URHULUMENTE WEPHONDO LENTSHONA KOLONI

ISEBE LOKHUSELEKO LOLUNTU

IVOTI YESI-4

ISICWANGCISO SOKUSEBENZA SONYAKA 2011/12

(Uthelekiso noxwebhhu oluprintiweyo)

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INTSHAYELELO

INJONGO YORHULUMENTE WENTSHONA KOLONI KUKWENZA NAYIPHI NA INGINGQI YOLUNTU KWIPHONDO IBE YEKHUSELEKILEYO EKUNOKUHLALWA KUYO, KUFUNDWE, KONWATYWE ZE KUHANJA-HANJWE KUYO.

Umbono weSebe loLuntu kukuyila ithuba elivuleleke kuluntu, elingenalo uloyiko lolwaphulo-mthetho, elijolise ekwandiseni ukhuseleko ngokujongana ngqo nemingeni yamanqanaba aphezulu obundlobongela bolwaphulo-mthetho, okwamaqela emigulukudu, ukusetyenziswa gwenxa kweziyobisi neengozi zendlela. ISebe liya kuqhuba lisandisa iqhinga lalo ngokwenza into yokokuba ukhuseleko lube luxanduva lomntu wonke.

Injongo yoRhulumente weNtshona Koloni kukwenza ingingqi yoluntu ngalunye kwiPhondo ibe yindawo ekhuselekileyo apho kunokuhlalwa kuyo, kusetyenzwe, kufundwe konwatywe ze kuhanja-hanjwe kuyo. ISebe liya kuyila ze liseke amaziko neendlela ukulungiselela ukhuseleko olongezelelekileyo ngokuvuselela izibonelelo, ulwazi, izakhono zokuyila kunye nenkxalabo yabathabathi-nxaxheba kubandakanywa umasipala, uluntu, ushishino kunye nabemi ngabanye ukuguzula amathuba olwaphulo lomthetho, ukunciphisa impembelelo yabaphuli bomthetho ukuba baqhube ulwaphulo-mthetho nokuguzula kususwe izizathu ezingunobangela wolwaphulo-mthetho. Ngale ndlela, iSebe lizimisele ukwakha iingingqi zoluntu ezikhuselekileyo ngokusekelwe kuthelelwano.

ISicwangciso sokuSebenza soNyaka 2011/12 sizimisele ukuqinisa izakhono zeSebe zokucebisa abaLawuli bePhondo ngeemfuno zobupolisa kunye nezinto eziphambili zePhondo, nokubeka iliso ekusebenzeni kakuhle nangokufanelekileyo kwenkonzo yosipolisa, njengoko kudingwa liCandelo lama-206 loMgaqo-siseko. Ukulungiselela ukuzalisekisa esi sigunyaziso, iSebe liya kuqinisa izakhono zalo zokongamela ngokusebenzisa umthetho wephondo oncedisayo kule meko. Umsebenzi oqhutywe liSebe uya kuxhaswa luhlahlelo lweenkcukacha zolwazi ezizinzileyo kunye nobuchule bophando, lisakha kwizakhono loluntu ze liqhube uthatyatho-nxaxheba loluntu olusebenzayo. Oku kufuneka kusetyenziswe njengesiseko esilungiselelwe ukunxulumana okujolise phakathi kweSebe, iNkonzo yamaPolisa oMzantsi Afrika (SAPS) kunye nee-arhente zokunyanzeliswa komthetho.

Ukupoliswa kwezithuthi kweeyure ezingamashumi amabini anesine (24) kuya kusala kuhamba phambili kwi-ajenda yeSebe. ISebe lifuna ukutsala umnikelo wengingqi nganye yoluntu ekusebenziseni ngokukhuselekileyo iindlela. Oku kuya kunyanzeliswa ngomthetho ongqongqo, ngokubonakala kwabanyanzelisi bomthetho kwiPhondo liphela.

ISebe liyaqhuba linikezele ngokwesigunyaziso salo sokucebisa nokunceda onke aMasebe kuRhulumente wePhondo leNtshona Koloni (PGWC) ukuqinisekisa ngohambelwano nemithetho elawula ukhuseleko lwengozi nomgaqo-nkqubo. Iya kunikela ngqo ngokubhekiselele kwinjongo yeSebe yokuphucula ukhuseleko lwabasebenzi, abachaphazelekayo, ingcaciso nempahla yePGWC.

ISicwangciso seQhinga loKusebenza seminyaka emihlanu (5) 2010/11 – 2014/15, seSebe loKhuselo loLuntu luthi thaca izicwangciso zalo ukuzalisekisa izigunyaziso zalo zokhuseleko loluntu kubandakanywa nonyanzeliso lomthetho wezithuthi kunye nezigunyaziso zolawulo lwengozi. Isicwangciso sichonge imiba emayiqhutyelwe phambili ngokunjalo nemiba emitsha emayiqaliswe. Ngoko iSebe liya kusebenzisa imiba yesiseko yesiCwangciso seQhinga loKusebenza ngokuqinisa ulongamelo lwalo ekuphuculeni ubudlelwane kupoliso loluntu, liqinise iinkonzo zokhuseleko nokuqinisa ukhuseleko ezindleleni.

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UGunyaziwe oLawulayo weSebe loKhuselo loLuntu

MEC Mnu Albert Fritz

Kuyaqinisekisa okokuba isiCwangciso soKusebenza soNyaka:

- Saphuhliswa ngabalawuli beSebe loKhuseleko loLuntu phantsi kobunkokheli bukaMEC Albert Fritz
- Saqulunqwa ngokuhambelana nesiCwangciso esikhoyo seQhinga loKusebenza seSebe loKhuseleko loLuntu
- Sibonisa ngokuthe gca indlela yokusebenza ekujoliswe kuyo eliya kuthi iSebe loKhuseleko loLuntu lizame ukuyifezekisa kuxhonyekekwe kwizibonelelo ezikhoyo kuhlahlo lwabiwo-mali olulungiselelwe unyaka-mali wama-2011/12.

Moegamat Frizlar **Utyikityo: __________________________**

IGosa lezeMali eliyiNtloko

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IGosa eliNika iNgxelo

Yamkelwe:

MEC Albert Fritz **Utyikityo: __________________________**

UGunyaziwe oLawulayo weSebe loKhuseleko loLuntu

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AARTO	–	ULawulo lokuGwetywa kwamaTyala Ezithuthi zeNdlela
BI	–	INgqiqo yoShishino
C-eI	–	Iziko leNguqulelo yeKhompyutha
CPF	–	IForam yamaPolisa oLuntu
CPFs	–	IiForam zamaPolisa oLuntu
CSC	–	IZiko leNkonzo yoLuntu
CSF	–	UMbutho woKhuselo loLuntu
CSFs	–	IMibutho yoKhuselo loLuntu
DoCS	–	ISebe loKhuseleko loLuntu
DotP	–	ISebe leNkulumbuso
DOT&PW	–	ISebe lezoThutho neMisebenzi yoLuntu
DPSA	–	ISebe loLawulo lweNkonzo yaBasebenzi
EMDC	–	IZiko loLawulo lweMfundo noPhuhliso
HOD	–	INtloko yeSebe
HODs	–	IiNtloko zamaSebe
ICD	–	ICandelo eliziMeleyo leZikhalazo
IDP	–	UCwangciso loPhuhliso oluManyanisiweyo
ITP	–	IziCwangciso zoThutho oluManyanisiweyo
LEA	–	IArhente yoNyanzeliso loMthetho
LEAs	–	IiArhente zoNyanzeliso loMthetho
LGMTEC	–	UMjikelo weNkcitho wesiThuba esiPhakathi kaMasipala
MEC	–	ILungu leKomiti yeSigqeba (yabaPhathiswa)
MISS	–	IMigangatho yoKhuseleko lweNgcaciso ePhantsi
MTEF	–	IsiCwangciso-nkqubo seNkcitho sesiThuba esiPhakathi
MPD	–	ISebe lamaPolisa kaMasipala
MPS	–	INkonzo yamaPolisa kaMasipala
MPSS	–	IMigangatho ePhantsi yoKhuseleko lweNdalo
NIA	–	UGunyaziwe wokuCupha weSizwe
NHW	–	Ukubeka iLiso kwaBahlali
NHWs	–	Ababeki-liso boKuhlala
PGWC	–	URhulumente wePhondo leNtshona Koloni
PNPs	–	IiMfuno zamaPolisa nezinguNdoqo
PT	–	ICandelo lezeMali lePhondo
PTI	–	UHlolo lwezoThutho lukaRhulumente
RTMC	–	IZiko loLawulo lweZothutho eziNdleleni
SAPS	–	INkonzo yamaPolisa oMzantsi Afrika
SMS	–	INkonzo yaBalawuli abaPhezulu
TLE	–	UNyanzeliso loMthetho lweziThuthi
WHO	–	UMbutho weMpilo weLizwe

ISAHLULO A: UVAVANYO NGOKUBANZI LWEQHINGA

1. UHLAHLELO OLUHLAZIYIWEYO LOBUME

IPGWC inyanzelekile ukuba iguqule isigunyaziso sayo sonyulo ibe sesisebenzayo. Ngokusebenzisa inkqubo yocwangciso leqhinga lokusebenza, iPGWC ichonge iinjongo zeqhinga lokusebenza ezilishumi elinesibini (12). Injongo yoRhulumente weNtshona Koloni kukwenza zonke iingingqi zoluntu kwiPhondo zibe zindawo ezikhuselekileyo zokuba zihlalwe, kusetgyenzwe, kufundwe, konwatywe ze kuhanjwa-hanjwe. ISebe loKhuseleko loLuntu liya kwenza indima yokuqhuba nokuququzelela injongo yeqhinga lephondo ukwandisa ukhuseleko. Eli qhinga lisekwe kwindlela epheleleyo yoluntu ze "lulwenze ukhuseleko lube luxanduva lomntu wonke".

Ngokubandakanywa koluntu lonke, kuzanywa ukusukwa kwindlela yokwenza into kukho into ekubangela oko ze kunikwe ingqwalasela ebanzi kuthintelo lolwaphulo-mthetho, phakathi kwezinye, kwakhiwe iingingqi zoluntu ezikhuselekileyo kusekwe kuthelelwano. Ngokwakaloku nje, kukho uthelelwano osele lukho apho iSebe lisebenza khona. Ukuqhubela phambili nokwandisa oku, iSebe liya kuthabatha indima ephambili ekuyileni nasekumiliseni amaziko kunye neendlela ezidingekayo ukuyila nokuzinzisa uthelelwano lokhuseleko olusebenzayo. Ngoko ke, ingqwalasela ephambili yeqhinga kukuqhubeka nokuqinisa uthelelwano osele lukho nokuqalisa uthelelwano olutsha oluzinzileyo ukulunigiselela ukusebenza njengoluza nenguqu ze luxhase ukuyilwa kobume obukhuselekileyo kunye neengingqi apho ulwaphulo-mthetho lusenokuqhubeka kwindawo yokuqala. ISebe, ngendlela yolawulo enqamlezayo, liya kuhlanganisa izibonelelo, ulwazi, izakhono zokuyila ngokubandakanya bonke abachaphazelekayo. Ngale ndlela intsebenziswano esondeleyo iya kwandiswa, kuze ngale ndlela kukhuthazwe indlela epheleleyo kwisisombululo esizinzileyo kulwaphulo-mthetho ze ngokunjalo kuqukwe ukusebenza koorhulumente. ISebe ngokwakaloku nje likwinkqubo yokuqinisekisa ngamaqhinga neendlela zokusebenza ezifanelekileyo zokunikela, kujongwe izigunyaziso zalo eziminyiweyo, ngendlela eyiyo ukufezekisa iqhinga lalo lenjongo yephondo lesi-5 "lokwandisa ukhuseleko". Ze ibe loo nkqubo iqukunjelwe, iingqiqo ezintathu (3) zidwelisiwe, ezizezi:

- Ukususwa kwamathuba olwaphulo-mthetho.

- Ukunciphisa impembelelo kubaphuli bomthetho ukuba baqhube ulwaphulo-mthetho.
- Ukususwa kwezizathu ezingunozala wexesha elide zolwaphulo-mthetho.

Iingqiqo ezintathu (3) ziya kuqulatha ngokunjalo eziphambili zembali yomgaqo-nkqubo zeSebe loKhuselo loLuntu. Ezi zezi:

- Iinkonzo zoKhuseleko lwempahla kaRhulumente, zabasebenzi nabatyeleli.
- Ukonganyelwa kweSAPS kunye nezinye ii-arhente zonyanzeliso lomthetho.
- Ukhuseleko ezindleleni (kubandakanywa uNyanzeliso loMthetho weZothutho).

Isicwangciso sokufezekisa ezi ziphumo siya kungeniswa ngamathuba athile kwiminyaka-mali emithathu (3) elandelayo. Ngowama-2011/12, okuphambili kumgaqo-nkqubo kuya kuqhubeka kusiba yeyona ngqwalasela ingundoqo yeSebe, yaye kuya kuqhuba inkqubo ebheka phambili ebalulekileyo kuyo.

Ngokunjalo, ngowama-2011/12, uphando olungundoqo kunye nenzame zoyilo ziya kuqaliswa ukuphembelela okuphambili komgaqo-nkqubo ochazwe ngasentla. Ezi nzame ziya kubandakanya uqukuqelo lomsebenzi ukulungiselela uphando ngendlela elungileyo yokunika ingqwalasela kwizibonelelo zePGWC, amaziko nabasebenzi ekwandisweni kokhuseleko kwipropati yePGWC. Uqukuqelo lomsebenzi luya kuyila indlela ethi:

- Ilungelelanise yaye kusetyenziswe ngokupheleleyo inkcitho yokhuseleko oluthe ngqo ngoRhulumente wePhondo (kubandakanywa uhlahlo lwabiwo-mali lokhuseleko lwamasebe ngamanya awahlukeneyo) ukwandisa ukhuseleko nokunciphisa amathuba olwaphulo-mthetho kwipropati kaRhulumente nemisebenzi. Umzekelo, uqukuqelo lomsebenzi luya kunika ingqwalasela kwinto yokuba ingaba imifuziselo eyenye yokuthenga iinkonzo zokhuseleko inakho ukuvelisa ukhuseleko olukhulu oluminya iindleko yaye inakho ukuchonga amabali empumelelo yokhuseleko kuRhulumente wePhondo anokuthi aphinda-phindwe ngokubanzi;
- Iqhube indlela elungelelanisiweyo ekujoliswe kuyo ngamasebe onke oRhulumente wePhondo kunye namacandelo ukuba yenze isahlulo esisebenzayo ekwandiseni ukhuseleko nokunciphisa amathuba okwenziwa kolwaphulo-mthetho kubumelwane babo obusondeleyo kunye neengingqi zoluntu. Umzekelo, uqukuqelo lomsebenzi lunakho ukuphanda amathuba ukulungiselela amaziko kaRhulumente ukunikela kwiinzame zemisebenzi yokhuselo efana nokuphuculwa kwezithili kubumelwane obusondeleyo; kunye
- Nokuqhuba indlela elungelelanisiweyo, ekujoliswe kuyo ngamasebe onke oRhulumente wePhondo kunye namacandelo ukuba anikele kukuthotywa kwenkuthazo kubaphuli-mthetho nokunika ingqwalasela kwizizathu ezingunobangela wolwaphulo-mthetho. Umzekelo, uqukuqelo lomsebenzi luya kuhlanganisa umsebenzi osele ukho kaRhulumente kwiqhinga lokusebenza elimanyanisiweyo ukunika ingqwalasela ekusetyenzisweni gwenxa kweziyobisi.

Olunye uqukuqelo lomsebenzi luya kuphando ngendlela elungileyo yokokuba iPGWC ibe nokusebenzisa amagunya ayo asemthethweni ukubeka iliso nokusebenzisa ukongama kwayo kwiSAPS kunye nezinye ii-arhente zikarhulumente

zokunyanzelisa umthetho ngendlela apha ethi ilungelelanise nendlela yokhuselo yokuqwalasela uluntu lonke.

Olwesithathu uqukuqelo lomsebenzi luya kunika ingqwalasela kwindlela elungileyo yokuzisa izibonelelo namakhono oluntu lonke kwinjongo yokwandisa ukhuseleko lwendlela yaye luya kunika ingqwalasela kwindlela eyiyo yokuhlanganisa izibonelelo zokhuselo lweendlela zePhondo kubandakanywa bonke oomasipala kwiqhinga lokhuseleko ezindleleni kwiPhondo liphela ngokubanzi. Olu qukuqelo lomsebenzi noThutho, eleMisebenzi kaRhulumente kunye nemisebenzi yesizwe efana noLawulo lwesiGwebo samaTyala ezoThutho eziNdleleni (AARTO).

Okokugqibela, uqukuqelo lomsebenzi luya kunika ingqwalasela ekuyileni amaziko kunye neendlela ezilungiselelwe uthelelwano lokhuseleko. Iqhinga "lokwenza ukhuseleko uxanduva lomntu wonke" liya kudinga amaziko amatsha neendlela ekufuneka zisekwe. Umzekelo, uThelelwano loKhuselo lweNtshona Koloni lwamashishini karhulumente nawangasese anakho ukundululwa, enesigunyaziso esicacileyo kunye nohlahlo lwabiwo-mali olufanelekileyo ukuchonga, ukuhlanganisa nokudibanisa izibonelelo, ulwazi namakhono kaRhulumente, amaziko angasese kunye noluntu ukuyila iingingqi zoluntu ezikhuselekileyo. Ngokunjalo, uthelelwano olunjalo luya kunceda ukuhlanganisa uthungelwano lothelelwano olusebenzayo lokhuselo lwesithili nengingqi kusetyenziswa izigunyaziso ezicacileyo kunye nohlahlo lwabiwo-mali lokhuselo oluya kuba nekhono lokongezelela kuthungelwano osele lukho lokuphucula izithili kunye nukuBeka iLiso kwaBahlali. Ngokwenza njalo, uthelelwano alusayi kwabelana kuphela ngolwazi nezakhono, kodwa lunokubonelela ngoluhlu lweenkuthazo zemali nezizezinye ukulungiselela uthelelwano lokhuseleko loluntu.

Ngonyaka-mali wama-2012/13 uya kubona ukulingwa kwezi ndlela zintsha kunye namaziko kwiingingqi zoluntu ezikhethiweyo nakwiindawo zoRhulumente wePhondo. Ifuthe loyilo "loluntu lonke" luya kuvavanywa ngononophelo ze konke okufundiweyo kufakwe kumaxwebhu. Ukususela kunyaka-mali wama-2013/14 ukubheka phambili, umiliselo olubanzi lweendlela namaziko luya kuqaliswa kuyo yonke imimandla emine ekujoliswe kuyo, kunye novavanyo lwayo olulungelelanisiweyo.

Ufezekiso lwenjongo yeqhinga lokusebenza lephondo lokwandisa ukhuseleko luya kubonelela kukuzalisekiswa kweziphumo zoRhulumente wesizwe yaye ingakumbi umphumela wokokuba "Bonke abantu boMzantsi Afrika baziva bekhuselekile".

1.1 Ubume bokunikezela ngenkonzo

ISebe lijolise ekwandiseni izigunyaziso zokongamela kumapolisa njengoko kubonisiwe kwiCandelo lama-206 (3) loMgaqo-siseko. Ukuphumeza esi siphumo, iNkqubo yokuBeka iLiso koLuntu iya kuthabatha indima ephambili ekwandiseni ulongamelo kwiSAPS kunye nezinye ii-arhente zikarhulumente zokunyanzeliswa komthetho. Oku kuya kubandakanya isibonelelo sophando lweqhinga olusekwe kubungqina kunye nengcebiso yomgaqo-nkqubo, ukubeka iliso, uvavanyo nokunika ingxelo kwindlela yokusebenza kwamapolisa nendlela yokuziphatha.

Olu phando lunenjongo yalo engundoqo, ngokuhambelana neCandelo lama-206 (1) loMgaqo-siseko weRiphabliki yoMzantsi Afrika (uMthetho we-108 we-1996), isibonelelo sohlahlelo oluchaziweyo semfuno nokungudoqo kubupolisa esele bukho kwiPhondo leNtshona Koloni. Kwenziwe izindululo eziphambili kokufunyenweyo, ezizezi zilandelayo:

- Okokuba iSAPS iphuhlise iqhinga lokusebenza ukusombulula ingxaki yezixhobo nezinto ezibukhali ezithi zisetyenziswe kubundlobongela bolwaphulo-mthetho;
- Okokuba ukusetyenziswa gwenxa kweziyobisi nemfuneko yokukunika ingqwalasela kusele kungumngeni ongundoqo kwiphondo. Iqhinga lokunciphisa ukuhanjiswa kweziyobisi ngokungekho mthethweni kufuneka liphuhliswe ze limiliselwe yiSAPS, incediswa zezinye ii-arhente zikarhulumente; kunye
- Nokokuba imisebenzi eququzelelweyo yamaqela olwaphulo-mthetho ngokubanzi ingakumbi amaqela emigulukudu, akwiphondo, kufuneka ithathelwe ingqalelo njengesixhobo esingunobangela wezehlo ezikwinqanaba eliphezulu zokusetyenziswa gwenxa kweziyobisi nolwaphulo-mthetho lobundlobongela. Ngoko iyimfuneko into yokokuba ingqwalasela inikwe kuwo onke amanqanaba obupolisa kwiphondo, ngendlela amaqela emigulukudu ancedisa ngayo kulwaphulo-mthetho nendlela eyiyo anokuthi athintelwe ngayo.

Xa kuqwalaselwa ukusetyenziswa gwenxa kweziyobisi okuchazwe ngasentla, iPhondo leNtshona Koloni liyaqhubeka ukuba liphondo elichatshazelwa kakhulu ziziyobisi. Uluhlu lwamanani olwaphulo-mthetho kwiPhondo lubonisa into yokokuba iNtshona Koloni irekhode ama-60, ama-409 olwaphulo-mthetho olunxulumene neziyobisi phakathi kwekaTshazimpuzi wama-2009 kunye neyoKwindla wama-2010. IPhondo lifumanise ukuba ulwaphulo-mthetho olunxulumene neziyobisi lwande nge-14% xa kuthelekiswa nesithuba esidlulileyo sekaTshazimpuzi wama-2008 ukuya kweyoKwindla wama-2009. Oku kunyuka ngaphezulu kokuphinda-phindwa kathathu kumanani arekhodwe kwisithuba sikaTshazimpuzi wama-2003 ukuya kweyoKwindla wama-2004. Xa kuthelekiswa amanani akhoyo ngoku eNtshona Koloni kunye namanani eli lizwe liphela, sibona into yokokuba malunga nesiqingatha solwaphulo-mthetho olunxulumene neziyobisi lurekhodwe kwiphondo.

Xa kuphandwa iingqikelelo zoluntu, iSebe lifumanise into yokokuba ama-88% amalungu oluntu athe avavanywa abona into yokokuba ingxaki yesizwe evelayo yokusetyenziswa kweziyobisi gwenxa iyatyhutyha-tyhutyha kwiingingqi zawo zoluntu. Uninzi lwamalungu oluntu avavanyiweyo, nangona, awaneliseki yindlela amapolisa anika ingqwalasela ngayo kwingxaki yokusetyenziswa gwenxa kweziyobisi. Kukho ingxaki yokusetyenziswa gwenxa kweziyobisi. Kukho ingqikelelo yokuba abanini beeshibhini kunye nabathengisi beziyobisi banyoba amagosa wesipolisa.

Ngako oko, umntu unakho ukufikelela kwisigqibo sokuba uphando oluqhutywe liSebe, olufundwa kunye neenkcukacha zamanani olwaphulo-mthetho akhoyo, lubonisa imfuneko yendlela ethe ngqo kulwaphulo-mthetho olukwimimandla ethile kwiPhondo. Akukho iqhinga "elifanayo elilungele yonke into" kulwaphulo-mthetho. Kunyanzelekile ke ngoko ukuba iSebe libeke phambili isigunyaziso salo esisemthethweni sokongamela njengoko sichaziwe kwiCandelo lama-206 loMgaqo-siseko. ISebe loKhuselo loLuntu liya kuqhuba lisomeleza uyilo lwalo lokongamela njengento engaguqukiyo ukulungiselela ukuphucula indlela yokusebenza yeSAPS kwiNtshona Koloni eya kuthi ngokunjalo ibonelele ekwandiseni ukhuseleko. Ukufezekisa oku, siya kwandisa imimandla engundoqo emithathu (3):

(1) Ukuqokelelwa kwengcaciso kumanqanaba akhoyo endlela yokusebenza kweSAPS, iindlela zolwaphulo-mthetho, izibonelelo ezikhoyo neemfuno zoluntu.

(2) Uhlahlelo lwengcaciso enjalo ukulungiselela ukuseka nokunika ingxelo kwiingxaki zenkqubo ezithe zakho ingakumbi kwiSAPS, ngokunjalo nakwiNkqubo eManyanisiweyo yezoBulungisa ngokubanzi. Ezi ngxelo ziya kuthi zisetyenziswe ukunceda bonke abachaphazelekayo ekuqinikiseni ngento yokuba izibonelelo ezineganele ezikhoyo, kuRhulumente zisetyenziswa kuloo mimandla kukho isidingo kakhulu kwiNtshona Koloni, kuphuculwa ukusebenza ngokufanelekileyo nokuqinisekisa ngolwandiso lokhuselo nokhuselo kumntu wonke.

(3) Ukuqiniswa kothelelwano kuluntu ngokubanzi, phakathi kwezinye, ukuqinisekisa ngento yokokuba iiForam zamaPolisa oLuntu (iiCPF) ziyaqulunqwa kuzo zonke iingingqi nento yokokuba isebenza ngokuhambelana nemithetho ebekiweyo. Oku kuya kuqulatha ulwakhiwo lothelelwano kunye nabanye abachaphazelekayo olujolise ekuthintelweni kolwaphulo-mthetho nolwazi kwiingingqi zoluntu. Imiqondiso yendlela yokusebenza enokulinganiswa kule mimandla kujoliswe kuyo kubandakanywa nobungakanani bendlela yokuqokelelwa kwengcaciso liSebe, inani leengxelo ezivelisiweyo ngeendlela ezichongiweyo kwimimandla ethile kwiNtshona Koloni kunye nenani leeCPF, iqondo lazo lendlela efanelekileyo yokusebenza kunye neqondo lokuthatyathwa kwenxaxheba luluntu.

Ngaphezulu, ngokusetyenziswa kophando, iSebe linakho ukunika ingqwalasela kunqongophalo lwengcaciso esekwe kubungqina, ze kusetyenziswe olu phando njengesikhokhelo seqhinga ukunika impembelelo kulongamelo. Indlela ekuthi oku kwenziwe, kukusetyenziswa kohlelo kunye novavanyo lokuchakwa nokusetyenziswa kwezibonelelo zamapolisa ngokuhambelana nesiCwangciso samaPolisa. Isiphumo solu phando siya kubonisa ukusebenza kakuhle nokufaneleka kwamapolisa. Umngeni okhoyo kolu phando kukuqinisekisa ngokufaneleka nokusebenza kakuhle kwezinye iiarhente zokunyanzeliswa komthetho ngokuhambelana nesiCwangciso samaPolisa. Umnikelo osandula ukwenziwa kwisigunyaziso sokongamela, ngoMgaqo-nkqubo kunye neNkqutyana yeNgcebiso (eyayisaziwa ngaphambili njengoKhuseleko lweNgcaciso noPhando), ubandakanya ukuqinisekiswa kweeMfuno nezinguNdoqo kubuPolisa (iiPNP). Le ngcaciso yaphandwa ikakhulu ngokusetyenziswa koluhlu lwemibuzo oluqulunqiweyo kusetyenziswa iiCPF kunye nezifundo zengqiqo yokhuselo eziqhutywe kwiingingqi zoluntu ezikhethiweyo.

Ukuqhutywa kweePNP kuzalisekisa isigunyaziso esibalulekileyo esisemthethweni seSebe. Xa kumiliselwa iingcebiso kuphando ngeePNP yiSAPS kwisiCwangciso samaPolisa, iimfuno zokupolisa koluntu ziyaqwalaselwa yaye oku kuya kunikela ekususweni kwamathuba okwenziwa kolwaphulo-mthetho. Ngaphezulu, kunokuhla impembelelo yabaphuli-mthetho ukuba baqhube ulwaphulo-mthetho ze kuguzulwe unobangela wexesha elide wolwaphulo-mthetho.

Ukuungiselela uphando lonyaka wama-2010/11 lweePNP, iingingqi zoluntu lwePhondo lwaseNtshona Koloni zichonge iindidi zolwaphulo-mthetho olungundoqo ezintlanu abathe banenkxalabo ngazo kwimimandla yabo eyahlukeneyo. Ezi ibe luhlaselo ngenjongo yokwenzakalisi, ulwaphulo-mthetho lwesondo, uhlaselo oluqhelekileyo, uphango oluqhelekileyo nobundlobongela basemakhaya. Ngaphezulu kulwaphulo-mthetho olungundoqo oluchongiweyo, iingingqi zoluntu ezichaphazelekayo zichaza ikakhulu uqhekezo kwizindlu zokuhlala nangona lungeyiyo inxalenye yolwaphulo-mthetho olungundoqo. Ukujongana nemiba apho ingcaciso esemgangathweni ibaluleile, iSebe liqalise ngezicwangciso zokusela inkqubo yolawulo lwengcaciso ehlanganisiweyo yokhuselo loluntu.

Le nkqubo yengcaciso ehlanganisiweyo iya kugcina ngokunjalo uluhlu lweenkcukacha ngendlela elungileyo yokusebenza kunye nemigaqo-nkqubo ukulungiselela ukusetyenziswa liSebe nokusekwa kwesitora seenkcukacha zolwazi esihlanganisiweyo esiqhagamshelwe kwiinkqubo zangaphakathi nezangaphandle. Kuyo yonke le nkqubo, iSebe liya kulawula ze lihlanganise iinkqubo ezahlukeneyo ze liyile umthombo osembindini, oya kuthi uhlanganise ze udibanise ingcaciso enxulumene nolongamelo, uphando, ukupolisa koluntu noyilo lokhuselo. Le nkqubo iya kubeka iSebe kwinqanaba apho ingcaciso ifumaneka ngokukhawuleza.

Inkqubo yengcaciso ehlanganisiweyo ibalulekile, njengoko ilungelelanisa yaye inxulumanisa inani leenkcukacha zolwazi ukubonelela ngembonakalo epheleleyo yommandla ekujoliswe kuwo. Inkqubo iya kuvumela ithuba lokungena lenkqubo kwingcaciso yezikhalazo ezibhalisiweyo ezibhekiselele kumapolisa, ubume beCPF, ubume bolwaphulo-mthetho, ubume bamapolisa (izithuthi kunye nabantu), iiprojekti zokuthintelwa kolwaphulo-mthetho lwentlalo, iimfuno nokungundoqo kukupolisa; iziphumo zebharometha yokhuselo loluntu, ingcaciso yolindikhaya kunye nezinye neziphumo zophando ngonyaka ngamnye.

Ngonyaka-mali wama-2010/11, iSebe liqalise ngenkqubo yohlahlelo loshishino ukulungiselela iNkqubo yoLuntu yoLawulo lweNgcaciso yoKhuseleko eManyanisiweyo (CSIIMS). Inkqubo yaqhutywa yiArhente yeTheknoloji yeNgcaciso kaRhulumente (SITA) kunye nomphumela othe wamkelwa ziinkcukacha zemfuno zoshishino. Emva kwale, iSebe lanxulumana neSebe leNkulumbuso (DotP): IZiko leKhompyutha (C-eI) kunye neSITA ukufumana izakhono lokuyila nokuphuhlisa uyilo lwesitora seenkcukacha zamanani. Umngeni weSebe ekuhlanganwa nawo ngokwakaloku nje ngowokuba iZiko leKhompyutha liqalisa ngenkqubo yolawulo lwengcaciso ehlangeneyo yephondo ngokubanzi yaye likwinkqubo yokuphuhlisa uyilo olusephepheni eliluhlaza ukulungiselela amaSebe orhulumente wephondo. Oku kuqulathe, phakathi kwezinye izinto, iDotP: iC-eI idinga ukumisela imigangatho yephondo elungiselelwe Isixhobo sokucutshwa kweShishini (BI) ekufuneka sisetyenziswe kwiPhondo liphela. I-DotP: C-eI idinga ukucebisa iSebe kwisixhobo esifanelekileyo seBI ekufuneka sithengwe ukulungiselela CSIIMS. Injongo yesiXhobo seBI kukucaphula, kukuguqula nokufaka iinkcukacha zamanani ukulungiselela uhlanganiso. Ngenxa yolibaziseko lobugcisa, iSebe linokunikezela kuphela kwisahlulo sokuqala (uhlanganiso lwezicelo ezikhoyo) kunyaka wama-2011/2012. Iprojekti yeCSIIMS iphawulwe njengexhomekeko kwiCe-I ukuba ibonelele ngesikhokhelo seqhinga nobugcisa. Omnye umngeni ongakho lilungelo lokufumana iinkcukacha zamanani angaphandle avela kwabachaphazelekayo abafna neSAPS nezinye ii-arhente zonyanzeliso lomthetho. ISebe liya kunika ingqwalasela kulo mngeni ngokusetyenziswa konxibelelwano lomntu ngamnye kunye nabachaphazelekayo.

Ngaphezulu, iSebe linoxanduva lokubeka iliso, uvavanyo nokunika ingxelo ngokunikezelwa kwengxelo ngamapolisa. Kule meko linoxanduva lokubeka iliso nokuvavanya ukuhambelana kwamapolisa nomgaqo-nkqubo ze linike ingxelo ngokufunyenweyo. Ngokwakaloku nje kukho ingqwalasela enkulu ekuxhaseni imisebenzi yohlolo nangona izibonelelo ezangezelelweyo ezidingekayo zinqongophele kwiNkqutyana yokuBekwa kweliso noVavanyo.

Kukho ngokwakaloku nje ibango eliphezulu lale nkonzo elivela kumalungu oluntu ukulungiselela ukunika ingqwalasela kumanqanaba alindelekileyo okunikezelwa kwenkonzo yiSAPS. Okulindelweyo luluntu ngokubanzi kokokuba ezi nkonzo zifumaneke kwiPhondo liphela nento yokuba izikhululo zamapolisa zonke zibekwa

iliso. Ukungabikho komthetho ochaziweyo obhekiselele kunyanzeliso lokongamela kudala umngeni kukwandiswa kulongamelo kwiSAPS kunye nezinye ii-arhente zokunyanzeliswa komthetho.

ISebe liya kuyila isicwangciso-nkqubo sokunika ingxelo kukongamela ukubonisa unxibelelwano kunye nobungakanani bokongamela njengesigunyaziso esisebenzayo seSebe.

Ifuthe loku kuchazwe apha ngasentla liya kuba nomphumela wokwandiswa kolongamelo kwiSAPS kunye nezinye ii-arhente zokunyanzeliswa komthetho, ngoko kumiliselwa izigunyaziso zoMgaqo-siseko nezisemthethweni zokongamela iiarhente zokunyanzeliswa komthetho ze ngoko kumiliselwe izigunyaziso zomgaqo-nkqubo wesizwe nowephondo ngokwemiqathango yokhuselo nokhuseleko.

Ithe yacaca gca into yokokuba ukunikezelwa kwenkonzo ngamapolisa kunye nezinye ii-arhente zokunyanzeliswa komthetho kudinga inguqu nolawulo olunesidima, ukulungiselela ukuqalisa ngobupolisa okusebenzayo kakhulu nokufanelekileyo, ngokunjalo nokuphucula ubudlelwane boluntu namapolisa. Ukunika ingqwalasela, koku, iSebe linoxanduva lokuyila nokumilisela amaziko neendlela ezifunekayo ukuyila nokuzinzisa uthelelwano olusebenzayo lokhuselo nokhuseleko, ukukhuthaza ubudlelwane bobupolisa kuluntu, ukunikwa kwengxelo ngamapolisa nokukhuthaza kokhuselo loluntu.

ISebe liya kuphuhlisa amaqhinga nezicwangciso ezihlanganisiweyo zothintelo lolwaphulo-mthetho lwentlalo kunye neSAPS, oomasipala neengingqi zoluntu ukulungiselela ukuphucula ucwangciso loorhulumente kokungundoqo kokhuselo kunye noomasipala, iingingqi zoluntu, amasebe embumbano yentlalo kunye namaziko oluntu. La maqhinga nezicwangciso aya kumiliselwa kumacandelo afanayo, enikela ngokubhekiselele kubume apho ulwaphulo-mthetho lungalindelekanga ukuba lwenzeke. Ngaphezulu, izicwangciso zelixa elizayo eziqainisekisa ngozinziso lokujoliswe kuko nefuthe ziya kuphuhliswa ze zimiliselwe. Le ndlela ihlangeneyo kucwangciso nemisebenzi yomiliselo, ilungelelanisa izicwangciso-nkqubo ezilungiselelwe ukhuseleko kwiNtshona Koloni yaye zilungelelaniswe nesindululo sokwenza ukhuseleko lube luxanduva lomntu wonke ezisekwe kwindlela yoluntu lonke.

Ukuxhaswa kolongamelo olusebenzayo eNtshona Koloni, kufumaniseke kubalulekile ukwandisa ukunikwa kwengxelo kumapolisa nobudlelwane bamapolisa noluntu. Oku kuya kunikela ekwakhiweni kwentembeko yoluntu kumapolisa ze kukhuthaze iiCPF, iMibutho yoKhuselo loLuntu (iiCSF), ukuBeka iLiso kwaBahlali (iiNHW), oomasipala, ukhuseleko lwamashishini nolwangasese ukwenzela ukuba kwenze indima eyiyo kupoliso loluntu nokhuselo kunye nomiliselo lokhuseleko. IiNHW ngokunjalo ziya kuqeqeshwa ekuqhubeni ubupolisa obubonakalayo. Ekumiliseni izicwangciso zoluntu zokwenza amapolisa athabathe uxanduva, iinjongo zezengingqi zoluntu ukuwenza amapolisa athabathe uxanduva lokunikezelwa kwenkonzo nendlela yokuziphatha ngokwakhiwa kobudlelwane obusebenzayo.

Ngokuhambelana nokusekwa kweeCPF kwiphondo, iSebe liya kubonelela ngesicwangciso-nkqubo esilungiselelwe ukusekwa nokusebenza kweeCPF, esiya kujolisa ekuqinisekiseni ngozinzo.

Ngokuhambelana nokukhuthazwa kolwazi lokhuselo loluntu, iSebe lixhibe ekuphakamiseni iqondo lolwazi lokhuselo loluntu kwiingingqi zoluntu, kumaziko oluntu kunye namaqela asesichengeni.

Imigaqo yethu kawonke-wonke inefuthe kakhulu kulawulo lwezithuthi. Ngokwakaloku nje, iingozi zendlela zinegalelo elikwisixhenxe ngokuba ngunobangela wokufa kwilizwe xa kuthelekiswa namanye amazwe asaphuhlayo. UMbutho weMpilo weLizwe (WHO) uqikelela into yokokuba ukuba ngaba akukho nto ifanelekileyo yenziwayo, iingozi zendlela ziya kuba nguyena nobangela umkhulu wokufa okungaqhelekanga ngowama-2020. Ngaphezulu kwe-15 000 labantu abafa qho ngonyaka (i-1 500 kwiNtshona Koloni) kwiindlela zoMzantsi Afrika malunga nama-50% abo ngabahambi ngeenyawo. Ngaphezulu, malunga nama-7 000 abasebenzisi bemigaqo ashiyeka elimele qho ngonyaka, ze ama-60 000 enzakale kakhulu. Ifuthe elithelekelelweyo leendleko zoku kufa nokwenzakala ngokunjalo nomonakalo kwipropati, imisebenzi yokusindisa kunye namabango athi enziwe kuqoqosho loMzantsi Afrika athelekelelwa kwizigidi zezigidi ezingama-45 ngonyaka. (UMthombo: iMbumba yoLawulo lweziThuthi zeNdlela (RTMC), uXwebhu lweNgxoxo, umhla woku-1 kweyoMsintsi 2008 kunye ne AARTO Ver04 iNcwadana yoQeqesho, pp.1-4).

Le mingeni ilandelayo kubume bendlela yokusebenza yokunikezelwa kweenkonzo kuya kufuneka iqwalaselwe:

- Imfuneko enkulu yokunqongophala kweenkcukacha zamanani angawo ukulungiselela imisebenzi yokunyanzeliswa komthetho wezithuthi kunye nokhuselo lweendlela namagenelo oqeqesho;
- Ulwaphulo lwemithetho yezithuthi luyacholwa-cholwa ngeenkqubo ezahlukeneyo ngoogunyaziwe abahlukeneyo bonyanzeliso lomthetho;
- Ukungabikho kwemigangatho yokusebenza efanayo;
- Ukungabikho kwerejista ekwindawo enye enokuthi ibonise ukuphinda-phinda kwabaphuli bomthetho;
- Inkqubo enganelisi konke konke yendlela yokuqokelelwa kwezohlwayo ngokwakaloku nje njengoko malunga namatyala ezithuthi angama-60% abasebenzisi beendlela engafumaneki. Kuko ukwanda kwezehlo zenkohliso ezinxulumene namaphepha-mvume okuqhub a kunye nepleyiti enenombolo yezithuthi. Ngoko ukuphucula iingqikelelo zabasebenzisi bendlela, indlela abaziva ngayo nendlela abaziphethe ngayo ifuna ukuqwalaselwa ngokukhawuleza (UMthombo: RTMC AARTO ukuqaliswa kwesicwangciso, umhla wama-27 kuTshazimpuzi 2010); kunye
- UMthetho weNkqubo yoLwaphulo-mthetho (uMthetho wama-51 we-1977) ngokuhambelana nokuqwalaselwa kwalo lonke ulwaphulo lomthetho wezithuthi zendlela, uya usiba ngongasebenziyo ukulungiselela ukuqukumbela ngempumelelo okumangalelwa kwabanamatyala olwaphulo-mthetho wezothutho ezindleleni.

Ukumiliselwa koMthetho weAARTO (uMthetho wama-46 we-1998) kuya kunika ingqwalasela kule mingeni yaye kunyanzelekile ukuba uguqule indlela yokuziphatha yabasebenzi bendlela. Oku kuya kubangela ukuba kufunyanwe itheknoloji yala maxesha ukuxhasa imisebenzi edityanisiweyo yokunyanzeliswa komthetho ukulungiselela ulungelelwaniso olwangezelelweyo kunye nefuthe ukunciphisa iingozi zendlela ngama-50% ngonyaka wama-2014. Oku kuya kunceda iSebe ukuba liguquke lisuke kwianalogu liye kwitheknoloji esebenza ngerediyo esebenza ngokwamkela nokukhupha, ukuqwalasela kwenombolo yepleyiti nokufunyanwa kwetheknoloji yokucupha yerediyo esebenzayo kunye nezixhobo ezibanjwa

ngezandla ezihambelana neAARTO. Ngokumiliselwa kweeAARTO imisebenzi yezithuthi ingaluxanduva lwabanye oomasipala.

ISebe linoxanduva lokunikezela ngoqeqesho lwesiseko lwamagosa ezithuthi kuNyanzeliso loMthetho weziThuthi zePhondo nakooMasipala. IKholeji yoQeqesho lweziThuthi iGene Louw ngokunjalo iququzelela izifundo zoqeqesho ukulungiselela amaziko ohlolo angasese kunye naBahloli bamaPhepha-mvume okuQhuba (EDL) boomasipala kunye naBahloli beZithuthi (EOV).

Ukususela kunyaka-mali wama-2010/11iSifundo seSiseko samaGosa eziThuthi siya kuba sesisekelwe kwimigangatho yeyunithi yaye siya kuqhutywa kwisithuba sonyaka omnye hayi kwiinyanga ezintandathu njengoko kunjalo ngokwakaloku nje. Oku kuya kuba nomphumela wokunciphisa inani lezifundo lisuka kwisibini (2) ukuya kwisinye (1) ngonyaka ukusuka kwisininzi esili-120 ukuya kuma-30 ngesifundo ngasinye.

Amanye amangenelo awahlukeneyo oqeqesho afana noqeqesho lohlaziyo, uqeqesho lokuchonga isiyobisi kunye noqeqesho kuMthetho wezoThutho lweNdlela weSizwe (uMthetho wesi-5 wama-2009) kunye noMthetho we-AARTO luya kuqhutywa. La mangenelo acwangcisiwe esekwe kuvavanyo lweemfuno zoqeqesho ukuqwalasela ukusilela abathi abanamakhono bahlangabezane nako emsebenzini. Njengenxalenye yeenzame eziqhubekayo zeSebe ukuphucula amangenelo oqeqesho, uvavanyo lokuqinisekisa ngomgangatho luyenziwa ukuvavanya ifuthe loqeqesho xa kuqukunjelwa onke amangenelo oqeqesho.

Ukulungiselela ukwandisa ulwazi lokhuselo ezindleleni ukususela kwabancinane, isidingo sikho sokuba kubandakanywe imfundo yokhuselo ezindleleni kwikharityhulam yesikolo. Oku kwenziwa ngokunikezelwa kwezakhono nolwazi kubafundis-ntsapho ukulungiselela ukuba baqhube ukhuseleko ezindleleni njengenxalenye yamakhono okuphila kubafundi. Iiprojekti ezilungisiweyo, imathiriyeli yemfundo kunye nemiyalezo yonxibelelwano kunye/okanye amangenelo ukulungiselela amaqela athile asebenzisa iindlela (abaqhubi bezithuthi ezinzima, abaqhubi bezithuthi zikawonke-wonke nabakhweli, abaqhubi beemoto nabakhweli, abahamba ngenyawo nabakhweli bezithuthuthu) aya kuphuhliswa, amiliselwe ze azinziswe. Ukusekwa kwamabhunga okhuselo lwendlela kuya kuba nempembelelo elungileyo kwinjongo yethu yeqhinga lokwandisa ukhuseleko ezindleleni ngokuthi

kubonelele ngenqwanqwa elisesikweni lonxibelelwano kunye noninzi lwabachaphazelekayo kwicandelo lokhuselo ezindleleni.

Ukongezelela koku, ukhuseleko ezindleleni kufuneka lusiwe kwelona qondo lisezantsi labantu yaye ukuba kuthi ga ngoku iiCPF zichongiwe yaye injongo yokugqibela yeyokuba ukhuseleko lwendlela luya kuba ngumcimbi wazo zonke iiCPF. Iya kuqulathwa ngokunjalo kwimfundo yokhuselo lwendlela kunye neenkqubo zolwazi neeprojekti kulo lonke iPhondo ngokuququzelelwa kokuthatyathwa kwenxaxheba kwimibutho ebandakanyiweyo kunye nenkqubo (iiEMDC, iiIDP, iiCPF,ii ITP, iiLGMTEC, njl. njl.) eziya kuthi zibonelele ekuguqulweni kwendlela yokuziphatha nezimvo zabasebenzisi bendlela kule minyaka mihlanu (5) ilandelayo.

Ukwandisa ukhuseleko ezindleleni nempembelelo kwindlela yokuziphatha yabasebenzisi bendlela, inani lamangenelo aya kumiliselwa, phakathi kwamanye, imisebenzi ejolise ngqo kunyanzeliso lomthetho nakwimfundo kunye namangenelo olwazi.

Umgaqo-nkqubo ongundoqo olungiselelwe iNtshona Koloni kukumiliselwa kwesiCwangciso sePhondo sokuQaliswa koNyanzeliso loMthetho. Injongo yesisicwangciso kuku:

- nciphisa iingozi;
- nciphisa ukwenzakala nokwenzakala okubi kakhulu;
- yila ulwazi oluphezulu lwemiba yolwazi lokhuselo lwezithuthi ezindleleni;
- ngenisa indlela elungileyo yokuziphatha njengomsebenzi wendlela; kunye
- nokukhuthaza uhambelwano nothobelo ngokuzithandela.

Esi sicwangciso sandisa ukubamba nokumangalela ulwaphulo-mthetho wezithuthi zendlela, sinciphisa umlinganiselo wolwaphulo-mthetho kuzo zonke izalathisi ezingundoqo zokhuselo, sizolise yaye yaye silungelelanise imisebenzi eqhelekileyo kuwo omathathu (3) amacandelo okunikezelwa kwenkonzo, sandise unxibelelwano nokubhengeza ngokuphandle imiba engonyanzeliso, ethi inikele ngokubhekiselele ekwandiseni ukhuseleko.

Ngoko ke, iSebe liya kuzibphelela ekwenzeni oku kulandelayo:

- liqhubeke inkonzo yalo yeeyure ezingama-24/7 iintsuku ngokusigxina;

- liqhubeke ngokuthabatha kwalo inxaxheba kwiPhulo loKhuselo eKhaya;
- imisebenzi yezothutho lwabafundi esikolweni ngaphambi nasemva kweeyure zesikolo;
- ukuvulwa kweZiko elitsha iSHADOW (Safely Home Anti-Drunk Driving Operational War Room Centre) liya kuvulwa eWorcester[1];
- inani lezithuthi ezihlolwe xa kuvalwe iindlela ngamapolisa liya kwandiswa;
- ukubamba nokurhafisa abaqhubi beemoto abagqithise kumlinganiselo wesantya kuya kubaphambili;
- inani lokuvalwa kweendlela ngamapolisa elibanjiweyo liya kwandiswa
- izithuthi ezingekho mgangathweni wokuba semgaqweni ziya kubanjwa;
- imfundo yokhuselo lwendlela iya kuqiniswa; ze
- kumiliselwe isifundo sokuqala eside esizinyanga ezili-12-ukulungiselela uqeqesho lwamagosa ezithuthi.

Okusembindini kwiPGWC okokuba ibe nakho ukunikezela kubemi balo yimfuneko yokhuselo nokhuseleko lobume bokunikezelwa kwenkonzo. Kule meko, onke amaSebe ajamelene nomngeni omkhulu wezibonelelo ongaguqukiyo ekufuneka kujoliswe ngokutsha izibonelelo ukusuka kuxanduva ebezibekelwe lona kuqala zisiwe kumangenelelo aza mva engakhange abe acwangciselwe zona ngaphambili. Kuthi ngoko kube yimfuneko ukusebenzisana nokuqinisa uxanduva lwamaGosa anika ingxelo amasebe angabathengi anekhono elilodwa ukuxhasa uhambelwano.

Uhlahlo lwabiwo-mali olupheleleyo lwephondo lonyaka-mali wama-2011/12 luthelekelelwa ekubeni kube malunga nesigidi sezigidi ezingama-R40 apho isigidi sezigidi ezingama-R20 siya kuchithwa kubasebenzi, isigidi sezigidi ezili-R10 kwimpahla neenkonzo ze isigidi sezigidi ezisi-R8 sibekelwe ukhutshelo nenkxaso-mali. Ukuba ngaba lwamkelwe okokuba imisebenzi yoLawulo lweNgozi yoKhuseleko lwesiseko efana nolawulo lokungena nokuphuma ngokomndilili ngokunjalo luqulathe ipesenti enkulu yohlahlo lwabiwo-mali lwesebe, kukho imfuneko yokuyichaza ngobuninzi bayo ngokwenzululwazi. Xa ithe yachazwa ngobuninzi bayo, ixabiso loLawulo lweNgozi yoKhuseleko njengomsebenzi inakho ukubonişwa ze naluphi na utyalo-mali lulungelelwaniswe. IsiCwangciso-nkqubo soLawulo lweNgozi yoKhuseleko

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- [1] Isibonelelo sinikezelwa yi DoTPW, ngeli thuba ii DoCS zisebenza kula maZiko. Uhlahlo lwabiwo-mali lungqengqe kwiDoTPW kunye nabanikeli bezibonelelo be SA Breweries, iinkqubo zekhompyutha, ku8nye nezixhobo. Uhlahlo lwabiwo-mali olusebenza kunyanzeliso lomthetho lukwiDoCS.

siyaqukunjelwa ukuqinisekisa ngento yokuba umsebenzi ulawulwa ngokupheleleyo kwiPGWC ukulungiselela ukwandisa izibonelelo.

Ukuphuhliswa kokunikwa kwengxelo yephondo nesicwangciso-nkqubo sohambelwano siya kumiliselwa kumaSebe ukuqinisa uxanduva lwamagosa anika ingxelo anekhono elilodwa ukuxhasa uhambelwano kunye nobume bokulawula ingozi yokhuseleko. Injongo yonyaka-mali wama-2011/12 kukusekwa kweekomiti zokhuseleko kwisebe ngalinye ukuqinisekisa ngolungelelwaniso kunye nendlela echongiweyo yePGWC, imisebenzi eya kuthi ilawulwe kukunikwa kwengxelo liphondo nesicwangciso-nkqubo sohambelwano.

Ulwandiso olungaphezulu lwenkqubo yolawulo lokungena nokuphuma ye-elektroniki luya kuqhuba lungundoqo. Ingqwalasela yangaphakathi iya kusetyenziswa ekususeni amathuba okwenza ulwaphulo-mthetho kubume bokunikezelwa kwenkonzo yePGWC, ukulungiselela ukuba kuncitshiswe ilahleko enxulumene nenkqubo yolawulo lwelahleko yesebe.

1.2 Ubume bombutho

ISebe lineOfisi eyiNtloko kunye namaziko engingqi ezithuthi kwiPhondo liphela yaye ilawulwa yiNtloko yeSebe. ISebe lisekwe laneeNkqubo ezintlanu (5), ezizezi, uLawulo, uLongamelo, uThintelo loLwaphulo-mthetho noBudlelwane bamaPolisa noLuntu, uLawulo lweziThuthi noLawulo lweNgozi yoKhuseleko. INkqubo nganye yahlulwe yaziNkqutyana, ezilawulwa ngaBalawuli. Ubume beNkqubo buboniswa kuLungelelwaniso lwabasebenzi njengenxalenye yesiHlomelo D kwisiCwangciso seQhinga loKusebenza sonyaka wama-2010/11 ukuya kunyaka wama-2014/15 seSebe.

Uphuhliso lwesiCwangciso esihlangeneyo semiCimbi yaBasebenzi siya kudingeka kakhulu ukunceda iSebe ukuba lihlangabeze neemfuno zemicimbi yabasebenzi (HR) ezingumphumela wesicwangciso seqhinga nokuqhuba ufezekiso lweenjongo zeqhinga lwesebe ngokuqinisekisa ngento yokuba abasebenzi abafanelekileyo abaqeqeshiweyo bayafumaneka ukuhlangabezana nala mabango. Ungenelelo olungundoqo luya kuqulatha ulungelelwaniso lwesicwangciso semicimbi yabasebenzi kunye nomnqophiso okhoyo yaye ovelayo kunye neenjongo zeqhinga/ zobumbano, kunye nophuhliso lwamaqhinga azinzileyo exesha elide ukulungiselela ukufumana, ukufaka nokuphuhlisa nokugcina abasebenzi. Amaqhinga oLawulo lweNguqu aya kubaluleka ukuqinisekisa ukusekwa nokuzinziswa koyilo olutsha.

Ngokwakaloku nje iSebe linomelo olunganele olubonakala gca ngokuhambelana nobulungisa engqeshweni. Amangenelo achongileyo obulungisa kwingqesho aya kumiliselwa ukwandisa ukulingana ngokwesini kwiSebe, umzekelo, ukwandiswa komelo lwabantu ababhinqileyo kwizithuba zolawulo olukwinqanaba eliPhakathi neliPhezulu ngokunjalo nokuqeshwa kwabantu abalimeleyo kuwo onke amanqanaba engqesho.

ISebe liya kuqinisa ze landise izakhono zalo zokongamela ngokuhambelana nokubonelela ngophando, ingcebiso yomgaqo-nkqubo, ukubeka iliso, uvavanyo nokunika ingxelo ngendlela yokusebenza kwamapolisa nendlela yokuziphatha. Ngaphezulu, iSebe liya kubonelela ngesicwangciso esihlangeneyo sokhuselo nomiliselo, ukwandiswa kokunikwa kwengxelo ngamapolisa, ukukhuthazwa kothelelwano nobudlelwane bamapolisa noluntu ngokunjalo nolwazi lokhuselo

loluntu. Oku kuya kudinga into yokuba abasebenzi abanamakhono bafumaneke kumacandelo athile ukuhlangabezana nezi njongo.

INkqutyana: UThintelo loLwaphulo-mthetho lweNtlalo luya kungenela inkqubo yokuguqulwa ngokutsha ukulungiselela ulwamkelo lomiliselo lweeprojekti zothintelo lolwaphulo-mthetho noyilo nophuhliso lwamaqhinga okhuselo alungelelanisiweyo, uyilo kunye namaziko azinzileyo nanokuphindwa-phindwa.

Ukuza kuthi ga ngoku, iNkqutyaya: UMgaqo-nkqubo noPhando, izithuba ezibini azizaliswanga ngenxa yokurhoxa emsebenzini kwabasebenzi. Ngaphezulu, izakhono zophando lwangaphakathi lwabasebenzi zidinga ukwandiswa ukuqinisekisa ngemveliso yophando olulungileyo.

Ubume bombutho obukhoyo nokusekwa kweNkqutyana: ukubekwa kweliso noVavanyo akwanele ngokupheleleyo ukulungiselela ukwandisa ukongamela.

ISebe liqalise ngohlolo lweqhinga loLawulo lweNgozi yoKhuseleko yaye nekhono landisiwe kule meko. ISebe liqhubekile yaye liya kuqhubeka lisandisa izakhono ukulungiselela izisombululo zengozi yokhuseleko nokwandisa uvavanyo lwenkonzo njengesindululo sexabiso. Oku sele kunomphumela wenkqubo yolungelelwaniso ngokutsha lwangaphakathi.

ISebe kudingeka ukuba libandakanye imiba erheshayo yenjongo yeqhinga lephondo ukwandisa ukhuseleko oluvela kwiqhinga nakwingqiqo yokuphambili kwizibonelelo. Iqhinga lidinga ulungelelwaniso olukhulu nophuhliso ngokuhambelana nesigunyaziso seWorkstream: "Ukwandisa kweenkonzo zokhuseleko lwempahla kaRhulumente, abasebenzi nabatyeleli". Akusayi kubanakho ukujolisa ngokutsha okanye ukubeka phambili ngokutsha izibonelelo kuhlahlo lwabiwo-mali osele lukhona lweMTEF (IsiCwangciso-nkqubo seNkcitho yesiThuba esiPhakathi) kodwa kuya kudinga ulwabiwo olwangezelelweyo olusekwe ngaphezulu kwizigunyaziso ezivelisiwe yinjongo yeqhinga lephondo ukulungiselela ukwandisa ukhuseleko.

Inkqubo yophuhliso lombutho ihlola indawo yemisebenzi, ubume kunye neemfuno zabasebenzi beNkqubo yoLawulo lweziThuthi yaqaliswa yaye iingcebiso ziya kumiliselwa kunikwa ingqwalasela yezithintelo zemali.

Le Nkqubo yasebenza kakuhle kunyaka-mali ongaphambili xa umntu eqwalasela ukwanda kwezithuthi ezibhalisiweyo kwiindlela zethu (1 563 903), inani lamaphepha-mvume akhutshiweyo (1 384 523) yaye kunikwa ingqwalasela kuminyo lwamakhono abasebenzi (400) okupolisa kwiindlela zethu. Kuthatyathwa ingqalelo yenani lababanjiweyo ngokubhekiselele kukuqhuba kuselwe (15 633 kunyaka wama-2009/10), ukwandiswa kokunyanzeliswa komthetho wezithuthi olusekiweyo kube yimfuneko. Ngaphezulu, abemi abandileyo nabahlukeneyo beNtshona Koloni benze kwayimfuneko ukuba nabasebenzi abanamakhono ukwandisa imfundo yokhuselo ezindleleni kwiNtshona Koloni. Ukwabelwa kwamagunya kwabaphantsi okufundisa ngokhuselo lwendlela kuza kulandelwa.

IsiCwangciso soQeqesho seSizwe siding ukiuba iiKholeji zoQeqesho lweziThuthi mazimilisele isiNgqiniso seziThuthi esitsha ukususela ngowama-2011 into eya kuziphinda-phinda iindleko zoqeqesho njengoko ubude boQeqesho lweSiseko lwamaGosa eziThuthi buya kwandiswa ukusuka kwiinyanga ezi-6 ukuya kunyaka omnye. Uvavanyo lwendawo yokusebenza ngokunjalo nokwakha ubungqina zingumsebenzi onzima yaye ludinga uhambelwano neMigaqo-nkqubo neeNkqubo zoLawulo lokuLunga. Oku kuya kuba nefuthe lomthwalo womsebenzi owandileyo kubasebenzi abakhoyo nokwandiswa kwenani labasebenzi kuya kudingeka ukuba kuqwalaselwe njengoko abafundi kufuneka bavavanywe ngabanye ngexesha loqeqesho ngokunjalo nakwindawo yokusebenza.

2. UHLAZIYO LWEZIGUNYAZISO EZISEMTHETHWENI NEZINYE

Ngokumiliselwa kweAARTO, ibango lemfundo yoluntu kunye neenkonzo zonxibelelwano ziya kwanda yaye indlela yokuqwalasela intlawulo nokutshitshiswa kolwaphulo-mthetho lwezithuthi zendlela, iya kuguquka kakhulu. Amatyala angephi kunye nolunye ulwaphulo-mthetho luya kuqwalaselwa ngenkqubo yolawulo lokugweba ze ibe lulwaphulo-mthetho olunzima lube nokusiwa enkundleni yamatyala. Oku kuya kuthoba imfuneko/indima yeenkundla esele zinomthwalo ongaphaya ukuba zingaqwalasela amatyala angephi namanye. IPhondo liya kuba ngokunjalo ngugunyaziwe onikezelayo oya kuthi avelise eyakhe ingeniso ngokukhupha izohlwayo ze afumane ingeniso ayenze ngalo msebenzi. Ukufumana izibonelelo zentlawulo kunye okanye isiseko ngoko kuya kufuneka kakhulu ukuqinisekisa ngengeniso ephezulu kwiPhondo.

ISebe liya kuqhuba ngenzame zalo ukuhlomela imithetho yephondo eya kunceda iPhondo ukuba lenze ngokufanelekileyo imisebenzi yalo yokupolisa njengoko uchazwe kuMgaqo-siseko weRiphabliki yoMzantsi Afrika.

3. UVAVANYO NGOKUBANZI LOHLAHLO LWABIWO-MALI LONYAKA WAMA-2011/12 KUNYE NENGQIKELELO YEMTEF

3.1 Ingqikelelo yeNkcitho

ITheyibhile: ISebe loKhuselo loLuntu

Inkqubo engaphantsi	Iziphumo zenkcitho			Ubonelelo-mali olulungelelanisi weyo 2010/11	Ingqikelelo yenkcitho kwilixa elingelide kuyaphi		
Amawaka eeR	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
1. Ulawulo	27 905	37 079	39 326	33 086	35 708	38 652	41 472
2. Ukubeka iliso koluntu	8 269	10 221	11 124	17 864	19 697	20 950	22 307
3 Uthintelo loLwaphulo-mthetho noBudlelwane boLuntu namaPolisa	46 300	47 554	45 952	43 159	43 964	45 812	48 299
4. ULawulo lwezoThutho	96 782	114 945	135 524	151 826	163 643	192 087	201 014
5. ULawulo loMngcipheko woKhuseleko	23 945	32 530	40 697	42 976	47 966	51 363	54 651
IYONKE	**203 201**	**242 329**	**272 623**	**288 911**	**310 978**	**348 864**	**367 743**
Imirhumo ethe ngqo kwiNgxowa-mali yeNgeniso yeSizwe	**–**	**–**	**–**	–	**–**	**–**	**–**
Ucalulo ngokoqoqosho							
Iintlawulo ezimiyo	**173 901**	**218 084**	**252 669**	**268 322**	**297 491**	**332 964**	**355 020**
Ukuhlawulwa kwabasebenzi	113 899	143 032	173 835	183 427	213 778	239 615	256 490
Impahla neenkonzo	60 002	75 048	78 825	84 890	83 710	93 346	98 527
Pho: Unxibelelwano	3 908	3 368	3 409	2 853	3 374	3 541	3 732
Iinkonzo zekhompyutha	835	2 051	1 266	2 003	1 461	1 833	1 926
Abacebisi, iikontilaka neenkonzo ezi zodwa	7 505	9 820	7 915	11 011	12 189	12 552	13 093
Uluhlu	2 324	2 559	6 303	5 288	5 394	7 412	7 793
Iingqeshiselwano ezisebenzayo	1 550	*2 124*	1 862	1 891	1 929	2 025	2 132
Uhambo nezibonelelo	28 182	*31 733*	34 001	30 891	31 263	34 386	36 205
Inkcitho kwipropati yesebe neqeshisiweyo	5 637	*5 434*	2 773		9 683	10 168	10 676
Inkcitho esebenzayo	2 381	6 011	12 025	11 271	8 665	10 234	10 971
Enye	7 680	11 948	9 271	11 247	9 749	11 195	11 999
Inzala nerhafu yomhlaba		4	9	5	3	3	3
Intlawulo yempahla nezinye	150	193	1 223				
Ukhutshelo nezibonelelo:	**26 189**	**19 604**	**11 869**	**11 480**	**9 650**	**9 733**	**9 914**
KumaPhondo nooMasipala	29	12	15	6			
KwiiArhente zeSebe nee-akhawunti							
Kumaziko emfundo enomsila							
Ookopolotyeni boluntu namashishini wabucala			20				
Oorhulumente bamanye amazwe							

nemibutho yamazwe angaphandle							
Amaziko angenzi nzuzo-mali							
Ezangaphakathi	26 160	19 592	11 834	**11 474**	9 650	9 733	9 914
Iintlawulo yempahla ezingundoqo	**2 961**	**4 448**	**6 862**	**8 933**	**3 837**	**6 167**	**2 809**
Izakhiwo nezinye ezingenakufuduswa			8				
Oomatshini nezixhobo	2 961	4 224	6 848	8 933	3 837	6 167	2 809
Impahla yexabiso esunguliweyo							
Iisoftware nenye impahla yexabiso engabambekiyo		224	6				
Umhlaba nempahla yexabiso engaphantsi komhlaba	`						
Apho: Imbuyekezo eyinkunzi							
IYONKE	**203 201**	**242 329**	**272 623**	**288 911**	**310 978**	**348 864**	**367 743**

3.2 UNxulumaniso lweNdlela eHambe ngayo iNkcitho kwiziPhumo ekuJoliswe kuze zeQhinga loKusebenza

Uhlahlo lwabiwo-mali lweSebe kwisithuba seMTEF lubonisa umndilili wokukhula nge-8,80%. Uninzi lolwabiwo lwezibonelelo zeSebe lugcinwe kwiNkqubo 4: ULawulo lweZithuthi olwenza ukuya kutsho kuma-53% olwabiwo lweSebe kunyaka-mali wama-2011/12. Ngokomndilili, ukunyuka kule Nkqubo kolwabiwo lohlahlo lwabiwo-mali lonyaka wama-2011/12 kubonisa ukunyuka nge-11.01%. Ukulungiselela unyaka-mali olandelay weMTEF 2012/13 -2013/14, inkxaso-mali eyangezelweyo ezizigidi ezingaphezulu kwama-R43 sele ibonelelwe ukulungiselela le nkqubo kwisiseko sayo.

ICANDELO B: IZICWANGCISO ZENKQUBO NEENKQUBO EZINGAPHANTSI

4. INKQUBO 1: ULAWULO

Injongo yeNkqubo 1 kukubonelela ngeqhinga lolawulo kunye neenkonzo zenkxaso yolawulo kubasebenzi ngokwezikhundla beSebe. Ithi ngokunjalo ixhase uMphathiswa neOfisi yeNtloko yeSebe. Yinjongo yeNkqubo ukunikela ngokufanelekileyo kwiiOifisi eyoMphathiswa neyeNtloko yeSebe ukulungiselela ukuba zibe nokunikezela ngeqhinga lobunkokheli. INkqubo ilawula yaye inikezela imisebenzi emanyeneyo kwiSebe ebandakanya uLawulo lweMali kunye neeNkonzo zeQhinga noNxibelelwano. Ijolise ekuphuculeni imiqathango yolawulo ze inikezele ngenkxaso kwisikhokhelo seqhinga. Kulangazelelo lwayo lokuphucula iqondo lekhono lolawulo, iNkqubo liya kungenisa iinkqubo zokujongana nengcaciso yendlela yokusebenza kokungeyiyo imali, izame ukusebenza ngaphaya kokuhambelana nokunika ingqwalasela ekufezekiseni ifuithe eliqaqambileyo lokukhokhela okungenayo nemiphumela ekufutshane ebhekiselele kwimiphumela nefuthe. Uhlaziyo lwesiCwangciso seQhinga seSebe somnyaka wama-2010/11 – 2014/15 ingxelo ephengululweyo engenaziphene (yemali) yaye ingxelo ephengululweyo engenaziphene (yendlela yokusebenza) ngumqondiso wokufezekiswa kwenjongo yeqhinga ekuqinisekiseni inkqubo echubekileyo.

4.1 Injongo yeQhinga loKusebenza kunyaka wama-2011/12

INjongo yeQhinga loKusebenza 1.1 & 1.2	**Ukubonelela ngeqhinga lobunkokheli**
Inkcazelo yenjongo	Ukubonelela ngeqhinga lobunkokheli ukulungiselela ukuqhuba ngokufanelekileyo isigunyaziso seSebe
Okusekelwe phezu kwako	INgxelo ePhicothiweyo: Ayinasiphele(1)
Isizathu	Oku kuya kuqinisekisa ngokusebenza ngokupheleleyo kweSebe
Unxulumano	Liya kuyila isicwangciso-nkqubo esisebenzayo ukulungiselela iinjongo zeqhinga zeSebe ukuba zifezekiswe

Injongo yeQhinga loKusebenza 1.3	**Ukuqinisekisa ngolawulo lwemali olusebenzayo**
Injongo yengxelo	Ukuqinisekisa ngohambelwano lweSebe kwezemali ngokusetyenziswa kwesibonelelo solawulo lwemali kunye neenkonzo zengcebiso
Isiseko	INgxelo yoPhicotho (lwemali): Engenasiphene
Ulungelelwaniso	Ukuqinisekisa ngokusetyenziswa ngokupheleleyo kwezibonelelo zemali
Unxibelelwano	Oku kuya kunikela ngokubhekiselele kwiNjongo zeQhinga leSebe ngokuqinisekisa ngokusetyenziswa ngokufanelekileyo nangokusebenzayo

	kwezibonelelo zemali

Injongo yeQhinga loKusebenza 1.4	**Ukwandisa inkqubo yolawulo lwendlela yokusebenza kweSebe**
Injongo yengxelo	Ukwandisa ukusebenza kakuhle kweSebe ngokusetyenziswa noquqzelelo lwesicwangciso seqhinga lwenkqubo yendlela yokusebenza
Isiseko	Inani leengxelo zophicotho ezingenasiphene (indlela yokusebenza)
Ulungelelwaniso	Oku kuya kuphucula ucwangciso lwesebe neenkqubo zolawulo
Unxibelelwano	Iya kunikela ngokubhekiselele kwiNjongo zeQhinga leSebe ngokuqinisekisa ngolungelelwaniso lweqhinga

Injongo yeqhinga lokusebenza		**Ekujoliswe kuko liqhinga lokusebenza**	**Umsebenzi ophicothiweyo/owona wenziweyo**			**Ingqikelelo yomsebenzi 2010/11**	**Ekujoliswe kuko kwilixa elingelide kuyaphi**		
			2007/08	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
1.1 & 1.2	Ukubonelela ngeqhinga lobunkokheli	1	1	1	1	1 (Ingxelo ephicothi-weyo: engena-siphene)	1 (Ingxelo ephicothi-weyo: engena-siphene)	1 (Ingxelo ephicothiweyo: engena-siphene)	1 (Ingxelo ephicothi-weyo: engena-siphene)
1.3	Ukuqinisekisa ngolawulo olusebenzayo	5	1	1	1	1	1 (Ingxelo ephicothiweyo: engena-siphene)	1 (Ingxelo ephicothiweyo: engena-siphene)	1 (Ingxelo ephicothi-weyo: engena-siphene)
1.4	Ukwandisa inkqubo yolawulo lwendlela yokusebenza kweSebe	4	0	0	0	1	1 (Ingxelo ephicothiweyo: engena-siphene)	1 (Ingxelo ephicothiweyo: engena-siphene)	1 (Ingxelo ephicothi-weyo: engena-siphene)

4.2. Isibonisi sokwenziweyo nekujoliswe kuko ngonyaka wama- 2011/2012 - 2013/14

Isisbonisi sokwenziwyo yiNkqubo		**Ekujoliswe kuko liqhinga lokusebenza**			**Umsebenzi ophicothiweyo/owona wenziweyo**	**Ingqikelelo yomsebenzi 2010/11**		
		2007/08	2008/09	2009/10		**2011/12**	**2012/13**	**2013/14**
1.1.1 1.2.1	Ingxelo ephicothiweyo	1	1	1	1	1 (azinasiphe-	1 (azinasiphe-	1 (azinasiphe-

Isisbonisi sokwenziwyo yiNkqubo		Ekujoliswe kuko liqhinga lokusebenza			Umsebenzi ophicothiweyo/owona wenziweyo	Ingqikelelo yomsebenzi 2010/11		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
						ne)	ne)	ne)
1.3.1	Inani leengxelo (zemali) eziphicothiweyo ezingenasiphene	1	1	1	1	1 (azinasiphe-ne)	1 (azinasiphe-ne)	1 (azinasiphe-ne)
1.3.2	Inani leengxelo enyakeni zokuBekwa kweliso	24	24	24	24	24	24	24
1.3.3	Inani leeNgxelo zemali zoNyaka	1	1	2	2	2	2	2
1.3.4	Inani lemisebenzi yolungiso efezekisiweyo ngokubhekiselele kokufunyenwe kuphicotho zincwadi kunye nezindululo zeSCOPA/SC	0	0	0	2	2	2	2
1.4.1	Ingxelo ephicothiweyo (indlela yokusebenza)	0	0	0	1	1 (azinasiphe-ne)	1 (azinasiphe-ne)	1 (azinasiphe-ne)
1.4.2	Inani leziCwangciso zoNyaka zeNdlela yokuSebenza elingenisiweyo laza labhengezwa	1	1	1	1	1	1	1
1.4.3	Inani leeNgxelo zeKota zeNdlela yokuSebenza ezingenisiweyo	4	4	4	4	4	4	4
1.4.4	Inani leengxelo zoNyaka ezipapashiweyo	1	1	1	1	1	1	1

4.3 Ekujoliswe kuko ngekota kunyaka wama-2011/12

Sibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1.1 **1.2.1**	Ingxelo ephicothiweyo[2]	Qho ngonyaka	1	0	0	0	1

- [2] Le ngqokelela yemiqondiso yendlela yokusebenza (kunye nekujoliswe kuko ekunxulumeneyo) inika ingqwalasela ukunikezelwa komsebenzi ofanelekileyo wemali kubandakanywa nentshukumo eqhubekayo yokufezekisa "uphicotho olungenasiphene" njengomlinganiselo wokugqibela wofezekiso.

Sibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.3.1	Inani leengxelo eziphicothiweyo ezingenasiphene (ezemali)2	Qho ngonyaka	1	0	1	0	0
1.3.2	Inani leengxelo enyakeni zokuBekwa kweliso2	Ngekota	24	6	6	6	6
1.3.3	Inani leeNgxelo zemali zoNyaka ezingenisiweyo2	Qho ngonyaka	2	1	0	1	0
1.3.4	Inani lemisebenzi yolungiso efezekisiweyo ngokubhekiselele kokufunyenwe kuphicotho zincwadi kunye nezindululo zeSCOPA/SC2	Qho ngonyaka	2	0	0	1	1
1.4.1	Ingxelo ephicothiweyo (indlela yokusebenza)	Qho ngonyaka	1	0	1	0	0
1.4.2	Inani leziCwangciso zoNyaka zeNdlela yokuSebenza elingenisiweyo laza labhengezwa	Qho ngonyaka	1	0		0	1
1.4.3	Inani leeNgxelo zeKota zeNdlela yokuSebenza ezingenisiweyo	Ngekota	4	1	1	1	1
1.4.4	Inani leengxelo zoNyaka ezipapashiweyo	Qho ngonyaka	1	0	1	0	0

4.4 Ukungqamanisa imisebenzi ekujoliswe kuyo noHlahlo Lwabiwo-mali neMTEF

Ingqikelelo yeNkcito

Itheyibhile: Inkqubo 1: ULAWULO								
Inkqubo engaphantsi		**Iziphumo zenkcitho**			**Ubonelelo-mali olulungelelanisiweyo 2010/11**	**Ingqikelelo yenkcitho kwilixa elingelide kuyaphi**		
Amawaka eeR		**2007/08**	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
1.1	I-Offisi kaMEC	3 970	5 464	4 745	4 928	4 864	5 229	5 581
1.2	I-Offisi yeHOD	2 249	2 922	2 826	3 332	3 623	4 021	4 276
1.3	Ulawulo lweMali	9 071	12 461	13 998	13 634	18 204	19 491	21 055
1.4	Iinkonzo zentsebenziswano	12 615	16 2 32	17 757	11 192	9 017	9 911	10 560
Ucalulo ngokoqoqosho								

Itheyibhile: Inkqubo 1: ULAWULO							
Inkqubo engaphantsi	**Iziphumo zenkcitho**			**Ubonelelo-mali olulungelelanisiweyo 2010/11**	**Ingqikelelo yenkcitho kwilixa elingelide kuyaphi**		
Amawaka eeR	**2007/08**	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
Iintlawulo ezimiyo	**27 140**	**35 548**	**38 656**	**32 844**	**35 427**	**38 359**	**41 190**
Ukuhlawulwa kwabasebenzi	16 970	23 851	27 081	23 752	26 065	28 253	30 230
Impahla neenkonzo	10 170	11 694	11 572	9 087	9 359	10 103	10 957
Apho: uqhakamshelwano	881	794	826	424	523	547	579
Iinkonzo zekhompuyutha	338	814	311	413	482	506	531
Iingcebiso, oonokontraki neenkonzo ezikhethekileyo	1 544	2 057	1 291	1 567	747	922	974
Uluhlu	633	707	1 267	955	853	894	941
Iingqeshiselwano ezisebenzayo	412	530	372	453	401	420	443
Uhambo nezibonelelo	1 622	1957	2 066	1 372	1 563	1 668	1 763
Inkcitho kwizakhiwo zesebe neziqeshiweyo	171	74	386	167	250	263	276
Inkcitho yokusebenza	1 041	374	368	207	329	345	363
Ezinye	3 528	4 387	4 685	3 529	4 208	4 538	5 087
Inzala nerhafu yomhlaba		3	3	5	3	3	3
Intlawulo yempahla nezinye	36	80	86	74			
Iimali ezikhutshelweyo nezibonelelo:	**71**	**176**	**113**	1			
Kwiphondo nakoomasipala							
Kwii-arhente zesebe namatyala							
Kumaziko emfundo enomsila							
Kookopolotyeni boluntu namashishini abucala							
Koorhulumente bamazwe angaphandle nemibutho yamazwe ngamazwe							
Amaziko engenzi ngeniso							
Ezangaphakathi	71	176	113	1			
Iintlawulo nempahla yexabiso engundoqo	**658**	**1 275**	**471**	**167**	**281**	**293**	**282**
Izakhiwo nezinye ezingenakufuduswa							
Oomatshini nezixhobo	658	1 075	471	167	281	293	282
Impahla yexabiso esunguliweyo							
Isoftware nezinye impahla zexabiso ezingaphathekiyo		200					
Imihlaba nezinye impahla zexabiso ezingaphantsi komhlaba							
Apho: Iintlawulo ezingundoqo							
Iyonke	**27 905**	**37 079**	**39 326**	**33 086**	**35 708**	**38 652**	**41 472**

UMSEBENZI NENDLELA EHAMBE NGAYO INKCITHO

Indlela iNkcitho ehambe ngayo	Indlela ehambe ngayo kubasebenzi abaphambili	Indlela ehambe ngayo kwigalelo eliphambili
INkqubo ibonisa ukunyuka nge-avareji ye-7.77% kwilixa leMTEF. Inkqubo yoLawulo lweMali ibonisa ukunyuka ngama-27.00% kuhlahlo lwabiwo-mali lowama-2011/12. Oku kunyuka kubangwa yimfuneko yokuxhobisa icandelo loLawulo lweeNtengo zikaRhulumente ngemali	Ukukhula okulinganiselweyo kuphenjelelwe yinkqubo yephondo yokwenziwa kwezinto ngendlela yala maxesha. Amagosa ecandelo loLawulo lwezaBasebenzi noLawulo loMngcipheko ale nkqubo isenokuba athuthelwe kwiSebe leNkulumbuso akanye akhethe ukuhlala kweli Sebe. Kwilixa leMTEF, ukuxhotyiswa kwecandelo loLawulo lweeNtengo ziakaRhulumente neloLawulo lweeNkonzo zeQhinga loKusebenza kuza kubekwa phambili	Amacandelo olawulo axhasa, acebise ze aququzelele imisebenzi yeSebe liphela ngokweeNkonzo zeQhinga loKusebenza noQhakamshelwano noLawulo lweMali

5. INKQUBO 2: UKUBEKA ILISO KOLUNTU

NgokoHlahlo Lwbiwo-mali leSizwe noBume beNkqubo igama leNkqubo litshintshile ekubeni nguNobhala woKhuseleko noGcino-cwangco laba kuKubeka iLiso koLuntu. Igama lale nkqubo ingaphantsi litshintshe ekubeni luLwazi ngoKhuseleko noPhando yaba nguMgaqo-nkqubo noPhando, neyoKubek' iLiso noPhando loKuthotyelwa koMgaqo yaba kuBek' iLiso noVavanyo. Isizathu sokubakho kweNkqubo 2 kukuphumeza uxanduva lomgaqo-siseko nomthetho wokubeka iliso koluntu kwii-arhente zokunyanzeliswa komthetho nokuphumeza imigaqo-nkqubo yokhuseleko nogcino-cwangco yephondo neyesizwe. Iinjongo zale nkqubo kukubonelela ngophando, ngeengcebiso zomgaqo-nkqubo, ngeenkcukacha zokhuseleko nokuphicothwa kwazo kwimisebenzi yesipolisa kwiphondo, ikwabeka esweni, ivavanye inike nengxelo ngemisebenzi yesipolisa, igade ukuthotyelwa kwemigaqo ngamapolisa nendlela yawo yokuziphatha. INkqubo ineenjongo zokuzinzisa ukubeka iliso koluntu kumapolisa ukuqinisekisa inkululeko yoxanduva lwee-arhente zonyanzeliso lomthetho (LEAs) kwiPhondo. Ngako oko, iNkqubo ijolise ekuphumezeni uxanduva lokubeka iliso koluntu kwii-arhente zokunyanzeliswa komthetho ngokuthi ilungelelanise izixhobo neenkqubo zayo.

5.1 Injongo yeqhinga lokusebenza kunyaka wama-2011/12

Ukubonelela ngophando, iingcebiso zomgaqo-nkqubo, ulwazi ngezokhuseleko kwakunye nokuphicothwa kweenkcukacha zibaluleke kakhulu ekuthatheni izigqibo, nasekuphuhlisweni komgaqo-nkqubo namaqhinga okusebenza. Iqondo nokugxila kuphando nolwazi zinika ixabiso kuphuhliso lwemigaqo-nkqubo namaqhinga okusebenza amiyo namatsha. Ngale ndlela iSebe liza kubanako ukuqinisekisa ukuba iiPNP zimiselwa ngokuthethana noluntu. Uphando lwePNP luza kugxila kuyo yonke imisebenzi yesipolisa kweli phondo. Iza kuqokelelelwa kuphicotho lwephondo lwezinto ezichongwe luluntu njengezidingo zalo eziphambili zesipolisa. IiPNP ziza kuncedisa ekulawuleni okanye ekunikeni umkhombandlela kubupolisa kwiphondo ukuhlonipha izidingo zabahlali. Iziphumo zeePNP ezilindelekileyo kukukhuthaza ukuphuculwa konikezelo lweenkonzo nokuphakamisa izinga lokubeka iliso koluntu kubupolisa kwiPhondo. ISebe liza kubeka esweni ze livavanye ukubandakanywa kweePNP kwimisebenzi yobupolisa ukuqinisekisa ukuba izinto eziphambili kumapolisa zihlangabezana nezidingo kwakunye nezinto eziphambili kuluntu.

ISebe liza kuphanda ze lilinganise imo yokhuseleko noloyiko lolwaphulo-mthetho eluntwini kwiindawo ezinezinga eliphezulu lolwaphulo-mthetho ngokuthi kusetyenziswe uphando lweSilinganisi soKhuseleko loLuntu (Community Safety Barometer). Kumaxa amaninzi amazinga olwaphulo-mthetho nokhuseleko sele imilinganiselo yazo ijongiwe ngokusebenzisa iinkcukacha-manani zamapolisa. Nangona kunjalo, le ndlela iye yangasebenzi kakuhle nanjengoko sisazi ukuba iziganeko ezininzi zolwaphulo-mthetho azixelwa emapoliseni kwaye iinkcukacha-manani zamapolisa aziniki luvo okanye mfanekiso ucacileyo ngamazinga okhuseleko oluntu. Oku kubonwe njengentsilelo ekuqondeni igalelo lolwaphulo-mthetho eluntwini nasekucuthweni kolwaphulo-mthetho, ngako oko iSilinganisi soKhuseleko loLuntu sijolise ekuhlangabezaneni nalo mngeni. Kujoliswe ekubeni uphicotho lokoyika koluntu ulwaphulo-mthetho nezinga lokhuseleko kuza kuphakamisa izinga lokuqondwa kwegalelo lolwaphulo-mthetho kwiingingqi ezichongiweyo. Ngaphezu koko, kujoliswe ukuba iziphumo zibe negalelo kumalinge okuphucula izinga lokhuseleko kwezi ngingqi.

Ukuze kuqinisekiswe ukuba izikhululo zamapolisa ziyafikelela kwizidingo zoluntu, kubalulekile ukufumana iingxelo kwabo bathe bangamaxhoba wamapolisa. Iingxelo zamaxhoba zenza iSebe neSAPS ukuba zibenako ukwazi apho iinkonzo zisebenza ngendlela khona, zinceda nasekuchongeni iinkalo ezifuna ukuphuculwa. Ukuphanda amaxhoba olwaphulo-mthetho kuza kwenza ukuba umsebenzi weSebe wokubeka iliso ubenako ukubona ukuba ingaba iSAPS ibonelela ngeenkonzo eziphucukileyo nezisemgangathweni na. Kwilixa leMTEF, iSebe liza kusebenzisa izixhobo zophando zeExit Poll ukubona iinkonzo ezahlukeneyo ingakumbi intsebenziswano efunyanwa ngabo basebenzisa izikhululo zamapolisa, nokufumanisa nangesimo sezikhululo zamapolisa. Ukuze kuphunyezwe kwenziwe lula novavanyo kukhethwe iinkalo ezintathu emakugxilwe kuzo apho ulwaphulo-mthetho libe negalelo elimandla. Ezi nkalo zezi zilandelayo:

- iZiko leeNkonzo zoLuntu (CSC) apho amaxhoba axela khona ulwaphulo-mthetho;
- icandelo lobucuphi eliphanda ulwaphulo-mthetho; kwakunye
- namaziko enkxaso yamaxhoba (igumbi) kwisikhululo samapolisa anegalelo ekuncediseni amaxhoba olwaphulo-mthetho.

AMaziko eeNkonzo zoLuntu kwizikhululo zamapolisa aza kuhlolwa kusetyenziswa isimo sembonakalo kwakunye nodliwano-ndlebe nabachaphazelekayo. Kuza kwenziwa uluhlu lodliwano-ndlebe nabantu abasuka kwizikhululo zamapolisa. Kwimeko yabecuphi kuza kwenziwa udliwano-ndlebe nabo bathe basebenzisana nabacuphi ukufumana iinkcukacha ngenkonzo abathe bayifumana. Abaphandi baza kuqokelela iinkcukacha ezingundoqo zoqhakamshelwano kumadokethi olwaphulo-mthetho athile kwizikhululo zamapolisa. Kuza kwenziwa udliwano-ndlebe nabo bathe bachongwa ukufumana iinkcukacha ngenkonzo abathe bayifumana kubecuphi. Indlela yokubeka iliso ngeenjongo zokufumana iinkcukacha iza kwenzelwa amaziko enkxaso yamaxhoba kwisikhululo samapolisa ngasinye neza kuhlola oku:

- abasebenzi abaqeqeshelwe ukunika inkxaso kumaxhoba;
- izixhobo zokusebenza ezikhoyo; kwakunye
- neenkqubo zezikhululo zamapolisa zokuthumela amaxhoba kumaziko eenkonzo zenkxaso ezikhethekileyo.

Ezi zilinganisi ziphambili ziza kusetyenziswa ukuchonga abecuphi amabahlolwe:

- ukubanako kwamaxhoba ukuqhakamshelana nomnye umntu onokuba luncedo;
- ukoneliseka kwamaxhoba zizenzo zamapolisa;
- ukoneliseka kwamaxhoba yindlela agcinwe esazi ngayo ngenkqubela yophando;
- ukoneliseka yindlela amaxhoba athe aphathwa ngayo ngamapolisa; kwakunye
- nokoneliseka yinkonzo ethe yanikezelwa ngamapolisa kwityala/kuphando.

Kuza kukhethwa amadokethi olwaphulo-mthetho athile kumatyala wamaxhoba obundlobongela basemakhaya, uqhekezo lwezindlu, ulwaphulo-mthetho lweenqwelo-mafutha, ulwaphulo-mthetho lobundlobongela obumandla, ulwaphulo-mthetho lweengozi zeenqwelo-mafutha nolwaphulo-mthetho lokuziphatha ukuhlola ezi zilinganisi ziphambili.

Indlela ebanzi yokulinganisa iza kugxila kwimiba enobuzaza efana nococeko, izalathiso, ukusetyenziswa kwexesha, uyilo olusebenzayo, izakhona ezidingwa ngamapolkisa ukuze abenako ukunikezela ngenkonzo ethembekileyo kuluntu.

Ukunyanzeliswa komthetho ngendlela esebenzayo nokukhuselwa kolwaphulo-mthetho kubaluleke kakhulu ukuqinisekisa ukunyuka kwezinga lokhuseleko loluntu, ngako oko iSebe liza kwenza uphando ngesimo samapolisa kwiphondo ze lenze izindululo ngokuphuculwa kwemigaqo-nkqubo yonyanzeliso lomthetho nemisebenzi eyenziwayo. Uphando lweminyaka engaphambili ngesimo samapolisa kwiPhondo luncinci kangakuba lufana nento engekhoyo. Ngowama-2011/12, iSebe liza kumema izindululo zophando ukucacisa ngokukuko umxholo ekumele kugxilwe kuwo. Ngowama-2012/13 kuza kwenziwa olona phando kwaye iSebe liza kuvavanya isimo esimiyo samapolisa kwiPhondo ngokuthi kuphicothwe izenzo zamapolisa, kwaye liza kuphucula izenzo ezisekelwe kubungqina obubonakalayo ezinokusetyenziswa kwiPhondo lonke. Oku kuza kwenza ukuba uRhulumente wePhondo abenako ukubeka iliso kumapolisa. Uphando luza kuqwalasela ukuba ngaba zinto zini ezinegalelo kwimpumelelo nakwintsilelo yamapolisa, kwaye iza kunika ulwazi oluphangaleleyo ngentsulungeko nokusebenza ngokukuko kwamapolisa. Ngaphezu koko, uphando luza kubonisa nezinto ezigumthelela kulawulo lwamapolisa nakwimpilo kwakunye nokuziphatha ngokusempilweni kwamapolisa nokhuseleko loluntu.

Iinkqubo zobonelelo lwezixhobo zokusebenza ezisetyenziswa zii-arhente zonyanzeliso lomthetho ziza kuhlolwa ukukhangela intsulungeko yeenkqubo ezinegalelo ngendlela esebenzayo nesulungekileyo kwii-arhente zonyanzeliso lomthetho. Ukuthotyelwa kwemigaqo-nkqubo yokubonelela ngezixhobo zii-arhente zonyanzeliso lomthetho eNtshona Koloni kuza kulinganiswa ngokusebenzisa iinkqubo zoko ngelixa leMTEF. Iingxelo zokubeka iliso kubonelelo lwezixhobo zokusebenza nokusetyenziswa kwazo ziza kusetyenziswa ukuvavanya umthelela wezi nkqubo kwiSAPS, kwaye iNkonzo yesiPolisa kaMasipala (MPS) kunye neCape Metropole nomasipala wommandla weSwartland. Uvavanyo lobonelelo ngezixhobo zokusebenza nokusetyenziswa kwazo zii-arhente zonyanzeliso lomthetho nezixhobo zokusebenza zeSAPS luphando lokubeka iliso olubalulekileyo, nanjengoko luza kuphanda ze linike ingxelo ngentsulungeko yokusetyenziswa kwezi zixhobo. Ngaphezu koko luza kwenza izindululo ngendlela ephucukileyo yokubonelela ngezixhobo zokusebenza ukuphucula unikezelo ngeenkonzo.

Igalelo leSebe ekunyuseni izinga lokhuseleko liza kwenziwa ngokubeka esweni nangokuvavanya inkonzo yesipolisa nokusulungeka kwayo. ISebe liza kwenza uphando ngemisebenzi yamapolisa nangemigaqo-nkqubo ze kuveliswe ulwazi olusekelwe kubungqina ngezenzo nesimo samapolisa kwiPhondo. Ubonelelo ngezixhobo luza kuphandwa ze luvavanywe ukufumanisa ukuphumeza kwalo uxanduva leSebe. ISebe alinamyalelo ungqalene ngqo nolawulo lwee-arhente zonyanzeliso lomthetho, ngako oko ukubeka iliso okusulungekileyo kuza kubekwa emagxeni ee-arhente zonyanzeliso lomthetho ukuphumeza oko kujoliswe kuko nekuvunyelwene ngako ngokuthi kubekwe esweni ukuphathwa nokuphunyezwa komgaqo-nkqubo, umzekelo, izicwangciso zamapolisa zonyaka, ubupolisa ngokwamacandelo, nokuphunyezwa koMthetho woBundlobongela baseKhaya, neminye imigaqo-nkqubo nezenzo zamapolisa.

INkqubo iza kuvelisa izixhobo zokuphumeza izibonisi zokwenziweyo zamacandelo akhethekileyo ngokumanyeneyo kwiforam yokubeka esweni nokuvavanya yesizwe ekhokelelwa nguNobhala weSizwe wesiPolisa kwiSebe leSizwe lesiPolisa. Ngako oko iNkqubo iza kulungiselela izixhobo zesizwe ngokuthi limanyanise izixhobo zalo eziLungiselelwe iNtshona Koloni ukuzingqamanisa nemigaqo-nkqubo yamapolisa asekhaya, izenzo zamapolisa kwakunye nombono.

Ngaphezu koko, injongo yesi sixhobo iza kuba kukuqokelela iinkcukacha ngokuthobela kwamapolisa imithetho nemigaqo-nkqubo engqamene nawo, ejoliswe ekuphuculeni unikezelo lweenkonzo yiSAPS. Xa kuthe ayathotyelwa imigaqo, abolawulo lwamapolisa baza kwaziswa kwaye kulindeleke ukuba bathathe amanyathelo oluleko afanelekileyo. Ngale ndlela iSAPS nezinye iiArhente zoNyanzeliso loMthetho (LEAs) ziza kuthwaliswa uxanduva lonikezelo lweenkonzo.

Izixhobo zokubeka esweni novavanyo ziza kubandakanya iindawo ezichongwe njengeziphambili yiNtshona Koloni ngokuhambelana noxanduva olubekwa nguMgaqo-siseko lokubeka iliso kwii-arhente zonyanzeliso lomthetho. Inkalo zonikezelo lweenkonzo zesipolisa zeSAPS eziza kuvavanywa ze zihlolwe zibandakanya, kodwa aziphelelanga apho, iinkonzo zobucuphi, ukubonakala kwamapolisa, amaziko onikezelo lweenkzo zoluntu, uqeqesho nokuthotyelwa komthetho.

Ngokuhambelana nalo mthetho, umba wokuziphatha kwamapolisa ngokuphathelele kwisimilo esifanelekileyo nokusulungeka kwizenzo zokulwa ulwaphulo-mthetho nazo ziza kufumana ingqwalasela ngokuthi kuphandwe ngezikhalazo zonikezelo lweenkonzo nemingeni ekhuthaza amalungu ukuba azibandakanye nokulwa ubundlobongela. Ngale ndlela, ukufikelela koluntu noncedo ngokuphathelele kunikezelo lweenkonzo olungekho mgangathweni olunikwa ziiLEA zifumaneka ngokuphulaphula izikhalazo/izincomo ezijoliswe kumapolisa kwinkonzo yawo yeeyure ezingama-24. Izikhalazo ezijoliswe kumapolisa ziqwalaselwa ngokukhawuleza ukuqinisekisa iBatho Pele "Abantu kuQala". Ukuqinisekisa uxanduva lwamapolisa, unobangela weskhalazo uyaphandwa ukuqinisekisa ukuba abalawuli bathatha uxanduva ngezenzo zokuziphatha kwamapolisa. Ukuqondwa koxanduva loLawulo lweZikhalazo oLuzimeleyo (ICD) kuza kuthathelwa ingqalelo. Ngako oko iNkqubo iza kuphanda ngezikhalazo zonikezelo lweenkonzo, ngokungafaniyo neICD ejongene namatyala olwaphulo-mthetho.

INjongo yeQhinga loKusebenza 2.1	**Ukulawula nokuxhasa iNkqubo ngokusulungekileyo**
Inkcazelo yenjongo	Ukubonelela ngolawula nokukhokela iqhinga lokusebenza kwiNkqubo
Okusekelwe phezu kwako	Inani lemisebenzi yovavanyo lweeCD: CO (1) ezisebenza ngokupheleleyo
Isizathu	Le njongo iza kuqinisekisa ukusebenza ngokupheleleyo kweNkqubo
Unxulumano	Iza kwenza isakhelo sokuba iinjongo zeqhinga lokusebenza kweeNkqubo zibenako ukuphunyezwa

INjongo yeQhinga loKusebenza 2.2	**Ukwenza uphando, iingcebizo zomgaqo-nkqubo, ulwazi ngezokhuseleko nophicotho**
Inkcazelo yenjongo	Ukwenza uphando, iingcebizo zomgaqo-nkqubo, ulwazi ngezokhuseleko nophicotho ngokuphathelele kukhuseleko nogcino-cwangco eNtshona Koloni
Okusekelwe phezu kwako	Inani lamapolisa apho iiMfuno zoKhuseleko zePhondo nokuPhambili kwakunye nezinga lokoneliseka kwabancedwayo xa kuchaziwe (149)
Isizathu	Le njongo iza kuba negalelo kwiqhinga lokusebenza lolwazi ngokhuseleko, iindlela nemigaqo-nkqubo yokubeka iliso kubandakanya nokwabiwa kwezixhobo zesipolisa ngokungenamkhethe ngokuhambelana nezidingo zesipolisa nezinto eziphambili kuluntu
Unxulumano	ICandelo 206 loMthetho woMgaqo-siseko woMzantsi Afrika, uMthetho 108 ka-1996; iCandelo 3(1) loMthetho weNkonzo yeSipolisa yoMzantsi Afrika, uMthetho 68 ka-1995; uMthetho-sihlomelo weNkonzo yeSipolisa yoMzantsi Afrika , uMthetho 83 ka-1998; kwakunye neQhinga leSizwe loKhuselo loLwaphulo-mthetho, 1996 Ukuphunyezwa kwale njongo kuza kuba negalelo elibanzi kwinjongo yeqhinga lokusebenza lephondo "ukunyusa izinga lokhuseleko"

INjongo yeQhinga loKusebenza 2.3	**Ukubeka iliso, ukuhlola nokunika ingxelo ngemisebeniz yamapolisa nendlela yokuziphatha kwawo**
Inkcazelo yenjongo	Ukubeka iliso, ukuvavanya nokuhlola unikezelo lweenkonzo ngamapolisa nokuphunyezwa kwemigaqo-nkqubo
Okusekelwe phezu kwako	Inani lezikhululo zamapolisa ezihloliweyo (0)
Isizathu	Le njongo iza kuba negalelo ekuphuhlisweni nasekusetyenzisweni kweendlela eziphambili ehlabathini zobupolisa, ukuphucula izinga lokuthemba amapolisa nokukhuthaza uxanduva ngokukhululekileyo nokuthembeka kweSAPS eNtshona Koloni
Unxulumano	ICandelo 206 loMthetho woMgaqo-siseko woMzantsi Afrika, uMthetho 108 ka-1996; iCandelo 3(1) loMthetho weNkonzo yeSipolisa yoMzantsi Afrika, uMthetho 68 ka-1995; uMthetho-sihlomelo weNkonzo yeSipolisa yoMzantsi Afrika , uMthetho 83 ka-1998; kwakunye neQhinga leSizwe loKhuselo loLwaphulo-mthetho, 1996 Ukuphunyezwa kwale njongo kuza kuba negalelo elibanzi kwinjongo yeqhinga lokusebenza lephondo "ukunyusa izinga lokhuseleko"

Injongo yeqhinga lokusebenza		**Ekujoliswe kuko liqhinga lokusebenza**	**Umsebenzi ophicothiweyo/owona wenziweyo**			**Ingqikelelo yomsebenzi 2010/11**	**Ekujoliswe kuko kwilixa elingelide kuyaphi**		
			2007/08	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
2.1	Ukulawula nokuxhasa iNkqubo ngendlela esebenzayo	4	1	1	1	1	1 (uhlolo lomsebenzi)	1 (uhlolo lomsebenzi)	1 (uhlolo lomsebenzi)
2.2	Ukwenza uphando, iingcebiso zomgaqo-nkqubo, ulwazi ngokhuseleko nophicotho	149	0	0	0	149	149	149	149
2.3	Ukubeka iliso, ukuhlola nokunika ingxelo ngomsebenzi wamapolisa nokuziphatha kwawo	149	0	0	0	0	149	149	149

5.2 Sibonisi sokwenziweyos nekujoliswe kuko ngonyaka wama- 2011/2012 - 2013/14

Isibonisi sokwenziweyo yiNkqubo		**Umsebenzi ophicothiweyo/Owona wenziweyo**			**Ingqikelelo yomsebenzi 2010/11**	**Ekujoliswe kuko kwilixa elingelide kuyaphi**		
		2007/08	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
2.1.1	Inani lemisebenzi yovavanyo lweeCD: Ubeko-liso loLuntu ezisebenza ngokupheleleyo	1	1	1	1	1	1	1

Isibonisi sokwenziweyo yiNkqubo		Umsebenzi ophicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
2.2.1	Inani leendawo apho umbono noloyiko lolwaphulo-mthetho lulinganisiweyo khona	0	0	1	12	16	20	25
2.2.2	Inani lezikhululo zamapolisa apho izinga lokoneliseka kwabancedwayo lilinganisiweyo khona	0	0	0	0	149	149	149
2.2.3	Inani lamapolisa apho iziDingo zesiPolisa zePhondo zichaziweyo khona*	0	0	149	149	149	149	149
2.2.4	Inani leengxelo ezingesimo sesipolisa kwiPhondo	0	0	0	0	0	1	0
2.2.5	Nani leengxelo zohlolo lweRAG *	0	0	0	0	1	1	1
2.2.6	Inani lamaphando oluntu enziweyo *	0	0	0	0	149	149	149
2.2.7	Inani lamaphando enziweyo *	0	0	0	0	0	1	0
2.3.1	Inani lezikhululo zamapolisa ezibekwe esweni malunga nokuthotyelwa kwemigaqo. *	0	0	0	0	25	40	50
2.3.2	Inani lezikhululo zamapolisa ezivavanyiweyo*	0	0	0	0	149	149	149
2.3.3	Inani leengxelo zokuthotyelwa/ zokuphunyezwa kwezindululo. *	0	0	0	0	1	1	1
2.3.4	Inani leengxelo zezikhalazo/ lezincomo ngenkonzo yesipolisa	0	0	4	4	4	4	4
2.3.5	Inani lezikhokelo zokusebenza zophicotho lokumanyanisa iinkonzo	0	0	0	0	1	1 (uhlalutyo)	1 (uhlalutyo)

Isibonisi sokwenziweyo yiNkqubo		Umsebenzi ophicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
	ezisunguliweyo*							
2.3.6	Inani leetshathi zophico lomsebenzi ezenziweyo *	0	0	0	0	1	2	25
2.3.7	Isixhobo esiqhelekileyo seM&E esikhoyo *	0	0	0	1	1	1	1
2.3.8	Ukuphuhlisa iqhinga lokusebenza / inkqubo eqhelekileyo *	0	0	0	1	1	1 (uhlaluty o)	1 (uhlalut yo)
2.3.9	Inani leengxelo zohlahlo lwabiwo-mali oluhlolwe ngokwezicwangci so zamapolisa *	0	0	0	0	1	1	1
2.3.10	Inani lwamaphando eSAPS nobonelelo lwezixhobo zokusebenza kwiMPS (iNkonzo yesipolisa kaMasipala)	0	0	0	6	27	27	27

**** Izibonisi zeCandelo leSizwe eziKhethekileyo***

5.3 Ekujoliswe kuko ngekota 2011/12

Sibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.1.1	Inani lemisebenzi yovavanyo lweeCD: Ubeko-liso loLuntu, ezisebenza ngokupheleleyo	Ngonyaka	1	0	0	0	1
2.2.1	Inani leendawo apho umbono noloyiko lolwaphulo-mthetho lulinganisiweyo khona	Ngonyaka	16	0	0	16	0
2.2.2	Inani lezikhululo zamapolisa apho izinga lokoneliseka kwabancedwayo lilinganisiweyo khona	Ngekota	60	0	0	30	30
2.2.3	Inani lamapolisa apho iziDingo zesiPolisa zePhondo zichaziweyo khona*	Ngonyaka	149	0	0	149	0
2.2.4	Inani leengxelo ezingesimo	Ngonyaka	0	0	0	0	0

Sibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
	sesipolisa kwiPhondo						
2.2.5	Nani leengxelo zohlolo lweRAG *	Ngonyaka	1	0	0	0	1
2.2.6	Inani lamaphando oluntu enziweyo *	Ngonyaka	16	0	0	16	0
2.2.7	Inani lamaphando enziweyo *	Ngonyaka	0	0	0	0	0
2.3.1	Inani lezikhululo zamapolisa ezibekwe esweni malunga nokuthotyelwa kwemigaqo. *	Ngekota	25	7	6	6	6
2.3.2	Inani lezikhululo zamapolisa ezivavanyiweyo*	Ngekota	149	37	38	37	37
2.3.3	Inani leengxelo zokuthotyelwa/ zokuphunyezwa kwezindululo. *	Ngonyaka	1	0	0	1	0
2.3.4	Inani leengxelo zezikhalazo/ lezincomo ngenkonzo yesipolisa	Ngekota	4	1	1	1	1
2.3.5	Inani lezikhokelo zokusebenza zophicotho lokumanyanisa iinkonzo ezisunguliweyo*	Ngonyaka	1	0	1	0	0
2.3.6	Inani leetshathi zophico lomsebenzi ezenziweyo *	Ngonyaka	1	0	1	0	0
2.3.7	Isixhobo esiqhelekileyo seM&E esikhoyo *	Ngonyaka	1	1	0	0	0
2.3.8	Ukuphuhlisa iqhinga lokusebenza / inkqubo eqhelekileyo *	Ngonyaka	1	0	1	0	0
2.3.9	Inani leengxelo zohlahlo lwabiwo-mali oluhlolwe ngokwezicwangciso zamapolisa *	Ngonyaka	1	1	0	0	0
2.3.10	Inani lwamaphando eSAPS nobonelelo lwezixhobo zokusebenza kwiMPS (iNkonzo yesipolisa kaMasipala)	Ngekota	27	13	14	0	0

**** Izibonisi zeCandelo leSizwe eziKhethekileyo***

5.4 Ukungqamanisa ekujoliswe kuko noHlahlo Lwabiwo-mali neMTEF

Ingqikelelo yeNkcitho

Inkqubo 2: Ukubeka iLiso koLuntu t							
Inkqubo engaphantsi	**Iziphumo zenkcitho**			**Ubonelelo-mali olulungelelanisiweyo**	**Ingqikelelo yenkcitho kwilixa elingelide kuyaphi**		
Iwaka leeR	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Inkxaso yeNkqubo	1 003	1 133	1 555	1 405	1 864	2 030	2 171
Umgaqo-nkqubo noPhando	4 498	5 092	5 069	10 663	11 136	11 855	12 387
Ukubeka eSweni noVavanyo	2 768	3 996	4 500	5 796	6 697	7 065	7 749
Iyonke	**8 269**	**10 221**	**11 124**	**17 864**	**19 697**	**20 950**	**22 307**
Ucalulo ngokoqoqosho							
Iintlawulo ezimiyo	**7 602**	**10 009**	**10 847**	**14 953**	**18 240**	**19 345**	**20 769**
Ukuhlawulwa kwabasebenzi	4 794	6 432	7 681	8 690	10 772	11 526	12 515
Impahla neenkonzo	2 808	3 577	3 166	6 263	7 468	7 819	8 254
Apho: Uqhakamshelwano	255	223	235	228	319	335	352
Iinkonzo zekhompuyutha		*469*	9	484	167	175	184
Iingcebiso, oonokontraki neenkonzo ezikhethekileyo	1 441	1 801	1 173	3 669	5 051	5 281	5 544
Uluhlu	*80*	*85*	*171*	216	197	206	218
Iingqeshiselwano ezisebenzayo	*53*	*101*	*71*	128	110	116	122
Uhambo nezibonelelo	666	*645*	980	501	798	838	923
Inkcito kwizakhiwo zesebe neziqeshiweyo							
Inkcitho yokusebenza	1	*11*	126	146	157	165	173
Ezinye	312	242	401	891	669	703	738
Inzala nerhafu yomhlaba							
Iintlawulo kwimpahla yexabiso nezinye izinto zesebe		24	5	10			
Iimali ezikhutshelweyo nezibonelelo:	**361**	**60**	**56**				
Kumaphondo noomasipala							
Kwii-arhente zesebe namatyala							
Kumaziko emfundo enomsila							
Kookopolotyeni boluntu namashishini abucala							
Koorhulumente bazwe angaphandle nemibutho yamazwe ngamazwe							

Inkqubo 2: Ukubeka iLiso koLuntu t							
Inkqubo engaphantsi	Iziphumo zenkcitho			Ubonelelo-mali olulungelanisiweyo 2010/11	Ingqikelelo yenkcitho kwilixa elingelide kuyaphi		
Iwaka leeR	2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
Amaziko angenzi nzuzo							
Ezangaphakathi	361	60	56				
Intlawulo yempahla yexabiso engundoqo	**306**	**128**	**216**	**2 901**	**1 457**	**1 605**	**1 538**
Izakhiwo nezinye ezingenakufuduswa							
Oomatshini nezixhobo	306	108	216	2 901	1 457	1 605	1 538
Impahla yexabiso esunguliweyo							
Isoftware nenye impahla yexabiso engaphathekiyo		20					
Umhlaba nempahla yexabiso engaphantsi komhlaba							
Izixhobo zothutho							
Apho: uqhakamshelwano							
Iyonke	**8 269**	**10 221**	**11 124**	**17 864**	**19 697**	**20 950**	**22 307**

UMSEBENZI NENDLELA INKCITHO EHAMBE NGAYO

Indlela iNkcitho ehambe ngayo	Indlela ehambe ngayo kubasebenzi abaphambili	Indlela ehambe ngayo kwigalelo eliphambili
INkqubo ibonisa ukunyuka nge-avareji ye-6.42% kwilixa leMTEF. Ukunyuka okumandla kukwiNkqubo eNgaphantsi yokuBeka eSweni noVavanyo	Ukunyuka kwenani labasebenzi kwenzeke kwinkqubo engaphantsi ebizwa ngokuba licandelo loMgaqo-nkqubo noPhando kwakunye nokuBeka eSweni noVavanyo	Iqhinga lokusebenza lisekelwe ekuqondweni kokuba izixhobo zokusebenza ziza kujoliswa ekuphunyezweni koxanduva lweNkqubo 2 lokubeka esweni ubupolisa, ukubonelela ngophando, ingcebiso ngomgaqo-nkqubo, ulwazi ngokhuseleko, uphicotho, ukubeka esweni, uvavanyo nokunika ingxelo ngomsebenzi wamapolisa nokuziphatha kwawo eNtshona Koloni

6. INKQUBO 3: UKUTHINTELWA KOLWAPHULO-MTHETHO NOBUDLELWANE BAMAPOLISA NOLUNTU

NgokoHlahlo Lwabiwo-mali IweSizwe noBume beNkqubo, le Nkqubo yinkqubo eyongezelelweyo kwiSebe. Iinkqubo eziphantsi kwayo zezi zilandelayo: uThintelo loLwaphulo-mthetho ekuHlaleni, uBudlelwane baMapolisa noLuntu (ebisaya kuba luNxibelelwano noLuntu) noKukhuthazwa koKhuseleko. Isizathu seNkqubo yesi-3 kukuphakamisa izinga lokuthintela ulwaphulo-mthetho ekuhlaleni nokukhuthaza ubudlelwane bamapolisa noluntu ukuze kwakhiwe ukhuseleko ekuhlaleni ngokuthi kusetyenziswane namaqabane amaninzi ukunyusa izinga lokhuseleko, ukuqinisekisa intatho-nxaxheba yakhe wonke obandekanyekayo. Inkqubo yokuqinisekisa intatho-nxaxheba yakhe wonke obandakanyekayo igxile kuthintelo lolwaphulo-mthetho ekuhlaleni ukuze ulwaphulo-mthetho luncothulwe neengcambu kwiindawo ezihlala uluntu. Ubudlelwane obuhle phakathi koluntu namapolisa kuza komeleza inkqubo yentatho-nxaxheba yakhe wonke obandakanyekayo kwaye buza kukhuthaza uluntu ukuba luthathe inxaxheba ekusungulweni kweeNHW neeCPF ukuqinisa ukhuseleko ekuhlaleni.

6.1 Injongo yeqhinga lokusebenza nekujoliswe kuko ngowama-2011/12

Le nkqubo iza kuqinisekisa ikuba inkqubo yentatho-nxaxheba yakhge wonke obandakanyekayo iyalandelwa ukuphuhlisa amanyathelo amanyanisiweyo okuthintela ulwaphulo-mthetho ekuhlaleni, apho amaqhinga nezicwangciso zokuthintela ulwaphulo-mthetho ekuhlaleni aphuhliswa ze aququzulelwe ngokuthethana neeLEA, oomasipala kwakunye noluntu. Ukuze benzeke obu bulungisa nothintelo lolwaphulo-mthetho kuza kukhuthazwa iinkqubo ngokuthi kusungulwe iintsebenziswano. Ngako oko le nkqubo iza kuvelisa amaqhinga nezicwangciso zokhuseleko ukuthintela ulwaphulo-mthetho, ze iqinisekise ukuthotyelwa kwamanyathelo entsebenziswano okuthintela ulwaphulo-mthetho. Ezo ndlela zokhuseleko ziza kwenziwa ngentsebenziswano nee-arhente ezahlukeneyo kuwo onke amanqanaba oburhulumente noluntu ekijoliswe kuwo. Amaqhinga okuthintela ulwaphulo-mthetho ekuhlaleni aza kujoliswa ekucutheni amaqela emigewu, ukunyusa izinga lokhuseleko ezikolweni, ukunyusa izinga lokhuseleko kwezothutho, ukunyusa izinga lokubuyela kwimeko yesiqhelo koluntu nolutsha oluthe lachatshazelwa zizenzo zolwaphulo-mthetho.

Amaqhinga okuthintela ulwaphulo-mthetho kusetyenziswa ii-arhente ezahlukeneyo angaphunyelelwa ngokuthi kubandakanywe amanqanaba ohlukeneyo karhulumete namaqabane abandakanyekayo (imibutho yokuhlala). Le nkqubo iza kusebenzisa izicwangciso zokhuesleko ezilawulwa ngobambiswano ngokwesikhokelo soMthetho weNtsebenziswano yooRhulumente (uMthetho 13 wama-2005) noMthetho weeNkqubo zooMasipala (uMthetho 32 wama-2000) ukukhuthaza uphuhliso lweendlela zokhuseleko loluntu kwiSicwangciso soPhuhliso esiManyanisiweyo (IDP) soomasipala, amacandelo obumbano loluntu namaziko emibutho yoluntu. Umqolo wamaqhinga okuthentela ulwaphulo-mthetho ngokubambiseneyo kukusungulwa kobuqabane noomasipala, noluntu, amacandelo obambiswano loluntu, amaziko emibutho yoluntu, oosomashishini neenkampani zokhuseleko zabucala, kwinqanaba loluntu, ze ngaloo ndlela kwenzeke ubambiswano lakhe wonke obandakanyekayo ekuhlaleni. Ukomelezwa kweeForam zoKhuseleko loLuntu (CSF) kwinqanaba loomasipala kuza kugcinwa kusebenza. Le nkqubo ikwanoxanduva lolawulo lobudlelwane namaqabane ekusetyenziswana nawo. Uthethathethwano namaqumrhu ohlukeneyo afana neBusiness Against Crime, iSebe loPhuhliso loLuntu kwakunye neSebe leMicimbi yeNkcubeko neMidlalo, kunye nooMasipala boMmandla nabeeNgingqi luza kujolisa ekuphuculeni ubuhlobo nenqanaba lentatho-nxaxheba yoluntu kwiinzame zokuthinteleni ulwaphulo-mthetho. Oomasipala ngamaqabane abaluleke kakhulu ekusungulweni kweeCSF. Inkqubo yeCSF ijolise ekusondezeni amasebe karhulumente ukulwa ulwaphulo-mthetho. Elis Sebe liza kuwubek' esweni ze liwuvavanye umcimbi wokuphunyezwa kwala maqhinga okusebenza.

ISebe liza kuqhuba nokomeleza kwanokuphuhlisa nangakumbi uKwandiswa kweSikhokelo sePhondo sokuBek' iLiso kwaBahlali (NHW) esiza kumisela imiqathango namazinga entsulungeko eeNHW, sivelise iindlela zoqeqesho ekufuneka zilandelwe nezixhobo zokusebenza nokuphucula izakhone zeNHW kwiindawo ekudingeka ngamandla kuzo oko ngokuthi kubonelelwe ngoqeqsho nezixhobo zokusebenza ezifanelekileyo. Ukusetyenziswa kweqhinga lokwandisa iNHW iSebe liza kukubek' esweni ze likuvavanye. Uluhlu lweeNHW ezikhoyo kwiPhondo luza kuqinisekisa ulawuleko olusulungekileyo lwenkqubo yoqeqesho nokuququzelelwa kwezixhobo zokusebenza (iidyasi, iibhibhi ezikhanyayo, iitotshi, izixhobo zonyango lokuqala neebhayisekile) kwiiNHW. IiNHW ziza kuhlala ziluxanduva lweeCPF namapolisa ngokuthi zizimase iintlanganiso zenyanga zeeCPF. Injongo yokuqeqeshwa kweeNHW

kukuqinisekisa ukuba amalungu azo asebenza ngokwesikhokelo somthetho, nokuqinisekisa ukuba aqeqeshiwe ukuze akwazi ukuncedisana namapolisa ekubekeni iliso ekuhlaleni. Iphulo loKwandiswa kweeNHW kubandakanya amaqumrhu afana neekomiti zezitalato ekuhlaleni, oonogada basezifama namaziko enkxaso yabathe bangamaxhoba.

Le nkqubo ijolise ekukhuthazeni ubudlelwane obuhle phakathi kwamapolisa noluntu ekuhlaleni nokwenza lula iinkqubo zokufundisa nokwazisa banzi ngothintelo lolwaphulo-mthetho ekuhlaleni. Ukomelezwa kobudlelwane besipolisa sokuhlala kuza kukhokelela kwintsebenziswano engcono phakathi koluntu namapolisa kwaye kuza kuba negalelo ekuphuculeni unikezelo lweenkonzo ngamapolisa, ukuthatha uxanduva kwamapolisa ze kuphakamise nezinga lokhuseleko. Oku kuza kuphunyelelwa ngokuthatha inxaxheba kweeCPF kumacweyo oqeqesho okubek' iliso ekuhlaleni, izakhono zokuqhuba iintlanganiso, indima yeeCPF noxanduva lwazo nokuqonda uMgaqo-siseko weeCPF.

Ngesiqingatha sonyaka ngasinye kuza kuqeqeshwa iiCPF ezli-175. Oku kuza kuqinisekisa nokuba iiCPF ezintsha nazo ziyaqeqeshwa ngaphandle kokulinda unyaka-mali olandelayo ukuze aqeqeshwe. ISebe liza kulawula ukuphunyezwa kokubekw' esweni nokuvavanywa kokusebenza kweeCPF ePhondweni. ISebe liza kunika ingxelo rhoqo ngokuphunyezwa komsebenzi wokubek' iliso kweeCPF, nemiba ephathelele kubeko-liso iza kuxoxwa kwiintlanganiso zenyanga zeeCPF. Iintlanganiso zoXanduva lwaMapolisa ziza kuqinisekisa ukuba amapolisa asekuhlaleni ahlala enoxanduva loluntu ze zincedise kubonelelo lweenkonzo ngamapolisa eluntwini. Oku kuza kuba yinxalenye yesixhobo seCPF sovavanyo lobeko-liso ekuhlaleni ukunika umkhomba-ndlela kwiiCPF ukubek' iliso kunikezelo lweenkonzo ngamapolisa ngendlela esulungekileyo, kwaye iza kuphunyelelwa ngokubek' iliso kuhoyo lwezikhalazo zoluntu ngamapolisa, ukujikeleza kwamapolisa ekuhlaleni, ukutyelela rhoqo kuMaziko eeNkozo zoLuntu (CSC) notyelelo lwamapolisa eziseleni. Iintlanganiso zoxanduva ziza kubanjelwa kwiindawo eziphala phambili kulwaphulo-mthetho kwaye kuza kugxilwa kwiindawo ezisemaphandleni.

Inkqubo iza kuba noxanduva leenkqubo zokwazisa banzi ngokukhuthazwa kweendlela zokhueseleko, ukubek' iliso kwabahlali kunye nobudlelwane bamapolisa noluntu. Oku kuza kubandakanya:

- ukuvundlisa ngokuthintelwa kwamaqela emigewu;

- ukuvundlisa ngamaqhinga okusebenza kwamapolisa asekuhleni;
- ukuvundlisa ngamalungelo abantu okuthintela ulwaphulo-mthetho ngaphandle kwamapolisa;
- ukuvundlisa ngoMthetho weMpatho-gadalala eMakhaya noMthetho wokuXhaphaza ngokweSondo;
- ukuvundlisa ngokuBek' iLiso kwaBahlali; kwakunye
- nokhuthazwa kokusetyenziswa komnxeba wezikhalazo weSebe.

INjongo yeQhinga loKusebenza 3.1	**Ukubonelela ngezicwangciso zokhuseleko kwakunye nokuphunyezwa kwazo**
Inkcazelo yenjongo	Ukuvelisa nokusebenzisa amaqhinga okusebenza okhuseleko, ukuyila iindlela namaziko okhuseleko ukwenza ukhuseleko kubeluxanduva lomntu wonke ngosekelwe kwintatho-nxaxheba yakhe wonke obandakanyekayo kwakunye nokuququzelela isikhokelo sokhuseleko eNtshona Koloni
Okusekelwe phezu kwako	Linani leenzame zokuthintela ulwaphulo-mthetho ezimanyanisiweyo eziphuhlisiweyo neziphunyeziweyo (4)
Isizathu	Oku kuza kuqinisekisa iqhinga elisebenzayo lokunyusa izinga lokhuseleko kwiphondo ngokusebenzisa intatho-nxaxheba yakhe wonke obandakanyekayo, kwenziwe ukhuseleko ibeluxanduva lomntu wonke
Unxulumano	IQhinga loKukhusela uLwaphulo-mthetho, 1996. Ukuphunyelelwa koku kuza kuba negalelo elibanzi kwinjongo yeqhinga lephondo "ukunyusa izinga lokhuseleko", "ukunyusa izinga lentsebenziswano yoluntu" kwakunye nokwenza indima ekucuthweni kwentlupheko"

INjongo yeQhinga loKusebenza 3.2	**Ukunyusa zinga loxanduva lwamapolisa nobudlelwane boluntu namapolisa**
Inkcazelo yenjongo	Ukukhuthaza ubudlelwane boluntu namapolisa
Okusekelwe phezu kwako	Inani leeForam zaMapolisa okuHlala ezixhotyisiweyo (121)
Isizathu	Oku kuza kuba negalelo ekuphuhlisweni kobudlelwane obusebenzayo boluntu namapolisa kwakunye nokukhuthaza ukubek' iliso koluntu nokuthemba koluntu amapolisa kwiPhondo
Unxulumano	ICandelo 206 loMthetho woMgaqo-siseko woMzantsi Afrika, uMthetho 108 ka-1996; iCandelo 3(1) loMthetho weNkonzo yeSipolisa yoMzantsi Afrika, uMthetho 68 ka-1995; uMthetho-sihlomelo weNkonzo yeSipolisa yoMzantsi Afrika , uMthetho 83 ka-1998; kwakunye neQhinga leSizwe loKhuselo loLwaphulo-mthetho, 1996 Ukuphunyezwa kwenjnogo yeli qhinga kuza kuba negalelo elibanzi "ekunyuseni izinga lokhuseleko", "ukunyusa izinga lentsebenziswano yoluntu" kwakunye nokwenza indima "ekucuthweni kwentlupheko"

INjongo yeQhinga loKusebenza	**Ukukhuthaza ukwazisa banzi ngokhuseleko loluntu**

3.3	
Inkcazelo yenjongo	Ukuphunyezwa kwenkqubo yokufundisa nokwazisa banzi koomasipala, kuluntu, kumasebe obumbano loluntu okanye kumaziko emibutho yoluntu
Okusekelwe phezu kwako	Inani leenkqubo zokufundisa nokwazisa banzi ezenziweyo (0)
Isizathu	Oku kuza kuphakamisa izinga lolwazi loluntu ngokhuseleko ekuhlaleni, kumaziko emibutho yoluntu nakumaqela asebungozini
Unxulumano	ICandelo 206 loMthetho woMgaqo-siseko woMzantsi Afrika, uMthetho 108 ka-1996; iCandelo 3(1) loMthetho weNkonzo yeSipolisa yoMzantsi Afrika, uMthetho 68 ka-1995; uMthetho-sihlomelo weNkonzo yeSipolisa yoMzantsi Afrika , uMthetho 83 ka-1998; kwakunye neQhinga leSizwe loKhuselo loLwaphulo-mthetho, 1996 Ukuphunyezwa kwale njongo kuza kuba negalelo elibanzi kwinjongo yeqhinga lokusebenza lephondo "ukunyusa izinga lokhuseleko"

Injongo yeqhinga lokusebenza		**Ekujoliswe kuko liqhinga lesicwangciso**	**Umsebenzi ophicothiweyo/owona wenziweyo**			**Ingqikelelo yomsebenzi 2010/11**	**Ekujoliswe kuko kwilixa elingelide kuyaphi**		
			2007/08	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
3.1	Ukubonelela ngezicwangciso zokhuseleko ezimanyanisiweyo kunye nokuphunyezwa kwazo	40	2	2	8	11	10	10	10
3.2	Ukunyusa uxanduva lwamapolisa nobudlelwane bamapolisa kuluntu	438	0	0	0	121	175	88	87
3.3	Ukukhuthaza ukwazisa banzi ngokhuseleko loluntu.	100	0	0	0	0	25	25	25

6.2 Isibonisi sokwenziweyo nekujoliswe kuko kunyaka wama-2011/2012 - 2013/14

Isibonisi sokwenziweyo yinkqubo		**Umsebenzi ophicothiweyo/owona wenziweyo**			**Ingqikelelo yomsebenzi 2010/11**	**Ekujoliswe kuko kwilixa elingelide kuyaphi**		
		2007/08	**2008/09**	**2009/10**		**2011/12**	**2012/13**	**2013/14**
3.1.1	Inani lamanyathelo amanyanisiweyo okuthintela ulwaphulo-mthetho ekuhlaleni aphuhlisiweyo *	0	0	4	2	5	5	5
3.1.2	Inani lamanyathelo amanyanisiweyo okuthintela ulwaphulo-mthetho ekuhlaleni aphunyeziweyo *	2	2	4	2	5	5	5
3.1.3	Inani lezicwangciso	0	0	0	0	1	1	1

Isibonisi sokwenziweyo yinkqubo		Umsebenzi ophicothiweyo/owona wenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
	eziphunyeziweyo kwiphondo ngalinye *							
3.2.1	Inani lemibutho esebenzayo yokhuseleko loluntu *	131	164	169	175	175	175	175
3.2.2	Inani leentlanganiso zoxanduva lwamapolisa ekuhlaleni	0	0	0	9	25	25	25
3.2.3	Inani leeForam zoKhuseleko loLuntu ezixhotyiswe ngezakhono	0	0	71	121	175	88	87
3.2.4	Inani leenkqubo zoKubek' Lliso kwaBahlali ezibonelelwe ngezixhobo zokusebenza	0	0	0	71	175	200	225
3.2.5	Inani lamalungu enkqubo yoKubek' iLiso kwaBahlali aqeqeshiweyo	0	0	0	1300	1200	1300	1400
3.2.6	Inani lezicwangciso zokusebenza kwiphondo ngalinye *	0	0	0	0	1	1	1
3.2.7	Umgaqo-nkqubo weCPF ophunyeziweyo *	0	0	0	0	1 (ophuhlisiweyo)	1 (ohlaziyiweyo)	1 (ohlaziweyo)
3.2.8	Inani leenkqubo zokufundisa nokwazisa banzi ezenziweyo	0	0	0	0	25	25	25
3.3.1	Inani lezicwangciso zokusebenza (iiForam zoKhuseleko loLuntu) *	0	0	0	0	1	1	1

**** Izibonisi ezilungiselelwe iCandelo leSizwe kuphela***

6.3 Ekujoliswe kuko ngowama-2011/12

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngowama-2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.1.1	Inani lamanyathelo amanyanisiweyo okuthintela ulwaphulo-mthetho ekuhlaleni aphuhlisiweyo *	Ngekota	5	1	1	1	2
3.1.2	Inani lamanyathelo amanyanisiweyo okuthintela ulwaphulo-mthetho ekuhlaleni aphunyeziweyo *	Ngekota	5	1	1	1	2
3.1.3	Inani lezicwangciso eziphunyeziweyo kwiphondo ngalinye *	Ngonyaka	1	1	0	0	0
3.2.1	Inani leMibutho esebenzayo yoKhuseleko loLuntu *	Ngonyaka	175	0	175	0	175
3.2.2	Inani leentlanganiso zoxanduva lwamapolisa ekuhlaleni	Ngekota	25	5	7	7	6
3.2.3	Inani leeForam zoKhuseleko loLuntu ezixhotyiswe ngezakhono	Ngekota	175	60	60	55	0
3.2.4	Inani leenkqubo zoKubek' Lliso kwaBahlali ezibonelelwe ngezixhobo zokusebenza	Ngekota	175	0	60	60	55
3.2.5	Inani lamalungu enkqubo yoKubek' iLiso kwaBahlali aqeqeshiweyo	Ngekota	1200	300	300	300	300
3.2.6	Inani lezicwangciso zokusebenza kwiphondo ngalinye *	Ngonyaka	1	1	0	0	0
3.2.7	Umgaqo-nkqubo weCPF	Ngonyaka	1	1	0	0	0

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngowama-2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
	ophunyeziweyo *						
3.2.8	Inani leenkqubo zokufundisa nokwazisa banzi ezenziweyo	Ngekota	25	7	7	11	0
3.3.1	Inani lezicwangciso zokusebenza (iiForam zoKhuseleko loLuntu)*	Ngonyaka	1	0	0	0	1

6.4 Ukungqamanisa emisebenzi ekujoliswe kuyo noHlahlo lwaBiwo-mali neMTEF

Ingqikelelo yeNkcitho

Inkqubo 3: Uthintelo loLwaphulo-mthetho noBudlelwane boLuntu naMapolisa							
Inkqubo engaphantsi	**Iziphumo zenkcitho**			**Ubonelelo-mali olulungelelanisiweyo**	**Ingqikelelo yenkcitho yelixa elingelide kuayaphi**		
Amawaka eeR	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Uthintelo loLwaphulo-mthetho ekuHlaleni	34 698	36 758	37 091	33 722	34 172	34 821	36 672
Unxibelelwano noLuntu	11 602	10 796	8 861	9 437	9 792	10 991	11 627
Ukukhuthazwa koKhuseleko	200	672	886	60	300	315	331
Iyonke	**46 300**	**47 554**	**45 952**	**43 159**	**43 964**	**45 812**	**48 299**
Ucalucalulo ngokoqoqosho							
Iintlawulo ezimiyo	**20 476**	**27 941**	**34 970**	**33 294**	**34 165**	**35 941**	**38 236**
Ukuhlawulwa kwabasebenzi	11 868	15 141	15 680	15 753	18 131	19 115	20 453
Impahla neenknzo	8 608	12 800	19 290	17 541	16 034	16 826	17 783
Apho: Uqhakamshelwano	708	720	696	361	472	496	530
Iinkonzo zekhompuyutha		*13*	23	50	35	37	39
Abacebisi, oonokontraki neenkonzo ezikhethekileyo	2 562	2 642	1 887	1 938	3 821	3 300	3 376
Uluhlu	*362*	*281*	*660*	322	277	306	327
Iingqeshiselwano ezisebenzayo	*95*	*162*	*264*	186	180	189	202
Uhambo nezibonelelo	3 140	*3 073*	2 584	1 777	1 879	1 982	2 120
Inkcitho kwizakhiwo zesebe neziqeshiweyo	*36*	*4*	*12*	1	1	1	1
Inkcitho yokusebenza	816	*3 841*	10 912	10 467	7 433	7 895	8 514
Ezinye	889	2 064	2 252	2 439	1 936	2 620	2 674
Inzala nerhafu yemihlaba							
Intengiselwano yempahla ngemali eziinkozo namatyala	38	6	116	3			
Iimali ezikhutshelweyo nezibonelelo:	**25 523**	**19 093**	**10 573**	**9 684**	**9 650**	**9 733**	**9 914**
Kwiphondo nakoomasipala							
Kwii-arhente zesebe nee-akhawunti							
Kumaziko emfundo enomsila							
Kookopolotyeni boluntu namashishini abucala							
Koorhulumente bamazwe angaphandle nemibutho yamazwengamazwe							

Inkqubo 3: Uthintelo loLwaphulo-mthetho noBudlelwane boLuntu naMapolisa							
Inkqubo engaphantsi	Iziphumo zenkcitho			Ubonelelo-mali olulungelelanisiweyo	Ingqikelelo yenkcitho yelixa elingelide kuayaphi		
Amawaka eeR	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
Kumaziko angenzi ngeniso							
Ezangaphakathi	25 523	19 093	10 573	9 684	9 650	9 733	9 914
Iintlawulo zempahla yexabiso engundoqo	**263**	**514**	**293**	**178**	**149**	**138**	**149**
Izakhiwo nezinye azingenakufuduswa							
Oomatshini nezixhobo	263	510	293	178	149	138	149
Impahla yexabiso esunguliweyo							
Isoftware nezinye iimpahla zexabiso ezingaphathekiyo		4					
Imihlaba nezinye impahla zexabiso eziphantsi komhlaba							
Izixhobo zothutho							
apho: Imbuyekezo engundoqo							
Iyonke	**46 300**	**47 554**	**45 952**	**43 159**	**43 964**	**45 812**	**48 299**

UMSEBENZI NENDLELA INKCITHO EHAMBE NGAYO

Indlela iNkcitho ehambe ngayo	Indlela ehambe ngayo kubasebenzi abaphambili	Indlela ehambe ngayo kwigalelo eliphambili
Inkqubo ibonisa ukukhula nge-avareji ye-4.82% kwilixa leMTF. Ukukhula okumandla kwenzeke kwinkqubo engaphantsi yoBudlellwane baMapaolisa noLuntu.	Kulindeleke ukukhula okungabhekelephi kwinani labasebenzi bale Nkqubo. Uninzi lwezithuba sele luzalisiwe kule Nkqubo.	Isindululo sesicwangciso-qhinga sisekelwe ekuqondeni ukuba kufuneka izixhobo zokusebenza zijoliswe ekuphumezeni uxanduva oluphambili lweNkqubo 3 lokukhuthaza intsebenziswano noluntu ngokuthi ibonelele ngesicwangciso sokhuseleko esimanyanisiweyo nokuphunyezwa kwaso, kuphakanyiswe izinga loxanduva lwamapolisa nobudlelwane bamapolisa noluntu, kuxhotyiswe iiCPF, kubanjwe neenkqubo zokwasiza banzi ngokhuseleko eNtshona Koloni.

7. INKQUBO 4: ULAWULO LWEZOTHUTHO

Ukususela ngomhla woku-1 kuTshazimpuzi 2011 igama leNkqubo liza kutshintshwa ekubeni kuKukhuthazwa koKhuseleko kwezoThutho libe luLawulo lwezoThutho ngokungqamene noHlahlo lwaBiwo-mali leSizwe nobume beNkqubo. Ineenkqubo ezingaphantsi kwayo ezine (4) ezibizwa ngoku yiNkqubo yeNkxaso, uNyanzeliso loMthetho wezoThutho, uLawulo loKhuseleko eziNdleleni kunye noQeqesho noPhuhliso lwaMagosa ezeNdlela. Inkqubo iza kuqhuba nokukhuthaza ukhuseleko ezindleleni kweli phondo ngokuthi ibonelele ngeenkonzo zonyanzeliso lomthetho, iququzelele iinkqubo zemfundiso ngokhuseleko ezindleleni, unxibelelwano, ukwazisa banzi namathuba oqeqesho nophuhliso kuwo onke amagosa okhuseleko ezindleleni nakwamanye amagosa okhuseleko.

7.1 injongo yesicwangciso-qhinga nekujoliswe kuko kowama-2011/12

Umbono weSebe kukuvula amathuba oluntu, ukukhulula uluntu kwinkxalabo yezenzo zolwaphulo-mthetho, nto ezo ikakhulu ezixhomekeke kwisimo sokhuseleko ezindleni. Abasebenzisi bendlela kufuneka bazive bekhuselekile kwiindlela zePhondo. Oku kungaphunyelelwa ngokulawulwa kwezothutho ngokuthi kubonelelwe ngeenkonzo ezisulungekileyo zonyanzeliso lomthetho kwezothutho. Okwangoku kusekho imiqobo ephazamisana nokuba kubonelelwe ngezi nkonzo. Le miqobo ibandakanya ukuqhekezwa kweenkonzo zonyanzeliso lemithetho yezothutho, ukunqongophala kwendlela efanayo yokusebenza, ukutolikwa kwemisebenzi ngeendlela ezahlukeneyo, ukungabinazicwangciso zokhuseleko zisebenzayo kwabasemagunyeni, ukuphindwaphindwa kweendlela zolawulo nokuphindwaphindwa kweenkonzo ezinye kwiindawo ezithile ngamaqumrhu ohlukeneyo. Uhlalutyo ngokutsha lweQhinga loKhuseleko eziNdleleni (elalisaziwa ngokuba liqhinga leMVA) kwakunye neQhinga loKhuseleko eMakhaya lePhondo kunye nawaphi na amanye amaqhinga okhuseleko ezindleleni ongezelelweyo wabasemagunyeni kubalulekile ukuhlangabezana nokungasebenzi kwawo. Oku kuza kukhokelela ekuvelisweni kweQhinga loKhuseleko eziNdleni lePhondo elibandakanya yonke into. Oku kungqanyaniswa kwezinto kuza kuba negalelo kumaqhinga ahlulwahlulweyo aphathelele kunyanzeliso lokuthotyelwa komthetho, kwimfundiso, nakuqeqesho aza kumanyswa kwiqhinga elibandakanya yonke into kwiphondo nto leyo iya kuthi ibonelele ngolawulo, uququzelelo, kwakunye nomkhombandlela kulawulo lwezothutho kwiPhondo.

Injongo yokuphembelela isimilo sabasebenzisi bendlela ngokuthi kunyanzeliswe imithetho yezothutho iza kuphunyelelwa ngokuthi kunyanzeliswe imithetho maxa onke (24/7), nto leyo iza kubandakanywa kwisicwangciso sePhondo sokusebenza esiphuhliswe kunye namaqabane ekucwangciswa nawo ukunika umkhombandlela kwimisebenzi yolawulo lwezothutho kwiPhondo. Ukugadwa kokuqhuba ngaphezu kwesantya esimiselweyo nokuvingcwa kweendlela okujolise ekujongeni intsulungeko yabaqhubi neenqwelo-mafutha ziza kuba yinxalenye yemisebenzi ehlanganyelweyo. Amaziko okuthimbela akhoyo aza kuqinisekisa ukuba ahlala ekulungele ukuba ukuthimjwa kweenqwelo-mafutha kuphunyelelwe ngokumiselweyo ukunika inkxaso kunyanzeliso lomthetho. IPhondo lijolise ekumiseni iinqwelo-mafutha ezili-117 428 ngenyanga ukunyusa izinga lokuthotyelwa komthetho wezothutho ngokwezicwangciso zeSizwe. ISicwangciso seSizwe soNyanzeliso loMthetho sinika umkhombandlela kwiphondo ekunyanzeliseni umthetho kwaye siceba ukumisa isigidi (1) seenqwelo-mafutha ngenyanga kwizwe lonke. Kukho iinkalo ekugxilwe kuzo nekufuneka amaphondo egxile kuzo:

- Ukulungela koMqhubi ukubaSendleni;
- Ukuhamba ngokuNgafanelekanga;
- Uthutho loLuntu;
- Ukulungela kweNqwelo-mafutha ukubaSendleleni;
- Ukhuseleko lwabaHambi ngeeNyawo; kunye
- Nothintelo loLwaphulo-mthetho.

Iinjongo zesi sicwangciso kukucutha iingozi, ukonzakala okumandla, ukwazisa banzi ngemiba yokhuseleko ezindleleni, ukumilisela isimilo esifanelekileyo kubasebenzisi bendlela nokukhuthaza ukuthotyelwa kwemithetho yendlela ngaphandle kokunyanzelwa, ukunyusa izinga lokuchotshelwa kwamatyala aphambili olwaphulo lwemithetho yezendlela, ukucutha izinga lolwaphulo-mthetho kuzo zonke iinkalo eziphambili, kwakunye nokumisela nokuququzelela iindlela ezifanayo zokunyusa izinga lokhuseleko. Amagosa onyanzeliso lwemithetho aza kuxhotyiswa ngezixhobo eziphuculiweyo neziza kuphucula iimeko ekusetyenzwa phantsi kwazo njengenxalenye yeqhinga elihlanganyelweyo ukugcina iphondo linako ukuwenza lo msebenzi.

Inkqubo ijolise ekuphandeni nasekuphuhliseni amaqhinga okusebenza aza:

- kuququzelela ze aphumelelise ukunyanzeliswa komthetho wezothutho, uqeqesho nemfundiso ngokhuseleko ezindleleni nokwazisa banzi ukunyusa izinga lokhuseleko ezindleleni, kucuthwe amathuba okwaphulwa komthetho ngabasebenzisi bendlela;
- kujonga eyona ndlela ingcono yokuzisa izixhobo zokusebenza nezakhono kubo bonke ababandakanyekayo kwinjongo yokuphumelela ukhuseleko ezindleleni kwaye iza kujonga indlela yokumanya izixhobo zokusebenza zokhuseleko zephondo , i.e. kubandakanya bonke oomasipala, kwiqhinga lokusebenza elibanzi lezokhuseleko ezindleleni lePhondo; ze
- iqhube ngendlela eququzelelweyo nekujoliswe kuyo ngamasebe kaRhulumente wephondo namaqumrhu akhoyo ukufaka igalelelo ekunyhasheni abophuli mthetho nasekunikeni ingqwalasela kunobangela wolwaphulo-mthetho ezindleleni.

Inkqubo iza kuzama ukuqwalasela iyantlukwano kwiSebe loKhuseleko loLuntu nakwiSebe lezoThutho neMisebenzi yoLuntu, namalinge eSizwe afana noMthetho woLawulo loChongo lwaMatyala oLwaphulo-mthetho eziNdleleni (AARTO). Inkqubo iza kukhokela ukuphunyezwa kweAARTO nokuqinisekisa ukulungela ukusebenza kwephondo noorhulumente bamakhaya. Ngaphezu koko, iza kuphumeza iindlela zokugcina abasebenzi ukugcina izakhono ezinqongopheleyo kwiNkqubo ze ihlalutye ngokutsha indlela esebenza ngayo kwiingingqi ezithile ngokuphathelele kunikezelo lweenkonzo.

Kuhlala kuyinjongo yale Nkqubo ukuphuhlisa aMagosa oGcino-cwangco kwezoThutho. Ukuze kuphunyelelwe oku nokuze kwenziwe imisebenzi ebanzi kule nkalo kuza kunikezelwa ngeekhosi ezilishumi (10) ezisesikweni. Ezi khosi ziza kubandakanya iKhosi yaMagosa ezeNdlela aSaqalayo enye (1), iiKhosi zaBavavanyi beeNqwelo-mafutha EOV) ezine (4) neeKhosi zaBavavanyi beziQinisekiso zoKuqhuba (EDL) ezintlanu (5). Ubude beeKhosi zaMagosa ezeNdlela yaBasaqalayo bandisiwe ukusuka kwiinyanga ezintandathu (6) bangunyaka omnye (1). Kuza kunikezelwa nangezinye iikhosi ezingekho sikweni ngokweemfuno ezichongiweyo nezinokubandakanya uHlaziyo loKusetyenziswa koMpu, ukuZihlaziya, iiKhosi zokuNyanzelisa iSantya noNcedo lwaseNdleleni. Ezi khosi zijolise ekuxhobiseni amagosa ezendlela namanye amagosa omthetho ngolwazi olufunekayo ukubonelela ngenkonzo esesikweni yokhuseleko ezindleleni. Amagosa asesikweni

aza kubanako ukufaka igalelo kwimpumelelo yokhuseleko ezindleleni ngokusebenzisa umthetho ngendlela efanelekileyo nto leyo iza kunyusa izinga lokhuseleko nokufikelela kwezothutho olukhuselekileyo kwiphondo ze abenegalelo ekwenzeni abemi boMzantsi Afrika bazive bekhuselekile. Injongo yeqhinga lokusebenza ikwanegalelo nakwezinye iZiphumo zikaRhulumente weSizwe ezifana "namagosa axhotyiswe ngezakhono ukuxhasa uphuhliso oluquka bonke ababandakanyekayo"; Uthungelwano lwezibonelelo ezisisiseko ngendlela esulungekileyo nenoqoqosho"; Inkqubo yoorhulumente bamakhaya yokuphendula nokuba noxanduva esebenzayo nesulungekileyo"; "Inkonzo esebenzayo nesulungekileyo esekelwe ekwazini iimfuno zoluntu" kwakunye "noluntu oluxhotyiswe ngokungenamkhethe".

Injongo yeqhinga lokusebenza yokuphembelela isimilo sabasebenzisi bendlela ngokufundisa ngokhuseleko ezindleleni namangenelelo okwazisa banzi iyilelwe ukufundisa uluntu ngezokhuseleko ezindleleni ukuhlangabezana noonobangela bolwaphulo-mthetho ezindleleni. Liza kwandiswa inani leenkqubo zokufundisa nokwazisa banzi ngokhuseleko ezindleleni. Ezi nkqubo ziza kujoliswa kubafundi ezikolweni ukuphembelela izimilo zabaqhubi bangomso nabahambi ngeenyawo ezindleleni. Inkqubo yokufundiswa koluntu yahlulwahlulwe kwaye ayiphunyezwa ngenzinga elifikelela kuluntu lonke. Ngelinge lokutshintsha izimilo zabasebenzisi bendlela esele bekhulile, inani leenkqubo zokwazisa banzi ziza kwandiswa kwaye oku kuza kwenziwa ngentsebenziswano nemibutho yoluntu. Kuza kugxilwa ngakumbi kwindlela yokwazisa banzi aBathuthi baBantwana beSikolo. Kuza kugxilwa nasekuqinisekiseni ukuba abantwana abaya ngeenyawo esikoloweni bafika bekhuselekile. Ii-IDP zoomasipala abangamashumi amathathu (30) ziza kuhlolwa ukomeleza ugxilo kukhuseleko ezindleleni nokuziphembelela ukuba zibonise umdla wePhondo.

INjongo yeQhinga loKusebenza 4.1	**Ulawulo olusulungekileyo nokuxhaswa kweNkqubo**
Inkcazelo yenjongo	Ukunikezela ngolawulo neqhinga lokuxhaswa kweNkqubo
Okusekelwe phezu kwako	Inani lamavavanyo okusebenza ngokupheleleyo kweCD:TM(1) enziweyo
Isizathu	Oku kuza kuqinisekisa impumelelo yokusebenza kweNkqubo
Unxulumano	Kuza kuba negalelo ekwenzeni isimo esisiso sokuba injongo yeqhinga leNkqubo ibenokuqatshelwa

INjongo yeQhinga loKusebenza 4.2	**Ukuphembelela isimilo sabasebenzisi bendlela ngokunyanzelisa ukuthotyelwa kwemithetho yezothutho**
Inkcazelo yenjongo	Ukugcinwa komthetho nocwangco zizo zonke iintlobo zothutho ngokubonelela ngeenkonzo ezimanyanisiweyo ezindleleni
Okusekelwe phezu kwako	Iingxelo ezi-4 zokuThotyelwa kweMithetho yezeNdlela
Isizathu	Ukunyuswa kwezinga lobonelelo ngeenkonzo, ukuziswa kwezixhobo zokusebenza, ukunqanda uphindaphindo lweenkonzo, unikezelo lweenkonzo, ukucuthwa kweengozi ezindleleni
Unxulumano	Oku kuza kuba negalelo kwiNjongo yeQhinga loKusebenza likaRhulumente ukunyusa izinga lokhuseleko njengoko kukhuthazwa nguRhulumente weSizwe

INjongo yeQhinga loKusebenza 4.3	**Ukuphuhlisa amagosa ezeNdlela ngokuSesikweni**
Inkcazelo yenjongo	Ukubonelela ngoqeqsho nophuhliso lwamagosa ezendlela namanye amagosa ogcino-cwangco eNtshona Koloni ukuqinisekisa ukwenziwa kwezinto ngendlela efanayo neyamkelekileyo
Okusekelwe phezu kwako	Inani leekhosi zoqeqesho olusesikweni: 11
Isizathu	Oku kuza kubonakalisa ukunyuswa kwezinga lentsulungeko ngokuthi kunikezelwe ngoqeqesho
Unxulumano	Ukuphunyelelwa koku kuza kuba negalelo kwinjongo karhulumente wesizwe nowephondo yokukhuthaza uphuhliso lwezakhono nonikezelo lweenkonzo kuluntu. Oku kuza kusetyenziswa kunye nenjongo yeqhinga lokunyusa izinga lokhuseleko.

INjongo yeQhinga loKusebenza 4.4	**Ukuphembelela isimilo sabasebenzisi bendlela ngeenkqubo zokufundisa nokwazisa banzi ngokhuseleko ezindleleni**
Inkcazelo yenjongo	Ukudityaniswa kweenkqubo zokufundisa nokwazisa banzi kwiPhondo ngokuququzelela intatho-nxaxheba yemibutho neenkqubo
Okusekelwe phezu kwako	Iinkqubo zokufundisa nokwazisa banzi ezingama-252
Isizathu	Oku kuza kuba negalelo kwintsebenziswano enentsingiselo ngokombono kaRhulumente wephondo kwaye kuza kuphakamisa amathuba emfundiso aza kukhokelela ekuguqukeni kwezimilo nasekucutheni iingozi ezindleleni
Unxulumano	Makwandiswe uthethathethwano namaqabane ukujongana nokhuseleko ezindleleni ukongeza phezu kwezo nto zokhuseleko zikhoyo eziphakanyiswa kwimibutho nakwiinkqubo ezifana neEMDC. IiIDP/ii-ITP, iLGMTEC neeCPF ukubonakalisa injongo yeqhinga lephondo ukunyusa izinga lokhuseleko ngokubandakanya lonke uluntu.

Injongo yeqhinga lokusebenza		Ekujoliswe kuko sisicwangciso-qhinga	Umsebenzi ophicothiweyo/owona wenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
			2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
4.1	Ukulawula ngokusulungekileyo nokuxhasa inkqubo	4	1	1	1	1	1 (uvavanyo lomsebenzi)	1 (uvavanyo lomsebenzi)	1 (uvavanyo lomsebenzi)
4.2	Ukuphembelela isimilo sabasebenzisi bendlela ngokunyanzelisa imithetho yezothutho ngendlela esebenzayo	16	0	0	0	0	4 lingxelo zokuthotyelwa komthetho	4 lingxelo zokuthotyelwa komthetho	4 lingxelo zokuthotyelwa komthetho
4.3	Ukuvelisa amagosa ezendlela achubekileyo	40	11	11	11	11	10	10	10
4.4	Ukuphembelela isimilo sabasebenzisi bendlela ngokuthi kuqhutywe iimfundiso zokhuseleko ezindleleni nokwazisa banzi	1390	0	243	230	252	310	340	360

7.2 Izibonisi zokwenziweyo nekujoliswe kuko ngonyaka wama-2011/2012 - 2013/14

Isibonisi sokwenziweyo		Umsebenzi ophicothiweyo/okona kwenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
4.1.1	Inani leemvavanyo ezisebenzayo zeCD: uLawulo lwezoThutho	1	1	1	1	1	1	1
4.2.1	Inani lezicwangciso zokusebenza	0	2	2	1	1	1	1
4.2.2	Inani leengxelo zokuthotyelwa komthetho zeTLE	0	1	4	4	4	4	4
4.2.3	Inani leeyure zokujongwa kwesantya *	0	0	0	9182	10 283	11 311	12 442
4.2.4	Inani leenqwelo-mafutha eziqhutywa ngaphezu kwesantya esimiselweyo *	0	248639	278269	97048	117 428	129170	142087
4.2.5	Inani leenqwelo-mafutha ezihloliweyo kuvalo-ndlela *	0	0	0	109110	276392	304031	334434
4.2.6	Inani lamaxa ovalo-ndlelo enziweyo *	0	0	0	2220	3152	3467	3813
4.2.7	Inani lamagosa eendlela *	402	406	389	380	425	440	455
4.2.8	Inani leenqwelo-mafutha ekujikelezwa ngazo *	210	215	216	215	213	221	221
4.2.9	Inani lamagosa endlela ngeKM nganye yendlela etyatyekiweyo yephondo *	1:15	1:15	1:16	1:16	1:16	1:15	1:15
4.2.10	Inani lamagosa endlela kwinqwelo-mafutha nganye*	1.9	1.9	1.8	1.8	1.9	2	2
4.2.11	Inani leenqwelo-mafutha ezibhaliswe ligosa lezendlela ngalinye *	1:3811	1:38371	1:4032	1:4152	1:3740	1:3613	1:3494
4.2.12	Inani lamagosa omthetho	0	0	0	26	15	15	15

Isibonisi sokwenziweyo		Umsebenzi ophicothiweyo/okona kwenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
	amatsha aqeshiweyo *							
4.2.13	Inani leenqwelo-mafutha ezingekho ndleleni ezithinjiweyo *	0	0	0	175	200	200	200
4.3.1	Inani leekhosi zoqeqesho olusesikweni	11	11	11	11	10	10	10
4.3.2	Inani leengxelo zoqeqesho	0	0	0	0	4	4	4
4.4.1	Inani leemfundiso zokhuseleko ezindleleni	0	0	120	132	150	160	170
4.4.2	Inani leenkqubo zokwazisa banzi ngokhuseleko ezindleleni	0	0	110	120	160	180	190
4.4.3	Inani leeIDP ezihloliweyo (ngokuphathelele kwezokhuseleko ezindleleni)	0	0	0	30	30	30	30
4.4.4	Inani lezikolo ezibandakanywe kwinkqubo yemfundiso yokhuseleko ezindleleni (iavareji) *	0	0	0	500	550	600	650
4.4.5	Inani labafundi abaqeqeshiweyo*	0	0	0	39600	42000	45000	50000
4.4.6	Inani labantu abadala abaqeqeshiweyo *	0	0	0	2640	2700	2750	2800

**** Izibonisi zokwenziweyo zeCandelo lezoThutho leSizwe Kuphela***

7.3 Ekujoliswe kuko ngekota kowama-2011/12

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.1.1	Inani leemvavanyo ezisebenzayo zeCD: uLawulo lwezoThutho	Ngonyaka	1	0	0	0	1

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.2.1	Inani lezicwangciso zokusebenza	Ngonyaka	1	1	0	0	0
4.2.2	Inani leengxelo zokuthotyelwa komthetho zeTLE	Ngekota	4	1	1	1	1
4.2.3	Inani leeyure zokujongwa kwesantya *	Ngekota	10 283	2570	2570	2570	2573
4.2.4	Inani leenqwelo-mafutha eziqhutywa ngaphezu kwesantya esimiselweyo*	Ngekota	117 428	29357	29357	29357	29357
4.2.5	Inani leenqwelo-mafutha ezihloliweyo kuvalo-ndlela *	Ngekota	276392	69098	69098	69098	69098
4.2.6	Inani lamaxa ovalo-ndlelo enziweyo*	Ngekota	3152	788	788	788	788
4.2.7	Inani lamagosa eendlela*	Ngekota	425	425	425	425	425
4.2.8	Inani leenqwelo-mafutha ekujikelezwa ngazo*	Ngekota	213	213	213	213	213
4.2.9	Inani lamagosa endlela ngeKM nganye yendlela etyatyekiweyo yephondo*	Ngekota	1:16	1:16	1:16	1:16	1:16
4.2.10	Inani lamagosa endlela kwinqwelo-mafutha nganye*	Ngekota	1.9	1.9	1.9	1.9	1.9
4.2.11	Inani leenqwelo-mafutha ezibhaliswe ligosa lezendlela ngalinye*	Ngekota	1:3740	1:3740	1:3740	1:3740	1:3740
4.2.12	Inani lamagosa omthetho amatsha aqeshiweyo*	Ngekota	15	15	0	0	0
4.2.13	Inani leenqwelo-mafutha ezingekho ndleleni ezithinjiweyo*	Ngekota	200	50	50	50	50

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.3.1	Inani leekhosi zoqeqesho olusesikweni	Ngekota	10	2	2	4	2
4.3.2	Inani leengxelo zoqeqesho	Ngekota	4	1	1	1	1
4.4.1	Inani leemfundiso zokhuseleko ezindleleni	Ngekota	150	30	40	40	40
4.4.2	Inani leenkqubo zokwazisa banzi ngokhuseleko ezindleleni	Ngekota	160	30	45	40	45
4.4.3	Inani leeIDP ezihloliweyo (ngokuphathelele kwezokhuseleko ezindleleni)	Ngonyaka	30	0	0	30	0
4.4.4	Inani lezikolo ezibandakanywe kwinkqubo yemfundiso yokhuseleko ezindleleni (iavareji) *	Ngekota	550	130	140	140	140
4.4.5	Inani labafundi abaqeqeshiweyo*	Ngekota	42000	10500	10500	10500	10500
4.4.6	Inani labantu abadala abaqeqeshiweyo *	Ngekota	2700	675	675	675	675

**** Izibonisi zokwenziweyo zeCandelo lezoThutho leSizwe Kuphela***

7.4 Ukungqamanisa ekujoliswe kuko noHlahlo lwaBiwo-mali neMTEF

Ingqikelelo yeNkcitho

Itheyibhile Y.4: iNkqubo 4: uLawulo lwezoThutho							
INkqubo eNgaphantsi	**Iziphumo zenkcitho**			**Ulwabiwo olulungelelani siweyo**	**Ingqikelelo yenkcitho yelixa elingelide kuyaphi**		
Amawaka eeR	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Inkxaso yeNkqubo	920	1 215	1 458	1 758	1 913	2 068	2 212
Unyanzeliso lweMithetho yezoThutho	80 271	96 951	115 991	130 499	139 249	165 902	173 121
ULawulo lwezoKhuseleko eziNdleleni	5 568	6 326	6 062	6 739	7 978	8 689	9 247

Itheyibhile Y.4: iNkqubo 4: uLawulo lwezoThutho							
INkqubo eNgaphantsi	**Iziphumo zenkcitho**			**Ulwabiwo olulungelelani siweyo**	**Ingqikelelo yenkcitho yelixa elingelide kuyaphi**		
Amawaka eeR	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Uqeqesho noPhuhliso lwaMagosa eNdlela	10 023	10 453	12 013	12 830	14 503	15 428	16 434
Iyonke	**96 782**	**114 945**	**134 524**	**151 826**	**163 643**	**192 087**	**201 014**
Ucalulo ngokwezoqoqosho							
Iintlawulo ezimiyo	**96 168**	**112 511**	**130 231**	**147 304**	**162 073**	**188 148**	**200 380**
Ukuhlawulwa kwabasebenzi	65 098	76 179	91 500	108 795	122 912	141 823	151 733
Impahla neenkonzo	31 070	36 331	38 725	38 509	39 161	46 325	48 647
Apho:							
Uqhakamshelwano	1 900	*1 447*	1 426	1 661	1 775	1 864	1 957
Iinkonzo zekhompuyutha	497	*680*	908	1 055	769	1 107	1 163
Iingcaphephe, oonokontraki neenkonzo ezikhethekileyo	*824*	*458*	*1 259*	361	894	1 289	1 352
Uluhlu	*1 125*	*1 135*	*3 932*	3 043	3 707	5 628	5 910
Iingqeshiselwano ezisebenzayo	893	*1 240*	*1 062*	1 042	1 154	1 212	1 272
Iihambo nezibonelelo	22 114	*24 966*	26 926	26 442	26 601	29 455	30 934
Inkcitho kwizakhiwo zesebe neziqeshiweyo	839	*330*	1 058	774	839	881	925
Inkcitho yokusebenza	491	*1 546*	597	432	727	1 809	1 900
Ezinye	2 387	6 075	1 557	3 699	2 695	3 080	3 234
Inzala yeentlawulo nomhlaba		1	6				
Iintlawulo zempahla yexabiso namatyala ngemalli ezinkozo	76	83	994	88			
Iimali ezikhutshelweyo nezibonelelo:	**169**	**230**	**1 110**	**489**			
Kwiphondo nakoomasipala	29	12	15	**6**			
Kwii-arhente zesebe neeakhawunti							
Kumaziko emfundo enomsila							
Kookopolotyeni boluntuu namashishini abucala			20				
Koorhulumente bamanye amazwe nemibutho yehlabathi							
Kumaziko angenzi ngeniso							
Ezangaphakathi	140	218	1 075	483			
Iintlawulo zempahla yexabiso engundoqo	**369**	**2 121**	**3 189**	**3 945**	**1 570**	**3 939**	**634**
Izakhiwo nezinye ezingahanjiswayo			8				
Oomatshini nezixhobo	369	2 121	3 175	3 945	1 570	3 939	634
Impahla yexabiso esunguliweyo							
Iisoftware nezinye impahla zexabiso ezingenakuphatheka			6				
Umhlaba nezinye impahla zexabiso ezingaphantsi komhlaba							
Apho: intlawulo engundoqo							

Itheyibhile Y.4: iNkqubo 4: uLawulo lwezoThutho							
INkqubo eNgaphantsi	Iziphumo zenkcitho			Ulwabiwo olulungelelani siweyo	Ingqikelelo yenkcitho yelixa elingelide kuyaphi		
Amawaka eeR	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
IYONKE	**96 782**	**114 945**	**135 524**	**151 826**	**163 643**	**192 087**	**201 014**

UMSBENZI NENDLELA EHAMBE NGAYO INKCITHO

Indlela ehambe ngayo inkcitho	Indlela ehambe ngayo kwizinto ezingundoqo ezahlukeneyo	Indlela elihambe ngayo igalelo eliphambili
Uchatha kuhlahlo lwabiwo-mali lowama-2011/12 lwenkqubo lubonisa uchatha we-11.01%. kubonelelwe ngochatha ongaphezu kwezigidi ezingama-R43 kwinkqubo engaphantsi yoNyanzeliso loMthetho wezoThutho. Lo chatha ujolise ekuqinisekiseni ukomeleza ukubanako kwamagosa ezendlela ukunyanzelisa umthetho	Inkqubo ayizu kuzandisela ithuba elingelide kuyaphi nangona iphantsi loxinizelelo lokwenza njalo; iza kuzalisa izithuba ezidaleke ngenxa yokushiya kwabasebenzi kuphela. Kuza kusetyenziswa namaqhinga okutshintshela abasebenzi kwezinye iinkalo abenza ngcono kuzo ukuqinisekisa ukuphunyezwa komthetho ngokusulengikeleyo kuzo zonke iindlela zephondo.	Akukho nqwelo-mafutha zongezelelweyo ziza kuthengwa okwangoku ngaphandle kokuhlaziywa kwezo zikhoyo

8. INKQUBO 5: ULAWULO LOMNGCIPHEKO WOKHUSELEKO

Le nkqubo yongezwe kuHlahlo lwaBiwo-mali leSizwe noBume beNkqubo, kwaye ibizwa ngokuba yiNkqubo 5. Le nkqubo ijolise ekudibaniseni iinkqubo zolawulo neendlela zokwenza izinto ezinegalelo kwizinga lomngcipheko wezokhuseleko kuRhulumente wePhondo leNtshona Koloni. Ineenkqubo ezintathu (3) eziphantsi kwayo ezibizwa ngokuba yiNkqubo yeNkxaso, iiNkqubo zoKhuseleko lwePhondo kwakunye neeNkonzo zeNgcebiso ngezoKhuseleko.

AmaSebe ekuSetyenziswana nawo akho ngokweemeko ezahlukeneyo ngokwemisebenzi yawo engundoqo yokuphumeza uxanduva lwawo. Ungenelelo kufuneka lusingise ekuhlangabezaneni nemingeni ajamelene nayo loo masebe kusetyenziswana nawo. Nangona kunjalo, indlela yokuchitha imali ilawulwa ngaloo masebe ngokuzimeleyo.

Ingenelo yeendlela ezisulungekileyo zokusebenza neendle ezimanyanisiweyo kufuneka kungaphulukwana nayo, kwaye kufuneka lungakhuthazwa uphuhliso lwezakhono "ezizodwa" ngokuzimeleyo. Okwangoku, iNkqubo kufuneka iququzelele ze yomeleze zonke iinkcitho zamaSebe ohlukeneyo ePGWC ukunyusa izinga lezokhuseleko nokucutha amathuba olwaphulo-mthetho kunikezelo ngeenkonzo. Iingxelo zokuNgena nokuPhuma kwizakhiwo ziza kusetyenziswa njengesixhobo sokubek' esweni kokuhamba-hamba kwabasebenzi nokugcina iinkcukacha zoko ngekhamera ezinokusetyenziswa kuphando lolwaphulo-mthetho. Amasango ezakhiwo zePGWC aza kuhlolwa ukuze kubulawe amathuba olwaphulo-mthetho kukhuselwe neempahla zexabiso, abasebenzi neendwendwe.

INkquba iza kuququmbela ze yenze isikhokelo sokuthotyelwa kwemigaqo noxanduva ukuxhamla kwindlela yolawulo lokhuseleko, nto leyo inika izisombululo kulawulo lomngcipheko ezinako ukuphunyezwa liSebe ngokwenkqubo emanyanisiweyo noxanduva. Nanjengoko le njongo yeqhinga lokusebenza intsha, akukho siseko sakudityaniswa, ququzelelo nakwenziwa lula koLawulo loMngcipheko ngokubambisana noPGWC. Ijolise ekunikezeleni ngohlolo olumanyanisiweyo olubonisa izinga lomngcipheko nokubonelela ngezisombululo zolawulo lomngcipheko kwiPhondo.

Umsebenzi weekomiti zokhuseleko zeSebe ngalinye uza kusekelwa ekuthotyelweni kwemigaqo gabalala nakwisikhokelo soxanduva ukuqinisekisa ukulungelelaniswa kwezinto ngendlela ekujoliswe kuyo nguPGWC ukucutha umngcipheko wokhuseleko.

Ngaphezu koko, iNkqubo iza kuba nenkqubo yokuncoma ezokhuseleko apho luqinileyo khona kuPGWC ukubonisa izinga lokhuseleko nokwenza izindululo kwiiHoD ukuze ziqinisekise kuphunyezwa kwemigqaliselo yokuhlangabezana naloo mingcipheko ikhoyo.

INjongo yeQhinga loKusebenza 5.1	**Ukuhlanganisa, ukuququzelela nokwenza lula ulawulo lomngcipheko wezokhuseleko ngobambiswano namasebe ePGWC**
Inkcazelo yenjongo	Kukuncedisa amasebe ukwenza lula nokuququzelela ukuthomalalisa imingcipheko kumasebe achaphazelekayo
Okusekelwe phezu kwako	Akukho maxwebhu ovavanyo afakiweyo
Isizathu	Oku kuza kuba negalelo ekuthomalaliseni umngcipheko kumasebe kaPGWC
Unxulumano	Kuza kuba negalelo kwinjongo yesicwangciso-qhinga sokunyusa izinga lokhuseleko nakwinjongo yesebe yokuphakamisa izinga lokukhuselwa kwabasebenzi, amaqabane ekusetyenziswana nawo, iindwendwe, ulwazi nempahla yexabiso kaPGWC. I-MISS, iMPSS noMgaqo-nkqubo woKhuseleko ngoKubanzi ziza kuphakamisa izinga lentsulungeko yokuxhasa imisebenzi yesebe ngokwenza ukhuseleko lube luxanduva lomntu wonke

INjongo yeQhinga loKusebenza 5.2	**Ukuphakamisa izinga lokhuseleko ngokucutha umngcipheko nobungozi kuPGWC**
Inkcazelo yenjongo	Ukuphucula imigqaliselo yokhuseleko ukulwa ukungathotyelwa kwezokhuseleko ngokuphathelele kubusela nasekungeneni ngaphandle kwemvume kwizakhiwo zikaPGWC
Okusekelwe phezu kwako	Ugqogqo lwamasango angama-52
Isizathu	Oku kuza kuba negalelo ekulweni ubusela nokungena kumasango karhulumente ngaphandle kwemvume, ukusetyenziswa kwempahla yexabiso yephondo, ukhuseleko lwamaqabane ekusetyenziswana nawo wangaphakathi nawangaphandle kwakunye noluntu olundwendwela izakhiwo zikaPGWC
Unxulumano	Kuza kuba negalelo kwinjongo yeqhinga lokusebenza lokunyusa izinga lokhuseleko nenjongo zesebe zokunyuswa kwezinga lokukhuselwa kwabasebenzi, amaqabane ekusetyenziswana nawo, iindwendwe, ulwazi kwakunye nempahla yexabiso kaPGWC. I-MIS, iMPSS noMgaqo-nkqubo woKhuseleko ngoKubanzi ziza kuphakamisa izinga lentsulungeko yokuxhasa imisebenzi yesebe ngokwenza ukhuseleko kubeluxanduva lomntu wonke

INjongo yeQhinga loKusebenza	**Ukunyusa izinga lokuthotyelwa kwemigaqo noxanduva lokulawulwa komngcipheko wokhuseleko nemigqaliselo yomgaqo-nkqubo kaPGWC**

5.3	
Inkcazelo yenjongo	Ukunyusa izinga lokuthotyelwa kwemigaqo ngamasebe ngokuphathelele kubasebenzi, ulwazi, amaxwebhu, uqhakamshelwano nokhuseleko olubonakalayo ngokuthi kusungulwe, kulolongwe ze kuxhaswe iikomiti zokhuseleko kumasebe kaPGWC
Okusekelwe phezu kwako	Uhlolo olu-1 ngeziphumo nezindululo zoKuthotyelwa kweMigaqo neSikhokelo soXanduva
Isizathu	Oku kuza kuba negalelo ekuthomalaliseni ubungozi kubasebenzi, kulwazi, kumaxwebhu, kuqhakamshelwano nokhuseleko olubonakalayo
Unxulumano	Kuza kuba negalelo kwinjongo yeqhinga lokusebenza lokunyusa izinga lokhuseleko nenjongo zesebe zokunyuswa kwezinga lokukhuselwa kwabasebenzi, amaqabane ekusetyenziswana nawo, iindwendwe, ulwazi kwakunye nempahla yexabiso kaPGWC. I-MIS, iMPSS noMgaqo-nkqubo woKhuseleko ngoKubanzi ziza kuphakamisa izinga lentsulungeko yokuxhasa imisebenzi yesebe ngokwenza ukhuseleko kubeluxanduva lomntu wonke

8.1. Ekujoliswe kuko ngonyaka wama-2011/12 neNjongo yeSicwangciso soKusebenza

Injongo yeqhinga lokusebenza		Injongo yesicwangciso sokusebenza	Umsebenzi ophicothiweyo/okona kwenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
			2007-08	2008-09	2009-10		2011/12	2012/13	2013/14
5.1	Ukuhlanganisa, ukuququzelela nokwenza lula ulawulo lokhuseleko ngokubambisa na namasebe kaPGWC	4	0	0	0	0	1	1	1
5.2	Ukuphakamisa izinga lokhuseleko ngokucutha ubungozi ngokugada ngendlela eyiyo nokucupha ngaphakathi kuPGWC	780	0	4	4	52	104	156	208
5.3	Ukunyusa izinga lokuthotyelwa kwemigaqo noxanduva lokhuseleko nolawulo lomngcipheko nemimiselo yomgaqo-nkqubo kaPGWC	49	0	0	0	1	12	12	12

8.2 Izibonisi zokwenziweyo nekujoliswe kuko ngowama-2011/2012 - 2013/14

Isibonisi sokwenziwe yinkqubo		Umsebenzi ophicothiweyo/okona kwenziweyo			Ingqikelelo yomsebenzi 2010/11	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2007/08	2008/09	2009/10		2011/12	2012/13	2013/14
5.1.1	Inani lamavavanyo ahlanganisiweyo ngoLawulo loMngcipheko kuPGWC	0	0	0	0	1	1	1
5.1.2	Inani leeKomiti zoKhuseleko zamaSebe ezixhasiweyo	0	0	4	0	12	12	12
5.1.3	Inani leeforam zolawulo lokhuseleko olubanzi zePhondo	0	0	0	0	1	1	1
5.2.1	Inani lamaphando enziweyo ukuqinisekisa ukhuseleko lwempahla yexabiso, abasebenzi neendwendwe zikaPGWC	0	4	4	52	104	156	208
5.2.2	Inani leengxelo zolawulo lokungena nokuphuma kwizakhiwo zikaPGWC njengesixhobo solawulol	0	0	0	0	48	84	88
5.3.1	Inani lezincomo ezenziweyo ngezinga lokhuseleko	0	233	147	40	40	60	80
5.3.2	Inani leengxelo zokubek' esweni ngokuphathelele kuThotyelo lweMigaqo neSikhokelo soXanduva	0	0	0	1	12	12	12

8.3 Ekujoliswe kuko ngekota 2011/12

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
5.1.1	Inani lamavavanyo ahlanganisiweyo noLawulo loMngcipheko kuPGWC	Ngonyaka	1	0	0	0	1
5.1.2	Inani leeKomiti zoKhuseleko	Ngekota	12	3	3	3	3

Isibonisi sokwenziweyo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2011/12	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
	zamaSebe ezixhasiweyo						
5.1.3	Inani lamaphando enziweyo ukuqinisekisa ukhuseleko lwempahla yexabiso, abasebenzi neendwendwe zikaPGWC	Ngonyaka	1	0	0	1	0
5.2.1	Inani leengxelo zolawulo lokungena nokuphuma kwizakhiwo zikaPGWC njengesixhobo solawulol	Ngekota	104	26	26	26	26
5.2.2	Inani lezincomo ezenziweyo ngezinga lokhuseleko	Ngekota	48	12	12	12	12
5.3.1	Inani leengxelo zokubek' esweni ngokuphathelele kuThotyelo lweMigaqo neSikhokelo soXanduva	Ngekota	40	10	10	10	10
5.3.2	Inani lamaphando enziweyo ukuqinisekisa ukhuseleko lwempahla yexabiso, abasebenzi neendwendwe zikaPGWC	Ngekota	12	3	3	3	3

8.4. ukulungelelanisa ekujoliswe kuko noHlahlo Lwabiwo-mali neMTEF

Ingqikelelo yeNkcitho

Inkqubo 5: Ulawulo loMngcipheko woKhuseleko							
Inkqubo eNgaphantsi	**Iziphumo zenkcitho**			**Ulwabiwo olulungelelanisiweyo**	**Ingqikelelo yenkcitho kwilixa elingelide kuyaphi**		
Amawaka eeR	**2007/08**	**2008/09**	**2009/10**	**2010/11**	**2011/12**	**2012/13**	**2013/14**
Inkxaso yeNkqubo	1 219	2 627	1 661	2 872	3 698	4 013	4 286
Imisebenzi yoKhuseleko yePhondo	17 813	23 904	32 695	32 779	34 834	37 265	39 581
Iinkonzo zeeNgcebiso ngezoKhuseleko	4 913	5 999	6 341	7 325	9 434	10 085	10 784
IYONKE	**23 945**	**32 530**	**40 697**	**42 976**	**47 966**	**51 363**	**54 651**
Ucalulo ngokwezoqoqosho							
Iintlawulo ezimiyo	**22 515**	**32 075**	**37 965**	**39 927**	**47 586**	**51 171**	**54 445**
Intlawulo yabasebenzi	15 169	21 429	31 893	26 437	35 898	38 898	41 559
Impahla neenkonzo	7 346	10 646	6 072	13 490	11 688	12 273	12 886
Apho: uqhakamshelwano	164	184	226	179	285	299	314
Iinkonzo zekhompuyutha		75	15	1	8	8	9
Abacebisi, oonokontraki neenkonzo ezikhethekileyo	1 134	2 862	2 305	3 476	1 676	1 760	1 847
Uluhlu	124	351	273	752	360	378	397
Iingqeshiselwano ezisebenzayo	97	91	93	82	84	88	93
Uhambo nezibonelelo	640	1 092	1 445	799	422	443	465
Inkcitho kwizakhiwo zesebe neziqeshiweyo	4 591	5 026	1 317	7 493	8 593	9 023	9 474
Inkcitho yoKusebenza	32	239	22	19	19	20	21
Ezinye	564	726	376	689	241	254	266
Inzala nerhafu yomhlaba							
Iintlawulo zempahla yexabiso neemfanelo			22	1			
Iimali ezikhutshelweyo nezibonelelo:	**65**	**45**	**17**	**1 306**			
Kwiphondo nakoomasipala							
Kumaqumrhu esebe nee-akhawunti							
Kumaziko emfundo enomsila							
Kookopolotyeni boluntu namashishini abucala							
Koorhulumente bamazwe angaphandle nemibutho yehlabathi							
Kumaziko angenzi nzuzo							
Ezangaphakathi	65	45	17	1 306			
Iintlawulo zempahla yexabiso	**1 365**	**410**	**2 693**	**1 742**	**380**	**192**	**206**
Izakhiwo nezinye ezingenakufuduswa							
Oomatshini nezixhobo	1 365	410	2 693	1 742	380	192	206
Impahla yexabiso esunguliweyo							
ISoftware nenye impahla yexabiso engaphathekiyo							
Izixhobo zoThutho							
Apho: Impahla engundoqo							

IYONKE	**23 945**	**32 530**	**40 697**	**42 976**	**47 966**	**51 363**	**54 651**

UMSEBENZI NENDLELA EHAMBE NGAYO INKCITHO

Indlela ehambe ngayo inkcitho	Indlela abahamba ngayo abasebenzi abaphambili	Indlela elihambe ngayo igalelo eliphambili
INkqubo ibonisa ukukhula malunga neepesenti ezi-6.74 kwilixa leMTEF. Kufuneka iphumeze iinjongo zeqhinga lokusebenza ukunyusa izinga lokhuseleko ngokuchonga amaqhinga nezixhobo zokusebenza ezingundoqo. Iqhinga lokusebenza lifuna ukulungelelaniswa nokuphuhliswa ngokuhambelana noxanduva lokusebenza: ukuSulungekisa iinkonzo zokhuseleko lwempahla yexabiso, abasebenzi neendwendwe zikarhulumente. Akukwazeki ukusebenzisa izixhobo ezilungiselelwe oku kwenye into kuhlahlo lwabiwo-mali leMTEF, koko kufuneka kongezwe isabelo. Kuza kumiswa ixesha lokuphanda nokuphuhlisa isikhokelo ukusulungekisa iinjongo zeqhinga lokusebenza ukuze kugxilwe ekusungulweni kwamaqabane entsebenziswano kwezokhuseleko. Isabelo sinyuswe nakukwanda koxanduva nokunyuka kwemali-nzala nakukuphuculwa kwezinto ngokweteknoloji nokunyuka kwezinga lentsulungeko elifunekayo kulawulo lokungena nokuphuma kumasango ezakhiwo zikarhulumente.	INkqubo kufuneka iphuculwe ngokweendlela zokusebenza nokulawulwa kolwazi ukuze kugxilwe kwiqhinga lokusebenza nakumthelela kwezokhuseleko lukaPGWC nakwiimeko apho isebenzisana neekomiti. Ulungelelwaniso ngokutsha lwezixhobo kwiNkqubo luza kusetyenziswa ukwenza le misebenzi.	Ukwandiswa kokusetyenziswa kwabakhuseli bangaphandle kwenzelwa ukunyusa izinga lokhuseleko nokucutha umngcipheko wezokhuseleko ngokugada nokucupha ngendlela esebenzayo kuPGWC.

ICANDELO C: UNXULUMANO NEZINYE IZICWANGCISO

9. UNXULUMANO NEZIBONELELO ZEXESHA ELIDE EZISISISEKO KWAKUNYE NEZINYE IZICWANGCISO EZINGUNDOQO

ISebe alinankqubo yatyalo-mali lingundoqo. Lijongene nokulondoloza impahla yexabiso elinayo ngokweenkqubo zemihla ngemihla.

Igama lephulo	Inkqubo	Inkcazelo yenkqubo	Iziphumo	Okona kwenzi weyo 2008/09 '000	Okona kwenzi weyo 2009/10 '000	Iphulo 2010/11 '000	iphulo 2011/12 '000	Iphulo 2012/13 '000
Izilungiso zemihla ngemihla	1	Ukulungiswa kwezakhiwo zikarhulumente	Ukulungiswa kwepropati karhulumente	159	351	225	250	263
Ukulungiswa kwezixhobo zombane ezilawula ukungena kumasango ezakhiwo zikarhulumente	5	Ukuqinisekisa ukusebenza okusulungekileyo kwezixhobo zombane zolawulo lokungena kumasango ezakhiwo zikarhulumente	Iinkqubo ezisebenza ngokusulungekileyo	767	1 092	1 320	1 452	1 597
Ukuphuculwa kwezixhobo zombane ezilawula ukungena kumasango ezakhiwo zikarhulumente	5	Ukuhlolwa ngokutsha kwezixhobo ezikhoyo (ukuhlaziywa nokuphuculwa)	Ukuqinisekisa intsulungeko nothatho loxanduva	1 424	2 008	200	750	1080
Zizonke				**2 350**	**3 451**	**1 745**	**2 452**	**2 940**

10. IZIBONELELO-MALI EZINEMIQATHANGO

IZibonelelo-mali ezineMiqathango zeSizwe zonyaka wama-2011/12: izibonelelo zeCandelo loLuntu leEPWP ezihlawulwa amaPhondo: R543 000.

11. AMAQUMRHU KARHULUMENTE

Awekho

12. UBUQABANE BABUCALA NOLUNTU

Abukho

ICANDELO D: UBUME BESEBE OBUHLAZIYIWEYO

ISIHLOMELO D: UKUHLALUTYWA KWESICWANGCISO-QHINGA SESEBE SONYAKA WAMA-2010-2015

INtloko yeSebe
Gqr G A Lawrence
INkqubo 1
uMlawuli oyiNtloko:
Ulawulo
Mnu D Steyn
INkqubo 2
UMlawuli oyiNtloko:
ukubek' iLiso koLuntu
Mnu G Morris
INkqubo 3
UMlawuli oyiNtloko:
ukhuseleko loLwaphulo-
mthetho noBudlelwane
baMapolisa noLuntu
INkqubo 4
UMlawuli oyiNtloko:
uLawulo lwezoThutho
Mnu K Africa
INkqubo 5
UMlawuli oyiNtlko:
uLawulo loMngcipheko
wezoKhuseleko
Mnu S George
ULawulo:
uLawulo lweMali
Mnu M Firzlar
UMlawuli
ULawulo:
uMgaqo-nkqubo noPhando
Mnu R de Lange
UMlawuli
ULawulo:
ukhuseleko loLwaphulo-
mthetho luLuntu
Mnu D Oosthuizen
ULawulo:
uNyanzeliso lweMithetho
yezoThutho
Mnu D Lakey
ULawulo:
iiNkqubo zokuKhuselwa
kwePhondo
Akukho mntu
UMlawuli
ULawulo:
iiNkonzo zeQhinga
loKusebenza
noQhakamshelwano
Nksz A Mohamed
ULawulo:
uKubek' iLiso noVavanyo
Adv N Ngele
UMlawuli
ULawulo:
uBudlelwane baMapolisa
noluntu
Mnu S Isaacs
UMlawuli
ULawulo:
uLawulo lwezoThutho
noPhuhliso
Gqr E Engelbrecht
UMlawuli
ULawulo:
iiNkonzo zeeNgcebiso
ngoKhuseleko
Mnu C Monyai
UMlawuli
ULawulo:
uKukhuthazwa
koKhuseleko
Mnu S Isaacs
ULawulo:
uLawulo loKhuseleko
eziNdleleni
Mnu M Jansen

UHLALUTYO LWESICWANGCISO-QHINGA SESBE SONYAKA WAMA-2010 – 2015

1. UMBONO

Amathuba okhuseleke ngokuphandle kumntu wonke... ngaphandle kwenkxalabo yolwaphulo-mthetho

2. INJONGO

ISebe loKhuseleko loLuntu liza kukhuthaza inkululeko namathuba kumntu wonke wephondo ngokuthi kuphuculwe intsulungeko nokusebenza ngendlela eyiyo kwinkalo yokhuseleko nogcino-cwangco ngenkqubo yokubeka iliso koluntu, amaqhinga okusebenza okhuseleko loluntu amanyanisiweyo, ukukhuthazwa kokhuseleko ezindleleni nolawulo lomngcipheko.

3. INTSULUNGEKO

- Ukubanako ukwenza umsebenzi
- Ukuthatha uxanduva
- Imfezeko
- Ukusabela ikhwelo
- Inkathalo

4. UPHICOTHO LWESIMO SESEBE

U-PGWC unyanzelekile ukuba aphumeze uxanduva lwakhe onyulelwe lona. Ngenxa yenkqubo yesicwangciso-qhinga, uPGWC uchonge iinjongo zeqhinga lokusebenza ezilishumi elinesibini (12). Iinjongo zikaRhulumente wePhondo leNtshona Koloni kukwenza ukuba eli phondo libe yindawo ekhuselekileyo kumntu wonke ekunokuhlalwa, kusetyenzwe, kufundwe, kukhululekwe nekuhambekayo kuyo. ISebe loKhuseleko loluntu liza kwenza indima enyanzelisa neyenza lula iinjongo zeqhinga lokusebenza ukunyusa izinga lokhuseleko. Eli qhinga lokusebenza lisekelwe kwintatho-nxaxheba yakhe wonke obandakanyekayo "nokwenza ukhuseleko uxanduva lomntu wonke".

Ukubandakanya umntu wonke kutshintsha indlela endala yokulwa ulwaphulo-mthetho efana, phakathi kwezinye izinto, nokusekela ukwakhiwa kokhuseleko loluntu kubuqabane. Okwangoku, kukho ubuqabane elisebenza phantsi kwabo iSebe. Ukuqhuba nokuphakamisa izinga leli qhinga lokusebenza, iSebe liza kwenza indima ephambili ekuyileni nasekuphumezeni iindlela ezidingekayo ukuqhuba nokwakha nokuqhuba nobuqabane bokhuseleko obusebenzayo. Injongo ephambili yeqhinga lokusebenza kukugcina

ubuqabane obukhoyo busebenza nokusungula obutsha ngendlela enokulolongeka ukuze kuxhaswe iinkqubo zokhuseleko kwakunye neendawo zokuhlala ezinamathuba aphantsi wokuba ulwaphulo-mthetho lwenzeke. ISebe, ngokwendlela yalo yolawulo ebanzi, liza kuqokelela izixhobo zokusebenza, ulwazi, ubuchule nokuthathela ingqalelo abenza iindima ezahlukeneyo. Ngale ndlela kuza kutsho kuphakame izinga lentsebenziswano ukukhuthaza intatho-nxaxheba yakhe wonke obandakanyekayo ukuze kuziwe nezisombululo kulwaphulo-mthetho nokusebenza ngendlela ekhuthaza intsebenziswano phakathi koorhulumente. ISebe likwinkqubo yokuchonga amaqhinga okusebenza neendlela ezisulungekileyo, ngokomlinganiselo wexanduva lalo, ukuze likwazi ukuphumeza iinjongo zesi-5 zeqhinga lokusebenza zephondo "ukunyusa izinga lokhuseleko". De kube loo nkqubo igqityiwe, kumiselwe iinqobo ezintathu (3), ezizezi:

- Ukususa amathuba wezehlo zolwaphulo-mthetho;
- Ukucutha iimpembelelo zolwaphulo-mthetho; kwakunye
- Nokunyothula neengcambu ezinto ezikhokelela kulwaphulo-mthetho.

Ezi nqobo zintathu (3) ziza kuquka iinjongo eziphambili zomgaqo-nkqubo omdala weSebe loKhuseleko loLuntu. Zezi zilandelayo:

- Iinkonzo zokhuseleko lwempahla yexabiso kaRhulumente, abasebenzi kwakunye neendwendwe
- Ukubek' iliso koluntu kwiSAPS nakwezinye iiarhente zogcin-cwangco
- Ukhuseleko ezindleleni (kubandakanya uKunyanzeliswa koMthetho)

Isicwangciso sokuphumeza ezi ziphumo siza kubekelwa le minyaka mithathu (3) ilandelayo. Ngonyaka-mali wama-2011/12 ezi nto ziphambili kumgaqo-nkqubo kuza kuqhutywa nokugxilwa kuzo liSebe kwaye liza kuqhuba iinkqubo zodidi oluphezulu kwezi nkalo.

Kananjalo, ngonyaka-mali wama- 2011/12, kuza kuthathwa amanyathelo oyilo nophando olukhulu ukuphembelela ukwenziwa kwezinto eziphambili kumgaqo-nkqubo ezichazwe apha ngentla. Eli nyathelo liza kubandakanya umsebenzi wokuphanda ngendlela yokugxila kwizixhobo zokusebenza zikaPGWC, iifasiliti nababasebenzi ukunyusa izinga lokhuseleko kwimpahla nezinto eziphathelele kwimpahla kaPGWC. Indlela yokusebenza:

- iza kuququzelela zonke iinkcitho zikaRhulumente wePhondo kwezokhuseleko (kubandakanya nohlahlo lwabiwo-mali lwezokhuseleko kumasebe ohlukeneyo) ukuphakamisa izinga lokhuseleko nokucutha amathuba olwaphulo-mthetho kumasango karhulumente nemisebenzi yakhe. Umzekelo, indlela yokusebenza iza kufumanisa ukuba ingaba iindlela ezingezinye zokufumana iinkonzo zokhuseleko

zingazisa ukhuseleko ngeendleko eziphantsi na; kwaye iza kuchonga amabali empumelelo kwezokhuseleko kuRhulumente wePhondo, oku kungaphindaphindwa ngokwahlukeneyo

- iza kuqhuba indlela yokusebenza ekujoliswe kuyo ngawo onke amasebe kaRhulumente wePhondo namaqumrhu karhulumente ukwenza indima esulungekileyo ukuphakamisa izinga lokhuseleko nokucutha amathuba olwaphulo-mthetho ekuhlaleni naseluntwini. Umzekelo, indlela yokusebenza isenokuphanda ngamathuba wokuba ingaba amaziko karhulumente abenegalelo na kumanyathelo okhuseleko afana nokuphuculwa kwakunye neendawo zokuhlala eziwangqongileyo
- iza kuqhuba indlela yokusebenza ekujoliswe kuyo ngawo onke amasebe kaRhulumente wePhondo achaphazelekayo kwakunye namaqumrhu karhulumente ukuphembelela ukucuthwa kolwaphulo-mthetho nokujamelana noonobangela bolwaphulo-mthetho. Umzekelo, indlela yokusebenza iza kubandakanya umsebenzi omiyo kaRhulumente ongokumanyaniswa kwamaqhinga okusebenza ukulwa ukusetyenziswa kweziyobisi ngokugqithisileyo.

Enye indlela yokusebenza iza kuphanda ngendlela esulungekileyo uPGWC anokusebenzisa ngayo amandla omthetho ukubeka iliso kwiNkonzo yeSipolisa yoMzantsi Afrika (SAPS) nezinye iiarhente zikarhulumente zogcino-cwangco, ngendlela ehambelana nokubandakanya wonke ochaphazelekayo.

Indlela yesithathu yokusebenza iza kuthathela ingqalelo ekufumaneni indlela esulungekileyo yokuzisa izixhobo zokuzesebenza nezakhono zakhe wonke ochaphazelekayo kwinjongo yokunyusa izinga lokhuseleko ezindleleni, kwaye iza kuthathela ingqalelo indlela esulungekileyo yokumanyanisa izixhobo zokhuseleko ezindleleni zephondo, kubandakanya bonke oomasipala, kwiqhinga lokusebenza elibanzi lokhuseleko kwiPhondo. Le ndlela yokusebenza iza kufunisa nokuba kuliwe iyantlukwano phakathi kweSebe loKhuseleko loLuntu neSebe lezoThutho neMisebenzi yoLuntu, kwakunye namanyathelo esizwe afana noLawulo loKuchongwa kwaMatyalo oLwaphulo-mthetho eziNdleleni (AARTO).

Okokugqibela, le ndlela yokusebenza iza kugxila ekuyileni amaziko nendlela zokwakha ubudlelwane bogcino-cwangco. Iqhinga lokusebenza "lokwenza ukhuseleko uxanduva lomntu wonke" liza kudinga amaziko amatsha nokumiselwa kweendlela ezintsha zokusebenza. Umzekelo, kusenokumiselwa ngokusesikweni uBudlelwane boKhuseleko beNtsona Koloni noluntu nobabucala obunexanduva olucacileyo nohlahlo lwabiwo-mali lokuchonga, lokuqokelela nokudibanisa izixhobo zokusebenza, ulwazi nokubanako kukaRhulumente, amaziko abucala noluntu ukukhusela uluntu. Ubudlelwane obulolo hlobo buza kunceda ekuziseni amakhonkco obudlelwane bokhuseleko obusebenzayo kwiingingqi nasekuhlaleni olunoxanduva olucacileyo nohlahlo lwabiwo-mali lwezokhuseleko oluza

kongeza kumakhonkco akhoyo okuphucula ubeko-liso loluntu kwiindawo oluhlal kuzo. Ngaloo ndlela, ubudlelwane abuzukwenza ulwabelwano ngolwazi nezakhono nje kuphela, koko kusenokuzisa imali nolunye ungeniso lobudlelwane bokhuseleko loluntu.

Kunyaka-mali wama-2012/13 kuza kulingwa zonke ezi ndlela zokusebenza namaziko kwiingingqi ezithile nakwiindawo zikaRhulumente wephondo. Igalelo "lokubandakanye wonke ochaphazelekanyekayo" iza kuvavanywa ngocoselelo kwakunye namaxwebhu okufunda. Ukususela kunyaka-mali wama-2013/14 ukuya phambili, ukuphunyezwa ngokubanzi kweendlela ezintsha zokusebenza namaziko kuza kugxila kuzo zonke ezi nkalo zine kwakunye nenkqubo yazo yovavanyo.

Ukuphunyezwa kweNjongo zeQhinga loKusebenza lePhondo lokunyusa izinga lokhuseleko kuza kuba negalelo ekuqondweni kweziPhumo zikaRhulumente weSizwe, ingakumbi isiphumo sokuba "Lonke uluntu loMzantsi Afrika luzive lukhuselekile".

5. IINJONGO ZEQHINGA LOKUSEBENZA

INKQUBO 1 - ULAWULO

Isiphumo senjongo yeqhinga lokusebenza loku-1	Ukuqinisekisa intsulungeko yeenkqubo zangaphakathi
Isitethimenti senjongo	Ukuqinisekisa intsulungeko yeenkqubo zangaphakathi ukuxhasa iSebe ekuphumezeni uxanduva lalo ngokuko
Ulungelelaniso	Ukuqinisekisa ukusebenza kweSebe ngokupheleleyo
Unxulumano	Igalelo ekuphumezeni zonke iinjongo zeSebe, kwangaxeshanye kunegalelo ekuphunyezweni kweenjongo zeqhinga lokusebenza lephondo nelesizwe

INKQUBO 2 – UKUBEKA ILISO KOLUNTU

Isiphumo senjongo yeqhinga lokusebenza lesi-2	Ukuphumeza ukubeka iliso koluntu kwiSAPS nakwezinye ii-arhente zogcino-cwangco
Isitethimenti senjongo	Ukuphumeza uxanduva olumiselwe ngokoMgaqo-siseko noMthetho wokubeka iliso koluntu kwii-arhente zogcino-cwangco nokuphumeza imigaqo-nkqubo yephondo neyesizwe yokhuseleko nogcino-cwangco
Ulungelelaniso	Oku kujolise ekugcinenei ii-Arhente zoGcino-cwangco (LEA's) eNtshona Koloni zinoxanduva ngokuphathelele kwimisebenzi yogcino-cwangco ngokulawulwa kobeko-liso koluntu nesikhokelo soxanduva.
Unxulumano	UMgaqo-siseko woMzantsi Afrika, uMthetho 108 ka-1996, icandelo 206; uMthetho-sihlomelo weNkonzo yeSipolisa yoMzantsi Afrika, uMthetho 83 ka-1998; uMgaqo-siseko weNtshona Koloni; neNjongo yesi-5 yeQhinga loKusebenza "yokunyusa izinga lokhuseleko" ngokweSicwangciso-qhinga

INKQUBO 3 – UTHINTELO LOLWAPHULO-MTHETHO NOBUDLELWANE BAMAPOLISA NOLUNTU

Isiphumo senjongo yeqhinga lokusebenza lesi-3	Ukwenza ukhuseleko uxanduva lomntu wonke
Isitethimenti senjongo	Ukugxila ekusunguleni amaziko neendlela zokusebenza ukwakha ubudlelwane bokhuseleko nogcino-cwangco nokukhuthaza ukhuseleko loluntu okuza kuba negalelo ekubandakanyeni wonke ochaphazelekayo
Ulungelelaniso	Loo maziko nezo ntsebenziswano ziza kunceda ekwenzeni amakhonkco obudlelwane obusebenzayo neengingqi noluntu – kwakunye noxanduva oluqondakalayo nohlahlo lwabiwo-mali lokhuseleko – zibenako ukwakha amakhonkco akhoyo okuphucula ubeko-liso loluntu kwiindawo oluhlala kuzo
Unxulumano	Iza kuba negalelo ekuphunyezweni kwazo zonke iinjongo zeSebe, ze kwangaxeshanye ibenegalelo ekuphunyezweni kweeNjongo zeQhinga loKusebenza lePhondo lokuphakamisa izinga lokhuseleko neenjongo zeqhinga lokusebenza zesizwe. IQhinga loKusebenza loKunqanda uLwaphulo-mthetho, 1996

INKQUBO 4 – ULAWULO LWEZOTHUTHO

Isiphumo senjongo yeqhinga lokusebenza lesi-4	Ukukhuthaza ukhuseleko ezindleleni eNtshona Koloni
Isitethimenti senjongo	Ukukhuthaza ukhuseleko ezindleleni kwiphondo ngokubonelela ngeenkonzo zonyanzelisa lemithetho yendlela, ukuqhuba iimfundiso zokhuseleko ezindleleni, uqhakamshelwano, ukwazisa banzi nokubonelela ngoqeqesho namathuba ophuhliso kuwo onke amagosa omthetho wendlela namanye amagosa ogcino-cwangco
Ulungelelaniso	Ukuqinisekisa umanyano nokwenza izinto ngendlela efanayo nokuziswa kwezixhobo zokusebenza zee-arhente ezahlukeneyo (eziphambili nezilandelayo) ezinoxanduva lokhuseleko ezindleleni kwiPhondo
Unxulumano	Amaqhinga okusebenza amanyanisiweyo okhuseleko ezindleleni, imigaqo-nkqubo noqeqesho ukwenza igalelo ekuphunyezweni kweenjongo zeqhinga lokusebenza zikarhulumente wephondo nowesizwe zokwenza urhulumente osebenza ngendlela efanayo, ukuphuculwa konikezelo lweenkonzo, nokucutha iingozi ezinobuzaza, ukunqanda ukwanda kwezifo nokulwa ubuhlwempu

INKQUBO 5 – ULAWULO LOMGCIPHEKO WOKHUSELEKO

Isiphumo senjongo yeqhinga lokusebenza lesi-5	Ukunyusa izinga lokhuseleko lwabasebenzi, amaqabane ekusetyenziswana nawo, ulwazi nempahla yexabiso kaRhulumente wePhondo leNtshona Koloni
Isitethimenti senjongo	Ukunikezela ngolawulo lomgcipheko olubanzi, olusekelwe kwinkxaso yobulungisa kumaSebe ephondo ukuze akwazi ukulawula umngcipheko wokhuseleko olungqamene nawo
Ulungelelaniso	Oku kujolise ekwandiseni ulawulo lomngcipheko olusebenzayo nolusulungekileyo neenkqubo ezisekelwe kwiindlela zonikezelo lweenkonzo ezimanyanisiweyo
Unxulumano	Ukuphunyezwa kwale njongo kuza kuba negalelo kunikezelo lweenkonzo olukhuselekileyo kwiPhondo, kudibanisa nenjongo yokucutha umngcipheko wokhuseleko njengoko kumiselwe ngokwemiqathango yeZinga eliPhantsi loKhuseleko (MPSS); uMthetho woKhuseleko eMsebenzini (OHS) neZinga eliPhantsi loMngcipheko woKhuseleko lweeNkcukacha (MISS) kwakunye neenjongo zeqhinga lokusebenza likaPGWC ngokuthi kunyuswe izinga lokhuseleko neenkonzo zokhuseleko kwakunye nokwenza ukhuseleko uxanduva lomntu wonke

6. Iinjongo zeqhinga lokusebenza

Khangela kwiSicwangciso soKusebenza soNyaka wama-2011/12

7. Sibonisi sokwenziweyo yinkqubo

Khangela kwiSicwangciso soKusebenza soNyaka wama-*2011/12*