imiba ehambelana noLawulo LweIT, namanyathelo eIT okuphucula le nkalo kwiSebe.</li> </ul>
2. Ukukwazi kweSebe ukuqhuba nemisebenzi kwisiganeko sophazamiseko okanye intlekele enokuchaphazela kakubi iinkonzono zeSebe ezingundoqo.	<ul style="list-style-type: none"> <li>Ukubeka iliso okuqhubekayo kumaqoqo abalawuli beSebe ngokusetyenziswa komgaqonkqubo oxhasa iIT.</li> <li>Iinkcukacha ngesicwangciso sokululama esiveliswe liSebe kuhlomle onke amaqoqo aphezulu kulawulo.</li> <li>Kuphuhlise ithempleyithi esisikhokelo ngokusetyenziswa kwesicwangciso soshishino esiqhubekayo.</li> <li>Kufunyaniswe uLawulo Lwentsleke njengesayithi esebenza ngokunceda xa abasebenzi beDoLG sbechaphazeleke kakkubi..</li> </ul>	<ul style="list-style-type: none"> <li>IDLG ngokuxhaswa yi Ce-I iza kuvavanya ukuzama ukuqaphela ukuba ingaba ingxelo engundoqo kwiSebe ikhuseleke kakuhle na ngexesha lentlekele.</li> <li>IDLG iza kuhlanganisa neSicwangciso Sokululama Ukuqhuba kwelIT emva kweNtlekele (DRP) sibe Sicwangciso Soshishino kwiSebe Esiqhubekayo (BCP).</li> </ul>

## Ixalenye B: IINJONGO EZILICEBO

Umngcipheko Olicebo	Iinkqubo Zolawulo	Iingcaciso Zamanyathelo Azi-zicwangciso
<ul style="list-style-type: none"> <li>Futhe elibi kwiinkqubo zeSebe ezixhomekek kwiIT</li> <li>Amanqanaba asezantsi Olawulo lweICT, icebo lokunikezela ngeenkono zelCT, nokukwazi kweIT ukwenza lula umsebenzi weSebe</li> <li>Impendulo ethatha ixesha nokulalamisa.</li> </ul>	<ul style="list-style-type: none"> <li>Kusekelwe umgaqonkqubo wecebo le-iIT ngokwengxelo qha (idrayivi zangaphandle qha).</li> <li>Kubekwe iBCP phakathi kolawulo.</li> <li>Absebenzisi benziwe bazi ngomba wokuba kufuneka babenendlela ezizezinye zokwenza umsebenzi weseva.</li> </ul>	<ul style="list-style-type: none"> <li>IDLG ixhaswa yiCe-I iza kuqhuba uvavanyo ngonyaka/inkqubo esebenza njengeDRP ukuqinisekisa ukub aisicwangciso sihlala singqinelana kwaye sixhasa iinzame zesebe ukululamisa imeko emva kwesheho 'sentlekele'. Apho iDLG efunekayo inokusebenzisa ingxelo ephuma kwiCe-I DRP yonyaka ukuvavanya inkxaso yeenzame zeDRP</li> </ul>
<p>3. Ukulungiselela okungasebenziyo kunye nokungakwazi kwamasebe ukunxibelelana (ngobuchwephesha) negxsha lokuphazamiseka kombane okuthatha ixesha elide.</p> <ul style="list-style-type: none"> <li>Iziphumo zokuphazamiseka kwemisebenzi ebalulekileyo eWC.</li> </ul>	<ul style="list-style-type: none"> <li>Kuhlaziywe isicwangciso sokuzilungiselela, iziko Lolawulo Lweentlekele nezimo eziyimpindulo ngamathuba emeko yonxunguphalo lo mbane.</li> <li>Ukulungiselelo oluhambelana nokukhupha ingxelo elumkisoyo kwangethuba kubalawuli boomasipala bonke.</li> <li>Ukunceda oomasipla bazilungiselele kwaye baququzelele ukusebenza njengempendulo xa kunokuba kho ucimicimi.</li> <li>Kwabanjwa iindibano zokucacisa namaqela ezibhedlele ngezicwangciso eziqinisekisa ukuba basebenza ngokungaphazamiseki xa kukho uphazamiseko lombane oluthatha ixesha elide.</li> <li>Ukuququzelela izicwangciso zokulungiselela ukuphazamiseka kombane nabathathinxaxheba kwiphondo.</li> <li>Imiba yonxibelelwano ekhutshwe nguMasipala ukuzama ukulungisa amanzi nezicwangciso zokuphazamiseka kombane</li> <li>Ukusebenzisa ngendlela eyiyo indlela yokusebenzisa Isicwangciso Sokumbane ngexesha lonxunguphalo Nokuphazamiseka Kombane kwiPhondo ngexesha likacimicimi.</li> <li>Kwaphuhliswa kwaza kwagqitywa Isicwangciso Esiza kusebenza xa kuphazamiseke umbanesaze sanikezelwa kwiForum Ecebisa Ngolawulo Lwentlekele kwiPhondo ngokusebenzisana noEskom.</li> <li>Ukusebenzisana neenqununu zopolitiko nolawulo lwephondo ngemingcipheko ephambilikwiphondo neenkqubo zangoku ezizama ukulungiswa nokusetyenziswa ngexesha kukho ulibaziseko lombane oluthatha ixesha elide.</li> </ul>	<ul style="list-style-type: none"> <li>Uvavanyo lokusebenza kakuhle konxibelelwano ngesathelayithi</li> </ul>

Umngcipheko Olicebo	Iinkqubo Zolawulo	Iingcaciso Zamanyathelo Azi-zicwangciso
	<ul style="list-style-type: none"> <li>Ukumiselwa kweekomiti zemiba ephambili kwiphondo ukukhawulelana nolawulo lophazamiseko lombane.</li> <li>Kuqosheliswa icebo lonxibelelwano phakathi kweDoLG, uESKOM neDoTP.</li> <li>Ukufakana imilomo okuqhubekayo noESKOM mayela nokumiselwa kweZicwangciso zomngcipheko kuZwelonke.</li> <li>Ukusebenzisana okuqhubekayo noEskom neSebe loMbane kwiSixeko saseKapa</li> <li>Inkqubo yokucwangcisa amanyathelo okuhambisa amafutha xa ukuphazamiseka kombane kuthatha ixesha elide.</li> <li>Ukunikezela intetho Ngezicwangciso Zokuphazamiseka Kombane kwiPhondo(WC) inikezelwa kwiqela elisebenza ngokusetyenziswa kwezicwangciso elizweni lonke.</li> <li>Ukunikezela intetho yeSicwangciso Ngokuphazamiseka Kombane kwiPhondo kwiPTM.</li> <li>Ucweyo olunikwa ooMasipala Uqinisekisa ukuba kukho izicwangciso kukho izicwangciso xa kukho ukuphazamiseka kombane okuthatha ixesha elide kwiPhondo.</li> <li>Ucweyo noEskom namasebe onke kwiphondo ukuqinisekisa ukuba izicwangciso zimiselwe ukulungiselela ixesha xa umbane uphazamiseka ixesha elide.</li> <li>Kuqeshwe ingcali eza kunceda ukugqibezela Isicwangciso Ngexesha Lokuphazamiseka Kombane.</li> <li>Ucweyo namasebe onke karhulumente ukuxoxa ngemiba yolawulo echaphazela imingeni yombane.</li> </ul>	

## Ixalenye B: IINJONGO EZILICEBO

Umngcipheko Olicebo	Iinkqubo Zolawulo	Iingcaciso Zamanyathelo Azi-zicwangciso
<p>4. Ukuba nako kweSebe ukunikezela ngeenonoz eziyinxalenye yesindululo sayo kungabeka emngciphekweni unikezelo lweenkonzo okunokuchaphazela kakubi inkxaso ekufuneka inikwe isebe</p> <ul style="list-style-type: none"> <li>• ukungasebenzi kakuhle kwamaqoqo olawulo;</li> <li>• ukunciphisa inqanab lenkxaso koomasipala;</li> <li>• ukunika ifuthe elibi ekufikeleleni kwamaqoqo olawulo kwiAPP.</li> </ul> <p>Ukuncitshiswa kweSisekelo soHlahlolwabiwomali ngeXesha leMTEF ethet yabeka uxinzelelo emandleni eSebe okunikezela ngeenkonzo ngokwezindululo zalo. Ingakumbi, imida ebekwe liSebe kwiintloko ezibaliweyo neCoE.</p>	<ul style="list-style-type: none"> <li>• Ukuvavanywa kwakhona nokungqanyaniswa kwakhona kweenkqubo zeSebe namaphulo.</li> <li>• Ukuphinda kubekwe phambili uhlahlolwabiwomali kwiSebe oluhambelana nokuvavanywa kwakhona kweenkqubo namaphulo.</li> </ul>	<ul style="list-style-type: none"> <li>• Uphuhliso lwemodeli yokunikezela ngeenkonzo kuquka ukuququzelela kwakhona.</li> </ul>



## ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

## Iintlawulo

INKXASOMALI KAMASIPALA NGESICWANGCISO SIKAMASIPALA ESIPHAMBILI NGOMBANE	
<b>Ukukhutshelwa kwesebe kwiphondo</b>	Oorhulumente basekhaya (Ivoti 14)
<b>Isiphumo Esilicebo</b>	Isicwangciso sikamasipala ngeziseko zophuhliso lombane ngenjonngo yokunyusa ukufikelela kwiinkonzo zikamasipala.
<b>Injongo yenkxasomali</b>	Ukunceda oomasipala ngemali ukuqinisekisa ukuba basebenza ngokufanelekileyo ngokuphathelele neziseko zophuhliso kunye nokwandisa iziseko zokusebenza ngombane kubemi.
<b>Izitethimenti zesiphumo</b>	Ukuphuculwa kokusebenza kweziseko zophuhliso koomasipala nokufikelela kwabemi kwiziseko zombane.
<b>Imiphumela</b>	Izicwangciso Ezikhulu Ngombane
<b>Iziphumo ezitshisa ibunzi kurhulumente ngokuba ngoba le nkxasomali inegaleleo kwi</b>	<ul style="list-style-type: none"> <li>Isiphumo sikaZwelonke(NO) 9: Ukwakha isistimi karhulumente wasekhaya eyimpendulo, echaza ngemisebenzi, esebenza kakuhle.</li> <li>Isiphumo Esilicebo kwiPhondo (PSG) 4: Eyenza kube lula ukumelana, nkuzinzisa, umgangatho wendawo equka untu wonke.</li> <li>Isiphumo Esilicebo kwiPhondo (PSG) 5: Esiquka ulawulo olululo nonikezelo ngeenkonoz oluhlanganiswe ngokubambisana nangokungqamanisa ulandelelwano.</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/sokusebenza</b>	<p>Le nkxasomali isebenzisa ithemplethi/isiseko esiphuhliswe nguRhulumente waseKahya kwiSebe lePhondo liphakamisa indlela ayokusebenza nesicwangciso esisesi:</p> <ul style="list-style-type: none"> <li>Ubume bephulo</li> <li>Impawu zeziphumo</li> <li>Iziphumo</li> <li>Imiba enguNdoqo</li> <li>Icebo lokusebenza</li> <li>Ixesha elimisiweyo</li> <li>Imali esebenzayo</li> <li>Ukubeka iliso nokunika Imibiko</li> </ul>
<b>Iimeko</b>	<ul style="list-style-type: none"> <li>Oomasipala bangenise izicwangciso zoshishino ezicacileyo kwiSebe Lorhulumente baseKhaya abazakulungisa iziphumo ezilindlekileyo inika iinkcukacha ngezicwangciso.</li> <li>Izicwangciso Zoshishino eziphonyezwe liSebe ikaRhulumente waseKhaya ngaphambi kuba kwenziwa intlawulo equka amalungiselelo okuhlawula.</li> <li>Inkxasomali ingasetyenziselwa amaphulo njengoko kuchaziwe kwisicwangciso soshishino esivunyiweyo.</li> <li>Iinkqubo ezifanelekileyo nezicace kumntu wonke nezivumelana neenkqubo zokukhutshwa kwamaphulo ngokweMFMA kufuneka zilandelwe.</li> <li>Imibiko ngendlela yokusebenza kwemali efanelekileyo nemibiko engenanto yakwenza namali kufuneka zingeniswe kwiSebe njengoko kucacisiwe kwiSivumelwano Sokwenza Inetlawulo.</li> </ul>
<b>Imiqathango yokwaba</b>	<ul style="list-style-type: none"> <li>Isicwangciso soshishino siza kungeniswa ngumntu kumasipala size sivunyelwe liSebe.</li> <li>Isivumelwano Sokwenziwa Kwentlawulo siza kuza sayinwa phakathi kweSebe nabaxhamli koomasipala.</li> </ul>

<b>Isizathu sokuba ingafakwa kwisabelo solingano</b>	Inkxaso ethe yafunyaniswa ngenxa yokubamba iintlanganiso nokusebenzisana noomasipala namanye amanqanaba karhulunte, umzekelo MGRO, RMT, Back to Basics, LG MTEC, njlnjl.
<b>Indlela yokusebenza ngaphambili</b>	2016/17: R1.330 yezigidi, 2017/18: R1.397 yezigidi, 2018/19: R1.417 yezigidi
<b>Ubomi obubonisiweyo</b>	Iphulo liza kuhlaziywa qho ngonyaka
<b>Izabelo zeMTEF</b>	2019/20: R1.490 yezigidi, 2020/21: R1.570 yezigidi, 2021/22: R1.656 yezigidi.
<b>Ishedyuli yentlawulo</b>	Ukwenziwa kwentlawulo koomasipala ngokwezivumelwano zeSebe noMasipala.
<b>Uvanduva lwegosa elenza intlawulo kwiphondo kwiphondo negosa elamkela intlawulo</b>	<p><b>Uxanduva lwegosa elenza intlawulo</b></p> <ul style="list-style-type: none"> <li>Ukufakana imilomo noomasipala abangqameneyo.</li> <li>Liqwalsela licinge lize liphumeze izicwangciso zoshishino.</li> <li>Ukwenza idrafti aze ajikelezise Isivumelwano Sokwenziwa Kwentlawulo (TPA) ukuqinisekisa ukuba oomasipala baysayina bazibuyiselel kwiSebe.</li> <li>Iintlanganiso ezinemizuzu eziza kunceda ukubeka iliso nolawulo kwinkqubo (iziphumo nemiphumela ekujoliswe kuyo), xa kufuneka nangexesha efuneka ngalo.</li> <li>Ukubeka iliso ekusetyenzweni kwephulo kusetyenziswa oku: <ul style="list-style-type: none"> <li>Imibiko yenkcitho nenkqubelaphambili ngoomasipala abamkelayo</li> </ul> </li> </ul> <p><b>Uxanduva lwegosa elamkelayo</b></p> <ul style="list-style-type: none"> <li>Lungiselela izicwangciso zoshishino ezisebenzayo nezingqanyaniswe neZiphumo nemiphumela.</li> <li>Kuqinisekise ubunini obusebenzayo kweli phulo kwinqanaba eliphezulu loawulo.</li> <li>Kumiliselwe kuqinisekise ukuba iBhunga liyayixhasa le nkqubo.</li> <li>Ukungenisa imibiko yendlela ekusetyenziswe ngayo imali neminye imisebenzi engoyamali njengoko kuchaziwe kwiTPA.</li> <li>Umlawuli kaMasipala uza kusebenzisa isabelo-mali sokusebenza kunyaka odluleyo komiyo ukuba kufanalekeile azibuyisele umva iimali ezingasetyeniswanga.</li> </ul>
<b>Inkqubo yokuphumeza izabelo ekupheleni knyaka-mali ka2019/20</b>	<ul style="list-style-type: none"> <li>Ukungeniswa kwezicwangciso zoshishino.</li> <li>Imimandla yenkxaso efunyaniswe ngokumisela amaxesha entsebenziswano nentlanganiso noorhulumente basekhaya.</li> </ul>

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

ISIBONELELOSEMALI NGOKUXHOBISA NGEZAKHONO ZOKUQHUBA IINKONZO	
<b>Ukukhuphela kwisebe lephondo</b>	Urhulumente wasekhaya (Ivoti 14)
<b>Isiphumo silicebo</b>	Ukuxhasa oomasipala ukumisela nokugcina linkonzo Zokulwa nokucima umlilo zisebenza kwaye zivumelana nemitheth ebekiweyo zibe ziqwalaseleka xa zithelekiswa nemida ezibekekwe yona nemiganagtho kuzwelonke.
<b>Injongo YeNkxasomali</b>	Ukunika uncedo lwezemlai koomasipala ukuqinisekisa ukuba banxibelelana kakuhle ngexesha lonxunguphalo, isistim szokuququzelela abantu neenkonzozemililo.
<b>Izitethimenti zemiphumela</b>	<p><b>Ukukhupha izininiki maxabiso ngezixhobo zokulwa umlilo</b></p> <ul style="list-style-type: none"> <li>Ukuphuhlisa izakhono zokulwa nokucima umlilo kunye nonikezelo lweenkonzo ngendlela eyiyo.</li> <li>Ukunciphisa ukuququzelela abantu namaxesha okuphendula nakwamanye amaxesha onxunguphalo.</li> </ul> <p><b>Izakhono zokuphendula kwimathiriyeli ezinmepawu yobungozi</b></p> <ul style="list-style-type: none"> <li>Ukuphuculwa kwezakhono ukuze kube lula ukumelana neeMathiriyeli Ezinoempawu zobungozi kwiindlela ezinkulu nakwiidlopuh ezinkulu.</li> </ul> <p><b>Iziphumo eziphangaleleyo</b></p> <ul style="list-style-type: none"> <li>Ukuphuculwa kweenkonzo Zokulwa nokucima imililo</li> <li>Ukusetyenziswa kwezixhobo zokusebenza ezinqabileyo.</li> <li>Ukuphucuka kokuqonda iimfuno zomsebenzi.</li> </ul>
<b>Iziphumo</b>	<ul style="list-style-type: none"> <li>linkonzo Zokulwa nokucima Umlilo ezisebenza kakuhle nangexesha.</li> <li>Ukuphuculwa kwendlel ayokusebenza.</li> </ul>
<b>Iziphumo eziphambili kurhulumente ekumele zihlawulelwe sesisabelomali</b>	<ul style="list-style-type: none"> <li>Iziphumo kuZwelonke (NO) 9: Ukwakha isistim karhulumenye eyimpendulo, ekwazi ukucaciseka, esebenza ngexesha nesebenza kakuhle korhulumente basekhaya.</li> <li>Injongo Elicebo kwiPhondo (PSG) 5: Quka ukulawula kakuhle nokuhlanganisa unikezelo lweenkonzo ngokusebenzisa ubambiswano nongqamaniso olulandelelanayo.</li> </ul>
<b>Iinkcukacha eziqulethwe kwisicwangciso soshishino/nescicwangciso sokusebenza</b>	<p>Le nkxasomali isebenzisa itempleyithi/isiseko esiphuhlise liSebe LooRhulumente baseKhaya kwiPhondo okumele kuquke ukusetyenziswa kwesicwangciso sephulo esiphawula oku:</p> <ul style="list-style-type: none"> <li>Ubume bephulo</li> <li>lingqalelo zobuchwephesha</li> <li>limpawu zesiphumo</li> <li>Imiphumela</li> <li>Imisebenzi engundoqo</li> <li>Icebo lokusebenza</li> <li>Amaxesha amiselweyo</li> <li>Imali</li> <li>Ukubeka iliso nokwenza umbiko</li> </ul>

<b>Iimeko</b>	<p><b>Ezisebenza koomasipala</b></p> <ul style="list-style-type: none"> <li>OMasipala baza kungenisa izicwangciso zoshishino kwiSebe LooRhulumente baseKhaya oza kukulungisa ajongane nezimeko eziyinjongo nemiphumela enika iinkcukacha zolawbiwomali nescicwangciso sokusebenza.</li> <li>lizcwnacgiso zokusebenza kuza kuvunyelwana ngazo liSebe LooRhulumente baeKhaya.</li> <li>Imibiko Yenqubelaphambili ngeKota KwiSebe looRhulumente baseKhaya</li> </ul>
<b>Imiqathango Yolwabiwomali</b>	<ul style="list-style-type: none"> <li>Kuz akungeniswa isicwangciso sokusebenza ngoomasipala ngabanye size sivunywe siphunyezwe liSebe.</li> <li>Kuza kusayinwa Isivumelwano Sokwenza Intlawulo(TPA) phakathi kweSebe noomasipala ngabanye Abaxhamlayo.</li> </ul>
<b>Isizathu sokuba ingaqukwa kwisabelo solingano</b>	Kwafunyanisw ainkxaso njengesiphumo sokusebenzisana noomasipala kunye nentsebenziswano noorhulumente, umzekelo Ukuhlaziywa KooLawulo LooMasipala neNKangeleko, Iqela Lolawulo kwiNgingqi, Icebo Lokujika liznto KooRhulumente baseKhaya, IKomiti ejongene neNkcitho kwiThem Ephakathi kuRhulumente, njlnjl.
<b>Indlela yokusebenza ngaphambili</b>	2016/17: R9.8 yezigidi; 2017/18: R12.5 yezigidi; 2018/19: R8.935 yezigidi.
<b>Ubomi obujongwe kwixesha elide</b>	Iphulo liza kuhlaziywa qho ngonyaka.
<b>Izabelo zeMTEF</b>	2019/20: R7.026 yezigidi; 2020/21: R6.731 yezigidi; 2021/2022: R7.101 yezigidi.
<b>Intlawulo ebekelwe ixesha</b>	Ukwenza intlawulo koomasipala ngokwezivumelwano eziphakathi kwesebe noomasipala.
<b>Uxanduva lokuhlalulwa kwemali ligosa kwiphondo noxanduva lwegosa eliyifumanayo kwiphondo</b>	<p><b>Uxanduva lwesebe kwiphondo</b></p> <ul style="list-style-type: none"> <li>Ukufakana imilomo noomasipala abangqameneyo;</li> <li>Ukucinga ngokuphumeza nokuvuma izicwangciso zoshishino;</li> <li>Ukudrafta nokujikelezisa Ukwenza Isivumelwano Sentlawuloze(TPA) nokuqinisekisa ukuba umasipala uyasayina aze abuyisele iTPA kwiSebe;</li> <li>Ukumisela ikomiti eququzelela ukubeka iliso nokulawula inkqubo; kunye</li> <li>Nokubeka iliso ngokwenza oku: <ul style="list-style-type: none"> <li>Inkcitho ngekota nemibiko yenqubelaphambili.</li> <li>Intlanganiso yekomiti eququzelela inkqubo ngekota.</li> </ul> </li> </ul> <p><b>Uxanduva loomasipala</b></p> <ul style="list-style-type: none"> <li>Kufuneka oomasipala baqinisekise ukuba kuhlangatyewene neemeko ezingentla</li> <li>Ukungeniswa kweentetho zekota nemibiko yezimali kwiintsuku ezisixhenxe emva kokuba idlule ikota yeGosa lePhondo Elenza Intlawulo kwiPhondo .</li> <li>Umlawuli kaMasipala usebenzisa imali yonyaka odlulieyo kunyaka omiyo okanye azibuyisele ukuba kuyimfuneko.</li> </ul>
<b>Inkqubo yokuvuma izabelomali kunyakamali ka2019/20</b>	<ul style="list-style-type: none"> <li>Ukungeniswa kweZicwangciso Zoshishino.</li> <li>Imiandla yenkxaso ethe yafunyaniswa ngokumisela intsebenziswano norhulumente.</li> </ul>



# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

## ISIBONELELOSEMALI SEENKQUBO ZOKUMELANA NEMBALELA

<b>Ukukhutshelwa kwisebe lephondo</b>	URhulumente wasekhaya (iVoti 14)
<b>Injongo Elicebo</b>	Ukuphuhlisa iziseko zophuhliso koomasipala ezingqamene namanzi ukuwafakela kwinjongo yokuhambisa amanzi, ukuba nako ukusebenza ngeziseko zophuhliso nokuhambisa amaninzi ngexesha neemfuneko zokucutha nokumelana neemfuneko koomasipala abathwaxwa yimbalela.
<b>Injongo yesibonelelosemali</b>	Uncedo lwezemali ukuxhasa iinkqubo zokumelana nembalela koomasipala ukufakelela ukuhanjiswa kwamanzi, izakhono zeziseko zophuhliso lwamanzi amaninzi neemfuno zokunciphisa iziphumo zembalela koomasipala.
<b>Isitethimenti esingumphumela</b>	Isiqinisekiso yokunikezela ngamanzi.
<b>Iziphumo</b>	Ukuqinisekisa ukhuseleko lwamanzi kwiidolophu ezithwaxwe yimbalela.
<b>Iziphumo ezihamba phambili kurhulumente nekumele zihlawulelwe</b>	<ul style="list-style-type: none"> <li>• Isiphumo kuZwelonke (NO) 9: Ukwakha isistim karhulumente eyimpendulo, eca-cisekayo, esebenza kakuhle nesebnza ngexesha koorhulumente basekhaya.</li> <li>• Injongo elicebo kwiphondo (PSG) 4: Ukwenza indawo yokuhlala ikwazi ukumelana, ukuzinza, ukuba semgangathweni oquka indawo ephilileyo yokuhlala.</li> <li>• Injongo Elicebo kwiPhondo (PSG) 5: Quka ulawulo olululo noluhlanganisa unikezele lweenkonzo ngokusebenzisa ubambiswa olungqanyaniswa nolandelelwano.</li> </ul>
<b>Iinkcukacha eziqu-lathwe kwisicwangciso soshishino/nouse-tyenziswa koshishino</b>	<p>Le nkxasomali isebenzisa ithemphleyithi/isiseko esiphuhlise liSebe LooRhulumente baseKhaya kwiPhondo kufuneka ke ngoko iquke ukusetyenziswa koku kulandelayo:</p> <ul style="list-style-type: none"> <li>• Ubume bephulo</li> <li>• Iimpawu zeSiphumo</li> <li>• Imiphumela</li> <li>• Imisebenzi engundoqo</li> <li>• Icebo lokusebenzisa</li> <li>• Ixesha elimiselweyo</li> <li>• Imali</li> <li>• Ukubeka iliso nokwenza umbiko</li> </ul>
<b>Iimeko</b>	<ul style="list-style-type: none"> <li>• Omasipala baza kufaka izicwangciso zoshishino kwiSebe LooRhulumente baseKhaya esiza kuphendula kwaye sisebenze ngemiphumela eyinjongo neziphumo ezineenkukacha zolwabiwomali nesicwangciso sokuyisebenzisa.</li> <li>• Kuza kuvunyelwa izicwangciso zoshishino liSebe Lorhulumente baseKhaya ngaphambi kokuba kwenziwe iintlawulo eziquba ulungiselelo ngentlawulo.</li> <li>• Isabelomali siza kusetyenziswa kumaphulo achazwe ngokubanzi kwisicwangciso zoshishino.</li> <li>• Iinkqubo ezicacileyo nezibonakalayo zokunika amaxabiso ezingqinelana neMF-MA, kufuneka zilandelwe.</li> <li>• Kufuneka kungeniswe imibiko yendlela yokusebenza kwemali nemisebenzi engeyoyamali kwiSebe njengoko kuchaziwe kwiSivumelwano Sokwenza Intlawulo.</li> </ul>
<b>Imiqathango yesabelo</b>	<ul style="list-style-type: none"> <li>• Isicwangciso soshishino siza kungeniswa ngumasipala ngamnye size siphunyezwe liSebe.</li> <li>• Isivumelwano Sokwenza Intlawulo (TPA) siza kusayinwa phakathi kweSebe nomasipala ngamnye oxhamlayo.</li> </ul>

<b>Isizathu sokuba ingaqukwa kwisabelo solingani</b>	Kuxhaswa abo masipala bafunyaniswe bekwimeko efuna Impendulo Kwimbalela neQela Lokululama Emva kwembalela ngenxa yokuthethana nokusebenzisana noomasipala kuze kufikelele kwisivumelwano.
<b>Indlela yokusebenza ngaphambili</b>	2016/17: R9 yezigidi; 2017/18: R90.110 yezigidi; 2018/19: R9.088 yezigidi.
<b>Ubomi obujongwe kwixesha elide</b>	Iphulo liza kuhlaziywa yonke imihla.
<b>Izabelo zeMTEF</b>	2019/20: R 36.865 yezigidi, 2020/21: R 12.518 yezigidi, 2021/22: R13.206 yezigidi.
<b>Ishedyuli yentlawulo</b>	Ukukhutshelwa kwentlawulo koomasipala ngokwezivumelwano eziphakathi kweSebe noMasipala.
<b>Uxanduva legosa lephondo elenza intlawulo noxanduva lwegosa kwiphondo elifumana intlawulo</b>	<p><b>Uxanduva lwegosa elenza intlawulo</b> Ukufakana imilomo noomasipala abahambelanayo;</p> <ul style="list-style-type: none"> <li>• Ukucingela ngokuvumela nokuphumeza izicwangciso zoshishino;</li> <li>• Ukudrafta nokujikelezisa iTPA ukuqinisekisa ukuba oomasipala bayasayina abze bayibuyisele kwiSebe;</li> <li>• Imizuzu yeentlanganiso eza kunceda ekubekeni iliso nasekulawuleni inkqubo (iziphumo nemiphumela eyinjong), njengoko kufuneka nangexesha ezifuneka ngalo; kunye</li> <li>• Nokubeka iliso ekusebenzeni kwephulo ngokwezi meko zilandelayo: <ul style="list-style-type: none"> <li>○ Imibiko yenkcitho nenkqubelaphambili ngomasipala abafumanayo njengabaxhamli.</li> </ul> </li> </ul> <p><b>Uxanduva lwegosa elifumanayo</b></p> <ul style="list-style-type: none"> <li>• Lungiselela isicwangciso soshishino esisebenzayohshino nesihambelna neziphumo nemiphumela;</li> <li>• Ukuqinisekisa ubunini obusebenzayo kwiphulo kwinqanaba eliphezulu lolawulo;</li> <li>• Ukuqinisekisa inkxaso yeBhunga kule nkqubo; kwaye</li> <li>• Kungeniswe imibiko yengxelo ngemali namaphulo angeyomali njengoko kuchazwe kwiTPA.</li> <li>• Umlawuli kaMasipala asebenzise imali yonyaka odlulileyo kunyaka omiyo ukuba kuyimfuneko ayibuyisele umva engasebenzanga.</li> </ul>
<b>Inkqubo yokuphuneza nokuvuma izabelo zemali kunyakamali ka2019/20</b>	<ul style="list-style-type: none"> <li>• Ukungeniswa kwezicwangciso zoshishino.</li> <li>• Iminandla yenkxaso efunyaniswa ngeeshedyuli zentsebenziswano norhulumente wasekhaya.</li> </ul>

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

INKXASOMALI YEENKONZO ZAMAZIKO ETHUSONG (Uzinziso: Inkxasomali Yokusebenza)	
Isebe elenza intlawulo	URhulumente wasekhaya (iVoti 14)
Injongo elicebo	Ukuxhasa iindlela zokusebenzisa nokuzinzisa linkozn Zeziko iThusong, oku kuza kuqinisekisa ukuba iinkonzo zikarhulumente zihlanganisiwe nengxelo ngokunjalo.
Injongo yenkxasomali	Ukunika inkxaso yemali komasipala, kuqinisekiswa ukuba bafumana uzinzo lwemali zeenkonziso zamaZiko eThusong.
Izithethi zeziphumo	<ul style="list-style-type: none"> <li>Ukuzisa ingxelo kathulument neenkonziso zikarhulument kufutshane nabantu ukukhuthaza iindlela zokufikelela kwisiseko nengqalo yobomi obuphucukisiweyo</li> <li>Ukunikezela ubomi obungcono nobungabizi kakhulu, iinkonzo ezihlanganisiweyo, unukezelo lweenkonzo ukwenza ngcono iimfuno zabemi;</li> <li>Ukwakha ubambiswano oluzinzileyo norhulumente, amashishini nemibutho yabantu; kunye</li> <li>Nokudala iqonga lengxoxo phakathi kwabemi norhulumente.</li> </ul>
Iziphumo	Ulawulo olusebenza ngexesha nolusebenza kakuhle kuMaziko Eenkonzo ZeThusong.
Iziphumo ezitshisa ibinzuzi kurhulument neziphumo nezixhaswa sesisabelomali	<ul style="list-style-type: none"> <li>Isiphumo kuZwelonke(NO) 9: Ukwakha isistimi karhulumente eyimpendulo, eacisekayo, esebenza kakuhle nesebenza ngexesha koorhulumente basekhaya.</li> <li>Injongo Elicebo kwiPhondo (PSG) 5: Ukuquka ulawulo olululo neonikezelo lweenkonzo oluhlanganisiweyo ngokusebenzisa ubambiswano nolandelelwano olungqameneyo.</li> </ul>
Iinkcukacha eziqukathwe sisicwangciso soshishino/nokusetyenziswa kwesicwangciso soshishino	<ul style="list-style-type: none"> <li>Iinkcukacha zolwabiwomali ngonyaka;</li> <li>Ibhaskithi yeenkonzo ezinikezelweyo;</li> <li>Ucwaningomanani kunikezelo lweenkonzo;</li> <li>Izithuba kunikezelo lweenkonzo;</li> <li>Isimo ngexesha lokuphetha izivumelwano zerente nabarentayo kwiZiko leeNkonzo zeThusong; kunye</li> <li>neZihlomelelo Zesicwangciso Ezingqamene Nokugcinwa kweZiseko Zophuhliso</li> </ul>
Iimeko	<p><b>Ezisebenza kumasipala</b></p> <ul style="list-style-type: none"> <li>Omasipala baza kufaka izicwangciso zoshishino kwiSebe LooRhulumente baseKhaya esiza kuphendula kwaye sisebenze ngemiphumela eyinjongo neziphumo ezineenkukacha zolwabiwomali nesicwangciso sokuyisebenzisa.</li> <li>Umsebenzi woMlawuli weZiko leThusong wabophelela isithuba somsebenzi kuQuquzelelo LooMasipala baseKhaya kwaye esi sithuba kufuneka sizalisiwe;</li> <li>Ukungenisa imibiko yeentetho nenkqubelaphambili ngekota;</li> <li>Ukungenisa imibiko yenkcitho yaphakathi enyakeni;</li> <li>Kuza kuqukwa iziko leeNkonzo zeThusong kwi-IDP nakuLwabiwomali kuMasipala;</li> <li>Isiphetho sesivumelwano serente nabarentayo kuMaziko EeNkonzo zeThusong;</li> <li>Izicwangciso Zokugcinwa kweZiseko Zophuhliso ukuqinisekisa ukuba iziseko zophuhliso ziphethwe kakuhle, ukutsala nokugcina abathathinxaxheba/abarentayo. Izicwangciso zichaza ngqo uhlobo lokulungisa oluza kubekwa phambili ngexesha lonyakamali wabo; kwaye</li> <li>kusayinwe Izivumelwano Zokwenza Intlawulo(TPA) nezibhengezo zokungqinela na nesolotyama 71(1)kuMthetho Wolawulo Lwemali kuMasipala, 2003 (umthetho 56 ka2003).</li> </ul>
Imiqathango yesabelo	Imali eyabelwe ooMasipala baseKhaya abalawula Amaziko EeNkonzo zeThusong ukuxhasa ngemali eyenza ukwenz akube lula ukusebenza kuMaziko EeNkonzo zeThusong.

Iisathu sokungaqukwa kulingano lwesabelo	Igalelo likarhulumente wePhondo ukuqinisekisa ukomelela koLawulo kunikezelo lweenkonzo ezihlanganisiweyo kwiPhondo liphela.
Indlel ayokusebenza yangaphambili	2016/17: R1.046 yezigidi; 2017/18: R1.275 yezigidi; 2018/19: R1.046 yezigidi
Ubomi obujongwe kwixesha elide	Imali iza kuqukwa kwinkxasomali ngonyaka ihlawulwe ngqo kumasipala.
Iazibelo zeMTEF	2019/20: R1.046 yezigidi; 2020/21: R1.046 yezigidi; 2021/22: R1.046 yezigidi
Ishedyuli yentlawulo	Intlawulo iza kuxhomekeka ekungenisweni kwemiqulelo engqinelanayo (izicwangciso zoshishino eziphunyeziweyo, imibiko yekota, iinkcukacha yolwabiwomali kwixesha elide, izivumelwano ezisayiniweyo). Kuza kwenziwa intlawulo enye ngonyaka(1).
Uxanduva lwesabe kwiphondo	<p><b>Uxanduva lwesabe kwiphondo</b></p> <ul style="list-style-type: none"> <li>Ukuququzelela Inkqubo yeThusong kwiPhondo;</li> <li>Ukuququzelela nokubonelela ngeqonga lokuthethana nokuxoxisana phakathi kwamanqanaba amathathu (3)karhulument;</li> <li>Ukuxhasa nokubeka iliso ngokusetyenziswa kweNkqubo iThusong; kunye</li> <li>Nokwenza intlawulo ngokusebenza nokugcinna izabelomali ukunceda ooMasipala ngozinziso (nenkxaso ngemisebenzi) kuMaziko eeNkonzo zeThusong</li> </ul>
Uxanduva lwegosa kwiphondo elenza intlawulo kunye negosa elifumana intlawulo	<p><b>Uxanduva loomasipala</b></p> <ul style="list-style-type: none"> <li>Kufuneka oomasipala baqinisekise iimeko ezisebenzayo nezokugcina uzinzo kwimali ngokoluhlu lwazo zihlangabezane nemisebenzi emiselwe zona;</li> <li>Ukungenisa iintetho zekota nemibiko yenkcitho yaphakathi enyakeni kwigosa lePhondo elenza intlawulo</li> <li>Umlawuli kaMasipala uza kusebenza zonke iimali ezisele komnye unyaka ukuba kuyenzeka kulo umiyo okanye azibuyisele njengemali engasetyenziswanga.</li> </ul>
Inkqubo yokuvuma izabelomali kunyaka mali ka2019/20	Izabelomali ziza kusekelwa kwimeko zokungeniswa ezicagazwe ngentla kwaye kumele zingeniswe ngoomasipala nezivumelwano ekufuneka ziyinwe ligosa elenze intlawulo njengoko kuchaziwe kwabonakaliswa kwiimeko.

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

UKUNIKEZELWA KWEENKONZO NGOOMASIPALA NENKXASOMALI YOKUXHOBISA NGEZAKHONO	
<b>Intlawulo eyenziwa kwisebe lephondo</b>	URhulumente wasekhaya (iVoti 14)
<b>Injongo Elicebo</b>	Ukuqinisa oomasipala baphucule unikezelo lweenonoz kwaye kuxhotyiswe oomasipala ngezakhono zokuphucula unikezelo lweenkonzo ukuze bakwazi ukulawul aim-icimbi yabo, basebenise namandla apha kufuneka bewasebenzie khona bakwazi nokwenza imisebenzi emiselwe ngumthethosisekelo omiselwe orrhulumente basekhaya.
<b>Injongo yenkxasomali</b>	Ukunikezela ngoncedo lwemali koomasipala ukuphucla iziseko zophuhliso, iisistim, izimo, ulawulo ngobambiswano kunye nonikezelo lweenkonzo.
<b>Iztethimenti zemi-phumela</b>	<p><b>Isiphumo esiveleleyo</b></p> <ul style="list-style-type: none"> <li>• Ukuphucula zaikhon zomasipala ukunikezela ngeenkonzo;</li> <li>• Ukuqinisa iziseko zophuhliso, iinkqubo, iisistim nezimo;</li> <li>• Ukuphucula ulawulo olubambiseneyo koomasipala;</li> <li>• Ukwandisa inzuzo eyiyo kunikezelo lweenkonzo;</li> <li>• Ukufikelela kunikezelo lweenkonzo olusebenzayo njengoko kubonakalisiwe kwizicwangciso ezilicebo eziboniswe Kwizicwangciso zikaMasipala Ezihlanganiswe noPhuhliso LooMasipala; and</li> <li>• Ukuqinisekisa ukuba oomasipala bayakwazi ukusebenza ngokungqinelana neemfuno zomthethosisekelo ekwandiseni ukufikelela kwinzuzo esebenzayo</li> </ul>
<b>Iziphumo</b>	<ul style="list-style-type: none"> <li>• Iziseko zophuhliso eziphuclweyo, iisistim, izimo neenkqubo;</li> <li>• Ukuphuculwa kwenqanaba lolawulo ngobambiswano kurhulumenthe koomasipala;</li> <li>• Ungaqmano lwamacebo oluphezulu phakathi koomasipala nesisitim zoomasipala, iinkqubo nezimo; kunye</li> <li>• Nenqanaba eliphezulu lokuvelisa nonikezelo lweenkonzo oluphuculweyo.</li> </ul>
<b>Iziphumo ezitshisa ibunzi kurhulumente ezixhaswa yile nkxasomalito</b>	<ul style="list-style-type: none"> <li>• Iziphumo kuZwelonke(NO) 9: Ukwkaha isistim karhulumente eyimpendulo, eca-cisekayo, esebenza kakuhle nesebenza ngexesha elililo koorhulumente basekhaya.</li> <li>• Injongo Elicebo kwiPhonod(PSG) 5: Iqukwa kulawulo olululo nonikezelo lweenkonzo ngokusebenzisa ubambiswano ngokusebenzisa ubambiswano nolandelelwano olungqameneyo.</li> </ul>
<b>Iinkcukacha eziqu-lathwe kwisicwangciso soshishino/ isicwangciso sesisetyenziswayo</b>	<ul style="list-style-type: none"> <li>• Ukuxhasa oomasipala ukomeleza amaqumrhu olawulo.</li> <li>• Ukuxhasa ooamasipala ukuphucula iziseko zophuhliso nokuqinisa unikezelo lweenkonzo.</li> <li>• Ukuqinisekisa oomasipala ngokungqamanisa indlela abasebenza ngayo kumthethosiseko osebenzayo.</li> <li>• Ukuqinisa nokuphakamisa indlela zokusebenza ezincomekayo nezingcono.</li> </ul>
<b>Iimeko</b>	<ul style="list-style-type: none"> <li>• Oomasipala mabangenise izicwangciso zoshishino ezisebenza kakuhle kwiSebe LooRhulumente baseKhaya.</li> <li>• Kumele kuvunyelwae ngezicwangciso zoshishino liSebe LooRhulumente baseKhaya ngaphambi kokuba kokuba kuqukwe amalungiselelo entlawulo.</li> <li>• Izicwangciso Zoshishino zithe zavavanywa ngokwemiqathango emiselwe ngezantsi: <ul style="list-style-type: none"> <li>○ Iinkqubo ezicacileyo nezifanelekileyo ngokwemiqathango yoomasipala;</li> <li>○ Uhlobo lwephulo nendleko zephulo eqikelelweyo; kunye</li> <li>○ nezakhono zikamasipala ukusebenza ngamaphulo.</li> </ul> </li> <li>• Iintlawulo ziza kusekelwa kumqathango wokuncedisa ukuxhasa amaphulo koomasipala.</li> <li>• Imibiko yekota ngenkqubelaphambili iza kunikezelwa iSebe LooRhulumente baseKhaya.</li> </ul>

<b>Imiqathango yokwabwiwa kwezabelo</b>	<ul style="list-style-type: none"> <li>• Isicwangciso soshishino siza kungeniswa koomasipala ngabanye size siphunye-zwe liSebe.</li> <li>• Isivumelwano Sokwenza Intlawulo (TPA) siza kusayinwa phakathi kweSebe noomasipala abaxhamlaayo ngabanye.</li> </ul>
<b>Isizathu sokungaqukwa kwisabelo solingano</b>	Ukuxhasa iindlela zokusebenza noomasipala ezifunyanisiweyo koomasipala kunye nezinye iinkalo zikarhulumente, umzekelo Ukuhlaziya Indle aYokuqwalasela Ualwulo LooMasipala, Iqela lolawulo engingqini, Icebo Lokujika izinto koorhulumente basekhaya, Inkcitho yeThem Ephakathi KooMasipala neKomiti Ejongene neNkcitho njlnjl.
<b>Indlela yokusebenza edlulileyo</b>	2016/17: R15.286 yzigidi; 2017/18: R2.696 yezigidi; 2018/19: R9.415 yezigidi.
<b>Ubomi obujongwe kwixesha elide</b>	Iphulo lihlahiywa qho ngonyaka.
<b>Izabelo zeMTEF</b>	2019/20: R14.435 yezigidi; 2020/21: R15.212 yezigidi; 2021/22: R16.049 yezigidi.
<b>Ishedyuli yentlawulo</b>	Ukwenz aintlawulo koomasipala ngokwezivumelwano eziphakathi kweSebe nooMasipala.
<b>Uxanduva lwegosa elenza intlawulo</b>	<ul style="list-style-type: none"> <li>• Ukubeka iliso koomasipala abangqameneyo;</li> <li>• Cinga uze uphumeze izicwangciso zoshishino;</li> <li>• Ukudrafta nokuhambisa iTPA nokuqinisekisa ukuba oomasipala bayazisayina bazibuyisele kwiSebe;</li> <li>• Ukumisela ikomiti elawulayo eza kubeka iliso neza kulawula inkqubo (imiphumela neziphumo); kunye</li> <li>• Nokubeka iliso kwiindlela zokusebenza ngamaphulo ngokusebenza oku: <ul style="list-style-type: none"> <li>○ Inkcitho yekota nemibiko yenkqubelaphambili efunyenwe ngoomasipala kunye</li> <li>○ neentlanganiso zekota zekomit elawulayo.</li> </ul> </li> </ul>
<b>Uxanduva lwegosa likamasipala owenza intlawulo noxanduva lwegosa elifumana imali kwiphondo</b>	<p><b>Uxanduva lomasipala</b></p> <ul style="list-style-type: none"> <li>• Lungisa izicwangciso ezisebenzayo zoshishino ezingqanyanise neziphuo nemi-phumela;</li> <li>• Bonke abafumanayo bexhamla koomasipala kufuneka bangenise imibiko yenkqubelaphambili neyenkcitho njengoko kucacisiwe kwamiselwa kwimemo yokuqondana;</li> <li>• Ukuqinisekisa ubunini obusebenzayo kwiphulo kwinqanaba legunya eliphezulu; kunye</li> <li>• nokuqinisekisa inkxaso yeBunga kwinkqubo.</li> <li>• Umlawuli kaMasipala kufuneka afake isicelo sokusebenzisa imali yeminyaka edluleyo kunyaka omiyukuba kuyimfuneko ayibuyise umva imali engasetyenziswan-ga..</li> </ul>
<b>Iinkqubo yokuvumela izabelo kunyakamali ka 2019/20</b>	<ul style="list-style-type: none"> <li>• Ukungenisa Izicwangciso Zoshishino.</li> <li>• Kufunyaniswe Imimandla enokuxhaswa ngokusebenzisa ukuthethana okuk-wishedyuli noorhulumente basekhaya.</li> </ul>

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

INKXASOMALI YOKULAWULA IINTLEKELE	
Ukwenz aintlawulo kwisebe lephondo	OoRhulumente basekhaya (IVoti 14)
Injongo elicebo	Ukuququzelela nokuxhasa oomasipala basekhaya, kwiphondo nkuzwelonke ngokuthintela okanye ukunciphisa umngcipheko weentlekele nokuqinisekisa impendulo esebenza kakuhle nangexesa kwiintlekele ezinokubkho kunye nolulamo emva kwentlekele.
Injongo yenkxasomali	Ukunikezela ngenkxasomali koomasipala ukuqinisekisa iindlela ezisebenza kakuhle koomasipala anezisebenz ngexesha elifanelekileyo.
Izithethi ezingumphumela	<p><b>Umpumela Ophangaleleyo</b></p> <ul style="list-style-type: none"> <li>Kuncitshiswe umngcipheko wokulahleka kobomi, izindlu kunye nokutshabalala kweendawo ezisingqongileyo ngenxa yemililo.</li> <li>Kuncitshiswa kwaye kujongwana neziphumo zeentlekele</li> <li>Ukuxhobisa oomasipala ngokuba yimpindulo kwintlekele kunye nolulamo.</li> <li>Ukuphucula impendulo ngamaxesha onxunguphalo.</li> <li>Njengemfuneko yomthethosisekelo iziko lolawulo lwentlekele kufuneka lisebenze njengendawo yokucina, nokukhulula iingxelo engqamene neentlekele kwaye igcine iinkcukacha ilawule iingxelo egcinwe kwi-intanethi.</li> </ul> <p><b>Imiphumela ephangaleleyo</b></p> <ul style="list-style-type: none"> <li>Ukuqinisekisa impendulo eyeio nenkxaso ngelixa lokuvela kwemililo ebangela et-sahbalalisayo nedal aiintlekele kunye nokuqinisekisa aukulalama emva kwemililo.</li> <li>Ukuphuculwa kokunikezelwa kweenkonzo.</li> <li>Ukuseteyniziswa kwinqanaba eliphezulu kwezixhobo zokusebenza ezinqabileyo.</li> </ul>
Iziphumo	Ukuncitshiswa komngcipheko ngendlela eyiyo, impendulo kwiintlekele nasemava kokulalama. Ukuphuculwa kwendlela yokwenz aumsebenzi.
Umpumela otshisa ibunzi kurhulumente osetyenziselwa yona inkxasomali	<ul style="list-style-type: none"> <li>Iziphumo kuZwelonke (NO) 9: Ukwakha isistim koorhulumente basekhaya aaby-impindulo, abacacisekayo, abasebenza kakuhle nangexesha nabasebenza kakuhle.</li> <li>Injongo Elicebo kwiPhondo (PSG) 4: ivumela indawo enonyamezelo nekwazi ukumelana, uzinzo, umganatho kunye nednawo equka uluntu lonke.</li> <li>Injongo Elicebo KwiPhondo(PSG) 5: Iquka ulawulo olululo nokunikezelwa kweenkonzo okuhlenganisiweyo ngobambiswano kunye nolandelelwano olungqameneyo</li> </ul>
Iinkcukacha Details eziqulethwe kushishino/kwsicwacngiso sokusebenza	<p>Inkxasomali isebenzisa ithempleyithi/isiseko esiphuhlisiwe liSebe LooRhulumente baseKkaya kwiPhondo:</p> <ul style="list-style-type: none"> <li>Ubume bePhulo</li> <li>Isakhiwo Sobuchwephesha Obungqalileyo</li> <li>Impawu zomphumela</li> <li>Imiphumela</li> <li>Imisebenzi engundoqo</li> <li>Icebo elisebenzayo</li> <li>Isiseko sexesha</li> <li>Imali</li> <li>Ukubeka iliso nokwenza umbiko</li> </ul>

Iimeko	<p><b>Esebenza kooMasipala:</b></p> <ul style="list-style-type: none"> <li>Izicwacngiso Zoshishino ekuvunyelwene ngaszo liSebe LooRhulumente baseKhaya.</li> <li>Izicwangciso Zoshishino iza kuvavanywa ngokwemiba yale miqathango: <ul style="list-style-type: none"> <li>Izicwangciso Zokusetyenziswa kwephulo;</li> <li>Isicacngiso Sokubeka Iliso neSicwangciso Sokuvavanya; kunye</li> <li>Nemibiko ngeNkqubelaphambili kwiSebe LooRhulumente baseKhaya</li> </ul> </li> </ul>
Imiqathango yezabelo	<ul style="list-style-type: none"> <li>Isivumelwano seNtlawulo Eyenziweyo (TPA) iza kusayinwa phakathi kweSebe no-Masipala.</li> </ul>
Isizathu zokungaqaku isabelo solingano	Isibe looRhulumente baseKhaya lifumene isicelo esikhethekileyo koomasipal abachaphazelekayo ukuxhasa iinkqubo zokubalulalisa nokuphila emva komlilo, ukunciphisa umngcipheko nokucinezela imililo egqugqisa iPhonod.
Indlela yokusebenza edlulileyo	2017/18: R2.16 yezigidi; 2018/19: R20 yezigidi.
UUbomi obujongwe kwixesha elizayo	Ipuhlo liza kulaziya qho ngonyaka.
Izabelo zeMTEF	2019/20: R5. yezigidi.
Ishedyuli yokuhlawula	Intlawulo eyenziwe koomasipala ngokwesivumelwano esiphaakthi kweSebe noomasipala.
Uxanduva lwegosa elenza intlawulo kwiphondo	<ul style="list-style-type: none"> <li>Ukufakana imilomo noomasipala abangqameneyo.</li> <li>Ukudrafta nokuhambisa Isivumelwano Sokwenziwa Kwentlawulo (TPA) nokuqinisekisa ukuba oomasipala bayibuyisela iTPA kwiSebe</li> <li>Ukubeka iliso ngokusebenza le nkqubo: <ul style="list-style-type: none"> <li>Iinyanga ezintandanthu zenkcitho nemibiko yenkqubelaphambili..</li> </ul> </li> </ul>
Uxanduva lwegosa elenza intlawulo kwiphondo nelifumana intlawulo	<p><b>RUxanduva lwegosa elifumana intlawulo</b></p> <ul style="list-style-type: none"> <li>Kufuneka ooMasipala baqinisekise ukuba bayahlangabeana nezimeko zingentla.</li> <li>Ukungeniswa kwemibiko yzimali nengeyoyamali ngekota kwiintsuku ezi7 ekupheleni kwikota nganye kwigosa elenza intlawulo kwiPhondo.</li> <li>Umlawuli kamasipala usebenzisa imali yonyaka odlulileyo kunyaka omiyo imali engasebenzanga ayibuyisele emva ukuba kuyimfuneko.</li> </ul>
Inkqubo yokuphunyezwa novunywana kolwabiwomali kunyakamali ka2019/20	<ul style="list-style-type: none"> <li>Ayisebenzi, isabelo siba sinye.</li> </ul>

# ISIGABA C: UNXULUMANO NEZINYE IZICWANGCISO

Izibonelelo ngokwemeko

Azikho.

Unxibelelwano nezicwangciso zexesha elide kwiziseko zophuhliso nezicacgiso eziphambili

Alusebenzi.

Amasolotya Oluntu

Isebe alinawo amasolotya oluntu.

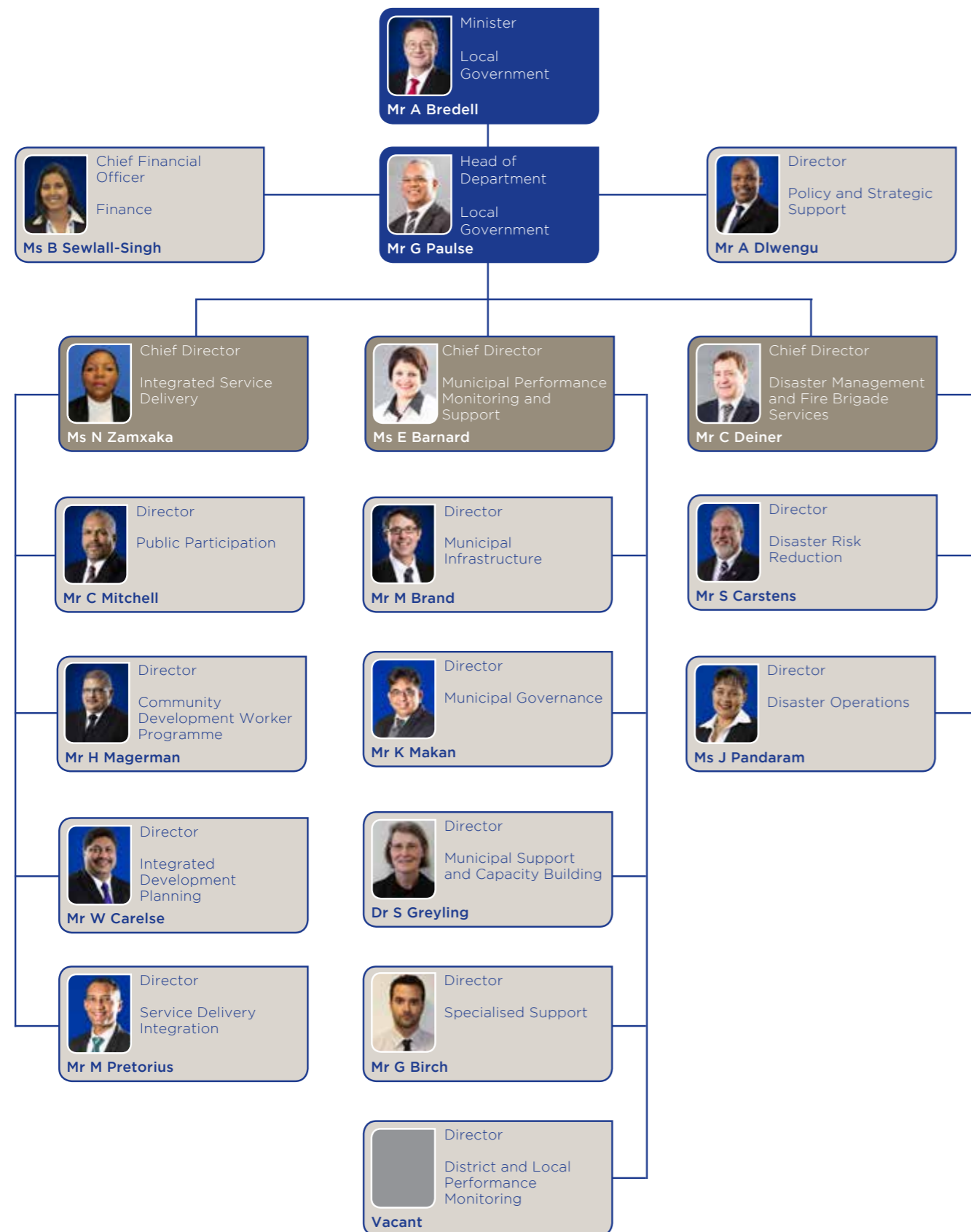
Ubambiswano Noluntu-Lwabucala

ISebe aingenanga kubambiswano lwabucala-noluntu.



**IZIHLOMELO**

## Isihlomelo A: Ubume Bombutho



## Isihlomelo B: Iimpawu Zecebo Eliyinjongo neZiphumo

Amaqoqo Olawulo	Iinjongo Ezilicebo	Iimpawu Eziyinjongo Elicebo	Iziphumo Zesicwangciso Esilicebo (2015-2020)
Inkqubo 1	Ukubambisana neenkqubo ukzue kuhlantatyezwane neemfuno zazo zokunikezela ngeenkono	Ukungeniswa kwemibiko elicebo	32
		Inani lemibiko yezemali ingenisiwe	69
Ualwulo kuMasipala neNkxaso Ekhethekileyo	Ukukhuthaza ualwulo olululo koomasipala	Ukomeleza amanyathelo okuthatha izigqibo	32
Ukuthatha inxaxheba Koluntu	Ukomelelza ukuthatha inxaxheba kuluntu ngokuqinisa unxibelelwano phakathi komasipala noluntu	Amnayethelo Okuphucula Ukuthatha Iinxaxheba koomasipala	26
		OoMasipala baxhaswa ngamanyathelo okubaxhobisa ngezakhono kwimiba yokusebenza ngokusini	13
Ukuphuhlisa izakhono	Ukunikzela inxaso namnayathelo okuxhobisa ngezakhono oomasipala	Kumiselwe iinkqubo ezinokusetyenziswa ukuxhasa nokomeleza oomasipala	21
Ukubeka iliso ngendlel ayokusebenza koomasipala, ukwenza umbiko nokuva-vanya	Ukubeka iliso nokuhlaziya indlela yokusebenza koomasipala	Amanyathelo okubeka iliso kwindlel ayokusebenza koomasipala	13
Ukunikezela ngeenkono okuqinisekisa intsebenziswano	Ukuxhasa ulawulo olubambiseneyo phakathi kwamanqanaba amathathu karhulumente	Ukuququzelela indlela ephucukileyo yokufikelela kwingxelo karhulumente, iinkono namathuba oqoqsho eluntwini	Uksuetyenziswa kwamaphulo ukuphucula indlela yokufikelela kwiinkono zikarhulumente
		Ukuxhasa ulawulo olubambiseneyo phakathi kwamanqanaba amathathu karhulumente	Ukuxhasa ulawulo olubambisanayo phakathi kwamanqanaba amathathu karhulumente
Inkqubo yokuphuhlisa umsebenzi kuluntu	Ukuququzelela ukuphucula indlela yokufikelela kwingxelo engeenkono zikarhulumente, namathuba oqoqsho eluntwini	Amaphulo okuphucula indlel ayokufikelela kwiingxelo engeenkono zikarhulumente	12
Iziseko zophuhliso kumasipala	Ukuxhasa oomasiapal abakwazi ukunikezela nokugcina uqoqsho kunye neziseko zophuhliso kuluntu	Amnayathelo axhasa amaphulo eziseko zophuhliso	4

Amaqoqo Olawulo	Iinjongo Ezilicebo	Impawu Eziyinjongo Elicebo	Iziphumo Zesicwangciso Esilicebo (2015-2020)
Ulawulo lweNt- klekele Neen- konzo Zokulwa nokucima imililo	Ukuququzelela ulawulo lwentlekele nokulungela ukulalamisa emva kwentlekele ngokubambaisana koorhulumente	Uuququzelela iinkqubo zokulungela uusebenza ngeentlekele ngendlela eyiyo, intsebenziswano yoorhulumente nokulalama emva kwentlekele	16
	Ukuququzelela ukunciphisa imingcipheko eboniswa ziipawu	Iinkqubo zokunciphisa imingcipheko enokuba khona	16
	Ukuphucula iinkonzo zokulwa nomlilo nokuwucima neenkonzo zokuhlangala	Iinkqubo zokuphuhlisa iinkonzo zokulwa nokucima umlilo nezohlangulo	20
Isicwangciso So- phuhliso nesihlan- ganisiweyo	Ukuphakamisa umgangatho wee-IDP ukuqinisekisa iinkonzo ezisebenza kakuhle	Iinkqubo zokuphucula umgangatho weeIDP	12
	Ukuqinisa isicwangciso esihlanganisa oorhulumente nohlwabiwomali ngokumiselw akwee-IDP njengesicwangciso esinye sokuququzelela ii-IPD kurhulumente	Iinkqubo ephucula iizcacngiso ze-IDP kubambiswano loorhulumente	3

## ISHLOMELO C: Iimpawu zobuchwephesha

### Inkqubo 1: Ulawulo

Injog elicebo 1: TUKubambisana neenkqubo ukuze zihlangabezane neemfuno zonikezelo lweenkonzo

#### Uphawu Oluyinjongo Elicebo

Itayitile eluphawu	1.1. Ukungeniswa kweNkqubo Ezilicebo
<b>Inkcazelo emfutshane</b>	Imibiko Elicebo kwiSebe elineenkukacha zezicwangciso zeSebe kwiminyaka emihlanu kunye neMTEF. Zonke izicacngiso zingageniswa ngexesha elichazwe yimiqathango engqameneyoneesetyhula.
<b>Injongo/ukubaluleka</b>	Ukwazisa abemi, umthetosiseklo kunye nabanye abathathinxaxheba ngezicwangciso zeSebe kunye neziphumo zeSebe kwiminyaka emihlanu.
<b>Umthombo/ukuqokelelwa kweenkukacha</b>	Kupapashwe iiNDP, MTSP, PSP, APPs, ARs, Imibiko Ngendlela Yokusebenza ngeKota nokuvavanywa kwezifundo apho kumele zenziwe khona
<b>Uhlobo lokubala</b>	Ukubalwa Kanye kwemibiko ekufuneka ivelisiwe.
<b>Imiqobo yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lweenkonzo Ezinikezelweyo nezingaNgqalanga, ezibika ngeenkonzo zonke ezinqhutywe liSebe kumasipala ngamnye.
<b>Indlela yokubala</b>	UKuphindaphindeka ax kuphela unyaka
<b>Umjikele wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusbenza enqwenelekayo</b>	ISebe liza kungenisa imibiko elicebo ngexesha njengok kuchaziwe yimiqathango engqameneyo neesetyhula. Indlela yokusebenza enqwenelekayo ilingane neziphumo zomsebenzi ezilindelekileyo.
<b>Uphawu loxanduva</b>	UMphathi: Umgaqonkqubo neNKxao Elicebo

## Iimpawu Zenkqubo kwiPhondo

<b>Itayitile eluphawu</b>	<b>1.1.1 Ukungeniswa kweSicwangciso Sendlala yokusebenza ngonyaka</b>
<b>Inkcazelo emfutshane</b>	Isicwangciso Esiyindlela yokusebenza kwiSebe ngeNyaka neenkukacha ngonyaka kwiMTEF. Isicwangciso kufuneka singeniswe ngexesha njengoko kuchaziw yimiqathango engqameneyo neesetyhula.
<b>Injongo/ukubaluleka</b>	Ukwazisa abemi, umthethosiseklo nabanye abathathinxaxheba ngezicwangciso zeSebe ezithe zaneziphumo kunyakamali othile kwisithuba seminyaka emihlanu.
<b>Umthombo/ukuqokelelwa kwenkcukacha</b>	Kupapashwe iiNDP, MTSP, PSP, APPs, ARs, Imibiko yendlela yokusebenza ngeKota, nezifundo zokuvavanya apho zifuneka khona.
<b>Ipotfoliyo yobungqina</b>	Umbiko wendlel ayokusebenza ngonyaka
<b>Indlela yokubala</b>	Ukubalw akanye kwenani lemibiko evelisiweyo.
<b>Imiqobo yeenkcukacha</b>	Ayikho
<b>Uhlobo lophawu</b>	Uphawu lweenkonz Ezinikezelweyo neZingangqalanga enika ingxelo ngeenkonzo zonke eiqhutywe kwiSebe likamasipala.
<b>Indlela yokubala</b>	Ongaphindaphindiyo ekupheleni konyaka
<b>Umjikele wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	ISebe liza kungenisa ithebule yeAPP ngenxesha njengoko kumiselwe yimiqathango engqameneyo neesetyhula. Indlela yokusebenza enqwenelekayo ilingane nendlela yokusebenza elindelekileyo
<b>Uphawu loxanduva</b>	UMphathi: Umgaqonkqubo neNkxaso Elicebo

<b>Uphawu Oluyitayitile</b>	<b>1.1.2 Ukungeniswa Kwemibiko Yendlela Yokusebenza ngekota</b>
<b>Inkcazelo emfutshane</b>	Imibiko Yendlel aYokusebenza kwiSebe ngekota (QPR) iz akungeniswa ngexesha njengoko kumiselwe kwimiqatahngo engqamene nayo neesetyhula kuMgcinimafa kwiPhondo nePDME yePhondo.
<b>Injongo/ukubaluleka</b>	Ukunikezela ngemibiko yenkqubelaphambili nezicacngiso zezinekelo zeSebe ngendlela yokusebenzisa kwesicwancgiso ngonyaka.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko Ngendlela yokusebenza ngekota engeniswe ziinkqubo ezininzi neenkqutyana
<b>Ipotfoliyo yobungqina</b>	Imibiko NgendlelaYokusebenza ngeKota (QPR)
<b>Indlela yokubala</b>	Ukubala Kanye inani lemibiko ekhutshiweyo.
<b>Imida yeenkcukacha</b>	Indlela yokusebenza engeyiyo ngekota ngokomsebenzi wolawulo ngalunye.
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkonzo Olungangqalanga olubika zionke iinkonzo eziqhutywe liSebe kumasipala ngamnye.
<b>Indlela yokubala</b>	Uphindaphindeko lo nyaka
<b>Umjikele wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	ISebe liza kunikezela ngemibiko yeekota ngexesha elimisiweyo nemiqathango engqamene nayo neesetyhula. Indlela yokusebenza enqwenelekayo ilingane neziphumo ezinqwenelekayo.
<b>Uphawu oluluxanduva</b>	UMPhathi: Umgaqonkqubo neCebo Eliyinkxaso



# IZIHLOMELO

<b>Uphawu oluyitay-itilee</b>	<b>1.1.3 Imibiko Yonyaka Engenisiweyo</b>
<b>Inkcazelo emfutshane</b>	Umbiko Wonyaka kwiSebe obonisa inkqublephambili ethe yacwaningwa kwiSebe eza kungeniswa ngexesha elililo njengoko kumiselwe kwimiqathango neesetyhula.
<b>Injongo/ukbaluleka</b>	Ukwazisa abemi, umthethosiskelo nabanye abathathinxaxheba kwiSeb abaphumelela kunyakamali othile.
<b>Umthombo/ukuqokelelw kweenkukacha</b>	Imibiko yonyaka ethe yapapashwa, iiQPR, AFS, Human Resource Data, umbiko weAG nemibiko yolawulo.
<b>Ipotfoliyo yeenkukacha</b>	Umbiko wonyaka
<b>Indlela yokubala</b>	Ukuqinisekiswa kokubakho kwezicwacngsio.
<b>Imida yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo Olungangqalanga, imibiko eliphawu lwesiSphumo ngeenkonzo zonke eziqhutywe liSebe kumasipala ngamnye.
<b>Indlela yokubala</b>	Engaphindaphindekiyo ngonyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Isebe liza kuthi theca Umbiko Wonyaka ngexesha elimisiweyo njengoko kumiselwe yimiqathango engamenen neesetyhula. Indlela neqwenelekayo yokusebenza ilingane nendlela elindelekileyo yokusebenza .
<b>Uphawu loxanduva</b>	UMpathi: Umgakonqubo neNkxaso Elicebo
<b>Uphawu lwetayitile</b>	<b>1.1.4 Inani lemibiko ngokuvavanywa kwefuthe ethe yaveliswa</b>
<b>Inkcazelo emfutshane</b>	Ukuvavanywa kwemibiko yamaphulo kwiSebe athe afnyaniswa kunyakamali othile
<b>Injongo/ukubaluleka</b>	Ukuvavanya ifuthe amaphulo amaSebe nokuqwalasela ifuthe leenkqubo. Ukwazisa izicwacngsio zonyaka ozayo.
<b>Umthombo/ukuqokelelwa kweenkukacha</b>	iQPR,imibiko yophando, imibiko yovavanyo
<b>Ipotfoliyo yobungqina</b>	Umbiko wovavanyo, iphepha lovavanyo
<b>Indlela yokubala</b>	Ukubala ngesandla nokukhutshwa kwemibiko
<b>Imida yeenkukacha</b>	Iziphumo zaphelala kumaphulo afunyaniswa kuvavanyo.
<b>Uhlobo lophawu</b>	Uphawu Lokunikezelwa Kweenkonzo Olungangqalanga, ukuqwalasela ifuthe leenkonzo ezizetyenzwe liSebe.
<b>Uhlobo lokubala</b>	Ukungaphindaphindeki konyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	ISebe liqwalsele ngokukoko lize libike ngeziphumo ezicwacngcisiweyo lifumanise imicelimngeni yokuphucula. Indlela yokusebenza enqwenelekayo ilinagne nesiphumo esilindelekileyo.
<b>Uphawu loxanduva</b>	Umphandi: Umgakonqubo neNkxaso Elicebo

## Uphawu Oluyinjongo Elicebo

<b>Uphawu oluyitay-itile</b>	<b>1.2. Inani lemibiko engenisiweyo</b>
<b>Inkcazelo emfutshane</b>	Imibiko yeSebe ngonyaka iz akungeniswa ngexesha elililo njengoko kuchaziwe yimiqathango ehambelanana nalo neesetyhula.
<b>Injongo/ukubaluleka</b>	Ukungqinelana nemiqathango yeNgxwmali yeLizwe neyePhondo nokujikezelisa inkcitho yohlahlolwabiwomali nokubeka iliso.
<b>Umthombo/ukuqokelelw akweenkukacha</b>	Imibiko yokubeka iliso enyakeni(IYM), izitethimenti zemali ngonyaka, izitthmenti zemali ngexeshana.
<b>Indlela yokubala</b>	Umyinge wamanani Ukubala kanye inani lemibiko ekhutshiweyo.
<b>Imida yeenkukacha</b>	Ayikho
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo Olungqalanga olucacisa ngemithombo yemali eseteynziwa liSee ukuncedisa oomaspala ukunikezela ngeenkonzo.
<b>Indlela yokubala</b>	Unyaka ophindaphindekayo ekupheleni
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	Ukungeniswa kweMibiko yeZimali ngexesha elililo njengeoko elimiselweyo yimiqathango neesetyhula. Indlela yokusebenza enqwenelekayo ilinagne nesiphumo esilindelekileyo
<b>Uphawu loxanduva</b>	Igosa ELiphezulu Lezimali

## Iimpawu zeNkqubo kwiPhondo

<b>Uphawu loxandubva</b>	<b>1.2.1 Imibiko yokubeka iliso enyakeni ingeniswe kwi PT</b>
<b>Inkcazelo emfutshane</b>	Imibiko yokubeka iliso engeniswe enyakeni ngexesha elimiselweyo njengoko kuchaziwe kwimiqathango egqameneyo neesetyhula.
<b>Injongo/Ukubaluleka</b>	Ukuvumelana nemiqathango yoMgcinimafa kuZwelonke, ngokuchithwa nokubekwa kweliso kulwabiwomali kwiSebe.
<b>Umthombo/iinkcukacaeziqokelelweyo</b>	Uhlahlolwabiwomali, inkcitho kunye nezicwangciso zokunikwa kwamaxabiso zemisebenzi ngokwenjongo zezicwangciso.
<b>Ipotfoliyoyobungqina</b>	Imibiko yeIYM
<b>Indlela yokubala</b>	Ukuba Kanye inani lemibiko ekhutshiweyo.
<b>Imida yeenkcukacha</b>	Ngokungabikho kwezicwangciso zokunika maxabiso, icebo leziniki maxabiso alisebenziseki lonk eixesha. Ukuba isistimi zokunika amaxabiso/okanye zokucwaninga amanani azisebenzi, kuba nzima ukufumana imibiko ngeenjongo zokuhlenganisa umbiko
<b>Uhlobo lophawu</b>	Uphawu lokunikezelwa kweenkonzo olungangqamanga olubala imithobo yokusebenza eseteynziwa liSebe ukunceda oomasipala ukunikezela ngeenkonzo.
<b>Uhlobo lokuabala</b>	Unyaka ophindaphindeayo
<b>Umjikelo wokubala</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	Ukungeniswa kweeIYM ezili-12 ezicacileyo kunyakamali lo umiyo. Indlela enqwenelekayo yokusebenza ilinga nesiphumo esilindelekileyo.
<b>Uphawu loxanduva</b>	Igosa eliphezulu lezemali

<b>Itayitile yophawu</b>	<b>1.2.2 Uhlahlolwabiwomali olubalwe kakuhle lwangqanyaniswa nescwangciso seAPP/nescicwangciso Esilicebo</b>
<b>Inkcazelo emfutshane</b>	Ungenisa uhlahlolwabiwomali lweMTEF olungqanyaniswa neAPP kwisebe
<b>injongo/ukubaluleka</b>	Ukunikezela ngohlahlolwabiwomali lweMTEF enika inkxaso yokunikezelw akwamaphulo ee-APP.
<b>umthombo/ukuqokelelwa kwenkcukacha</b>	Ii-APP, imali nezicwangciso zokunika amaxabiso asuka kumaqoqo olawulo
<b>Ipotfoliyo ebubungiqna</b>	Ivoti14
<b>Indlela yokubala</b>	Ukubala kanye inai lemibiko ekhutshiweyo.
<b>Imida yeenkcukacha</b>	Ukubalwa ngendlela eyiyo kwemali nezicwangciso zeziniki maxabiso ukusuka kulawulo lomsebenzi.
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzo Olungangqalanga, olubala imithombo yemali eseteynziweyo liSebe ukuncedisa oomasipala banikezel ngeenkonzo
<b>Uhobo lokubala</b>	Olungaphindaphindekayo ukuphela konyaka
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	Isebe lingenise ulawbiwomali olungqamene nezinekezele zeAPP. Indlela enqwenelekayo yokusebenza ilingane nesiphumo sendlel ayokusebenza
<b>Uphawu loxanduva</b>	Igosa eliphezulu kwezemali noMphathi: Umgaoqoqo neNkxaso Elicebo

<b>Itayitile eluphawu</b>	<b>1.2.3 Kungeniswe izitethimenti zemali ngonyaka</b>
<b>Inkcazelo emfutshane</b>	Ukungeniswa kwezitethimenti zonyaka njengokko zichaziwe kwimiqathango engqamneeyo neesetyhula.
<b>Injongo/ukubaluleka</b>	Ukungenisa iiAFS zeSebe ukubonisa indlel ayokuchitha nokuchaza ngenkcitho yemali zoluntu.
<b>Umthombo/nokuqokelelwa kwenkcukacha</b>	Imibiko yemali ngonyaka nengeyoyamali
<b>Ipotfoliyo yobungqina</b>	Izitethimenti zemali ngonyaka
<b>Indlela yokubala</b>	Ukubala kanye inani lemibiko ekhutshiweyo.
<b>Imida yeenkcukacha</b>	Isidima nokunyaniseka kweenkcukacha sithathwa ngokuba sinjalo kwaye ii-akhawunti ze AFS zikhutshelwa imibiko eyenziweyo qha.
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkonzo Olungangqalanaga olucacisa ngemithombo yemali kwiSebe encedisa umasipala kunikezelo lweenkonzo.
<b>Indlela yokubala</b>	Olungaphindaphindiyo ukuphela konyaka
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	ISebe lingenise izitethimenti zemali ezicacileyo ngonyaka. Indlela enqwenelekayo yokusebenza ilingane isiphumo esilindelekieloy
<b>Uphawu loxandava</b>	Igosa eliphezulu lezemali

<b>Uphawu lwetayitile</b>	<b>1.2.4 Ukungeniswa kweZitethimenti zexeshana</b>
<b>Inkcazelo emfutshane</b>	Ukungenisa Izitethimenti zeMali njengoko kuiselwe kwimiqathango engqamene neesetyhula.
<b>Injongo/iUkubaluleka</b>	Ukungenisa iiAFS kwiSebe ukubonisa inkcitho nenkcazelo ngokusetyenziswa kweemali zoluntu.
<b>Umtombo/ukuqokelwa kwenkcukacha</b>	Imibiko yemali nengeyoyamali
<b>Ipotfoliyo yobungqina</b>	Izitethimenti zethutyana zemali yonyaka
<b>Indlel ayokubala</b>	Ukubala Kanye inai lemibiko ekhutshiweyo.
<b>Imida yeenkcukacha</b>	Isidima nokunyaniseka kweenkcukacha kuthathwa ngokuba kunjalo nee-akhawunti zeAFS zemiba ebikiweyo
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela ngeenkonzo olungangqalanaga, olucacisa ukusetyenziswa kwezixhobo zokusebenza liSebeukunceda oomasipala banikezele ngeenkonzo.
<b>Uhlobo lokubala</b>	Ephindaphindekayo ukuphela konyaka
<b>Umjikele wokubika</b>	Ngekota
<b>Upahwu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelakyo</b>	ISebe lingenisa izitethimenti ezicacileyo zemali, zethuntyana. Indlela enqwenelekayo yokusebenza ilingana nesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	Igosa Eliphezulu lezemali

## Ulawulo Loorhulumente basekhaya

### Inkqutyana 2.1: Ulawulo lukaMasipala

#### 2.1.1. Ulawulo lukaMasipala neNkxaso Ekhethekileyo

Injongo elicebo: Ukukhuthaza ulawulo koomasipala

Uphawu lwenjongo elicebo

<b>Itayitile eluphawu</b>	<b>2.1 ukuqinisa iinkqubo zokuthatha izigqibo</b>
<b>Inkcazelo emfutshane</b>	Ukunikezela inkxaso kwiphondo ukuphuhlisa ukungqinelana ngokusemethethweni nokomelzwa komsebenzi wokongamela ukuphucula ukutahtha kwezigqibo ngoomasipala.
<b>Injongo/ukubaluleka</b>	Ukukhuthaza nokuphucula ukungqinelana ngokusemethethweni ukomeleza ukongamela oomasipala
<b>Umtombo/nokuqokelelwa kweenkcukacha</b>	Imithetho emdiala, umgqosisekon, umthethosiseklo kwiphondo nakuzwelonke, imithethwana, imithetho yamatyala”
<b>Ipotfoliyo yobungqina</b>	Ukubala Kanye inai leenkqubo ezisetyenzisiweyo.
<b>Indlela yokubala</b>	Akuho mida yeenkcukacha
<b>Imida yeenkcukacha</b>	Uphawu Lonikezelo Lweenkonzo Olungangqamananga kwinqanaba lesiphumo
<b>Uhlobo lophawu</b>	Ephindaphindeka ngonyaka
<b>Indlela yokubala</b>	Ngonyaka
<b>Umjikele wokubika</b>	Alukho
<b>Uphawu olutsha</b>	Ukuphuculwa kokongamela ukuthatwa kwezigqibo ngoomasipal anamabahunga koomasipala. Indlela enqwenelekayo ilinagan aokanye yedlula isiphumo sendlel ayokusebnza
<b>Indlela enqwenelakayo ilingana okanye yedlula isiphumo sendlela yokusebenza</b>	UMphathi: UlawuloLooMasipala

## Iimpawu zenkqubo yephondo

<b>Itayitile eluphawu</b>	<b>2.1.1 Inani loomasipala abaxhaswa ngophuhliso lomthethosisekelo</b>
<b>Inkcazelo emfutshane</b>	OoMasipala baxhaswa ngophuhliso, uhlaziyo nokulungiswa kwemithethwana, iidrafti zemigangatho yemithethwana, imigaqonkqubo, nokunikezela ngemisebenzi.
<b>Injongo/ukubalulekae</b>	Injongo kukuqinisekisa ukuba oomasipala abasebenza kwisiseko somthetho woomasipala esikwazi ukumelana neemfuno neempendulo zorhulumente basekhaya. Inkxaso kuphuhliso, uhlaziyo nokulungiswa kwemithethwana, imigangatho eyidrafti yemithethwana, imigaqonkqubo, kunye okanye neesistim zokuthula imisebenzi, nokuqinisekisa ukuzaliseka kwezindululo zomgaqosiseko.
<b>Umthombo/nokuqokelelwa kweenkcukacha</b>	Umgaqosiseko, umthethosisekelo kuzwelonke nephondo, imithethwana, imithetho yamatyala, ukusebenzisana noomasipala.
<b>Ipotfoliyo yobungqina</b>	Izicelo, imiba yengxoxo, imizuzu, iirejista zokuba khona, impendulo yoomasipala
<b>Indlela yokubala</b>	Ukubala ngesandla inani lamanyathelo asetyenziweyo.
<b>Imida yeenkcukacha</b>	Akujho mida yankcukacha
<b>Uhlobo lophawu</b>	Uphawu Lokunikezelwa kweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Indlela yokubala</b>	Uphindaphindeko enyakeni
<b>Umjikelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indle ayokusebenza enqwenelekayo</b>	Imithethwana kamasipala ehambisana noMgaqosiseko, ilungiselela ukuba oomasipala absebenzise imithethwana kwimindandla abasebenza kuyo, imitho eyimpemulo kwiimfuno zomasipala. Isitim ezingqinelana nemisebenzi thunywe abantu. Indle ayokusebenza enqwenelekayo kufuneka ilingane okanye idlule isiphumo esilindelekielyo.
<b>Uphawu loxanduva</b>	UMphathi: Ualwulolukamasipala

<b>Itayitile eluphawu</b>	<b>2.1.2 Inkxaso esemthethweni enikwe ooMasipala ukomelelza ulawulo koomasipala</b>
<b>Inkcazelo emfutshane</b>	Ukubamba Iqela Elisebenza Lowisomthetho noMgaqosiseko.
<b>Injongo/ukubalulekae</b>	Ukuxhasa ukungqinelana ngokusemthethweni nokuba sisikhokelo koomasipala.
<b>Umthombo/nokuqokelelwa kweenkcukacha</b>	Umthethosisekelo, umthetho wetyala, iingcali koorhulumente basekhaya, uphando ngeekheyisi ezakha zehla
<b>Ipotfoliyo yobungqina</b>	Imiba yengxoxo, unikezelo ngeentetho, irejista yokubakho
<b>Indlela yokubala</b>	Ukubala yonke inkxaso esemthethweni enikwe oomasipala njengenye yeenkqubo ezingamanyathelo kamasipala/ kunye neQela Elisebenza Ngomsebenzi Womthethosisekelo.
<b>Imida yeenkcukacha</b>	Akuho mida
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Unyaka ophindaphindekeyo ekupheleni konyaka
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indle ayokusebenza enqwenelekayo</b>	Ukuphuculwa kokungqamana koomasipala. Indlela yokusebenza enqwenelekayo elingana okanye idlule indlela yokusebenza ngesiphumo esilindelekielyo.
<b>Uphawu loxanduva</b>	UMphathi: UlawuloLukamasipala

<b>Uphawu lwetayitile</b>	<b>2.1.3 Ikomiti Yee-Akhawunti zoluntu eyongamela ooMasipala (MPACs)</b>
<b>Inkcazelo emfutshane</b>	Ukuvavanya iinkqubo zeMPAC nokusetyenziswa nokowenziwa kwemisebenzi yayo okanye nokusebenzisana nabahlalingaphambili beMPACs ukuqwalasela indlela ezisebenza ngayo iiMPAC.
<b>Injongo/ukubaluleka</b>	Ukuphucula indlela yokongamela oomasipala
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	Umbiko wovavanyo, imiba yengxoxo, kunye/okanye nemizuzu yeentlanganiso.
<b>Indlela yokubala</b>	Ukubala ngesandla inani leeMPAC ezivavanyiweyo njengoko zichazwe kwingcaciso enfutshane
<b>Imida yeenkcukacha</b>	Ukufikelela kwimiqulu neentlanganiso
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo Olungangqalanga nenqanaba lesiphumo
<b>Uhlobo lokubala</b>	Unyaka ophindaphindekeyo ekupheleni konyaka
<b>Umjikelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Indlela yokusebenza kweMPAC nokuvavanywa kweemfuno zeMPAC. Indlela yokusebenza enqwenelekayo ilingana okanye idlule indlela yokusebenza esiphumo.
<b>Uphawu loxanduva</b>	UMPhathi: Ualwulo loomasipala

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<b>Uphawu lwetayitile</b>	<b>2.1.4 Inani looamsipala elixhaswe ngamanyathelo ukubalungiselela basebenzise uL-awulo nokucacisa</b>
<b>Inkcazelo emfutshane</b>	Ukuqhuba ucweyo nokukwazisa koomasipala mayela namanyathelo: ukulwa norh-waphilizo, MPAC, iinkqubo zomthethosisekile ekufuneni nasekuqesheni abalawuli abaphezulu, imiqathango yokusebenza, iisistim zokunikwa imisebenzi, iindima noxanduva, imigaqonkqubo, kwaye/kunye nendlela yokuziphatha kooceba.
<b>Injongo/ukubaluleka</b>	Ukomeleza ibhunga elijongene nomsebenzi wokongamela koomasipala kunye nolawulo oluphezulu.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Umthethosisekelo, imithetho yamatyala, iisetyhla neemobono ngokomthetho
<b>Ipotfoliyo yobungqina</b>	Imiba yengxoxo, irejista yokuba khona kunye nokwenza intetha
<b>Indlela yokubala</b>	Ukubala ngesandla inani loomasipala
<b>Imida yeenkcukacha</b>	Ayikho
<b>Uhlobolophawu</b>	Uphawu Lonikezelo Lweenkonzo Olungangqalanga nenqanaba lesiphumo
<b>Indlela yokubala</b>	Unyaka ophindaphindekayo ekupheleni konyaka
<b>Umbiko womjikelo</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza</b>	Kuqinise indlela yokusebenza kokongamela nolawulo. Indlela yokusebenza enqwenelekayo ilingana indlela okanye idlule indlela yokusebenza esisiphumo .
<b>Uxanduva lophawu</b>	UMPhathi: Ulawulo loomasipala

<b>Uphawu lwetayitile</b>	<b>2.1.5 Uvavanyo Lokuqeshwa Kwabahathi Abaphezulu ngokwemiqathango yomthetho</b>
<b>Inkcazelo emfutshane</b>	Ukuvavanywa kwenkqubo yokuqesha kunye nesiphumo sabalawuli boomasipala nabalawuli aabanoxanduva lokulawula nabanika ingxelo kubalawuli boomasipala, njengoko kucacisiwe kuMEC Woorhulumente baseKhaya.
<b>Injongo/ukubaluleka kweenkcukacha Ipotfoliyo yobungqina Uhlobo lophawu</b>	Ukuqinisekisa aukuba ingqesho ihambelana noMthetho kaMasipala weeSistim nemiqathango esebenzayo.
<b>Umthombo/ukuqokelelwa</b>	Kungeniswe umbiko obhaliweyo ngumasipala kuMEC woRhulumente baseKhaya mayela nenkqubo yokuqeshwa nesiphumo.
<b>Ipotfoliyo yobungqina</b>	Ileta esayinwe nguMEC woRhulumente baseKhaya.
<b>Indlela yokubala</b>	Uphindaphindeko lonyaka ekupheleni
<b>Imida yeenkcukacha</b>	Umgangatho wokugqitywa kwengxelo kaceba kumasiapla nexhomekeke kwizithuba ezivelayo kumasipala.
<b>Uhlobo lophawu</b>	Uphawo lokunikezela ngeenkonzo ezingangqalanga
<b>Uhlobo lokubala</b>	Ukuphindaphindeka konyaka ekupheleni (isiphumo esinyanzeliswa yimfuneko)
<b>Umjikelo wombiko</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Kulandelwe inkqubo eyiyo Indlela yokusebenza enqwenelekayo ilingana okanye idlule indlela yokusebenza esisiphumo.
<b>Uphawu loxanduva</b>	UMphathi: Ulawulo LooMasipala

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<b>Uphawu lwetayitile</b>	<b>2.1.6 Ukunika iingxelo nokwazisa Ngeendlela Zokuziphatha kuMasipala</b>
<b>Inkcazelo emfutshane</b>	OoMasipala baxhaswe ngokwaziswa iindlela zokuziphatha ezongezelweyo kumasipala, njengoko kuyimfuneko ngokwemiba yeSoloty le15 kuMthetho weeSistim zikaMasipala.
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukub aoomasipala bayangqinelana neSoloty 15 loMthetho WeeSistim ukuqinisekisa ukuseteynziwa kwemithethwana.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Igazethi yePhondo, iinkcukacha zekhabhinethi
<b>Ipotfoliyo yobungqina</b>	Iindlela Ezongezelweyo Ngokuziphatha kuMasipala
<b>Indlela yokubala</b>	Ukubala inai loomasipala ngesandla ngokwwekhoowudi ezongezelweyo
<b>Imida yeenkcukacha</b>	Ukungapapashwa kwemithethwana yoomasipala ngokweemfuno zomthethosisekelo.
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzo ezingangqalanga kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Olungaphindaphindekiyo ngonyaka ekupheleni (isiphumo esinyanzeliswa yimfuneko)
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Lukhona
<b>Indlela yokusebenza enqwenelekayo</b>	Kualindelwe inkqubo efanelekielyo. Indlel aenqwenelekayo yokusebenza ilingana okanye idlule isiphumo sendlela yokusebenza
<b>Uphawu loxanduva</b>	UMphathi: Ualwulo kuMasipala
<b>Uphawu lwetayitile</b>	<b>2.1.7 Ukuvavavanya amatyala angokuziphatha emsebenzini ukuqinisekisa ukungqinelana nomthethosisekelo</b>
<b>Inkcazelo emfutshane</b>	Ukujongana nezibheni ezisuka kooceba bakaasipala nokucela ukumiswa nokususwa kooceba
<b>Injongo/ukubaluleka</b>	Uxanduva lwesizwe
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukushicilelwa kwesigqibo sikaceba kumasipala
<b>Ipotfoliyo yobungqina</b>	Imbalelwano kunye/okanye isingeniso
<b>Indlela yokubala</b>	Ukubala ngesandla inani leekhowudi ezithe ziqhutywe ngokuvavanya amatyala.
<b>Imida yeenkcukacha</b>	Umgangatho nokugqitywa kwengxelo yeBhunga likaMasipala. Ngaphaya koko, ixhomekeke kooceba abazithatha imiba yokufaka isibheni kooMasipala ukucela ukususwa okanye ukumiswa kukaCeba.
<b>Uhlobo lophawu</b>	Uphawulo lokunikezela ngenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ophindaphindekayo ekupheleni (isiphumo siqhutywa ziimfuno)
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Izigqibo ezisemthethweni (ngokwenkqubo nangendlela eyiyo). Indlela yokusebenza enqwenelekayo ilingana okanye idlule kwisiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Ualwulo lukaMasipala

<b>Uphawu lwetayitile</b>	<b>2.1.8 Ukuhlomla kwidrafti yomthethosisekelo kazwelonke okanye kweyephondo, idrafti yemigaqonkqubo kuzwelonke okanye kwiphondo kunye/okanye imithethwana kamasipala</b>
<b>Inkcazelo emfutshane</b>	Ukuhlomla kwidrafti yomthethosisekelo kuzwelonke okanye kwiphondo, kwidrafti yomigaqonkqubo kuzwelonke okanye kwiphondo, elinefuthe koorhulumente basekhaya kunye/ okanye idraft yomthethwana kamasipala.
<b>Injongo/ukubaluleka</b>	Iimfuneko zomthetho
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Idrafti yomthethosisekelo kuzwelonke okanye kwiphondo, idraft yemigaqonkqubo kuzwelonke okanye kwiphondo, kunye/okanye nedrafti yemithethwana
<b>Ipotfoliyo yobungqina</b>	Amazwi okuhlomla angenisiweyo nasayinelweyo
<b>Indlela yokubala</b>	Ukubala ngesandla inani labo bahlomleyo elingenisiweyo
<b>Imida yeenkcukacha</b>	Ukungahlomli koomasipala kulindeleke ukuba bahlomle xa beceliwe. Ukungaziswa komthethosisekelo kuzwelonke nakwiphondo, idrafti yomigaqonkqubo kuzwelonke nakwiphondo, kunye/okanye nedrafti zemithethwana
<b>Uhlobo lophawu</b>	UPhawu lokunikezela ngeenkonzo olungangqalanaga
<b>Uhlobo lokubala</b>	Ongaphindaphindekiyo ukuphela konyaka(onyanzeliswa sisiphumo]
<b>Umjikelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Lukhona
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuqinisekisa umthethosisekelo nomgaqosiseko idraftiwe kuzwelonke nakwiphondo kwaye inefuthe kurhulumente wasekhaya, aludali mivuka ingacingelwanga okanye ivuse izinyanzeliso ezingenzekiyo koomasipala. Qinisekisa ukuba imithethwana ihambelana noMgaqosiseko, nemithetho kazwelonke neyephondo. Indlela yokusebenza enqwenelekayo ilingane okanye idlule isiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi:Ualwulo lukaMasipala

<b>Uphawu lwetayitile</b>	<b>Amnagenelelo Angekho mthethweni</b> <b>2.1.9 Ubiko ngenkxaso enikiweyo mayela novavanyo oluthe lwaqhutywa ngokwemiba yokuBeka Iliso eNstthona Koloni noMthetho Oxhasa ooMasiapal kunye noPhando.</b>
<b>Inkcazelo emfutshane</b>	Ukwenza umbiko ngenkxaso enikwa izikhalazo emva kovavanyo ngezikhalazo ezifakwa koomasipala ngokwesoloty le05 loMthetho weeSistimi zikaMasipala kuny/okanye neSoloty le-5 kuMthetho Wookubeka Iliso kooMasiplaa eNtshona Koloni oxhasa ngemiba yophando oluthe lwaqhutywa ngokwemiba yeSoloty le106 kuMthetho eeeSistim zikaMasipala okanye iSoloty le154 loMgaqosiseko.
<b>Injongo/ukubaluleka</b>	Ukuvavanya ngendlela eyiyo nangokusemthethweni izikhalazo ezingqamene noomasipala ukuze izikhalazo zisombululeke ngendlela eyiyo nefanelekileyo ukuqinisekisa ukuba umbiko uyabhalwa. Ukuqinisekisa ukuba upahndo oluqhutyweyo ngokweSootya le106 kuMthethoesistim zikaMasipala okanye iSoloty le154 kuMagqonkqubo ziyasebnza ngokusemthethweni ukuqinisekisa ukuba umbiko udiyaniyiwe.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko kamasipala, imibiko esuka kwizikhalazo
<b>Ipotfoliyo yobungqina</b>	Umbiko oyondelelanisiweyo nobungqina obuxhasayo
<b>Indlela yokubala</b>	Owona mbiko uyondelelanisiweyo uza kubalwa; nangona kunjalo, lo mbiko uza kukhatshwa yimiqulu ehambelana nawo nexhasayo
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawulo lokunikezela ngenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ukuphinaphindeka konyaka ekupheleni
<b>Umjikelelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Kulandelwe inkqubo efanelekileyo (ngokwenkqubo nangokufanelekileyo). Indlela yokusebenza enqwenelekayo ilingane okanye idlule isiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Inkxaso Ekhethekileyo

<b>Uphawu lwetayitile</b>	<b>2.1.10 Umbiko wenkxaso ekhethekileyo enikwe ngemiba yolawulo eyipmendulo kwiimfuno zomasipala</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala abanemiba yengxaki yolawulo
<b>Injongo/ukubaluleka</b>	Ukuxhasa, ukuqhubeka nokungenelela kulawulo loomasipala kwiimeko apho kukho isityholo sokwaphulwa kolawulo
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko kamasipala, imibiko esuka kwizikhalazo
<b>Ipotfoliyo yobungqina</b>	Umbiko oyondelelanisiweyo nobungqina obuxhasayo
<b>Indlela yokubala</b>	Owona Mbiko Uyondelelanisiweyo uza kubalwa; nangona kunjalo, lo mbiko uza kukhatshwa yimiqulu exhasayo nengqinelelana nawo
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawulo lokunikezela ngenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ukuphinaphindeka konyaka esiphelweni
<b>Umjikelelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Kulandelwe inkqubo efanelekileyo (ngokwenkqubo nangokufanelekileyo). Indlela enqwenelekayo yokusebenza ilingane nesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Inkxaso Ekhethekileyo

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Uphawu lwetayitile	<b>Uphando</b> 2.1.11 Umbiko ngenkxaso enikezwe ngokwezikhalazo ezifunyenwe zihambelana nezityholo zorhwaphilizo, ukulawula kakubi, ubuqhophololo kunye/okanye ukungakwazi ukufikelela kwimithetho ezizinyanzeliso kwinqanaba loomasi-pala.
Inkcazelo emfutshane	Ukwenz aumbiko ngenkxaso enikwe ngenxa yezikhalazo kunye/okanye imibuzo eqhut-ywe ngokwezityholo zorhwaphilizo, ukulawula kakubi, ubuqhophololo kunye/okanye nokungakwazi ukuhambelana nezinyanzeliso zomthetho wezwe kwinqanaba likamasi-pala.
Injongo/ukubaluleka	Ukuqinisekisa aukuba urhwaphilizo, ukulawula kakubi, ubuqhophololo kunye/okanye ukungahambisani nezinyanzeliso zomthetho kuyalugiswa ngokupheleleyo kusetyenziswa isiseko somthetho kwaye umbiko ngoko ke uhlanganisiwe.
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko kamasipala, imibiko evela ngenxa yezikhalazo
Ipotfoliyo yobungqina	Umbiko oyendeleleneyo nenkxaso ebubungqina
Indlela yokubala	Owona mbiko Uyondelelanisiweyo uza kubalwa; ingakumbi, lo mbiko uza kukhutshwa yimiqulu ohambelana nawo.
Imida yeenkcukacha	Akukho mida
Uhlobo lophawu	Uphawu lokunikezela ngeenkonzo olungangqalanaga kwinqanaba lesiphumo
Uhlobo lokubala	Ukuphindaphindeka konyaka
Umjikelo wokubika	Ngekota
Uphawu olutsha	Alukho
Indlela yokusebenza enqwenelekayo	Kulandelwe inkqubo eyiyo nefanelekileyo (ngokwenkqubo nangendlela eyiyo). Indlela enqwenelekayo yokusebenza ilingana nesiphumo esiyindlela yokusebenza.
Uphawu loxanduva	Umphathi: Inkxaso ekhethekileyo

Uphawu lwetayitile	<b>Ungenelelo olusemthethweni</b> 2.1.12 Ubiko ngenkxaso enikezelweyo mayela namangenelelo asemthethweni kwiphondo acacisiweyo okanye afunekayo ngokweSoloty le139 kuMgaqosiseko
Inkcazelo emfutshane	Ukubika ngendlela yokulungisa nokusebenza ngamangenelo okulungisa asemthethweni koomasipala abakwiphondo aathathwa ngoomasipala mayela nesiseko esisebenzayo somthetho.
Injongo/ukubaluleka	Ukuqinisekisa ukuba managenelo asemthethweni kwiphondo ayasetyenziswa ngokwemiba yesoloty le139 kuMgaqosiseko aququzelelwa ngendlela eyiyo, asebenza ngendlela efanelekileyo nesemthethweni ngoko ke umbiko uyahlanganiswa.
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko kamasipala, imibiko esuka kwizikhalazo
Ipotfoliyo yobungqina	Umbiko oyondelelanisiweyo nobungqina oxhasayo
Indlela yokubala	Owona Mbiko Uyondelelanisiweyo uza kubalwa; nangona, lo mbiko uza kukhutshwa yimiqulu exhasayo.
Imida yeenkcukacha	Akukho mida
Uhlobo lophawu	Uphawu lokunikezela ngeenkonzo olungangqalanga kwinqanaba lesiphumo
Uhlobo lokubala	Ukungaphindaphindeki konyaka
Umjikelo wokubika	Ngonyaka
Uphawu olutsha	Alukho
Indlela yokusebenza enqwenelekayo	Kulandewe inkqubo efanelekileyo (ngokwenkqubo nendlela eyiyo). Indlela enqwenelekayo yokusebenza ilingana nesiphumo sendlela yokusebenza.
Uphawu loxanduva	Umphathi: Inkxaso ekhethekileyo



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## Impawu ezimiselwe lisoloty

<b>Uphawu lwetayitile</b>	<b>SPI:1 Inani ;oomasipala abaxhaswa ukzue bangqinelane neMiqathango yeMSA ngokuqeshwa kwabalawuli abaphezulu(Isiphumo 9, Umphumela 4) (B2B intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Landelela oomasiapla aabathe bancedwa ngokuzalisa izithuba neenkqubo zokukhettha baantu abasebenza kwizikhundla zolawulo oluphezulu ngokwemiba yeMqathango ka2014 ngokusebenzisa izixhobo ezichaziweyo
<b>Injongo/ukubaluleka</b>	<ul style="list-style-type: none"> <li>Ukukhutshwa kwesetyhula/isaziso/izikhokoelo ikhutshelwa oomasipala abohlukeneyo lunikezel angeenkukacha zamanyathelo athathiweyo ekuzaliseni ezo zithuba zolawulo oluphezulu; kwaye/kunye</li> <li>Ukuphuhlisa umbiko wokusebenzisana noomasipala ngokungqinelana neMiqathango ka2014 ngokuqesha babalawuli abaphezulu; kunye/okanye</li> <li>Ukunceda ngokuxhasa oomasipala ngeentlanganiso namacweyo atolika nasebenzisa Imiqathango ka2014; kunye/okanye</li> <li>Nokungenelela apho oomasipala bengasebenzi ngokungqamene nomthetho Ungenelelo luyahluka ukusuka kwiphondo ukuya kwelinye.</li> </ul>
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukukhuthaza ukuqeshwa kwabalawuli abaphezulu abafanelekielyo nabawaziyo umsebenzi abawuqeshelweyo koomasipala.
<b>Ipotfoliyo yobungqina</b>	Imibiko kamasipala yokungqamana nemithetho
<b>Indlela yokubala</b>	Imibiko yeSebe esayiniweyo inika iinkcukacha ngoomasipala ngohlobo lwenkxaso enikeziweyo, kunye nemiqulu engqinelana nayo ukuba apho iintlanganiso zazibanjwe khona/okaye kuqhutywe amacweyo.
<b>Imida yeenkcukacha</b>	Ukubala ngesandla inani loomasipala elithe laxhaswa.
<b>Uhlobo lophawu</b>	Ukungangeniswa kwemibiko ngoomasipala
<b>Uhlobo lokubala</b>	Uphawu lokunikezela ngeenkonzolo olungangqalanga kwinqanaba leSiphumo
<b>Umjikelelo wokubika</b>	Ophindaphindekayo
<b>Uhlobo lokubala</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala abaqesha amagosa olawulo oluphezulu bahambelana nemiqathango ngokweemfuneko zokuwazi umsebenzi ekwimiqathango yeMSA. Indlela enqwenelekayo yokusebenza ilingane nesiphumo esilindelekileyo.
<b>Uphawu loxanduva</b>	UMphathi: Ualwulo looMasipala

<b>Uphawu lwetayitile</b>	<b>SPI:2 Inani loomasipala ababekwa iliso kwindlela abawasebenzisa ngayo amanyathelo okulwa-ubuqhophololo asetyenziswayo (Isiphumo 9, umphumela 4) (B2B Intsika 3)</b>
<b>Inkcazelo emfutshane</b>	Ukubeka iliso rhoqo nokubika ngendlela oomasipala aabasebenzisa ngayo amanyathelo okulwa nobuqhophololo nendlela abazama ngayo ukukhuthaza ulawulo olululo noluncomekayo. Amnyathelo okulwa nobuqhophololo asebenzisana nemigaqonkqubo okanye amacebo (ukuchasana nobuqhophololo, ukuvuthela impempe,uphando), obume (iikomiti)kunye nokuba nolwazi/uqeqesho.
<b>Injongo/ukubaluleka</b>	Ukubeka iliso okuhambelana nokusebenzisana nokuvavanya apho amanyathelo achasene nobuqhophololo okanye imigaqonkqubo isebenzayo; kunye/okanye Ukulandelela rhoqo, imiba ebikiweyo kumasipala, nokuba kusasetyenzwa ngazo na.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukuqinisekisa uququzelelo lwemisetenzana echasene nobuqhophololo ejongene nokunyothula urhwaphilizo nobuqhophololo.
<b>Ipotfoliyo yobungqina</b>	Imibiko yoomasipala kunye/okanye iindlela ngeenkukacha oomasipala abathi bathathe amanyathelo ngayo ukusebenzisa amanyathelo okulwa nobuqhophololo.
<b>Indlela yokubala</b>	Wasayinwa umbiko wesebe obonisa indlela oomasipala abasebenzisana nabangqinelana ngayo nokusetyenziswa kwmanyathelo achasene-nobuqhophololo, aquka izindululo zokuvala izikhewu.
<b>Imida yeenkcukacha</b>	Ukubala ngesandla oomasipala ababekwa iliso.
<b>Uhlobo lophawu</b>	Ukunagsebenzi kakuhle kweqela elichasene nelilwisana nobuqhophololo, esenkuchaphazela ii-arhente zokulwa nobuqhophololo ekuqwalaseni amatyala obuqhophololo namatyala angqamene nabo(ubuqhophololo) koomasipala.
<b>Uhlobo lokubala</b>	Uphawu lonikezelo lweenkonzo olungangqalanga
<b>Umjikelelo wokubika</b>	Oluphindaphindeakyo
<b>Uhlobo lokubala</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala banciphise ubuqhophololo norhwaphilizo. Indlela enqwenelekayo yokusebenza ilingane nesiphumo esilindelekileyo
<b>Uphawu loxanduva</b>	Umphathi: Ualwulo lukamasipala

## Inkqutya: 2.1.2 Ukuthathwa kwenxaxheba luluntu

**Inogno elicebo:** Ukomeleza ukuthathwa kwenxaxheba luluntu ngokusebenzisa unxibelelwano phakathi koomasipala noluntu

### Uphawu lwenjongo elicebo

<b>Uphawu lwetayitile</b>	<b>2.2 (a) linkqubo zokuphucula ukuthathwa kwenxaxheba luluntu koomasipala</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala ekomelezeni iinkqubo zokuthathwa kwenxaxheba luluntu
<b>Injongo/ukubaluleka</b>	Ukuqinisa ukuthathwa kwenxaxheba ngentando yabantu kwinqanaba ikamasipala.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	Umyinge ngokwamanani: ukubala ngesandla zonke iinkqubo zenkxaso ezisetyenzisiweyo
<b>Indlela yokubala</b>	Ukungabi nankxaso kulawulo lomasipala.
<b>Imida yeenkukacha</b>	Uphawu lokunikezelwa kweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Uhlobo lophawu</b>	Upkophindaphindeka konyaka ekupheleni
<b>Uhlobo lokubala</b>	Ngonyaka
<b>Umjikelo wokubika</b>	Alukho
<b>Uhlobo lokubala</b>	Ukubala ngesandla iani lamacweyo ukufikelela kubemi
<b>Uphawu olutsha</b>	Umphathi: Ukuthathwa kwenxaxheba luluntu
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphuculwa kokuthathwa kwenxaxheba ngabantu koomasipala. Indlela yokusebenza enqwenelekayo ilingane okanye idlule isiphumo esilindelekileyo
<b>Uphawu loxanduva</b>	UMphathi: Ukuthathwa kwenxaxheba luluntu

## Iinkqubo ngempawu zokusebenza

<b>Uphawu lwetayitile</b>	<b>2.2.1 Ukuxhasa amanaythelo aphucula ukusebenza kwekomiti yewadi</b>
<b>Inkcazelo emfutshane</b>	Ukuxhaswa kwekomiti yewadi ngeenkqubo ezahlukeneyo zokuxhobisa ngezakhono ukuqinisekisa ukusebenza kakuhle kweekomiti zewadi: La maphulo alandelayo aza kusetyenzisiwa: <ul style="list-style-type: none"> <li>• Uqeqesho nokuxhobisa ngezakhono</li> <li>• Ukuhlaziya Izicwangciso Zendlela yokusebenza kwekomiti yewadi</li> <li>• Uphuhliso lomgaqonkqubo nokuhlaziywa</li> <li>• Ukuphuhlisa Kweetshata Zeenkonzobathengi.</li> </ul>
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba iikomiti zewadi zingqamene neemfuno zabemi kwaye zisebenza kakuhle.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zewadi kamasipala
<b>Ipotfoliyo yobungqina</b>	Uqeqesho nokuxhobisa ngezakhono <ul style="list-style-type: none"> <li>• Izimemo, imiba yengxoxo, irejista yabantu abakhoyo, umbiko wengxelo, maphephambzo ekota</li> </ul> <p>Ukuphuhlisa kwetshata yeenkonzo zabathengi</p> <ul style="list-style-type: none"> <li>• Itshata zeenkonzobathengi nombiko wengxelo, apho zisebenza khona (imizuzu, imiba yengxoxo, unikezelo ngeentethas njlnjl)</li> </ul> <p>Ukuhlaziya Izicwangciso Zokusebenza kwekomiti yewadi nophuhliso lomgaqonkqubo</p> <ul style="list-style-type: none"> <li>• Iizicwangciso zokusebenza kwekomiti yewadi/Imigaqonkqubo yekomiti yewadi/Imigaqonkqubo Yokuthathwa kwenxaxheba luluntu,</li> <li>• Imbalelwano, ithempleyithi yophuhliso, unikezelo lweentetho, izimemo, imiba yengxoxo, imizuzu, iirejista zokuba khona</li> </ul>
<b>Indlela yokubala</b>	Ukubala ngesandla zonke iinkqubo zokuxhasa ezisetyenzisiweyo.
<b>Imida yeenkukacha</b>	Ukungabikho kwezakhono nenkxaso yolawulo koomasipala.
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzobathengi olungangqalanga kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Uphindaphindeka ekupheleni konyaka
<b>Umjikelo wokubika</b>	Ngekota
<b>Uhlobo lokubala</b>	Ukubala ngesandla inani leenkqubo zokuxhasa
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuxhotyiswa ngezakhono nangokusebenza kweekomiti zomasipala. Indlela enqwenelekayo yokusebenza ilungana okanye idlule isiphumo esilindelekileyo
<b>Uphawu loxanduva</b>	UMphathi: Ukuthathwa kwenxaxheba luluntu

# IZIHLOMELO

Uphawu lwetayitile	2.2.2 Imibiko yendlela yokusebenza kwekomiti yewadi
Inkcazelo emfutshane	Ukubeka iliso kwindlela yokusebenza kwekomiti zewadi.
Injongo/ukubaluleka	Ukubeka iliso kwindlela yokusebenza kwekomiti yewadi koomasipala.
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko ngokusebenza
Ipotfoliyo yobungqina	Imibiko yeIPS/RMT
Indlela yokubala	Ukubala ngesandla yonke imibiko ebaliweyo eYimibiko eyondelelanisiweyo
Imida yeenkcukacha	Ukungzbi nazzkhono nankxaso yolawulo koomasipala
Uhlobo lophawu	Uphawu lokunikezelwa ngeenkonzo okungangqalanga kwinqanaba lesiphumo
Uhlobo lokubala	Ukuphindaphindeka konyaka ekupheleni
Umjikelo wokubika	Ngekota
Uhlobo lokubala	Alukho
Uphawu olutsha	Ukuvavanya ukusebenza kakuhle kwekomiti zewadi. Indlela enqwenelekayo yokusebenza ilinagna nesiphumo esilindelekileyo.
Indlela yokusebenza enqwenelekayo	UMphathi: Ukutathwa kwenxaxheba luluntu
Uphawu loxanduva	Umphathi; Ukuthathwa kwenxaxheba luluntu

Uphawu lwetayitile	2.2.3 Oomasipala baxhaswa ngeenkqubo zokunxibelelana
Inkcazelo emfutshane	Ukuxhasa iinkqubo zokunxibelelana nokuxhasa ukuthathwa kwenxaxheba luluntu nokuqinisa unxibelelwano kulawulo lokuthathwa kwenxaxheba luluntu
Injongo/ukubaluleka	Ukuqinisekisa ukuba uluntu luyaziswa ngemiba echapahzela oomasipala balo
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko ngamaphulo, oomasipala namasoloty esebe.
Ipotfoliyo yobungqina	Kuphuhlise eya mathiriyeli ngoomasipala,ii-imeyile, imiba yengxoxo, I rejista yokuba kho, umbiko osisihwankathelo esifutshane, nombiko ovalayo
Indlela yokubala	Ukubala ngesandla koomasipala bonke abathi baxhaswa
Imida yeenkcukacha	Akukho mida
Uhlobo lophawu	Uphawu lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
Uhlobo lokubala	Uphindaphindeko lonyaka ekupheleni
Umjikelo wokubika	Ngekota
Uhlobo lokubala	UMphathi: Isekela-Mphathi kunxibelelwano
Uphawu olutsha	Alukho Indlela zokungena kunxibelelwano olululo koomasipala. Indlela yokusebenza enqwenelekayo ilingana oknaye idlula isiphumo esilindelekileyo
Indlela yokusebenza enqwenelekayo	Amagosa kamasipala aqeqeshwe akwazi ukulungisa nokuphendula kwingxaki zoluntu
Uphawu loxanduva	Isekel Mphathi: Unxibelelwano

Uphawu lwetayitile	2.2.4 Unxibelelwano olukhethekileyo noqeqesho olunikwe ooMasipala
Inkcazelo emfutshane	Ukuphucula iimathiriyeli okuqeqesha ukuxhasa oomasipala kunxibelelwano ukuze baqinise iziphumo koomasipala
Injongo/ukubaluleka	Ukuqinisa indlela yokusebenza encomekayo nefanelkeileyo koomasipala
Umthombo/ukuqokelelwa kweenkcukacha	Iimanyuwali zokuqeqesha, iirejista zamacweyo neenkcukacha zokunxibelelana noma siapala
Ipotfoliyo yobungqina	Ukuphuhlisa kweemathiriyeli zokuqeqesha oomasipala,ii-imeyile, imiba yengxoxo, irejista zokuba khona, umbiko oshwankathelweyo wamfutshane, umbiko ovalayo
Indlela yokubala	Ukubala ngesandla inani loenkqubo zoqeqesho ezisetyenzisiweyo .
Imida yeenkcukacha	Akukho mida
Uhlobo lophawu	Uphawu Lokunikezela ngeenkonzo Olungangqalanga kwinqanaba lesiphumo
Uhlobo lokubala	Uphindaphindeko ngonyaka
Umjikelo wokubika	Kabini ngonyaka
Uhlobo lokubala	Alukho
Uphawu olutsha	Ukuqinisekisa ukuba oomasipala baphucula ubudlelwano obusebenzayo noluntu. Indlela ekunqweneleka ukusebenza ngayo ilinagne okanye idlule isiphumo esilindelekileyo.
Indlela yokusebenza enqwenelekayo	Isekela Mphathi: kuNxibelelwano
Uphawu loxanduva	Umphathi Ukuthathwa Kwenxaxheba Luluntu

<b>Uphawu lwetayitile</b>	<b>2.2.5. Amanyathelo axhasa ukuphucula intsebenziswano nabemi</b>
<b>Inkcazelo emfutshane</b>	<p>Uphawu luza kujolisa lugxile ekuphuculeni abemi basebenzisane norhulumenthe bakhe ibhlorho yonxibelelwano ebahlanganisa norhulumenthe apho uluntu luziva lungakhatahlehlanga kwaye lungahoywanga kwiindawo zasezisolophini nasemaphandleni.</p> <p><b>Imimandla emine engundoqo yokuqwalsela kuakamasipala eza kukhathwa kumaphulo angezantsi</b></p> <ul style="list-style-type: none"> <li>• Ukunceda ngokuphuhlisa nokubeka iliso koomasipala ngokweenkonzo zabo neetshata</li> <li>• Ukunceda amalungu eKomiti yeWadi/ ooCeba kwiWadi baxhobise uluntu nabemi ngeenkqubo ezithile- iintlanganiso zoluntu zokuphucula indlela yokuthatha uxanduva nangokucacisa ngeentlanganiso zoluntu ezibanjiweyo</li> <li>• Ukuqinisekisa ukuba ukusebenza kwelDP Representative Forum ingakumbi kwimimandla emi5 ebekwe phambili kulawulo lwezithili</li> <li>• Ukubeka iliso ekusebenziseni iIDP</li> <li>• Ukuqinisekisa ukuba zonke iiThusong Service Centres zisebenzisa okungenani inkqubo yokufundisa uluntu enye ngonyaka</li> <li>• Ukuxhasa iThusong Service Centres ukusebenzisana iinkqubo zokufikelel aebantwini</li> <li>• Ukusebenzisa i Thusong Extension- Hosting Information Sessions (ukubamba uthethwano neengxoxompikiswano noluntu) nagmathuba karhulumente - ukudala amathuba omsebenzi kwimiamndla apho kungekho maziko eThusong Service Centres</li> </ul>
<b>Injongo/ukubaluleka</b>	UMzantsi Afrika usajongene nemingeni ezintlu zintathu xa kuthethwa ngendla nobuhlwempu, ukungalinagni nokuswela ingqesho (intetho yeSizwe, 2014). Kukho ngokok e imfuneko yokuphuhlisa abemi basebenzisane norhulumente nokuba imiba yentsebenziswao iqinisekisa ukuphuculwa konxibelelwano, ukufikelela kwingxelo neenkonzo zikarhulumentes
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	linkonzo zetshata (apho kufanleke khona), Abalalwuli be IDP kaMasipala (IFora enikezela ngentetho ngelDP), imbiko yokuvavanywa kweIDP, imibiko yeThusong Service Centres (ukufikelela ebantwini kuamsiaplala nemfundo yoluntu), imibiko yeCDW, umbiko weThusong Outreach, iifom zenkcukacha apho zifuneka khona.
<b>Ipotfoliyo yobungqina</b>	Itshata zeenkonzo, iirejista zokubakhona kwiFora Zokunikezela ngeelDP, imibiko eshwankathelweyo, imibiko YamaZiko Eenkonzo eThusong, Imibiko Yokufikelela ebantwini kweThusong apho isebenza khona.
<b>Indlela yokubala</b>	Ukubala ngesandla inani lamanyathelo enkxaso asetyenzisiweyo
<b>Imida yeenkcukacha</b>	Ukufikelela emiqulwini
<b>Uhlobo lophawu</b>	Unikezelo lwenkonzo olungangqalanga
<b>Uhlobo lokubala</b>	Uphindaphindeko ngonyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uhlobo lokubala</b>	Ewe lukhona
<b>Uphawu olutsha</b>	Ukuphuculwa konxibelelwano nokusebenzisana koorhulumente nabantu. Indlela enqwenelakayo yokusebenza ilingane okanye idlule isiphumo esilindelekileyo
<b>Indlela yokusebenza enqwenelekayo</b>	Amaqoqo Olawulo: PP, SDI, CDW & IDP
<b>Uphawu loxanduva</b>	

<b>Uphawu lwetayitile</b>	<b>2.2 (b) Oomasipala abaxhaswe ngeenkqubo zokubeka embindini isini</b>
<b>Inkcazelo emfutshane</b>	OoMasipala abaxhaswayo ukunika ifuthe eliseebnzayo kuLingano Ngokwesini.
<b>Injongo/ukubaluleka</b>	Ukusebenza ngokungqamama neSiseko Somgaqonkqubo Wesini kuZwelonke kooRhulumenthe baseKhaya kunye neSiphumo 3 Sophuhliso Lweenjongo zeMillennium , okkt. Ulingano ngokwesini nokuxhotyiswa kwabafazi.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko nemigaqonkqubo yesini (amanyathelo azizicwangciso)
<b>Ipotfoliyo yobungqina</b>	Ukubala ngesandla oomasipala bathe baxhaswa.
<b>Indlela yokubala</b>	Ukungakwazi ukuphuhlisa mnokuthatha kusetyenziswe imigaqonkqubo yesini ngoomasipala.
<b>Imida yeenkcukacha</b>	Uphawu Lokunikezela kweenkonzo Olungangqalanga
<b>Uhlobo lophawu</b>	Uphindaphindeko lonyaka ekupheleni
<b>Uhlobo lokubala</b>	Ngekota
<b>Umjikelelo wokubika</b>	Alukho
<b>Uhlobo lokubala</b>	Ukubekwa kwesini mebindini zenziwe ummiselo ngoomasipala. Indlela ayokusebenza enqwenelakayo ilingane okanye idlule isiphumo esilindelekileyo.
<b>Uphawu olutsha</b>	UMPhathi: Ukuthathwa akwenxaxheba luluntu
<b>Indlela yokusebenza enqwenelekayo</b>	Indlela zokungena kunxibelelwano olululo noomasipala
<b>Uphawu loxanduva</b>	Indlela enqwenelakayo yokusebenza ilingane okanye idlule isiphumo esinqwenelekayo koomasipala Amagosa kamasipala aqeqeshwe akwazi ukuphendula iingxaki zoluntu

### Iimpawu Zenkqubo yendlela yokusebenza

<b>Uphawu lwetayitile</b>	<b>2.2.6 OoMasiapla abaxhaswe ngamanyathelo okuxhobisa ngokubeka mebindini isini</b>
<b>Inkcazelo emfutshane</b>	OoMasipala abaxhaswe ukumisela Ulingano kwiSini.
<b>Injongo/ukubaluleka</b>	Ukungqinelana neSiseko Somgaqonkqubo osebenzisa ngesini kuZwelonke nooRhulumenthe baseKhaya kunye neSiphumo 3 Seenjongo Zokuphuhlisa kweMillennium ,okkt. Ukulingana ngesini nokuxhotyiswa kwabafazi.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko nemigaqonkqubo yesini (amanyathelo azizicwangciso)
<b>Ipotfoliyo yobungqina</b>	Iileta eziya koomasipala, imiba yengxoxo, imizuzuz, iirejista zokuba khona, ukujinga uluhlu, umbiko oshwankathelweyo( apho isebenza khona)
<b>Indlela yokubala</b>	Ukubala ngesandla oomasipala abathe baxhaswa
<b>Imida yeenkcukacha</b>	Ukungakwazi koomasipala ukuphuhlisa nokuthatha imigaqonkqubo yesini
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Uphindaphindeko lonyaka ekupheleni
<b>Umjikelelo wokubika</b>	Ngekota
<b>Uhlobo lokubala</b>	Alukho
<b>Uphawu olutsha</b>	Iinkqubo zokuqwalsela isini zenziwe zaba sembindini koomasipala. Indlela yokusebenza enqwenelekayo idlule indlela yokusebenza enqwenelekayo
<b>Indlela yokusebenza enqwenelekayo</b>	Amagosa kamasipala aqeqeshwe akwazi ukulungisa nokuphendula kwingxaki zoluntu
<b>Uphawu loxanduva</b>	UMPhathi: Ukuthathwa kwenxaxheba luluntu

## Impawu zesoloty ezimiselweyo

<b>Uphawu lwetayitile</b>	<b>SPI:3 Inani loasmiapala abaxhaswe ngokugcina indlela yokusebenza kwiikomite zewadi Isiphumo 9, Umphumela 2) (B2B intsika 1)</b>
<b>Inkcazelo emfutshane</b>	<p>Ukuxhasa oomasipala bagcine indlela yokusebenza kweekomiti zewadi ezihambelana nemiqatahngo esisiseko kuzwelonke:</p> <ul style="list-style-type: none"> <li>Inani leentlanganiso zabalawuli bekomiti yewadi ezithe zabanjwa nepesenteji yamaungu athe abakhona.</li> <li>Inani leentlanganiso zoluntu ezithe zaququzelelwa yikomiti yewadi nganye nepesenteji yabantu abathe bakhona ezintlanganisweni zoluntu kwiwadi.</li> <li>Ukulungiswa nokuthiwa thaca kwemibiko yewadi nezicwangciso zooceba ukujingana neemfuno nemiba etshisa ibunzi kwiwadi, uukunika ingxelo nokuhloma ngendlela asebenza ngayo amahlelo awohlukeneyo ebhunga/neenkonzo ezisebenzayo kunye nefuthe laso kwiwadi.</li> <li>Inani lemikhankaso engena umzi nomzi ukzue kuthethwe nabantu namaqooqwana aquka iikomite zesitrato</li> </ul>
<b>Injongo/ukubaluleka</b>	<ul style="list-style-type: none"> <li>Ukuvavavnya ukusebenza kakuhle kwesixhobo;</li> <li>Ukubamba iintlanganiso zenyanga nangekota;</li> <li>Ukunikezela ngethempleyithi eluphawu lokusebenza;</li> <li>Ukunikezela oomasipala ngethempleyithi eyenziweyo enezicwangciso zendlela yokusebenza koomasipala;</li> <li>Ukubeka iliso kwizicwangciso zokusebenza kwewadi; no</li> <li>Kuqhuba amacweyo.</li> </ul>
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukuqinisa ukusebenza kakuhle kweekomiti yewadi ukukhuthaza ukutahtwaha kwenxaxheba luluntu.
<b>Ipotfoliyo yobungqina</b>	Umbiko ngemeko yokusebenza kweekomiti yewadi
<b>Indlela yokubala</b>	Umbiko oyondelelanisiweyo ngokuxhasa oomasipala, umbiko wobume beengxaki zoluntu, iingxaki zoluntu ezibhalwe kwirejista, imizuzu yeentlanganiso zoluntu kunye/okanye amacweyo, iirejista zokubakho, imicimbi yengxoxo elungiselelwe iintlanganiso zoluntu
<b>Imida yeenkukacha</b>	Ukubala ngesandla inani loasipala abaxhasiweyo
<b>Uhlobo lophawu</b>	Ukungabikho kokugcinwa kwengxelo emayela nokuqukwa kwesini okanye ingxelo engagqibelelanga enikezelwe ngoomasipala.
<b>Uhlobo lokubala</b>	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Umjikele wokubika</b>	Oluphindaphindekayo
<b>Uhlobo lokubala</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasiplaa bagcine iikomite zewadi zisebenza ukukhuthaza indlela yedemokrasi eyenza wonke ubani atahteh inxaxheba kwinqanaba loorhulumente basekhaya. Indlela yokusebenza enqwenelekayo idlule indlela yokusebenza enqwenelekayo.
<b>Uphawu loxanduva</b>	UMphathi: Ukuthathwa Kwenxaxheba Luluntu

<b>Uphawu lwetayitile</b>	<b>SPI:4 Inani loomasipala elixhaswe ngokunika impenduo kwiingxaki zoluntu (Isiphumo 9, Uphumela 2) (B2B intsika 1)</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala ukuphuhlisa uvimba weenkukacha ngezikhhalazo neengxaki zoluntu ngokuthethana noluntu ngamacweyo ukunceda oomasipala basebenzisane ngokungqinelana nemigaqonkqubo yolawulo.
<b>Injongo/ukubaluleka</b>	<p>Ukuvavanya kuhlalutywe izikhhalazo koomasipala neenkqubo zokulawula izikhhalazo, ukunikezela ngemibiko enganginelani neendlela zokwenza izinto nemigangatho efumanisa ngezikhhalazo ezibhalisiweyo kweirejista nakwimibiko yenkqubelaphambili, indlela ezasonjululwa ngayo nexesha lokujika ngokuthi kulunge izinto kuze kunikezelwe imibiko ngendlela esonjululwe ngayo ingxaki leyo.</p> <p>Nceda uqaphele ukuba bonke oomasipala banesistim elawula izikhhalazo zabo eWC ngoko ke abo basasokolayo ukumisela nokusebenzisa iisistim sabo ngendlela eyiyo</p>
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukuqinisekisa unxibelelwano oluntlantlumbini phakathi koomasipala noluntu ngeengxaki zokunikezelwa kweenkonzo. Isistim elumkisa kwangethuba ngokulungisa imiba efuna ukulungiswa kuselithuba.
<b>Ipotfoliyo yobungqina</b>	Uvimba onnenkcukacha zengxaki zoluntu
<b>Indlela yokubala</b>	Umbiko oyondelelanisiweyo ngenkxaso enikwe oomasipala, ngobume bombiko weengxaki, ukurejista iingxaki zoluntu, imizuzu yeentlanganiso kunye/okanye amacweyo, iirejista zokubakhona, imiba yengxoxo kwintlanganiso zoluntu.
<b>Imida yeenkukacha</b>	Ukubala ngesandla inani loomasipala elithe laxhaswa
<b>Uhlobo lophawu</b>	Ukufumaneka kwesistim ezisebenzayo kwiingxaki zoluntu. Isistim isenokuba yeseebnza ngombane okanye ngesandla.
<b>Uhlobo lokubala</b>	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Umjikele wokubika</b>	Oluphindaphindekayo ekupheleni konyaka
<b>Uhlobo lokubala</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala bakwazi ukulungisa nokuphendula kwingxaki zoluntu. Indlela yokusebenza enqwenelekayo ilingana okanye idlule indlela yokusebenza enqwenelekayo .
<b>Uphawu loxanduva</b>	Isekela Mphathi: Kunxibelelwano

## Inkqutyana 2.1.3: Ukuphuhlisa kwezakhono

Injong yecebo: Ukunikezela ngenkxaso neNkqubo nokuxhotyiswa ngezakhono koomasipala

### Uphawu Oluyinjongo yecebo

Uphawu lwetayitile	2.3 linkqubo ezisetyenzisiweyo ukuxhasa nokuxhobisa oomasipala ngezakhono
Inkcazelo emfutshane	Ukuxhasa oomasipala ngeNkqubo zokuxhobisa ngezakhono, ngokusetyenziswa koMthetho Wexabiso leZindlu kuMasipala, inkxaso yelCT kumasipala, neenkqubo zoqeqesho kumasipala
Injongo/ukubaluleka	Ukuqinisekisa uphuhliso lwezakhono koomasipala ukuphuhlisa unikezelo lweenkonzo.
Umthombo/ukuqokelelwa kweenkcukacha	TIME, iBack to Basics, izicelo zomasipala, izicwangciso zamaphulo
Ipotfoliyo yobungqina	Ukubala ngesandla iinkqubo zenkxaso ezisetyenzisiweyo
Indlela yokubala	Akukho mida
Imida yeenkukacha	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
Uhlobo lophawu	Oluphindaphindekayo nolungaphindaphindekayo ekupheleni konyaka
Uhlobo lokubala	Ngonyaka
Umjikelo wokubika	Alukho
Uhlobo lokubala	Ukuphuculwa kwezakhono koomasipala. Indlela yokusebenza enqwenelekayo ilinga okanye idlule indlela yokusebenza enqwenelekayo.
Uphawu olutsha	UMphathi: Inkxaso Yoomasipala nokuxhotyiswa ngezakhono
Indlela yokusebenza enqwenelekayo	Amagosa akwazi ukufikelela kumathuba oqeqesho. Amagosa oomasipala akhuthaze indlela yedemokrasi eyenza wonke ubani athathe inxaxheba kwinqanaba loorhulumente basekhaya
Uphawu loxanduva	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo

## Iimpawu zendlela Yokusebenza kwenkqubo

Uphawu lwetayitile	2.3.1 linkqubo zokuphuhlisa izakhono ezisetyenziswe ngoomasipala (ziyaqhubeka)
Inkcazelo emfutshane	Uphuhliso lokusetyenziswa kwenkqubo yokuxhobisa ngezakhono ku2019/20 ezibizwa B2B.
Injongo/ukubaluleka	Ukuqinisekisa ukuphuhlisa izakhono koomasipala ukuze kuphuculwe unikezelo lweenkonzo.
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko yeBack to Basics, TIME, iinkcukacha zikamasipala
Ipotfoliyo yobungqina	Isinikezelo ngentetho, imiba yengxoxo, irejista yokubakhona, isikhokelelo sekhosi, imibiko
Indlela yokubala	Ukubala ngesandla iinkqubo ezisetyenzisweyo zokuphuhlisa nokuqeqesha
Imida yeenkukacha	Akukho mida
Uhlobo lophawu	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
Indlela yokubala	Unyaka ophindaphindekayo ekupheleni
Umjikelowokubika	Ngonyaka
Uphawu olutsha	Alukho
Indlela yokusebenza enqwenelekayo	Ukuphuculwa kwezakhono koomasipalaa nokunikezelwa kweenkonzo. Indlela yokusebenza iingana okanye eydlula insiphumo sendlela yokusebenza.
Uxanduva lophawu	Umphathi: Inkxaso kamasipala nokuxhobisa ngezakhono

Uphawu lwetayitile	2.3.2 iinkqubo zoqeqesho nophuhliso ezisetyiziswe ngumasipala
<b>Inkcazelo emfutshane</b>	Inkqubo yoqeqesho lwamagosa kamasipala <ul style="list-style-type: none"> <li>• Uqeqesho lwabafunda emsebenzini</li> <li>• Uqeqesho lwamagosa kamasipala</li> <li>• Uqeqesho looceba</li> </ul>
<b>Injongo/ukubaluleka</b>	Ukuxhobisa izakhono koomasipala ngeenkqubo zokuqeqesha
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	iTIME, iBack to Basics, izicwangciso zephulo
<b>Ipotfoliyo yobungqina</b>	Isetyhula, i-imeyile, uluhlu olufutshaniweyo, imiba yengxoxo, irejista yokubakhona, isikhokelelo sekhosi, imibiko
<b>Indlela yokubala</b>	Ukubala ngesandla iinkqubo ezisetyeznisweyo zokuphuhlisa nokuqeqesha
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Indlela yokubala</b>	Uphindaphindeko lonyaka ekupheleni
<b>Umjikelowokubika</b>	Kabini ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Amagosa akwazi ukufikelela kumathuba oqeqesho. Indlela enqwenelekayo yokusebenza ilingane okanye idlule isiphumo sendlela yokusebenza.
<b>Uxanduva lophawu</b>	Umphathi: Inkxaso kaMasipala nokuXhobisa ngeZakhono

Uphawu lwetayitile	2.3.3 Iinkqubo ezixhasa oomasipala ngokuqinisa iICT
<b>Inkcazelo emfutshane</b>	Ukusetyenziswa kweenkqubo ukomeleza ukusebenza kweICT nokungqamana noomasipala: <ul style="list-style-type: none"> <li>• Ukukhululwa kweSicelo Sokusebenza naBemi (koomasipala abali12) Kunikezelwe Inkxaso yeICT ephangalalisiweyo ukuxhasa oomasipala( IForam YabaLawuli beICT)</li> <li>• Isiseko Solawulo Lweenkcukacha kooMasipala</li> </ul>
<b>Injongo/ukubaluleka</b>	Injongo yeenkqubo yokuxhasa oomasipala ngamanyathelo ajoilise ekuqiniseni ukukhula kweICT koomasipala.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	<ul style="list-style-type: none"> <li>• Iisistim yokubeka Iliso nokuvavanya eNtshona Koloni</li> <li>• Ulawulo Oluhlanganisa Ubuchwephesha kooMasipala</li> <li>• Imibiko Ephangaleleyo yoMchwaneingamanani</li> <li>• Iinkcukacha ezihlanganisiweyo kwabanye abathathinxaxheba kwinkalo yeICT kuamasipala</li> </ul>
<b>Ipotfoliyo yobungqina</b>	<p><b>Isicelo sokusebenza nabemi ngokubambisana (oomasipala abali-12)</b></p> <ul style="list-style-type: none"> <li>• Imiba yesinikezelo</li> <li>• Isicwangciso sephulo</li> <li>• Ubiko ovaliweyo</li> </ul> <p><b>Inkxaso ephangalalisiweyo yeICT enikwe oomasipala</b></p> <ul style="list-style-type: none"> <li>• Isimemo</li> <li>• Imiba yengxoxo</li> <li>• Imizuzu</li> <li>• irejista yokuba khona</li> </ul> <p><b>Isiseko Solawulo lweenkcukacha kuMasipala</b></p> <ul style="list-style-type: none"> <li>• Imiba yezinikezelo</li> <li>• Iphulo elisisicwangciso/isiphakamiso</li> <li>• Isiseko sikaMasipala Solawulo esigqityiweyo</li> </ul>
<b>Indlela yokubala</b>	Ukubala ngesandla iinkqubo ezisetyenziweyo
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo ngeenkqubo Olungangqalanga kwinqanaba lesiphumo
<b>Indlela yokubala</b>	Ephindaphindekayo ngonyaka ekupheleni
<b>Umjikelowokubika</b>	Kabini ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Iisistim ezisebenza nzima nezingqamene neICT koomasipala. Indlela enqwenelekayo yokusebenza ilingana okanye idlule isiphumo esilindelekileyo.
<b>Uxanduva lophawu</b>	Umphathi: Inkxaso kaMasipal nokuxhobisa ngezakhono

# IZIHLOMELO

## Iimpawu Ezimiselwe Iisoloty

<b>Uphawu lwetayitile</b>	<b>SPI:5 Inani lamangenanelo okuxhobisa ngezakhono aqhutywe ngoomasipala (Isiphumo 9, Umpuhmela 3) (B2B intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Ukuphuhlisa nokusetyenziswa kwenkqubo yokuxhobisa ngezakhono ku2019/20 eyaziwa ngeB2B.
<b>Uhlobo lwenkxaso</b>	Ukuqinisekisa ukuphuhlisa kwezakhono koomasipala ukzue kuphuculwe unikezelo lweenkonzo.
<b>Injongo/ ukubaluleka</b>	Ukuphuhlisa nokusebenzisa inkqubo yokuxhobisa ngezakhono ku2019/20 ebiwaz iB2B.
<b>Umthombo/ ukuqokelelwa kweenkcukacha</b>	Ukuphuhlisa nokusetyenziswa kwenkqubo yokuxhobisa ngezakhono ku2019/20
<b>Ipotfoliyo yobungqina</b>	Isinikezelo seB2B, imiba yengxoxo, irejista yokuba khona, imizuzu
<b>Indlela yokubala</b>	Ukubala ngesandla inani loomasipala abaxhotyiswe ngezakhono.
<b>Imida yeenkcukacha</b>	Ukungangeniswa kwengxelo esuka koomasipala
<b>Uhlobo lophawu</b>	Uphawu lonikezelo lweenkonzo olungangqalanga
<b>Indlela yokubala</b>	Uphindaphindeko konyaka ekupheleni
<b>Umjikelowokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphuhcuka ukuxhotyiswa koomasiapla ngezakhono nokunikezela ngeenkonzo. Indlel aenqwenelekayo yokusebenza ilingana okanye idlula kwisiphumo esilindelekileyo.
<b>Uxanduva lophawu</b>	Umphathi: Ukuxhasa oomasipala ngokuxhotyiswa ngezakhono

<b>Uphawu lwetayitile</b>	<b>SPI:6 Inani loomasipal elikhokelelwe ekungqamaneni neMPRA (Isiphumo 9: Umpuhmela 4) (B2B intsika 4)</b>
<b>Inkcazelo emfutshane</b>	Khokelela oomasipala ekuphuculeni indlela oomasipala abangqamenen nagnyo noMthetho Wentlawulelo Yeenkonzo Zezindlu kooMasipala (MPRA).
<b>Uhlobo lwenkxaso</b>	Vavanya imigaqonkqubo yomyinge yoomasipala, imithethwana, umyonge neimnye imiba ehambelanayo. Cebisa oomasipala ngokungqamana nemiqathango nemithetho ekhutshiweyo emayela neMPRA. Yenz aizindululo zokulungisa oomasipala abangahambelaniyo nemithetho emisiweyo kumanyathelo okulungisa. Ukuququzelela ukumiselwa kwendlela eyiyo yokusebenza nokuhlaziywa kwebhodi zezibheni.
<b>Injongo/ukubaluleka</b>	Ukungqinelana neMPRA ukuqinisekisa ukuba masipala ngamnye ubeka ixabiso nomyinge wexabiso ezindlwini ngendlela efanayo nangendlela eyamaeklekileyo necacileyo ngendlela yokufakana imilomo.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imigqonkqubo yeentlawulelo zenkonzo, imithethwana, iingeniso, uhlaziyo ngokwexabiso/ukongezelela ukusetyenziswa kwemali ngumasipal kunyaka olandelayo.
<b>Ipotfoliyo yobungqina</b>	Ubume bombiko oyondelelanisiweyo ngendlela oomasipala abangqinelana ngayo kwi-ishedyuli zentsebenziswano neMPRA.  Inkxaso yeWC iza kuqwalasela kule miba: <b>Iqela Ekujoliswe kulo leMPRA</b> Imiba yengxoxo, izimemo, izinikezelo, iirejista zokuba khona  <b>Idesika Yoncedo iMPRA</b> Imibiko/iileta/ii-imeyile/izingeniso apho zisebenza khona
<b>Indlela yokubala</b>	Ukubala ngesandla inani loomasipala abaxhaswa ngamaqela ojolise kwiMPRA kunye nedesika enika uncedo eyaziwa njengeMPRA
<b>Imida yeenkcukacha</b>	Ingxelo engeyiyo enikezelwa ngoomasipala, ukungangeniswa ingxelo ethembekileyo/imibiko yoomasipala.
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzo okungangqalanga kwinqanab lesiphumo
<b>Indlela yokubala</b>	Olungaphindaphindekiyo
<b>Umjikelowokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala basebenzisane neMPRA ukuze banikezele ngokufana kwizwelonke, ukusebnziseka lula kunye nokuqinisekisa kwanokuthathel aingqalelo ukungalingani owenziwa yimbali yangaphambili neyenza umthwalo omkhulu kumahlwempu. Indlela yokusebenza enqwenelekayo ilingana okanye idlule isiphumo sendlela yokusebenza
<b>Uxanduva lophawu</b>	MPhathi: Inkxaso yoomasipala nokuxhotyiswa ngezakhono



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<b>Uphawu lwetayitile</b>	<b>SPI:7 Umbiko wokusetyenziswa kwamanyathelo eBack-to-Basics ngoomasipala (Isiphumo 9, Umphumela 4) (B2B Intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Ukuququzelela ukuzinikela kwabathathinxaxheba bebonke, inkxaso yamangenelo kumanyathelo eBack to Basics kunye nemibiko ngoko ke.
<b>Injongo/ukubaluleka</b>	Ukuphucula ukusetyenziswa kwenkqubo iBack-to-Basics ngoomasipala.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko ngenkqubelaphambili yeB2B esuka koomasipala, amasebe esolotya nabanye abathathinxaxheba abangoondoqo.
<b>Ipotfoliyo yobungqina</b>	Imibiko yeSebe esayiniweyo ebonisa indlel aoomasipala abawasebenzisa ngayo amanyathelo eB2B. Kwimibiko/iinowuthsi zengcaciso yeWC ezibonisa indlela oomasipala abawasebenzisa ngayo amanyathelo eB2B.
<b>Indlela yokubala</b>	Ukubala ngesandla imibiko elungisiweyo yaze yangeniswa.
<b>Imida yeenkcukacha</b>	Ukungabinaxesha libambekayo ekufumaneni umbiko nokuzinikela kwabathathinxaxheba
<b>Uhlobo lophawu</b>	Unikezelo lweenkonzo olungangqalanga ngokwenqanab leSiphumo
<b>Indlela yokubala</b>	Aluphindaphindeki ekupheleni ngonyaka
<b>Umjikelowokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukunika ingxelo ebonisa ukusetyenziswa kwamanyathelo eBack to Basics nemimandla efuna ungenelelo ukuphucula unikezelo lweenkonzo. Indlela yokusebenza enqwenelekayo ilingane nesiphumo esilindelekileyo.
<b>Uxanduva lophawu</b>	UMphathi: Inkxaso kaMasipala nokuXhobisaNgezakhono

<b>Uphawu lwetayitile</b>	<b>SPI:8 Inani loomasipala abathe baxhaswa ukuze indlela yokusebenza ngesistimi zolawulo ibe yeyeziko lonke(PMS) (Isiphumo 9, Umphumela 4) (B2B Intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Ukunceda oomasipala baphuhlise basebenzise imiba engundoqo kwiPMS ukulawula indlela yokusebenza kweziseko nezifungo zeSahluko 6 seMSA.
<b>Uhlobo lwenkxaso</b>	Ukusbenzisa izixhobo zokuvavanya zePMS nokukhupha umbiko wovavanyo lwePMS eza kuchaza ngohlobo lwenkxaso efunekayo. Inkxaso iza kunikezelwa ngokusebenzisana, amacweyo noqeqesho. <b>Nceda uqaphele:</b> Oomasipala base(Oomasipala baseWC baza kunikwa inkxaso ngePMS kunyaka mali odluleyo, kungoko iliPhondo kulo nyaka, liza kugxininisa ekuqhubeni uphando kwinqanab lokuSebenza neHR lithe ladityaniswa nooMasipala abenziwe iziko eNstha Koloni kunye nabanye ooMasipala abanokufuna inkxaso yeendlela zokusebenza kweHR Practices nabathathinxaxheba abasuka kwiPhondo.)
<b>Injongo/ukubaluleka</b>	Ukuphuucla unikezelo lweenkonzo nokucacisa ngoxanduva ngokwemiba yeSahluko 6 seMSA neZicwacngiso zikaMasipala nemlqathango Yendlela Yokusebenza ka2001.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko yovavanyo lwePMS. Imibiko esuka koomasipala, imibiko yePMS ecwaningiweyo, isixhobo sokuvavanya iPMS
<b>Ipotfoliyo yobungqina</b>	Umbiko oneenkukacha zoomasipala abathe baxhaswa kunye nohlobo lwenkxaso oluthe lwanikezelwa kunye nemiqulu yeentlanganiso
<b>Indlela yokubala</b>	Ukubala ngesandla inani loomasipala elithe laxhaswa.
<b>Imida yeenkcukacha</b>	Ukungabambisanani kakuhle noomasipala, abangasebenzisi mithetho imisiweyo nemithethosisekelo yoomasipala.
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo Lweenkonz Olungangqalanga kwinqanaba lesiphumo
<b>Indlela yokubala</b>	Luyaphindaphindeka ukuphela konyaka
<b>Umjikelowokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Desired performance</b>	Bonke oomasipala abasebenzisa iPMS ngokuhabelanayonneSahluko 6 seMSA . Indlel ayokusebenza enqwenelekayo ilingane okany idlule isiphumo esilindelekielyo.
<b>Indlela yokusebenza enqwenelekayo</b>	Umphathi: Inkxaso kaMasiapla nokuxhobisa ngezakhono

<b>Uphawu oluyitayitile</b>	<b>SPI:9 Inai loomasipala elixhaswe ngokusebenzisa imigaqonkqubo etheth ngemiba yentlupheko (Umpfumela 9, Isiphumo 1) (B2Blintiska 2)</b>
<b>Inkcazelo emfutshane</b>	Ukubeka ekungqamaneni koomasipala nesiseko somgqaonkqubo ongemiba enegntlupheko kuzwelonke nesetyezisw angoomasipala ukuvumelana nesiseko
<b>Uhlobo lwenkxaso</b>	Ukuhlalutya imigaqonkqubo engemiba yentlupheko koomasipala nokunxibelelana ngeziphakamiso nezindululo ngokusebenzisa amacweyo okuphucula nokusetyenziswa kweentlanganiso kunye okanye incwadi yonxibelelwano. ENTshona Koloni inkxaso iza kuqwalasela kuzinzo lweendawo ezinomasipala abancinane/oomasipala beendawo ezisemaphandleni nemigaqonkqubo engemiba yokuhlupheka okanye ukusetyenziswa kwayo ngoko.
<b>Injongo/ ukubaluleka</b>	Ukunikezelwa kweenkonzo ezisisiseko kumakhaya ahluphekayo
<b>Umthombo/ Ukuqokelelwa kweenkcukacha</b>	Imibiko yekota kaMasipala ngokusetyenziswa komgaqonkqubo osisisiseko sokuxoxa ngabahluphekileyo.
<b>Ipotfoliyo yobungqina</b>	ISebe libike ngokuhlaziywa nezindululo zokuphucula indlela yokusebenza, izimemo, imiba yengxoxo, iirejista zkouba khona nezinye okanye iileta
<b>Indlela yokubala</b>	Ukubala ngesandla inai loomasipala ezixhaswe ngeeforam zeMIG
<b>Imida yeenkcukacha</b>	Akukho ibikiweyo neenkcukacah ezinqinisekisiweyo ezisuka koomasipala
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo Lweenkonzo Olungangqalanga
<b>Uhlobo lokubala</b>	Unyaka phondaphindekayo ekupheleni
<b>Umjikelelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indle ayokusebenza enqwenelekayo</b>	Bonke oomasipala basebenzi iirejista ezisetyenzisiwayo ukuqinisekisa ukuba bayakwazi ukufikelela kwiinkonzo ezisisiseko kumakhayaa ahluphekayo. Indlel ayokusebenza enqwenelekayo ilingana neSiphumo esilindelekileyo
<b>Uphawu loxanduva</b>	Umphathi: Ukuxhasa oomasipala nokubaxhobisa ngezakhono

## Inkqutyana 2.1.4: indle ayokusebnza kumasipala, ukubeka iliso, ukunika umbiko nokuvavanya

**Injongo Elicebo 1:** Ukubeka iliso nokuvavanya indlela yokusebenza kumasipala

### Uphawu Oluyinjongo Elicebo

<b>Uphawu lwetayitile</b>	<b>2.4 linkqubo zendlela yokusebenza nokubeka iliso kumasipala</b>
<b>Inkcazelo emfutshane</b>	Ukunceda oomasipalaa ngemibiko yabo yeemfuneko.
<b>Injongo/ukubaluleka</b>	Ukuphucula imibiko yoomasipala kuo bonke abathathinxaxheba.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko yoomasipala ngekota nangonyaka
<b>Indlela yokubala</b>	Ukubala ngesandla iinkqubo zokubeka iliso
<b>linkcukacah zemida</b>	Akuho mida
<b>Uhlobo lophawu</b>	Uphawu lokunikezelwa kweenkonzo olungangqalanga kwinqanba leSiphumo
<b>Uhlobo lokubala</b>	Ukuphindaphindeka konyaka esiphelweni
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlel ayokusebenza enqwenelekayo</b>	Injongo kukuqinisekisa ukuba isistim yokubika isebenza ngendlela eyiyo ukubika umsebenzi woomasipala. Indle aenqwelekayo yokusebenza ilingane okanye yedlule iSiphumo esinqwenelakyo.
<b>Uphawo loxanduva</b>	UMPhathi: indlel ayokusebenza nkubeka iliso kwiSithili nakoohulumente basekhaya

## Impawu zendlela yokusebenza kwenkqubo

<b>Uphawu lwetayitile</b>	<b>2.4.1 Uvavanyo oluhlanganisiweyo kwiPhond nolukhookela inkxaso yoomasipala</b>
<b>Ingcaciso emfutshane</b>	Uvavanyo oluqhutywa kabini ngonyaka ukuqwalasela ukufikelela kwiqondo lokukhula komasipala namanyathelo ayinkxaso esisikhokelo soomapsipala.
<b>Injongo/ukubaluleka</b>	Ukubeka iliso kwindlela yokusebenza koomasipala nokuqokelela ingxelo ukwazisa amanyathelo ahlukeneyo okuxhasa izibonelelo zikamasipala.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Isistimi yokubeka iliso nokuvavanya eNtshona Koloni, imibiko ecwacninigiweyo nemibiko yonyaka.
<b>Potfoliyo yobungqina</b>	Umbiko Wolawulo Loomasipala
<b>Indlela yokubala</b>	Ukubala ngesandla uvavanyo
<b>Imida yeenkcukacaha</b>	Akukho mida
<b>Uhlbo lophawu</b>	Uphawu Lwendlela yokunikezela ngeenkonzolo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ophindaphindekayo
<b>Umjikelelo wokubika</b>	Kabini-ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Injongo kukuqinisekisa umbiko ophelleleyo nobonisa ubume bolawulo nendlela yokusebenza koomasipala. Indlela enqwenelekayo yokusebenza ilingane nesiphumo sendlela yokusebenza
<b>Uphawu loxanduva</b>	UMPhathi: Ukubeka iliso kwindlela yokusebenza nokubeka iliso kwiSithili nakoohulumente baekahaya

<b>Itayitile eluphawu</b>	<b>2.4.2 Amanyathelo okomeleza ukubeka iliso nokuvavanya</b>
<b>Inkcazelo emfutshane</b>	Ukusebenzisa amanyathelo ukomeleza ukubeka iliso nokuwenza umbiko koomasipala: <ul style="list-style-type: none"> <li>• Uqeqesho kunye</li> <li>• nokubeka iliso neforam yokubika</li> </ul>
<b>Injongo/ukubaluleka</b>	Ukomeleza nokuxhobisa abasebenzisi beeWCMES ekufakeni iinkcukacha, ekukhupheni nasekuhlalutyeni ingxelo ekwisistim ukomeleza indlela yokusebenza nokubeka iliso koomasipala. Ukudala indawo yokabelana ngengxelo nokutshintshiselana ngolwazi.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Inkqubo yendlela yokusebenza
<b>Ipotfoliyo yobungqina</b>	<b>uqeqesho:</b> <ul style="list-style-type: none"> <li>• Izimemeo, irejista yokubakhona nombiko</li> </ul> <b>Iforam yokubeka iliso nokwenza umbiko</b> <ul style="list-style-type: none"> <li>• isimemo, umba wengxoxo, irejista yokuba khona, iintetho zokunikzela nemizuzu</li> </ul>
<b>Indlela yokubala</b>	Ukubala ngesandla onke amanyathelo asetyenziweyo.
<b>Umda weenkucukacha</b>	Akuho mida
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela ngeenkonzolo olungangqalanga nenqanaba leSiphumo
<b>Uhlbo lokubala</b>	Unyaka ophindaphindayo esipheleweni
<b>Mjikelelo wokubika</b>	Kabini ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela ayokusebenza enqwenelekayo</b>	Injongo kukuqinisekisa inkxaso eseebnza kakuhle nangexesha elililo enikwa oomasipala. Indlela enqwenelekayo yokusebenza ilingane nesiphumo sendlela yokusebenza.
<b>Uxanduva lophawu</b>	Umphathi: Ukubeka iliso kwindlela yokusebenza kweSithili nePhondo

<b>Itayitile yophawu</b>	<b>2.4.3 Uphando oluqinisa ulawulo lweenkcukacha</b>
<b>Inkcazelo emfutshane</b>	Ukuqhuba uphando nolawulo lweenkcukacah ukuxhasa oomasipala
<b>Injongo/ukubaluleka</b>	Ukuqinisa iindlela zokulawula iinkcukacah ngaphakathi kumanqanaba kamasipala
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukusebenzisana nabathathinxaxheba kunye neengcali ngeendlela ezizizo zokulawula iinkcukacaha (StatsSA and DotP)
<b>Ipotfoliyo yobungqina</b>	Umbiko wophando
<b>Indlela yokubala</b>	Ukubala ngesandla umbiko wophando
<b>Umda weenkucukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu okunikezela ngeenkonzolo olungangqalanga
<b>Uhlobo lokubala</b>	Olungaphindaphindekiyo ukuphela konyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Lukhona
<b>Indlela enqwenelekayo yokusebenza</b>	Umbiko wokugqibela oza kusetyenziswa njengesikhokelo ekomelezeni ulawulo lweenkcukacha ngaphakathi nakomasipala ukuqinisa ulawulo lweenkcukacha. Indlela yokusebenza enqwenelekayo ilingane nesiphumo sendlela ayokusebnza.
<b>Uxanduva lophawu</b>	Umphathi: Ukubeka iliso kwindlela ayokusebenza kwisithili nakoohulumentebasekhaya

## Iimpawu Zesoloty Ezimiselweyo

<b>Itayitile yophawu</b>	<b>SPI:10 Inani leSoloty lama47 lombiko ohlanganiswe njengoko uchazwe kwiMSA (Umphumela 9,Isiphumo 4) (B2B Intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Umbiko osayinwe wagqitywa ngendnelela yokusebnza kukamasipala yimfuneko esemthethweni (kwiphondo) kwiSoloty lamaSection 47 kuMthetho weeSisitim zoMthetho kamasipala ofuna uMEC woorhulumente basekhaya ukuba adibanise umthethosisekileo awungeni kwindlu yowisomthetho kwiphondo nakuMphathiswa Woorhulumente basekhaya.
<b>Injongo/ukubaluleka</b>	Ukutolika iinkcukacah eziqokelelweyo ngoomasipal aokanye imithobo yesibini uku-phuhlisa imibiko yendlela yokusebenza kumasipala nokubeka iliso koomasipala ukuze kufumaneke izikhewu, amangenelelo inkxaso nendlela yokusebenza kumasipala.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko Yendlela Yokusebenza kuakaMaipala (isoloty lama46)neenkukacha ezilandelayo kwiinkcukacha zeseKha yesebe.
<b>Ipotfoliyo yobungqina</b>	Umbiko ngendlela yokusebenza ngonyaka, ukungeniswa nokuthiwa theca kwemibiko
<b>Indlela yokubala</b>	Ukubala ngesandla imibiko edityanisiwe
<b>Imida yeenkcukacha</b>	Ukunyaniseka kweenkcukacha nemibiko yendle ayokusebenza
<b>Indlela eluphawu</b>	Uphawu Lokunikezela Kweenkonzo Ezingangqinelanga kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Ukungaphindaphindeki konyaka
<b>Umjikelelo wombiko</b>	Ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela Yokusebenza Enqwenelekayo</b>	Umbiko wobume boomasipala nendlela abasebenza ngayo njengoko kufuneka ngokwesoloty lama47 ngokMthetho Weesistim zikamasipala, 2000. Indlela enqwenelekayo yokusebenza ilingane nesiphumo esinqwenelekayo.
<b>Uphawu loxanduva</b>	UMphathi: indlela yokusebenza kwiSithili nakoohulumente basekhaya nokubeka iliso

## Inkqutyana 2.1.5: Unikezelo lweenkonzo oluhlanganisiweyo

Injong Elicebo: ukuququzelela ukuphucula indlela yokuququzelela ukufikelela kwingxelo ngeenkonzo zikarhulumente namathuba oqgoshu loluntu

### Uphawu Oluyinjongo Elicebo

<b>Uphawu lwetayitile</b>	<b>2.5(a) linkqubo ezisetyenzisiweyo ukuphucula indlela yokufikelela kwiinkonzo zikarhulumente</b>
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa uququzelelo lweNkqubo yeThusong kwiPhondo.
<b>injongo/ukubaluleka</b>	Ukuqinisekisa ukusebenza kakuhle kukamasipala weNkqubo yeThusong ukuphucula indlela yokufikelela kwiinkonzo zikarhulumente kwiPhondo.
<b>Umthombo/ukuqokelela iinkcukacha</b>	Izicwangciso zeThusong, amaziko eThusong, iinkcukacha zikamasipala
<b>Indlela yokubala</b>	Umyinge wamanani: Ukubala ngesandla zonke iinkqubo zenkxaso ezisetyenzisiweyo
<b>Iinkcukacha zemida</b>	Akukho mida
<b>Uhlobo lophawu</b>	Umphathi Iimpawu Zokunikezela Ngeenkonzo kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Ukuphindaphindeka konyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebnza</b>	Ukuncedisa abemi ukufikelela kwiinkonzo zikarhulumente ngobanika iqonga lamasebe karhulumente. Indlela yokusebenza enqwenelekayo ilingane okanye yedlula isiphumo soendlela yokusebenza eilindelekileyo
<b>Uphawu loxanduva</b>	Umphathi: Ukunikezelwa Kweenkonzo Ezihlanganisayo

## Iimpawu zendlela yokusebenza kwenkqubo

Uphawu oluyitayitile	2.5.1 Inani leenkonzong ekufikelelwe ngeNkqubo yeThusong
Inkcazelo emfutshane	Ukuqinisekisa abemi ukufikelela kwiinkonzong kunye nezinye iinkonzong ngokusebenza linkonzong zeThusong kunye namaphulo okufikelela.
Injongo/ukubaluleka	Ukuqinisekisa ukuba abemi bayakwazi ukufikelela kwiinkonzong zikarhulumente ngamaziko kwamaziko eThusong kunye nokusebenza ngezinto ezishukumayo nomjikelezo owamkelekileyo.
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko yamaziko eThusong, imibiko yamaphulo eThusong neenkukacha zikamasipala apho zifumaneka
Ipotfoliyo yobungqina	Imibiko yamaziko nokufikelela kuluntu Umbiko wenkcukacha ezikuvimba weSebe
Indlela yokubala	Ukubala ngesandla iinkonzong ekufikelelwe kuzo
Imida yeenkcukacha	Ukungenisa iinkukacha ezingacacanga kumaziko neenkqubo ezifikelela kuluntu
Uhlobo lophawu	Uphawu Lokunikezela Ngeenkonzong Olungqalileyo
Indlela yokubala	Unyaka ongaphindaphindekiyo ekupheleni
Umjikelo wombiko	Ngonyaka
Uphawu olutsha	Alukho
Indlela enqwenelekayo yokusebenza	Ukuphuculwa kokufikelela kwiinkonzong zikarhulumente Indlela Yokusebenza Enqwenelekayo ulingana okanye odlule isiphumo sendlela yokusebenza.
Uphawu loxanduva	UMPhathi: Ukuhlanganiswa Kokunikezelwa Kweenkonzong
Uphawu oluyitayitile	2.5.2 Imibiko Yokusebenza kokunikezelwa kweenkonzong zaMaziko eThusong
Inkcazelo emfutshane	Iziko elisebenza kakuhle leThusong lingaqwalaselwa ngokusebenzisa inani leempawu ezisenokuquka ezi: iinkonzong ezinikezela ukwamkela iziseko zeziko, njlnjl.
Injongo/ukubaluleka	Ukuqinisekisa kuba amaziko asebenza ngendlela eyamkelekileyo kubuncinane bemigangatho ukunikezela ngeenkonzong.
Umthombo/ukuqokelelwa kweenkcukacha	Isicwangciso sephulo, iQPR, umbiko wonyaka, imibiko esuka emazikweni nkhadilamanqaku elifakelwe ingxelo.
Ipotfoliyo yobungqina	Ikhadi lamanqaku/umbiko
Indlela ayokubala	Umyinge wamanani Ukubala ngesandla inani lemibiko
Imida yeenkcukacha	Ayikho
Uhlobo lophawu	Uphawu Lokunikezela Lweenkonzong Olungqalanga kwiNqanaba leSiphumo
Indlela yokubala	Ukuphindaphindeka konyaka
Umjikelo wokubika	Ngekota
Uphawu olutsha	Alukho
Indlela enqwenelekayo yokusebenza	Ukusebenziseka Amaziko eThusong kwinqanaba elamkelekileyo. Indlela yokusebenza enqwenelekayo ilingana isiphumo esiyindlela yokusebenza.
Uphawu loxanduva	UMPhathi: Ukunikezelwa Kweenkonzong oluhlanganisiweyo

Uphawu oluyitayitile	2.5.3 Amanyathelo axhasa ukuqinisekisa ukusebenza indlela esebenza Inkqubo yeThusong
Inkcazelo emfutshane	Ukumisela nokumisela amanyathelo axhasa aqinisekise iNkqubo yeThusong ekusebenziseni oomasipala. Amanyathelo enkxaso aza kuquka: <ul style="list-style-type: none"> <li>Inkxasomali ngemisebenzi nokulungisa iziko</li> <li>Uqeqesho lwabalawuli beenkonzong zeziko iThusong</li> <li>Iintlanganiso zeforam yeNkqubo iThusong</li> <li>Izicwangciso ezixhasa uzinzo koomasipala abane</li> </ul>
Injongo/ukubaluleka	Ukuqinisekisa ukusetyenziswa ngempumelelo kweNkqubo yeThusong koomasipala
Umthombo/ukuqokelelwa kweenkcukacha	Imibiko yamaphulo, iirejista zoqeqesho, iinkukacha zeziko iThusong
Ipotfoliyo yobungqina	<p><b>Inkxasomali Esebenzayo neYokulungisa</b></p> <ul style="list-style-type: none"> <li>iGazette, iMOA, isishwankathelo sombiko</li> </ul> <p><b>Uqeqesho Lwabalawuli beZiko LeeNkonzong iThusong</b></p> <ul style="list-style-type: none"> <li>li-imeyile, imiba yengxoxo, imizuzuz, irejista yokubakho, isishwankathelo sombiko, umbiko Ovalayo</li> </ul> <p><b>Iintlanganiso zeForam yeenkqubo zeThusong</b></p> <ul style="list-style-type: none"> <li>Izimemo, imiba yengxoxo, imizuzu, irejista yokubakho, isishwankathelo sombiko Ovalayo</li> </ul> <p><b>Inkxaso ezinzisa izicwangciso</b></p> <ul style="list-style-type: none"> <li>Ezona zicwangciso, imiba yengxoxo, imizuzu, iirejista zokubakho, isishwankathelo sombiko Ovalayo</li> </ul>
Indlela yokubala	Ukubala ngesandla inani lamanyathelo asetyenziswayo ukuxhasa
Imida yeenkcukacha	Akukho mida
Uphawu lokubala	Uphawu lokunikezela kweenkonzong olungqalanga kwinqanaba leSiphumo
Uhlobo lokubala	Ukuphindaphindeka kwesiphelo sonyaka
Umjikelo wombiko	Ngonyaka
Uphawu olutsha	Alukho
Indlela enqwenelekayo yokusebenza	Inkqubo yokuzinzisa ebizwa iThusong. Indlela yokusebenza enqwenelekayo ilingana okanye idlule isiphumo esilindlelekileyo.
Uxanduva lophawu	Umphathi: Unikezelo Lweenkonzong Oluhlanganisiweyo

## 2. Injongo Elicebo: Ukuxhasa ubambiswano kulawulo phakathi kwamanqanaba amthathu kurhulumente

### Uphawu Oluyinjongo Elicebo

<b>Uphawu oluyitayitile</b>	<b>2.5(b) linkqubo ezixhasa ulawulo ngokubambisana phakathi kwamanqanaba mathathu karhulumente</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa ngendlela eyiyo iPhondo lilonke kwimicimbi yolawulo lweIGR
<b>Injongo/ukubaluleka</b>	Ukuphucula ulawulo olubambiseneyo
<b>Umthombo/ukuqokelelwa kwenkcukacha</b>	MinMay, MinMay Tech Imizuzu yentlanganiso, iirejista zokuba khona,
<b>Indlela yokubala</b>	Ukubala ngezandla iinkqubo
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uphawu lophawu</b>	Uphawu Lonikezelo Lweenkonzo Olungangqalanga ngokweNqanaba leSiphumo
<b>Uhlobo lokubala</b>	Uphindaphindo ekupheleni konyaka
<b>Umjikelo wombiko</b>	ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Ukulawula imicimbi yeIGR ephumeleleyo babekhona abathathinxaxheba kwaye bathathe inxaxheba. Indlela yokusebenza enqwenelekayo ilingane okanye idlule indlela yokusebenza enqwenelekayo.
<b>Uxanduva lophawu</b>	Umphathi: Ukuhlanganisw akweenkonzo Zonikezelo Lweenkonzo

## Iimpawu Zendlela Yokusebenza kwenkqubo

<b>Uphawu lwetayitile</b>	<b>2.5.4 Amanyathelo axhasa ukuphucula ukusebenza kwe IGR Fora</b>
<b>Inkcazelo emfutshane</b>	Amanyathelo axhasa ukuphucula kokusebenza kweIGR ebbhekisa nelandelelwa yimiba yolawulo phakathi kukamasipala namasebe akwiphondo. Amanyathelo okuxhasa ngala: <ul style="list-style-type: none"> <li>• Ukuxhasa ummiselo wemiba yengxoxo elicebo.</li> <li>• Ukuxhasa uququzelelo lwamatyala abhekiswa kwamanye amasebe aphuma kwi IGR Fora.</li> <li>• Ukubeka iliso kumasolotya esebe abandakanyeka kwinqanaba lesithili - umz utyalo-mali, iinkqubo ezisetyenzisweyo njlnjl.</li> </ul>
<b>Injongo/ukubaluleka</b>	Ukuphucula ulawulo oluhlanganisa onke amanqanaba kaRhulumente.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	MinMay, MinMay Tech Imizuzu yeentlanganiso njlnjl
<b>Ipotfoliyo yobungqina</b>	<b>Inkxaso yokumisela imiba yengxoxo elicebo</b> <ul style="list-style-type: none"> <li>• TOR, ishedyuli yentlanganiso, ikkhalenda yeIGR, imiba yengxoxo, iirejista zokubakho, imizuzu</li> </ul> <b>Ukuququzelela inkxaso kwiimeko zokuthumela abantu ezivela ngenxa ye IGR Fora</b> <ul style="list-style-type: none"> <li>• TOR, isimemo, imiba yengxoxo, iirejista zokubakho, imizuzu, izinikezelo, umbiko</li> </ul> <b>Ukubeka iliso ekubandakanyekeni kwesolotya lamasebe kwinqanaba lesithili -umz. utyalo lwezimali, ukusetyenzwa kweenkqubo njlnjl.</b> <ul style="list-style-type: none"> <li>• Isimemo, umba wengxoxo, iirejista zokubakho, imizuzu, izinikezelo, imibiko, apho isebenza khona.</li> </ul>
<b>Indlela yokubala</b>	Ukubala ngesandla manyathelo axhasayo.
<b>Imida yeenkcukacha</b>	Ayikho
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzo olungangqalanga kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Unyaka ophindaphindekayo ekupheleni
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphucula ubudlelwane beentsebenziswano koorhulumente. Indlela yokusebenza enqwenelekayo ilingana okanye idlule kwisipho sendlela yokusebenza.
<b>Uphawu loxanduva</b>	Umphathi: Ukuhlanganiswa onikezelo Lweenkonzo

## Inkqutyana 2.1.6: Inkqubo Yokuphuhjisa abasebenzi kuluntu

**Icebo Eliyinjongo:** Ukuququzelela ukuphuculwa kwendlela yokufikelela kwiinkonzo zengxelo karhulumente, namathuba oqoqosho kuluntu

### Uphawu Oluyinjongo Elicebo

Uphawu lwetayitile	2.6 linkqubo zokuphucula ukufikelela kwingxelo engenkonzo zikarhulumente
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa ukuba ingxelo efanelekielyo iyafikelela kuluntu.
<b>Injongo/ukubaluleka</b>	Ukufundisa uluntu mayela nokunikezelwa kweenkonzo zikarhulumente.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	linkcukacha zikamasipala, imibiko yeCDW
<b>Indlela yokubala</b>	Kusetyenziswe iinkqubo zokubala ngesandla
<b>Imida yeenkcukacha</b>	Akuho mida
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkonzo Olungqalileyo
<b>Uhlobo lokubala</b>	Ukuphindaphindeka konyaka ekupheleni
<b>Umjikele wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Amalungu Oluntu abanolwazi kwaye ayakwazi ukufikelela kwiinkonzo zikarhulumente. Indlela Yokusebenza Enqwenelekayo ilingana okanye idlule inkqubo yesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMPhathi: Inkqubo Yokuphuhlisa Abasebenzela Uluntu

## linkqubo ezizimpawu zendlela yokusebenza

Uphawu lwetayitile	2.6.1 Amanyathelo axhasa ukuphucula ukufikelela kwiinkonzo zikarhulumente
<b>Inkcazelo emfutshane</b>	Ukunikezela inkxaso efunekayo kuluntu ngokunikezela indlela eyiyo yokufikelela kwiinkonzo zikarhulumente, ezihambelana neemfuno zoluntu ezingqamene neemfuno zikarhulumente kwinqanaba lesebe, kuzwelonke, kwiphondo nakurhulumente wasekhaya. Ukunceda uluntu ngokufumanisa iimfuno zabo bantu nokusondeza iinkonzo zikarhulumente eluntwini.
<b>Injongo/ukubaluleka</b>	Ukuxhasa iinkuqbo zikarhulumente ukuphucula ukufikelela kwiinkonzo zikarhulumente luluntu.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	linkcukacha zikamasipala, imibiko yeCDW
<b>Ipotfoliyo yobungqina</b>	Mibiko yoshwankathelo ekhatshwa yimiba yengxoxo, imizuzu, iirejista zokubakho, iiphamflethi, iipowusta okanye ii-imeyile apho zisebenziseka khona
<b>Indlela yokubala</b>	Ukubala inani lamanyathelo athatyathiweyo ngesandla
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkonzo okungqalileyo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Uphindaphindeka konyaka ekupheleni
<b>Umjikele wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Amalungu oluntu abanolwazi kwaye ayafikelel akwiinkonzo zikarhulumente. Indlela enqwenelekayo yokusebenza ilingana okanye yedlula isiphumo esiyindlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Uphuhliso Lwenkqubo Yabasebenziela Uluntu

<b>Uphawu lwetayitile</b>	<b>2.6.2 linkqubo ezixhasa ukuphucula ukufikelela kumathuba asakhulayo kwezoqoqo-sho</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa iinkqubo zokuphucula ukufikelela koluntu kumathuba asakhulayo kwezoqoqo-sho.
<b>Injongo/ukubaluleka</b>	Ukuphucula uqoqosho loluntu nozinzo kwiindawo zoluntu ukuphelisa indlala nentswelingqesho.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Inkcukacha zikamasipala, imibiko yeCDW
<b>Ipotfoliyo yobungqina</b>	Isishwankathelo semibiko ekhatshwa yimiba yengxoxo, imizuzu, iirejista zokuba khona, iiphamflethi, iipowusta okanye ii-imeyile apho zisebenza khona.
<b>Indlela yokubala</b>	Ukubala inani leenkqubo elisetyenziweyo ngesandla.
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkqubo olungqilileyo kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Unyaka ophindaphindekayo
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Amalungu okufikelela kuluntu ukuya kwisabelo samathuba akhulayo oqoqosho. Indlela enqwenelekayo okanye ilingana nesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Inkqubo Yokuphlisa Imisebenzi Yoluntu

## Inkqubo 3: Uphuhliso neSicwancgiso

### Inkqutyana 3.1: Iziseko zomasipala

**Injongo Elicebo:** ukuxhasa oomasipala ukunikezela nokuzinzisa uqoqosho kweziseko zophuhliso zoluntu

#### Uphawu Oluyinjongo Elicebo

<b>Uphawu lwetayitile</b>	<b>3.1 linkqubo ezixhasa iziseko zophuhliso</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala ukunikezela nokuzinzisa uqoqosho neziseko zophuhliso loluntu.
<b>Injongo/ukubaluleka</b>	Ukunceda oomasipala ukunikezela ngeziseko zophuhliso ezimbaxa
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Inkcukacha zikamasipala, ucwaningomamnani, nemibiko yeMIG
<b>Indlela yokubala</b>	Umyinge wemali
<b>Imida yeenkcukacha</b>	Inkcukacha ezingacacanga kwinqanaba likamasipala
<b>Uhlobo lophawu</b>	Uphawu lonikezelo lwenkonzo olungagqamanga kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Ukuphindaphindeka ekupheleni konyaka
<b>Umjikelo wombiko</b>	Unyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphucula indlela yokufikelela kwiinkonzo ezisisiseko nokuphuculwa konikezelo lweenkonzo. Indlela yokusebenza ilingana okanye idlule isiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	Mphathi: Iziseko zikamasipala



## Iimpawu Zendlela Yenqubo Yokusebenza

<b>Uphawu lwetayitile</b>	<b>3.1.1 Ukusebenza kweenkqubo ukkomeleza unikezelo lweenkonzo ezisisiseko</b>
<b>Inkcazelo emfutshane</b>	<ol style="list-style-type: none"> <li>1. Ukubeka Iliso kwinkcitho yeMIG ukuqinisekisa unikezelo lweenkonzo ezingundoqo kwiziseko zophuhliso.</li> <li>2. Kwaxhaswa oomasipala ngophuhliso Lezicwangciso Ezikulu Zombane.</li> </ol>
<b>Injongo/ukubaluleka</b>	Kwaxhaswa oomasipala abasebenza ngendlela eyiyo iMIG nophuhliso lombane izicwangciso ezikhulu.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Uvimba weenkukacha zeMIG nengxelo esuka koomasipala nengxelo, isicwangciso soshishino, izivumelwano zentlawulo, imibiko ngamaphulo, imibiko yoomasipala
<b>Ipotfoliyo yobungqina</b>	<ul style="list-style-type: none"> <li>• Umbiko wenkcitho yeMIG, imibiko yenkqubelaphambili, ii-imeyile, imiba yengxoxo, irejista zokuba khona, nemizuzu apho ifuneka khona</li> <li>• Amacebo oshishino, izivumelwano zentlawulo, i-imeyile, imiba yengxoxo, irejista zokuba kho, imizuzu, izinikezelo zentetho, imibiko yenkqubelaphambili apho ifuneka khona</li> </ul>
<b>Indlela yokubala</b>	Ukuba inani leenkqubo ngesandla.
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkono olungangqalanga kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Oluphondaphidayo ekupheleni konyaka
<b>Umjikelelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphuculwa kwendlela yokufikelela kwiinkono ezisisiseko nonikezelo lweenkonzo oluphuculweyo. Indlela enqwenelekayo yokwenza umsebenzi ilinagne okanye yedlule indlela yokusebenza esisiphumo.
<b>Uphawu loxanduva</b>	Umphathi: Iziseko zophuhliso kuamasiapala

<b>Uphawu lwetayitile</b>	<b>3.1.2 Ukuphuculwa kwezicwangciso zesiseko zophuhliso ezihlanganisiweyo kumasipala</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala ngeziseko zophuhliso nezicwangciso zokukhula nokunceda ngemali ukunikezela nokuzinzisa iziseko zophuhliso.
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa uphuhliso lokuzinza kweziseko zophuhliso nokwandisa unikezelo lweenkonzo.
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko yephulo, nengxelo esuka koomasipala
<b>Ipotfoliyo yobungqina</b>	Izicwangciso zokukhula, izivumelwano zentlawulo, imibiko yenkqubelaphambili, inkqutya yemisebenzi yePSGM4: ukuxhasa uphuhliso neziseko zophuhliso, icebo elixhasa imibiko yekota, ii-imeyile, imiba yengxoxo, irejista zokubakho okanye imizuzu apho isebenza khona
<b>Indlela yokubala</b>	Ukubala ngesandla kweforam iMIG
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lokunikezela ngeenkono olungangqalanga
<b>Uhlobo lokubala</b>	Engaphindaphindiyo xa kuphela unyaka
<b>Umjikelelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuphuculwa kwendlela yokufikelela kwiinkono ezisisiseko nakunikezelo lweenkonzo. Indlela enqwenelekayo yokusebenza ilingana nesiphumo esilindelekileyo.
<b>Uphawu loxanduva</b>	UMphathi: Iziseko zophuhliso kumasipala

<b>Uphawu loxanduva</b>	<b>3.1.3 Inkqubo kamasipala yokhuseleko lwamanzi</b>
<b>Inkcazelo emfutshane</b>	Inkxaso yezimali ukuxhasa ukhuseleko lwamanzi
<b>Injongo/ukubaluleka</b>	Ukuqiniswa kokhuseleko lwamanzi
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala, iinkcukacha zocwacniingomanani
<b>Ipotfoliyo yobungqina</b>	<p>Apho isebenza khona:</p> <ul style="list-style-type: none"> <li>• Imibiko ngemeko yembalela kwindawo nganye, ubungqina bamanzi angenanzuzo, izicwangciso zoshishino, ukuhlawulelwa kwezivumelwano, imibiko yenkqubelaphambili, ii-imeyile, imiba yengxoxo, irejista zokuba khona nemizuzu</li> </ul>
<b>Indlela yokubala</b>	Iinkqubo zembalela ezasetyenziswayo ziza kubalwa.
<b>Imida yeenkcukacha</b>	Ukubika ngokungacacanga okanye iinkcukacha ezingacacanga kwinqanaba likamasipala
<b>Uhlobo lophawu</b>	Unikezelo lweenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ongaphindaphindiyo xa uphela
<b>Umjikelelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukhuseleko lwamanzi Indlela enqwenelekayo yokusebenza ilingana okanye yedlule isiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	Umphathi: Iziseko zophuhliso kumasipala

## Iimpawu Ezimiselwe iSoloty

<b>Uphawu oluyitayitle</b>	<b>SPI:11 Inani loomasipala ababekwe iliso ekusetyenzisweni kweenkqubo zokunikezela ngeenkonzonophhliso lweziseko (Isiphumo 9, umphumela 1) (B2B Intsika 5)</b>
<b>Inkcazelo emfutshane</b>	Ukubeka iliso kwiinkqubo ezingqinelana nokunikezelwa kweenkonzo ngokubambisana namasebe esoloty.
<b>Iindlela zokubeka iliso</b>	Ukubeka iliso ngokusebenzisa imbiko yeMIG DoRA, ukuhabela iziza nemibiko ngenkqubekaphambili yokufikelela kwiinkonzo ezisisiseko s (amanzi, ukugutyulwa kwelindle, umbane nenkukuma).
<b>Injongo/ukubaluleka</b>	Ukuqinisa amandla oomasipala ukunikezela iinkonzo ezisisiseko
<b>umthombo/ukuqokelelwa kweenkukacha</b>	Imibiko yonikezelo lweenkonzo zikamasipala, amaebe akwiSoloty, iCoGTA namasoloty
<b>Ipotfoliyo yobungqina</b>	Iimibiko yeMIG DoRA, imibiko yokuhambela iziza zokusebenza nombiko ngenkqubelaphambili ekufikeleleni kwiinkonzo ezisisiseko
<b>Iindlela yokubala</b>	Ukuba ngesandla koomasipala kwabekwa iliso
<b>Imida yeenkcukacha</b>	Ayicaci kwaye akuho ngxelo yaneleyo
<b>Uhobo lophawu</b>	Uphawu lokunikezela ngeenkonzonolungangqalanaga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ukungapahindiphindi ekupheleni konyaka
<b>Umjikelelo wombiko</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Iindlela yokusebenza enqwenelekayo</b>	Ukuqinisa unikezelo lweenkonzo. Iindlela yokusebenza enqwenelekayo ilingana nesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	UMphathi: Iziseko zokuphuhlisa kumasipala

## Inkqutyana 3.2: Ulawulo lwentlekele

**Injongo Elicebo:** Ukuququzelela ulawulo olusebenzayo ukulungiselela iintlekele kunye nolulamiso

### Uphawu Oluyinjongo Yecebo

<b>Itayitile eluphawu</b>	<b>3.2(a) Iinkqubo zokuququzelela ukulungiselelwa kweentlekele ngendlela a esebenzayo, ubudlelwano noorhulumente nolulamiso</b>
<b>Inkcazelo emfutshane</b>	Ukuququzelela ulungiselelelo neenkqubo zempendulo ekhawulezayo
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba abathathinxaxheba abangqamene nezicwangciso zokuzilungiselela; Ukuqinisa iziko lokusebenza lokuqinisekisa kweZiko yoLawulo lweNtlekele kwiPhondo;noku Ukuququzelela nokuhlenganisa imiqulu ebika ngolawulo lwentlekele ngonyaka.
<b>Umthombo/ukuqokelelwa kweenkukacha</b>	Izicwangciso Zokulungiselela Iintlekele, amaphulo emibiko, iQPR, umbiko wedeshibhodi, nemibiko yonyaka
<b>Iindlela yokubala</b>	Umyinge ngamanani
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lonikezelo lweenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ongaphindaphindiyo ekupheleni
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Iindlela yokusebenza enqwenelekayo</b>	Uquzelelo lokulungiselela iintlekele neenkqubo ezikhawulezayo. Iindlela enqwenelekayo yokusebenza elingana okanye okudlula isiphumo esiyindlela yokusebenza.
<b>Uxanduva lophawu</b>	Umpathi: Ukusebenza ngentlekele

## Iimpawu Zenkqubo Kwisebe

<b>Itayitile eluphawu</b>	<b>3.2.1 Abathathinxaxheba abancedwe ngokuphuhlisa izicwangciso zokulungiselela iintlekele</b>
<b>Ingcaciso emfutshane</b>	Ukunika inkxaso abathathinxaxheba abangqameneyo( oompasiapala, Isebe lePhondo okanye Isoloty likhulumente) ukuphuhlisa izicwangciso zokulungiselela uphuhliso,
<b>Injongo/ukubaluleka</b>	Ukquisekisa ukuba abathathinxaxheba abangqameneyo banezicwangciso zokulungiselela
<b>Umthombo/ukuqokelelwa weenkukacha</b>	Izicwangciso Zokulungiselela iintlekele, iQPR, umbiko wedeshibhodi, nemibiko yonyaka
<b>Ipotfoliyo yobungqina</b>	Umba wengxoxo, imizuzu, iinnowuthsi ezingundoqo, iimpendulo ze-imeyile, imiqulu eyidrafti, umbiko osisishwankathelo esifutshane
<b>Indlela yokubala</b>	Ukubala ngesandla inani labathathinxaxheba abancedayo
<b>Iinkukacha zemida</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Olingangqalanga Lokunikezela Kweenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ukungaphindaphindi ekupheleni konyaka
<b>Umjikelelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Amasebe ephondo, oomasipala namasoloty karhulumente alungiselela iintlekele kwindlela yawo yokusebenza. Indlela enqwenelekayo yokusebenza ilingane okanye idlule kwiSiphumo esiyindlela yokusebenza ndlela yokusebenza esisiphumo
<b>Uphawu loxanduva</b>	Umphathi: Ukusebenza Ngeentlekele

<b>Itayitile eluphawu</b>	<b>3.2.2 Ukuphuculwa kweziko ukuqinisekisa ukusebenza kakuhle Kweziko Elilawula iintlekele eNtshona Koloni</b>
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa ukuba iziko elilawula iintlekele kwiphondo lisebenza kakuhle
<b>Umthombo/ukubaluleka</b>	Ukuphucula uusebenz akakuhle kweziko elilawula iintlekele kwiphondo
<b>umthombo/ukuqokelelwa weenkukacha</b>	Imibiko yeziko, izicwangciso zamaphulo, iQPR, imibiko yonyaka
<b>Ipotfoliyo yobungqina</b>	Ileta yesivumelwano, imifanekiso yangaphambi/nasemva kwentlekele, imibiko eshwankathelweyo nemifutshane
<b>Indlela yokubala</b>	Imibiko okanye/kunye nezona mveliso ezathengwayo ukuphuhlisa iziko leentlekele
<b>Data limitations</b>	Kwimibiko yeziko ecacileyo
<b>Uhlobo lophawu</b>	Uphawu olungangqalanga lokunikezela ngeenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Aluphindaphindi ekupheleni konyaka
<b>Umjikelelo yombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuqinisekisa ukuba iziko lolawulo lwentlekele kwiphondo liyakwazi ukuzalisekisa imisebenzi yalo ekumthethosisekelo ngexesha elifaelekileyo nangendlela eyiyo. Indlela enqwenelekayo yokusebenza ilingane nesiphumo esiyindlela yokusebenza.
<b>Uphawu loxanduva</b>	Umphathi: Ukusebenza ngeentlekele

<b>Itayitile eluphawu</b>	<b>3.2.3 Umbiko wonyaka ngolawulo lwentlekele kwiphondo</b>
<b>Ingcaciso emfutshane</b>	Ukuququzelela nokukhupha umbiko wonyaka ngolawulo lwentlekele.
<b>Injongo/ukubaluleka</b>	Ukugcina abathathinxaxheba befumana ulwazi olutsha ngenkqubelaphambili ehambelana nokuphumelela ulawulo lwentlekele
<b>Umthombo/ukuqokelelwa weenkukacha</b>	Iziko lokulawula iintlekele, imibiko yamaphulo, iiQPR, imibiko yedeshibhodi nemibiko yonyaka
<b>Ipotfoliyo yobungqina</b>	Umbiko wonyaka
<b>Indlela yokubala</b>	Umyinge ngokwamanani Umbiko wonyaka
<b>Imida yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Olungangqalanga lokunikezela ngeenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Olugaphindaphindi ekupheleni konyaka
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukufaka ingxelo entsha ngabathathinxaxheba abaqhubela phambili nobudlelwane bokuphumelela ulawulo lwentlekele. Indlela yokusebenza ilingane nesiphumo sendlela yokusebenza.
<b>Uphawu loxanduva</b>	Umphathi: Ukusebenzisa ngeentlekele

<b>Itayitile eluphawu</b>	<b>3.2.4 Intlanganiso zamaqoqo karhulumente asebenzisanayo kwalwulo lwentlekele</b>
<b>Inkcazelo emfutshane</b>	Ulawulo lwentlekele oluqinisekisa uququzelelo, ukwabelana ngolwazi nokukhuthaza ukufundisana koontanga.
<b>Injongo/ukubaluleka</b>	Ukulungiselela ukulawula kakuhle ngokuqinisekisa inkxaso enikwa amaqoqo eentlekele
<b>Umthombo/ukuqokelelwa weenkukacha</b>	Imizuzu yeentlanganiso
<b>Ipotfoliyo yobungqina</b>	Imiba yengxoxo, imizuzu, umbiko omfutshane nosisishwankathelo
<b>Indlela yokubala</b>	Ukubala ngesandla inani leentlanganiso ezaye zabanjwa
<b>Imida yeenkukacha</b>	Ukungasebenzisani kwabadlalindima ngabafanele ukudlala indima
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo Lweenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ophindaphindekayo ekupheleni
<b>Umjikelelo wokubika</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Ukuqinisekisa indlela ehlanganisiweyo yolawulo lwentlekele ngabathathinxaxheba abakwiPhondo. Indlela enqwenelekayo yokusebenza ilingane okanye idlule indlela yokusebenza ngesiphumo.
<b>Uxanduva lophawu</b>	Umphathi: Ukusebenza ngeentlekele

<b>Itayitile yophawu</b>	<b>3.2.5 Uvavanyo lomonakala wentlekele/iziqinisekiso eziqhutyiweyo</b>
<b>Inkcazelo emfutshane</b>	Ukuqhuba uvavanyo ngomonakalao odalwe ziintlekele kwiziseko zophuhliso neenkonzo emva kokwehla kwezehlo zentlekele.
<b>Injongo/ukubaluleka</b>	Ukuvavanya umonakala weziseko zophuhliso neenkonzo ezidalwe ziintlekele kwiPhondo (kumasipala nephondo)
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko yezibhengezo, imibiko kamasipala,ii QPR, nombiko wonyaka
<b>Ipotfoliyo yobungqina</b>	Bonke ubungqina obakhela kuvavanyo/iziqinisekiso kude kugqitywe.
<b>Indlela yokubala</b>	Ukubala inani lovavanyo oluthe lwaqhutywa ngesandla
<b>Umda weenkukacha</b>	Awukho
<b>Uhlobolophawu</b>	Uphawu lokunikezela ngeenkonzo okungangqalanga kwinqanaba leSiphumo
<b>Indlela yokubala</b>	Unyaka ongaphindaphindiyo ekupheleni (unyanzeliswa ziimfuno zabantu]
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Uvavanyo olumbaxa nolupheleleyo ngomonakalao owenziwe ziintlekele. Indlela enqwenelekayo yokusebenza ilingane okanye idlule indlela yokusebenza ngesiphumo.
<b>Uxanduva lophawu</b>	Umphathi: Ukusebenza ngeentlekele

<b>Itayitile yophawu</b>	<b>3.2.6 Izibhengezo zentlekele/kuququzelelwe uqelaniso</b>
<b>Inkcazelo emfutshane</b>	Ukuququzelela izibhengezo zeentlekele, uqelaniso, nokufaka izicelo zemali ezongezelelweyo
<b>Injongo/ukubaluleka</b>	Ukuququzelela izibhengezo zeentlekele ngoasiapala kwiPhondo.
<b>Umthombo/iinkcukacha eziqokelelweyo</b>	Izibhengezo zemibiko, imibiko kamasipala,ii QPR nombiko wonyaka
<b>Ipotfoliyo yobungqina</b>	Bonke ubungqina obakhela ukubonisa izibhengezo/uqelaniso kude kugqitywe.
<b>Indlela yokubala</b>	Ukubala ngesandla inani lezibhengezo/uqelaniso oluthe lwaququzelelwa
<b>Imida yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu olungangqalanga lokunikezela Ngeenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ongaphindaphindiyo ekupheleni (ungaqhutywa ziimfuno
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Izibhengezo ezikhawulezileyo ngeentlekele, uqelaniso nokufaka izicelo zemali. Indlela enqwenelekayo yokusebenza ilingane okanye yedlule indlela yokusebenza isiphumo
<b>Uxanduva lophawu</b>	Umphathi: Ukusebenza Ngeentlekele

<b>Itayitile yophawu</b>	<b>3.2.7 Iinkqubo zokubeka iliso kulalamo emva kwentlekele nezathi zaxhaswa</b>
<b>Inkcazelo emfutshane</b>	Ukubeka iliso kwiindlela zokusebenza ngokululama emva kwezehlo/iintlekele nokubeka iliso nokunika inkxaso
<b>Injongo/ukubaluleka</b>	Ukuqinisa iinkqubo zokululama emva kwezehlo/iintlekele nokubeka iliso nezathi zaxhaswa
<b>Umthombo/iinkcukacha eziqokelelweyo</b>	Imibiko kamasipala, QPR, umbiko wedeshibhodi, nokuxhotysiwa kwabantu ngezakhono
<b>Ipotfoliyo yobungqina</b>	Bonke ubungqina obubonisa ukuba amaphulo axhaswayo
<b>Indlela yokubala</b>	Inani leenkqubo zokubala ngesandla ezasetyenziswayo
<b>Imida yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu lonikezelo ngeenkonzo olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ukungaphindaphindeki xa kuphela unyaka (isiphumo esinyanzeliswa ziimfuno
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Amaphulo okululama emva kwentlekele asetyenziswayo kunye nemali eyasetyenziswayo. Indlela yokusebenza enqwenelekayo ilingane okanye yedlule isiphumo sendlela yokusebenza.
<b>Uxanduva lophawu</b>	Umphathi: Ukusebenza ngeentlekele

### Injongo Elicebo: Ukuququzelela nokunciphisa umngcipheko weentlekele

#### Uphawu Oluyinjongo Elicebo

<b>Itayitile yophawu</b>	<b>3.2(b) Iinkqubo zokucuthta umngcipheko ongakhona</b>
<b>Inkcazelo emfutshane</b>	Ukuququzelela nokusebenza ukunciphisa imingcipheko enokuboniswa ziimpawu
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba oomasipala banciphisa imingcipheko yeentlekele ngokumisela amanyathelo okunciphisa imingcipheko yeentlekele kwii-IDP. Ukufumanisa imingcipheko yeentlekele nokufuna uncedo kwiPhondo nokuzinzisa ubume bomngcipheko. Ukwazisa uluntu ngeempawu zentlekele.
<b>Umthombo/iinkcukacha eziqokelelweyo</b>	Imibiko yamaphulo, QPR, nombiko wedeshibhodi, nombiko wonyaka
<b>Indlela yokubala</b>	Ukubala ngesandla inani leenkqubo ezisetyenzisiweyo
<b>Imida yeenkukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Olungangqalanga lokunikezelwa kweenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Oluphindaphindayo ekupheleni konyaka
<b>Umjikelo wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Oomasipala abanamanyathelo okunciphisa umngcipheko weentlekele kwii-IDP. Indlela yokusebenza enqwenelekayo ilingana okanye yedlula isiphumo sendlela yokusebenza
<b>Uxanduva lophawu</b>	Umphathi: Ukunciphisa Umngcipheko wentlekele

## Iimpawu zenkqubo kwiPhondo

<b>Itayitile yophawu</b>	<b>3.2.8 Municipalities supported with risk and vulnerability assessments</b>
<b>Inkcazelo emfutshane</b>	Disaster risk and vulnerability assessment support programme
<b>Injongo/ukubaluleka</b>	To identify disaster risks and vulnerabilities in the Province and maintain a provincial risk profile
<b>Umthombo/iinkcukacha eziqokelelweyo</b>	Assessment reports, municipal reports, QPRs, and annual report
<b>Ipotfoliyo yobungqina</b>	E-mails, intro letters, minutes, attendance register, photos, report
<b>Indlela yokubala</b>	Manual count of number of municipalities supported
<b>Imida yeenkcukacha</b>	No limitations
<b>Uhlobo lophawu</b>	Indirect Service Delivery Indicator on an Output level
<b>Uhlobo lokubala</b>	Non-cumulative year end
<b>Umjikelelo wombiko</b>	Annual
<b>Uphawu olutsha</b>	No
<b>Indlela enqwenelekayo yokusebenza</b>	To provide all stakeholders with updated information on disaster risks and vulnerabilities. The desired performance to equal or exceed the targeted performance
<b>Uxanduva lophawu</b>	Director: Disaster Risk Reduction

<b>Itayitile yophawu</b>	<b>3.2.9 kwaxhaswa oomasipala ngokuphuhlisa amanyathelo Okunciphisa Umngcipheko Weentlekele</b>
<b>Inkcazelo emfutshane</b>	Kwaxhaswa oomasipala ngamanyathelo okuphuhlisa imingcipheko yeentlekelekwi-IDP
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba oomasipala bacutha imingcipheko yabo yentlekele ngokuquka amanyathelo okucutha imingcipheko kwii-IDP
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ii-IDP zomasipala
<b>Ipotfoliyo yobungqina</b>	Izinikezelo, imizuzu, uvavanyo lwemibiko ye-IDP, ukusebenza nabantu ngabanye
<b>Indlela yokubala</b>	Ukubala ngesandla inani loomasipala abathi baxhaswa
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu olungangqalanga Lokunikezela ngeenkonziso kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Unyaka ongaphindaphindekiyo
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela Yokusebenza Enqwenelekayo</b>	Oomasipala abamisela amanyathelo okucuthwa komngcipheko kwii-IDP Indlela yokusebenza enqwenelekayo ilingane okanye idlule isiphumo sendlela yokusebenza
<b>Uphawu loxanduva</b>	Umphathi: Ukunciphisa Umngcipheko wentlekele

<b>Itayitile yophawu</b>	<b>3.2.10 Ukugcina uvimba weenkukacha kwiZiko Lokulawula lindlekele eNtshona Koloni</b>
<b>Inkcazelo emfutshane</b>	Ukugcina ulandelelwano lwenkcukacha lufakwe kakuhle ngokwenzeka kwemisebenzi kwiZiko Elilawula lindlekele entshona Koloni
<b>Injongo/ukubaluleka</b>	Ukunikezela ngengxelo epheleleyo kwabo bathatha izigqibo ngokubaqinisekisa ukuba ulandelelwano lwenkcukacha lufakelwe ngokwexesha lezehlo kwaye iinkcukacha zigciniwe
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	Ukuhlomela isistim, izinikezelo, umbiko (ngaphambili nasemva), isishwankathelo esifutshane ngephulo
<b>Indlela yokubala</b>	Umyinge wamanani Isihlomelo sesistim
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Olungangqalanga Lokunikezela Ngeenkonziso kwinqanaba lesiphumo
<b>Uhlobo lokubala</b>	Unyaka ongenazinto zifuna ukuphindwa
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela Yokusebenza Enqwenelekayo</b>	Bonke abathathinxaxheba kulawulo lweentlekele bakwazi ukufikelela kwingxelo eyiyo nefanelekielyo ukuphucula ukuthathwa kwezigqibo. Indlela enqwenelekayo ilingane nendlela yokukhupha iziphumo.
<b>Uxanduva lophawu</b>	Umphathi: Ukunciphisa Imingcipheko yeNtlekele

<b>Itayitile yophawu</b>	<b>3.2.11 Inkqubo Yokwazisa Ngeempawu Zentlekele</b>
<b>Inkcazelo emfutshane</b>	Ukunikezela ngemiushuzo yokwazisa ngeentlekele kwiPhondo
<b>Injongo/ukubaluleka</b>	Ukwenza uluntu lube nolwazi ngeempawu zentlekele
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha ngeentlekele, iinkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	SLA, imizuzu aphao iseebnza khona, iifoto, iifomu zangaphambi nezisemva kovavanyo, umbiko ovaliweyo, isishwankathelo esifutshane sombiko
<b>Uhlobo lokubala</b>	Ukubala ngesandla iiNkqubo Ezazisa Ngeempawu Zentlekele
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Olungangqalanga lokunikezela ngeenkonziso kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Unyaka ongaphindwayo
<b>Umjikelelo wokubika</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukunxulumana ngemiba yokwazisa iimpawu zentlekele ukukhuthaza indlela yokuziphatha ezisa umngcipheko kunye nokuzilungiselela imeko yonxunguphalo Indlela yokusebenza enqwenelekayo kufuneka ilingane okanye yedlule iziphumo zendlela yokusebenza.
<b>Uphawu loxanduva</b>	Umphathi: Ukunciphisa Umngcipheko weNtlekele

Icebo Eliyinjongo: Ukuphucula iinkonzo zokulwa nemililo nezakhono nokuhlangula abantu

## Uphawu Oluyinjongo Elicebo

<b>Itayitile eluphawu</b>	<b>3.2(c) linkqubo zokuphucula iinkonzo zokulwa nemililo nokunceda abantu</b>
<b>Ingcaciso emfutshane</b>	Amaphulo Eenkonzo Zamaziko Oqeqesho noNxungauphalo (EPESTC)
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba iimfuneko zoqoqosho ekulungiseleleni ukumelana nemililo kamasipala neenkono zoxunguphalo zilungiswe kakuhle
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Inkcukacha Zikamasipala Ukubala ngesandla inai leenkqubo
<b>Indlela yokubala</b>	Umyinge
<b>Imida yeenkcukacha</b>	Akukho mida
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Lweenonzo Ezingangqalanga kwinqanaba lesiphumo
<b>Indlela yokubala</b>	Uphindaphindo lokuphela konyaka
<b>Umjikele wombiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukucuthwa kwemililo neengozi. Indlela enqwenelekayo eza kulingana okanye eza kudlala isiphumo sendlela yokusebenza esisiphumo.
<b>Uphawu loxanduva</b>	Isekela Mphathi: Iinkonzo zeFire Brigade

## Uphawu Lwenkqubo yePhondo

<b>Itayitile yophando</b>	<b>3.2.12 inkqubo zokuqeqesha Kwiinkonzo Zomlilo</b>
<b>Ingcaciso emfutshane</b>	Ukuqinisekisa iimfuno zoqeqesho kwiinkonzo zemililo zisetyenziswa ngokufanelekileyo
<b>Injongo/ukubaluleka</b>	To ensure that officials task with fire prevention in the Province are adequately trained
<b>umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	Ukusetyenziswakweerejista/iimanyuwali/ikhosi yokuqeqesho zenkqubo yoqeqesho
<b>Indlela yokubala</b>	Ukubala ngesandla inani leenkqubo eziqhutyiweyo
<b>Imida yeenkcukacha</b>	Alukho
<b>Uhlobo lophawu</b>	Uphawu Zokunikezela Ngeenkono ngendlela engangqalanga nenqanaba leSiphumo
<b>Uhlobo lokubala</b>	Uphindaphindo lokuphela konyaka
<b>Umjikele wokwenza umbiko</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela Yokusebenza enqwenelekayo</b>	Ukuqinisekisa ukuba iimfuneko zoqeqesho lweenkonzo zomlilo zikamasipala alungiswe ngokufanelekileyo Indlela yokusebenza enqwenelekayo ukulingana okanye ukudlula kwindlela yokusebenza esisiphumo.
<b>Uphawu loxanduva</b>	Isekela Mphathi: Iinkonzo zokusebenza ngoMlilo

## Inkqubo Eluphawu KwiPhondo

<b>Uphawu lwetayitile</b>	<b>3.2.13 Ukulwa Umlilo-Emoyeni kunyeneenkqubo ezixahsa Umlilo Phantsi</b>
<b>Ingcaciso emfutshane</b>	Ukuxhobisa Ulawulo Lomlilo oluhlanganisiweyo kwiPhondo
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa impendulo esebenzayo nesebenza ngexesha neyimpendulo kwemililo yamadlelo nasekusetyenzisweni kwemithombo ngokupheleleyo
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Iinkcukacha zikamasipala, imibiko yonyaka
<b>Ipotfoliyo yobungqina</b>	Ii-MOU ezisayinwe nabanikela ngeenkono
<b>Indlela yokubala</b>	Ukubala ngesandla inani leenkqubo zokulwa umlilo phezulu-emoyeni
<b>Imiqobo yeenkcukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkono Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Isphelo Sonyakamali Ophindaphindekayo
<b>Umjikele wokwenza umbiko</b>	Ngonyaka
<b>Uphawu lutsha</b>	Alukho
<b>Indlela enqwenelekayo yokusebenza</b>	Ukusebenza ngokuba yimpendulo esebenza ngokufanelekileyo nangexesha lemililo yamadlelo. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo
<b>Uphawu loxanduva</b>	Isekela Mlawuli: Iinkonzo Zokucima Umlilo

<b>Uphawu lwetayitile</b>	<b>3.2.14 Uphuhliso Lwezakhono Zolawulo Lweemeko Zoxunguphalo</b>
<b>Ingcaciso emfutshane</b>	Ukusetyenziswa kweendlela ezahlukeneyo ngokwemeko eziyalalelweyo zeenkqubo eziqhutywe kwiPhondo lonke
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa imisebenzi yamagosa ngendlela yokuphndula kwiimeko zoxunguphalo kunye neemeko kukuxhobisa ngesakhono esihambelana nemiba okuphendula ngokufanelekileyo apho kufaneleke khona
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	QPR, umbiko wedeshbhodi, nombiko wonyaka
<b>Ipotfoliyo yobungqina</b>	Iirejista zoqoqosho, isikhokelo seekhosi apho zisebenza khona
<b>Indlela yokubala</b>	Ukubala ngesandla inani leenkqubo zoqeqesho eziqhutyiweyo, ngemo yonxunguphalo
<b>Imiqobo yeenkcukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkono Ezingangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Isiphelo sonyakamali esinophindaphindo
<b>Umjikele Wokwenza Umbiko</b>	Kabini ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukulawula izehlo ngendlela eyiyo nangexesha elifanelekileyo Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Isekela Mlawuli: Iinkonzo Zokucima Umlilo

<b>Uphawu lwetayitile</b>	<b>3.2.15 linkqubo Zokucima Umlilo noKhuseleko Lobomi</b>
<b>Ingcaciso emfutshane</b>	Ukufundisa uluntu ngokuthintelwa komlilo
<b>Injongo/ukubaluleka</b>	Ukucutha inani lemililo neengozi zomlilo kwiindawo zoluntu
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	linkcukacha zikamasipala
<b>Ipotfoliyo yobungqina</b>	lirejista zoqeqesho, izkhokelo zekhosi, imibiko yezimvo ngeekhosi apho zisebenza khona
<b>Indlela yokubala</b>	Ukubala ngesandla inani leenkqubo zoqeqesho eziqhutyiweyo kwimiba Yokucima Umlilo noKhuseleko Lobomi
<b>Imiqobo yeenkcukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Lokunikezelwa Kweenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Isiphelo sonyaka esinenzuzo
<b>Umjikele Wokwenza umbiko</b>	Ngekota
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Ukuncipha kwemililo neengozi ezibangelwa yiyo Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo
<b>Uphawu loxanduva</b>	Isekela Mlawuli: linkonzo Zokucima Umlilo

<b>Uphawu lwetayitile</b>	<b>3.2.16 Inkqubo Zendlela Ekhethekileyo Yokusebenza Nokuxhobisa abantu</b>
<b>Ingcaciso Emfutshane</b>	Ukusetyenziswa Kweendlela Ezikhethekileyo Zokukuxhobisa abantu kuqeqesho koomasipala
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukufumaneka kwezakhono ezikhethekileyo nokuxhotyiswa kwabantu ngezakhono zokumelana neengxaki ezinkulu/neentlekele.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	linkcukacha zoomasipala
<b>Ipotfoliyo Yobungqina</b>	Irejista yiokuba khona/isikhokelo sekhosi apho sifuneka khona
<b>Indlela Yokubala</b>	Kuqhutywe Ukubala inani Lemisebenzi Ekhethekileyo noQeqesho ngesandla
<b>Imiqobo Yeenkcukacha</b>	Ayikho
<b>Uhlobo Lophawu</b>	Uphawu Lokunikezelwa Kweenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo Lokubala</b>	Isiphelo sonyakamali onophindaphindo
<b>Umjikele Wokunika Umbiko</b>	Ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela Zokusebenza Ezinqwenelekayo</b>	Iakhono ezikhethekileyo nokuxhobisa abantu kwiPhondo lonke. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Isekela Mlawuli: linkonzo Zokucima Umlilo

## Iimpawu Ezimiselwe kwiSektha

<b>Uphawu Lwetayitile</b>	<b>SPI:12 Inani loomasipala abathe baxhaswa ukugcina Amaziko Okulawula intlekele esebenza kakuhle</b>
<b>Ingcaciso emfutshane</b>	Onke Amaziko Okulawula Intlekele agcina ukusebenza ngokwemiba (Umasipala Ombaxa/Isithili) yoMthetho Okulawula ukugcina indlela entle yokusebenza kwiphondo ngokoMthetho Wokulawula Intlekele ka2002.
<b>Uhlobo lwenkxaso</b>	Kuvavanywe uhlobo asebenza ngalo Amaziko Olawulo Lwentlekele kusetyenziswa isixhobo sokuvavanya. Velisa imibiko yokuvavanya eyenziweyo, wabelane nomasipala nayo ukuphawula imimandla ethe yaphucuka. Oomasipala bayahlanagna bafakane imilomo qho ngekota banike isikhokelo apho kukho umsebenzi ongahambelani noMthetho
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa indlela esebenzayo, esebenza ngexesha, ehlanganisiweyo nendlela eququzelelwe kumanqanaba onke entlekele kwiphondo kwiphondo kugxininiswa kuthintelo nokunciphisa kwanokuqinisekisa uququzelelo nolawulo lweentlekele ezenzeka nezinokwenzeka kwiphondo
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Umbiko wekota ngokwemiba yamasolotya ama-24 (4) -(8) oMthetho Wolawula lweNtlekele, 2002 noKubeka Iliso neSakhiwo Sokuvavanya
<b>Ipotfoliyo Yobungqina</b>	Umbiko wekota oqulethe oku kulandelayo: <ul style="list-style-type: none"> <li>• Ukonyulwa kweentloko zamaZiko Olawulo Lwentlekele kwiPhondo (iphondo, isithili nomasipala ombaxa)</li> <li>• Iziko Zolawulo Lwentlekele nokuququzelela ubume nobume obuyimbonakalo obungqaman anemigangatho.</li> <li>• Iintlanganiso zeforam yengcebiso ngekota</li> <li>• Iphondo/umasipala ombaxa/isithili ivumele Isakhiwo Sokulawula Intlekele</li> <li>• Isicwangciso Sokulawula intlekele esibonisa uthintelo, ukunciphisa amathuba entlekele, ulungiselelo, ukuphendula nokuphila kwiPhondo.</li> <li>• Iziko ngalinye Lokulawula Intlekele nlipapasha umbiko wonyaka</li> <li>• Ukwazisa uluntu ngeentlekele kwiphondo, iinkqubo zokumela nokwazisa uphuhliso oluqhutyiweyo nokuphuhlisa</li> <li>• Ukuxhasa oomasipala ukumisela nokugcina amaziko olawulo lweentlekele esebenza</li> </ul>
<b>Indlela Yokubala</b>	Ukubala ngesandla koomasipala abanikw ainkxaso.
<b>Imiqobo yeenkcukacha</b>	Ukungabikho kwemiqathango yokwenza izinto nemigangatho yaMaziko Okulawula Intlekele kwinqanaba likasmasipla.
<b>Uhlobo lokubala</b>	Uphawu Lokunikezela Ngeenkonzo Olungangqalanga
<b>Uhlobo lokubala</b>	Isiphelo sonyaka esingenanzuzo
<b>Umjikele Wokwenza umbiko</b>	Ngekota
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela Yokusebenza Enqwenelekayo</b>	Ukuphendula ngexesha kwiimeko zentlekele nokunciphisa ifuthe lonxunguphalo kuluntu Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Isekela Mlawuli: Imisebenzi Engeentlekele

<b>Uphawu lwetayitile</b>	<b>SPI:13 Inani loomasipala elixhaswe Ziinkonzo Zokucima Umlilo</b>
<b>Inkcazelo emfutshane</b>	Iinkonzo zokucima umlilo ezisebenzayo ukuququzelela iinkonzo nemisebenzi yokucima umlilo koomasipala ngokwemiba yeemfuneko zomthetho.
<b>Uhlobo lwenkxaso</b>	ISebe liqinisekisa ukugcina ukusebenza kakuhle ngokuhlangana ngekota ukuvavanya nokubeka iliso kusetyenziswa iiforam.
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukongamela okukuko noksebenza ngexesha ukuxhasa ulawulo lwe-mlilo kwiphondo
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ubume bemibiko yeenkonzo zokucima umlilo enikezelwa ngoomasipala
<b>Ipotfoliyo yobungqina</b>	Ubume bombiko oyondelelanisiweyo ngobunjani bendlela yoksuebenza kweenkonzo zikamasipala zokucima umlilo.
<b>Indlela Yokubala</b>	Ukubala ngesandla koomasipala
<b>Imiqobo Yeenkcukacha</b>	Ukungangeniswa kwemibiko engeenkonzo zokucima imililo koomasipala
<b>Uhlobo lophawu</b>	Uphawu lokunikezela Ngeenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Indlel ayokubala</b>	Ephindaphindayo
<b>Umjikele Wokunika Umbiko</b>	Ngekota
<b>Uphawu olutsha</b>	Alukho
<b>Indlela Yoksuebenza Enqwenelekayo</b>	Indlela yokuthintela ephuculweyo, eyokuphendula nokulungisa umonakala kwiindawo ebezonakaliswe ngumlilo. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Isekela Mlawuli: Ulawulo Oluphezulu Olusebenza Ngokulawula iiNtlekele nokuNikezela ngeenkonzo Zokucima Umlilo

## Inkqutyana 3.3: Isicwangciso Sophuhliso Oluhlanganisiweyo

**Injongo Elicebo:** Ukuphucula umgangatho weeIDP ukuqinisekisa unikezelo lweenkonzo lusebenza kakuhle

### Uphawu Oluyinjongo yecebo

<b>Uphawu lwetayitile</b>	<b>3.3(a) Iinkqubo zokuphucula umgangatho weeIDP</b>
<b>Inkcazelo emfutshane</b>	Ukuphucula umgangatho weeIDP ukuqinisekisa ukuba unikezelo lweenkonzo luqhubeka kakuhle
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa ukuba isicwangciso sophuhliso esihlanganisiweyo sisebenza kakuhle njengoko sikhokela uphuhliso kummandla othile kumasipala kwaye unika ingxelo ngokutyala amanye amanqanaba karhulumente;
<b>Umthombo/ukuqokelela inkcukacha</b>	Imibiko, iirejista zokuba khona, QPR, umbiko wonyaka
<b>Indlela yokubala</b>	Ngokomyinge wamanani
<b>Umqobo weenkcukacha</b>	Awukho
<b>Uhlobo lophawu</b>	Uphawu Lokunikezela Ngeenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Olwenza inzuzo/oluphindaphindayo
<b>Umjikele wokwenza umbiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala bazisebenzisile iIDP. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo .
<b>Uphawu loxandauva</b>	Umlawuli: Isicwangciso Sophuhliso Oluhlanganisiweyo



## Uphawu lweNkqubo kwiPhondo

<b>Itayitile eluphawu</b>	<b>3.3.1 Ipesenti yeMibiko Yokuvavanya ii-IDP eziqinisekisa ukungqamanisa izicwangciso nokwabiwa kwemali</b>
<b>Inkcazelo emfutshane</b>	Ukwenza izibonelelo zesakhiwo neemiqathango yovavanyo lweeIDP
<b>Injongo/ukubaluleka</b>	Ukubonelela ngesiseko sokuququzelela izimvo zeseke ekwisebe ngeeIDPP zika-masipala ukuqinisekisa ukungqamanisa kwezicwangciso ezihlanganisiweyo zikarhulumente
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko ngovavanyo lwee-IDP, Isakhiwo Sovavanayo lweeIDP/iiIDP
<b>Ipotfoliyo yobungqina</b>	Imibiko yovavanyo
<b>Uhlobo lokubala</b>	Umyinge <b>A</b> = Inani leeIDP zomasipala ezithe zavavanywa nezibonisa ukungqamelana kwesicwangciso nokwabiwa kwemali <b>B</b> = Inani loomasipala kwiPhondo Ifomula: $A / B \times 100$ e.g. $25 / 30 \times 100 = 83\%$
<b>Imiqobo yeenkukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Olungangqalanga Lokunikezela Kweenkonzo kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Ezipheleleyo ngonyaka
<b>Umjiko wokwenza umbiko</b>	Ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela Yokusebenza enqwelekayo</b>	Bonke oomasipala baneelDP ezinyanisekileyo nezinokusebenzeka. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Umlawuli: Isicwangciso Sophuhliso Oluhlanganisiweyo

<b>Itayitile eluphawu</b>	<b>3.3.2 Ungqamaniso lwezicwangciso loomasipala bezithili noomasipala basekhaya abakuloo mmandla uthile</b>
<b>Ingcaciso emfutshane</b>	Ukubeka iliso kungqamaniso Izicwangciso ooPhuhliso Oluhlanganisiweyo
<b>Injongo/ukubaluleka</b>	Ukubeka iliso nokuququzelela ungqamaniso leSicwangciso Sophuhliso Esihlanganisiweyo kwizithili nakoomasipala abohlukeneyo kummandla ngamnye
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Ukuqhuba ngezicwangciso/ukubeka-ixesha/ii-IDP
<b>Ipotfoliyo yobungqina</b>	Sebenzisa izicwangciso okanye amaxesha-abekiweyo
<b>Uhlobo lokubala</b>	<b>Umyinge ngokwamanani</b> <b>A</b> = Imisebenzi kamasipala wasekhaya ongqanyanise nemisebenzi yeenkqubo zikamasipala ngamnye/nexesha-elibekiweyo <b>B</b> = Isicwangciso semisebenzi yeenkqubo zomasipala kwisithili/ixesha elimiselweyo kwelifunekayo ukusebenzisana nomasipala Ifomula: $A / B \times 100$ e.g. $15 / 20 \times 100 = 75\%$
<b>Imiqobo yeenkukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo lweenkonzo Olungangqalanga kwinqanaba leSiphumo
<b>Uhlobo lokubala</b>	Uhlobo olupheleleyo
<b>Umjiko wokunikako</b>	Ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela yokwenza umsebenzi</b>	Uququzelelo oluphuculweyo nokungqamanisa Isicwangciso Sophuhliso Oluhlanganisiweyo. Indlela yokusebenza kumele ilingane okanye idlule indlela yokusebenza ekujoliswe kuyo.
<b>Uphawu loxanduva</b>	Umlawuli: Isicwangciso Sophuhliso Oluhlanganisiweyo

# IZIHLOMELO

**Injongo Elicebo:** Ukomeleza izicwangciso zokusebenza ngobambiswano kurhulumente nohlahlolwabiwomali ngokusebenzisa ii-IDP njengesicwangciso esinye sikaRhulumente

## Uphawu lwenjongo elicebo

<b>Isihloko sophawu</b>	<b>3.3 (b) Iinkqubo zokuphucula iicwangciso zokusebenza ngokubambisana nee-IDP</b>
<b>Inkcazelo emfutshane</b>	Ukucwangcisa ngokubambisana ukunikezela ngeenkonzolo kwinqanaba eliphezulu
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa iinkqubo zokuthatha inxaxheba kwee-IDP eziphuculweyo
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko yovavanyo, isicwangciso sephulo, iQPR, umbiko wedeshbhodi kunye nomibiko wonyaka
<b>Indlela yokubala</b>	Umyinge ngokubalwa kwamanani
<b>Imiqobo yeenkcukacha</b>	Ukuba khona
<b>Uhlobo lophawu</b>	Unikezelo lweenkonzo olungangqalanga kwisigaba soMphumela
<b>Uhlobo lokubala</b>	Isiphelo sonyakamali esipheleleyo
<b>Umjikelelo wokwenza umbiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Uququzelelo oluphuculweyo lokubambisana koorhulumente. Indlela yoksuebenza enqwenelekayo okanye edlula iindlela yoksuebenza ekujoliswe kuyo.
<b>Uxanduva lophawu</b>	Umlawuli: Uphuhliso lwesicwangciso Esihlanganisiweyo

## Iimpawu zendlela yokusebenza kwenkqubo

<b>Isihloko sophawu</b>	<b>3.3.3 Kuququzelelwe ipesenti yezivumelwano ze JPI ukubonisa izicwangciso ezihambelanayo njengezixhobo zabathathinxaxheba</b>
<b>Inkcazelo emfutshane</b>	Ukuqinisekisa ifuthe kuluntu kwixesha elide(kwithem elithu aelide)
<b>Injongo/ukubaluleka</b>	Ukuqinisekisa unikezelo lweenkonzo zoluntu olukwinqanaba eliphezulu
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Imibiko ngenkqubela, ii-IDP/nee-JPI
<b>Ipotfoliyo ebungqina</b>	Iphepha leenkucachamanani(Spreadsheet) nemibiko evalayo
<b>Indlela yokuhlobo lokubala</b>	Uphando ngomyinge wamanani <b>A</b> = Ianni lamaphulo e-JPI aza kusetyenziswa ngonyakamali <b>B</b> = Inani lamaphulo e-JPI onyakamali oboniswa kwii-APP nakwi-IDP <b>A/B * 100 = %</b> <b>Umz. 85/100 * 100 = 85%</b>
<b>Imiqobo yeenkcukacha</b>	Akukho miqobo
<b>Uhlobo lophawu</b>	Uphawu Lonikezelo Ngeenkonzolo Olungangqalanga kwisigaba somphumela
<b>Uhlobo lokubala</b>	Isiphelo sonyaka esipheleleyo
<b>Umjikelelo wokwenza umbiko</b>	Ngonyaka
<b>Uphawu olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Kusetyenziswa kwaququzelela ukuphucula ukusebenza koorhulumente ngobambiswano Ingxelo yokusebenza enqwenelekayo iingqamane nendlela yokusebenza ekujoliswe kuyo
<b>Uxanduva lophawu</b>	Umlawuli: Iphuhliso Socwangciso Oluhlanganisiweyo

# IZIHLOMELO

Iimpawu zikaZwelonke

<b>Isihloko sophawu</b>	<b>SPI:14 Inani loomasipala elixhaswa luphuhliso lwe- IDP (Umphumela 9, nomphumela 1 ongaphantsi ko1)</b>
<b>Inkcazelo emfutshane</b>	Ukuxhasa oomasipala abakwii-IDP ngeeseshoni zokuxhobisa nokuphuhlisa oomasipala, amacweyo, iiforam novavanyo lwee-IDP. Kufuneka li-IDP IDP ziphuhliswe ngokweemfuneko ezisebenza ngokomthethosisekelo.
<b>Uhlobo lwenkxaso</b>	Ngokuququzelela iintlanganiso neeseshoni zomsebenzi noomasipala ukubakhokelela kwiinjongo zokunikezela nokwabelana ngengxelo ngovavanyo lwee-IDP.
<b>Injong yokubaluleka</b>	Ukuphuhlisa oomasipala bakwazi uluntu njengempendulo ii-IDP ngesakhiwo soluntu esisemthethweni.
<b>Umthombo/ukuqokelelwa kweenkcukacha</b>	Uvavanayo lwe-IDP nokuhlaziywa kwemibiko
<b>Ipotfoliyo ebubungqina</b>	Umbiko wenkxaso ekubonelelwa kwimeko yee-IDP, izimemo, i-ajenda, iirejista zokuba khona, ukusayinwa kwemibiko kuphawulwa koomasipala abaxhaswa ukuphuhlisa kwesikhalazo see-IDP.
<b>Uhlobo lokubala</b>	Ukubala ngesandla inani loomama abaxhasa oomasipala
<b>Imiqobo yeenkcukacha</b>	Ii-IDP ezithathiweyo zenkqubo yezicwangciso zeBhunga ngokwenkqubo ye-IDP, ukungakwazi yokuthatha inxaxheba ngamasebe esolotyia
<b>Uhlobo lophawu</b>	Uphawu Lokunikixelwa Kweenkonzo ezingagqalanga kwiSigaba Somphumela
<b>Uhlobo lokubala</b>	Isiphelo sonyakamali esipheleleyo nesigqibeleleyo
<b>Umjikelelo wokwenza umbiko</b>	Ngonyaka
<b>Uphawu Olutsha</b>	Alukho
<b>Indlela yokusebenza enqwenelekayo</b>	Bonke oomasipala baphuhliswe ngokusemthethweni ohambelana neeIDP. Indlela yokusebenza enqwenelekayo nendlela zokusebenza ezilinganayo ekujoliswe kuko.
<b>Uxanduva lophawu</b>	Umlawuli: Uphuhliso Olunhlanganiswe nezicwangciso

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