



URhulumente weNtshona Koloni

UPhuhliso loQoqosho
noKhenketho



Ingxelo Yonyaka 2012/13
UPhuhliso loQoqosho noKhenketho

ISEBE LOPHUHLISO LOQOQOSHO
NOKHENKETHO

IPHONDO LENTSHONA KOLONI

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Kuligugu kum ukuba ndingenise le Ngxelo yoNyaka yeSebe loPhuhliso loQoqosho noKhenketho yesithuba sonyaka esiqala ngomhla woku-1 Apreli 2012 ukuya kowama-31 Matshi 2013.



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31 kuJulayi 201

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ISIQENDU A: ULWAZI GABALALA

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2. ULUHLU LWEZISHUNQULELI-MAGAMA/IZISHUNQULELO

AA	Isenzo sobulungisa
ADEP	Inkqubo yokukhulisa uphuhliso lwe Aquaculture
ADZ	Ummandla wophuhliso lwe Aquaculture
AGSA	Umpicothi zincwadi jikelele woMzantsi Afrika
AO	Igosa loBalo zimali
AOPI	Uphicotho lolwazi lezokusebenza
APP	Isicwangciso soNyaka Sezokusebenza
BAS	Isisekelo senkqubo yobalo mali
BBEE	Uxhotyiso ngezakhono zoqoqosho olubanzi kubantu abantsundu
BEE	Uxhotyiso ngezakhono zoqoqosho kubantu abantsundu
BER	Ulawulo lwabantu abaqeqeshelwe uphando ngezozoqosho
BI	Uhlakanipho ngezamashishini
BPeSA	Inkqubo yoshishino evumela uMzantsi Afrika
BPIW	Izindawo zokusebenzela ezokuphucula ukusebenza kwamashishini
BPO	Ukugqithiselwa kwenkqubo yoshishino
CASIDRA	i-Arhente yaseKapa yokuqhubekisa uphuhliso oludityanisiweyo lwasemaphandleni
CATHSSETA	Inkcubeko, ubuGcisa, uKhenketho, ukubuka iindwendwe, ezemidlalo, imfundo yamacandelo kunye negunya lokuqeqesha
CCDI	Iziko laseKapa lomsebenzi lobugcisa noyilo
CCTC	Ihlokondiba lempahla elukiweyo kunye nempahla yaseKapa
CETA	Imfundo ngezokwakha kunye negunya lokuqeqesha
CFO	Igosa Eliyintloko Lezimali
CGCSA	Ibhunga lekusetyenziswa kwempahla loMzantsi Afrika
CIS	Intsebenziswano ngolungiselelo lwezibonelelo
CITI	Ulwazi lwaseKapa kunye nokwenza ezobugcisa
CLOTEX	Iziko lempahla elukiweyo kunye nempahla yaseKapa
CMT	Sika, Yenza kwaye uchebe
COGTA	Ulawulo lwentsebenziswano kunye nemiba yamasiko nezithethe
CPA	Umthetho wokukhusela abathengi
CPUT	IDyunivesithi yobugcisa wesinga siqithi saseKapa
CRDP	Inkqubo ebanzi yokuphuhlisa amaphandle
CSC	Iziko leenkonziso zoshishino
CSIR	Ibhunga lophando lezenzululwazi kunye namashishini
CTCP	Inkqubo zokhuphiswano zempahla elukiweyo kunye nempahla
CTFC	Ibhunga laseKapa lefashoni
CTICC	Iziko lengqungquthela zamazwe laseKapa
CTRU	Iindlela ezingenamlinganiselo zaseKapa

ULUHLU LWEZISHUNQULELI-MAGAMA/IZISHUNQULELO

DBSA	Ibhanki yoPhuhliso yamaZantsi e-Afrika
DEDAT	ISebe lophuhliso loqoqosho nokhenketho
DM	Umasipala wesithili
DMO	Umbutho worhwebo ekusingwa kuwo
DPSA	ISebe leenkonzozoluntu kunye nolawulo
DST	ISebe leenzululwazi kunye nobugcisa
DTI	ISebe loRhwebo kunye namashishini
EDP	Intsebenziswano ngophuhliso lwezoqoqosho
EE	Ubulungisa ngokwezengqesho
EHWP	Inkqubo yezempilo kunye nokuphil kwabasebenzi
EPI	Isalathisi sokwenza ngokwezozoqoqosho
EPWP	Inkqubo yemisebenzi yoluntu eyongezelelweyo
ERLN	Ubutyebi bommandla wokufunda ngothungelwano
ERM	Ulawulo lomngcipheko lwamashishini
EW SETA	Imfundo ngecandelo lamandla namanzi kunye negunya loqeqesho
EU	Imbumba lomanyano lwaseEurope
FAO	Umbutho wokutya kunye nezolimo
FDI	Utyalo oluthe ngqo lwangaphandle
FEDHASA	Umbutho omanyeneyo wokuthanda iindwendwe woMzantsi Afrika
FET	Imfundo eyongezelelekileyo kunye noqeqesho
FP&M SETA	Ukwenziwa komcu nokuvelisa kunye necandelo lemfundo negunya loqeqesho
GDP	Isambuku semveliso yasekhaya
GDPR	Isambuku semveliso yasekhaya ngokommandla
GIZ	i- Deutsche Gesellschaft für Internationale Zusammenarbeit
HCT	Ukukhanselishwa novavanyo lwentsholongwane kagawulayo
HEI	Iziko lemfundo ephakamileyo
HOD	Intloko yeSebe
HRD	Uphuhliso lwezakhono zabasebenzi
ICAS	Ukukhanselishwa okuzimelyo kunye nenkonzo yokucebisa
ICT	Ulwazi kunye nonxibelelwano lobugcisa
IDC	Umanyano lophuhliso lwamashishini
IDP	Isicwangciso sokuphuhlisa amashishini
IDZ	Uphuhliso lwamashishini omandla
IEDS	Iinkonzo zophuhliso loqoqosho oludityanisiweyo
IPAP	Isicwangciso sokwenza somgaqonkqubo wezamashishini
ISO	Umbutho wamazwe wokubeka emgangathweni

ULUHLU LWEZISHUNQULELI-MAGAMA/IZISHUNQULELO

IT	Ulwazi lobugcisa
ITDF	Ubume bophuhliso bezokhenketho obudityanisiweyo
IYM	Ukujongwa enyakeni
LED	Uphuhliso lwezoqoqosho lwasemakhaya
LRA	Umthetho wezonxibelelwano lwabasebenzi
MAPP-SETA	Izinto zokusasaza iindaba, Ukwazisa, ukushicilela kunye negunya loqeqesho kwicandelo lemfundo yokubekelela
M&E	Ukujonga nokuhlola ubukhulu
MEC	Ilungu lesebe lombuso elilawulayo
MEDS	Ubuchule bophuhliso lwezoqoqosho oluncinane
MERSETA	Ukuvelisa, ubunjinieli kunye neenkonziso ezinxulumene necandelo lemfundo negunya loqeqesho
MOA	Isivumelwano sento ebhaliweyo
MOU	Ukuqondisisa into ebhaliweyo
MPAT	Isixhobo sokuhlola ulawulo lokusebenza
MQA	Igunya lamaphepha asemgodini
MTEF	Ubume benkcitho yesiqingatha sonyaka
NDP	Isicwangciso sophuhliso sikaZwelonke
NDT	ISebe loKhenketho likaZwelonke
NEF	Ingxowa mali yokuxhobisa ngezakhono kaZwelonke
NFVF	Iziko LikaZwelonke lemifanekiso bhanyabhanya nevidiyo
NGO	Umbutho ongekho phantsi kukaRhulumente
NIMS	Ubuchule bokuvelisa obudityanisiweyo bukaZwelonke
NOA	Umbutho wokudluliselwa kwabanye kaZwelonke
NPO	Umbutho ongangenisi nzuzo
NSDS	Ubuchule bophuhliso lwezakhono bukaZwelonke
NT	UnoNdyabo kaZwelonke
NTIP	Inkqubo yokuqala ukuxhobisa kaZwelonke
NTSS	Ubuchule becandelo lokhenketho kaZwelonke
OCP	I-Ofisi yomkhuseli womthengi
OD	Uyilo lombutho
OEM	Umvelisi wezixhobo onguye
PANSA	Uthungelwano lokwenza ezobugcisa loMzantsi Afrika
PACA	Ukuthatha inxaxheba kukhuphiswano lokubeka ixabiso
PCLT	Iqela lesikhokelo lwamazibuko ommandla
PFMA	Umthetho wokulawula iimali zoluntu

PGF	Ingxowa mali ekhuliswayo yePhondo
PILIR	Umgqaonkqubo wokuthatha ikhefu elingasetyenziswanga kunye nomhlaphantsi wokugula
PIP	Inkqubo yokuphucula imveliso
PPFFA	Umthetho wobume ngomgqaonkqubo wokuthenga okhethiweyo
PSCBC	Igumbi leengxoxo zekhomishoni yeenkonzo zoluntu
PSDF	Iforam yophuhliso lwezakhono zePhondo
PSO	Injongo buchule yePhondo
PT	UnoNdyebo wePhondo
RBI	Ubutyebi bokuxhamlwa ngamashishini
RE	Amandla enziwa ngokutsha
REBID	Ukubeka ixabiso lwamandla awenziwa ngokutsha
RFP	Izicelo zesindululo
RLED	Uphuhliso lwezoqoqosho lwamaphandle nasemakhaya
RTL	Ikomiti yoqhagamshelwano loKhenketho lommandla
RIF	Iforam yonkwenza izinto ngokutsha yommandla
SAHTA	Umbutho we Honeybush Tea waseMzantsi Afrika
SAQA	Igunya lwamaphepha okuphumelela loMzantsi Afrika
SALGA	Umbutho woRhulumente wasemaKhaya woMzantsi Afrika
SANParks	Ilipaka zikaZwelonke zoMzantsi Afrika
SAOGA	Imanyano ymafutha negesi yoMzantsi Afrika
SAPS	Inkonzo yesiPolisa yoMzantsi Afrika
SARETC	Iziko loqeqesho lwamandla enziwa ngokutsha loMzantsi Afrika
SARS	Inkonzo yengeniso yoMzantsi Afrika
SCM	Ulawulo lwemisebenzi
SCOPA	Ikomiti ezimeleyo yee-akhawunti zoluntu
SDIP	Isicwangciso sokuphucula uhanjiso lweenkonzo
SDA	Isivumelwano sohanjiso lweenkonzo
SEDA	I-Arhente yophuhliso lwamashishini amancinci
SETA	Icandelo lemfundo negunya loqeqesho
SEZ	Indawo yoqoqosho ekhethekileyo
SITA	I-Arhente yolwazi lobugcisa yeLizwe
SME	Amashishini amancinane naphakathi
SMME	Amashishini amancinane, aphakathi namancinci
SO 1	Injongo buchule 1
SOC	Inkampani ephantsi kukaRhulumente
SPV	Imoto yenjongo ekhethekileyo
STATSSA	Ingqokelelo manani oMzantsi Afrika
SWH	Isixhobo sokwenza amanzi ashushu ngemitha yelanga

TAU	Iyunithi yokuncedisa ngobuchwephesha
TEP	Intsebenziswano ngamashishini okhenketho
TGCSA	Ibhunga lokunika amanqaku okhenketh
TNPA	IoMzantsi Afrika
TR	Imiqathango kanoNdyebo
TSD	URhwebo nophuhliso lwecandelo
TFDS	Inkcitho iyonke ethe ngqo yangaphandle
UCT	IDyunivesithi yaseKapa
UK	e-United Kingdom
UNWTO	Umbutho weZizwe wezoKhenketho
USB	Isikolo seZoshishino seDyunivesithi yaseStellenbosch
VANSA	Uthungelwano lobugcisa obubonakalayo loMzantsi Afrika
WCADI	Ukuwenza isiqalo se Aquaculture seNtshona Koloni
WCCAT	Inkundla yamatyala yemiba yabathengi yaseNtshona Koloni
WCFI	Ukwenza isiqalo sefenishala saseNtshona Koloni
WCG	URhulumente waseNtshona Koloni
WCLA	Igunya lotywala leNtshona Koloni
WCSD	Uvimba wabathengisi weNtshona Koloni
WCTDF	Ubume bophuhliso lwezoKhenketho lweNtshona Koloni
WCTI	Ukwenza isiqalo sokuxhobisa seNtshona Koloni
Wesgro	I_Arhente yotyalo nonyuso loRhwebo leNtshona Koloni.

3. UMFANEKISO WEMBONAKALO YESICWANGCISO-BUCHULE

3.1 Umbono

Umbono weSebe ngoweNtshona Koloni enoQoqosho oludlamkileyo, olunemibono emitsha noluzinzileyo, apho uqoqosho lukhula, ludala imisebenzi, lukhulisa nobulungisa nolusekelwe kumandla okusebenza omntu wonke.

3.2 Umnqophiso

Ukuphumeza lo mbono ukhankanywe ngentla, iSebe loPhuhliso lwezoQoqosho noKhenketho liza kubonelela ngobunkokheli kuqoqosho lweNtshona Koloni ngokuthi liwuqondisise umcimbi wezoqoqosho kuwo onke amaSebe, likwazi ukuchonga amathuba ezoqoqosho kunye nezinye izinto ezinokukwazi ukwenziwa kunye negalelo lalo kwizinto eziphambili zoqoqosho zikarhulumente.

ISebe liza kuqhubela phambili ngenguqu kwezoqoqosho ze lihoze nemiceli-mngeni kunye namathuba ezoqoqosho abemi beli phondo, ukuze lixhase iinjongo zikarhulumente zokudala amathuba ezoshishino nokunceda abemi ekufumaneni amathuba kwezoqoqosho kunye nengqesho.

Okokugqibela, isebe liza kudlala indima ekuboneleleni ngemeko evumela ukhuphiswano, ubulungisa, utyalo-mali, ushishino kunye norhwebo.

3.3 Inqobo

Iinqobo eziphambili zeSebe zezi zilandelayo:

- Ukwazi
- Uniko-nkcaza
- Imfezeko
- Isihoyo
- Ukukhathala

3.4 Iziphumo ezijolise kwinjongo ecwangcisiweyo

Eyona njongo yolungiselelo lweSebe ngexesha lokwenziwa kohlolo kukudala amathuba emisebenzi, oshishino nokukhula koqoqosho lwabemi.

Iimeko eziyimfuneko ekufezekiseni oku zithe zacaciswa zaba ziinkcazelo zenjongo ezintlanu:

- a) Injongo 1: Ukuphumeza nophuhliso lwesicwangciso-buchule soqoqosho kwanokuxhasa imigaqo-nkqubo ekufezekiseni amathuba emisebenzi kunye nokukhula.
- b) Injongo 2: Ukudala imeko yokubanako ukumelana (iingxaki ezincinane, ulondolozo lokukhula kwezoshishino, utyalo-mali kunye nokudaleka kwemisebenzi) nokuphuculwa ngokuzithemba kwisalathisi sokunyuka okanye ukwehla kushishino lommandla nokwanda kwenani lemisebenzi.
- c) Injongo 3: Ukukhuthaza ukhokelo olufunekayo, inkxaso karhulumente kwiziko labucala ukulungiselela ukukhula kwamaziko, amashishini kunye norhwebo ngokwandisa ixabiso leempahla ezithunyelwa kwamanye amazwe.
- d) Injongo 4: Ukuphucula ukuba nako ukwenza umsebenzi wommandla ngokukhula koqoqosho olukhokelwa ngamaziko okusebenzela amisiweyo.
- e) Injongo 5: Ukukhuthaza ukusetyenziswa kwe-EPWP 204 770 " amathuba ali-100 omsebenzi ngosuku"
- f) kunye nangama-111 859 "alingana nawo asisigxina" phakathi kowama-2009 kunye nowama-2014.

4. IFUTHE LEMITHETHO

Public Finance Management Act, 1999 (Umthetho 1 ka-1999), njengoko ulungiswe nguMthetho 29 ka-1999)

NguMthetho ojongene nendlela amasebe asebenzisa ngayo imali ukuqinisekisa ukuba yonke ingeniso, inkcitho, iiasethi kunye namatyala alawulwa ngendlela eyiyo nangempumelelo kunye nokunika imiyalelo kunye nokugunyaziso kubantu abanikwe umsebenzi wokulawula imali kwiSebe.

I- Western Cape Investment and Trade Promotion Agency Law, 1996 (Umthetho 3 ka 1996)

Ukumisela iArhente yeNtshona Koloni yoKhuthazo loTyalo-mali noRhwebo (Wesgro) ukulungiselela ukukhuthaza nokuxhasa ukukhula koqoqosho nophuhliso kwiphondo.

Liquor Act, 2003 (Umthetho 59 ka-2003)

UMthetho woTywala uqalise ukusetyenziswa ngomhla we-13 kweyeThupha wama-2004 nothe wathatha indawo yoMthetho ka-1989 woTywala (Umthetho 27 ka-1989) osetyenziswa kwisizwe jikelele ngethuba ugcinwe njengeniyathelo lenguqulelo yemisebenzi yephondo. Wathi wazisa ngenkqubo yemiqolo emithathu kushishino lotywala kwanokumiswa kakuhle kwemiqolo yokwenziwa nokusasazwa kwabo. Usinika ukugunyaziswa kokwenziwa kwemisebenzi enxulumene nemiqolo yentengiso yemiyinge emincinci (kunye nokwenziwa kwemveliso xa zizonke) kuMphathiswa wePhondo nothi ufune isigunyaziso sotywala ukunika inkcazelo yobalo lwamanani anxulumene nentengiso yemiyinge emincinci kunye nemiqolo yokwenziwa kwemveliso xa zizonke.

Western Cape Liquor Act, 2008 (Act 4 of 2008), njengoko ulungisiwe nguMthetho woLungiso woTywala, 2010 (Umthetho 4 ka-2010)

Owona Mthetho uyintloko unika ukukhutshwa kwamaphepha-mvume okuthengiswa kotywala ngemiyinge emincinci kwanokwenziwa kwemveliso zotywala xa zizonke kwiphondo, ngethuba uMthetho woLungiso unika iBhodi yoLawulo kunye nenKundla yaMatyala yokuKhutshwa kwaMaphepha-mvume otywala; nothi ubangele ukuba ungabinako ukufumana iphepha-mvume lotywala lesiganeko esisodwa esikolweni; ukumiswa kwakuhle nokungeniswa kwezicelo ezithile ezitsha kunye neengxelo; kwano kucacisa ukubanako ukwenziwa kwemisebenzi koomasipala ukumisela iintsuku zoshishino neeyure zorhwebo lokuthengiswa kotywala.

Businesses Act, 1991 (Umthetho 71 ka-1991)

UMthetho woShishino ngumthetho omisiweyo wesizwe nothi unike ummiselo worhwebo olungamiselekanga koomasipala, nongundoqo ekuqwalaselweni kwemithetho yedolophu efanelekileyo nguMphathiswa wePhondo. Ukwasinika ngokongozekileyo okokuba uMphathiswa wePhondo usenokusebenza njengelungu lesigunyaziso sesibheni kwiimeko apho oomasipala bathe abavuma ukwamkela izicelo ezifakiweyo ngamashishini aluhlobo oluthile zokufumana amaphepha-mvume oshishino lotywala.

Broad-Based Black Economic Empowerment Act, 2003 (Umthetho 53 ka-2003)

Ukumisa isakhelo sowiso-mithetho sokukhuthaza ukuXhutyiswa koQoqosho lwaBantsundu; ukuxhobisa uMphathiswa ngezakhono zokunika imithetho yokuziphatha nokwenziwa kwemisebenzi ngendlela efanelekileyo, ukupapasha kwamaphepha amalungelo enguqulo; ukumisa iBhunga leNgcebiso zokuXhutyiswa ngezakhono koQoqosho lwaBantsundu; nokuchaza ngemiba enxulumene noko.

National Small Business Act, 1996 (Umthetho 102 ka-1996), njengokuba ulungisiwe ngokoMthetho ka-2004 woLungiso waMashishini asaKhasayo weSizwe jikelele (Umthetho 29 wama-2004)

UMthetho oyintloko wolungiselelo lokumiswa kweBhunga laMashishini asaKhasayo eSizwe jikelele kunye neArhente yoKukhuthazwa kweShishini leNtsika nonika izikhokelo kumalungu karhulumente ukukhuthaza amashishini asakhasayo kwiRiphabliki. Umthetho woLungiso uthetha walungisa uMthetho oyintloko ukulungiselela ukurhoxisa onke amalungiselelo abhekisela kwiArhente yokuKhuthaza iShishini leNtsika (iNtsika); unika ukumiswa kweArhente esaKhasayo yoPhuhliso lweShishini (SEDA) nokwenza amalungiselelo entsebenziswano kunye neNtsika, iNamac kunye namanye amaziko akhethiweyo kwiarhente.

Municipal Systems Act, 2000 (Umthetho 32 ka-2000)

Ukunika imithetho-siseko, iinkqubo kunye neendlela zobuchule ekuncedeni oomasipala ukuba basebenze ngempumelelo nangenkqubela-phambili ekuphakamiseni uqoqosho loluntu kwiindawo zasekuhlaleni ukuqinisekisa ukuba nako ukufikeleleka kwabo kwiinkonzo ezibalulekileyo.

(Act 10 of 2002) Western Cape Consumer Affairs (Unfair Business Practices) Act, 2002 (Umthetho 10 ka-2002)

UMthetho ojongene neMicimbi yaBathengi ubonelela ngophando, ukunqanda nokulawula ukushishina ngendlela eyiyo kunye nokumisela iOfisi yoMkhuseli waBathengi neeNkundla zeMicimbi yaBathengi.

The National Integrated Manufacturing Strategy (NIMS)

Ukuphunyezwa kokusetyenziswa kobuchule bobugcisa benkqubela phambili yesizwe jikelele kwiSebe leZorhwebo kunye naMashishini kwanenjongo yokumanyanisa bonke abadlala indima kwezoshishino, ukuqalisa umbono wabo bonke wenjongo yokuqinisekisa ulondolozo lophuhliso kunye nokukhula kwanophuhliso lwezinto eziluncedo zobuchule bobugcisa, ukugqalisela kunye nokusetyenziswa kwazo ngobugcisa

Western Cape Tourism Development Framework (Isakhelo seWCTD)

Sinika umbono wentsingiselo kunye nesicwangciso-buchule sokhenketho eNtshona Koloni kwaye bubuchule beziko lokhenketho elikumgangatho ophezulu nobuthi benze inxalenye yesiCwangciso-buchule soPhuhliso loQoqosho lweSebe xa Lulunke. Isakhelo soPhuhliso loKhenketho eNtshona Koloni siqinisekisa isiCwangciso ngokuMANYENEYO, ukwenziwa koQingqo-mali nokuphunyezwa kwalo okokuqala phakathi kwemida emithathu karhulumente kwakunye nawo onke amalungu ohlulelwano oluntu okwesibini. Isakhelo soPhuhliso loKhenketho eNtshona Koloni sicacise iinkalo zojoliso kunye neziphumo ekufuneka zifezekisiwe kwixesha leminyaka elishumi emisiweyo. Luxwebhu olulodwa nolukhoyo, kwanokongezwa kokwenziwa kophando rhoqo kwisiseko sobungqina kunye nohlengahlengiso lohlahlelo ngokutshintsha kweemeko. Kuyakuthi kwenziwe uhlolo olukhulu ngokwesiseko seminyaka emihlanu.

Isakhelo seWCTD siquka ezi zicwangciswa zobuchule zilandelayo nezibonakalisa imiba engundoqo ekujoliswe kuyo ngenkcazelo ethe vetshe:

- Isakhelo soPhuhliso loKhenketho ngokuhlangeneyo [ITDF], nesiquka:
- Isakhelo soTyalo-mali soKufunyanwa kwaMalungu aMatsha kuKhenketho eNtshona Koloni
- Isakhelo soMqondiso woPhawu lweNdlela yoKhenketho
- IsiCwangciso-buchule soPhuhliso lweZinto eziluncedo zeSakhelo saBasebenzi boKhenketho [HRD]
- Isicwangciso sokuPhunyezwa kunye nesobuchule beBBBEE yoKhenkekho

Tourism Act, 1993 (Act 72 of 1993), (Umthetho 72 ka-1993), njengoko ulungisiwe ngokwe Tourism Second Amendment Act, 2000 (Umthetho 70 ka-2000)

UMthetho woKhenketho wenza amalungiselelo okukhuthazwa kokhenketho kwii nakwiRiphabliki; ummiselo owongezelelweyo kunye nokuqika ngamashishini okhenketho; amanyathelo ekujoliswe kuwo ekwandiseni nas-ekulungisweni kwamaziko asemgangathweni kunye neenkonziso zengqeshiso okanye ezithe zenziwa ukuba zifumaneka kubakhenkethi, kunye nolungelelaniso lwengqiqo yemisebenzi yabantu abasebenza kumashishini okhenketho. Umthetho woLungiso weSibini woKhenketho ulungise uMthetho ongundoqo ngokufaka iingcaciso ezithile; onika ingcaciso ngoqeqesho kunye nobhaliso lwabantu abenza umsebenzi wokukhokela abakhenkethi; ukulungiselela umthetho wokuziphatha nangokusesikweni kwabakhokeli babakhenkethi; ukumiswa kakuhle kwenkqubo yokufaka izikhalazo; kwanokwenza amalungiselelo obungqina bencwadi ezithile ekubhalwa kuzo abantu kwiimeko ezifanelekileyo; ukulungiselela amanyathelo oluleko, izibhenzo kunye nohlolo kwanolwaphulo-mthetho lwendlela ethile yokuziphatha.

Western Cape Tourism Act, 2004 (Umthetho 1 ka-2004)

Lo Mthetho ubonelela ngokumiselwa koMbutsho wokuMaketha iNdawo yokuFikela 'Destination Marketing Organisation' (DMO) kunye nokukhuthazwa kokhenketho kwanophuhliso olunxulumene nalo eNtshona Koloni.

White Paper on Sustainable Tourism Development and Promotion (ka-2001)

Iphepha leNgxelo likaRhulumente malunga noLondolozo loPhuhliso loKhenketho kunye nokuKhuthazwa kwalo eNtshona Koloni lisinika iziseko zomgaqo-nkqubo kunye nokubanako ukusebenza kwesicwangciso-buchule seNtshona Koloni ukuze ibeyeyona inkqenqeza phambili kwindawo ekusingiswe kuyo yokhenketho kwihlabathi jikelele.

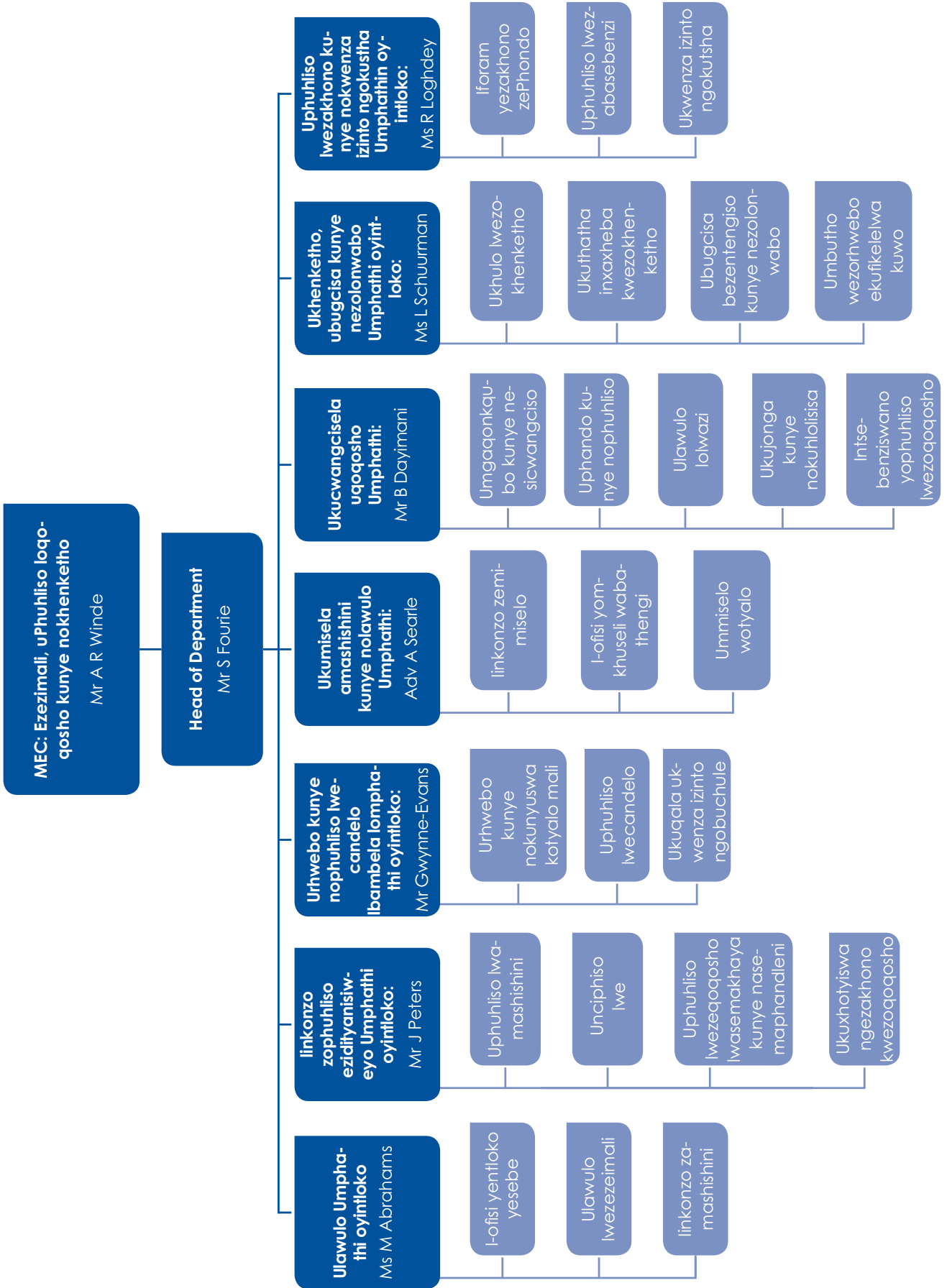
Co-operatives Act, 2005 (Umthetho 14 ka-2005)

Lo Mthetho usinika inkcazelo nokubhalisa kwamaqumrhu amanyeneyo, ukumiswa kweBhodi yeNgcebiso yamaQumrhu oManyano lwaMashishini, ulawulo lwamaqumrhu ahlangeneyo oshishino kunye nemiba enxulumene noko.

Western Cape Procurement (Business Interests of Employees) Act, 2010 (Umthetho ka-2010)

Lo Mthetho uthintela abaqeshwa bakarhulumente wephondo kunye neentsapho zabo ekufumaneni ngaph-ezulu kwesabelo se-5% sohlulelwano, impahla ekhoyo, ukuba lilungu kunye nezinye iimali eziyinzala kwiqumrhu eliqhuba ushishino norhulumente wephondo, ngaphandle kokuba kufumaneke isiqinisekiso semvume esisuka kuMphathiswa ofanelekileyo, nokuhambelana noluhlu oluthile lwenqobo yoMthetho oSayilwayo; ufuna ukuba amaqumrhu achaze okokuba ingaba abanikazi bawo okanye inxalenye yawo abanini bawo ngabaqeshwa bakarhulumente weNtshona Koloni phambi kokuba kutyikitywe isivumelwano sekontrakta kunye norhulumente wephondo; kwaye kufuneka bonke abaqeshwa bakarhulumente wephondo bachaze iimali eziyinzala zamashishini abo phakathi kwamaxaasha abekiweyo.

5. UBUME BEZIKO



6. AMAQUMRHU ANIKA INGXELO KUMPHATHISWA/MEC

Uluhlu olulapha ngezantsi lubonakalisa amaqumrhu anika ingxelo kuMphathiswa/MEC.

Igama leQumrhu	IsiGunyaziso soWiso-mithetho	Unxibelelwano lweZimali	Uhlobo lweMisebenzi eyenziwayo
(Wesgro) IArhente yokuKhuthazwa koRhwebo kunye noTyalo-mali eNtshona Koloni (Wesgro)	Umthetho ka-1996 weArhente yokuKhuthazwa koRhwebo kunye noTyalo-mali eNtshona Koloni (Umthetho 3 ka-1996)	Iqumrhu lifumana iintlawulo zotshintshelo ezisuka kwiSebe rhoqo ngekota. IsiXeko seDolophu yaseKapa sikwa yinxalenye yabanikeli ngengxowa-mali yokwenziwa kwemisebenzi yequmrhu. Ukuvavanywa kwequmrhu kwenziwa ngolu hlobo: <ul style="list-style-type: none"> a) Ukwenziwa komboniso webhodi njengelungu ela liligosa likarhulumente ngaphambili b) Iingxelo zokuhamba komsebenzi zifumaneka rhoqo ngekota c) Ingxowa-mali yoncedo itshintshelwa kwiimeko ezisekelwe kuvavanyo lweengxelo ngekota. 	U-WESGRO yeyona Ndawo yoRhwebo kuSingiselwe kuyo, iArhente yokuKhuthazwa koRhwebo kunye noTyalo-mali eNtshona Koloni, nemiswe kwiDolophu yaseKapa.
Iziphath'amadla zoLawulo loTywala eNtshona Koloni	Umthetho ka-2008 woLawulo loTywala eNtshona Koloni (Umthetho 4 wama-2008)	Iqumrhu lifumana iintlawulo zotshintshelo ezisuka kwiSebe rhoqo ngekota. Ukuvavanywa kwequmrhu kwenziwa ngolu hlobo: <ul style="list-style-type: none"> a) Ukwenziwa komboniso webhodi njengelungu ela liligosa likarhulumente ngaphambili b) Iingxelo zokuhamba komsebenzi zifumaneka rhoqo ngekota Ingxowa-mali yoncedo itshintshelwa kwiimeko ezisekelwe kuvavanyo lweengxelo ngekota.	Iziphath'amandla zoLawulo loTywala eNtshona Koloni (WCLA) zibeka imimiselo yokuthengiswa kotywala ngemiyinge emincinci kunye nokwenziwa kweziveliso zotywala xa zizonke kwiphondo. Iyakuthi ikhuthaze nenguqulelo kumashishini athengisa utywala eNtshona Koloni ngokukhuthaza ukungeniswa kwabantu abanamaphepha-mvume amatsha ngenjongo yokuqinisekisa ukuthatha uxanduva lokusetyenziswa kotywala.

7. INTSHAYELELO EPHUMA KUMPHATHISWA

Ndiziva ndineqhayiya ngokwenza intetho egameni leSebe loPhuhliso loQoqosho kunye noKhenketho ngokunika Ingxelo yoNyaka wama

Kunyaka ophantsi kohlolo, eli Sebe lazama kangangoko linako ukunika inkonzo ngokwenjongo yesicwangciso-buchule sokuqala sikaRhulumente weNtshona Koloni: ukukhuthaza ukukhula kwanokudala imisebenzi ukuze abantu beli phondo baphile ubomi obungcono. Ngokwenza ngolu hlobo kwaba yimfuneko ukuba ilungu ngalinye labaqeshwa lamkele inkolelo yokuba olu lawulo lokuba indima yethu esiyidlalayo ayikokunika uncedo igcuntswana lendawo, kodwa sikhetha ukudala indawo yoshishino olukumgangatho ophezulu kwi-hlabathi jikelele... 'ukucinga ngokomgangatho ophezulu kakhulu'



Ngethuba umsebenzi wenkqubo nganye uthe waba negalelo ekufezekiseni ngakumbi le njongo ingentla, ndingathanda ukuphakamisa amaphulo ambalwa nathi achaze ngokuthe ngqo ngale nkolelo ingentla, kwanokuvuliswa kwezinto ezintsha ngokwasemphefumleni nokuqhelekileyo jikelele kumsebenzi weli Sebe.

Ngowama 2012/13, Inkqubo yeRed Tape ukuya kwiRed Carpet- iphulo lethu lokwenza izinto zibelula kwaye zibe-kumaxabiso aphantsi ekwenzweni ushishino eNtshona Koloni- lathi labanako ukuzimela ngokuqinisekileyo. IRed Tape Call Centre yafumana iminxeba engama-752, neyathi yabanezisombululo ezingama93.2%. Eli qela lathi lalamlala kwiimeko ezinzima kuthi nakweminye imida karhulumente ukuqinisekisa ukuba amashishini afumana uncedo alufunayo ukulungiselela ukuba abenako ukwenza eyona misebenzi ayenza kakuhle: ukukhulisa uqoqosho lwethu nokudala imisebenzi.

Inkqubo yoPhuhliso lweZakhono kunye noMsebenzi – inkqubo yethu ikhuthaza intlawulo, kuqeqesho lwanga-phakathi lwabafundi abafunda ulwazi lobugcisa bomsebenzi othile ukulungiselela abafundi abapase ibanga leshumi abangaphangeliyo- ukufumana ingqalelo kwisizwe jikelele kuko konke okuthe kwafezekiswa ekuncedeni abantu abatsha bephondo lethu ekufumaneni imisebenzi. Kunyaka ophantsi kohlolo, ngama-763 abantu abatsha abathe banikwa amathuba okuba babe yinxalenye yale nkqubo nokwathi kwatshintsha ubomi babo babangcono xa bebonke, ngalo lonke ixesha ekuphileni kwabo. Ndinebhongo lokuthi abaninzi kwabaye bathatha inxaxheba bafumene imisebenzi esisigxina emva kweli xesha loqeqesho. Aba bantu abatsha ngoku bayinxalenye yoqoqosho lwethu.

Ndikwa neqhayiya ngomsebenzi osele wenziwe ngamaphulo esiCwangciso-buchule sethu. Ngowama 2012/13 sithe senza inkqubela phambili ebonakalayo ekumiseni inkqubo yeBroad Band neyakuthi ijongane nokuqalisa komnatha wothungelwano olungena mnxeba kwiindawo zasekuhlaleni kulo lonke iphondo leNtshona Koloni. Lo Mnatha wothungelwano uyakuthi wenze uqhagamshelwano phakathi kwabemi bethu kunye nehlabathi jikelele, unxibelelwano lwamathuba amatsha oshishino noluyakuthi lube luncedo lokuba bakhule. I- DEDAT, ngokumanyene nabaxhamli abangundoqo bakha ikamva eliyakuthi likhokelwe kukuveliswa kwezinye izinto ezintsha.

Ezi nkqubo zilapha ngentla zezinye kwezimbalwa kuninzi lwazo ezithe zabaneziphumo zokuba eli Sebe libenega-lelo elibalulekileyo kubemi baseNtshona Koloni. Ndingathanda ukuba ndandise umbulelo wam ngokunyanisekileyo kubo bonke abaqeshwa beDEDAT ngokuzinikela kwabo okungazenzisiyo ekunikeneni abemi bethu ithuba lokuba baphile ubomi obungcono.

Ndingathanda ukuba ndenze umbulelo owodwa kwiNtloko yeSebe, uMnu. Solly Fourie, ngenkokhelo yakhe kunye nolawulo lwesicwangciso-buchule lweDEDAT. Phantsi kolu khokelo, eli Sebe lithe laquka iPSO1, kwaye ngokwenza njalo libetha emagqabini.



Alan Winde

Umpathiswa weSebe loPhuhliso loQoqosho noKhenketho

31 Julayi 2013

8. AMAGQABANTSHINTSHI EGOSA LONIKO-NKCAZO

IMBONO YABALAWULI ABAPHEZULU BESEBE

Abalawu abaphezulu beSebe bangqine ukuba indima edlalwa liSebe kukuba liphiko lokukhokela kuqoqosho olukhuselekileyo nokuqinisekisa impumelelo yeenjongo ezinxulumene neNjongo 1 eCwangcisekileyo. Oku kukwathetha ukuba indima edlalwa liSebe ithe yakhuthaza ngakumbi umanyano loqoqosho ngokubandakanya yonke imida karhulumente kunye nabaxhamli bangaphandle ngendlela enentsingiselo. Obu buchule busetyenziswayo bukwaqinisekisa ukuba kukho ukunciphisa ngokuchasene nokuphinda-phindwa kweenzame zemisebenzi eyenziwa kulo lonke isebe nakwii-arhente zikarhulumente



Ngoko ke iSebe liqalise ukudlala indima yotshintsho njengomlamli oyedwa kwinkqubo yokuzisa iinkonzo zoqoqosho, kodwa luthe lwenziwa ngokwendima yolawulo olukhulu ngokubanzi kwanempembelelo yokuqinisekisa amaphulo okhokelo oluyimfuneko, nakhokelwa ngamacandelo abucala afumana inkxaso ngokupheleleyo kuRhulumente weNtshona Koloni.

Yimbono yabaphathi bolawulo abakhulu beSebe okokuba le ndima iliphiko kwaye imanyanisa ubuchule obusetyenziswayo bolungelelwaniso ngokuqukeneyo, apho ziyakuthi zonke iinzame zabaxhamli abafanelekileyo boqoqosho zimanyaniswe nokusebenza malunga neenjongo ezinyanzelekileyo zokudala imisebenzi kunye nokukhula koqoqosho.

ISebe lidlale loo ndima ngokuncomekayo kunyaka ophelelileyo, njengokuba kubonakala kwiinkcukacha ezichaziweyo kamva kule ngxelo. Oku ikwa bubungqina bendima enkulu edlalwa ngamalungu eli Sebe ngokusebenza amandla okuxhathisa ekufumaneni uncedo lwengxowa-mali kwezinye iindawo zoncendo kurhulumente, ukunceda ekunyuseni ingxowa-mali eyimfuneko ukuqinisekisa ukuba iiprojekthi ezahlukeneyo zigqityezelwe ngokwesicwangciso esimisiweyo. Imizekelo yezi nzame ziquka ama (R41 ezigidi) zemali ethe yaqokelelwa kwingxowa-mali yoMsebenzi kunye neNkqubo yoPhuhliso lweZakhono kunye ne (R105 lezigidi) ezithe zafumaneka ukumisa iziko loqoqosho lokuhlaziywa kwamandla asetyenzisiweyo abe nokusetyenziswa kwakhona.

Imfuneko yeSebe ekukhokeleni uqoqosho kuyo yonke imida yoqoqosho ngokwengqiqo nangokuthe ngqo kwawanda kokudlala indima okuyimfuneko ukuqinisekisa ukubanako ukudala imeko yokudaleka kwamathuba okukhula koshishino kwanokwanda kwawo, zezona zisisiseko ziyakuthi ziphumeze iindlela zobuchule obusetyenziswa liSebe ekwenzeni imisebenzi yalo.

IMPUMELELO YESEBE KULO NYAKA

Umsebenzi owenziwe ziinkqubo ezohlukeneyo uchazwe kamva kule ngxelo, kodwa okunye okubalulekileyo okuthe kwayimpumelelo yaba kukufumaneka koncedo lwengxowa-mali yophuhliso lwezakhono kunye noqoqosho, ukuvuleleka kwamathuba omsebenzi ngokubonakalayo kumacandelo nangenxa yomsebenzi owenziwe liQela loPhuhliso lwaMashishini, umyinge omkhulu womsebenzi owenziweyo ekulungiseni iziseko zamaxabiso aphezulu eprojekthi yeBroadband kwanomsebenzi owenziwe licandelo iRed Tape Reduction unit ukuqinisekisa ukuba loo miqobo iphazamisana noshishino iyavuleleka.

Sithe kwakhona saphumelela ekutsaleni umdla kubakhenkethi ukuza kummandla ngamaphulo ethu okhenketho kwanokumiswa kweZiphath'amandla zoTywala ngokuseMthethweni okuyakuthi kuncede ngakumbi kwindlela yobuchule obusetyenziswayo boxanduva lokuthengiswa kotywala kwiPhondo.

Ukongeza, sibona ukuhambela phambili kwempumelelo yeQoqo leNtsebenziswano loPhuhliso loQoqosho kunye nokugqityezelwa kombono weOneCape 2040 wePhondo. Lo mbono uyakuthi ulungise ubuchule obusetyenziswayo ngokumanyeneyo ekukhuleni koqoqosho ukuquka konke okunxulumene noqoqosho.

IMICELI-MNGENI YALO NYAKA

Imeko engumceli-mngeni yoqoqosho kwihlabathi jikelele ithe yaqhubela phambili nethe yachazela ummandla wePhondo leNtshona Koloni ngemiceli-mngeni ethile, nethe ngenxa yendlela yokuziphatha kwabathengi ngengqikelelo yokungaqiniseki, okuthe kwachapazela isicwangciso esimisiweyo. Imeko yehlabathi iyakuhlala iqhubela phambili ukuba neziphumo ezingaginyisi mathe kuluvo lwabatyali-zimali, nokuyakuthi kukhokelele ekubeni abaqhuba amashishini bangabinako ukudala amathuba emisebenzi ngokwaneleyo.

Ukongeza, ukuxhotyiswa ngezakhono ezingafaniyo kusaqhubeka nangoku kwaye ezo ziyimfuneko kuqoqosho zifuneka ngakumbi. Oku kubangelwa kukuxhomekeka kakhulu ekufakweni kwezicelo kunye nobuchule obusetyenziswayo obusekwe phezu kweenkqubo zorhwebo loBuchule bobuGcisa beKhompyutha kumashishini.

Umceli-mngeni ongqale ngakumbi kwiSebe kukubanako ukuthatha inyathelo lokutshintsha kwendima edlalwa sisicwangciso-buchule, nothi ufuno inkuthazo ngakumbi kwanobuchule bolawulo ukuze kubenokuphendulwa ngokweemfuneko ezikhoyo eziziswa kukudlala le ndima. Oku kutshintsha kubuchule obusetyenziswayo kwabayimfuneko kakhulu sade saqalisa iindima eyongezelelweyo ukuze sibenenani nomgangatho ofanelekileyo wokubanako kwabaqeshwa ukwenza umsebenzi ngendlela efanelekileyo kunye nokuba nengqiqo ngokufanelekileyo yokufuna iinkqubo neeprojekthi ezikhokela ukonwatyiswa ngokweenjongo zesisicwangciso-buchule ezifunekayo.

Ekugqibeleni kuye kwafuneka ukuba sizamane nomceli-mngeni wokusilelela komsebenzi woYili loMbuthe 'Organization Design' ukuze ulungiselele lwabasebenzi abafanelekileyo lumiswe kakuhle ukulungiselela ukunika iinkonzo malunga nezicwangciso ezimisweyo kunye neenjongo eziyimfuneko zokufezekisa ukunika iinkonzo ngempumelelo.

IINKCUKACHA EZIYINYANISO MALUNGA NEZICWANGCISO-BUCHULE, IZIPHUMO KUNYE NEMICELI-MNGENI

ISebe liqalise iiprojekthi kunye namaphulo alo malunga neendlela ezintandathu ezingundoqo zobuchule obusetyenziswayo. Oku kunxulumene novavanyo lweSebe kwihlabathi jikelele, uhlolo lwemeko yoqoqosho lommandla molwesizwe ngokubanzi kwaye ezi ndlela zingundoqo zobu buchule busetyenziswayo zaxhaswa kwingxoxo ngokuthathwa kwamanyathelo awodwa, nachazwe kamva kolu xwebhu.

Ezi zicwangciso-buchule zingundoqo zintandathu zisetyenziswayo yaba zezi zilandelayo:

- Ukuvuleka kwamathuba oqoqosho ngokwenziwa kwemisebenzi kaRhulumente ngokumanyeneyo – Indima yethu esiyidlalayo njengaba lungelelanisi “kuRhulumente ngokupheleleyo”. Lo ngumsebenzi omtsha nowathi walungiselelwa njengongu ndoqo ngokusemagunyeni njengophambili kwiSebe ekukhokeleni iziphumo eziqulathwe kwiNjongo eCwangcisekileyo 1.
- Ukusetyenziswa kobuchule bokukhokelwa kweziko lophuhliso loqoqosho. Kwiprojekthi ezithe zaqaliswa liSebe ukuxhasa obu buchule busetyenziswayo, liPhulo leBroadband, iSaldanha IDZ kunye neyoPhuhliso lweZibuko leDolophu yaseKapa.
- Ukumiswa kweenkqubo zolungiselelo ngokubanzi nezathi zaphucula zabalunceda nasekukhuleni koqoqosho lwabemi kunye noshishino. Iiprojekthi ezabayimpumelelo ezinxulumene noku ziquka umsebenzi owenziwe yiOfisi yoMkhuseli waBathengi ukumiswa kweZiphath' amandla zoLawulo loTywala nomsebenzi oncomekayo owenziwe liCandelo lokuNcitshiswa kwemiqobo kwezoshishino iRade Tape Reduction unit.
- Amaphulo oqeqesho lophuhliso lwezakhono ukuquka iiprojekthi yoMsebenzi kunye noPhuhliso lweZakhono, uQeqesho lwaBantu abenza uMsebenzi woBugcisa kunye nomsebenzi wokwenziwa kophando ukunciphisa isikhewu phakathi kweemfuno ezikhoyo kunye nokunikezelwa kwezakhono.
- Sithe saqhubela phambili ukusebenzisa aMaziko njengendawo yokuhanjiswa kweenkonzo yeNkqubo yoHanjiso lweNkonzo zaMashishini amancinci Kwaseyenziswa indlela yobuchule obahlukileyo, noku-fumana uxinzelelo kwiziko lokwenziwa kwezinto ngokunyamezela ngethuba lokwenziwa kohlolo. Oku kwabanegalelo emsebenzini owenziweyo woPhuhliso lweShishini wokuqhubela phambili impumelelo, kwanenkxaso yentsebenziswano esuka kumaziko afana neSEDA nakumashishini amanyeneyo.
- Ukuzibophelela okukuko nokuhlaziyiweyo ekuvumelaneni okukuko neenkqubo zokuqwalaselwa novavanyo kunye neeprojekthi. Lo msebenzi wenziwa kwisiCwangciso esiphambili sobuchule obusetyenziswayo nangamaqela asebenza ngeZimali, ukunika igalelo lokuthobela ngokufanelekileyo kwanenkqubo yolawulo ngokuhlangeneyo.

IZICWANGCISO ZEXESHA ELIZAYO KUNYE NAMANYATHELO ATHATHWA LISEBE

ISebe lizakuqhubela phambili ukudlala indima yobunkokheli ekukhuthazeni ukukhula koqoqosho lommandla ngokufezekisa iinjongo eziqulathwe kwiNjongo eCwangcisekileyo 1. Le njongo inezi njongo zayo zibalulekileyo zilandelayo:

- Ukudala amathuba okukhula koqoqosho;
- Ukudala amathuba emisebenzi;
- Ukudala ukubanako ukwenza umsebenzi wezoshishino nokukhula koqoqosho lwabemi; kwaye
- Ukudala indawo enako ukwenza imisebenzi nenenkqubela kuqoqosho.

Kunyaka-mali odlulileyo, iSebe liqalise ukwenza amalungiselelo asisiseko ukuqinisekisa ukufezekisa indima edlalwa liSebe ngokuthe ngqo nangokunqamlezileyo, ukwenza umahluko obonakalayo kuyo yonke imiba yoqoqosho lommandla.

Nangona kukho izalathisi zemiceli-mngeni kwisizwe nakwihlabathi jikelele, iSebe lizimisele ukunika iqonga nesimo senkqubela phambili yokukhula nokwanda kwamashishini. Oku kuyakuthi kamva kufezekise ukuvuleleka

kwamathuba emisebenzi adalwe ngamashishini nenjongo yawo ikukuphumeza ubume boqoqosho oluzinzileyo noluncedayo.

I-Sebe liyakuthi ligxininise kwezi projekthi ziphambili zilandelayo kunyaka olandelayo:

- Ukuqalisa kweBroadband.
- Uqoqosho oluseluhlaza
- Ukwanda kweXabiso leSixokelelwano kumaziko esikhethe ukuba siwaxhase
- Ukomeleza indima yethu nokuzibophelela kwethu ekunciphiseni iRed Tape nokumiswa kwendawo enako ukwenza imisebenzi.
- Ukwandisa indima yethu yokunciphisa isikhewu phakathi kophuhliso lwezakhono nokuxhobisa abantu abatsha ukuba babe nokuzilungiselela umsebenzi
- Uphuhliso lwenkqubo yaMashishini ukunceda ekumiseni uninzi (Iwamashishini) amatsha

Iiprojekthi zeSebe kunye neenkqubo kufuneka zimanyaniswe ukukhuthaza ukudala amathuba emisebenzi, uku-khula koqoqosho, ukudala ukubanako nokwenza ummandla ubenako ukwenza imisebenzi.

ISIQENDU B: INGXELO YOKUHANJISWA KWEENKONZO

1. INGXELO YOXANDUVA LOKUHANJISWA KWEENKONZO

Ingxelo yoXanduva lokuHanjiswa kweNkonzo ngonyaka ophela ngomhla wama-31 Matshi 2013

IGosa loNiko-nkcazo linoxanduva lokulungisa ingxelo ngokwenziwa komsebenzi weSebe kunye nezigqibo ezenziwa kule ngxelo.

Uxanduva lweGosa eliNika iNgxelo kukumisa nokuphumeza inkqubo yolawulo lwangaphakathi, eyilelwe ukunika isiqinisekiso njengobulungisa nokuthembeka kwengxelo yokuhanjiswa kweenkonzo.

Ngembono yam, ingxelo yokuhanjiswa kweenkonzo ibonakalisa ngokucacileyo inkcazelo yokwenziwa komsebenzi weSebe kunyaka-mali ophela ngomhla wama-31 kweyoKwindla wama-2013.



Solly Fourie

IGosa loNiko-Ngxelo

31 Julayi 2013

2. INGXELO YOMPHICOTHI-ZINCWADI JIKELELE:

U-AGSA okwangoku ulandela imigaqo yophicotho-zincwadi oluyimfuneko ngokuhanjiswa kweenkonzo ukunika isiqinisekiso ngokwendlela yokuthathwa kwesigqibo sophicotho-zincwadi. Isigqibo sophicotho-zincwadi ngokwenziwa komsebenzi ngokuchasene neenjongo eziqingqiweyo siyinxalenye yengxelo eya kubalawuli, sihamba ngezinto eziphathekayo ezifumaneka phantsi kwengxelo kwiiNjongo eziqingqiweyo zesihloko seNngxelo kwicandelo lezinye iimfuneko zemithetho yolawulo kwengxelo yophicotho-zincwadi.

Khangela kwiphepha 168 leNngxelo yoMphicothi-zincwadi Jikelele, epapashwe njengeSiquendu E: Sengxelo ye-Mali

3. AMAGQABANTSHINTSHI NGOMSEBENZI WESEBE

3.1 Ubume bokuHanjiswa kweNkonzo

ISebe loPhuhliso loQoqosho noKhenketho lelona sebe linkqenqeza phambili kwiNjongo 1 eCwangcisekileyo yePhondo : "Ukudala amathuba okukhula koQoqosho nemisebenzi" I-Phondo lizibekela inkalo yalo yojoliso yokwanda kweGDP nge-4.2% nokwanda kwamathuba emisebenzi ne-2%. Ezi njongo zamiswa ngokuchasene ne-siphumo sokuhlangabezana nokusilela koqoqosho kwihlabathi jikelele nge-3.2% ngowama-2012, nolwathi lwahla ukusuka kwi4% ngowama-2011¹. Umsebenzi wokukhula koqoqosho eMzantsi Afrika wadamba kakhulu kwi-GDP nge-2.5% ngowama-2012, kulandele i-3.5% ngowama-2011².

Ukukhamba komsebenzi wezoqoqosho lePhondo leNtshona Koloni kunxulumene kakhulu nemisebenzi yesizwe kwaye kuthe kwenza uqoqosho oluyimpumelelo olukumyinge we-3,6% ngowama 2011 ne-2,5% ngowama-2012³. Imbonakalo yokoyisakala kwehlabathi jikelele isaqhubela phambili ukuba nobunzima ekukhuleni koqoqosho lwezinto ezithunyelwa kwamanye amazwe kumaqela amanyeneyo oshishino anenkqubela phambili kuqoqosho ngokusesikweni eNtshona Koloni. Ngethuba kukho ithemba lokuphumelela kwixesha lobunzima elibangelwa kukuphelelwa komsebenzi kwiEurozone okuyakuthi kubuyiselwe, ukudala ithuba lokubuyiselwa kwimo yesiqhelo komsebenzi wokuthunyelwa kwezinto kwamanye amazwe aseAfrika, nokwathi kwabalelwa kuma-20% ezinto zePhondo ezithunyelwa kwamanye amazwe xa zizonke ngowama-2011, kubonakalisa kuba ilizwekazi lethu lisenokubaluleka ngakumbi njengesikhuselo esichasene nokwenziwa koshishino lokuthunyelwa kwezinto kwamanye amazwe ngendlela engafanelekanga. Ukuchongwa kwamashishini okuthunyelwa kwezinto kwamanye amazwe, kanti akuxhomekanga kuphela kumsebenzi wezorhwebo ngokwemigaqo yokwanda kwenani labemi nakwezoqoqosho, kodwa ngokubalulekileyo kukwaxhomekeke nakwiziveliso ezithengisiweyo nakwamanye amazwe afuna ezo mveliso.

Indawo yezorhwebo lwabasebenzi nayo ihleli inemiceli-mngeni ngokufanayo. Inani labantu abangaphangeliyo linyuke ngama- 181 000 kwanenani lokwanda kokunqaba kwemisebenzi ukusuka kwi-16,9% kwi-4Q ngowama-2008 ukuya kuma-23,9% kwi-4Q ngowama-2012. Ngethuba onke amaziko oqoqosho athe agcina iinkcukacha ezibhaliweyo neziqinisekisa ukukhula koqoqosho phakathi kowama-2000 nowama-2010. La maziko abanako ukudala amathuba emisebenzi ngokwahlukeneyo. Nangona isiphumo sokwanda kwamaziko enza iziveliso kunye nawozolimo esiyangokwanda phakathi kowama-2000 nowama-2010, athi ngaxeshanye anikezela ngemisebenzi kwabezolimo baphulukana nemisebenzi engama-176 775, ngethuba iziko elenza iziveliso laphulukana nemisebenzi engama-63 590. Isiphumo sokukhula sisodwa sithetha ukuthi akukho siqinisekiso sokuba isiphumo sorhwebo lezabasebenzi siyakuthi sisebenze kakuhle. Inyaniso yokuba isiphumo eNtshona Koloni sithe sakhula, kodwa ngenxa yokuthabatheka okungafanelekanga komsebenzi, ibonakalisa uhlobo lwemeko yokunqongophala kwemisebenzi, nokuhlala kungumceli-mngeni ophambili eNtshona Koloni.

Izithintelo ezizodwa kwi-DEDAT kunyaka-mali odlulileyo ekufezekiseni iinjongo zayo ekudaleni amathuba emisebenzi, ziquka inyaniso yokuba iimbono zengqesho kwicandelo lezolimo zinemiceli-mngeni eyongezelelekileyo ngenxa yezezhlo zoqhushululu olwenziwa ngabasebenzi beziko, (nengxelo yazo yeendleko ezingama R300 ezigidi kumafama) ukusukela ngenyanga yeNkanga ngowama-2012 ngenxa yomkhuhlane weAvian nothe watshabalalisa ishishini leenciniba elixabisa (R1,2 lesigidi sezigidi,) nokuthe kwabangela ukuba abantu abangaphezulu

¹IMF World Economic Outlook April 2013

²Stats SA Gross Domestic Product 4th quarter 2012

³IHS Global Insight Regional Explorer

⁴<http://www.guardian.co.uk/world/2013/jan/24/truckloads-south-african-farmworkers-sacked>

⁵http://www.ostrichsa.co.za/index.php?action=get_article&id=130

http://www.westerncape.gov.za/text/2012/10/elpro_annual_report_eng.pdf

kwama-20 000 baphulukane nemisebenzi emaphandleni kwiNtshona Koloni kunye neenciniba ezingama 40 000 ezithe zawolwa. Ezi meko xa zizonke zidibene nembonakalo yeGDP eyonganyelweyo kunye nomngcipheko wayo wokungaphumeleli, kubonisa ukuba imeko yomsebenzi worhwebo eNtshona Koloni ayibonakalisi ukuba ingaphucuka kwixesha elikufuphi elizayo. Uqikelelo lwangoku lwendlela yokukhula koqoqosho lulindeleke ukuba lukhuthaze ukwanda kwamathuba engqesho ngokudala amathuba emisebenzi engama-205 000 phakathi kowama-2012 nowama-2017 (1,9% ngonyaka), noluthi lubonakalise ukunqongophala kwinkalo ezi-2% ngonyaka ngamnye.)

Ngokunikwa iintsingiselo ezongezelelweyo zehlabathi jikelele kunye nophuhliso lommandla, ezona njongo zephondo zithe zabonakalisa ubungqina bokuba nebhongo. Ukuqonda ngezi zithintelo, injongo yeSebe kukunciphisa imiceli-mngeni efunyanwa liphondo ngokwenza ngokungaphezulu imizamo yokuphucula ukubanako ukwenza imisebenzi yee-SMMs kunye namashishini ngokwenza ulwahlulelwano namashishini kunye nequmrhu labasebenzi, laqhubela phambili ngesiseko sobuchule bokubonana kwehlokondiba ukuphuhlisa amashishini, ukukhuthaza ukwanda kokuthunyelwa kwezinto kwamanye amazwe ziinkonzo zorhwebo kunye namashishini ekwenziwa kuzo iziveliso, ukunciphisa ulawulo lwabantu abaqeshiweyo kurhulumente, nokusebenzisa inkqubo yobuchule bophuhliso lwezakhono kunye namaziko amisiweyo apho kuyakuthi kwenze impembelelo enkulu.

3.2 IsiCwangciso sokuPhuculwa koHanjiso lweenkonzo

I-Sebe ligqibezele isicwangciso sophuculo lohanjiso lweenkonzo. Le theyibhile ingezantsi ibonakalisa isicwangciso sokuphuculwa kohanjiso lweenkonzo kunye nokufezekisiweyo ukuza kutsho ngoku.

Imigangatho kunye noHanjiso lweNkonzo eziNgundoqo

Iinkonzo ezingundoqo	Abona baxhamli	Abaxhamli abalindelekileyo	Umgangatho weenkonzo	Okuphunyeziweyo xa kuthelekiswa nemigangatho
<p>Uphuhliso lwaBasebenzi bezokhenketho</p>	<p>Abantu abaxhamli ngqo: (Abafundi – abafundi abenza izifundo zokhenketho nabo baphangela kwezokhenketho) Abantu abangaxhamli ngqo: Amashishini ashishina ngezokhenketho, iiHEI, iiFET nezikolo</p>	<p>Abemi, abantu abanezidanga zokhenketho abangaphangeliyo, abafundi abapase imatriki abangaphangeliyo kunye nabafundi abaphuma esikolweni kumabanga aphezulu kodwa bengayiphumelelanga imatriki.</p>	<p>a) Abaxhamli abali-100 benkqubo yezakhono kwezokhenketho</p> <p>b) Abaxhamli abangama-45 benkqubo zoncedo ngemali yokufunda</p> <p>c) Abaxhamli abali-100 benkqubo yoqeqesho emsebenzini</p> <p>d) Abaxhamli abangama-300 benkqubo yenkonzo egqwesileyo</p>	<p>a) Abaxhamli abangama-427 benkqubo yezakhono kwezokhenketho HEI Internship iZI Ukufakwa kwabantu abatsha abasafunda umsebenzi othile</p> <p>b) Abaxhamli abangama-47 benkqubo zoncedo ngemali yokufunda Abazuzi abali-118 benkqubo yoQeqesho eMsebenzini</p> <p>c) Abaxhamli abali-1 109 bephulo lokujikeleza lokwazisa</p> <p>d) Abaxhamli abangama-325 benkqubo yenkonzo egqwesileyo.</p>
<p>Uqinisekiso lweMigangatho yeMveliso zoKhenketho nezinto ezingumtsalane</p>	<p>Abantu abaxhamli ngqo: Abakhenkethi Abantu abangaxhamli ngqo: Ushishino lwezoKhenketho</p>		<p>a) Ukuqinisekisa ukhuseleko: Amaziko angama-200 anikwe ulwazi</p> <p>b) Ukuhoya ukhuseleko: Kufikelelwe kubantu abangama-30 (Inkxaso yamakhoba okhenketho)</p> <p>c) Uvavanyo kumaziko lokuqinisekisa umgangatho olungama-600 (Kwixa elidlulileyo lo msebenzi wawusenziwa ziinkampani eziqeshiweyo)</p>	<p>Imibutho eli-114 enikwe ulwazi lokhuseleko kwezokhenketho</p> <p>b) Amakhoba angama-37 angabakhenkethi athe afumana inkxaso</p> <p>c) Kwenziwe iimvavayo ezingama-691 zokuqinisekisa umgangatho</p>

linkonzo ezingundoqo	Abona baxhamli	Abaxhamli abalindelekileyo	Umgangatho weenkono	Okuphunyeziweyo xa kuthelekiswa nemigangatho
			<p>d) Kwenziwe iimvavanyo ezi-6 zokuqinisekisa umgangatho kwiindawo zamasingo/iindlela/iindawo ezingumtsalane</p> <p>e) Ukuxhasa nokuqukumbela izicelo zamashishini enza iimpawu zeendlela ezingama-50 (Izicelo zokufakelwa kweempawu ezindleleni zixhomekeke ekubeni kufuneka iimpawu ezingaphi). Inani lezicelo alinslugwibelela, kuyakuqikelelwa nje ukuze kulungiselelwe izicelo ezinokungena kusetyenziswa amanani asisiseko)</p> <p>f) Iimpawu zeeNdlela ezi-2 zamasingo/iindlela/iindawo ezingumtsalane/imifanekiso ebalulekileyo yoKhenketho</p>	<p>d) Iimvavanyo eziyi 48 zenziwa njengexalenye yophicotho lokhenketho lwe Cape Mountain kwaye neemvavanyo eziyi 12 ze Cape Nature reserve zenziwa njengoba kwakuceliwe yi Cape Nature.</p> <p>e) Kuqukunjelwe izicelo zokufakelwa kweempawu ezindleleni ezingama-64</p> <p>f) Ukumiswa kweebhodi zenyiba yeendlela ezinqumlayo ekuqaleni nasekupheleni intaba kweCape Mountain njengexalenye yeempawu zeendlela</p>

Amalungiselelo oDliwano-ndlebe kunye nabazuzi

Uhlobo lolungiselelo	Okona kufezekisiweyo	Amagqabantshintshi (Ukuphambuka okunokwenzeka)
<p>Uphuhliso lwaBasebenzi bezoKhenketho</p> <p>a) Isigidimi soKhenketho</p> <p>b) Ii-SMS ezithunyelwa kubantu abaninzi</p> <p>c) Ii-imeyili ezithunyelwa kubantu abaninzi</p> <p>d) Omnye nomnye</p> <p>e) Amaphulo okwazisa uluntu</p>	<p>Ukufezekiswa kodliwano-ndlebe nabaxumi ngokukhuthazwa kokuzibandakanya kwabo bachaphazelekayo phakathi kwabo nokwandisa uPhuhliso loKhenketho lweZabasebenzi ngokuthi:</p> <p>a) Uphuhliso lweZabasebenzi beZokhenketho lunika igalelo kwiZigidimi zeSebe (njenge mfuneko).</p> <p>b) Zange kusetyenziswe ii-imeyili ezithunyelwa kubantu abaninzi</p> <p>c) Ii-imeyili ezithunyelwa kubantu abaninzi</p> <p>d) Ukuzibandakanya nabachaphazelekayo kunye neqela kunye nokubonana omnye nomnye</p> <p>e) Umsebenzi (Amaphulo emiboniso yokwazisa uluntu)</p>	<p>b) Ii-SMS ezithunyelwa kubantu abaninzi zange ziphunyezwe ngqo sisigqeba esingezantsi esiphetheyo. Amanye amahlakani aziswa ngee-Emeyile ezithunyelwa kubantu abaninzi, iingxoxo zamaqela amahlakani okanye ngamanye ngamanye, i.e. iKomitana HRD yoKhenketho. Ukukhutshwa kwezinganelo yezophuhliso lwezabasebenzi loKhenketho iquke intsebenziswano yamahlakani kwaye abathengisi bayisebenzisile lenkqubo ngexesha lokwenziwa kweprojekti ngoku kwakufuneka kuqhagamshelwene nabaxhamli.</p>

Uhlobo lolungiselelo	Abona Bazuzi	Amagqabantshintshi (Ukuphambuka okunokwenzeka)
<p>f) Jamborees</p> <p>g) Izimbizo's</p> <p>h) Iziganeko zoKhenketho</p> <p>i) Ilibrowutsha kunye nephamflethi zeNkxaso yeZokhenketho</p> <p>j) Amaphepha-ndaba esiphaluka</p> <p>k) Uphando lokwaneliseka kwabaxumi</p>	<p>f) Ulwazi olunikeziweyo kumagosa eSebe aye kwiinkqubo zokufikelela ekuhlaleni ezidityanisiweyo (Jamborees/iindibano zokwazisa ngezemisebenzi).</p> <p>g) Ulwazi olunikeziweyo kumagosa eSebe ngokuya kwiimbizo.</p> <p>h) Iziganeko zoKhenketho umz. umsebenzi malunga nezakhono zoKhenketho</p> <p>i) I-Browutsha namaphetshana</p> <p>j) Amaphepha-ndaba esiphaluka asetyenziselwa ukuqalisa kwe projekthi yeZakhono zoKhenketho ukufumana ulutsha olusaqalayo. Ukusetyenziswa kwe-webhusayithi kaRhulumente ngokwemigaqo yolwazi olunexabiso elifikelekayo ukulungiselela iiprojekthi ezifanelekileyo umz. (iNkqubo yeMali eNikelwe iMfundo kunye noKhenketho ngokuMiswe Phantsi koLawulo lukaRhulumente.)</p> <p>k) Uphando lokoneliseka kwabathengi lwasetyenziswa njengolungiselelo lodliwano-ndlebe kwiiiprojekthi ezohlukeneyo zoPhuhliso leZabasenezi boKhenketho. Oku kwaquka iNkqubo yokuBonakala kwemisebenzi apho abafundi kunye nabo bamkela abaqeshwa banikwa ingxelo yemeko yokufakwa kwa kwabo ensebenzini emveni kwenkqubo ekhoyo. Umzantsi Afrika waqalisa ukukhokela uqeqesho apho kwaqukwa neefomu zovavanyo loqeqesho ekupheleni koludwe lwezifundo zoqeqesho lweqela labathunywa.</p>	
<p>Isiqinisekiso soHlobo lweemveliso zokhenketho kunye nomtsalane wemi-fanekiso yenkolo ethile</p> <p>a) Incwadi ethunyelwa amalungu oKhenketho</p> <p>b) Ii-SMS ezithunyelwa kubantu abaninzi</p> <p>c) Ii-meyili ezithunyelwa kubantu abaninzi</p>	<p>a) Ukunika izimvo kwincwadi ethunyelwa amalungu eSebe (njengokuba kuyimfuneko).</p> <p>b) Ii-imeyili nenkcukacha zoqagamshelwano</p> <p>c) Ii-meyili ezithunyelwa kubantu abaninzi</p>	<p>a-b) Akukho mfuneko yolungiselelo lodliwano-ndlebe kule nkono. Akusetyenziswa.</p> <p>c) Imbalelwano eqhubekayo nge-emeyile namahlakani iqinisekisa ukuba sihlala sisazi ngemiba yangoku ekumele zihlangabezane nayo.</p>

Uhlobo lolungiselelo	Abona Bazuzi	Amagqabantshintshi (Ukuphambuka okunokwenzeka)
d) Ukubonana omnye nomnye	d) Uqhagamshelwano lokubonana omnye nomnye kunye nolawulo lwabasebenzi beZokhenketho	d) Uqhagamshelwano omnye nomnye
e) Amaphulo okwazisa uluntu	e) Ukubanjwa kweentlanganiso ze-RTLC zemiboniso yokuzisa ulwazi eluntwini kummandla ngamnye	e) Amaphulo okwazisa uluntu ngokubanjwa kweentlanganiso zeRTLC kummandla ngamnye
f) Jamborees	f-g) ISebe lithatha inxaxheba kwiiNkqubo zePhulo loLuntu ngokuHlangeneyo (iintlanganiso ezinkulu)	f-i) Akukho mfuneko yolungiselelo lodliwano-ndlebe kule nkonzo. Aku-setyenziswa.
g) Izimbizo's		
h) Iziganeko zokhenketho	h-i) Akukho mfuneko yolungiselelo lodliwano-ndlebe kule nkonzo nangona iziganeko zokhenketho kunye nezeNkxaso yeTiered yoKhenketho zikhokelwa liSebe.	
i) Inkxaso yoKhenketho lweTiered		
j) Ilibrowutsha kunye neephambflethi	j) Ukusasazwa kweebrowutsha kunye neephambflethi: Ukupapashwa kweengcebiso zokhuseleko loKhenketho ngeelwimi ezi-6. Ukukhokela kwizalathisi zendlela zoKhenketho kunye neenkukacha zoqhagamshelwano kwanemigaqo esasaziweyo.	j) Ukusasazwa kweebrowutsha kunye neephambflethi kulo lonke elaseNtshona Koloni: lingcebiso zokhuseleko lokhenketho. Ukukhokelwa kwizalathisi zendlela zoKhenketho kunye neenkukacha zoqhagamshelwano kwanemigaqo esasaziweyo.
k) Amaphepha-ndaba esiPhaluka	k) Ukusetyenziswa kwamaphepha-ndaba eSiphaluka ngabachaphazelekayo bangaphandle njengenxalenye yokuqalisa koqeqesho lweZakhono zoKhenketho ukulungiselela ukufumana abafundi abatsha kunye norhwebo lwenkqubo efanelekileyo.	k-l) Akukho dliwano-ndlebe luyimfuneko kule nkonzo. Akusetyenziswa
l) Uvavanyo lokukholiseka kwabaxumi	l) Iqela lokuQwalaselwa noVavanayo olwenziwa liSebe lakhokela inkqubo yeNkxaso kunye noKhuseleko	

Qwalasela: itemployiti yamalungiselelo okucebisana kunye netafile yabaXhamli beenkonzo iye yalungiswa ukuze ibonise bhe-tele imisebenzi kunye nokwenziwe ngokuphumelelayo kwezicwangciso zokuphucula ukuhanjiswa kweenkonzo liSebe.

Ubuchule bokufikeleleka kuhanjiso lweenkonzo

Ubuchule bokufikeleleka	Okona kufezekisiweyo
<p>Uphuhliso lwezabasebenzi bezoKhenketho</p> <p>a) Umgangatho we-10 kwiSakhiwo iWaldorf</p> <p>b) Umanyano lwabaQeshi, umz. FEDHASA njl.njl.</p> <p>c) Amaziko eMfundo yoBugcisa</p> <p>d) Cape Gateway</p> <p>e) SETA's (CATHSSETA)</p>	<p>a) Umgangatho we-10 kwiSakhiwo iWaldorf</p> <p>b) Umanyano lwaBasebenzi, umz. FEDHASA, iQela leWestern Cape HR Hospitality Forum kunye neKomiti yoPhuhliso lweZakhono njl.njl.</p> <p>c) Amaziko eMfundo yoBugcisa (amaziko eHEI kunye ne-FET)</p> <p>d) Cape Gateway</p> <p>e) SETA's (CATHSSETA)</p> <p>Isicwangciso sobuchule Obongezelwelweyo bokuFikelele kuhanjiso lweenKonzo:</p> <p>Okona kufikelele kuhanjiso lweenkonzo kwafezekiswa ngokufikelela ngqo kwii-ofisi zeSebe. Ukubanjwa kodliwano-ndlebe nabachaphazelekayo kunye nabaxhamli ngokuthe ngqo nangokungekho ngqo ukufikeleleka kulwazi loPhuhliso loLawulo lwaBasebenzi beZokhenketho.</p>
<p>attractionUkuqinisekisa uhlobo lwezoveliso zokhenketho kunye neendawo ezinomtsalane</p> <p>a) Umgangatho we-10 kwiSakhiwo iWaldorf</p> <p>b) I-Ofisi yoLawulo lwaBantu abaQashelwe eZokhenketho kwiSiphaluka</p> <p>c) Cape Gateway</p>	<p>a) Umgangatho we-10 kwiSakhiwo iWaldorf</p> <p>b) I-Ofisi yoLawulo lwaBantu abaQashelwe eZokhenketho kwiSiphaluka</p> <p>c) Cape Gateway</p>

Isixhobo solwazi ngeenkonzo

Iintlobo zezixhobo zolwazi	Okona kufezekisiweyo
	<p>Kusetyenziswe izixhobo zolwazi ngeenkonzo ngexesha ebekuboniswa nabachaphazelekayo phakathi kwabo basebenza ngokhenketho nangexesha kuqaliswa inkqubo yoNgeneliso kwiMicimbi yezaBasebenzi bezoKhenketho</p> <p>Kuye kwasetyenziswa ezi zixhobo zilandelayo zolwazi ngeenkonzo ezikhoyo:</p>
a) Isigidimi	a) Uphuhliso lwabasebenzi bezoKhenketho olunikeza amanqaku kwiSigidimi seSebe (xa oko kuyimfuneko).
b) Ii-SMS ezithunyelwa kubantu abaninzi	b) nkqubo yee-SMS ezithunyelwa kubantu abaninzi ibingenziwa licandelwana koko ibisenziwa ngabo bachaphazelekayo. Ababandakanyeka kumiselo lwale projekthi baziswa ngee-imeyili ezithunyelwa kubantu abaninzi, unxibelelwano lomntu nomnye okanye iqela labachaphazelekayo umz. Ikomitana yeHRD yeZokhenketho. Ukuqalisa kwamaphulo oPhuhliso lweZabasebenzi boKhenketho aquka iqoqo lentsebenzizwano nabo bachaphazelekayo ekuphumezeni iprojekthi. Ababoneleli nabo bachaphazelekayo basebenzise le nkqubo ngexesha lokuphumeza iprojekthi xa kufuneka benxibelelene nabo baxhamlayo.

Isixhobo solwazi ngeenkono

Intlobo zezixhobo zolwazi	Okona kufezekisiweyo
c) Ii-imeyili ezithunyelwa kubantu abaninzi	c) Ii-imeyili ezithunyelwa kubantu abaninzi
d) Amaxwebhu apapashiweyo (iibrowutsha, iiphamflethi)	d) Iibrowutsha kunye neephamflethi
e) Imisitho yoBoniso	e) Imisitho yoboniso umz. iSebe leZabasebenzi
f) Amaphulo okwazisa uluntu ngamakhono abanokuwalandela	f) Ukubanjwa kwamaphulo okwazisa uluntu umz. ukujolisa kubafundi ezikolweni babenokuqonda ngomsebenzi, abapase ibanaga leshumi nabo bangaphangeliyo kunye neeFETs zoluntu
g) Amajelo eendaba	g) Amaphepha-ndaba esiphaluka umz. iiprojekthi zoqeqesho lwezakhono zokwazisa abo bachaphazelekayo bangaphandle kwimimandla ekusetyenzwa kuyo ukuthengisa nokufumana abantu abatsha abalulutsha kulungiselelo lweprojekthi ezakuqalisa
h) Ingxelo yoNyaka	h) Ingxelo yoNyaka
i) IWebhusayithi	i) Cape Gateway
<u>Uqinisekiso lweMigangatho yeMveliso zoKhenketho nezinto ezingumtsalane</u>	
a) Isigidimi	
b) Ii-SMS ezithunyelwa kubantu abaninzi	
c) Ii-imeyili ezithunyelwa kubantu abaninzi	c) Ii-imeyili neeLTO nabo bachaphazelekayo
d) Amaxwebhu apapashiweyo (iibrowutsha, iiphamflethi)	d) Iibrowutsha neephamflethi zihanjiswe kwiNtshona Koloni yonke: lingcebiso ngokhuseleko kukhenketho zipapashwe ngeelwimi ezi-6. Kuhanjiswa izikhokelo zeempawu zendlela zokhenketho kunye neenkukacha zoqhagamshelwano.
e) Imisitho yoBoniso	e) Amaphulo okwazisa uluntu neeNtlanganiso ezibanjwe neKomiti yokuQuquzelela uKhenketho loMmandla (RTL)C
f) Amajelo eendaba	f) Ingxelo yoNyaka
g) Ingxelo yoNyaka	g) I-Webhusayithi yePhondo
h) I-Webhusayithi	
	Isixhobo zolwazi ngeenkono ezongezelelweyo: Unxibelelwano lomntu ngamnye

Inkqubo yokufaka iziKhalazo

Iinkqubo yokufaka iziKhalazo	Ezona zinto Ziphunyeziweyo
<p><u>Uphuhliso lwezaBasebenzi boKhenketho</u></p> <p>a) Isakhiwo iWardorf – Ulungiselelo lwabakhubazekileyo</p> <p>b) Ukuhlangana nabaphathi</p> <p>c) Imbalelwano</p> <p>d) Uvavanyo-zimvo lokoneliseka kwabasebenzisi-nkonzo</p> <p>e) Ibhokisi yeengcebiso</p>	<p>Kuye kwamiselwa inkqubo yezikhalazo yabantu abazuzana nabangazuzi ngqo, kusetyenziswa:</p> <p>a) Isakhiwo iWardorf – Ulungiselelo lwabakhubazekileyo</p> <p>b) Ukuhlangana nabaphathi</p> <p>c) Imbalelwano</p> <p>d) Kwenziwe uvavanyo-zimvo lokoneliseka kwabasebenzisi-nkonzo kwezinye iinkqubo zoKhenketho zeHRD. Kuzakuphandwa ngezinye izixhobo ezinokusetyenziswa kunyaka-mali 2013/2014.</p> <p>Ibhokisi yeengcebiso ayikho nanjengoko iiprojekthi ezenziweyo zenziwe nabantu abasebenza ngokhenketho abathi bancedisa ngokumiselwa kwazo kwimimandla eyohlukileyo nto leyo engadinganga ibhokisi yeengcebiso enye yabo bonke abachaphazelekayo. Umhla webhokisi yeengcebiso eseofisini uza kuphinda uphononongwe kunyaka-mali ka-2013/14</p>
<p><u>Uqinisekiso lweMigangatho yeMveliso zoKhenketho nezinto ezingumtsalane</u></p> <p>a) Isakhiwo iWardorf – Ulungiselelo lwabakhubazekileyo</p> <p>b) Ukuhlangana nabaphathi</p> <p>c) Imbalelwano</p> <p>d) Uvavanyo-zimvo lokoneliseka kwabasebenzisi-nkonzo</p> <p>e) Ibhokisi yeengcebiso</p>	<p>a) Isakhiwo iWardorf – Ulungiselelo lwabakhubazekileyo</p> <p>b) Ukuhlangana nabaphathi</p> <p>c) Imbalelwano</p> <p>d) Uvavanyo-zimvo lokoneliseka kwabasebenzisi-nkonzo</p> <p>e) Ibhokisi yeengcebiso</p>

3.3 Ubume beziko

Unyaka-mali wama-2012/13 yaba ngunyaka weNjongo eCwangcisiweyo yePhondo 1: Ukudala amathuba okukhula koqoqosho nokuphunyezwa kwemisebenzi ngokupheleleyo. Ngethuba oku kuthe kwaba lithuba elichwayitisayo kwiSebe, kwabakho neminye imiceli-mngeni eyodwa ekwafuneka ukuba ikhankanywe.

Okokuqala, iSebe kufuneka lidlale indima yobunkokheli ekusetyenzisweni kweziphumo 4, 5 nese-6 zeSizwe, ngomsebenzi ofanelekileyo ngokukhula koqoqosho ngokuqukeneyo, iqela labasebenzi abanezakhono ukuxhasa isakhelo nendlela yokukhula koqoqosho kokumanyeneyo, ngempumelelo, umnatha wothungelwano kumaziko oqoqosho, ukubanako ukuphendula ngokweemfuneko kwanokwenziwa kwemisebenzi ngokwahlukahlukeneyo. Ngako oko, ezi ziphumo zesizwe zaguqulelwa kwiNjongo eCwangcisiweyo yePhondo 1: nakuxwebhu loMgaqo oCwangcisiweyo kamva, eyavunywa ngoNovemba ka 2011.

Ngokunikwa uhlobo lokhuselo lobuchule obukhankanywe kwangaphambili, kuthe kwabonakala ukuba ubume bangoku beziko elimisiweyo abuzange buyanyanise nemiyalelo efunekayo yobuchule beSebe. Owona mceli-mngeni uphambili ofunyanwa liSebe yaba kukufumana abasebenzi abafanelekileyo ukwenza umsebenzi ngokwenjongo. Malunga nalo mba, iSebe okwangoku liqalise umsebenzi woPhuhliso loMbutho, nekuthenjwa ukuba awuzukunceda kuphela ekumisweni kolawulo lwezabasebenzi olufanelekileyo apho kuyimfuneko, uyakuthi uqinisekise ukuba kuyakuthi kubekho inani elincomekayo labaqeshwa ngokwaneleyo. Kufuneka kuthathelwe ingqalelo ukuba inkqubo yoYilo loMbutho ithe yathatha iminyaka emibini ukuba isebenze, nto leyo ithe yabangela ukuba inani labanye abaqeshwa lingabinakulungiseleleka, nto leyo ithe yachapazela izikhundla zabo emsebenzini.

Uphuhliso lwezoRhwebo naMashishini, apho kukho imfuneko yokunyula inani elibalekayo labantu kwizikhundla zokumela indawo yomntu othile ukusuka kuMaphathi weNkqubo ukuhla, kwaba yimfuneko. Oku kukwathetha ukuthi izikhundla eziphezulu, ezifana nezesekele lamashishini empahla elukiweyo zange zibe nokuzaliswa. Le miceli-mngeni yathi kwakhona yafunyanwa kwiNkqubo 5: Isicwangciso soQoqosho, apho abaqeshwa batshintshelwa e-Ofisini yeNtloko yeSebe ukuncedisa kwimiba eyahlukeneyo yolawulo ngokunqamlezileyo.

Ukongeza, ngoNyaka-mali wama-2012/13 i-OCP yaba noxanduxa lokuphumeza umthetho wama-2008 woKhuseleko lwaBasebenzisi beZinto, (umthetho 68 wama-2008). Lo mthetho ukhankanywe kwangaphambili ulungise kabukhali ubume bentengiselwano phakathi kwabathengi kunye namashishini kwanamanyathelo awongezelelweyo okhuseleko lwabathengi. Impembelelo yoku kwi-OCP yaba nkulu kakhulu, ingakumbi ngethuba lokuba ngundaba-mlonyeni komba wokhuseleko lwabathengi nalapho bathi abathengi abaninzi bathi babanga amalungelo abo malunga namashishini. Isiphumo soku yaba kukungena kwezikhazazo ezininzi zabathengi ezathi zafunyanwa ngethuba lonyaka ophantsi kohlolo, nokwathi kwabangela ubunzima kakhulu kulawulo lwezabaqeshwa. Ukwanda kwamanani, kuhlangele nokwanda kwezinto ezilindelekileyo kwicala labathengi, ngoko ke kwabonakalisa umceli-mngeni ngokwemigaqo yolawulo nokusonjululwa kwamatyala abathengi kwimpembelelo eyabangumceli-mngeni kulawulo lwezabaqeshwa. Nangona okukhankanywe kwangaphambili, iOCP yabanako indima yayo ngempumelelo ekusonjululweni kwezikhazazo, ngethuba ikwagcine ngokwanelisayo nangaphezulu umgangatho wokoneliseka kwabathengi ngendlela ababe zithatha ngayo izigqibo zamatyala abo.

3.4 Uphuhliso loMgaqo-nkqubo onguNdoqo kunye notshintsho lomthetho

Ulawulo kunye noMmiselo woShishino

UPhuhliso lorhwebo nolweCandelo

IsiCwangciso soPhuhliso lweSizwe esathi sasetyenziswa siSigqeba soMbuso sinika isicwangciso esibalulekileyo nesikumgangatho ophezulu onika inkxaso kumsebenzi we-TSD. Oku kuquka ukugqalisa ekudaleni amathuba emisebenzi, inkxaso yendima edlawla ngamaziko kunye namahlokokondiba ekufezekiseni imigangatho ephezulu yokubanako ukwenza imisebenzi, kwanokubalulekileyo, indima yamandla ombane kuqoqosho, ngogqaliselo olulodwa kwigesi yendalo nakwizinto ezilahliweyo zaphinda zahlaziywa ukuze zibenokusetyenziswa kwakhona.. Impembelelo yoshicilelo olutsha lwesiCwangciso seNyathelo loMgaqo-nkqubo woRhwebo (IPAP) yenziwa eku-pheleni konyaka, nethi inike isikhokelo esibalulekileyo somsebenzi weNkqubo, apho lithi iziko lizikhethele ukwenza umanyano, neyathi yaba nempembelelo engamandla ngenxa yomsebenzi weQela laBongameli abakhulu. Umthetho oSayilwayo we-SEZ owamiswa ekupheleni konyaka, nawo uyakuthi ubelicala elialulekileyo kumsebenzi wenkqubo, kwanenani lezinto ezinokwenzeka kwixesha elizayo ukongeza kwiHub yoKwenziwa kweZivelizo zoHlaza eAtlantis nakwi Sladanha IDZ.

Umthetho wama-2008 woKhuseleko lwaBathengi (CPA) uqalise ukusebenza ukusukela ngomhla woku-1 kuTshazimpunzi wama-2011. Nangoluphina uhlobo, impembelelo epheleleyo yeCPA, ingakumbi impembelelo yezinto

ezikhoyo eziluncedo zeOCP, zithe ngokungangxamanga zaba bubungqina ngethuba lonyaka ophantsi kohlolo. Maluna noku, kufuneka kuqwalaselwe ukuba iCPA itshintshe iinguquko ezigqibeleleyo zobume bokhuseleko lwabathengi kwaye oku kuthe kwenza imbambano yokukhuselwa ngakumbi kwamalungelo abathengi. Ukwanda kokhuseleko lwabathengi, njengokuba kuchaziwe kwiCPA, kuthe kwakhokelela kutshintsho olukhulu kumthetho ongabhalwanga nakumalungiselelo omgaqo-nkqubo angaphambili, nokuqalisa ukusetyenziswa kwawo kwabangela ukuba nomdla kakhulu kwimiba yabathengi. Oku kwanda kokubanomdla kuthe kamva kwakhokelela ekwandeni kwenani lothotho lwezikhazelo ezifakwe kwiOCP ukuze ziphandwe. Ukwanda kwenani lamatyala kuthe kwabangela ubunzima kulawulo lwezabasebenzi, nokuthe kwadala imfuneko yeenzame zamanye amalungu abaqeshwa ukuze bahlangabezane nomceli-mngeni.

IsiCwangciso soQoqosho

IsiGqeba soMbuso seSizwe sisebenzisa isiCwangciso soPhuhliso lweSizwe njengesicwangciso sophuhliso sokhuseleko lwelizwe jikelele kunye nobuchule obusetyenziswa liphondo be**OneCape 2040**, nobathi bayilwa ukunika inkuthazo yokusebenza kombono wePSO 1, nokunika isicwangciso senyathelo lophuhliso loqoqosho lwePhondo xa lilonke. IsiGqeba soMbuso kwiPhondo sasayina isicwangciso sobuchule be- **OneCape 2040** kweyeNkanga wama-2012.

UPhuhliso lweZakhono

Ugqaliselo lweNational Skills Fund luthe lwatshintsha lwasuka kwi 27 SETAs lwaya kwiiKholeji zeFET ezingama-50 ukufumana uncedo-mali kunye nophuhliso lwezakhono zokhokelo. IiSETAs, nangoluphina uhlobo, zinolwazi kunye namava asekwephezu kwezinto eziyimfuneko, ubuchule bezakhono ezizodwa kwiziko kunye neenkqubo, ngokuhambelana nesiCwangciso seNyathelo soMgaqo-nkqubo waMashishini (IPAP) 2011/12 – 2013/14 kunye nokuhlangana okungundoqo kwamashishini ekuncedeni kuphuhliso lwezakhono ezifanekekileyo kwanezikhokeli kumsebenzi ukulungiselela abo bangaphangeliyo. – Impembelelo yokutshintsha komgaqo-nkqubo kukuba abanikezeli ngeenkono babucala abanika iinkono ezizodwa zoqeqesho nabanobuchule bobugcisa kushishino nakwii-FET's banoncedo-mali lwenkuthazo olunomlinganiselo olusuka kurhulumente kwaye luyakuthi ekugqibeleni lungasetyenziswa, noluyakuthi luphethe lunesiphumo sokuba nokhuphiswano olungumlinganiselo; noluyakuthi ngenye indlela xa kusenziwa uqeqesho lunikezelwe kunye nezixhobo zangoku okanye ezobuchule bobugcisa kunye nobuchule boshishino kwanocetyiso.

Uncitshiso olucetyiweyo lomnikelo ogunyazisiweyo kwiinkampani ukusukela kuma-50% ukuya kutsho kuma-20% lwabafundi abasebatsha abafundela ubuchule bomsebenzi othile kunye noqeqesho lomsebenzi kunye nobizo, nto leyo ethetha ukuthi iindibano zabarhwebi abaqhuba amashishini ziyakuthi zithathe ulutsha olumbalwa ukuze lubenokufufama amava omsebenzi ayimfuneko kwanokugqibezela iziqinisekiso zemfundo nokwandisa amathuba engqesho.

4. IINJONGO ZESIPHUMO EBESIKE SAMISELWA KWANGAPHAMBILI

Injongo ecetyiweyo liSebe ngexeha lokwenziwa kohlolo, kukudala amathuba oshishino kunye nabemi abakhulisa uqoqosho kunye nengqesho.

Ulawulo oluyimfuneko ukufezekisa oku luthe lwacaciswa lwaba ziingxelo zenjongo ecwangcisiweyo ezintlanu:

- Injongo 1: Ukuqalisa nokuphumeza isicwangciso sobuchule boqoqosho kwanemigaqo-nkqubo yokuxhasa nokufezekisa ukudaleka kwamathuba emisebenzi kwanokukhula koqoqosho.
- Injongo 2: Ukudala imeko yokubanako (ukunciphisa imiqobo, ukulondoloza ukukhula koqoqosho, utyalo-mali nokudala amathuba emisebenzi) ngokuphucula isalathiso sokuthembela kushishino kunye nokukhula kwenani lemisebenzi yommandla.
- Injongo 3: Ukukhuthaza ukhokelo oluyimfuneko, oluxhaswa ngurhulumente kwicandelo loshishino labucala ukuxhasa ukukhula kwamaziko, amashishini kunye norhwebo ngokwandisa ixabiso lokuthunyelwa kwezinto kwamanye amazwe.
- Injongo 4: Ukuphucula ukhuphiswano lommandla ngokukhula koqoqosho olukhokelwa ngamaziko amisiweyo.
- Injongo 5: Ukusebenzisa ubuchule be-EPWP 204 770 "ukudala amathuba ali-100 omsebenzi" kunye nama-111 859 "ngolulinganayo ngokupheleleyo" phakathi kowama-2009 nowama-2014.

ISebe liqalise ukusebenzisa ubuchule balo kunye nezicwangciso zenyathelo ukunika intsingiselo kuzo zombini injongo eCwangcisekileyo yePhondo 1, ukwandisa amathuba okukhula nemisebenzi, nesiCwangciso soPhuhliso lweSizwe, ukushabalisa indlela nokunciphisa ukungalingani ngowama-2013. Malunga nemeko yangaphambili,

iNkqubo yaba nommiselo wokudala imo yolondolozo nokubanako ukwenza ushishini. Malunga nelatter, umsebenzi wenkqubo wazinja kwimiba ephambili yee(NDP's) yokwandisa imisebenzi ngokukhawuleza kokukhula koqoqosho nokwakha uphuhliso lwezakhono lwesizwe ukudlala indima yotshintsho kunye nophuhliso. Ngokudibanisa le migaqo-inkqubo yalo migaqo umisiweyo iNkqubo ithe yaba nentsingiselo ebalulekileyo ukuzama ukufezekisa isiphumo sesizwe "sokudala imisebenzi efanelekileyo ngokukhula koqoqosho ngokumanyeneyo"

Nangona kuvunyiwe yiNDP ukuba uMzantsi Afrika unamashishini anxulumeneyo ecandelo labucala, urhulumente usafuna ukudlala indima ngokusebenzayo. Ukuqinisekisa ukuba le ndawo iluncedo kwiziko elimisiweyo nasekhuleni koshishino, ekugqibeleni ukwandisa amathuba engqesho. Ngokusebenzisa ubuchule bethu bemfuneko yokukhula koqoqosho olukhokelwa licandelo labucala, iSebe lisebenzise iinzame ezibonakalayo kule miba ilandelayo, ngoko ke likhankanya iNjongo eCwangcisiweyo engundoqo.

- **Ukunciphisa indleko yommiselo wokuthobelana.** Ukumiselwa kwenkqutyana yokuNcitiswa kweRed Tape, eyona iphambili nebalulekileyo kuyo eMzantsi Afrika, ithe yenza imingenelelo ebalulekileyo ngokuyenzela lula, ibenokufikeleleka kwanokukhawuleza ekwenzeni ushishino eNtshona Koloni. Olona lamlo lungundoqo lwenkqutyana ukuquka neQela layo leMisebenzi eNqamlezileyo ngokuqukeneyo:
 - o Iziko lotsalo-minxeba elivumela amashishini ukubhalisa imiba enxulumene ne red tape ezibangela ukungakhululeki kumashishini. Imilinganiselo yezisombululo zemiba enjalo yabangaphezulu kwama-85%.
 - o Inkqubo yeNkxaso kaMasipala yokuNcitiswa kweRed Tape. Oku kwenziwa ngentsebenziswano kunye noomasipala weCape Winelands njengenqanaba lokuqala, lokuchonga izithintelo kumashishini nasekhuleni koqoqosho. Inqanaba lesibini liqalise apho izicwangciso zamanyathelo zithe zaphunyezwa ukuphucula imo yoshishino yeendawo zommandla.
 - o Ukumiswa kweziko le- one-stop-shop walk-in liSebe leZothutho Nemisebenzi yoLuntu. Eli ziko livumela abanini bamashishini ukuba bangafuni ukuqonda kuphela malunga neethenda, kodwa ukwavela isisombululo esikhawulezileyo semiba enxulumene ezothutho, umz. amaphepha-mvume okusebenza kunye neemvume zokusebenza.
- **Inkxaso yamashishini asakhasayo.** Ukungenanisa nokuphindwa kabini kweenkonzo ngokuxhaswa yimibutho yamashishini asakhasayo kunye nee-arhente ezithe zaxakekisa amashishini ithuba elide. Ngenxa yomanyano lwazo kunye ne-SEDA, iNdawo yoShishino kunye neZiko loPhuhliso lwaMashishini loNkweme lwaseNtshona, isebe aliphuculanga kuphela ulungelelwaniso phakathi kwezi arhente, kodwa okubalulekileyo kakhulu kukuqaliswa komnatha wothungelwano kwiindawo ezilishumi elinethoba apho abarhwebi abasebenza neNational Empowerment Fund (NEF), nokuthetha ukuthi amashishini asakhasayo aseke eNtshona Koloni afikelele ubuqu kuphuhliso loshishino kunye nezimali zophuhliso. Olu lwahlulelwano kunye ne-NEF sisiqalo sesicwangciso sesebe ukuphucula ulungelelwaniso lwamaziko anika inkxaso-mali kwaye ngokwenza njalo, kuphucula ukufikeleleka kwimali efumanekayo ngokubanzi nesuka kurhulumente wesizwe kunye nowesiphaluka.
- **Ukukhuthazwa kokuthengwa kwempahla kwiziko likarhulumente.** ISebe lilucingela olu lamlo lusecaleni noluyimfuneko lolu nzima kuphuhliso, ingakumbi kumashishini asakhasayo. Ngenxa yenkqubo ephaphamileyo yenkxaso ngokwenza lula ushishino norhulumente wephondo, ukufikeleleka ngokukhawuleza ngenxa yolamlo nokwathi kwaquka:
 - o Ukufezekisa inkqubo yokuthengiswa kwempahla karhulumente. Amashishini asakhasayo ngoku abhaliswa kwangoko kurhulumente wephondo kwaye ngokwenza njalo, abanokufikelela kuzo zonke iithenda kuwo onke amasebe alishumi elinesithathu. Ukongeza, zonke izicelo zethenda ezifakiweyo ziyakuthi zilungiswe ngekhompyutha kungekudala, ukushenxisa ukulungelelaniswa kweethenda ngendlela engafanelekanga.
 - o Ukukhuthazwa kokuthengwa kwempahla karhulumente. Le nkqubo iqakwa ngempumelelo kakhulu kwi-Supplier Open Days nakulamlo olusoloko luqhubeka ngalo lonke ixesha, hayi ngokugxininisa kumathuba okuthengwa kwempahla karhulumente kwiphondo kuphela, kodwa ekuncedeni ngokusebenzayo amashishini asakhasayo ngokuthobelana kunye neminye imiba yolawulo.
- **Ukuphuculwa kophuhliso lwezakhono koomasipala bommandla.** Ngenxa yokuBalasela kweNkqubo yoMmandla, uPhuhliso loQoqosho loMmadla neSiphaluka lugqalise ekwenzeni uhlobo lokuhamba komsebenzi koomasipala nokulungisa izikhewu ezithi zivele ukomeleza ukubanako koomasipala ukunika amashishini indawo enobutyebi ukulungiselela ushishino oluyimpumelelo nolubalaseleyo. Ngokwesiseko senkxaso yolamlo lesixhobo se-LED 'Maturity Assessment' iziphumo zolamlo lwethu zabayimpumelelo. Koomasipala abangama-27 abafumene inkxaso izihlandlo ezimbini, ngama-74% abonakalisa inkqubela

phambili ngokuncomekayo kwiziphumo zamanqaku wabo e-LED ewonke. Iinzame zolungelelwaniso lwenkxaso yeLED zomelezwa yintsingiselo ebonakalayo yokuzibandakanya kwawo onke amasebe ku-Maqela e-LED kubo bonke oomasipala bommandla nokuzibandakanya neQela le-LED yePhondo, ukudlala indima yalo engundoqo ekuphuculeni ubume bamashishini ezoqoqosho esiphaluka.

Eyona njongo iphambili yokudala amathuba engqesho kunye nokukhula koqoqosho **ngophuhliso lweziko**, nangokudala amathuba oshishino kunye nabemi ukukhulisa uqoqosho, okwathi kwaba yimpumelelo, ama-R2,135 lwesigidi sezigidi orhwebo kunye notyalo-mali kwenza umtsalane kuqoqosho ngenxa yeenzame ze-APV's kunye noWesgro. Amathuba okudaleka kwemisebenzi athi enziwa afikelelela kumyinge ongama-22 272 kunye nakumashishini ali-1 649 afumana inkxaso.

Mayelana nenjongo ecwangcisiweyo yeminyaka emi-5 yokukhuthazwa kokukhula koqoqosho ngokwenza umtsalane ophakathi kweR3,8 lesigidi sezigidi kunye neR7,4 lesigidi sezigidi zotyalo-mali, uWesgro wafumana R1,6 lesigidi sezigidi kunyaka-mali wama-2012/13, wafaka negalelo lemisebenzi eli-1 473 kwiinkalo zojoliso ezikumgangatho ophezulu nonganeno wezithuba zomsebenzi ezi-7 400 kwixesha leminyaka emi-5.

Ukuxhasa nokuphuhlisa amaziko oqoqosho njengegalelo lokwandisa amathuba oqoqosho, ekukhuleni koqoqosho kunye nolondolozo iSebe laxhasa amaziko ali-11, avelisa amathuba angama-20 566 engqesho ukukhusela ngokubonakalayo kwinkalo yojoliso yemisebenzi engama-8 743, lakhuthaza notyalo-mali lwe-R2 lesigidi sezigidi, malunga nokufikelela kwinkalo yojoliso yeminyaka emi-5 yama-R527 ezigidi. Lithe lafezekisa ngempumelelo ukufumana inkxaso-mali kwixesha lokufikelela kwiminyaka emihlanu, ngokukhuthaza ukufumaneka kwe-R125 ezigidi.

Malunga nokukhuthaza amathuba oqoqosho ngophuhliso lwamaphulo acwangcisiweyo, inkqubo ithe yafezekisa inkalo yalo yojoliso, ngokukhokela iiprojekthi ezisixhenxe ezingundoqo. Ngenxa yexesha lescale. Seprojekthi, inkqubo ayikazifezekisi iinjongo zayo zeminyaka emihlanu zokudala imisebenzi engama-3 100, ekusebenziseni i-R1 lesigidi ngezigidi kutyalo-mali lwamaziko oqoqosho kunye nenkxaso-mali yenkaxathiso engama-R20 ezigidi.

Ngophuhliso lweziko lethu kunye nenkqubo yephulo lobuchule bokuhanjiswa kweenkonzo sithe safezekisa ezona njongo zethu ziphambili nezibalulekileyo kwi-NDP, ukudala amathuba emisebenzi nokukhula koqoqosho, ukwandisa amaziko okusebenzela nokunciphisa indlela ngokudala amathuba emisebenzi nokunyusa utyalo-mali kwimisebenzi emitsha yezoqoqosho, ingakumbi kumaziko angamandla ezemisebenzi.

Inkqubo yoLawulo kunye neMimiselo yoShishino ithe ingangxamanga yatshintshela ekufezekiseni ulungelelwaniso lobuchule besiCwangciso seSebe. Malunga noku, ingqiqo yenkqubela phambili yenziwa ngokwemisebenzi kwi-Consumer Affairs Tribunal yaseNtshona Koloni (WCCAT). I-WCCAT liziko elinesidima elamiswa ngokwemigaqo yoMthetho wama-2002 weConsumer Affairs yaseNtshona Koloni (Izenzo zoshishino ezingenzbulungisa), nothe wagunyaziswa ukuba uthathe indawo yomthetho wesigwebo kwimeko yezikhalazo zabathengi. Ngoko ke, kunyaka ophantsi kohlolo uthe wabonakalisa iinkalo zojoliso njengokuba kulungiselelwe yiWCCTA, nezithe zafezekiswa kwaye oku kuthe kwakhokelela ngqo kwisigunyaziso sokhuseleko lwabathengi nothe wanyukela komnye umgangatho oquka ukuthobelana ngokusemthethweni. Ngoko ke i-OCP ilandela umkhondo wokuphunyezwa kwenjongo eyodwa, njengokuba kumisiwe kwisiCwangciso sobuchule obusetyenziswayo.

Kuyakuthi kuqwalaselwe ukuba impumelelo esekwe phezu kokhuseleko lwabathengi bommandla uthe waqhuba kakuhle kwixesha lokwenziwa kohlolo. Ngoko ke, zintathu ii-ofisi zommandla ezithe zamiswa kwiindawo ezise Southern Cape/Eden, West Coast nase Cape Winelands. Njengokuba kukhankanyiwe kwisiCwangciso sobuchule obusetyenziswayo, ukwandisa ukuhanjiswa kweenkonzo zommandla kuyakuthi kubonakalise ukunciphisa ngokwendalo kokusetyenziswa kwee-ofisi zeenkonzo zamacebiso abathengi kulo lonke iphondo. Kunyaka ophantsi kohlolo kubonakale ukunciphisa kwenani lee-ofisi zamacebiso zasekuhlaleni esisetyenziswayo, nokuhambelana nenkalo yojoliso yeminyaka emihlanu njengokuba kulungiselelwe kwisicwangciso esimisiweyo. Ngenxa yesiphumo soku, OCP ilandela umkhondo wokuphunyezwa kobuchule bucetywayo.

Ngokwemigaqo yobuchule ukuqinisekisa ukuba OCP iyakhokela kumba wokhuseleko lwabathengi, njengokuba kwaziswe iziphumo kule ngxelo zibonakalisa ukuba ingqiqo yenkqubela phambili ithe yenziwa malunga noku. Iinkalo zojoliso ezinxulumene nokubanjwa kwamaphulo olamlo emfundiso yabathengi, ukufunyanwa kwezikhalazo, ukusonjululwa kwezikhalazo kunye neemali ezigcinwe ebhankini ezongezelekileyo zomthengi ngenxa yoncedo lwe-OCP's bubungqina obucacileyo ukuba i-OCP yaseNtshona Koloni ihlala inkqenqazeza phambili ukunika iinkonzo ngokusebenzayo zokhuseleko lwabathengi. Kufuneka kuqwalaselwe ukuba iNtshona Koloni ifumene kwaye yahlangabezana nawona matyala maninzi kunawo onke amanye amaphondo, nangona ubutyebi balo nokufezekisa komsebenzi wabaqeshwa babungalingani nobamanye amaphondo. Oku yimfuneko ekubalulekileyo ukuba iqwalaselwe nanjengokuba amatyala amaninzi anokupheliswa athi asonjululwa nangona kukho imiceli-mngeni ekhoyo kwezolawulo lwabasebenzi eyathi yafunyanwa yi-OCP.

Ukhuselelo lwabathengi sisivumelwano sogunyaziso lowiso-mithetho ngokomgaqo-siseko. Ngoko ke oku kuquka ukuba yomibini imida karhulumente inesigunyaziso sowiso-mithetho ngoko ke sinikezela ngeenkonzozemcimbi yokhuseleko lwabathengi. Kumgangatho wesizwe iSebe leZoshishino noRhwebo ("dti") labhengeza uMthetho wama-2008 woKhuseleko lwaBathengi (Umthetho 68 wama-2008). Lo mthetho ngoku usinika isakhelo sokwaxhiwa kowiso-mithetho omisela imigangatho ethile nokwenziwa komsebenzi kunye noshishino nekufuneka ithobelane namashishini eMzantsi Afrika. Ukongeza umthetho ubeka ityala kumacandelo okhuseleko lwabathengi kwiphondo ukuphumeza amalungiselelo athile owiso-mithetho yesizwe nokusebenza njengeziphath'amandla ezinika iinkonzozozqhelaniso nabathengi ubuqu. Oku kuyakuthi kube nesiphumo sokuba amaphondo esebe ahlanga-bezane nezikhhalazo zabathengi ngokwenkqubo yowiso-mithetho yesizwe nokunika uncedo kumalungu oluntu. Ukongeza, iziphath'amandla zokhuseleko lwabathengi zinyanzelekile ukuba zidlale indima efunekayo nefanelekileyo ngokusebenzayo ekuxhobiseni abemi ukuze babenolwazi nokuqonda ngamalungelo wabo abathengi kunye neemfanelo. Iimfuneko zale mfanelo zezokuba ii-ofisi zamaphondo mazigqalise kakhulu ekubeni zibe ngabemi abantu ukuze baqinisekise ukuba uluntu lufumana uncedo nokhokelo njengokuba kuchaziwe kumthetho omtsha omisiweyo. Iiprojekthi ezahlukeneyo umz. iimpembelelo zemfundiso zabathengi, iindibano zocweyo zemfundiso yobuchule bokufunda nokubhala, izikhhalazo ezifunyenweyo nezithe zasonjululwa, ukwandiswa kwemigangatho yokuqonda, imigangatho yokwaneliseka zokuhanjiswa kweenkonzo nexabiso lezimali kubathengi, nezithe zaqaliswa kwaye zaphunyezwa yiOCP, ngoko ke zimananyaniswa ngokuthe ngqo nesiphumo sesizwe ukuqinisekisa **"iinkonzozozqhelaniso nophuhliso olusebenzayo noluyimpumelelo kunye nobumi obufanelekileyo ngokuxhotyiswa"** kuqalisiwe. Uvavanyo lwezalathisi lokuhamba komsebenzi kunye nokufezekisiweyo malunga noku kubonakalisa ukuba loCP ifake igalelo elifanelekileyo ekufezikiseni esi siphumo sesizwe.

Sisazathu esiqhelekileyo esivumela ubume obuquke yonke imiba emalunga noqoqosho, ezopolito, ezentlalo, kunye nemiba yangaphandle yehlabathi ukuya kwimizi yeziveliso eNtshona Koloni. Ngokwemigaqo seNjongo eCwangcisiweyo 1, nenxulumene neli sebe, obu buchule bugqalise kuyo yonke imigaqo-nkqubo karhulumente kunye nokwenziwa kwemisebenzi, nethi "ibeke imithetho yendlela" yokuhamba koshishino kwiphondo nethi ibe nempembelelo yokuhamba komsebenzi wezorhwebo, iinkuthazo zotyalo-mali neendleko zokwenziwa koshishino. Eyona meko ifezikileyo yeyokuba inciphisa imiqobo yolondolozo lwengeniso yamashishini, utyalo-mali noku-daleka kwemisebenzi.

Ummiselo, xa uthe waqwalaselwa njengophikisana nophuhliso namandla angafanelekanga kwimeko efuna ukukhula koqoqosho, uthe kwiminyaka yakutsha nje wabonakala uvumela imeko eqinisekisa bonke abachaphazeka kwezoqoqosho.- abathengi, amashishini kunye nemigangatho eyohlukeneyo karhulumente – intsebenziswano kwimeko eqikelelweyo nekhuselekileyo ngokusemthethweni, neyaxhiwe ngokuhambelana nokukhula koqoqosho kunye notshintsho. Kukho ukuqonda okukhulu malunga necandelo loshishino lokuba ukukhula koqoqosho akufuneki kubeziindleko yezabelo zamashishini ezingenanzala emisiweyo kwaye obu bulungisa kubathengi kunye nenkxaso yokurhweba ngokuthembekileyo nemisebenzi yokwenziwa kweziveliso kungaluncedo olunokubabeka endaweni efanelekileyo kuqoqosho lwehlabathi, apho ukhuphiswano luyakuthi lwandise ukuphikisana nosukuzwano lwamanye amazwe njengokuba kuphikiswana nezesiphaluka. Obu buchule busetyenziswayo ngurhulumente kukumiusa nokuphumeza iindlela zobuchule eziyakuthi zikhulule iinzuzo zokukhula koqoqosho lwesizwe, ngethuba bunciphisa iindleko zoluntu ngokuzama ukujolisa kwiinjongo zoluntu ezinjengokuncitshiswa kwamatyala abantu; ukunika ukufikeleleka okucacileyo nokuba nako ukufikeleleka ekwenzeni amatyala emboleko; uphuhliso lwamaziko oqoqosho nawoluntu nokwenziwa kwemilinganiselo yamanyathelo okulwa iziphumo zasekuhlaleni ezingafanelekanga kumashishini amisiweyo ngokusemthethweni. Kungoko ke iyimbono yeSebe ukuba iinkonzozamalungiselelo okhuseleko lwabathengi olufanelekileyo nolusebenzayo kwisebe lithe labaluncedo lwegalelo elikhulu kwiNjongo eCwangcisiweyo yePhondo 1.

Awona manyathelo anentsingiselo ekufezekiseni isiphumo sobuchule beenjongo zeSebe yabaluguqulelo lwePSO 1 lwaba ziinkqubo kunye neeprojekthi eziyinene, nezineziphumo ezicacisiweyo nokuyilwa **kweNgxelo yiDityaniso loQoqosho** neyakuthi yenze isiseko sobuchule bophuhliso beminyaka e-7 kwiphondo.

Ukuphucula ingqiqo yobuchule boqoqosho kwiPhondo, impembelelo yo**Lwahlulelwano loPhuhliso loQoqosho (EDP)** yenziwa ngenyanga kaTshazimpunzi wama-2012. Iinjongo zeEDP ziquka ukukhuthaza, ukusebenzisa ubuchule, inkxaso kunye nophuhliso loku:

- Ubuchule bengqiqo yorhwebo lezoqoqosho;
- and Ukuqwalaselwa kokuhamba komsebenzi kunye nenkqubo yoqoqosho;
- Uwahlulelwano kwemigangatho eyohlukeneyo kwinkqubo yezoqoqosho

I-EDP kunye neSebe zalungiselela ngempumelelo iOneCape 2040, ukuqalisa "ukuzinikezela, kokubanako kweNtshona Koloni ukwenza imisebenzi ngokuhlangeneyo nokunamanani aphezulu emisebenzi nokuvelisa ukukhula kwemivuzo, ukwanda kokulingana kunye nokuphuculwa kobomi boluntu." Ukuphumeza le mbono, sele liziban-

dakanye nenani leeprojekthi ezingundoqo kunye neenkqubo, ezigqalise kwingqesho, utyalo-mali, ushishino kunye nokuveliswa kwezinto ezintsha."

Onke amanyathelo athathiweyo aqinisekisa ukuba amanyathelo aphambili obuchule obungundoqo bokukhula koqoqosho kunye nemisebenzi asebekelwe kwingqiqo kweZikhenketho, umboniso-bhanyabhanya namaziko oBuchule bomsebenzi wobugcisa, ngethuba luqinisekisa ixabiso elifanelekileyo kwanokusebenza kobuchule bonikezelo ngeenkonzelo.

Urhwebo lwendawo eKusingwa Kuyo yoKhenketho yayijolise ekukhuleni koqoqosho lweziko, namaphulo olamlo angundoqo ezoshishino lokhenketho, iziganeko nokhenketho lwexesha lokuphola. Isicwangciso sobuchule obukhokelwa luKhenketho, ukonwabisa kunye nomsebenzi wobugcisa wokukhulula koqoqosho nokudala imisebenzi saqalisa. Injongo yoku yayikukuqalisa isicwangciso sokukhula koqoqosho lwamaziko ekujoliswe kuwo nayakuthi abeluncedo ekubeni abenegalelo kwisicwangciso sokhuselo loqoqosho njengokuba kumisiwe kwiPSO 1. Ngexesha lonyaka-mali nkxaso yokukhula kweziko lokhenketho, uBuchule bobuGcisa noKonwabisa lancedwa ngokujolisa ekwandiseni abatyeleli abafikayo nenkcitho kumashishini oKhenketho kwanokwandisa ixabiso lorhwebo notyalo-mali kumaziko omboniso bhanya-bhanya kunye nawoBuchule bobuGcisa. Kwaqaliswa amaphulo akhokelwa ngamaziko oqoqosho, nokwathi kwafezekiswa ngobudlelwane obumanyeneyo nenkqubo ye-EPWP kumgangatho wesizwe kwanokujonga kobuchule obuqalisayo nobuyakuthi kuxhathise kuncedo-mali olusuka kwabo bachaphazelekayo ngokwahluka hlukeneyo ukuphuhlisa nokuphucula iziko loKhenketho. Amathuba emisebenzi kumaziko ekujoliswe kuwo akhuthazwa ngophuhliso lwamaziko okhenketho nangophuhliso lwezabasebenzi bokhenketho.

Eyona njongo iphambili yobuchule bophuhliso lweQela laBasebenzi imanyaniswa neNjongo yoBuchule bePhondo 1: Ukudala amathuba emisebenzi nokukhula koqoqosho, nesiCwangciso soPhuhliso seSizwe (NDP) ngengqiqo yemeko yolondolozo lwengqesho, ukuquka ukukhula koqoqosho nokukhuthaza ukuba nokufumana ingqesho kumashishini emisebenzi.

Nangoluphina uhlobo, umceli-mngeni yaba ngowokuba ukukhula koqoqosho zange kubeneziphumo ezibonakalayo zokudaleka kwamathuba onmsebenzi, kushiya ukunqongophala okugqithisileyo kwemisebenzi ingakumbi kulutsha. Ukuphendula kule miceli-mngeni, amaphulo obuchule bolamlo axhomekeka kumashishini, kumaziko emfundo, kwiminatha yothungelwano loluntu ngokupheleleyo nasekuzibandakanyeni kuQeqesho lweZifundo eZongezelelweyo nezabucala ukusebenza malunga noku:

- Ukuphuculwa komanyano lweNDP ukunyusa utyalo-mali lwabucala kwiindawo ezingamandla nangokunyusa utyalo-mali kwiindawo ezingamandla kwanenkuthazo yokufakwa kwemali ebhankini, amalungiselelo ocetyiso, uqeqesho lobuchule bobugcisa obufanelekileyo kunye nolwemisebenzi yezakhono zomsebenzi ezinqabileyo, ukukhokela ekunciphiseni umngcipheko wokuqeshwa kwabasebenzi abaselula.
- Ukukhuthazwa kokufakwa nokuqeshwa kolutsha okunokwenzeka kumashishini emisebenzi, olungundoqo nolu lolu: iinvenkile ezithengisa iimpahla ngezixa ezikhulu ngamaxabiso aphantsi nentengiso ngemiyinge emincinci, urhulumente, imizi ekwenizwa kuyo iziveliso, aselwandle kunye nokubuka iindwendwe. La maziko amanyanisiwe ukwenza uqikelelo lokukhula koqoqosho kunye nokudala imisebenzi yeziko eNtshona Koloni (2000-11: uPhando lweQuantec).
- Uncedo lweenkqubo zokulungiselelwa umsebenzi othile kunye nogqithiselo kulwazi lobuchule bobugcisa ukulungiselela abo basanda kuphuma esikolweni, ingakumbi abapase ibanga leshumi kunye namagcisa.
- Umanyano olungcono kunye neemfuneko zamashishini kunye noludwe lwezifundo.
- Ukwanda kokuzibandakanya namashishini ngokuthatha inxaxheba kwanempembelelo yeZiko, iziCwangciso zeSigunyaziso soQeqesho kunye neZemfundo.

These strategic interventions should also assist with meeting the key future requirements of the economic role players in the predicted growth amongst semi-skilled and skilled labour.

5. ULWAZI LOKUHAMBA KOMSEBENZI NGOKWENKQUBO

5.1 Inkqubo 1: Ulawulo

Injongo

Ukunika inkokhelo yokuveliswa kwezinto ezintsha nokunikezela ngeenkonzelo ngokucecekileyo, ngokusebenzayo okufikelekayo ngokwexabiso, okucacileyo kwanokuba nokuphendula kwamaqumrhu kwiSebe.

Ukwakhiwa kweNkqubo

Inkqutyana 1.1: I-ofisi yeNtloko yeSebe

Inkqutyana 1.2: Ulawulo lweZimali

Inkqutyana 1.3: Iinkonzo zaMaqumrhu

Iinjongo eziCwangcisiweyo zonyaka-mali ophantsi kohlo

Ngonyaka-mali wama-2012/13, ulungiselelo lwenkqubo luhamba ngezi njongo zicwangcisiweyo zilandelayo:

- a) Ukulungisa umgangatho 3 nokuzama ukuphumelela kumgangatho 4 wokuba nako ukulawula izimali,
- b) Ukuqinisekisa umanyano olumbaxa nolunqamlezileyo kubuChule boQhagamshelwano lweSebe ukuxhobisa nokwazisa uluntu lwase Ntshona Koloni ngokwaneleyo ngoncedo lokufikeleleka kunye noqhagamshelwano lwemisebenzi yeSebe.

Iinjongo eziCwangcisiweyo, iinkalo zojoliso zezalathisi zokuhamba komsebenzi ezicwangcisiweyo kunye nokona kufezekisiweyo

Njengokuba kukhankanyiwe apha ngentla, isigunyaziso seNkqubo kukunika ubunkokheli bokuveliswa kezinto ezintsha nokunika iinkonzo zequmrhu ngokucocekileyo, ngokusebenzayo nangokwaneleyo kwiSebe. Nanjengokuba kwachongwa le miba mibini ingamandla. Zezi:

- a) Ukuqinisekisa ukufuduka okufikelela kumgangatho 4 womlinganiselo wokubanako ukulawula izimali
- b) Ukuqinisekisa ubuchule boqhagamshelwano olusebenzayo noluxhobisa uninzi lwabemi beNtshona Koloni.

Ukutsho oku, kwachongwa izicwangciso ezine ezingundoqo ukwenza izitena zokwakha ukulungiselela ukufuduka.

- a) Ukunika iinkonzo ezibalaseleyo zenkxaso;
- b) Ukuphumeza isakhelo sokubanako ukuphendula ngokweemfuneko kumgaqo-nkqubo wezimali;
- c) Ukuqinisekisa ukuba bonke abaqeshwa baxhotyiswe ngezakhono ezifanelekileyo ukufezekisa imigangatho eyimfubeko yolawulo kunye nezimali.
- d) Ukuphucula ubuchule boqhagamshelwano lweSebe.

Ukunika iinkonzo ezibalaseleyo zenkxaso kubaxhasi

Umba onzima kwiNkqubo wachongwa apho abaxhasi bethu ingaba. Lo mbuzo, ngethuba unokubonakala ulula kodwa ubalulekile kakhulu ngenxa yokuba lonke ulwazi olufumanekileyo kufuneka luqokelelwe noluyakuthi lube lolona lufanelekileyo kwiimfuno ezichongiweyo zabaxhasi. Isigqibo esinzima sathathwa ukuqinisekisa ukuba iNkqubo ayinako ukusebenzisa indlela yobuchule "bokwenzwa iinkqubo ezininzi iyodwa." Iimfuneko zomntu ngamnye kubaxhasi bethu kufuneka zithathelwe ingqalelo.

Ukuza kuthi ga ngoku, iNkqubo ayizibandakanyanga kuphela nabaxhasi bethu bangaphakathi (amanani amisiweyo), kodwa ithe yathatha iphulo lokudibana nee-arhente ezohlukeneyo nezinika iinkonzo egameni leSebe.

Iziphumo eziphambili zobu buchule yaba kukuqinisekisa ukuba bonke abachaphazelekayo kuphuhliso loqoqosho babe au fait malunga nokwakufuneka kwenziwe, nini na kwanimgangatho ofunekayo.

Umba onzima nowongezelelweyo wobu buchule yaba kukuqalisa izikhokelo ezilula ezinokuqinisekisa ukuba zikumgangatho ofanayo nolinganayo ngokuchanekileyo. Malunga noku, kwabelwana ngokwenziwa kwemisebenzi ngokufanelekileyo nezikhokelo ezikumgangatho ophakathi ezathi zaveliswa ukulungiselela amaxwebhu awohlukahlukeneyo anjngamatyala oshishino, ukungeniswa kwezicelo, izicwangciso zeprojekthi kunye neengxelo zoqwalaselo lweprojekthi.

Kumalungiselelo oncedo lweemfuneko zabaxhasi bethu, iNkqubo yahlanganisa inani lamanyathelo alo okunika ingxelo. Uninzi lwawo athi aqwalaselwa phakathi kwala yingxelo yemali yekota kunye nengxelo yokuhamba komsebenzi kwiKomiti yoHlulelwano loPhicotho-zincwadi. Ngohlolo lweemfuno zeKomiti yoHlulelwano loPhicotho-zincwadi, iNkqubo yadibanisa iingxelo zayo zemali nezokuhamba komsebenzi. Ekugqibeleni, iSebe lanconywa yiKomiti yoHlulelwano loPhicotho-zincwadi ngokunika iinkcukacha eziluncedo, ezithembekileyo nekulula ukuzifunda.

Ngethuba uphuhliso lwezikhokelo luthatha ithuba elide, iNkqubo yagxininisa imfuneko yophuhliso lwezakhono kunye noqeqesho. Ukuzi kuthi ga ngoku, iNkqubo iqalise inani leenkqubo ezijolise ekuqinisekiseni ukuba amanani amisiweyo axhotyiswe ngokupheleleyo kuyo yonke imiba yolawulo kwanolawulo lwezimali. La maphulo olamlo awagqalisanga kumanani amasiweyo kuphela, kodwa athe agqalisela ngakumbi ukuqinisekisa ukuba abaqeshwa boLawulo lweMali banolwazi ngophuhliso olutsha kumda wolawulo lwezimali.

IProjekthi engundoqo eyaziswe liqela loLawulo lweZimali ekuncedeni kwinkxaso yabaxumi yaba liphulo lenkqubo entsha yeIT ukwandisa ukwenziwa komsebenzi ngokufanelekileyo kwiSebe ngokwenza iziseko zedesika yoncedo kunye nenkqubo yenkxaso yabaxumi apho izikhalazo zinokuthi zifakwe khona, imisebenzi emisiweyo kunye nokugcinwa kolwazi lwenkqubela phambili. Inkqubo yayifanele kuba isetyenziswe ngonyaka-mali wama-2013/14 yaza yasiwa kuluntu luqela loLawulo lweeMpahla zeCandelo.

Ukongeza, ngethuba lonyaka ophantsi kohlolo, inkqubo yaqalisa iprojekthi yokubonakalisa ubuchule bomsebenzi othile kwiSebe ngokusebenzisa inkqubo yesizwe elawulwa yimali nokuphuculwa kwezixhobo ezingasasetyenziswayo nokuqalis kweeprojekthi ezintsha ezinokuphucula ukusebenza kwabaqeshwa kunye nabaxhasi abasebenzisa iinkonzo zeSebe. Inqanaba lokuqala lale projekthi labona ukuba uninzi lwawo onke amagumbi okubamba iintlanganiso ayakuthi aohuculwe ngokfaka izixhobo ezitsha nezifanelekileyo. Le projekthi ibinokongeza iinzuzo ngenxa yokuba iindleko zokusebenzisa amagumbi ebhodi ziyakuthi zicitshiswe ngokusetyenziswa kwezixhobo ezihambelana kakuhle nobume bawo. Kufuneka kuqwalaselwe ukuba izixhobo ezingasasetyenziswayo zale projekthi kwenziwe ubelwano ngazo kwakhona zinikwe imibutho engafumani ngeniso (NGO's) enjenge SOS Children's Village, Saartjie Baartman centre, iZiko leMfundo yaBadala iSt Francis kunye nenkqubo yoPhuhliso loLuntu iSobambisana nethi ibe nempembelelo yokunciphisa intetho emfutshane yokwazisa abantu ngenjongo, ukusetyenziswa kwakhona nokuhlaziya kwezinto ezilahliweyo ziphinde zisetyenziswe kwakhona kunye ne-110% yeGreen Projekthi yePhondo.

Ukuphunyezwa kwesakhelo somgaqo-nkqubo wezimali

Ngonyaka-mali wama-2012/13 kwabonakala inani elibalekayo lolungiso kumgaqo-nkqubo wesakhelo solawulo lwezimali nowathi waziswa kwiSizwe nakuRhulumente wePhondo. Ezi zilungiso zathi zaziswa njengeziphambillii ngenxa yesiphumo sokusebenza kwazo ngeendlela ezahlukeneyo zomthetho njengoMthetho woLawulo lweZimali zoLuntu, imiyalelo kaNondyebo nemithetho elandelayo nemisebenzi yokuthengwa kwempahla karhulumente iqwalasele imiba ngoncedo lukaNondyebo. Enye indlela eyongezelelweyo yohlolo lwemfuneko yokuhlaziya isakhelo somgaqo-nkqubo yafumaneka ngokuhlolwa kophicotho-zincwadi olufanelekileyo olwenziwa liSebe noqwalaselo lovavanyo lokuba semngciphekweni.

Kunyaka ophantsi kohlolo, iNkqubo yaqalisa indlela engqongqo esetyenziswayo yokuhlaziya isakhelo somgaqo-nkqubo wayo, (FinancialManual) nemanya imiyalelo yemali (PFMA, NTR's, PTI's kunye neNT Practice Notes) kuxwebhu olunye ukuze babenako ukukhangela kulo kwakhona. Oku kusebenza njengesikhokelo sokwenziwa kwemisebenzi yemali ngendlela efanenekileyo nangempunelelo.

Ukwanda okongezelelweyo apha enyakeni kwabonakalisa ulungiso loqingqo-mali kunye nesicwangciso sobuchule obusetyenziswa liSebe. Oyena ndoqo wokwandiswa okwathi kwenziwa yaba luyilo lamatyala oshishino kwiprojekthi nganye noquka ezi nzuzo zilandelayo kwiSebe:

- a) Ukuqinisekisa ukuba zonke iiprojekthi eziqalisiweyo liSebe zimanyaniswa neenjongo zesiqhelo;
- b) Ulwabiwo lwamanyathelo athathiweyo ngokusebenzayo aphuculwe njengazo zonke iiprojekthi ezicetyiweyo kwaye lusenkuthlekiswa nolunye kwanempembelelo enkulu yenkxaso;
- c) Ukwandiswa kolawulo lweProjekthi yemithetho-siseko yokufumana uncedo; kwano
- d) Ukwandiswa kwemisebenzi yolawulo lwemali engenayo.

Ngotshintsho olugqalise ekusetyenzisweni kwezinto eziluncedo, ezoqoqosho ngokufanelekileyo nangokusebenzayo, ulwazi ngokuhamba komsebenzi kunye nokunika ingxelo sele kulungiselelwe kwangaphambili kwimeko yolawulo. Ngenzame yokuqinisekisa ukuba wonke umsebenzi uhambisana ikakhulu nentembeko, ucoselelo nokunyaniseka, iqela loLawulo lweZimali landise ugqaliso lwalo kwiiNkcukacha zokuHamba koMsebenzi woPhicotho-zincwadi (AOPI).

Iinzuzo ngokubamba iinkqubo zeAOPI zezi:

- a) Ukunceda iSebe ekulawuleni inkqubela phambili yokufezekisa iinjongo zalo;
- b) Ukuvumela iSebe libenako ukuthatha izigqibo ezaziwayo malunga nalapho kufanele ukwenziwa utyalo-mali

- c) Ukwenza ukuba iSebe libenokufikeleleka ekuphumezeni ii-arhente ukunika inkcazo yokuhamba komsebenzi; kwano
- d) Ukunika isiqinisekiso kubo bonke abachaphazelekayo (ePalamente, noLuntu ngokuBanzi njl.njl.) ukuba isebe linikezela ngezinto zalo eziluncedo ngenjongo yokufezekisa iinjongo zalo.

Uphicotho-zincwadi lwangaphakathi nalo luchonge le nkqubo kwaye imanyanise ulwazi lophicotho-zincwadi lokuhamba komsebenzi olwenziwe liqela eliphakathi ngokusetyenziswa kobuchule besiqinisekiso esidibeneyo noluthe kamva lwaziswa ngaphambili kwiMomiti yoPhicotho-zincwadi. Isiqinisekiso esidityanisiweyo siquka eminye imiba ymsebenzi owenziweyo liqela lolawulo lwangaphakathi ngokusetyenziswa kobuchule bodityaniso.

Abaqeshwa abafanelekileyo nabanezakhono

Imfuneko yabaqeshwa abanezakhono ezifanelekileyo ibalulekile kakhulu kuthi ukwenza ulawulo oluyimpumelelo kuwo nawuphina umbutho. Kubalulekile kakhulu ngokukodwa ukuba abaqeshwa abaziqhelileyo imiyalelo enempebelelo kumsebenzi wabo weSebe ukuze kuqinisekise ukuba kukho ulawulo olufanelekileyo kunye nokuqwalaselwa kwakhona kobume bendawo.

Ukongeza, xa abaqeshwa abaninzi bexhotyiswe ngezakhono ezifanelekileyo zomsebenzi, kwenzeka iimpazamo ezinganeno nokuthi kubenesiohumo sokujika kwamaxesha ngokukhawuleza iindleko eziphantsi zolawulo nokuhlululwa kwabanikezeli ngeenkono ngokukhawuleza. Obu bubungqina ngokomyinge wenani eliphakathi leentsuku ezithathiweyo ukuhlawula abo batyalwayo okwangoku abahleli iintsuku ezingaphantsi kwezi-20 ukusukela kusuku obufunyenwe ngalo liqela loLawulo lweZimali.

Okunye okuthe kwaqwalaselwa sisiqingatha soqingqo-mali oluchithiweyo noluthe, ngexesha eliphantsi kohlo, langama-99,6% yoqingqo-mali oluhlengahlengisiweyo. Ukufezekisa oku kungagqityezelwa ngokwenziwa komsebenzi o ngokungenamkhinzi ngabo bonke abachaphazelekayo kumda wolawulo lweprojekthi apho umntu ngamnye ochaphazelekayo onikelzela ngeenkono kumphathi weprojekthi ukuya kulawulo lwezimali bathi baqonda ngeendima abazidlalayo kunye noxanduva lwabo nokuba kwenzeka njani na ukudibanisa ncam ukuqinisekisa iziphumi ezifanelekileyo zeprojekthi.

Iinzame zeqela lokukhuthala zoXanduva loLawulo ngokuhlangeneyo neqela lolawulo lwaNgaphakathi iNkqubo yaqinisekisa ukuba ngaphezulu kwama-80% eeNjongo eZibekwe Kwangaphambili zeSebe (PDO's) zafezekiswa. Le nzame iyakuthi ifezekiswe ngokunikwa izikhundla rhoqo kwabaqeshwa ngokucacisa kubaqeshwa bonke ngokubaluleka kokusebenza ngokweenjongo ezimisiweyo. Ezi nzame zithe zaphunyezwa ngeendidi zeentlangano ezohlukeneyo zoqeqesho olunjengeentlanganiso ezigqalise kwizimali, iingxelo kubaphathi bolawulo kunye nempendulo yokubuya kwengxelo kwinkqubo yeeNkcukacha zokuHamba koMsebenzi woPhicotho-zincwadi (AOPI) nokugqalisela ekuqwalaselweni kweprojekthi kunye neenkqubo zamaphulo enziwe liSebe.

Ubuchule boQhagamshelwano

Icandelo loQhagamshelwano lasebenza njengesidibanisi phakathi kweSebe kunye neSebe loQhagamshelwano leQumrhu likaNondyebo kwaneQelana laBongameli loQhagamshelwano lobuChule.

Icandelo laqinisekisa ukuba imiyalezo yoqhagamshelwano kwiminikelo yeSebe yamanyaniswa nesithembiso sophawulo lukaRhulumente wePhondo leNtshona Koloni. Ukongeza, iqela ladlala indima yobunkokhelo ngokukhokela iSebe ekuqaliseni kokuchongwa kwequmrhu likaRhulumente weNtshona Koloni.

Icandelo lahlanganisela isicwangciso soqhagamshelwano laza lalawula onke amaphulo olamlo ukuquka iimpembelelo zamaphepha-ndaba nopapasho lweencwadi. Iqela lancedisa zonke iinkqubo ngokufutshane nge-arhente yoqhagamshelwano nangolungelelwaniso lweenkonzo zokuthengwa kwempahla karhulumente zoqhagamshelwano.

Icandelo lanika iinkonzo zeelwimi kwiSebe ngokuhambelana noMgaqo-nkqubo weLwimi eNtshona Koloni.

linjongo eziCwangcisiweyo

Ulawulo					
Isalathisi sokuHamba koMsebenzi	Okona kufezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kufezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inkqutyana 1.2: Ulawulo lweZimali					
Ukwenziwa koMlinganiselo woHlobo lweZakhono zeZimali	3+	3+	3+	-	-
Inkqutyana 1.3: linkonzo zeQumrhu					
Umlinganiselo wokuQonda	-	70%	70%	-	-

Izalathisi zokuHamba koMsebenzi

Ulawulo					
Isalathisi sokuHamba koMsebenzi	Okona kufezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kufezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inkqutyana 1.2: Ulawulo lweZimali					
Isiqingatha sokuthobelana nokuphunyezwa kwesakhelelo	80%	70%	70%	-	-
Inani lamaphulo olamlo lwezimali olusebenzayo aphunyeziweyo	4	4	4	-	-
Eyona nkcitho ngokwe-siqingatha soqingqo-mali oluhlengahlengisiweyo	99.62%	98%	99.60%	1.60%	ISebe lenza umsebenzi ongcono kunangengx'engaphambili ngenxa yenzamo yentsebenziswano phakathi kwabo bonke abadlala indima.
Ingxelo ngengx'engaphambili yomyinge ophakathi wonxaxho kwimali engenayo rhoqo ngenyanga	6.59%	5%	3.83	1.17%	ISebe lenza umsebenzi ongcono kunangengx'engaphambili ngenxa yomsebenzi onzima wokumanyanisa inkcitho yeembonakalo zengx'engaphambili

Ulawulo					
Isalathisi sokuHamba koMsebenzi	Okona kufezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kufezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inani IYMs ezingenisweyo zomhla wokuvala we- PT	12	12	12	-	-
Inani lee-QPRs ezingenisweyo ngomhla wokuvala wept	4	4	4	-	-
Amanani afunyenweyo asuka kuLawulo lwan-gaphakatho ngokuchasene nohlelo loM-gangatho we-4	3+	3+	3+	-	-
Ukuhlaziywa kwencwadi yokufundisa	Incwadi yezi-mali ephuculwe 100% kwakunye nencwadana yasepokotheni yoLawulo leziMali.	Ukuhlaziywa kwencwadi yokufundisa	Ukuhlaziywa kwencwadi yokufundisa	-	-
Umyinge ophakathi wenani leentsuku zokulungiswa kweentlawulo kwabo batyalwayo	lintlawulo kwabo batyalwayo kwiintsuku ezingama-20	lintlawulo kwabo batyalwayo kwiintsuku ezingama-30	lintlawulo kwabo batyalwayo kwiintsuku ezingama-30	-	-
Uphicotho-zincwadi olungamiselekanga ngaphandle kweminye imiba	Ingxelo yophicotho-zincwadi olungamiselekanga	Ingxelo yophicotho-zincwadi olungamiselekanga	Ingxelo yophicotho-zincwadi olungamiselekanga	-	-
Inkqutyana 1.3: linkonzo zeQumrhu					
Inani leziganeko zeSebe ezilungelelanisiweyo nezithe zaxhaswa	29	20	34	14	Imfuno yeSebe yokuncedisa ngeziganeko igqithisile kwinkalo yojoliso ngenxa yoncedo olongezelelweyo oluyimfuneko ngokwenkqubo yophawulo.
Inani leekopi zeNgxelo yoNyaka zesiNgesi	300	300	300	-	-
Inani lamaxwebhu asemthethweni, aguqulelweyo	28	20	50	30	Imfuno yeSebe igqithisile kwinkalo yojoliso ngenxa yotshintsho kwinani lemithetho ethe yafunyanwa liSebe.

Ulawulo					
Isalathisi sokuHamba koMsebenzi	Okona kufezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kufezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inani leencwadi zeSebe ezithunyelwa kwamanye amalungu ombutho	4	4	4	-	-
Ukulungiswa nokuhlaziywa kweWebhusayithi yeCape Gateway.	18	12	21	9	linkqubo zaqinda ngakumbi ngeenzuzo zoqhagamshelwano ngomnatha webhusayithi kunye noncedo lweqela loQhagamshelwano, oku kungasetyenziswa ngaphezulu kunakuqala

Ubuchule bokuhlangabezana nemiba yokungenziwa kakuhle kwemisebenzi

Akukho Nanye

Unxibelelwano lokuhamba komsebenzi kunye noqingqo-mali

Inkcitho yeNkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo-mali	Eyona Nkcitho	Inkcitho edlulisileyo/engaphantsi	Ulwabiwo lokugqibela	Eyona Nkcitho	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Eyoana Nkcitho	3 486	3 486	-	2 259	2 259	-
Ulawulo lweZimali	20 165	20 122	43	17 097	17 097	-
Iinkonzo zeQumrhu	1 603	1 602	1	1 409	1 409	-
Inani lilonke	25 254	25 210	44	20 765	20 765	-

5.2 Inkqubo 2: linkonzo zoPhuhliso loQoqosho ngokuHlangeneyo

Injongo

Ukukhuthaza nokuxhasa uphuhliso loqoqosho ngokwabelana ngolwahlulelwano.

Ukwakhiwa kweNkqubo:

Inkqutya 2.1: Uphuhliso lwamaShishini

Inkqutya 2.2: Uphuhliso loQoqosho lweSiphaluka noloMmandla

Inkqutya 2.3: Ukuxhotyiswa ngezakhono zoQoqosho

Inkqutya 2.4: Ukuncitshiswa kweRed Tape

linjongo ezocwangcisiweyo ngonyaka ophantsi kohlolo:

- Ukudala imeko evumela ukuncitshiswa kwemiqobo ukulondoloza ukukhula kwamashishini, ukudala amathuba emisebenzi kunye notyalo-mali.
- Ukuphucula ulungelelaniso lwesiphaluka kunye nommandla ngenkxaso yobuchule be-LED kwabadlala indima yophuhliso loqoqosho;
- Ukudala nokuvumela imeko yoshishino yokulondolozwa nokuxhotyiswa ngezakhono zoqoqosho ngokukhuthaza amathuba okuthengwa kwempahla karhulumente kumashishini esiphaluka; kwano
- Ukudala nokulondoloza imeko yowiso-mithetho ngokunciphisa iRed Tape kunye nezinye iinkqubo ezingafanelekanga ezingumthwalo zemithetho yolawulo ngokwemimiselo.

linjongo ezicwangcisiweyo, iinkalo zojoliso ezicwangcisiweyo zezalathisi zokuhamba komsebenzi kunye nokona kufezekisiweyo

Uphuhliso lwamashishini

Ukuphuculwa kolungelelaniso lokufikeleleka kumaphulo olamlo nophuhliso lwamashishini kwaqhubela phambili njengomba ongundoqo okwinkqutya. Ukutshintsha kwendlela esetyenziswayo yokusuka kulamlo ukuya kwinkuthazo yophuhliso loqoqosho noshishino luthi kunyaka-mali odlulileyo labakwinqanaba lobugcisa ngendlela iSebe elaliqhuba ngayo ezoshishino lwalo. Esinye seziphumo ezihle zale ndlela yobuchule obusetyenziswayo sithi sanda ngenani lokufikeleleka kuphuhliso lweenkonzo zoshishino olusemgangathweni (Ukufikeleleka kwiindawo zoncedo ezingama-2- eNtshona Koloni) ngoMnatha woThungelwano woLohlulelwano (Sedda, iZiko loPhuhliso loShishino eWest Coast kunye nenDawo yoshishino - ePhillipi). Iqela lophuhliso lwamashishini nalo laqhubela phambili ngomsebenzi walo wonxibelelwano neSouth African National Apex Cooperative. Oku kwaqinisekisa ukuba iqela lalikusikhundla sokukhuthaza intsebenziswano njengendlela yokutsala amandla ngokuhlangeneyo kunye neenzame zamalungu asekuhlaleni. Ulwahlulelwano olutsha kunye neNational Empowerment Fund (NEF) lwabanesiphumo sokufaka igalelo kweNEF sesixamali esingama12 ezigidi kwiPhulo leNgxowa-mali yabaNikeli iWestern Cape DEDAT/NEFED Fund Initiative. Olu lwahlulelwano lwaphelela ekumisweni kweOfisi yeNEF yesiphaluka kwiDolophu yaseKapa CBD. I-Ofisi yaqala ukusebenza kweyeSilimela ngowama-2012. Ngokwenza njalo amashishini asakhasayo aseNtshona Koloni ngoku anako ukufikeleleka kolu ncedo-mali lwenkxaso – nanjengokuba kumelene nokunxibelelana ne-ofisi yaseGauteng

Ukuba nako ukuqhuba ishishini kunye nokukhula koqoqosho kubonakala njengo ndoqo ekudaleni amathuba engqesho. Iqela lophuhliso lwamashishini kunyaka ophantsi kohlolo lithi lazisa iphulo lalo lokBanako ukuQuba iShishini eluntwini kwanokuqhuba inkqubo yoCetyiso lwelifa. Injongo yephulo lokuba nako ukuqhuba ushishino yayikukuxhobisa ngemiba exahalabisayo kwimizi eyenza iziveliso ngeematshini zexesha langoku nezixhobo ngethuba uCetyiso lweLifa lufumaneka, ngaphandle kwentlawulo kubanikazi bamashishini, kubacebisi abaneziqinisekiso.

Ukongeza kumaphulo olamlo olukhankanywe kwangaphambili, iqela loPhuhliso lwaMashishini lagqalisa **ekudaleni ukuqonda nokukhuthaza ushishino** kulo lonke iPhondo. Oku kwaphelela ekuphunyezweni kokwamkelwa kweendwendwe, ngokuhlangene nesiXeko seDolophu yaseKapa, ngethuba leVeki yaMashishini kwiDolophu yaseKapa. ISebe lathi laphumelela ekubonakaliseni eli phulo. ISebe liye layenza ngempumelelo eliphulo kumyinge omncinci, kuMmandla waseEden.

Ukuxhotyiswa ngezakhono zoQoqosho

Ukukhuthazwa kwamathuba okuthengwa kwempahla karhulumente nokufikeleleka kuncedo lwezimali zophuhliso lwamashishino asakhasayo kunye nokukhula koqoqosho kwachongwa njengeenjongo eziphambili zeqela lokuXhotyiswa ngezakhono zoQoqosho.

INKqubo yoPhuhliso lomnikezeli ngeenkonz yabonakala iyimpumelelo nekhokelela kwiziphumo ezibonakalayo kumashishini asakhasayo. Injongo yenkqubo kukukhutaza ukufikeleleka kumathuba wamashishini asakhasayo kwicandelo likarhulumente nelabucala nokuvumela amaqumrhu ukuba avule amaziko wawo olawulo lweza-basebenzi kubanikezeli ngeenkonz abasakhasayo, ukuquka neendibano zocweyo kunye namaphulo olamlo lokuxhotyiswa ngezakhono zobuchule. Ukomelela kolwahlulelwano lwethu kunye noNondyebo wePhondo kwaqinisekisa ukuba inkqubo yokuthengwa kwempahla kwiziko likarhulumente iyakhula njenga kwiminyaka edlulileyo neyathi yabayimpumelelo kakhulu

Okwesibini ekugqaliswe kuko nokuphambili malunga neqela loXhotyiso ngeZakhono kweZoqoqosho **yabakukwandisa ukufikeleleka kulungiselelo lweenkuthazo kunye noncedo-mali loshishino**. Oku, emveni kweenyanga zengxoxo, kwakhokelela ekwakheni ubudlelwane phakathi kwe National Empowerment Fund (NEF) kunye neSebe. Iphulo le WCDEDAT / NEF Enterprise Development Fund lakhuthaza ukufikeleleka kwiziveliso ezikumaxabiso afikelekayo kubarhwebi baseNtshona Koloni. Iqela lokuxhotyiswa ngezakhono zoqoqosho, kwiinzame zalo zokwenza impembelelo efanelekileyo ukuqalisa amaphulo kunye nenkuthazo kurhulumente, nokwathi nako kwakhokela kumanlungiselelo okufikeleleka "okwenziwa kwe "Access to Finance Road Show" kulo lonke iPhondo leNtshona Koloni (Cape Town, Eden, Klein Karoo, Cape Winelands, Overberg nase West Coast).

Kwiinzame zalo ekuncedeni **ukwandisa ngokuqonda kunye nolawulo** (ngamathuba okuthengwa kwempahla karhulumente) iqela laqalisa amaphulo olamlo awohlukeneyo ngentsebenziswano kunye noNondyebo wePhondo, SARS, kunye neeArhente ezohlukeneyo BEE Verification kunye nabanye abachaphazelekayo. Oku kwaquka iindibano zocweyo kunye neentlangano zengxoxo ezazigqalise ekuthobelaneni malunga neethenda zeziko likarhulumente, iindleko kunye neminye imiba exahalabisayo ekuphumezeni inkqubo yeebhidi. Olu dweliso lwenkqubo lwasetyenziswa ukudala ukuqonda malunga namathuba okuthengwa kwempahla karhulumente kumashishini athobelana nook. Ngokuhlangene nokuqonda nemfundiso yokuqonda ngokuthobelana okunxulumene nokikhutshwa kweethenda, inkqubo yethu yokuqinisekisa iBBBEE- nexhasa ngempumelelo amashishini asakhasayo afuna ukufumana iziqinisekiso zeBBBEE, yaqhubela inomtsalane wokuthathelwa ingqalelo kwanokuqalisa ukusetyenziswa ngamashishini asakhasayo.

Njengenxalenye yazo zonke ezi projekthi kunye namaphulo olamlo, isango lethu lokuthengwa kwempahla karhulumente laqhubeka ukwenza urhwebo ngokubanzi "njengevenkile enye ekumiswa kuyo" ngokwenyaniso ukulungiselela amathuba eethenda.

Uphuhliso loQoqosho loMmandla neSiphaluka

Ngokugqalisa ekudaleni imeko evumelana noshishino, inkqutyana yaqalisa ukuyila ubuchule bokuxhasa amaphulo olamlo lobuchule be-LED kwanokomeleza ulungelelwano lommandla nolwesiphaluka.

Ngokwesikhokelo solamlo lobuchule be-LED, iNqutyana yagqalisa kwiindawo ezimbini zabaxumi ngonyaka – amashishini omandla nakarhulumente wesiphaluka – laza laqhubela phambili ukuqinisekisa ukuba kusetyenziswa iindlela zobuchule, zokwenziwa komsebenzi kwanezicwangciso ezinxulumene noku kunye nezixhobo zenkxaso yezicwangciso ukunikezela ngeenkonz ngendlela efanelekileyo.

Ukubalasela kweNkqubo yoMmandla yenkqutyana kwakujolise ekunyuseni isikhundla sikarhulumente wesiphaluka ukukhuthaza iLED, nasekugqaliseni ekuhloleni ukuhamba komsebenzi koomasipala nokuchaza ngezikhewu ezithe zavela ukulungiselela ukuba nako koomasipala ukinika uncedo lwendawo enobutyebi ukwenzela ukuhamba kweshishini ngokubalaseleyo. Iinkonz zeNkxaso kunye neeNgcebiso ze-LED zaquka iiprojekthi zoXhotyiso ngeZakhono zoMsebenzi nokuHlolwa kweMfezeko yeLED. **Uhlobo lweMfezeko yeLED** kukwenza umlinganiselo wezalathiso zemfezeko yeLED koomasipala abangama-30 kwiPhondo, nokunceda ekusebenzeni okujongijise ekuphuculweni kwezalathiso zemfezeko yeLED kumasipala ngamnye. Lusinika uhlobo olukhawulezileyo lokulungela kuka masipala ukuqalisa ngempumelelo lled. Iziphumo zamanyathelo okuqala zibonakalisa ukuba ngokunika inkxaso kuthe kwazuza oomasipala abasixhenxe nokubonakalisa ukuphucuka kwizalathiso zemfezeko yeLED kunyaka odlulileyo, ukufezekisa ngokugqithisileyo kwinkalo yojoliso yabathandathu. Ngoomasipala abali-16 abathi bafumana inkxaso bebonke kwanabanye babo abafumana uncedo lokufikeleleka kumaphulo olamlo awongezelelweyo. Koomasipala abangama-27 ababesiseko sothelekiso lwethu ngethuba lamaxesha amabini (2011/12 kunye no-2012/13), ngoomasipala (74%) abangama-(20) abathi babonakalisa ukuphucuka okufanelekileyo kuzo zonke iziphumo zempumelelo yeLED ngokupheleleyo.

Iiprojekthi zoXhotyiso ngeZakhono zoMsebenzi zazijolise kwimfundiso yokuqonda koomasipala kwizicwangciso ezifanelekileyo zeLED, amanyathelo kunye nobuchule obusetyenziswayo, ukuxhotyiswa ngezakhono zomsebenzi koomasipala malunga nemiba yophuhliso loqoqosho ukomeleza ukuba nako ukwenza umsebenzi wonikezelo ngeenkonz zeLED, nokukhuthaza ukwanda kokusetyenziswa kweeprojekthi zobuchule boqoqosho, noku the kwaba nesiphumo sokuxhotyiswa kwamashishini awongezelelweyo kumaziko avelayo eyimimandla. Iiprojekthi eziqalisiweyo zaquka amaphulo olamlo loxhotyiso ngezakhono zomsebenzi ngokwemfuneko yoomasipala . La maphulo olamlo mane alandelayo yaba ngawona angundoqo enyakeni: Uqeqesho lokuKhuthazwa koTyalo-

mali, INkqubo yoqeqesho loLawulo lweLED, nehambelana nolwahlulelwano kunye neSALGA, iNkqubo yoqeqesho lweGenesis kummandla waseOverberg, nokuqalisa kokwenziwa komsebenzi wePACA kunye nommandla waseCentral Karoo naseKnysna bafumana uncedo lokugqityezelwa kohlolo lwemeko yoshishino.

Inkqutyana yeLED yaqhubela phambili ukuxhasa urhulumente wesiphaluka, ingakumbi malunga noncedo lwaMaqela eNgxoxo Eled yoMmandla nokwamkelwa **kweQela leNgxoxo le-LED yePhondo**. Injongo yamaphulo ekwakheni nasekomelezeni ulungelelwaniso phakathi koomasipala, kunye norhulumente wephondo kwabohlulelwano lobuchule bophuhliso loqoqosho. Amaqela eNgxoxo eLED yommandla alungelelaniswa ngoomasipala bommandla, ngethuba iQela leNgxoxo le-LED yePhondo, nelithi liqhubeke kabini ngonyaka, lilungelelaniswa lisebe. Kwabanjwa iingxoxo zamaqela amabini Eled yePhondo ngepumelelo (kweyoMsintsi wama-2012 nowama-2013 ngokwahlukeneyo) ngenjongo yokuqhubela phambili umba wengxoxo kwezoqoqosho kwiphondo nokuxhasa iingxoxo zoqoqosho lwesiphaluka ngokusekwe phezu kwemiba ephambili. Inkqutyana yaqalisa ukusasazwa koshicilelo lokuqala **lwencwadi ethunyelwa amalungu ombutho yeLED** ngekhompyutha neyafikelela kwabohlulelwano kunye nabasebenzi bobuchule bomsebenzi othile beLED kwixesha eliphakathi enyakeni.

Ngokwenkqubo yenkxaso yokukhula koqoqosho kumaqela amashishini ommandla, inkqutyana yaxhasa iphulo lolamlo ngokuhlangeneyo phakathi kweenkqutyana (ezikwiNkqubo 2) nezathi zachaza malunga nokuphunyezwa nokucokiswa kokuKhula koQoqosho lweNgxowa-mali yeLED. Yajongana nokunika inkxaso-mali yokukhuthaza amathuba okukhula koqoqosho kumashishini akhoyo, ommandla kuzo zonke iindawo ezikwiphondo. Ngokwemfuneko ezingundoqo ezisuka kwiziko labucala, iNgxowa-mali yokuKhula koQoqosho lwePhondo yabanako ukugqithisa (kathathu) kwinkalo yojoliso yenkxaso yamashishini angama-30 ekwandiseni imisebenzi yawo. Oku kwaba yinguqulelo kwiiprojekthi zokukhula koqoqosho ezili-13 ezathi zaxhaswa endaweni yezili-15 ekuvaleni konyaka-mali. Ngokunikwa uhlobo lengxowa-mali (olujolise ekuxhaseni imfuneko enokwenzeka yezicelo ezifakiweyo zoshishino) kwafuneka ukuba kusetyenziswe ingqiqo yemiba emibini ethi ibenempembelelo ekunikeni iinkonzo. Okokuqala, ukuphunyezwa kokwanda kokukhula kweshishini akwenzeki kakuhle, okanye ekuxhaseni amaxesha amisiweyo onyaka-mali karhulumente: okwesibini nokubaluleke kakhulu, ukuba iNgxowa-mali kufuneka iqhubeke njengolamlo lolondolozo lukarhulumente, kufuneka iqinisekise ukuba kusetyenziswa ulawulo olufanelekileyo kunye nokubanako ukuthatha uxanduva – Ngelishwa kwanoku, kunzima ukuba kufezekiswe kumaxesha amisiweyo wonyaka-mali karhulumente. Nangoluphina uhlobo, ukufunda izifundo ezipheleleyo malunga nenGxowa-mali zisetyenziswa ekulungiseni iNgxowa-mali eqhubela phambili ngokusebenzayo nengenaxabiso ukuba urhulumente uqinisekisa ukwenziwa kwemisebenzi ngolondolozo.

Unikezelo ngeenkono eziphucukileyo zolungelelwaniso lommandla nesiphaluka, inkqutyana yajolisa kurhulumente wephondo, kunyaka odlulileyo. Inkqutyana yenza uphando lobuncutshe bokumiswa kweqela lemisebenzi yeLED, laze labanako ukunika le mbono ilandelayo – ukuba makuthathwe isigqibo sokungamiswa kweqela lemisebenzi yeLED okwangoku nanjengokuba umanyano olungundoqo lwabadlala indima lwavelisa la magalelo alandelayo – kwakungekho plethora. Yamathuba kunye neendlelazobuchule obusetyenziswayo zeLED; kuyimfuneko ukuba kubekho umbono kunye nesicwangciso somanyano lwephondo kuPhuhliso loQoqosho loMmandla; ingqiqo yeengcinga yophuhliso lwemimandla enako ukwenza imisebenzi njengegalelo kwiziphumo zeemfuno zeSO1 (ukongeza kumaziko aphambili) ukuba iqalise, ngokuhambelana nesiseko esipheleleyo kunye nombala ekugqaliswe kuwo weqela lemisebenzi ngokunqamlezileyo ukuba mayizanywe. Ukuba kufuneka sinike inkokhelo efanelekileyo yesicwangciso seSO's, umz. eZothutho, isiCwangciso soPhuhliso neMicimbi eSingqongileyo, uRhulumente weSiphaluka njl.njl. Kwafuneka ukuba kuchongwe imfuneko yendlela yokuphuhliswa koqoqosho lwesiphaluka.

Inkqutyana yaqalisa isikhundla sephepha le-LED nekwabanjwa udliwano-ndlebe ngalo kunye nabadlala indima ngokubanzi neyavumela ukubanjwa kweengxoxo ezamisela ukuqonda kweLED nokufikela kwizivumelwano zokucacisa ngeLED; kwanokubeka phambili indlela yoncedisa kuphuhliso lobume bukaRhulumente weNtshona Koloni lwembono yakhe malunga neLED. Isindululo esisiseko sengxoxo sephepha leLED samkelwa kunye nesicelo seprojekthi yokwazisa uluntu neyakuthi ibengumfanekiso wolungelelwaniso lokuthathwa kwamanyathelo ommandla. Kwenziwa isivumelwano zokwazisa uluntu lommandla okuWest Coast ukulungiselela unyaka olandelayo ukuvavanya isindululo sesiseko sengxoxo yobume bephepha beLED nokumisa uhlobo lwamaphulo olamlo kunye namaziko afunekayo ukuxhasa ukudaleka nokulondolozwa kwemimandla enako ukwenza imisebenzi.

Ekugqibeleni, inkqutyana yahlala ihamba nexesha lophuhliso lommandla ngokunika inkxaso, kwanokuthatha inxaxheba kwezinye iinkqubo zolawulo ngokunqamlezileyo ukuphucula intsebenziswano nokunika iinkonzo, ngokudlala indima enkulu yokuhlolwa kwe-IDPs ezingama-30 zikarhulumente wesiphaluka kunye neenkqubo zelindaba zePSO 10, iindibano-malungu ze-CRDP zePSO 11 karhulumente kunye namagalelo kwinkqubo yePSO 7 yoHlobo lwePSDF – injongo yayo ikukuqinisekisa iphulo lolamlo lweLED, nokukhuthazwa nokulungelelaniswa kommandla okwathi kwaqhubeka ukunika impembelelo ekukhuleni koqoqosho lommandla kunye nophuhliso.

Ukuncitshiswa kweRed Tape

Ngokufunisela ngokuqalisa kokuncitshiswa kwered tape kaRhulumente weNtshona Koloni njengomba oxhalabiso ekumiseni ingqiqo yePSO 1, inkqutyana yamisela imisebenzi yayo yonyaka yamaphulo olamlo amathathu angundoqo – ukuthethelela nokuqonda; isakhelo sokuphendula ngokweemfuno kwimiba enxulumene nered tape kunye nemiqobo kwanophando olulodwa lwecandelo nokusonjululwa kwezicelo ezifakiweyo.

Malunga **nothethelo kunye nokuqonda**, inkqutyana yenza impembelelo yayo **yeProjekthi yokuNciphisa iRed Tape kaMasipala kamva** kwixesha eliphakathi enyakeni, emveni koqeqesho ngokubanzi. Oku kwangqinelana nemigaqo yokwenziwa kohlolo lweziko lokufuma iinkcukacha zengqokelela yamanani ngomnxeba (jonga apha ngezantsi), kwaneziphumo zophando lwentshayeleyo, nezathi zabanakalisa umgangatho ophezulu wokungoneliseki phakathi kwamashishini amaninzi kunye nabomanyano lwamashishini ngemiba ethile yolawulo lukamasipala ngokunxulumene nommimiselo wolawulo lwamashishini asakhasayo esiphaluka. Oomasipala besiphaluka abakuMasipala woMmandla waseCape Winelands baphawulwa ukulungiselela le projekthi. Emveni kweenyanga ezibalekayo zokuzimanya okungamandla nabantu bezoshishino kunye namagosa kamasipala (nezinye izibonda zedolophu), kwamiswa izicwangciso ngokuhlangeneyo neziko loshishino kunye namagosa kamasipala ukutshenxisa iRed Tape. Ezi zicwangciso zamiselwa ukuba ziphunyezwe ngowama-2013/14, ngethuba iinzame zokufumana ukwamkelwa kukhokelo lwezopolitiko kuMasipala okuMmandla waseEden ukuba kuqalise iprojekthi kula Masipala woMmandla ekwenziwa iphulo layo kwimigangatho yokugqibela yonyaka-mali wama-2012/13.

Ukongeza, inkqutyana **yabamba udliwanondlebe kunye namanye amasebe karhulumente wephondo**, kwimigangatho eyohlukeneyo yempumelelo. Uthetha-thethwano neSebe leZothutho kunye Neenkonzo zoLuntu lwabaluncedo ngakumbi, lwabanesiphumo sokumiswa kweziko lokungena nowakthi kwahlanganisa iinkqubo zamashishini amaninzi nokwabanesiphumo sengqiqo yokonga ixesha labantu ekufuneka bahlaziye ngokutsha amaphepha-mvume wabo, ukuhlawula imirhumo kwanokuzimanya nelo sebe. Kwakhokelela ekubeni inkqutyana eyenza umsebenzi wophando kumashishini emithwalo engafanelekanga kwiPhondo, nalapho kusetyenziswa uphando lelo sebe ukuzibandakanya neshishini elikhankanyiweyo. Uthetha-thethwano kunye namanye amasebe oshishino, anjengeZolimo kunye nesiCwangciso soPhuhliso kunye neMicimbi eSingqongileyo, kwaqhubela ekupheleni konyaka, ngempumelelo yengqiqo ethe yenziwa ngotshintsho oluphucukileyo ngokufanelekileyo, oluyakukthi luphunyezwe ngowama-2013/14. **Ukuzimanyanisa kunye nombutho wamashishini, iqela elilawula urhwebo, imibutho yeziko kunye namasebe karhulumente** kwaqhubeka unyaka wonke kwaze kwabaneziphumo zokuhlanganisela kovimba weenkukacha zoqhagamshelwano ekupheleni konyaka, nekufuneka zisetyenziswe kwiinkqutyana zamaphulo emfundiso ngokuqonda ngowama-2013/14.

Inkqutyana yajongana nokuchaza ngokusilela kolwazi lokubakho kwayo (neenkonzo ezinikezelwa liqela) ngokwenza **impembelelo kunomathotholo** ngokubanzi kwixesha eliphakathi enyakeni. Oku kwaquka umyalezo owarekhodwa kwangaphambili nguMphathisa Winde nodlala mihla le kwizitishi zikanomathotholo ezintathu ezinentsingiselo kwiPhondo kwixesha elingangeenyanga ezimbini. Impumelelo yempembelelo eyenziweyo yabanakaliswa luphawu lwespike Kwinani leminxeba ethe yafunyanwa kwiziko leenkukacha ezifumaneka ngomnxeba ngethuba nangokukhawuleza emveni kokwenziwa kwempembelelo. Iziko lokufumana iinkcukacha ngomnxeba lakhokela uhlolo "lovimba wolwazi" nolwathi lwaqinisekisa ukuba impembelelo eyenziwe ngonomathotholo ihlangene (kumyinge onganeno) nokunika imiyalezo ngomlomo, okwabanesiphumo ebekujoliswe kuso.

Inkqutyana yenza impembelelo yokwenziwa kophando kumaziko amaninzi, kwanemisebenzi emininzi **yamaphulo ophando** ukudala isiseko sophando ukomeleza nokukhokela amaphulo olamlo. Ngokwaziswa ngokuzibandakanya kwayo namaziko oshishino kwanohlalelo lwamatyala afakiweyo kwiziko leenkukacha ezifumaneka ngomnxeba, kwenziwa uphando kwiindawo ezininzi ezitinxileyo zemisebenzi yoqoqosho nezazi neengxaki ezingeyomfuneko ezibangelwa yimiselo engumathwalo nenzima. Oku kwaquka: ungenelelo; ummiselo wokuthunyelwa kwezinto kwamanye amazwe nokungeniswa kwezinto elizweni elithile; ired tape kumashishini yemithwalo engafanelekanga neziko lophuhliso lwazakhiwo; nezifudumezi zamanzi ezisebenza ngemitha yelanga esisetyenziswa ngurhulumente nezifana nazo. Ngokungqinelana namaphulo okwenziwa kophando, kwaqalisa umanyano kunye namaziko awodwa oshishino kunye namasebe karhulumente okanye abolawulo abanika imithetho emisiweyo yolawulo. Oku kuzimanyanisa kwabangela ubunzima, udano kunye nomsebenzi onzima kwaye kuthathaxa ixesha, kodwa kwaqalisa ukubanakalisa iziphumo ngethuba elikufutshane nasekupheleni lwexesha lokunika ingxelo, yophando oluchaziweyo, ngethuba kungekho khuphuswano, nokunika isiseko sokuzimanya oku lolu hlobo.

linkonzo zoncendo lomnxeba kwezoshishino, okanye iziko leenkukacha ezifumanela ngomnxeba, njengokuba le nkonzo isaziwa ngolu hlobo jikelele, yaqhubela iyeyona ibalulekileyo kwindawo yabanini bamashishini ukuba babhalise imiba enxulumene nered tape nokufumana ulwazi malunga noshishino. Inani leminxeba eyathi yafunyanwa lagqithisa kwinkalo yojoliso yama-500 phantse ibesisiqingatha (48%). Uninzi lwezikhhalazo (eziphakathi

kwama-60 nama-75%) zasonjululwa kwangoko (okubizwa ngokuba sisisombululo somnxeba wokuqala othe wafumaneka), ngethuba uninzi lwazo zathi zagqithiselwa kwiqela lokuNcitshiswa kweRed Tape ukuze zithathelwe ingqalelo ziingcaphephe okanye zogqithiselwe kwamanye amasebe okanye kwimida karhulumente ezamiswe kakuhle okanye zixhotyiswe ngezakhono zokuba nako ukuzisombulula. Kwabakho inani lezisombululo zesiqin-gatha esingama-90% ezathi zaphunyezwa.

Unyaka waphawulwa ngoninzi lomsebenzi olungiselelweyo oqaliswe kwiiprojekthi nekufuneka kwenizwe impembelelo yazo ngo-2013/14. Oku kwaquka **iMiceli-mngeni yeRed Tape**, nekwakufunela iqela liyifune ukuzibandakanya abaqeshwa bakaRhulumente weNtshona Koloni (WCG) kwiphulo elijolise ekunikeni aba baqeshwa amathuba okubonakalisa kwanokunika ingxelo ezingamandla zemiqobo yered tape, okanye unika igalelo kwindawo yokusebenzela, nokucinga iindlela zokuyinciphisa okanye ukuyishenxisa. Iqela laqalisa ukuzi-bandakanya neGlobal Entrepreneurship Monitor kunye neBhanki yeHlabathi ukufezekisa injongo yokubonakalisa **isalathiso sokuhamba komsebenzi woqoqosho lommandla** kwiPhondo.

linjongo eziCwangcisiweyo

linkonzo zoPhuhliso loQoqosho ngokuHlangeneyo					
Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 2.1: Uphuhliso lwamaShishini					
Inani lamashishini amisiweyo	498	300	300	-	-
Inani lamashishini andisiweyo/nalondolozliweyo	723	600	443	(157)	Ubungqina bengqiqi yeziphumo bathatha ixesha elide kunokuba bekulindelekile. Nangaphandle koku, kukho ukuqokelela okuqhubeka rhoqo beziphumo nokuyakuthi kufikelelwe kubo kunyaka-mali omtsha.
Ixabiso leemali zenkxathiso	R4.2m	R10m	R14.55m	R4.55m	Isalathisi sibalwa ngokwexabiso lemali yotshintshelo liSebe ukuya kwiNEF. Isivumelwano sifuna ukuba iNEF ibenagalelo le-1.5 lenxalenye yengxowa-mali efunanekileyo kwiWCG. Nanjengokuba kwafunyanwa izicelo ezongezelelweyo ezisuka kumashishini asakhasayo, kwenziwa ulwabiwo-mali olongezelelweyo kwiNgxowa-mali nokwabanesisiphumo sokwanda kwengxowa-mali efunyenweyo
Inani lezithuba zomsebenzi ekhoyo/ezilondolozliweyo	4 806	2000	3 696	1 696	Ukungabinako kwamashishini amakhulu ukutsala umsebenzi kwaba nempembelelo ekwandiseni umsebenzi wokukhula koqoqosho kwiziko leSMME nokwaba nesiphumo sokwanda kwemisebenzi ekhoyo kwiziko leSMME.

linkonzo zoPhuhliso loQoqosho ngokuHlangeneyo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 2.2: Uphuhliso loQoqosho lweSiphaluka kunye noloMmandla					
Inani loomasipala abanezalathiso zovavanyo loku	-	6	7	1	Ukongeza ekunikeni uncedo lweenkqubo zenkxaso yoxhutyiso ngezakhono koomasipala aba-6 abachongiweyo, iinkqubo zanikwa umasipala owongezelelweyo, nowathi wacela uncedo, nanjengokuba kwakunokwenzeka oku ngenxa yoqin-gqo-mali olukhoyo.
Inani lamashishini esiphaluka awondisiweyo kuzo zonke iindawo zikamasipala	5	30	33	3	Ngokomyinge ophakathi, ngaphezulu kwamashishini ama-2 kwisicelo ngasinye esifakiweyo athi avunyelwa ngenxa yeNgxowamali, nokwaba nesiphumo sokukhula kwamashishini amaninzi.
Inkqutyana 2.3: Ukuxhutyiswa ngezakhono zoQoqosho					
Inani lokukhula kwamashishini akhoyo/ alondolozweyo	20	200	200	-	-
Inani lezithuba zomsebenzo ekhoyo	-	200	1 747	1 547	Inani elikhulu lamashishini (ngaphezulu kundawo ebecingwe kwasekuqaleni) axhamla kwinkxaso yoshishino. La mashishini aqesha inani labantu abaninzi kunelaliqekelelwe ngexesha lokumiselwa kwenkalo yojoliso.
Ixabiso lemali efunyenweyo	-	R2m	R4.380m	R2.380m	Ukwanda kwemisebenzi ecwangcisiweyo kusenokubalelwa ekunyukeni ukusuka kuma-30% ukuya kuma-50% egalelo l

Iinkonzo zoPhuhliso loQoqosho ngokuHlangeneyo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
					ecandelo labucala, ngaphandle kweeprojekthi ezivunyiweyo ezikhankanywe apha ngentla zama-30%.
Inani lamathuba okuthengwa kwempahla karhulumente akhoyo	R45.7m	R10m	R132.361m	R122.361m	Ininzi lwala mathuba okuthengwa kwempahla karhulumente afumaneka kwiziko lokwakha, apho ixabiso lamathuba okuthengwa kwempahla karhulumente lingaphezulwana kakhulu kunelamaziko.

Inkqutyana 2.4: Reduction Ukuncitshiswa kweRed Tape

% yesiqungatha sezikhhalazo ezithe zasonjululwa	–	85%	93.62%	8.62%	Inani lokusonjululwa kwezikhhalazo ezifanelekileyo luqikelelo. Kuxhomekeke kwimiba engaphaya kwamandla olawulo lweqela, kuxhomekeke nasekuntsokotheni okanye kubulula bomba wetyala elo lichaziweyo, umgangatho weenkukacha ngokupheleleyo ezifakiweyo nokuzimisela kwesebe okanye omnye umda karhulumente ekuthatheni uxanduva lomba oxhalabisayo.
Inani lamaphepha ezikhundla aziswe ngaphambili kwi-EISSC aze amkelwa ukulungiselela ukuthatha amanyathelo	–	4	4	4	–
Inani lemiqobo esonjululweyo ngokunqamlezileyo	–	4	4	4	–

Izalathisi zokuHamba koMsebenzi

Iinkonzo zoPhuhliso loQoqosho ngokuHlangeneyo					
Indicator/salathisi soku-Hamba koMsebenzi	kona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	slzimvo ngonxaxho
Inkqutyana 2.1: Uphuhliso lwamashishini					
Inai leeSMME's ezixhasiweyo	5 201	1 560	2 398	838	Ukumiswa kwamaziko oPhuhliso loQoqosho yiSEDA kulo lonke iphondo, kulula ukufikeleleka kwinkxaso yamashishini akhoyo. (zingama-20 iindawo zoncendo ekufikelekayo kuzo zizonke). Oku kwabanesiphumo sokufikeleleka kwamashishini amaninzi kunalawo ebecingiwe.
Inani leeSMME's eziqalisiweyo	3 515	1 000	2 846	1 846	Ukumiswa kwamaziko oPhuhliso loQoqosho yiSEDA kulo lonke iphondo, ukufikeleleka kwenza ukuba kubelula kwabaqalayo ukufumana uncedo.
Inani lomanyano lwamashishini akhoyo afumene inkxaso (COGTA)	171	10	14	4	ISebe lenze ulungiselelo lwenkqubo yenkxaso yomanyano lwamashishini. Kukho umdla oqhubekayo kwabomanyano lwamashishini nokufuna uncedo olusuka ngqo kwiSebe okanye kwabohlulelwano.
Inani lomanyano lwamashishini aqalisiweyo (COGTA)	112	5	14	9	ISebe lenze ulungiselelo lwenkqubo yenkxaso yomanyano lwamashishini. Kukho umdla oqhubekayo kwabomanyano lwamashishini nokufuna uncedo olusuka ngqo kwiSebe okanye kwabohlulelwano.
Inani lamashishini afumene uncedo	3 552	1 570	2 412	842	Ukumiswa kwamaziko oPhuhliso loQoqosho yiSEDA kulo lonke iphondo kwiKota yokuqala

Izalathisi zokuHamba koMsebenzi

Iinkonzo zoPhuhliso loQoqosho ngokuHlangeneyo					
Indicator/salathisi soku-Hamba koMsebenzi	kona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	sizimvo ngonxaxho
					(1), ukufumaneka kwenkxaso yophuhliso lwamashishini kumashishini akhoyo kuyafikeleleka kakhulu. Ngama-20 iindawo zoncendo ezifikelekayo zizonke. Inani labantu abaqalisa amashishini liyaqhubeka ukwanda Ukumiswa kwamaziko oPhuhliso loQoqosho kulo lonke iphondo, ukufikeleleka kwenza ukuba kubelula kwabaqalayo ukufumana uncedo.
Inani lamashishini amatsha afumene uncedo	3 515	1 005	2 860	1 855	Ukumiswa kwamaziko oPhuhliso loQoqosho kulo lonke iphondo, ukufikeleleka kwenza ukuba kubelula kwabaqalayo ukufumana uncedo.
Inani lamaphulo olamlo lokukhutha za ezorhwebo	–	2	2	–	–
Inkqutyana 2.2: Uphuhliso loQoqosho lweSiphaluka kunye noMmandla					
Inani leeprojekthi zophuhliso loqoqosho ezifumene inkxaso kumgangatho wommandla nowesiphaluka	9	15	13	-2	Nanjengokuba ixesha leeprojekthi ezivunyelweyo ngokwexesha ngokomyinge ophakathi zithatha ixesha elingangeenyanga ezi-6 – 12, ziiprojekthi ezili-13 kuphela ezigqityezelweyo kunyaka-mali. Inani leeprojekthi ezivunyiweyo nezilindele uncedo-mali zafikelela kuma-21.

Iinkonzo zoPhuhliso loQoqosho ngokuHlangeneyo

Indicator/salathisi soku-Hamba koMsebenzi	kona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	slzimvo ngonxaxho
Inani lamaphulo oxhutyiso ngezakhono koomasipala.	3	4	4	4	-
Inani lezakhono zobuchule beLED obumanyaniswa nePGDS kunye nezinye izicwangciso zophuhliso ngokubanzi	-	-	-	-	-
Inani leeNtlole zeLED	-	30	30	-	-
projectsInani leeprojekthi ezizodwa zophuhliso loqoqosho koomasipala	-	3	3	-	-
Inkqutyana 2.3: Ukuxhotyiswa ngeZakhono zoQoqosho					
Inani leqela ekujoliswe kulo nelichongelwe amathuba awodwa	612	1 000	1 000	-	-
Inani lamaphulo awodwa eqela ekujoliswe kulo.	115	20	23	3	Uwahlulelwano olusebenzayo nocwangciso olunempumelelo lwaba nesiphumi sokwanda kwezicelo zamaphulo olamlo.
Inani lamashishini akhoyo afumene uncedo	100	750	922	172	Iqela laqalisa inkqubo yobhaliso oluyimpumelelo kakhulu (WCSD) neyaba nesiphumo sokuxhaswa kwamashishini amaninzi.
Inani lamaphulo olamlo kumashishini/nabezorhwebo	-	25	30	5	Ukufumaneka kwezicelo ezisuka kwabachaphazekayo zenkuthazo yokuthengiswa kwempahla karhulumente eyongezelelweyo.
Inani lotyelelo/nomondakalo kumashishini kwisiza seThenda kwiPhondo	6 993	15 000	223 745	208 745	Utyekelo lwamashishini awongezelelweyo lokufumana ulwazi olukholisayo olufumanela ngekompuyutha kubenesiphumo sokwanda okukhulu kwenani labantu abatyelela kwisiza.

Iinkonzo zoPhuhliso loQoqosho ngokuHlangeneyo

Indicator/salathisi soku-Hamba koMsebenzi	kona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	slzimvo ngonxaxho
Inkqutyana 2.4: Ukuncitshiswa kwe Red Tape					
Inani lezikahalazo ezifumanekileyo kwiziko leenkukacha ngomnxeba.	–	500	752	252	Inani lezikahalazo ezifunyenweyo ziyimfuneko yoqikelelo kwaye zixhomekeke kwimiba engaphaya kolawulo lweqeala ngokungaphezulu, njengemfuneko kunye nokuphendula ngokweemfuno liziko lamaphulo orhwebo elithe iqela lenza impembelelo yawo.
Inani lamaphulo olamlo emiqobo echongiweyo ngokunqamlezileyo	–	8	9	1	Kwakchongwa umqobo owongezelelweyo ngenxa yoxinzelelo olungamandla olusuka kwiziko elinenkathalo.
Inani lamaphepha ezikhundla	–	6	7	1	Isikhundla sephepha elongezelelweyo salungiselelwa nanjengokuba kwakubalulekile ukuba iqela labongameli ukuba lithathe kwaye lichaze isikhundla salo malunga nombamba owongezelelweyo othe waphakanyiswa liziko elinenkathalo.
Inani lamaphulo olamlo lothethelelo	–	12	12	–	–

Ubuchule bokuhlangabezana neendawo apho umsebenzi ungenziwanga kakuhle ngokupheleleyo

Ukwenziwa komzamo ngemvisiswano phakathi kwamaqela ohlulelwano nabo bachaphazelekayo (abangaphakathi nabangaphandle) ukuhlola iinkqubo zokunika ingxelo kunye neendlela zobuchule obusetyenziswayo ukuqinisekisa umanyano lwezalathisi/iinkalo zojoliso zolungiselelo.

Unxulumano lokuHamba koMsebenzi kunye noqingqo-mali

Inkcitho yeNkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo loKugqibela	Eyona Nkcitho	(Egqithisi-leyo)/Inkcitho Enganeno	Ulwabiwo loKugqibela	Eyona Nkcitho	(Egqithisi-leyo)/Inkcitho Enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Uphuhliso lwamaShishini	26 283	26 281	2	28 247	28 247	–
Uphuhliso loQoqosho lwe-Siphaluka kunye noMmandla	13 328	13 315	13	9 446	9 446	–
Uxhotyiso ngeZakhono zoQoqosho	5 506	5 505	1	5 989	5 989	–
iRed Tape	4 357	4 357	–	–	–	–
Ulawulo	1 848	1 848	–	8 100	8 100	–
Inani lilonke	51 322	51 306	16	51 782	51 782	–

5.3 Inkqubo 3: Uphuhliso lweZiko kunye noRhwebo

Injongo

Ukukhuthaza ukukhula koqoqosho ngophuhliso lwamashishini, urhwebo kunye notyalo-mali.

Ukwakhiwa kweNkqubo

Inkqutyana 1: Ukukhuthaza uTyalo-mali noRhwebo

Inkqutyana 2: Uphuhliso lweZiko

Inkqutyana 3: Amaphulo obuchule obuCwangcisiweyo

Inkqutyana 4: Uphuhliso lweZiko kunye noRhwebo loLawulo

linjongo zobuChule obuCwangcisiweyo zonyaka-mali ophantsi kohlolo:

Inkqubo, uPhuhliso lweZiko kunye noRhwebo zineenjongo ezicwangcisiweyo ezintathu, nezinxulumene nogqaliso kurhwebo nokukhuthaza utyalo-mali ngokusebenzisa uWesgro, ukomeleza nokukhuthaza amaziko aphambili oqoqosho, nokuqalisa iiprojekthi zobuchule obusetyenziswayo kumaziko amisiweyo ngokusebenzisa amaphulo obuChule obuCwangcisiweyo.

- Inkuthazo, ubuchule obusetyenziswayo nokwanda kokukhula koqoqosho kunye namathuba ngokukhuthazwa kokuthunyelwa kwempahla kwelinye ilizwe notyalo-mali kwanokuqaliswa kohlolo lophawulo loqoqosho kwiphondo.
- Ukuxhasa nokuphuhlisa amaziko oqoqosho njenganegalelo elingundoqo ekufezekiseni amathuba oqoqosho ngokubanzi, ukukhula koqoqosho nolondolozo lwalo; kwano
- Ukukhula kunye nophuhliso loqoqosho lwephondo kwanokusetyenziswa kobuchule bamathuba oqoqosho ngokuphuhlisa ukubanako ukwenza umsebenzi wobuchule kwano/okanye amaphulo olamlo lwamaziko amisiweyo, kwanophuhliso lohlobo lophawulo loqoqosho kwiphondo.

linjongo ezicwangcisiweyo, iinkalo zojoliso zokuhamba komsebenzi ezicwangcisiweyo kunye nokufezekisiweyo

Ukuqalisa okukhulu kuyo yonke imigangatho karhulumente kwemfuneko yokukhula koqoqosho nokwanda kwemisebenzi, kuthe kwadala ukukhanya kwiinkqubo zeziko njengezobuchule obungundoqo besizwe ukufezekisa ukubanako kwalo ukufikelela kwezoqoqosho. Oku kubonakaliswa kuBuchule besiCwangciso eSitsha soKukhula koQoqosho, isiCwangciso saManyathelo oMgaqo-nkqubo woShishino nakwi SO1. Indlela yobuchule obusetyenziswayo liziko inika isakhelo sobuchule botyalo-mali kunye norhwebo, amaphulo obuchule acwangcisiweyo, uphuhliso lweSMME nezakhono zobuchule.

Ukwakhiwa kweMEDS kunye nohlolo "lweziko elikhethiweyo" ngokulandelayo, iSebe liqhubele phambili ugqaliselo lwalo ukwakha ukubanako ukusebenzisa ubuchule kumaziko walo eBPO okukhula koqoqosho "ngenkqubela", i-oli kunye negesi, i-ICT kunye namaZiko okuFumana linkcukacha ngoMnxeba, malunga "namaziko axhasa ukufumaneka kwengqesho" athengisa iimpahla zokunxiba, awezolimo kunye nawokwenza ukutya kungonakali, namaziko okuyila nokwenza imisebenzi yobuchule bobugcisa. uQoqosho loHlaza (Green Economy) njengeziko "eliqhubela phambili" lithe lanyuselwa ngokuhambelana nomgangatho walo njengeSO 1 engundoqo, nokuphela kwenkxaso kusekutsha kwiziko elisebenzisa isixhobo sokunciphisa oku kuthe kwaqwalaselwa kwakhona ngokubanzi kwiziko lobunjini nelezinyithi, ukulungiselela ukuthatha ithuba lendlela ekuqhutywa ngazo kumgangatho wesizwe malunga nokuthengwa kwempahla karhulumente kunye nokusetyenziswa kwemali njengenkunzi yeshishini.

Ukuhamba komsebenzi ngokwemigaqo yeziphumo kuthe kwaba ngoku ngaqhelekanga, nangona iinkalo zojoliso zeAPP zinganiki mbonakalo ipheleleyo yempumelelo yamaphulo olamlo lweziko, kwabakho nenani leziphumo zeenkalo zojoliso ezingafezekiswanga. Inkqubo yaphumeza ama-82% enani lempumelelo yeenkalo zalo zojoliso kunyaka-mali wama-2012/13, nenani leenkalo zojoliso ezongezelelweyo ezithe azfezekiswa. Ngokupheleleyo inkqubo ithe yenza umtsalane kwiiprojekthi zorhwebo kunye notyalo-mali ngeR3,4 yesigidi sezigidi zorhwebo, ukukhuthaza ama-21 906 amathuba engqesho, ukunceda iindibano zabarhwebi abaqhuba amashishini abali-1 506, nenkqubela phambili yeeprojekthi zobuchule ezisixhenxe.

Ukuthathelwa ingqalelo kwigalelo lokufezekisiweyo apha ngentla yabangumsebenzi ongamandla kwiziko leBPO, nobuchule benkuthazo yeBPeSA bezihlalo ezingama-2 489 zamaziko okufumana iinkcukacha ngomnxeba. Oku kwalandelwa yiBPeSA ngokuphumelela kukhuphiswano lonyaka lwendawo yokhenletho ekusingiswe kuyo e-UK, noluyakuthi lungabinaxabiso ekumiseni ezorhwebo kwihlabathi liphela. Ukudalwa kwamathuba engqesho ali-

17 640 yoSAOGA, kwanonyaka omnye wokubetheka kunikezelo ngeenkonzelo, ukungqinela iinzame zorhwebo lombutho, nokukhula kokuchongwa kweDolophu yaseKapa njengowona mbindi we-oli negesi eAfrika. Oku kungqinelwa kukugqityezelwa kokuba nokwamkelwa ngempumelelo eSaldanha IDZ, neyakuthi igqalise ekubeni ibe yindawo esisiseko sentengiso ye-oli kunye negesi. Oku kukhokelele ekuzibopheleleni kweTNPA kutyalo-mali lwezigididi ngezigididi kwinkqubela phambili yamazibuko nakumaziko amisiweyo ukuhlangabezana nokukhula kooqoqosho okulindelekileyo kwiziko le-oli nele-gesi.

Ukuqinisekisa ukuba iinkampani zikulungele ukufezekisa iimfuno, kwaxhaswa iindibano zabarhwebi abaqhuba amashishini ezili-1 506 ngamaphulo olamlo ajolise ekuphuculeni inkqubela phambili yezakhono zabarhwebi abaqhuba amashishini nokuqinisekisa ukuba nako kwabo ukwenza imisebenzi. Oku kubalulekile kakhulu ekuguquleni amaziko awenza iziveliso, nokuqinisekisa ukuba angalungena ukhuphiswano loxokelelwano lwexabiso kwisiphaluka nakwihlabathi jikelele. Ngenxa yokuntsokotha kweenkalo zojoliso zeziphumo, uhlolo lwengqiqo yesiphumo esifanelekileyo sokuzuzwa ulwazi kwabarhwebi abaqhuba amashishini ngoncedo nokukhula kwamashishini, kwaba nesiphumo esingafanelekanga ngokweemfuno, nokwakhokelela ekubeni iinkalo zojoliso zingabina kufezekiswa.

U-GreenCape kunye neSebe babesenza ekufumaneni uncedo-mali lwe-R105 lezigidi ukulungiselela iziko le-SARATEC loqeqesho lokuhlaziywa kwamandla ombane abenokusetyenziswa kwakhona. Iqela leziko lakhuthaza ukufumaneka kwamaR25 ezigididi ukulungiselela i-ICT nezakhono zokusetyenziswa kwezixhobo, nokuyakuthi kuqalise kwiminyaka emithathu elandelayo.

Kukonke, kucacile ukuba umsebenzi weSebe ngokuhlangene neeSPVs utshintsha izinto eziphosakeleyo kumaziko amaninzi ekusetyenzwa kuwo. Oku ngenye indlela ngumzamo wentsebenziswano phakathi kweSPVs, nohlangabezana nothungelwano lwemihla ngemihla kunye neeprojekthi zonikezelo ngeenkonzelo kwiziko ngalinye leqela labarhwebi, iSebe elisenenza ngemiba ekumgangatho ophezulwana wobuchule obucwangcisiweyo nomanyano ngokuthe ngqo nangokwengqiqo kurhulumente ngokubanzi, uWesgro okhokela ezorhwebo notyalo-mali, kunye namanye amaqela akwiSebe anika izimvo ezisikwe phezu komxholo, ezinjengezakhono, ired tape kunye nezimvo zeSMME. Indlela yobuchule yehlokondiba ebonakaliswa apha ngentla yeyona inamandla kakhulu, kwaye ngoku isetyenziswa njengendima engumbindi woqoqosho neyongezelelweyo kumaphondo olawulo lwesizwe/inqela lemisebenzi likanondyebo wephondo lophuhliso loqoqosho, nelathi lapapasha iphepha malunga Namahlondiba kweyeKhala wama-2012.

5.3.1 Uphuhliso Lwecandelo

a) Ukwenziwa kweziveliso

Amaziko enza iziveliso abonakalise ukomelela kwakhona ngokukhawuleza kwixesha lonyaka wama-2012/13, agcina ngaphezulu kwe-17% yeGDP yaseNtshona Koloni, nokwenza le misebenzi ingentla njengeyona misebenzi kufuneka ifezekisiwe, ukufikelela nokugqithisa kwinani lamatyala eenkalo zojoliso ezikwisiCwangciso sokuHamba koMsebenzi soNyaka, nasekufezekiseni iinjono zePSO 1 ngokuqinisekisa imeko eluncedo ekudaleni amathuba emisebenzi. Umsebenzi we-oli negesi ekwenzeni umtsalane kurhwebo lwentengiso notyalo-mali kwiphondo kwakhu kwaqwalaselwa ngakumbi, nabadlala indima kurhwebo besithi xa bethetha ngunyaka "wokubetheka".

Iziko elenza iziveliso linelona nani liphezulu lokuphindaphindeka kwawo onke amashishini, ngenxa yobunzulu bonxulumano lokuya phambili nokubuyela umva kuyo yonke imiba yoqoqosho. Kungexa yesi sizathu amaziko enza iziveliso ebonakala nanjenge "luncedo ekukhuleni" kwalo naluphina uqoqosho, nesizathu sokuba isiCwangciso seNyathelo loKuthatha iNxaxheba kwaMashishini esizwe (IPAP), sigqalise ekukhuthazeni ukuba nako ukwenza umsebenzi kuwo wonke amaziko enza iziveliso, ngolo hlobo sikhuthaza imeko apho kunokulondolozwa ingaqesho nokukhula kwayo kwezinye iimeko. Ukhuphiswa kwihlabathi liphela luthe lwahlala lulukhuni ukuba bukhali kwalo kwiinzuzo zolwahlulelwano lwezorhwebo, kwaye kwiimeko ezininzi njengezixhobo esisetyenziswayo kunye nefenitshala, ugqalise lwaba sekwakheni kwakhona ukubanako kwamashishini ukwenza imisebenzi ethe yatshatyalaliswa lukhuphiswano lwamanye amazwe nolutho alwakhathalelwa ngabaqulunqi bomgaqo-nkqubo.

I-Oli kunye neGesi

Ngokucacileyo ukubonakala kwe-oli kunye negesi izezona ziphambili kwisizwe, nokuqkwa kwazo kwi-IPAP nokuqulunqwa kweqela le-dti, ukungena kwi inter alia, ukuchaza ngeminye yemiba engumceli-mngeni kushishino, kwanokulanda umkhondo ngokukhawulezileyo wonkezelo ngeenkonzelo kwiIDZ yaseSaldanha. Ukufumanek kwezehlo zokugqabhuko dubulo lwegesi kunye ne-oli lwakutsha nje jikelele eMpuma naseNtshona Afrika, ubuncinane ngabasebenzi behlabathi jikelele abathe bamisa ii-ofisi zommandla kwiDolophu yaseKapa.

Inkqubela phambili yobudlelwane phakathi kwamashishini kunye ne-TNPA ithe yaqwalaselwa, nenkqubela phambili rhoqo kulawulo lwezibuko leDolophu yaseKapa ukuquka ukulungiswa kwamaziko amisiweyo ezibuko.

Nangona eminye imimandla exhalabisayo, iDolophu yaseKapa neSaldanha zabanako ukwenza umtsalane weeprojekthi ezili15 kulo nyaka-mali, owathi wangenisa R1,1 lesigidi sezigidi kwintengiso yoshishino nokwadala amathuba emisebenzi ali17 640. Eli nani aliqiki ukulungiswa nokwenziwa kwesetyenzana emincinci kunye neenkonzo ezibinelelwa ngaborhwebo loshishino, okongeza uqikelelo lweR1 yesigidi ngezigid kuqoqosho lommandla. Ukongeza kula mathuba ali-15 angentla kwaphunyezwa, amashishini angama-45 afumana uncedo olungaphezuli kwe-R1 lesigidi sezigidi lokuthunyelwa kwempahla kwelinye ilizwe. Abafundi abangama-26 bafakwa kushishino nabali-102 abangaphangeliyo, amachule obugcisa, abaqeshwa bolawulo bafumana uqeqesho lophuhliso lwezakhono olungentla. Kwakhula inani lamalungu e SAOGA abaziinkampani ezili-151, ukusuka kwisixokelelwano sexabiso jikelele, laqhubela ukwenza umtsalane womdla kwinqanaba elibalekayo leenkampani ezilindele ukuzibandakanya noku.

Ngethuna lokwenziwa kohlolo, i SAOGA ngokusebenzisana neQela loKhokelo lweHlokondiba leZiko (PCLT), yagunyazisa "uPhuhliso lweNgxelo yoShishino lweGesi kunye ne-oli ngowama-2012-2020" noluyakuthi lwazise i- RFP ngokwandiswa kwesithulelo seenqanawa kwanendawo ebonakalisa ubunzulu bamanzi kwizibubo laseSaladanha. Incwadana yeZibuko entsha egqityezelweyo iyakuthu ibeluncedo njengesixhobo sentengisi yorhwebo ukwazisa abatyeleli abakhoyo nabanokubakhona. Kwisiqingatha sammva emnyakeni Usaoga wagunyazisa iteyiphi yeTV emfutshane yentengiso kumabonakube, ukunyusa ukukhula kwamashishini kunye ne SAOGA kubatyali-mali abakhoyo nabanokubakhona nakwabo bachaphazelekayo.

Amaziko eMphahla yokuNxiba kunye neMphahla eLukiweyo

Ngama-24% okukhula koqoqosho kumaziko empahla yokunxiba nempahla elukiweyo kwiminyaka elishumi edlulileyo, nokuqwalasele kwenguquko kwingqesho; intsebenziswano yempembelelo efanelekileyo neyamaphulo afumene inkxaso-mali jikelele kwisixokelelwano sexabiso lempahla yokunxiba nempahla eyolukiweyo (iFashoni, uKwenziwa kwezivuliso uKwenziwa koSiko kunye nokuCokisa) kwanika incwadi yokuncoma kwinzame ezenziweyo kwiminyaka elishumi edlulileyo, ngokukhokela uluhlu lwemicimbi yengxoxo yophuhliso lwamashishino oqoqosho, nolwathi umbono nesiphumo sawo awabina kwaziwa kakhulu nguwonke-wonke. Ukuqalisa kolungiselelo lwenkuthazo olutsha lwesizwe(CTCP), lwengqiqo yamahlokondiba empahla enxitywayo, kwakhokelela ekufakweni kotyalo-mali olungaphezulu kwama-R300 ezigidi kushishini lwempahla enxitywayo, nenguquko ekuselithuba ilindelwe. Oku kwenziwa ngentsebenziswano yokwaxhisa kwakhona kwamashishini; nokwabonakalisa uhlobo olutsha lonxibelelwano phakathi kwabenza izivuliso kunye nabathengisi ngeminyaka emincinci.

Ukulungelelaniswa ngokumanyeneyo kwee- SPVs ezintathu ezibonakalisa inxalenye yesixokelelwano samaxabiso empahla enxitywayo kwabanesiqhamo esincumisayo., kwaza kwabonakala iHlokondiba leMphahla eLukiweyo neMphahla eNxitywayo laseKapa (CCTC) linkqenqenisa phambili ekukhokeleni unxibelelwano nabathengisi ngeminyaka emincinci, iBhunga leFashoni leDolophu yaseKapa (CTFC) lavula iindlela zokungena ngaphakathi kukhuthazo lokudlala indima enkulu kwezifashoni yesiphaluka njengomahluli ongundoqo kulo lonke ushishino, nokuphakanyiswa kwezakhono zeziko le- CMT yi-CLOTEX, ukuzibandakanya ngobuchule obongezelelweyo kushishino.

Iqela lentengiso yeMphahla eNxitywayo lagqithisa kwinakalo yalo yojoliso, laqeqesha ngaphezulu kwabantu abali-180 kunyaka ophantsi kohlolo. Amashishini angamakhulu amabini aneshumi elinesihlanu afumana uncedo kwiziko le-SME, nasekumisweni kohlulelwano lwesithathu lweFashoni. Ukufumaneka koncedo-mali kwabanganano kunokwakulindelekile. Ngenkalo yojoliso yeR7.5 lesigidi sezigidi, iqela leziko labanako ukusayinelwa zi-MOAs ukufumana isixa-mali esipheleleyo, kodwa lafumana imiceli-mngeni malunga nokulungiswa komsebenzi wamaphepha kunye neentlawulo ezenziwa ngaamaxesha.; Ngolo hlobo kwabanokusilela kwinqanaba yazo. Kwimisebenzi engama-324 efunyenweyo yaze yalondolozwa kwiziko yabonakalisa inkqubela phambili, kwanokuchaza kwe-dti ngokukhula kokwanda kwemisebenzi engama-12 000 ukusukela ngowama-2010.

Okuninzi okuqwalaselweyo ngethuba lonyaka odlulileyo, yabakukugqityezelwa kwengxelo yokuBalulwa kweMphahla eLukiweyo kwi-dti, nokuphunyezwa okukufuphi kolungiso kulawulo loluhlu lwamaxabiso angoku, kusenokwenza inguqulelo kwiziko; ukunciphisa iindleko zokunika izimvo nge-11% okanye nangaphezulu, nokukhulisa izivuliso zezinxibo zesiphaluka ngezigid ngezigid rhoqo ngenyanga. Ukuyilwa kwempahla enxitywayo kunye nelukiweyo phantsi koMthetho weSakhelo soMgaqo-nkqubo wokuThengwa kweMphahla kaRhulumente (PPFA), nako kuyakuthi kubene mpembelelo efanelekileyo kwingqesho, nanjengokuba iindawo urhulumente azifumana kuzo ezi zivuliso zibalelwa kwizigidi ngezigid zeeRanti, njalo usenokunceda kwisixokelelwano sexabiso

lokubanako ukwenza umsebenzi wobuchule nasekukhuleni koqoqosho lweziko. Okwangoku li R14 lesigidi zezigidi lenani lilonke kuma R60 esigidi sezigidi seziveliso zorhwebo lweesiphaluka zifumaneka kwimida yedu. Oku kunika abenzi beziveliso besiphaluka amathuba okwandisa ulwahlulelwano lorhwebo.

Ubunjinieli kunye neZinyithi

Isiseko esenziweyo ziinkqubo kunye namaphulo olamlo kwiminyaka emithathu edlulileyo ukuya kwemihlanu yi- WCTI kwabane ziphumo ezifanelekileyo zokukhula koqoqosho lweenkampani kwanentsebenziswano nabotyalo-mali kusenokuba nako ukudala amathuba emisebenzi kushishino. Ugqaliselo lweeprojekthi ezaphunyezwayo lwatshintshela ekuqukeni amashishini esixokelelwano sexabiso lokwenziwa kweziveliso ngokubanzi, kwadala amandla ngokubanzi, ngokuhlanganisa amashishini kunye nabanye abaphambili bohlulelwano namalungu athe afumana ixabiso leenzuzo ezongezelelweyo.

Ukuncediswa nenkxaso efunyenwe kwi- DEDAT kunye ne-NTIP (dti) kwavumela iphulo lokuphunyezwa kweenkqubo eziyakuthi ziphuhlise uxhotyiso ngezakhono kwabo bakuvimba weenkukacha wabanikezeli ngeenkonzo besiphaluka eNtshona Koloni nokuyakuthi kube lukhuphiswano kumathuba anokuvela oshishino, ingakumbi olweenkampani eziPhantsi koLawulo lukaRhulumente (SOC's)kwanomyinge omkhulu wabotyalo-mali besiphaluka nakwihlabathi jikelele.

Inkqubo yaMandla e-TDM iyakuthi ibeneqela lokuqala labafundi abangama-40 abayakuthi bagqibezela iinkqubo zokuqeshwa njengabafundi kunye nabafundi abangama-20 abayakuthi baqhubele phambili ngenkqubo ukuya kunyaka wesibini. I-WCTI ihlangene neqela loPhuhliso lweZakhono yabanako ukukhusela ingxowa-mali yeR12 lesigidi ngezigidi ukunceda abafundi abangama-50 abongezelweyo kwiNgxowa-mali yeMisebenzi ukugqibezela inkqubo yokuqeshwa njengabafundi kwithuba leminyaka emithathu elandelayo. AbaPhathi abaKhulu boLawulo abathandathu kunye nabongameli beenkampani bathatha inxaxheba kwiNkqubo yoPhuhliso loLawulo olwathi lwaphunyezwa yi-USB kunye nabantu abangama-32 abathatha inxaxheba kwiinkqubo zoKhokelo lokuHamba koMsebenzi kunye neenkqubo zoqeqesho lwe-CNC ezathi zakhokelwa yiKholeji yase-ProdSA nase Northlink ngokwahlukeneyo.

Inkqubo yoLawulo lweMeko kunye neenkqubo zeNkqubela phambili kwezoShishino zagqityezelwa kwanenani leenkampani ezathi zagqibezela iziqinisekiso zabo ze-ISO 9001/2008. Inkqubo yoPhuhliso lweZorhwebo eyakuthi iphucule inkqubo yofaniso kunye namathuba avela kwii-SOC's nakwabohlulelwano kwihlabathi liphela zathi zasiwa eluntwini lwaza lwabonakalisa umfanekiso wembali yeenkampani ezingama-72 eNtshona Koloni kwaye ezi mbali ziyakuthi zifakwe koovimba beenkcukacha be-NTIP kunye ne-UNIDO. Umzekelo wephepha le-webhusayithi yenkampani enye waqulunqwa okunye kuyakuthi kugqityezelwe kuze kufakwe ngexesha eliphakathi kwikota elandelayo. Imisebenzi yokwenziwa kwebenchmarking iyakuthi yenziwe kwimigangatho emi-2 kunye neenkampani ezili-10, ngoncedo lweBenchmarking ye-UNIDO komnye umgangatho, kwane-Benchmarking ye-WBA Werkzeugbau Akademie GmbH ekomnye umgangatho noluyakuthi lulandelwe ngamaphulo ophuhliso lwabanikezeli ngeenkonzo bezi nkampani.

I-WCTI yabamba iindibano zamathuba okunika ulwazi ezibanjwa kabini ngenyanga ukwazisa amalungu ngenkqubela phambili yeenkqubo esele zikhona kwanamaphulo acwangcisiweyo kunye namathuba anokubakho ezorhwebo.

Ifenitshala

Iziko lefenitshala latshintsha kwiminyaka elishumi edlulileyo, kwaye libonakalise ukukhulua okubalaseleyo kwe-5,4% eNtshona Koloni (WC). Amashishini efenitshala aqakwe kwi-IPAP njengeziko elingundoqo, nasekuqukweni kwimpembelelo ye-PPFA, apho ifenitshala ye-ofisi neyesikolo kwanezandlalo zikhethelwe ukuba zibekwe khona, ukulungiselela isiqulatho sesiphaluka esingama-80% - 100%. Oku kunyulwa kweziko kuyakuthi kunike amathuba okukhula koqoqosho kunye nophuhliso loshoshishino.

Isixa sokuqala sama-R2 650 600 yafunyanwa ngenyanga yeDwarha wama-2012 ukuphumeza uPhuhliso lweZakhono kunye neprojekthi yeHlokondiba esuka kwiSebe loPhuhliso loQoqosho lweSizwe EDD). Le projekthi iyakuthi igqalise kuqeqesho lwabantu abangama-200 kushishino lwefenitshala nasekumisweni kwehlokondiba lefenitshala yesiphaluka. Uphicotho-zincwadi lophuhliso lwezakhono lwenziwa kunye nemimandla echongiweyo yoqeqesho lwabaphathi abakhulu bolawulo, izakhono zobugcisa kunye nabongameli. linkampani ezili-10 zathatha inxaxheba kwinkqubo yoKwenziwa kweziVeliso eNcinane ukuphucula iziqhamo zokwenziwa kwemisebenzi yazo; inkqubo yaxhaswa ngabakwa-FP&M Seta.

Ukhuphiswano lokuyilwa kwefenitshala olwabanjwa kwixesha elingaphezulu kweminyaka emi-3 lwabanesiphumo sokufumana inkxaso kwi-DTI nakwi-FP&M SETA, ukulungiselela ukubanjwa kokhuphiswano

lokuyilwa kwefenitshala lwesizwe. Iinkampani zancediswa ukwenza umboniso lweziveliso zazo kwiDesign Indaba eyabanjwa e-CTICC ngenyanga yoMdumba wama-2013, nabo bathi bagqwesa phambili kuyilo lwefenitshala bathi baziswa kesi siganeko. Iinkampani ezingamashumi amathathu nazo zancediswa ukuthatha inxaxheba kuMboniso weFenitshala weQhayiya laBemi beDolophu yaseKapa wesibini eNyakeni kwiSitulo soKhethe apho kwakusenziwa umboniso wokuyila nokwenziwa kweziveliso kwisiphaluka. Iinkampani ezilishumi zathatha inxaxheba kumsebenzi wezithunywa ukuya e-Angola njengenxalenye yenkqubo yoPhuhliso loRhwebo lwaseAfrika kunye namanye amazwe enkalo yojoliso iGhana kunye neBenin ngowama-2013. I-WCFI yakhuthaza inani lamathuba okunika ulwazi ukwazisa amalungu eprojekthi kunye nnenkqubo kwanokwamkela iwebhusayithi enika ulwazi kwabo bachaphazelekayo ngokwahlukeneyo kwiziko lefenitshala.

b) Uqoqosho loHlaza

Umsebenzi onentsingiselo wenziwa ngexesha lonyaka-mali odlulileyo ukuqalisa iSakhelo soBuchule obuSetyenziswayo boQoqosho loHlaza oluyakuthi lube sisikhokelo samaphulo olamlo lukarhulumente wePhondo leNtshona Koloni (WCG's) kweli ziko. Isakhelo soBuchule sichonga imiba emihlanu engundoqo, ukuyibiza ukuphila nokusebenza kakuhle, ukuhamba kakuhle, iindawo ekuhlala kuyo izinto eziphilayo ezisemgangathweni, inkqubo efanekileyo yezolimo kunye norhwebo olufanelekileyo- oku kuxhaswa ngamandla okuxhathisa angundoqo apho urhulumente adlala indima khona: ummiselo, utyalo-mali kumaziko amisiweyo kunye nokuqinisekisa ukuba uqoqosho lwephondo lunako ukuxhasa uqoqosho lohlaza.

Isakhelo yaba sisiqhamo sokuzibandakanya nabohlukahlukeneyo abachaphazelekayo, kunye neSebe kwaye sange kudlalwe indima yobunkokheli kuphela kule nkqubo, kodwa usenokuthatha indawo yobunkokheli ekwenzeni umsebenzi malunga nemiba ebalekayo ethe yaphakanyiswa kwiSakhelo. Enye yeenzuzo ezongezelelweyo kwinkqubo yaba luqoqosho lohlaza njengokuba uqikelelo luqalisa ukuba nentsingiselo kulolonke iphondo – nangona uqoqosho lohlaza olunentsingiselo lwagqalisa kwinkcitho engaphandle kwi-DEDAT kubonakala lubonakalisa ukufuna uveliso lwezintzi ezintsha ukuvumela utyalo-mali kummandla.

Ukuqalisa kwesiXeko seDolophu yaseKapa ukwenza izifudumezi zamanzi ezisebenza ngemitha yelanga (SWHs) ithe yaba neengxaki zolawulo kwisiXeko. Ngethuba uGreenCape neSebe beqhubela phambili ukuthatha inxaxheba kwinkqubela phambili yesiXeko malunga neprojekthi, kusenokwenzeka ukuba iprojekthi ingaqhubeli phambili. Ngoko ke, uGreenCape uqhubela phambili ukudlala indima ekulungisweni kwengongoma yomgaqo-nkqubo ukulungiselela ukuqalisa kwe- SWHs ngokuthatha kwayo inxaxheba kwiikomiti zobuchule bobugcisa zesizwe kwi-dti, iSebe loPhuhliso loQoqosho kunye noLawulo lwaBantu abaqeshiweyo beMigangatho.

UGreenCape waqhubela phambili ukuzibandakanya kunye nabantu abatsha botyalo-mali abanokubakhona, ukuqinisekisa ukuba iimfuno zamashishini enza iziveliso zohlaza asaqalayo ayqondwa kakuhle nguRhulumente wePhondo leNtshona Koloni (WCG). Ukongeza, iziko liphenjelelwa ngqo yimiba yomgaqo-nkqubo kunye nolawulo. Kwiimeko ezininzi, urhulumente wephondo akanawo amagunya okuphelisa urhwebo, kodwa uGreenCape uqinisekise ukuba bayaqonda ukuba ziphina izixhathisi zamandla, wakha nobudlelwane namaqela athatha izigqibo esizwe ukwenza impembelelo yokwakhiwa komgaqo-nkqubo kuqoqosho lohlaza. Ngoko ke, uphuhliso lweziko lokwenziwa kweziveliso zokuhlaziywa kwamandla abenokusetyenziswa kwakhona lifumene uncedo lokukhula okubonakalayo ngokwandiswa kweemfuno ezingundoqo zesiphaluka kwimida emithathu yokuthengwa kwempahla karhulumente yokuhlaziywa kwamandla abenokusetyenziswa kwakhona – isiphumo esingqalileyo somsebenzi wokuphembelela amalungu ePalamente owenziwe nguGreenCape kunye neDEDAT kwiinyanga ezili-18 ezidlulileyo. Iinzame ezininzi zaba zezokwenziwa kweziveliso zohlaza kumbindi waseAtlantis, inani lemiqobo ephazamisana notyalo-mali yashenxiswa ngentsebenziswano phakathi kukaRhulumente wePhondo leNtshona Koloni kunye nesiXeko (WCG). IisiXeko seDolophu yaseKapa senza ukuba kufumaneka ihektare ezingama-75 zomhlaba woshishino, kwanesivumelwano senkqubo engena magingxi-gingxi yokumiselwa kolawulo lomhlaba. Ukongeza, uGreenCape wagunyazisa uVavanyo lweMpembelelo yokuSingqongileyo kuwo wonke ummandla, nowathi kwasusa imfuneko yolawulo ngokubanzi ukulungiselela abotyalo-mali abalindelelweyo, nokuphepha ukusilela okungafanelekanga ekulungelelanseni imizi-mveliso. Ukuza kukthi ga ngoku, kwenziwe ingqiqo malunga nabenza iziveliso zobuchule bobugcisa bohlaya eAtlantis njengendawo yotyalo-mali, kodwa abenzi beziveliso zoqoqosho lohlaza ngokwamalungu asele ezne utyalo-mali lwawo lubenokuzikhethela iziza zedlelo elinguvul'indlela. Ngenxa yeemfuno zabo yokuba sele bekulungele ukunik iinkonzo zorhwebo kwindawo emfutshane ngokunxulumene nomthetho. Ngokweemfuneko zesiqulatho sesiphaluka kwabonakala ukwanda kumjikelo wesithathu we-REBID (njengokuba kuchaziwe apha ngentla), abenzi beziveliso zenjini ejikeleziswa ngumsinga womoya kunye namatanki amanzi – abangena kusebenzisa uphuhliso lweziza zeBrownfield. Nakweyiphina indawo kwiphondo ngenxa yeemfuneko ezabokaliswayo zamaziko enza iziveliso – baphinde kwakhona baqhagamshelana nesiXeki kunye noGreenCape ngalo mzi-mveliso usembindini.

Inyathelo elilandelayo kwinkqubo iyakuba kukuhlangana ne-dti ngokumiswa kweNdawo zoQoqosho eYodwa yeziveliso ezikumgangatho ophezulu zohlaza e-Atlantis. Kulindeleke ukuba uphando olunokwenzeka lweprojekthi luyakuthi luqalise kwikota yesibini yonyaka-mali wama-2013/14, kunye neqela lekomiti ephambili equka iSebe, isiXeko, uGreenCape, i-EDP kunye neQela eliLawula uRhwebo laqulunqwa ukukhokela inkqubo yesiphhaluka. I-SEZ iyakuthi ifune umhlaba owongezelelweyo wesiXeko ukuba uqukwe kwiprojekthi, noyakuthi ufune okokuba uRhulumente wePhondo leNtshona Koloni (WCG) kunye nesiXeko baqalise utyalo-mali olunentsingiselo kuhlobo lwamaziko ayakuthi axhase lsez. Oku kunika ithuba elilodwa lokwahluka iphondo njengeliqhokelayo kwiziveliso ezikumgangatho ophezulu zohlaza, kwano – ukuba kwenziwe utyalo-mali olufanelekileyo lophuhliso lwezakhono ezisekelwe phezu kwenkxaso yeli ziko – kuyakuthi kukhokelele kutyalo-mali olukhulu lweziko labucala kwanemisebenzi yokwenziwa lweziveliso.

I-Sebe kunye noGreenCape zange baphumelele ukufezekisa inkalo yojoliso yoqeqesho lwabafundi abangama-50, ngenxa yokuqalisa kwakhona kuka-SAQA inkqubo yesiqinisekiso emva kweenyanga ezintandathu, ngoko kukho ukusilela ekuqaliseni inkqubo. Ngoko ke, uGreenCape wafumana uncedo lwenkxaso-mali kurhulumente wesizwe, kwiziko loQeqesho leMfundo eyoNgezelelweyo nakweyomgangatho wesithathu nakwiziko labucala ukumisa iZiko loQeqesho lokuHlaziywa kwaMandla aphinde abenokusetyenziswa kwakhona (SARETC) kwiYunivesithi yoLwazi loBugcisa yaseCape Peninsula (CPUT). ISebe loQeqesho kunye neMfundo ePhakamileyo lifake imali eliR105 lezigidi kwi-CPUT ukulungiselela ukwakha nokwenziwa kwemisebenzi ye-SARETC – le mali, isuka kwiNgxowa-mali yeZakhono yeSizwe, iquka amaR80 ezigidi enkcihlo yemali eyinzuzo, kwanamaR25 ezigidi zenkcihlo ykwenziwa komsebenzi kwixesha leminyaka emithathu. Ukuthathwa kwasekuqaleni kwabafundi abangama-30 bazakuqeqeshwa eGermany, sibulela intsebenziswano phakathi kwe-Gesellschaft für Internationale Zusammenarbeit (GIZ) kunye nenani labenza iziveliso zezixhobo zoqobelo (OEMs) nabayakuthi babonelele ngezixhobo zamandla omoya kubayili bamandla omoya besiphhaluka – ngokusekelwe ekubeni abaqeqeshi bayakuthi baqeshwe ngaba bayili bamandla omoya. Le ntsebenziswano yathi yaba ngumvuzo womrwebi kuGreenCape. Umda womsebenzi kwi-SARETC uyakuthi wandiswe ukunceda kuqeqesho lobuchule bobugcisa lulandelwe yindawo yophando enxulumene nabo bonke ubuchule bobugcisa bokuhlaziywa kwamandla abenokusetyenziswa kwakhona, kwaye kuyakuthi kube luncedo ekufake;eni Ire koku ubincinane kumaphondo aseMpuma naseMntla Koloni.

c) Amashishini anikezela ngeenkonzo

Iqela laBongameli bamashishini anikezela ngeenkonzo okwangoku agqalise ekuzuzeni amathuba ngokusebenzayo ngelizwi kwi-BPO, kwi-ofisi ephakathi (iinkonzo zemali) namaziko eICT. Ukukhula kwala maziko kuxhomekeke ekufumanekeni kwabaqeshwa abanezakhono zobuchule ngokwendawo ezifikelekayo ngokwexabiso. Ekugqibeleni. Iqela labongameli ligqalise kuphuhliso lweenkqubo ukuqalisa inkqubo yobuchule botshintsho kwimeko yezakhono zommandla kumaziko afanelekileyo. Ukukhuthaza umlinganiselo wexabiso kwishishini leenkonzo ze-BPO nako kwabangumsebenzi omkhulu nanjengokuba yaba luncedo lwe-ICT SMMEs nabo basaqalayo. Iqela liqalisa ukuhlola amathuba anxulumene neenkonzo zezimali. Iziko lelona lingalelo kuqoqosho lommandla kunye neNtshona Koloni inamaziko abalaseleyo kwiinkonzo zoncedo lwezimali nathi abanako ukwenza imisebenzi kulo lonke ihlabathi jikelele. Iqela leenkonzo lithe lazibandakanya neYunivesithi yaseKapa ukuqalisa ukuqonda nzulu ngeziko, ngenjongo yokumisa iqela labongameli beenkonzo zezimali elisebenza ngokuzinikezela ngonyaka wama-2014/15.

Injongo yonyaka yaba kukuphanda umtyhi kushishino lwe-ICT nobonisa ukukhula koqoqosho okukhulu okunokuthi kwenzeka ukuquka iinkonzo zemali(i-inshurensi, ishishini lebhanki nolawulo lwempahla yecandelo), intengiso ngemiyinge emincinci kunye nentengiso yeempahla koonovenkile gemiyinge emikhulu ngexabiso eliphantsi, iinkonzo zoshishino namashishini okuyila ukuquka uqhagamshelwano kunye namaphepha-ndaba emivo. ISebe lisebenze neYunivesithi yaseKapa (UCT) ukuyila ingxelo malunga neziko leenkonzo zemali (ukuquka i-inshurensi, ishishini lebhanki, ulawulo lwempahla yecandelo njl.njl.) eNtshona Koloni. Le ngxelo iyakuthi ivumele iSebe ukuqalisa, ukukhuthaza nokulungiselela imeko yeenkono zemali zibenokunceda kumashishini orhwebo ngezimali akude nonxweme. Ukuze lifumane inzuzo ngendlela ekhawulezileyo kwi-ICT, iSebe lithathe isigqibo sokukhuthaza i-ICT kwiinkonzo zemali njengeziko elibalulekileyo nelibalaseleyo kwihlabathi liphela. Isebe lizibandakanye neenkampani ezibalekayo zeenkonzo zemali ngokweemfuneko ze-ICT ngembono yokuzama ukuphuhlisa izakhono ze-ICT yabo kunye namaziko amisiweyo ukukhulisa uqoqosho lweziko lwawo.

I-TSD yazinikela ekufumaneni inzuzo ngokweza uphando lothelekiso nokubanako ukwenza umsebenzi kunye nombala wexabiso ngokuthe ngqo kwimizi yorhwebo kwiziko loNcedo lwaNgaphandle loLungelelwaniso lwaMashishino nokuqalisa kweSebe ukwenza uphando kwiinkonzo zemali kwanokwahlula kwemityhi kwiinkqubo zeenkonzo zomthetho.

Uncedo lwaNgaphandle kwiiNkqubo zoShishino (BPO)

Amashishini akawa-BPO eNtshona Koloni aqhubela phambili kwindlela yawo yokukhula koqoqosho nokwandisa ukuthathelwa ingqalelo kwihlabathi liphela. Iziko longezelela izithuba zomsebenzi ezingama-2 489 ngalo lonke eli xesha – ukubonakalisa ukukhula koqoqosho malunga nama-65% kumashishini eenkonzo akude nonxweme. Inani elipheleleyo leengqesho yee-arhente kwiphondo lakhula nge-15% ukuya kuma 32 000.

ISebe lakhuthaza utyalo-mali kwii-BPO ezisibhozo okanye urhwebo lwentengiso kwiphondo ngolwahlulelwano kunye ne-BPeSA yaseNtshona Koloni. Ukuqwalaseleka kotyalo-mali lommandla apha enyakeni yaba luncedo lwangaphandle olukhulu olusuka kwihlabathi jikelele lwe-SERCO kunye ne-Capita. Ukufika kwale misebenzi kwabonakalisa ukubakho jikelele kokukhula koqoqosho eNtshona Koloni njengendawo yeenkonzo ze-BPO kwihlabathi liphela. Ukufumaneka koncendo-mali kwabangaphezulu kweR1 lezigidi, negalelo elisuka kumalungu amashishini awohlukahlukeneyo.

Umzantsi Afrika waphumelela kukhuphiswano loManyano loNcedo lwaNgaphandle lweSizwe (NOA) – Ibaso loNyaka leNdawo ese-UK ekuSingiswe kuyo neKude noNxweme ngowama-2012 (UK Offshoring Destination of the Year Award in 2012). I-(NOA) liqela lase –UK loncedo lwesizwe lwangaphandle, kunye nebhazo elibonakalisa imfezeko enkulu kwimbali yemimandla yoncedo lwe-BPO.

ISebe nabohlulelwano balo i-BPeSA baqalise ukuchaza ngemiceli-mngeni yokungabikho kwezakhono ngokwaneleyo kwiziko le-BPO. Isakhelo soqeqesho nemigangatho yokubanako ukwenza umsebenzi ithe yaqulunqwa ngokuhlangene namashishini kunye neSebe kwane-BPeSA okwanngoku bazibandakanye nee-SETAs kunye nee-FETs ukuqinisekisa ukufumaneka rhoqo koncendo-mali lwesiseko soqeqesho kwisakhelo elinokuthi lifikeleleke kuso ishishini.

Ubuchule bobuGcisa boQhagamshelwano (ICT)

I-Sebe lixhase amashishini e-ICT ommandla ngokusebenzisa amaphulo olamlo apha enyakeni. Okona kuphambili kugqaliswe kuko ibiluphuhliso lwezakhono kunye noshishino, kwanemisbenzi eli-113 ethe yabakho ngenxa yamaphulo ophuhliso lwezakhono zenkqubo ye-CAPACITI1000 nethi ifumane uncendo-mali kwiSebe.

ISebe lasebenza ngokuzinikezela ekuqaliseni amaphulo ophuhliso lwezakhono ngokubanzi kwizakhono ze-ICT ngentsebenziswana kunye ne-academia, amaqela abarhwebi kunye ne-Ofisi yeZakhono. Amaphulo olamlo kwafuneka ukuba abekumgangatho womfundi osele enesidanga. La maphulo ezakhono alandelayo afezekiswa – mahlanu ewonke; uHlahlelo lweNkqubo kunye naMashishini, uphuhliso lweJava, SAP, IBM noLawulo lweziko elimisiweyo le-IT. Ixabiso lale nkqubo lachongwa yiNgxowa-mali yeMisebenzi yakwa-DBSA ngowama-2012 ngethuba bekhupha ibhaso leR12 Lezigidi kuncendo-mali lomnikelo enkqubo yeminyaka emithathu elandelayo.

Uphando lweendlela zenkqubo yobuchule bobugcisa bezixhobo zekhompyutha, ukukhuthaza inkqubela phambili yohlobo lwezixhobo zekhompyutha nokuncitshiswa kweendleko zokwenziwa kweekhompyutha, kuthe kwaqhubeka. I-dti ifafe igalelo kuncendo-mali lwemisebenzi yephulo le-IT yaseKapa nakwiSikolo sokuFundela iSidanga soShishino kwiYunivesithi yaseKapa kuyaqhubeka (UCT).

Inkqubo 3 yanikwa umsebenzi wokugqibezela uVavanyo lweMpembelelo yoMmiselo ngokwasemthethweni nakuqoqosho lwemeko yommiselo we-ICT eMzantsi Afrika (SA), kunye neNkqubo 2L linkonzo zoPhuhliso loQoqosho ngokuHlangeneyo. Lo msebenzi uyaqhubeka kwaye i-TSD iyakuthi izibandakanye ne-IEDS ukuqalisa ukwenza uhlobo.

Ulwahlulelwano lweSebe kunye no-Bandwidth Barn lwabonakalisa amashishini angama-68 kunye nabarhwebi bengena kwiinkqubo zeengcebiso nokhokelo kumashishini abo enyakeni. Amanye kula, angama-31 sele ebonakalise ukuqhubela phambili kwengeniso okanye ukunciphisa kweendleko ngenxa yesiphumo samaphulo olamlo.

Imisebenzi yehlokondiba leziko yabayimpumelelo kunye noncedo lwayo lokukhokhela iziganeko ezili-10 kunye namathuba okunika ulwazi ngeli xesha kwafumaneka noncedo-mali olungaphezulu kwe ixesha elingaphezulu kwe- R4,5 lesigidi sezigidi kubaxhasi abangundoqo bamaqumrhu ukuquka u-Old Mutual, Shoprite, iQela lakwa-Foschini kunye no-Telkom. Ukomeleza amaqela eencutshe ze-ICT ukwenza inkqubela phambili yokunamathelana kwamashishini nokubanako ukwenza imisebenzi kwane- CITI ethe yakhokela iziganeko ezininzi zamashishini. I-Sebe lazibandakanya niWesgro kunye neqela lakwa Silicon Cape ukwakha unxibelelwano lwamashishini nokuqalisa amaphulo olamlo. Umsebenzi wokomeleza ixabiso lamandla omsebenzi wesynergy. Yesixokelelwano kwiniiba echongiweyo okwiverticals. Nokwachazwa kwinkqubela

phambili yemisebenzi yesixokelelwano ukuqinisekisa ukuba iisynergies zoshishino zinokuchongwa kwaye ziyakuhlala zisebenza. I-Sebe lanikwa umsebenzi wokomeleza inkqubo yorhwebo ukukhuthaza iNtshona Koloni ekunciphiseni urhwebo lokungenisa impahla elizweni nokwandisa ukufumana uncedo lwangaphandle/FDI. Oku (kwachazwa) ngentsebenziswano kunye noWesgro, isiXeko seDolophu yaseKapa kunye nePwC ukuqalisa nokwenza impembelelo "yeDigital Gateway yase Afrika: Ingxelo yokuYilwa kweZixhobo zeKhompyutha zoBuchule bobuGcisa kwiDolophu yaseKapa kunye neZiko loPhuhliso". Le ngxelo izakusetyenziswa kutyalo-mali nakwezorhwebo.

d) Ukufumaneka koNcedo lwaMashishini

Iqela lamashishini Afumana Uncedo (RBI), afezekisa iziphumo ezifanelekileyo kunyaka-mali ophantsi kohlolo, ingakumbi kwiziko lenkqubo yezinto ezinxulumene namanzi, nelilungiselelwe ukukhula koqoqosho nokwaziswa kwenkqubo yenkuthazo yesixa-mali sama-R800 esigidi sezigidi. Iphulo lokutya okucolekileyo lihambela phambili ngokuncomekayo, kwanokufezkiswa kwazo zonke iinkalo zojoliso, ukwenziwa komsebenzi wophando kunye nohlolo kwiziko leziveliso zendalo, kwaphelela kwinqanaba elibalulekayo lophando lwesixokelelwano sexabso, ngoncedo-mali olisuka kuRhulumente wase-Holani.

Iqela le-RBI lisebenza njengembumba yokuzisa utyalo-mali kweli ziko, ukuncedo nokukhokela ishishini nokudala imeko eluncedo ekukhuleni koqoqosho ngokufanelekileyo kumashishini. Unyaka-mali wama-2012/13 ubonakalise inyathelo eliphambili nelinentsingiselo kwiqela le-RBI ngokwemigaqo yendlela yobuchule obusetyenziswayo kwanobukhulu beprojekthi yalo kumaziko oncedo. Kunyaka-mali gowama-2012/13, Iqela lamashishini Afumana Uncedo lagqalisa kula maziko alandelayo: Obume bezinto ezinxulumene namanzi, Ukwenza ukutya kungonakali kunye neziveliso zendalo.

Ukwenza Ukutya kungonakali

Iqela le-RBI laphumeza inani elibalulekayo leenkqubo, ukwandisa ishishini. Lafezekisa iinkalo zalo zojoliso lweenkampani ezifumene inkxasi, ukuncadwa kwamashishini, kunye neziphumo zamaqela ezorhwebo lwamashishini athi afumana inzuzo kumaphulo olamlo athi enziwa. Iqela lincedise iinkamapzi zokutya ezili-100 ngokuphumeza iNkxaso yeZiveliso eZitsha zoKutya noKhuseleko loKutya kunye neNkqubo eseMgangathweni. Eli phulo lolamlo libalulekile kakhulu ukuqinisekisa ukuba abo badlala indima bamaqela amancinci nakumyinge ophakathi afikelela kwimigangatho efanelekileyo ukuze babenako ukwenza umsebenzi, kwanokhuphiswano olongezelelweyo nolusebenzayo kwindawo yorhwebo, ukubavumela ukwandisa isiphumo sabo kunye namathuba engqesho.

Ukufumaneka kwale nkxaso iqukwe apha yama-R9,869 yesigid sezigidi ngentsebenziswano nabachaphazelekayo, abanjenge Sitishi soBuchule bobiGcisa sakwa Agrifood, Umanyano lakwa Honeybush Tea kunye nePhulo loKutya okucolekileyo laseNtshona Koloni ukuxhasa iinkqubo kuPhuhliso nasekwenzeni uPhando lwesiveliso, ukuphawulwa kokutya ngelebhile nokukutyelwa phambili kweSMME. Oku kwaquka ama-R6,5 esigidi ngezigid otyalo-mali kwiziko lenkxaso leetshokoleti. I-TSD yahlangana noWesgro kunye ne-dti ukuxhasa iinkampani ezi-20 ekuthatheni inxaxheba komsebenzi wezithunywa eziya eGhana nase- Gulf Foods Trade fair. Iphulo loKutya okuColiweyo laseNtshona Koloni lakhokela iindibano zengxoxo ezili-10 zamashishini ukunika iinkampani uncedo lwamathuba othungelwano lolwazi oluphathelele namashishini kwimeko yemimiselo ngokusemthethweni, kwanokukhokela uqeqesho lwabantu abangama-30 abasuka kumanyano lwamashishini olungiselelo, imisebenzi yendawo ekukhuliswa nekuthengiswa kuyo izityalo nasekuqwalaseleni indlela yokuphatha iimbewu, imigquba kunye nonkcenkceshelo.

Ubume bezinto ezinxulumene namanzi

Iqela le-RBI lafezekisa zonke iinkalo zalo zojoliso lwe-APP ukulungiselela ubume bezinto ezinxulumene namanzi, nokudlala indima ebonakalayo kuphuhliso nasekunikeni igalelo ekuqulathweni kolungiselelo lokuqala lwe-dti lobume bezinto ezinxulumene namanzi, ukuzibiza iNkqubo yoKwandiswa koPhuhliso loBume beZinto ezinxulumene Namanzi (ADEP). Kwenziwa ulungiselelo lwempembelelo yenkqubo eyafikelela kwisixa-mali esingamaR800 esigidi sezigidi ekupheleni kwenyanga yoKwindla. Nanjengokuba iNtshona Koloni inelona nani liphezulu leefama ezisebenzayo kumazikwana orhwebo ngolwandle lwezinto ezinxulumene namanzi nangamanzi acocekileyo, labona ngengx'engaphambili ukuba iNtshona Koloni kufuneka ifumane malunga nama-60% ukuya kuma-70% oncedo lwenkuthazo.

Iphulo lobume bezinto ezinxulumene anamanzi eNtshona Koloni (WCADI) lakhokela amathuba asibhozo okunika ulwazi olwanceda iinkampani ezingama-20 ngemisebenzi enjengokufumana uncedo-mali, ubuchule bobugcisa, ukuchongwa kwesiza nokwandiswa. Kwancediswa iinkampani eziLishumi ezongezeleleyo ngamaphulo olamlo malunga noku. Ngenxa yophuhliso olwenziwe liQela kunye nenkxaso-mali eyafunyanwa

yiWCADl lokuphunyezwa kweNkqubo yeZempilo yeZilwanyana kwancediswa iinkampani ezili-10 ekwandiseni ukubanako kwazo ukwenza imisebenzi eyakuthi ibenegalelo kulondolozo nokufikeleleka kurhwebo ngokubanzi ekupheleni kwenyanga yoKwindla. Iqela kunye ne-WCADI yafumana uncedo-mali ngqo kwi- WCADI ukuya kufikelela kwisixa-mali seR7 lezigidi ngolwahlulelwano kunye neSebe leZolimo noMbutho weZolimo kunye noKutya Kwihlabathi liphela (FAO). Lakhokela inkxaso yeFama yeAbalone yaseKuhlaleni eseDoring Bay laza lafumana uncedo-mali lweR2,4 lezigidi kwiNkqubo yeNkxaso yeZolimo ngokuBanzi kunye neR8 lezigidi kwigalelo leziko labucala ukumisa inqanaba lokuqala lefama yokuqala ye-abalone yasekuhlaleni eMzantsi Afrika naseNtshona Koloni. Ngokuhlangeneyo namanye amaqela ohlulelwano, lakhokela ukufumaneka koncedo-mali lweR3,4 lezigidi kwingxowa-mali yeNkqubo yeNkxaso yeZolimo ngokuBanzi ukukhulula umyinge ongama-50/50 ngokulinganayo ngokwesivumelwano solwahlulelwano ngeendleko phakathi ko-Viking Fishing kunye no-Tuna Marine Abalone kwiFama ye-Abalone eseBuffelsjacht ekuNxweme laseMzantsi. Iqela lasebenza ngokuhlangeneyo nephulo lolamlo le-DAFF kwinkqubo yokubhengeza ihlokondiba le-Abalone elikhoyo laseHermanus ukuya eGansbaai njengeNdawo yoPhuhliso loBume bezino eziNxulumene naManzi (ADZ)/ iNdawo yoPhuhliso loQoqosho oLulodwa (SEZ). Iqela kunye ne- WCADI ngokuhlangene noMasipala wase Matzikama nalo lachonga inani elibalekayo leziza ezinokubakhona zobume bezino ezinxulumene namanzi kummandla wase Matzikana nowathi wabanako ukwaziswa njenge ADZ/SEZ.

5.3.2 URhwebo nokukhuthazwa kotyalo zimali

Ukukhuthazwa koTyalo-mali

Kunyaka-mali wama-2012/13, uWesgro wagqithisa kwicanedlo lakhe eliphantsi, wenza umtsalane wokufumaneka -kwe R913 lezigidi, nokukhuthaza amathuba engqesho ngokudala imisebenzi eli-1 546, nokwathi kwagqithis kwinkalo yalo yojoliso yonyaka. Imbonakalo yayo ijongeka intle namandla okubasendleleni ekuhambeni konyaka, ukuqgithisa kwinkalo yalo yojoliso ngeeprojekthi ezili-13 kwezingama-40. Inani lamashishini afumana uncedo lwempahla ezithuyelwa kwamanye amazwe lagqithisa kwinkalo yalo yojoliso yama-400 ngama-646 eendibano zabarhwebi abaqhuba amashishini, kwaye lithe lagqithisa kwinkalo yalo yojoliso yenani leeprojekthi kunye namaphulo olamlo athe aqaliswa kwii-SPVs.

5.3.3 Amaphulo oCwangciso-buchule

URhulumente eSizwe noweNtshona Koloni uchonge amaziko akhoyo okusebenzela njengawona axhathise ngamandla ekuvuleni amathuba anokubakhona okukhula koqoqosho nokudaleka kwamathuba engqesho. Ngokuqulathwe apha iphulo eliCwangcisiweyo leNkqutyana, okwangoku ligxinixisa ngakumbi iphulo lobumbano laseKapa nelisebenza malunga nokuqalisa amaphulo alo okuziqhelanisa nophuhliso loqoqosho lwamaziko akhoyo najongose ekukhuleni nakuphuhliso lokwenziwa kwemisebenzi yoqoqosho. Ngokwakiwa kwalo, uphuhliso lwamaziko akhoyo okusebenzela lufuna inkqubo yolungiselelo lweprojekthi lweminyaka emithathu ukuya kwemihlanu. Oku kwenzeka ngenxa yobukhulu beenkqubo ezi zizo zeemfuneko ezifanelekileyo zotyalo-mali yenzuzo ukuqinisekisa ukuba iiprojekthi zinokwenzeka kwaye zinokwamkelwa kwanokufezekisa iinjongo zoqoqosho ngokubanzi. Ukongeza koku, iSebe loPhuhliso loQoqosho noKhenketho liqalise ukugxininisa ngakumbi hayi kuphela ekuqinisekiseni ukuba iiprojekthi zikhokelwa ngokweemfuno, kwanokuqinisekisa ukuba amanye amaqumrhu kaRhulumente ayakholiseka zizo kwaye ziyaxhaswa (kwiSiphaluka, kwiPhondo nakwiSizwe). Ngoko ke, oku kuthetha ukuthi ulungelelwaniso olukhulu lwabachaphazelekayo lwenzeka njengomba ongundoqo kwiiProjekthi zeMbumba zaseKapa. Ukongeza uhlobo lobumbano lweeprojekthi zaMaphulo aCwangcisiweyo azicaciswa kumaziko amisiweyo kuphela, kodwa nakwimveliso yalo evela ecaleni, amaphulo enxaso ajolise ekwandiseni amathuba okudaleka kwengqesho neknxaso yokukhula koqoqosho lwamashishini kwanokubanako ukwenza umsebenzi njengehlokondiba, uphuhliso lwezakhono, nokongiwa okunxulumene namanye amaziko amisiweyo nobekungekho lula ukuba lungenzeka ngaphandle kwamaphulo oBumbano lwaseKapa.

Ukuze kuphendulwe ngokweemfuno, iiprojekthi zaMaphulo aCwangcisiweyo kufuneka zihlangabezane neemfuno zabachaphazelekayo nokufunyanisiweyo kuphando olunokwenzeka olwahluka-hlukeneyo kunye nophengululo. Oku kuthetha ukuthi ingqiqo malunga nendlela eya kwiprojekthi isenokungenzeki ngokwemfuneko nangohlobo olu lulo lokuqondwa kwazo ngamanye amaxesha, hayo ngowamaxesha amisiweyo ngokwesicwangciso sazo esi siso. Oku kulindeleke ukuba kufumaneka kulo uhlobo lweeprojekthi ngokubanzi apho kukho imfuneko yenkxaso kunye nezigunyaziso zamaqumrhu awohlukileyo ukuhlangabezana nokufezekiswa ngempumelelo kweprojekthi. Kodwa ke, iNkqutyana: Amaphulo aCwangcisiweyo athe azisa uncedo lwamatye amiswe ecaleni kwendlela achaza umgama wendlela kwanezalathisi zeziphumo zawo, ukuxhasa iiprojekthi ezisixhenxe ezinxulumene namaziko amisiweyo okusebenzala. Inkqubela phambili efezekisiweyo kwiprojekthi nganye kwezi ihamba ngolu hlobo:

IPhulo le-Broadband. Ukulandela ukuvunyelwa kweSakhelo esiCwangcisiweyo seBroadband yeNtshona Koloni nophuhliso lweengxaki zamashishini asaqalayo ngowama-2011/12, iSebe lamisa i-Ofisi yeNkqubo yeBroadband ngokuqalisa ukwakhiwa okuyimfuneko kunye ne-OD nokuqalisa kwenkqubo yokufunyanwa kwabantu abatsha nokuzaliswa kwenani elibalekayo zezithuba zomsebenzi zangaphakathi. Ngaphezulu koko, iSebe labhalisa ngempumelelo uLwahlulelwano lwaBuccala lweBroadband kaRhulumente kuNondyebo weSizwe ukuqalisa inkqubo ezi zizo YeNT ukumisa i-PPP. Oku kwaquka ukuthengwa kwempahla karhulumente yeeNgcebiso zotshintshelo-mali nokuqalisa uphando olunokwenzeka noluyimfuneko kuRhulumente weSizwe. I-Sebe laxhasa isiXeko seDolophu yaseKapa ingakumbi uMasipala wase Saldanha ekuqaliseni uphando olunokwenzeka lweeprojekthi zakhe ze- Wireless Mesh nasekuncediseni iSebe leZemfundo kwimeko yophuhliso loshishino ukwenzela ingqiqo yeMbono yabo malunga neZemfundo ukuze imeko yezemfundo ibenokifumana inzuzo ngokubanzi ekufumanekeni kwebroadband ngokuphucula imigangatho kunye nohlobo lwemfundo eNtshona Koloni.

Indawo yoPhuhliso lwaMashishini eSaldanha Bay. Ngokuvunyelwa kweSigqeba soMbuso sePhondo ukuqhubela phambili ngokufaka sicelo sonyulo, iqela le-IDZ lahlanganisela laze langenisa izicelo ezineenkukacha ezpheleleyo kwi-dei. Ukungeniswa kwazo kwabanecebiso elincomekayo elisuka kwiBhodi yoPhuhliso loKwenziwa kweZiveliso, nolwathi lwaqalisa inkqubo yeentsuku ezingama-60 ekuqalisa inkqubo yokuzimanya nezimvo zoluntu oluchaphazelekayo kwiqela le-IDZ. Okulandela ukugqityezelwa kwezimvo zoluntu, kwamiswa iKomti yoPhuhliso lweZakhono zaSekuhlaleni kunye noQeqesho, nabameli ababini abasuka kwicandelo ngalinye, ukuqinisekisa ukufumaneka kweenzuzo ezongezelekileyo zokukhula koqoqosho kumasipala wesiphaluka. IKhampani yokukhutshwa kwamaphepha-mvume ye-IDZ yaseSaldanha nayo yamisa i-ofisi eSaldanha Bay ukwenza ulungelelwaniso ngokubanzi noRhulumente wesiphaluka kunye noluntu lwasekuhlaleni. Ekugqibeleni uthethathethwano naboManyano loPhuhliso lwaMashishini lwabonakalisa ukugqityezelwa kwe-Memorandum yokuqonda malunga nomhlaba we-IDC ekuqeshiswe ngawo ixesha elide kwi-IDZ.

Amalungelo. Ukwakheka kwakhona kwePhulo laMalungelo okwabonakalisa uphuhliso ngowama-2012/13 kuphuhliso oluCwangcisiweyo lobuchule bokuYila eNtshona Koloni, nesathi sasekelwa luhlahlelo lwaMashishini okuYila eNtshona Koloni kunye nomsebenzi webenchmark Yokuyila njengevumela uqoqosho. Inkqubo yaqalisa imibayamashishini anokubakhona kwangaphambili ekuphuhliseni iPaka yoKuyilwa kunye 'neNdawo yeHlokondiba laMahlokondiba'. Injongo yePaka yoYilo kukwakha amaziko amisiweyo okwandisa uphuhliso lwezakhono nakwiindlela zemfundiso ngolwazii kunye nokuyila, indawo yovavanyo lweziveliso eziyiliweyo nokuziza iinkonzo nokwenziwa komboniso wokubonakalisa nokukhuthaza ukuyila, kwaye iSebe lisebenzisana ne-CPUT kuphuhliso lwale projekthi. Malunga nendawo 'yeHlokondiba laMahlokondiba', amaziko awohlukeneyo eSPVs zeSebe enza uphando lokumiswa kweeSPVs ezinokubakhona ngokwaMalungelo ngenjongo yokusynergiser Imisbenzi yalo nolungelelwaniso lweenkonzo, nogxininiso lokusetyenziswa koyilo lwenkqubela phambili yokubanako ukwenza imisebenzi kumashishini awohlukeneyo axhaswa liSebe.

Ukufikelela kuMoya. Injongo yeprojekthi yokufikelela emoyeni kukwandisa nokuqhubela phambili ukufikeleleka kwiikhampani zeendlela zomoya ukungena nokuphuma kwiSitishi seeNqwelo-moya seZizwe kwiDolophu yaseKapa, negqalise ngakumbi ekwakhiweni kweendlela ezintsha nokwandiswa kobuninzi beendlela zaseAfrika. Ngokusebenza ngokuhlangeneyo kunye neKhampani yeZitishi zeeNqwelo-moya eMzantsi Afrika kuthe kwaba negalelo kwizimali nakwingxelo yobuchule beprojekthi, iSebe lathenga umnikizeli ngeenkonzo ukukhokela uphando malunga noshishino kwiindlela zaseGahana, Nigeria nase Angola. Iziphumo zolu phando ziyakuthi zigqityezelwe kwisigaba samva ngowama-2013 kwaye ziyakuthi zinike isiseko sokuzibandakanya neekhampani zeendlela zomoya kunye noRhulumente abafanelekileyo bamanye amazwe ukuvula iindlela.

Ukwandiswa kwe Cape Town International Convention Centre. Injongo yeprojekthi kukwandisa izakhono zobuchule be-CTICC's ukuhlangabezana neengqungquthela ezinkulu/ezongezelelweyo, imiboniso neziganeko eNtshona Koloni, nokukhokelela ekukhuleni kwamashishini oqoqosho kummandla. Ngaphandle kwenkxaso yolungelelwaniso lwengqiqo yenkxaso efanekisa kwiSebe malunga nabachaphazelekayo kunye nesiXeko seDolophu yaseKapa, ngowama-2012/13 kwabonakala ukuziswa phambili koMthetho oSayilwayo woMthetho 8 weConvecto wama-2000. Lo Mthetho uSayilwayo wavunyelwa yiNdlu yoWiso-mithetho ngenkcaso enye efakiweyo yaza yasayinwa yiNkulumbuso.

Izibuko leDolophu yaseKapa kunye Neendawo eziKufuphi. Ngokusebenza kweprojekthi malunga nesicwangciso sophuhliso ngokubanzi nangokuhlangeneyo kuMda weZibuko lesiXeko seDolophu yaseKapa, kwathathwa amanyathelo amankhulu ekuphuculeni ubume bemeko yeziko ngokwemfuneko yentsebenziswano ngokuhlangeneyo. Ekugqibeleni, iQela lesiCwangciso soBuchule lakwa-Transnet eNtshona Koloni lamiswa ukudlala indima yentsebenziswano ngomumanyeneyo nokudlala indima yesicwangciso ukulungiselela iiprojekthi

ezingundoqo kunye neMisebenzi eyodwa, ekuqaleni uTransnet, WCG kunye nesiXeko seDolophu yaseKapa zalungiselelwa ukukhokela amanyathelo emiba esixhenxe engundoqo nehambelana neprojekthi eziphambili.

IPaka yobuChule bobuGcisa beZempilo eKapa. Ipaka, nekifuneka imiswe kummandla wase-Pinelands, ukuzuza amathuba othelekiso lwangaphandle kwiDolophu yaseKapa ukuzuza amathuba orhwebo eAfrika. Inqanaba 1 lophando olunokwenzeka lagqityezelwa, nophando olongezelelweyo olwathu lwenziwa lokumiswa kwenye indawo kweziko likarhulumente ukunceda ukuhlangabezana neemfuno zePaka. Inyathelo lesibini liyaba kukufumana imvume kubakhokeli kwimida emi-3 karhulumente yokuvunyelwa ukuqhubela phambili ukuya kumgangatho olandelayo wolungiselelo lweprojekthi ukuze kuqalise ukwaziwa ngowama-2014/15.

linjongo ezicwangcisiweyo

Uphuhliso lweZiko kunye noRhwebo					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 3.1: Ukukhuthaza uTyalo-mali kunye noRhwebo					
Ixabiso lotyalo-mali kunye norhwebo.	R1.241bn	R765m to R1.2bn	R1.659bn	R459m	Isizathu sonxaxho lutyalo-mali olungaphezulu kukono belulindelekile kumaziko enza iziveli-so kunye namandla.
Inani lezithuba zomsebenzi ezithe zafumane-ka/zalondolozwa	1 313	765 to 1200	1 473	273	Ukwanda kakhulu kotyalo-mali kwabanesiphumo sokwanda kwemisebenzi.
Inkqutyana 3.2: Uphuhliso lweZiko					
leveraged Ixabiso lengxowa-mali/ukufumaneka kwenkxaso	R 29.438m	R16.2m	R124.244m	R108.044m	Isizathu sonxaxho kusetyenziswa koncedo-mali kwiziko loqeqesho lokuhlaziywa kwamandla aphinde abenokusetyenziswa kwakhona
Ixabiso lotyalo-mali kunye norhwebo olufunyenweyo	R1.879bn	R1.550bn	R2.250bn	R700m	Ngenxa yempumelelo yokuqalisa kweeprojekthi ezingundoqo kumaziko e-BPO okuhlaziywa kwamandla abenokusetyenziswa kwakhona
Inani lezithuba zomsebenzi ezifunyenweyo/elondolozweyo	4 245	6 450	20 566	14 116	Oku kwabangelwa ngamandla okuhamba komsebenzi ngokukodwa kumaziko e BPO, e-oli kunye negesi.
Inani labarhwebi bamashishini abathe bazuza kumathuba athe avela	–	541	–	(541)	Ithuba lokuqalisa uhlolo lomgangatho wabarhwebi boshishino lathathelwa phantsi kwaza oko kwabangela ubunzima kumaxesha amisiweyo enqubo yokunika ingxelo.
Inani lamashishini afumene uncedo athe andiswa	–	170	38	(132)	Ithuba lokuqalisa uhlolo lomgangatho wabarhwebi boshishino lathathelwa phantsi kwaza oko kwabangela ubunzima kumaxesha amisiweyo enqubo yokunika ingxelo.

Uphuhliso lweZiko kunye noRhwebo

linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Ulondolozo lwexabiso leRanti	–	R5m	R11.789m	R6.789m	Inkalo yojoliso yasekwa phezu kokuphambili nokuthe kwafezekiswa ngonyaka kwanempumelelo yenkalo yojoliso yemfezekiso eyathi yagqithisa, kwaza kwalandela imbuyekezo engcono kunaleyo ibilindelekile kwinkqubo ngempumelelo.
Ixabiso lokulungiswa kwenqanawa/ ukuxhobusa isikhephe ngeemasti neeseyile	–	R1bn	R1.100bn	R100m	Amashishini e-oli neGesi abangcono kunobekulindelekile
Ixabiso leRanti kwimpahla ezithunyelwa kwamanye amazwe	–	R750 000	R7.141m	R6.391m	limfuneko ezingamandla eAfrika.
Iga-lelo leMivuzo kwi-GDPR	–	–	–	–	–
Inkqutyana 3.3: Amaphulo esiCwangciso soBuchule					
Inani lezithuba zomsebenzi efunyenweyo/ elondolozweyo	–	–	–	–	–
Ixabiso lotyalo-mali kumaziko amisiweyo	–	–	–	–	–

Izalathiso zokuhamba komsebenzi

Uphuhliso lweZiko kunye noRhwebo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqubo 3.1: Ukukhuthazwa koRhwebo kunye noShishino					
Inani leprojekthi zorhwebo notyalo-mali eziqalisiweyo.	10	10	6	(4)	Imeko yeHlabathi yotyalo-mali lwamanye amazwe isenobuzaza neyathi yenziwa mandundu kukungazinzi kakuhle kwezekhaya.

Uphuhliso lweZiko kunye noRhwebo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqubo 3.1: Ukukhuthazwa koRhwebo kunye noShishino					
Inani lamashishini afumenencedo lokuthunyelwa kweempahla kwamanye amazwe.	742	400	645	245	limfuno ezingamandla zeendawo ezithumela iimpahla kwamanye amazwe.
Inani leprojekthi ezintsha zotyalo-mali ezisendleleni.	65	27	40	13	Ukulindeleka kwamalungiselelo akholisayo ngenxa yokuba nomdla kweAfirka.
Inani lamaphulo olamlo/iiprojekthi zengqiqo kunye nee-SDAs.	11	20	28	8	Ngenxa yobudlelwane obungcono bokwenziwa komsebenzi wendawo.
Inkqutyana 3.2: Uphuhliso lweZiko					
Inani labantu abaqeqeshiweyo.	38	330	416	86	Ukufezikwa okugqithisileyo kwabangelwa kukufuneka kakhulu kumaziko eMpahla eNxitywayo, Honeybush nakwi-ICT.
Inani lamashishini afumene uncedo.	1 760	445	445	-	-
Inani leprojekthi zorhwebo notyalo-mali eziqalisiweyo	17	10	24	14	Ngenxa yokuhamba komsebenzi we-oli kunye negesi ngendlela ekhethekileyo kunye ne-BPO.
Inani lamathuba akhokelweyo okunika ulwazi.	-	104	118	14	Imigangatho emikhulu yemisebenzi yeeSPVs.
Inani lolwahlulelwano lwamaqela elimisiweyo	-	5	8	3	Oku kubobakalisa iqondo eliphezulu lentsebenziswano phakathi kwamaqela ohlulelwano kunye neeSPVs
Inani elikhokelweyo lotyalo-mali	-	3	2	(1)	Ukusilela ekuqaliseni inkqubo yeREBID kwathetha ukuthi iNtshona Koloni (WC) yayinemibono embalwa kunaleyo yayilindelekile.
Inani leengxelo zengqiqo yobuchule/ uPhando/ ikhathalogu ezizisiweyo.	-	6	6	-	-

Uphuhliso lweZiko kunye noRhwebo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inani lamashishini afumene uncedo lokuthunyelwa kweempahla kwamanye amazwe.	-	40	61	21	Ngenxa yokubaphezulu kwemfuneko yamaziko e-oli igesi kunye nokutya okucolekileyo ngaphezulu kunokuba bekulindelekile
Inkqutyana 3.3: Strategic Initiatives					
Amaphulo aCwangcisiweyo	-	-	-	-	-
Inani leprojekthi zamaziko amisiweyo ezifumene inkxaso.	10	6	7	1	Inkqutyana yaphendula ngokweemfuno zenkqubela phambili yenkxaso yeprojekthi yesi-7th.

UbuChule besiCwangciso sokuHlangabezana nokungahambi kakhuhle komsebenzi

Isiqendu sokungahambi kakhuhle komsebenzi sibangelwa yimiba engaphaya kolawulo lukaRhulumente wePhondo, enjengokusilela kwenkqubo ye-REBID, inani labotyalo-mali abazinikezeleyo kwiprojekthi, kwanemiceli-mngeni enxulumene nokuvunyela-wa kwe-SAQA yeenkqubo ezintsha zophuhliso lwezakhono.

Unxulumano lokuhamba komsebenze kuny noqingqo-mali

Inkcitho yenkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo neNgenano)	Ulwabiwo lokuGqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo neNgenano)
	R'000	R'000	R'000	R'000	R'000	R'000
Ukukhuthazwa koTyalo-mali noRhwebo	18 500	18 500	-	14 956	14 956	-
Uphuhliso lweZiko	45 083	44 803	280	35 616	35 577	39
Amaphulo aCwangcisiweyo	37 571	36 871	700	16 854	16 183	671
uLawulo: Uphuhliso lweZiko kunye noRhwebo	1 122	1 122	-	1 830	1 821	9
Inani lilonke	102 276	101 296	980	69 256	68 537	719

5.4 Inkqubo 4: Ulawulo kunye neMimiselo yoShishino

Injongo:

Ukuqinisekisa ukulingana, imeko yokuthatha uxanduva lwemisebenzi yishishino eNtshoana Koloni ngokusetyenziswa kwamaphulo esiqhelo kwimeko yorhwebo nangoku gunyazisa amaphulo aluhlobo olulodwa oMgaqo-siseko wesizwe kunye nemimiselo yephondo ngokusemthethweni nangokwemigaqo-nkqubo.

Ukwakhiwa kweNkqubo

Inkqutyana 4.1: linkonzo zoLawulo

Inkqutyana 4.2: Ukhuseleko lwaBathengi

Inkqutyana 4.3: Ummiselo wotywala ngokuseMthethweni

linjongo eziCwangcisiweyo zonyaka-mali ophantsi kohlolo:

- Ukukhuthazwa kwemeko esebenzayo yorhwebo kwiphondo ngokuncitshiswa kwemiqobo yemimiselo kwanokuthintelwa kweemfuneko zokuthobelana;
- Imeko yoshishino ebonakalisa imigangatho ephezulu emfundiso ngokuqonda kwabathengi luninzi lwabemi baseNtshoana Koloni kunye neendawo zasekuhlaleni zoshishino, eyaxhaswa zizikhalazo zolawulo olusebenzayo kunye nobuchule obusetyenziswayo bezisombululo; kwane
- Imeko yommiselo ebonakalisa imigangatho ephezulu yokuthatha inxaxheba koluntu lwasekuhlaleni, ukwandiswa kweenzuzo zamashishini otywala kwiPhondo kunye nabantu balo ekunciphiseni iimpembelelo ezingafanelekanga ngokwandisa imfundiso yokuqonda, ukunciphisa ukufumaneka kotywala nokuphuculwa kwesigunyaziso somthetho.

linjongo eziCwangcisiweyo, iinkalo zojoliso ezicwangcisiweyo zokuhamba komsebenzi kunye nokona kufezekisiweyo

Unyaka-mali wama-2012/13 ubone i-OCP izama amanyathelo engqiqo yokwandisa nokucokisa unikezelo ngeenkonzo zalo ngenjongo yokuphucula umhlaba owenza umda phakathi kwabaxhasi kunye neSebe. Ukuhamba kwemisebenzo eyohlukeneyo nenxulumene nokunika iingxelo zeenjongo ezicwangcisiweyo kwanezalathis zokuhamba komsebenzi zicacisiwe apha ngezentsi:

Imiqobo yemimiselo ngokusemthethweni

Kufuneka kuqwalaselwe ukuba imeko yokudalanokuvumela ushishino ngokuchazwakwimiqoboyophuhliso loshishino nokukhula koqoqosho yenye yenxalenye ezingundoqo zePSO 1. Ngokwenigaqo seNjongo eCwangcisiweyo 1 yePhondo neyi le. "Ukudala aMathuba okukhula koQoqosho kunye neNgqesho" ukuncitshiswa kokubizwa ukuba yiRed tape ethi iphazamisane nophuhliso loshishino kunye nokukhula koqoqosho kwiphondo kwacinelwa nanjengomnye wemiba ephambili ekufuneka iphakanyisiwe. Imiqobo ekukhuleni koshishino yintsongelo enokuba yingozi engaqondakaliyo kushishino ingakumbi kuthintelo lwamashishini asakhasayo aluhlobo olubalulekileyo kuqoqosho lweNtshoana Koloni. Kunyaka ophantsi kohlolo inkqubo yaba nenkalo yojoliso yokuchonga nokuchaza ngemiqobo emi-2 eyenza uthintelo. Malunga noku kufuneka kuqwalaselwe ukuba iqela lithe njengenxalenye yenkqubo yesebe yovavanyo lomthetho olucetyiweyo, ukuchongwa kwezilungiso ezicetyiweyo zowiso-mithetho eyodwa neyayiquathe okanye eyakuthi ibengumqobo ekukhuleni koshishino kunye nophuhliso. Impembelelo yale miqobo yachongwa kamva nokwenziwa kovavanyo lwale mpembelelo ingenisiweyo kwiziko elifanelekileyo lesizwe ukuze lenze ingqiqo ngayo. Nangoluphina uhlobo, kufuneka kuqwalaselwe ukuba ukwanda kwale miba ichongiweyo ziziphath'amandla zephondo nezesizwe, ngoku kufikelele kwisigunyaziso kunye nomsebenzi weqela lokunciphisa ired tape kwisebe.

linkonzo zoLungiselelo lwaBathengi

Kunyaka-mali ophantsi kohlolo kubonakele ukuba ukuqhubela phambili komsebenzi we-OCP ojolise kwiinjongo zayo zokuba ziziphath'amandla zokusombulula impikiswano yabathengi ngokuthembekileyo kubaxhasi bentengiso abakwiphondo. I-OCP ithe yalondoloza iinkonzo zoncendo lwesisombululo sayo ngokukhululekileyo kumalungu asekuhlaleni kwiphondo kwaye inenani lezikhalazo ezininzi ezigcinwe e-ofisini ukulungiselela imibuzo enokuvula kuluntu. I-OCP isaqhubela phambili ukuba ziziphath'amandla eziphambili kwiPhondo ezifumana, eziphanda nezisombulula elona nani likhulu lamatyala kuwo onke amaphondo. Elona nani likhulu lamatyala afakiweyo lingabangwa njengezibangelwa kukuzithemba okubobakaliswa ngabemi ngokusebenzisa uncendo lweenkonzo ze-OCP. Ukongeza ukuphunyezwa kweenkonzo zokubhengezwa kwakhona komthetho omisiweyo

osetyenziswa kwiNkundla yaMatyala yeMicimbi yeZabathengi eNtshona Koloni (WCCAT) nawo uthe wafikelela kwingqiqo kunyaka ophantsi kohlolo. Olu phuhliso lwabanesiphumo sokuba i-OCP isebenzise i-WCCAT njengendlela yobuchule bokusombulula ukwanda kwemicimbi ekugqibeleni. Oku yimpumelelo enentsingiselo njengokuba inika abathengi amathuba wokuba afumane isigwebo seempikiswano ezingekasonjululwa eziphantsi kolawulo lobulungisa be-OCP kunye ne- WCCAT. Iziphumo ezifanelekileyo ezaveliswa zizikhalazo ezifunyenweyo liqela lolawulo lwe- OCP elithe lafezekisa umthwalo wolungiselelo lweenkalo zalo zojoliso.

Ilinge lokuqwalasela nokugcina ulwazi olubhaliweyo lwempembelelo yezisombululo ezisetyenzisiweyo yi-OCP, isalathisi sesiphumo esisodwa saqukwa kwi-APP ngonyaka-mali-2011/12. Isalathisi saqhubeka ngonyaka-mali wama-2012/13. Esi salathisi sokuhamba komsebenzi sinxulumene nolondolozo lwezimali ezongezelekileyo kubathengi ngenxa yephulo lolamlo lwee-OCP's. Uhlengahlengiso olusetyenziswayo ukwenza ingqiqo yolondolozo lwezimali lwacetywa liSebe lesizwe leZorhwebo kunye noShishino olwasetyenziswa kamva zizo zonke iziphath' amandla zokhuseleko lwabathengi kwiphondo. Ngokwemigaqo yesalathisi sesiphumo esisodwa solamlo lwe-OCP kwizikhalazo ezifakwe e-ofosini yalo ezathi zabaluncedo lolondolozo kubathengi abachaphazelekayo ngenani eliphelileyo lama **R5 esigidi sezigidi**. Esi sixa-mali sesokufezekiswa ngokugqithisileyo kolungiselelo lwenkalo yojoliso kodwa isenokubalelwa ngqo ekwandiseni inani lezikhalazo ezathi zafunyanwa yi-OCP. Ukwanda kwamatyala kuthethe kwakhokelela ekwandeni kwamatyala okuthethe kwakhokelela ekwandiseni okusombulula amatyala amaninzi nasekulondolozeni imali eyongezelelweyo ukunceda abathengi.

Ixabiso lemali elondolozweyo libonakalisa ixabiso lolungiso, ukubuyiselwa iindleko, ixabiso lolondolo lwekontrakta okanye ukutshintshwa kwesiveliso ngesinye esinikwa umthengi. Kuqwalaselwe ukuba olu londolozo aluquki zindleko zemirhumo yezomthetho okanye eminye apho abathengi bebefanele ukuba babhatale ukuba bathathe isikhalazo sabo basisa emthethweni. Ukuba ezi ndleko zongezelelweyo kwakufuneka ukuba zibengumba kungqinelaniso lwee-OCP's, kufuneka isizathu sokuba eyona mali ilondolozweyo yomthengi ibengaphezulu kunesixa-mali esigcinwe kulwazi olubhalwe phantsi. Kanti akunakuphikwa ukuba impembelelo eyenziwe yo-OCP kubomi babathengi besiqhelo ibonakala ngokucacileyo ngokoluhlobo lwesalathisi soko.

Njengenxalenye yovavanyo lwempembelelo yeenkonzo ze-OCP malunga nolawulo lwezikhalazo kwathathwa izigqibo zokwenziwa komlinganiseli wepersenti yabathengi ababonakalisa ukwaneliseka ngumgangatho weenkonzo ezinikezelwa yi-OCP. Iziphumo zohlolo olu lolu hlobo ziyakuthi zbonakalise isalathisi ukuba i-OCP yayinika iinkonzo zoncdo ezisemgangathweni nezixabisekileyo kubemi bephondo. Iziphumo zophando zabanakalisa ukufezekiswa okugqithisileyo kwale nkalo yojoliso. Oku kufezekisiweyo kuyabonakala ingakumbi kwimiceli-mngeni ethe yafunyanwa yi-OCP malunga nolawulo lwezikhalazo. Kuyakuthi kuqwalaselwe kulwazi olu kule ngxelo ukuba i-OCP ifumene ukungenza kwezikhalazo zabathengi ngenxa yomdla nentando yabathengi basekuhlaleni malunga noMthetho woKhuseleko lwaBathengi. Oku kwakhokelela kuxinzelelo kwizinto eziluncedo ezikhoyo kwi-OCP ekulawuleni nasekusombululeni imiba ekhoyo ngokukhawulezileyo ingaphozisanga maseko. Ukongeza ekwandeni kobuninzi imilinganiselo yesigunyaziso seOCP njengokuba ichaziwe kuMthetho woKhuseleko lwaBathengi (CPA) nawo kwenza ukuba le mpumelelo ibe yencomekayo. Ngokwemigaqo yeCPA imiba ethile ayiqukwanga kwisigunyaziso nakulawulo oluphantsi kweQela eliPhanda uLwaphulo Mthetho leSizwe kuBathengi kunye neziphath' amandla zephondo ezinjenge COP nenesigunyaziso esiodwa kuphela. Le migangatho yokwaneliseka ifezekisweyo kufuneka ibonakale kule meko kwano kuphunyezwa kwayo ngokungaphezulu nangokukholisayo.

Imigangatho yemfundiso yokuqonda kwabathengi

Kunyaka ophantsi kohlolo kubonakele ukuba imfundiso kunye nokuqonda kwabathengi eyenziwe liqela lee-OCP's lisaqhubela phambili ngomsebenzi walo obalaseleyo kwiindawo zasekuhlaleni, kumashishini, kwii-NPO's/ NGOs, imibutho yezenkolo, amasebe norhulumente nabanye abachaphazelekayo nababonakalisa umdla. Isigunyaziso esiphambili seqela lemfundiso yabathengi kukwandisa umgangatho wokuqonda kumaqela akhankanyiweyo kwangaphambili malunga nemiba eyohlukeneyo nebalulekileyo kubathengi. Oku kuquka indima edlalwa kunye nomsebenzi we-OCP, okuqulathwe nguMthetho woKhuseleko lwaBathengi nesiseko sokubanako ukwenza ubalo-mali ngokomlomo nangokubhaliweyo. Ngokuhambelana nesi sigunyaziso i-COP ikhokele iindibano zocweyo neempembelelo ezibalekayo zokunika ulwazi/nokuqonda kumaqela ekujoliswe kuwo kwiphondo. Iziphumo zolu manyano zaba zezifanelekileyo ingakumbi kwiinkalo zojoliso zesiphumo njengokuba zilungelelaniswe yiOCP zithe zafezkiwa. Kuyakuthi kuqwalaselwe ukuba njengenxalenye yeprojekthi yeSebe yoqwalaselo novavanyo yenze umlinganiselo wempembelelo nempumelelelo yamaphulo athe enziwa kunyaka-mali ophantsi kohlolo apho kwenziwa uphando lokwenziwa komlinganiselo womgangatho wokuqonda kubathengi kwiphondo. Iziphumo zabanakalisa ukuba ulwazi olwahlukeneyi oluthe lwafumaneka kunye neempembelelo zemfundiso yokuqonda kwabathengi ezathi zakhokelwa kulo lonke iphondo zither zasebenza kwaye zabaneziphumo ezifanelekileyo azithi zayimpumelelo. Malunga noku iziphumo zophando zabanakalisa

ukuba ukwanda okuncomekayo kwimigangatho yokuqonda ithe yagcinwa kulwazi olubhalwe phantsi kulo lonke iphondo. Ibubungqina bokuba ulwahlulelwano ngokwezicwangciso ezohlukeneyo ezathi zenziwa kwiminyaka embalwa edlulileyo ithe ngoku yaqalisa ukuba nesiqhamo ezincumisayo, ingakumbi kwihlelo lokuqonda kwabanthengi. Olunye lolwahlulelwano ngokwezocwangciso ezimiswiweyo oluthe lwaba negalelo ekwandiseni imigangatho yokuqonda kwiindibano ezohlukeneyo kwicandelo lamaphepha-nda oshicilelo nakunomathotholo (ingakumbi koonomathotholo basekuhlaleni). Uninzi lwabantu kwezi ndibano neli ziko yaba sisiseko sawo omabini amaqela ekuqwalaseleni imfuneko yoncedo lokunika abami ithuba lokufikeleleka kulwazi noluyakuthi libomeleze ukuze babenako ukuzikhusela kwimiba enxulumene notshintshelo-mali kunye noshishino. Iziphumo zophando zabonakalisa ukusebenza ngempumelelo koku kwanezinye iiprojekthi zemfundiso yokuqonda eziyakuthi ngenxa yeOCP iqhubele phambili ukwandisa nokucokisa iimpembelelo ezohlukeneyo zemfundiso yokuqonda kulo lonke iphondo.

Esinye seziphumo zolungiselelo lwe-OCP yaba kukwenza umlinganiselo wepersenti yabathengi ababonakalisa utshintsho kwimo yokuphatha imali emva kwephulo lolamlo lwe-OCP. Umba ophambili ekugqaliswe kuwo ziimpembelelo zemfundiso yokuqonda kwabathengi ezathi zakhokelwa ngexesha lokwenziwa kohlolo zanzulumana nombaba wokubanako ukwenza ubalo-mali ngokomlomo nangokubhalwe phantsi kwanemfuneko yokuxhobisa ngezakhono abathengi abangamaxhoba malunga nalo mba. Le projekthi iyodwa yabakukuqhubela phambili iphulo elathi laqalisa kunyaka omandulelayo. Nanjengokuba oku yabakukuqhubela phambili kweprojekthi esele ikhona kwafunyaniswa ukuba kufanelekile ukuba kubekho isalathisi sesiphumo soku nesathi senza umlinganiselo wephulo lolamlo ukulinganisela le mpembelelo. Ukwenza umlinganiselo wempembelelo kwenziwa uvavanyo kubathengi abathi bathatha inxaxheba kumaphulo awohlukeneyo ukwenza ingqiqo yelona nani labantu abathathe inxaxheba abakulwazi olubhalwe phantsi nethe kwabakho utshintsho lwendlela abaphatha ngayo ulawulo lwezimali ngenxa yamaphulo akhokelwa yi-OCP. Uvavanyo lubonakalise utshintsho olufanelekileyo kwindlela abaphatha ngayo ulawulo lwezimali.

Eyona ndlela yobuchule bogqaliselo lwe-OCP's ekwenzeni imisebenzi yazo yesigunyaziso, ingakumbi ukubonakala kokwanda okukhulu ngokugqithisileyo komdla wabemi kumba wokhuseleko lwabathengi yaba kukuqalisa nokulondoloza ulwahlulelwano olungundoqo lwamaqela ohlulelwano lobuchule bomsebenzi. Ingqiqo yaba yeyokuba unxulumano olusebenzayo nolomeleleyo lwentsebenziswano nabachaphazelekayo abangundoqo iyakuba luncedo ekwandiseni iinkonzo ezinikezelwa yi-OCP. Ukongeza, amaqela awohlukeneyo obuchule bemisebenzi ayakuthi abenako ukuthatha inxaxheba kwiimpembelelo zemfundiso zabathengi ezakhokelwa yi-OCP ukwandisa imiba ekugqaliswe kuyo eyaziswa kubathathi-nxaxheba. Kunyaka ophantsi kohlolo kubonakalise ukuqhubela phambili kweOCP ekwenzeni umsebenzi wayo ekumiseni unxulumano olusebenzayo lokwenziwa komsebenzi kunye nolwahlulelwano nabantu abaninzi abadlala indima kumba wokhuseleko lwabathengi. Ukuqalisa kohlulelwano kwaquka amaqela amiswe ngokusemthethweni anoxanduva lokhuseleko lwabathengi kwanemibutho engekho phantsi kolawulo lukarhulumente (NGOs). Amanye amaqela ohlulelwano angekho phantsi kolawulo lukarhulumente aquka alalandelayo:

IBhunga leeMpahla zaBathengi loMzantsi Afrika: Ulwahlulelwano lobuchule lwagqityezelwa kunye neBhunga leeMpahla zaBathengi laseMzantsi Afrika malunga nokukhumbula kwanothethathethwayo malunga nezikhalazo ngokuchasene nokuxhalabisayo kumalungu alo. Olu lwahlulelwano lwavelisa iziphumo ezifanelekileyo nanjengokuba uninzi lwezikhalazo ezinxulumene namalungu zathi zasonjululwa ngokwanelisayo kwaza kwabaneziphumo eziyinzuzo kubathengi. Oku kwaba luncedo kakhuluekunciphiseni ubunzima kumancedo e-OCP nanjengokuba imiba yathi yasonjululwa ngempumelelo ngokuhlangeneyo. Olu lwahlulelwano luyakuthi luqhubeka kunyaka-mali olandelayo.

Iziko loLondolo-mali eseBhankini: I-OCP iqalise unxulumano lwentsebenziswano kunye nenani leebhanki ezinkulu eMzantsi Afrika. Okona kugqaliswe koku kolu lwahlulelwano kukwandisa isiseko sobalo-mali ngokomlomo nangokubhalwe phantsi kubemi bePhondo leNtshona Koloni. Ulwahlulelwano lube nesiphumo sokulondolozwa kweempembelelo zobalo-mali ngokomlomo nangokubhalwe phantsi ezathi zakhokelwa kulo lonke iphondo.

IYunivesithi yoBuchule bobuGcisa yaseCape Peninsula: Eli Ziko leMfundo ePhakamileyo lithe laba lelinye lamaqela ohlulelwano elinexabiso kwi-OCP kumba womanyano nabantu basekuhlaleni nolubizwa ngokuba ziinkonzo zemfundiso. Le ngqiqo yeenkonzo zemfundiso isekwe phezu kwengcinga zokunika abafundi amathuba okusebenzisa ulwazi lwabo lweengcingane ngokwesiseko somsebenzi owenziwayo kwiindawo zaskuhlaleni. Oku kwabonakalisa abafundi bobizo lwemisebenzi eyohlukeneyo bezibandakanya kwiimpembelelo zokunika ulwazi kubantu basekuhlaleni.

Imibutho yeZenkolo kunye neZikolo: Izifundo zabathengi ziyinxalenye yoludwe lwezifundo zabafundi ekufezekiseni izifundo zokulawula ubutyebi boqoqosho lwelizwe. Ngenxa yoku ulwahlulelwano kunye nezikolo ezininzi kulo lonke iphondo luthe lwamiselwa ngokwemigaqo yokukhokelwa kweempembelelo zeendibano zocweyo/ zokunika

uluntu ulwazi kwezi zifundo zizodwa. Ngokufanayo, ulawulo lwemibutho yezenkolo eyahlukeneyo lwabonakalisa imfuneko yolwahlulelwano kunye ne-OCP ukunika amalungu ayo izixhobo zolwazi, ingakumbi kwimeko yobalo-mali ngokomlomo nangokubhaliweyo.

Iqela loKhuseleko lwaBathengi: Eli Qela lumanyano lweziphath'amandla zokhuseleko lwabathengi kulo lonke iphondo kwanokhetho lwegqiza lolawulo lwesizwe. Uqqaliselo lolwahlulelwano kukuqinisekisa ukuba kukho indlela yobuchule obusetyenziswayo bolungelelwaniso kwanokuphendula ngokweemfuneko kwimiba enxulumene nokhuseleko lwabathengi kumgangatho wesizwe.

Ummiselo woMthetho woLawulo loTywala

Kunyaka-mali wama-2012/13 kwabonakala ukuphunyezwa koMthetho woTywala weNtshona Koloni, uMthetho 4 wama-2008. IBhodi yoTywala yaseNtshona Koloni yathiywa igama kwakhona, yabizwa ngokuba LuLawulo loTywala lweNtshona Koloni (WCLA). Konyulwa iBhodi yoLawulo ye-WCLA ngomhla we-12 kweyoKwindla wama-2012. Oku kwavumela iBhodi ibenako ukulungelelanisa isakhelo semigaqo-nkqubo yamaqumrhu kunye neziko lentsebenziswano nokwathi kwavumela ukwenziwa kwemisebenzi yeWCLA. Kwaquka izakhelo zolawulo nezokuthobelana ezinjenge migaqo-nkqubo yeZolawulo lweZabasebenzi (HR), imigaqo-nkqubo yoLawulo lweZimali kwanokumiswa kweNkundla yaMatyala yokuKhutshwa kwaMaphepha-mvume oTywala kwaneGosa leSebe loMbuso eliLawulayo. Ngonyaka-mali wama-2012/13, i-WCLA yazalisa uninzi lwezithuba zayo zomisebenzi ngokobume beSebe obuphuhlise kuPhuhliso loKwakhwiwa koMbuthe (kwiSebe leNkulumbuso) okwathi kwavunyelwa nguMphathiswa. Ngaphambili kwamkelwa kwabuyiselwa kwakhona kwiSebe abaqeshwa abasuka kwiSebe loPhuhliso loQoqosho kunye noKhenketho (DEDAT) ngomhla woku-1 kuTshazimpunzi wama-2013. Kwaqulunqwa inkqubo yeMisebenzi eseMgangathweni kunye nesicwangciso sempumelelo ukuphakamisa ukusilela kwangaphambili kumaphepha-mvume otywala nokwathi kwavunyelwa yiBhodi yoLawulo kwaza kwafezekiswa yi-ofisi ye CEO.

I-WCLA yafezekisa oku kulandelayo ngethuba lonyaka-mali:

- Iqela labanako ukwenza imisebenzi kuzo zonke iinkalo zojoliso ze-APP ngoncedo lweSebe xa kuyimfuneko. Inkalo yojoliso yonyaka kwi-APP kwinani lezicelo ezifakiweyo ezithe zafunyanwa ezingama- 3 364 inani lilonke yaza yagqithisa kwinkalo yalo yojoliso ne-1 500. Inani lamaphepha-mvume akhutshiweyo lilonke ngama-916, nalo lagqithisa kwinkalo yojoliso lama-500.
- Iqela lokuthobelana lafumanisa inkqubo kunye nesiphumo senkqubela phambili ngonyaka-mali wama-2012/2013. Uhlolo lwenziwa ukuqinisekisa ukuthobelana okongezelelweyo kwimeko yabo bana maphepha-mvume. Iqela lagqithisa kwinkalo yalo yojoliso enxulumene nenani lokwenziwa kohlolo olwakhokelwayo olungama-404 ukunyusa inani elafikelela kuma-2 404 lokwenziwa kohlolo kunyaka-mali wama-2012/13.
- Iqela loLawulo kunye neMfundiso ngokuQonda laqhubela phambili ngempembelelo yalo ukufundisa bonke abachaphazelekayo, ingakumbi abasele benamaphepha-mvume, abe SAPS kunye noluntu ngokubanzi malunga nokuphunyezwa koMthetho oMntsha woTywala eNtshona Koloni, uMthetho 4 wama-2008. Oku kwenziwa ngeendibano zengxoxo zolwazi kunye nezocweyo, ukuquka amaqela okhuseleko amapolisa asekuhlaleni, iNkonzo zaMapolisa zaseMzantsi Afrika, amanye amasebe karhulumente namalungu oshishino. Ezi ngxoxo zabanjwa kulo lonke elase Ntshona Koloni nokwaba neziphumo zengxoxo zolwazi ezingama-123 ezakhokelwa ngolwahlulelwano nabo bafanelekileyo bachaphazelekayo.
- Iqela lenxaso yoShishino laqinisekisa ukuba ukwenziwa kwemisebenzi yemihla-ngemihla yoLawulo loTywala olwathi lwalondolozwa. Oku kwaquka ukuqinisekiswa koLwalo lweZimali olufanelekileyo nolusebenzayo kwaneenkqubo zoLawulo lweZabasebenzi, kwanenkonzo yobhaliso elungiselelweyo kunye neNkqubo yeSakhelo se-IT.
- I-WCLA yakhokela ngempumelelo iNgqungquthela yoTywala eNtshona Koloni neyathi yabonakalisa abafanelekileyo nabachaphazelekayo bebiza intlangano, ingxoxo kunye nokunika izimvo zentsebenziswano yexesha elizayo kunye nokuqulathliweyo. Imiba engundaba-mlonyeni yaxoxwa kwaza kwafumanela ingxelo yawo. Iqela okwangoku likwinkqubo yokumiswa kweNgxowa-mali yeZemfundo yoluntu ngokoMthetho ngamnye.

linjongo eziCwangcisiweyo

Ummiselo wamaShishini kunye noLawulo					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inkqubo 4.1: linkonzo eziMiselweyo					
Inani lemiqobo yemimiselo yaza yancitshiswa	–	2	2	–	–
Inkqutyana 4.2: Ukhuseleko lwaBathengi					
Imigangatho yokuqonda	14%	30%	92% (Ukuhlolwa kwabantu abangama-463)	62%	Umba wengxoxo ongundabamlonyeni onika umdla kumalungelo abathengi wadlala indima ekwandiseni imigangatho yokuqonda phakathi kwabathengi. Lomba wengxoxo ungundabamlonyeni nonika umdla uthe wabanesisphumo sokutsala umdla omkhulu kumaphephandaba nakwiingxelo malunga nemiba eyohlukeneyo ukuqoka indima edlala yi-ofisi yephondo kwanemibenzi yayo Oku kwakhokelela ekubeni abathengi abongezelweyo babenokuqonda nge-ofisi yephondo. Ukongeza, kwakhokelwa iimpembelelo zemfundiso yolondolozo kunye nabohlukeneyo abachaphazekayo kulo lonke iphondo ngenjongo eyodwa yokwandisa imigangatho yokuqonda kwabemi. Iziphumo zibonakalisa indlela yobuchule bolungelelwaniso kufuneka zibenempembelelo efanelekileyo.

Ummiselo wamaShishini kunye noLawulo

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
Inkqutyana 4.2: Ukhuseleko lwaBathengi					
Inani elimisiweyo zesocwangciso sohlulelwano lwabathengi beNGO	20	20	22	2	Ukwanda kwenani leenkqubo zemfundiso yokuqobda kwabathengi okwakhokelwa yi-OCP kwakhokelela ekomelezeni ulwahlulelwano phakathi kwe-OCP nabo bafanelekileyo bachaphazelekayo. Ngenxa yesi siphumo kwamiswa ulwahlulelwano lobuchule obongezelelweyo.
Abathendi abalondolozwa ixabiso lemali.	R2.9m	R3m	R5m	R2m	Ukwanda kwenani lamatyala kwabonakalisa amathuba awongezelelweyo ukunceda abathengi. Isiphumo esizenzekelayo sokwanda kwezisombululo kwabangela ukunyuka kwexabiso leRanti nolwathi lwalondolozwa ngabathengi. Uqikelelo lwenani lamatyala, izisombululo kunye nolondolozo kwexabiso leRanti ngoko ke kunzima ukuba lwenziwe ngenxa yenani lemiba yangaphandle yolawulo lweSebe iyakuthi ibe nempembelelo. Ukwanda kufunela kubonakale kokuqulathwe apha.
Ipersenti yabathengi ebonakalisa ukwaneliseka ngumgangatho nobume nohlobo lweenkonzo ezinikezelwa yo-OCP.	51%	50%	83% (Uhlolo lwabantu abangama-217)	33%	Ukwanda kokukholiseka kwepersenti yabathengi iyancomela kakhulu kwaye isenokubalelwa ngqo ekwandis eni ukuzisa iinkonzo okwaziswe kwi-OCP. Oku kwaquka ulwahlulelwano nabo bafaneleki leyo

Ummiselo wamaShishini kunye noLawulo

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo zonxaxho
					<p>bachaphazelekayo kumzamo wokuchazwa kwezikhhalazo ngokuhlangeneyo kumaziko anxulumene nabohlulelwano bobuchule bomsebenzi wobuchule. Njengomzekel Njengomzekelo ulwahlulelwano kunye neBhunga leMpahla zaBathengi laseMzantsi Afrika (CGCSA) lwavelisa iziphumo ezifanelekileyo zokusonjululwa kwezikhhalazo malunga neempahla zabathengi abathengisa ngeminye emincinci kunye neziko lemizi-mveliso.</p>
Ipersenti yabathengi ababonakalisa utshintsho kwindlela yokuphatha izimali emva kwephulo lolamlo lwe-OCP.	0%	30%	93% (Uhlolo lwabanti abangama-200)	63%	<p>Ukwanda kokutshintsha kwepersenti yendlela yokuphatha izimali kwabathengi abathatha inxaxheba kudlwano-ndlebe kunye nee-OCP's inxalenye yabo isenokubalelwa ekuchongweni kwabathengi abanamtyala kwaneyona ndlela yokusombulula imeko yabo ngokutshintsha indlela abaphatha ngayo izimali.</p>
Inkqutyana 4.3: UmmiselowoTywala					
Ipersenti yokuphuma kwamaphepha-mvume otywala.	30% (Isiseko: 28 000)	32.6% (Isiseko: 26000)	30.23%	(2.37%)	<p>Nganeno kwinani elilindelekileyo lokuphuma kwindlela esetyenziswayo yi-WCLA yokunika imvume yamaphepha-mvume.</p>

Izalathisi zokuHamba koMsebenzi

Ummiselo wamashishini kunye noLawulo					
Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 4.1: linkonzo eZimiseliweyo					
Inani lemiqobo echongiweyo.	0	2	2	-	-
Inani lemiqobo ekhankanyiweyo.	0	2	2	-	-
Inkqutyana 4.2: Ukhuseleko lwaBathengi					
Inani leenkqubo zemfundiso yabathengi ezithe zakhokelwa.	203	200	275	75	I-OCP inomthetho omisiweyo wokugunyazisa ukuhlanga-bezana nezicelo ezifunyenweyo zeenkqubo zemfundiso yabathengi. Uninzi lweendibano ezilolu hlobo zakhokelwa emveni kwamaxesha eeyure zomsebenzi ngeempela-veki ukuze kufezekiswa imfuno.
Inani lezikhhalazo ezifunyenweyo.	14 179	12 000	15 597	3 597	Ukuqhubela phambili komba wengxoxo ongundaba-mlonyeni onxulumene noMthetho woKhuseleko lwaBathengi kwaba neziphumo zeempikiswano kakhulu ezithe zafumaneka kunezo bezilindelekile. Ngoko ke i-OCP yabaphantsi komthetho wesigunyaziso wokuphanda amatyala awongezelelweyo afakiweyo.
Inani lezikhhalazo ezisonjululilweyo.	8 728	9 000	19 039	10 039	Ukwanda kweni lezikhhalazo ezifunyenweyo ngokuthe ngqo kwakhokelela kwinqanaba eligqithisileyo lezikhhalazo ezisonjululilweyo.
Izikhhalazo ezithunyelwe kwinkundla yamatyala ukuba kuthathwe izigqibo ngawo.	0	100	149	49	Ngenxa yokufumaneka kwenani eliphezulu kunelo belilindelekile lamatyala antsokothileyo.

Ummiselo wamashishini kunye noLawulo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inani leemfundiso zabathengi ezipapashiweyo ezithe zaqaliswa	-	10	10	-	-
Inani lee-ofisi zommandla ezisetyenziswayo	3	4	3	(1)	ISebe lasombulula ukungaphumelelo kokumiswa kwe ofisi esisigxina ngenxa yezizathu zokwenziwa komsebenzi kummandla waseKaroo. Lo mmandla wafumana uncedo kubaqeshwa be-Ofisi eyiNtloko nakumlungelelanisi wommandla we-S Cape/ ummandla waseEden.
Inani leengxelo zophando ezigqityezelweyo	-	2	2	-	-
Inani leendibano zocweyo zobalo-mali ngokomlomo nangokubhalwe phantsi.	100	60	84	24	mfuneko yeendibano zocweyo zobalo-mali ngokomlomo nangokubhaliweyo kwaqhubela phambili ukwanda ngenxa yeengxaki zemali ezathi zafumaneka kwihlabathi liphela. I-OCP kwafuneka iphendule ezi zicelo ngokufanelekileyo. I-OCP yamkela izime-mo kunye neendibano zocweyo zathi zakhoke;wa emva kweeyure zomsebeni nangeempela-veki.
Inani labantu abathatha inxaxheba kwiindibani zocweyo zobalo-mali ngokomlomo nangokubhalisweyo.	4 069	1 000	2 509	1 509	Ilfuneko yobalo-mali ngokomlomo nangokubhaliweyo yabonakalisa ukwanda kwini labanyi abathatha inxaxheba kwiingxoxo ezilungiselelweyo. I-OCP igunyaziswe ukuba yamkele inani elikhulu labathengi kwindibano nganye yocweyo ukuhlangabezana nokwand akweemfuno ezikhoyo.

Ummiselo wamashishini kunye noLawulo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 4.3: Ummiselo woTywala					
Inani lezicelo ezifunyenweyo (amaphephamvume amatsha kunye nezicelo ezifakiweyo ezikuluhlu lwesibini).	2 456	1 500	3 364	1 864	Le nkalo yojoliso yasekwa kuqikelelo lokuba inani lezicelo ezifakiweyo ezithe zafunyanwa, ziyakuthi zandise ulondolozo ngenxa yezicelo ezisuka kwiziko elingelo lesigxina elifake izicelo phambi kokuphunyezwa koMthetho omtsha.
Inani lamaphephamvume akhutshiweyo.	1 172	500	916	416	Ukwanda kwenani lamaphephamvume akhutshiweyo angabalelwa kwiintlanganiso zendibano yeBhodi.
Inani lamaphulo olamlo akhokelweyo okuqon(da).	103	100	123	23	Iqela loLawulo nokuQonda laqhubela phambili ukwenza impembelelo yokufundisa bonke abachaphazelekayo, ingakumbi abasele benamaphephamvume, i-SAPS kunye noluntu ngokubanzi ngeendlela zokusetyenziswa nokuphunyezwa koMthetho woTywala omtsha eNtshona Koloni, Umthetho 4 wama-2008).
Inani labantu ekwafikelelwa kubo yamaphulo enkqubo yemfundiso ngokuqona	1 695	800	1 212	412	Iqela loLawulo nokuQonda laqhubela phambili ukwenza impembelelo yokufundisa bonke abachaphazelekayo, ingakumbi abasele benamaphephamvume, i-SAPS kunye noluntu ngokubanzi ngeendlela zokusetyenziswa nokuphunyezwa koMthetho woTywala omtsha eNtshona Koloni, Umthetho 4 wama-2008).

Ummiselo wamashishini kunye noLawulo

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inani lokwenziwa kohlo oluthe lwakhokelwa.	2 306	2 000	2 404	404	Inkqubo yokwenziwa kwalo lonke uhlolo yagqityezelwa kwasekuqaleni waza waxhaswa ngokungqongqo ukuqinisekisa ukuba uhlolo kunye neengxoxo zohlaselo oluqubulisayo zakhokelwa.
Inani leenkqubo zokuthatha uxanduva koluntu ezithe zakhokelwa.	-	-	-	-	-

Unxulumano lokuHamba koMsebenzi kunye noQingqo-mali

Inkcitho yeNkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisiweyo)/Inkcitho Enganeno	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisiweyo)/Inkcitho Enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Ulawulo	-	-	-	-	-	-
Ummiselo	-	-	-	-	-	-
Ukhuseleko lwa-Bathengi	9 846	9 795	51	9 688	9 688	-
Ummiselo woTywala	25 025	25 025	-	9 333	9 333	-
Inani lilonke	34 871	34 820	51	19 021	19 021	-

5.5 Inkqubo 5: IsiCwangciso soQoqosho

Injongo

Injongo kukunika inxaso kubakhokeli umz. uMphathiswa, iNtloko yeSebe (HOD) kunye naBaphathi boLawulo abaPhezulu beSebe (DTM), ekuqaliseni iinkqubo zesicwangciso esinika imbono ngokucacileyo kunye neziphumo ezicwangcisiweyo. Imigaqo-nkqubo kunye neenkqubo ekufuneka ziqaliswe, ukwandisa okanye ukuqalisa uku-phumeza iinjongo ekujoliswe kuzo. Ngamanye amagama, ugqaliselo lukwimbono yexesha elide, kwanengqiqo nokumiselwa kwembono yeSebe ukuze libenokwazisa ngezicwangciso zexesha elifutshane, ukwabiwa kobutyebi, abasaqalayo kurwebo kunye nokulandelelana kwemigaqo-nkqubo.

Ukwakhiwa kweNkqubo

Inkqutya 5.1: IsiCwangciso kunye noMgaqo-nkqubo

Inkqutya 5.2: Uphuhliso kunye noPhando

Inkqutya 5.3: Ulawulo kunye noLwazi

Inkqutya 5.4: Uvavanyo kunye noQwalaselo

Inkqutya 5.5: Ulawulo

Iinjongo ezicwangcisiweyo kunyaka ophantsi kohlo

- Ukomeleza ulawulo lweziko ukuphucula ukunika iinkonzo; kwano
- Ukwenza uphando olunika ulwazi lweenjongo ecwangcisiweyo yeSebe.

Iinjongo ezicwangcisiweyo, iinkalo zojoliso zezalathisi zokuhamba komsebenzi nokona kufezekisiweyo

Ulungelwaniso lweenkqubo zesicwangciso sobuchule

Ukukhokelwa kweenjongo ezicwangcisiweyo kunye neemfuneko ukuqinisekisa ukuba ziguqulelwa kwimigaqo-nkqubo yesebe, iinkqubo kunye neeprojekthi ezinxulumene neNjongo eCwangcisiweyo 1, esona siphumo siphambili seNkqubo yayiluguqulelo lweSakhelo sesiCwangciso-buchule sePhondo. Ngokusebenzisa iNjongo eCwangcisiweyo 1 yePhondo njenge siseko nendawo yokunduluka njengokuba kuqinisekisiwe siSigqeba soMbuso sePhondo ngowama-2011, u**OneCape 2040** wayilwa ukulungiselela ukusebenza kombono wePSO 1, nokunika isicwangciso senyathelo sophuhliso lwePhondo ngokubanzi. U-**OneCape 2040** sisicwangciso esiqhubekayo, nesilawulwa ngaboHlulelwano loPhuhliso loQoqosho, waza waqinisekiswa siSigqeba soMbuso ngowama-2012, nozama ukhuthaza inguqulelo malunga noqoqosho ngokuhlangeneyo nolomelela kwakhona ngokukhawulez ukulungiselela ixesha elizayo eNtshona Koloni, nolufuna ukulungiselela indlela ekhokelela kwisicwangciso kunye namanyathelo enkqubela phambili exesha elide.

Umba okuluhlu lwengxoxo yesiCwangciso-buchule sePhondo waqaliswa ngowama-2011 nakunyaka-mali wama-2012/13 lenza ulungiselelo lwesigunyaziso salo seNjongo eCwangcisiweyo 1 ukuba isetyenziswe ngophuhliso oluphathelele nesicwangciso-buchule soqoqosho, umz. u**OneCape 2040** kunye ne**Ngxelo yokuDityaniswa koQoqosho**.

Umbono we-**OneCape 2040** kukuqalisa "iNtshona Koloni eyomela kwakhona ngokukhawuleza ngokoqoqosho, emanyeneyo kunye nenako ukwenza imisebenzi kwanamanani aphezulu engqesho avelisa ukukhula kwemivuzo, ukwanda ngokulinganayo nokuphuculwa kwempilo yoluntu. "Ukuphumeza lo mbono sele lizibandakanye nenani elibalekayo leeprojekthi ezingundoqo kunye neenkqubo, ukugqalisa ekudaleni amathuba engqesho, utyalo-mali, ukuveliswa kwezinto ezintsh kunye noshishino.

Injongo yayi kukudala "ukuqonda nzulu malunga nemeko yomgaqo-nkqubo wemisebenzi yoqoqosho kwiphondo, nokhatshwa kukuqonda nzulu ngoqoqosho lwamashishini amakhulu aseNtshona Koloni, nokuyimfuneko ukuchonga nokwenza umlinganiselo wemisebenzi ekufuneka yenziwe ngurhulumente wephondo ukuqinisekisa ukuba umbono woqoqosho lwe-PSO 1 uyimpumelelo. "Ingxelo yaphakamisa uqoqosho lwamashishini amakhulu ePhondo kwaye iyintoni enokwenziwa ngurhulumente wephondo, ngokuhambelana nomgaqo-nkqubo enokuthi ibe nempembelelo kuqoqosho lwamashishini amakhulu, ukuquka izindululo zokuvula ithuba lothelekiso kwiPhondo. Ingxelo iyakuthi ibe sisiseko sesicwangciso-buchule soqoqosho kwiPhondo.

Ukuqinisekisa unxulumano lwesicwangciso-buchule kunye nomgaqo-nkqubo, iqela lahlola izicwangciso zemigaqo-nkqubo yephondo kunye nesizwe. Oku kwaquka, phakathi lwezinye izinto, isiCwangciso soPhuhliso lwa-

Mashishini oMmandla, isiCwangciso soPhuhliso lwee-dti's, isiCwangciso soPhuhliso lweziCwangciso zeSigunyaziso esiCwangcisiweyo seSizwe, Ulungiso oluCetyiweyo lweSakhelo soWiso-mithetho ye-BBBEE kunye nengxelo yokuphunyezwa kweNdlalela eNtsha yoKukhula koQoqosho.

Inkqubo yakhokela yaza yaqinisa umsebenzi **wolawulo lwesiXhobo soVavanyo lokuHamba koMsebenzi** (MPAT) kurhulumente wesizwe, ukuqwalasela nokuqhubela phambili ulawulo nemisebenzi yeSebe, nokumisa emthethweni inqaku leSebe elikumgangathi we-3.

Uwiso-mithetho loLwahlulelwano noPhuhliso loQoqosho

Iqela layila laza lakhokela umthetho osayilwayo ukuvumela ukuba urhulumente wephondo abelilungu loLwahlulelwano loPhuhliso loQoqosho. Lo mthetho uyakuthi ungeniswa kwiSigqeba soMbuso ukuze usayinwe ngowama-2013/14.

Ulungelelwano lweNkqubo yoLawulo ngokuNqamlezileyo

Inkqubo yoLawulo ngokuNqamlezileyo yaba ngumqondiso wolungelelwano nolawulwa lweprojekthi sesicwangciso sephondo eziquka ngaphezulu kwesebe elinye kwiphondo, ukuqinisekisa ukuba ezi projekthi zilawulwa kwaye zikhokelwe ngendlela elungileyo. Iqela leMisebeni kunye neKomiti ePhetheyo zalungelelaniswa ngempumelelo kwanokubanjwa kweentlanganiso rhoqo ngekota.

Ulawulo lweProjekthi zesiCwangciso-buchule esikumgangatho oPhezulu ngokusetyenziswa kwe-Dashboard

Iqela liqwalasela imisebenzi yeSebe kumgangatho wobuhule ukuqinisekisa unxulumano lweenkqubo kunye neprojekthi kwisebe ngokubanzi kwanemiba ekuluhlu lwengxoxo yesicwangciso sephondo. Oku kwenziwa ngokusebenzisa iDashboard yeeProjekthi zeQumrhu eliPhetheyo, nethi ilande umkhondo wokuhamba komsebenzi weprojekthi zesiCwangciso-buchule seSebe. Iqela liqwalasele kwaye lafaka zonke iiprojekthi zobuchule bephondo kwiDashboard laza lakhupha iingxelo zekota malunga nenkqubela phambili ethe yafezekiswa.

Uphuhliso kunye noPhando

Injongo yenkqutyana kukumisa nokuthathelwa ingqalelo njengelungu ekugcinwa kulo izinto zobuchule obukholisayo bengqiqo yoqoqosho lwephondo. Injongo yophando kunye nophuhliso kukuxhasa iinkqubo zamasebe ukubonakalisa ubungqina obusekwe phezu kwezigqibo ezithathiweyo neziyakuthi zikhuthaze ukufezekisa iinjongo zokudala amathuba okukhula koqoqosho kunye nemisebenzi, njengokuba kubonakalisiwe kwiPSO 1.

Ngexesha lonyaka-mali wama-2012/13 iSebe lenza ulungiselelo lwenjongo yalo yokuqalisa nokunika ubuchule bengqiqo yoqoqosho oluvakalayo. Ukuhamba kwemisebenzi yeenkqutyana zoPhando kunye noPhuhliso ngokunxulumene nenjongwana ezi zezinye zibonakalisiwe apha ngezantsi.

Ukulanda uMkhondo kunye noHlahlelo loPhuhliso loQoqosho lwaMashishini aMakhulu

I-Sebe lagqibezela ngempumelelo iNgxelo yokuDityaniswa koQoqosho ukulungiselela ukuqonda malunga noqoqosho lwamashishini amakhulu eNtshona Koloni nokwathi kwavumela iSebe libenako ukuchonga nokwenza umlinganiselo waamathuba othelekiso kwiPhondo. Njengenxalenye yeNgxelo yokuDityaniso, iSebe lagqibezela amaphepha amahlanu obume boqoqosho, umz. urhwebo lwemisebenzi, ulungiselelo lwezolimo, ukubanako kwephindo ukwenza imisebenzi kunye nee-SMMEs kwane ziko elingamiselekanga.

Ukuveliswa kwengqokelela yaManani aNamhlanje aThembekileyo kunye neZalathisi zoQoqosho lwePhondo

I-Sebe ngokuhlangene neBER lavelisa ingxelo yekota ngemeko kunye neembono zoqoqosho loMzantsi Afrika kunye neNtshona Koloni. Le ngxelo yabelwa abezorhwebo kunye nabantu bamashishin ngokubanzi kwiPhondo kwisiganeko esasi kwaLanga.

Ukudalwa kunye nolondolozo loHlobo loQoqosho ukuVelisa uVimba weeNkcukacha zoBalo lwaManani lwaMaxesha aNamhlanje

Umda wemfuneko yohlobo loqoqosho uthe wagqityezelwa waza waphuhliswa kwanokuthengwa kolun hlobo lobuchule kuyakuthi kugqityezelwe ngonyaka-mali wama-2013/14.

Uphando oluSekwe kwiZiko ukuQuka iSikhewu seZakhono kwiZiko

Kunyaka ophantsi kohlobo iqela lophando lagqibezela oluphando lulandelayo lweziko:

- Uphando lweenciniba

- Uphando lokukhokela kubizo lomsebenzi
- Uphando lobuchule bamagcisa kwiPhondo
- Uphando olusisiseko seZiko
- Ukubalulwa kweziko lamandla ahlaziywayo aphinde abenokusetyenziswa kwakhona

Olu phando lungasentla luyakuthi lusetyenziswe kuphuhliso lobuchule boqoqosho lwePhondo.

Ulawulo loLwazi kunye neNkcazelo

Injongo yale nkqutyana kukuqinisekisa ukuba ulwazi lwesigunyaziso sobuchule bophuhliso loqoqosho lweSebe ngokufanelekileyo luyafumanela ngalo lonke ixesha kubasebenzisi besebe ngokusebenzisa uyilo olufanelekileyo loncedo lwangaphandle, ukugcinwa kunye nokusasazwa kwezixhobo zobuchule bobugcisa. Ulwazi kufuneka lube lufanelekile kuphuhliso loqoqosho lwephondo olukuluhlu lwemiba yengxoxo.

Uphuhliso noLondolozo lweNkqubo eFanelekileyo yokuGcina ulwazi loQoqosho

Kunyaka ophantsi kohlolo, iqela laphumeza iSharepoint ngembono yokuqhubela phambili intlangano, ukugcina nokusasaza ulwazi olusele lulungiselelwe. Le nkqubo incede iSebe ukugcina ulwazi olusuka koovimba beenkcukcha zobalo lwamanani oqoqosho olundilisekileyo. Olu lwazi lwadityaniswa kwaza kwabelwana ngalo kwimitha yothungelwano yemfundiso kwisebe neyakhokelwa liqela.

Ulawulo lokuQulathwe kwiShishini nokuPhunyezwa Kwalo

Kunyaka ophantsi kohlolo iSebe laphumeza ukusayinwa kwamaxwebhu embuyekezo yemali yerhafu (e-filling) apho iifayili zesebe zasikenwa zaza zagcinwa kwiSharePoint ukuze zikhuseleke kwaye kubelula ukuziveza. Ngenxa yesiphumo sempumelelo sesigaba sokuqala, ukusayinwa kwamaxwebhu embuyekezo yemali yerhafu kuyakuthi kuphunyezwe kulo lonke iSebe kunyaka-mali wama-2013/14.

Uvavanyo kunye noQwalaselo

Injongo yale nkqutyana ngokupheleleyo kukenza ingqiqo yempembelelo nokusebenza kwezicwangciso zobuchule besebe (ngokwenziwa komlinganiselo weenkqubo kunye neeprojekthi). Oku kungafezekiswa kuphela ngokwandisa ugqaliselo lwesiphumo somlinganiselo. Iziphumo ezisekwe kwinkqubo ye-M&E zakhiwe kwinkqubo yolawulo lwesicwangciso-buchule kwanogqaliso ekumisweni kweziphumo.

Kunyaka ophantsi kohlolo, inkqutyana yafezekisa ngempumelelo la maphulo alandelayo:

Ulawulo loVimba weenkukacha ze-M&E

Inkqutyana yathatha inxaxheba kwintshayelelo kwiphulo lobuchule bengqiqo yoshishino (BI) ngenjongo yokomeleza iinkqubo zolawulo lukavimba weenkukacha nokuqalisa ukuqinisekiswa kohlobo lovimba weenkukacha. Inkqutyana yahlola iinkqubo zokusetyenziswa kolwazi ngokweemfuneko zolawulo lolwazi lweSebe. Iziphumo zale nkqubo yaba zezokuba iSebe lingachongi kuphela inkqubo esetyenziswayo kushishino lwayo kodwa livavanye ezinye zazo kwimisebenzi yalo yovavanyo noqwalaselo lokuhamba komsebenzi ngowama-2012/13.

Umlinganiselo weSiphumo seSebe ngokuNqamlezileyo

Kunyaka ophantsi kohlolo iqela lalanda umkhondo weziphumo zobuchule ezingundoqo apho kwakuhlangukelwe khona uvimba weenkukacha, wahlahllelwa waza walandelelaniswa ngokuchasene nowona msebenzi wenziweyo nangokuchasene nolungiselelo lweenkalo zojoliso. Malunga noku ulwazi oluquka imiba emine engundoqo umz. amathuba okukhula koqoqosho, imisebenzi, kunye noncedo-mali olufumanekileyo kwanokwanda kwe-SMME kwahlangukelwa kwaza kwahlahllelwa nengxelo yalo ukubonisa ukuhamba komsebenzi kwisebe.

Ukuqalisa kweSiphumo kunye noVavanyo lweMpembelelo yeeProjekthi eziCwangcisiweyo kunye naMaphulo oLamlo

Kunyaka ophantsi kohlolo, iqela lakhokela ngempumelelo uvavanyo lweziphumo ezintlanu zeeprojekthi ezi-cwangcisiweyo zobuchule ukuhlola ukuhamba komsebenzi ngokuchasene neziphumo ezilungiselelweyo umz. ukukhula koqoqosho kunye nemisebenzi. Ingxelo yovavanyo yanika umgangatho wenjongo yokuhamba komsebenzi kwiprojekthi nganye kwanobukhulu begalelo layo kwiziphumo ezilungiselelweyo. Ezi ziphumo zabonakalisa eyona miba yokwenziwa kwemisebenzi eyakuthi ngokucacileyo kohlulelwane ngayo kwenziwe nobhiyozo kwanemiba yenkqubela phambili neenkqubo zolumkiso kwangethuba eziyakuthi zibe sisicwangciso senkqubela phambili yeeprojekthi.

Inkxaso yoVavanyo kunye noQwalaselo kwiDEDAT ngokubanzi

Njengexalenye yowona msebenzi weqela, ngethuba lonyaka ophantsi kohlolo wasinika icebiso lobungcaphephe kuzo zonke iinkqubo zemisebenzi yoqwalaselo lweprojekthi. Ukongeza, iqela lakhokela izicwangciso ze M&E zenani leenkqubo ezintlanu zizonke. Ukongeza koko, iqela laxhasa abaphathi abakhulu beprojekthi ekuphumezeni izicwangciso zeprojekthi yabo ngokuqalisa izixhobo nangokuthatha inxaxheba kumsebenzi owenziwayo.

Ulondolozo loLwahlulelwano kunye naMaziko oPhando

Kunyaka ophantsi kohlolo iqela laqalisa unxulumano olungamandla kunye nenkqubo yoVavanyo kunye yoQwalaselo yeYunivesithi yaseStellenbosch. Ukubonakalisa ulwalamano lwayo kunye nomfundo osele efundele isidanga ochithe iinyanga ezimbini kwiSebe encedisa iqela ekuqwalaseleni nakuvavanyo lweprojekthi zobalomali ngokomlomo nangokubhaliweyo.

Ulwahlulelwano loPhuhliso loQoqosho

Ukudala amathuba okukhula koqoqosho kunye nemisebenzi, **ulwahlulelwano loPhuhliso loQoqosho lwaseNtshona Koloni** (EDP) kwamiselwa lwaza lwabhaliswa njengenkampani engafumani ngeniso njengokuba kucacisiwe nguMthetho weNkampani eZintsha (2010), kwaza kwenziwa nempembelelo ngenyanga kaTshazimpunzi wama-2012. Kwanyulwa iBhodi ye-EDP, eyayikhokelwa nguBarbara Hogan ngenyanga yeDwarha wama-2012. Injongo ye-EDP kukukhokela, ukulungelelanisa nokuqhubela phambili inkqubo yophuhliso loqoqosho eNtshona Koloni ukufezekisa imigangatho engentla yokukhula koqoqosho ngokuqkeneyo.

I-EDP yafezekisa yaza yamisa oku kulandelayo kwimisebenzi yayo yonyaka wokuqala:

- **Iintlole ezikhokelela kuTyalo-mali**, ilitye lembombo nelingoku liluphuhliso lwesalathiso sokuHamba koMsebenzi woQoqosho loMmandla (i-EPI yoMmandla) njenge ndlela yokwenza umlinganiselo wokuhamba komsebenzi wommandla nenjongo yawo ingaphaya kwe-GDP. Impembelelo ye-EPI yoMmandla ilungiselelewekuba ibengomhla we-16 kuTshazimpunzi wama-2013.
- **Iintlole ezikhokelela kwiNgqosho**, ugqaliselo lokulungelelanisa izicelo ezifakiweyo kwiNgxowa-mali yeMisebenzi: Inkqubo yeNkxaso yeZikolo neyakuthi ekugqibeleni ikhokelele ekuveliseni amathuba emisebenzi eli-10 000 kwiminyaka emithathu njengeenkonzozo zenkxaso kwizikolo ezingama-414 zaba hleleleki-leyo eNtshona Koloni.
- **Iintlole ezikhokelela kuShishino**, kwenziwa isicelo soQoqosho loHlaza ngokuhlangeneyo esinomxholo onjongo yawo ikukwakha ulwazi oluziswa eluntwini sisiXeko seDolophu yaseKapa, ukwakha kwakhona inkqubo yokuPhila ngeNdelela eFanelekileyo yoLondolozo kwisicelo senkxaso yeshishini nesiyakuthi sivule amathuba emisebenzi kurhwebo. Umlinganiselo weprojekthi uqikelelwa ukuba ngama- R100 ezigidi, nanempembelelo kumakhaya angama-50 000 kwiindawo ezingafumani ncedo lweenkonzo ngokwaneleyo, ngokuba nako ukuqalisa kwiindawo ezikufuphi kwixesha elizayo.
- **Iintlole ezikhokelela ekuVelisweni kweZinto eZintsha**: ukumisa nokulondolozwa inkqubo yokuVeliswa kweZinto eZintsha kuMmandla.
- **Uludwe lweZifundo zoKhokelo loPhuhliso loQoqosho loMmandla** ngolwahlulelwano kunye neSikolo sokuFundlea iSidanga seYunivesithi yeDolophu yaseKapa soMgaqo-nkqubo woPhuhliso noKwezniwa kwemisebenzi kwanoNcedo lobuChule bobuGcisa (TAU) kuNondyebo weSizwe.
- **Umnatha woThungelwano weZifundo zoQoqosho loMmandla (ERLN)**: Intlanganiso yesine yommandla we-ERLN yabanjelwa kwiDolophu yaseKapa ukusukela ngomhla we-5-6 kweyoKwindla phantsi kokhuselo lomxhoo othi "Umlinganiselo nokuthethwa kukuba nako koMmandla ukwenza imisebenzi"
- A draft REPI has been released. **Isalathiso sokuHamba koMsebenzi woMmandla** ngokuhlangene namalungwana amathathu enza umlinganiselo wokuba nako ukwenza umsebenzi woqoqosho, ukuqakaniso kunye nokomelela kwakhona ngokukhawuleza. Kwakutshwa uyilo lwe-REPI.

linjongo eziCwangcisiweyo

IsiCwangciso soQoqosho					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 5.1: IsiCwangciso kunye noMgaqo-nkqubo					
Ukuhlaziywa kwesiCwangciso soPhuhliso loQoqosho lwePhondo	1	1	1	-	-
Inkqutyana 5.2: Uphuhliso kunye noPhando					
Ukumiswa nokuchongwa njengendawo yokugcina izinto zoqoqosho oluthembekileyo lobuchule bengqiqo yephondo	-	Iqela lophando elisebenza ngokupheleleyo	Iqela lophando elisebenza ngokupheleleyo	-	-
Inkqutyana 5.3: Ulawulo loLwazi					
Ukwandiswa komgangatho wemfundiso yabaqeshwa ngokuqonda (252 staff members) (Abaqeshwa abanagama-252)	87% yabaqeshwa abazisiweyo nabafanelekileyo ukwenziwa umlinganiselo kuphando lonyaka lwanqaphakathi.	176	109	(67)	Amalungu ambalwa aphenyula kuphando olwenziwa ngezixhobo zekhompyutha olwakholwayo kunolo lwalulindelekile.
Inkqutyana 5.4: Uvavanyo kunye noQwalaselo					
100% iziphumo ezisetyenzisiweyo zovavanyo noqwalaselo	83% iziphumo ezisetyenzisiweyo kwiSebe xa lilonke	100% iziphumo ezisetyenzisiweyo zovavanyo noqwalaselo	95% iziphumo ezisetyenzisiweyo zovavanyo noqwalaselo	(5%)	Ukugcinwa kolwazi olubhaliweyo lonxaxho lwe-5% ngenxa yeemeko ezingaphaya kolawulo lweqela olinjengokuphela kweprojekthi kwane-nyaniso yokuba iiprojekthi zazinqamlezile neSebe lingenasigunyaziso sokuphumeza iziphumo ezingaphandle kumda walo.
Inkqutyana 5.5: Ulawulo					
Ukuhlaziywa kwesiCwangciso soPhuhliso lwePhondo	-	1	1	-	-

Izalathisi zokuHamba koMsebenzi

IsiCwangciso soQoqosho					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 5.1: IsiCwangciso kunye noMgaqo-nkqubo					
Inani lezicwangciso zoqoqosho eziqalisiweyo.	9	2	2	-	-
Inani lezicwangciso zoqoqosho ezihloliweyo.	4	4	7	3	Ukufezekiswa ngokugqithisileyo kwenzeka ngenxa yesiphumo semigaqo-nkqubo emitsha kunye zezicwangciso eziphuma kurhulumente wesizwe-i-dti, isiCwangciso seSigunzayo seSizwe kunye neSebe loPhuhliso loQoqosho.
Inani leengxoxo zesci-wangciso sobuchule	3	2	2	-	
Inani leprojekthi ze-Dashboard ezihloliweyo ngeKota.	lingxelo ngeKota	4	4	-	
Inani leentlanganiso (zenkqubo yolamlo enqamlezileyo)	-	4	4	-	
Inkqutyana 5.2: Uphuhliso kunye noPhando					
Inani leengxelo zophando ezihlanganiselweyo	11	10	15	5	Imfuneko yophando olongezelelweyo yaphakanyisa ngenxa yohlolo lwe-sicwangciso sobuchule beSebe apha enyakeni.
Inani lamaphulo ophuhliso kunye noPhando axhasiweyo	1	1	1	-	-
Inkqutyana 5.3: Ulawulo loLwazi					
Inani leengxelo zengqiqo yoqoqosho ezikhutshiweyo kwiphando	4	4	4	-	-
Iziko loncedo ngeenkono elisebenza ngokupheleleyo	100% uku-sebenza kweziko loncedo ngeenkono	100% uku-sebenza kweziko loncedo ngeenkono	100% uku-sebenza kweziko loncedo ngeenkono ngokupheleleyo	-	-

IsiCwangciso soQoqosho					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Ukusebenza ngokupheleleyo kwimisebenzi yembuyekiso yentlawulo yerhafu ngokwezikhokele zePhondo	-	kwenkqubo yentlawulo yembuyekiso yerhafu kwiSebe	kwenkqubo yentlawulo yembuyekiso yerhafu kwiSebe	-	-
Inani leminatha yothungelwano lwemfundiso ekhokelweyo.	4	4	4	-	-
Inkqutyana 5.4: Uvavanyo kunye noQwalaselo					
Inani leengxelo zoqwalaselo ezikhutshiweyo	11	10	11	1	Ukufezekiswa ngokugqithisileyo kwenkalo yojoliso kwaba nesiphumo sezicelo zoqwalaselo lweenkqubo
Inani leengxelo zovavanyo ezikhutshiweyo.	6	5	5	-	-
Ulawulo lweSakhelo seM&E.	Uphuhliso lwesakhelo soyilo lweM&E	Inkqubo yolawulo lovimba weenkucukacha zeM&E yemfundiso yokuqonda koluntu	-	-	Kwenziwa uphando lweenkqubo ezahlukeneyo kunye nohlolo. Ngoko ke oku kwarhoxiswa
Inani leengxelo zeziphumo ezinqamlezileyo ezithe zaqaliswa	-	4	4	-	-
Inani lezicwangciso zenkqutyana ye-M&E eziqalisiweyo	-	4	5	1	Ukufezekisa okugqithisileyo kwinkalo yojoliso kwabangela ziinkqubo ezongezelelweyo ezisebenzisa iinkqubo ze-M&E kunezo bezimiselekile kwangaphambili.
Inkqutyana 5.5: Ulawulo					
Inani lamaphulo olamlo lwenkxaso kwaboHlulelwano loPhuhliso loQoqosho	-	4	4	-	-

Ubuchule bokuhlangabezana neendawo ekusetyenzwa kuzo ngokungaqibelelanga

Intshayelelo yoMnatha woThungelwano loVavanyo kunye noQwalaselo luyakuthi luhlale ukuphuyezwa kweziphumo zokwenziwa kovavanyo noqwalaselo rhoqo ngekota. Ngengxalenye yoku, iiNkqubo zizakucelwa ukuba ziqalise ukuphumeza izicwangciso zazo ukuchaza ngokusetyenziswa kweziphumo zemisebenzi yovavanyo noqwalaselo.

Unxulumano lokuHamba koMsebenzi kunye noqingqo-mali

Inkcitho yeNkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisileyo) Inkcitho eNganeno	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisileyo) Inkcitho eNganeno
	R'000	R'000	R'000	R'000	R'000	R'000
IsiCwangciso kunye noMgaqo-nkqubo	9 555	9 547	8	1 294	1 294	–
Uphuhliso kunye noPhando	6 805	6 805	–	4 167	4 155	12
Ulawulo loLwazi	3 014	3 009	5	2 611	2 515	96
Uvavanyo kunye noQwalaselo	2 644	2 644	–	2 116	2 115	1
Uolawulo	2 742	2 732	10	4 744	4 715	29
Inani lilonke	24 760	24 737	23	14 932	14 794	138

5.6 Inkqubo 6: Ukhenketho, uMsebenzi woBugcisa kunye noLonwabo

Injongo

Ukukhuthaza amathuba kumaziko okukhula koqoqosho nokwandisa ukuqakwa kokhenketho, ubuchule bobugcisa kunye nokonwabisa.

Ukwakhiwa kweNkqubo:

Inkqutyana 6.1: Ulawulo: Ukhenketho, uBuchule boBugcisa kunye noLonwabo

Inkqutyana 6.2: Ukukhula koKhenketho

Inkqutyana 6.3: Ukuthatha inxaxheba kuKhenketho

Inkqutyana 6.4: Umbutho woRhwebo lweNdawo ekuSingwe Kuyo (DMO)

Inkqutyana 6.5: Ubuchule boBugcisa kweZorhwebo

linjongo eziCwangcisiweyo zonyaka-mali ophantsi kohlolo:

- Ukufezekisa ukwenziwa komsebenzi ngeyona ndlela ifanelekileyo lokunikezela ngeenkono kumbutho weziko likarhulumente;
- Ukufezekiswa komyinge olapha ngentla wolondolozo lokukhula koqoqosho (ngokweziphumo nangexabiso) elinika ukwanda kwamanani abonakalayo kulondolozo lwamathuba amatsha engqesho;
- Ukufezekiswa kwemeko enamathuba akhoyo okuthatha inxaxheba kuqoqosho, ngokudala amathuba engqesho nokuba ngumnini weshishini, ukunceda bonke abakhangelela amathuba alolu hlobo; kwano
- Ukufezekisa umyinge ophakathi wolondolozo lokukhula koqoqosho olulapha ngentla (okulinganiselwe ngokweziphumo nangexabiso) elinika ukwanda kwamanani abonakalayo kulondolozo lwamathuba amatsha engqesho.

linjongo eziCwangcisekeleyo, iinkalo zojoliso ezicwangcisiweyo zezalathisi zokuhakhamaba komsebenzi kunye nokona kufezekisiweyo

Ukudala amathuba okukhula koqoqosho kunye nemisebenzi ukuqinisekisa kwakhona ukuba owona mba ungundoqo kuqoqosho lwephondo koku "kukuzama ushishino olojonge kwiinkalo zonke zokhenketho kwihlabathi jikelele nolunonxulumano olomeleleyo kumaziko enkucubeko nesiphiwo sokuyila. Eli lelinye iziko elithe kwada kwafikelela kwithuba lokuhla elaqalisa ngowama-2008, labonakalisa ukwanda okukhulu ekufakeni igalelo kuqoqosho lweNtshona Koloni" Injongo eCwangciskileyo 1 igxininisa kurhwebo lwendawo yokhenketho ekusingiswe kuyo, uhwebo lwendawo ekusingiswekuyo ukungiselela iziganeko ezikhulu, nasekuxhaseni amaziko okukhula koqoqosho kwanokwaziswa ngabeZophando bee-MEDS ukuqoka inkxaso yeziko loKhenketho.

Iziphumo zoKhenketho zimanyaniswa nezinto ezifunekayo eKwakheni uQingqo-mali loKhenketho lweSizwe(uNondyebo weSizwe) kunye nesiCwangciso seZikoloKhenketho leSizwe (NTSS) nelinikwe uwiso-mithetho. Ukunika iinkonzo zokhenketho kuyakuthi kuqinisekise ukuba ukunika ingxelo kungenzeka kumgangatho wesizwe nanjengokuba kuyakuthi kube yimfuneko.

Amaphulo olamlo eZiko likaRhulumente kushishino lokhenketho eNtshona Koloni asebenza ngokwenziwa kwemisebenzi yezorhwebo lokhenketho, uphuhliso lokhenketho kunye nowise-mithetho yezokhenketho. Ukhokelolo lobuchule obucwangcisiweyo kunye nezinto ezifunekayo zomgaqo-nkqubo wokhenketho ziphelele zilungiselelwe liSebe. Uphuhliso loKhenketho kunye nowise-mithetho lokhenketho zaphunyezwa liSebe ngonyaka-mali wama-2012/13. URhwebo lweNdawo ekuSingiswe Kuyo lwaphunyezwa nguWesgro.

Ukuhamba komsebenzi woKhenketho

Kumda wehlabathi jikelele, ukhenketho lwehlabathi lwabonakalisa ukuhamba komsebenzi okubalaseleyo, njen-gokuba kwaqikelelwa nguMbuthe woKhenketho weHlabathi ngokuManyeneyo (UNWTO), ukwanda kwabakhenkethi abasuka kumazwe aphesheya nge-4% ngowama-2012, ukugqithisa kulwazi olugciniweyo lwe-1 yesigidi sezigidi okokuqala kwimbali yelizwe. Ngokuhambelana nombala wenyanga yoMqungu wama-2013 weZityebi za-Mashishini oKhenketho lweHlabathi i-UNWTO, kwabakho ama-39 esigidi sezigid zabakhenkethi abathi bagcinwa kulwazi olubhaliweyo kwihlabathi liphela, lafikelela kwinani elibonakalayo le-1 035 lezigidi ngowama-2012, ukun-yuka kuma-996 ezigidi ngowama-2011, nokwakhokelwa kukukhula okomeleleyo koqoqosho olusuka eAsia nase Pacific, nokwafezekisa okona kukhula koqoqosho kuphezulu kwe-7% kuyo yonke imimandla.

Nangona kusolokokukho imiceli-mngeni enxulumene noqoqosho, ukufika kwabakhenkethi behlabathi kubonakalise ulondolozo lokukhula koqoqosho kwihlabathi liphela, ingxelo ngengx'engaphambili esuka kwi-UNWTO ibonakalisa ukuba ukufika kwabakhenkethi abasuka kwihlabathi jikelele kulindeleke ukuba kuqhubekele phambili ngowama- 2013 ngesantya esifanyo (3 ukuya kwi-4%), ngokunxulumene nembonakalo yenkqubo ye-UNWTO's yoKhenketho ukuya kuFuphi nowama-2030.

UMzantsi Afrika wafumana inani labakhenkethi abali-9 188 368 abasuka - kwihlabathi liphela ngowama-2012, ukubonakalisa i-10% yokukhula koqoqosho xa kuthelekiswa ne-8 339 354 labakhenkethi abathatha uhambo ukuza kweli lizwe ngowama-2011. Ukukhula kokhenketho lwabahambi eMzantsi Afrika ngowama-2012 kwaphinda-phindeka kabini ngokungaphezulu kwenani elingumyinge ophakathi wokukhula kokhenketho lwabahambi oluyi-4% xa kuqikelelwa yi-UNWTO ngowama-2012. Inkcitho yaBemi aBasuka kwaManye aMazwe (TFDS) ukusuka kubakhenkethi abahambela eMzantsi Afrika ukusukela ngenyanga yoMqungu ukuya kweyoMsintsi wama-2012 yafikelela kumaR55,7 yesigidi sezigidi, ukubonakalisa ama-7,7% okwanda ukusuka kumaR51,7 esigidi sezigidi ezathi zagcinwa kulwazi olubhaliweyo ngaxeshanye ngowama-2011.

I-yurophu yahlala indawo yoncedo ekufumaneni abakhenkethi abasuka phesheya kolwandle ukuba baze eMzantsi Afrika, nokukhula nge-9,5 kumanani wama-2011 nokwenza umtsalane kwinani labakhenkethi abali-1 396 978 ukuba bazokutyelela kweli lizwe kunyaka olandelayo-ngaphezulu kwesiqingatha senani elipheleleyo labakhenkethi abasula ngaphesheya kolwandle. I-United Kingdom iqhubela phambili ukuba yeyona ndawo yorhwebo lokhenketho, enama-438 023 abakhenkethi abasuka e-UK abathatha uhambo olusingisa eMzantsi Afrika ngowama-2012 (Ukunyuka nge-4,2% kumanani wama-2011). I-Melika yeyona ndawo yesibini yorhwebo lokhenketho eMzantsi Afrika enama-326 643 yabakhenkethi abasuka e-Melika (ukunyuka nge-13,6%, kwinani lowama-2011), kwaneJamani eyeyona ndawo inkulu yesithathu yorhwebo lwangaphesheya kolwandle enabakhenkethi abangama-266 333 (ukunyuka nge-13% kwinani lowama 2011). I-China nayo ithe yabayenye yendawo enkulu yesine kuqoqosho lorhwebo loMzantsi Afrika enama-132 334 (ukunyuka nge-55,9%, kumanani onyaka wama-2011), kwane France ekungoku nje nayo iyeyona ndawo yorhwebo lokhenketho lwaseMzantsi Afrika enabatyeleli abangama-122 244 abathi batyelela ngowama-2012 (ukunyuka nge-16%, kumanani wama-2011). Ingakumbi ulwazi olugciniweyo olubhalwe phantsi nolusuka e-Asia (ukunyuka nge-33,7%, kumanani agciniweyo ngowama-2011) ngokuqhutywa kukukhula koqoqosho olusuka eChiana naseIndia, eMbindini naseMzantsi Melika (ukuyakuma-37%) umbuelelo omkhulu ngokukhula kakuhle koqoqosho lwabakhenkethi abasuka e-Brazil.

Kwiikota ezintathu zokuqala ngowama-2012 (kweyoMqungu ukuya kweyoMsintsi wama-2012), iNtshona Koloni ifumene 965 587 yabakhenkethi abafikileyo baza bafikelela kwiNani eliPheleleyo leNkcitho Ngqo yabaKhenkethi abasuka kwaManye Amazwe eliR13,4 lesigidi sezigidi ngaxeshanye.

Kwikota 1 ngowama-2012 iNtshona Koloni yafumana abakhenkethi abangama-426 348, ukubonakalisa ukukhula koqoqosho lwe-12,3% xa kuthelekiswa nabakhenkethi abangama-379 579 abathi bafika abakulwazi olugciniweyo ngekota yoku-1 ngowama-2011. Uqikelelo lwenkcitho Ngqo yaBemi aBasuka kwaManye Amazwe (TFDS; ngaphandle kwenkcitho yenzuzo) ngekota yoku-1 ngowama-2012 eNtshona Koloni yaba liR5,5 lesigidi sezigidi ukubonakalisa i-2%, yokukhula koqoqosho xa kuthelekiswa neR5 yesigidi sezigidi senkcitho efunyenweyo kwikota yoku-1 ngowama-2011. Inani leentsuku zokulala elithathwe ngabakhenkethi ngekota yokuqala ngowama-2012 yabangama-4 611 754 xa kuthelekiswa nenani leebhedi zokuchitha ubusuku ezingama-4 541 643 kwikota yokuqala ngowama-2011 ukubonakalisa i-1,5% yokukhula koqoqosho. Inani elipheleleyo lokuthatha uhambo lwangaphakathi kwilizwe elalakho eNtshona Koloni ngowama-2012 yabangama-448 000 ukubonakalisa ama-36,4% okulandula xa kuthelekiswa nama-704 000 lokuthatha uhambo lwangaphakathi olugciniweyo kulwazi olubhalwe phantsi kwikota yoku-1 ngowama-2011⁶.

Ulawulo loKhenketho, ubuChule boBugcisa kunye noKonwabisa

Ukhenketho eNtshona Koloni, uBuchule boBugcisa kunye noLwahlulelwano loKonwabisa, zinika indlela yobuchule kubanikezeli ngeenkonzo ngolawulo oluneengcebiso, lwaqalisa ukusetyenziswa ngonyaka-mali wama-2012/2013. Iqela loLawulo loKhenketho, ubuChule boBugcisa kunye noKonwabisa lanika inkxaso yoonabhala abakhulu kwabohlulelwano, neyakhokela kwiintlangano ezingama-25 ezinamalungu angama-670 athi azibandakanya. Ezi ntlangano zaquka iingxoxo zokwenza amalungiselelo ukulungiselela abachaphazelekayo kwezokhenketho nakumboniso-bhanyabhanya nezakhokelwa nguMphathiswa Alan Winde. Imiba engundoqo enjengokufikeleleka kumoya, intengiso yorhwebo lwendawo yokhenketho ekusingiswe kuyo ngentsebenziswano phakathi kukarhulumente wommandla, wephondo nowesi kwachazwa kwaze kwaxoxwa kwiintlangano sen-gxoxo yaba semagunyeni xa bebonke. Ngethuba lengxoxo yoMboniso-bhanyabhanya imiba enzima enjenge

⁶ Nceda uqwalasele ukuba amanani apheleleyo onyaka okufika kwabatyeleli eNtshona Koloni, iNkcitho ePheleleyo yaBatyeleli abaNkabemi baManye Amazwe (TFDS) kwanokuthatha uhambo lwangaphakathi kwilizwe lakho alufumaneki okwangoku, kulindeleke ukuba akhutshwe kwinyanga yeSilimela ngowama-2013 ngobeZokhenketho eMzantsi Afrika.

nkqubo yokufaka isicelo esibhaliweyo sephepha-mvume lokungena kwelinye ilizwe yaphakanyiswa kwanokuphucula ukusebenza ngokucacileyo kuwonke-wonke xa kuhlantatyezwana nezicelo ezifakiweyo zoncendo lwengxowa-mali. Ikomitana ye-hr kweZokhenketho nayo yabamba iintlanganiso ezinengexesha lonyaka-mali ngokunxulumene nemiba yophuhliso loncedo lwezabasebenzi.

Uphuhliso loKhenketho

Ukukhula kooqosho kumashishini okhenketho kugqalise ekudlaleni indima enephike kunye nenkuthalo kuphuhliso lwamashishini orhwebo afumana umtyhi kwezokhenketho, iindlela, amaziko amisiweyo, iziza, imitsalane kunye nmazikoakhoyo okusebenzela, kwindawo yoluntu jikelele kwanokwanda kweziveliso zokhenketho. IsiCwangciso soPhuhliso loKhenketho eNtshona Koloni sigxininisa ukusasazwa kwabatyeleli ngokubanzi kwiphondo nokuchongwa kwamathuba oqoqosho ingakumbi amalunga nophuhliso lokhenketho lwesiphaluka.

Uphuhliso lwendlela esuka kwisiXeko ukuya eWest Coast nokwandiswa kwesiza – Isigaba 1

Injongo yale projekthi yayi kukuqalisa indlela yokuba yinxalenye yeeprojekthi zophuhliso lweendlela ezimbaxa ezintathu nenjongo yazo ikukuqalisa iindlela zabakhenketho ezihlanganisa isiXeko kunye neminye imimandla yangaphandle kwiPhondo. Indlela okwangoku ineendibano-malungu zeendlela ezine kwanomtyhi wokuba kungakhiwa ezinye kwixesha elizayo. Ezi ndibano-malungu zendlela zihamba ngolu hlobo: !Khwa ttu, West Coast Fossil Park, iProjekthi yeMbonakalo-mhlaba yokuHlala yaseClanwilliam kunye ne-Griqua Ratelgat.

-Wesgro wancedisana nesiXeko ukuya eWest Coast ngesicwangciso sorhwebo lokukhuthaza intengiso. Oku kwaboniswa kwiindibano-malungu zendlela kweyoMdumba wama-2013 kwaza kwaqukwa kwizindululo ezidityanisiweyo zengxoxo malunga ne!Khwa kunye neFossil Park njengenxalenye yokunika indawo ukulungiselela umnyhadala womculo weRock kunye neJazz owathi waqhubeka kweyoMdumba wama-2013. UWesgro uya-kuthi asebenze ngezi ndibano zendlela kuwo wonke unyaka-mali wama-2013/14 ukulungiselela ukuqhubela phambili ukuphunyezwa kwesicwangciso sazo. Isigaba se-2 esifuna inkqubela phambili yokuqalisa iindibano-malungu zendlela ngokuhlangeneyo neSebe leZokhenketho leSizwe (NDT) nokuyakuthi kuphunyezwe kunyaka-mali wama-2013/14.

!Khwa ttu

I-!Khwa ttu igqibezele uphuhliso lweendlela ezityhutyhayo ezithe zahlolwa ukuquka ukwenziwa komboniso kwiindawo eziphandle, okwaquka ukususwa kwezityalo nokwakhiwa kweendawo ezinomtsalane (ezona ndawo zifanele ushishino). Ukongeza ithe yaquka ukugxininisa kuphando lwezityalo. Ngokusekwe phezu kophando, kwashicilelwa iilebhule zomboniso zancanyathiselwa kwezona zityalo zibalulekileyo ecaleni kweendlela ezityhutyhayo. Iilebhule zikwaluncedo ekuphawuleni indlela etyhutyhayo. Isigaba sesibini sophuhliso lweendlela ezityhutyhayo ezihloliweyo kwaquka umboniso wendlela yesine etyhutyhayo, negqalise ngakumbi ekonwabeleni ukuhlangana nezinto zendalo zelizwe kwaneembonakalo-mhlaba. Ukwenziwa komboniso weendlela ezityhutyhayo wayilwa ngendlela evumelana lula nokufikeleleka ukusuka kwiziko lotyelelo apho ukuphakama kuthi kunike iimbonakalo zokufikeleleka nakwiindawo ezinamanzi ekugqibeleni. Esi sigaba sigqalise kakhulu kuyilo lokushicilela iibhodi ezichaza ulwazi oluyakuthi lubeluncedo kubatyeleli ukubakhokela kwiindlela ezityhutyhayo kwane miboniso yangaphandle.

IPaka yeFossil yase West Coast

I-Fossil Park yaqalisa ukuqhubela phambili isakhiwo somgodi samandulo esisetyenziswa "njengendawo yokulinda" okanye into abayibiza ngokuthi "sisitishi sethutyana nje elifutshane sokulinda" samaqela phambi kokuba athathwe asiwe kwiziza zokugrumba. Baza kusisebenzisa njenge ndawo yokwamkela yamaqela kwaye iyakuthi ibenolwazi olufumanekayo malunga neendawo ekugrunjwa kuzo. Amaqela ayakuthi achazelwe ngaphambi kokususwa asiwe kwiziza. Esi sakhiwo siyakuthi sigqibezele uphuhliso lwaso oluyakuthi luqhubele phambili ukuphucula ummandla xa uwonke, nokuquka isakhiwo esitsha sesiza sokugrumba.

Imbonakalo-mhlaba yokuHlala yase Clanwilliam

Ukuza kuthi ga ngoku uphuhliso luquka ukugqityezelwa kweSitiya ekuthiwa 'yiTime Garden' esinemizekelo yezityalo malunga nolwazi lwenzuluwazi ngezityalo olwaziwayo ukuba lwalusetyenziswa ngama-San phambi kwenqubo yokuba nezithanga safumaneka ngendlela ethile yobuchule bokugrumba kwiziza zenzululwazi ngezakudala. Le yimizekelo yezityalo ezityiwa ngabazingeli besiphaluka nakwiintlangano, izityalo ezisetyenziswa njengamayeza oonyango, izityalo esisetyenziselwa ukubasa umlilo kwanezisetyenziselwa ukutyalwa nezo zikhethelwe ukwenza uluhlu lwee-artefacts?. Ukhenketho lokukhokela ekuqaliseni kwesi sitya ikwaluludwe lwezifundo ngokwayo kwanentshayeleyo yezakhono zabantu abangama-San zobu ngcaphephe ngezityalo. Bathe bagqibezela uphuhliso lwesitya esineNdelelana esibizwa ngokuba yi'Time Path Garden' eyakuthi ibe sisongezelelo kumava okufunda kwabatyeleli ngokubonakalisa uluhlu lwamatye nayakuthi abonakalise isixhobo sokudaleka kwelitye esisetyenziswa ngabazingeli neentlangano ezibanjwa kummandla.

Griqua Ratelgat

I-Ratelgat yagqibezela uphuhliso lwezindlu zokhuko ezingama-33 zokuhlala. Ezi zindlu zokhuko zifana nqwa nezo zakhiwa ngama-Griquas kwiimihla yamandulo kwaye zisetyenziswa kakhulu njengendawo zokuhlala zethutyana.

Uphicotho-zincwadi lweMveliso zeNkcubeko kunye neLifa leNdalo

I-Sebe ligqibezele isicwangciso sobuchule baloseLifa neNkcubeko kwiPhondo. Esi sicwangcisosobuchule saziswe ngamacebiso asuka kuphicotho-zincwadi olwakhokelwa kweyeKhala ngowama-2012. Sikwamanyaniswa noBuchule beLifa kunye neNkcubeko yoKhenketho lweSizwe. Kwabanjwa udliwano-ndlebe ngokubanzi kunye nemimandla xa iyonke kwanabanye abachaphazelekayo ngexesha lenkqubo yophuhliso lwesi sicwangciso sobuchule, aMacebiso obuchule obusetyenziswayo ayakuthi abe yinxalenye yokuphunyezwa kwesivuliso somtyhi weLifa kunye neNkcubeko kulo nyaka-mali sikuwo. Amacebiso aquka oku:

- Indlela eya kumazibuko kunye neenyiba ezine;
- indlela eya kwifossil kunye nomsebenzi wobuchule bobugcisa werock;
- Ii-Indabas zommandla.

Cape Agulhas

Isigaba sesibini sokufakelwa kwesihlomelo sokwandiswa kweboardwalk kunye nokongezwa kwesimo esinjengebhanki, isalathiso nezinye zagqityezelwa kulo nyaka-mali sikuwo. Isicelo soncedo-mali esiya kwi-NDT senziwa ukuphuhlisa iziko elimisiweyo lemifanekiso oyakuthi wongeze ixabiso lwamanye amaphulo ophuhliso asele enziwe liSebe ngokuhlangeneyo no-SANParks.

IPaka yeNdawo ekuhlala kuyo iZinto eZiphilayo eFalse Bay

I-MOU yalungiswa ukuvumela isiXeko seDolophu yaseKapa ukugqibezela ukuthengwa kwempahla karhulumente. Bazimisele ukugqibezela iprojekthi kweyoMsintsi wama-2013.

Iinkonzo zeNkxaso zoKhenketho

Inkqubo yeNkxaso kunye noKhuseleko loKhenketho, ngoku ineminyaka esibhozo ikhona, yaphendula ngokweemfuno kwizehlo ezingama-20 zabakhenkethi abaneengxaki ezithile. Isiganeko sephenyane eHout Bay, nesi nokuba mandundu ukuba ibingengo msebenzi wongezelelweyo weenkonzozohlangulo, safumana okona kupapashwa kukhulu. Ngaphezulu kwamacebiso ali-10 000 okhuseleko lokhenketho asasazwa kwimibutho eli-160 eyohlukeneyo kunye nabomanyano lokhenketho.

Inani elipheleleyo lama-687 sohlolo lweSithembiso soHlobo lweMigangatho lwenziwa liSebe ngokucelwa yiMibutho yoKhenketho yeSiphaluka. Emveni kokuzalisekisa isivumelwanoneBhunga lokujonga umgangatho woKhenketho (TGCSA)kwathhwa isigqibo sokuphepha ukuphinda kabini kweSebe kwisigaba senkqubo yokuThembisa ngoHlobo lokuhlelwa ngokodidi kwemigangatho enganeno nokukhuthaza imigangatho eluhlobo olungentla.Ukukhuthaza ukuhlelwa kwamaziko amisiweyo okuhlala angekho kumgangathweni uphezulu ayekuvimba weenkukacha zeSebe ukuba zihlelwe njengezikumgangatho ongentla, ukuhlelwa komgangatho wazo yi-TGSA ngaphandle kwentlawulo kwikota yokugqibela yonyaka-mali wama-2012/13. I-Sebe liyakunika inkxaso yeziko elimisiweyo kuvimba weenkukacha weSebe kunyaka-maliwama-2012/14 ukuqinisekisa inguqulelo esulungekileyo kwinkqubo yohlelo olusemngangathweni ongentla we-TGCSA.

Isakhelo seSalathiso seNdlela yoKhenketho saqhubela phambili ukuphunyezwa ziiKomiti zomanyano leZokhenketho zoMmandla kwisiphaluka ngasinye. Ukubanjwa kweentlanganiselo ezingama-55 zezicelo ezitsha ezifakiweyo ngaphezulu kwezicelo kunye nophicotho-zincwadi olwenziwe ngaphezulu kwezihlandlo ezili-14 kwiindawo zolondolozo zakwa CapeNature nezingama-44 zeprojekthi yenyiba yeeNyiba zeNtaba yaseKapa. Uphicotho-zincwadi lolwazi lokhenketho luyakuthi luziswe ngaphambili kwiibhodi zoLwazi loKhenketho eziLungiselelwe ngoKukodwa Jikelele (GTI) ukuba zibekwe ecaleni kwendlela ekhethekileyo ngakwiinyiba zentaba kulo lonke elaseNtshona Koloni uku-khuthaza nokuqhubela phambili ukhenketho kwiindawo ezisemaphandleni.

Ukuthatha iNxaxheba kweZokhenketho

Iqela laBongameli abazintloko boKhenketho, uKonwabisa kunye noMsebenzi woBugcisa (MOA) abezeNkcubeko, uMsebenzi woBugcisa, uKhenketho, ukuBuka lindwendwe, eZemidlalo, iMfundo yeZiko kunye noQeqesho lweZiphath'amandla (CATHSSETA) ukulungiselela uKhenketho, uMsebenzi woBugcisa bokuBuka lindwendwe kunye namaphulo ezakhono zentsebenziswano noKonwabisa okanye uqeqesho lwabantu abangaphangeliyo abatsha. I-MOA yasiyinwa kwixesha leminyaka emine kwaye isiphumo sayo iyakuba kukwandisa ukufikeleleka kwabantu abangaphangeliyo abatsha ukuze kuphuhlise izakhono zabo zibe kumgangatho ongentla ukuze babe nokufumana iziqinisekiso zoKhenketho kunye namathuba emisebenzi kushishino. Ixabiso lengxowa-mali yoncedo lwe-CATHSSETA yiR10 lesigidi sezigidi.

Ngenxa yoLwahlulelwano loKhenketho lweSebe leSizwe ekuphumezeni Ukwandiswa kweNkqubo yeMisebenzi yoLuntu (EPWP), abafundi abangama-359 abathatha inxaxheba kwinkqubo nasekufumaneni amathuba omsebenzi kwezoshishino ixesha elisukela kwiinyanga ezi-3 ukuya kwezili-12. Aba bafundi banikwa uqeqesho kuLawulo loKutya neZiselo kwanoLondolozo lweKhaya. Inkqubo ye-EPWP yaqalisa kuyo yonke imimandla emi-6 yePhondo ngenkxaso yamashishino.

Ngenxa yesiphumo solwahlulelwano olumisiweyo/olufunyenweyo, uPhuhliso loNcedo lwaBasebenzi boKhenketho lwanceda abafundi abangama-2 026 ngamathuba okufumana uqeqesho. Abafundi baqeqeshwa ukuze bafumane iziqinisekiso zemfundo eziyimfuneko kuMsebenzi woBuchule bokuPheka, ukuNcedisa uMpheki oyintloko eHotele, Isiqinisekiso soMsebenzi kwiSizwe jikelele nokubangumkhonzi wabatyayo kwiiKholeji ze-FET uku-chaza ngezikhewu malunga nezakhono zangoku kushishino. Iqela liqalise inkqubo yobalaseko lweNkonzo/UKwamkela lindwendwe eMzantsi Afrika ukunceda abaqeshwa abangama-325 kukhenketho nakushishino lokubuka iindwendwe kwaba masipala balandelayo/iidolophu: Stellenbosch, Saldanha, Kleinmond, iDolophu yaseKap, Breedekloof, Caledon, Hessequa, Beaufort West nase Bredasdorp.Ukubukwa kweendwendwe eMzantsi Afrika

yinqubo yesizwe enjongo yayo ikukuphuhlisa iinkonzo zezakhono zobalaselele nokukhuthaza inkqubo yeenkonzo zoncendo lwabaxhasi eMzantsi Afrika. Ikwenzela oku ngokudala ukuqonda ngokubaluleka kwendima edlalwa ngumntu ngamnye ngokwenza umsebenzi woncendo lwabaxhasi okumgangatho ophezulu emsebenzini nakwiindawo zabo zasekuhlaleni. Ekupheleni koqeqesho lweentsuku ezi-2, abathathi-nxaxheba banikwa iziqinisekiso nezipeliti eziqhotyoshelwa esifubeni ezichonga bona njengabantu abazinikezeleyo ekunikeni iinkonzo ezibalaseleyo njengabameli besizwe kwiindawo zasekuhlaleni naseMzantsi Afrika.

Uphuhliso lwaMashishini okhenketho anika inkxaso kumashishini angama-685 okhenketho. La Mashishini axhaswa ngala maphulo olamlo alandelayo: Izakhono zoShishino loKhenketho, iNtengiso yoRhwebo ngeKhomtyutha namaphepha-ndaba oLuntu, inkqubo yomsebenzi woKhenketho, iNkqubo yoLawulo lweNdlu yabaHambi kwanenkqubo yocetyiso Lokhenketho. Uqeqesho lwephepha-ndaba loluntu lwafumana uqwalaselele olukhulu ngentsebenziswano kunye neNdawo yoHlala yaseMantla eDolophu yaseKapa abalungiselela indawo yendibano yamalungu wabo ukuze bafumane uqeqesho lokusebenzisa aMaphepha-ndaba oLuntu ukuthengisa urhwebo lweZindlu zabo Zabahambi neNdawo zoKulala okweThutyana (B&B). Olunye ulwahlulelwano olwaba neziqhamo ezihle yaba loluka- Productivity South Africa owathi owathi wanikezela ngamashishini okhenketho e West Coast nase Eden, lindibano zoCweyo zokuQhubela Phambili ukuHamba koMsebenzi woShishino (BPIW). I-BPIW yancedisa la mashishini kwinkqubela phambili yengeniso kunye nokukhula koqoqosho. Ngenxa ye- Memorandum yesivumelwano phakathi kwe- DEDAT kunye naboHlulelwano loShishin loKhenketho (TEP), iNkqubo yaMacebiso okhenketho eyanika inkxaso abacetyiswa abangama-30 nabathi bancedwa ngabacebisi ngezicwangciso zabo zokukhula koqoqosho.

Ngentsebenziswano kunye neQela loXhotyiso loQoqosho lee-DEDAT's, iqelana labongameli kanika inkxaso-mali amashishini angama-64 okhenketho ukufumana iziqinisekiso zeBEE. Iqela lasebenzisana naboKhenketho beDolophu yaseKapa, isiXeko seDolophu yaseKapa kunye noWesgro kumalungiselele eengxoxo zomnatha wothungelwano lwamashishini okhenketho. Kwamenywa izithethi ezohlukeneyo ezisuka kwezorhwebo ukuba bachaze ngemiba ephambili yengxoxo enika umdla.

Ummiselo woKhenketho wabhalisa abakhokeli babatyeleli abasuka kwamanye amazwe abangama-1 599. Oku kwanda kwaba sisiphumo sokugxininisa ukuhlolwa kokhokelo olungekho mthethweni nokwadala ukuqonda malunga nokusetyenziswa kwabakhokeli babatyeleli abasuka kwamanye amazwe abaneziqinisekiso zobhaliso. Inani labakhokeli babatyeleli abasuka akwamanye amazwe abathi bahlolwa babangama- 1 103.Ngenxa yesi siphumo senkqubo yokuhlolwa kokukhokela okungekho mthethweni i- DEDAT yasebenzisana neenkampani zeziko labucala ukwenza uqeqesho/uphuhliso lwezakhono ezikumgangatho ongentla zabakhokeli babatyeleli abasuka kwamanye amazwe aba besebenza ngokungekho mthethweni. Lindibano zeengxoxo zolwazi zagqalisa ekwandiseni ulwazi nakuphuhliso lwesivuliso ekuqinisekiswa ukuba siyaziwa kakhulu ngabakhokeli babakhenkethi abasuka kwamanye amazwe. Ngesi siphumo,eminye imiba yengxoxo ephambili yaphinda yamiselwa elinye ixesha lokuba mayixoxwe ngenxa yokubhulisha okugqithileyo. Ukongeza apha, uMetrorail wasebenzisana ne-DEDAT ukulungiselela ukuthunyelwa kwabakhokeli babakhenkethi abasuka kwamanye amazwe bathunyelwe kwizifundo zexesha elifutshane ukukhuthaza ukhenketho ngololiwe njengolunye uhlobo lwesivuliso esinokusetyenziswa.

Intengiso yoRhwebo lweNdawo ekuSingiswe kuyo yoKhenketho

Kunyaka-mali wama-2012/13, iMimiselo yeNgqungquthela yagcina iubhidi ezili-19 ukulungiselela iinkomfa kunye neengqungquthela ezibonakalisa ixabiso loqoqosho lamaR338,13 lezigidi sezigidi nokuyakuthi kwenze umtsalane kwiqela labathunywa benkomfa abangama-26 780. Imimiselo yeNgqungquthela yangenisa iibhidi ezingama-35 ezintsha kunyaka-mali wama-2012/13 ukulungiselela iinkomfa zexesha elizayo. Ixabiso leebhidi ezintsha ezingenisiweyo ziqikelelwa ukuba zingaphezulu kwamaR785 lezigidi ngethemba lokuba nako ukwenza umtsalane kubathunywa abangama-81 450 ukuya kwindawo ekusingiswe kuyo. Ngaxeshanye kwenziwa izivumelwano zoRhwebo ngokuHlangeneyo ezintlanu ezathi zagcinwa ngokhuseleko zexabiso lemali eliR115 lezigidi. Kwaxhaswa inani elipheleleyo lama-20 eziganeko ixesha elingaphezulu konyaka, nokwavelisa ixabiso lemali yoqoqosho engamaR1,327 esigidi sezigidi.

Indawo yoRhwebo loKhenketho ekuSingiswe kuyo ayithandabuzi ukuzinikela kumsebenzi wayo wotshintsho kumashishini noluhlala lusesona sicwangciso siphambili sobuchule obufunekayo kurhwebo lokhenketho. Inkqubo yenkxaso yokhenketho ijolise ekuveliseni uninzi lwabarhwebi abantsundu, ukunika inkxaso yoncendo kubarhwebi abasakhasayo nabangeneno boshishino lokhenketho, nokuquka abazuzi abalu lutsha. Impumelelo yale nkqubo isenokuba negalelo kwiinzame zayo zentsebenziswano nabohlulelwano lwamashishini ukunika amathuba okuveliswa kwezinto ezintsha kurhwebo ukuze kuxhamle ii-SMME's.

Iprojekthi zoBuchule beNgqiqo kunye noPhando loRhwebo (MR&I)

Uphando loRhwebo loKhenketho kunye neQela loBuchule beNgqiqo(MR&I), nelathi lamanyana neQela loPhando lwakwa-Wesgro IQ, laqalisa ukusebenza ngomhla woku-1 kuTshazimpunzi wama-2012, lakhokela iiprojects ezohlukeneyo zophando lwangaphakathi, ukuquka kodwa kungekho mlinganiselo kuwo: iingxelo ezine ngekota zoMlinganiselo woKhenketho eNtshona Koloni, uphando lwembono yoshishino lokhenketho (uphando lwepaneli qogqithiselo lweshishini), ukunika izimvo ezifunekayo nezisemgathweni womsebenzi wobuchule zoshishino, kwanoPhando loVavanyo lwe-SMME, nolunika iingcebiso ngempembelelo yeenzame zorhwebo ezibalelwa kwiziveliso ze-SMME exhasiweyo

I-MR&I ihlanganisa izalathiso zokhenketho ezingundoqo kuvimba weenkukacha okumgangatho wesibini owathi wakhutshwa ngabeZokhenketho eMzantsi Afrika kunye ne-STATSSA yaza yakhupha iingxelo ezine zokuHamba koMsebenzi weNdawo ekuSingiswe Kuyo eNtshona Koloni.

Ukongeza, ngexesha lokunika ingxelo, kwakhokelwa iiprojekthi ezimbini zophando zangaphandle ukwenza uphando, ukuzibiza uPhando lweMpembelelo yeSiganeke (Prince Albert Olive Festival ngowama-2012) kunye noPhando lokuLanda uMkhondo waBatyeleli; esetyenziswa ekulandeni umkhondo wemiqobo kunye neendlela ezisetyenziswayo zotyalelo lwabakhenkethi abasuka kwamanye amazwe abatyelela kwiDolphu yaseKapa naseNtshona Koloni.

Ukonwabisa kunye noMsebenzi woBugcisa boRhwebo

Umsebenzi woBugcisa boRhwebo kunye noKonwabisa ukhokelele kuncedo lokufikeleleka kwiR3,5 lezigidi ezisuka kwingxowa-mali yobulumko yakwa- CATHSSETA's neyayine sixa-mali se-R5 lezigidi Sisonke. Abazuzi bolu ncedo-mali baquka uMsebenzi woBugcisa weMizobo yePeyinti, uKwenziwa kweMidlalo yoMsebenzi woBugcisa, uMboniso-bhanyabhanya, uMculo kunye noMsebenzi woBuchule weZandla. NgokweJografi abaxhamlayo kwinkxaso-mali ngabantu abahlala emaphandleni nasezidolophini; Wellington, Paarl, Worcester, West Coast (Khwa Tuu); Clanwilliam (Living Landscapes); City Bowl (Joule City). Le nkxaso-mali yabanako ukunceda abafundi abasele benezindanga abangaphangeliyo ukuba bangene kumashishini obuchule bobugcisa bafumane amathuba okuzuzisa uqeqesho lwamava kuphuhliso loshishino kwanolwesiveliso ukuze babenako ukufuma imisebenzi.

Umsebenzi woBugcisa

Umsebenzi woBugcisa boRhwebo kunye noKuzonwabisa wakhuthaza waza wakhokela ukumiswa kweziko leqela loshishini ngentsebenziswano kushishino lobuchule bobugcisa ukomeleza umsebenzi woqoqosho nokunika iinkonzo ngorhwebo lwabasebenzi bobugcisa nophuhliso lwezoko lomsebenzi wobugcisa. Umsebenzi woBugcisa waseKapa kunye neZiko loKuyila (CCDI), iziko elikhokela phambili kuphuhliso lweziko lomsebenzi wobugcisa eMzantsi Afrika. Ezinye zezinto ezithe zafezekiswa ziquka: ukumiswa kweziko le-Fablab (ngokuhlangeneyo ne-DST kunye ne-CSIR) ngowama-2006; ukuchongwa kwe-CCDI yi-DTI njengelona ziko lisebenza kakuhle kwano kusebenzisa indlela yobuchule kwiindawo ekwenziwa kuzo umsebenzi wobugcisa ngowama-2007; nangu MAPPP-Seta njenge iBalaseleyo kuMaziko ngowama-2009. Oku kuchongwa kwenze ukuba kubelula ukuba umbutho ubenako ukumanya nokucokisa isivelisosawo ukuya kufikelela ekubeni sixhomekeke, sisetyenziswe, sifikeleleke kwaye sifaneleke kubantu abenza umsebenzi wobugcisa abangaphezulu kwama-3 500 nababhalisiweyo kuvimba weenkukacha.

Ukugqalosa kurhwebo lwabenzi bomsebenzi wobugcisa kunye namaphulo olamlo ee-CCDI's ukuzisa isiveliso kurhwebo, iSebe lihlangene neDesika yoManyano lwentsebenziswano ne-dti ukuze kwandiswe ukufikeleleka kumathuba kwabasebenzi bomsebenzi wobugcisa kwiPhondo. ISebe lakhuthaza ukufikeleleka kurhwebo lwase USA, France, Italy nase Birmingham. Aba basebenzi benza umsebenzi wobugcisa banika ingxelo yexabiso labo loRhwebo kwi-CCDI eyathi yajika yanika ingxelo yonyaka yorhwebo oluxabisa isixa-mali seR3,5 lezigidi. ISebe labhalisa amaqela amabini omanyano loshishino e-'Too Good Too Waste' kunye naboluki abenza umsebenzi weZandla base-Genadendal nanjenge sifukamisi sabeluki bomsebenzi wobugcisa. Le nkqubo iba qhubela phambili kumathuba okufikeleleka kuncedo-mali lweDti CIS ukuze babenako ukudala indawo yorhwebo esisigxina ukulungiselela aboManyano loShishino lwe-'Too Good To Waste'.

Ngokuhlangene ne-dti, aboluki boMsebenzi woBuchule weZandla base Genadendal bomanyano oluphambili lwamashishini kwamiswa kwaye basanda kubhalisa isifukamisi kunye ne-dti. Ezi zifukamisi ziyakuthi zimiswe eGenadendal, Firlands (Somerset West), Kleinmond naseHout Bay. Amalungu amathathu omanyano lwamashishini (iinkampani) athatha inxaxheba kwinkqubo ye- Genadendal, Firlands (Somerset West), Kleinmond nase Hout Bay. Amalungu amathathu omanyano lwamashishini e-'Too Good Too Waste' (iinkampani) bathatha inxaxheba kwinkqubo ye-Charleys Cake Angels esekwe phezu komanyano lwabo kunye namashishini e-'Too Good To Waste' nayakuthi avavanywe kwi-BBC kungekudala. Iinkampani ezathi zathatha inxaxheba zezi: Aboluki boMsebenzi

weZandla baseGenadendal, Ukwenziwa kwaKhona, Ukuva Kwakhona, Ukuthanda Kwakhona, Ukusetyenziswa Kwakhona. Eli thuba livumela uncedo olunexabiso lorhwebo ukulungiselela ukhenketho olunenkathalo kunye nengqikelelo yokukhula koqoqosho lolu manyano lulodwa lwamashishini.

Ngokwemigaqo yophuhliso lweziko lomsebenzi wobugcisa, iCCDI iqalise intengiso ngomnatha wothungelwano lwekhompyutha kunye nezinye iindlela ezisetyenziswayo. I-CCDI iqalise yaza yenza nempembelelo yephephandaba layo loluntu, iphepha eliku Facebook leCCDI ngeenjongo zorhwebo nokusasaza ulwazi.

Njengenxalenye yophuhliso lomsebenzi wobugcisa, iCCDI, iqalise incwadana yolwazi ngolawulo lombutho ukuqinisekisa ukuthobelana nemithetho yeRhafu kunye noBhaliso kwaSARS kuwo onke amalungu ayo. Oku kwasasazwa ukusuka ezi-ofisini zabo nakwimimandla esemaphandleni.

Ngokwemigaqo yoCetyiso, iCCDI, yaqesha abahloli boshishino ukuze bangaxhobisi kuphela iCCDI njengombutho nokonga iindleko zabacebisi bangaphandle, kodwa ukuxhobisa ngezakhono amalungu wayo kwanolawulo olusemgangathweni nolufanelekileyo lweenkonzo eziziswa eluntwini

I-CCDI yahlangana noWesgro ukukhuthaza ukufikeleleka nokwandisa urhwebo ngokufezekisa amathuba orhwebo kunye notyalo-mali kwanokwandisa ufikeleleko kumathuba orhwebo. I-CCDI yagqalisa kwisiviso somsebenzi wobugcisa kunye nokuveliswa kwezinto ezintsha kunyaka-mali laze lafumana umatshini wokushicilela oyi-3D owandisa nonyusa inkxaso yokuveliswa kwezinto ezintsha kubenzi bomsebenzi wobugcisa kunye nabayili ngokufanayo. Ngenxa yendlela yabo yokuvelisa izinto ezintsha zokuyila nokwenza umsebenzi wobugcisa kwano-manyano lwabo noWesgro, iCCDI yaphumelela kwi bhidi ukwamkela iindwendwe ezize kwiNkomfa yokuqala yoBuchule boQoqosho eMzantsi Afrika ngowama-2014.

Umboniso-bhanyabhanya

Ngokuhlangene nesiXeko seDolophu yaseKapa, ukufikeleleka kuncedo-mali kwakhokelwa kukulungiselela abalawuli-mdlalo bomboniso-bhanyabhanya baseMzantsi Afrikan bomboniso wezinto njengoko zinjalo zonyulo luka Oscar nomboniso-bhanyabhanya omfutshane; u-ASAD kunye no-'Searching for Sugar Man'. Ukufikeleleka kuncedo-mali kwakhokelwa yi'National Film kunye neVideo Foundation' (NFVF) ukulungiselela iindawo zokuhlala kunye nohambo ngeenqwelo-moya abalawuli-mdlalo bomboniso-bhanyabhanya abathathu. Sakhokela nokufikeleleka kuncedo-mali kunye nezipho zenkxaso kumanyano lwamashishini anjengo Woolworths kunye nabotyali-mali babucala abanjengo Oasis kunye neMayat International. Oku kwaquka ukuvezwa kumaziko eendaba ukusuka ku-'e.tv nakwiExpresso Breakfast Show' (SABC 3).

ISebe lagqalisa kurhwebo loshishino lomboniso-bhanyabhanya ngethuba lonyaka-mali laze lahlalanga nesiXeko seDolophu yaseKapa kunye neBig Fish Digital School soMboniso-bhanyabhanya, laqalisa nenkqubo yoqeqesho lwabenzi bomboniso-bhanyabhanya abangama-20 abantsundu olugxininisa kuphuhliso lweshishini. Le nkqubo yagqalisa ekuphuhliseni izakhono zolawulo loshishino lwabenzi bomboniso-bhanyabhanya – ukwandisa izakhono zabo ekufikeleleni kwinkxaso-mali yokwenziwa komboniso-bhanyabhanya namanye amathuba anxulumene noko asuka kwezoshishino. Ngokuhlangene nabakwa XCon Films, iSebe liqeqeshe abavuseleli (abenza imidalo yemiboniso-bhanyabhanya yoonopopi) abayakuthi baqashwe ngabakwa XCon Films ngokwenza kwabo imisebenzi yomboniso-bhanyabhanya kuSABC, nothe wanika abarhwebi abakhethekileyo ithuba lokufikeleleka kumathuba emisebenzi kunye noSABC njenga bomdlalo womboniso-bhanyabhanya woonopopi emveni kokugqibezela kwabo inkqubo yoqeqesho lwezakhono zokuba ngabadlalali bomboniso-bhanyabhanya woonopopi.

Ngonyaka-mali wama-2012/13 uxanduva lokukhuthaza utyalo-mali norhwebo kwiziko lomboniso-bhanyabhanya lwaphunyezwa nguWesgro. Oku kwaquka uncedo kumashishini omboniso-bhanyabhanya lommandla ngokusebenzayo ukuba angene kurhwebo lwehlabathi kwanokuphucula izakhono zobuchule nokubanako ukwenza umsebenzi kwiziko. ISebe kunye noWesgro baqhubela phambili ngentsebenziswano kunye neStudios zoMboniso-bhanyabhanya zeDolophu yaseKapa ukwenza umtsalane kwiinkampani zehlabathi zomboniso-bhanyabhanya ukuze zikhethe iDolophu yaseKapa kunye neNtshona Koloni ukuthatha amafoto emidlalo yomboniso-bhanyabhanya yabo kwanokwenziwa kweminye imiboniso-bhanyabhanya kwisiXeko.

linjongo eziCwangcisiweyo

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa					
linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inkqutyana 6.1: Ukhenketho loLawulo, uMsebenzi woBugcisa kunye noKonwabisa					
Uhlobo noBuninzi bamabali amafutshane oKhenketho, uMsebenzi woBugcisa kunye Nokonwabisa.	2	1	1	-	-
Inkqutyana 6.2: Ukukhukhula koKhenketho					
Ipersenti yamaziko amisiweyo okhenketho olondolozo lwemigan-gatho enganeno [inani lamaziko amisiweyo lilonke koovimba beenkcukacha ukusukela ngomhla wama-31 kweyoKwindla wama-2013]	96%	80%	95%	15%	Uhlolo olongezelelweyo kunye nokunikwa kwamangaku agqamileyo kwamahala kwandikezelwa.
Inkqutyana 6.3: Ukuthatha iNxaxheba koKhenketho					
Inani lemisebenzi ekhoyo/elondolozweyo: Uphuhliso lwezabasebenzi boKhenketho	388	300	269	(31)	Inkqubo yafumana inani elikhulu labafudi abayeka phakathi ngaphambi kokuphela kwenkqubo
Inani lemisebenzi ekhoyo/elondolozweyo: Uphuhliso lobutyebi boKhenketho	-	300	549	249	Ukuhlangana neNkqubo yaMashihini oKhenketho (TEP) kuxhase iSebe ekuncedeni mashihini amaninzi.
Inani lamashishini akhoyo awondolozweyo/ alondolozweyo ngenxa yophuhliso lwamashishini okhenketho	-	100	95	(5)	Amanye amashishini zange abenako ukunikezela amaxwebhu afunekayo nawayenokuqinisekiswa kunye nengqiqo yokuba ingaba athe akhula okanye alondolozwa kusini na.
I-Persenti yabakhokeli abakhokela abakhenkethi abasuka kwamanye amazwe [Inani labakhokeli abakhokela abakhenkethi abasuka kwamanye amazwe lilonke koovimba beenkcukacha ukusukela ngomhla wama—31 kweyoKwindla wama-2013.	55%	65%	99.62%	34%	Uqhagamshelwano rhoqo naba chaphazekayo kukhokelele ekwandisweni kokuqonda nokubhalisa kwabakhokeli babakhenkethi abasuka kwamanye amazwe.

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inkqutyana 6.4: Umbutho woRhwebo lweNdawo ekuSingwe Kuyo					
Inani labakhenkethi abafikayo abasuka kwihlabathi liphela besingise eNtshona Koloni.	981 019	1 658 929	539 239	(1 119 690)	Eli nani lixhomekeke kwiingxelo zekota zokhenketho zoMzantsi Afrika. Uvimba weenkukacha weekota ezishekileyo awukafumaneki ngomhla wokunika ingxelo. Eli nani libonakalisa iikota ezimbini zokuqala zonyaka-mali wama-2013/13 (kuTshazimpunzi – kweyoMsintsi wama-2012)
Inani labakhenkethi abafikayo abasuka kwihlabathi liphela libalelwa kwiinzame zorhwebo lwe- CTRU.	51 994	87 923	28 580	(59 343)	Ukufika kwabakhenkethi abasuka kwihlabathi liphela kubalelwa kwiinzame ze-CTRU eziqikelelwa kwi-5.3% nenxulumene neNcwadana yokuHamba koMsebenzi. woRhwebo lweNdawo ekuSingiswe kuyo kwihlabathi liphela. Eli nani libalelwa kwiinzame zeekota ezimbini zokuqala kunyaka-mali wama-2012/13 (kuTshazimpunzi – kweyoMsintsi wama-2012)
Inkcitho ngokuthe Ngqo yaManye Amazwe kwihlabathi liphela.	R13.3bn	R24bn	R8.3bn	(R15.7bn)	Eli nani lixhomekeke kwiingxelo zekota zokhenketho zoMzantsi Afrika. Uvimba weenkukacha weekota ezishekileyo awukafumaneki ngomhla wokunika ingxelo.

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inkcitho kwihlabathi liphela libalelwa kwiinzame ze- CTRU.	R705m	R1.27bn	R0.4bn	(R0.87bn)	Ukufika kwabakhenkethi abasuka kwihlabathi liphela kubalelwa kwiinzame ze-CTRU eziqikelelwa kwi-5.3% nenxulumene neNcwadana yokuHamba koMsebenzi. woRhwebo lweNda-wo ekuSingiswe kuyo kwihlabathi liphela. Eli nani lixhomekeke koku kukhankanywe apha ngentla.
Inani labatyeleli bangaphakathi kweli lizwe.	1 843 800	3 000 000	910 000	(2 090 000)	Eli nani lixhomekeke kwiingxelo zekota zokhenketho zoMzantsi Afrika. Uvimba weenkukacha weekota ezishekileyo awukafumaneki ngomhla wokunika ingxelo.
Inani labatyeleli bangaphakathi kweli lizwe libalelwa kwiinzame zorhwebo lwe-CTRU	184 380	300 000	91 000	(209 000)	Inani labatyeleli bangaphakathi kweli lizwe libalelwa kwiinzame ze-CTRU eziqikelelwa kwi-10% enxulumene neNcwadana yokuHamba koMsebenzi. woRhwebo lweNda-wo ekuSingiswe kuyo kwihlabathi liphela. Eli nani lixhomekeke koku kukhankanywe apha ngentla.
Inkqutyana 6.5: Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa					
Inani lemisebenzi efunyenweyo/elondolozweyo: (Ushishino loPhuhliso loMsebenzi woBugcisa)	-	300	70	(230)	I-CCDI iphumeze inkqubo yoqwalaselo ngomnatha wot-hungelwano lwekhompyutha kwaye le nkqubo isekwimigangatho yayo yokuqala ze ngelishwa azikaqokelelwa zonke iinkukacha ezifanelekileyo nezifuneko kwisakhelo sobungqina. Le nkqubo iyakuthi ihlaziye ukungqinelana nobungqina obuyifuneko kunyaka-mali wama-2013/14

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inani lemisebenzi efunyenweyo/elon-dolozweyo: (Ukuveliswa kweZinto eZintsha zoMsebenzi woBugcisa)	-	180	-	(180)	I-CCDI iphumeze inkqubo yoqwalaselo ngomnatha wot-hungelwano lwekhompyutha kwaye le nkqubo isekwimigangatho yayo yokuqala ze nge-lishwa azikaqokelelwa zonke iinkcukacha ezifanelekileyo nezifuneko kwisakhelo sobungqina. Le nkqubo iyakuthi ihlazi-ywe ukungqinelana nobungqina obuyifuneko kunyaka-mali wama-2013/14.
Inani lamashishini awondisiweyo/alondolozweyo: (Uphuhliso lwaMashishini oMsebenzi woBuchule boBugcisa)	-	150	60	(90)	I-CCDI ifezekise inkqubo yokujonga yekhompyutha. Inkqubo ikwizinga lalo lophuhliso kwaye ayikaluthathi lonke ulwazi olufunekayo ngokulindeleke kubume bobungqina.
Inani Lamashishini awondisiweyo/alondolozweyo: (Ukuveliswa kweZinto eZintsha zoBuchule boBugcisa)	-	90	2	(88)	I-CCDI iphumeze inkqubo yoqwalaselo ngomnatha wot-hungelwano lwekhompyutha kwaye le nkqubo isekwimigangatho yayo yokuqala ze nge-lishwa azikaqokelelwa zonke iinkcukacha ezifanelekileyo nezifuneko kwisakhelo sobungqina. Le nkqubo iyakuthi ihlazi-ywe ukungqinelana nobungqina obuyifuneko kunyaka-mali wama-2013/14.
Ixabiso lorhwebo notyalo-mali (Umboniso-bhanyabhayna kunye nomsebenzi wobugcisa)	R3.228m	R1.27bn	R109.679m	(R1.160m)	Uqingqo-mali lokwenziwa kwemisebenzi yeziphumo zoMboniso-bhanyabhayna okwanguku alukagqityezelwa ngofanayo ukuze lubenokufikelela kwiziphumo ezinqwenelweyo. Lo Mba uyakuthi

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
					uchazwe kunyaka-ukuqinisekisa ukuba iinzame zingginelana nesakhelo sobungqina.
Ixabiso loncedo-mali olufumnekileyo (ukonwabisa kunye nomsebenzi wobuchule bobugcisa)	R10.271m	R2.050m	R8.826m	R6.776m	I-CCDI ngenxa yolondolozo lokuhamba komsebenzi wayo rhoqo kwiziko lokuYila neleMisebenzi yoBugcisa, yakhuthaza utyalomali kwindlela esetyenziswayo yophuhliso lweziko nanjengokuba isixa-mali soncedo-mali esifumanekileyo sithe sanda.

Izalathisi zokuhamba komsebenzi

Ukhenketho, Umsebenzi wobuGcisa kunye noKonwabisa

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inkqutyana 6.1: Ukhenketho loLawulo, Umsebenzi wobuGcisa kunye noKonwabisa					
Inani lamalungu azibandakanye nohlulelwano loKonwabisa, uMsebenzi woBuchule boBugcisa kunye noKhenketho eNtshona Koloni (WC)	816	300	602	302	Kwenziwa uhlehlengiso lweengxoxo zolungiselelo kunye noMphathiswa nokwaba nesiphumo senani elongezelekileyo labantu abathatha inxaxheba kwiziganeko zoHlulelwano.
Inani lamaphulo enxaso yoBuchule boKhenketho, uMsebenzi woBuchule boBugcisa kunye noKonwabisa.	Ukuhlaziywa kweziCwangciso zeziko ka-2 NgoNyaka	Ukuhlaziywa kweziCwangciso zeziko ka-1 NgoNyaka	1	-	-
	Amaphepha ama-2 ophando (isiseko)	Amaphepha ama-2 esikhundla	2	-	-

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
	ukuqwalaselwa kwezalathisi zeziphumo ez-2	ukuqwalaselwa noku-vavanywa kwezalathisi zeziphumo ez-2	4	2	Ukwenziwa kophando lwe- M&E lwezalathisi zeziphumo ezinqmlizileyo kulo lonke iSebe, ezi-4 kwezi zalathisi zava-vanywa kwinkqubo 6.
Inkqutyana 6.2: Ukukhula koKhenketho					
Inani leziveliso zokhenketho ezixhasiweyo/ eziqalisiweyo	-	2	2	-	-
Inani leeprojekthi ezichongiweyo zamaziko amisiweyo ezinxulumene nokhenketho.	2	2	2	-	-
Inani lamaziko amisiweyo okhenketho okanye abantu abafumene inkxaso/uncedo	-	788	950	162	Ukwenziwa kohlolo olongezelelweyo kunye nokuhlelwa ngokodidi.
Inkqutyana 6.3: Ukuthatha inxaxheba koKhenketho					
Inani labantu abafumene uqeqesho lokhenketho (uphuhliso lwezabasebenzi boKhenketho)	2 173	1 870	2 452	582	Ulwahlulelwano kunye neSebe loKhenketho kwano- CATHSSETA kwanceda iSebe kuqeqesho lolutsha olongezelelweyo olungaphangeliyo.
Inani lamashishini akhoyo afumene uncedo (uphuhliso lwamashishini okhenketho)	-	625	716	91	Intsebenziswano kunye naboHlulelwano lwaMashishino oKhenketho avumela iSebe ukuncedisa amashishini awongezelelweyo okhenketho.
Inani labantu ababhalisiweyo (abakhokeli babakhenkethi abasuka kwamanye amazwe)	1 422	1 000	1633	633	Ukwanda kokuqonda ngenxa yokusasazwa kweencwadana zokuqonda zolwazi kwakhokelela kwini elongezelelweyo lokubhaliswa kwabakhokeli babakhenkethi abasuka kwamanye amazwe.

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

Iinjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inani labantu/ amashishini anxulumene nokhenketho ahlolilweyo okanye aqwalaselwa (abakhokeli babakhenkethi abasuka kwamanye amazwe)	1 057	1 000	1 077	77	Ukwenziwa kohlolo lwabakhokeli babakhenkethi bamanye amazwe kunye naMapolisa eMetro ngokumanyeneyo kwabaluncedo ekufikeleleni kwini elikhulu labantu abathi bahlolowa.
Inkqutyana 6.4: Umbutho woRhwebo lweNdawo ekuSingwe Kuyo					
Inani leziVumelwano zoRhwebo ngokuManyeneyo ezikhuselekileyo	7	5	5	-	-
Ixabiso leziVumelwano zoRhwebo ngokuManyeneyo ezikhuselekileyo	R126m	R42m	R114.7m	R72.7m	Ngenxa yokuvela kwenani elikhulu kurhwebo lwase-UK.
Inani leebhidi zenkomfa ezikhuselekileyo	20	16	17	1	Ixesha lokulindelela ukuvunyelwa kweebhidi ezifakiweyo liba lide kakhulu.
Ixabiso leebhidi zenkomfa ezikhuselekileyo	R254m	R360m	R310.23m	(R49.77m)	Kuye kwabakho ukuncipha kwinani leenkomfa zehlabathi ngenxa yokutshintsha koqoqosho kwihlabathi liphela.
Inani labathunywa abathathe inxaxheba kwiinkomfa	20 510	34 000	24 080	(9 920)	Kuye kwabakho ukuncipha kwinani labathunywa abaya kwinkomfa ngenxa yokutshintsha koqoqosho kwihlabathi liphela.
Inani leziganeko ezixhasiweyo	14	6	19	13	Ukufezekiswa ngokugqithisileyo kule nkalo yojoliso kwiNtsebenziswano ngokuManyeneyo kunye ne-ofisi yeNkulumbuso malunga neziganeko ezikhulu ezathi zenzeka kulo nyaka-mali sikuwo.
Ixabiso leziganeko ezixhasiweyo	R1.5bn	R1bn	R1.301bn	R301m	Ukufezekiswa ngokugqithisileyo kule nkalo yojoliso kwiNtsebenziswano ngokuManyeneyo kunye ne-ofisi yeNkulumbuso malunga neziganeko ezikhulu ezathi zenzeka kulo

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

Injongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
Inkqubo 6.5: Umsebenzi wobugcisa boRhwebo kunye noKonwabisa					
Inani lamashishini afumene uncedo: (UPhuhliso lwaMashishini oMsebenzi woBugcisa)	–	300	657	357	Ukwandisa kwe-CCDI inkqubo zayo zokunika uluntu ulwazi kwaba neziphumo zenani eliphezulu zokufikeleleka kumashishini amaninzi.
Inani lamashishini afumene uncedo: (Ukuveliswa kwezinto ezintsha zoMsebenzi woBugcisa)	642	200	373	173	Ngokwemeko yoqoqosho yangoku amashishini obuchule bobugcisa athe abanako ukwenza imisebenzi ngokugqithisileyo, okokuqalangenxa yokubalula kakhulu ukungena, okwesini ngenxa yembonakalo yayo kwihlabathi liphela. Ngoko ke, amashishini omsebenzi wobugcisa aphumeze ukubaluleka kokuyilwa nokuveliswa kwezinto ezintsha nokuthe kwandisa ukwenziwa kwemisebenzi ye- CCDI FABLAB.
Inani leeprojekthi zorhwebo nezotyalo-mali eziphunyeziweyo kumboniso-bhanyabhanya.	–	50	37	(13)	Ngenxa yokusilela kokugqityezelwa kwezi nkqubo zoqeqesho, uqeqesho lwagqityezelwa kuphela ekupheleni kwenyanga kaTshazimpunzi wama-2013. Ingxelo yoku iyakuthi ifumaneke kwiKota-1 yonyaka-mali wama-2013.14.
Inani lamashishini akhoyo afumene uncedo lwamathuba orhwebo nokuthunyelwa kwempahla kwamanye amazwe (ukuthunyelwa komsebenzi woBugcisa ngaphakathi kweli lizwe nakwamanye amazwe kwihlabathi liphela)	231	350	435	85	Kwimimeko yangoku yoqoqosho, ICCDI ithe yaba nengqiqo eyenye nokufikeleleka kwinkqubo zorhwebo ezongezelelweyo ukuze bafumane ixabiso elingcono kulwabiwo loqingqomali lwabo. Ngoko ke bathi gqolo uku-sebenzisa urhwebo

Ukhenketho, Umsebenzi woBugcisa kunye noKonwabisa

linjongo eziCwangcisiweyo	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho kwinkalo yojoliso ecwangcisiweyo koKona kuFezekisiweyo 2012/13	Izimvo ngonxaxho
					lothungelwano lwe intanethi neeprojekthi zokufikelela kurhwebo, urhwebo lwesiphaluka olubhatalwa emva kokuba kuthengiwe kunye nabanye abachaphazelekayo.
Inani lamakungu oMsebenzi woBugcisa	896	50	313	263	Ishishini lomsebenzi wobugcisa uye wafikelela ekubeni ube liziko elingeniso yokukhula koqoqosho nokuthatha inxaxheba.
Inani leengxelo zobuchule bengqiqo yoqoqosho lweziko	5	2	2	-	-

Unxulumano lokuhamba komsebenzi kunye noqingqo-mali

Inkcitho yeNkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisiweyo)/Inkcitho Enganeno	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisiweyo)/Inkcitho Enganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Ukhenketho, uMsebenzi woBugcisa kunye noKonwabisa	3 561	3 533	28	2 964	2 940	24
Ukukhula koKhenketho	4 574	4 564	10	7 562	7 506	56
Ukuhatha inxaxheba kuKhenketho	8 538	8 508	30	7 418	7 382	36
Umbutho woRhwebo lweNdawo ekuSingiswe Kuyo	25 000	25 000	-	35 439	35 439	-
Umsebenzi woBugcisa boRhwebo kunye noKonwabisa	8 740	8 740	-	9 556	9 556	-
Inani lilonke	50 413	50 345	68	62 939	62 823	116

5.7 Inkqubo 7: Uphuhliso lweZakhono kunye nokuVeliswa kweZinto eZintsha

Injongo

Ukukhuthaza ulungiselelo lweNzuzo yoLuntu kunye neZakhono zokuVeliswa kweZinto eZintsha ukulungiselela ukwenziwa kwemisebenzi yoQoqosho loPhuhliso lweZabasebenzi oluyimfuneko eNtshona Koloni.

Ukwakhiwa kweNkqubo

Inkqutyana 7.1: Ulungelelwaniso lweZakhono zePhondo

Inkqutyana 7.1: Ukuphuhliswa kweQela laBasebenzi

Inkqutyana 7.1: Ukuveliswa kweZinto eZintsha

linjongo ezicwangcisiweyo zonyaka-mali ophantsi kohlolo:

- Ukudala imeko evumela izakhono zokunciphisa iingxaki zophuhliso lwezabasebenzi kulondolozo lokukhula kweshishini, ukudala imisebenzi kunye notyalo-mali;
- Ukwenza amalungiselelo eziko ngokwandisa ukufikeleleka kwiinkqubo zomisebenzi ezikhokelela ekungeneni, kwimfundo ekumgangatho ophakathi nophuzulu; kwano
- Iqela lokuVeliswa kweZinto eZintsha loMmandla, i-RIF, liyakuthi likhuthaze imeko yokuveliswa kwezinto eZintsha ukulungiselela inkqubela phambili yoqoqosho kunye nokubanako ukenza imisebenzi yoshishino.

linjongo ezicwangcisiweyo, iinkalo zojoliso ezicwangcisiweyo zezalathisi zokuhamba komisebenzi kunye nokona kufezekisiweyo

Inkqubo yokuveliswa kweZinto eZintsha kunye neZakhono inxulumene neNjongo eCwangcisiweyo yePhondo 1: ukudala amathuba okukhula koqoqosho kunye nemisebenzi ngokuqinisekisa inkqubela phambili nokuzibandakanya kwamashishini kwimiba eyohlukeneyo yophuhliso loludwe lwezifundo ingakumbi, uqeqesho lobuchule bobugcisa, inkuthazo yokufakwa emsebenzini kolutsha olungaphangeliyo, iindlela zoqeqesho, ukucetyiswa, uqeqesho lwemisebenzi yolwazi lobuchule obunqabileyo nophuhliso lomisebenzi othile ingakumbi kumaziko omisebenzi. Injongo yala maphulo kukunciphisa isikhewu phakathi konikezelo ngeenkonzo kunye nemfuno yomisebenzi kwanempembelelo kwinani lemisebenzi eNtshona Koloni.

Ukuchaza ngesikhewu phakathi konikezelo ngeenkonzo kunye nemfuno zifuna inzame yentsebenziswano phakathi kwamashishini kunye nabaqashi abafuna kakhulu izakhonokunye nemfuno kwanamaqumrhu oqeqesho anceda ngophuhliso lwezakhono. Indima yeQela leZakhono lePhondo (PSF) umisebenzi walo kukuhlanganisa abadlali ndima ukuchonga imiceli-mngeni, ukukhuthaza ukufikeleleka kumaphulo oncedo kunye nenkxaso efanelekileyo, kodwa ekugqibeleni, eyona njongo yee-PSF's kukukhuthaza intsebenziswano lweenkqubo ezingamandla nezihambela phambili kumda wezakhono. Ngolo hlobo iziphumo ezifanelekileyo zenkqutyana efunekayo linani lemiceli-mngeni echongiweyo nethe yasonjululwa kunye nokufumanela koncedo-mali. Malunga nokufumaneka koncedo-mali, iinzame ze-PSF zibone uphuhliso lwentsebenziswano phakathi kwe-West Coast College kunye ne-Construction SETA (CETA) iquka uncedo-mali lwe-R4,3 lezigidi ukunceda abafundi abali-100 kuvavanyo lorhwebo, abangama-30 asele benezidanga abafundiswa ulwazi lomisebenzi othile, uphuhliso lwezakhono zabaqeshwa be-FET abali-10 kweminye imisebenzi eyenziweyo.

Malunga nemisebenzi eyenziweyo, "inani lemiceli-mngeni echongiweyo eyathi yasonjululwa", inkalo yojoliso yaba yeyesine ngowama-2012/13, kodwa okona kufezekisiweyo yaba zizisbululo ezintlanu eziquka oku:

- a) **Unxulumaniso lweKholeji yaseWest Coast kunye naMashishini:** Omnye wemiba ephambili ethe yacaciswa kwisiCwangciso soPhuhliso lweZakhono (NSDS) III kukumiswa kweziko lolwahlulelwano phakathi kweKholeji ze-FET kunya namashishini. IKholeji ye-FET yase West Coast ibonakalise imfuneko yenkxaso yentsebenziswano kunye neenkampani ezifanelekileyo zase West Coast. I-ofisi yeprojekthi yakhuthaza intsebenziswano phakathi kweKholeji yaseWest Coast ne Atlantis Foundries, apho intsebenziswano iquka ukuphuhliswa kwezakhono zabaqeshwa be-Atlantis Foundries ngoncedo lweKholeji ekwi-West Coast FET College; ukubonakaliswa kwezomashishino kubafundisi beKholeji FET yase West Coast ese Atlantis Foundries, ukubonakala kwendawo yokusebenzela yabafundi beKholeji eseAtlantis Foundries kunye namathuba anokuthi avele emisebenzi kwinkampani yabafundi beKholeji emveni kokuba begqibezele izifundo zabo.
- b) **Ukuqinisa intsebenziswano phakathi kweKholeji ye-FET yase Boland kunye nee-SETA'.** iKholeji yeFET yaseBoland yachaza imfuneko yoncedo lokwakha ubudlelwana kunye neZiko leMfundo elifanelekileyo ku-

nye neZiphath'amandla zoQeqesho (SETAs) kwiPhondo, nangenxa yesiphumosenkxaso yePSF, iKholeji yaseBoland ngoku inolwahlulelwano kabini kunye neeSETAs ezintlanu. Olu lwahlulelwano kuvumele iKholeji ukuba ifumane imvume yenkqubo kunye nokuqinisekiswa kwiinqubo ezongezeleleyo zemfundo zakwa-SETA, nokwenza ukwanda kophuhliso lwezakhono zobuchule bekholeji, ukuquka uncedo lwe-EW Seta kuBunjinieli boMbane, Inkqubo yophando ngokucocwa kwamanzi njengesivumelwano seqela le-sithathu kunye nomasipala kwanenkxaso esuka kuMerseta kuncedo lweziko labo leAuto Trade Test.

- c) **Ukuchaza ngokucalucalula uqhamshelwano lolwazi ngengxowa-mali phakathi kwabachaphazele-kayo.** I-PSF yaqubisana nabadlali-ndima abaninzi boqeqesho befuna ukuqonda malunga neendawo ekunokufumaneka kuzo uncedo-mali ukulungiselela amaphulo abo ophuhliso lwezakhono, ingakumbi utshintsho olubonakalayo lwemigaqo kwiNgxowa-mali yeZakhono yeSizwe kwizicelo ezifakiweyo zeziko labucala. I-Ofisi yeProjekthi ye-PSF ithe yakhokela ulwazi oluthe lwathathelwa ingqalelo kwanokuzibandakanya kwiingxoxo malunga namathuba okufumana uncedo-mali lophuhliso lwezakhono, kunye nabameli abasuka kwiInkonzo zakwa-SARS Revenue yaseMzantsi Afrika (SARS) ukuya kwabeNgxowa-mali yeZakhono yeSizwe (NSF). Impendulo encumisayo efumaneke kubathathi-nxaxheba yaqinisekisa ukuba indibano yocweyo ye-PSF yachaza ulwazi oluninzi malunga nokwahlukanisa okwathi kwakhokelela kwintlophuko nakwezinye iimeko, ukungaqhubeli phambili okunokwenzeka koludwe lwezifundo.
- d) **Inkqubela phambili yokuba nokufikeleleka phakathi kweeSETAs kunye namashishino eQela eliLawula uRhwebo laseKapa.** Amalungu eQela eliLawula uRhwebo laseKapa afumana ingxaki yokufikeleleka kwinkxaso yeSEATs kuqeqesho lwabo lwangaphakathi. I-ofisi yeprojekthi yePSF yakhokela, ngoncedo lweHlokoondiba leSETA eNtshona Koloni nelithi lincedwe liSebe ngenkxaso-mali, ukuhlaziywa nokuphuhlisa kovimba weenkukacha zoqhagamshelwano zabo bonke abameli bommandla weSETA nokuthunyelwa kolu luhlu kwiwebhusayithi yeQela loLawulo loRhwebo. Ukongeza, umlawuli weHlokoondiba leSETA laseNtshona Koloni waba yindawo yokuqala yokuzisa iinkamari zeQela loLawulo eKapa ukhuthaza nokufezekisa ukufikeleleka kwabo kwii-SETAs. Oku kwanconywa ngentsebenziswano phakathi kweQela loLawulo loRhwebo kunye neHlokoondiba leSETA lase Ntshona Koloni ukwabelana ngokunzulu ngolwazi lwemiceli-mngeni emalunga noqeqesho kwanokuphucula ubudlelwane beziko kunye namaqumrhu.
- e) **Inkxaso ngoncedo-mali kwiKholeji yeDolophu yaseKapa.** IKholeji yeFET yedolophu yaseKapa ibonene ne-ofisi yeProjekthi ye-PSF ukufumana uncedo-mali lokuthenga umatshini osisixhobo sokudibanisa iintsimbi, uMsebenzi woBugcisa nokuYila, ingakumbi ukwenziwa nokuyilwa kwezihombisi ezinamatye anqabileyo, kwachongwa nanjengomnye wemiba enika umtyhi kwiziko leFET eNtshona Koloni. Yiyo kuphela iKholeji efumene imvume yenkqubo kunye neZiphath'amandla zeZiqinisekiso zeMigodi eNtshona Koloni (MQA) ukukhokela iinkqubo zoqeqesho kunye nemfundiso yokwenza izihombiso ezinamatye anqabileyo neqinisekisiweyo ngokuseMagunyeni ngu (SETA). IQela lezakhono kwiphondo (PSF) lancedisa iKholeji ye-FET yaseKapa kwizicelo sayo soncedo-mali lokuthenga umatshini oluhlobo olulodwa wokudibanisa iintsimbi nokwafunyaniswa ukuba ubalulekile kuqeqesho lwabafundi.

Inkqutyana yoPhuhliso lweQela laBasebenzi inezcwangciso ezingundoqo ezimbini nezinxulumene neNjongo eCwangcisiweyo yePhondo 1: ukudala amathuba okukhula koqoqosho kunye nemisebenzi, nesiCwangciso soPhuhliso lweSizwe (NDP) ukuphumeza imeko yolondolozo lwemisebenzi, ukukhula koqoqosho kwanokukhuthaza ukufumaneka kwengqesho kumashishini ekufumaneka kuwo imisebenzi kwaye ngala alandelayo:

1. Ukukhuthaza/ukuxhasa ulutsha olungaphangeliyo ukuze lufumane imisebenzi
2. Ukuvala isikhewu phakathi konikezelo ngeenkonzo kunye nemfuno kuwo onke amaziko ngokudala iqela labasebenzi abanezakhono kwimisebenzi yobugcisa echongiweyo, ubuchule obuthile kunye nolwazi lomsebenzi othile ngokuphangaleleyo ebalulekileyo kuphuhliso lokukhula koqoqosho lwethu.

Inkqubo yokuveliswa kwezinto ezintsha kunye neZakhono inxulumene neNjongo eCwangcisiweyo yePhondo 1: ukudala amathuba okukhula koqoqosho kunye nemisebenzi ngokuqinisekisa inkqubela phambili nokuzibandakanya kwamashishini kwimiba eyohlukeneyo yophuhliso loludwe lwezifundo ingakumbi, uqeqesho lobuchule bobugcisa, inkuthazo yokufakwa emsebenzini kolutsha olungaphangeliyo, iindlela zoqeqesho, ukucetyiswa, uqeqesho lwemisebenzi yolwazi lobuchule obunqabileyo nophuhliso lomsebenzi othile ingakumbi kumaziko omsebenzi. Injongo yala maphulo kukunciphisa isikhewu phakathi konikezelo ngeenkonzo kunye nemfuno yomsebenzi kwanempembelelo kwinani lemisebenzi eNtshona Koloni.

Izicwangciso zobuchule obungundoqo kulo nyaka zijongene namaphulo olamlo lophuhliso lwezakhono zolungiselelo lolutsha olungaphangeliyo ngoncedo lwamaziko emfundiso: ngokuxhaswa ngamava olwazi lomsebenzi womanyano lwamashishini nokunika ulwazi olupheleleyo lwabaqeshwa abafumene uqeqesho olufanelekileyo kumsebenzi wobugcisa ukuhlangabezana nokungabikho ngokwaneleyo kwezakhono zobuchule obuthile obu-

funekayo kuqoqosho kwanokuqeqesha abafundisi boqeqesho izakhono zokucebisa nokulungiselela abafundi umsebenzi othile.

Inkqubo yoPhuhliso loMsebenzi woBugcisa

Inkqubo yoPhuhliso loBugcisa ngowama-2012/13 ithe yasebenza kakuhle ekudaleni intsebenziswano phakathi kwamaqela karhulumente kunye nawabucala ukwandisa nokomeleza uphuhliso lobugcisa. Inkqubo yayilwa, yaziswa eluntwini yaze yahlalelwa njengomanduleli wesicwangciso soPhuhliso loBugcisa seSizwe. Ixabiso lezifundo ezithe zafundwa zither zachazwa kwabachaphazelekayo nabafanelekileyo ukuqinisekisa ukwanda okongezelelweyo kwenkqubela phambili. Injongo ecwangcisiweyo ngokupheleleyo kukwandisa iqela labo bangena zakhono ngokwaneleyo kwiPhondo ukukhuthaza uphuhliso nokudaleka kwemisebenzi.

Amashishini ekufikelelwe kuwo kuqeqesho lowama-2012/12 kwiNkqubo yoPhuhliso loBugcisa:

Iziko	Urhwebo
Ubunjineli	Umdibanisi woMatshini kunye nokuqingqa intsimbi ngokuwujikelezisa Umdibanisi woMatshini Ukudibanisa lintsimbi Umenzi weMbiza yokuBilisa aManzi Umakhi noMkhandi weLitye lokuSila Umntu oSebenza Ngombane Umenzi weZixhobo zokuSebenza Umbumbi wezinto
Izithuthi	Umkhandi weeMoto zenjini yeDezile Umkahndi weeMoto zePetroli Umpeyinti ngesiTshizi sePeyinti sokulungisa iimoto
Ukwakha	Umakhi ngeZitena Umchweli Umdibanisi kunye noMsebenzisi woMatshini waMa-planga Ukutwabeka kunye noKwenza Imigangatho Ngombane Umtywini weMibhobho yaManzi Umntu Owenza Imihombiso ngePeyinti Umpeyinti
Ukhenketho	Umpheki oyiNtloko eHotele

Ngowama-2012/13 iProjekthi yoPhuhliso loBugcisa yakhokela uqeqesho lwabafundi abangama-500 kwinkqubo yoLungiselelo loMsebenzi kwanaMagcisa ali-105 aneZiqinisekiso zoLungiselelo loMsebenzi oThile kunye Nokucebisa.

Ngama-500 abafundi abangaphangeliyo abagqibezele inkqubo yoqeqesho olungamandla lokwenziwa kolingano lomsebenzi kwiinyanga ezintathu (ulungiselelo lomsebenzi) (kwi-FET) olusekwe phezu kwemilingano emisiweyo yokuqeshwa njengomfundi. Abafundi abangena kule nkqubo kufuneka babe bagqibe lonke uqeqesho lwabo lwezifundo zenkcazo yengcingane (NCV4 okanye NTC2-6) njengokuba kuyimfuneko ngokwemithetho yokuziphatha yorhwebo efanelekileyo. Qaphela: ukuba le yinkqubo yezakhono zenkcazo yengcingane ukuze abafundi bafundiswe izakhono ezineziqhamo ezifanelekileyo ezihambelana noRhwebo lwabo. Abafundi abagqibezele imilingano emithathu emisiweyo eyimfanelo kurhwebo lwabo ukuzibiza:

1. Ukubekwa eSikhundleni
2. Ukhuseleko
3. Izixhobo Zezandla kunye neze Ndibano yoCweyo

Emveni koko eminye imilingano eyohlukeneyo enxulumene norhwebo enjengo kuDibanisa lintsimbi, uMbane nokuDibanisa ooMatshini, ngokuseke phezu kwesiqinisekiso umfundi anaso kwane mfuno yeshishini, kongezelelwe ukuqinisekisa ukuba abafundi basenza kakuhle kwindawo yokusebenzela. Lonke uqeqesho luyakuthi loqokelelwe kwincwadi ekufakwa kuyo ulwazi esetyenziswa ngabaqeshwe njengabafundi neyakuthi isiwe kwindawo yokusebenzela ukuqhubeka ukugcina ulwazi lwezakhono olugcinwa njengenxalenye yobungqina beenkcukacha ezimfuneko ukufikeleleka kuVavanyo loRhwebo lweSizwe.

IProjekthi yoPhuhliso loBuchule boBugcisa ithe yafezekisa ukuvula isikhewu phakathi konikezelo lwezakhono kunye neemfuno ukudala amathuba awongezelelweyo kubafundi abaphuma kwii-Kholeji ze-FET ukuze babe nokufikeleleka kumava okwenziwa komsebenzi. IiKholeji zeFET ezathatha inxaxheba ngowama-2012/13 ngokusekwe phezu kwabafundi abangqinelana nemfuno yezakhono, yaba zezi: College of Cape Town, Northlink FET, West Coast College and False Bay College (Public FET's) nee-FET's zabucala ezinjenge Japanese, Taiwan neKorea (JTK) kunye noKhenketho kwaneZiko laMashishini laseMzantsi kwilizwekazi laseAfrika (TTBISA).

IProjekthi yoBugcisa iyakuthi yandoswe kunyaka-mali olandelayo ngenxa yonxulumano loMgaqo-nkqubo wayo weSizwe nokwanda kwenani laMagcisa aneZiqinisekiso eNtshona Kooni naseMzantsi Afrika. Uphuhliso luyakuthi luchaze ngophuhliso loqoqosho nokuqalisa ukukhankanya iqela labasebenzi ekudala likhona.

Ngenxa yesiphumo seli phulo lolamlo kwadityaniswa abafundi abangama-147 kubafundisi bolungiselelo lwabafundi baza bafakwa kwiinkampani zokwamkela iindwendwe kwiinyanga ezimbini zokuqala kunyaka-mali wama-2013/14. Ukufakwa kwabo emisebenzini kwathatha iinyanga ezili-18 ukuze bafumane ukufikeleleka kuVavanyo loRhwebo lweSizwe.

Inkqubo yeZakhono kunye noMsebenzi

Ngenxa yentsebenziswano yamaqela abucala nakarhulumente, nekhokelwa yinkqutyana yoPhuhliso, iNgxowa-mali yeMisebenzi yazibophelela ekusebenziseni isixa-mali Se-R112,194 kumaphulo amathathu ophuhliso lwezakhono zolutsha olungaphangeliyo: Inkqubo yeZakhono kunye neMisebenzi, iNkqubo yoBugcisa ekunikeni Uncedo kunye neNkqubo ye-CAPACITI 1 000. Ama-R65.140 ezigidi ithe athe afunyanwa ngokukodwa ukulungiselelaumsebenzi kunye neNkqubo yeZakhono nasuka kwiNgxowa-mali yeMisebenzi, kwiminyaka emithathu ezayo.

Ukusukela ngomhla wama-31 kweyoMnga wama-2012, inani elipheleleyo labafundi abangama-790 bagqibezela ngempumelelo uQeqesho loLungiselelo loMsebenzi kunye neZakhono zoBomi kuyo yonke imimandla emithandathu yeNtshona Koloni, kuCape Metro, West Coast, Cape Winelands, Central, South Cape nase Overberg. Uqeqesho loludwe lwezifundo lwaluqulathe le miba ilandelayo: ubuchule bengqiqo yoluvo, imali yomntu ubuqu, ukuhlangabezana noxinzelelo, ulawulo lwexesha, iimeko ezi sisiseko zomsebenzi, nemeko yoqhagamshelwano loshishino, iqela lentsebenziswano, ezempilo kunye nokuba sempilweni. Unizni olwafakwayo lama-53% lalawulwa ngummandla weCape Metro kwanolawulo lokwamkelwa kweendwendwe kunye namaziko athengisa ngemiyinge emincinci nangemikhulu. Uninzi lwezikhundla ekwabekwa kuzo abafundi yaba lulawulokunye nokuqokelelwa kweenkcukacha ezigcinwa kuvimba wazo. Ngokusekwe phezu kwemfuneko yokufakwa kwabo ngoko mgangatho wokungena kunye nobuchule bobugcisa, umzekelo i Hisense (Atlantis), Anchor Testing nePrecision Press. Indlela yobuchule bokufakwa kwabo yayiquka ukudibanisa iintsimbi, ukudibanisa oomatshini kunye nokuqingqa iintsimbi, ukuhlanganisa nolawulo lohlobo lwemeko.

Nangona inkqubo yeZakhono kunye noMsebenzi yaba yimpumelelo ekufakweni kolutsha olungama-763 kwimibutho engama-72 kwiziko lemisebenzi ixesha leenyanga ezi-6, isiphumo samathuba omsebenzi asikaqiwa ingakumbi kumashishini asemaphandleni. Izakhono kunye noMsebenzi uvumele ulutsha ukuba luqashwe ngakumbi kanti nokulungiselelaimfuno yexesha elizayo kwaye kungenakoyiswa imiba yemeko yoqoqosho kwixesha elifutshane.

Impembelelo yemivuzo yoQoqosho lweNtshona Koloni kwiprojekthi yeZakhono kunye neMisebenzi ithe yaba yemangalisayo malunga nempembelelo yexesha elide neyexesha elifutshane yokukhula koqoqosho kunye nokwanda kwemisebenzi, njengokuba kubonakalisiwe kuphando olwenziwe ngumphandi ozimeleyo wase-Urban Econ. (2013).

Impembelelo yoqoqosho ibhekisela ekusebenzini komgangatho womsebenzi woqoqosho kummandla ochaziweyo nokuthi kube nesiphumo esithile solamlo lwangaphandle kuqoqosho. Ngokwemeko yolu phando impembelelo zalo ziyakuthi zisetyenziswe kumgangatho wommandla. Ezi mpembelelo zilinganiselwa ngokwesiphumo sotyalo-mali oluyinzuzo olwenziwe ngokuhlalulw abafundi imivuzo. Uhlalelo lugqalise kutshintsho olunokulindeleka kuqoqosho nakuluntu lasekuhlaleni nokuqikelelwa ngokusebenzisa ubuchule obuziwa ngokuba yi-SAM Model.

Oku kulandelayo kungagqitywa kwisixa-mali semivuzo ehlawuliweyo kuqoqosho:

- I-DEDAT yachitha imali engama-R37 ezigidi kwimivuzo yaBafundi kwixesha leminyaka emihlanu (Isigaba 1 – 5 se-W&SP).
- Ngesiphumo senkcitho yale mali kuBafundi kuqoqosho lwaseNtshona Koloni (kwixesha leminyaka emi-5), R72,8 yezigidi ezafunyanwa kwiintengiso zeshishini elitsha; okwathi kwangenisa isixa-mali seR19 lezigidi kwiintengiso zeshishini elitsha, kwane R16 lezigidi lenkuthazo kwiintengiso zeshishini elitsha.
- Ukwanda kwezivuliso ezikhoyo okanye iintengiso zeshishini elitsha okwaba nesiphumo sokwanda kwexabiso elikhulu elongezelelweyo eNtshona Koloni ukuya kwisixa-mali sama-R29,7 lezigidi.

Imvelaphi: Uhlolo lweMpembelelo yeNkqubo yeZakhono kunye neMisebenzi; 2013 (Urban Econ)

Ukuveliswa kweZinto eZintsha

Iqela lokuVeliswa kweZinto eZintsha laqalisa iphulo lahlangana noMzi woMmeli Sizwe waseFinland ukuxoxa nokwabelana ngokuphonyezwa kweNkqubo yokuVeliswa kweZinto eZintsha kuMmandla weNtshona Koloni kunye nezifundo zakulo lonke iLizwekazi lase Afrika nokuba oku kungaphuculwa njani na. Imfuneko yokudibana neziko ukomeleza ukenziwa kwemisebenzi kunye nokuveliswa kwezinto ezintsha yaba ngumba ophmbili nongundoqo kwiingxoxo kwane ndima yenkuthazo yokhokelo olungamandla kunye nobutyebi boncedo luka rhulumente neziko labucala ukuba benze njalo.

IQela leMisebenzi ye-RIF ngowama-2012/13 lafumana ithuba lephulo lolamlo lokuxhobisa nokufumaneka koncedo-mali lokwenziwa kwemisebenzi ye- RIF. Eli phulo lafumana ithuba lokuxhaswa nokwamkelwa ngaba chaphazelekayo aba ngundoqo boHlulelwano loPhuhliso loQoqosho (WCEDP) kunye neArhente yoBuchule bokuVeliswa kweZinto eZintsha (TIA) eNtshona Koloni. I-TIA liphulo leSebe leZobuchule boBugcisa kunye neNzululwazi (DST) noqobo wommandla ekuvumeleni nasekuxhaseni ukuveliswa kwezinto ezintsha zobuchule bobugcisa kuwo onke amaziko oqoqosho ukomeleza ukwenziwa kwemisebenzi kwihlabathi liphela.

I-RIF iyakuthi ekuhambeni kwexesha ivumele umanyano olukhulu nangokucacileyo imisebenzi yokuveliswa kwezinto ezintsha kunye nabohlulelwano lwabucala ukunciphisa ukuphinda phindwa kabini kwamaphulo olamlo, ukufumaneka koncedo-mali, nenkqubela phambili yenkuthazo ukulungiselela ezorhwebo.

Uphuhliso lwengeniso yoLuntu lubalukekile ekuvelisweni kwezinto ezintsha nakwimpumelelo yazo ngokolwazi olusekwe phezu koqoqosho. Ngowama-2012/13, iSebe loPhuhliso loQoqosho kunye noKhenketho (DEDAT) laqalisa iphulo lolamlo ukuphumeza iNkqubo yokuPhucula iZiveliso (PIP) kumashishini asibhozo eNtshona Koloni. Le projekthi isiswa eluntwini ye-PIP yeyenkqubela phambili yephulo lolamlo ngowama-2011/12 apho kwathatha inxaxheba amashishini ali-12.

Amaphulo olamlo anika abafundi ithuba lotshintshelo lolwazi kwi-CPUT kumashishini nangokutshintshanayo; ukukhuthaza izisombululo zemfuneko ekuqhubeleni phambili "ngeenkono ezisemgangathweni kwihlabathi liphela" nezinikezelwa kwiphondo. Oku kwenziwa kwale misebenzi kwandisa uqeqesho olufanelekileyo ukufezekisa iimfuno zoshishino nokubanako ukumanyanisa imfuneko yonikezelo ngeenkono ngokufanayo nemfuneko yezakhono eziyimfuneko ukulungiselela umsebenzi.

Impumelelo yamaphulo olamlo asenokubalelwa kakhulu kwindlela eyenziwe lula esetyenziswayo ukufumana uncedo-mali kwiinkampani nakumashishini achongiweyo nacacisa lula nangoku sebenzayo iingxaki ezithile ekuzuzeni umphetho wokwenziwa kakuhle kwemisebenzi. Kwiimeko ezininzi kufuneka kuqwalaselwe ukuba uncedo-mali olufumanekileyo kubo bonke yayi yinxalenye yexabiso elipheleleyo leprojekthi nakwezinye iimeko kwaba luncedo ekufumaneni uncedo olongezelelweyo nobe lunokuthi ngenye indlela kungabilula ukufumaneka. Olu hlob lusetyenziswayo lokuzisa ulwazi eluntwini kule ntsebenziswani yokuveliswa kwezinto ezintsha lugunyazisa unxantathu (Amashishini, uRhulumente kunye naMaziko eMfundo) weSakhelo seeNkqubo zokuVeliswa kweZinto eZintsha kuMmandla.

Inxaxaso-mali efumanekayo kumashishini athatha inxaxheba yaphumeza iiprojekthi ezininzi ezazi nokuthi ngenye indlela zibe azikagqityezelwa. Ngesiphumo sezi projekthi, abafundi abaninzi beNzululwazi ngooMatshini (Mechatronics) bafumana amava, amathuba kunye nokuqonda kwanoku banako kwamashishini athatha inxaxheba ukuqalisa ukusebenzisa izisombululo eziyakuthi zibeluncedo kwinkqubela phambili yeziveliso okanye ekuveliseni izinto ezintsha ixesha elide nelifutshane.

linkampani ezaththa inxaxheba kwi-PIP ngowama-2012/13 yaba zezi:

Igama leProjekthi	Ofumana uMnikelo
Ukuncitshiswa kweXesha loKwenziwa kweMizekelo yokuQala yeXesha leZiveliso	Iziveliso eZiluhlobo oluLodwa kunye noBuchule boBugcisa
IsiXhobo esiLawula iNtshukumo yesithatha-mfanekiso soMboniso-bhanyabhanya	Ubunjinieli obuNemveliso
Umtshizo wokomisa uphezulu weTafle wophuhliso lwesiveliso sokutya okungumgubo	I-CPUT
Inkqubo yoQeqesho lwe-PLC yamachule obugcisa	linkqubo ze-HB
Isitishi semisebenzi yomlinganiselo wokuyilwa kwe3D CAD yoMoya	Umlinganiselo wokuPhepha
Imizekelo yeZip Tester	I-CPUT
Inkqubo yokuZuza kuVimba weeNkcukacha zokuFumana uBisi	I- Sonnendal Dairy
Inkqubo yoQeqesho lobuGcisa be- Telemetry	I- SSE Cape

Iinjongo eziCwangcisiweyo

Uphuhliso lweZakhono kunye nokuVeliswa kweZinto eZintsha					
Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 7.1: Ulungelelwaniso lweZakhono zePhondo					
Inani lemiceli-mngeni echongiweyo ethe yas-onjululwa	–	4	5	1	I-PSF ayikwazi ukwenza olona qikelelo luchanekileyo lwenani lemiceli-mngeni ethi ivele apha enyakeni ngenxa yokuba kufuneka iphendule ngokweemfuno ezikhoyo zabachaphazelekayo.
Ixabiso loncedo-mali olufumanekileyo.	R565 000	R4m	R4.3m	R300 000	Inkalo yojoliso ecwangcisiweyo nesekwe phezu kwexabiso lokuqala loncedo-mali olufunekayo ukulungiselela iprojekthi. Imfuneko yeNgxowa-mali yabonwa kwangengx'engaphambili kwaza kwafumaneka uncedo-mali olongezelelweyo.

Uphuhliso lweZakhono kunye nokuVeliswa kweZinto eZintsha

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/12	Inkalo yoJoliso eCwangcisiweyo 2012/13	Okona kuFezekisiweyo 2012/13	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 7.2: Workforce Development					
: Inani lamathuba emisebenzi: Izakhono kunye noMsebenzi	443	750	260	(490)	Amashishini jikelele athatha ixesha elide kakhulu ngokongezelekileyo ukufumana umsebenzi kunokuba bekuqikelelwe, ukuxhasa ukuqonda bokuba ukuKhula koQoqosho kange kubena ziphumo zibonakalayo zokudala imisebenzi kubantu abangenzakakhono nezikhundla ezikwizinga labasengenayo. Imiba eyimfuneko yeyangaphandle kweprojekthi enjengeendleko zokufaka isandla Imimiselo yomsebenzi, yothintelo ngokungamandla, kunye nokwenziwa kwezivuliso ezikumgangatho ophantsi jikelele, nakokuthe kwathintela ukufumaneka komsebenzi.
Inani labantu abavanyelwe ushishino (Amagcisa)	-	-	-	-	-
Ixabiso loncedo-mali olufumanekileyo	R5.635m	R5m	R1.175m	(R3.825m)	Uncedo-mali olusuka kwi- DBSA lwanikezelwa ngowama-2012/13, ngenxa yokusilela kwesizwe, utshintshelo-mali luyakuthi lwenziwe kuphela kwi-DEDAT ngowama-2013/14.
Inkqutyana 7.3: Ukuveliswa kwezinto eZintsha					
Iqela elisebenzayo lokuVeliswa kweZinto eZintsha kuMmandla, ngokumelwa ngabachaphazelekayo abafanelekileyo	1	1	1	-	-

Izalathisi zokuHamba koMsebenzi

Ukuveliswa kweZinto eZintsha noPhuhliso lweZakhono					
Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/2012	Inkalo yoJoliso eCwangcisiweyo 2012/2013	Okona kuFezekisiweyo 2012/2013	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
Inkqutyana 7.1: Ulungelelwaniso lweZakhono kwiPhondo					
Ukudalwa kwesakhelelo esisemgangathweni sobuchule bengqiqo yezakhono	-	1	1	-	-
Inani lamaqela amisiweyo ukuqalisa umgaqo-nkqubo kunye neeprojekthi zeenkqubo zezakhono.	3	2	2	-	-
Inani leengxelo zophando eziqalisiweyo.	2	2	2	-	-
Inani lemisebenzi eku-fikelelwe kuyo ngenxa yamaphepha-ndaba emisebenzi	125 382	36 000	475 402	439 402	Ukusetyenziswa kobuchule obusebenzayo beendaba kwaphunyezwa nokwabonakalisa ukwanda okukhulu kwemisebenzi.
Inkqutyana 7.2: Uphuhliso lweQela loMsebenzi					
Inani labantu abaqeqeshiweyo: Izakhono kunye noMsebenzi	512	750	790	40	Inkalo yojoliso yafezekiswa ngokugqithisileyo ngenxa yokufumaneka kwabafundi ngokwefuno efunekayo.
Inani labantu abafakwe kwiinkampani zokwamkela iindwendwe	-	750	763	13	Inkalo yojoliso yafezekiswa ngokugqithisileyo ngowama-2012/13 ngenxa yemfuneko yokuba abafundi bafumane amava omsebenzi ingakumbi kwiindawo ezisezidolophini.
Inani labantu abaqeqeshiweyo: Amagcisa	18	600	605	5	Inkqubo yaqalisa kwikota yesibini ngowama-2012 yagqithela kwikota yesine ngenxa yomlinganiselo wesikhundla seeKholeji zeFET kunye neeNkampani ezingenako ukukhulula aMagcisa kwiNdawo yokuSebenzela. Kwabakho ukwanda

Ukuveliswa kweZinto eZintsha noPhuhliso lweZakhono

Isalathisi sokuHamba koMsebenzi	Okona kuFezekisiweyo 2011/2012	Inkalo yoJoliso eCwangcisiweyo 2012/2013	Okona kuFezekisiweyo 2012/2013	Unxaxho lwenkalo yojoliso olucwangcisiweyo koKona kuFezekisiweyo ngowama 2012/13	Izimvo ngonxaxho
					kuqeqesho kwikota yesithathu noluhlu lohlengahlengiso lwamaxesha oqeqesho lwabacebisi lwaphunyezwa, nokwathi kwandisa imfuneko yoqeqesho kumashishini kwanokufezekiswa kwenkalo yojoliso ngokugqothisileyo.
Inan leenkampani ezamkela iindwendwe ezihambelana neZakhono kunye noMsebenzi	-	70	92	22	Inkalo yojoliso yafezekiswa ngokugqithisileyo ngenxa yokwanda kwamashishini, athi ancedisa ngokusebenzayo malunga nabafundi abangaphangeliyo
Inkqutyana 7.3: Ukuveliswa kwezinto ezintsha					
Inani lamaqela omsebenzi amisiweyo equmrhu lokuveliswa kwezinto ezintsha zoMmandla	-	1	1	-	-

Unxulumano lokuhamba komsebenzi kunye noqingqo-mali

Inkcitho yenkqutyana

Igama leNkqutyana	2012/2013			2011/2012		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Okugqithisileyo)/Inkcitho Enganeno	Ulwabiwo lokuGqibela	Ulwabiwo lokuGqibela	Okugqithisileyo/ (Ukuqokelela okuNganeno)
	R'000	R'000	R'000	R'000	R'000	R'000
Ulungelelwaniso lweZakhono zePhondo	3 805	3 805	–	2 343	2 335	8
Uphuhliso lweQela loMsebenzi	20 908	20 870	38	12 964	12 964	–
UkuVeliswa kweZinto eZintsha	888	873	15	2 054	2 054	–
Ulawulo: Uphuhliso lweZakhono	1 088	1 082	6	1 014	1 014	–
Inani lilonke	26 689	26 630	59	18 375	18 367	8

6. USHWANKATHELO NGENKCAZELO YEMALI

6.1 Okufunyenwe liSebe

Okufunyenwe liSebe	2012/2013			2011/2012		
	Okuqikelelweyo	Esona siXa-mali siQokelelweyo	Okugq-ithisileyo/ (Ukuqokelela okuNganeno)	Okuqikelelweyo	Esona siXa-mali siQokelelweyo	Okugq-ithisileyo/ (Ukuqokelela okuNganeno)
	R'000	R'000	R'000	R'000	R'000	R'000
Okufunyenwe kwiRhafu	–	–	–	–	–	–
Irhafu zomdyarho wamahashe	–	–	–	–	–	–
Amaphepha-mvume oTywala	13 315	24 822	11 507	5 064	6 551	1 487
Irisithi zetax	13 315	24 822	11 507	5 064	6 551	1 487
Amaphepha-mvume ezithuthi zendlela	–	–	–	–	–	–
Intengiso yeenkonzo kunye nempahla ngaphandle kweempahla zecandelo eziyinzuzo	270	418	148	270	400	130
Utshintshelo olufunyenweyo	–	–	–	–	–	–
Izohlwayo, ukulahlekelwa kunye nezohlwayo zokungathobelani nomthetho omisiweyo	–	–	–	–	–	–
Inzala, izahlulo kunye nerhafu yomhlaba	–	9	9	–	–	–
Intengiso kwiimpahla zecandelo eziyinzuzo	–	–	–	–	–	–
Utshintshelo-mali kwiimpahla ezingamatyala	3 755	4 320	565	2 706	3 867	1 161
Inani lilonke	17 340	29 569	12 229	8 040	10 818	2 778

Kunyaka-mali wama-2012/13, isixa-mali se-R17,340 lezigidi saqikelelwa kuqokelelo lwengeniso, kanto, isixa-mali sama-R29,519 lezigidi saqokelelwa kwengeniso. Le ngeniso yafunyanwa koku kulandelayo:

- Imirhumo yamaphepha-mvume otywala: R24,822 lezigidi, kwane
- Intengiso yeempahla kunye neenkonzo (Imirhumo yokubhalisa kwabakhokeli babakhenkethi bamanye amazwe): R418 000
- Inzala, izahlulo kunye nerhafu yomhlaba: R9 000
- Utshintshelo-mali lolugqibela lweempahla zecandelo kunye nezingamatyala: 44,270 lezigidi

Ingeniso yoQingqo-mali lwemirhumo yamaphepha-mvume otywala yaqokelelwa ngokwemigaqo yoluhlu lwerhafu nechazwe kuMthetho wama-2003 woTywala (uMthetho 59 wama-2003) nakwengeniso yokubhalisa kwabakhokeli babakhenkethi bamanye amazwe ngokwemigaqo yoMthetho wama-2000 woLungiso loKhenketho lweSizwe (Umthetho 70 wama-2000).

Ngexesha lonyaka-mali wama-2012/13, iSebe laqokelela kwingeniso yalo ama-R12,179 ezigidi okanye iipersenti ezingama-70,24%. Oku kuqokelela kugqithisileyo kwabangelwa luqokelelo ngokugqithisileyo lwemirhumo yamaphepha-mvume otywala axabisa i-R11.507 lezigidi.

Ingeniso eqokelelwe liSebe iyonke sisixa-mali sama-R29,519 ezigidi kunyaka-amli wama-2012/13.

6.2 Inkcitho yeNkqubo

Igama leNkqubo	2012/2013			2011/2012		
	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisileyo)/ Inkcitho eNganeno Isalathisi seNcwadi asi-ka caciswa	Ulwabiwo lokuGqibela	Eyona Nkcitho	(Egqithisileyo)/ Inkcitho eNganeno
	R'000	R'000	R'000	R'000	R'000	R'000
Ulawulo	25 254	25 210	44	20 765	20 765	–
Iinkonzo zoPhuhliso loQoqosho eziHlanganisiweyo	51 322	51 306	16	51 782	51 782	–
UPhuhliso loRhwebo nolweCandelo	102 276	101 296	980	69 256	68 537	719
Imigaqo yokuShishina noLawulo lwaMashishini	34 871	34 820	51	19 021	19 021	–
UCwangciso loQoqosho	24 760	24 737	23	14 932	14 794	138
Ubuchule bezoKhenketho noLonwabo	50 413	50 345	68	62 939	62 823	116
UPhuhliso lweZakhono nolweMibono eMitsha	26 689	26 630	59	18 375	18 367	8
Bebonke	315 585	314 344	1 241	257 070	256 089	981

Kunyaka-mali wokugqibela ka-2012/13, iSebe labelwa isixa-mali soqingqo-mali olungundoqo lwama-R291,117 ezigidi. Olu qingqo-mali lwabiwa ngolu hlobo:

Inkqubo 1: Ulawulo – R27,738 million

Inkqubo 2: Iinkonzo zoPhuhliso loQoqosho eziHlanganisiweyo – R45,228 million

Inkqubo 3: UPhuhliso loRhwebo nolweCandelo – R95,658 million

Inkqubo 4: Imigaqo yokuShishina noLawulo lwaMashishini – R24,404 million

Inkqubo 5: UCwangciso loQoqosho – R19,929 million

Inkqubo 6: Ubuchule bezoKhenketho noLonwabo – R53,040 million

Inkqubo 7: UPhuhliso lweZakhono nolweMibono eMitsha – R25,120 million

Ngethuba lenkqubo yoQikelelo loHlengahlengiso kwenziwa ulwabiwo-mali olongezelelweyo lwama-R24,468 ezigidi kwiSebe. Apha, ulwabiwo-mali lwama-R7,5 ezigidi lwanikezelwa kwiprojekthi ye-broadband, R3,6 yezigidi yanikezelwa kwaBohlulelwano loPhuhliso loQoqosho eNtshona Koloni. Ama-R1,487 ezigidi anikezelwa kwaboLawulo loTywala eNtshona Koloni, ngesiphumo sokugcinwa kwengeniso kwanikezelwa ngolwabiwo-mali lwama-R8,251 ezigidi kwaboLawulo loTywala eNtshona Koloni, ngenxa yesiphumo sokwanda kwengeniso yabo kwenziwa ulwabiwo lwama- R3 755 kwiNgxowa-mali yoXhotyiso yeSizwe.

Kuqikelelo eMveni koHlengahlengiso kwenziwa uhlehlengiso loqingqo-mali lwama- R315,585 ezigidi ezabelwa inkqubo nganye ngolu hlobo:

Inkqubo 1: Ulawulo– R27,286 million

Inkqubo 2: linkonzo zoPhuhliso loQoqosho eziHlanganisiweyo – R48,297 million

Inkqubo 3: UPhuhliso loRhwebo nolweCandelo – R103,269 million

Inkqubo 4: Imigaqo yokuShishina noLawulo lwaMashishini – R34,532 million

Inkqubo 5: UCwangciso loQoqosho – R23,679 million

Inkqubo 6: Ubuchule bezoKhenketho noLonwabo – R51,517 million

Kwabakho oomahluko abasixhenxe emveni koHlengahlengiso lokutshintsha ulwabiwo lwenkqubo kwaba balandelayo:

Inkqubo	Ulwabiwo-mali oluhlehlengisiweyo	Ukutshintshwa kwengxowa mali	Uahluko	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Unxaxho
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ulawulo	27 286	–	(2 032)	25 254	25 210	44
2. linkonzo zoPhuhliso loQoqosho eziHlanganisiweyo	48 297	–	3 025	51 322	51 306	16
3. Development UPhuhliso loRhwebo nolweCandelo	103 269	–	(993)	102 276	101 296	980
4. Imigaqo yokuShishina noLawulo lwaMashishini	34 532	–	339	34 871	34 820	51
5. UCwangciso loQoqosho	23 679	–	1 081	24 760	24 737	23
6. Ubuchule bezoKhenketho noLonwabo	51 517	–	(1 104)	50 413	50 345	68
7. UPhuhliso lweZakhono nolweMibono eMitsha	27 005	–	(316)	26 689	26 630	59
Inani lilonke	315 585	–	–	315 585	314 344	1 241

Ukususela ngomahla wama-31 kweyoKwindla, iSebe lachitha ama-99,6% okanye ama-R314,344 ezigidi kulwabiwo lwayo loqingqo-mali ukufezekisa isigunyaziso salo njengokuba kucacisiwe kwiNjongo eCwangcisiweyo 1: Ukudala amathuba okukhula koqoqosho kunye nemisebenzi.

6.3 Iintlawulo zoTshintshelo, ngaphandle kwamaqumrhu karhulumente

Olu luhlu lungezantsi lubonakalisa iintlawulo zotshintshelo ezenziwe ngexesha lokususela kumhla woku-1 kuTshazimpunzi wama-2012 ukuya kuma-31 kweyoKwindla wama-2013:

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
Inkqubo 2: linkonzo zophuhliso loqoqosho ezidityanisiweyo					
I-Arhente yoPhuhliso lwaMashishini asaKhasayo	Zophuhliso lwa-mashishini	Ewe	4 500	4 500	
IBhanki yoPhuhliso yoMzantsi Afrika	Ukuphunyezwa kwenkqubo yeNkxaso ngoku-Manyeneyo	Ewe	500	410	Abazuzi abangasifumaniyo isixokelwano somsebenzi wokuthobelana nabanikezeli ngeenkonzo ngokoke uncedo-mali olungasetyenziswanga.
IBhanki yoPhuhliso yoMzantsi Afrika	Ukuphunyezwa kwenkqubo yeNkxaso ngoku-Manyeneyo	Ewe	500	268	Abazuzi abangasifumaniyo isixokelwano somsebenzi wokuthobelana nabanikezeli ngeenkonzo ngokoke uncedo-mali olungasetyenziswanga.
IBhanki yoPhuhliso yoMzantsi Afrika	Ukuphunyezwa kweNqubo yoKwenziswa koMsebenzi lishishini	Ewe	3 000	3 000	
Indawo yoShishino	Umnatha woThungelwano lweNkxaso	Ewe	750	750	
Iziko loPhuhliso loShishino eWest Coast	Umnatha woThungelwano lweNkxaso	Ewe	750	648	Ixesha leNgxowa-mali yoncedo kuTshazimpunzi wama-2013.
Ingxowa-mali yoXhotyiso yeSizwe	Ukuphunyezwa kwephulo leNgxowa-mali ye- WCDEDAT / NEF ED	Ewe	9 755	8 808	Izicelo ezifakiweyo zoncedo-malio olufumanekileyo zange zigityezelwe ekupheleni konyakamali-ezi zicelo ziyakuthi

Igama lomtshintsheli	Isizathu sokusetyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
					zivavanywe kunyaka-mali omtsha wama-2013/14.
U-Casidra	Ukuphumeleliswa kwengxowa mali yokukhulisa ePhondweni	Ewe	4 054	0	Ngokunikwa imfuneko ekungenziwanga mzekelo wayo osuka kwi-PGF kwanokubhalisa ngokugqithisileyo kwezicelo ezifakiweyo kwi-PGF, kwalondolozwa imali eyongezelweyo kwikota yokugqibela yonyaka neyathi yabelwa ukulungiselela ukuphumeza iiprojekthi ezintlanu ezongezelweyo nezivunyelweyo. Uhlobolcedo-mali lufuna u-kuba kwangengx' - engaphambilikokuba umzuzi acele uncedo-mali lomnikelo, kufuneka abenegalelo sama-30 okanye 50% sendleko zeprojekthi (isigaba) Ukulungiselela ukuqalisa kwabazuzi abafanelekileyo ukuphumeza iiprojekthi, ukwenziwa kwesibophelo sengxowamali kufuneka kubhalwe phantsi (isivumelwano esisayiniweyo) Ukulungiselela ukuqinisekisa isibophelelo esibhaliweyo, i-arhente yokufesizekisa kufuneka yenze isivumelwano notshintshelo-mali olusuka kwiSebe.

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
Inkqubo yolungiselelo loShishino evumelana noMzantsi Afrika (BPesa)	Izakhono, uku-Khuthaza uTyalo-mali kunye ne-Hlokondiba	Yes	7 669	6 146	Isixa-mali sama-R960 000 seseProjekthi yeZakhono nesathi satshintshelwa kuphela ekupheleni kwenyanga yoMqungu wama-2013. Oku yinkcitho yesibophelelo, okwangu sisetyenziswa ngokuhambelana neziCwangciso soShishini esivunyiweyo. Isixamali sama-R500 000 sanikezelwa kwiQela leProjekthi, yomanyano noSanlama kwaye siyakuthi sisetyenziswe ekupheleni kwenyanga ye-Silimela ngowama-2013.
U- honeybush tea	Hub Indawo yoMzi-mveliso waseAtlantis weHlokokondiba	Ewe	3 053	2 988	Isixa-mali esishekileyo siyakuthi sisetyenziswe kwiinkqubo nakwimisebenzi ekuvunyelwene ngayo kwi- MoA nakwisiCwangciso soShishino, neyona njongo yayo iphambili ikukhlawulela izaziso ezishicilelweyo zohlaziyo lorhwebo i-("pitch book") yendawo yeziveliso zohlaza eAtlantis. Ukusilela kwintlawulo kwabangelwa kukusilela kweenkqubo zesiXeko seDolophu yaseKapa zokuThengwa kweMpahla zikaRhulumente. Nazo naziphina ezinye iimali eziyintsalela seza

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
					bele iintlawulo kwiintsuku ezingama-30 ezilndelayo.
Umanyano lwe honeybush tea eMzantsi Afrika	Uphuhliso lweHlokondiba	Ewe	200	187	Isixa-mali esishekileyo esinikelwe iinkqubo ze-SAH-TA nesisebenza ngaphaya kokuphela konyakamali.
Iziko lokuYikwa kunye noMsebenzi wobuGcisa eKapa (CCDi)	Isicwangciso sobuChule bokuYila	Ewe	2 100	872	Isixa-mali sama-R1.228 ezigidi sinikezelwe ukuphumeza amanyathelo alandelayo kuMalungiselelo eSigaba sesiCwangciso soBuchule obuSetyenzisiwayo. Oku kuyakuthi kusetyenziswe kweyeSilimela ngowama-2013 njengokuba kwakuthenjisiwe kwisicwangciso soshishino.
initiative (WCFi) Iphulo leFenitshala leNtshona Koloni	Uphuhliso lweHlokondiba	Ewe	400	360	Umbutho walondoloza uncedo-mali ngenxa yokurhoxa kwegosa lolawulo kodwa isixa-mali esishekileyo (R40 000) siyakuthi sisetyenziswe ngaphambi kokuphela kwenyanga kaCanzibe wama-2013.
Umanyano lwe-oli kunye neGesi lwaseMzantsi Afrika (SAOGA)	Uphuhliso lweHlokondiba	Ewe	5 400	5179	Imisebenzi eshekileyo yorhwebo yenziwa ngenxa yemisebenzi eyagqithela kunyaka omtsha.
IPhulo le-IT laseKapa	Uphuhliso lweZiko	Ewe	5 900	2 511	Iinkqubo ezisebenza ngexesha loonyakamali aba-2, utshintshelo-mali

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
					lokugqibela lwaphumelela kuphela kweyoMqungu wama-2013. Olunye ulondolozo-mali lwasilela ekuzalisweni kwezithuba zomsebenzi.
Ihlokondiba lentengiso yempahla yokunxiba kunye ne	Uphuhliso lweHlokondiba	Ewe	2 500	1 600	Utshintshelo-mali lwe-R1.250 lezigidi lwenziwa ngenyanga yoMqungu wama-2013, kwafumaneka nemirhumo yobulungu kweyoMqungu, ukuzalisa imali eshekileyo kwi-akhawunti.
Iphulo lokusetyenziswa kwezixhobo zomsebenzi eNtshona Koloni (WCTi)	Uphuhliso lweHlokondiba kunye niRhwebo	Ewe	855	806	Imali eshekileyo engama-R49 000 yeyophuhliso lwezorhwebi noluyakuthi lugqityezelwe kuphela ekuphelani kwenyanga yeSilimela wama-2013, ngenxa yokufumaneka kweenkampani
Clotex	Uphuhliso lweHlokondiba	Ewe	2 000	1 167	Izixa-mali ezingasetyenziswanga ezashiyeka kwi-akhawunti yotyalo-mali zabiwa ngolu hlobo:* - R116 000; *IHlokondiba - R167 000; *Inkqubo yokuThomatalisa uXinzelelo lweNgqondo - R526 000
IBhunga le	Uphuhliso lweHlokondiba	Yes	2 913	2 525	Intsalela yemali yabelwa inkqubela phambili yewebhusayithi nezixhobo zekhompyutha.

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
					Kukho intsalela yeentlawulo zerhafu yomhlaba ezingenisweyo ukuze zilungiswe nangoku.
Iphulo lophuhliso lobume bezinto ezinxulumene namanzi eNtshona Koloni (WCADi)	Uphuhliso lweHlokondiba	Ewe	1 300	1 130	Imali eshekileyo enikezelwe kwinkqubo yokulungiswa kobume bezinto ezinxulumene namanzi nesetyenziswa ngaphaya kokuphela konyaka-mali.
Umanyano loMbuthe wokutya okucolekileyo lwaseMzantsi Afrika	Uphuhliso lweHlokondiba	Ewe	600	542	Imali eshekileyo enikezelwe kwiinkqubo zokutya okucolekileyo nethi isetyenziswe ngaphaya eku-pheleni konyaka-mali.
Ulwahlulelwano lweDolophu yaseKapa	Umqokumbelo	Ewe	1 000	616	Ama-R384 anikezelwa imisebenzi eqhubela phambili yoonobhala bequmrhu elikhulu, urhwebo kunye noqagamshelwano lwemimandla yeFringe. Isixa-mali siquka iindleko kuTshazimpunzi ukuya kweyeSilimela wama-2013, undoqowesi sixa-mali sisicwangciso soqagamshelwano sokugqibela ekufuneka senziwe kwinyanga yeSilimela.
Inkqubo 5: Isicwangciso soQoqosho					
(WCEDP)Ulwahlulelwano loPhuhliso loQoqosho lweNtshona Koloni (WCEDP)	Ukwenziwa kwemiksebenzi ye EDP		7 850	7 850	–

Igama lomtshintsheli	Isizathu soku-setyenziswa koncedo-mali	Ukuthobelana ne38 (1) (j) ye-PFMA	Isixa-mali sotshintshelo (R'000)	Isixa-mali esisetyenzisiweyo liqumrhu (R'000)	Izizathu zokungasetyenziswa koncedo-mali liqumrhu
Inkqubo 6: Ukhenketho, uMsebenzi woBugcisa kunye Nokonwabisa					
Institute Iziko lokuYilwa kokweNziwa koMsebenzi woBugcisa eKapa	Uphuhliso lweZiko leMisebenzi yobuGcisa	Ewe	4 920	4 852	
Inkqubo 7: Ukuveliswa kweZinto eZintsha noPhuhliso lweZakhono					
Ikholeji yeDolophu yaseKapa	Ukomelezwa kwezakhono kumsebenzi wokuyila	Ewe	85	85	
(IDC)Iqumrhu loPhuhliso lwa-Mashishini	Isifundo sophando ngophuhliso lwezakhono	Ewe	300	–	Imali eshekileyo yengxowa-mali inikezelwe ukwenza imisebenzi engaphaya konyaka-mali wama-2012/13.
Ikholeji yase-Northlink	Inkqubo yoPhuhliso loBugcisa	Ewe	10 980	9 417	Imali eshekileyo yengxowa-mali inikezelwe ukwenza imisebenzi engaphaya konyaka-mali wama-2012/13.
Iphulo laseKapa lemfundiso (LCI)		Ewe	1 300	931	Imali eshekileyo yengxowa-mali inikezelwe imfuneko yokwenziwa komsebenzi ukuya kutsho ngomhla wama-31 kweyeKhala wama-2013.

Olu luhlu lulapha ngezentsi lubonakalisa iintlawulo zotshintshelo nezaziko qingqo-mali ngexesha lomhla woku-1 kuTshazimpunzi wama-2012 ukuya kowama-31 wama-2-013, kodwa akukho ntlawulo zotshintshelo zenziweyo:

Igama lomtshintsheli	Injongo yoku-setyenziswa kwemali	Isixa-mali soqingqo-mali (R'000)	Isixa-mali sotshintshelo (R'000)	Isizathu sotshintshelo-mali
Inkqubo 3: Uphuhliso lweZiko kunye noShishino				
Ukunyuka eKapa		700	–	Iprojekthi yamazibuko okuloba intlanzi yapheliswa
Iphulo lophuhliso lwezinto zendalo ezinxulumene namanzi		780	500	Ukuhanjiswa kweprojekthi yezinto zendalo ezinxulumene namanzi kuzakugqitywa ngo-Oktobha 2013
Inani lilonke		1 480	500	

6.4 Amaqumrhu kaRhulumente

Igama leQumrhu likaRhulumente	Unikezelo ngeenkono zequmrhu likarhulumente	Utshintshelo-mali kumaqumrhu karhulumente (R'000)	Isixa -mali esisetyenziswa liqumrhu likarhulumente (R'000)	Okufezekiswe ngamaqumrhu karhulumente
I-Arhente yokukhuthaza urhwebo kunye notyalo-mali eNtshona Koloni (Wegro)	Ushishino, urhwebo notyalo-mali lommandla	26 762	26 762	Jonga kwiSiqendu B Inkqubo 3: Uphuhliso lwezoRhwebo kunye neZiko
Iziphatha-mandla zezoTywala eNtshona Koloni	Ulawulo lweshishini lezoTywala eNtshona Koloni	24 762	24 762	Jonga kwiSiqendu B: Inkqubo 4:UMmiselo noLawulo lwezoShishino
Iqumrhu loRhwebo kwiNdawo yoku-Fikela	Ukuthengisa iNtshona Koloni njen-gendawo yezokhenketho ekhethekileyo	25 000	25 000	Jonga kwiSiqendu B, Inkqubo 6: UKhenketho, ubuGcisa noLonwabo

6.5 Iminikelo enemiqathango kunye nengxowa-mali ebekelwe bucala efunyenweyo

Akusetyenziswa

6.6 Ingxowa-mali yaBanikeli

Akusetyenziswa

6.7 Utyalo-mali oluyiNzuzo, ulungso kunye nesicwangciso solawulo lwempahla zecandelo

- Inkqubela phambili yokuphunyezwa kwezuzo, utyalo-mali kunye nesicwangciso solawulo lwempahla zecandelo.

Akusetyenziswa

- liprojekthi zamaziko ezigqityezelweyo kulo nyaka kunye nenkqubela phambili xa kuthelekiswa kwizicwangciso ezimisiweyo kwasekuqaleni konyaka. Kunika izizathu zonxaxho lwezinto eziyimpahla (2% unxaxho)

Akusetyenziswa

- liprojekthi zamaziko ezinenkqubela phambili okwangoku (uluhlu lweeprojekthi) nokuba ingaba kulindeleke ukuba zigqityezelwe nini na.

limpahla zecandelo ziyakuthi ziphindiselelwe kwakhona ngezinye ngokomgaqo-nkqubo wolawulo lweempahla zecandelo. Ukongeza iSebe liyakuthi liphucule iziko lalo lokusebenzela apho kuyakuthi iSebe linike ukuba nokufikeleleka kwi- WI FI.

- Izicwangciso zokuvala okanye ukuhlisa nawaphina amaziko akutsha-nje,

Akusetyenziswa

- Inkqubela phambili eyenziweyo ngolungiso lwamaziko akhoyo okusebenzela

Akusetyenziswa

- Uphuhliso olunxulumene noku kungentla lulindeleke ukuba lube nempembelelo kwinkcitho yakutsha-nje yesebe.

Akusetyenziswa

- linkcukacha zokuba ingaba lutshintshe njani na ulawulo lweempahla zecandelo kwixesha lokwenziwa kohlolo ukuquka ulwazi malunga nokuthengiswa kwazo, ukulahleka nokulahlwa kwazo.

Ukuthengiswa kweempahla zecandelo ezili-198 ngexesha lonyaka-mali wama-2012/13

- Kuthathwe amanyathelo ukuqinisekisa ukuba irejista yempahla zecandelo ihlala ikwimo efanelekileyo ngalo lonke ixesha ngethuba lokwenziwa kohlolo.

linkcukacha ezigciniweyo zihlaziywa yonke imihla, nokuthathelwa ingqalelo kwezikhokelo zemiyalelo kunye nolawulo lweempahla zecandelo. Irejista ekubhalwa kuyo iimpahla zecandelo, iirejista zeLOGIS nenkqubo yeBAS ziyanikezelwa rhoqo ngenyanga ukuqinisekisa ukuba zonke zigqityezelwe kwaye zichanekile.

- Imeko yangoku yeempahla zecandelo eziyinzuzo, umzekelo sesiphi isiqingatha sayo esikwimeko efanelekileyo, noko entle okanye embi kakhulu.

60% zikwimeko efanelekileyo

35% noko zikwimeko entle

5% zikwimeko embi kakhulu

- Iiprojekthi zoLungiso ezingundoqo ezithe zaqalisa ngexesha lokwenziwa kohlolo.

Akukho projekthi zolungiso ziyimfuneko kakhulu ezithe zaqaliswa ngethuba lokwenziwa kohlolo. Iimpahla zecandelo zigcinwa ngokuhambelana neenkonzozo zemizi ekwenziwa kuyo iziveliso zeencwadana, njengokuba kuyimfuneko.

- Inkqubela phambili ethe yenziwa ngokuchaza ngemiqobo yolungiso ngexesha lokwenziwa kohlolo, umzekelo, ingaba le miqobo icuthekile okanye ithe yongezeleleka? Ingaba umyinge wenkqubela phambili ukuhambelana nesicwangciso esimisiweyo? Ukuba akunjalo kutheni, kwaye ingaba kuthathwe manyatheko mani ukuhlala kubanjwe umkhondo.

Akusetyenziswa

Iimpahla zexabiso zithengwa phantsi kwesivumelwano kuphindwe kuthengwe ezinye xa isivumelwano siphelile limesha. Ezi mpahla zigcinwa ngokulandela imiqathango ekwincwadana yomvelisi. Isivumelwano sikwashwankathela nangenkqubo yokugcina impahla eqinisekisa ukuba zihlala zigcineke kakuhle.

Iiprojekthi zeziko lokusebenzela	2012/2013			2011/2012		
	Ulwabiwo lokugqibela	Olonalwabiwo	Inkcitho eNgaphantsi/ (eNgaphezulu)	Ulwabiwo lokugqibela	Eyona Nkcitho	Inkcitho eNgaphantsi/ (eNgaphezulu)
	R'000	R'000	R'000	R'000	R'000	R'000
Iimpahla zecandelo ezintsha nezithatha indawo yezinye	2 693	2 477	216	2 806	2 806	-
Iimpahla zecandelo zeziko lokusebenzela elikhoyo						
- Ukongezwa neenkqubela phambili						
- Ukubuyiselwa kwimo yesiqhelo, ukuhlaziywa nokwenziwa ngokutsha						
- Ukulungiswa noLondolozo						
Utshintshelo lweZiko lokuSebenzela						
- Ezkutsha-nje						
- Okuzuziweyo						
Inani lilonke	2 693	2 477	216	2 806	2 806	-

ICANDELO C: ULAWULO

1. INTSHAYELELO

iSebe likucacisile ngokuqhubeka kwalo lizimisele ngolawulo elikwizinga eliphezulu ngonyaka ka 2012/2013, ngokuphinda-phindeke kathathu. Okokuqala, iSebe liyigcinile iKomiti yoLawulo lweSebe iphethwe ligosa lobalo zimali, kwaye engummeli ophaphamileyo woomanejala abaziintloko nazo zonke iinkqubo. Elona futhe eliqhuba uluhlu lwemicimbi exoxwayo yekomiti, injongo neminqweno yayo kunye zezinto ezibalulekileyo, zonke zivela kwingxelo ka King iii lwequmrhu lolawulo. Ikomiti yenziwe yasebenza ngokwemimisele engqingqwa evunyiweyo yonyaka, iincwadi zokuchongwa kwawo onke amalungu kunye neentlanganiso zonyanga ntathu apho yonke imicimbi yolawulo iqwalaselwa khona ethi ibandakanye kodwa ingapheleli nje kwizihloko ezibandakanyiweyo kwelicandelo.

Okwesibini, iSebe lixabise kakhulu uqeqesho lwabasebenzi kunye nophuhliso ethi ivelise ulwazi kwaye okukuxhotyiswa koluntu ngesakhono kuthi kuguquleleke njani kuhanjiso lweenkonzo. Ngaso esi sizathu, ukunikezelwa ngoqeqesho lwabasebenzi yinkqubo equlunqiweyo apho kuphela, olufunekayo, nolukhangelwayo kunye noluvunyiweyo uqeqesho luthi luqinisekise. Ukunika imbeko kolugunyaziso ngomxholo wokunikeza uqeqesho, kwaye nakokwekomiti yolawulo lweSebe, unyaka ka 2012/2013 uye wajongana nomgudu ngexesha uGqr.Mervin King waqinisekiswa ukunikeza ngolona qeqesho kwikomiti yolawulo nakumahlakani okusebenza kweSebe.

Okwesithathu, kwaye ngomoya wokwenza ulawulo olungcono ngeemali zikarhulumente, iSebe liye laqwalasela kwakhona iinkqubo zotshintshelo kubaxhamli ngokucebisana neSebe leenkonzo zomthetho yeNkulumbuso. Iimfuno zokwandiswa kolawulo zaye zenziwa ngexesha lika 2012/2013 ezathi zonke zanyanzelisa abaxhamli ukuba baqinisekise iimali zikarhulumente ezifunyenweyo zilawulwe ngendlela eyiyo, nangokuphumelelisayo kwaye nangoqoqosho kwaye zinike isiqinisekiso kwiSebe esifanayo.

2. ULAWULO LOKUBA SEMNGCIPHEKWE

Abemi bathembela kurhulumente ekubonelelweni ngeenkonzo ezibalulekileyo. Balindele iinkqubo ezenziwa kakuhle kwaye nemali yerhafu ichithwe ngenkathalo. Ngokwendalo yakho urhulumente uthatha umngcipheko omkhulu ekuhlaleni kwaye anikezele ngeenkonzo ezimandundu apho iimpazamo zinokutyabula, ubomi bunokuchaphazeleka kwaye uhanjiso lweenkonzo lunokukrokreleka. Ngoko ke, urhulumente ufuna indlela efanelekileyo yokuhlangabezana nomngcipheko.

Umngcipheko ngumphumela yokungaqiniseki ngeenjongo zikarhulumente kwaye yilento ethi izise ubungozi kunye nethuba. Ubunganga kunye nobuphothophotho bukaRhulumente ekuphenduleni kakuhle ngakumbi ngamaxesha okungaqiniseki kuyimfuneko ukuqinisekisa ubunganga bexesha elide. Igosa lobalo zimali (AO) lithatha uxanduva lwe ERM ngokwesikhokelo nemimisele solawulo lwemingcipheko se National Treasury Public Sector kwiSebe leNkulumbuso linikezela ngeenkonzo zenkxaso enobuchule. Le nkonzo ithi iqhube uhambo lwe ERM lwexesha elide. Le nkonzo ithi iqhube uhambo lwe ERM lwexesha elide.

ISebe lithe lakhula ngokuqhubekisayo apho imingcipheko ebalulekileyo emayela neenjongo ithe yahlolwa ngokwemimisele yegalelo kunye nefuthe, kwaye neempedulo kumngcipheko zimiselwe. Iirejista ezibaliweyo kunye nezithi zihlolwe rhoqo, abanini mingcipheko bayabelwa kwaye baphendule kuhlolo lonyanga ntathu (QPR) kwaye okanye kwiintlanganiso zolawulo lwemingcipheko zamashishini (IKomiti YoLawulo).

Nangona ibalulwa into yokuba hayi yonke imingcipheko inokushenxiswa, sisenzo esihle kwiinkokheli okokuba zibalule ukuba ulawulo lwemingcipheko lingumphemeleli obalulekileyo kwisithethe sulawulo olufunekayo lwemingcipheko eliyakuthi lixhase i-WCG kwimizamo yakhe ekuhlangabezaneni neenjongo zakhe, anyuse amathuba kwaye enciphise iziphumo ezingalunganga.

3. INKOHlakalo kunye nobuqinga

URhulumente weNtshona Kolini wamkele isicwangciso buchule esingahambisaniyo nobuqinga esithi siqinisekise ubume bephondo bokungamkeli konke konke inkhlakalo kunye nobuqinga. Kwakhona iSebe linesicwangciso sokukhusela inkohlakalo esivunyiweyo.

Uphando lwasenkundleni luyaqhubeka lunikezelwa yi-shared Forensic Investigation Unit eyathi yabunjwa kwiziko leenkonzo zamaqumrhu kwiSebe leNkulumbuso. Imijelo ethile yokuxela izityholo zenkohlakalo nobuqinga

zikhona, kwaye zicaciswe banzi kwisicwangciso sobuchule sokulwisana nobuqhinga kunye nesicwangciso seSebe sokukhusela inkohlakalo. Isityholo ngasinye esifunyenwe yi Forensic Investigating Unit siyabhalwa kwisixokelelwano sokulawulwa kwamatyala ethi sisetenziswe njengesixhobo solawulo yokunika ingxelo kwinkqubela eyenziweyo ngamatyala amayela na neSebe.

Siyabakhusela abo bakhalisa umlozi berhanela inkohlakalo, ubuqhinga kunye nobusela ukuba ukubhengezwa kukubhengezwa okukhuselekileyo (i.e. kungabi nolunya). Ithuba lokuhlala lingaziwa igama liyanikwa naye nawuphina umntu onokuthanda ukuxela izenzo zenkohlakalo, ubusela kunye nobuqhinga kwaye xa bekwenza oko ngokwabo, izinto ezichaza bona ziyakugcinwa ziyimfihlo ngulomntu abathi baxele kuye.

Sukela nje ukuba ubuqhinga buqinisekise emva kokugqitywa kophando, umsebenzi ophathelele ekuthatheni inxaxheba kwezi zenzo ufanelwe kukuya kudliwano ndlebe loluleko. Kuzo zonke ezomeko, ummeli we WCG oququzelela ezinkqubo zoluleko kufanele ukuba ayalele ukugxothwa komsebenzi lowo ubandakanyekayo. Apho uluvo lokuqala ngobungqina bokuziphatha gwenxa luye lafumaneka, ubume bokuziphatha gwenxa buyaxelwa kwiiNkonzo zobuPolisa OmZantsi Africa.

4. UKUNCIPHISA IMPIKISWANO MALUNGA NENTSEBENZISWANO

ISebe lithatha impikiswano malunga nentsebenziswano njengeyona nkalo ibalulekileyo emayiqwalaselwe kwezabasebenzi. Onke amalungu ekomiti eziniki maxabiso esebe aye atyikitye izibhengezo zokuba nomdla kuzo naziphina iziniki maxabiso/ingxelo zamaxabiso kwaye ukuba kikho nayiphina impikiswano, amalungu abandakanyekayo ayakhutshwa kulontlanganiso. Abanikezi stokhwe bayacelwa ukuba bagcwalise ixwebhu le WCBD4 elifuna ukuba babhengeze nawaphina amalungu osapho abandakanyekayo kwinkqubo yokufumana okanye abaqeshwe liSebe. Ulwazi olukwi WCBD4 luthi luqinisekise liSebe phambi kokuhlolwa kwezinikezi maxabiso / ingxelo zamaxabiso.

5. UMTHETHO WOKUZIPHATHA

Onke amagosa ezabasebenzi atyikitya umthetho wokuziphatha sukela nje emva kokuthatha imisebenzi yabo. Iziqulatho zomthetho wokuziphatha ziyaxoxwa nomsebenzi ngamnye ukuze bakuqonde ukubaluleka bobume belixwebhu.

6. IMIBA YOKUSINGQONGILEYO KUNYE NOKHUSELEKO LWEMPILO

Ngokichongwa komanejala wezoKhuselo ozimiseleyo kunye neKomiti yezoKhuselo kwisakhiwo se Waldorf iinzame ezicingisisekileyo ziye zenziwa ukunyusa imimiselo yokhuseleko kwiSebe. ISebe likwakhona kwi Western Cape Government Transversal Safety and Security Managers Forum, ethi ihlale ukwenziwa kwemimiselo yezokhuseleko kumasebe ewonke.

Ngonyaka ka 2012 iSebe lavelisa kwaye lamkela isicwangciso sokuqhubekisa amashishini ukuze amelane nezinto ezinokwehla. Inkqubo yaye yamiselwa ukubekwa kwisenzeko kweengcebiso zengxelo yohlalutyo lolwazi lezokhuseleko. ISebe liqhubekile lithatha inxaxheba ekuqondeni ngokhuseleko kunye nezokhuselo zephondo ibe eyona njongo ikukuphuhlisa isiCwangciso esinguNdoqo wezoKhuseleko. Nge 4 ka Oktobha 2012, uMlawuli wezoKhuseleko kuRhulumente: IQela loPhicotho kunye nezokuHlona kwiinkonzo zamaPolisa oMzantsi Africa zaye zenza uphicotho olubambekayo lwezokhuseleko kwiSebe. ISebe lazusa amanqaku angu 91%.

Umntu ozimiseleyo waye wachongwa ukuze alawule imiba yezempilo nokhuseleko kwiindawo zokusebenza kwiSebe. Ngenxa yotshintsho kubasebenzi kunye nombutho, isiCwangciso sezinto ezinokwehla seSebe siphantsi kokuhlolwa. Ngo Disemba ka 2012, uvavanyo lokufudukiswa kwesakhiwo lwenziwa ngempumelelo. Inkqubo yokusebenza esemgangathweni ikhona ukuze ihlangabezane nemiba yangaphakathi yemihla ngemihla kwaye ihlale igcinakele.

7. IYUNITHI LOLAWULO LWANGAPHAKATHI

Imo yolawulo sisekelo sawo onke amalungu olawulo lwangaphakathi. Ikomiti yolawulo kunye nabaphathi abaphezulu benza isandi esiphezulu ngokumayela nolawulo lwangaphakathi kunye nemigangatho elindelekileyo yokuziphatha. Imo yolawulo ibonelela ngengaqeqesho, inkqubo kunye nolwaxhiwo. Imo yolawulo ixhaswa yimigaqo nkqubo neenkqubo ezenziwe phakathi kwiSebe. Le migaqo nkqubo neenkqubo ithi ijongwe ngabanikezi beziqinisekiso abaliqela kuquka noMphicothi Zincwadi Jikelele, unoNgxowa wePhondo, Umphicothi zincwadi wangaphakathi, kunye neYunithi yolawulo lwangaphakathi.

Uxanduva olulindelekileyo kwiyunithi yolawulo lwangaphakathi lucacisiwe kuxwebhu lwesicwangciso lwemisebenzi kwaye yaziswa ngeendlela ezininzi. IYunithi yolawulo lwangaphakathi iguqulele oluxanduva elikwixwebhu lwesicwangciso sokusebenza, zabe ziinkqubo zokusebenza ezisemgangathweni, amaphepha okusebenza kwaye okanye uluhlu lwezinto ezifuna ukukhangelwa ukuncedisa ekujongweni nokunika ingxelo ngeentswelo zolawulo lwangaphakathi kunye namatyala okungavumelani.

Ngonyaka mali ka 2012/13 iyunithi yolawulo lwangaphakathi iye yenza uphicotho olukhethekileyo kwifayile zeprojekti zolawulo lwezabasebenzi, kwifayile zeprojekti zokutshintshelwa kweentlawulo kunye neefayile zokulawulwa kobuqili babantu. Njengenxalenye yophicotho oluqhubayo, iyunithi yolawulo lwangaphakathi iqhube uphicotho kuzo zonke iintlawulo, izinto ezikhoyo, izivumelwano, ingeniso, ingxelo ngemali ezexeshana nezonyaka kunye nophicotho ng. Ngexesha lonyaka, iyunithi yolawulo lwangaphakathi yafumana yaze yaqeqesha bonke abasebenzi bolawulo lwangaphakathi ngesixhobo sophicotho esincediswa yikhomputha ibe yi ACL. Esixhobo silincedile iqela ekukhetheni iisampula kwaye nokulandela inkqubo zohlalutyo lwencitho.

Ukungabikho kobume obufanelekileyo bolawulo lwangaphakathi, obenziwayo ngoku ngunNgxowa wePhondo, iyunithi yolawulo lwangaphakathi yathi yenza ubume bolawulo lwangaphakathi kanye le ikwi simo sokuqulunqwa. Oluxwebhu lisetenziswa njengesisekelo sawo wonke umsebenzi owenziwayo yiyunithi.

Iyunithi kwakhona yenze isicwangciso sokuphucula ulawulo lwemali esithi sidwelise zonke iinkalo zomngcipheko onokuba kwiyunithi nganye yolawulo lwemali kwaye ichonge umsebenzi othembekileyo ngomngcipheko ngamnye. Oluxanduva lubekwa kubasebenzi hayi kuphela kulawulo lwemali kodwa nakumanye amaziko olawulo nabasebenzi abakwiSebe. Esicwangciso sokwenza ulawulo lwemali saye sabekwa liGosa EliyiNtloko lemali kwikomiti yamalungu alawulayo. IYunithi yolawulo lwangaphakathi ijonga ukuphumeleliswa kunye nenkqubela yezenzo ezichongiweyo kwisicwangciso sokwenza ulawulo lwemali njengenye yemisebenzi yolawulo eyahlukeneyo kunye nokujongwa ukuvumelana ekuthi kwenziwe phakathi kwiyunithi.

8. INGXELO YEKOMITI YOPHICOTHO ZINCWADI

Sonlisekile kukubonisa ingxelo yethutyana yonyaka mali ophela nge 31 Matshi 2013.

Amalungu ekomiti ophicotho zincwadi kunye nokunyameka

NgokweziNdululo zeKhabhinethi 55/2007, iSebe IPuhliso loQoqosho noKhenketho lisetenzelwa yiKomiti yoPhicotho zincwadi lehlokondiba lezoqoqosho. IKomiti yoPhicotho zincwadi inamalungu adweliswe apha ngezantsi kwaye kufanele ahlngane nokuba ngamaxesha amane enyakeni ngokwakwimimiselo yabo evunyiweyo. Ngexesha Lalonyaka uhlolwayo, iintlanganiso ezi 7 zazibanjiwe.

Igama Lelungu	Inani leentlanganiso ekuyiweyo
Ms J Gunther (Usihlalo kwade kwangu)	1
Mr Z Hoosain (wonyulwe njengosihlalo ukusuka ku 01 Januari 2013)	6
Mr R Kingwill	6
Mr K Larkin	6
Mr B Van Staaden	7
Mr F Barnard (Wonyulwe ukusukela 01 Januari 2013)	1

Umsebenzi weKomiti yoPhicotho zicwadi

IKomiti yoPhicotho iyaxela ukuba iye yavumelana nomsebenzi wayo ovela kwicandelo 38 (1) (a) (ii) woMthetho wokuLawula iimali zoLuntu kunye neMithetho kanoNgxowa 3.1.13. IKomiti yoPhicotho zicwadi iyaxela kwakhona ukuba iye yamkela imimiselo yokusebenza eyiyo nefanelekileyo njengoko umqulu wamalungelo ekomiti yophicotho zicwadi, iyilawule imicimbi yayo ngokuvumelana nalomqulu kwaye iwenzile umsebenzi wayo njengoba kuqulethwe kuwo, ngaphandle kwento yokuba asikahloli utshintsho kwimigaqo nkqubo nezenzo zocwangciso-mali.

Ukusebenza kolawulo lwangaphakathi

Ukuhlola kwethu iziphumo zomsebenzi wophicotho zicwadi lwangaphakathi, owawusekelezwe ekuvavanyweni komngcipheko owenzwa esebeni ubonisa ubuthathaka obuthile, obathi baphakanyiswa kwiSebe.

Lomsebenzi ulandelayo wophicotho zicwadi zangaphakathi wagqitywa ngexesha lonyaka lo uhlobo:

- Umkhuseli wabathengi
- Ukukhula koKhenketho
- I-Forum yezakhono zePhondo
- Ukutshintshwa kweentlawulo

Iinkalo ezixhalabisayo ziyakugqitywa yiKomiti yoPhicotho zicwadi ngokulandela intlanganiso yonyanga ntabu wesine kunye nokuhlola kweengxelo zemali.

Ingxelo yolawulo eNyakeni kunye rhoqo ngenyanga / kunyanga ntabu

Isebe belisoloko linika ingxelo rhoqo ngenyanga kunye nonyanga ntabu kuNongxowa njengoba kulindelekile ngokwe PFMA.

Ukuhlola kwengxelo yemali

IKomiti yophicotho zicwadi izakuyigqiba lento emva kokuhlola kweengxelo yemali.

Ingxelo yoMphicothi ziNcwadi Jikelele

Sisihlolile isicwangciso sokufezekiswa seSebe ngemiba yophicotho ethe yavezwa kunyaka ongaphambili rhoqo ngonyanga ntabu. Isincomo esingesinye siyakunikezelwa ekuyeni kwingxelo yophicotho yokugqibela.

IKomiti yoPhicotho yakushicilela isivumelwano kunye okanye ulwamkeleko lweziqukumbelo zomPhicothi zicwadi jikelele ngengxelo zemali yonyaka kulandelelwa ukuhlola kwengxelo yophicotho zicwadi kunye neengxelo zemali eziphicothiweyo.



Ms J Gunther

Usihlalo weqela leKomiti yoPhicotho ziNcwadi lezoQoqosho

Agasti 2013

1. INDLU YOWISO MTHETHO ELAWULA ABAPHATHI BEZABASEBENZI

Ulwazi olubaluliweyo kwesiqendu imiselwe ngoLawulo lweNkonzo zoLuntu (Isahluko 1, isiQendu iii J.3 kunye J4).

Ukongeza kuLawulo lweNkonzo zoLuntu, zika 2001 (njengokuba zihlonyelwe nge 30 July 2012), lemi miselo ilandelayo yongamela uLawulo lwezabasebenzi ngaphakathi kweNkonzo zoLuntu:

- **Umthetho 85 ka 1993 wempilo nokhuseleko kwindawo yokusebenza**

Ukunikezela ngezempilo kunye nokhuseleko lwabantu emsebenzini kunye nezempilo nokhuseleko lwabantu ngokumayela nokusetyenziswa koomatshini; ukukhusela abantu ngaphandle nje kwabantu emsebenzini ngoakuchasene nengozi kwezempilo nokhuseleko ezithi zivele ngokumayela nezinto ezenziwa ngabantu emsebenzini; ukuseka ibhunga leengcebiso ngezempilo nokhuseleko kwindawo yokusebenza; kwaye kubonelelwe nangemiba enxulumene noko.

- **Umthetho weNkonzo zoLuntu ka 1994, ngokuhlonyelwe ngumthetho 30 ka 2007**

Ukubonelela umbutho kunye nolawulo lweenkonzo zoluntu zeLizwe, ukulawulwa kweemeko zengqesho, imithetho ye-ofisi, ingqeqesho, umhlala phantsi kunye nokukhululwa kwamalungu eenkonzo zoluntu, kwaye nemiba enxulumene noko.

- **Umthetho wonxibelelwano lwabasebenzi 66 ka 1995**

Ukulawula kunye nokukhokela umqeshi ekuqondeni nokuzalisejisa indima yakhe ekuphumeleliseni uxolo lwabasebenzi kunye nokumiselwa kolawulo kwindawo yokusebenza.

- **Umthetho weemeko ezisisiseko zokusebenza 75 ka 1997**

Ukunika isiphumo kwilungelo lezenzo zemisebenzi ezinobulungisa ngokubhekisele kwicandelo 23 (1) yomgaqo siseko ngokumisela kunye nokwenza isibonelelo ngolawulo lweemeko zemisebenzi ezisisisekelo; kwaye ngayo kuvunyelwane ngezinyanzeliso zeRiphabliki njengelungu lasembusweni lwemiButho yabaSebenzieziZwe ngeziZwe; kwaye kubonelelwe imiba eyayamene ngayo.

- **Umthetho 97 wokuphuhlisa izakhono ka 1998**

Ukunika ngobume beziko ukuyila kunye nokuzalisekisa ubuchule bukazwelonke, becandelo kunye nendawo yokusebenza ukuphuhlisa nokuphucula izakhono zabasebenzi bomZantsi Afrika; ukudibanisa obobuchule noBume beNkcazo bukaZwelonke ngokucaciswe kuMthetho weGunya leNkcazo yoMzantsi Afrika ka 1995; ukubonelela ngoqeqesho lomsebenzi olukhokelela kwiinkcazo zomsebenzi ezivunyiweyo; ukubonelela ngokubhatala uphuhliso lwezakhono ngokwendlela zee-granti ezilungisiweyo kunye neMali yeZakhono zikaZwelonke; ukubonelela kunye nokulawula iinkonzo zemisebenzi; kwaye nokubonelela ngemiba eyayamene ngayo..

- **UMthetho 55 wobulungisa kwezemisebenzi ka 1998**

Ukukhuthazwa ukulinganwa, ukunciphisa ucalucalulo ngokungenabulungisa emsebenzini kwaye kuqinisekiswa ukuphumelelisa imimiselo yobulungisa emsebenzini ukulungisa iziphumo zocalucalulo; ukuphumeza abasebenzi beentlobo ngentlobo kunye nabakhutheleyo bemele onke amanani abantu bephondo.

- **UMthetho 1 wokulawula iimali zoLuntu ka 1999**

Ukulawula impatho yemali kurhulumente kazwelonke nakoohulumente bamahondo; ukuqinisekisa ukuba yonke inzuzo, inkcitho, izinto ezikhoyo kunye neemfanelo zaborhulumente ziphethwe ngonkuthalo nangempumelelo; ukubonelela ngeemfanelo zabantu abathembekileyo ngempatho yemali kwabo rhulumente; kwaye kubonelelwe ngemiba eyayamene ngayo.

- **UMthetho 9 wophuhliso lwezakhono ka 1999**

Ukubonelela nawo nawuphi na umsebenzi weenkonzo zoluntu okwizinga likazwelonke okanye kwizinga lephondo likaRhulumente ngokukhuluwa ekubhataleni irhafu yophuhliso lwezakhono; kwaye nokukhululwa kwimiba eyayamene ngayo.

- **UMthetho 2 wokukhuthaza ukufikelela kulwazi ka 2000**

Ukunikeza isiphumo kwilungelo lomthetho sisekelo lokufikelela nakoluphina ulwazi olugcinwe nguRhulumente kwaye naluphina ulwazi olugcinwe nagowuphina umntu kwaye libe liffunwa ukwenza okanye ukukhusela nawaphina amalungelo; kwaye nokubonelela ngemiba eyayamene ngayo.

- **Umthetho wokukhuthaza ulawulo lobulungisa (PAJA) ka 2000**

Ukunikeza isiphumo kwilungelo kwizenzo sokulawula elisemthethweni, elityenenezekileyo kwaye libe nobulungisa ngokwendlela kwaye nakwilungilo lwezizathu ezibhaliweyo kwizenzo zolawulo ngokucacisiweyo kwicandelo 33 loMthetho sisekelo we Riphabliki yoMzantsi Afrika ka 1996; kwaye nokubonelela kwimiba eyoyamene ngayo.

2. INTSHAYELELO

Ixabiso lokuphuhlisa uluntu eSebeni

Abantu bethu ngabona badlala indima enkulu kwimpumelelo yeSebe kwaye nakwimpumelelo yoRhulumente weNtshona Koloni. Ukugqwesa kweNkonzo kuxhomekeke ekuphileni kombutho wethu kunye nabantu bawo. Kungako, si:

- Xabisa abantu abasebenza ngokubulungisa, kwaye bazibandakanye, bekhathala, benobuchule, bezimele kwaye bephendula kwizenzo zabo;
- Bona ulawulo lwabantu luluxanduva lomntu wonke;
- Milisele ulawulo lwabantu bethu kwimithetho yesidima, intlonipho, ngokucacileyo nangobulungisa;
- Khulisa, siphuhlise, sixhobise kwaye someleze abantu bethu bafikelele kwaye basebenzise amandla wabo abanawo; kwaye
- Sange ukwahlukana kwaye sibe nentlonipho enzulu kwisithethe somntu ngamnye, ubunguye, ulwimi, izinto azixabisileyo kunye nenkolelo yakhe.

Uphengululo lwemiba yezemisebenzi

Abantu zezona zixhobo zibalulekileyo ekuphumeleliseni iinjongo zobuchule zeSebe. Ngoko ke isicwangciso ngezabasebenzi sijonge ekuqinisekiseni ukuba iSebe linabantu abalungileyo, nezakhono ezilungileyo, kwindawo eyiyo, ngexesha elililo, ngamaxesha onke.

Kangayo le meko ebangela ukuba isicwangciso sobuchule sabasebenzi seSebe sathi senziwa kwaye saphunyelelisa kwisithuba se **1 Apreli 2013 ukuya 31 Matshi 2018**. Isicwangciso sezabasebenzi saye sahlolwa ukuqinisekisa ukuba iinjongo zobuchule ezabasebenzi zisezizo kwaye zihlangabeza ezona nto ziphambili ezabasebenzi eSebeni. Ingxelo yenkqubela yesiqingatha sonyaka sihlale ukuphumelelisa ezona zinto ezenziweyo eziphambili ezikwisisicwangciso sezabasebenzi kwaye yangeniswa kwi DPSA njengoba bekuyalelwe.

Ngeendlela zesisicwangciso sezabasebenzi, iSebe liye lachonga iimfuno zabasebenzi zangoku nezexesha elizayo kwaye laxhoma imiceli mngeni ebalulekayo enganegalelo kwimpumelelo yeenjongo zobuchule zeSebe.

Beka izinto eziphambili zabasebenzi kunyaka ohlolwayo kunye nempembelelo lezizinto eziphambili.

Emva kokuhlalutya ubume bangoku babasebenzi kunye nemfuneko zexesha elizayo, izinto ezihamba phambili zabasebenzi ezilandelayo zaye zachongwe:

INOM-BOLO.	EZHAMBA PHAMBILI ZABASEBENZI	IMPEMBELELO
1	Uqeqesho kunye noPhuhliso	Ukwakha umbutho ofundayo egxile kwizakhono ezinqabileyo nezo zibalulekileyo. Ukubakhona kwepuli yabasebenzi abakhutheleyo abasele bekulindele ukuzalisa izingxungxo ezingenabantu.
2	Ukukhangela nokuchonga	Amaxesha ancitshisiweyo okugcwalisa izingxungxo ezipapashiweyo. Izinga lezingxungxo elincitshisiweyo kunye nenkqubo yokukhangela kunye nokuchonga. ISebe livunyiwe "njengomqeshi wokuzikhethela".
3	Ubulungisa bengqesho kunye nolawulo lokungafani	Abasebenzi abangafaniyo benamathuba alinganayo omntu wonke.

INOM-BOLO.	EZIHAMBA PHAMBILI ZABASEBENZI	IMPEMBELELO
4	Isicwangciso sokulandelelana kunye nolawulo lwemisebenzi	Ukuqinisekisa ukubakhona koluhlu lwabantu abazakulandela kwizikhundla ezibalulekileyo. Isicwangciso sokulandelela siqinisekisa ngokuqhubekela kwempumelelo yomnbutsho.
5	Ukugcina	Abasebenzi abangaguquguqukiyo kwaye bezinzile.

Ubume besicwangciso sabasebenzi kunye nobuchule bokutsala nokukhangela abasebenzi abanesakhono nabanesiphiwo.

Ngaphandle kwabantu, iSebe alikwazi ukuhambisa iinkonzo ngokulunga kwaye ngaphandle kohlahlo lwabiwo mali oluchanekileyo, alingekhe likhangele, liphuhlise nokuba ligcine abantu abafunekayo ukuhambisa iinkonzo ngokulunga.

Imiceli mngeni enjengene neSebe iye yachongwa. Le miceli mngeni yaye yahlangatyezwa ngokuchonga eyona misebenzi eyathi yafakwa kwiicwangciso sokwenza izinto.

Oku kulandelayo zezona zinto ezenziwayo ngokuchazwe kwisiCwangciso sokwenza izinto:

INOM-BOLO.	EZONA ZINTO ZENZIWAYO
1	Uqeqesho kunye noPhuhliso Iinkqubo ezakhiweyo zokucebisa kunye nokufundisa zizakuphumelelisa. Ukwenza uhlalutyo lweemfuno zoqeqesho ukuqinisekisa ngokungabikho kwezakhono, kwakhona ukulungiselelana nerejista yoMngcipheko yesebe kwaye nemingcipheko yachongwa. Ulungelelaniso yiKomiti yoQeqesho lweSebe kuzo zonke izikroba zoqeqesho kunye nezilamlo zophuhliso kwaye kubandakanye ukucebisa nokunika ingxelo kwisakhiwo soLawulo eliphezulu seSebe ngamaxesho onke.
2	Ukukhangela kunye nokuChonga Ukuphumeza imimiselo ukunciphisa ixesha lokuvelisa ekugcwaliseni izingxungxo ezisisigxina umz. Ukhangelo lwe intanethi, isiCwangciso sokuKhangela, ukuChonga kwangaphakathi, njl.njl. Bonke abaqeshwa abatsha baye kubekwa kwizikhundla kuyo le nyanga yokuqala yokuqeshwa, kwakhona kuhlolwe kwaye kuphunyezwe inkqubo eqhubekayo, efan nokugxila ngamandla ekuguqulweni, ixabiso, ukucebisa kunye nophuhliso lwezakhono. Intshayelelo yodluwano ndlebe ekuqeshweni okuhle kwi MMS nakwindawo zokusebenza kubantu abakhethekileyo nakubo a abanee zakhono zokusebenza.
3	Umsebenzi ngobulungisa kwaye nolawulo lwabantu abangafananiyo. Kugxilwe ekukhangeleni kwaye nokuqaliswa kophuhliso ngokuphumelelisa ukufikelela iinjongo ngobalo, ingakumbi ukhlangabezana ukungamelwa kuwo wonke amazanga emivuzo . Sazise ngemilinganiselo ngesivumi sokwenza (AA) kwisicwangciso sobulungisa bengqesho (EE) (ekuniselweni kobudlelwane nemibutho yokukhubazeka) ukuze kudaleke ichibi le PWD's kunye naKhosikazi kwi MMS bakwazi ukulungela ukuba banyuselwe kwizikhundla ze SMS xa izithuba zivela.
4	IsiCwangciso sokulandelelana kunye noLawulo lwemisebenzi Succession Planning and Career Management Umhlalaphantsi kunye nesicwangciso sokuphuma ukuqinisekisa ngokudluliselwa kwezakhono kunye nolwazi (umz. Kwifomu yamaxwebu) kumaqela omngcipheko ophezulu (umz. Ilutsha – ngaphantsi ko 35, imisebenzi enzima nenqabileyo kunye nabasebenzi ekulindeleke bathathe umhlalaphantsi, kuquka HOD / SMS. Phonononga amathuba okuchonga amaqabane aphumayo apho abasebenzi sebesondele kwiminyaka yomhlalaphantsi, ngenjongo yokukhusela inkumbulo yeziko kwaye nokudlulisela, zombini, ulwazi oluthe ngqo kunye nokungathethwanga.
5	Ukugcina Ukuphumelelisa imilinganiselo yokugcina ngokumayela nokunqamlezayo kubuchule bokugcina. Phanda inkqubo yodluwano-ndlebe lokuphuma ngenjongo yokunyusa intembeko kwaye kuchongwe izakhono ethe iSebe laphulukana nazo.

Kulindlele okokuba ulawulo lweSebe kunye neBhunga leeNkonzo zeZiko ziyakuthatha uxanduva kunye ekuzalikeseni izicwangciso sokwenza, kwanokubanga uhanjiso lweziphumo ezifunekayo.

Ubume bolawulo bokuSebenza kwabaSebenzi

Enye yezinto ezibalulekileyo kwinkqubo yokulawula ukusebenza kwabasebenzi yimfuneko esisiseko yokokuba bonke abasebenzi banyanzelekile ukuba benze oko kulindelekileyo kubo. Oko kulindelekileyo kunye nemimiselo yokusebenza efunekayo ithi iqiniswe ngendlela yenkcazo misebenzi, izivumelwano zokusebenza, izicwangciso zamashishini kwaye / okanye izivumelwano zezinga leenkonzo. Imbuyekezo kunye nenzuzo zithi ke zinikwe kuphela ngomsebenzi othi ngamanani nangeqondo lawo udlule umsebenzi ebekulindleleke umtnu ahlawulelwe ngawo.

Abasebenzi abakhethiweyo ukufumana ibhonasi zokusebenza bayaphicothwa sisigqeba sokuhlola, abathi bavavanye ubungqina bomsebenzi othe xhaxhe. . Amalungu abasebenzi abangasebenzi ngokulindelekileyo, kwelinye icala, kufuneka bagcwalise izenzo ezibekiweyo kwisiCwangciso sokuPhucula ukuSebenza. . Ezi ke ziye zijongwe kabanzi ukuqinisekisa ukuvuhambisana ngokupheleleyo namabakala okusebenza.

Le nkqubo ibonisa inkqubo enobulungisa, ngobulungisa kwaye nevulelekileyo.. Ngako oko ibeka ubume aphp bobabini umgashi kunye nomqeshwa bathi banokuqonda amanqku neenjongo zabo.

Ukuphila kwabaSebenzi

Ukuphuhlisa isithethe sokuphila eSebeni kubaluleke kakhulu ukuqinisekisa ukuba abasebenzi baphumelelisa ngokuphakamileyo ukusebenza ngelixa beziva bekhathalelwe kwaye bexhaswa emsebenzini. Inkqubo yokuPhila kunye nempilo yabasebenzi (EHW) enqamlezayo ye WCG ilandela iindlela ngokubanzi ekuphileni kwabasebenzi kwaye inenkuselo ngokwendalo, inikezela ngazo zombini, iinkonzo ezisisiseko kunye nezezinga eliphakamileyo. Inkqubo ye EHW ijongwe eSebeni ngeengxelo zokusebenzisa zarhoqo enyangeni zezinkonzo zizisisiseko (24/7/365 iinkonzo zokukhawnselwa ngefowuni, iinkonzo zokhathalelo ze-intanethi kunye neengxelo) kwaye neenkonzo eziphakamileyo (ukukhawnselwa ubuso ngobuso, ukwenzakala kunye neengozi ezinzima, uqeqesho kunye nongenelelo olujolisiweyo, ukufundisa okuphetheyo, uthethelelo). . Ingxelo kanyanga ntathu ilungiselwe liqela lokongamela: ukuziPhatha ngokoMbuthe phakathi kwiBhunga lenkonzo yeZiko ethi ibonelele ngentsingiselo yohlalutyo ngokusebenzisa, ukuchonga umngcipheko kunye nempembelelo kwimveliso. Ukongeza, ukuqhubeka ngokunika ingxelo kwiSebe leeNkonzo zoLuntu kunye noLawulo (DPISA) kuyimfuneko kwaye longxelo kugxile kumanqanaba amane, ekuthiwa, i-HIV/AIDS, ezeMpilo kunye nokuVelisa, Ulawulo lophila kunye ne SHEQ (Ukhuseleko lobume bempilo kunye nobulungisa).

Uphuhliso lomgaqo nkqubo

Le migaqo nkqubo yePhondo ilandelayo yayivunywe enyakeni lo uhlohlwayo:

- a) **Umgaqo nkqubo wekhefu elikhathekileyo**, ethi abeke amabakala anqamlezayo kunye neemeko zodidi lwekhefu ezingalawulwa engamiselwanga kuzwelonke ukungabikho kwekhefu (Agasti2012). Ezi ndidi ziquka ikhefu lokufunda, ukunyangelwa ukusebenzisa izinto eziselwayo, ukuthatha inxaxheba kwiminyadala yemidlalo njalo njalo.
- b) **Umgaqo Nkqubo ekubhatalweni umsebenzi ongaphandle kwinkonzo yoluntu**, ethi iphathe kwaye ilawule iimeko apho umqeshi agunyazise okokuba umsebenzi enze umsebenzi obhatalwayo ngaphandle kweNkonzo zoLuntu.
- c) **Umgaqo nkqubo ekusekweni kwabasebenzi**, ethi ibonelele ngesalathisi kunye nemilinganiselo jikelele, kwaye ichaze iimeko ezifanayo zokusekelwa

3. 1. UBALO MANANI OLONGANYELWEYO LWEZABASEBENZI

3.1 Inkcitho enxulumene nabasebenzi

Ezi tafile zilandelayo zishwankathela inkcitho ebaliweyo yokugqibela ngokwenkqubo (tafile 3.1.1) nangokwam-abhanti emivuzo (Tafle 3.1.2). and by salary bands (Table 3.1.2). Ngokukodwa, ibonelela ngesalathisi semali echithiweyo kubasebenzi ngokwenkqubo nganye okanye iibhanti zemivuzo phakathi kwiSebe.

Amanani kwi Tafle 3.1.1 athathwe kwisixokelelwano soBalo esisiSeko kwaye amanani akwi Tafle 3.1.2 athathwe kwisixokelelwano sePERSAL (imivuzo yabasebenzi). Ezi zixokelelwano zibini azenziwanga zisebenze ngaxeshanye ngokubuyiswa kwemivuzo ngokumayela nokuqeshwa kwabasebenzi kunye nabo bayekayo kunye / okanye batshintshelwe ukusuka nokuya kwamanye amasebe. Oko kuthetha ukuba kungakho umahluko kwincitho ezipheleleyo ezithi zibonise kwezi zixokelelwano.

INKQUBO	IGAMA LENKQUBO
Inkqubo 1	ULawulo
Inkqubo 2	linkonzo ezidityanisiweyo zophuhliso loqoqosho
Inkqubo 3	Urhweno kunye nophuhliso lwamacandelo
Inkqubo 4	Ulawulo lwamashishini kunye nokuphatha
Inkqubo 5	Ukucwangcisa ngezozoqosho
Inkqubo 6	Ubuchule bokhenketho kunye nolonwabo
Inkqubo 7	Uphuhliso lwezakhono zePhondo nezinto ezintsha

Itheyibhile 3.1.1 Inkcitho yabasebenzi ngenkqubo, 2012/13

Inkqubo	Inkcitho iyonke (R'000)	Inkcitho yabasebenzi (R'000)	Inkcitho ngoqeqesho (R'000)	Goods and Services (R'000)	Inkcitho yabasebenzi ngokwe % yenkcitho iyonke	Umyinge wenkcitho yabasebenzi nomsebenzi ngamnye (R'000)	Inani labasebenzi
Inkqubo 1	25 210	15 834	1 127	7 915	62.8	226	70
Inkqubo 2	51 306	15 077	170	12 099	29.4	314	48
Inkqubo 3	101 296	16 103	38	24 237	15.9	375	43
Inkqubo 4	34 820	7 306	45	2 638	21.0	118	62
Inkqubo 5	24 737	9 355	29	7 329	37.8	292	32
Inkqubo 6	50 345	12 336	225	4 821	24.5	274	45
Inkqubo 7	26 630	4 242	24	9 695	15.9	212	20
Iyonke	314 344	80 253	1 658	68 734	25.5	251	320

Qwalasela: Inani labasebenzi lithetha wonke umntu ohlawulweyo ngexesha lokunika ingxelo, ngaphandle koMphathiswa.

Itheyibhile 3.1.2: Inkcitho yabasebenzi ngokwebanti yomvuzo, 2012/13

libhanti zomvuzo	Inkcitho yabasebenzi (R'000)	i-% yencitho yabasebenzi	Umyinge wenkcitho yabasebenzi (R'000)	Inani labasebenzi
Izakhono ezisezantsi (Izinga 1-2)	1 593	1.8	28	56
Abanesakhono (Izinga 3-5)	7 103	8.2	129	55
Abanesakhono esiphezulu sokuvelisa (Izinga 6-8)	17 041	19.7	216	79
Abanesakhono sokuphatha (Izinga 9-12)	45 208	52.4	404	112
Ulawulo oluphezulu (Izinga 13-16)	15 341	17.8	852	18
Iyonke	86 286	100.0	270	320

Qwalasela: Inani labasebenzi lithetha wonke umntu ohlawulweyo ngexesha lokunika ingxelo, ngaphandle koMphathiswa.

Ezitafile zilandelayo zinika isishwankathelo ngokwenkqubo (Tafle 3.1.3) kunye neebhanti yemivuzo (Tafle 3.1.4) yencitho eyenzeke ngenxa yemivuzo, amaxesha ongezlelweyo, ubonelelo ngezindlu kunye noncedo ngonyango. Kwinto nganye, itheyibhile inika isalathisi seepesenti sohlahlo lwabiwo mali sabasebenzi ethe yasetyenziselwa ezi zinto.

Itheyibhile 3.1.3: Imivuzo, amaxesha ongezlelweyo, Inxaso ngendlu kunye noncedo ngonyango, 2012/13

Inkqubo	Imivuzo		Ixesha elongeziweyo		Inxaso ngendlu		Uncedo ngonyango	
	Isixa mali (R'000)	Imivuzo nge % yencitho yabasebenzi	Isixa mali (R'000)	Ixesha elongeziweyo nge % yencitho yabasebenzi	Isixa mali (R'000)	Inxaso ngendlu njenge % yencitho yabasebenzi	Isixa mali (R'000)	Uncedo ngonyango ngokwe % yencitho yabasebenzi
Inkqubo 1	11 424	13.2	243	0.3	300	0.3	654	0.8
Inkqubo 2	10 165	11.8	0	0.0	173	0.2	385	0.4
Inkqubo 3	10 802	12.5	0	0.0	134	0.2	226	0.3
Inkqubo 4	9 107	10.6	0	0.0	195	0.2	319	0.4
Inkqubo 5	6 361	7.4	64	0.1	127	0.1	212	0.2
Inkqubo 6	8 514	9.9	0	0.0	181	0.2	303	0.4
Inkqubo 7	3 655	4.2	0	0.0	28	0.03	105	0.1
Iyonke I	60 028	69.6	307	0.4	1 138	1.3	2 204	2.6

Qwalasela: Imivuzo, ixesha elongeziweyo, inxaso ngendlu, uncedo ngonyango zibalwe njenge % yencitho iyonke yabasebenzi evela kwiTafle 3.1.2 ngentla.

Itheyibhile 3.1.4:

Imivuzo, ixesha elongeziweyo, Inxaso ngezindlu, uncedo ngonyango ngokwebanti yemivuzo 2012/13

Ibhanti lemivuzo	Imivuzo		Ixesha elongeziweyo		Inxaso ngezindlu		Uncedo ngonyango	
	Isixa mali (R'000)	Imivuzo nge % yenkcitho yabasebenzi	Isixa mali (R'000)	Ixesha elongeziweyo	Isixa mali (R'000)	Inxaso ngezindlu njenge % yenkcitho yabasebenzi	Isixa mali (R'000)	Uncedo ngonyango njenge % yenkcitho yabasebenzi
Abanesakhono eziphantsi (Izinga 1-2)	1 181	1.4	8	0.0	20	0.0	4	0.004
Abanesakhono (Izinga 3-5)	4 771	5.5	62	0.1	293	0.3	447	0.5
Abanesakhono esiphezulu sokuvelisa (Izinga 6-8)	12 188	14.1	154	0.2	410	0.5	806	0.9
Abanesakhono esiphezulu sokuphatha (Izinga 9-12)	32 519	37.7	83	0.1	415	0.5	839	1.0
Ulawulo oluphezulu (Izinga 13-16)	9 369	10.9	0	0.0	0	0.0	109	0.1
Iyonke	60 028	69.6	307	0.4	1 138	1.3	2 205	2.6

***Qwalasela:** Amanani ewonke kwiTafle 3.1.3 no 3.1.4 aqhogene, kodwa ngenxa yento yokuba amanani adweliswe ngokweenkqubo okanye ibhanti zemivuzo kwaye ke iye idityaniswe ngkwamawaka kwaye ke ibonakale ngokwahlukileyo.*

3.2 Umsebenzi kunye Nezithuba

Ezitafile zilandelayo zishwankathela inani lezithuba eziveziweyo, inani labasebenzi, iipesenti lezithuba ezikhoyo, kwaye nokuba ingaba kukho abasebenzi abongezelelweyo kwizimiselo.. Olu lwazi luboniswa ngokwemiqathanga yenguqunguqulelo ezinthathu: Inkqubo (Tafle 3.2.1) ibhanti yemivuzo (Tafle 3.2.2) kunye nemisebenzi enzima (Tafle 3.2.3). Amasebe achonge imisebenzi enzima efuna ukuba ijongwe. Tafle 3.2.3 ibonelela ngokwaxhiwa kunye nolwazi lwezithuba lwemisebenzi engudoqo enzima kwiSebe.

Itheyibhile 3.2.1:

Umsebenzi kunye Nezithuba ngeNkqubo, ukususela 31 Matshi 2013

Inkqubo	Inani lezithuba ezibhatelelweyo	Inani lezithuba ezigcwalisiweyo	Izinga lezithuba %	Inani labantu abongeziweyo kwimiselo	Izinga lezithuba kukwaqwalaselwe nabasebenzi abongezelelweyo
Inkqubo 1	62	49	21.0	5	12.9
Inkqubo 2	42	31	26.2	2	21.4
Inkqubo 3	29	28	3.4	8	0
Inkqubo 4	42	29	31.0	1	28.6
Inkqubo 5	24	19	20.8	2	12.5
Inkqubo 6	36	26	27.8	4	16.7
Inkqubo 7	17	11	35.3	1	29.4
Iyonke	252	193	23.4	23	14.3

Itheyibhile 3.2.2: Umsebenzi nezithuba ngebhanti lemivuzo, ukususela 31 Matshi 2013

Ibhanti lomvuzo	Inani lezithuba ezibhatalelweyo	Inani lezithuba ezigcwalisiweyo	Izinga lezithuba %	Inani labantu abongeziweyo kwisimiselo	Izinga lezithuba kuqwalaselwe nabasebenzi abongeziweyo
Abanesakhono esiphantsi (Izinga 1-2)	2	1	50.0	2	0
Abanesakhono (Izinga 3-5)	47	39	17.0	4	8.5
Abanesakhono esiphezulu zokuvelisa (Izinga 6-8)	73	53	27.4	4	21.9
Abanesakhono esiphezulu sokuphatha (Izinga 9-12)	111	85	23.4	11	13.5
Ulawulo oluphezulu (Izinga 13-16)	19	15	21.1	2	10.5
Iyonke	252	193	23.4	23	14.3

Qwalasela: Ulwazi kwinto nganye lubonisa imeko ukususela nge 31 Matshi 2013. Apho kukho isalathisi lotshintsho kwiimwko zabasebenzi kulonyaka uhlowayo, nceda ujonge kwicandelo 3.4 yalengxelo.

Itheyibhile 3.2.3: Umsebenzi nezithuba ngokomsebenzi onzima, ukususela 31 Matshi 2013

Umsebenzi onzima	Inani lezithuba ezibhatalelweyo	Inani lezithuba ezigcwalisiweyo	Izinga lezithuba %	Inani labantu abongeziweyo kwisimiselo	Abantu abongeziweyo njenge % yenani lezithuba ezibhatalelweyo
Azikho					
Iyonke					

3.3 Ukuvavanywa kwesingxungxo

ULawulo lweeNkonzo zoLuntu, 2001 njengesihlomelo, wazisa ngovavanyo lwesingxungxo njengendlela yokuqinisekisa ukuba umsebenzi wexabiso elilinganayo uhlawulelwa ngokulinganayo. Ngokobume obuqitywe nguzwelonke, abasemagunyeni banakho ukuvavanya baphinde bavavanye nasiphina isithuba esisembuthweni wakhe.

Tafle 3.3.1 ushwankathela inani lezithuba ezathi zavavanywa ngonyaka lo uhlohlwayo. Itheyibhile kwakhona ibonisa ubalo manani kumanani ezithuba ezathi zanyuselwa okanye zathotyelwa.

Itheyibhile 3.3.1: Uvavanyo lwesingxungxo, 1 Apreli 2012 ukuya 31 Matshi 2013

Ibhanti yomvuzo	Inani lilonke lezithuba	Inani lezithuba ezivavanyweyo	i-% yezithuba ezivavanyweyo	Izithuba ezinyuselweyo		Izithuba ezithotyelweyo	
				Inani	i-% yenani lezithuba	Inani	i-% yenani lezithuba
Abanesakhono esiphantsi (Izinga 1-2)	2	0	0.0	0	0.0	0	0.0
Abanesakhono (Izinga 3-5)	47	0	0.0	0	0.0	0	0.0
Abanesakhono esiph ezulu sokuvelisa (Izinga 6-8)	73	1	0.4	0	0.0	0	0.0
Abanesakhono esiph ezulu sokuphatha (Izinga 9-12)	111	0	0.0	0	0.0	0	0.0
Ulawulo oluphezulu lwebhanti yenkonzo A (Izinga 13)	14	0	0.0	0	0.0	0	0.0
Ulawulo oluphezulu lwebhanti yenkonzo B (Izinga 14)	4	0	0.0	0	0.0	0	0.0
Ulawulo oluphezulu lwebhanti yenkonzo C (Izinga 15)	1	1	0.4	0	0.0	0	0.0
Iyonke	252	2	0.8	0	0.0	0	0.0

Qwalasela: Umgaqo nqubo okhoyo weenkonzo zoluntu ufuna amasebe achonge izithuba (Ngaphandleni kwabakwizithuba ezifundisayo kunye ne OSD [owabelwe lomsebenzi othile] ziye kwinqubo yovavanyo efanelekileyo. Ezi ziquka izithuba ezisandula kwenziwa, kunye nezithuba apho umxholo wesingxungxo utshintshile ngokubanzi. Oluvavanyo lwesingxungxo unceda ekugqibeni ngokuhlela kunye nemivuzo yesithuba.

Uninzi lwezithuba kwismiselo esivunyiweyo lwaye lwavavanywa ngexesha lengxelo leminyaka edlulileyo, kwaye iziphumo zovavanyo lwezizingxungxo lusasetyenziswa nangoku.

Tafle 3.3.2 ibonisa isishwankathelo lwamanani lwabasebenzi ngokobuhlanga, isini, ukukhubazeka ekuthe ubume bemivuzo yabo zanyuselwa ngenxa yezithuba zabo eziye zanyuselwa.

Itheyibhile 3.3.2: Umfanekiso wabasebenzi abanemivuzo ethe zanyuswa ngenxa yezithuba zabo ezenyuselweyo, 1 Apreli ukuya 31 Matshi 2013

Abaxhamli	Um-Afrika	Um-Indiya	OweBala	Mhlophe	Iyonke
Obhinqileyo	1	0	3	0	4
Indoda	0	0	0	0	0
Iyonke	1	0	3	0	4
Abasebenzi abanokukhubazeka					0

Tafile 3.3.3 ishwankathela inani lemeko apho izinga lomvuzo uye wedlula umgangatho obubekwe luvavanyo lwesingxungxo (kuquka neenzuzo eziphezulu ezinikeziweyo). Izizathi zokunxaxha zinikiwe kwimeko nganye.

Itheyibhile 3.3.3 ubonisa ukuba ngexesha lonyaka lo uhlowalyo akukho mivuzo yabasebenzi edlule umgangatho obubekwe luvavanyo lwesingxungxo (Kuquka neenzuzo eziphezulu ezinikeziweyo).

Lilonke inani labasebenzi abanemivuzo edlula umgangatho obubekwe luvavanyo lwesingxungxo (Kuquka neenzuzo eziphezulu ezinikeziweyo) ngo 2012/2013

Azikho

3.4 Utshintsho emsebenzini

Izinga lengeniso libonisa isalathiso sentsingiselo ngokwenkangeleko yomsebenzi weSebe ngexesha lonyaka lo uhlolwayo. Ezitafile zilandelayo zibonisa isishwankathelo zezinga leengeniso ngeebanti zemivuzo (Tafile 3.4.1) kunye nangemisebenzi enzima (Tafile 3.4.2).

Itheyibhile 3.4.1: Izinga lengeniso yonyaka ngokwebhanti yemivuzo, 1 Apreli 2012 ukuya 31 Matshi 2013

Ibhanti yemivuzo	Inani la-basebenzi ngokwebhanti ukusuka 31 Martshi 2012	Izinga lengeniso 2011/12 ngokwebhanti yomvuzo	Ukuqeshwa kwiSebe	Utshintshelo kwiSebe	Ukurhoxiswa kwiSebe	Utshintshelo ngaphandle kwiSebe	Izinga lengeniso 2012/13 ngebhanti lomvuzo
Abanesakhono esiphantsi (Izinga 1-2)	4	0.0	0	0	1	0	25.0
Abanesakhono (Izinga 3-5)	41	19.5	11	1	6	3	22.0
Abanesakhono esiphezulu sokuvelisa (Izinga 6-8)	68	7.7	4	2	12	3	22.1
Abanesakhono esiphezulu sokuphatha (Izinga 9-12)	97	7.0	12	2	11	7	18.6
Ulawulo oluphezulu ngebhanti yenkonzo A (Izinga 13)	11	9.1	1	0	1	0	9.1
Ulawulo oluphezulu ngebhanti yenkonzo B (Izinga 14)	4	0.0	0	0	0	0	0.0
Ulawulo oluphezulu ngebhanti yenkonzo C (izinga 15)	2	0.0	0	0	0	0	0.0
Iyonke	227	9.6	28	5	31	13	19.4
			33		44		

Qwalasela: Utshintsho kuxa igosa lenkonzo zoluntu lisuka kwelinye isebe lisiya kwelinye, kwangezinga elifanayo lomvuzo.

Itheyibhile 3.4.2: Izinga lengeniso lonyaka ngokwemisebenzi enzima, 1 Apreli 2012 ukuya 31 Matshi 2013

Imisebenzi enzima	Inani la-basebenzi ngokwebhanti ukusuka 31 Martshi 2012	Izinga lengeniso 2011/12 ngokwebhanti yomvuzo	Ukuqeshwa kwiSebe	Utshintshelo kwiSebe	Ukurhoxiswa kwiSebe	Utshintshelo ngaphandle kwiSebe	Izinga lengeniso 2012/13 ngebhanti lomvuzo
Azikho							

Itheyibhile 3.4.3: Abasebenzi beshiya ingqesho yeSebe, 1 Apreli 2012 to 31 Matshi 2013

Udidi oluphumayo	Inani	I-% yenani lonke lwabaphumayo	Inani lwabaphumayo njenge % yenani liloknke lwabasebenzi ukusuka 31 Matshi 2012
Ukufa	1	2.3	0.5
Abarhoxileyo *	20	45.5	10.6
Ukuphela kwekontrakti	10	22.7	5.3
Ukutshintshelwa kwamanye amasebe eenkonzo zoluntu	13	29.5	6.9
Iyonke	44	100.0	23.4

Qwalase! Tafle 3.4.3 uchonga iindidi ezahlukeneyo zokuphuma kwamalungu abasebenzi abashiye ingqesho yeSebe.

* Ukurhoxa kuyaxoxwa kwiitafle 3.44 kunye no 3.4.5

Itheyibhile 3.4.4: Izizathi zokurhoxa kwabasebenzi, 1 Apreli 2012 ukuya 31 Matshi 2013

Izizathu zokurhoxa	Inani	I-% yenani lonke labarhoxileyo
Umrholo obhetele	2	10
Isimo somsebenzi	1	5
Ukurhoxiswa kwesithuba	17	85
Iyonke	20	100.0

Itheyibhile 3.4.5: Ukwahlulwahlulwa ngokweminyaka kwabasebenzi abarhoxileyo, 1 Apreli 2012 ukuya 31 Matshi 2013

Uluhlu lweminyaka	Inani	I-% Yenani lilonke elirhoxileyo
Iminyaka 25 ukuya 29	6	30.0
Iminyaka 30 ukuya 34	6	30.0
Iminyaka 35 ukuya 39	4	20.0
Iminyaka 40 ukuya 44	3	15.0
Iminyaka 45 ukuya 49	1	5.0
Iyonke	20	100.0

Itheyibhile 3.4.6 : Ubinisa ukuba ngonyaka lo uhlolelwayo akukho msebenzi othe wafuna umhlalaphantsi wokuyeka waze wawunikwa.

Inani lilonke labasebenzi abafune ukuthatha umhlalaphantsi wokuyeka ngo 2012/2013	Akekho
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Itheyibhile 3.4.7: Unyuselo ngebhanti yomvuzo, 1 Apreli 2012 ukuya 31 Matshi 2013

Ibhanti lomvuzo	Abasebenzi ukusuka 31 Matshi 2013	Ukunyuselwa ukuya kwelinye ibhanti lomvuzo	Unyuselo njenge % yabasebenzi ngebhanti lomvuzo	Ukuya kwesinye isikhewu kwakwizinga lomvuzo	Ukuya kwisikhewu njenge % yabasebenzi ngokwebhanti lomvuzo
Abanesakhono esiphantsi (Izinga 1-2)	4	0	0.0	1	25.0
Abanesakhono (Izinga 3-5)	41	0	0.0	27	65.9
Abanesakhono esiphezulu sokuvelisa (Izinga 6-8)	68	1	1.5	37	54.4
Abanesakhono esiphezulu sokuphatha (Izinga 9-12)	97	2	2.1	70	72.2
Ulawulo oluphezulu (Izinga 13-16)	17	0	0.0	11	64.7
Iyonke	227	3	1.3	146	64.3

Itheyibhile 3.4.8: Unyuselo ngokomsebenzi obalulekileyo, 1 Apreli 2012 ukuya 31 Matshi 2013

Umsebenzi Obalulekileyo	Abasebenzi ukusuka 31 Matshi 2012	Ukunyuselwa ukuya kwelinye izinga lomvuzo	Ukunyuselwa njenge % yabasebenzi ngebhanti yomvuzo	Ukuya kwesinye isikhewu kwizinga lomvuzo	Ukuya kwisikhewu njenge % yabasebenzi ngebhanti lomvuzo
Azikho					
Iyonke					

3.5 Ubulungisa Bomsebenzi

Ittheyibhile kwelicandelo sisekelezwe kukumila okuchazwe kuMthetho woBulungisa Bomsebenzi 55 ka 1998. Ulwazi olunikwe kwelicandelo lubonisa ulwakhiwo lweSebe ngokwamanani abantu ngokobuhlanga, isini kunye nokukhubazeka, njengokufunwa nguMthetho woBulungisa ngomsebenzi kunye neSebe lweeNkonzo zoLuntu nezolawulo.. Izikhundla kwisimiselo sethu esilandelayo sifuna inkcazo ezithile ngokufunda kwasesikolweni ezinje ngesatifiketi sebanga eliphakamileyo, inkcazo ngezifundo zobuchwephesha okanye izidanga zabaqalayo kunye nezidanga ezisemva kwezi, kwakunye namazinga athile okuphumelela. Umthetho wobulungisa bemisebenzi uyachaza ukuba ukugqiba ngokuba amaqela athile akhona ngaphakathi kwiindidi zengqesho nakumazinga abasebenzi bomqeshi inani lezinto ezithile masiqwalaselwe kuquka, ichibi labantu abakulungeleyo bevela kumaqela ahlukeneyo apho ke umqeshi eyakulindeleka aqeshe okanye anyusele abasebenzi. Amanani aboniswe kwelicandelo aziziqwalaselanga ezizinto kwaye azibonisi amanqaku okuba ubalo manani abantu oluboniswe luBalo Manani abantu luka 2011 luxela ukuba ipesenti encinci kakhulu yabantu baseNtshona Koloni baneMatriki kunye nekncazo zokuphumelela imfundo ephakamileyo, ethi imise elichibi "lababantu bakulungeleyo" apho urhulumente weNtshona Koloni anothi aqeshe abasebenzi (njengoba kutshiwo nguMthetho woBulungisa ngezaBasebenzi kunye nolawulo lweeNkonzo zoLuntu).. ISebe liyaqhubeka lityala kwimilinganiselo yokwandisa elichibi labantu abakulungeleyo ukuqeshwa abanokusebenza ngempumelelo kumathuba wabo okuqeshwa ukuze yandise ukubandakanywa ngobulungisa komntu wonke ngokwendidi zobasebenzi ezahlukeneyo nakumazinga ahlukeneyo kubasebenzi.

Itheyibhile 3.5.1:

Inani lilonke (Kuquka abasebenzi abakhubazekileyo) kwizinga ngalinye kula alandelayo, ukusuka 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Abemi bangaphandle		Iyonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Ulawulo oluyintloko (Izinga 15-16)	0	2	0	0	0	0	0	0	0	0	2
Ulawulo oluphezulu (Izinga 13-14)	2	4	0	1	2	4	1	0	1	0	15
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	4	28	1	7	6	34	3	11	2	0	96
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	7	14	0	1	12	19	0	4	0	0	57
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	5	2	1	1	6	25	0	3	0	0	43
Abangenazakhono kunye nokwenza iizgqibo ezicacisiweyo (Izinga 1-2)	0	1	0	0	1	1	0	0	0	0	3
Iyonke	18	51	2	10	27	83	4	18	3	0	216
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Iyonke	18	51	2	10	27	83	4	18	3	0	216

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalase! Amanani eboniswe ngokwamazinga omsebenzi kuquka bonke abasebenzi abasisigxina, abangesosigxina, abekontrakti. Ukongeza ulwazi iboniswe ngokwamazinga omvuzo kunye nezinga emva koko.

Itheyibhile 3.5.2: Inani lilonke (Kuquka abasebenzi abakhubazekileyo) kwizinga ngalinye kula alandelayo, ukusuka 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Abemi		Iyonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Ulawulo oluyintloko (Izinga 15-16)	0	0	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu (Izinga 13-14)	0	0	0	0	0	0	0	0	0	0	0
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	0	1	0	0	0	0	1	0	0	0	2
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	0	0	0	0	0	0	0	0	0	0	0
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	0	0	0	0	0	1	0	0	0	0	1
Abangenazakhono kunye nokwenza iizigqibo ezicacisiweyo (Izinga 1-2)	0	0	0	0	0	0	0	0	0	0	0
Iyonke	0	1	0	0	0	1	1	0	0	0	3
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Iyonke	0	1	0	0	0	1	1	0	0	0	3

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalasela: Amanani eboniswe ngokwamazinga omsebenzi kuquka bonke abasebenzi abasisigxina, abangesosigxina, abekontrakti. Ukongeza, olulwazi luchazwe ngokwamazinga emivuzo kodwa hayi ngokwezinga lesikhundla.

ItheYibhile 3.5.3: Ukukhangela, 1 Apreli 2012 ukuya ku 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Abemi bangaphandle		Iyonke
	A	C	I	W	A	C	I	W	Male	Female	
Ulawulo oluyintloko (Izinga 15-16)	0	0	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu (Izinga 13-14)	0	0	0	0	0	0	0	0	1	0	1
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	3	5	0	2	0	3	0	0	1	0	14
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	0	2	0	0	0	4	0	0	0	0	6
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	4	0	0	0	2	6	0	0	0	0	12
Abangenazakhono kunye nokwenza iizigqibo ezicacisiweyo (Izinga 1-2)	0	0	0	0	0	0	0	0	0	0	0
Iyonke	7	7	0	2	2	13	0	0	2	0	33
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Iyonke	7	7	0	2	2	13	0	0	2	0	33

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe

Qwalasela: Ukukhangela kubhekisa kubasebenzi abatsha, kuquka abatshintshiwuyo ukuya kwiSebe, ngokweTafle 3.4.1.

Itheyibhile 3.5.4:

Ukwenyuselwa, 1 Apreli 2012 ukuya 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Abemi bangaphandle		Iyonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Ulawulo oluyintloko (Izinga 15-16)	0	0	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu (Izinga 13-14)	0	0	0	0	0	0	0	0	0	0	0
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	0	0	0	0	0	2	0	0	0	0	2
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	0	0	0	0	1	0	0	0	0	0	1
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	0	0	0	0	0	0	0	0	0	0	0
Abangenazakhono kunye nokwenza iizgqibo ezicacisiweyo (Izinga 1-2)	0	0	0	0	0	0	0	0	0	0	0
Iyonke	0	0	0	0	1	2	0	0	0	0	3
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Iyonke	0	0	0	0	1	2	0	0	0	0	3

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalasela: Ukwenyuselwa kubhekisa kwinqanaba lilonke labasebenzi abanyuselweyo kwiSebe, njengakwi Tafle 3.4.7.

Itheyibhile 3.5.5: Urhoxiso, 1 Apreli 2012 ukuya 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Abemi bangaphandle		Iyonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Ulawulo oluyintloko (Izinga 15-16)	0	0	0	0	0	0	0	0	0	0	0
Ulawulo oluphezulu (Izinga 13-14)	1	0	0	0	0	0	0	0	0	0	1
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	4	3	0	0	0	0	1	0	0	0	8
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	4	2	0	0	2	6	0	0	0	0	14
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	2	2	0	0	1	9	0	1	0	0	15
Abangenazakhono kunye nokwenza iizgqibo ezicacisiweyo (Izinga 1-2)	0	0	0	0	5	1	0	0	0	0	6
Iyonke	11	7	0	0	8	16	1	1	0	0	44
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Iyonke	11	7	0	0	8	16	1	1	0	0	44

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalasela: Urhoxiso lubhekisa kwabo basebenzi bathe baylishiya iSebe, kuquka abatshintshelweyo kwamanye amasebe, njengakwi Tafle 3.4.1.

Itheyibhile 3.5.6: Izenzo zokwehlwaya, 1 Apreli 2012 ukuya ku 31 Matshi 2013

Izenzo zokwehlwaya	Indoda				Ibhinqa				Abemi bangaphandle		Iyonke
	A	C	I	W	A	C	I	W	Indoda	Ibhinqa	
Isilumkiso sokugqibela esibhaliweyo	0	0	0	0	1	0	0	0	0	0	1
Iyonke	0	0	0	0	1	0	0	0	0	0	1

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalasela: Inani lilonke lezenzo zokwehlwaya zibhekisa kwiziphumo ezifanelekileyo. Ngenkcukacha eyongezelelweyo ngeziphumo ngentlanganiso zezohlwayo kunye neentlobo zokungaziphathi kakuhle ezkhlangatywene nazo ngexesha leengxoxo zezohlwayo, nceda yiya kwi Tafle 3.12.2 naku 3.12.3

Itheyibhile 3.5.7:

Uphuhliso lwezakhono, 1 Apreli 2012 ukuya 31 Matshi 2013

Amazinga omsebenzi	Indoda				Ibhinqa				Iyonke
	A	C	I	W	A	C	I	W	
Ulawulo oluyintloko (Izinga 15-16)	0	1	0	0	0	2	0	0	3
Ulawulo oluphezulu (Izinga 13-14)	3	1	0	1	2	1	1	0	9
Abaphumele ngobuchule nangamava akhethekileyo kunye nolawulo oluphakathi (Izinga 9-12)	4	7	1	3	0	10	1	3	29
Abanamava obuchwephesha nabasebenzi abaphumelele ngemfundo, ulawulo lwabanganeno, iformani kunye nonolali (Izinga 6-8)	7	19	0	3	8	26	3	6	72
Abanezakhono nje ezilula kunye nobulumko bokwenza izigqibo (Izinga 3-5)	6	4	0	0	9	13	0	1	33
Abangenazakhono kunye nokwenza izigqibo ezicacisiweyo (Izinga 1-2)	0	0	0	0	0	1	0	0	1
Iyonke	20	32	1	7	19	53	5	10	147
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0
Iyonke	20	32	1	7	19	53	5	10	147

A = UmAfrika; C=oweBala; I= Indiya; W=omHlophe.

Qwalasela: Le tafle ingentla ibhekisa kwinqanaba lilonke labasebenzi abafumene izifundo zoqeqesho ngomntu ngamnye.

Ngolwazi olongezelelweyo ngolona qeqesho olunikeziweyo, nceda yiya kwi Tafle 3.13.2.

3.6 Ukusayinwa Lwesivumelwano Ngamalungu e-SMS ning

Itheyibhile 3.6: Ukusayinwa lwesivumelwano ngamalungu e-SMS, ukususela nge 31 Matshi 2013

Izinga le SMS	Inani le SMS ezibhatalelweyo	Inani le SMS ngokwezinga	Inani lezivumelwano ezisayiniweyo ngokwezinga	Isivumelwano sokusebenza esisayiniweyo ngokwe % zamalungu e-SMS ngokwezinga
Intloko yeSebe	1	1	1	100.0
Izinga lomvuzo 15	0	1	1	100.0
Izinga lomvuzo 14	4	4	4	100.0
Izinga lomvuzo 13	14	12	10	83.3
Iyonke	19	18	16	88.9

Qwalasela: Ukunikezwa kwembuyekezo ngokwenza umsebenzi (imali eyibhonasi) kwamalungu olawulo oluphezulu kuhlantgatyezwana nayo lento kwiithuba elizayo kwalapha kulengxelo. Nceda yiya kwiTafile 3.8.5.

Itheyibhile 3.6.2: Izizathu zokungagqibi izivumelwano zokusebenza nazo zonke i-SMS nge 31 Meyi 2012

Izizathu zokungagqibi izivumelwano zokusebenza nazo zokne i-SMS

1x ukumiswa kwexesha nendawo nge 16 Apreli 2012

1x ikhefu elikhethekileyo ngenjongo zokufunda

Itheyibhile 3.6.3: Amanyathelo ezohlwayo mayela namalungu e-SMS ngokungagqibi izivumelwano zokusebenza nge 31 Meyi 2012

Amanyathelo ezohlwayo mayela namalungu e-SMS ngokungagqibi izivumelwano zokusebenza

Azikho azazifuneka

3.7 Ukugcwaliswa Kwezikhundla Ze SMS

Itheyibhile 3.7.1: Ulwazi lwezikhundla ze SMS, ukusuka 30 Septemba 2012

Izinga le SMS	Inani le SMS ezibhatalelweyo	Inani lezikhundla ze SMS ezigcwalisiweyo nkokwezinga	I-% yezikhundla ze SMS ezigcwalisiweyo ngokwezinga	Inani lezikhundla ze SMS ezingabantu ngokwezinga	I-% lezikhundla ze SMS ezingabantu ngokwezinga
Intloko yeSebe	1	1	100.00	0	0.00
Izinga lomvuzo 14	0	0	0.00	0	0.00
Izinga lomvuzo 14	4	4	100.00	0	0.00
Izinga lomvuzo 13	14	10	71.43	4	28.57
Iyonke	19	15	78.95	4	21.05

Itheyibhile 3.7.2: Ulwazi ngezikhundla ze SMS, ukusuka 31 Matshi 2013

Izinga le SMS	Inani le SMS ezibhatalelweyo	Inani lezik-hundla ze SMS ezigcwalisiweyo nkokwezinga	I-% yezikhundla ze SMS ezigcwalisiweyo ngokwezinga	Inani lezikhundla ze SMS ezingenabantu ngokwezinga	I-% lezikhundla ze SMS ezingenabantu ngokwezinga
Intloko yeSebe	1	1	100.00	0	0.00
Izinga lomvuzo 15 Salary	0	0	0.00	0	0.00
Izinga lomvuzo 14 Salary	4	4	100.00	0	0.00
Izinga lomvuzo 13	14	10	71.43	4	28.57
Iyonke	19	15	78.95	4	21.05

Itheyibhile 3.7.3: Ukupapashwa nokugcwalisa isithuba, ukusuka nge 31 Matshi 2013

Izinga le SMS	Ukupapasha		Ukugcwalisa izithuba	
	Inani lezithuba ngokwezinga ezipapashwe kwiinyanga ezi 6 emva kokuba zingenabantu	Inani lezithuba ngokwezinga ezigcwalisiweyo kwiinyanga ezi 6 emva kokuba zingenabantu	Inani lezithuba ngokwezinga ezingagcwaliswanga kwiinyanga ezi 6 kodwa zagcwaliswa kwiinyanga ezi 12	Inani lezithuba ngokwezinga ezingagcwaliswanga kwiinyanga ezi 12
Intloko yeSebe	0	0	0	0
Izinga lomvuzo 15	0	0	0	0
Izinga lomvuzo 14	0	0	0	0
Izinga lomvuzo 13	1	0	0	0
Iyonke	1	0	0	0

Itheyibhile 3.7.4: Izizathu zokungahambisani nokugcwalisa izithuba ezibhatalelweyo zemisebenzi kwi SMS – ezipapashwe ngeenyanga ezi 6 zize zigcwaliswe kwiinyanga ezili 12 emva kokuba bezingenabantu.

Izinga le SMS	Izizathu zokungavumelani
Intloko yeSebe	Azikho
Izinga lomvuzo 15	Azikho
Izinga lomvuzo 14	Azikho
Izinga lomvuzo 13	<p>Umongameli: Uphuhliso lwamashishini Kwaye kwagqitya kungaqhutyekwa nokugcwaliswa kwasisithuba kude kube kugqitywa ngenkqubo yohlengahlengiso lweSebe.</p>
	<p>Umongameli: Ubugcisa bokuthengisa kunye nolonwabo Kwaye kwagqitywa ukuba kungaqhutyekwa nokugcwaliswa kwasisithuba kude kugqitywe uhlengahlengiso lweSebe.</p>
	<p>Usihlalo: Ibhodi yotywala yeNtshona Koloni Kwixesha lengxelo edlulileyo ukugcwaliswa kwesithuba kwaye kwamiswa ngxa yesazisi soMthetho weBhodi yotywala yeNtshona Koloni kunye nokimiselwa kweGunya loTywala.</p>

Itheyibhile 3.7.5: Amanyathelo ezohlwayo ngokungahambisani namaxesha abekiweyo okugcwalisa izithuba ze SMS kwiinyanga eziyi 12

Amanyathelo ezohlwayo ngokungahambisani namaxesha abekiweyo okugcwalisa izithuba ze SMS kwiinyanga eziyi 12
Awekho

3.8 Ukusebenza Komsebenzi

Ukukhuthaza ukusebenza kakuhle, iSebe linikezele ngezimbuyekezo zokusebenza zilandelayo zabelwa abasebenzi ngexesha lomsebenzi ka 2011/12, kodwa zabhatalwa kunyaka mali ka 2012/13. Ulwazi luchazwe ngokobuhlanga, isini, kunye nokukhubazeka (Tafle 3.8.3), ibhanti yomvuzo (Tafle 3.8.4 kunye Tafle 3.8.5) kwaye nomsebenzi onzima (Tafle 3.8.6).

Itheyibhile 3.8.1: Ukuqhubeka kwezikhewu ngebhanti yomvuzo, 1 Apreli 2012 ukuya 31 Matshi 2013

Ibhanto yomvuzo	Abasebenzi ukuselangwe 31 Matshi 2012	Ukuya kwesinye isikhewu kwakwizinga lomvuzo	Ukuya Kwisikhewu njenge % zabasebenzi ngebhanti yomvuzo
Abanezakhono ezisezantsi (Izinga 1-2)	4	1	25.0
Abanezakhono (Izinga 3-5)	41	27	65.9
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	68	37	54.4
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	97	70	72.2
Ulawulo oluphezulu (Izinga 13-16)	17	11	64.7
Iyonke	227	146	64.3

Itheyibhile 3.8.2: Ukuya kwizikhewu ngomsebenzi onzima, 1 Apreli 2011 ukuya 31 Matshi 2012

Umsebenzi onzima	Abasebenzi ukusuka ku 31 Matshi 2012	Ukuya kwesinye isikhewu kwakwizinga lomvuzo	Ukuya Kwisikhewu njenge % zabasebenzi ngebhanti yomvuzo
Azikho			

Itheyibhile 3.8.3: Imbuyekezo yokusebenza ngokohlanga, isini, kunye nokukhubazeka, 1 Apreli 2012 ukuya 31 Matshi 2013

Uhlanga kunye nesini	Inkangeleko yomxhamli			Ixabiso	
	Inani labaxhamli	Inani lilonke labasebenzi bekumaqela ukusukela 31 Matshi 2012	I-% yabo bonke phakathi kweqela	Ixabiso (R'000)	i-Avareji yexabiso ngokomxhamli
UmAfrika	7	56	12.5	135	19 264
Indoda	1	23	4.3	27	26 858
Ibhinqa	6	33	18.2	108	17 999
OweBala	26	135	19.3	637	24 511
Indoda	8	50	16.0	207	25 909
Ibhinqa	18	85	21.2	430	23 890
INdiya	0	6	0.0	0	0
Indoda	0	2	0.0	0	0
Ibhinqa	0	4	0.0	0	0
omHlophe	5	27	18.5	147	29 432
Indoda	2	8	25.0	75	37 482
Ibhinqa	3	19	15.8	72	24 065
Abasebenzi abakhubazeki-leyo	3	3	100.0	47	15 583
Iyonke	41	227	18.1	966	23 562

Qwalasela: Ezi tafile zingentla zayamene nembuyekezo yokusebenza yonyaka ka 2011/12 kwaye intlawulo yenziwa ngexesha yengxelo yonyaka ka 2012/2013.

Itheyibhile 3.8.4: Imbuyekezo zokusebenza ngebhanti yomvuzo lwabasebenzi abangaphantsi kwezinga

Iibhanti zomvuzo	Inkangeleko bomxhamli			Ixabiso		
	Inani labaxhamli	Inani lilonke labasebenzi bekumaqela ukusukela 31 Matshi 2012	I-% yabo bonke phakathi kwebhanti yomvuzo	Ixabiso (R'000)	i-Avareji yexabiso ngokomxhamli	Ixabiso njenenge pesenti yenani lilonke lenkcitho yabasebenzi
Abanezakhono ezisezantsi (Izinga 1-2)	0	2	0.0	0	0	0.0
Abanezakhono (Izinga 3-5)	5	32	15.6	39	7 868	0.1
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	10	58	17.2	153	15 304	0.2
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	22	80	27.5	589	26 783	0.8
Iyonke	37	172	21.5	781	21 124	1.1

Qwalasela: Ixabiso libalwe njenenge pesenti yenkcitho iyonke yabasebenzi ngokwamazinga emivuzo 1-12, eboniswa ku Tafle 3.1.2.

Itheyibhile 3.8.5:

Imbuyekezo ngokusebenza (ibhonasi eyimali), ngebhanti yomvuzo, yezinga lenkonzo yolawulo eliphezulu, 01 Apreli 2012 ukuya 31 March 2013

Ibhanti yomvuzo	Inkangeleko yomxhamli			Ixabiso		
	Inani labaxhamli	Inani lilonke labasebenzi bekumaqela ukusukela 31 Matshi 2012	I-% yabo bonke phakathi kwebhanti yomvuzo	Ixabiso (R'000)	i-Avareji yexabiso ngokomxhamli	Ixabiso njenge pesenti yenani lilonke lenkcitho yabasebenzi
Ulawulo oluphezulu lweenkonzo zebhanti A (Izinga 13)	1	11	9.1	39	38 569	0.3
Ulawulo oluphezulu lweenkonzo zebhanti B (Izinga 14)	3	4	75.0	146	48 628	1.0
Ulawulo oluphezulu lweenkonzo zebhanti C (Izinga 15)	0	1	0.0	0	0	0.0
Ulawulo oluphezulu lweenkonzo zebhanti D (Izinga 16)	0	0	0.0	0	0	0.0
Iyonke	4	16	25.0	185	46 113	1.2

Qwalasela: : Ixabiso libalwe njenge pesenti yenkcitho iyonke yamazanga omvuzo 13-16, eboniswe kwi Tafle 3.1.2.

Itheyibhile 3.8.6:

Imbuyekezo yokusebenza ngokwemisebenzi enzima, 1 Apreli 2012 ukuya 31 Matshi 2013

Umsebenzi onzima	Inkangeleko yomxhamli			Ixabiso		
	Inani labaxhamli	Inani lilonke labasebenzi bekumaqela ukusukela 31 Matshi 2012	I-% yabo bonke phakathi kwebhanti yomvuzo	Ixabiso (R'000)	Average c i-Avareji yexabiso ngokomxhamli	Ixabiso njenge pesenti yenani lilonke lenkcitho yabasebenzi
Azikho						

3.9 Abasebenzi amazwe angaphandle

Itheyibhile ezingaphantsi apha zishwankathela ingqesho yabemi bamazwe angaphandle kwiSebe ngokwebhanti yomvuzo nangengqesho ngokubanzi. Itheyibhile kwakhona zishwankathela utshintsho kwinani lilonke kubasebenzi bamazwe angaphandle kuyo nayiphina ibhanti yomvuzo nangengqesho ebanzi.

Itheyibhile 3.9.1: Abasebenzi babemi bangaphandle ngokwebhanti yomvuzo, 1 Apreli ukuya ku 31 Matshi 2013

Ibhanti yomvuzo	1 Apreli 2011		31 Matshi 2012		Utshintsho	
	Inani	I-% yayo iYonke	I-% yayo iYonke	I-% yayo iYonke	Inani	% yotshintsho
Abanezakhono ezisezantsi (Izinga 1-2)	0	0.0	0	0.0	0	0.0
Abanezakhono (Izinga 3-5)	0	0.0	0	0.0	0	0.0
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	0	0.0	0	0.0	0	0.0
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	0	0.0	0	0.0	0	0.0
Ulawulo oluphezulu (Izinga 13-16)	0	0.0	0	0.0	0	0.0
IYonke	0	0.0	0	0.0	0	0.0

Qwalasela: Itheyibhile apha ngentla iyabakhupha abangengobemi kodwa benemvume yokuhlala isigxina kwiRepubliki yoMzantsi Africa.

Itheyibhile 3.9.2: Abasebenzi bangaphandle ngengqesho ebanzi, 1 Apreli 2012 ukuya 31 Matshi 2013

Ingqesho ebanzi	1 Apreli 2011		31 Matshi 2012		Utshintsho Change	
	Inani	I-% yenani lilonke	Inani	I-% yenani lilonke	Inani	I-% yotshintsho
Azikho						

Qwalasela: Itheyibhile apha ngentla iyabakhupha abangengobemi kodwa benemvume yokuhlala isigxina kwiRepubliki yoMzantsi Africa.

3.10 Ukusetyenziswa kwekhefu ngexesha lika 1 Januwari 2012 ukuya 31 Disemba 2012

Ikomisho yeeNkonzo zaBasebenzi ibone kuyimfuneko ukuba kuqwalaselwe ngamandla ummba wekhefu lokugula kwiinkonzo zikarhulumente. Ezi theyibhile zilandelayo zinika isalathiso ngendlela yokusebenzisa ikhefu lokugula (iTheyibhile 3.10.1) nekhefu elongezelelweyo. Kuzo zombini, kunikwe uqikelelo lwexabiso lazo.

Itheyibhile 3.10.1: Ikhefu lokugula, 1 January 2012 ukuya 31 Disemba 2012

Ibhanti yomvuzo	Iintsuku zizonke	I-% zeentsuku enine-satifiketi so kunyangwa	Inani la-basebenzi abasebenzisa ikhefu lokugula	Inani lilonke labasebenzi	I-% lenani lonke la-basebenzi abasebenzisa ikhefu lokugula	I-Avareji yeentsuku ngomsebenzi ngamnye	Ixabiso eliqikelelweyo (R'000)
Abanezakhono ezisezantsi (Izinga 1-2)	27	59.3	2	4	50.0	14	7
Abanezakhono kwizinga (Izinga 3-5)	252	82.1	41	53	77.4	6	103
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	346	76.3	60	71	84.5	6	264
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	467	72.6	81	111	73.0	6	580
Ulawulo oluphezulu (Izinga 13-16)	53	73.6	12	18	66.7	4	102
Iyonke	1145	75.5	196	257	76.3	6	1 056

Qwalasela: Isekile yeminyaka emithathu yekhefu lokugula iqale ngo Januwari 2010. Ulwazi ngemeko nganye lubonisa amanani ewonke ekhupha ikhefu lokungakwazi ukusebenza elithathwa ngabasebenzi. Ngokwesalathisi sekhefu lokungakwazi ukusebenza elithathiweyo, nceda yiya kwiTafle 3.10.2.

Itheyibhile 3.10.2: Ikhefu lokungakwazi ukusebenza, 1 Januari 2012 ukuya 31 Disemba 2012

Ibhanti yomvuzo	Iintsuku zizonke	I-% zeentsuku enine-satifikeki so kunyangwa	Inani la-basebenzi abasebenzisa ikhefu lokungakwazi ukusebenza	Inani lilonke labasebenzi	I-% lenani lonke labasebenzi abasebenzisa ikhefu lokungakwazi ukusebenza	I-Avareji yeentsuku ngomsebenzi ngamnye	Ixabiso eliqikelelweyo (R'000)
Abanezakhono ezisezantsi (Izinga 1-2)	0	0.0	0	4	0.0	0	0
Abanezakhono kwizinga (Izinga 3-5)	2	100.0	1	53	1.9	2	1
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	3	100.0	1	71	1.4	3	2
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	7	100.0	1	111	0.9	7	12
Ulawulo oluphezulu (Izinga 13-16)	0	0.0	0	18	0.0	0	0
Iyonke	12	100.0	3	257	1.2	4	15

Qwalasela: Ukukhutshwa kwekhefu njengoba kubekiwe “Ekugqityweni ngekhefu”, funda ngokwezivumelwano zomanyano ezifanelekileyo, ibonelela ngeentsuku eziyi 36 zekhefu lokugula zesiqhelo kwisekile yeminyaka emithathu. Ukuba umsebenzi uzigqibile iintsuku zakhe zekhefu lokugula, umqeshi kufuneka enze uphando ngobume bemeko yomsebenzi ongakwaziyo ukusebenza.

Ikhefu lokungakwazi ukusebenza ayizantsuku zekhefu lokugula athi umsebenzi azifumane nje nanjanina. Ikhefu lokungakwazi ukusebenza likhefu lokugula elongezelelweyo elinikwa ngokuthi umqeshi ajonge iimeko zomsebenzi, njengoko kubonelelwa ngoku kumqulu weKhefu nakumgaqo nkqubo ngo. Kubhekiselele kwikhefu lokungakwazi ukusebenza kunye nomhlala phantsi wempilo enkenenkene (PILIR).

Tafile 3.10.3 ushwankathela ukusetyenziswa kwekhefu yonyaka. Isivumelwano ngemivuzo zigqibe kunye nemibutho yabasebenzi kwiTshemba yeengxoxo zekhomishoni yeeNkonzo zoLuntu (PSCBC) ngo 2000 ifuna ukulawulwa kwe khefu lonyaka ukukhusela amazing aphezulu ekhefu ezongezelekayo zibe nokuhlalulelwa ngexesha lokurhoxiswa kwenkonzo.

Itheyibhile 3.10.3: Ikhefu lonyaka, 1 Januari 2012 ukuya 31 Matshi 2012

Ibhanti yomvuzo	Iintsuku zizonke ezithathiweyo	Inani lilonke labasebenzi abasebenzise ikhefu lonyaka	I-Avareji yeentsuku ngomsebenzi ngamnye
Abanezakhono ezisezantsi (Izinga 1-2)	60	4	15
Abanezakhono kwizinga (Izinga 3-5)	786	53	15
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	1 305	65	20
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	1 927	106	18
Ulawulo oluphezulu (Izinga 13-16)	371	18	21
Iyonke	4 449	246	18

Itheyibhile 3.10.4: Ikhefu eluthwelweyo, 1 Januari 2012 ukuya 31 Disemba 2012

Ibhanti yomvuzo	Inani lonke lekhefu elithweleyo elikhona ukusuka 31 Disemba 2011	Inani leentsuku zonke zekhefu eluthweleyo ezithathiweyo	Inani labasebenzi abasebenzisa ikhefu elithweleyo	I-Avareji yenani leentsuku ezithathiweyo ngokomsebenzi ngamnye	Inani labasebenzi abanekhefu elithweleyo ukusuka 31 Disemba 2012	Inani lonke lekhefu elithweleyo elikhona ukusuka 31 Disemba 2012
Abanezakhono ezisezantsi (Izinga 1-2)	0	0	0	0	0	0
Abanezakhono kwizinga (Izinga 3-5)	15	0	0	0	1	13
Abanezakhono eziphezulu zokuvelisa (Izinga 6-8)	54	1	1	1	7	54
Abanezakhono eziphezulu zokuphatha (Izinga 9-12)	493	3	1	3	18	488
Ulawulo oluphezulu Senior management (Izinga 13-16)	17	0	0	0	3	17
Iyonke	579	4	2	2	29	572

Tafle 3.10.5 ushwankathela iintlawulo ezenziwe kubasebenzi ngenxa yekhefu elingazange lithathwe.

Itheyibhile 3.10.5: Ukuhlawulwa kwekhefu, 1 Apreli ukuya 31 Matshi 2013

Isizathu	Imali iyonke (R'000)	Inani labasebenzi	I-Avareji yentlawulo ngomsebenzi ngamnye
Iintlawulo zekhefu zika 2012/13 ngenxa yokungasebenzisi ikhefu kwisekile edlulileyo	0	0	0
Iintlawulo zekhefu ezigciniweyo ekurhoxisweni kwenkonzo ka 2012.13	0	0	0
Iintlawulo zekhefu zangoku zokurhoxiswa kwenkonzo ka 2012/13	9	2	4 323
Iyonke	9	2	4 323

3.11 I-HIV Nogawulayo Kunye NEENKQUBO EZIKHUTHAZA EZEMPILO

Itheyibhile 3.11.1: Amanyathelo athathiweyo ukunciphisa umngcipheko wokusuleleka emsebenzini, 1 Apreli 2012 ukuya 31 Matshi 2013

Iyunithi / iindidi zabasebenzi bechongwe njeng-abasemngciphekweni ophezulu wokufunyanwa yi HIV nezifo ezinxulumene nayo (ukuba zikhona)	Amanyathelo angundoqo athathiweyo okunciphisa umngcipheko
Ubume bomsebenzi weSebe awubavezi abasebenzi emngciphekweni onyukileyo wokufunyanwa yiHIV/ noGawulayo. Ngaphandleni ngomngcipheko omncinci kakhulu ngokwasemsebenzini, bonke abasebenzi kuye kwajoliswa kubo phakathi eSebeni.	Ukukhawunselishwa i-HIV noGawulayo kunye novavayo [HCT] kunye nokuhlololwa ezempilo zaye zahanjiswa jikelele. Ikontrakti yezempilo nokuphila ehanjisiweyo (Inkqubo yezempilo nokuphila kwabasebenzi [EHWP]) inika abasebenzi namalungu abo osapho [oku kuthi iqabane lomsebenzi okanye abantwana abahlala nomsebenzi] ngeendidi ezininzi zeenkondo. Ezi nkonzo ziquka oku kulandelayo: <ul style="list-style-type: none"> • Ukukhanselishwa ngefowni 24/7/365 • Ukukhanselishwa ubuso ngobuso (6+2 zeenkqubo) • Ukukhanselishwa ngomonzakalo nengozi ezinzima • Uqeqesho, ukufundisa nongenelelo olujolisiweyo apho lufuneka khona.

Itheyibhile 3.11.2: Iinkcukacha zokukhuthaza ezempilo kunye neenkqubo ze HIV nogawulayo, 1 Apreli 2012 ukuya 31 Matshi 2013

Umbuzo	Ewe	Hayi	Inkcukacha, ukuba ewe
1. Ingaba iSebe lilonyulile ilungu le SMS liphumeze isibonelelo esiqulathwe kwicandelo VI E wesahluko 1 lwemithetho lweenkonzo zoluntu, 2001? Ukuba kunjalo, nika igama lakhe kunye nesikhundla sakhe. If so, provide her/his name and position.	✓		Ngenxa yobumbano lwemisebenzi yezempilo kunye nokuphila kwabasebenzi, ibambela likaMongameli: Ukuziphatha kombutho, Denver Heynes (iSebe leNkulumbuso), wadlala lendima.
2. Ingaba iSebe lineyunithi ezinikeleyo okanye ilungu labasebenzi elikhethiweyo ukukhuthaza ezempilo nokuphila kwabasebenzi bakho? Ukuba kunjalo, chaza inani labasebenzi ababandakanyekayo kulendima kunye nohlahlo lwabiwo mali lonyaka olukhoyo ukuzalisekisa lenjongo.	✓		Ubumbano lweenkonzo zeZiko (CSC) phakathi kwiSebe leNkulumbuso linikeza ngenkonzo enqamlezayo kumaSebe ayi 11 athatha inxaxheba, kuquka neSebe loPhuhliso Loqoqosho kunye noKhenketho. Iyunithi eyonyuliweyo yezempilo kunye nokuphila kwabasebenzi phakathi kobumongameli bokuziphatha kombutho kunye nobongameli obuyintloko bophuhliso lombutho lisebenza ukukhuthaza ezempilo kunye nokuphila kwabasebenzi kulamaSebe ayi 11. Iyunithi inosekela mongameli, nabancedisi mongameli abathathu (3), amalungu eqela amane (4) kunye nomntu omnye (1) ofunda umsebenzi othe walishiya isebe lokuziphatha kombutho kunyanga ntathu wesine eyokuqhubeka ngezifundo zakhe. Ulwabiwo mali: R2,5 ezigidi

Umbuzo	Ewe	Hayi	Inkcukacha, ukuba ewe
<p>3. Ingaba iSebe liyazisile inkqubo yoncedo lwabasebenzi okanye inkqubo yokukhuthaza ezempilo yabasebenzi? Ukuba kunjalo, Bonisa ezona zinto zingundoqo / iinkonzo zalenkqubo.</p>	✓		<p>ISebe liye langena kwisivumelwano senkonzo no ICAS [obonelela ngenkonzo] ngokubonelela ngenkonzo yezempilo nokuphila kwabasebenzi kumaSebe oyi 11 ancedwa yimbumba yeenkonzo zeZiko [CSC]</p> <p>ISebe liye lenza ungenelelo, ekuthiwa, ukufundiswa kwabalawuli, ukufundiswa kwabasebenzi, ukulawulwa koxinezelelo, ukwaziswa ngempilo yezesondo kunye nokuhlukunyezwa, ukulinganisa ubomi bokusebenza, ukwazisa ngokuthethelela abasebenzi, ukwazi ngemali zakho, ukuthumela kubalawuli, ukusebenzisa utywala, ukuphila ngokwemali nokufundisa abasebenzi. Olungenelelo lwalucwangciswe ngokubhekiselele kwintsingiselo exelwayo rhoqo ngonyanga ntathu kwiingxelo zenkqubo yezempilo nokuphila kwabasebenzi [EHWP] enikwa ngumniki zinkonzo, ICAS, nexesha lika 2012/13. Iingxelo zazisekelezwe ekusetyenzisweni kweenkonzo ze EHW nolawulo lolwazi ukuze kujoliswe kungenelelo olufanelekileyo ukuhlangabezana nezintsingiselo.</p> <p>Ungenelelo olujolisiweyo lwalujonge ukuphucula iingxoxo nabasebenzi ngongelelo lokwazisa kunye nokufundisa ezithi zikhuthaze ukuba abantu baphile ngenglela enempilo kunye nezakhono zokumelana. Oku kubandakanya imiboniso yokudala ukwazisa kwaye kuthazwe abasebenzi babe nendlela ekhuthelayo ukunciphisa impembelelo yezingxaki kwindawo yokusebenza. Ezi zingenelelo zichazwe ngentla zenziwa kumasebe ekwakujoliswe kuwo, kuquka oomaneja nabaphathi.</p>
<p>4. Ingaba iSebe liyisekile (a) ikomiti njegukba kuchaziwe kwicandelo VI E.5(e) yesaHluko 1 yemithetho yeeNkonzo zoLuntu, 2001? Ukuba kunjalo, nceda nika amagama amalungu ekomiti kunye namahlakani abamelelyo.</p>	✓		<p>Ikomiti eqhubayo entsha yezeMpilo nokuPhila yasekwa namalungu anyuliweyo lisebe ngalinye.</p> <p>Amalungu eSebe ngoo: Ngu C Julies kunye no P Martin</p>

Umbuzo	Ewe	Hayi	Inkcukacha, ukuba ewe
<p>5. Ingaba iSebe liyihlolile imigaqo nkqubo yalo kunye nezenzo ukuqinisekisa ukuba ezi azicalucaluli ngokungenabulungisa kubasebenzi ngenxa yobume babo be HIV? Ukuba kunjalo, dwelisa imigaqo nkqubo yemisebenzi esele ihloliwe.</p>	✓		<p>Ubume boLawulo beenkqubo yezempilo nokuphila kwabasebenzi kuRhulumente weNtshona Koloni iyasebenza kwaye yathi yavunywa yiTsheyimba eququzelelayo ye PSCBC yePhondo leNtshona Koloni nge 10 Agasti 2005.</p> <p>I-DPSA sele iphuhlise amaxwebhu emigaqo nkqubo kazwelonke ngo 2007/8 ethi ilawule ezempilo nokuphila kwabasebenzi [EHW] kwiiNkonzo zoLuntu kwaye oko kuququzelela iinkqubo neenkonzo ngendlela emanyeeyo.</p> <p>Ngako oko, yonke imigaqo nkqubo yemisebenzi ibonelela ngezenzo ezinobulungisa kungajongwanga ubume beHIV bomsebenzi okanye umntu owenza isicela.</p> <p>Ngelixesha lihlolwayo, iSebe leNkulumbuso liye laphuhlisa umgaqo nkqubo wezempilo kunye nokuphila kwabasebenzi. Uxwebhu olusayilwayo kusacetyiswana ngalo ukuqinisekisa.</p> <p>Ukongeza koku, iSebe lezeMpilo lisandula ukuvuma umgaqo nkqubo neenkqubo ze HIV nogawlayo/lzifo esasulela ngokulalana kwindawo yokusebenza oyakuthi usetyenziswe ngawo onke amaSebe kaRhulumente wePhondo leNtshona Koloni. Elixwebhu liyahambisana neentsika ezine zobume bobuchule be EHW ka 2008.</p>

Umbuzo	Ewe	Hayi	Inkcukacha, ukuba ewe
<p>6. Ingaba iSebe lazisile ngemilinganiselo yokukhusela abasebenzi abasuleleke yi HIV okanye apho bacingelwa ukuba baneHIV ukuze bangacalucalulwa? Ukuba kunjalo, dwelisa ezona zinto zale milinganiselo.</p>	✓		<p>Isebe liphumeze ubume bemigaqo nkqubo nemithetho ekhoyo kunye nemiyalelo yokuJonga kuHlolwe, eyathi yenziwa yi DPSA. Ezona njongo zobu bume kukukhusela abasebenzi abasuleleke yi HIV ngokumela ukuphumelelisa oZiro abathathu ngokwayamene neNkquboyaMazwe eZizwe eziManyanayo nge HIV noGawulayo (UNAIDS). Ziinkqubo ezifundisayo kunye neenkqubo zokunika ulwazi eziveliswe ukuze kutshatyalaliswe ukubekwa amabala nokucalucalulwa kwaye kunyuswe ukwazisa nge:</p> <ul style="list-style-type: none"> • Ukungabikho kolwasuleleko olutsha lwe HIV, STI ne TB • Ukungabikho kweziganeko zokufa ezinxulumene neHIV neTB • Ukungabikho kocalucalulo <p>Isebe lenza uhlolo lwe HCT nokuphila ukuqinisekisa ukuba wonke umsebenzi emaSebeni kaRhulumente eNtshona Koloni uvavanyelwe i-HIV kwaye wahlolwa i-TB, nokuba aho ngonyaka,</p> <p>Injongo yayikuku:</p> <ul style="list-style-type: none"> • Ukunciphisa ucalucalulo lwe-HIV ne TB kwindawo zokusebenza. Oku kwaquka nemikhankaso yokungahambisani nokucalucalulwa ngokungenabulungisa kunye nokuxhoxiswa kwabasebenzi. • Ukunciphisa ucalucalulo olungenabulungisa ekufikeleleni kwiinkonzo. Oku kuquke ukuqinisekisa ukuba uBongameli boNxibelelwano lwezabasebenzi buhlangabezana nezikhalazo kwaye bunikeze ngoqeqesho kubasebenzi. • Ezinye izinto ezingundoqo zokuhlangabezana

Umbuzo	Ewe	Hayi	Inkcukacha, ukuba ewe
<p>7. Ingaba iSebe liyakukhuthaza ukuba abasebenzi bayeku khanselisha bavavanywe ngokuzikhethela (VCT)? Ukuba kunjalo, dwelisa iziphumo enithe naziphumelelisa.</p>	✓		<p>IISESHONI ZE HCT</p> <p>Ezi seshoni zilandelayo zaye zenziwa: Uxinizelelo lwegazi, iswekile, amafutha, TB, BMI [isalathisi ngobukhulu bomzimba] kunye nentetho zamabala.</p> <ul style="list-style-type: none"> • iSebe lophuhliso lezoqoqosho noKhenketho lwathatha inxaxheba kuhlolo lwamatyeli ama 3 e-HCT nokuphila. • Abasebenzi abayi 31 baya bavavanywa kwaye bakhanselishelwa i-HIV, isifo sephepha kwazifo ezasulela ngokulalana (STI's). • Kwakungekho namnye owathunyelwayo ngenxa ye TB, HIV okanye nayiphina i-STIs.
<p>8. Ingaba iSebe liyenzile imilinganiselo / izalathisi zokujonga nokuvavanywa impembelelo zeenkqubo zalo zokukhuthaza ezempilo? Ukuba kunjalo, dwelisa lomilinganiselo okanye izalathisi.</p>	✓		<p>Impembelelo yenkqubo zokukhuthaza ngezempilo iboniswa ngolwazi olunikwa nge Kontrakti ngezempilo yabasebenzi nokuPhila (Umboneleli ngeenkono wangaphandle we EAP).</p> <p>Inkqubo ngezempilo nokuphila kwabasebenzi (EHWP) ijongwa ngengxelo eyenziwa ngonyanga ntathu okanye ingxelo yonyaka. Elona hlolo lonyaka lwezempilo ebelusandula kwenziwa ibiloluka 1 Apreli 2012 ukuya 2013.</p> <p>Ukuhlolwa ngonyanga ntathu okanye ngonyaka lubonisa amaqhezu ngokwamanani e-EHWP i.e. iminyaka, isini, ixesha lokunikezelwa ngenkonzo, ukusetyenziswa okuzimeleyo, ukusetyenziswa ngabasebenzi kuthekiswa nomanejala, inani lamatyala.</p> <p>Uhlolo luthi lubonise ngaphezu kokusetyenziswa kwenkonzo, inkangeleko yengxaki kunye nentsingiselo, ukuvavanywa kwabasebenzi kunye nomngcipheko wombutho kwanempembelelo kumntu ngamnye kwindawo yokusebenza</p>

3.12 Unxibelelwano Nezabasebenzi

Ezizifumelwano zomanyano zilandelayo zenziwa nemibutho yabasebenzi kwiSebe.

Itheyibhile 3.12.1: Izivumelwano zomanyano, 1 Apreli 2012 ukuya Matshi 2013

Inani lonke lezivumelwano zomanyano	Azikho
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Itheyibhile 3.12.2 ishwankathela ngeziphumo zoluleko ezithe zabanjwa liSebe kulo nyaka wohlolo.

Itheyibhile 3.12.2: Ukungaziphathi kakuhle neentlangano zoluleko zigqityiwe, 1 Apreli 2012 ukuya 31 Matshi 2013

Iziphumo zeentlangano zoleluleko	Inani	I-% yazo Zonke
Ukukhanselwa ngokwelulekwa	0	0.0
Isilumkiso ngamazwi	0	0.0
Isilumkiso esibhaliweyo	0	0.0
Isilumkiso esibhaliweyo sokugqibela	1	100.0
Ukurhoxiswa ngaphandle kokuhlulwa	0	0.0
Isohlwayo	0	0.0
Ukuthotyelwa	0	0.0
Ukugxothwa / ukulahlwa	0	0.0
Ukungabi natyala	0	0.0
Ukurhoxiswa kwetyala	0	0.0
Iyonke	1	100.00
Ipesenti yamanani omsebenzi ewonke	0.3	

Qwalasela: Iziphumo zokuxoxwa kwamatyala yiya kumatyala afanelekileyo kuphelo

Itheyibhile 3.12.3: Iindidi zokungaziphathi kakuhle ekuthethwe ngazo kwiingxoxo zezohlwayo, 1 Apreli 2012 ukuya 31 Matshi 2013

Udidi lokungaziphathi kakuhle	Inani	I-% yamanani ewonke
Ukufikelela ngokungekho semthethweni kulwazi oluyimfihlo	1	100.0
Iyonke	1	100.00

Itheyibhile 3.12.4: Izikhalazo ezifakiweyo, 1 Apreli 2012 ukuya 31 Matshi 2013

Izikhalazo ezifakiweyo	Inani	I-% yamanani ewonke
Inani lezikhalazo ezisonjululweyo	1	25.0
Inani lezikhalazo ezingasonjululwanga	3	75.0
Inani lilonke lezikhalazo ezifakiweyo	4	100.0

Qwalasela: Izikhalazo ezifakiweyo zibhekisa kumatyala agqityiweyo ngexesha lengxelo. Izikhalazo ezingasonjululwanga zibhekisa kumatyala agqityiweyo, kodwa iziphumo zibe zingekho ngecala lomangali kwaye zifunyanwa zingenabungqina.

Itheyibhile 3.12.5: Iimpikiswano ezifakiweyo kwibhunga, 1 Apreli 2012 ukuya 31 Matshi 2013

Iimpikiswano ezifakwe kwibhunga	Inani	I-% ymanani onke
Inani leempikiswano ezibanjiweyo	0	0.0
Inani leempikiswano ezichithiweyo	2	100.0
Inani lilonke leempikiswano ezifakiweyo	2	100.0

Qwalasela: Ibhunga libhekise kwiBhunga leengxoxo mpikiswano leenkondo zoLuntu (PSCBC) kunye neBhunga leengxoxo mpikiswanolweeNkonzo zoLuntu Jikelele (GPSSBC).

Itheyibhile 3.12.6: Izenzo zoqhankqalazo, 1 Apreli 2012 ukuya 31 Matshi 2013

Izenzo zoqhankqalazo	Inani
Inani lilonke lentsuku zokusebenza kwabantu ekuphulukwene nazo	0
Ixabiso lilonke (R'000) leentsuku zokusebenza ekuphulukwene nazo	0
Imali (R'000) efunyenweyo ngenxa yokungasetyenwa akukho ntlawulo	0

Itheyibhile 3.12.7: Ukuxhoxiswa ebelinesilumkiso, 1 Apreli 2012 ukuya 31 Matshi 2013

Ukurhoxiswa ebelinesilumkiso	Inani
Inani labantu abarhoxisiweyo	0
Inani labantu abathe ukurhoxiswa kwabo kwadlula iintsuku eziyi 30	0
I-Avareji yenani lentsuku zokurhoxiswa	0
Ixabiso (R'000) lokurhoxiswa	0

Qwalasela: Ukurhoxiswa ebelinesilumkiso kubhekisa kubasebenzi abarhoxisiweyo babe behlawulwa ngelixa ityala liphandwa.

3.13 Uphuhliso lwezakhono

Eli candela libonisa imizamo yeSebe ngokubhekiselele kuphuhliso lwezakhono. Tafle 3.13.1 ibonisa imfuno zoqeqesho njengasekuqaleni kwexesha eliphantsi kokuhlolwa, kwaye Tafle 3.13.2 olona qeqesho elunikeziweyo.

Itheyibhile 3.13.1: Iimfuno zoqeqesho zichongiwe, 1 Apreli 2012 ukuya 31 Matshi 2013

Iindidi zokusebenza	Isini	Inani labasebenzi ukusuka 1 Apreli 2012	Iimfuno zoqeqesho zichongiwe ekuqaleni kwexesha lengxelo			
			Izifundo ngomsebenzi	Iinkqubo zezakhono nezinye izifundo ezifutshane	Ezinye iindlela zoqeqesho	Iyonke
Amalungu endlu owiso mthetho, amagosa aph-ezulu kunye nomanejala	Ibhinqa	7	0	8	0	8
	Indoda	10	0	10	0	10
Abanobuchule	Ibhinqa	12	0	64	0	64
	Indoda	8	0	35	0	35
Osochwepheshe kunye nabo bangelnela ubuchule	Ibhinqa	65	0	180	0	180
	Indoda	36	0	51	0	51
Omabhalane	Ibhinqa	51	0	151	0	151
	Indoda	22	0	44	0	44
Abasebenzi beenkonzo naba-thengisayo	Ibhinqa	1	0	0	0	0
	Indoda	3	0	0	0	0
Abasebenzi abanesakhono kwezolimo nakwintlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa nabarhweba ngokunxulumene ngako	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abantu abasebenza ngoomashini nabo babadibanisayo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Imisebenzi ebalisayo	Ibhinqa	2	0	0	0	0
	Indoda	2	0	0	0	0
Iyonkana	Ibhinqa	140	0	403	0	403
	Indoda	82	0	140	0	140
Iyonke		222	0	543	0	543
Abasebenzi abakhubazekileyo	Ibhinqa	2	0	0	0	0
	Indoda	1	0	0	0	0

Qwalasela: Le tafle ingentla ichonga iimfuno zoqeqesho ekuqaleni kwexesha lengxelo ngokwesicwangciso sezakhono kwindawo yokusebenza zeSebe.

Itheyibhile 3.13.2: Uqeqesho olunikeziweyo, 1 Apreli 2012 ukuya 31 Matshi 2013

Iindidi zokusebenza	Isini	Inani labasebenzi ukusuka 31 Matshi 2013	Iimfuno zoqeqesho zichongiwe ekuqaleni kwexesha lengxelo			
			Izifundo ngomsebenzi	Iinkqubo zezakhono nezinye izifundo ezifutshane	Ezinye iindlela zoqeqesho	Iyonke
Amalungu endlu owiso mthetho, amagosa aphhezulu kunye nomanejala	Ibhinqa	7	0	9	0	9
	Indoda	10	0	11	0	11
Abanobuchule	Ibhinqa	10	0	25	0	25
	Indoda	8	0	18	0	18
Osochwepheshe kunye nabo bangelnela ubuchule	Ibhinqa	62	0	82	0	82
	Indoda	41	0	55	0	55
Omabhalane	Ibhinqa	61	0	78	0	78
	Indoda	28	0	49	0	49
Abasebenzi beenkonzo naba-thengisayo	Ibhinqa	1	0	1	0	1
	Indoda	1	0	1	0	1
Abasebenzi abanesakhono kwezolimo nakwintlanzi	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abasebenzi bobugcisa nabarhweba ngokunxulumene ngako	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Abantu abasebenza ngoomashini nabo babadibanisayo	Ibhinqa	0	0	0	0	0
	Indoda	0	0	0	0	0
Imisebenzi ebalisayo	Ibhinqa	2	0	0	0	0
	Indoda	1	0	0	0	0
Iyonkana	Ibhinqa	145	0	195	0	195
	Indoda	90	0	134	0	134
Iyonke		235	0	329	0	329
Abasebenzi abakhubazekileyo	Ibhinqa	2	0	0	0	0
	Indoda	1	0	0	0	0

Qwalasela: Letafile ingentla ichonge inani lezifundo zoqeqesho ekuyiwe ngabantu kuzo ngexesha lokuhlolwa.

3.14 Umenzakalo emsebenzini

Tafle 3.14.1 ibonisa ulwazi olusisiseko ngomenzakalo emsebenzini

Itheyibhile 3.14.1: umenzakalo emsebenzini, 1 Apreli 2012 ukuya 31 Matshi 2013

Ubume bomenzakalo emsebenzini	Inani	I-% yenani lilonke
Ukufuneka kohoyo ngesiseko sobugqirha kuphelo	0	0.0
Ukukhubazeka kwexeshana	2	100.0
Ukukhubazeka okusisigxina	0	0.0
IyaBulala	0	0.0
Iyonke	2	100.0
Ipesenti yomsebenzi uwonke		0.6

3.15 Ukusetyenziswa kwabacebisi

Tafle 3.15.1 1 Ingxelo ngokuqeshwa kwabacebisi kusetyenziswa imali efanelekileyo

Isihloko seProjekti	Inani lilonke labaCebisi abasebenze kwiProjekti Total	Ixesha lekotrakti (iinyanga)	Ukuthelwelelwa kwe BBEE	Imali ebhatelweyo
Isifundo sophando ngophuhliso lobugcisa	4	5 iiNyanga	2	R836 920.00
Ukuqinisekiswa kwe BBEE	3	7 iiNyanga	4	R356 367.92
Iinkqubo zokhuphiswano lwamashishini	15	3 iiNyanga kumcebisi ngamnye	3 or 4	R858 868.00
Ipaki yobuchwepheshe ngezempilo yaseKapa	1	1 iNyanga	2	R297 600.00
Ukudlulwa kweNtaba yaseKapa	1	1 iNyanga	N/A	R23 078.69
Ukwazisa ngezemisebenzi	6	5 iNyanga	4	R297 430.00
Ipaka yoYilo	5	5 iNyanga	4	R1 039 483.00
Ingxelo yokudibanisa ezoqoqosho	4	8 iNyanga	N/A	R498 000.00
Inzululwazi ngezemifundo	6	3 iNyanga	2	R1 533 006.00
Isixokelelwano se EMC	13	1 iNyanga	1	R313 040.80
Ukhlaziywa kwamashishini	3	6 iNyanga	4	R300 000.00
Inkunkuma yentlanzi	5	1 iNyanga	2	R197 500.00
Amaqondo okutya kunye nokhuseleko lwezinto ezivelisiweyo	14	4 iNyanga	N/A	R1 000 000.00
Uqeqesho ngolwimi lwangaphandle	3	6 iNyanga	4	R94 360.00

Isihloko seProjekti	Inani lilonke labaCebisi abasebenze kwiProjekti Total	Ixesha lekontrakti (iinyanga)	Ukuthethelelelwa kwe BBBEE	Imali ebhatelweyo
Ikamva leKapa 2040	18	7 iNyanga	3	R1 490 000.00
Isifundo sokwenzeka samafutha eGel	5	6 iNyanga	N/A	R414 800.00
Ikapa eliluhlaza	3	2 iNyanga	4	R153 900.00
Isicwangciso sobuchule soqoqosho lohlaza	3	2 iNyanga	4	R473 632.00
Ukujongwa kohlolo olungekho mthethweni	14	9 iNyanga	4	R105 926.00
Intengiso nge-intanethi	4	4 iNyanga	5	R207 753.60
Isaveyi yobume bezoshishino lwaseKnysna	10	3 iNyanga	4	R199 400.00
Ukukhula kwengxowa mali yophuhliso loqoqosho lommandla	2	9 iNyanga	N/A	R716 000.00
Uhlolo olukhulileyo lophuhliso loqoqosho lommandla	1	5 iNyanga	N/A	R299 000.00
Ukuqoqoshwa ngokwelifa	77	3 iiNyanga kumcebisi ngamnye	3 or 4	R1 225 350.06
Iiprojekthi zokufundisa nokuhlolwa	7	2 iiNyanga kwiprojekthi nganye	3 or 4	R1 017 626.20
Igesi yendalo	1	3 iiNyanga	4	R299 999.00
Isifundo ngeNciniba	7	2 iiNyanga	4	R46 740.00
Izakhono zokucacisa ngokukhokela abakhenkethi kunye nonxibelelwano	2	6 iiNyanga	4	R62 820.00
Isifundo sokubeka phambili icandelo	7	1 iiNyanga	2	R95 683.16
Umguguzeleli oqeqeshiweyo wokubiyela amazibuko	1	6 iiNyanga	N/A	R120 000.00
Uhlolo lwezoqoqosho lwesiqingatha sonyaka	3	1 iiNyanga	N/A	R41 474.00
Umcebisi olungelelanisayo ka	1	36 iiNyanga	3	R1 646 458.64
Ukunciphisa ukusetyenziswa kwemithetho ngokugqithisileyo	1	4 iiNyanga	4	R296 274.87
Ukunciphisa ukusetyenziswa kwemithetho ngokugqithisileyo – ukungenelela	2	12 iiNyanga	3	R48 147.91

Isihloko seProjekti	Inani lilonke labaCebisi abasebenze kwiProjekti Total	Ixesha lekontrakti (iinyanga)	Ukuthelakelelwa kwe BBEE	Imali ebhatelweyo
Ukuphanda kooma-sipala abayi 5	6	6 iiNyanga	4	R475 000.00
I-SA ibambe uqe-qesho	2	4 iiNyanga	3	R309 846.30
Iprojekthi ye IDZ yase Saldanha	1	4 iiNyanga	3	R487 920.00
Umngxuma wom-natha ongenazint-ambo wase Sal-danha	4	15 iiNyanga	2	R99 931.98
Izibuko le SAOGA	6	8 iiNyanga	N/A	R205 200.00
Uphuhliso lwaba-thengisi	13	1 iNyanga ngeKontrakti nganye	3 or 4	R645 351.60
Umcebisi woshishino lwezokhenketho wase Eden nakwi	2	9 iiNyanga	3	R198 000.00
Umcebisi wobuch-wephesha wakwa	1	2 iiNyanga	3	R499 590.00
Uqeqesho olu-phakathi 201 lo-shishino ngezokhenketho	11	5 iiNyanga	3	R322 648.50
Uphicotho lwemveliso kwizinga lorhwebo kwezokhenketho	3	2 iNyanga	N/A	R117 312.00
Uqeqesho lokukhokela abakhenkethi	2	6 iNyanga	4	R169 946.00
Umcebisi wentengiselwano	42	18 iNyanga	3	R13 232 533.93
Umsebenzi kunye nenkqubo yezakhono – ukukhutshwa	12	11 iNyanga	3	R7 598 050.00
Umsebenzi kunye nenkqubo yoqeqesho lwezakhono	19	6 iNyanga	1	R1 368 000.00
Iveki yamashishini asakhulayo eKapa	1	5 iNyanga	N/A	R500 000.00
Amaqondo okutya kunye nenkqubo exhasa ukugunyaziswa	6	7 iNyanga	N/A	R400 000.00
Isifundo sophando ngecandelo elingekho mthethweni	3	7 iNyanga	4	R740 000.00
Ukukhula kwengxowa mali ekokelwa yi	1	2 iNyanga	3	R210 900.00

Isihloko seProjekti	Inani lilonke labaCebisi abasebenze kwiProjekti Total	Ixesha lekontrakti (iNyanga)	Ukuthethelelelwa kwe BBEE	Imali ebhatelweyo
Uqeqesho lokusazisa kobudlelandawonye	1	4 iNyanga	3	R101 680.00
Uhlolo lomngcipheko wobuqhinga	4	12 iNyanga	2	R284 675.33
Ukuxhotyiswa kwa-basebenzi beLED 2	3	1 iNyanga	3	R50 000.00
Ulwakhiwo lwa-mandla ophuhliso lwezeqoqosho lomandla 1	2	1 iNyanga	3	R147 000.00
Iprojekthi yenxaso yokoporotyeni	9	3 iiNyanga ngomcebisi ngamnye	3 or 4	R224 529.51
Ulwakhiwo lwa-mandla ophuhliso lwezeqoqosho lomandla 4	1	3 iNyanga	N/A	R9 600.00
Ulwakhiwo lwa-mandla ophuhliso lwezeqoqosho lomandla 3 – inkqubo ye PACA	2	5 iNyanga	4	R399 000.00
Uhlolo lophuhliso lwamashishini asakhasayo	8	1 iNyanga	3	R188 500.00
Umcebisi ngoshishino lokhenketho eKapa nase West Coast	1	9 iNyanga	4	R208 450.00
Uhlolo lolawulo lwe SPV	1	3 iNyanga		R165 699.00
Udibaniselwano phakathi	2	1 iNyanga	4	R45 144.00
Icandelo elingekho semthethweni lokusebenzisa imithetho nemimiselo ngokugqithisileyo	7	1 iNyanga	2	R57 243.64
Ubuchule ben-cubeko kunye nezithethe	2	4 iNyanga	3	R95 000.00
Eyona iyonke				R45 952 491.64

1. **INGXELO LIGOSA LOBALO MALI KWIGUNYA LOLAWULO KUNYE NEPALAMENTE / IQUMRHU LOWISO-MTHETHO LEPHONDO LWE REPUBLIKI YOMZANTSI AFRIKA.**

1.1 **Uhlolo jikelele bobume bemeko yezimali**

Ngexesha lonyaka mali ka 2012/13, iSebe lalinikwe uhlalo lwabiwo mali oluyi R291.117 yezigidi. Oluhlahlo lwabiwo mali lwalunikwe ngoluhlobo lulandelayo:

Inkqubo 1: Ulawulo – R27.738 yezigidi

Inkqubo 2: linkonzo zophuhliso lwezezoqosho oluhlanganisiweyo – R45.228 yezigidi

Inkqubo 3: Uphuhliso loRhwebo nolwecandelo – R95.658 yezigidi

Inkqubo 4: Ulawulo lokumiselwa kolawulo loshishino – R24.404 yezigidi

Inkqubo 5: Ucwangciso lwezoqosho – R19.929 yezigidi

Inkqubo 6: Ukhenketho, ubugcisa nolonwabo – R53.040 yezigidi

Inkqubo 7: Uphuhliso lweZakhono neMibono emitsha – R25.120 yezigidi

Ngexesha lenkqubo yohlengahlengiso oluthekelelwayo uhlahlo olwengeziweyo lwe R24.468 yezigidi lanikezwa kwisebe. Kwako oku, i-R7.5 yezigidi yobelwa iprojekti ye broadband; i-R3.6 yezigidi yobelwa i-Western Cape Economic development Partnership. Enye i-R1.487 yezigidi yobelwa i-Western Cape Liquor Authority njengesiphumo sokugcinwa kwengeniso kwaye i-R8.251 yezigidi yobelwa i-Western Cape Liquor Authority njengesiphumo sokwenyusa ingeniso yayo kwaye i-R3.755 yezigidi yobelwa i-National Empowerment Fund.

Emva kohlengahlengiso oluqikelelwayo ulwabiwo mali oluhlengahlengisiweyo lwe R315.585 yezigidi yobelwa ngokwenkqubo ngoluhlobo lulandelayo:

Inkqubo 1: Ulawulo – R27.286 yezigidi

Inkqubo 2: linkonzo zophuhliso loqosho oluhlanganisiweyo – R48.297 yezigidi

Inkqubo 3: Uphuhliso loRhwebo nolwecandelo – R103.269 yezigidi

Inkqubo 4: Ulawulo lokumiselwa kolawulo loshishino – R34.532 yezigidi

Inkqubo 5: Ucwangciso lwezoqosho – R23.679 yezigidi

Inkqubo 6: Ukhenketho, ubugcisa nolonwabo – R51.517 yezigidi

Inkqubo 7: Uphuhliso lwezakhono nemibono emitsha – R27.005 yezigidi

INGXELO YEGOSA LOBALO YONYAKA OPHELE NGE 31 MATSHI 2013

Ukusukela nge 31 Matshi, iSebe lichithe i-99.6% okanye i-R314.344 yezigidi lolwabiwo mali ibiliniwe ukuze lizalisekise igunya lalo njengoko kuchaziwe kwinqongo yesicwangciso buchule 1: Ukudala amathuba okuhluma kunye nemisebenzi. Ubume bezimali beSebe buchaziwe kwitafle engezantsi apha.

Inkqubo	Ulwabiwo mali olulungisiweyo	Ukutshintsha imali	Umahluko	Ulwabiwo mali lokugqibela	Eyona Nkcitho	Unxaxho
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ulawulo	27 286	–	(2 032)	25 254	25 210	44
2. Iinkonzo zophuhliso loqoqosho ezihlanganisiweyo	48 297	–	3 025	51 322	51 306	16
3. Uphuhliso loRhwebo nolwe-Candelo	103 269	–	(993)	102 276	101 296	980
4. Imigaqo yokuShishina noLawulo lwa-maShishini	34 532	–	339	34 871	34 820	51
5. Ucwangciso loqoqosho	23 679	–	1 081	24 760	24 737	23
6. Ukhenketho, ubuGcisa noLonwabo	51 517	–	(1 104)	50 413	50 345	68
7. Uphuhliso lwezakhono nolwemibono emitsha	27 005	–	(316)	26 689	26 630	59
Iyonke	315 585	–	–	315 585	314 344	1 241

2. IINKONZO EZINIKEZWA LISEBE

2.1 Iinkonzo ezinikezwayo

Ngexesha lonyaka mali ka 2012/13 isebe linikezele iinkonzo ngokumalunga nobhaliso lokukhokela umkhenkethi. Ukukhutshwa kwamaphepha mvume otywala aye amkelwa liGunya loTywala lwePhondo lweNtshona Koloni ukususela nge 1 Apreli 2012 ngokubandakanyeka kwabo njengabakhoyo ngokusemthethweni.

2.2 Umgaqo-nkqubo yoluhlu lwarhafu

Lonke uluhlu lwarhafu luyabonakaliswa kwirejista yerhafu evunyiweyo kanoNdyabo wePhondo, ethi ihlaziwe njengoko uwiso-mthetho lugqiba njalo.

2.3 Uluhlu lwempahla

Akukho luhlu lwempahla olwalukhona ekupheleni konyaka. Zonke izinto zikhutshwa ekufunyanweni kwazo.

3. UKUNYANZELWA KWEZIKHUNDLA

Njengokuba bekucacisiwe kwiiNngxelo zoNyaka ezidlulileyo, owona mceli mngeni elithe iSebe lajongana nawo unxulumene nokukwazi ukutsala abantu abaqeqeshiweyo kwaye bekulungele ukusebenza kunye nokulibaziseka kwenkqubo yokukhangela nasekukhetheni. further exacerbation of this challenge is the loss of key personnel. Okukuphulukana, kuye kuphumele hayi nje ukuphulukana "nezabasebenzi" kodwa iinkumbulo zombutho ezingaguququkiyo.

Okunye okuphambili, ukwaziswa kwe SO1: Ukudala amathuba okuhluma kunye nemisebenzi, kufuneka iSebe lidlale indima yotshintsho - ukusuka ekulamleni ukuya ekudlaleni eyona ndima yokukhokela kwezoqoqosho. Okukutshintsha ukuqwalasela kuye kwakhokhelela iSebe luthathe uvavanyo lokubumba umbutho ethi ijoliswe hayi ekuncediseni nje ukuqesha abasebenzi apho bafuneka khona, kodwa nokuqinisekisa ukuba kuyakubakho ukuncoma kwabasebenzi ukuze bathathe ukulamla lweSebe.

4. UKUSETYENZISWA KWEMALI

Akukho zimali zabanikeli ezifunyenweyo kulonyaka uhlolwayo.

5. URHWEBO NGEZINTO EZIKHOYO NEZASESIDLANGALENI

ISebe linezinto ezintathu ezikhoyo zasesidlangalaleni enika iingxelo ngazo ngokumayela necandelo 47 (1) wePublic Finance Management ACT, 1999 (umthetho 1 ka 1999).

- a) I-Arhente yeNtshona Koloni yokukhuthaza uRhwebo kunye nokuzalisa imali (WESGRO)
- b) Umbutho wentengiso ekusingwe kuwo (orhweba njenge Cape Town Routes Unlimited).
- c) Igunya loLawulo loTywala eNtshona Koloni.

I-Arhente yeNtshona Koloni yokukhuthaza uRhwebo kunye nokuzalisa imali (WESGRO)

I-WESGRO yasungulwa ngokwemimiselo yeWestern Cape Investment and Trade Promotion Law, 1996 (umthetho 3 ka 1996). Eyona njongo inkulu ye-Arhente kukunyusela ukuzalisa ngemali kwi kwaye kurhwetyelwane neNtshona Koloni.

Isixa mali esingange R26.762 yezigidi yaye yatshintshelwa kwi WESGRO kunyaka mali ka 2012/13. Oku kubonisa ukwenyuka kwe 78.93% kunaxa kuthelekiswa nonyaka mali ka 2011/12 apho isixa mali esingange R14.956 yezigidi yaye yatshintshelwa.

Eyona njongo yolulwabiwo yayikunikizela ngamaxabiso okusebenza kuquka nemivuzo kwaye nokubonelelwa kweeprojekti ezichongwe liSebe.

Umbutho weNtengiso ekusingwe kuwo (DMO)

I-DMO yasungulwa ngokwemimiselo yeProvincial Western Cape Tourism Act (umthetho 1 ka 2004). Eyona njongo enkulu ye DMO kukunyusa iNtshona Koloni kunye neKapa njengendawo yokuqala yezokhenketho ekusingwa kuyo. Isixa mali esiyi R25 yezigidi yatshintshelwa kwi DMO ngonyaka mali ka 2012/13. Oku kubonisa ukwehla nge 29.45% xa kuthelekiswa nonyaka mali ka 2011/12 apho isixa mali esiyi R35.439 yezigidi sathi satshintshelwa.

Eyona njongo yolulwabiwo yayikunikizela amaxabiso okusebenza kuquka neentlawulo kwaye kubonelelwe ngee projekti ezichongwe liSebe.

Iziphathamandla zoLawulo loTywala eNtshona Koloni (WCLA)

I-WCLA yasungulwa ngokwemimiselo yeWestern Cape Liquor Act inombolo 4 ka 2008 kunye nokulandela umthetho sihlomelo woTywala eNtshona Koloni, 2010 (umthetho 10 ka 2010) .

Isixa mali esiyi R24.762 yezigidi yathi yatshintshelwa kwi WCLA ngonyaka mali ka 2012/13. Ngexesha lonyaka mali ka 2011/12, isixa mali esiyi R9.333 yezigidi yathi yachithwa ekwenzeni imisebenzi yayo.

Eyona njongo yolulwabiwo yayikunikizela amaxabiso okuququzelela kunye nokusebenza ngezinto ezikhoyo kuquka nemivuzo.

6. IMIBUTHO EKUYE KWENZIWA UTSHINTSHELO LWENTLAWULO KUYO

Uludwe lweentlawulo ezitshintshelweyo lufakiwe kwizihlomelo 1A, 1B, 1C, 1D, 1E kunye 1F kwiNkcazelo yoNyaka ngezeMali.

7. INTSEBENZISWANO YABUCALA KUNYE NEYOLUNTU (PPP)

Akukho misebenzi ekhe yenziwa ngexesha lonyaka mali ka 2012/13.

8. AMALUNGISELELO OLAWULO OLUMANYENEYO

URhulumente weNtshona Koloni uye wamkela isiCwangciso buChule esichasene nobuQhinga esithi singqine isimo sePhondo sokungamkeli kwaphela inkohlakalo nobuqhinga. ISebe kwakhona linesiCwangciso esivunyiweyo sokuKhusela iNkohlakalo.

Uphando lwamatyala asenkundleni luyaqhuba lunikezwa yi Forensic investigating Unit eyebelananyo eyathi yamanyaniswa kwiZiko leNkonzo yoBumbano kwiSebe leNkulumbuso. Zikhona iindlela ezahlukeneyo zokuxela ngezityholo zenkohlakalo nobuqhinga, kwaye ezi zichazwe banzi kwisiCwangciso buChule esichasene nobuQhinga kunye nesiCwangciso seSebe esikhusela inkohlakalo. Isityholo ngasinye esifunyanwa yi Forensic Investigation Unit sishicilelwe kwinkqubo yokuLawula amaTyala ethi isetyenziswe njengesixhobo sokulawula ingxelo kwinkqubela eyenziweyo ngamatyala anxulumene neSebe.

Siyabakhusela abasebenzi abakhalisa impempe berhanela inkohlakala, ubuqhinga kunye nobusela ukuba ukuchaza ibe kukona kukhuselekileyo (i.e. ingabi ngolunya). Ithuba lokuhlala ungaziwa liyanikwa kuye nawuphi na umntu onqwenela ukuxela izenzo zenkohlakalo, ubusela kunye nobuqhinga kwaye xa bekwenza oko ngokwesiqu, iinkcukacha zabo zigcinwa ziyimfihlo ngumntu lowo abaxela kuye.

Kanye ke ukuba inkohlakalo okanye ubuqhinga bungqinwe emva kokugqitywa uphando, umsebenzi lowo othe wabandakanyeka kwezi zenzo uye abizelwe kudliwano ndlebe lokwalulekwa. Kuzo zonke ezo meko, umntu we WCG oqale ezinkqubo zoluleko kufuneka acebise ngokugxothwa komsebenzi lowo ubandakanyekayo. Apho ubungqina boluvo lokuqala buye babonwa, umba wobusela uye uxelwe kwiiNkonzo zamaPolisa oMzantsi Afrika.

Iimfuneko zengxelo ka KING III ngokumayela nemisebenzi yamaGosa oBalo zimali kufanelwe zenziwe. ISebe kufanelwe lilandele iimfuno ezidweliswe kwicandelo 38 no 40 wePublic Finance Management Act (PFMA).

Isebe liyithatha imbambano yomdla njengenkalo ebalulekileyo emakujongwe kuyo phakathi kolawulo lwe stokhwe sempahla. Onke amagosa olawulo lwe stokhwe sempahla basayina umthetho wokuziphatha nje emva kokuthatha imisebenzi yabo. Imixholo yomthetho yokuziphatha iyaxoxwa nomsebenzi ngamnye ukuze bakuqonde ukubaluleka kobume belicwecwe. Onke amalungu ekomiti ezibizi maxabiso esebe asayina izibhengezo zemidla yabo kwisibizi / ingxelo maxabiso nganye kwaye ukuba kukho nawuphi na umdla, lomalungu abandakanyekayo ayakhutshwa kulontlanganiso. Abathengisi kufuneka bagcwalise icwecwe le WCBD4 elifuna ukuba bona bachaze nawaphina amalungu osapho abandakanyekayo kwinkqubo yentengo okanye abaqeshwe phakathi kwisebe. Inkcukacha ekwi WCBD 4 iqinisekiswa lisebe phambi kokuba kuhlolwe ingxelo maxabiso.

9. IZINTO EZENZIWAYO EZINQUNYANYISIWEYO / EZIZAKUNQUNYANYISWA

Akukho zinto ezenziwayo ezinqunyanyisiweyo ngexesha lonyaka mali ka 2012/13.

10. IZINTO EZENZIWAYO EZINTSHA / EZICETYWAYO

Ngexesha lonyaka mali ka 2013/14 iSebe lenze inkqutyana ephantsi kweNkqubo yesiCwangciso NgezoQoqosho ezakuthi ihlanganise abantu ekusetyenziswana nabo nokwakha ubunkokheli ngokujikeleze uMbono nesiCwangciso – buchule sezoQoqosho, uluhlu lwemicimbi yokuxoxwa efanayo kunye nezicwangciso lwezinto emazenziwe ngokubambisana neeprojekti.

Lenkqutyana intsha yabizwa ngokuba yiNtsebenziswano yoPhuhliso lwezoQoqosho lweNtshona Koloni. Okunye, ukuvumela ukuziqhelanisa nomxholo omtsha wezoqoqosho lwePhondo owoQoqosho oluluHlaza, isiqalo esitsha sadalwa kwiNkqubo 5: Isicwangciso sezoQoqosho ekufezekisweni uBurne besicwangciso Buchule sezoQoqosho oluHlaza kwaye kutsalwe amathuba otyalo lobugcisa oluhlaza kwiPhondo

11. ULAWULO LWEZINTO EZIKHOYO

Zonke izinto ezithengiweyo ngexesha langoku namaxehsa adlulileyo zither zafakwa rejista yezinto ezikhoyo. Iziqulatho zerejista yezinto ezikhoyo zayamaniswa nobincinane beemfuno njengoko kubekiwe kwisikhokelo solawulo lwezinto ezikhoyo sikanoNdyabo kaZwelonke. Uxolelwaniso elenziwa rhoqo ngenyanga luyagcwaliswa phakathi kwe BAS kunye nerejista yethu eGqwesileyo yezinto ezikhoyo. Isizathu zokugcina irejista eGqwesileyo yezinto ezikhoyo yayingenxa yokuba yayingunyaka wokuqala wokwenza inkqubo ye LOGIS kwaye isebe lalinenjongo yokuqinisekisa ucoselelo kunye nokugqibeka kwezinto ezikhoyo kwinkqubo yeLOGIS.

12. ULUHLU LWEEMPAHLA

Isebe liye lachaza ngoluhlu lwempahla kwizihlomo ezibekelweyo njengoko kufuneka ngokwezikhokhelo ezilungiselela inkcazelo ngemali. Isebe alinayo indawo yokugcina ebonakalayo ngenxa yento yokuba sithenga uluhlu lwempahla kuxhomeka kwimfuno echongiweyo ngumsebenzisi wayo kwaye xa impahla izisiwe ziyakutshwa ngoko nangoko kubasebenzi abafanelelileyo.

13. IZIGANEKO EMVA KOMHLA WENGXELO

Akukho ziganeke ezibalulekileyo ezenzekileyo emva komhla wengxelo.

14. ULWAZI NGEENJONGO EZIMISELWE NGAPHAMBILI

Ubongameli bolawulo loBalo zimali zithi zihlole yonke imisebenzi ngokujongene nekcitho. Kuthi kamva ke ihlanganiselwe iingxelo kanyangantathu ngokwemisebenzi kuthi kamva imanyanise kwiingxelo yoNyaka yeSebe.

Lonke ulwazi olunikiweyo luthi luqinisekise yiYunithi yoLawulo lwangaPhakathi othi rhoqo enze uphicotho zincwadi kuLwazi lokuSebenza ukuqinisekisa eyona mpumelelo ebangwa ngabalawuli ngexesha lenkqubo yengxelo zikanyangantathu nonyaka.

Iingxelo zabalawuli ziye zibhalwe kamva kwaye zingeniswe nge Ofisi leGosa lezeMali isiya kwiGosa Lobalo ziMali kulungiselelwa iingxoxo kwiintlanganiso zeKomiti yoLawulo oluPhezulu lweSebe.

15. IZISOMBULULO ZE SCOPA

Oyena nobangela wengxaki	Isisombululo seSCOPA	Amanyathelo athathwe kwizisombululo ze SCOPA kuquka nenkcitho eyoyanyaniswa	Impembelelo koonyaka mali bexesha elizayo
Uphicotho lwanga-phakathi: Ikomiti yabelana ngenkxalabo eboniswe yiKomiti yoPhicotho, uMphathiswa ne HOD zamasebe onke ukuthi enye ingxelo yophicotho iyafuneka kwaye kukho imfuneko yezikhundla ezongezelelweyo, ngakumbi kwezemali, ukuxhasa ukunyuswa kwengxelo yeendawo ezinomngcipheko ophhezulu. Ingxelo yophicotho yonyaka mali ka 2011/12 ime kwi 25 % xa kuthelekiswa kwi 27,78% yonyaka mali ka 2010/11.	Uphicotho Lwanga-phakathi: UMphathiswa ne HOD bayaqhubeka bexoxa neKhabinethi nonoNdyabo wePhondo ngalemeko ngenjongo ebalulekileyo yokunyusa ingxelo yophicotho kwisiqendu esiphakathi sonyaka, ukuze kuncitshiswe impembelelo engalunganga kwiziphumo zophicotho zexesha elizayo, uziso lweenkonzo kunye nakwimpumelelo yeenjongo ezimiselwe ngaphambili, ngakumbi kwiindawo zomngcipheko ophhezulu.	I-HOD ibandakanye zonke iindawo zomngcipheko ophhezulu ezichongwe kwirejista yebochule bomngcipheko ekwisiC-wangciso soPhicotho lwangaPhakathi, kwaye ukuba ezinye iindawo zichongiwe kunyaka mali ka 2013/2014, ziyakongezwa kwisicwangciso sokuqala ngenkcitho eyongezweyo. ISebe kwakhona lichonge abanye ababonelela ngeziqinisekiso kwimodeli yeziqinisekiso ezihlanganisiweyo ukuqinisekisa ukuba yonke imingcipheko eSebeni iyancitshiswa ibe kwizinga elamkelekileyo.	ISebe liyakuqinisekisa ukuba yonke imingcipheko eyoyamaniswa nesebe iyafakwa kwisicwangciso sophicotho lwangaphakathi apho ingaxelwanga ngabanye ababoneleli ngeziqinisekiso.
Inkcazo eyahlukanisiwe ngenkcitho eyenziwe liGunya loLawulo loTywala eNtshona Koloni zange ingeniswe kwi SCOPA.	ISebe lilungiselela ingxelo enengcaciso ngemisebenzi yeBhodi yoTywala ye Ntshona Koloni kunye nenkcazo mali yonyaka kwiKomiti.	IGunya loLawulo loTywala lweNtshona Koloni lilungiselela ingxelo kwinkcitho eyenziwe zizinto ezikhoyo kuSCOPA. Le ngxelo ikwabandakanye ezinye iinkcukacha ngokumayela nezinto ezikhoyo kuquka ubume beGunya loLawulo loTywala eNtshona Koloni njengento ekhoyo esandula ukumiselwa.	IGunya loLawulo loTywala eNtshona Koloni lizakulungisa inkcazo ecacisiweyo ngeMali yoNyaka eyakuthi iphicothwe nguMphicothi ziNcwadi Jikelele.
Izisombululo zeSCOPA: IKomiti ibulele iSebe ngokuthi yenze izisombululo zeKomiti kunyaka odluleleyo kunye nokufaka ezizinto kwingxelo yonyaka ngelishesha lihlolelwayo.	Isisekelo sengxelo esitsha siyakubunjwa ngokunxulumene nezenzo zeSebe kwizisombululo zeSCOPA kwaye zicele ukuba iSebe litshintshe isisekelo sengxelo endala ngale ngenxelo yonyaka ka 2012/13 ukuya phambili.	ISebe sele lifumene kwaye lagcwalisa isisekelo esitsha.	Esi sisekelo siyakusetyenziselwa yonke iminyaka mali ukuya phambili ngaphandleni kokuba kuyalelwe ngolunye uhlobo.
Ukufumana kunye nolawulo lwesivumelwano: IKomiti iye yaqwalasela izinto ezifunyenweyo nguMphicothi ziNcwadi Jikelele okokuba iimpahla kunye neenkonzo ezinexabiso lentengiselwano elingaphantsi kwe R500 000 zafunyanwa ngaphandle kokufumana ingxelo maxabiso efu	ISebe lazisa ngeenkqubo kunye neendlela zokufumanisa nokunqanda izinto ezinjalo ukuze zingenzeki kwixesha elizayo.	ISebe liye landwendela zonke ii-NTR nee PTI ukuqinisekisa ukuba yonke imithetho itha yaguqulelwa kakuhle kwiNcwadi yeziMali yeSebe.	ISebe lizakuhlola kwakhona zonke ii-NTR nee PTI nyaka nonyaka ukuqinisekisa ukulungelelana.

Oyena nobangela wengxaki	Isisombululo seSCOPA	Amanyathelo athathwe kwisisombululo ze SCOPA kuquka nenkcitho eyoyanyaniswa	Impembelelo koonyaka mali bexesha elizayo
nekayo, njengokuyimfuneko yimiThetho yoLawulo kanoNdyabo 16A6.1			
ULawulo lweziMali nokuSebenza: IKomiti ixhalabile oomanejala bokuhanjiswa kweempahla nezabasebenzi abeziqhelisi ngokwaneleyo ulawulo ukuqinisekisa ngokuvumelana nemithetho ye SCM kunye nemithetho yeeNkonzo zoLuntu.	ISebe lifezekisa kwaye liqhelise ngokwaneleyo ulawulo lokongamela ukuqinisekisa ukuvumelana nemithetho ye SCM kunye nemithetho yeeNkonzo zoLuntu.	ISebe liye lenza uhlolo lwefayile ye projekti ye SCM ukuqinisekisa ngokuvumelana nemithetho kanondyebo kwaye lwenza uphicotho ngezabasebenzi ukuqinisekisa ukuba imithetho yeeNkonzo zoLuntu kuyabanjelelwa kuyo. Izinto ezifunyenwayo eziye zavezwa kunxulumenwe ngazo kubaphathi ukuze kuthathwe amanyathelo aqatha apho kufuneka khona.	Ukuhlolwa kweempahla ezihanjiswayo kunye nezabasebenzi kuyakwenziwa rhoqo ngonyaka.
ULawulo lweNkcitho: IKomiti ixhalabile okokuba igosa loBalo mali alikhangela lithathe amanyathelo aphumelelayo ukunqanda inkcitho enqaphazekayo ye R5,49 yezigidi, njengokuba kufunwa licandelo 38(1)(ii) le PFMA kunye nomThetho kanoNdyabo 9.1.1.	ISebe lithe ngokungamiseka labumba kwaye lafezekisa ulawulo lokunqanda nokufumanisa okufanelekileyo ukuqinisekisa ukuba inkcitho enqaphazekayo ayenzeki.	Isebe liye labumba uluhlu lwezinto ezifuna ukukhangela lokuhambisa impahla elithi libandakanye zonke iimfuno zokuvumelana ezisetyenziswa liqela elisebenzayo lolawulo lwezimali ukuqinisekisa ukuvumelana nayo yonke imimiselo.	Uluhlu lwezinto ezifuna ukukhangela luyakuhlolwa kwakhona qho ngonyaka ukuqinisekisa ukulungelelana nemimiselo.
ULawulo lwezabasebenzi: IKomiti ixhalabile okokuba ukuqeshwa okwaye kwenzeka ngaphandle kokubandakanyeka kunye neengcebiso zekomiti yokukhetha, nokuchaseneyo nomThetho weNkonzo zoLuntu 1/V11/1-4; ukuba abasebenzi baqeshwe ngaphandle kokulandelwa inkqubo eyiyo ukuqinisekisa amabango enziwe kwizicelo zabo, ngokuchaseneyo nomThetho weNkonzo zoLuntu 1/v11/D.8; kwaye ukuba imigaqo nkqubo yezabasebenzi kunye nomakwenziwe khangela zifezekiswe ngokufanelekileyo ukuncedisana nokugqitywa kunye	ISebe liyaqinisekisa okokuba ulawulo luyenziwa kwaye lufezekiswe oluthi lufumane kwaye lunqande izinto ezinje ngezi ukuze zingenzeki kwixesha elizayo.	ISebe liye lenza uphicotho lwezabasebenzi uku-chonga onke amatyala okungavumelani kwaye liye labonisa iingcebiso zokuthomalalisa amatyala okungavumelani kwakunye namatyala okungabi nalulawulo kuyo le nkqubo. Ezi ngcebiso kwaye kwahlangabezana nazo kwiiNkonzo zeMbumba nakwi HOD yesebe. Siye sangqina kananjalo okokuba ezinye zengcebiso zaye zafezekiswa.	Uhlolo lwezabasebenzi luyakwenziwa qho ngonyaka kwiziko leenkonzo zembumba nakwiSebe.

Oyena nobangela wengxaki	Isisombululo seSCOPA	Amanyathelo athathwe kwisisombululo ze SCOPA kuquka nenkcitho eyoyanyaniswa	Impembelelo koonyaka mali bexesha elizayo
nokuchanekileyo kwa-basebenzi nefayile ezoy-ameneyo namacwecwe.			
Ubunkokheli: IKomiti ivelise inkxalabo yokuba iGosa loBalo ,mali alikhange lihlote ngokufanelekileyo ukuba ingaba Ulawulo lilufezekisile ngokuphumelelayo na ulawulo lwangaphakathi ukuqinisekisa ukuba ulawulo oluphezulu lulyenzile na imisebenzi yalo.	ISebe liyaqinisekisa okokuba kwenziwe iindlela kwaye zifezekiswe ukunqanda ukuphindaphindeka ukuchasana nomThetho weeNkonzo zoLuntu 1/VII/1-4.	ISebe liye lenza uphicotho lwezabasebenzi uku-chonga onke amatyala okungavumelani kwaye liye labonisa iingcebiso zokuthomalalisa amatyala okungavumelani kwakunye namatyala okungabi nalulawulo kuyo le nkqubo. Ezi ngcebiso kwaye kwahlangabezwana nazo kwiiNkonzo zeMbumba nakwi HOD yesebe. Siye sangqina kananjalo okokuba ezinye zengcebiso zaye zafezekiswa.	Uhlolo lwezabasebenzi luyakwenziwa qho ngonyaka kwiziko leenkonzo zembumba nakwiSebe.
Uphengululo: IKomiti ibulela iSebe ngokuthatha amanyathelo okwileka ngakumgosa athe enza izenza ezibonakala zichasene nemithetho nemiqathango, njalo, njalo kodwa liqwalasele ukuba iindlela ezinqandayo zinokuphuculwa.	ISebe lixelela ngokufutshane iKomiti ngokuba kutheni ulwazi elungelulo lwanikezelwa kuMphicothi ziNcwadi Jikele ngenjongo yokuphicotha, ingawaphi amanyathelo athathwayo kwaye ingeziphi iindlela ezaziswayo ukufumanisa nokunqanda okokuphindaphindeka. ISebe lixelela ngokufutshane iKomiti ngeendlela ethe yazazisa ukufumanisa nokunqanda inkohlakalo.	Isebe lenze ingxelo kwiSCOPA licacisa ngazo zonke inkxalabo eziveziweyo ezithi zibandakanya ukufunyanwa nolawulo lokunqanda phakathi kwiyunithi yolawulo lwempahla ehanjiswa.	Ulawulo elichongiweyo laza lacaciswa kwiSCOPA liyakuhlolwa rhoqo.
Imigaqo nkqubo yobalo mali: IKomiti ivuyisana seSebe ngokuvumelana ngexesha lokuhlawula amatyala elamkelekileyo jikelele kunye nemfuno ezisemthethweni zokubhatala amatyala phakathi kweentsuku eziyi 30 zokufumana uluhlu lwezinto ezithengiweyo.	ISebe libhala isiqendu esiyakufakwa kwimigaqo nkqubo yezoBalo Mali yeSebe liqinisekisa ukuzibophelela kwalo ngokuvumelana nexesha elamkelekileyo jikelele lokuhlawula amatyala kunye nemfuno ezisemthethweni zokubhatala amatyala phakathi kweentsuku eziyi 30 zokufumana uluhlu lwezinto ezithengiweyo.	ISebe liyifakile lento kwingxelo yeGosa loBalo Mali ka 2012/2013 njengokufunwa ngumqulu kanoNdyabo 20/2013 kwaye ifakiwe kwiNcwadi yeziMali yeSebe.	Azikho
Ilahleko nokuthomalalisa: IKomiti ikuqwalasele ukuba kukho imali yokuthomalalisa (R116 yezigidi)	ISebe lenza ingxelo yokulandelela okucacisiweyo kwiKomiti nge Cape Town International Centre	ISebe liyenzile ingxelo ngothomalaliso kwi Cape Town Convention Centre.	Azikho

Oyena nobangela wengxaki	Isisombululo seSCOPA	Amanyathelo athathwe kwisisombululo ze SCOPA kuquka nenkcitho eyoyanyaniswa	Impembelelo koonyaka mali bexesha elizayo
eyalathiweyo kwiNgxelo yoNyaka ethi inxulumane ne Cape Town International Convention Centre.	ngokuphathelele ekuthomalaliseni.		
Ukusetyenziswa kwa-baCebisi: Utilisation of Consultants: IKomiti ikuqwalasele okokuba iSebe inoxanduva oluthe nkqo kulo lokudibanisa uthungelwano ngocingo kunye nezinye izicwangciso buchule ezongezelelweyo ezibandakanyiweyo kwisicwangciso sokufeze-kisa esingundoqo.	Okokuba i-CE-I (ekwiSebe leNkulumbuso) kunye neSebe zithi zinike ingxelo kunye ngezalathisi ezipheleleyo lokudibanisa uthungelwano ngocingo lweSebe kunye nezinye izicwangciso buchule ezongezelelweyo ezibandakanyiweyo kwisicwangciso sokufeze-kisa esingundoqo.	ISebe linike ingxelo ngodibaniso lothungelwano ngecingo kunye nezinye izicwangciso buchule ezongezelelweyo.	Azikho
IKomiti yayixhalabile ngokuba iSebe lingenawo umgaqo nkqubo ekhokela ukufumana, ukuhlolwa nokunikwa okanye ukwaliwa isicelo sezipho, iminikelo kunye neenkxaso ezizakwenziwa.	ISebe libhala kwaye lamkele umgaqo nkqubo okhokela i-HOD ngokufumana, ukuhlola nokunikwa okanye ukwaliwa kwesicelo sezipho, iminikelo kunye neenkxaso ezizakwenziwa, kwaye ithi inike ingxelo ngoku kwiKomiti ukuze kuxoxwe; ngapha koko iSebe libandakanya inkcukacha eninzi ngokumayela noku kwiingxelo zonyaka yexesha elizayo.	ISebe linomgaqo nkqubo kwizipho, iminikelo neenkxaso ezithi zibe zifakiwe kwincwadi yezimali yes-ebe. Inkcazo ngezipho, iminikelo kunye neenkxaso iyakufakwa kwinkcazo yemali yonyaka ka 2012/2013.	Iyakuchazwa rhoqo ngonyaka.
IKomiti yayixhalabile okokuba kungekho mgaqonkqubo okanye irejista phakathi kwiSebe kwaye i-ofisi yoMphathiswa ethi ilawule impahla yelifa ngokwemimiselo yokwaziswa kwayo, ukunyuselwa, ukukhuselwa, ulondolozo kunye nex-abiso.	ISebe libhala kwaye lamkele lomgaqonkqubo wempahla zelifa kwaye yenze lo rejista, ngokusebenzisana nePalamente yePhondo leNtshona Koloni, kunye ne Heritage Western Cape apho kufuneka khona. IKomiti iye yagqiba nangakumbi ukuba iSebe lilande umkhondo nokuqwalasela wonke amanyathelo ngokumayela neempahla zelifa kuquka nenkcukacha, nexabiso lokuzuza, umonakalo, ukulahla nelahleko yempahla yelifa kwaye yonke lenkcukacha ifakwe kwiingxelo zonyaka zexesha elizayo.	ISebe libhale lamkela umgaqonkqubo wempahla yelifa.	Uyakuhlolwa rhoqo ngonyaka.

16. IINGUQULELO ZANGAPHAMBILI KWIINGXELO ZOPHICOTH

Ubume benkcazo, iphepha elichaza ukungabi nabango, izimvo ezingalunganga kunye nemiba yokungavumelani.	UNyaka Mali ethe yavela ngawo.	Inkqubela eyenziweyo ukususa ibala / ukusombulula umba.
Ingxelo maxabiso yayinikeziwe kubanikezi abangazange bafake ii-SBD4 zabo.	2010/2011	Bonke abanikezi ngoku kufuneka bafake izibhengezo ze SBD4 kwaye lento iqinisekiswa liqela elithunyiweyo lolawulo lwezemali njengxenye yokujonga ukuba ukuvumelana kwenziwe phambi kokunikwa iikontrakti.
Iimpahla neenkonzelo ezinxabiso lokuthenga eliphakathi kwe R10 000 kunye ne R500 000 yaye yathengwa ngaphandle kokufumana ingxelo maxabiso ebhaliweyo kubanikezi abade baya kwisithathu abohlukeneyo njengokufuneka we Practice Note 8 ka 2007/08 ekhutshwe ngokwemimiselo womThetho kanoNdyabo 16A6.1.	2011/2012	Isebe liye landwendela kwakhona onke amacwecwe anxulumana nolawulo lwempahla enikezwayo ukuqinisekisa ukungqamana nemigaqonkqubo yeSCM yeSebe kwaye ithe yabandakanya zonke iimfuneko zokuvumelana kuluhlu lokukhangela okufunekayo lwe SCM.
i-HR: ayinako okubhaliweyo ngeefayile zabasebenzi – iiNgqesho, iye yafikelela kuthi okokuba izizathu zesigqibo sekomiti yekhetho ngokukhetha abasebenzi ababeqeshiwe kulonyaka uhloolwayo zange kufumaneka mkhondo ngenxa yokungabikho kwamacwecwe abhaliweyo axhasayo ngokubhekiselele kwiingqesho.	2011/2012	Isebe lenze uhlolo lweemeko zabasebenzi kwaye lenze iingcebiso kwiziko leenkonzelo zobumbano nakulo isebe. Inani leengcebiso liye lafizekiswa kwaye oku kuyakujongwa yiyunithi yolawulo lwangaphakathi.

17. UKUKHULULWA KUNYE NOKUNXAXHA OKUFUNYENWE KUNONDYEBE KAZWELONKE.

Akukho ukukhululwa nokunxaxha okwakufunyenwe kunoNdyabo kaZwelonke ngexesha lalengxelo.

18. INKCAZO NGEZIMALI YETHUTYANA

ISebe livumelene nemimiselo yezimali ngokuthi lingenise inkcazo yezimali yethutyana (IFS) ngamaxesha onke kunoNdyabo wePhondo. I-IFS engenisiweyo yayingenawo amabala enkcazo engeyiyo kwaye yayibonisa ubume bezimali beSebe.

19. UKUVUMELANA NEENTSUKU EZIYI 30 ZENTLAWULO

Isebe jikelele alinangxeki ngokubhatala iintlawulo zayo kubantu enetyala kubo ngeentsuku eziyi 30. Sibenazo izehlo ezikhethekileyo apho abantu esinetyala kubo babhatalwa emva kweentsuku eziyi 30, kodwa oku akwenzi no 1% wentlawulo iyonke. Sifizekisele amabanga kunye nezinto ezenziweyo ngendlela izinto ezithengiweyo ezifumaneka ngayo kwaye zihlola njani ukunyaniseka koluhlu lwezinto ezithengiweyo kunye nezinye iincwadi ezixhasayo. Le nkqubo ibe yimpumelelo kwaye abathengisi bayaqonda kwaye onke amaqela mawavumelane ngempahla nenkonzo emayiziswe ngokwanelisayo phambi kokuba kwenziwa intlawulo. Isebe liyayiqonda into yokuba umthengisi akanakuthintelwa ziinkqubo zangaphakathi kwaye makufikelelwe kwisivumelwano sokuba intlawulo izakubonakala nini kwi-akhawunti yebhanki yomthengisi.

20. OKUNYE

20.1 linkcazo ziMali

Iinkcazo ziMali zonyaka zezinto ezikhoyo zoluntu, uMbutho weNtengiso ekuYiwa kuyo (DMO), uTyalo lweNtsona Koloni kunye ne-Arhente yonyuselo loRhwebo (WESGRO) kunye neGunya loLawulo loTywala eNtshona Koloni (WCLA) aziyonxalenye yenkcazo mali yesebe njengoba amaGunya oBalo Mali ezinto ezikhoyo zoluntu liyakwenza iingxelo zonyaka ezahlukeneyo eyakuthi ibekwe liGunya loLawulo eliPhezulu loLawulo.

20.2 Uthomalaliso lotyalo

Ubalo lothomalaliso kusekelwe kwipesenti yesabelo kwi Cape Town International Convention Centre (Convenco). International Convention Centre (Convenco). Ukwabelana ngothomalaliso yinxalanye yezibonelelo zokuchaza ngokuhambiselana nomgaqonkqubo wobalo mali yotyalo (jonga inqaku 12 no 18 kwiiNkcazo Mali zoNyaka).

URhulumente wePhondo leNtshona Koloni unesabelo se 25% kwi Cape Town International Convention Centre (Pty) Ltd.

21. IMVUME

Iinkcazo ziMali ezibekiweyo kumaphepha ayakungqinwa xa ingxelo yokugqibela igqityiwe avunywa liGosa loBalo ziMali.



Solly Fourie

INtloko yeSebe

31 KuJulayi 2013

Ingxelo yoXanduva lokuHanjiswa kweNkonzo ngonyaka ophela ngomhla wama-31 Matshi 2013

Igosa loBalo-mali linoxanduva lokulungiselela ulwazi lokusebenza leSebe kunye nezigwebo ezenziweyo kolulwazi.

Uxanduva lweGosa loBalo-mali kukumisa nokuphumeza inkqubo yolawulo lwangaphakathi, eyilelwe ukunika isiqinisekiso njengobulungisa nokuthembeka kwengxelo yokuhanjiswa kweenkonzo.

Ngembono yam, ingxelo yokuhanjiswa kweenkonzo ibonakalisa ngokucacileyo inkcazelo yokwenziwa komsebenzi weSebe kunyaka-mali ophela ngomhla wama-31 kweyoKwindla wama-2013.



Solly Fourie

IGosa loNiko-nkcazo

31 kaJulayi 2013

INGXELO KWINKCAZO YEZEZIMALI

Intshayelelo

1. Ndiziphicothile iinkcazo zimali zeSebe loPhuhliso lezoQoqosho kunye noKhenketho zaseNtshona Koloni njengoko kuchaziwe kumaphepha 171 ukuya 216, ekuqulathe inkcazo yokwabelwa, inkcazo yobume bezimali ukusuka kwi 31 Matshi 2013, inkcazo yokwenziwe ngokwezimali, inkcazo ngotshintsho kwintsalela yezinto ezikhoyo kunye nenkcazo ngemali equkuqelayo yonyaka othe waphela, kunye namanqaku aqulethe isishwankathelo semigaqonkqubo yobalo zimali ebalulekileyo kunye nolunye ulwazi olucacisayo.

Umsebenzi wegosa lobalo zimali ngenkcazo yezimali

2. Igosa lobalo zimali linoxanduva lokulungiselela ezinkcazo zezimali ngokwayamene nobume bengxelo yezimali beSebe obunikwe nguNondyebo kaZwelonke kwaye ngokwendlela efunwa yi Public Finance Management Act yoMzantsi Afrika, 1999 (UMthetho No. 1 ka 1999) (PFMA), kwaye nolawulo lwangaphakathi njenge gosa lobali zimali esitsho kuyimfuneko ukuvumela ukulungiselela inkcazo yezimali engabandakanyekiyo kwiinkcazo ezingezizo, noba kungenxa yobuqhinga okanye impazamo.

Uxanduva loMphicothi-zincwadi Jikelele

3. Uxanduva lwam kukubonisa uluvo kwezinkcazo zezimali ngokubhekiselele kuphicotho lwam. Ndilwenzile uphicotho lwam ngokwayamene ne Public Audit Act yoMzantsi Afrika, 2004 (UMthetho No. 25 ka 2004) (PAA), isaziso jikelele sikutshwe ngokwemimiselo yezinga lehlabathi loPhicotho zincwadi. Lomazinga afuna ukuba ndisebenzisane nemiqathango yokuziphatha nesisicwangciso kwaye ndenze uphicotho ukuze ndifumane isiqinisekiso esisiso malunga nokuba iinkcazo zezimali azibandakanyeki kwiinkcazo ezingezizo.
4. Uphicotho kubandakanya ukulandela imithetho wokufumana ubungqina bophicotho ngezixa mali kunye nokuvelisa kwiinkcazo zezimali. Imithetho ekhethiweyo ixhomekeka ekugwebeni bomphicothi, kuquka nokuhlulwa komngcipheko wezinto ezingachazangwa kakuhle ngokwenkcazo yezimali, nokuba kungokobuqhinga okanye impazamo. Ekwenzeni olohlolo lomngcipheko, umphicothi uye acingelane nolawulo lwangaphakathi elufunekayo ekulungiselelweni kwenkcazo yezimali ukuze kuyilwe imithetho yophicotho elungeleneyo neemeko ezo, kodwa hayi ngenjongo yokuveza uluvo ngokusebenza kolawulo lwangaphakathi. Uphicotho kwakhona luquka ukuvavanya ukulunga kwemigaqonkqubo yobalo zimali esetyenziswayo kunye nengqiqo yokuthelekelelwa kobalo eyenziwe ngabaphathi, kwakhona kuvavanywe ukuxelwa kwazo zonke iinkcazo zezimali.
5. Ndiyakholwa ukuba ubungqina bophicotho endibufumeneyo bonele kwaye bukulungele ukunika isiseko soluvo lwam koluphicotho.

Uluvo

6. Ngokoluvo lwam, iinkcazo zezimali zibonisa ukulunga, kuzo zonke izinto ezibonakalayo, ubume bezezimali beSebe loPhuhliso lezoqoqosho nokhenketho lweNtshona Koloni ukusukela nge 31 Matshi 2013, kunye nokwenza ngezimali kunye nokuququqela kwemali yonyaka othe waphela ngokwayamene nobume bengxelo yezimali beSebe echazwe ngunoNdyebho kaZwelonke kunye neemfuno ze PFMA.

Ukugxinisisa komba

7. Ndinika ingqwalasela kulomba ungezantsi. Uluvo lwam aluguqulwanga ngenxa yalomba.

Ukuchazwa kwakhona kwenani elingqamanayo

8. Njengoko kuvelisiwe kwinqaku 28 kwinkcazo yezimali, inani elingqamanayo elithothisiweyo lwe 31 Matshi 2012 libuyiselwe kwakhona ngenxa yempazamo efumaneke ngexesha lonyaka mali ka 2012-13 kwinkcazo yezimali yeSebe ekupheleni kunye nonyaka ophela nge 21 Matshi 2012.

Imiba eyongezelelweyo

9. Ndinika inqwalasela kulemiba ingezantsi. Uluvo lwam aluguqulwa ngenxa yalemiba

Uludwe lweenkqubo ezongezelelweyo ezingaphicothwanga

10. Ulwazi olongezelelweyo oluchazwe kumaphepha 217 ukuya 222 aluyonxalenye lwenkcazo yezimali kwaye ichazwe njengolwazi elongezelelweyo. Andiluphicothanga olu ludwe lweenkqubo kwaye andiniki luvo kananjalo.

Ubume bokunika ingxelo

11. Ubume bokunika ingxelo obuchazwe ngunoNdyabo kaZwelonke kwaye yenziwe liSebe bubume besivumelwano. Ilizwi loluvo lwam kubume besivumelwano kufanele sibonise ukuba inkcazo yezimali zilungisiwe ngokwayamane nobubume kwaye hayi ukuba "zibonisa ukulunga". ". Icandelo 20 (2) (a) we PAA, kananjalo ifune ukuba ndivelise uluvo ekuchazweni ngokulungileyo kweenkcazo zezimali.

INGXELO NGEZINYE IIMFUNO ZOMTHETHO NEMIMISELO

12. Ngokwayamene ne PAA nesaziso jikelele esikutshwe ngokwemimisele, Ndichaza oku kulandelayo ekufunyanisiweyo ekufanelekileyo ngokomsebenzi ochaza iinjongo, ukuvumelana nemithetho kunye nemiqathango kunye nolawulo lwangaphakathi, kodwa hayi ngenjongo yokovelisa uluvo.

linjongo ebezimiselwe ngaphambili

13. Ndenza imimisele ukufumana ubungqina ngokubaluleka nokuthembeka kolwazi olukwingxelo yonyaka yezemisebenzi njengokubekiwe kumaphepha 34 ukuya 114 kwingxelo yonyaka.
14. Imisebenzi exeliweyo xa kuthelakiswa neenjongo ebezimiselwe ngaphambili yathi yavavanywa kuthelakiswa neenqobo zokugweba zokubaluleka kolwazi olukwingxelo yonyaka yemisebenzi enxulumana nokuba ingaba ichazwe ngokwemithetho yengxelo yonyaka kanoNdyabo kaZwelonke kwaye nokuba ingaba ingxelo iyahambiselana neenjongo ebezicwangcisiwe. Ukubaluleka kolwazi lwayamana nokuba ingaba izalathisi kunye nezinto ekujoliswe kuzo ziyalinganiseka na (i.e. zichazwe kakuhle, zingqiniseka, zicacile, zilinganiseka kunye zihambelana namaxesha) kwaye ziphathelele njengokuba kufunwa bubume bokulawula iinkqubo zokusebenza zikanoNdyabo kaZwelonke. Ukuthembeka kolwazi ngokwenkqubo ekhethekileyo kuhlolwa ukuqinisekisa ukuba ibonisa ngokuchanekileyo ubunyani (i.e. nokuba ngaba ilingile na, ichanekile kwaye iphelele).
15. Akhange kubekho iziphumo ezibambekayo kwingxelo yonyaka ngokwezemisebenzi ngokumayela nokubaluleka nokuthembeka kolwazi.

Ukusebenzisana nemithetho kunye nemiqathango

16. Ndenza imimisele ukufumana ubungqina bokuba into ekhoyo isebenzisane nemithetho ekhoyo nemiqathango ngokumayela nemiba yezimali, ulawulo lwezimali neminye imiba eyayamene noku.
17. Andikhange ndichonge nanye imeko ebambekayo engasebenzisaniyo nemiba ecacileyo ngokwemithetho engundoqo nemiqathango njengokuba kubekiwe kwisazisi jikelele esikutshwe ngokwemimisele ye PAA.

Ulawulo lwangaphakathi

18. Ndibhengeza ulawulo lwangaphakathi njengoluyimfuneko kuphicotho lwam lwenkcazo yezimali, ingxelo yokwenza yonyaka kunye nokusebenzisana nemithetho nemiqathango.
19. Andikhange ndifumane ziphene kulawulo lwangaphakathi, nto leyo endibangela ndibone kubalulekile ukuba ndiyikhankanye kule ngxelo.

EZINYE IINGXELO

Uphando

20. Uphando lwenziwe yiYunithi yophando lwe Forensic ngokwesicelo segosa lobalo ukufumanisa ukungaziphathi kakuhle ngokwezimali ngabasebenzi kwinkqubo yentengo ngexesha lonyaka ophelileyo, ethi ikhokelele kwinkcitho enxamnye nomthetho. Uphando belusaqhuba ngexesha lomhla wengxelo.

Auditor - General
EKapa
31 Julayi 2013



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Ukwabelwa ngokwenkqubo									
2012/13								2011/12	
Inkczelo Ngokubekelwa	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luke R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukunga- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
1. ULAWULO									
Intlawulo yangoku	25 824	–	(2 032)	23 792	23 749	43	99.8%	19 739	19 739
Utshintshelo nenkxaso	14	–	–	14	14	–	100.0%	44	44
Intlawulo yenkunzi yezinto ezinokuthengiseka	1 448	–	–	1 488	1 447	1	99.9%	950	950
Intlawulo yezinto ezinokuthengiseka zemali	–	–	–	–	–	–	–	32	32
	27 286	–	(2 032)	25 254	25 210	44		20 765	20 765
2. IINKONZO ZOPHUHLISO LEZOQOQOSHO EZIDITYANISIWEYO									
Intlawulo yangoku	28 217	(1 041)	–	27 176	27 176	–	100.0%	23 347	23 347
Utshintshelo nenkxaso	19 760	1 041	3 025	23 826	23 826	–	100.0%	27 900	27 900
Intlawulo yenkunzi yezinto ezinokuthengiseka	320	–	–	320	304	16	95.0%	525	525
Intlawulo yezinto ezinokuthengiseka zem	–	–	–	–	–	–	–	10	10
	48 297	–	3 025	51 322	51 306	16		51 782	51 782
3. URHWEBO NOPHUHLISO LWECANDELO									
Intlawulo yangoku	45 359	(4 026)	(993)	40 340	40 340	–	100.0%	24 425	23 706
Utshintshelo nenkxaso	57 710	3 925	–	61 635	60 655	980	98.4%	44 557	44 557
Intlawulo yenkunzi yezinto ezinokuthengiseka	200	101	–	301	301	–	100.0%	274	274
	103 269	–	(993)	102 276	101 296	980		69 256	68 537
4. UMMISELO WAMASHISHINI NOLAWULO									
Intlawulo yangoku	9 606	(1)	339	9 944	9 944	–	100.0%	18 554	18 554
Utshintshelo neenkxaso	24 761	1	–	24 762	24 762	–	100.0%	–	–
Intlawulo yenkunzi yezinto ezinokuthengiseka	165	–	–	165	114	51	69.1%	467	467
	34 532	–	339	34 871	34 820	51		19 021	19 021

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Ukwabelwa ngokwenkqubo									
2012/13								2011/12	
Inkczelo Ngokubekelwa	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luko R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
5. UCWANGCISO LWEZOQOQOSHO									
Intlawulo yangoku	15 604	(1)	1 081	16 684	16 684	–	100.0%	14 282	14 144
Utshintshelo nenkxaso	7 859	1	–	7 860	7 860	–	100.0%	500	500
Intlawulo yezinto ezinokuthengiseka zemali	216	–	–	216	193	23	89.4%	150	150
	23 679	–	1 081	24 760	24 737	23		14 932	14 794
6. UKHENKETHO, UBUGCISA NEZOLONWABO									
Intlawulo yangoku	18 274	(11)	(1 104)	17 159	17 158	1	100.0%	15 658	15 542
Utshintshelo nenkxaso	33 028	11	–	33 039	33 039	–	100.0%	46 900	46 900
Intlawulo yenkunzi yezinto ezinokuthengiseka	200	–	–	200	133	67	66.5%	381	381
Intlawulo yezinto ezinokuthengiseka zemali	15	–	–	15	15	–	100.0%	–	–
	51 517	–	(1 104)	50 413	50 345	68		62 939	62 823
7. UPHUHLISO LWEZAKHONO NEZINTO EZINTSHA									
Intlawulo yangoku	14 638	(385)	(316)	13 937	13 937	–	100.0%	3 749	3 741
Utshintshelo nenkxaso	12 280	385	–	12 665	12 665	–	100.0%	14 300	14 300
Intlawulo yenkunzi yezinto ezinokuthengiseka	87	–	–	87	28	59	32.2%	326	326
	27 005	–	(316)	26 689	26 630	59		18 375	18 367
IYONKE	315 585	–	–	315 585	314 344	1 241	99.6%	257 070	256 089
Ukuvumelanisa nenkcazo yezinto ezenziwe ngezimali									
DIBANISA									
Iziliphu zeSebe				12 229				5 484	
Esona sixa mali ngokwenkcazo yezinto ezenziwe ngemali (Ingeniso iyonke)				327 814				262 554	
Esona sixa mali ngokwenkcazo yezinto ezenziwe ngemali (Inkcitho iyonke)					314 344				256 089

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Ukwabelwa ngokokuhlelwa kwezeqoqosho									
2012/13								2011/12	
	Ukwa- belwa okulun- gisiweyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luko R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukunga- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
Iintlawulo zangoku									
Imbuyekezo yabasebenzi	83 866	(808)	(2 762)	80 296	80 253	43	99.9%	75 016	74 970
Impahla neenkonzo	73 655	(4 656)	(263)	68 736	68 734	2	100.0%	44 735	43 800
Inzala kunye nokurenta umhlaba	1	(1)	-	-	-	-	-	3	3
Utshintshelo nenkxaso									
AmaPhondo Nomasipala	-	-	-	-	-	-	-	1 000	1 000
Ii-Arente zeSebe nee-Akhawunti	78 261	2 763	-	81 024	81 024	-	100.0%	52 395	52 395
Ii-Dynivesiti neeTekhnikhoni	10 980	(10 980)	-	-	-	-	-	1 400	1 400
Amaqumrhu oLuntu namashishini abucala	4 000	1 329	3 025	8 354	8 354	-	100.0%	27 300	27 300
Imibutho engenzi ngeniso	61 032	12 228	-	73 260	72 280	980	98.7%	51 196	51 196
Amakhaya	1 140	24	-	1 164	1 164	-	100.0%	910	910
Iintlawulo zenkunzi yempahla enokuthengiseka									
Oomatshini kunye nezixhobo	2 635	58	-	2 693	2 477	216	92.0%	2 806	2 806
Uluhlu lwezinto ezi-fakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	-	43	-	43	43	-	100.0%	267	267
Iintlawulo zezinto ezi-nokuthengiseka zemali	15	-	-	15	15	-	100.0%	42	42
Iyonke	315 585	-	-	315 585	314 344	1 241	99.6%	257 070	256 089

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Inkcukacha ngeNkqubo 1 – ULAWULO yonyaka ophele nge 31 Matshi 2013									
2012/13								2011/12	
Inkcukacha ngenkqutyan	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
1.1 I-OFISI YE									
Inflawulo yangoku	3 221	(314)	–	2 907	2 907	–	100.0%	2 236	2 236
Inflawulo yenkunzi yezinto ezinokuthengiseka	569	10	–	579	579	–	100.0%	23	23
1.2 ULAWULO LWEZEMALI									
Inflawulo yangoku	20 187	1 128	(2 032)	19 283	19 240	43	99.8%	16 198	16 198
Utshintshelo nenkxaso	14	–	–	14	14	–	100.0%	–	–
Inflawulo yenkunzi yezinto ezinokuthengiseka	829	39	–	868	868	–	100.0%	867	867
Inflawulo yezinto ezinokuthengiseka zemali	–	–	–	–	–	–	–	32	32
1.3 IINKONZO ZEMBUMBA									
Inflawulo yangoku	2 416	(814)	–	1 602	1 602	–	100.0%	1 305	1 305
Utshintshelo nenkxaso	–	–	–	–	–	–	–	44	44
Inflawulo yenkunzi yezinto ezinokuthengiseka	50	(49)	–	1	–	1	–	60	60
IYonke	27 286	–	(2 032)	25 254	25 210	44	99.8%	20 765	20 765

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Inkcukacha ngeNkqubo 1 – ULAWULO yonyaka ophele nge 31 Matshi 2013									
2012/13								2011/12	
Inkqubo 1 ngokuhlelwa kwezoQoqosho	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luke R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukunga- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
Intlawulo zangoku									
Imbuyekezo yabasebenzi	16 901	1 008	(2 032)	15 877	15 834	43	99.7%	14 209	14 209
Iimpahla kunye neenkozo	8 923	(1 008)	-	7 915	7 915	-	100.0%	5 529	5 529
Inzala kunye nerente yomhlaba	-	-	-	-	-	-		1	1
Utshintshelo nenkxaso									
Amakhaya	14	-	-	14	14	-	100.0%	44	44
Intlawulo yenkuzi yezinto ezinokuthengiseka									
Oomatshini kunye nezixhobo	1 448	(17)	-	1 431	1 430	1	99.9%	709	709
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	-	17	-	17	17	-	100.0%	241	241
Intlawulo yezinto ezinokuthengiseka ngemali	-	-	-	-	-	-		32	32
Iyonke	27 286	-	(2 032)	25 254	25 210	44	99.8%	20 765	20 765

INKCAZO YOLWABIWO YONYAKA OPHELE NGE 31 MATSHI 2013

Inkcukacha ngeNkqubo 2 – IINKONZO ZOPHUHLISO LEZOQOQOSHO OLUDITYANISIWEYO yonyaka ophele nge 31 Matshi 2013

Inkcukacha ngenkqutyana	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenje % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
2.1 UPHUHLISO LWAMASHISHINI									
Inflawulo yangoku	9 758	(293)	–	9 465	9 465	–	100.0%	8 997	8 997
Utshintshelo nenkxaso	16 755	–	–	16 755	16 755	–	100.0%	19 050	19 050
Inflawulo yenkunzi yezinto ezinokuthengiseka	78	(15)	–	63	61	2	96.8%	200	200
2.2 UPHUHLISO LWEZOQOQOSHO LOMMANDLA NASEKHAYA									
Inflawulo yangoku	6 442	(219)	–	6 223	6 223	–	100.0%	5 311	5 311
Utshintshelo nenkxaso	3 000	1 029	3 025	7 054	7 054	–	100.0%	4 000	4 000
Inflawulo yenkunzi yezinto ezinokuthengiseka	78	(27)	–	51	38	13	74.5%	132	132
Inflawulo yezinto ezinokuthengiseka zemali	–	–	–	–	–	–	–	3	3
2.3 UKUGUNYAZISWA KWEZOQOQOSHO									
Current payment	5 798	(428)	–	5 370	5 370	–	100.0%	5 887	5 887
Transfers and subsidies	5	12	–	17	17	–	100.0%	–	–
Payment for capital assets	108	11	–	119	118	1	99.2%	102	102
2.4 UKUSETYENZISWA KWEMITHETHO NEMIMISELO NGOKUGQITHISAYO									
Inflawulo yangoku	4 279	78	–	4 357	4 357	–	100.0%	–	–
Inflawulo yenkunzi yezinto ezinokuthengiseka	30	(30)	–	–	–	–	–	–	–
2.5 ULAWULO: IINKONZO ZOPHUHLISO LWEZOQOQOSHO EZIDITYANISIWEYO									
Inflawulo yangoku	1 940	(179)	–	1 761	1 761	–	100.0%	3 152	3 152
Utshintshelo nenkxaso	–	–	–	–	–	–	–	4 850	4 850
Inflawulo yenkunzi yezinto ezinokuthengiseka	26	61	–	87	87	–	100.0%	91	91
Inflawulo yezinto ezinokuthengiseka zemali	–	–	–	–	–	–	–	7	7
Iyonke	48 297	–	3 025	51 322	51 306	16	100.0%	51 782	51 782

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Inkcukacha ngeNkqubo 2 – IINKONZO ZOPHUHLISO LEZOQOQOSHO OLUDITYANISIWEYO yonyaka ophele nge 31 Matshi 2013

Inkqubo 2 ngokuhlelwa kwezoQoqosho	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
Intlawulo zangoku									
Imbuyekezo zabasebenzi	15 270	(193)	–	15 077	15 077	–	100.0%	12 397	12 397
Iimpahla neenkondo	12 946	(847)	–	12 099	12 099	–	100.0%	10 950	10 950
Inzala kunye nerente yomhlaba	1	(1)	–	–	–	–	–	–	–
Utshintshelo nenkxaso									
Ii-Arente zeSebe kunye nee-akhawunti	4 500	–	–	4 500	4 500	–	100.0%	1 000	1 000
Amaqumrhu oLuntu namashishini abucala	4 000	1 029	3 025	8 054	8 054	–	100.0%	21 100	21 100
Amaziko angenzi ngeniso	11 255	–	–	11 255	11 255	–	100.0%	5 800	5 800
Amakhaya	5	12	–	17	17	–	100.0%	–	–
Intlawulo yenkunzi yezinto ezinokuthengiseka									
Oomatshini kunye nezixhobo	320	–	–	320	304	16	95.0%	525	525
Intlawulo yezinto ezinokuthengiseka zemali	–	–	–	–	–	–	–	10	10
Iyonke	48 297	–	3 025	51 322	51 306	16	100.0%	51 782	51 782

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Inkcukacha ngokweNkqubo 3 – URHWEBO KUNYE NECANDELO LOPHUHLISO yonyaka ophela nge 31 Matshi 2013

Inkcukacha nokwenkqutyana	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
3.1 URHWEBO NOKUNYUSA UTYALO MALI									
Inflawulo yangoku	–	–	–	–	–	–		14 956	14 956
Utshintshelo nenkxaso	18 500	–	–	18 500	18 500	–	100.0%	–	–
3.2 UPHUHLISO LWECANDELO									
Inflawulo yangoku	12 563	76	–	12 639	12 639	–	100.0%	9 780	9 741
Utshintshelo nenkxaso	32 007	350	–	32 357	32 077	280	99.1%	25 700	25 700
Inflawulo yenkunzi yezinto ezinokuthengiseka	100	(13)	–	87	87	–	100.0%	136	136
3.3 ISICWANGCISO-BUCHULE SAMANYATHELO OKUQALA									
Inflawulo yangoku	31 543	(3 911)	(993)	26 639	26 639	–	100.0%	12 835	12 164
Utshintshelo nenkxaso	7 203	3 575	–	10 778	10 078	700	93.5%	3 901	3 901
Inflawulo yenkunzi yezinto ezinokuthengiseka	50	104	–	154	154	–	100.0%	118	118
3.4 ULAWULO: URHWEBO KUNYE NOPHUHLISO LWAMASHISHINI									
Inflawulo yangoku	1 253	(191)	–	1 062	1 062	–	100.0%	1 810	1 801
Inflawulo yenkunzi yezinto ezinokuthengiseka	50	10	–	60	60	–	100.0%	20	20
Iyonke	103 269	–	(993)	102 276	101 296	980	99.0%	69 256	68 537

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Inkcukacha ngokweNkqubo 3 – URHWEBO KUNYE NECANDELO LOPHUHLISO yonyaka ophela nge 31 Matshi 2013									
2012/13								2011/12	
Inkqubo 3 ngokuhlela ezoQoqosho	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
Iintlawulo zangoku									
Imbuyekezo yabasebenzi	17 759	(663)	(993)	16 103	16 103	–	100.0%	12 473	12 466
Iimpahla neenkonzo	27 600	(3 363)	–	24 237	24 237	–	100.0%	11 951	11 239
Inzala nokurenta umhlaba	–	–	–	–	–	–		1	1
Utshintshelo neenkxaso									
Ii-Arente zeSebe kunye nee-Akhawunti	22 000	2 762	–	24 762	24 762	–	100.0%	14 956	14 956
Amaziko angenzi ngeniso	35 707	1 163	–	36 870	35 890	980	97.3%	29 601	29 601
Amakhaya	3	–	–	3	3	–	100.0%	–	–
Iintlawulo yenkunzi yezinto ezinokuthengiseka									
Oomatshini kunye nezixhobo	200	75	–	275	275	–	100.0%	274	274
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	–	26	–	26	26	–	100.0%	–	–
Iyonke	103 269	–	(993)	102 276	101 296	980	99.0%	69 256	68 537

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Inkcukacha ngokweNkqubo 4 – IMIMISELO YAMASHISHINI KUNYE NOLAWULO yonyaka ophela nge 31 Matshi 2013

Inkcukacha ngenkqutyana	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukushintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
4.1 UKHUSELEKO LOMTHENGI									
Inlawulo yangoku	9 606	(1)	76	9 681	9 681	–	100.0%	9 461	9 461
Inlawulo yenkunzi yezinto ezinokuthengiseka	165	–	–	165	114	51	69.1%	227	227
4.2 IMIMISELO YOTYWALA									
Inlawulo yangoku	–	–	263	263	263	–	100.0%	9 093	9 093
Utshintshelo neenkxaso	24 761	1	–	24 762	24 762	–	100.0%	–	–
Inlawulo yenkunzi yezinto ezinokuthengiseka	–	–	–	–	–	–	–	240	240
Iyonke	34 532	–	339	34 871	34 820	51	99.9%	19 021	19 021

Inkcukacha ngokweNkqubo 4 – IMIMISELO YAMASHISHINI KUNYE NOLAWULO yonyaka ophela nge 31 Matshi 2013

Inkqubo 4 ngokuhlala ezoQoqosho	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukushintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
Inlawulo zangoku									
Imbuyekezo zabasebenzi	7 072	(29)	263	7 306	7 306	–	100.0%	12 675	12 675
limpahla neenkonziso	2 534	28	76	2 638	2 638	–	100.0%	5 879	5 879
Utshintshelo neenkxaso									
Il-Arhente zeSebe kunye nee-akhawunti	24 761	1	–	24 762	24 762	–	100.0%	–	–
Inlawulo zenkunzi yezinto ezinokuthengiseka									
Oomatshini kunye nezixhobo	165	–	–	165	114	51	69.1%	441	441
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	–	–	–	–	–	–	–	26	26
Iyonke	34 532	–	339	34 871	34 820	51	99.9%	19 021	19 021

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Inkcukacha ngokweNkqubo 5 – UCWANGCISO LWEZOQOQOSHO yonyaka ophela nge 31 Matshi 2013

Inkcukacha ngokwenkqutyana	2012/13							2011/12	
	Ukwa-belwa okulungisiweyo R'000	Ukutshintshwa kwengxowa mali R'000	Umahluko R'000	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Inkcitho njenge % yokwabelwa kokugqibela %	Ukwa-belwa kokugqibela R'000	Eyona Nkcitho R'000
5.1 UMGAQONKQUBO NOCWANGCISO									
Inlawulo yangoku	1 253	444	–	1 697	1 697	–	100.0%	1 294	1 294
Utshintshelo neenkxaso	7 850	–	–	7 850	7 850	–	100.0%	–	–
Inlawulo yenkunzi yezinto ezinokuthengiseka	8	–	–	8	–	8	–	–	–
5.2 UPHANDO NOPHULISO									
Inlawulo yangoku	5 917	(214)	1 081	6 784	6 784	–	100.0%	4 155	4 143
Inlawulo yenkunzi yezinto ezinokuthengiseka	19	2	–	21	21	–	100.0%	12	12
5.3 ULAWULO LOLWAZI									
Inlawulo yangoku	2 704	158	–	2 862	2 862	–	100.0%	2 565	2 469
Inlawulo yenkunzi yezinto ezinokuthengiseka	118	34	–	152	147	5	96.7%	46	46
5.4 UKUJONGA NOKUHLOLA									
Inlawulo yangoku	2 767	(134)	–	2 633	2 633	–	100.0%	2 094	2 093
Utshintshelo neenkxaso	9	1	–	10	10	–	100.0%	–	–
Inlawulo yenkunzi yezinto ezinokuthengiseka	16	(15)	–	1	1	–	100.0%	22	22
5.5 ULAWULO									
Inlawulo yangoku	2 963	(255)	–	2 708	2 708	–	100.0%	4 174	4 145
Utshintshelo neenkxaso	–	–	–	–	–	–	–	500	500
Inlawulo yenkunzi yezinto ezinokuthengiseka	55	(21)	–	34	24	10	70.6%	70	70
Iyonke	23 679	–	1 081	24 760	24 737	23	99.9%	14 932	14 794

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Inkcukacha ngokweNkqubo 5 – UCWANGCISO LWEZOQOQOSHO Yonyaka ophele nge 31 Matshi									
2012/13								2011/12	
Inkqubo 5 ngokokuhlala kwezoQoqosho	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luko R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
lintlawulo zangoku									
Imbuyekezo yabasebenzi	9 792	(437)	–	9 355	9 355	–	100.0%	9 035	9 023
limpahla neenkonzob	5 812	436	1 081	7 329	7 329	–	100.0%	5 247	5 121
Utshintshelo neenkxaso									
Amaziko angenangeniso	7 850	–	–	7 850	7 850	–	100.0%	500	500
Amakhaya	9	1	–	10	10	–	100.0%	–	–
lintlawulo zenkunzi yezinto ezinokuthengiseka									
Oomatshini nezixhobo	216	–	–	216	193	23	89.4%	150	150
Iyonke	23 679	–	1 081	24 760	24 737	23	99.9%	14 932	14 794

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Inkcukacha ngokweNkqubo 6 – UKHENKETHO, UBUGCISA NEZOLONWABO Yonyaka ophela nge 31 Matshi 2013

Inkcukacha ngokwenkqutyana	2012/13							2011/12	
	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luko R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
6.1 ULAWULO: UKHENKETHO									
Inlawulo yangoku	3 648	(142)	-	3 506	3 506	-	100.0%	2 866	2 842
Inlawulo yenkunzi yezinto ezinokuthengiseka	55	-	-	55	27	28	49.1%	98	98
6.2 UKUKHULA KOKHENKETHO									
Inlawulo yangoku	4 978	(477)	-	4 501	4 500	1	100.0%	4 960	4 904
Utshintshelo neenkxaso	3	-	-	3	3	-	100.0%	2 500	2 500
Inlawulo yenkunzi yezinto ezinokuthengiseka	34	36	-	70	61	9	87.1%	102	102
6.3 UKUTHATH'INKXAXHEBA KUKHENKETHO									
Inlawulo yangoku	7 898	572	(1 104)	7 366	7 366	-	100.0%	6 392	6 356
Utshintshelo neenkxaso	1 100	11	-	1 111	1 111	-	100.0%	866	866
Inlawulo yenkunzi yezinto ezinokuthengiseka	70	(24)	-	46	16	30	34.8%	160	160
Inlawulo yezinto ezinokuthengiseka zemali	15	-	-	15	15	-	100.0%	-	-
6.4 UMBUTHO WENTENGISO EKUSINGWA KUWO									
Utshintshelo neenkxaso	25 000	-	-	25 000	25 000	-	100.0%	35 439	35 439
6.5 UBUGCISA BORHWEBO KUNYE NEZOLONWABO									
Inlawulo yangoku	1 750	36	-	1 786	1 786	-	100.0%	1 440	1 440
Utshintshelo neenkxaso	6 925	-	-	6 925	6 925	-	100.0%	8 095	8 095
Inlawulo yenkunzi yezinto ezinokuthengiseka	41	(12)	-	29	29	-	100.0%	21	21
Iyonke	51 517	-	(1 104)	50 413	50 345	68	99.9%	62 939	62 823

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Inkcukacha ngokweNkqubo 6 – UKHENKETHO, UBUGCISA NEZOLONWABO Yonyaka ophela nge 31 Matshi 2013									
2012/13								2011/12	
Inkqubo 6 ngokuhlela kwezoQoqosho	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luke R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
Current payments									
Imbuyekezo yabasebenzi	12 877	(541)	–	12 336	12 336	–	100.0%	11 205	11 178
limpahla neenkonziso	5 396	530	(1 104)	4 822	4 821	1	100.0%	4 452	4 363
Inzala kunye nerenti yomhlaba	–	–	–	–	–	–		1	1
Utshintshelo neenkxaso									
AmaPhondo noMasipala	–	–	–	–	–	–		1 000	1 000
li-arente zeSebe kunye nee-akhawunti	27 000	–	–	27 000	27 000	27 000	100.0%	36 439	36 439
Amaziko angenangeniso	4 920	–	–	4 920	4 920	4 920	100.0%	8 595	8 595
Amakhaya	1 109	11	–	1 120	1 120	–	100.0%	866	866
Iintlawulo zenkunzi yezinto ezinokuthengiseka									
Oomatshini nezixhobo	200	–	–	200	133	67	66.5%	381	381
Iintlawulo zezinto ezinokuthengiseka zemali	15	–	–	15	15	–	100.0%	–	–
Iyonke	51 517	–	(1 104)	50 413	50 345	68	99.9%	62 939	62 823

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Inkcukacha ngokweNkqubo 7 – UPHUHLISO LWEZAKHONO KUNYE NOKUQALISA IZINTO EZINTSHA Yonyaka ophele nge 31 Matshi 2013

2012/13								2011/12	
Inkcukacha ngokwenkqutyana	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luke R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
7.1 UKULUNGELELANISA IZAKHONO ZEPHONDO									
Inflawulo yangoku	2 546	(120)	(316)	2 110	2 110	–	100.0%	1 630	1 622
Utshintshelo neenkxaso	1 300	385	–	1 685	1 685	–	100.0%	500	500
Inflawulo yenkunzi yezinto ezinokuthengiseka	4	6	–	10	10	–	100.0%	213	213
7.2 UPHUHLISO LWABASEBENZI									
Inflawulo yangoku	9 935	(46)	–	9 889	9 889	–	100.0%	516	516
Utshintshelo neenkxaso	10 980	–	–	10 980	10 980	–	100.0%	12 400	12 400
Inflawulo yenkunzi yezinto ezinokuthengiseka	45	(6)	–	39	1	38	2.6%	48	48
7.3 UKWENZA IZINTO EZINTSHA									
Inflawulo yangoku	844	29	–	873	873	–	100.0%	641	641
Utshintshelo neenkxaso	–	–	–	–	–	–	–	1 400	1 400
Inflawulo yenkunzi yezinto ezinokuthengiseka	15	–	–	15	–	15	–	13	13
7.4 ULAWULO: UPHUHLISO LWEZAKHONO									
Inflawulo yangoku	1 313	(248)	–	1 065	1 065	–	100.0%	962	962
Inflawulo yenkunzi yezinto ezinokuthengiseka	23	–	–	23	17	6	73.9%	52	52
Iyonke	27 005	–	(316)	26 689	26 630	59	99.8%	18 375	18 367

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Inkcukacha ngokweNkqubo 7 – UPHUHLISO LWEZAKHONO KUNYE NOKUQALISA IZINTO EZINTSHA Yonyaka ophele nge 31 Matshi 2013

Nkqubo 7 ngokohlela lwezoQoqosho	2012/13							2011/12	
	Ukwa- belwa okulun- gisiw- eyo R'000	Ukut- shint- shwa kweng- xowa mali R'000	Umah- luko R'000	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000	Ukung- vani R'000	Inkcitho njenge % yok- wabelwa kokugqi- bela %	Ukwa- belwa kokugqi- bela R'000	Eyona Nkcitho R'000
Iintlawulo zangoku									
Imbuyekezo yabasebenzi	4 195	47	–	4 242	4 242	–	100.0%	3 022	3 022
Iimpahla neenkonzelo	10 444	(432)	(316)	9 696	9 695	1	100.0%	727	719
Utshintshelo neenkxaso									
IiDyunivesithi neeTekhnikhoni	10 980	(10 980)	–	–	–	–		1 400	1 400
Amaqumrhu woLuntu namashishini abucala	–	300	–	300	300	–	100.0%	6 200	6 200
Amaziko angenangeniso	1 300	11 065	–	12 365	12 365	–	100.0%	6 700	6 700
Iintlawulo zenkunzi yezinto ezinokuthengiseka									
Oomatshini nezixhobo	86	–	–	86	28	58	32.6%	326	326
Iyonke	27 005	–	(316)	26 689	26 630	59	99.8%	18 375	18 367

1. INKCUKACHA YOTSHINTSHELO NEENKXASO NGOKOMTHETHO WOKWABELWA (EMVA KWEVERIMENTE)

Inkcukacha ngoluthengiselwano inokubonwa kwinqaku 7 kuTshintshelo neenkxaso, amaqaku okuxela kunye nesihlomelo 1 (A-F) kwinkcazo zeMali zoNyaka.

2. INKCUKACHA ZEMALI EVOTELWE UKUBEKELWA NGOKUKODWA NANGOKUKHETHEKILEYO (EMVA KOMAHLUKO)

Inkcukacha ngoluthengiselwano inokubonwa kwinqaku 1 (Ubekelwa koNyaka) kwinkcazo zeMali zoNyaka.

3. INKCUKACHA YEENTLAWULO ZEZINTO EZINOKUTHENGISEKA ZEMALI

Inkcukacha ngoluthengiselwano ngokwenkqubo inokubonwa kwinqaku 6 ngeentlawulo lwezinto ezinokuthengiseka zemali kwinkcazo zeMali zoNyaka .

4. IINGCACISO NGOKWEZINTO EZINGAVANIYO UKUSUSELA KWIIMALI EZIVOTELWEYO (EMVA KWE VIREMENTE)

4.1 Ngokwenkqubo

	Ukwabelwa kokugqibela R'000	Eyona Nkcitho R'000	Ukungavani R'000	Ukungavani njenge % yokwabelwa kokugqibela
Ulawulo	25 254	25 210	44	0.17%
Iinkonzo Zophuhliso Lwezoqoqosho Ezidityanisiweyo	51 322	51 306	16	0.03%
UPhuhliso loShishino noRhwebo	102 276	101 296	980	0.96%
Utshintshilwano kunye neenkxaso – Ukunyuswa kweKapa: Iprojekti yokuloba eliNxwemeni ayifezekiswanga. Iziko loPhuhliso leNtshona Koloni eliyi Aquaculture lifezekisa iprojekti kunyaka mali ka 2013/14 kwaye ukuqengqeleka kwayo sele kuceliwe.				
Ummiselo Weshishini Nolawulo	34 871	34 820	51	0.15%
Isicwangciso Sezoqoqosho	24 760	24 737	23	0.09%
Ukhenketho, Ubugcisa Nezolonwabo	50 413	50 345	68	0.13%
UPhuhliso Lwezakhono Nokwenza Izinto Ezintsha	26 689	26 630	59	0.22%

4.2 Ngokokuhlela kwezoqoqosho

	Ukwabelwa kokugqibela R'000	Eyona nkcitho R'000	Ukungavani R'000	Ukungavani njenge % yokwabelwa kokugqibela
Intlawulo zangoku				
Imbuyekezo zabasebenzi	80 296	80 253	43	0.05%
Iimpahla neenkonziso	68 736	68 734	2	0.00%
Uthsintshelo neenkxaso				
Ii-arente zeSebe nee-akhawunti	81 024	81 024	-	0.00%
Amaqumrhu oLuntu namashishini abucala	8 354	8 354	-	0.00%
Amaziko anganangeniso	73 260	72 280	980	1.34%
Amakhaya	1 164	1 164	-	0.00%
Intlawulo zenkunzi yezinto ezinokuthengiseka				
Oomatshini nezixhobo	2 693	2 477	216	8.02%
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	43	43	-	0.00%
Intlawulo zezinto ezinokuthengiseka	15	15	-	0.00%

Ukugcina kuTshintshelo neenkxaso: Ngenxa yokuNkuswa kweKapa – iprojekti yokuLoba eluNxwemeni ayifezekiswanga. Iziko loPhuhliso leNtshona Koloni eliyi Aquaculture lifezekisa iprojekti kunyaka mali ka 2013/14 kwaye ukuqengeleka kwayo sele kuceliwe kunoNdyabo wePhondo.

Intlawulo zezinto ezinokuthengiseka: Ukunqongophala kokungabikho kwezinto ezinokuthengiseka kubathengisi phambi kokuphela konyaka.

INKCAZO YOKWENZIWA NGEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

UKWENZA	Inqaku	2012/13 R'000	2011/12 R'000
INGENISO			
Ukubekelwa konyaka	1	315 585	257 070
Ingeniso yeSebe	2	12 229	5 484
INGENISO IYONKE		327 814	262 554
INKCITHO			
Inkcitho yangoku			
Imbuyekezo yabasebenzi	3	80 253	74 970
Iimpahla neenkonzo	4	68 734	43 800
Inzala nerenti yomhlaba	5	-	3
Inkcitho yangoku iyonke		148 987	118 773
Utshintshelo neenkxaso			
Utshintshelo neenkxaso	7	162 822	134 201
Utshintshelo luLonke neenkxaso		162 822	134 201
Inkcitho yezinto ezinokuthengiseka			
Izinto ezinokuthengiseka ezichukumisekayo	8	2 477	2 806
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	8	43	267
Inkcitho iyonke yezinto ezinokuthengiseka		2 520	3 073
Iintlawulo zezinto ezinokuthengiseka zemali	6	15	42
INKCITHO IYONKE		314 344	256 089
INTSHIYEKELA YONYAKA		13 470	6 465
Ukuvumelelanisa intsalela yeNtsiyekela yonyaka			
Iingxowa-mali ezivotelweyo		1 241	981
Ingeniso yeSebe neziliphi ze NRF	14	12 229	5 484
INTSHIYEKELA YONYAKA		13 470	6 465

INKCAZO YOBUME BEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

ISIKHUNDLA	Inqaku	2012/13 R'000	2011/12 R'000
IZINTO EZINOKUTHENGISEKA			
Izinto ezinokuthengiseka zangoku		1 462	6 558
Imali nokulingana nemali	9	926	5 890
Iintlawulo zangethuba neminyuselo efunyenweyo	10	25	10
Ezifunyenweyo	11	511	658
Izinto ezinto ezinokuthengiseka engezozangoku		142 000	142 000
Ukuzalisa imali	12	142 000	142 000
IZINTO EZINOKUTHENGISEKA ZIZONKE		143 462	148 558
IIMFANELO			
Iimfanelo zangoku		1 306	6 516
Ingxowa mali ezivotelweyo ezizakunikezelwa kwiNngxowa mali yeNgeniso	13	1 241	981
Ingeniso yeSebe neziliphu ze NRF ezizakunikezelwa kwiNngxowa mali yeNgeniso	14	60	67
Ukutsala ngokuqgithisayo eBhankini Bank overdraft	15	-	5 443
Ezihlawulekayo	16	5	25
IIMFANELO ZIZONKE		1 306	6 516
INTSALELA YEZINTO EZINOKUTHENGISEKA		142 156	142 042
Imelwe yi:			
Ukubekela njengenkunzi eshishinini		142 000	142 000
Ingeniso efumanekayo kwakhona		156	42
IYONKE		142 156	142 042

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

INTSALELA YEZINTO EZINOKUTHENGISEKA	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
INTSALELA YEZINTO EZINOKUTHENGISEKA			
Ukubekela njengenkunzi eshishinini			
Imali yokuvula		142 000	142 000
Imali yokuvula		142 000	142 000
Ingeniso enokufumaneka kwakhona			
Imali yokuvula		42	64
Utshintshelo:		114	(22)
Amatyala ahlaziyiweyo		4	-1
Amatyala afunyenweyo (efakiwe kwiziliphu zesebe)		-1	-21
Amatyala anyusiweyo		111	-
Imali yokuvula		156	42
IYONKE		142 156	142 042

INKCAZO YEMALI EQUKUQELAYO YONYAKA OPHELE NGE 31 MATSHI 2013

IMALI EQUKUQELAYO	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
IMALI EQUKUQELAYO KWIZINTO EZENZIWAYO			
Iziliphu		345 154	267 888
Ingxowa mali eyabelweyo yonyaka efunyenweyo	1.1	315 585	257 070
Ingeniso yeSebe efunyenweyo	2	29 569	10 818
Intsalela yehlile/(yenyukile) kwimali eyinkunzi yokusebenza		112	(405)
Enikezelwe kwiNgeniso yeNgxowa mali		(30 557)	(12 726)
Intlawulo zangoku		(148 987)	(118 773)
Intlawulo zezinto ezinokuthengseka zemali		(15)	(42)
Ukutshintshelwa neenkxaso ezibhatelweyo		(162 822)	(134 201)
Intsalela yemali equkuqelayo ekhoyo kwizinto ezenziwayo	17	2 885	1 741
IMALI EQUKUQELAYO KWIZINTO EZENZIWAYO ZOTYALO MALI			
Intlawulo eyinkunzi yezinto ezinokuthengiseka	8	(2 520)	(3 073)
Intsalela yemali equkuqelayo kwizinto ezenziwayo zotyalo mali		(2 520)	(3 073)
IMALI EQUKUQELAYO KWIZINTO EZENZIWAYO ZOKHUPHELO MALI			
Unyuso / (Ukwehla) kwintsalela yezinto ezinokuthengiseka		114	(22)
Intsalela yemali equkuqelayo kwizinto ezenziwayo zokhuphelo mali		114	(22)
Intsalela inyukile/(yehlile) kwimali nakwizinto ezilingana nemali		479	(1 354)
Imali nezilingana nemali ekuqaleni kwelixesha		447	1 801
Imali nezifana nemali ekupheleni kwelixesha	18	926	447

Inkcazo yeziMali iye yalungiselelwa ngokuhambiselana nalemigaqonkqubo elandelayo, ethe yenziwa ngokungagungqiyo kuzo zonke izinto ezibambekayo, ngaphandleni kukuba bekutshiwo ngenye indlela. Kodwa, apho kubekelwe khona nangentsingiselo, ulwazi olongezelelweyo luye laxelwa ukunyusa ukuba luncedo kweNkcazo zeMali kwaye nokuvumelana neemfuno ezisemthethweni zoMthetho woLawulo lweMali yoLuntu, uMthetho 1 ka 1999 (ngokuhlonyelwe nguMthetho 29 ka 1999), kunye neMimiselo kanoNdyabo ekhutshwe ngokwemiqathango yoMthetho noMthetho woLwahlulohlulo lweNgeniso, uMthetho 1 ka 2010.

1. UKUNIKEZELWA KWENKCAZO YEZIMALI

1.1 Isiseko samalungiselelo

Inkcazo zemali zilungiselelwe kwsiseko sobalo mali esilungisiweyo.

Phantsi kwesiseko, imiphumela yentengiselwano nezinye iziganeko ziyakanwa kwiingxelo zemali xa imali ithe yafunyanwa okanye yahlawulwa. Uku "Lungiswa" kusukela ekunakanweni kweemali ezithile kwinkcazo yezimali kwakhona nokuxabiseka kotyalo mali lwangaphandle neemali mboleko kunye nokunakana kwenzuzo nelahleko yalamaxabiso.

Ukongeza ulwazi olongezayo luyanikezelwa kumanqaku okuxela kwinkcazo yezimali apho kubonakala iluncedo kubasebenzisi benkcazo yezimali.

1.2 Ukunikezelwa kwemali yelizwe elithile

Yonke imali inikezelwe ngokwemali eyirandi (R) yelizwe loMzantsi Afrika ethi kwakhona ibe yimali esetyenziswa lisebe.

1.3 Ukwenza ngqukuva

Ngaphandle kutshiwo ngenye indlela onke amanani ezemali enziwe ngqukuva ukusondezwa kwiwaka elinye leeRandi (R'000).

1.4 Amanani okuthelekisa

Kwixesha elingaphambili ulwazi oluthelekisayo luye lanikezelwa kwinkcazo yezimali yalonyaka sikuwo. Apho kuyimfuneko amanani afakiweyo kwinkcazo yezimali yexesha elingaphambili athi ahlelwa kwakhona ukuqinisekisa ukuba ukumila ngendlela olunikezwe ngayo ulwazi iyavumelana nokumila kwinkcazo yezimali yalonyaka sikuwo.

1.5 Amanani okuthelekisa – Inkcazo ngokwabelwa

Ukuthelekisa phakathi kweyona mali kunye nokwabelwa kokugqibela ngokokuhlelwa okukhulu kwenkcitho kufakiwe kwinkcazo yokwabelwa.

2. INGENISO

2.1 Inxowa mali eyobelweyo

Inxowa mali ebekelweyo yenziwe ukwabelwa kwamasebe kwaneentlawulo ezenziwe kwinxowa mali yengeniso (i.e. Ukubekelwa ngokomthetho).

Inxowa mali ebekelweyo iyanakanwa kwiingxelo yezimali ngomhla obekelwe ukubekelwa oko. Izilungiso ezenziwe ngokommiselo wokulungisa inkqubo yohlalo lwabiwo mali ziyakanwa kwiingxelo yezimali ngokomhla izilungiso ezenziwe ngazo.

Inxowa mali engasetyenziswanga iyanikizelwa kwiNdxowa Mali yeNgeniso yePhondo. Yonke imali etyalwa iNdxowa Mali yeNgeniso yePhondo ekupheleni konyaka mali iyanakanwa njengezibhatelweyo kwinkcazo yobume bezimali.

Nayiphina imali engenileyo kwiNdxowa Mali yeNgeniso yePhondo ekupheleni konyaka mali iyanakanwa njengefunyenweyo kwinkcazo yobume bezimali. in the statement of financial position.

2.2 Ingeniso yeSebe

Yonke ingeniso yeSebe iyanakanwa kwinkcazo yokwenza ngezimali xa ifunyenwe kwaye yethi yahlawulwa kwiNgxowa mali yeNgeniso yePhondo, ngaphanel kuchazwe ngenye indlela.

Nayiphina imali etyalwa kwiNgxowa Mali yeNgeniso yePhondo ekupheleni konyaka mali iyanakanwa njengebhatelweyo kwinkcazo yobume bezimali.

Akukho kongezeleko lwenziweyo lwemali efunyenweyo kumhla wokugqibela efunyenwe ngayo uyokuma ekupheleni kwexishesha lengxelo. Ezi mali zithi zixelwe kumanqaku okuxela kwinkcazo yezimali yonyaka.

2.3 Ukufunyanwa kwendyebo ethe ngqo

Konke ukufunyanwa kwendyebo ethe ngqo kuyanakanwa kwinkcazo yokwenza ngokwezimali xa imali ifunyenwe kwaqye ihlawulwe kwiNgxowa mali yeNgeniso kaZwelonke/ yePhondo, ngaphandle kuchazwe ngenye indlela.

Nayiphina imali etyalwa kwiNgxowa Mali yeNgeniso yePhondo ekupheleni konyaka mali iyanakanwa njengebhatelweyo kwinkcazo yobume bezimali.

2.4 Iintlawulo zeNdyebo ethe ngqo

Zonke iintlawulo zendyebo ethe ngqo ziyakananwa kwinkcazo yokwenza kwezimali xa ugunyaziso lokugqibela lwentlawulo luthe lwenzeka kwisixokelwano (kungadlulanga i- 31 Matshi yonyaka ngamnye).

2.5 Uncedo lokuncedisa

Uncedo lokuncedisa luyanakanwa njengengeniso xa lufunyenwe.

Lonke uncedo lokuncedisa lwesisa luyaxelwa ngobulungisa ngomhla olufunyenwe ngawo kwisihlomelo seNkcazo yeziMali yoNyaka.

Iintlawulo zemali ezenziwe ngexesha lonyaka onxulumene neprojekti yoncedo lokuncedisa ziyakananwa njengenkitho kwinkcazo yokwenza kwezimali xa ugunyaziso lokugqibela lwentlawulo lwenziwe kwisixokelwano (kungadlulanga i-31 Matshi kunyaka ngamnye).

Ixabiso lokuncedisa elichithwe phambi kokufunyanwa kwengxowa mali kuyanakanwa njengolufunyenweyo kwinkcazo yobume bezimali.

Iindleko ezingekho mgangathweni kusetyenziwa uncedo lokuncedisa kunye naziphina imali ezingasetyenziswa ziyakananwa njengezibhatelweyo kwinkcazo yobume bezimali.

Yonke ingxowa mali ye CARA efunyenweyo mayishicilelwe njengengeniso xa ingxowa mali ifunyenwe. Iintlawulo zemali ezenziweyo ngexesha lonyaka owayamana neeprojekti ze CARA ziyakananwa njengenkitho kwinkcazo yokwenza kwezimali xa ugunyaziso lokugqibela lwentlawulo lwenziwe kwisixokelelwano (kungadlulanga i-31 Matshi yonyaka ngamnye).

Iindleko ezingekho mgangathweni kusetyenziswa ingxowa mali ye CARA ziyakananwa njengezibhatalwayo kwinkcazo yobume bezimali. Nayiphina imali engasetyenziswa iyatshintshelwa kwingxowa mali egciniweyo njenokuba zinganikezelwanga kwingxowa mali yengeniso.

3. INKCITHO

3.1 Imbuyekezo yabasebenzi

3.1.1 Imivuzo nemivuzo eyaneleyo yokuphila

Imivuzo nemivuzo eyonele ukuphila idlekiwe kwinkcazo yokwenza kezimali xa ugunyaziso lokugqibela lwentlawulo lwenziwe kwisixokelelwano (kungadlulanga i-31 Matshi kunyaka ngamnye).

Ezinye iinzuzo zabasebenzi ezinyusa umthetho okhoyo okanye ukwenziwa kwezinyanzeliso kuxeliwe

kumanqaku okuxela kwinkcazo yezimali zinjalo kwaye azinakanwa kwinkcazo yokwenza yezimali okanye ubume bezimali.

Amxabiso abasebenzi azuzwa kwixabiso leprojekti eyinkunzi xa umsebenzi echitha ngaphezu kwe 50% yexesha lakhe kwiprojekti. Ezintlawulo zenza inxalenye yenkcitho yenkunzi yezinto ezinokuthengiseka kwinkcazo yokwenza yezimali.

3.1.2 Ukunikela ngokudlela ndawonye Social contributions

Ukunikela komqeshi kwizicwangciso zenzuzo yengqesho ngaphandle emsebenzini ngokuhlonipha abasebenzi abakhoyo kudlekiwe kwinkcazo yokwenza yezimali xa ugunyaziso lokugqibela lentlawulo lwenziwe kwisixokelwano (kungadlulanga i-31 Matshi kunyaka ngamnye).

Akukho sibonelelo senziweyo ngokwenzuzo zomhlalaphantsi kwinkcazo yezimali zesebe. Nazo naziphina iimfanelo ezinokuba khona zixeliwe kwinkcazo yezimali yeNgxowa Mali yeNgeniso kaZwelonke kodwa hayi kwinkcazo yezimali yomqeshi wesebe.

Ukunikela komqeshi okwenziwa lisebe lisenzela ababesaba kuba ngabasebenzi besebe abathile (ezinje ngenzuzo zokunyangwa) kuhlelwe njengotshintshelo kumakhaya kwinkcazo yobume bezimali.

3.2 Iimpahla neenkonz

Iintlawulo ezenziwe ngexesha lonyaka yeempahla kunye /okanye iinkonz ziyakanwa njenge nkcitho kwinkcazo yokwenza ngezimali xa ugunyaziso lokugqibela lusenziwa kwisixokelwano (ingadlulanga i-31 Matshi yonyaka ngamnye).

Inkcitho ihlelwe njenge nkunzi ukuba iimpahla kunye / okanye iinkonz bezifumaneka kwiprojekti engundoqo okanye ukuba lilonke ixabiso lokuthenga liyedlula kwiqondo lokusebenzisa njengenkunzi eshishinini (ekungoku yi R5,000). Zonke ezinye iinkcitho zihlelwe njengezangoku.

Irenti ebhatelelwe ukusetyenziswa kwezakhiwo okanye ezinye izinto ezingagungqiyo ihlelwe njengempahla neenkonz kunye hayi njenge renti yomhlaba.

3.3 Inzala nerenti yomhlaba

Inzala neentlawulo zerenti ziyakanwa njenge nkcitho kwinkcazo yokwenza ngezimali xa ugunyaziso lokugqibela lentlawulo lwenzekile kwisixokelwano (ingadlulanga i-31 Matshi kunyaka ngamnye). Lento iyayikhethe ukurenta kokusebenzisa izakhiwo okanye izinto ezingagungqiyo. Ukuba akwenzeki ukwehlula phakathi kwentlawulo yokusebenzisa umhlaba kunye nezinto ezingagungqiyo kuyo, imali yonke kufanelwe ishicilelwe phantsi kweempahla neenkonz.

3.4 Iintlawulo yezinto ezinokuthengiseka zemali

Amatyala ayacinywa xa athe achongwa njengangenakufumaneka kwakhona. Amatyala acinyiweyo aphelela kuphela kwimali yokonga kunye / okanye phantsi kwenkcitho kwemali ebekelweyo. Ukucinywa kwenzeka ekupheleni konyaka okanye xa imali ifumaneka. Akukho sibonelelo senziwayo ngemali engakwaziyo ukufumaneka kodwa uqikelelo luyafakwa kumanqaku okuxela kwinkcazo yezimali.

Zonke ezinye ilahleko ziyakanwa xa ugunyaziso lunikezelwe kokokunakanwa oko.

3.5 Utshintshelo neenkxaso

Utshintshelo neenkxaso ziyakanwa njengenkitho xa ugunyaziso lokugqibela lwentlawulo lwenziwe kwisixokelwano (Ingadlulanga i-31 Matshi yonyaka ngamnye).

3.6 Inkcitho engagunyaziswanga

Xa kuqinisekiswa inkcitho engagunyaziswanga iyanakanwa njengento enokuthengiseka kwinkcazo sobume bezimali kude kube leloxesha njengoba inkcitho ibe kanti ivunyiwe ligunya elililo, ifunyanwe kulomntu ubandakanyekayo okanye licinywe njengangenakufumaneka kwinkcazo yokwenza ngezimali.

Inkcitho engagunyaziswanga evunywe ngemali ayinakanwa kwinkcazo yobume bezimali xa inkcitho engagunyaziswanga ivunywa kwaye nemali enxulumeneyo ifumaneka.

Apho imali ethe yavunywa ngaphandle kwengxowa mali iye inakanwe njengencitho kwinkcazo yokwenza ngezimali ngomhla ochaziweyo emThethweni.

3.7 Inkcitho engenaziqhamo kwaye iyilahleko

Inkcitho enganaziqhamo kunye nokuba nelahleko iyanakanwa njengencitho kwinkcazo yokwenza ngezimali ngokumayela nobume bentlawulo kwaye hayi njengento eyahlukileyo ebusweni benkcazo. Ukuba inkcitho iyafumanekaiye iphathwe njengento enokuthengiseka kude kube kanti iyafumaneka kulomntu ubandakanyekayo okanye icinywe njengenakufumaneka kwinkcazo yokwenza ngezimali.

3.8 Inkcitho enxamnye nomthetho

Inkcitho enxamnye nomthetho iyanakanwa njengencitho kwinkcazo yokwenza yezimali. Ukuba inkcitho ayinyuselwa ngumgunyazisi ofanelekileyo iye iphathwe njengento enokuthengiseka kude kube kanti iyafumaneka okanye icinywe njengenakufumaneka kwakhona.

4. IZINTO EZINOKUTHENGISEKA

4.1 Imali nokulingana nemali

Imali nokufana nemali kuthwelwe kwinkcazo yobume yezimali ngexabiso.

Ukutsala ngokugqithisileyo ebhankini kuboniswe ngokwahlukeneyo kumphambili wenkcazo yobume ngezimali.

Ngenjongo yenkcazo ngemali equkuqelayo, imali kunye nokulingana nemali kwenziwa yimali esesandleni, imali ebekiweyo yaze yabanjwa, ezinye iindlela zokutyala zexesha elifutshane kunye nokutsala ebhankini ngokugqithisayo.

4.2 Ezinye izinto ezinokutheniseka zemali

Ezinye izinto ezinokuthengiseka zemali zithwelwe kwinkcazo yobume bezimali ngexabiso.

4.3 Iintlawulo zangaphambili nezenziwe phambi kwexesha

Imali ezibhatelweyo okanye ezihlawulwe phambi kwexesha ziyakananwa kwinkcazo yobume bezimali xa iintlawulo zenziwe kwaye zinganakanwa xa iimpahla neenkonziso zifunyanwa okanye imali isetyenzisiwe.

Iintlawulo zangaphambili kunye nezibhatalwa phambi kwexesha ezuthe zashiyekela ekupheleni konyaka ziyathwalwa kwinkcazo yobume bezimali ngexabiso.

4.4 Ezifunyenweyo

Ezifunyenweyo zafakwa kwinkcazo yobume bezimali zisuka kwiintlawulo eziyimali ezenzwe zafumaneka kwamanye amaqela (kuquka abasebenzi besebe) kwaye zenziwe zinganakanwa ngexesha lokufunyanwa okanye lokucinywa kwazo.

Ezifunyenweyo zaze zashiyekela ekupheleni konyaka ziyathwalwa kwinkcazo yobume bezimali ngexabiso lidibene nenzala eyongezekileyo. Imali enokuthi ingafumaneki zifakiwe kumanqaku okuxela.

4.5 Utyalo mali

Utyalo mali oluzuziweyo lubonakalisiwe ngexabiso kwinkcazo yobume bezimali.

Utyalo mali luvavanyelwa ilahleko yokuthothisa xesha ngalinye iziganeko okanye ukuguquka kweemeko kwalathisa ukuba utyalo lonokuthothiswa. Nayiphina ilahleko yokuthothisa ifakiwe kumanqaku okuxela.

4.6 Iimali mboleko

Iimali mboleko ziyakananwa kwinkcazo yobume bezimali xa imali ibhatelwe kulowo uxhamlayo. Iimali mboleko ezishiyekelyo ekupheleni konyaka ziyathwalwa kwinkcazo yobume bezimali ngexabiso lidibene nenzala eyongezelelweyo.

Imali ezinokungafumaneki zifakiwe kumanqaku okuxela.

4.7 Uluhlu lwempahla

Uluhlu lwempahla elifanelwe ukunakanwa kufuneka libonakaliswe ngokwexabiso. Apho uluhlu lwempahla lufumaneka ngokungena xabiso, okanye ukuqwalaseleka negama, amaxabiso azo ziyakuba lixabiso elilungileyo ngomhla wokufunyanwa kwazo.

Lonke uluhlu lwempahla ekupheleni konyaka luyaboniswa kusetyenziswa ixabiso lomndillili obekwe esikalini okanye ifomula yexabiso le FIFO.

4.8 Inkunzi yezinto ezinokuthengiseka

4.8.1 Izinto ezinokuthengiseka ezishukumayo

Unakano lokuqala

Inkunzi yezinto ezinokuthengiseka ishiculelwe kwirejista yezinto ezinokuthengiseka ngokufunyanwa kwalonto ngexabiso. Ixabiso lento enokuthengiseka ichazwa njengexabiso lilonke lenzuzo. Apho ixabiso lingenakuxelwa ngokuchanekileyo, inkunzi yezinto ezinokuthengiseka ezishukumayo ibekwa ngexabiso elilungileyo. Apho ixabiso elilungileyo lingenakuchazwa, inkunzi yezinto ezinokuthengiseka iyafakwa kwirejista yezinto ezinokuthengiseka nge R1.

Zonke izinto ezinokuthengiseka ezizuzwe phambi kwe 1 Apreli 2002 ziyafakwa kwirejista nge R1.

Okulandela unakano

Inkcitho elandelayo yobume bemali ishicilelwe kwinkcazo yokwenza ngezimali njenge "inkcitho yenkunzi yezinto ezinokuthengiseka" kwaye ifumaneka kwirejista yezinto ezinokuthengiseka yesebe ekugqityweni kweprojekti.

Ukulungiswa nokugcina kudleke njenge "mpahla neenkonz" zangoku kwinkcazo yokwenza ngezimali.

4.8.2 Izinto ezinokuthengiseka ezingashukumiyiyo

Unakano lokuqala

Inkunzi yento enokuthengiseka ishicilelwe ngokufunyanwa kwalonto ngexabiso. Apho ixabiso lingenakuchazwa ngokuchanekileyo, inkunzi yento enokuthengiseka ezingashukumiyiyo libekwe nge R1 ngaphandle kokuba ixabiso elilungileyo lento enokuthengiseka liye laqikelelwa ngokuthembekileyo.

Okulandela unakano

Umsebenzi oqhubekayo yobume bemali ushicilelwe kwinkcazo yokwenza kwezimali njenge "nkcitho yenkunzi yezinto ezinokuthengiseka". Xa kugqityiwe, ixabiso lilonke leprojekti lifakwa kwirejista yesebe elithi likwazi ukuphendula ngento enokuthengiseka.

Ukulungiswa nokugcina kudleke njenge "mpahla neenkonz" zangoku kwinkcazo yokwenza ngezimali.

4.8.3 Izinto ezinokuthengiseka ezingachukumisekiyo

Unakano lokuqala

Into enokuthengiseka engachukumisekiyo ishicilelwe kwirejista yezinto ezinokuthengiseka ngokufunyanwa kwalonto ngexabiso. Ixabiso lento enokuthengiseka engachukumisekiyo lichazwa njengexabiso lilonke lenzuzo. Apho ixabiso lingenakuchazwa ngokuchanekileyo, into enokuthengiseka engachukumisekiyo

libekwe ngexabiso elilungileyo. Apho ixabiso elilungileyo lingenakuchazwa, into enokuthengiseka engachukumisekiyo iyafakwa kwirejista yezinto ezinokuthengiseka nge R1.

Zonke izinto ezinokuthengiseka ezingachukumisekiyo ezifunyenwe phambi kwe 1 Apreli 2002 zinokufakwa kwirejista yezinto ezinokuthengiseka nge R1.*

Okulandela inkcitho

Okulandela inkcitho yobume bemali kushicilelwe kwinkcazo yokwenza yezimali njenge "nkcitho yenkunzi yento enokuthengiseka" kwaye iyafumaneka kwirejista yezinto einokuthengiseka yesebe.

Ukugcina kudleke njenge "mpahla neenkonz" zangoku kwinkcazo yokwenza yezimali.

5. IIMFANELO

5.1 Ezibhatalekayo

Ebhatalekayo zibe zinakanwa zenziwe kanye zimbumba zemali ezityalwa kwezinye izinto ezikhoyo zikharhulumente. Ezibhatalekayo ziyathwalwa ngexabiso kwinkcazo yobume bezimali.

5.2 Iimfanelo ezithandabuzekayo

Iimfanelo ezithandabuzekayo zifakiwe kumanqaku okuxela kwinkcazo yezimali xa kusenzeka ukuba inzuzo ngezoqoqosho iyakuvela esebeni, okanye xa ukuqukuqela kwangaphandle kwenzuzo yezoqoqosho okanye inkonzo isenoku mhlawumbi kodwa ingenakulinganiselwa ngokuthembekileyo.

5.3 Izinto ezinokuthengiseka ezithandabuzekayo

Izinto ezinokuthengiseka ezithandabuzekayo zifakiwe kumanqaku okuxela kwinkcazo yezimali xa kunokuthi mhlawumbi ukuba ukuqukuqela phakathi kwenzuzo yezoqoqosho kuyakuqukuqela kwinto ekhoyo.

5.4 Izibophelelo

Izibophelelo azinakanwa kwinkcazo yobume bezimali njenge mfanelo okanye inkcitho kwinkcazo yokwenza ngezimali kodwa kizifakiwe kumanqaku okuxela.

5.5 Izongezeleleko

Izongezeleleko azinakanwa kwinkcazo yobume bezimali njenge mfanelo okanye inkcitho kwinkcazo yokwenza ngezimali kodwa zifakiwe kumanqaku okuxela.

5.6 Iinzuzo zomsebenzi

Iinzuzo zomsebenzi zexesha elifutshane ezinika ukwenyuka komthetho okhoyo okanye ukwakhiwa kwesinyanzeliso zixeliwe kumanqaku okuxela kwinkcazo yezimali. Ezi mali azinakanwa kwinkcazo yokwenza ngezimali okanye kwinkcazo yobume bezimali.

5.7 Izibophelelo zengqeshiso

Ingqeshoso ngezimali

Ingqeshiso ngezimali ayinakanwa njengezinto ezinokuthengiseka kunye neemfanelo kwinkcazo yobume bezimali. Iintlawulo zengqeshiso ngezimali ziyakanwa njenge nkunzi yenkcitho kwinkcazo yokwenza ngezimali kwaye ayabelwanga phakathi kwenkunzi kunye nezahlulo zenzala. Iintlawulo yengqeshiso yezimali iyonke ixeliwe kumanqaku okuxela kwinkcazo zemali.

Ingqeshiso esebenzayo

Iintlawulo zengqeshiso esebenzayo ziyakanwa njengenkcitho kwinkcazo yokwenza ngezimali. Izibophelelo zengqeshiso ezisebenzayo zixeliwe kumanqaku okuxela kwinkcazo yezimali.

5.8 Ukuthothisa

Isebe livavanya ukuthothisa apho kukho isalathisi sokuba ezifunyanwayo, imali mboleko okanye utyalo mali zinokuthothiswa. Ukuxabisa ukuba ingaba kukho isalathisi sokuthothisa okunokwenzeka kwenziwa ngawo wonke umhla wengxelo. Uqikelelo luyenziwa kwimali mboleko ezithandabuzekayo nakwezifumanekayo ngokusekelwe ekuhlolweni kwazo zonke izambuku zemali ezishiyekeleyo ekupheleni konyaka. Izithothiso kutyalo mali zibalwa njenomahluko phakathi kwesambuku semali esithwelweyo kunye nexabiso langoku zemali equkuqelayo elindeleke kwixesha elizayo/ inkonzo enokubakho iqukuqela isikuka kwisixhobo.

5.9 Izibonelelo

Izibonelelo zixelwa xa kukho umthetho okhoyo okanye ukuqulunqwa kwesinyanzeliso sokuphulukana iinzuzo ngokwezoqoqosho ngokukhokelela kwiziganeko zexesha eligqithileyo kwaye kusenokufan' ukuba ukuqukuqelela ngaphandle kobuqili kuqulethwe iinzuzo ngokwezoqoqosho kuyakufuneka kumiswe isinyanzeliso kwaye noqikelelo olithembekileyo lwesinyanzeliso lunokwenziwa.

6. EZIFUNYENWEYO NGENGENISO YESEBE

Ezifunyenweyo ngengeniso yesebe zixeliwe kumanqaku okuxela kwinkcazo yonyaka yezimali. Ezi zifunyenweyo ziyacinywa xa zichongeke ngezingenakufumaneka kwaye zichazwa ngokwahlukana.

7. INTSALELA YEZINTO EZINOKUTHENGISEKA

7.1 Uvimba osetyenziswa njengenkunzi eshishinini

Uvimba osetyenziswa njengenkunzi eshishinini wenziwa zizinto ezinokuthengiseka zemali kwaye/ okanye iimfanelo ezisuka kwixesha lengxelo elingaphambili kodwa abe enakanwa kwinkcazo yobume bezimali okokuqala kwelixesha langoku lengxelo. Izambuku zemali ziyanakanwa koovimba abasetyenziswa njengenkunzi eshishinini xa zichongeke kwixesha langoku kwaye zitshintshelwa kwiNgxowa mali yeNgeniso kaZwelonke/yePhondo xa lonto enokuthengiseka iveziwe kwaye nemali enxulumeneyo ifunyenwe.

7.2 Ingeniso efunyanwayo kwakhona

Izambuku zemali ziyanakanwa njengengeniso efunyanwayo kwakhona za intlawulo eyenziweyo kunyaka mali odlulileyo ithi ifunyanwe kulowo utyalayo kunyaka mali omiyo. Izambuku zemali zithi zitshintshelwe kwiNgxowa Mali yeNgeniso kaZwelonke/ yePhondo xa zifunyanwa okanye zitshintshelwe kwinkcazo yokwenza ngezimali xa zicinyiwe.

8. INTENGISELWANO ENXULUMENE NEQELA

Ulwazi olulodwa ngokumayela kwintengiselwano nonxulumano neqela ifakiwe kumanqaku okuxela.

9. ABASEBENZI BOLAWULO ABANGUNDOQO

Imbuyekezo ebhatelwe abasebenzi bolawulo abangundoqo kuquka namalungu osapho wabo apho kufaneleke khona, ifakiwe kumanqaku okuxela.

10. UBUDLELWANE BOKUSEBENZISANA KOLUNTU NABABUCALA

Inkcazelo ngolungiselelo lwe PPP, iindleko zekontrakti kunye nenkcitho eyinkuzi neyangoku ngokumayela nolungiselelo lwe PPP ifakiwe kumanqaku okuxela.

AMANQAKU KWINKCAZO YONYAKA YEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

1. UKWABELWA KONYAKA

1.1 Ukwabelwa koNyaka

Okufakiweyo yingxowa mali ebekelwe ngokommiselo womThetho wokwaBelwa (kunye nomThetho wokulungisa ukwabelwa) kwamaSebe amaPhondo:

	2012/13			2011/12
	Ukwabelwa kokugqibela R'000	Ezona mali zifunyenweyo R'000	limali ez-ingacelwan-ga R'000	Ukwabelwa okufunyenweyo R'000
Ulawulo	25 254	25 254	–	20 765
linkonzo zophuhliso lwezoQoqosho ezidityanisiweyo	51 322	51 322	–	51 782
uRhwebo noPhuhliso lweCandelo	102 276	102 276	–	69 256
uMmiselo weshishini noLawulo	34 871	34 871	–	19 021
Isicwangciso sezoQoqosho	24 760	24 760	–	14 932
uKhenketho, uBugcisa nezoloLonwabo	50 413	50 413	–	62 939
uPhuhliso lwezaKhono nokwenza izinto ezintsha	26 689	26 689	–	18 375
Iyonke	315 585	315 585	–	257 070

	Inqaku	2012/13 R'000	2011/12 R'000
2. INGENISO YESEBE			
Ingeniso yerhafu		24 822	6 550
Intengiso yempahla neenkonzo ngaphandle kwenkunzi yezinto ezinokuthengiseka	2.1	418	400
Inzala, izahlulwa nerenti yomhlaba	2.2	9	1
Uthengiselwano kwizinto ezinokuthengiseka zemali neemfanelo	2.3	4 320	3 867
Iyonke ingeniso eqokelelweyo		29 569	10 818
Ngaphantsi: Ingeniso yalo ifakwe ekubekelweni Less:	14	(17 340)	(5 334)
Ingeniso yeSebe eqokelelweyo		12 229	5 484

Ukunyuswa kwengeniso yerhafu kungenxa yokufezekiswa koMthetho woTywala weNtshona Koloni (4/2008) kwanokusekwa kweGunya loTywala leNtshona Koloni njengento ekhoyo yoLuntu. UMthetho ukhokelele ekunyukeni kweendleko zezazisi zotywala kunye namaxabiso okulawula.

2.1 Intengiso yempahla neenkonzo ngaphandle kwenkunzi yezinto ezinokuthengiseka

2

	418	400
Intengiso yempahla neenkonzo eziveliswe lisebe	418	400
Intengiso ngokusekwe lurhwebo	–	1
Imirhumo yokulawula	390	356
Ezinye iintengiso	28	43
Iyonke	418	400

AMANQAKU KWINKCAZO YONYAKA YEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

	Inqaku	2012/13 R'000	2011/12 R'000
2.2 Inzala, izahlulo nerenti yomhlaba	2		
Inzala		9	1
Iyonke		9	1
2.3 Intengiselwano kwizinto ezinokuthengiseka kunye neem-fanelo	2		
Ezinye ezifunyenweyo kuquka nengeniso efunyenweyo kwakhona		4 320	3 867
Iyonke		4 320	3 867
3. IMBUYEKEZO YABASEBENZI			
3.1 3.1 Imivuzo nemivuzo yokuphila			
Isiseko somvuzo		55 241	50 735
Ibhaso lokusebenza		981	924
Ekusingiselwe kwinkonzo		72	153
Ebuyekezayo / ngokweemeko		1 771	1 271
Intlawulo ngesigaba sexesha		1 509	2 157
Ezinye izibonelelo ezingengomhlalaphantsi		12 390	11 606
Iyonke		71 964	66 846
3.2 Ukunikezelwa ngobudlelandawonye			
Ukunikezela ngumQeshi			
Umhlalaphantsi		6 189	6 003
Unyango		2 088	2 110
Ibhunga leengxoxo		12	11
Iyonke		8 289	8 124
Iyonke imbuyekezo yabasebenzi		80 253	74 970
Umdlilili wenanai labasebenzi		230	209

Inani elithelekisekayo lomndlilili wabasebenzi liphinde labekwa.

	Inqaku	2012/13 R'000	2011/12 R'000
4. IIMPAHLA NEENKONZO			
Imirhumo yolawulo		139	314
Ukwazisa		2 213	1 413
Izinto ezithengisekayo ngaphantsi kwe R5,000	4.1	478	495
libhasari (abasebenzeni)		308	496
Ukulungiselela ukutya		1 259	955
Unxibelelwano		1 780	1 718
Iinkonzo zeKompyutha	4.2	625	908
Abacebisi, ikontrakta nee-arente / iinkonzo ezenzwa ngabanye	4.3	49 300	26 133
Ezolonwabo		71	47
Ixabiso lophicotho – olwangaphandle	4.4	2 420	2 364
Uluhlu lwempahla	4.5	1 546	1 749
Inggqeshiso esebenzayo		386	364
Ukurenta nokuqesha		65	4
Ukuhamba nokuphila	4.6	4 342	3 854
Indawo zokudibana namagumbi oncedo		1 019	1 040
Uqeqesho nophuhliso lwabasebenzi		1 657	1 080
Ezinye iinkcitho ekusetyenzwe ngazo	4.7	1 126	866
Iyonke		68 734	43 800
4.1 Izinto ezinokuthengiseka ngaphantsi kwe R5,000	4		
Izinto ezibambekayo ezinokuthengiseka		464	495
OoMatshini kunye nezixhobo		464	495
Izinto ezinokuthengiseka ezingabambekiyo		14	–
Iyonke		478	495
4.2 Inkonzo zeKompyutha	4		
Iinkonzo zekompyutha zeSITA		310	269
Ababoneleli bangaphandle beenkonzo zekompyutha		315	639
Iyonke		625	908
4.3 Abacebisi, ikontrakti nee-arente / iinkonzo ezinikelwe kwa-banye abantu	4		
Ishishini neenkonzo zokucebisa		45 952	24 504
Iindleko zomthetho		91	78
Ikontrakti		538	1 017
I-Arente / iinkonzo ezenzwa ngabanye		2 719	534
Iyonke		49 300	26 133

Ukunyuka kweshishini neenkonzo zabacebisayo kwenziwe ngenxa yokukhutshwa kwamaziko akhoyo abambeneyo okwenza izinto zokuqala enjenge nyathelo lokuqala le Broadband elithi lifune izakhono ezikhethekileyo.

AMANQAKU KWINKCAZO YONYAKA YEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

	Inqaku	2012/13 R'000	2011/12 R'000
4.4 Indleko yophicotho – Iwangaphandle	4		
Uphicotho olulungelelanayo		2 420	2 364
Iyonke		2 420	2 364
4.5 Uluhlu lwempahla	4		
Ukutya nokuhambisela ukutya		36	29
Ezinye ezisetyenziswayo		52	80
Izixhobo kunye nezihanjiswayo		21	20
Izinto zokubhala nokuprinta		1 437	1 620
Iyonke		1 546	1 749
4.6 Ukuhamba nokuphila	4		
Ekhaya		3 729	3 344
Ngaphandle		613	510
Iyonke		4 342	3 854
4.7 Enye inkcitho yokusebenza	4		
Iindleko zolungiso		91	–
Okunye		1 035	866
Iyonke		1 126	866
5. INZALA NOKURENTA UMHLABA			
Inzala ebhatelweyo		–	3
Iyonke		–	3
6. INTLAWULO YEZINTO EZINOKUTHENGISEKA ZEMALI			
Amatyala acinyiweyo	6.1	15	42
Iyonke		15	42
6.1 Amatyala acinyiweyo	6		
Amanye amatyala acinyiweyo			
Umonakalo kwi GG nakwimoto eziqeshiweyo		–	15
Ityala lefowuni		–	3
Izixhobo		–	17
Ukuhlawulwa ngaphaya komvuzo		–	7
I-akhawunti yamatyala		15	–
Iyonke		15	42
Ewonke amatyala acinyiweyo		15	42

AMANQAKU KWINKCAZO YONYAKA YEZIMALI YONYAKA OPELE NGE 31 MATSHI 2013

	Inqaku	2012/13 R'000	2011/12 R'000
7. UTSHINTSHELO NEENKXASO			
Amaphondo noMasipala	Isihlomelo 1A	–	1 000
I-Arente zeSebe nee-akhawunti	Isihlomelo 1B	81 024	52 395
IDyunivesithi neeTekhnikhoni	Isihlomelo 1C	–	1 400
Amaqumrhu oLuntu namashishini abucala	Isihlomelo 1D	8 354	27 300
Amaziko angenanzuzo	Isihlomelo 1E	72 280	51 196
Amakhaya	Isihlomelo 1F	1 164	910
Iyonke		162 822	134 201

8. INKCITHO YENKUNZI YEZINTO EZINOKUTHENGISEKA

Izinto ezinokuthengiseka ezibambekayo		2 477	2 806
Oomatshini nezixhobo	29	2 477	2 806
Izinto ezifakwa ekompyutheni nezinye izinto ezithengisekayo ezingachukumisekiyo		43	267
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	30	43	267
Iyonke		2 520	3 073

	Iimali ezivotelw- eyo R'000	Uncedo Oluncedis- ayo R'000	Iyonke R'000
8.1 Uhlalutyo lwemali esetyenzisiweyo ukuzuzisa inkunzi yezinto ezinokuthengiseka – 2012/13			
Izinto ezinokuthengiseka ezibambekayo	2 477	–	2 477
Oomatshino nezixhobo	2 477	–	2 477
Izinto ezifakwa ekompyutheni nezinye izinto ezithengisekayo	43	–	43
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	43	–	43
Iyonke	2 520	–	2 520

8.2 Uhlalutyo lwemali esetyenzisiweyo ukuzuzisa inkunzi yezinto ezinokuthengiseka – 2011/12

Izinto ezinokuthengiseka ezibambekayo	2 806	–	2 806
Oomatshini nezixhobo	2 806	–	2 806
Izinto ezifakwa ekompyutheni nezinye izinto ezithengisekayo ezingachukumisekiyo	267	–	267
Uluhlu lwezinto ezifakwa kwikompyutha nezinye izinto ezithengisekayo ezingenakuchukunyiswa	267	–	267
Iyonke	3 073	–	3 073

AMANQAKU KWINKCAZO YONYAKA YEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
9. IMALI NOKULINGANA NEMALI			
I-akhawunti Jikelele eqinisiweyo yoMhlawuli		896	–
Imali esesandleni		30	10
Utyalo zimali (ekhaya)		–	5 880
Iyonke		926	5 890

10. IINTLAWULO ZANGAPHAMBILI KUNYE NEZIBHATALWA PHAMBI KOMHLA

Uhambo nokuphila	25	10
Iyonke	25	10

	2012/13					2011/12
	<i>Inqaku</i>	Ngaphantsi konyaka R'000	Unyaka om nye ukuya kwemitha- thu R'000	Ngaphezu kwemin- yaka emithathu R'000	Iyonke R'000	Iyonke R'000
11. EZIFUNYENWEYO						
Amabango afunyenweyo kwakhona	11.1, <i>Isihlomelo 3</i>	176	–	–	176	499
Inkcitho efunyenweyo kwakhona	11.2	91	20	5	116	30
Amatyala abasebenzi	11.3	149	60	10	219	129
Iyonke		416	80	15	511	658

	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
11.1 Amabango afunyenweyo kwakhona	11		
Amasebe ePhondo		41	499
Izinto ezikhoyo zoLuntu		135	–
Iyonke		176	499

11.2 Inkcitho efunyenweyo kwakhona ii-akhawunti ezingavunywanga)	11		
Umonakalo nelahleko engavunywanga		108	25
Umvuzo: ityala lerafu		8	5
Iyonke		116	30

11.3 Ityala labasebenzi	11		
I-akhawunti yetyala		219	129
Iyonke		219	129

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

	2012/13	2011/12
<i>Inqaku</i>	R'000	R'000

12. UTYALO MALI

Izabelo ezingezozangoku nezinye izabelo zamashishini

Izabelo

I-Cape Town Convention Centre	142 000	142 000
Iyonke	142 000	142 000

Uhlahlutylo lotyalo mali olungelolwangoku

Imali yokuvula	142 000	142 000
Imali yokuvula	142 000	142 000

Utyalo mali kwi Cape Town International Convention Centre luthe lwathothiswa ngokweNqaku 28.

13. IIMALI EZIVOTELWEYO ZIZAKUNIKEZELWA KWINGXOWA MALI YENGENISO

Imali yokuvula	981	1 793
Utshintshelo kwinkcazo yokwenza ngezimali	1 241	981
Ebhatelweyo ngexesha lonyaka	(981)	(1 793)
Imali yokuvula	1 241	981

14. INGENISO YESEBE NEZILIPHU ZE NRF ZIZAKUNIKEZELWA KWINGXOWA MALI YENGENISO

Imali yokuvula	67	182
Utshintshelo kwinkcazo yokwenza ngezimali	12 229	5 484
Ingeniso yalo ifakiwe ekwabelweni	17 340	5 334
Ebhatelweyo ngexesha lonyaka	(29 576)	(10 933)
Imali yokuvula	60	67

15. UKUTSALA NGOKUGQITHISILEYO EBHANKINI

I-akhawunti Jikelele eqinisiweyo yoMhlawuli	–	5 443
Iyonke	–	5 443

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
16. EZIBHATALWAYO – NGOKU			
Ukucocwa kwe-akhawunti	16.1	–	25
Okunye omakubhatalwe	16.2	5	–
Iyonke		5	25
16.1 Ukucocwa kwe-akhawunti	16		
Umvuzo wengeniso yerafu		–	25
Iyonke		–	25
16.2 Okunye emakubhatalwe	16		
Imali ebekiweyo yelayisenisi yotywala		5	–
Iyonke		5	–
17. INTSALELA YEMALI EQUKUQELAYO EKHOYO ESUKA KWIZINTO EZENZIWAYO			
Intsalela yentshiyekela ngokwenkcazo yokwenza ngezimali		13 470	6 465
Yongeza kwakhona izezo ezingafuni mali ezingezozinto emazenziwe		(10 585)	(4 724)
Ukwehla/ (ukunyuka) kwizinto ezifunyanwayo – ezangoku		147	(460)
(Ukwenyuka) / ukwehla kwiintlawulo zangaphambili nezifunyenwe phambi komhla		(15)	30
(Ukwehla) / ukunyuka kwemazibhatalwe – ezangoku		(20)	25
Inkcitho kwinkunzi yezinto ezinokuthengiseka		2 520	3 073
Ezinikezelweyo kwiNgxowa Mali yeNgeniso		(30 557)	(12 726)
Ingeniso yalo ifakiwe ekubekelweni		17 340	5 334
Intsalela yemali equkuqelayo ngokwezinto emazenziwe		2 885	1 741
18. UVUMELELWANISO LWEMALI NEZILINGANA NEMALI NGENJONGO YOKUQUKUQELA KWEMALI			
I-akhawunti Jikelele eqinisiweyo yoMhlawuli		896	(5 443)
Imali esesandleni		30	10
Imali ekwibhanki zoshishino (eKhaya)		–	5 880
Iyonke		926	447

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

Ezi mali azinakanwa kwiNkcazo yeziMali yoNyaka kwaye zixeliwe ukunyusa ukubaluleka kweNkcazo yeziMali yoNyaka.

	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
19. UKUTHANDABUZEKA KWEEMFANELO NOKUTHANDABUZEKA KWEZINTO EZINOKUTHENGISEKA			
19.1 Ukuthandabuzeka kweemfanelo			
Imfanelo kwi			
Amabango achasene nesebe	<i>Isihlomelo 2</i>	240	23
Amanye amasebe (limali ezingaqinisekiswa zokusebenzisana kwamasebe)	<i>Isihlomelo 4</i>	–	21
Iyonke		240	44

20. IZIBOPHELELO

Inkcitho yangoku	31 496	3 454
Yamkelwe kwaye yakontraktwa	31 496	3 454
Inkcitho eyinkunzi	–	98
Yamkelwe kwaye yakontraktwa	–	98
Kukonke ukuzibophelela	31 496	3 552

Ukuzibophelela okungaphezu konyaka kufika kwi R356 341.00 kwaye kunxulumene neekontrakti eziyakuqokunjelwa ngexesha lonyaka mali ka 2013/14.

	2012/13 R'000		2011/12 R'000	
	30 iintsuku	30+ iintsuku	Iyonke	Iyonke
21. IZONGEZELELEKO				
Zidweliswe ngokuhlelwa ngokwezoQoqosho				
Iimpahla neenkono	650	777	1 427	882
Inkuzi yezinto ezinokuthengiseka		14	14	55
Iyonke	650	791	1 441	937

	<i>Inqaku</i>	2012/13 R'000	2011/12 R'000
Zidweliswe ngokwe zinga lenkqubo			
Inkqubo 1		403	448
Inkqubo 2		97	147
Inkqubo 3		645	46
Inkqubo 4		24	197
Inkqubo 5		74	15
Inkqubo 6		160	75
Inkqubo 7		38	9
Iyonke		1 441	937
limali eziqinisekisiweyo namanye amasebe	<i>Isihlomelo 4</i>	367	191
Iyonke		367	191

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

	Inqaku	2012/13 R'000	2011/12 R'000
22. IINZUZO ZABASEBENZI			
Ilungelo lekhefu *		2 246	2 567
Ibhonasi yenkonzo (Itsheki yeshumi elisethathu)		1 863	1 927
Ukuwongwa ngokusebenza **		1 115	1 173
Izibophelelo zekhefu ezigqwesileyo		579	634
Okunye		351	432
Iyonke		6 154	6 733

*Okubandakanyiweyo ekuxelweni kwelungelo lekhefu ka 2012/13 yimali engenankuthazo eyi R158 483 yekhefu etyalwa iSebe ngabobasebenzi abathathe ikhefu eligqithisileyo.

**Ukuwonga ngomsebenzi kubalwa kwi 1.5% kuhlalo lwabiwo mali luka 2013/14 ukubuyekezwa kwabasebenzi liSebe.

Inani lokuthelekisa iinzuzo zabasebenzi liphinde labekwa kwakhona.

	Izixhobo zomkhosi ezikhetheki- leyo R'000	Umhlaba R'000	Izakhiwo nezinye iz- info ezinga- gungqiyo R'000	OoMatshini nezixhobo R'000	Iyonke R'000
23. IZIBOPHELELO NGOKUQESHISA					
23.1 Inkcitho yokuqeshisa ekusetyenzwa ngayo					
2012/13					
Ingedluli kunyaka oyi 1	-	-	-	801	801
Idlule kunyaka oyi 1 kodwa ingadluli kwiminyaka eyi 5	-	-	-	957	957
Zizonke izibophelelo zokuqeshisa	-	-	-	1 758	1 758
2011/12					
Ingedluli kunyaka oyi 1	-	-	-	345	345
Idlule kunyaka oyi 1 kodwa ingadluli kwiminyaka eyi 5	-	-	-	398	398
Zizonke izibophelelo zokuqeshisa	-	-	-	743	743
23.2 Inkcitho yokuqeshisa ngeziMali					
2012/13					
Ingedluli kunyaka oyi 1	-	-	-	144	144
Idlule kunyaka oyi 1 kodwa ingadluli kwiminyaka eyi 5	-	-	-	10	10
Zizonke izibophelelo zokuqeshisa	-	-	-	154	154
2011/12					
Ingedluli kunyaka oyi 1	-	-	-	133	133
Idlule kunyaka oyi 1 kodwa ingadluli kwiminyaka eyi 5	-	-	-	72	72
Zizonke izibophelelo zokuqeshisa	-	-	-	205	205
NGAPHANTSI: Iindleko zemali	-	-	-	11	11
Lolonke ixabiso langoku lokuqeshisa ngeemfanelo	-	-	-	194	194

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

23.3 Ukuzibophelela ngokuqeshisa ngemali

Amalungiselelo phakathi kweSebe loPhuhliso lwezoQoqosho kunye nezeKhenketho kunye ne GMT kwenziwe kukuqeshisa ngezemali. Izinyanzeliso ngokuthobela ukuqeshisa ngezimali kuchaziwe ngezantsi apha:

lintlawulo zoqeshiso	Kangango-nyaka R'000	Iminyaka emi 2 – 5 R'000	Ngaphezu kweminyaka emi 5 R'000
2012			
Zizonke iintlawulo zoqeshiso	858	2 567	184
2013			
Zizonke iintlawulo zokuqeshisa	1 397	4 741	1 484

ISebe loPhuhliso lwezoQoqosho kunye noKhenketho liqeshise ngeemoto eziyi 28 ezisuka ku GMT (2012:22). Uluhlu lwerhafu lwentsuku zonke zibhatalwa rhoqo ngenyanga, ithathela namaxabiso okusebenza, amaxabiso ayinkunzi okubuyisela iimoto kunye namaxabiso ezemali agqukiweyo koluhlobo lokulungiselela.

Inzala egqukiweyo isekelwe kuluhlu lwerhafu lwe GMT elivunye ngunoNdyabo wePhondo. Isebe lisebenzisa imoto phantse ixesha lonke lobomi balomoto. Isivumelwano asiboneleli ngeentlawulo zokuqeshisa ezithandabuzekayo, kwaye ekupheleni kobomi obubalulekileyo obugqitywa ngumqeshisi, iimoto zibuyiselwa apho zinokuthengiswa efandesini ukuze kuxhamle umqeshisi.

	Inqaku	2012/13 R'000	2011/12 R'000
24. EZIFUNYENWEYO ZENGENISO YESEBE			
Ingeniso yerhafu		1 857	138
Iyonke		1 857	138

24.1 Uhlalutyo lwezifunyenweyo zengeniso lwesebe

Imali yokuvula	138	482
Ngaphantsi: Imali efunyenweyo	(138)	(5 809)
Dibanisa: Imali enakanwayo	1 857	6 340
Ngaphantsi: Imali ecinyiweyo/ibuyiselwe njengenakufumaneka	–	(875)
Imali yokuvala	1 857	138

25. INKCITHO EZINQAPHAZEKAYO

25.1 Uvumelelwaniso lwenkcitho enqaphazekayo

Imali yokuvula	5 491	-
Dibanisa: Inkcitho enqaphazekayo – ngokumayela nonyaka ongaphambili	-	2 204
Dibanisa: Inkcitho enqaphazekayo – ngokumayela nonyaka lo umiyo	522	3 287
Inkcitho enqaphazekayo elindele uxolelo	6 013	5 491

Uhlalutyo lwelindele uxolelo ngokohlelwa kwexesha

Unyaka lo umiyo	522	5 491
Iminyaka engaphambili	5 491	-
Iyonke	6 013	5 491

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

Ukungavumelani nomqolo 3.3.3 wokuSebenza kukanoNdyebo kaZwelonke iNqaku 8 ka 2007/08 ekhutshwe ngokoMmiselo kanoNdyebo 16A6.1.

Iziphumo ezilindelweyo zophando phambi kokuba uxolelo luvunywe.

2012/13
R'000

25.2 INKCUKACKA ZENKCITHO ENQAPHAZEKAYO – UNYAKA LO UMIYO

Isehlo

Amanyathelo oluleko athathiweyo/ iinuzo zolwaphulo mthetho

Ukungavumelani nomqolo 3.3.3 wokuSebenza kukanoNdyebo kaZwelonke iNqaku 8 ka 2007.08 ekutshwe ngokoMmiselo kanoNdyebo 16A6.1 522

Iyonke 522

2012/13
Inqaku R'000 2011/12
R'000

26. INTENGISELWANO EHLOBENE NEQELA

Iintlawulo ezenziweyo

Iimpahla neenkonziso 21 65

Iyonke 21 65

ISebe lifumana iinkonziso kwi Cape Town International Convention Centre kwaye inkcitho ibonakalisiwe kwiimpahla neenkonziso.

Ngexesha lonyaka mali iSebe lifumene iinkonziso kulamaqela ahlobeneyo alandelayo njengona kuchaziwe ngaphantsi apha:

- ISebe ihleli kwisakhiwo esibonelelwe liSebe lezoThutho nokuSebenza koLuntu mahala.
- ISebe loPhuhliso lwezoQoqosho lafumana iinkonziso zembumba kwiZiko leeNkonzo zeMbumba zeSebe leNkulumbuso kwiPhondo leNtshona Koloni ngokumayela nezinkonziso zilandelayo mahala:
 - Ulwazi kunye nobugcisa bonxibelelwano
 - UPhuhliso loMbutho
 - UQeqesho lwePhondo (ngokunqamlezayo)
 - ULawulo lwezabaSebenzi
 - ULawulo loMngcipheko lwamaShishini
 - UPhicotho lwangaPhakathi
 - Uphando lwezasenkundleni
 - IiNkonzo zoMthetho
 - UNxibelelwano loMbumba.
- ISebe lineezinto ezikhoyo zoLuntu ezintathu eziphantsi kolawulo lwayo:
 - Wesgro
 - DMO
 - Western Cape Liquor Authority.

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA YONYAKA OPHELE NGOWAMA-31 MATSHI 2013

- Ubuhlobo obunxulumene neqela bukhona phakathi kweSebe noThutho lweeMoto zikaRhulumente (GMT) ngokumayela nolawulo lweemoto zikarhulumente zamasebe. Obubuhlobo busesekelwe kwintengiselwano yexesha elide ngokwemimiselo yerhafu evunywe ngunoNdyabo wePhondo.
- ISebe loPhuhliso lwezoQoqoso noKhenketho lifumene iiNkonzo zokuCetyiswa ngokwezoKhuseleko kunye Nokusebenza kwezoKhuseleko zivela kwiSebe lwezoKhuseleko loLuntu kwiPhondo leNtshona Koloni.
- UMnumzana uFourie (iNtloko yeSebe) ulilungu lweBhodi ye Wesgro ngenxa yesikhundla sakhe kwaye ngoku unguMongameli we Convenco.
- ISebe lihlala kwisakhiwo mahala elawulwa liSebe lezoThutho nokuSebenza koLuntu. Indawo yokupaka inikwa amagosa karhulumente ngendleko ekuvunyelwene ngayo enganxulumenanga nentengiso.

	Inani labantu	2012/13 R'000	2011/12 R'000
27. ABASEBENZI BOLAWULO ABANGONDOQO			
Abasezikhundleni ze-ofisi yezoPolitiko (Nika inkcukacha ngaphantsi)			
Amagosa:			
Izinga 15 ukuya ku 16	2	2 464	2 320
Izinga 14 (quka CFO ukuba ukwizinga elisezantsi)	5	4 856	4 552
Iyonke		7 320	6 872

IGosa loBalo Mali eliyiNtloko kunye nomnye wooMongameli abazintloko ngabalingane bangaphakathi.

	Inqaku	2012/13 R'000	2011/12 R'000
28. UKUTHOTHISA			
Ukuthothisa			
Utyalo mali		72 233	72 233
Iyonke		72 233	72 233

Ubalo lokuthothisa kusekelwe kwipesenti yesabelo kwi Cape Town International Convention Centre (Convenco). Isabelo sokuthothisa siyinxalenye yesibonelelo senqaku sokuxela ngokumayela nomgaqonkqubo wobalo mali yokutyala imali (jonga inqaku 12 kwiNkcazo yeziMali yoNyaka).

URhulumente wePhondo leNtshona Koloni unesabelo se25% kwiNkampani iCape Town International Convention Centre Company (PTY) Ltd.

Inani lokuthelekisa lika 2011/2012 liphinde labekwa ngenxa yokubalwa kwakhona.

INGCACISO NGEEMALI EZICHAZWE KWIINGXELOMALI ZONYAKA

	Izilungiso zalongyaka umiyo ukuya kwimali yo	Imali yoku- vula R'000	nyaka on- gaphambili R'000	Izongezelelo R'000	Eziselungel- weni R'000	Imali yoku- vala R'000
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29. INKUNZI YEZINTO EZINOKUTHENGISEKA EZICHUKUMISEKAYO ZIBENOKUHANJISWA

UHANJISO LWENKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

OOMATSHINI NEZIXHOBO	13 665	–	3 400	(1 236)	15 829
Ezinokuthengiseka zoThutho	2 947	–	1 971	(600)	4 318
Izixhobo zekompyutha	4 592	–	737	(625)	4 704
Ifenitsa nezixhobo ze-ofisi	4 009	–	383	(11)	4 381
Abanye oomatshini nezixhobo	2 117	–	309	–	2 426
IYONKE INKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA	13 665	–	3 400	(1 236)	15 829

	Imali R'000	mali R'000	yemali R'000	Ezifunyenw- (Inkunzi yo- msebenzi oqubekayo wamaxa- biso an- goku kunye neentlawulo Ezingeyo- zengqeshiso kunyaka on- gaphambili R'000	lyonke R'000
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29.1 Izongezelelo

IZONGEZELELO LWENKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

OOMATSHINI NEZIXHOBO	3 558	1 013	(1 171)	–	3 400
Ezinokuthengiseka zoThutho	2 040	1 013	(1 082)	–	1 971
Izixhobo zekompyutha	737	–	–	–	737
Ifenitsa nezixhobo ze-ofisi	383	–	–	–	383
Abanye oomatshini nezixhobo	398	–	(89)	–	309
ZIZONKE IZONGEZELELO KWINKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA	3 558	1 013	(1 171)	–	3 400

	Zithintshelwe phandle okanye zatshatya-laliswa okanye zasikwa	Zizonke eziselungelweni	Eyona mali ifunyenweyo
	Zithengiswengemali		
	R'000	R'000	R'000

29.2 Ezelungelweni

EZISELUNGELWENI LENKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

OOMATSHINI NEZIXHOBO	-	1 236	1 236	-
Ezinokuthengiseka zoThutho	-	600	600	-
Izixhobo zekompyutha	-	625	625	-
Ifenitsa nezixhobo ze-ofisi	-	11	11	-
IYONKE INKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA	-	1 236	1 236	-

	Imali yokuvula	Izongezelelo	Ekuselungelweni	Imali yokuvula
	R'000	R'000	R'000	R'000

29.3 Uhanjiso luka 2011/12

UHANJISO LWENKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

OOMATSHINI NEZIXHOBO	14 142	1 917	(2 394)	13 665
Ezinokuthengiseka zoThutho	3 039	110	(202)	2 947
Izixhobo zekompyutha	5 082	1 472	(1 962)	4 592
Ifenitsa nezixhobo ze-ofisi	3 852	310	(153)	4 009
Abanye oomatshini nezixhobo	2 169	25	(77)	2 117
IYONKE INKUNZI YEZINTO EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA	14 142	1 917	(2 394)	13 665

Izinto ezikhethekileyo zomkhosi ezinokuthengiseka R'000	Izinto ezinokuthengiseka ezingachukumisekekiyo R'000	Izinto ezinokuthengiseka zamafa R'000	Oomatshini nezixhobo R'000	Izinto ezinokuthengiseka zebhayoloji R'000	Iyonke R'000
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29.4 Izinto ezincinane ezinokuthengiseka

UHANJISO LWENKUNZI YEZINTO EZINCINANE EZINOKUTHENGISEKA ZICHUKUMISEKA ZINOKUHANJISWA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

Imali yokuvula	–	6	–	3 408	–	3 414
Izongezelelo	–	9	–	469	–	478
Ekuselungelweni	–	–	–	(116)	–	(116)
ZIZONKE IZINTO EZINCINANE EZINOKUTHENGISEKA	–	15	–	3 761	–	3 776
Inani le R1 lezinto ezincinane ezinokuthengiseka	–	–	–	608	–	608
Inani lezinto ezincinane ezinokuthengiseka ngexabiso	–	4	–	2 131	–	2 135
INANI LILONKE LEZINTO EZINCINANE EZINOKUTHENGISEKA	–	4	–	2 739	–	2 743

Izinto ezikhethekileyo zomkhosi ezinokuthengiseka R'000	Izinto ezinokuthengiseka ezingachukumisekekiyo R'000	Izinto ezinokuthengiseka zamafa R'000	Oomatshini nezixhobo R'000	Izinto ezinokuthengiseka zebhayoloji R'000	Iyonke R'000
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UHANJISO LWEZINTO EZINCINANE EZINOKUTHENGISEKA NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

Imali yokuvula	–	372	–	4 327	–	4 699
Izongezelelo	–	–	–	494	–	494
Ekuselungelweni	–	(366)	–	(1 413)	–	(1 779)
ZIZONKE IZINTO EZINCINANE EZINOKUTHENGISEKA	–	6	–	3 408	–	3 414
Inani le R1 lezinto ezincinane ezinokuthengiseka	–	–	–	573	–	573
Inani lezinto ezincinane ezinokuthengiseka ngexabiso	–	2	–	1 908	–	1 910
INANI LILONKE LEZINTO EZINCINANE EZINOKUTHENGISEKA	–	2	–	2 481	–	2 483

	Izilungiso zalonyaka umiyo ukuya kwimali yonyaka	Imali yoku- vula R'000	ongapham- bili R'000	Izongezelelo R'000	Ekuselungel- weni R'000	Imali yokuvala R'000
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30. INKUNZI YEZINTO EZINOKUTHENGISEKA EZINGACHKUMISEKIYO

UHANJISO LWENKUNZI YEZINTO EZINOKUTHENGISEKA EZINGACHUKUMISEKIYO NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

Uluhlu lwenkqubo efaka ekompyutheni	956	–	43	–	999
INANI LENKUNZI YEZINTO EZINOKUTHENGISEKA ZINGACHUKUMISEKI	956	–	43	–	999

	Imali R'000	Ezingeyo- mali R'000	(Uphuhliso lomsebenzi oqhube- kayo wamax- abiso angoku R'000	Ezifunyenw- eyo ngoku, ezingab- hatelwanga (zibhatelwe kunyaka lo umiyo, zifunyenwe kunyaka ongapham- bili R'000	Iyonke R'000
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30.1 Izongezelelo

IZONGEZELELO LWENKUNZI YEZINTO EZINOKUTHENGISEKA ZINGACHUKUMISEKI NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

Uluhlu lwenkqubo efaka ekompyutheni	43	–	–	–	43
INANI LEZONGEZELELO LENKUNZI YEZINTO EZINOKUTHENGISEKA ZINGACHUKUMISEKI	43	–	–	–	43

	Imali yoku- vula R'000	Izongezelelo R'000	Eziselungel- weni R'000	Imali yoku- vala R'000
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30.2 Uhanjiso luka 2011/12

UHANJISO LWENKUNZI YEZINTO EZINOKUTHENGISEKA ZINGACHUKUMISEKI NGOKWEREJISTA YEZINTO EZINOKUTHENGISEKA NGOYAKA OPHELE NGE 31 MATSHI 2013

Uluhlu lwenkqubo efaka ekompyutheni	721	267	(32)	956
INANI LENKUNZI YEZINTO EZINOKUTHENGISEKA ZINGACHUKUMISEKI	721	267	(32)	956

IZIHLOMELO KWINKCAZO YONYAKA YEZIMALI YONYAKA OPHELE NGE 31 MATSHI 2013

ISIHLOMELO 1A

Inkcazo yeeqranti ezingajonganga meko kunye notshintshelo koomasipala

IGAMA LO-MASIPALA	UKWABELWA IGRANTI				UTSHINTSHELO		ESETYENZISIWEYO			2011/12
	Isixa mali R'000	Eziqengqi- weyo R'000	Izilungiso R'000	Iyonke ekhona R'000	Olona Tshin-t shelo R'000	i-% yeng- xowa mali ekhoyo yatshin- tshelwa %	Imali efu nyenwe nguma- sipala R'000	Imali esety- enziswe nguma- sipala R'000	i-% yeng- xowa mali ekhoyo esetyen- ziswe nguma- sipala %	Iyonke ekhoyo R'000
Isixeko seDolophu yaseKapa	-	-	-	-	-	-	-	-	-	1 000
Iyonke	-	-	-	-	-	-	-	-	-	1 000

ISIHLOMELO 1B

Inkcazo yokutshintshelwa kwii-arente zesebe nee-akhawunti

ISEBE/I-ARENTE/ I-AKHAWUNTI	UKUTSINTSHELWA KOKWABELWA				UKUTSHINTSHELWA		2011/12
	Ukwabelwa okulun- gisiweyo R'000	Eziqengqi- weyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Olona tshintshelo R'000	i-% yengxowa mali et- shintshelw- eyo %	UmThetho wokwa- belwa R'000
Cape Nature	-	-	-	-	-		1 000
Destination Marketing Organisation	25 000	-	-	25 000	25 000	100%	35 439
Small Enterprise Development Agency	4 500	-	-	4 500	4 500	100%	1 000
Wesgro	22 000	-	4 762	26 762	26 762	100%	14 956
Western Cape Liquor Authority	7 700	-	17 062	24 762	24 762	100%	-
Iyonke	59 200	-	21 824	81 024	81 024		52 395

ISIHLOMELO 1C

Inkcazo yokutshintshelwa kwii dyunivesithi nee Teknikhoni

IDYUNIVESITHI/TEKNIKHONI	UKUTSINTSHELWA KOKWABELWA				UKUTSHINTSHELWA		2011/12
	Ukwabel-wa okulun-gisiweyo R'000	Eziqengqi-weyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Olonatshintshelo R'000	Imali engatshintshelwanga %	UmThetho wokwabelwa R'000
Cape Peninsula University of Technology	-	-	-	-	-	-	1 400
Iyonke	-	-	-	-	-	-	1 400

ISIHLOMELO 1D

Inkcazelo yotshintshelo kumaqumrhu oluntu namashishi abucala

IGAMA LEQUMRHU LOLUNTU/ISHISHINI LABUCALA	UKUTSINTSHELWA KOKWABELWA					INKCITHO			2011/12
	Um-Thetho wokwabelwa olungisiweyo R'000	Eziqengqiweyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Olonatshintshelo R'000	i-% yeng-xowamali etshintshelweyo %	Inkunzi R'000	Esetyenziswayo R'000	Um-Thetho wokwabelwa R'000
Amaqumrhu oLuntu									
Casidra Ltd	-	-	4 054	4 054	4 054	100%	-	-	27 300
Development Bank of SA	3 000	-	1 000	4 000	4 000	100%	-	-	-
Industrial Corp of South Africa	-	-	300	300	300	100%	-	-	-
Iyonke	3 000	-	5 354	8 354	8 354		-	-	27 300

ISIHLOMELO 1E

Inkcazelo yotshintshelo kumaziko angangenisi nzuzo

AMAZIKO ANGANGENISI NZUZO	UKUTSINTSHELWA KOKWABELWA				INKCITHO		2011/12
	Um- Thetho wokwa- belwa olungi- siweyo R'000	Eziqeng- qiweyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Olona Tshintshelo R'000	i-% yeng- xowa mali etshint- shelweyo %	UmThetho wokwa- belwa R'000
Ezishintshelweyo							
IAccelerate Cape Town	–	–	700	700	–		–
ICalling the Cape/BPSA	7 669	–	–	7 669	7 669	100%	6 800
ICape Chamber of Commerce	–	–	–	–	–		350
ICape Clothing and Textile	2 500	–	–	2 500	2 500	100%	1 250
ICape Craft and Design Institute	6 420	–	600	7 020	7 020	100%	5 510
ICape Film Commission	–	–	–	–	–		4 200
ICape Information and Technology Initiative (CITI)	5 550	–	350	5 900	5 900	100%	5 091
ICape Music Industry Commission	–	–	–	–	–		555
ICape Town Boatbuilding and Technology Initiative	–	–	–	–	–		950
ICape Town Fashion Council	2 000	–	913	2 913	2 913	100%	1 600
ICape Town Partnership	–	–	1 000	1 000	1 000	100%	2 100
ICollege of Cape Town	–	–	85	85	85	100%	–
IClotex	2 000	–	–	2 000	2 000	100%	2 100
IGreen Cape	2 860	–	193	3 053	3 053	100%	–
IKhwa Ttu San Culture and Education Centre	–	–	–	–	–		500
ILearning Cape Initiative	1 300	–	–	1 300	1 300	100%	5 500
INational Empowerment Fund	6 000	–	3 755	9 755	9 755	100%	–
INorthlink College	10 980	–	–	10 980	10 980	100%	–
IPerforming Arts Network of SA (PANSA)	–	–	–	–	–		220

IZIHLOMELO KWINKCAZO YONYAKA YEZIMALI YONYAKA OPEHE NGE 31 MATSHI 2013

AMAZIKO ANGANGENISI NZUZO	UKUTSINTSHELWA KOKWABELWA				INKCITHO		2011/12
	Um- Thetho wokwa- belwa olungi- siweyo R'000	Eziqeng- qiweyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Oloni Tshintshelo R'000	i-% yeng- xowa mali etshint- shelweyo %	UmThetho wokwa- belwa R'000
ISouth African Oil and Gas Alliance	5 400	–	–	5 400	5 400	100%	4 950
ISouth African Honeybush Tea Association	200	–	–	200	200	100%	400
IThe Business Place	750	–	–	750	750	100%	500
IVisual Arts Network of SA (VANSA)	–	–	–	–	–		220
IWest Coast Business Development Centre	750	–	–	750	750	100%	500
IWestern Cape Aquaculture Development	800	–	780	1 580	1 300	82%	800
IWestern Cape Economic Development Partner	4 250	–	3 600	7 850	7 850	100%	1 600
IWestern Cape Fine Food Initiative	600	–	–	600	600	100%	700
IWestern Cape Furniture Initiative	400	–	–	400	400	100%	950
IWestern Cape Tooling Initiative	400	–	455	855	855	100%	3 850
Iyonke	60 829	–	11 731	72 560	72 280		51 196

ISIHLOMELO 1F

Inkcazelo yotshintshileo kumakhaya

IINTSAPHO	UKUTSINTSHELWA KOKWABELWA				INKCITHO		2011/12
	Um-Thetho wokwabelwa olungisiweyo R'000	Eziqengqiweyo R'000	Izilungiso R'000	Iyonke ekhoyo R'000	Olona Tshintshelo R'000	i-% yengxowa mali etshintshelweyo %	UmThetho wokwabelwa R'000
Utshintshelo							
IiBhasari zokufundela ushishino ngezoKhanketho	–	–	–	–	–		650
IiBhasari zokufumana izakhono zoKhenketho kwi FET	–	–	–	–	–		187
IiBhasari (zabangengobasebenzi)	1 100	–	–	1 100	1 100	100%	–
Izibonelelo nezipho (iqanda leNciniba kwilungu lebhodi yakwa Gobla Bank kunye nezipho ezincinci namakhadi kubona bantu ekusetyenziswana nabo be Cape Catalyst Programme).	–	–	–	–	3		–
Ukwenzakala emsebenzini	–	–	–	–	11		–
ILabuschagne (ubango ngokuchasene noMbuso)	–	–	–	–	–		44
Imali yokuthatha ikhefu	–	–	–	–	50		–
Imivuzo yokuqeshwa emisebenzini kushishino loKhenketho	–	–	–	–	–		29
Iyonke	1 100	–	–	1 100	1 164		910

ISIHLOMELO 2

Inkcazo ngeemfanelo ezithandabuzekayo ukusuka nge 31 Matshi 2013

UBUME BEMFANELO	Imali yokuvula 1 Apreli 2012 R'000	Imfanelo ezizuziweyo ngexesha lonyaka R'000	Imfanelo ezibhat-elweyo/zacinywa/zancitshiswa ngexesha lonyaka R'000	Imfanelo ezifunyenweyo (Nika iinkcukacha apha) R'000	Imali yokuvala 31 Matshi 2013 R'000
Amabango ngakwiSebe					
FM van Zyl	23	–	(23)	–	–
Crown Art (Pty) Ltd t/a Tretchikoff Foundation	–	240	–	–	240
Endaweni yeKomishoni ye Cape Film (1103/12/P19), intshukumo yaye yagcinwa. ISebe lizakusichasa isicelo. Ityala lenkundla lisaqhubekeka.					
IYONKE	23	240	(23)	–	240

IZIHLOMELO KWINKCAZO YONYAKA YEZIMALI YONYAKA OPEHE NGE 31 MATSHI 2013

ISIHLOMELO 3

Amabango afunyenweyo

IZINTO EZIKHOYO ZIKARHULUMENTE	Imali eshiyekileyo eqin- isekisiweyo		Imali eshiyekileyo en- gaqinisekiswa		Iyonke	
	31/03/2013 R'000	31/03/2012 R'000	31/03/2013 R'000	31/03/2012 R'000	31/03/2013 R'000	31/03/2012 R'000
ISebe						
WC: ISebe leNkuluMbuso	–	499	–	–	–	499
WC: Uthutho lweeMoto zikaRhulumente	41	–	–	–	41	–
Igunya loTywala eNtshona Koloni	135	–	–	–	135	–
IYONKE	176	499	–	–	176	499

ISIHLOMELO 4

Ukubhatala kukarhulumente

IZINTO EZIKHOYO ZIKARHULUMENTE	Imali eshiyekileyo eqin- isekisiweyo		Imali eshiyekileyo en- gaqinisekiswa		IYONKE	
	31/03/2013 R'000	31/03/2012 R'000	31/03/2013 R'000	31/03/2012 R'000	31/03/2013 R'000	31/03/2012 R'000
AmaSebe						
WC: ISebe leNkuluMbuso	121	1	–	6	121	7
WC: unoNdyeno wePhondo	–	56	–	–	–	56
WC: ISebe lezoThutho nemiSebenzi yoLuntu	246	134	–	15	246	149
Iyonke	367	191	–	21	367	212

ISIHLOMELO 5

Uluhlu lwempahla

ULUHLU LWEMPAHLA	Inqaku	Ubuninzi	2012/13	Ubuninzi	2011/12
			R'000		R'000
Imali yokuvula					
Dibanisa: Izidibaniso/lintengo – Ngemali		–	1 545	–	1 750
Dibanisa/(Ngaphantsi): Izilungiso		–	(1 545)	–	(1 750)
Imali yokuvula		–	–	–	–

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inguqulelo yesiNgesi kunye NesiBhulu yalencwadi iyafumaneka ngokuthi uyicele.



**URhulumente
weNtshona Koloni**

UPhuhliso loQoqosho
noKhenketho

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