

# **ISebe leMicimbi yeNkcubeko neMidlalo**

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## **IsiCwangciso soNyaka sokuSebenza**

**2012/13**

**Ntshona Koloni**

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Umhla wokwandlalwa kwesicwangciso  
1 kweyoKwindla 2012

# INTSHAYELELO

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IsiCwangciso sokuSebenza soNyaka seSebe sifuna ukuzuzisa phezu kwempumelelo edlulileyo xa sijonge ekwakheni umbono wentlalo equkayo neyakhayo neNtshona koloni edlamkileyo. Sizimisele ukunika inxaxheba ephangaleleyo kwezemidlalo, kulonwabo, ubugcisa nenkcubeko kunye nokwandisa ukufikeleleka kwamathala eencwadi, amaziko londolozo lwembali, ezamafa neenkonziso zeelwimi. Siyavuma ukuba konke oku kungaphumelela ngokuphathwa kwezixhobo zokusebenza kunye nokuzalisekiswa kolawulo oluphucukileyo. Siyakuqinisekisa ke ngoko unikezelo lweenkonzo ebantwini luxhaswe bubulungisa, ukulondolozisa, ubuchule, ukuziphendulela, nenkathalo xa sizalisekisa iinkqubo ezisemgangathweni nokuphatha okusemgaqweni.

Xa inkqubo yokukhuthaza ezemidlalo ezikolweni ingena kunyaka wesibini iqhuba, siyakuphucula izinto eziveliswayo siphucule nonikezelo lweenkonzo kwiiMOD (ukuncedisana kwabantu, ukuvuleleka nokuvezwa kwamamathuba, ukwakhiwa nokukhula) kumaziko ezemidlalo. Oku kuya kuquka ukwandiswa kokuthathwa kwenxaxheba nokuqiniswa kwamatyathanga namanye amasebe afana nesebe lezentlalo-ntle neSebe lezeMfundo eNtshona Koloni, kunye noluntu namaqela amele uluntu. Kulo unyaka siyakuqalisa ngokusesikweni iqumrhu elongamele ezemidlalo ezikolweni kweli phondo.

Amathala encwadi awabalulekanga njengemithombo yolwazi, kodwa amathala encwadi asekuhlaleni ngawona angumbumbi kwintlalo yoluntu. Njengoko kusekho umngeni ngamathala encwadi kungekho nemali ebekelwe bucala, kubalulekile isebe liqhubeke ukunika inkxaso kulawo acethekileyo, abizwa amathala encwadi akwiinqwango likaB3. Le nkxaso iyakwenza oomasipala baqhubeke ukunika uluntu inkonzo esezingeni eliphakamileyo kumathala encwadi.

Kubalulekile ukuba sakhe kwiphulo lokuzisa isiqinisekiso esizinzileyo sokunikwa imali kumaqumrhu anobugcisa kwicandelo lezemidlalo nenkcubeko. Esi Sicwangciso sokuSebenza soNyaka sijolise ekuphumezeni oko sikwadibanisa amaqumrhu ezobugcisa abe nobuhlakani neSebe. Oku kuyakwandisa ukufumaneka kwamathuba kuqeqesho nasekuvulelekekeni kwamathuba kwimibutho emincinci yasekuhlaleni nakulutsha.

Esi siCwangciso sokuSebenza soNyaka sisekelwe kwiingcamango yokuqinisa indibaniselwano ngokwakha ubuhlakani obusebenzayo ngokwenza lula ukuvula amathuba, ukulungisa ukungalingani nokwenza inkonzo esebenzayo, elinganayo nefumaneka ngokukhawuleza. Ikwasekelwe ekuqondeni ukuba amaphandle aseNtshona koloni kumele afumane isahlulo esilinganayo kumathuba afumaneka kwicandelo lezemidlalo nenkcubeko.

GQIRHA I MEYER, MPP


UMPHATHISWA WEMICIMBI YENKCUBEKO, IMIDLALO NOLONWABO

# UTYIKITYO OLUSESIKWENI

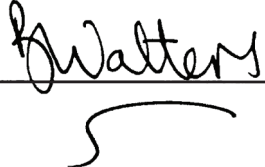
Oku kukuqinisekisa ukuba esi sisiCwangciso soKusebenza soNyaka:

- saphuhliswa ngabalawuli beSebe leMicimbi yeNkcubeko neMidlalo ngokukhokelwa nguMphathiswa I Meyer
- salungiselelwa ngokuhambelana nesiCwangciso-qhinga sakutsha nje seSebe leMicimbi yeNkcubeko neMidlalo
- sibonisa ngoucacileyo imisebenzi ekujoliswe kuyo elakuzama ukuyiphumeza iSebe LeMicimbi yeNkcubeko neMidlalo xa izixhobo zokusebenza zifumaneka kuhlahlo lwabiwo-mali lonyaka-mali wama-2012/13.

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**BRENT WALTERS**  
IGosa elinoXanduva

ISAYINWE: 

**IVUNYWE NGU:**

**UMPHATHISWA IVAN MEYER**  
IGunya eliPhezulu

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# ISIGABA A: AMAVANDLAKANYA EQHINGA LOKUSEBENZA

## 1. Umbono

INtshona Koloni ebambiseneyo, enobuchule nekhutheleyo.

## 2. Injongo

Sikhuthaza ukusebenza ngenkuthalo nokuzimisela ngokuquka wonke ubani kwezemidlalo nenkcubeko ngokusebenzisa izixhobo zokusebenza ngokufanelekileyo, ngokuzinzileyo nangexesha elililo, ngokusebenza ngokubambisana nabanye. Ukuqinisekisa ukusebenza ngokuzimisela, siza kudala iimeko zokufikelela nokuthatha inxaxheba kwesininzi sabantu, ukufunyaniswa kwetalente nophuhliso lwezakhono.

## 3. Iimpawu zentsulungeko

Ukuziphatha, ukuThatha uXanduva, uLwazi ngoMsebenzi, iNkathalo.

## 4. Uwiso-mthetho nezinye izindululo

Isebe lizithatha ngokuba ziyabophelela izindulululo zowiso-mthetho njengesisekelo sendlela yokusebenza, esebenza kakuhle nangokufanelekileyo, ngokulingana nokufikeleleka konikezelo lweenkonzo, olusekelwe kuMthetho kaRhulumente weNguqu kuNikezelo lweNkonzo zoLuntu, "iNyathelo leBatho Pele".

Isebe lisebenza ngokwesindululo sowisomthetho nomgaqo-nkqubo:

### 4.1 Izindululo zomgaqo-siseko

UMGAQO-SISEKO	ICANDELO	UXANDUVA LWESIBE KUKUQINISEKISA UKUTHOYELWA KOMGAQO
UMgaqo-siseko weRiphabhliki yaseMzantsi Afrika, 1996 (uMthetho 108 ka 1996)	Icandelo 6(3) ne (4): uLwimi	Urhulumente wePhondo leNtshona Koloni, ubeka iliso aze anike imiqathango yokulawula ukusetyenziswa kweelwimi ngokusemthethweni. Mazisetyenziswe ngokulinganayo nangentlonipho zonke iilwimi ezisemthethweni. IKomiti yeeLwimi yeNtshona Koloni, ngokusebenzisana neSebe leMicimbi yeNkcubeko neMidlalo, inoxanduva lokubeka iliso nokuvavanya ukusetyenziswa kolwimi ngokoMgaqo-nkqubo weeLwimi weNtshona Koloni, owamiselwa ngowama-2001, kufuneka yenze ingxelo kwiNdlu yoWiso-mthetho yeNtshona Koloni rhoqo ngonyaka.
	Icandelo 30: uLwimi nenkcubeko	Isebe liququzelela ukuvula amathuba okuba abantu baseNtshona Koloni basebenzise iilwimi zabo babenethuba lokusebenzisa amalungelo abo ngeenkqubo namaphulo eliwaxhasayo
	Icandelo 31: Ngokwenkcubeko, inkolo noluntu lwezolwimi	Kufuneka iSebe liqinisekise ukuba iinkqubo zalo namaphulo ayayihlonipha iyantlukwano yabantu baseNtshona Koloni.
	Icandelo 41: Imiqathango yokusebenzisana nokubambisana koorhulumente	Isebe lisebenzisana ngokubambisana namanqanaba onke karhulumente ngokwezindululo zikarhulumnte kuzwelonke.

UMGAQO-SISEKO	ICANDELO	UXANDUVA LWESEBE KUKUQINISEKISA UKUTHOYELWA KOMGAQO
		Isebe lisebenzisana neSebe loBugcisa neNkcubeko kunye neSebe leMidlalo noLonwabo, kwimigudu kazwelonke neyephondo kunye neyoomasipala eNtshona Koloni.
	Icandelo 156(4): Unikez-elo lwegunya	<p>Kufuneka iSebe linikezele umasipala, ngesivumelwano ngokwemeko, ulawulo lombalokuluhlu lwesiGaba A lweShedyuli 4 okanye isiGaba A seShedyuli 5 ehambelana norulumente wasekhaya, ukuba</p> <p>(a) lo mba ungaphathwa kakuhle ngurhulumente wasekhaya kwaye</p> <p>(b) umandla unako ukuwuphatha</p> <p>Isebe, ngokubambisana noNondyebo kaZwelonke neSebe loBugcisa neNkcubeko kuZwelonke, ngeSibonelelo-mali esineMiqathango kumaThala eeNcwadi asekuhlaleni, liququzelela ukunikezela ngeenkonzo zamathala encwadi oluntu, okujongwe njengesindululo esibonelelwa kancinci ngemali.Isebe, ngokwemali efunyenwe kwisebe likaNondyebo lePhondo ukulungiselela oomasipala ababizwa iB3, bakunikwa imali ngokwemisebenzi eyenziwe ngamathala eencwadi.</p>
	Ishedyuli 4: linkalo zoWiso-mthetho eziSebenza ngokufanayo kuZwelonke nakwiPhondo	<p>Imiba yenkcubeko:</p> <ul style="list-style-type: none"> <li>Isebe lisebenza ngokubambisana neSebe loBugcisa neNkcubeko nemibutho elisebenzisana nayo ngokwemiba yobugcisa, inkcubeko nelifa lemveli.</li> </ul> <p>Umgaqo-siseko wokusetyenziswa kweelwimi nokulawula ukusetyenziswa kwezinye iilwimi kangangokuba izinikezelo zecandelo 6 zoMgaqo-siseko zichaza ngokungathandabuzekiyo ukuba iNtshona Koloni inolwazi lowiso-mthetho:</p> <ul style="list-style-type: none"> <li>Isebe lisebenza ngokubambisana neSebe loBugcisa neNkcubeko kuZwelonke kunye nemibutho karhulumente esebenza ngokubambisana ngokwemiba yomgaqo-nkqubo yokusetyenziswa kweelwimi.</li> </ul>
	Ishedyuli 5: linkalo zoWiso-mthetho eziSebenza ngokuzimeleyo kwiPhondo	<p>Iindawo zokulondoloza iinkcukacha zakudala ezibalulekileyo kwiphondo ngaphandle kwezikazwelonke:</p> <ul style="list-style-type: none"> <li>Isebe linikwe umyalelo wokuyila umthetho kwiphondo mayela neendawo zokulondoloza iinkcukacha zakudala ezibalulekileyo ngaphandle kwezikazwelonke ukulawua indlela yokusebenza. Isebe linoxanduva lokunikezela ngeenkonzo zokuLondoloza iinkcukacha ezibalulekileyo kwiPhondo.</li> </ul>

UMGAQO-SISEKO	ICANDELO	UXANDUVA LWESEBE KUKUQINISEKISA UKUTHOYELWA KOMGAQO
		<p>Amathala eencwadi ngaphandle kwamathala eencwadi kuzwelonke:</p> <ul style="list-style-type: none"> <li>Isebe liyalelwe ukuba liyile umthetho mayela namathala eencwadi ngaphandle kwamathala eencwadi kazwelonke ukulawula indlela yokusebenza. Isebe linoxanduva lokunikezela ngeNgxelo yamaThala eeNcwadi kwiphondo nokusebenza ngokubambisana nabasemagunyeni kumathala eencwadi oluntu ngokunikezelwa kweenkonzo zoluntu.</li> </ul> <p>Amaziko olondolozo lwembali ngaphandle kwakazwelonke</p> <ul style="list-style-type: none"> <li>Isebe linikwe umyalelo wokuyila umthetho osebenza namaphondo kuphela ngaphandle kwamaziko olondolozo lwembali kazwelonke nokulawula ukusetyenziswa kwawo. Isebe linoxanduva lokunikezela ngeeNkonzo zoLondolozo lweMwali kwiphondo ngokusebenza ngokubambisana namaziko olondolozo lwembali abandakanyekayo ukunika inkxaso.</li> </ul> <p>Imiba yenkcubeko kwiphondo (iquka ulawulo lwezixhobo zokusebenza ngelifa lemveli namagama eendawo):</p>
		<ul style="list-style-type: none"> <li>Isebe linikezela ngeeNkonzo zeLifa leMveli eNtshona Koloni, igunya lezixhobo zokusebenza ilifa lemveli, kunye nabasebenzi kunye nenkxaso ngemali nenkxaso yolawulo ukwenza umsebenzi eliwumiselweyo ngokusemthethweni. Umphathiswa unamagunya athile kwaye wonyulwe njengomntu onegunya lezibheni kuwiso-mthetho.</li> <li>Isebe lixhasa Ikomiti eququzelela aMagama eeNgingqi eNtshona Koloni nangenkxaso ukuqhuba umsebenzi ngokufakana imilomo noluntu mayela yokubeka emgangathweni omnye ukutshintshwa kwamagama nokwenza izindululo kwiBhunga yaMagama eeNgingqi eMzantsi Afrika. Isebe lixhasa iKomiti ngokwenza umsebenzi walo.</li> </ul>



UMGAQO-SISEKO	ICANDELO	UXANDUVA LWESIBE KUKUQINISEKISA UKUTHOYELWA KOMGAQO
	Icandelo 195; iinqobo ezisemgangathweni ezisisekelo nemiqathango yolawulo loluntu	Amagosa eSebe anoxanduva lokusebenza ngokwecandelo 195. Eli candelo lichaza iinqobo ezisemgangathweni zikarhulumente wabantu nemiqathango elawula amagosa oluntu. Icandelo 195(1)(b) ifuna indlela es-ebezayo, nokukhuthazwa kokusebenzisa izixhobo zokusebenza kakuhle. Iyodwa nje loo nto ichaza ukuba iinkqubo ezithathwe sisicuku soluntu kufuneka sibenengeniso ngexabiso eliphantsi.
	Icandelo 92 & 133	Icandelo 92 ligxininisa ukuba “amalungu eKhabhinethi kufuneka anike ingxelo iPalamente ngokweqela nangabanye ngokwamagunya abo nendlela yokusebenza”. Iqhuba ichaze ukuba “kufuneka banike iPalamente Icandelo 133 lithi makufakwe ingxelo epheleleyo qho ngamaxesha alindelekileyo nokwemiba ephantsi kolawulo lwabo”. Icandelo 133 liyayinabisa le ndlela yokunika ingxelo kuMphathiswa wephondo
Umgqaqo-siseko weNtshona Koloni, 1997 (uMthetho 1 ka1998)	Icandelo 5	<p>Ngokweenjongo zikaRhulumente wePhondo leNtshona Koloni:</p> <p>(a) kuza kusetyenziswa iilwimi ezintathu ezisemthethweni , isiBhulu, isiNgesi nesiXhosa; kwaye</p> <p>(b) ezi lwimi zakusetyenziswa ngokulinganayo.</p> <p>Kufuneka urhulumente wephondo leNtshona Koloni, ngokusebenzisa umthetho neminye imiqathango, alawule aze abeke iliso ngokusetyenziswa kwesiBhulu, isiNgesi nesiXhosa.</p> <p>Kufuneka urhulumente wephondo leNtshona Koloni amisele imiqathango esebenzayo nefanelekileyo ukuphakamisa umgangatho nokuqhubela phambili ukusebenza kweelwimi zabantu bomgquba eNtshona Koloni ebezijongelwa phantsi ngaphambili.</p>
	Icandelo 70	<p>Kufuneka uwiso-mthetho kwiphondo lunikezele ngenkxaso-mali ebonakalayo, kwizixhobo zokusebenza ezikhoyo kwiPhondo, ibhunga lenkcubeko okanye amabhunga enkcubeko oluntu lweNtshona Koloni, lusabelana ngenkcubeko efanayo nelifa lemveli kwezokusetyenziswa kolwimi. Isebe lineliso leKomishini yeNkcubeko yseNtshona Koloni mayela nokusetyenziswa kowiso-mthetho olumiselwe ngokwezi njongo.</p> <p>Ukbhaliswa nokuxhaswa kwamabhunga enkcubeko:</p> <ul style="list-style-type: none"> <li>Ikomishini yeNkcubeko eNtshona Koloni, omnye wemigudu kwiphondo oluxanduva leSebe leMicimbi yeNkcubeko neMidlalo, unikwe umsebenzi wokubhalisa nokuxhasa amabhunga enkcubeko.</li> </ul>

UMGAQO-SISEKO	ICANDELO	UXANDUVA LWESEBE KUKUQINISEKISA UKUTHOYELWA KOMGAQO
	Icandelo 81	<p>Kufuneka urhulumente waseNtshona Koloni amisele aze asebenzise imigaqo-nkqubo ukukhuthaza nokugcina intlalontle yabantu baseNtshona Koloni, kuquka imigaqo-nkqubo ejoliswe ekufikileleni:</p> <ul style="list-style-type: none"> <li>• ukukhuthaza intlonipho yamalungelo enkcubeko, inkolo noluntu lokusetyenziswa kweelwimi eNtshona Koloni.</li> <li>• ukhuseleko lolondolozo lwembali yezendalo, imbali yenkcubeko, ilifa lemveli ngezimbiwa nezakhiwo zaseNtshona Koloni ukulungiselela izizukulwana zangoku nezizayo.</li> </ul> <p>Isebe lisebenzisa imigaqo-nkqubo ethile ukuxhasa le mimiselo.</p>
	Icandelo 82	<p>Imiqathango esisikhokelo yomgaqo-siseko wephondo kwiSahluko 10 (icandelo 81) ayisosinyanzeliso ngokomthetho, kodwa isisikhokelo kuRhulumente weNtshona Koloni ekwenzeni nasekusebenziseni imithetho.</p>

#### 4.2 Izindululo zowiso-mthetho

UMTHETHO KAZWELONKE	INOMBOLO NOMHLA	UXANDUVA LWESEBE OLUNGUNDOQO
<b>NGOKUPHANGALELEYO</b>		
UMthetho woLawulo lweMali yoLuntu, 1999	uMthetho 1 ka1999	Ulawulo lweSebe.
UMthetho-sihlomelo weNkonzo zoL-untu, 2007	uMthetho 30 ka2007	Umthetho wenza ulawulo nolungiselelo lweSebe, ukulawulwa kweemeko zengqesho, ixesha lokuhlala esikhundleni, ukuziphatha, ukuthatha umhlalaphantsi nokukhululwa kwamalungu enkonzo zoluntu, nemiba ehambelana nazo.
UMthetho woKwahlulwa kweNgeniso (DORA)	<i>Awukapapashwa</i>	Isebe lifumana izibonelelelo-mali ezinemiqathango ngokweDORA kwaye linoxanduva lolawulo lweemali ngokufanelekileyo.
<b>IMICIMBI YENKCUBEKO, AMATHALA EENCWADI NOLONDOLZO LWEENCUKACHA ZAKUDALA EZIBALULEKILEYO</b>		
UMthetho waMaziko eNkcubeko, 1998	uMthetho 119 ka 1998	Kufuneka iSebe liqhakamshelane kwaye lisebenzisane namaziko abhengezwe ukuba ngawenkcubeko kuzwelonke ngokwemiba yobugcisa, inkcubeko nelifa lemveli.
UMthetho wokuKhuthazwa kweNkcubeko, 1983	uMthetho 35 ka1983	Lo mthetho-sisekelo wanikwa iNtshona Koloni kwaye ke iSebe linoxanduva lokuhambelana nemiqathango yoMthetho.
UMthetho weMicimbi yeNkcubeko (iNdlu yoWiso-mthetho), 1989	uMthetho 65 ka 1989	Lo mthetho-sisekelo wanikwa iNtshona Koloni kwaye iSebe linoxanduva lokuhambelana nemiqathango yoMthetho.

UMTHETHO KAZWELONKE	INOMBOLO NOMHLA	UXANDUVA LWESEBE OLUNGUNDOQO
UMthetho weSizwe waMaziko oLondolozo lweNkcukacha zaKudala eziBalulekileyo zoMzantsi Afrika, 1996	uMthetho 43 ka 1996	Isebe linoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiKomiti yeSizwe yaMaziko oLondolozo lweNkcukacha zaKudala eziBalulekileyo.  Isebe linoxanduva lokuhlangabezana nemimiselo nemigangatho ebekelwe uzwelonke.
UMthetho weSizwe weBhunga lezoBugcisa, 1997	uMthetho 56 ka 1997	Isebe linoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiBhunga lezoBugcisa leSizwe nokusebenzisana nokuququzelela imisebenzi nokuxhaswa kweBhunga loBugcisa leSizwe ngemali ehambelana nokuphuhlisa ubugcisa nenkcubeko eNtshona Koloni.
National Heritage Council Act, 1999	uMthetho 11 ka 1999	Isebe linoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiBhunga leLifa leMveli leSizwe ngokomthetho. Isebe likwanoxanduva lokusebenzisana nokuququzelela imisebenzi ehambelana nokuxhasa amaphulo alinyathelo leNHC eNtshona Koloni.
UMthetho weziXhobo zeLifa leMveli, ka1999	uMthetho 25 ka 1999	Isebe liqinisekisa ukuhambelana ngokuthi likhethe umntu oza kumela iphondo leNtshona Koloni, kungakuhle xa inokuba lilungu leBhunga leArhente yeziXhobo zeLifa leMveli(SAHRA).  Isebe liqinisekisa ukuhambelana nomthetho ngokuba kufuneka uMphathiswa akhethe iBhunga leLifa leMveli leNtshona Koloni, libe ligunya lelifa lemveli kwiphondo leNtshona Koloni. Isebe lik- wanoxanduva lokuqhakamshelana nokusebenzisana neSAHRA, iLifa leMveli leNtshona Koloni noomasipala mayela nokulawula izixhobo zokusebenza ngelifa lemveli. Isebe lincediswa uMphathiswa kwimiba yezibhenzo engeniswe kuye ezayamene neLifa leMveli.
UMthetho weBhodi yokukuSetyenziswa kweeLimi eMzantsi Afrika, 1995	uMthetho 59 ka1995 (icandelo 8(a))	Isebe linegunya lokuqwalasela iKomiti yeeLwimi yeNtshona Koloni, enikwa ingqalelo yiPanSALB njengoko kumiselwe kumthetho-sisekelo.
UMthetho weBhunga Lamagama eeNdawo eMzantsi Afrika, 1998	uMthetho 118 ka 1998	Isebe linoxanduva lokusebenza ngokuvumelana nomthetho-sisekelo ukonyula ozakumela iphondo leNtshona Koloni kwiBhunga laMagama eeNdawo eMzantsi Afrika.
UMthetho weNgqungquthela yeLifa leMveli kwiHlabathi, 1999	uMthetho 49 ka 1999	Isebe linoxanduva lokusebenza ngokuvumelana nomthetho-siseko ngokuba limele iphondo leNtshona Koloni Kwikomiti Yengcebiso ngeLifa leMveli kwiHlabathi. Isebe.

UMTHETHO KAZWELONKE	INOMBOLO NOMHLA	UXANDUVA LWESIBE OLUNGUNDOQO
		likwanoxanduva lokuvumelana noMthetho Nommiselo weLifa Lemveli Kwihlabathi mayela nokukhethwa kweesayithi ezinako ukuba liLifa leMveli kuLuhlu lweXeshana eAfrica kunye nokukhethwa kweesayithi Ezikuluhlu Lwexeshana kwiKomiti yeUNESCO yeLifa leMveli kwiHlabathi.
<b>IMIDLALO</b>		
UMthetho Wemidlalo Nolonwabo kuZwelonke, 1998	uMthetho110 ka 1998	Ukuqinisa nokuququzelela ubudlelwane bokuphuhlisa nokukhuthazwa kwezemidlalo nolonwabo phakathi kweKomishini yeMidlalo noLonwabo kuZwelonke, imifelandawonye nezinye iiarhente. Ukulungelelanisa imiqathango ejolisweni ekumiseleni ulingano kwimidlalo nolonwabo, ukukhuthaza ulingano nentando yabantu kwimidlalo nolonwabo nokunika iindlela zokuthatha izigqibo kwimidlalo nolonwabo, ukuxhobisa uMphathiswa ngemiqathango yenkqubo nemiba enxulumanayo.

UMTHEHO WPHONDO	INOMBOLO NOMHLA	UXANDUVA OLUNGUNDOQO KWISIBE
<b>NGOKUPHANGALELELYO</b>		
<b>IMICIMBI YENKUCUBEKO, ITHALA LEENCWADI NEENKONZO ZOLONDOLOZO LWAMAXWEBHU</b>		
UMthetho wokSetyenziswa Kolwimi eNtshona Koloni, 1998	uMthetho 13 ka1998	Isebe linoxanduva lokongamela iKomiti yeeLwimi yeNtshona Koloni. Likwanika iKomiti inkxaso ngendlela eyiyo yokusebenza nezinye iindlela.
UMthetho weeKomishini yoBugcisa neNkcubeko namaBhunga, 1998	uMthetho 14 ka1998	Isebe lijongene neKomishini yezeNkcubeko eNtshona Koloni. Likwaxhasa iKomishini ngendlela yokusebenza nengezinye iindlela zokusebenza.
Imiqathango yoLawulo lweziXhobo zeMveli eNtshona Koloni ka 2002	PN 336 ka25 EyeD-warha2002	Isebe lijongene neLifa Lemveli eNtshona Koloni, negunya lezixhobo zokusebenza ilifa lemveli. Umphathiswa unoxanduva lokumisela igunya. Isebe lixhasa iBhunga ngendlela yokusebenza ngendlela eyiyo nezinye iindlela.
Imiqathango yoLawulo lweziXhobo zokuSebenza iLifa leMveli eNtshona Koloni, 2003	PN 298 ka 29 EyeyThupha 2003	Isebe lijongene neLifa Lemveli eNtshona Koloni, negunya lezixhobo zokusebenza ngemveli. Umphathiswa unoxanduva lokumisela igunya. Isebe linikezela ngenkxaso iBhunga ngendlela eyiyo yokusebenza nezinye iindlela.
UMthetho woLondolozo nokuGcinwa kwamaXwebhu kwiPhondo eNtshona Koloni, 2005	uMthetho 3 ka 2005	Isebe linoxanduva lokusebenzisa imimiselo yalo Mthetho.
<b>UMTHETHO WEPHONDO: IMIDLALO</b>		
Awukho		

UMTHEHO WPHONDO	INOMBOLO NOMHLA	UXANDUVA OLUNGUNDOQO KWISEBE
<b>IMIMISELO YEPHONDO: IINKONZO ZEMICIMBI YENKCUBEKO, AMATHALA EENCWADI NOLONDOLOZO LWEENKCUKACHA EZIBALULEKILEYO</b>		
Imimiselo yeMyuziyam, 1975	Ordinance 8 ka1975	Isebe linoxanduva lokusebenza ngokuvumelana nalo Mmiselo.
Ummiselo weOude Kerk Volksmuseum Van 't Land van Waveren (Tulbagh) ka1979	Ordinance 11 ka1979	Isebe linoxanduva lokusebenza ngokhambelana nemigqaliselo yoMmiselo.
Imimiselo yeenkonzo zethala leeNcwadi kwiPhondo, 1981	Ordinance 16 ka 1981	Isebe linoxanduva lokusebenza ngokuvumelana nemigqaliselo yoMmiselo.

### 4.3 Izindululo zomgaqo-nkqubo

UMGAQO-NKQUBO	IMIBA ENGUNDOQO ELUXANDUVA LWESEBE
<b>IMIGAQO-NKQUBO KAZWELONKE</b>	
Iphepha elimhlophe kuZwelonke kwezoBugcisa, iNkcubeko neLifa leMveli (1996)	Iphepha lomgaqo-nkqubo elaphehlelelwa ngo1996, laba sisimiselo somgaqo-nkqubo ohlangeneyo kazwelonke namaphondo olithiba omgaqo-nkqubo kubugcisa, inkcubeko nelifa lemveli kunye neenkonzo zethala leencwadi nokugcinwa kwamaxwebhu emva kokuba kuqhutywe iinkqubo ezininzi zokufakana imilomo.
Ummiselo woMgaqo-nkqubo wokuSetyenziswa koLwimi (2003)	Umgqo-nkqubo umisela isiseko sokusebenza kuzwelonke xa kusetyenziswa imimiselo yoMgaqosi-siseko nezindululo zomthetho-sisekelo kumalungu onke karhulumente, kuquka iSebe. Umisela imiqathango nendlela zokusetyenziswa amazilandelwe.
Ukulawula amaXwebhu eeNkcukacha oMgaqo-nkqubo kuZwelonke. (Ulawulo Lwemanyuwali yeeNkcukacha zoMgaqo-nkqubo 2007)	Umgqo-nkqubo uhlahlela imida emiselweyo nemayisetyenziswe ziibhodi zikarhulumente ngokulawulwa kweenkcukacha nokulawula kwkcukacha kwaye iSebe kufuneka libe nendlela yokongamela ulawulo lwamaxwebhu ezibhodi zikarhulumente eNtshona Koloni.
Ukulawula amaXwebhu eBhodi eLawula linkcukacha ezikwiKhompyutha: Umgqo-nkqubo, Imiqathango neMfuneko (2006)	Umgqo-nkqubo ukhokela iibhodi zikarhulumente ekusebenziseni iimfuneko zomthetho-siseko ngamaxwebhu ekhompyutha ayinxalenye yezixhobo zokusebenza ngamaxwebhu eenkcukacha. Kufuneka iSebe libenze ngokwemigangatho emiselwe kuzwelonke nakwihlabathi, apho isebenziseka khona, kwihadwe, isoftware nendlela yokugcina ulondolozo lwamaxwebhu.
UMthetho-siseko kaZwelonke kwiMidlalo nezolonwabo	Umgqo-Nkqubo uthetha "Ukwenza isizwe sidlale" kwaye ugxininisa koku kulandelayo: <ul style="list-style-type: none"> <li>- Ukukhulisa amaqanaba okuthatha inxaxheba kwimidlalo nolonwabo</li> <li>- Ukuphakamisa ixabiso lemidlalo kukruthwa-kruthwano lwemiba etshisa ibunzi</li> <li>- Ukuzama ukukhulisa impumelelo yeminyadala emikhulu Ukwenza ezemidlalo umzamo ophambili ukuncithisa ulwaphulomthetho. Uxanduva oluphambili kukuphuhlisa uMgaqo-siseko nokunikezelwa kwenkonzo yemidlalo nolonwabo ikwiSebe leMidlalo noLonwabo.</li> </ul>

UMGAQO-NKQUBO	IMIBA ENGUNDQOO ELUXANDUVA LWESEBE
<p>Isiseko Sokubeka Iliso noku Vavanya uMgaqo-nkqubo kaRhulumente ngokubanzi</p>	<p>Iphepha lomgaqo-nkqubo elaphehlelelwa ngo1996, laba sisimiselo somgaqo-nkqubo ohlangeneyo kazwelonke namaphondo olithoba omgaqonkqubo kubugcisa, inkcubeko nelifa lemveli kunye neenkonzozethala leencwadi nokugcinwa kwamaxwebhu emva kokuba kuqhutywe iinkqubo ezininzi zokufakana imilomo.</p> <p>Injongo yoKubeka Iliso noKuvavanya uRhulumente Ngokubanzi kukwenza igalelo ekuphuculeni ulawulo nokusebenza ngokukuko kwamaziko nemibutho yoluntu. Lomqulu usisiseko somgaqo-nkqubo esiquka imiba emininzi ngokubeka iliso ikuvavanya eMzantsi Afrika. Ikwamele uphuhliso lwenkqubo yeM&amp;E ikwakhuthaza ulawulo olusekelwe kwiziphumo.</p>
<p>Iphepha lokugaya izimvo mayela nenkqubo yokubeka Iliso Ngokulawula Indlela yokuSebenza noVavanyo</p>	<p>Umgqaqo-nkqubo uhlahlala imida emiselweyo nemayisetyenziswe ziibhodi zikarhulumente ngokulawulwa kweenkcukacha kwaye iSebe kufuneka libe nendlela yokongamela ulawulo lwamaxwebhu ezibhodi zikarhulumente eNtshona Koloni.</p>
IMIGAQO-NKQUBO YEPHONDO	
<p>Umgqaqo-nkqubo weNkonzo zeThala leNcwadi kwiPhondo leNtshona Koloni</p>	<p>Umgqaqo-nkqubo unikezela ngezikhokelo zenkqubo zesicwagciso esilicebo nenkcukacha zemisebenzi eyenziweyo Kwiinkonzo zamathala eencwadi. Ukwaqulethe indlela yokulawula eli candelo</p>
<p>Umgqaqo-nkqubo weLwimi weNtshona Koloni (wapapashwa kwiGazethe kaRhulumente wePhondo PN 369/2001 yama 27 eyeNkanga 2001)</p>	<p>Isebe, njenglao naliphi na iebe kwiphondo, limelwe kukusebenzisa umgaqo-nkqubo ngokwamacandelo. Ukongeza, iSebe linikwe umsebenzi weenkonzozokusetyenziswa kolwimi kuRhulumente wePhondo leNtshona Koloni ngokusebenza lyunithi Yokusetyenziswa eSentrali.</p>
<p>Umgqaqo-nkqubo weeMidlalo Ezikolweni (2002)</p>	<p>Kuza kufuneka iSebe lithathe uxanduva olukhulu ukuqiniskeisa ukukhulanokuphuhliswa kwemidlalo yesikolo.</p>
<p>Idrafti yoMgaqo-Nkqubo ngoKuthiywa noKuthiwa ngokutsha kweempawu ekuhlaleni(2007)</p>	<p>Idrafti yomgaqo-nkqubo imisele indlela emayiqwaselwe nenkqubo emay- ilandelwe liSebe kunye neKomiti yokunikwa kweeNdawo aMagama eNtshona Koloni, ibhodi yengcebiso, ekuququzeleleni nokufakana imilomo ngoumiselwa komgangatho omnye, apho indlela ikhoyo, ukuthiya ngokut sha okanye ukwenza utshintsho kulamaama akhoyo nalawo kucingwa ngawo kwenziwe isindululo kwiBhunga laMagama eendawo eNtshona Koloni kunye noMphathiswa wobuGcisa neNkcubeko.</p>
<p>Iqhinga lokuBeka iLiso nokuVavanya iPhondo ngokubanzi (idrafti)</p>	<p>Lo mqulu uyimpendulo yephondo kwindlela yeGWM&amp;E. Ijoliswe ekuphuculeni imibiko yesigqeba nokuphucula ngendlela ephezulu ukuthathwa kwezigqibo zisekelwe kwiziino ezibubungqina ukulungisa umgaqo-nkqubo nokwabiwa kwezixhobo zokusebenza ukunika igalelo ekuphuhliseni ulawulo.</p>
<p>Umgqaqo-nkqubo wezeNkcubeko eNtshona Koloni (Idrafti 20)</p>	<p>Umgqaqo-nkqubo waqwaselwa banzi ngokusebenza uluhlu lwamacweyo kwiphondo ngengentlahlela yokuhlaziya ngokutsha ezobugcisa kuzwelonke, inkcubeko nomgaqo-nkqubo welifa lemveli. Aluqaqosheliswa uhlaziyo lwalo mgqaqo-nkqubo okanye Idrafti yoMgaqo-nkqubo weNkcubeko eNtshona Koloni.</p>
<p>Idrafti yoMgaqo-nkqubo wamaZiko oLondolozo lweMbali ePhondo leNtshona Koloni(2012)</p>	<p>Lomgaqo-nkqubo unika isiseko sothatha amanyathelo ezindululo zoongaqo siseko kaRhulumente weNtshona Koloni nayelana nenkqubo kunye nemithetho amayelene nemyuziyam; ngaphandle kwezikazwelonke. Ikwasisiseko somthetho yephondo leNtshona Koloni mayelana nemyuziyam.</p>

AMAQHINGA LOKUSEBENZA	UXANDUVA OLUNGUNDOQO KWISEBE
<b>AMAQHINGA OKUSEBENZA KAZWELONKE</b>	
Isiseko soBambiswano lokulungiselela, Uququzelelo noLawulo lwemidlalo yezikolo eMzantsi Afrika (17 eyoKwindla 2004)	Esi siseko sinedisana ngokudala indawo eyenza kube lula ukusebenza.
Uqoqosho lweGolide lwaseMzansi: Inxaxheba yesicuku sobugcisa, inkcubeko nelifa lemveli kwiNdlela Entsha Yokukhula	Injongo yalomqulu usekukhokheleleni isicuku sobugcisa, inkcubeko nelifa lemveli ukukhulisa uqoqosho nokudala imisebenzi ngokuncedisa amaqhinga okukhulisa uqoqosho kazwelonke.
Icebo lezeMidlalo noLonwabo lukazwelonke (2012 - 2010)	Lo mqulu ukhokhela uphuhliso lwezemidlalo nolonwabo kule minyaka isibhozo izayo.
<b>AMAQHINGA OKUSEBENZA EPHONDO</b>	
Iqhinga lokuPhuhlisa uHlobo loBugcisa	Inikezela isiseko sophuhliso, ukukhuthaza nokugcinwa kwentlobo zonke zobugcisa kwiphondo.
Iqhinga lokuSebenza leForam yeNkcubeko	Kukuphuhlisa intsebenziswano phakathi kweSebe noluntu ngokumisela nokuphuhlisa ukumiselwa kwenkqubo eziqalwayo zenkcubeko.
Isibonelelo-mali esinemiqathango: Inkqubo yokuVuselela amaThala eeNcwadi ukunyusa izinga leenkonzo zoluntu	Isebe linxanduva lokusebenzisa ngempumelelo nokulawula isibonelelo ngemali ngokwemeko eNtshona Koloni.

#### 4.4 Izindululo zenkundla ezingqamene nesebe

ITYALA ELISENKUNDLENI	INOMBOLO ESISALATHISI NENKUNDLA	IFUTHE KWISEBE
Ubudlelane boMhlali ngaphambili uMphathiswa wezoBugcisa neNkcubeko [2007] SCA 44 (RSA)	25/2006: Isibheni seNkundla ePhezulu	Esi sigwebo sibeka imida emayisetyenziswe ngabasemagunyeni ukuqinisekisa indlela eyiyo yokufakana imilomo noluntu lwasekuhlaleni nabanye abathathi nxaxheba xa kusenziwa izindululo zemiba otshinsho lwamgama endawo, njengoko iSebe laseNtshona Koloni neKomiti yokuTshintshwa kwaMagama eeNdawo eNtshona Koloni zamiselwa nguMphathiswa zingabathathi-nxaxheba ababalulekileyo ekusetyenzisweni komthetho-siseko ohambelana nawo ingakumbi uququzelelo nokufakana imilomo nabathatha inxaxheba. Kufuneka esi sigwebo sisetyenziswe kwinkqubo nemiqathango elandelwayo.
Ilaboratri zeQualidental (Pty) Ltd (2008) ZASCA 170	ZASCA 170 (SA)	Isigwebo saqinisekisa ukuba amandla anikwe uMphathiswa weMlombi yeNkcubeko neLifa lemveli eNtshona Koloni, izxhobo zokusebenza ngegunya lelifa lemveli kwiphondo, ukumisela iimeko ngok- wecandelo 48 lomthetho iNational Heritage Resources Act, 1999, kuphuhliso ukuze uhambelane nezindululo zomthetho-sisekelo ngokwezimizelelo zomthetho.
Top Performers (Pty) Ltd	INkundla ePhakamileyo (Citation)	Isigwebo sinefuthe elibalulekileyo kwiinkqubo zesibheni ezithathwe ngamaqoqo achongwe nguMphathiswa ngokwecandelo 49 lomthetho weZixhobo Zokusebenza Ngelifa Lemveli, funda kunye noMqathango 12 weP.N. 336 ka 2003. Isigwebo sanikezelwa yiNkundla ukuqinisekisa ukuba iSebe kunye noMphathiswa zimisela amanyathelo alungileyo mayela neenkqubo zolawulo,

ITYALA ELISENKUNDLENI	INOMBOLO ESISALATHISI NENKUNDLA	IFUTHE KWISEBE
		ulwamkeleko lobungqina obutsha kwixwebhu leenkukacha leqoqo kunye nokuhambelana nemithetho yasemthethweni ngokwe <i>'audi alterim partem'</i> maxim.
Willows Properties (Pty) Ltd v uMphathiswa weMicimbi yeNkcubeko neMidlalo	Inombolo yetyala 13521/08: Inkundla ePhakamileyo yaseMzantsi Afrika (Cape of Good Hope Provincial Division)	Ummangali ufake isicelo esingxamisekileyo Kwinkundla Ephakamileyo ukunyanzelisa uMphathiswa ukuba athathe isigqibo, okanye enze cebo limbi ukukhupha Isigqibo (iinkukacha zesigwebo) ngokwesibheni esifakwe kuMphathiswa ngokwecandelo 49 loMthetho weziXhobo zeMveli kuZwelonke, 1999, xa ufundwa nomqathango 12(7) weP.N. 336 ka2003. Ifuthe lesigqibo kwiSebe inganyanzelisa amalungu esigqeba senkundla ukuba asebenze ngokwamaxesha abekiweyo okukhutshwa kwaMaxwebhu eeNkcukacha zeZigqibo. Kusetyenziswe amanyathelo okulungisa.
Waenhuiskrans Arniston Ratepayers Association and HWC v Verreweide Eiendomsontwikkeling (Edms) Bpk, uMasipala waseCape Agulhas noMphathi wobhaliso mihlaba, 22 kuTshazimpuzi 2008	1926/2008: Inkundla ePhakamileyo yaseMzantsi Afrika (Cape of Good Hope Provincial Division)	Isigwebo sasikhangela igunya leSouth African Heritage Resources Agency (SAHRA) kunye neHWC ngeziza ezichazwe yiSAHRA ngezikwisigaba sokuqala nendawo ekwakufakwe isicelo ngokwamacandelo 35 no 36 loMthetho weziXhobo zeMveli kuZwelonke ka1999Isigwebo safumanisa ukuba iSAHRA inegunya.  Esi sigwebo sinyanzela iSebe ukuba lincediswe abeLifa leMveli yeNtshona Koloni ngokunika uncedo lokucacisa umthetho nokuqinisekisa ukuba iHWC isebenza ngokwegunya enalo.
Cornelus Johannes Alexander Lourens v uMongameli woMzantsi Afrika, uMphathiswa woBugcisa neNkcubeko, uMphathiswa wezoBulungisa noPhuhliso loMgaqo-siseko neBhodi yeeLwimi zoMzantsi Afrika	Inombolo yetyala 49807/09 Inkundla Ephakamileyo yaseMzantsi Afrika (North Gauteng, Pretoria)	Umpathiswa kaZwelonke wayalelwa yiNkundla ePhakamileyo ukuba kwisithuba seminyaka emibini yesi sigwebo (16 kweyoKwindla 2010), athathe imiqathango yomthetho-siseko kunye neminye imithetho yokulawula nokubeka iliso ekusetyenzisweni kweelwimi ezisemthethweni ngurhulumente kazwelonke nephondo ukuqinisekisa ukuba isigwebo siyathotyelwa. Ifuthe leSebe kukufakana imilomo neSebe leMicimbi yeNkcubeko neKomiti yeeLwimi yeNtshona Koloni njengexalenye yokuthethana nabo bathatha inxaxheba ukwenza zizinkezelo zomgaqo-siseko kwicandelo 6(4) loMgaqo-siseko lweRiphabliki yoMzantsi Afrika, 1996, nanjengesebe elithatha uxanduva eNtshona Koloni, ukumisela isinikezelo somthetho-siseko omtsha.

#### 4.5 Amanyathelo oMgaqo-nkqubo aCwangcisiweyo

Njengexalenye yesicwangciso-qhinga, la manyathelo omgaqo-nkqubo alandelayo acwangciselwa unyaka-mali wama-2012/13:

AMANYATHELO OMGAQO-NKQUBO ACWANGCISIWEYO	IXESHA
Ukuhlaziywa kolawulo lwamaziko enkubeko aphantsi kolawulo lweKomishini yeNkcubeko yeNtshona Koloni	2012-2013
Isiseko Sokubeka Iliso noVavanyo lweSebe	Igqitywe ngowama-2011
Umgqaqo-nkqubo weSebe weNkxaso-mali yezeMidlalo, uBugcisa neNkcubeko	Iyaqhubeka
Umgqaqo-nkqubo weSebe woLawulo lweNkcukacha zokwenziwa koMsebenzi.	Iyaqhubeka
Uphuhliso loMgaqo-nkqubo wezoNxibelelwano weSebe	2012-2013
UkuSetyenziswa kweziGqibo zabamaThala eeNcwadi neSixeko seKapa.	2012-2013



## 5. Uhlalutyo oluhlaziweyo lwesimo sesebe

Isebe lizinikele kwiinjongo zeqhinga lokusebenza zikaRhulumente waseNtshona Koloni, ingakumbi ekwakheni uluntu lweNtshona Koloni olubambiseneyo nokulwa indlala ngokudala amathuba omntu wonke ukuhlanganisa nokuthatha inxaxheba koluntu ngokubanzi. ISebe leMicimbi yeNkcubeko neMidlalo (DCAS) namaqabane alo liza kuvelisa amathuba amaninzi oluntu ngokubanzi. Isebe liza kuqhubeka ukumisela inkqubo eyomeleleyo, inkxaso ngendlela yokusebenza nokumiselwa kwenqwawqwa lemiqathango kwiphulo lokufikelela ekuphuzeni umbono weSebe.

Isebe lineebhodi ezisemthethweni ezingamashumi amathathu ezingamaqabane alo eqhinga lokwenza izindululo zoMgaqo-siseko nomthetho ezihambelana nemiba yezobugcisa, inkcubeko, ukusetyenziswa kolwimi, amagama eengingqi, izixhobo zelifa lemveli namaziko olondolozo lwembali. Isebe liza kuqhuba nokunikezela ngenkxaso efunekayo kula maziko ukuqinisekisa ukuba ayakufezekisa oko akumiselweyo nokuqinisekisa ukuba asebenza ngokweqinga lokusebenza kwaye aphuhle nangakumbi kwindima yawo yokucebisa uMphathiswa kumabakala athile ngokoxanduva.

Intsebenziswano namasebe kazwelonke ajongene nezoBugcisa, ezeNkcubeko nezeMidlalo noLonwabo kunye noomasipala besithili nengingqi eNtshona Koloni ukuze kube lula ukusetyenziswa kwemthetho kazwelonke, yephondo neyesithili, imigaqo namaqhinga okusebenza kazwelonke.

Uxanduva lwesebe lifuna intsebenziswano yamanye amasebe karhulumente weNtshona Koloni. Ukuqinisekiswa komzamo wokusebenza ngobambiswano kwiphondo, iSebe lisebenza nala masebe alandelayo: iSebe leNkulumbuso; iSebe loPhuhliso loQoqosho noKhenketho (uKhenketho lwezeMidlalo neNkcubeko, uphuhliso lwezoqoqosho kwezobugcisa nenkcubeko), iSebe loKhuseleko loLuntu (linkqubo zemidlalo ukulwisana nolwaphulo-mthetho); iSebe loPhuhliso loLuntu (iinkqubo zolutsha), iSebe lezoLimo (iinkqubo zoPhuhliso lweMidlalo yabasebenzi basezifama) kunye neSebe leMfundo leNtshona Koloni (imidlalo yezikolo nemfundo ngelifa lemveli).

Nangona isebe linamacandelo amaninzi nenani lezibonelelo-mali ezinemiqathango namaqumrhu karhulumente, lixhomekeke kakhulu koomasipala ekusebenzeni. Ukulungiselela iMTEF 2012/13–2014/15 iqhinga lokusebenza liza kulungiselelwa ukwandisa ifuthe lentsebenziswano ngale ndlela:

- Zonke iinkqubo neenkqutyana ziza kuqhutywa ze zibonelelwe ngemali ngokwemiqathango efanayo yolawulo nemiselweyo, efana nale:
  - o Izicwangciso zokuphulisa italente (okanye, kwimeko zolondolozo lwembali, iindawo zokulondolozisa iinkcukacha zakudala ezibalulekileyo umzekelo, ukuphuhlisa ukusebenza kakuhle) ngokunokulolongeka.
  - o Izicwangciso zokwazisa ukuqinisekisa ukuba ezi nkqubo zakhelwe kwimodeli enokusetyenziswa ixesha elide.
  - o linkqubo zokuphuhlisa izakhono, umz. abaqeqesh, nabasebenzi.
  - o Uphuhliso olusebenzayo lwentsebenziswano/ukuqeqesha emsebenzini.
- ISebe liza kuqhubeka ukuqinisekisa ukuhanjiswa kweenkonzo okuluqilima ngokwendlela yolawulo olusemgangathweni.
- Imeko esekelwe kubungqina bezoqoqosho kwezemidlalo nenkcubeko iza kukhuliswa enyakeni ingxabalazele kwiAPP. Kuza kwabelwa uphando ngezixhobo zokusebenza, ukuqokelelwa kwengxelo, ukuqokelelwa kobungqina kunyaka ophantsi kohlolo, umba ophambili kwisigaba esithile semidlalo kwisebe. Isebe liza kuqinisa unxibelelwano lwemiba engundoqo nezicwangciso-qhinga zemigaqo-nkqubo eyahlukeneyo yeSizwe neyePhondo njengeGreen Paper

kwindlela yokusebenza, ukubeka iliso nokuvavanya, isikhokelo seM&E nenyathelo “ledeshbhodi” kwiPhondo leNtshona Koloni..

## 5.1 Isimo sonikezelo lweenknzo

### IMicimbi yeNkcubeko

Ngonyaka wama-2011/12 iSebe liqalise amaphulo okudala imisebenzi eyiyo kuluntu olufumene iimali kwinkqubo yezemisebenzi yoluntu eyandisiweyo (EPWP). Kuqalwe amaphulo alishumi eEPWP, ukusukela ekwenziweni kwezinto kusetyenziswa izinto ezindala; ubugcisa nolawulo lwemisitho; ukwenziwa kwezixhobo nokufunda ukudlala umculo wakudala; ukukhathalelwa kweendawo zasesuthwini nemusiyams; ukubala nokuqokelela amaxwebhu olondolozo lwembali ngekhompyutha, amaxwebhu emveli naweenkcukacha ezibalulekileyo, nokunika uncedo ukomeleza ukhenketho kwezenkcubeko nemveli kumaziko olondolozo lwembali angenazixhobo zaneleyo. Ngentsebenziswano neSebe lezeMpilo, kuqaliswe iphulo lokutolika kwizibhedlele ezintlanu kwingingqi yasekapa.

### UBugcisa neNkcubeko

Indibano kazwelonke eyayibanjwe Tshazimpunzi 2011 apho kwamkelwa khona idrafti yeqhinga lokusebenza leMzantsi’s Golden Economy: inxaxheba yezoBugcisa, iNkcubeko neLifa leMveli kwiNdlela eNtsha yokuHhula. Injongo yeqhinga lokusebenza yayikukubeka icandelo lezobugcisa, inkcubeko nelifa lemveli kwindawo efanelekileyo yokwakha uluntu oluhlangeneyo lincedisise ekukhuleni koqoqosho nokuvula amathuba omsebenzi. Ukuncedisisa koku, iIndustrial Policy Action Plan (IPAP2) encedisana neNdlela eNtsha yokuKhula iqaphele imisebenzi yenkcubeko, ingakumbi icandelo lezinto zezandla, umculo, ukwenziwa kwezacholo, iimpahla, isikhumba, izihlangu namalaphu empahla njengezinye izinto ekumele zinikwe ingqwalasela ebanzi ngurhulumente.

Iingcebiso ezinabileyo zinemigaqo-nkqubo yokukhangela, ukohlula nokukhuthaza iindawo zenkcubeko, iinkqubo zobugcisa boluntu nokuphakanyiswa kobuchule kwicandelo lezolonwabo. Ukongeza, kunyaka wama2011, iArtscape, ibambisele nesebe, zayila uxwebhu olukhangela inxaxheba kwezoqoqosho olwenziwa yiArtscape namashishini akweli candelo lobugcisa ezisebenzisa iArtscape Theatre Complex. La mashishini aquka iCape Town City Ballet, iCape Philharmonic Orchestra, inkampani iJazzart Dance, iCape Town Opera, iSiyasanga neZap Zap circus. Ingxelo yafumanisa ukuba ngabantu abangama-283 272 abatyelela imidlalo nemisitho ebanjelwa kwesi sakhiwo ngonyaka wama-2010/11. Abantu abangama-916 baye baqeshwa ngamashishini obugcisa neArtscape kuloo nyaka, abasebenzi abayi 351 baqeshwe kumsebenzi osisigxina, 51 baqeshwe kumsetyenzi wethutyana, abali515 ibe yimisebenzi encedisayo. Ingxelo ifumanise ukuba ingeniso yeArtscape namashishini ancedisayo kuqoqosho lelizwe ngowama-2010/11 ibeyi-R440 yezigidi zerandi. Inxaxheba yesebe kula mashishini ukuphakamisa ubugcisa nenkcubeko yaba yiR1.63 yezigidi zerandi, iR135 000 ihlawulwe kwiArtscape ukunceda kwimisebenzi yosuku nosuku yonyaka. Ngokujonga ukudalwa kwemisebenzi kwicandelo lobugcisa nenkcubeko, isebe lizimisele ukunyusa inani lamathuba emisebenzi angama-68 yabantu abakwicandelo lezobugcisa nenkcubeko. Ekuncediseni ekuvuleni amathuba emisebenzi, eli phulo liyakwenza impilo zabantu zibengcono.

Ngonyaka wama-2011/12 kubekho ukunyuka kwini lezicelo zenkxaso-mali ezifunyenwe lisebe kumashishini ezobugcisa nenkcubeko eNtshona Koloni. Izicelo zenkxaso-mali zizonke zafikelela kwiR123.082 yezigidi zerandi. Kuyabonakala ukuba izicelo zenkxaso-mali kwicandelo lezobugcisa nenkcubeko zingaphaya kwezixhoba ezikhoyo kurhulumente. Noxa inkxaso-mali enikw eli candela iye yenyuka kule minyaka idlulileyo (kwitheyibhile engezantsi), iimfuno zingaphaya kwezixhoba ezikhoyo.

## ITHEYIBHILE 5.1: Uhlalutyo lokukhutshwa kwemali kwiminyaka emithathu edlulileyo

<b>IZICELO ZENKXASO-MALI YEZOBUGCISA NENKCUBEKO EZIFUNYENWEYO KULE MINYAKA MITHATHU</b>				
	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>
zizenko izicelo ezifunyenweyo	198	225	208	265
Inani lezibonelelo-mali eziphunyezwe lisebe	78	82	77	66
<b>ZIZONKE IZICELO EZIPHUNYEZIWEYO</b>	<b>R6.708m</b>	<b>R6.728m</b>	<b>R6.262m</b>	<b>R10.610m</b>

Ukwehla kotyalo-mali lwamashishini abucala ecandelo lezobugcisa kukhuthaze intsebenziswano phakathi kwamasebe karhulumente, abasebenzi namashishini akwezobugcisa. Iziphumo zibonise ukwanda kwale mizamo phakathi kwemibutho ekweli candelo. Ifuthe liyabonakala kwiindawo nakuluntu oluxhotyisiweyo, kodwa kubonakala kusokoleka emaphandleni.

ISebe lisungule iQhinga loPhuhliso loBugcisa ngokoHlobo ngowama-2007/08 nelithe lasetyenziswa njengesikhokhelo kwiinkqubo zalo. Ukukhangela impumelelo neengxaki ezikhoyo, uvavanyo luyakusungulwa ngowama-2012..

### liNkonzo zoLondolozo lweMbali

Izimvo zoluntu kwiphepha lengxoxo eliyilwayo: ukuya kwiNtshona Koloni entsha uMgaqo-nkubo woLondolozo lweMbali ephondo uzise iingcebiso kubantu abohlukeneyo. Imiba engundoqo ekuMqulu weNgxoxo iquka:

- Uhlobo olutsha lwamahlakani wamaziko olondolo lwembali, ngaphandle kwamaziko olondolozo lwembali kazwelonke aseNtshona Koloni, kumele abonelelwe ngumthetho wephondo ophakanyiswayo ukulungisa izindululo zoMgaqo-siseko njengoko kumiselwe kwiShedyuli 5 Isigaba A yoMgaqo-siseko weRiphabhliki yoMzantsi Afrika, 1996.
- Kumele kuphuhlise imodeli entsha yokubonelela ngemali njengoko le modeli isetyenziswayo kungokunje ingasebenzi kakuhle.
- Kukho imfuneko yokuqwalasela ulingano ngokufikelela kwizikolo zolondolozo lwembali ezingamahlakani. Oku kunganefuthe kumgangatho wamaziko olondolozo lwembali akhoyo kwiphondo, ancedwa liphondo namaziko olondolozo lwembali asekhaya emva kokuba amabakala amatsha wamaziko olondolozo lwembali evunyiwe.
- Kumele kunikezelwe iinkonzo ezisebenza ngokufanelekileyo, ezisebenza ngexesha nezinoqoqosho.
- Uhlaziyo lwemigaqo-nkqubo ekhoyo nophuhliso lwemiba emitsha ehambelana nemiba yemuseologic kufuneka yenziwe.
- Ukungabinako kwamaziko olondolozo lwembali akhoyo ukubonisa imbali yeKapa ngokubanzi kumele klungiswe.
- Imiqobo yokusebenza nokungabikho kwamathuba oqeqesho oluphezulu kubeka emngciphekweni amaziko olondolozo lweembali nakuqokeleleyo.
- Kufuneka kufumaneka imali ngokungxamisekileyo yokuthenga ingqokelela, imifanekiso nemizobo yobugcisa ukuzisa inguqu nokubeka ingqokelela yamaziko olondolozo

Iwembali kwizinga eliphazulu.

- Kufuneka umthetho uqwalasele ukuhlaziywa ngokutsha kwemali yamangenoukuze kubekho ungomgaqo-nkqubo wemali yamangeno, kuquka amangeno ngokwesivumelwano.
- Imfuneko yokwazisa amaziko olondolozo lwembali njengendawo zeenkumbulo zaku dala, zangoku nezekamva lezizukulwana nto leyo iza kuba nendima ebonakalayo eku fakeni isandla kubambiswano loluntu.

Ngomhla we-16 kweyoMdumba 2012 kukhutshwe uMgaqo-nkqubo woLondolozo lweMbali Osayilwayo ngeelwimi ezintathu ezisemthethweni eNtshona Koloni ukuze uluntu luhlomle.

Kusekho iingxaki ahlangebezana nazo amaziko olondolozo lwembali axhaswa liphondo mayela nokunyuka kwamaxabiso emali yoMphicothi-zincwadi Jikelele, kunye nokumelana neemfuneko zomthetho iPublic Audit Act. Ngoko ke kucacile ukuba iizibonelelo zoncendo ezikhutshwa liSebe ezinikwa amaziko olondolozo lwembali azanelanga kwaye kufuneka indlela entsha yokujongana nophicotho-zincwadi oluzinzileyo ngokwemigaqo yemithetho ekhoyo. UMphicothi-ncwadi Jikelele ucacise kumathuba amaninzi ukuba abasebenzi abanobuchule abasebenzela isebe abakwazi ukumelana nemicimbi emelene nolawulo lwemali nomgaqo-nkqubo.

Iinkqubo zemfundo ezinikwe amaziko olondolozo lwembali ezinxibelelene nesebe zakhiwe ukuba zilungele imeko yokufundisa ukuze ubani akwazi ukufumana ulwazi oluphangalaleleyo olongeza ulwazi analo kunye nokufumana izifundo ezisemthethweni ezikolweni kwakunye namava anqabileyo angenakuphindwa eklasini.

Ukuze kubelula ukwenza igalelo ngokwenguqu yomba welifa lemveli eNtshona Koloni, kucetywa inani lemiboniso emitsha kumaziko olondolozo lwembali. Ukulungisa iimfuno zabemi basekhaya neendwendwe eziphuma kwihlabathi, nokuxhasa amaqhinga okusebenza karhulumente, iqhinga lokukhuthza ukukhula kokhenketho ngowama-2008-2010, elaphehlelelwa ngabezoKhenketho eMzantsi Afrika ngowama-2008, ukunikezela ingxelo ehambelanayo, xa kujongwa indima eyenziwe ngamaziko olondolozo lwembali eNtshona Koloni kuphuhliso lezokhenketho lwasekhaya. AbezoKhenketho eMzantsi Afrika babika ukuba uququzelelo lungumngeni omandla kuba icandelo lezokhenketho linabantu abaninzi abenza indima eyahlukileyo. Ngokweqhinga lokusebenza, amaziko enkcubeko, ubugcisa nobuchwephesha, amaziko olondolozo lwembali namathuba emidlalo zenza iindawo ezibalulekileyo kwaye zinika umtsalane kubathengi.

### **liNkonzo zeLifa leMveli (Inkonzo yoKulawula iziXhobo zokuSebenza kweLifa leMveli naMagama eeNgingqi)**

Iimfuno zeenkonzo ezinikezelwa liLifa leMveli eNtshona Koloni ngokwemiqathango yolawulo lwezixhobo zokusebenza ilifa lemveli ziyaqhubeka ngokukhula. Isebe linikezela ngenkxaso kwezomsebenzi kunye nezinye iindlela zenkxaso ezifunekayo zeLifa leMveli eNtshona Koloni ukuqhuba ngesindululo esisemthethweni sokuqesha abantu kwicandelo loLawulo lweziXhobo zokuSebenza iLifa leMveli. Kunyaka wama-2010/11, abasebenzi besebe baqwalasele i-1 646 lezicelo zeLifa leMveli eNtshona Koloni, kwikota yokuqala yowama-2011/12 ixabiso eliphantsi lokusebenza isicelo esinye ibikumyinge omalunga neeR3 500.

Njengoko kukho isiphakamiso sokunikezelwa kwamandla olawulo kwiSixeko seKapa, kungekapheli unyaka-mali okanye ekuqaleni konyaka-mali olandelayo, oko kuya kuba nefuthe elikhulu kwabo basebenzelaicandelo loLawulo lweziXhobo zokusebenza kweLifa leMveli kuba ama-85% ezicelo ezifunyenye kowama2010 ziqondene neendawo ezisesixekweni. Nangona

uxanduva lwendawo eyiGrade II (iindawo ezivunyiweyo zemveli) eKapa ziya kugcinwa nezinye izicelo zecandelo 38 eziseza kuhlolwa ibe zindawo zemveli, ezithatha ithuba ukuhlolwa, zisuka ngaphandle kwaseKapa kunangaphakathi, kuya kuba notshintsho ukususwa kwalo msebenzi kujongwane nowesebe.

Ukuhlolwa, ukuqinisekiswa nokugunyaziswa kwamagama eendawo eNtshona Koloni kuyaqhuba. Kufuneka kuqhutywe uphando ngala magama eendawo kwaye kuqinisekiswa ukuba anjalo inene ngaphambi kokuba angeniswe kwiBhunga laMagama eeNgingqi loMzantsi Afrika ukuba iwaphonononge. IBhunga liyakwandula ukuwadlulisela kuMphathiswa kazwelonke woBugcisa neNkcubeko ukuba awavume ukuze uMlawuli oyiNtloko kwiSigqeba seeNkonzo zeeNdawo weSebe loPhuhliso lwaMaphandle noMiso ngoKutsha lweMihlaba balungise iimaphu ezisemthethweni ukuquka la magama nezinye iinkcukacha ngeendawo.

## IiNkonzo zeeLwimi

NgokoMgaqo-siseko woMzantsi Afrika, 1996 nomgaqo-siseko waseNtshona Koloni, 1997, urhulumente wephondo laseNtshona Koloni kumele ngokwesigunyaziso neminye imiqathango abeke iliso aqwalasele ukusetyenziswa kweelwimi ezisemthethweni, umzekelo, isiBhulu, isiXhosa nesiNgesi. Kufuneka ezi lwimi zihlonitshwe ngokulinganayo. Ngaphaya koko, imiqathango esebenzisekayo nenefuthe elihle ifuna ukuqwalaselwa ukuphucula nokuhlabela mgama ngokusetyenziswa kweelwimi zemveli zabantu baseNtshona Koloni ebezikade zinganikwanga sidima futhi zijongelwe phantsi.

Ngowe-1996, abeNkcukacha-manani eMzantsi Afrika benza ingxelo okokuqala ngeendawo ezisebenza iilwimi ezisemthetheni ezili-11. Oku sele kutshintshile kule minyaka idlulileyo kwaye ubalo lwabantu lukazwelonke luka-2011 luza kubonisa ingxelo yokusetyenziswa kolwimi lweenkobe ekupheleni kowama-2012.

## Itheyibhile 5.2: Uhlalutyo lokusetyenziswa kolwimi lweenkobe eNtshona Koloni

ABANTU ABASEBENZISA ULWIMI LWEENKOB E ENTSHONA KOLONI		
ULWIMI	UBALO-BANTU LOWE-1996 %	UBALO-BANTU LOWAMA-2001 %
IsiBhulu	58.4	55.3
isiXhosa	18.9	23.7
isiNgesi	20.1	19.3
Ezinye iilwimi	2.6	1.7

NgokoMgaqo-siseko waseNtshona Koloni, 1998, nokuphunyezwa koMgaqo-nkqubo weeLwimi weNtshona Koloni, nguRhulumente wePhondo ngowama-2005, iSebe linikwe uxanduva lokuqaphela ukulandelwa nokuthotyelwa komgaqo-nkqubo. Kuqhutywe uvavanyo amatyeli amaninzi kumasebe ephondo nakoomasipala baseNtshona Koloni ukubeka iliso ekusetyenzisweni komgaqo-nkqubo.

Iziphumo zoPhando kuLuntu ngowama-2007 zabanisa ukuba inani labantu abazizithulu nabangeva kakuhle badinga iinkonzo zoLwimi lweZandla loMzantsi Afrika. Uphando lwaphawula ukuba kukho abantu abali-14 605 abanengxaki yokuva ngeendlebe kwiphondo. Oku kunyanzelisa iSebe ukuba liqinisekise ukuba abo bantu bayafikelela kwiinkonzo zoLwimi lokuThetha ngeZandla loMzantsi Afrika. Ukuhlangabezana nezi ziphume zophando, isebe liqalise iinqubo ezahlukeneyo. Ngomhal we-16 kweyeKhala 2010 libambe isemina neyayi nabameli beNational Institute for the Deaf, iDeaf Federation Western Cape, iMfundo ngoLwimi lweZandla, iDeaf Community Cape Town, iPalamente yeSizwe, iNdlu yoWiso-mthetho yePhondo, izikolo zeziThulu, iForam yooSozilwimi yePhondo, iKomiti yeeLwimi yeNtshona Koloni kwakunye namanye amasebe ephondo. Oku kwakunye nezinye

iinkqubo zothethwano kukhokelele ekusungulweni kweKlabhu yoQhakamshelwano ngoLwimi lweZandl. Ukujongona nabasebenzi abanengxaki yokuva ngeendlebe okanye abaneziphako zomzimba (izilima) luxanduva leSebe leNkulumbuso.

Uvavanyo oluphangaleleyo lokuhlola ukusetyenziswa koMgaqo-nkqubo weeLwimi kuwo onke amasebe ephondo olwenziwa ngabakwaErnst & Young lukhokelele kwingqungquthela eyabanjwa kweyoMdumba 2010 yokwazisa banzi ngokubaluleka kokusetyenziswa kweelwimi ezininzi kwanokubaluleka kolwimi kubantu balo. Lo msitho wawuzinyaswe ngamagosa aphezulu bamasebe ohlukeneyo. Oku kukhokelele kuthethwano namasebe apho abaphathi abaphezulu bamasebe bathe baphinda baqondiswa kabanzi ngokubaluleka kokuthobela uMgaqo-nkqubo weeLwimi wePhondo. Iinkqubo zokwazisa banzi kwakunye nokuthotyelwa koMgaqo-nkqubo weeLwimi weNtshona Koloni ziza kuqhuba ngokuququzelelwa liSebe ze iKomiti yeeLwimi yeNtshona Koloni ibeke iliso.

### **Iinkonzo zamaThala eeNcwadi**

Ubonelelo lweenkonzo zamathala eencwadi ngokubambisene noomasipala luyaqhuba. Ibonelelo-mali koomasipala be-B3 ukuze baqwalasele inkxaso-mali yamathala eencwadi oluntu okwaziwa ngokuba luxanduva olungabelwanga mali kubonisa isiqalo esitsha kwiNkonzo yamaThala eeNcwadi. Olu bonelelo-mali luza kuba negalelo ekuphakamiseni izinga leenkonzo zamathala eencwadi kwiindawo ezihlelelekileyo nasekuphakamiseni isimo sezoqoqosho kuluntu oluhlala kwezi ndawo.

kuphawuleke imfuneko yeenkonzo neyamathala eencwadi amatsha nokuphuculwa kwalawo akhoyo. Oku kubonakala ngokunyuka kwezicelo ezivela koomasipala befuna uncedo lwezibonelelo-mali zamaphulo amakhulu. Ezi mfuno zicace gca kwaye ziphakanyise lwiingqungquthela ezininzi nangoomasipala abaninzi kwiSicwangciso soPhuhliso esiManyanisiweyo (IDP).

Utshintsho kwisikhokelo solawulo lwempahla yamathala eencwadi njengempahla yexabiso, tshintsho olo lwaziswe kunayka-mali wama-2011/12, lukhokelele kutshintsho kwisimo sekusebenza. Oku kubonise imfuneko yokuqulunqwa komgaqo-nkqubo wokulawulwa kwempahla yamathala eencwadi njengempahla yexabiso. Kukwafunise ukuba ku-odolwe izinto ezinto ezingaphaya kwezigidi e-6 nezigcinwe kwiindawo ezingama-354 kwisithuba nje seenyanga ezimbalwa. Kuye kwafuneka kwenziwe utshintsho kwiStandard Chart of Accounting (SCOA).

Inkonzo yamathala eencwadi yephondo ifuduse inkqubo yayo yolawulo lwemisebenzi yamathala eencwadi ngekhompuyutha ukusuka kwiCPALS ukuya kwiSLIMS (SITA Library Information Management System powered by Brocade), inkqubo entsha yobuxhakaxhaka bala maxesha. Ngaphezu koko, iNkonzo yamaThala eeNcwadi incedis oomasipala ukuze babenako ukusebenzisa iSLIMs kumathala eencwadi oluntu. Oku kuza kuqhuba nakunyaka-mali wama-2012/13.

Iingunqu kwindlela abame ngayo oomasipala bemimandla, njengoko kupapashiwe kwiGazethi kweyoMdumba 2011, kukhokelele ekucuthweni kwenani loomasimala abancedwa yiNkonzo yamaThala eeNcwadi-28 ukuya kuma-25. Amathala eencwadi aphantsi komasipala woMbindi weKharu, weEden noweNxweme lweNtshona baweliselwe phantsi koomasipala beendawo, iBeaufort West, George, Matzikama neCederberg ngokwahlukana wabo.

Ukusetyenziswa kweSibonelelo-mali esinemiQathango samaThal eeNcwadi oLuntu siza kuqhuba kunyaka-mali wama-2012/13, ngokwesicwangciso sokusebenza esitsha nesilungelelaniswe ngokwesikhokelele sesibonelelo-mali esinemiqathango. Injongo yesi sibonelelo-mali kukulungiselela ukuba uluntu lubenako ukufikelela kulwazi neenkukacha nto

leyo iza kuphucula isimo salo sezoqoqosho. Ubonelelo lwezixhobo ne-intanethi zokufumana iNkcukacha noQhakamshlelwano ngeTeknoloji (ICT) luza kuqhuba kowama-2012/13

## **Ulondolozo lweenkcukacha ezibalulekileyo**

Umsebenzi wokulawula amaxwebhu ukuqinisekisa ukusebenza ngokufanelekileyo nakakuhle kwamaxwebhu awenziwa ngamaqumrhu karhulumente weNtshona Koloni ngumsebenzi obaluleke kakhulu omele ukwenziwa yiNkonzo yoLawulo loLondolozo lweNkcukacha eziBalulekileyo. Kuhlala kuqeqeshwa abalawuli beenkcukacha nabasebenzi abachaphazelekayo kula maziko. Zonke iindlela zokubeka iifayile ngamalungu karhulumente kufuneka kuphunyezwe yile Nkonzo.

Inkonzo yoLondolozo lweNkcukacha zaKudala eziBalulekileyo eNtshona Koloni inamaxwebhu amadala kakhulu elizweni lonke, ezisukela kowe-1651. Ngenxa yokusetyenziswa rhoqo nakakhulu imathiriyeli iyaguga, amaninzi kula maxwebhu afuna ukulungiswa nokulondolozwa ukuqinisekisa ukuba ahlala ixesha elide. Iqhinga lokuqinisekisa ulondolozo lwexesha elide lwakufuna ukusetyenziswa, ukuze kufakwane imilomo nabasebenzisa idijithali endaweni yamafoto akudala achuchekayo. Kuza kuphandwa ngokufumaneka kwe-ovahedi edijithali nesikena ukuququzelela ukwenza iikopi/imithombo yeekopi kuluntu kunye nokulondolozwa kwamaxwebhu ukususa ukuphathwa ngendlela engafunekiyo.

Ukuze kuququzelelwe inkqubela-phambili ngokusebenzisa ikhompuyutha ukugcina amaxwebhu eenkcukacha zembali, iNkonzo yoLondolozo lweNkcukacha zeziBalulekileyo iza kuqhuba ngokubambisana nombutho weGenealogical Society yaseUtah, USA, ukusebenzisa iinkqubo zekhompuyutha ukugcina amaxwebhu.

Inkonzo yoLondolozo lweNkcukacha eziBalulekileyo eNtshona Koloni iphethe ngesivumelwa sokusebenzisana neNationale Archief (eseHague eNetherlands). Eli phulo libizwa ngokuba liPhulo leMfaniselwano leNkcubeko neLifa leMveli, liyintsebenziswano enenjongo yokunceda ekuboneleleni ngemali nokutshintshiselana ngabasebenzi ukugcina amaxwebhu neenkcukacha ahambelana neVereenigde Oost-Indische Compagnie (VOC) era (1651 - 1795).

Inkonzo yolondolozo noKugcinwa kwamaXwebhu kwiPhondo leNtshona Koloni, iqalise iingxoxo neSebe leNkulumbuso malunga ne-e-filing. Kubalulekile ukuba Inkonzo yoLondolozo lweNkcukacha eziBalulekileyo eNtshona Koloni, njengoko liphumeza iindlela zokubeka iifayile kwiphondo, liqalise ie-filing kulo. Oko kuyakwenza bakwazi ukulawula amaxwebhu amanye amasebe ngekompuyutha.

## **Imidlalo nezoLonwabo**

ULawulo oluyiNtloko lweMidlalo noLonwabo, namacandelo amane anika ingxelo, iCandelo loLawulo, elezeMidlalo, elezoLonwabo nelezeMidlalo yeziKolo, luqhuba izindululo ngendlela edibanisa zonke iindlela zemisebenzi ze lithathe iinkalo yonxibelelwano efana nemidlalo ezikolweni kubafundi abasafundayo, imidlalo esekelwe kuluntu ekuhlaleni, ulutsha nemidlalo ekudidi oluphezulu, kwakunye nemisitho emikhulu nophuhliso lwezixhobo zemidlalo. Le ndlela yokusebenza idibanisa zonke iinkalo zemisebenzi, iceba ukuthetha kwinkalo ezahlukeneyo zolonwabo, ukuthatha inxaxheba kwezemidlalo ngobuninzi, imidlalo esekelwe kukhuphiswano nemidlalo ekudidi oluphezulu. Ezinye izinto eziphuma kumanqanaba ahlukeneyo onikezelo lweenkonzo aquka ukuthatha inxaxheba kwimidlalo yezikolo, ukuthatha inxaxheba kwimidlalo engaphandle kwekharithulam yezikolo, iminyadala yezikolo noluntu, iiligi zemidlalo yesikolo kwimidlalo eyahlukeneyo, ukhuphiswano lwengingqi kunye namaphondo, imidlalo yezikolo eNtshona Koloni, imidlalo esekelwe kuluntu lwasekuhlaleni kunye nokuthatha inxaxheba kulonwabo, iiligi zamaqela, amaqela wamaziko

oqeqesho olunomsila, uphuhliso lwamaqela, iinkampu zoqeqesho olunomsila, amaziko oqeqesho olunomsila ephondo, amaphulo alilifa neenkqubo, kwakunye namanyathelo enguqu acazulula ukuthathwa kweziggqibo namacebo okusebenza. Isebe libona indima edlalwa ngamaqumrhu ezemidlalo namaBhunga ezemidlalo iyebalulekileyo ekuphuculeni ukukhula kwezemidlalo. Ezinye izinto ezichaphazela ukusebenza okukwizinga eliphezulu kuquka iziphakamiso zengqungquthela yezemidlalo kuzwelonke, kunye nokukhula nokwanda kwaMaziko eMidlalo iMOD.

## 5.2 Isimo sesebe

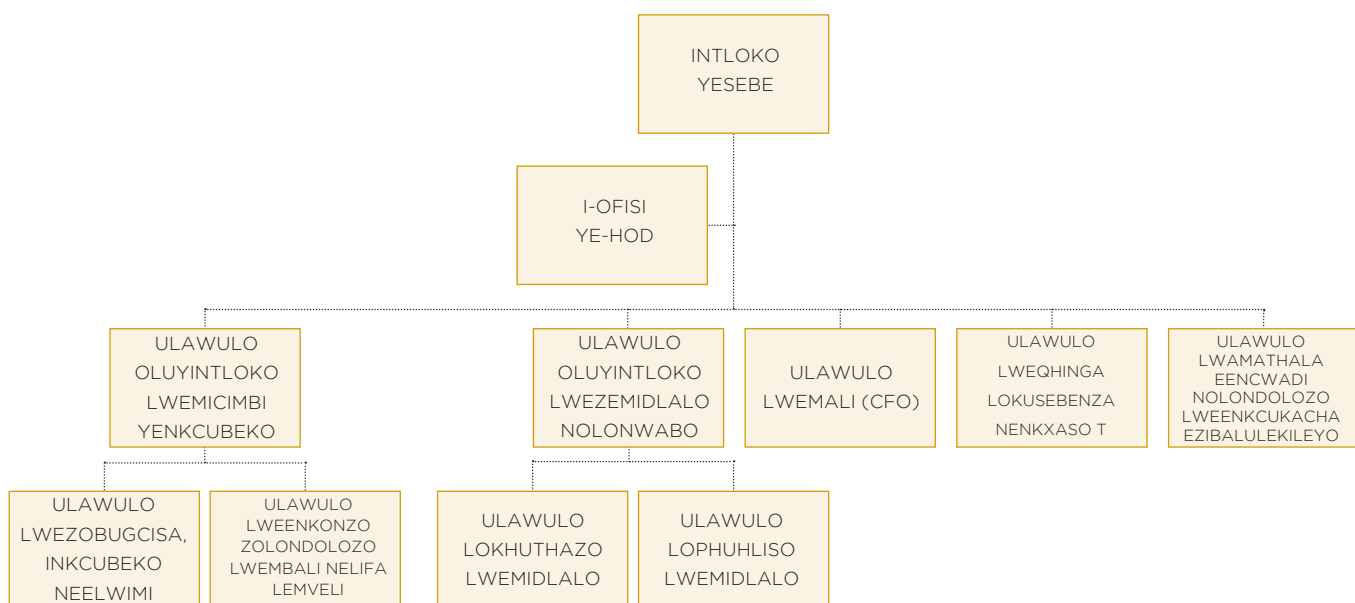
Isimo sobume beSebe sisahlolwa ngokutsha. Inxalenye yolu miso ngokutsha ibe kukusungulwa kweCandelo loLawulo lweQhinga lokuSebenza neNkxaso eliza kugxila koku kulandelayo:

- ukubonelelela ngoncedo ekusunguleni iqhinga lokusebenza nezicwangciso zokusebenza zesebe.
- iinkqubo zocwangciso
- ukukhuthaza nokuququzelela ukusebenza, ukubeka iliso, ukuvavanya ukuhlola ngokutsha nokunika ingxelo kwesebe
- ukuphucula ubudlelane nabancedwyo/namahlakani aphambili
- ukuqinisekisa ubukho babasebenzi, ubambiswano, iinkonzo zomthetho nenkxaso kwiSebe ngokusebenziso iziko lothungelwano lephondo.

Ngaphezu koko, kucetywa ukongezwa iCandelo loLawulo loLondolozo lweeNkcukach eziBalulekileyo kwesi sakhelo sitsha. Kodwa ngokohlalo lwabiwo-mali olumiyo, akubonakali ukuba iSebe linako ukubekwala imali zonke ezi zithuba zitsha ziphunyeziweyo nje ubeke saphunyezela unyaka-mali wama-2012/13 esi sakhelo sitsha.

Njengenxalenye yesakhelo sesebe esitsha esiphakanyisiweyo, kongezwe icandelo elitsha elibizwa ngokuba yiMunicipal Replacement Funding (MRF) kwiNkonzo yamaThala eeNcwadi kwaye ukuqeshwa kwamagosa eli candela kuqalise ngowama-2011/12.

**Fig 5.1: ISakhelo seSebe**



**Qaphela:** Isithuba soMlawuli weeNkonzo zoLondolozo lweNkcukacha eziBalulekileyo sisaququnjelwa.



### ITheyibhile 5.3: Inani labasebenzi nezithuba ezingenabantu

INKQUBO	ZIZONKE IZITHUBA	IZITHUBA EZINGENABANTU
ULawulo	89	12
IMicimbi yeNkcubeko	371	29
IiNkonzo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo	208	38
ImiDlalo noLonwabo (ezisisigxina nezethutyana)	67	4
ImiDlalo noLonwabo (izithuba ezingaqhelekanga)	537*	0
<b>Zizonke</b>	<b>1 272</b>	<b>83</b>

\* ezi zithuba eziyonxalenye yezithuba ezimiselweyo ezisisigxina (iindleko zabasebenzi), koko zizithuba ezongezelweyo nezihlawulwa phantsi kweemali ebekelwe iintengo neenkonzo (umbulelo).

## 6. Uhlolo ngokutsha lomthetho noxanduva

ISEbe lihlale ngokutsha umthetho omdala nongasasebenzisekiyo oyiMuseum Ordinance. ISebe liceba ukwandlala uMthetho oSayilwayo omtsha kwiPalamente yePhondo, emva kwenkqubo yothethwano nabafanelekileyo, kunyaka-mali wama-2012/13. Lo mthetho mtsha wamaziko olondolozo lwembali usenokuchaphazela amaziko athile kwaye uza kufuna uthethwano olubanzi nabantu abathile kwakunye namahlakani, hayi nje amaziko olondolozo lwemabli abandakanyekayo kuphela.

IBhunga leLifa leMveli leNtshona Koloni liqulunqe umgaqo malunga nemiqathango yokuziphatha ezintlanganisweni zeLifa leMveli leNtshona Koloni ngokugxile ekucaciseni icandelo 38 leNational Heritage Resources Act, 1999 kulo nyaka uzayo.

## 7. Amavandlakanya ohlahlo lwabiwo-mali lowama-2012 neengqikelelo zeMTEF

### 7.1 Inggqikelelo zenkcitho

#### Itheyibhile 7.1: ISebe leMicimbi yeNkcubeko neMidlalo

Inkqubo		Iziphumo eziphicothiweyo			Ulwabelo-mali	Ulwabelo-mali olulungelelanisiweyo	Inggqikelelo yenkcitho kwilixa elingelide kuyaphi		
Iwaka ngokwee R		2008/09	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.	ULawulo <sup>a</sup>	33 386	41 692	37 008	39 566	39 455	43 358	44 516	47 088
2.	IMicimbi yeNkcubeko <sup>b</sup>	56 265	58 672	59 533	70 869	74 896	82 930	81 393	85 695
3.	IiNkonzo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo <sup>c</sup>	105 048	115 795	118 960	122 945	157 130	179 638	193 354	214 646
4.	ImiDlalo noLonwabo <sup>d</sup>	305 271	85 571	78 522	79 778	80 999	84 835	91 079	96 272
<b>Zizonke</b>		<b>499 970</b>	<b>301 730</b>	<b>294 023</b>	<b>313 158</b>	<b>352 480</b>	<b>390 761</b>	<b>410 342</b>	<b>443 701</b>

<sup>a</sup> Intlawulo kaMEC iyonke: R1 566 089 ukususela ngomhla woku-1 kuTshazimpuzi 2011.

<sup>b</sup> ISibonelelo-mali samaPhondo seMisebenzi yoLuntu eyaNdisiweyo: 2012/13: 4 000 000 (Isibonelelo-mali esinemiqathango sikazwelonke: R1 000 000 neProvincial Equitable Share: R3 000 000).

<sup>c</sup> ISibonelelo-mali esineMiqathango samaThala eeNcwadi oLuntu: R56 129 000 (2012/13), R60 210 000 (2013/14) neR72 828 000 (2014/15).

<sup>d</sup> ISibonelelo-mali esineMiqathango sikaZwelonke seNtatho-nxaxheba ngobuNinzi noPhuhliso lwemiDlalo: R44 644 000 (2012/13), R47 301 000 (2013/14) neR49 966 000 (2014/15)

## Ucalulo ngokoqoqosho

lintlawulo ezimiyo	226 994	229 614	217 515	240 939	240 226	261 139	271 719	296 886
Imbuyekezo yabasebenzi	100 106	111 298	118 190	133 691	130 199	140 911	149 960	158 735
Impahla neenkonzozo	126 888	118 316	99 325	107 248	110 027	120 228	121 759	138 151
Inzala nerhafu yomhlaba	-	-	-	-	-	-	-	-
lintlawulo zempahla yexabiso neemfanelo	55	186	171	-	31	-	-	-
<b>lintlawulo nezibonelelo kwi:</b>	<b>268 630</b>	<b>66 247</b>	<b>72 580</b>	<b>70 042</b>	<b>108 873</b>	<b>126 632</b>	<b>135 874</b>	<b>143 916</b>
Kwiphondo nakoomasipala	242 853	35 452	45 405	43 198	74 466	93 221	101 484	107 660
Kwii-arhente zesebe nee-akhawunti	2 100	2 263	785	1 972	2 022	1 992	2 148	2 256
Kwiiyunivesithi neeteknikhoni	-	-	-	-	-	-	-	-
Kookopolotyeni namashishini abucala	-	-	-	-	-	-	-	-
Koorhulumente bamazwe angaphandle nemibutho yamazwe-ngamazwe	-	-	-	-	-	-	-	-
Kumaziko angenzi nzuzo	23 423	27 021	25 359	24 852	32 047	31 343	32 232	33 990
Ezangaphakathi	254	1 511	1 031	20	338	76	10	10

lintlawulo zempahla yexabiso engundoqo	4 291	5 683	3 713	2 177	3 350	2 990	2 749	2 899
Izakhiwo nezinye ezingenakufuduswa	-	-	-	-	-	60	62	65
Oomatshini nezixhobo	4 291	5 663	3 713	2 177	3 350	2 915	2 671	2 817
Impahla yexabiso esungiliweyo	-	-	-	-	-	-	-	-
ISoftware nezinye ezingaphathekiyo	-	20	44	-	-	15	16	17
Umhlaba nezingaphantsi kwawo	-	-	-	-	-	-	-	-
<b>Zizonke</b>	<b>499 970</b>	<b>301 730</b>	<b>294 023</b>	<b>313 158</b>	<b>352 480</b>	<b>390 761</b>	<b>410 342</b>	<b>443 701</b>

## 7.2 Ukungqamanisa inkcitho neenjongo zeqhinga lokusebenza

Eyona misebenzi ingundoqo yeSebe noxanduva kukukhuthaza ukusetyenziswa kweelwimi ezininzi, ubugcisa nenkcubeko, imidlalo nolonwabo, ulawulo londolozo lwembali nelifa lemveli namathala eencwadi nolondolozo lweenkcukacha ezibalulekileyo ukukhawulezisa ukukhula okuzinzileyo ukuze kuxhamle lonke uluntu lweNtshona Koloni. De kube ngoku, uhlahlo lwabiwo-mali neMTEF zinegalelo ekuphunyezweni kweenjongo zesebe ngolu hlobo lulandelayo:

- 11.10% yolwabelo lweMTEF yenza ulawulo lweenkonzo zeSebe nezamaqumrhu alo ngendlela esebenzayo, esulungekileyo nenoqoqosho.
- 21.22% yolwabelo lweMTEF inegalelo ekukhuthazeni, ekuphuhliseni nasekwenzeni iinguqu kuzo zonke iinkqubo zenkcubeko eNtshona Koloni ukwenza igalelo kulwakhiwo lwesize, ulawulo olusulungekileyo, uphuhliso lwezinto ezingundoqo zoluntu nokukhula kwezoqoqosho namathuba.
- 45.97% yolwabelo lweMTEF inegalelo kuphuhliso, ekwenzeni iinguqu nasekukhuthazeni uzinzo kwezamathala eencwadi, kwezolwazi nakwezolondolozo lweenkcukacha ezibalulekileyo.
- 21.71% yolwabelo lweMTF inegalelo ekusungulweni nasekuxhasweni kweenguqu ukwandisa intatho-nxaxheba nentsulungeko kwezemidlalo.

# ICANDELO B: IZICWANGCISO ZENKQUBO NEENKQUTYANA

## 8. Inkqubo 1: Ulawulo

**Injongo:** Ukuqhuba ulawulo oluphangaleleyo nokunika iSebe inkxaso.

### Ukuhlalutya iinkqutyana:

#### Inkqutyana 1.1: Iofisi kaMphathiswa

Ukunikezela ngomsebenzi wolawulo, ukunxulumana nekunikezelwa kubo iinkonzo kunye nenkxaso kuMphathiswa wePhondo.

#### Inkqutyana 1.2: Inkonzo zolawulo-mali

Ukunikezela inkxaso epheleleyo kwiSebe kwezemali, kuquka nolawulo lwenkonzo zemali yamaqumrhu karhulumente.

#### Inkqutyana 1.3: IiNkonzo zoLawulo

Ukunikezela inkxaso yolawulo nokubhala kwiNtloko yeSebe ngokunikela ngenkonzo yonxibelelwano, izisicwangciso, ulawulo lwantsuku zonke, kuquka neenkonzo zokubeka iliso nokuvavanya kunye namanyathelo okuphucula unikezelo lweenkonzo nokunikeza uncedo ekugcineni nokunika iindawo zokuhlala.

### 8.1 Injongo yeqhinga lokusebenza nekujoliswe kuko ngonyaka wama-2012/13

<b>Injongo yeqhinga lokusebenza</b>	Ukulawula nokunikezela iinkonzo ezisebenza kakuhle nangokufanelekileyo kwiqhinga lokusebenza lolawulo lweSebe, kuquka namaqumrhu karhulumente.
<b>Isitethimenti senjongo</b>	Ukulawula nokunikezela ngeenkono ezisebenza kakuhle nangokufanelekileyo kwiSebe, kuquka namaqumrhu karhulumente ukuqinisekisa ulawulo olucocekileyo olunexabiso.
<b>Umda osisiseko</b>	Ingxelo yoMphicothi-zincwadi Jikelele
<b>Ulungelelaniso</b>	Inkonzo esebenza kakuhle, ngokufanelekileyo, nangolawulo loqoqosho.

#### 8.1.1 IOFISI KAMPHATHISWA

<b>Injongo yeqhinga lokusebenza</b>	Ukunikela ngenkxaso yokubhala, yokulungiselela ukuqhuba umsebenzi, ulawulo/umsebenzi we-ofisi nokunxibelelana nepalamente.
<b>Isitethimenti senjongo</b>	Ukunikezela ngengcebiso ezifanelekileyo nezisebenzayo nangenkxaso kaMphathiswa ngoonobhala ukuze aqhube noxanduva lwakhe lwezopolitiko ngokuncomekayo.
<b>Umda osisiseko</b>	Ziintsuku ezi-3 ukuphendula imbalelwano yoMphathiswa
<b>Ulungelelaniso</b>	Injongo iza kuqinisekisa ukusebenza kakuhle ngendlela efanelekileyo kwe-ofisi.
<b>Unxulumano</b>	Inkonzo esebenza kakuhle nangokufanelekileyo, nolawulo lweenkonzo zoqoqosho.

### 8.1.2 IINKONZO ZOLAWULO LWEMALI

<b>Injongo yeqhinga lokusebenza</b>	Ukumisela ngokweziko iNkqubo yokuPhucula uLawulo lweMali (FMIP).
<b>Iistethimenti senjongo</b>	Ukumisela ngokweziko iNkqubo esebenza kakuhle nangokufanelikileyo yokuPhucula uLawulo lweMali
<b>Umda osisiseko</b>	1
<b>Ulungelelaniso</b>	Ulawulo lwemali olwenza ingqiqo
<b>Unxulumano</b>	Inkonzo esebenza kakuhle, efanelekileyo, nelawula uqoqosho.

### 8.1.3 IINKONZO ZOLAWULO

<b>Injongo yeqhinga lokusebenza</b>	Ukulawula nokuguqulela imigaqo-nkqubo nemiba ephambili kwiicebo leMicimbi yeNkcubeko neMidlalo
<b>Iistethimenti senjongo</b>	Ukuguqulela imigaqo-nkqubo nemiba ephambili kwiicebo lonikezelo lweenkonzo olusebenza kakuhle nokulawula, ukubeka iliso, ukuhlola nokulawula indlela ekwibebe leMicimbi yeNkcubeko neMidlalo, ukuqinisekisa ulawulo olululo
<b>Umda osisiseko</b>	Injongo entsha
<b>Ulungelelaniso</b>	Ukuqinisekisa ukusebenza kakuhle, ngokufanelekileyo, ngokwezoqoqosho, ngolingano nendlela ecacileyo yokunikezelwa kwenkonzo liSebe.
<b>Unxulumano</b>	Inkonzo esebenza kakuhle, ngokufanelekileyo, enolawulo loqoqosho.

#### Inkqutyana 1.1: Iofisi kaMphathiswa

<b>Injongo yeqhinga lokusebenza</b>	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>1.1.1</b> Ukunikezela inkxaso yokubhala, yokulungiselela, yolawulo/yokusebenza eofisini nonxibelelwano epalamente	-	-	-	-	2	1	1

#### Inkqutyana 1.2: Inkonzo zolawulo lwemali

<b>Injongo yeqhinga lokusebenza</b>	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>1.2.1</b> Ukumisela ngokweziko ukuPhuculwa kweNkqubo yoLawulo lweMali (FMIP)	-	-	Kwaphuhliswa/kwase-tyenzi-swa / kwagcinwa isiseko sokuxhobisa abasebenzi abasebenza ngemali	Ukugcina isisekelo sokuxhobisa abasebenzi abasebenza ngemali	Ukuhla-ziya nokugcina isisekelo sokuxhobisa kwabasebenzi abasebenza ngemali	Gcina isiseko esihlazi-yiweyo sokuxhobisa abasebenzi	Gcina isiseko esihlazi-yiweyo sokuxhobisa abasebenzi Abasebenza ngemiba yemali

### Inkqutyana 1.3: Ulawulo lweNkonzo

Injongo yeqhinga lokusebenza		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.3.1	Ukulawula nokusebenzisa imigaqo-nkqubo nokuqonda imiba ephambili kwiqhinga lokusebenza lesebe leMici-mbi yeNkcubeko neMidlalo	-	-	11	9	16	16	16

### 8.2 Iimpawu zomsebenzi wenkqubo nekujoliswe kuko ngonyaka wama-2012/13

#### Inkqutyana 1.1: Iofisi yoMphathiswa

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.1.1	Ukuphuhlisa nokusebenzisa isicwangciso sokugcina iifayili zeOfisi yoMphathiswa.	-	-	-	-	Uqulunkqo lwesicwangciso esi-1 sokugcina iifayili	Isicwangciso esi-1 sokugcinan iifayile esiphunyeziweyo ze	Isicwangciso esi-1 sokugcinan iifayili esisetyenzisiweyo
1.1.2	Ukuvulisa uxwebhu lwendlela yokukhulaza uku-lungelelanisa nokuququzelela izibheno eziya kuMEC ngokwecandelo 49 lomthetho iNational Heritage Resources Act, 1999 (uMthetho 25 ka1999)	-	-	-	-	Uxwebhu olunye lwendlela yokukhulaza olusungiliweyo nolusetyenzisiweyo	-	-

## Inkqutyana 1.2: IiNkonzo zoLawulo lweMali

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.2.1	Ukuveliswa/ ukusetyenziswa/ ukugcinwa kwesikhokelo sokuxhotyiswa kwabasebenzi ngemali ngezakhono	-	-	Ukuveliswa/ ukusetyenziswa/ ukugcinwa kwesikhokelo sokuxhotyiswa kwabasebenzi ngemali ngezakhono	Ezigcinwe zisebenza	Ezihlolwe ngo-kutsha nezigcinwe zisebenza	Ezigcinwe zisebenza	Ezigcinwe zisebenza

## Inkqutyana 1.3: IiNkonzo zoLawulo

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.3.1	Ukusebenzisa izicwangciso zokuphucula unikezelo lweenkonzo ngokweBatho Pele	-	-	8	6	2	2	2
1.3.2	Inani leenkqubo zovavanyo ezenziweyo (Ukbek' esweni novavanyo)	4	3	3	3	2	2	2
1.3.3	Inani lezicwangciso zophuhliso ezenziweyo nezisetyenzisiweyo	-	-	-	-	12	12	12

### 8.3 Ekujoliswe kuko ngekota ngonyaka wama-2012/13

#### Inkqutyana 1.1: i-Ofisi kayoMphathiswa

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo		Ilixa lokuni-ka ingxelo Ilixa lokuni-ka ingxelo	Akujoliswe kuko ngonyaka Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota Ngekota Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1.1	Ukuvelisa nokusebenzisa isicwangciso sokugcina iifayili ze-Ofisi yoMphathiswa	Ngonyaka Ngonyaka	Uqulunqo lwesicwangciso esi-1	-	Uqulunqo lwesicwangciso esi-1	-	-
1.1.2	Ykuvelisa uxwebhu lwendlela yokukhalaza ukuquzelela izibheno eziya kuMEC ngokwecandelo 49 lomthetho iNational Heritage Resources Act, 1999(uMthetho 25 ka-1999)	Ngonyaka Ngonyaka	Uxwebhu lwendlela yokukhalaza olu-1 oluvelisiweyo ze lasetyenziswa	-	-	Uxwebhu lwendlela yokukhalaza olu-1 oluvelisiweyo ze lasetyenziswa	-

#### Inkqutyana 1.2: IiNkonzo zoLawulo lweMali

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo		Ilixa lokuni-ka ingxelo Ilixa lokuni-ka ingxelo	Akujoliswe kuko ngonyaka Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota Ngekota Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.2.1	Ukugcina isikhokelo sokuxhutyiswa kwabasebenza ngemali ngezakhono	Ngonyaka	1	-	-	-	1

#### Inkqutyana 1.2: IiNkonzo zoLawulo

IMIQATHANGO ELUNGISELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo		Ilixa lokuni-ka ingxelo Ilixa lokuni-ka ingxelo	Akujoliswe kuko ngonyaka Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota Ngekota Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.3.1	Ukusebenzisa iinkqubo zonikezelo lweenkonzo ngokweBatho Pele	Ngonyaka	2	-	-	-	2
1.3.2	Inani lamaphulo ovavanyo enziweyo (Ukubek' esweni novavanyo)	Ngekota	2	-	-	1	1
1.3.3	Inani lezicwangciso zoqhakamshelwano ezisunguliweyo ze zasetyenziswa	Ngekota	12	3	3	3	3

## 8.4 Ungqamaniso lokujoliswe kuko nohlahlo lwabiwo-mali neMTEF

### Uqikelelo lwenkcitho

#### Itheyibhile 8.4: Inkqubo 1: Ulawulo

Inkqutyana	Iziphumo zenkcitho				Uhlen-gahlen-giso olulung-ise-lweyo	Uqikelelo lwenkcitho kwilixa elingelide kuyaphii		
	2008/09	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
<b>R iwaka</b>								
I-Ofisi yoMphathiswa1	5 182	6 696	5 447	4 845	5 330	5 657	6 001	
IiNkonzo zoLawulo lwe-mali	20 195	24 657	24 434	19 402	20 696	21 712	22 942	
Iinkonzo ZoLawulo	8 009	10 339	7 127	15 208	17 332	17 147	18 145	
<b>Zizonke</b>	<b>33 386</b>	<b>41 692</b>	<b>37 008</b>	<b>39 455</b>	<b>43 358</b>	<b>44 516</b>	<b>47 088</b>	

1 Umgodlo oyintlawulo yoMphathiswa:: R1 566 089 ukusukela ngomhla wo-1 kuTshazimpuzi 2011

Ucalulo ngokooqoqosho							
<b>Intlawulo ezenziwayo</b>	<b>32 698</b>	<b>37 594</b>	<b>35 424</b>	<b>39 266</b>	<b>43 001</b>	<b>44 405</b>	<b>46 970</b>
Intlawulo yabasebenzi	22 750	26 655	26 030	27 157	29 958	31 905	33 845
Impahla neenkono	9 925	10 839	9 394	12 109	13 043	12 500	13 125
Inzala nerhafu yomhlaba	-	-	-	-	-	-	-
Intlawulo zempahla yexabiso neemfanelo	23	100	-	-	-	-	-
<b>Intlawulo neezibonelelo-mali:</b>	<b>112</b>	<b>3 487</b>	<b>-</b>	<b>130</b>	<b>-</b>	<b>-</b>	<b>-</b>
Kumaphondo noomasipala	-	-	-	-	-	-	-
Kwii-arhente neekhawunti	100	380	-	130	-	-	-
Kumaziko emfundo enomsila	-	-	-	-	-	-	-
Kookopolotyeni namashishini abucala	-	-	-	-	-	-	-
Koorhulumente bangaphandle nemibutho yehlabathi	-	-	-	-	-	-	-
Amaziko angenzi ngeniso		2 246	-	-	-	-	-
Ezangaphakathi	12	861	-	-	-	-	-
<b>Intlawulo yempahla yexabiso engundoqo</b>	<b>576</b>	<b>611</b>	<b>1 528</b>	<b>43</b>	<b>357</b>	<b>111</b>	<b>118</b>
Izakhiwo nempahla enganakufuduswa	-	-	-	-	-	-	-
Oomatshini nezixhobo zokusebenza	576	604	1 515	59	342	95	101
Impahla yexabiso esungulweyo	-	-	-	-	-	-	-
Isoftwe nempahla engabambekiyo	-	-	-	-	15	16	17
Imihlaba nezinto ziphantsi komhlaba	-	7	13	-	-	-	-
<b>Iyonke</b>	<b>33 386</b>	<b>41 692</b>	<b>37 008</b>	<b>39 455</b>	<b>43 358</b>	<b>44 516</b>	<b>47 088</b>



## *Umsebenzi nendlela ehambe ngayo inkcitho*

Ukwehla koLawulo lweNkonzo zeMali ukusukela ngowama-2010/11 kubalelwa kwinkqubo yokuphucula indlela yokusebenza. Ngonyakamali wama-2011/12 iSebe lisungule iCandelo loLawulo leQhinga lokuSebenza neNkxaso. Oku kwadinga ukubekwa phambili kwesigidi serandi (R1m) kunyaka-mali wama-2012/13. Kukho inkcitho eza kusetyenziswa kube kanye yokwazisa nokubhalwa kweesayini eziR0.250m ebekelwe bucala kunyakamali wama-2012/13 phantsi kweNkqutyana yoLawulo lweNkonzo. Kuye kwaqukwa isixa-mali esizizigidi eziR0.844m sePhulo iPay Advancement for Youth (PAY).

### **9. Inkqubo 2: IMicimbi yeNkcubeko**

**Injongo:** Ukunikezela ngeenkonzo zobugcisa nenkcubeko, zolondolozo lwembali, ilifa lemveli neelwimi kubemi baseNtshona Koloni.

#### **Uhlalutyo lwenkqutyana:**

##### **Inkqutyana 2.1: Ulawulo**

Ukunikezela ngenkxaso kulawulo lwemicimbi yenkcubeko.

##### **Inkqutyana 2.2: UBugcisa neNkcubeko**

Ukuququzelela uphuhliso, ukugcinwa nokukhuthazwa kobugcisa nenkcubeko eNtshona Koloni ngokusebenzisa amagunya amaqumrhu asebenzayo emicimbi yobugcisa nenkcubeko, imicimbi nendawo zokusebenza ukuxhasa nokuncedisa iKomishini yeNkcubeko yeNtshona Koloni (WCCC) ukufezekisa oko imiselwe kona ngokwasemthethweni.

##### **Inkqutyana 2.3: IiNkonzo zoLondolozo lweMwali**

Ukukhuthaza nokulondolozisa ilifa lemveli ngeenkonzo zolondolozo lwembali nemibutho, ukunikezela ngolondolozo, ngenkuthazo nophuhliso lwenkcubeko nelifa lemveli kunye nokunceda amaziko olondolozo lwembali angamahlakani ngokusebenzisa iMuseum Ordinance yePhondo, 1975.

##### **Inkqutyana 2.4: Izixhobo zokusebenza zeLifa leMveli**

Ukunikezela ngolondolozo, inkuthazo nophuhliso lwezixhobo zokusebenza zelifa lemveli; ukuququzelela iinkqubo zokubeka kumgangatho wolingano okanye ukwenza utshintsho, apho kufuneka lwenziwe khona ngamagama eendawo; ukuququzelela imiba yelifa eNtshona Koloni ehambelana nemiba yeLifa leMveli kwiHlabathi, nokuncedisa ulawulo lokusetyenziswa kwezixhobo zelifa lemveli ngokusebenzisa izindululo zikazwelonke ezamiselwa ngumthetho iSouth African Geographical Names Council Act, 1998, iWorld Heritage Convention Act, 1999 nomthetho iNational Heritage Resources Act, 1999.

##### **Inkqutyana 2.5: IiNkonzo zeeLwimi**

Ukukhuthaza ukusetyenziswa kweelwimi zoluntu njengenxalenye yokwakha ukuzidla nokuqondana kwabantu eNtshona Koloni; ukuphuhlisa iilwimi zoluntu ebezikade zijongelwe phantsi; ukuququzelela ukusetyenziswa nokubeka iliso kuMgaqo-nkqubo weeLwimi, nokuncedisa iKomiti yeeLwimi yeNtshona Koloni (WCLC).

INKQUTYANA	AMACANDELO	IMISEBENZI
Ulawulo	Ulawulo oluyiNtloko leMicimbi yeNkcubeko	<ul style="list-style-type: none"> <li>• Ukunikela ngecebo elingumkhomba-ndle la nokulawula inkqubo</li> </ul>
Ubugcisa neNkcubeko	Iinkonzo zeNkcubeko	<ul style="list-style-type: none"> <li>• Ukunika inkxaso yezomsebenzi neyolawulo lwe-ofisi kwiKomishini yeNkcubeko yeNtshona Koloni</li> <li>• Ukuququzelela ukukhuthaza, uphuhliso nolondolozo lobugcisa nenkcubeko</li> </ul>
Iinkonzo zoLondolozo lweMwali	Iinkonzo zoLondolozo lweMwali	<ul style="list-style-type: none"> <li>• Ukunikezela ngenkxaso yokuphathwa kwamaziko olondolozo lwembali anxu lumeneyo</li> <li>• Ukunikezela ngenkxaso yobuchwephesha kumaziko olondolozo lwembali anxulume neyo</li> </ul>
Iinkonzo zeLifa leMveli	Inkonzo yoKulawula iziXhobo zeLifa leMveli	<ul style="list-style-type: none"> <li>• Ukunikela ngenkxaso yezomsebenzi nezinye iindlela ukuxhasa iLifa leMveli eNtshona Koloni</li> </ul>
	Inkonzo yaMagama eeNgingqi eNtshona Koloni	<ul style="list-style-type: none"> <li>• Ukunikezela inkxaso yezomsebenzi kunye nenkxaso yolawulo lwe-ofisi kwiKomiti yaMagama eeNgingqi eNtshona Koloni</li> <li>• Ukunikezela ngesikhokelo esilicebo kwa-basemagunyeni kunye noluntu ngemiba yokwenza izindululo zotshintsho lwamagama eendwao</li> </ul>
Iinkonzo zeLwimi	Umgqaqo-nkqubo weLwimi	<ul style="list-style-type: none"> <li>• Ukunikezela ngenkxaso ngomsebenzi we-zeelwimi kunye nezinye iindlela zokuxhasa iKomiti yeeLwimi yeNtshona Koloni</li> <li>• Ukongamela ukusetyenziswa koMgqaqo-nkqubo weLwimi</li> <li>• Ukunikezela ngeenkono zokusetyenziswa kolwimi</li> </ul>

## 9.1 Injongo yeqhinga lokusebenza nekujoliswe kuko ngonyaka wama-2012/13

<b>Injongo yeqhinga lokusebenza</b>	Ukuqhubela phambili neenkalo zobugcisa nemisebenzi yenkcubeko ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni.
<b>Isitethimenti senjongo</b>	Ukukhuthaza intlonipho yeyantlukwano yenkcubeko nokuqhubela phambili ngeenkalo zobugcisa zibe ngamathuba ngokwakha italente nokusebenza kakuhle ngeli xesha kusandiswa ukuthathwa kwenkxa-xheba ezantsi uluntu lusonwabela ubugcisa kuzo zonke iindawo zokuhlala uluntu nogkuququzelela iinkqubo kuwo omathandathu amacandelo eentlobo zobugcisa
<b>Isiseko</b>	Imibutho yobugcisa nenkcubeko engama-77
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>• Kwakhiwa amaqela anolwazi nabandakanyeka kwezoBugcisa neNkcubeko</li> <li>• Amangenelo angqalileyo anikwa ifuthe luphando.</li> <li>• Iziphumo ezicacileyo zenkqubo ngokohlobo lobugcisa nophuhliso lwetalente</li> <li>• Kukhuthazwe ubunye boluntu nophuhliso lwamandla luphuculwe ngobugcisa nenkcubeko</li> <li>• Ifuthe lezobugcisa nenkcubeko kwezoqoqosho</li> </ul>
<b>Unxibelelwano</b>	<ul style="list-style-type: none"> <li>• Ukuphucula iziphumo zemfundo ezikolweni</li> <li>• Ibambisana neNjongo zeQhinga loKusebenza lePhondo ngeNtsebenziswano yoLuntu kowama-2010/15</li> <li>• Isikhokelo seQhinga loKusebenza seThem ePhakathi ngowama-2009/14 ejolise ekunciphiseni indlala, ukukhuthaza uphuhliso lweendawo zasemaphandleni nokuqinisekisa ukwabiwa ngokulin ganayo kwengeniso yokukhula kwezoqoqosho.</li> <li>• Ngokusebenzisa inkqubo yokuphuhlisa uhlobo othile lobugcisa iSebe likhuthaza uphuhliso kwaye liqinisekisa uzinzo lobugcisa bomculo, umdaniso neqonga, uncwadi nobugcisa boku- zoba, ukuixoxa nokupeyinta.</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>	Ukunikezela ngenkxaso yokulawula nokusebenza ngokufanelekileyo nangokusebenzekayo kwimigudu engamashumi emithathu ananye namasebe karhulumente onganyelwa liSebe ngokubeka iliso nokuhlola iziphumo zalamaziko.
<b>Isitethimenti senjongo</b>	Ukunikezela ngenkxaso yokusebenza kakuhle nangokufanelekileyo, ngokunika inkxaso yolawulo nemali kwimigudu namasebe karhulumente onganyelwa liSebe.
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• ILifa leMveli leNtshona Koloni</li> <li>• Ikomishini yenkcubeko yeNtshona Koloni</li> <li>• IKomiti yeeLwimi yeNtshona Koloni</li> <li>• Amaziko olondolozo lwembali angama-28 abandakanyekayo</li> </ul>
<b>Ulungelelaniso</b>	Isebe linika inkxaso yolawulo ngomsebenzi kwimigudu emithathu yephondo namaziko olondolozo lwembali angama28 ukuqinisekisa ukuba bayazazizalisekisa izindululo zabo.
<b>Unxibelelwano</b>	<ul style="list-style-type: none"> <li>• Ukuphuucla iziphumo zemfundo ezikolweni.</li> <li>• Inkxaso enikezelwe kwimigudu emithathu yephondo namaziko olondolozo lwembali ezinxulume- neyo ngokukhuthaza ukuphuhlisa nokunyusa uphuhliso nenguqu yemisebenzi yenkcubeko ukuze ibenegalelo ekwakhiweni kwesizwe, uluawulo olulungileyo, uphuhliso loluntu namandlaoluntu namathuba azinzileyo okukhula koqoqosho.</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo zokugcina ukuphuhlisa, nokukhuthaza ilifa lemveli eNtshona Koloni ngokusebenzisa iinkonzo zamaziko olondolozo lwembali anxulumeneyo namaziko elifa lemveli
<b>Isitethimenti senjongo</b>	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo ezininzi ukugcina, ukuphuhlisa nokukhuthaza ilifa lemveli eNtshona Koloni ngamaziko elifa lemveli anxulumeneyo angama-28
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Amaziko olondolozo lwembali angama-28 abandakanyekayo</li> <li>• IKomiti yaMagama eeNgingqi eKapa</li> <li>• ILifa leMveli leNtshona Koloni</li> </ul>
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>• Isebe linoxanduvelimiswa nguMgaqo-siseko mayela namaziko olondolozo lwembali ezingaphandle kweemyuziyam zelizwe ne miba yenkcubeko kwiphondo.</li> <li>• Amaziko olondolozo lwembali ezinxulumeneyo namacandelo karhulumente ziiarhente ezime endaweni entle ekukhawuleziseni uphuhliso nenguqu kummandla wenguqu nokuzisa intsingiselo yokufunda ubomi-obude ngeenkqubo zoluntu.</li> <li>• Amaziko olondolozo lwembali nelifa lemveli linika igalelo kubam biswano loluntu nophuhliso lwamandla oluntu.</li> <li>• Amaziko olondolozo lwembali nesayithi zelifa lemveli zinika amathuba anikezela uphuhliso lwezoqoqosho ngokuqwalasela iindawo zongxininiso, ingakumbi kwiindawo zasemaphandleni, ekunokuthi kwakhelwe kuzo ilifa lemveli nokhenketho lwenkcubeko.</li> <li>• Uhlaziyo ouqhubekayo lokumisela umgangatho namagama eendawo kunikezela ithuba lokuqwalasela ilifa lemveli, imbali, iyantlukwano yenkcubeko neelwimi eNtshona Koloni</li> </ul>
<b>Unxibelelwano</b>	<ul style="list-style-type: none"> <li>• Ukuphucula iziphumo zemfundo ezikolweni (Inkalo Ephambili yePC)</li> <li>• Kunikwe inkxaso kwamaziko olondolozo lwembali ezinxulume neyo, lifa Lemveli eNtshona Koloni neKomiti yaMagama eeNgingqi eNtshona Koloni aza kufaka isandla kwimisebenzi yokukhuthaza, ukuphuhlisa nenguqu yemisebenzi yenkcubeko ekwakheni isizwe, ulawulo olu- lulo, uphuhliso loluntu namandla oluntu nokukhula koqeqesho oluzinzileyo nokuvulwa kwamathuba.</li> <li>• Ukukhuthazwa kophuhliso lweendawo zasemaphandleni (Inkalo Ephambili iNG)</li> <li>• Ukuphucula indlela yokusebenza efikelekayo nesebenza kakuhle kwimpilo entle yeNtshona Koloni (Injongo yekhabhinethi yeWC/Injongo yekhabhinethi yeNG). Isebe liza ngokuphuhlisa umgaqo-nkqubo weenkono zolondolozo lwembali kwiphondo nokudrafta umthetho-siseko wamaziko olondolozo lwembali kwiphondo, ukuzama ukuqinisekisa ukuba kuphuculwa ukusebenza kakuhle nangokufanelekileyo kulawulo lweemyuziyam ezinxulumeneyo.</li> </ul>

	<ul style="list-style-type: none"> <li>Uphuhliso lwamandla abantu luza kuqwalasela uphuhliso loluntu nendlela ubambiswano loluntu (Umbono woMzantsi Afrika 2025) nokuphuculwa kwezakhono kunye nomgangatho wem fundo phakathi kwezinye izinto (Iinjongo zeKhabhinethi kwiNG nemiba yeenkalo eziphambili): amaziko elifa lemveli nama-candelo karhulumente aza kuqwalasela aza kuqwalasela ubambiswano loluntu ngokwandisa imbali nelifa lemveli labantu baseNtshona Koloni naseMzantsi Afrika. Inkonzo yeMyuziyam iz akuzama ukugcina abasebenzi abanezakhono ezingabileyo kunye nokuqesha abasebenzi abanezakhono ezifunekayo nezilungele ukwenza imisebenzi engxakangxaka enokubambezela ukunikezelwa kweenkonzo kwixesha elide. Inkonzo Yemyuziyam iza kuqhuba noqeqesho lwabasebenzi kwiinkalo zonke ukuqinisekisa uphuhliso lwezakhono. Isebe liza kusebenza ngokusondelelene neSebe loBugcisa neNkcubeko kuzwelonke ekwandiseni iza-khono ezlifa lemveli ngokusebenza icebo loqeqesho emsebenzini.</li> </ul>
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<b>Injongo yeqhinga lokusebenza</b>	Ukukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa imiba yokusetyenziswa kolwimi ngo-kungalinganiyo nokukhulisa uphuhliso lweewimi ebezijongelwe phantsi ngaphambili noLwimi lwaseMzantsi Afrika lokuThetha ngeZandla eNtshona Koloni.
<b>Isitethimenti senjongo</b>	Ukukhuthazwa kokuSetyenziswa kweelwimi eziNinzi, ukulungisa ukungalingani kweelwimi kwangaphambili nokukhuthaza uphuhliso lweelwimi ebezijongelwe phantsi ngaphambili njengoLwimi loMzantsi Afrika lokuThetha ngeZandla ngokusetyenziswa nokubeka iliso kuMgaqo-nkqubo weelwimi weNtshona Koloni ngokunikezela iinkonzo kuRhulumente wePhondo leNtshona Koloni.
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>Indlela yokusebenza evunyiweyo neqala ukusetyenziswa eku miseleni uMgaqo-nkqubo weelwimi weNtshona Koloni kamasebe namaziko onke karhulumente</li> <li>IiForam ezi-6 zoKusetyenziswa koLwimi kwiPhondo</li> <li>Amaphulo ama-5 ajolise ekulungiseni ukungalingani okusetyenziswa kolwimi kwangaphambili</li> <li>Amaphulo ama-2 ajoliswe ekuphuhliseni iilwimi zemveli kunye noLwimi lokuThetha ngeZandla loMzantsi Afrika</li> <li>Kuguqulwe amaxwebu ali-817 kwiilwimi ezintathu ezisemthweni kwiphondo</li> <li>Kuqhutywe amangenelo ali-17 apho kuthe kwabonelelwa ngenkonzo yotoliko kwiSebe</li> </ul>
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>Ukusebenza ngokoMgaqo-nkqubo weelwimi weNtshona Koloni ngamasebe onke kwiphondo nama-candelo karhulumente naman ye amacandelo</li> <li>Ukuxhasa ulingano lokusetyenziswa kwelwimi ezintathu ezisemthethweni eNtshona Koloni</li> <li>Ukukhuthaza nokuphuhlisa iilwimi zemveli nezazijongelwe phantsi (iNama noLwimi lokuThetha ngeZandla loMzantsi Afrika)</li> </ul>
<b>Unxibelelwano</b>	<ul style="list-style-type: none"> <li>Ukuphucula iziphumo zemfundo ezikolweni</li> <li>Ukukhuthazwa kokuthethwa kweelwimi ezininzi kwakunika igalelo kubambiswano loluntu (NG).</li> <li>Ukukhuzwa kokusetyenziswa kweelwimi ezininzi kwakuba negalelo kwimisebenzi yophuhliso nenguqu yemisebenzi yenkcubeko ukufaka isandla kulwakhiwo lwesizwe, ulawulo olululo uphuhliso lontu namandla oluntu nokuzinziswa kokukhula koqoqosho namathub ukuqinisekisa ukufikelela kwingxelo ngolwimi olukhethwe ngumntu</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>	Ukumiselwa kwemisebenzi enokuba negalelo kulwakhiwo lwesizwe nenguqu .
<b>Isitethimenti senjongo</b>	Ukumiselwa kwemisebenzi enokuba negalelo kulwakhiwo lwesize neenguqu ngokusebenzisa iinkqubo zokubonisa ukubaluleka kweeholide zoluntu kwakunye neempawu zesizwe nezephondo
<b>Isiseko</b>	Iinkqubo ezintathu/amaphulo ajolise ekukhuthazeni izithethe ezinokuxhanyulwa ngeeholide zoluntu kuzwelonke neempawu zesizwe
<b>Ulungelelaniso</b>	Isebe likholelwa ekutheni lingadlala indima ebalulekileyo ekumiseleni ukuzingca ngeempawu zesizwe sethu neyantlukwano yenkcubeko yethu nokwakha isizwe esikhululekielyo nesingenacalu- calulo ngokobuhlanga, esingakhethi kokwesini, esingacaluli ngokwesintu nesingacaluli ngokobuzwe.
<b>Unxibelelwano</b>	<ul style="list-style-type: none"> <li>• Inxulumana ngqo neNjongo yeQhinga loKusebenza 8 leNtsona Koloni: Ubambiswano Loluntu kuhlaleni nokucuthwa kwendala.</li> <li>• Isebe linikezela iinkqubo namahulo amisela ukuzingca ngeempawu zesizwe nenkcubeko yeyantlukwano yethu kunye nokwakha ubambiswano loluntu.</li> <li>• Isebe lisebenzela ukwakha isizwe ezingenabuhlanga, esingacaluli kobuni, esingacaluli ngokwesintu nangokobuzwe (NG iNjongo yeKhabhinethi).</li> <li>• Isebe lisebenza ngokusondelelene neSebe loBugcisa neNkcubeko nemigudu elisondelelene nayo nemigudo yoluntu kuzwelonke elinxulumene nayo kuququzelelo lobugcisa, inkcubeko kunye nemiba yelifa lemveli nemigaqo-nkqubo yalo.</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujolisiwe kuyo 2011/12	Ekujolisiwe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>2.1</b>	Ukuqhubela phambili neenkalo nemisebenzi yenkcubeko kumathuba asebenzisekayo kuluntu eNtshona Koloni	Kuxhaswe ngemali imibutho yobugcisa nenkcubeko engama-78	82	77	80	50	50	40
<b>2.2</b>	Ukunikezela ngenkxaso nolawulo olusebenza kakuhle nangokufanelekileyo kumaqumrhu karhulumente angama-31 nemibutho karhulumente (3) namacandelo karhulumente (28) ongayelwa liSebe kuze kubekwe iliso kuhlolwe imiphumela yala maziko	31	31	31	31	31	31	31

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswa kuyo 2011/12	Ekujoliswa kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.3	Ukukhawulezisa inguqu kwinkalo yelifa leMveli eNtshona Koloni ngokunikezela iinkonzo ezahlukeneyo zokulondoloza, ukuphuhlisa nokukhuthaza ilifa leMveli ngokusebenzisa iinkonzo zolondolozo lwembali namaziko anxulumeneyo	kuxhaswe amaziko olondolozo lwembali angama-28	28	28	28	28	28	28
2.4	Ukukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa imiba yokungalingani kokusetyenziswa kolwimi ngaphambili nokuvuselelwa kwesidima seelwimi ebezijongelwe phantsi njengoLwimi lweZandla eNtshona Koloni	7	11	9	7	6	6	6
		12	12	13	13	13	13	13
2.5	Ukumisela imisebenzi eza kubane-galelo kulwakhiwo lwesizwe nenguqu	linkqubo/ imicimbi emi-2	3	3	3	3	3	3
		-	-	-	Amathuba omsebenzi ali-148 athe enziwa yiEPWP	100	-	-

Icandelo linoxanduva lokongamela amaqumrhu amathathu kwiphondo neebhodi ezisemthethweni. Iimpawu zendlela yokusebenza kwequmrhu ngalinye ziqulethwe kwizicwangciso zendlela yokusebenza zonyaka.

## 9.2 Iimpawu zomsebenzi wenkqubo nekujoliswe kuko ngonyaka wama-2012/13

### Inkqutyana 2.1: Ubugcisa neNkcubeko

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.1.1	Inani lemisebenzi ethe yavela ngenxa yeEPWP	-	-	-	148	100	-	-

Uhlaziyo lwendlela yokusebenza elungiselwelweyo yenkqubo 2 neye-3 luqhubile ngowama-2011. ISebe lezoBugcisa neNkcubeko likazwelonke, iSebe likaNondyebo likazwelonke namaphondo asithoba aqwalasela izindululo zomgaqosisieko kumabakala karhulumente awohlukeneyo. Uhlaziyo lwaba neziphumo zokwakhiwa kwakhona kwemiqathango yokulinganisela indlela yokusebenza kuzwelonke nephondo njengoko kuboniswe ngezantsi.

### Inkqutyana 2.2: Ubugcisa neNkcubeko

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.2.1	Inani lemibutho exhasiweyo	5	6	4	5	5	5	5
2.2.2	Inani leentsuku ezibalulekileyo ezimiselweyo kwikhalenda yenkcubeko	4	2	1	2	2	2	2
2.2.3	Inani labezobugcisa abaqeqeshiweyo	49	81	147	50	85	100	110

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.2.4	Intlawulo kwiWCCC ukuyixhobisa ikwazi ukusebenza ngezindululo zayo ngokomthetho	R668 000	R595 000	R100 000	R150 000	R200 000	R250 000	R263 000

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.2.5	Inani lemibutho yezobugcisa nenkcubeko ezixhsawa ngemali	78	82	77	80	50	50	40

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.2.6	Inani lezi-vumelwano zonikezelo ngeenkonzongaqunjelweyo	-	1	1	2	10	10	10
2.2.7	Inani leenkqubo eziqaliweyo zokufundiswa kwabasebenzi ngabanye ezenzelwe ezenkcubeko nezokukhulisa umbutho uwonke	-	-	15	12	12	14	14
2.2.8	Inani leeprojekti ezithe zaququzelelwa ukwakha nokuphuhlisa ezobugcisa nenkcubeko	33	48	44	25	20	18	15
2.2.9	Inani labathatha inxaxheba elithe latsalelwa kwezobugcisa nezenkcubeko	-	4 833	3 073	5 000	3 200	3 000	3 000

### Inkqutyana 2.3: Iinkonzo zoLondolozo lweMbali

IMIQATHANGO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.3.1	Inani labantu abahambela amaziko	-	318 057	331 184	400 000	400 000	400 000	400 000



IMIQATHANGO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.3.2	Inani leebhrowusha nencwadana ezisasaziweyo	1	1	5	1	1	1	1

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>Ulawulo lweqhnga lokusebenza nokuphathwa kwamaZiko oLondolozo lweMbali</b>								
2.3.3	Intlawulo eyenziwe kumaziko olondolozo lweMbali	22	22	22	22	23	23	23
2.3.4	Inani lamaqumrhu aphepheyo athe abekwa aze axhotyiswa Zinkonzo zamaZiko olondolozo	27	27	27	27	28	28	28
<b>Ulawulo oludibeneyo</b>								
2.3.5	Inani lamaziko olondolozo lwembali ancedise ukuvelisa, ukuhlaziya, ukumisela nokubeka iliso nemigaqonkqubo yokuqokelela	12	12	12	12	28	28	28
2.3.6	Inani lamaziko olondolozo lwembali ancedise ukuvelisa, ukuhlaziya, ukumisela nokubeka iliso kwizicwangciso zokuthintela nezokulondolozisa	12	12	12	12	28	28	28
2.3.7	Inani le-artefacts ezikumaziko olondolozo eziqokelelwe ngamaziko olondolozo lwembali	463	114	81	80	80	80	80

UPhando kunye neMiboniso								
2.3.8	Inani lemiboniso ehambayo esingethwe ngamaziko olondolozo lwembalio	15	20	23	16	17	17	17
2.3.9	Inani lemiboniso esisigxina ngembali yasekuhlaleni ephehlelelwe yiNkonzo yoLondolozo lweMbali kumaziko olondolozo lwembali	1	2	2	2	4	3	2
2.3.10	Inani lamaphulo agqityiweyo ophando ngembali enziwe ngamaziko olondolozo lwembali	3	3	3	3	4	4	4
Iinkqubo zoluntu								
2.3.11	Inani lamatheko enziwe ngamaziko olondolozo lwembali	17	26	-	19	18	18	18
2.3.12	Inani leenkqubo eziphuhlisiwe ngabeeNkonzo zoLondolozo lweMbali	4	4	3	4	4	4	4
2.3.13	Inani leenkqubo eziphuhlisiwe, zabekwa iliso, zahlalutywa ngabeeNkonzo zoLondolozo lweMbali	3	4	3	4	4	4	4
2.3.14	Inani labathatha inxaxheba kwinkqubo zemfundo ezinikezelwe ngamaziko olondolozo lwembali	16 800	18 152	15 997	2 800	12 000	12 000	12 000
2.3.15	Inani leenkqubo zo kufikelela ebantwini ezinikezelwe ngamaziko olondolozo lwembali	-	-	1	4	4	4	4
2.3.16	Inani leenzame ezenziweyo ukugxininisa ukhenketho kwezenkcubeko	1	5	1	1	1	1	1

Ukukhuthaza intengo nokuphakamisa								
2.3.17	Inani lephamflethi/ igayidi / iposter ezenziweyo	-	-	4	1	1	1	1
2.3.18	Inani lewebsite ezithe zenziwa ukukhuthaza intengo nokuphakamisa amaziko olondolozo (kuquka iwebsite zamaziko olondolozo lwembali)	-	-	-	-	1	1	1

#### Inkqutyana 2.4: Izixhobo zokuSebenza zeLifa leMveli

Iimpawu zendlela yokusebenza ezigqale kwiphondo zaphuhliselwa ukubonisa ezi mpawu zifanayo, kodwa zakhiwe ngokwahlukeneyo ukubonisa ukuma kwezindululo zomthetho-sisekelo njengoko kumiselwe kwangaphimbili kwiShedyuli 5 yoMgaqo-siseko eMzantsi Afrika, 1996. Kwiimeko ezininzi ezi mpawu zokusebenza kufuneka ziboniswe kwisiCwangciso seQhinga lokuSebenza soNyaka seLifa leMveli leNtshona Koloni.

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.4.1	Intlawulo eyenziwe kwiLifa leMveli leNtshona Koloni ukuxhobisa izindululo nokomeleza ukusebenza kwazo ngokusemthethweni	R950 000	R900 000	R400 000	R1.380m	R1.452m	R1.528m	R1.604m
2.4.2	Ukuxhobisa amalungu eBhunga ukuzalisekisa imisebenzi yawo yeLifa Lemveli eNtshona Koloni	-	-	1	1	1	2	1
2.4.3	Inani lamagama eengingqi aphononongwe yiKomiti yaMagama eeNgingqi yeNtshona Koloni	-	-	50	200	200	200	200
2.4.4	Inani labasemagunyeni elixhityisiweyo ukumelana	-	-	-	6	3	3	3

2.4.4	ukumelana notshintsho lwamgama eendawo nomgangatho ofanayo	-	-	-	6	3	3	3
2.4.5	Inani leentlanganiso zeKomiti yaMagama eeNgingqi yeNtshona Koloni	-	-	2	3	3	3	3

### Inkqutwana 2.5: IiNkonzo zeeLwimi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.5.1	Inani lemibutho eququzelela iilwimi iya-xhaswa	1	1	1	1	1	1	1

ELI PHONDO LENZELWE IMILINGANISELO ETHILE YOKWENZA IMISEBENZI								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
2.5.2	Ukwenza intlawulo kwiKomiti yeeLwimi yeNtshona Koloni ukuqhuba umsebenzi ngokwezindululo zomthethosiseko	R252 000	R263 000	R150 000	R170 000	R190 000	R210 000	R221 000
2.5.3	Inani lamaphulo ajoliswe ekukhuthazeni ukusetyenziswa kweelwimi ezininzi	2	2	5	2	3	3	3
2.5.4	Inani lamaphulo ajoliswe ekulungiseni ukungalingani kokusetyenziswa kolwimi kwangaphambili	2	2	2	2	2	2	2
2.5.5	Inani lamaphulo ajoliswe eku-phuhliseni kweelwimi zemveli ebezikade zijongelwe	5	7	7	5	2	2	2

	phantsi njengoLiwmi lokuThetha ngeZandla							
2.5.6	Inani lama-xwebhu athe aguqulelwa / alungiswa/ afundisiswa	60	516	817	516	516	500	500
2.5.7	Inani lenkonzo zokutolika ekubonelelwe ngazo	12	18	17	14	14	14	14

### 9.3 Ekujoliswe kuko ngekota ngonyaka wama-2012/13

#### Inkqutyana e 2.1: Ulawulo

IMIQATHANGO YENDLELA YOKUSEBENZA KWENKQUBO							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.1.1	Inani lemisebenzi ethe yavela ngenxa yeEPWP	Ngonyaka	100	-	-	-	100

#### Inkqutyana 2.2: Ubugcisa neNkcubeko

IMIQATHANGO YENDLELA YOKUSEBENZA KWENKQUBO KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.2.1	Inani lemibutho exhasiweyo	Ngekota	5	-	-	-	5
2.2.2	Inani leentsuku ezibalulekileyo ezimiseliweyo kwikhalenda yenkcubeko	Ngekota	2	-	1	1	-
2.2.3	Inani labezobugcisa abaqeqeshiweyo	Ngekota	85	15	20	30	20

IMIQATHANGO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.2.4	Intlawulo kwiWC-CC ukuyixhobisa ikwazi ukusebenza ngezindululo zayo ngokomthetho	Ngonyaka	R200 000	R200 000	-	-	-
2.2.5	Inani lemibutho yezobugcisa nenkcubeko exhaswa ngemali	Ngonyaka	50	-	-	50	-

IMIQATHANGO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.2.6	Inani lezivumelwano zonikezelo ngeenkonzobu aqakunjelweyo	Ngekota	10	2	4	4	-
2.2.7	Inani leenkqubo eziqaliweyo zokufundiswa kwa-basebenzi ngabanye ezenzele ezenkcubeko nezokukhulisa umbutho uwonke	Ngekota	12	-	-	12	-
2.2.8	Inani leeprojekti ezithe zaququzelelwa ukwakha nokuphuhlisa ezobugcisa nenkcubeko	Ngekota	20	3	6	8	3
2.2.9	Inani labathatha inxaxheba elithe latsalelwa kwezobugcisa nezenkcubeko	Ngekota	3 200	300	1 150	1 500	250

### Inkqutyana 2.3: Iinkonzo zoLondolozo lweMbali

IMIQATHANGO YEINDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.3.1	Inani labantu abahambela amaziko	Ngekota	400 000	100 000	80 000	120 000	100 000
2.3.2	Inani lebroshenye nencwadana ezithe zahanjiswa	Ngonyaka	1	-	-	1	-

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
<b>Ulawulo lweQhinga lokuSebenza nokuphathwa kwamaZiko oLondolozo lweMbali</b>							
2.3.3	Inlawulo eyenziwe kumaziko olondolozo lweMbali	Ngekota	23	-	11	12	-
2.3.4	Inani lamaqumrhu apheleleyo athe abekwa aze axhotyiswa ngabeNkonzo yoLondolozo lweMbali	Ngonyaka	28	28	-	-	-

<b>Ulawulo oludibeneyo</b>							
<b>2.3.5</b>	Inani lamaziko olondolozo lwembaliancedise ukuvelisa, ukuhlaziya, ukumisela nokubeka iliso nemigaqo-nkqubo yokuqokelela	Ngekota	28	-	14	-	14
<b>2.3.6</b>	Inani lamaziko olondolozo lwembaliancedise ukuvelisa, ukuhlaziya, ukumisela nokubeka ilisobeka kwizicwangciso zokuthintela nezokulondolozisa	Ngekota	28	-	14	-	14
<b>2.3.7</b>	Inani le-artefacts ezikumaziko olondolozo eziqokelelwe ngamaziko olondolozo lwembali	Ngekota	80	-	40	-	40
<b>UPhando kunye neMiboniso</b>							
<b>2.3.8</b>	Inani lemiboniso ehambayo esingethwe ngamaziko olondolozo lwembali	Ngekota	17	5	5	5	2
<b>2.3.9</b>	Inani lemiboniso esisigxina ngembali yasekuhlaleni ephehlelelwe yiNkonzo yoLondolozo lweMbalikumaziko	Ngonyaka	4	-	-	-	4
<b>2.3.10</b>	Inani lamaphulo agqityiweyo ophando ngembali enziwe ngamaziko olondolozo lwembali	Ngekota	4	-	1	-	3
<b>linkqubo zoluntu</b>							
<b>2.3.11</b>	Inani lamatheko enziwe ngamaziko olondolozo lwembali	Ngekota	18	8	4	3	3
<b>2.3.12</b>	Inani leenkqubo eziphuhliswe ngabeeNkonzo zoLondolozo lweMbali	Ngekota	4	-	-	2	2
<b>2.3.13</b>	Inani leenkqubo eziphuhliswe, zabekwa iliso, zahlalutywa ngabeeNkonzo zoLondolozo lweMbali	Ngekota	4	1	1	1	1
<b>2.3.14</b>	Inani labathatha inxaxheba kwinkqubo zemfundo ezinikezelwe ngamaziko olondolozo lwembali	Ngekota	12 000	2 500	4 300	3 100	2 100

2.3.15	Inani leenkqubo zokufikelela ebantwini ezinikezelwe ngamaziko olondolozo lwembali	Ngekota	4	1	1	2	-
2.3.16	Inani leenzame ezenziweyo ukugxininisa ukhenketho kwezenkcubeko	Ngonyaka	1	-	-	1	-
<b>Ukukhuthaza intengo nokuphakamisa</b>							
2.3.17	Inani lephamflethi /igayidi/ ipowusta ezenziweyo	Ngonyaka	1	-	-	-	1
2.3.18	Inani lewebsite ezithe zenziwa ukukhuthaza intengo nokuphakamisa amaziko olondolozo (kuquka iwebsite zamaziko olondolozo lwembali)	Ngonyaka	1	-	-	-	1

#### Inkqutyana 2.4: Iinkonzo zeziXhobo zeLifa leMveli

<b>IMIQATHANGO YENDLELA YOKUSEBENZA YEPHONDO</b>							
Iimpawu zendlela yokusebenza kwenkqubo	Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota				
			1st	2nd	3rd	4th	
2.4.1	Intlawulo eyenziwe kwiLifa leMveli leNtshona Koloni ukuxhobisa izindululo nokomeleza ukusebenza kwazo ngokusemthethweni	Ngonyaka	1	-	1	-	-
2.4.2	Ukuxhobisa amalungu eBhunga ukuzalisekisa imisebenzi yawo yeLifa Lemveli eNtshona Koloni	Ngonyaka	1	-	1	-	-
2.4.3	Inani lamagama ngokwengingqi aphononongwe yiKomiti yaMagama eeNgingqi yeNtshona Koloni	Ngekota	200	66	-	67	67
2.4.4	Inani labasemagunyeni elixhotyisiweyo ukumelana notshintsho lwamagama eendawo nomgangatho ofanayo	Ngekota	3	1	1	-	1
2.4.5	Inani leentlanganiso zeKomiti yaMagama eeNgingqi yeNtshona Koloni	Ngekota	3	1	-	1	1



## Inkqutyana 2.5: Iinkonzo zeeLwimi

IMIQATHANGO YEINDLELA YOKUSEBENZA KAZWELONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.5.1	Inani lemibutho eququzelela imiba yokusetyenziswa kolwimi	Ngonyaka	1	-	-	-	1

IMIQATHANGO YENDLELA YOKUSEBENZA YEPHONDO							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Okujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.5.2	Ukwenza intlawulo kwiKomiti yeeLwimi ye-Ntshona Koloni ukuqhuba umsebenzi ngokwezindululo zomthetho-siseko	Ngonyaka	R190 000	-	R190 000	-	-
2.5.3	Inani lamaphulo ajoliswe ekuphuhliseni kweelwimi zemveli ebezikade zijongelwe phantsi njengoLwimi lokuThetha ngeZandla	Ngekota	3	1	-	2	-
2.5.4	Inani lamaphulo ajoliswe ekulungiseni ukungalingani kokusetyenziswa kolwimi kwangaphambili	Ngekota	2	-	1	-	1
2.5.5	Inani lamaphulo ajoliswe ekuphuhliseni kweelwimi zemveli ebezikade zijongelwe phantsi njengoLwimi lokuThetha ngeZandla	Ngekota	2	-	1	1	-
2.5.6	Inani lemiqulu eguqulelwe kwezinye iilwimi	Ngekota	516	110	170	120	116
2.5.7	Inani leenkono zokutolika ekubonelelwe ngazo	Ngekota	14	3	5	3	3

## 9.4 Ukungqamanisa umsebenzi ekujoliswe kuwo nohlahlo lwabiwo-mali neMTEF

### Uqikelelo lwenkcitho

#### Itheyibhile 9.4: Inkqubo 2: IMicimbi yeNkcubeko

Inkqutyana	Iziphumo zenkcitho			Uhlen-gahlen-giso olulung-ise-lweyo	Uqikelelo lwenkcitho yelixa elingelide kuyaphi		
	2008/09	2009/10	2010/11		2011/12	2012/13	2013/14
<b>R iwaka</b>							
Ulawulo	1 130	1 255	1 314	6 014	5 935	2 013	2 130
Ubugcisa neNkcubeko	22 014	20 326	18 686	23 752	24 657	25 760	27 248
Iinkonzo zoLondolozo lweMbali	26 093	29 511	32 352	35 678	42 389	43 055	45 130
Iinkonzo zeziXhobo zokuSebenza zeLifa leM-veli	3 941	4 153	3 991	5 677	6 050	6 414	6 787
Iinkonzo zeelWimi	3 087	3 427	3 190	3 775	3 899	4 151	4 400
<b>Iyonke</b>	<b>56 265</b>	<b>58 672</b>	<b>59 533</b>	<b>74 896</b>	<b>82 930</b>	<b>81 393</b>	<b>85 695</b>

a 2012/13: Kuquka inkxaso-mali enemiqathango yesizwe: Izibonelelo ezisiseko zeNkqubo yoKwandiswa kweMisebenzi yoLuntu nochatha kwinkxaso-mali yePhondo eyi-R1 000 000

Ucalulo ngoqoqosho							
<b>Iintlawulo ezimiyo</b>	<b>41 801</b>	<b>45 718</b>	<b>46 723</b>	<b>55 096</b>	<b>63 218</b>	<b>61 091</b>	<b>64 280</b>
Iintlawulo yabasebenzi	30 889	37 110	39 618	43 763	48 089	50 983	53 746
Iimpahla neenkono	10 912	8 608	7 105	11 333	15 129	10 108	10 534
Inzala nerhafu yomhlaba	-	-	-	-	-	-	-
Iintlawulo yemali yempahla nezinto neemfanelo	9	13	25	-	-	-	-
<b>Iintlawulo nezibonelelo:</b>	<b>13 615</b>	<b>12 834</b>	<b>12 712</b>	<b>19 435</b>	<b>19 112</b>	<b>19 680</b>	<b>20 761</b>
Kumaphondo noomasipala	-	-	-	-	-	-	-
Kwii-arhente zikarhulumente nee-akhawunti	2 000	1 883	785	1 892	1 992	2 148	2 256
Kumaziko emfundo enomsila	-	-	-	-	-	-	-
Kookopolotyeni namashishini abucala	-	-	-	-	-	-	-
Koorhulumente bamazwe angaphandle nemibutho yehlabathi	-	-	-	-	-	-	-
Kumaziko angenzi nzuzo	11 568	10 725	11 446	17 402	17 054	17 532	18 505
Ezangaphakathi	47	226	481	141	66	-	-
<b>Iintlawulo yempahla yexabiso engundoqo</b>	<b>840</b>	<b>107</b>	<b>73</b>	<b>361</b>	<b>600</b>	<b>622</b>	<b>654</b>
Izakhiwo nezinye iimpahla ezinganakufuduswa	-	-	-	-	60	62	65
Oomatshini nezixhobo	840	107	42	361	540	560	589
Iimpahla ezisungullweyo	-	-	-	-	-	-	-
Isoftwe nenye impahla engaphathekiyo	-	-	31	4	-	-	-
Umhlaba neziphantsi komhlaba	-	-	-	-	-	-	-
<b>Iyonke</b>	<b>56 265</b>	<b>58 672</b>	<b>59 533</b>	<b>74 896</b>	<b>82 930</b>	<b>81 393</b>	<b>85 695</b>

## Umsebenzi nendlela ehambe ngayo inkcitho

Ukukhula kwintlawulo yabasebenzi kungenxa yokuphuculwa kweemeko ekusetyenzwa phantsi kwazo. Impahla neenkonzelo zime ndawonye ngenxa yeR4 yezigidi yeEPWP ngowama-2011/12 (isibonelelo-mali sikazwelonke). Inkqubo yeEPWP iza kugcinwa isebenza nangowama -2012/13 ngokuphinda isebe linikwe enye iR4 yezigidi (isibonelelo-mali sikazwelonke: R1 yesigidi neProvincial Equitable share: R3 yezigidi). Isibonelelo-mali esinikwa amaziko sinyusiwe ngenxa yeR8 yezigidi ezongezelelweyo kunyaka wama-2011/12, ze yadluliselwa kwiMTEF (2012/13 nangaphaya), ngezizathu zokuxhasa imibutho yezobugcisa nenkcubeko (Baxter Theatre Town City, Cape City Ballet, Cape Philharmonic Orchestre, Cape Town Opera, Jazzart, western Cape Choral Association neDance for All).

### 10. Inkqubo 3: IiNkonzo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo

**Injongo:** Kukubonelela ngeenkonzelo eziphangaleleyo zamathala eencwadi nolondolozo lwenkcukacha ezibalulekileyo

#### Uhlalutyo ngenkqutyana nganye:

##### INKQUTYANA 3.1: ULawulo

Kukubonelela ngolawulo leqhinga lokusebenza nokunika inkxaso kwicandelo leenkonzelo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo.

##### INKQUTYANA 3.2: IiNkonzo zamaThala eeNcwadi

Kukubonelela ngeenkonzelo zamaThala eeNcwadi noLwazi ngokoxanduva olumiswa ngumthetho nomgaqo-siseko.

##### INKQUTYANA 3.3: ULondolozo lweeNkcukacha eziBalulekileyo

Kukubonelela ngolawulo lweenkonzo zolondolozo lweenkcukacha ezibalulekileyo ngokomthetho iProvincial Archives and Records Services of the Western Cape Act, 2005 (uMthetho 3 wama-2005) neminye ke imithetho engenayo apha.

INKQUTYANA	ICANDELO	IMISEBENZI
Ulawulo	Abaphathi	Ukunikezela ngesikhokelo sephondo nokulawula inkqubo
Iinkonzo zamathala eencwadi neenkukacha	Uququzelelo Ndawonye	<ul style="list-style-type: none"> <li>Ukukhetha nokufumana imathiriyeli yethala lencwadi</li> <li>Iinkonzo zobuchwephesha, ezinoxanduva lokulungiselela ngokwasemsebenzini nendlela yokuma kwethala lencwadi kunye nendlela yokusebenzisa iikhompyutha</li> <li>Iinkonzo ezixhasayo, ezinoxanduva lwe-mali, inkxaso yokusebenza ngoqeqe emsebenzini nengqesho kunye nolawulo lweencwadi nokukhuthaza iinkonzo zesalathiso ezindawonye</li> </ul>
	Uququzelelo kwiNgingqi	<ul style="list-style-type: none"> <li>ULawulo kwiMetropole, enikezela ngeemathiriyeli yamthala eencwadi nesikhokelo samathala eencwadi kwiSixeko saseKapa. Lo mmandla wahlulwe wazingingqi ezi-5, iKapa, iTygerberg, iFalse Bay, iSouth neBlauwberg.</li> </ul>

INKQUTYANA	ICANDELO	IMISEBENZI
		<ul style="list-style-type: none"> <li>ULawulo lweBoland, enikezela ngem athiriyeli yamathala eencwadi nesikhokelo somsebenzi kumathala eencwadi kwezindawo zilandelayo : iBreede Valley neWitzenberg (iNgingqi yeWorcester), i-Overstrand neTheewaterskloof (iNgingqi yeHermanus), eStellenbosch naseDrakenstein (iNgingqi yaseStellenbosch), i-Saldanha Bay, iBerg River neSwartland (iNgingqi yeSaldanha), iMatzikama, Cederberg neWest Coast District (neNgqingqi yeVanrhynsdorp )</li> <li>ULawulo lweOuteniqua, enikezela ngeemthiriyeli yamathala eencwadi nesikhokelo somsebenzi kumathala eencwadi kwabamasipala balandelayo : iLangeberg, iCape Agulhas neSwellendam Municipality (kwiNgqingqi yeSwellendam Region) Hessequa and Mossel Bay (Mossel Bay), George, Knysna neBitou (kwiNgingqi yeGeorge), iOudtshoorn, iKannal and neEden District (kiwingingqi yeOudtshoorn), iBeaufort West, iLaingsburg, iPrince Albert neCentral Karoo District (ingingqi yeBeaufort West)</li> </ul>
	UkuMiswa ngokuTshakooMasipala neCandelo leNkxaso-mali	<ul style="list-style-type: none"> <li>Ukuququzelela, ukucwangcisa, ukulawula nokubeka esweni inkxaso-mali yoomasipala</li> </ul>
	Amaphulo aKhethekileyo: ukuPhakanyiswa kweZinga lamaThala eeNcwadi oLuntu	<ul style="list-style-type: none"> <li>Ukuququzelela, ukucwangcisa, ukulawula nokubeka esweni izibonelelo-mali ezine miqathango zokunyusa izinga lamathala eencwadi oluntu</li> </ul>
liNkonzo zoLondolozo lweenkcukacha eziBalulekileyo	liNkonzo zoLondolozo lweenkcukacha eziBalulekileyo	<ul style="list-style-type: none"> <li>Ukuqokelela nokulondolozisa iinkcukacha zoluntu nezabucala ezinexabiso kuluntu nakurhulumente, kubandakanya iinkcukacha ezingenakugcinwa ngokufaneleki leyo lilo naliphi na iziko elingelinye, ngokweemfuno zokugcina amaxwebhu aqulethe lukhulu ngesizwe nawayekade engahoyekenga ngabogcino lweenkcukacha ezibalulekileyo bangaphambili</li> <li>Ukwenza ukuba ezi nkucukacha zifikeleleke lula eluntwini</li> <li>Ukuququzelela ukufakwa kweenkcukacha kwinkqubo iNational Automated Archival Information Retrieval System (NAAIRS)</li> </ul>
	ULawulo lweenkcukacha	<ul style="list-style-type: none"> <li>Ukuqinisekisa ukubanako nentsulungeko yolawulo nononophelo lwamaxwebhu</li> <li>Ukuncedisa, ukuxhasa, ukumisa imingatho efunekayo nokubonelela ngesikhokelo esisesikweni solawulo kwizigqeba zolawulo</li> </ul>

## 10.1 Injongo yeqhinga lokusebenza nekujoliswe kuko ngonyaka wama-2012/13

Akukho tshintsho lwenziweyo kwinkqubo yohlahlo lwabiwo-malo. Injongo yeNkqubo 3 kukunikezela ngeenkonzo zamathala eencwadi nolondolozo lwamaxwebhu eziphangaleleyo eNtshona Koloni.

<b>Injongo yeqhinga lokusebenza</b>	Ukuxhasa iinkonzo zamathala eencwadi kubemi bonke baseNtshona Koloni.
<b>Isitethimenti senjongo</b>	Ukuxhasa nokukhulisa inani leendawo zokunikezela ngeenkonzo ukusuka kuma-341 ukuya kuma-344 ngokunikezela ngemathiriyeli yamathanala eencwadi, kunye nokunyusa inani lamaziko oluntu ukuvulela nokukhuthaza inkcubeko yokufunda.
<b>Isiseko</b>	Iindawo zeenkonzo ezingama-341
<b>Ulungelelaniso</b>	Iinkonzo zamathala eencwadi zibalulekile ukumisela ukubandakanya kwabantu ekuhlaleni kunye nokuvuselela inkcubeko yokufunda.
<b>Unxulumaniso</b>	<ul style="list-style-type: none"> <li>• Ukuphuhlisa kwesiseko semfundo.</li> <li>• Ukuphuhlisa abasebenzi abanezakhono nabanako</li> <li>• Uthungelwano loqoqosho kwiziseko zophuhliso.</li> <li>• Indlela yolawulo eyimpemulo, esebenza kakuhle nephandle.</li> <li>• Uluntu olunomdla, olulinganayo noluzinzileyo.</li> <li>• Ukwakha uMzantsi Afrika ongcono.</li> <li>• Ukuquka abemi.</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>	Ukuqinisekisa inkonzo eyiyo yolawulo lwamaxwebhu kwiibhodi zolawulo.
<b>Isitethimenti senjongo</b>	Ukuhlola nokuphucua iindlela zokulawula amaxwebhu kwiibhodi zolawulo ezingama-56 ngokunika abasebenzi uqeqesho lokulawula amaxwebhu kunye ngxelo egciniweyo kunye nokuhlolwa kwendlela zokusebenza ukuqinisekisa ukuba zihambelana noMthetho wokuLondolozwa kwamaXwebhu kwiPhondo neNkonzo zokuGcina iNkcukacha waseNtshona Koloni, 2005 (uMthetho 3 ka 2005).
<b>Isiseko</b>	Iibhodi zolawulo ezingama-56
<b>Ulungelelaniso</b>	Ukuqinisekisa ukuhameblana noMthetho ukukhuthaza ulawulo olucocekileyo noluphandle.
<b>Unxulumaniso</b>	<ul style="list-style-type: none"> <li>• Ulawulo olucocekileyo, oluqhutywa yimiqathango, olusebenzayo, olusebenzayo noluyimpemulo</li> <li>• Ukuphuhlisa abasebenzi abanezakhono nabanako.</li> <li>• Ukwakha indlela yolawulo eyimpemulo, eneisebenzi ebonakalayo nesebenza ngendlela eyiyo</li> <li>• Ukumisela inkonzo kawonke wonke esekelwe kuphuhliso, esebenza kakuhle nomntu wonke ize iquke abemi bonke.</li> <li>• Ukuphucula imiphumela yemfundo.</li> <li>• Ukunyusa iindlela zokubandakanya uluntu.</li> </ul>

<b>Injongo yeqhinga lokusebenza</b>	Ukulondoloza nokunikezela ngemathiriyeli yokulondolozwa kwamaxwebhu agciniweyo.
<b>Isitethimenti senjongo</b>	Ukukhuthaza nokuphucula idlela yokufikelela kubantu abasebenzisa iindawo zokulondoloza amaxwebhu ngokusebenzisa ikhowudi zengxelo eqokelelweyo, ulondolozo, ukulungelelanisa nokucacisa iimitha ezingqameneyo zemiqule engama-282 enxabiso lexesha elide.
<b>Isiseko</b>	Kulungelelaniswe kwaze kwacaciswa amaxwebhu angqameneyo azimitha ezingama-282 ngonyaka
<b>Ulungelelaniso</b>	Ukulondoloza ilifa lemveli elibhalisiweyo eNtshona Koloni kulungiselelwa isizukulwana esizayo.
<b>Unxulumaniso</b>	<ul style="list-style-type: none"> <li>• Ulawulo oluyimpemulo, olucocekileyo, luqhutywa yimiqathango nokusebenza kakuhle.</li> <li>• Ukuphuhlisa abasebenzi abanezakhono nabanako.</li> <li>• Ukwakha inkqubo karhulumente wasekuhlaleni ehlangabezana neemfuno, enoxanduva, esebenza kakuhle nesulungekileyo</li> <li>• Ukwakha inkonzo esekelwe kuphuhliso nokuxhobisa uluntu, esebenza kakuhle, engenamkhethe nequka abemi bonke.</li> <li>• Ukuphucula imiphumela yemfundo.</li> <li>• Ukukhulisa ukubandakanywa koluntu ekuhlaleni.</li> </ul>

Injongo yeqhinga lokusebenza		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>3.2.1</b>	Ukuxhasa nokuphucula iinkonzo zamathala eencwadi kubemi bonke baseNtshona Koloni	333	330	336	341	344	349	354

Injongo yeqhinga lokusebenza		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>3.3.1</b>	Ukuqinisekisa ulawulo olululo lwamaxwebhu agciniweyo kwiibhodi zolawulo	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56	libhodi zolawulo ezingama -56
<b>3.3.2</b>	Ukulondoloza nokunikezela ngendlela yokufikelela kwimathiriyeli egciniweyo	30 528.27 Imitha ezingqame-neyo ezingama	30 816.97 Imitha ezingqame-neyo ezingama	31 074.13 Imitha ezingqame-neyo ezingama	31 324.13 Imitha ezingqame-neyo ezingama	31 574.13 Imitha ezingqame-neyo ezingama	31 824.13 Imitha ezingqame-neyo ezingama	32 074.13 Imitha ezingqame-neyo ezingama

## 10.2 Iimpawu zokusebenza kwenkqubo nekujoliswe kuko ngonyaka wama-2012/13

Le milinganiselo ilandelayo yokuphucula umgangatho necwangciswe ngabeeNkonzo zamaThala eeNcwadi:

- Ukunikezelwa kwemathiriyeli yokusebenza ithala leencwadi nokukhuthaza inkcubeko yokufunda
- Ukwaziswa ngethala leencwadi nokusebenzisa iinkqubo zokwazisa ngemathiriyeli ukukhuthaza indlela yokusebenzisa ithala leencwadi
- Ukongezelelwa kweenkqubo zeenkonziso zamathala eencwadi kwiindawo zasemaphandleni zibe yimimandla emithathu engazifumani kakuhle iinkonzo njengengxalenye yesibonelelo-mali esinemiqathango
- Ukunikezela ngengxelo esimahla kwi-Information and Communications Technology (ICT) kwiindawo zasemaphandleni ezingama-20 ezongezelelweyo
- Uhlalutyo lweemfuneko oluqhubayo nokumisela iinkqubo zoqeqesho kwiphondo kuboniswana namathala eencwadi
- Ukwakhiwa kwamaziko amabini wamathala eencwadi
- Ukuhlawula inkxaso-mali koomasipala ukuze bafune abasebenzi abafanelekileyo ngesibonelelo-mali esinemiqathango
- Ukunceda amathala eencwadi oluntu asemaphandleni ukusebenzisa iSLIMS (Ingxelo yokulawula ingxelo yeSITA)
- Ukunceda iinkonzo zoomasipala beB3 ngemali

### Inkqutyana 3.2: Iinkonzo zamaThala eeNcwadi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswa kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide ku- yaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
3.2.1	Inani leemathiriyeli ekunikezelwe ngayo kwamanye amaphulo	-	-	147 524	150 000	140 000	182 000	182 000
3.2.2	Inani leentsuku zokundwen-dwela ngenjongo yokubeka iliso	1 191	1 416	948	1 360	1 374	1 380	1 380

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswa kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
3.2.3	Inani lamaphulo okwazisa	9	11	13	17	18	18	18
3.2.4	Inani labasebenzi bethala leencwadi loluntu abaqeqeshiweyo	260	471	321	579	580	580	580
3.2.5	Inani leenkqubo zoqeqesho ezinikwa abasebenzi bethala leencwadi	15	19	14	20	22	22	22
3.2.6	Inani lamathala eencwadi afakwe kwiNkqubo yeKhom-puyutha yoLawulo lwamaThala eeNcwadi noLwazi (SLIMS)	-	-	1	73	70	30	10
3.2.7	Inani leemathiriyeli ezisetyenzisweyo kwithala leencwadi	372 125	289 009	303 326	269 000	280 000	290 000	290 000
3.2.8	Inani labantu abahlawulela ubulungu bexesha elide	6 916	6 656	7 027	7 005	6 931	7 005	7 005
3.2.9	Ianni loompasipala beB3 ababonelelwa ngemali yokuhlawula ukuvahlawula kwezithuba	-	-	-	15	15	15	15

<b>3.2.10</b>	Inani labasebenzi bethala leencwadi ababonelelwa ngokusebenzisa imali yokulawula izikhewu	-	-	-	202	210	220	220
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#### IIMIQUATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO

Iimpawu zendlela yokusebenza kwenkqubo	Indlela yokusebenza ephicothiweyo/Owona msebenzi	Indlela yokusebenza ekujoliswa kuyo			Ekujoliswe kuko kwilixa elingelide kuyaphi			
		2008/09	2009/10	2010/11	2012/13	2013/14	2014/15	
<b>3.2.10</b>	Inani labasebenzi bethala leencwadi ababonelelwa ngokusebenzisa imali yokulawula izikhewu	-	-	-	202	210	220	220
<b>3.2.11</b>	Ianni leengxelo zokubeka iliso kundwendwelo koomasipala beB3	-	-	-	15	30	60	60

**Qaphela:** Iimpawu zendlela yokusebenza ezininzi yokwenza neSibonelelo-mali esinemiqathango samaThala eeNcwadi oLuntu ziqukwe phantsi kweSigaba C: UNxulumano nezinye izicwangciso.

### Inkqutyana 3.3: ULondolozo lweeNkcukacha eziBalulekileyo

Imilinganiselo yokuphuculwa komgangatho icwangciswe ngoluhlobo lulandelayo ngabeenkono zoLondolozo lweeNkcukacha eziBalulekileyo:

- Ngokomthetho iProvincial Archives and Records Service of the Western Cape, 2005 (uMthetho 3 wama-2005), iKomiti yeeNgcebiso ngoLondolozo lweeNkcukacha eziBalulekileyo iza kumiselwa. Kuza kumiselwa le komiti ukuze kuixhaswe abolondolozo lwenkcukacha bawenze ngokupheleleyo umsebenzi wabo.
- Kuza akuphuhlisa imigaqo-nkqubo yeziko kwaye iza kuphuculwa ukubonisa utshintsho lwendlela engcono yokusebenza kulondolozo nolawulo lweenkcukacha.
- Kuya kuqhutywa imizamo yokulungisa ukuba mbalwa kwezakhono ngokuza neenkqubo zoqeqesho ukuqinisekisa ukuba abasebenzi banolwazi ingakumbi abasebenza kwindawo eyenza izinto ngekhompyutha.
- Ukuze ubani afikelele kumaxwebhu agciniweyo, iiNkonzo zoLondolozo lweeNkcukacha eziBalulekileyo eNtshona Koloni ziza kuqhuba nokukuthatha inxaxheba kwiNational Register Automated Archival Information Retrieval System (NAAIRS), kwiRejista yeeManyuskriphi neeFoto yeSizwe (NAREM kunye neNAREF) kunye noBhaliso lwemiThombo yoLwazi eziiMbaliso kaZwelonke (NAROS). Kwakunikwa ingqwalasela ephambili kumaxwebhu karhulumente waseNtshona Koloni kunye neendawo zokulondolozisa amaxwebhu anexabiso lophando eliphezulu.
- Intsebenziswano nendibaniselwano efanayo neGenealogical Society of Utah, iza kuzinziswa ukuze kufakelwe amaxwebhu ngokombane.
- Kuza kujoliswa ekwaziseni nasekuthengiseni imisebenzi yokulawulwa kwamaxwebhu neenkqubo. Oku kuza kuphunyezwa ngokubandakanya amahlakani akhoyo nawangomso. Iinkqubo zokwazisa ziza kongezwa ukufakela imisebenzi yendawo



zokugcinwa kwamaxwebhu. Amacweyo okuzimisela emsebenzini kuphamndo ngeendawo zokugcina amaxwebhu nemithombo yeminombo nokukhuphela izakhono nolwaz lokundolozwa, aza kuqhutywa.

- linkonzo Zokugcinwa kwamaxwebhu ziza kuqhuba nokuthatha inxaxheba kwisiCwangciso sokuPhucula uNikezelo lweeNkonzo ngokubhalisa bonke abaphandi ukuze kukhutshwe amatikiti kuze kugcinwe neenkukacha zabo kuluhlu lwengxelo. Kuza kugcinwa uluhlu lwengxelo egciniweyo ngeenkukacha zabaphandi lusenziwa zizixhobo zeenkukacha-manani ukulinganisela ifuthe elenziwa liZiko loLondolozo lweeNkcukacha eziBalulekileyo leNtshona Koloni.
- liNkonzo zeThala leeNcwadi noLondolozo lweeNkcukacha ezibalulekileyo zeNtshona Koloni ziza kuba negalelo lokuqinisekisa ulawulo olucocekileyo, oluqhutywa yimiqathango, olusebenzayo nolukwazi ukuba yimpendulo ngokuhlola ulawulo lwamaxwebhu zibhodi zolawulo noqeqesho lwabasenezi kulawulo.

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Iimpawu zendlela yokusebnza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswa kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
3.3.1	Inani lamaxwebhu aphunyeziweyo ngo-kwambakala	21	40	48	36	36	38	38
3.3.2	Inani leebhodi olawulo ezithe zahlolwa	19	27	31	34	34	34	34
3.3.3	Inani labalawuli bamaxwebhu abaqeqeshiweyo	116	163	153	130	130	135	135
3.3.4	Inani lamaphulo okwazisa nokukhuthaza/iinkqubo ezidluliselwe kulawulo loluntu	15	5	8	10	14	14	14

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Iimpawu zendlela yokusebnza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswa kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
3.3.5	Inani lamagaunya akhutshiweyo okutshitshisa amaxwebhu	9	9	12	12	12	14	14
3.3.6	Inani lezicelo nemibuzo efunyenweyo nephendulweyo	1 484	1 556	1 616	1 300	1 350	1 400	1 400

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Iimpawu zendlela yokusebenza kwenkqubo		Indlela yokusebenza ephicothiweyo/Owona msebenzi			Indlela yokusebenza ekujoliswe kuyo 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
3.3.7	Inani lama-xwebhu engxelo eqokelweyo aza afakwa kuluhlu lwe-NAAIRS	63 694	62 266	60 275	60 000	60 000	60 000	60 000
3.3.8	Inani labaphandi abandwendwela iindawo zokugcina iincwadi ezitshitshiswayo	9 480	8720	8 608	7 500	8 000	8 000	8 000
3.3.9	Inani lama-xwebhu agciniweyo (imiqulu)	409	560	554	500	550	550	550
3.3.10	Inani lemitha ezingqamenezo nezifunyenwe kwibhodi zolawulo	632.10	288.70	257.16	250	250	250	250
3.3.11	Inani lemici-mbi ekuthathwe inxaxheba kuyo, kuzwelonke nakwihlabathi	14	9	8	7	7	7	7
3.3.12	Kuhlolwe inani lamaxwebhu ngokwambakala	27	109	107	45	50	55	55
3.3.13	Inani lama-xwebhu ophando athe aqwalselwa	-	69 938	47 369	42 000	44 000	46 000	46 000
3.3.14	Inani leemitha ezingqamenezo nezilungiselelweyo	353,18	287,60	297,80	282	282	282	282

### 10.3 Ekujoliswe kuko ngonyaka wama-2011/12

#### Inkqutyana 3.2: Iinkonzo zamaThala eeNcwadi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.2.1	Imathiriyeli yamathala ee-ncwadi efunyenweyo	Ngekota	140 000	35 000	35 000	35 000	35 000
3.2.2	Inani lamathuba otyelelo ngokubeka iliso	Ngekota	1 374	339	300	385	350

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.2.3	Inani lamaphumulo okwazisa aqhutyiweyo	Ngekota	18	5	5	4	4
3.2.4	Inani labasebenzi bethala leencwadi loluntu abaqeqeshiweyo	Ngekota	580	170	105	280	25
3.2.5	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bethala leencwadi	Ngekota	22	7	4	10	1

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KWEPHONDOLONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.2.6	Inani lamatala eencwadi ezinxityelaniswe kwindlela entsha yokusetyenziswa kwekhompuyutha nolawulo lwengxelo (SLIM)	Ngekota	70	23	18	21	8
3.2.7	Inani lemathiriyeli yamathala eencwadi ezilungisiweyo	Ngekota	280 000	60 000	80 000	80 000	60 000
3.2.8	Inani leephiriyo-dikhali ezifunyanwayo	Ngonyaka	6 931	-	-	6 931	-
3.2.9	Inani loomasipala beB3 abafumana isibonelelo semali esingesinye.	Ngonyaka	15	-	0	0	15
3.2.10	Inani labasebenzi bethala leencwadi abaxhaswe ngeemali yesibonelelo esingesinye	Ngonyaka	210	0	0	0	210
3.2.11	Inani leengxelo zokubeka iliso ezenziwe emveni kokundwendwela oomasipala beB3	Kabini ngonyaka	30	-	15	-	15

### Inkqutyana 3.3: ULondolozo lweNkcukacha eziBalulekileyo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.3.1	Inani leendlela zokucalula amaxwebhu ezivunyiweyo	Ngekota	36	9	9	9	9

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.3.2	Inani leebhodi zikarhulumente ezihloliweyo	Ngekota	34	9	9	9	7
3.3.3	Inani leemanejala zeenkukacha eziqeqeshiweyo	Ngekota	130	30	50	25	25
3.3.4	Inani leprojekthi zokuthengisa nokwazisa/inkqubo ezenzelwe uluntu	Ngekota	14	3	5	3	3

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KWEPHONDO							
Iimpawu zendlela yokusebenza kwenkqubo		Ixesha lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
3.3.5	Inani lezigunyaziso zokutshabalalisa ezikhutshiweyo	Ngekota	12	3	3	3	3
3.3.6	Inani lemibuzo efunyenweyo nesetyenziweyo	Ngekota	1350	350	350	325	325
3.3.7	Inani leenkukacha ezifakwe ngokwekhowudi kuvimba weenkukacha iNAAIRS	Ngekota	60 000	15 000	15 000	15 000	15 000
3.3.8	Inani labaphandi abasebenzisa oovimmba beenkcukacha	Ngekota	8 000	2 000	2 000	2 000	2 000
3.3.9	Inani lamaxwebhu eenkcukacha ahlaziywe ngokutsha	Ngekota	550	130	140	140	140
3.3.10	Inani lelinear meter zentlawulo evela kwiibhodi zikahulumente	Ngekota	250	60	70	60	60
3.3.11	Inani lemicimbi ekuthathwe inxaxheba kuyo kwiphondo, kuzwelonke nakwihlabathi	Ngekota	7	2	2	1	2
3.3.12	Inani leendlela zokucalula iinkukacha ezihloliweyo	Ngekota	50	12	13	13	12
3.3.13	Inani lamaxwebhu asetenziswe ngabaphandi	Ngekota	44 000	11 000	11 000	11 000	11 000
3.3.14	Inani lelinear meter ezilungiselelweyo	Ngekota	282	70	70	70	72

## 10.4 Ukungqamanisa umsebenzi ekujoliswe kuwo nohlahlo lwabiwo-mali neMTREF

### Uqikelelo lweNkcitho

#### Itheyibhile 10.4: Inkqubo 3: linkonzo zamaThala eeNcwadi noLondolozo lweenkcukacha eziBalulekileyo

Inkqutyana	Iziphumo zenkcitho				Uhlen-gahlen-giso olulung-ise-lweyo	Uqikelelo lwenkcitho yelixa elingelide kuyaphi		
	2008/09	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
<b>Iwaka ngokweeR</b>								
Ulawulo	7 367	861	902	979	1 449	1 547	1 645	
linkonzo zamathala eencwadi <sup>b</sup>	95 293	106 321	110 121	147 135	167 898	180 685	201 149	
Ulonolozo lweenkcukacha eziBalulekileyo	9 019	8 613	7 937	9 016	10 291	11 122	11 852	
<b>Iyonke</b>	<b>105 048</b>	<b>115 795</b>	<b>118 960</b>	<b>157 130</b>	<b>179 638</b>	<b>193 354</b>	<b>214 646</b>	

a 2012/13 : Isibonelelo-mali esinemiqathango: linkonzo zaMathala eeNcwadi:oLuntu: R56 129 000

Amanqanaba oqoqosho							
<b>Iintlawulo ezimiyo</b>	<b>76 408</b>	<b>82 739</b>	<b>75 235</b>	<b>81 756</b>	<b>86 544</b>	<b>91 916</b>	<b>107 124</b>
Iintlawulo yabasebenzi	27 431	31 662	35 832	39 086	44 394	47 441	50 358
Iimpahla neenkono	48 977	51 077	39 403	42 670	42 150	44 475	56 766
Inzala nerhafu yomhlaba	-	-	-	-	-	-	-
Iintlawulo yemali yempahla nezinto ezimele zihlawulwe	4	16	6	6	-	-	-
<b>Iintlawulo nezibonelelo:</b>	<b>27 056</b>	<b>31 888</b>	<b>43 003</b>	<b>72 668</b>	<b>91 231</b>	<b>99 494</b>	<b>105 470</b>
Kumaphondo noomasipala	26 853	31 452	42 958	72 466	91 221	99 484	105 460
Kwii-arhente nee-akhawunti zeSebe	-	-	-	-	-	-	-
Kumaziko emfundo enomsila	-	-	-	-	-	-	-
Ubambiswano noluntu namashishini abucala	-	-	-	-	-	-	-
Ooruhulumente bamazwe angaphandle nemibutho yehlabathi	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	12	12	5	5	-	-	-
Ezangaphakathi	191	424	40	197	10	10	10
<b>Iintlawulo zempahla yexabiso engundoqo</b>	<b>1 580</b>	<b>1 152</b>	<b>716</b>	<b>2 700</b>	<b>1 863</b>	<b>1 944</b>	<b>2 052</b>
Izakhiwo nezinye izinto ezinganakufuduswa	-	-	-	-	-	-	-
Oomatshini nezixhobo	1 580	1 139	716	2 700	1 863	1 944	2 052
Iimpahla yexabiso esunguliweyo	-	-	-	-	-	-	-
Isoftwe nempahla engaphathekiyo	-	13	-	-	-	-	-
Umhlaba nempahla ephantsi komhlaba	-	-	-	-	-	-	-
<b>Iyonke</b>	<b>105 048</b>	<b>115 795</b>	<b>118 960</b>	<b>157 130</b>	<b>179 638</b>	<b>193 354</b>	<b>214 646</b>

## *Umsebenzi nendlela inkcitho ehambe ngayo*

Ukususela ekuqaleni kwesibonelelo-mali esinemiqathango ngonyaka wama-2007/08, iphondo lafumana izigidi eziliR187.579 ukuncedisa iinkonzo zamathala encwadi. Esi sibonelelo-mali sisetyenziselwe ukongeza abasebenzi kumathala encwadi oluntu, ukufaka i-internet, itroli ezinamavili, ukunyusa umgangatho nokulungisa amathala encwadi neprojekthi zokufunda. Inccitho ibilawulwe kakuhle kwaphantse kwasebenziseka ipesenti eziyi 100 kwimali yesibonelelo. Kunyaka wama-2012/13 isibonelelo sephondo sezigidi ezingama-R56.129, nto leyo ibonisa ukunyuka ngeepesenti ezili-15,3 kwisibonelelo sowama-2011/12 sezigidi ezingama-R48.694.

Ukunyuswa kwemali ngonyaka wama-2011/12 kulungelelwaniso lowama 2011/12 kungenxa yezigidi ezingama R31.7 ezongezelelwe oomasipala abatsala nzima ukuncedisa imali ezigciniweyo zikamasipala nokwenzela ikamva lonikezelo kwenkonzo nophuhliso lamathala encwadi oluntu kwaba masipala. Imali eyabelwe oku kunyaka wama-2012/13 zizigidi ezingama R45, esonyaka wama-2013/14 zizigidi ezingama-R50 kunyaka wama-2014/15 zizigidi ezingama-R53 (ibonelelwe kwimali zePhondo ze-Equitable Share). Ukunyuswa kwemali yeNkqutyana yoLawulo ngonyaka wama-2012/13 kungenxa yezigidi ezingama-R0.45 zokugcwalisa isithuba soMlawuli wezoLondolozo lweeNkcukacha eziBalulekileyo ukususela ngopmhla woku-1 kweyeDwarha kunyaka wama-2012.

### **11. Inkqubo 4: Imidlalo noLonwabo**

**Injongo:** Kuhlenganiswe isicwangciso-qhinga ngamacandelo amane eMidlalo noLonwabo; abizwa ngeCandelo leMidlalo yeZikolo, iCandelo lezoLonwabo, uLutsha neMidlalo eKudidi oluPhezulu, kunye neMisitho eMikhulu namaZiko. Eli cebo lihlanganisiweyo lisetyenziswa kumacala onke onikezelo lweenkonzo olufana nokuThatha iNxaxheba ngoBuninzi, uKhuphiswano kwezeMidlalo, iMidlalo eKudidi oluPhezulu neMidlalo eSekelwe kwiKhondo. Ukongeza, okuphuma kula macala ahlukeneyo onikezelo lweenkonzo yimisebenzi efana nemidlalo ezikolweni, iiligi ezahlukeneyo zemidlalo, ukhuphiswano lwamaphondo onke, iSikolo sezeMidlalo seNtshona Koloni, imidlalo yasekuhlaleni, iiklabhu zeligi, iiklabhu zee-akhademi, uphuhliso lweeklabhu, iinkampu ze-akhademi yoqeqesho, ii-akhademi zamaphondo onke namaphulo neenkqubo ezililifa.

#### **Inkcazelo ngokwenkqutyana: Inkqutyana 4.1: Ulawulo:**

Ukunikezela ngoncedo oluqiqiweyo kwezemidlalo nolonwabo.

#### **Inkqutyana 4.2: Ezemidlalo**

Ukuphuhlisa ezemidlalo nezolonwabo kuncedise kuxolelwano nophuhliso eNtshona Koloni ngokubambisana, ukufikeleleka kwamaziko, iinkqubo neenkonzo.

#### **Inkqutyana 4.3: Ezolonwabo**

Ukuphuhlisa ezolonwabo ngokwenziwa kwenkqubo ezizohlala ithuba elide, unikezo loncedo ukwenza uphuhliso lokwakha nokusebenzisa imidlalo ukuthengisa nokukhuthaza udlamko nempilo esegazini.

#### **Inkqutyana 4.4: Ezimidlalo esikolweni**

Ukwenza ivumeleke, ihlale ithuba elide kwenzeka namabutha apho ezemidlalo ekuthathwa inxaxheba ngabantu abaninzi, ezemidlalo ekukhutshiswano kuzo, imidlalo esebenzisa amandla, ngokufaka imali ekufundisweni ngezemidlalo, ukhuliso nophuculo lwezemidlalo ezikolweni kunye nokusebenzisana nokubambisana naye wonke umntu onomdla kwezemidlalo

noku gxininisa ezemidlalo ezikolweni ngokudlulisa umyalezo wezinto zasekuhlaleni ezifana neenkqubo ezilwa ubundlobongela nokusetyenziswa kweziyobisi.

### 11.1 Injongo yeqhinga lokusebenza nkujoliswe kuko ngonyaka wama-2012/13

<b>Injongo yeqhinga lokusebenza 1</b>	Ukunikezela ngophuhliso lweenkqubo ezixhasa imidlalo nolonwabo.
<b>Isitethimenti senjongo</b>	Ukwakha indlela yokufikelela namathuba kwimidlalo yoluntu ngokuququzelela uqeqesho lokuxhobisa, ukuthatha inxaxheba ngobuninzi neenkqubo zokhuphiswano lwemidlalo. Ukuqinisekisa uthatao nxaxheba kwimidlalo, uphuhliso, uqeqesho neenkqubo zolonwabo kuluntu nemifelandawonye, umz. Inkxaso yeziko.
<b>Isisiseko</b>	<ul style="list-style-type: none"> <li>• Ibhunga lemidlalo lephondo eli-1</li> <li>• Amabhunga emidlalo engingqi am-4</li> <li>• Imibutho namaziko ezemidlalo engingqi/ ephondo ali-110</li> </ul>
<b>Ulungelelaniso</b>	Inqanaba lokuthatha inxaxheba kwezemidlalo nakwindawo zoluntu lwehlile ngenxa yokungabikho kweenkqubo ezixhasa uluntu.
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Injongo yeSRSA 1, 3 no 4: 2009-2010</li> <li>• Injongo zikaZwelonke, isiCwangciso-qhinga sikaZwelonke; iNtetho yeSizwe kaMongameli; iNtetho yeNkulumbuso yePhondo; iMithetho yeMidlalo; uMgaqo-siseko weRSA; iNjongo yeDCAS: ukwakha nokuxhasa imibutho yemidlalo esebenzisana noluntu nolonwabo kunye/okanye nemisebenzi</li> </ul>

<b>Injongo yeqhinga lokusebenza 2</b>	Ukunikezela ngeenkonzelo ezikhethekileyo zemidlalo nolonwabo
<b>Isitethimenti senjongo</b>	Ukunikezela ngeziseko zophuhliso ezizinzileyo neenkqubo zokuphila ubomi obusempilweni nophuhliso lwemidlalo kukhenketho ngokungenela amathuba okubamba imidlalo emikhulu, ukubamba imidlalo nokuxhasa imifela-ndawonye yemidlalo ukubamba imicimbi emikhulu
<b>Isisiseko</b>	<ul style="list-style-type: none"> <li>• Imisitho engama-30 emikhulu</li> <li>• Iintsuku ezi-2 zemidlalo kwiphondo</li> <li>• Ususku olu-1 lewemidlalo kwiphondo</li> <li>• Amawonga ama-4 emidlalo kwiphondo</li> <li>• Iwonga eli-1 lezemidlalo kwiphondo</li> <li>• Amaziko amai-3</li> </ul>
<b>Ulungelelaniso</b>	Ukuxhasa ukubamba imidlalo nokungenela amaphulo afuna ukubamba imisitho emikhulu ekhuthaza ze iphuhlise ukhenketho lwezemidlalo, kuqinisekiswa unxulumano phakathi kwemidlalo yesikolo, iinkqubo zokuthatha inxaxheba ngobuninzi, kwakhiwe amaziko ezemidlalo kuphuculwe amaziko ezemidlalo, kuqinisekiswa ukuba imifelandawonye yemidlalo ikwinyathelo elilungileyo, kudalwe amathuba okuqeqesha abahlohli, abaqeqeshi, abadlali, amavolontiya nabalawuli.
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Isicwangciso sikaZwelonke sezeMidlalo noLonwabo</li> <li>• UMthetho weMidlalo noLonwabo, 1998 (uMthetho wama-110 ka1998) njengoko ulungisiwe.</li> <li>• Injongo yeDCAS: ukwakha nokuxhasa imibutho yoluntu ebambiseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</li> </ul>

<b>Injongo yeqhinga lokusebenza 3</b>	Ukunika inxaso kubathengi kunye nezenkcubeko kwimidlalo nolonwabo.
<b>Isitethimenti senjongo</b>	ukuxhasa ngezenzculu-lwazi ngenjongo yokukhuthaza ukulawula ngendlela eyiyo kwimidlalo nolonwabo.
<b>Isisiseko</b>	<ul style="list-style-type: none"> <li>• Imibutho yemidlalo eli-110</li> <li>• Ikomiti e-1 yeenguqu nokubeka iliso kwiphondo</li> <li>• Ikomiti ezine zenguqu kwiphondo</li> <li>• Ikomiti e-1 yokungenelela kwiphondo</li> <li>• Ikomiti yababhinqileyo</li> <li>• Ikomiti yabaneziphako zomzimba (izilima)</li> <li>• Amabhunga ama-5 ezemidlalo</li> <li>• Ikomiti e1 yabasebenzi basezifama</li> </ul>
<b>Ulungelelaniso</b>	Isebe linikeza ngemali yesibonelelo kumaqumrhu angama 110 ezemidlalo kwaye ifumanise kwi Trilaterals ukuba amaqumrhu ezimidlalo nekhansile zimidlalo zixhomekeke kakhulu kwimali yesibonelelo evela kwiSebe.

<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Icebo likazwelonke lwe Midlalo noLonwabo</li> <li>• UMthetho weMidlalo noLonwabo oHlonyelweyo wama 1998 (uMthetho 110 ka 1998) njengo lungiso.</li> <li>• Injongo DCAS: Ukwakha nokuxhasa imibutho yoluntu ebamb iseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</li> </ul>
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<b>Injongo yeqhinga lokusebenza 4</b>	Ukukhuthaza imisebenzi yolonwabo
<b>Isitethimenti senjongo</b>	Ukuphikamisa ezemidlalo nokuncedisa ukuxhasa izakhiwo zolonwabo ukwenza igalelo kumanqanaba aphezulu okuthatha inxaxheba koluntu lonke lwaseNtshona Koloni.
<b>Isisiseko</b>	<ul style="list-style-type: none"> <li>• Kuxhaswe imibutho yolonwabo esi-8</li> <li>• Amphulo olonwabo nemisitho engama-50</li> </ul>
<b>Ulungelelaniso</b>	Ukukhuthazwa nokwaziswa kwemisebenzi yolonwabo ukuze abemi beli abaninzi bathathe inxaxheba kwimisebenzi yolonwabo. Ulonwabo sisiseko ekukhutshwa kuso iinkqubo zemidlalo ezingundoqo.
<b>Unxulumano</b>	UMgaqo-siseko weRSA; iiNjongo zikaZwelonke, iSicwangciso-qhinga sikaZwelonke; iNtetho yeSizwe kaMongameli; iMithetho yezeMidlalo; iSicwangciso-qhinga sePhondo; iiNjongo zeNtsebenziswano yoLuntu; iNtetho yeNkulumbuso yePhondo; iiNjongo zeDCAS; IDPs; iZphumo zeMfundo; neeNjongo zoKuphila ngokuseMpilweni.

<b>Injongo yeqhinga lokusebenza 5</b>	Ukudala amathuba okufikelela kwimidlalo yezikolo nabafundi bazo.
<b>Isitethimenti senjongo</b>	Ukudala amathuba okufikelela kwimidlalo zizikolo nabafundi bazo ngokumisela kunye/okanye ukuququzelela ubudlelane nokuncedisa ngoni-kezele lwezixhobo zokusebenza neziseko zophuhliso ngenjongo yokuninisekisa ukuthatha inxaxheba ngobuninzi kwimidlalo, iligi neendlela zetonamenti ngokusebenzisa imidlalo esekelwe kukhuphiswano, ukuthatha inxaxheba kwindlela yokusebenza ephezulu nesebenza kakhulu kwimidlalo, nokukhangela italente kule midlalo yonke iqhutywayo, iminyadala, iitonamenti neenkampu zokuqeqesha zabafundi abasahamba isikolo.
<b>Isisiseko</b>	<ul style="list-style-type: none"> <li>• Itonamenti ezi-1 (kuZwelonke)</li> <li>• Izikolo ezili-1452 (kwiPhondo)</li> </ul>
<b>Ulungelelaniso</b>	Okubandakanywe ekudaleni ulonwabo loluntu kukufikelela kumathuba ezemidlalo. Ukwaleka, uhlobo lwemidlalo lunceda ukwandisa ubambiswano loluntu, ngeli lixa kunefuthe elihle ukuthatha inxaxheba njengoko imidlalo inceda ukufikelela kwiziphumo ezinxulumene nemfundo epheleleyo kuncitshiswa ifuthe elibi lokungathathi nxaxheba, imisebenzi engahambisani noluntu efana nolwaphulo mthetho, ukusetyenziswa kwezinyobisi namaqela emigewu. Ngaphaya koko, ukuthatha inxaxheba kwezemidlalo kungakhokelela kulonwabo kunye/okanye amathuba emisebenzi.
<b>Unxulumano</b>	UMgaqo-siseko weRSA; iinjongo zikaZwelonke, iSicwangciso-qhinga sikaZwelonke; iNtetho yeSizwe kaMongameli; iMithetho yezeMidlalo; iSicwangciso-qhinga sePhondo; iiNjongo zeNtsebenziswano yoLuntu; iNtetho yeNkulumbuso yePhondo; iiNjongo zeDCAS; IDPs; iZphumo zeMfundo; neeNjongo zoKuphila ngokuseMpilweni.

<b>Injongo yeqhinga lokusebenza</b>		umsebenzi oPhicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
<b>4.2.1</b>	Ukuqhuba iinkqubo zenkxaso yemidlalo nolonwabo	122	139	107	110	110	110	110
<b>4.2.2</b>	Ukunikezela ngeenkonzole ezikhethekileyo kwezemidlalo nolonwabo	3	3	3	3	3	3	3



4.2.3	Ukubonelela ngenkxaso ethe ngqo kwezemidlalo nolonwabo	5	5	5	5	5	5	5
4.2.4	Ubekela phezulu ezololnwabo	4	7	7	7	8	8	8
4.2.5	Ukudala amathuba okufikelela kwimidlalo yezikolo nabafundi bazo	4	4	4	4	1	1	1

## 11.2 Iimpawu zendlela yokusebenza kwenkqubo nekujoliswe kuko ngonyaka wama-2012/13

### Inkqutyana 4.2: Imidlalo

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
4.2.1	Inani lemibutho yemidlalo kwiphondo ethe yaxhaswa	122	102	107	110	110	110	110
4.2.2	Inani lamaziko amatsha akhiweyo	1	2	1	1	1	1	1
4.2.3	Inani lamaziko aphuhliswayo	8	4	4	2	2	2	2
4.2.4	Inani leembaleki ezaxhaswa ngeenkqubo zemidlalo yodidi oluphezulu	20	20	20	20	20	20	20
4.2.5	Inani lamavolontiya kulawulo lwemidlalo aqeqeshiweyo	795	379	489	120	120	120	120
4.2.6	Inani labaqeqeshi abaqeqeshiweyo	460	257	58	120	120	120	120
4.2.7	Inani lamagosa obuchwephesha aqeqeshiweyo	130	210	196	120	120	120	120
4.2.8	Inani labantu abakwinkqubo zokufunda bekuqeqesho	-	-	-	-	2	2	2
4.2.9	Inani leembaleki ezifumana inzuzo kuphuhliso lwemidlalo	10 135	4 495	5 016	8 500	12 500	16 000	20 000

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
4.2.10	Inani lemisitho emikhulu ethe yaqhutywa	25	25	22	30	30	30	30
4.2.11	Inani leenkqubo zokuzilolonga kwindawo yemithambo	22	-	7	4	4	4	4
4.2.12	Inani labasebenzi abasebenzisa indawo yemithambo	450	138	1228	600	600	620	640
4.2.13	Inani lemibhityozo yokunikisa ngembasa	6	6	6	6	6	6	6
4.2.14	Inani labantu abathe abawongwa	225	311	440	360	360	360	360
4.2.15	Inani leekomiti zemidlalo ezimiselweyo nezithe zaxhaswa	5	5	5	8	8	10	10
4.2.16	Inani lembutho esebenzisana nezimanye kwikhowdi nganye yemidlalo	-	-	-	-	365	415	465
4.2.17	Inani lamabhunga ezemidlalo ephondo nawasekuhlaleni asebenzayo	-	-	-	-	5	7	7
4.2.18	Inani leekhademi ezivunyiweyo zemidlalo (kuzwelonke, kwiphondo, kwimidlalo ethile nezabucala)	-	-	-	-	3	4	5
4.2.19	Inani lenkqubo ezikhangela italente	-	-	-	-	4	4	5
4.2.20	Inani lembaleki ezixhaswa ngezemfundo	-	-	-	-	130	145	160
4.2.21	Inani lembaleki ezinetalente ezixhaswa ziinkqumbo zophuhloso	-	-	-	-	50	55	60

### Inkqutyana 4.3: Ulonwabo

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Inggqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
4.3.1	Inani lemibutho yolonwabo kunye/okanye imibutho emisilweyo nethe yaxhaswa	-	4	2	7	8	8	8
4.3.2	Inani lemisitho yolonwabo kwezemidlalo ne/okanye iinkqubo	-	13	81	50	50	50	50
4.3.3	Inani labantu abathatha inxaxheba kwimisitho yemidlalo nolonwabo kunye/okanye iinkqubo	-	1 064	28 913	15 000	17 260	17 260	17 260
4.3.4	Inani leembaleki ezinetalente ezibonelwe imidlalo ephambili	-	-	-	-	320	480	640

### Inkqutyana 4.4: Imidlalo ezikolweni

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Inggqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
4.4.1	Inani labafundi abathatha inxaxheba kukhuphiswano lwezikolo zamaphondo (kuzwelonke)	6 280	5 116	1 339	2 150	521	521	521
4.4.2	Inani lamaqela amiselweyo kwiphondo	82	102	22	24	15	15	15
4.4.3	Inani leembaleki ezinetalente ezithathwe kwinkqubo yemidlalo yodidi oluphezulu (amaqela eengingqi/emimandla)	1 764	1 713	2 285	6 450	1 563	1 563	1 563
4.4.4	Inani labafundi abathatha inxaxheba kwezemidlalo ezikolweni	-	-	-	-	24 000	24 000	24 000

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
4.4.5	Inani labafundisintsapho abaqeqeshelwe ukunikela ngenkqubo zemidlalo ezikolweni	-	-	-	-	400	400	400
4.4.6	Ingxelo yonyaka yeNkqubo yeMidlalo yeMibutho yeNtshona Koloni	-	-	-	-	1	1	1
4.4.7	Ingxelo yonyaka yeNkqubo yeMidlalo yeZikolo zeNtshona (WCSS)	-	-	-	1	1	1	1
4.4.8	Kuphuhlise/ kusetyenziswe / kulungiswe/ kugcinwe iQhinga loKusebenza leMidlalo yeZikolo	-	-	-	1	1	1	1
4.4.9	Ingxelo yonyaka kuphando ne/okanye uphuhliso lomgaqo-nkqubo	-	-	-	1	1	1	1

### 11.3 Ekujoliswe kuko ngekota ngonyaka wama-2012/13

#### Inkqutyana 4.2: Imidlalo

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.2.1	Inani lemibutho yemidlalo kwiphondo ethe yaxhaswa	Ngekota	110	50	50	10	-
4.2.2	Inani lamaziko amatsha akhiweyo	Ngonyaka	1	-	-	-	1
4.2.3	Inani lamaziko aphuhlisiweyo	Ngonyaka	2	-	-	-	2
4.2.4	Inani leembaleki ezixhaswe ngenkqubo zemidlalo yodidi oluphezulu	Ngekota	100	10	40	20	30
4.2.5	Inani lamavolontiya kulawulo lwemidlalo abaqeqesheweyo	Ngekota	120	20	40	20	40

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.2.6	Inani labaqeqeshi abaqeqeshiweyo	Ngekota	120	20	40	20	40
4.2.7	Inani lamagosa obuchwephesha aqeqeshiweyo	Ngekota	120	20	40	20	40
4.2.8	Inani labantu abakwiinkqubo zokufunda bekuqeqesho (learnership)	Ngonyaka	2	0	0	0	2
4.2.9	Inani leembaleki ezifumana inzuzo kuphuhliso lwemidlalo	Ngekota	12 500	5 000	5 000	2 500	-

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.2.10	Inani le misitho emikhulu ethe yaqhutywa	Ngekota	30	5	10	10	5
4.2.11	Inani leenkqubo zasejimini zokuzilolonga nokuba sempilweni	Ngekota	4	1	1	1	1
4.2.12	Inani labasebenzi abasebenzisa iindawo zemithambo	Ngekota	600	-	-	-	600
4.2.13	Inani lemibiyozo yokunikisa ngebhasa	Ngekota	6	-	-	6	-
4.2.14	Inani labantu abathe bawongwa	Ngekota	360	-	-	360	-
4.2.15	Inani lee-komiti zemidlalo ezimiselweyo nezithe zaxhaswa	Ngekota	8	-	-	-	8
4.2.16	Inani lemibutho yemidlalo esebenzayo nezimanye kuhlobo lomdlalo ngamnye	Ngekota	365	35	100	200	30
4.2.17	Inani lamabhunga ezemidlalo asebenzayo ephondo nawokuhlala	Ngonyaka	5	-	-	-	5
4.2.18	Inani lee-akhademi zemidlalo ezivunyuweyo (kuzwelone, kumaphondo, zemidlalo ethile nezabucala)	Ngekota	3	1	2	-	-
4.2.19	Inani leenkqubo ezinceda ukhangela italente	Ngekota	4	1	1	1	1

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.2.20	Inani lembaleki ezixhaswe ngenkqubo ye-akhademii	Ngekota	130	25	40	35	30
4.2.21	Inani labantu abathatha inxaxheba kwimisitho yemidlalo nolonwabo/okanye iinkqubo	Ngekota	50	10	10	20	10

### Inkqutyana 4.3: Ulonwabo

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.3.1	Inani lemibutho yolonwabo kunye/okanye imibutho emisilweyo nethe yaxhaswa	Ngekota	8	4	-	4	-
4.3.2	Inani lemisitho yolonwabo kwezemidlalo ne/okanye iinkqubo	Ngekota	50	8	24	9	9
4.3.3	Inani labantu abathatha inxaxheba kwimisitho yemidlalo nolonwabo/ iinkqubo	Ngekota	17 260	2 400	8 320	4 140	2 400
4.3.4	Inani lembaleki ezinetalente ezibonelwe imidlalo ephambili	Ngonyaka	320	-	-	-	320

### Inkqutyana 4.4: Imidlalo yeZikolo

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.4.1	Inani labafundi abathatha inxaxheba kukhuphiswano lwezikolo zamaphondo (kuzwelonke)	Ngonyaka	521	-	-	521	-
4.4.2	Inani lamaqela amiselweyo	Ngonyaka	15	-	-	15	-

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.4.3	Inani leembaleki ezinetalente ezithathwe kwinkqubo yemidlalo yodidi oluphezulu (amaqela eengingqi/ emimandla)	Ngonyaka	1 563	-	-	1 563	-

IMIQATHANGO ELUNGISELWEYO YENDLELA YOKUSEBENZA YEPHONDO							
Impawu zendlela yokusebenza kwenkqubo		Ithuba lokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.4.4	Inani labafundi abathatha inxaxheba kwimidlalo ezikolweni	Ngekota	24 000	6 000	1 000	9 000	8 000
4.4.5	Inani labafundisintsapho abaqeqeshelwe ukunikezela ngenkqubo zemidlalo ezikolweni	Ngekota	400	-	200	200	-
4.4.6	Ingxelo yonyaka yeMidlalo yemibutho yeZikolo zeNtshona Koloni	Ngonyaka	1	-	-	-	1
4.4.7	Ingxelo yonyaka yeMidlalo yeZikolo zeNtshona Koloni (WCSS)	Ngonyaka	1	-	-	-	1
4.4.8	Kuphuliswe/ kusetyenziswe/ kulungiswe/ kugcinwa iQhinga loKusebenza leNkqubo yeMidlalo yeZikolo	Ngonyaka	1	-	-	-	1
4.4.9	Ingxelo yonyaka ngophando kunye/okanye uphuhliso lomgaqo-nkqubo wemidlalo ezikolweni	Ngonyaka	1	-	-	-	1

## 11.4 Ukungqamanisa umsebenzi ekujoliswe kuwo nohlahlo lwabiwo-mali neMTREF

### Ingqikelelo yeNkcitho

#### Itheyibhile 11.4: Inkqubo 4: IMidlalo noLonwabo

Inkqutyana	Iziphumo zenkcitho				Uhlen-gahlen-giso olulung-ise-lelweyo	Uqikelelo lwenkcitho yelixa elingelide kuyaphi		
	2008/09	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
<b>Iwaka ngokweeR</b>								
Ulawulo	1 810	1 702	2 399	4 053	3 589	3 825	4 062	
Imidlalo <sup>c</sup>	30 228	39 199	37 226	36 126	27 566	29 278	31 040	
Ulonwabo <sup>c</sup>	8 045	12 691	9 476	14 871	14 794	15 545	16 419	
Imidlalo yeZikolo <sup>c</sup>	30 029	27 380	26 238	25 949	38 886	42 431	44 751	
Indebe yeHlabathi yeFIFA yowama-2010™	235 159	4 599	3 183	-	-	-	-	
<b>Iyonke</b>	<b>305 271</b>	<b>85 571</b>	<b>78 522</b>	<b>80 999</b>	<b>84 835</b>	<b>91 079</b>	<b>96 272</b>	

<sup>c</sup> 2012/13: Isibonelelo-mali esinemiqathango sikazwelonke: Inkqubo yokuThatha iNxaxheba ngoBun-inzi kwezeMidlalo noLonwabo: R44 644 000

Amaziko angangenisi mali							
<b>Iintlawulo ezimiyo</b>	<b>76 110</b>	<b>63 663</b>	<b>60 133</b>	<b>64 108</b>	<b>68 376</b>	<b>74 307</b>	<b>78 512</b>
Ukubuyekwezwa kwabase-benzi	19 036	15 871	16 710	20 193	18 470	19 631	20 786
Iimpahla neenkonzelo	57 074	47 792	43 953	43 915	49 906	54 676	57 726
Iinzala nerhafu yomhlaba	-	-	-	-	-	-	-
Iintlawulo ngo-naniselwnao lwempahla	19	57	84	21	-	-	-
<b>Iintlawulo nezibonelelo:</b>	<b>227 847</b>	<b>18 038</b>	<b>16 865</b>	<b>16 640</b>	<b>16 289</b>	<b>16 700</b>	<b>17 685</b>
Kumaphondo noomasi-pala	216 000	4 000	2 447	2 000	2 000	2 000	2 200
Kwii-arhente nee-akhawunti zesebe	-	-	-	-	-	-	-
Kumaziko emfundo enomsila	-	-	-	-	-	-	-
Kwintsebenziswano noluntu namashishini abucala	-	-	-	-	-	-	-
Koorhulumente bamazwe angaphandle nemibutho yehlabathi	-	-	-	-	-	-	-
Kumaziko angenzi nzuzo	11 843	14 038	13 908	14 640	14 289	14 700	15 485
Ezangaphakathi	4	-	510	-	-	-	-
<b>Iintlawulo zempahla yexabiso engundoqo</b>	<b>1 295</b>	<b>3 813</b>	<b>1 440</b>	<b>230</b>	<b>170</b>	<b>72</b>	<b>75</b>
Izakhiwo nezinye ezingenakufuduswa	-	-	-	-	-	-	-
Oomatshini nezixhobo zokusebenza	1 295	3 813	1 440	230	170	72	75
Iimpahla yexabiso esunguliweyo	-	-	-	-	-	-	-
Isoftwe nezinye izixhobo ezingaphathekiyo	-	-	-	-	-	-	-
Iimpahla engumhlaba nezinye zomhlaba	-	-	-	-	-	-	-
<b>Iyonke</b>	<b>305 271</b>	<b>85 571</b>	<b>58 522</b>	<b>80 999</b>	<b>84 835</b>	<b>91 079</b>	<b>96 272</b>



## Umsebenzi nendlela ehambe ngayo inkcitho

Esi sibonelelo-mali sinemiqathango sifakelwa unyaka ngamanye. Esi sibonelelo senzela ukumisela iOfisi yoMlawuli oyiNtloko wezeMidlalo noLonwabo ukusukela ngowama-2008/09 nokumisela iOfisi yoMlawuli wokuthatha inxaxheba kwezemidlalo ukusuka ngowama-2009/10 ngokweemfuno ezingundoqo zangaphakathi. Ukwabiwa kwemali yenkqutyana yeNdebe yeHlabathi yeFIFA ka-2010 kuyapheliswa ngawam-2011/12 ngenxa yokuphethwa komsitho weNdebe yeHlabathi yeFIFA ka-2010.

Uhlahlo lwabiwo-mali lowama-2012/13 lubonakalisa ukwehla kwezibonelelo-mali zabasebenzi ngenxa yokuba kweCandelo leNdebe yeHlabathi ka-2010/2011 (imivuzo yabasebenzi bethutyana abathandathu). Impahla neenkonziso zinyukile ngenxa yesibonelelo-mali esinemiqathango esongezelelweyo nezinto ezintsha eziphambili ngokubaluleka kwisebe ezibekelwe iR3 yezigidi ukomeleza nokuxhasa nangakumbi uvuleleko lwaMathuba ngoBuninzi namaZiko oPhuhliso (MOD) kwiPhondo.

# ICANDELO C: UNXIBELELWANO NEZINYE IZICWANGCISO

## 12. Izibonelelo-mali ezinemiqathango

### 12.1 Ekujoliswe kuko ngonyaka

#### Isibonelelo-mali esinemiqathango samaThala eeNcwadi oLuntu

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.1	Inani labasebenzi abaqeshwe kumathala eencwadi oluntu	326	287	313	322	331	331	331
1.2	Inani leetroli ezihambisa iincwadi elimiselweyo kwiindawo ezingafumani iinkonzo	5	5	5	7	3	3	3
1.3	Inani lamathala eencwadi ane-intanethi esetyenziswa luluntu	20	20	60	81	101	121	141
1.4	Inani lamathala eencwadi anikwe isiseko sophuhliso seICT nentambo ze-internet	16	19	20	21	20	20	20
1.5	Inani lamathala eencwadi anikwe izixhobo zekhomputha	-	-	-	-	40	40	40

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA YEPHONDO								
Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.6	Inani leemathiriyeli ethengelwe amathala eencwadi	22 864	36 912	10 000	21 300	17 000	21 000	21 000
1.7	Inani lamathala eencwadi amatsha akhiweyo	-	-	1	1	2	2	2
1.8	Inani lamathuba ondwendwelo ngenjongo enziwa liphondo komasipala	-	-	-	56	75	75	75
1.9	Inani loomasipala abafumana intlawulo	28	28	28	25	25	25	25
1.10	Inani lamaphulo ezixhobo zefisi axhaswa ngoomasipala	-	-	8	15	10	10	10
1.11	Inani lamathala eencwadi akhoyo anyuswe umgangatho	-	-	9	9	9	9	9

### Uphuhliso lweklabhu

Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.1	Inani leeklabhu ezimiseliweyo	150	135	50	50	50	50	50
1.2	Inani leeklabhu ezigcinwe zisebenza ezilalini nasedolophini	-	-	265	315	365	415	465
1.3	Inani leekhosi eziqhutyiweyo zoLawulo	6	4	40	24	24	24	24
1.4	Inani leekhosi ezingqale kuqeqesho kwezemidlalo	16	5	40	24	24	24	24
1.5	Inani lekxosi zobuchwephesha ezilungiselelwe amagosa eziqhutyiweyo	16	194	790	24	24	24	24

Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Inggikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.6	Izixhobo zokusebenza kunye neempahla zokudlala ezinikezwe iiklabhu	150	79	315	315	365	415	465
1.7	Inani lamagosa oqhaka-mshelwano nemibutho aqeshiweyo	8	6	18	20	37	40	42
1.8	Inani lamagosa aqashiweyo: abaququzeleli benkqubo/ab-ezolawulo	8	11	8	8	10	12	14
1.9	Inani leenkqubo ezenziweyo ezilungiselelwe abantu abaneziphako zomzimba (izilima)	-	-	-	5	6	6	6
1.10	Inani leenkqubo ezenziweyo ezilungiselelwe abafazi namantombazana	-	-	-	2	6	6	6

### INkqubo yoKuthatha iNxaxheba ngoBuninzi koLuntu iSiyadlala

Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Inggikelel o yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.1	Inani leezikolo ezithatha inxaxheba/amaziko	-	-	-	70	72	72	72
1.2	Inani lehabhu/leesekele/leewadi ezithatha inxaxheba	-	9	44	50	49	49	49
1.3	Inani labaqeqeshi eliqeqeshiweyo	-	-	9	110	210	210	210
1.4	Inani lezikolo/amaziko anikwa izixhobo	-	-	-	-	72	72	72
1.5	Inani labaqeqeshi elithengelwe iimpahla	-	-	140	200	210	210	210

## Inkqubo yokuthatha iNxaxheba ngoBuninzi kwiMidlalo yeZikolo

Impawu zendlela yokusebenza kwenkqubo		umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yomsebenzi 2011/12	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
1.1	Inani lezikolo/ amaziko athatha inxaxheba	247	247	106	155	109	109	109
1.2	Inani lehabhu/ leeseke the ezithatha inxaxheba	22	49	49	49	49	49	49
1.3	Inani labaqeqeshi eliqeqeshiweyo	275	196	204	294	288	288	288
1.4	Inani lemi-bhiyozo ethe yenziwa	36	18	18	34	20	20	20
1.5	Inani lezikolo/ amaziko anikwa izixhobo	-	-	-	-	109	109	109
1.6	Inani labaqeqeshi elithengelwe iimpahla	275	204	204	294	288	288	288

## 12.2 Ekujoliswe kuko ngekota ngonyaka wama-2012/13

### Isibonelelo-mali esinemiqathango samaThala eeNcwadi oLuntu

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani labasebenzi abaqeshwe kumathala eencwadi oluntu	Ngonyaka	331	322	9	0	0
1.2	Inani leetroli ezihambisa iincwadi elimiselweyo kwi-indawo ezi ngafumani iinkonzo	Ngekota	3	-	-	1	2
1.3	Inani lamathala eencwadi ane-intanethi esetyenziswa luluntu	Ngekota	101	81	81	10	10
1.4	Inani lamathala eencwadi anikwe isiseko sophuhliso seICT nentambo ze-internet	Ngekota	20	-	-	10	10
1.5	Inani lamathala eencwadi anikwe izixhobo zekhompuyutha	Ngekota	40	-	-	20	20
1.6	Inani leemathiriyeleli ethengelwe amathala eencwadi	Ngekota	17 000	2 000	5 000	5 000	5 000
1.7	Inani lamathala eencwadi amatsha akhiweyo	Ngonyaka	2	-	-	-	2

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.8	Inani lotyelelo olwenziaw liphondo ngenjongo yokusesweni imisebenzi eyenziweyo	Ngekota	75	25	13	25	12
1.9	Inani loomasipala abafuman udluliselo loncedomali	Ngonyaka	25	-	-	-	25
1.10	Inani leprojekthi lezixhobo ze-ofisi ezexhaswa ngomasipala	Ngekota	10	-	-	5	5
1.11	Inani lamathala eencwadi aphuculiweyo	Ngekota	9	-	-	0	9

### Uphuhliso lweklabhu

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani leeklabhu ezimiselweyo	Ngekota	50	15	35	-	-
1.2	Inani leeklabhu ezigcinwe zisebenza ezilalini nasedolophini	Ngekota	365	35	100	200	30
1.3	Inani leekhosi eziqhutyiweyo zoLawulo	Ngekota	24	3	9	9	3
1.4	Inani leekhosi ezingqale kuqeqesho kwezemidlalo	Ngekota	24	3	9	9	3
1.5	Inani leekhosi zobuchwephesha ezilungiselelwe amagosa eziqhutyiweyo	Ngekota	24	3	9	9	3
1.6	Izixhobo zokusebenza kunye neempahla zokudlala ezinikezwe iiklabhu	Ngekota	365	35	100	200	30
1.7	Inani lamagosa oqhakamshe-lwano nemibutho aqeshiweyo	Ngonyaka	37	37	-	-	-
1.8	Inani lamagosa aqashiweyo: abaquzeleli benkqubo/abezolawulo	Ngonyaka	10	10	-	-	-
1.9	Inani leenkqubo ezenziweyo ezilungiselelwe abantu abakhubazekileyo	Ngekota	6	1	2	2	1

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.10	Inani leenkqubo ezenziweyo ezilungiselelwe amabhinqa namantombazana	Ngekota	6	1	2	2	1

### INkqubo yoKuthatha iNxaxheba ngoBuninzi koLuntu iSiyadlala

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani lezikolo ezithatha inxaxheba	Ngonyaka	72	72	-	-	-
1.2	Inani lehabhu/leesekethe/leewadi ezithatha inxaxheba	Ngonyaka	49	49	-	-	-
1.3	Inani labaqeqeshi eliqeqeshiweyo	Ngonyaka	210	210	-	-	-
1.4	Inani lezikolo/amaziko anikwa izixhobo	Ngonyaka	72	-	72	-	-
1.5	Inani labaqeqeshi elithengelwe iimpahla	Ngonyaka	210	-	210	-	-

### Ukuthatha iNxaxheba ngoBuninzi kwiMidlalo yeZikolo

Impawu zendlela yokusebenza kwenkqubo		Isithuba sokwenza ingxelo	Ekujoliswe kuko ngonyaka 2012/13	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani lezikolo/amaziko athatha inxaxheba	Ngonyaka	109	109	-	-	-
1.2	Inani lehabhu/leesekethe ezithatha inxaxheba	Ngonyaka	49	49	-	-	-
1.3	Inani labaqeqeshi eliqeqeshiweyo	Ngonyaka	288	288	-	-	-
1.4	Inani lemibhiyozo ethe yenziwa	Ngekota	20	5	5	5	5
1.5	Inani lezikolo/amaziko abonelwe ngezichobo	Ngonyaka	109	-	109	-	-
1.6	Inani labaqeqeshi elithengelwe iimpahla	Ngonyaka	288	-	288	-	-

### 13. Amaqumrhu kaRhulumente

Igama lequmrhu likarhulumente	Uxanduva	Iziphumo	Uhlahlo lwabiwomali lonyaka (iwaka leeR)	Umhla wovavanyo olulandelayo
IKomishini yeNkcubeko yeNtshona Koloni (WCCC)	IKomishini yeNkcubeko yamiselwa nguMphathiswa weMicimbi yeNkcubeko, iMidlalo noLonwabo ngokoMthetho weKomishini yeNkcubeko neBhunga leNkcubeko, uMthetho 14 ka-1998, onoxanduva lokubhaliswa nokucinywa kwamabhunga enkcubeko, ulawulo, ukuphatha, uphuhliso nokukhathalela impahla enokufuduswa okanye engenakufuduswa ephantsi kweliso layo i.t.o. icandelo 2(1) (a) okanye (b), yenza neminye imisebenzi iWCCC enokuyinikwa nguMphathiswa.	<ul style="list-style-type: none"> <li>• Ukuqwalasela ukubhaliswa nokucinywa kwamabhunga enkcubeko ngokunika uncedo, kuquka uncedo lwemali, ukunceda amaphulo, uphando neenkomfa zamabhunga abhalisiweyo.</li> <li>• Ukulawula impahla enokufuduswa nengenakufuduswa engaphantsi kweliso loMphathiswa.</li> <li>• Ukuphuhlisa nokukhuthaza ubugcisa nenkcubeko eNtshona Koloni ngokucebisa uphando olunokongeza ixabiso kwiinkqubo namanyathelo eSebe nokwabiwa kwemali ngokungena-mkhethe.</li> </ul>	<b>2012/13:</b> R200 000 <b>2011/12:</b> R150 000 <b>2010/11:</b> R100 000 <b>2009/10:</b> R595 000	2011 (isaqhubeka)
IKomiti yeeLwimi yeNtshona Koloni	Ukubeka iliso ekusetyenzisweni koMgaqo-nkqubo weLwimi weNtshona Koloni nokucebisa uMphathiswa wePhondo ngemiba yokusetyenziswa kweelwimi neBhodi yeeLwimi zoMzantsi Afrika (PanSALB) eNtshona Koloni.	Uphicotho-zincwadi olu-1  Ingxelo yoNyaka e-1  Iikomiti ezinika iingcebiso ezi-4	<b>2012/13:</b> R190 000 <b>2011/12:</b> R170 000 <b>2010/11:</b> R150 000 <b>2009/10:</b> R263 000	2012
ILifa leMveli yeNtshona Koloni	ILifa leMveli yeNtshona Koloni lamiselwa nguMphathiswa weMicimbi yeNkcubeko, iMidlalo noLonwabo kwaye inoxanduva lokulawula izixhobo zelifa lemveli eNtshona Koloni i.t.o. ngokwezindululo zoMthetho weziXhobo zokuSebenza zeLifa leMveli, 1999 (uMthetho 25 ka 1999) nemiqathango emiselweyo.	<ul style="list-style-type: none"> <li>• Ukucebisa uMphathiswa weSebe leMicimbi yeNkcubeko neMidlalo ngokumiselwa nokusetyenziswa koMthetho eNtshona Koloni ephondweni nasekuhlaleni apho ufanele.</li> <li>• Ukukhuthaza ulawulo olululo lokulawula izixhobo zokusebenza ngelifa lemveli kwiphondo nasekuhlaleni.</li> </ul>	<b>2012/13:</b> R1 452 000 <b>2011/12:</b> R1 380 000 <b>2010/11:</b> R400 000 <b>2009/10:</b> R900 000	2013

Igama lequmrhu likarhulumente	Uxanduva	Iziphumo	Uhlahlo lwabiwomali lonyaka (iwaka leeR)	Umhla wovavanyo olulandelayo
		<ul style="list-style-type: none"> <li>• Ukukhusela nokulawula izixhobo zelifa lemveli eNtshona Koloni.</li> <li>• Ukuxhobisa nokukhuthaza uluntu nabahlali ngokubanzi ngokuba banakekele balondoloze izixhobo zokusebenza zelifa lemveli ukuze izuzwe zizizukul- wana.</li> <li>• Ukukhuthaza, ukuququzelela nokubeka iliso kwindlela yokufumanisa, ukubhalisa nokuhlola izixhobo zokusebenza zelifa lemveli kwiphondo.</li> <li>• Ukumisela imigaqo nemigangatho yokuphatha kakuhle nokulawula ilifa lemveli eNtshona Koloni.</li> <li>• Ukukhuthaza izixhobo zokusebenza zelifa lemveli eNtshona Koloni.</li> <li>• Ukuphatha kakuhle ingxelo eqokelelweyo ngezixhobo zokusebenza zelifa lemveli eNtshona Koloni.</li> </ul>		

**Qaphela:** Luxanduva leSebe ukujongana nala maqumrhu mathathu kwaye umsebenzi wawo uyakujongwa ngokweengxelo zekota ngokwemiqhathango emiswe kwiiAPP zala maqumrhu.



## ISEBE LEMICIMBI YENKCUBEKO NEMIDLALO (IVOTI YE-13)

### 14. UKUTSINTSHWA KWESICWANGCISO-QHINGA SEMINYAKA EMIHLANU:

2010/11–2014/15

2010/11–2014/15 IsiCwangciso-qhinga	2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka
<b>Umbono</b> INtshona Koloni ebambiseneyo, enobuchule nekhutheleyo.	<b>Umbono</b> INtshona Koloni ebambiseneyo, enobuchule nekhutheleyo.

#### Inkqubo 1: UIAwulo

2010/11–2014/15 IsiCwangciso-qhinga	2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka
<b>Injongo yeqhinga lokusebenza</b> Ukulawula nokunikezela iinkonzo ezisebenza kakuhle nangokufanelekileyo kwiSebe, kuquka amaqumrhu karhulumente.	<u>Icinyiwe</u>
<b>Isitethimenti senjongo</b> Ukulawula nokunikezela ngeenkonzo ezisebenza kakuhle nangokufanelekileyo kwiSebe, kuquka amaqumrhu karhulumente ukuqinisekisa ulawulo olucocekileyo olunexabiso.	
<b>Isiseko</b> Ingxelo yoMphicothi-zincwadi Jikelele enenakhwiniba.	
<b>Ulungelelaniso</b> Ulawulo olumanyanisiweyo.	
<b>Unxulumano</b> Inkonzo esebenza kakuhle, ngokufanelekileyo, nangolawulo loqoqosho.	

2010/11–2014/15 IsiCwangciso-qhinga	2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka
<b>Injongo yeqhinga lokusebenza</b> Ukunyusa izinga lolawulo lwemali ngokwemiqathango yeSCM luye kwiinqanaba 3.	<u>Icinyiwe</u>
<b>Isitethimenti senjongo</b> Ukunyusa izinga leSCM lenqanaba 3 ngokusebenzisa uMgaqo-nkqubo woLawulo lweeNtengo, ngokwenkqubo yoBalo-mali nokubeka iliso nokuvavanya unqubo yeSCM.	
<b>Isiseko</b> Inqanaba 1	
<b>Ulungelelaniso</b> Ukuqinisekisa unikezelo lwenkonzo olufanelekileyo, olusulungekileyo, nolungenamkhethe.	
<b>Unxulumano</b> Inkonzo yolawulo esebenzayo, esulungekileyo nenoqoqosho.	

## Inkqubo 2: IMicimbi yeNkcubeko

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka
<b>Injongo yeqhinga lokusebenza</b>	Ukuqhubela phambili neenkalo zobugcisa nemisebenzi yenkcubeko ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni ngokunikezela inkonzo ezithile kubaxhamli abal00	<u>Icinyiwe</u>
<b>Isitethimenti senjongo</b>	Ukuqhubela phambili neenkalo zobugcisa nemisebenzi yenkcubeko ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni ngokunikezela inkonzo ezithile kubaxhamli abal00	
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>Abaxhamli abali-121 (imibutho engama-61 yobugcisa nencubeko, amaziko olondolozo lwembali angama-28, HWC, WCCC, WCLC, imisitho emi-5 yokhenketho lwezenkcubeko neeforam zenkcubeko ezingama-24).</li> </ul>	
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>Izindululo zomgaqo-siseko</li> </ul>	
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>Ukukhuthazwa kophuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko ukwenza igalelo ekwakhiweni kwezizwe, lulawulo olululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezoqoqosho.</li> <li>Ukuphucula iziphumo zemfundo ezikolweni</li> <li>Ibambisana neNjongo zeQinga loKusebenza lePhondo ngeNtsebenziswano yoLuntu kowama-2010/15.</li> <li>IsiKhokelo seQhinga loKusebenza seThem ePhakathi ngowama-2010/15 ejolise ekunciphiseni indlala, ukukhuthaza uphuhliso lweendawo zasemaphandleni nokuqinisekisa ukwabiwa ngokulinganayo kwenzeniso yokukhula kwezoqoqosho.</li> <li>IQhinga loPhuhliso leNtshona Koloni elibandakanya le migaqo ilandelayo:</li> <li>IQhinga loPhuhliso lwaSebenzi abanguNdoqo (HCDS)</li> <li>IQhinga loNcitsiso lweNdlela (PRS).</li> </ul>	

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukuqhubela phambili neenkalo zobugcisa ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni.	<b>Injongo yeqhinga lokusebenza</b>	Ukuqhubela phambili neenkalo zobugcisa <a href="#">nemisebenzi yenkcubeko</a> ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni.
<b>Isitethimenti senjongo</b>	Ukukhuthaza intlonipho yeyantlukwano yenkcubeko nokuqhubela phamabili ngeenkalo zobugcisa zibe nagamathuba ngokwakha italente nokusebenza kakuhle ngeli xesha kusandiswa ukuthathwa kwenkxaxheba ezantsi uluntu lusonwabela ubugcisa kuzo zonke iindawo zokuhlala uluntu nokuququzelela iinkqubo kuwo omathandathu amacandelo eentlobo zobugcisa nokuxhasa imibutho engama-61	<b>Isitethimenti senjongo</b>	Ukukhuthaza intlonipho yeyantlukwano yenkcubeko nokuqhubela phamabili ngeenkalo zobugcisa zibe nagamathuba ngokwakha italente nokusebenza kakuhle ngeli xesha kusandiswa ukuthathwa kwenkxaxheba ezantsi uluntu lusonwabela ubugcisa kuzo zonke iindawo zokuhlala uluntu.
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• liforum zenkcubeko ezingama-24</li> <li>• Imibutho yobugcisa nenkcubeko engama-61</li> <li>• Kwaqeqeshwa abasebenza ngezobugcisa abangama-70</li> <li>• Kwaqeqeshwa abalawuli abangama -35</li> <li>• Kwaququzelelwa imicimbi engama-30</li> <li>• imibhiyozo yezokhenketho kwezenkcubeko ethe yaxhaswa emi-5</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• imibutho yezobugcisa kunye nezenkcubeko ezingama-77</li> </ul>
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>• Kwakhiwa amaqela anolwazi nabandakanyeka kwezoBugcisa neNkcubeko</li> <li>• Amangenelo angqalileyo anikwa ifuthe luphando.</li> <li>• Iziphumo ezicacileyo zenkqubo ngokohlobo lobugcisa nophuhliso lwetalente</li> <li>• Kukhuthazwe ubunye boluntu nophuhliso lwamandla luphuculwe ngobugcisa nenkcubeko</li> <li>• Ifuthe lezoqoqosho kweZobugcisa neNkcubeko</li> </ul>	<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>• Kwakhiwa amaqela anolwazi nabandakanyeka kwezoBugcisa neNkcubeko</li> <li>• Amangenelo angqalileyo anikwa ifuthe luphando.</li> <li>• Iziphumo ezicacileyo zenkqubo ngokohlobo lobugcisa nophuhliso lwetalente</li> <li>• Kukhuthazwe ubunye boluntu nophuhliso lwamandla luphuculwe ngobugcisa nenkcubeko</li> <li>• Ifuthe lezoqoqosho kweZobugcisa neNkcubekoKwakhiwa amaqela anolwazi nabandakanyeka kwezoBugcisa neNkcubeko</li> <li>• Amangenelo angqalileyo anikwa ifuthe luphando.</li> <li>• Iziphumo ezicacileyo zenkqubo ngokohlobo lobugcisa nophuhliso lwetalente</li> <li>• Kukhuthazwe ubunye boluntu nophuhliso lwamandla luphuculwe ngobugcisa nenkcubeko</li> <li>• Ifuthe lezoqoqosho kwezobugcisa neNkcubeko.</li> </ul>
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <a href="#">Ukukhuthazwa kophuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko ukwenza igalelo ekwakhiweni kwesizwe, kulawulo ulululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezoqoqosho.</a></li> <li>• Ukuphucula iziphumo zemfundo ezikolweni</li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Ukuphucula iziphumo zemfundo ezikolweni</li> <li>• Ibambisana neNjongo zeQinga loKusebenza lePhondo ngeNtsebenziswano yoLuntu kowama-2010/15.</li> </ul>

<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Ibambisana neNjongo zeQinga loKusebenza lePhondo ngeNtsebenziswano yoLuntu kowama-2010/15.</li> <li>• Isikhokelo seQinga loKusebenza seThem ePhakathi ngowama-2009/14 ejolise ekunciphiseni indlala, ukukhuthaza uphuhliso lweendawo zasemaphandleni nokuqinisekisa ukwabiwa ngokulinganayo kwengeniso yokukhula kwezoqoqosho.</li> <li>• Ngokusebenzisa inkqubo yokuphuhlisa uhlobo othile lobugcisa iSebe likhuthaza uphuhliso kwaye liqinisekisa uzinzo lobugcisa bomculo, umdaniso neqonga, uncwadi nobugcisa bokuzoba, ukuixonxa nokupeyinta eNtshona Koloni.</li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Isikhokelo seQinga loKusebenza seThem ePhakathi ngowama-2009/14 ejolise ekunciphiseni indlala, ukukhuthaza uphuhliso lweendawo zasemaphandleni nokuqinisekisa ukwabiwa ngokulinganayo kwengeniso yokukhula kwezoqoqosho.</li> <li>• Ngokusebenzisa inkqubo yokuphuhlisa uhlobo othile lobugcisa iSebe likhuthaza uphuhliso kwaye liqinisekisa uzinzo lobugcisa bomculo, umdaniso neqonga, uncwadi nobugcisa bokuzoba, ukuixonxa nokupeyinta eNtshona Koloni.</li> </ul>
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2010/11-2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	<p>Ukunikezela ngenkxaso yokulawula nokusebenza ngokufanelekileyo nangokusebenzekayo kwimi- gudu engamashumi emithathu ananye namasebe karhulumente onganyelwa liSebe ngokubeka iliso nokuhlola iziphumo zalamaziko.</p>	<b>Injongo yeqhinga lokusebenza</b>	<p>Ukunikezela ngenkxaso yokulawula nokusebenza ngokufanelekileyo nangokusebenzekayo kwimi- gudu engamashumi emithathu ananye namasebe karhulumente onganyelwa liSebe <u>ngokubeka iliso</u> nokuhlola iziphumo zalamaziko.</p>
<b>Isitethimenti senjongo</b>	<p>Ukunikezela ngenkxaso yokusebenza kakuhle nangokufanelekileyo, ngokunika inkxaso yolawulo nemali kwimigudu namasebe karhulumente onganyelwa liSebe.</p>	<b>Isitethimenti senjongo</b>	<p>Ukunikezela ngenkxaso yokusebenza kakuhle nangokufanelekileyo, ngokunika inkxaso yolawulo nemali kwimigudu namasebe karhulumente <u>onganyelwa</u> liSebe.</p>
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• ILifa leMveli eNtshona Koloni</li> <li>• Ikomishini yeNkcubeko yeNtshona Koloni</li> <li>• IKomiti yeeLwimi yeNtshona Koloni</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• ILifa leMveli eNtshona Koloni</li> <li>• Ikomishini yeNkcubeko eNtshona Koloni</li> <li>• IKomiti yeeLwimi yeNtshona Koloni</li> <li>• <u>Amaziko olondolozo lwembali angama-28</u></li> </ul>
<b>Ulungelelaniso</b>	<p>Isebe linika inkxaso yolawulo ngomsebenzi kwimigudu emithathu yephondo namaziko olondolozo lwembali ezingama28 ukuqinisekisa ukuba bayazazalisekisa izindululo zabo.</p>	<b>Ulungelelaniso</b>	<p>Isebe linika inkxaso yolawulo ngomsebenzi kwimigudu emithathu yephondo namaziko olondolozo lwembali ezingama28 ukuqinisekisa ukuba bayazazalisekisa izindululo zabo</p>
<b>Unxulumano</b>	<p><u>Ukukhuthazwa kophuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko ukwenza igalelo ekwaxhiweni kwesizwe, kulawulo ulululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezoqoqosho</u></p> <p>Ukuphucula iziphumo zemfundo ezikolweni.</p> <p>Inkxaso enikezelwe kwimigudu emithathu yephondo namaziko olondolozo lwembali ezinxulumeneyo ngokukhuthaza ukuphuhlisa nokunyusa uphuhliso nenguqu yemisebenzi yenkcubeko ukuze ibenegalelo ekwaxhiweni kwesizwe, uluawulo olulungileyo, uphuhliso loluntu namandlaoluntu namathuba azinzileyo okukhula koqoqosho.</p>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Ukuphucula iziphumo zemfundo ezikolweni.</li> <li>• Inkxaso enikezelwe kwimigudu emithathu yephondo namaziko olondolozo lwembali ezinxulumeneyo ngokukhuthaza ukuphuhlisa nokunyusa uphuhliso nenguqu yemisebenzi yenkcubeko ukuze ibenegalelo ekwaxhiweni kwesizwe, uluawulo olulungileyo, uphuhliso loluntu namandlaoluntu namathuba azinzileyo okukhula koqoqosho.</li> </ul>

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo zokugcina ukuphuhlisa, nokukhuthaza ilifa lemveli eNtshona Koloni ngokusebenzisa iinkonzo zolondolo lwembali namaziko elifa lemveli	<b>Injongo yeqhinga lokusebenza</b>	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo zokugcina ukuphuhlisa, nokukhuthaza ilifa lemveli eNtshona Koloni ngokusebenzisa iinkonzo zolondolo lwembali namaziko elifa lemveli
<b>Isitethimenti senjongo</b>	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo ezininzi ukugcina, ukuphuhlisa nokukhuthaza ilifa lemveli eNtshona Koloni ngamaziko elifa lemveli angama-28	<b>Isitethimenti senjongo</b>	<u>Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo ezininzi ukugcina, ukuphuhlisa nokukhuthaza ilifa lemveli eNtshona Koloni ngamaziko elifa lemveli angama-30</u>
<b>Isiseko</b>	Amaziko olondolozo lwembali angama-28 abandakanyekayo  IKomiti yaMagama eeNgingqi eKapa  Ilifa leMveli leNtshona Koloni	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>Amaziko olondolozo lwembali angama-28 abandakanyekayo</li> <li>IKomiti yaMagama eeNgingqi eKapa</li> <li>Ilifa leMveli leNtshona Koloni</li> <li>Ilifa lemveli leNtshona Koloni</li> </ul>
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>Isebe linesindululo soMgaqosiseko mayela namaziko olondolozo lwembali ezingaphandle kwamaziko olondolozo lwembali elizwe nemiba yenkcubeko kwiphondo.</li> <li>Amaziko olondolozo lwembali ezinxulumeneyo namacandelo karhulumente ziiarhente ezime endaweni entle ekukhawuleziseni uphuhliso nenguqu kummandla wenguqu nokuzisa intsingiselo yokufunda ubomi obude ngeenkqubo zoluntu.</li> <li>Amaziko olondolozo lwembali nelifa lemveli linika igalelo kubambiswano loluntu nophuhliso lwamandla oluntu.</li> <li>Amaziko olondolozo lwembali nesayithi zelifa lemveli zinika amathuba anikezela uphuhliso lwezoqoqosho ngokuqwalasela iindawo zongxininiso, ingakumbi kwiindawo zasemaphandleni, ekunokuthi kwakhelwe kuzo ilifa lemveli nokhenketho lwenkcubeko.</li> </ul>	<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>Isebe linesindululo soMgaqosiseko mayela namaziko olondolozo lwembali ezingaphandle kwamaziko olondolozo lwembali elizwe nemiba yenkcubeko kwiphondo.</li> <li>Amaziko olondolozo lwembali ezinxulumeneyo namacandelo karhulumente ziiarhente ezime endaweni entle <u>ekukhawuleziseni</u> uphuhliso nenguqu kummandla wenguqu <u>nokuzisa intsingiselo</u> yokufunda ubomi obude ngeenkqubo zoluntu.</li> <li>Amaziko olondolozo lwembali nelifa lemveli linika igalelo kubambiswano loluntu nophuhliso lwamandla oluntu.</li> <li>Amaziko olondolozo lwembali nesayithi zelifa lemveli zinika amathuba anikezela uphuhliso lwezoqoqosho ngokuqwalasela iindawo zongxininiso, ingakumbi kwiindawo zasemaphandleni, ekunokuthi kwakhelwe kuzo ilifa lemveli nokhenketho lwenkcubeko.</li> <li>Ikuqhubela phambili kokugunyaziswa kwamagama eengingqi kuze nomfanekiso ngqondweni ngamathuba okubonisa imveli, imbali, inkcubeko neelwimi ezahlukeneyo zeNtshona Koloni.</li> </ul>
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>Ukukhuthazwa kophuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko ukwenza igalelo ekwaxhiweni kwesizwe, kulawulo ulululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezoqoqosho</li> <li>Ukuphucula iziphumo zemfundo ezikolweni.</li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>Ukwenza ngcono iziphumo zemfundo ezikolweni (<u>lindawo eziPhambili zeKhabhinethi yePhondo</u>)</li> <li>Inxaso enikelwe akumaziko olondolozo lwembali, kwiLifa leMveli yeNtshona Koloni neKomiti yamaGama eeNgingqi <u>kuza kuba negalelelo kwinkuthazo</u>, uphuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko. <u>Oku kuza kukhokelela</u> ekwaxhiweni kwesizwe, kulawulo ulululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezoqoqosho.</li> </ul>

<ul style="list-style-type: none"> <li>• Kunikwe inkxaso kwamaziko olondolozo lwembali ezinxulumeneyo, iLifa leMveli yeNtshona Koloni neKomiti yaMagama eeNgingqi yeNtshona Koloni aza kufaka isandla kwimisebenzi yokukhuthaza, ukuphuhlisa nengququ yemisebenzi yenkcubeko ekwakheni isizwe, ulawulo olululo, uphuhliso loluntu namandla oluntu nokukhula koqeqesho oluzinzileyo nokuvulwa kwamathuba.</li> <li>• Ukukhuthazwa kophuhliso lweendawo zasemaphandleni (Inkalo Ephambili iNG)Ukukhuthazwa kophuhliso lweendawo zasemaphandleni (Inkalo Ephambili iNG)</li> <li>• Ukuphucula indlela yokusebenza efikelelekayo nesebenza kakuhle kwimpilo entle yeNtshona Koloni (Injongon yekhabhinethi yeWC/Injongo yekhabhinethi yeNG). Isebe liza ngokuphuhlisa umgaqo-nkqubo weenkonzozemyuziyam kwiphondo nokudrafta umthetho-siseko wamaziko olondolozo lwembali kwiphondo, ukuzama ukuqinisekisa ukuba kuphuculwa ukusebenza kakuhle nangokufanelekileyo kulawulo lweemyuziyam ezinxulumeneyo.</li> <li>• Uphuhliso lwamandla abantu luza kuqwalasela uphuhliso loluntu nendlela ubambiswano loluntu (Umbono Womzantsi Afrika 2025) nokuphuculwa kwezakhono kunye nomgangatho wemfundo phakathi kwezinye izinto (linjongo zeKhabhinethi kwiNG nemiba yeenkalo eziphambili): amaziko elifa lemveli namacandelo karhulumente aza kuqwalasela aza kuqwalasela ubambiswano loluntu ngokwandisa imbali nelifa lemveli labantu baseNtshona Koloni naseMzantsi Afrika. Inkonzo Yemyuziyam izakuzama ukugcina abasebenzi abanezakhono ezingabileyo kunye nokuqesha abasebenzi abanezakhono ezifunekayo nezilungele ukwenza imisebenzi engxakangxaka enokubambezela ukunikezelwa kweenkonzo kwixesha elide. Inkonzo yeMyuziyam iza kuqhuba noqeqesho lwabasebenzi kwiinkalo zonke ukuqinisekisa uphuhliso lwezakhono. Isebe liza kusebenza ngokusondelelene neSebe loBugcisa neNkcubeko kuzwelonke ekwandiseni izakhono ezlifa lemveli ngokusebenza icebo loqeqesho emsebenzini.</li> </ul>		<ul style="list-style-type: none"> <li>• Ukukhuthaza uphuhliso lwase-maphandleni (NG indawo eziphambili).</li> <li>• Ukuphucula indlela yokusebenza efikelelekayo nesebenza kakuhle kwimpilo entle yeNtshona Koloni (Injongo yekhabhinethi yeWC/Injongo yekhabhinethi yeNG). Isebe liza ngokuphuhlisa umgaqo-nkqubo weenkonzozemyuziyam kwiphondo nokudrafta umthetho-siseko wamaziko olondolozo lwembali kwiphondo, ukuzama ukuqinisekisa ukuba kuphuculwa ukusebenza kakuhle nangokufanelekileyo kulawulo lweemyuziyam ezinxulumeneyo.</li> <li>• Uphuhliso lwamandla abantu luza kuqwalasela <u>uphuhliso</u> loluntu nendlela ubambiswano loluntu (Umbono woMzantsi Afrika 2025) nokuphuculwa kwezakhono kunye nomgangatho wemfundo phakathi kwezinye izinto (linjongo zeKhabhinethi kwiNG nemiba yeenkalo eziphambili). Amaziko elifa lemveli namacandelo karhulumente aza kuqwalasela aza kuqwalasela ubambiswano loluntu ngokwandisa imbali nelifa lemveli labantu baseNtshona Koloni naseMzantsi Afrika. Inkonzo yolondolozo lwembali iza kuzama ukugcina abasebenzi abanezakhono ezingabileyo kunye nokuqesha abasebenzi abanezakhono ezifunekayo nezilungele ukwenza imisebenzi enzima <u>ngaphandle kokubambezela ukunikezelwa kweenkonzo kwaye oko kusenofunisa iinguqu kwixesha elizayo.</u> Inkonzo yeMyuziyam iza kuqhuba noqeqesho lwabasebenzi kwiinkalo zonke ukuqinisekisa uphuhliso lwezakhono. Isebe liza kusebenza ngokusondelelene neSebe loBugcisa neNkcubeko kuzwelonke ekwandiseni izakhono ezlifa lemveli ngokusebenza icebo loqeqesho emsebenzini.</li> </ul>
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2010/11-2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa imiba yokusetyenziswa kolwimi ngokungalinganiyo nokukhulisa uphuhliso lweewimi ebezijongelwe phantsi ngaphambili noLwimi lwaseMzantsi Afrika lokuThetha ngezandla eNtshona Koloni.	<b>Injongo yeqhinga lokusebenza</b>	Ukukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa imiba yokusetyenziswa kolwimi ngo- kungalinganiyo nokukhulisa uphuhliso lweewimi ebezijongelwe phantsi ngaphambili noLwimi lo-kuThetha ngezandla loMzantsi Afrika eNtshona Koloni.
<b>Isitethimenti senjongo</b>	Ukukhuthazwa kokuSetyenziswa kweelwimi EziNinzi, ukulungisa ukungalingani kweelwimi kwangaphambili nokukhuthaza uphuhliso lweelwimi ebezijongelwe phantsi ngaphambili njengoLwimi lwaseMzantsi Afrika lokuThetha Kusetyenziswa Izandla ngokusetyenziswa nokubeka ilisiso kuMgaqo-Nkqubo woLwimi eNtshona Koloni ngokunikezela iinkonzo kwuRhulumente wePhondo leNtshona Koloni.	<b>Isitethimenti senjongo</b>	Ukukhuthazwa kokuSetyenziswa kweelwimi eziNinzi, ukulungisa ukungalingani kweelwimi kwangaphambili nokukhuthaza uphuhliso lweelwimi ebezijongelwe phantsi ngaphambili njengoLwimi lwaseMzantsi Afrika Lokuthetha Kusetyenziswa Izandla ngokusetyenziswa nokubeka ilisiso kuMgaqo-Nkqubo woLwimi eNtshona Koloni ngokunikezela iinkonzo kwuRhulumente wePhondo leNtshona Koloni.
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Indlela yokusebenza evunyiweyo neqala ukusetyenziswa ekumiseleni uMgaqo-nkqubo weelwimi weNtshona Koloni kamasebe namaziko onke karhulumente</li> <li>• IiForam ezi-6 zoKusetyenziswa koLwimi kwiPhondo</li> <li>• Iprojekti ezi-3 ezikhuthaza ulwaziso lwelwimi</li> <li>• Amaphulo ama-2 ajolise ekulungiseni ukungalingani kokusetyenziswa kolwimi kwangaphambili</li> <li>• Amaphulo ama-2 ajoliswe ekuphuhliseni ilwimi zemveli kunye noLwimi lokuThetha ngeZ- andla loMzantsi Afrika</li> <li>• Kuguqulelwe amaxwebu ali-60 kwiilwimi ezintathu ezisemthweni kwiphondo</li> <li>• Kungenelelwe ngokubonelela ngotoliko izihlandlo ezi-12 kwiSebe</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Indlela yokusebenza evunyiweyo neqala ukusetyenziswa ekumiseleni uMgaqo-nkqubo weelwimi weNtshona Koloni kamasebe namaziko onke karhulumente</li> <li>• IiForam ezi-6 zoKusetyenziswa koLwimi kwiPhondo</li> <li>• Iprojekti ezi-5 ezikhuthaza ulwaziso lwelwimi</li> <li>• Iprojekti ezimbini ezijongise ekulungiseni ungalingani kwelwimi</li> <li>• Iprojekti ezi-6 ezijongise ekuphuhliseni ilwimi zesintu ezazijongelwe phantsi</li> <li>• Imiqulu engama-817 eguqulelwe ngelwimi zontathu eziphambili</li> <li>• Ingenelo eziy-17 apho inkonzo zetoliki zinikiswe kwiSebe</li> </ul>
<b>Ulungelelaniso</b>	<ul style="list-style-type: none"> <li>• Ukusebenza ngokoMgaqo-nkqubo weelwimi weNtshona Koloni ngamasebe onke kwiphondo namacandelo karhulumente namanye amacandelo.</li> <li>• Ukuxhasa ulingano lokusetyenziswa kwelwimi ezintathu ezisemthethweni eNtshona Koloni</li> <li>• Ukukhuthaza nokuphuhlisa ilwimi zemveli nezazijongelwe phantsi (iNama noLwimi lo-kuThetha ngezandla loMzantsi Afrika)</li> </ul>	<b>Umda osisiseko</b>	<ul style="list-style-type: none"> <li>• Ukusebenza ngokoMgaqo-nkqubo weelwimi weNtshona Koloni ngamasebe onke kwiphondo namacandelo karhulumente namanye amacandelo.</li> <li>• Ukuxhasa ulingano lokusetyenziswa kwelwimi ezintathu ezisemthethweni eNtshona Koloni</li> <li>• Ukukhuthaza nokuphuhlisa ilwimi zemveli nezazijongelwe phantsi (iNama noLwimi lo-kuThetha ngezandla loMzantsi Afrika)</li> </ul>
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Ukukhuthazwa kuhuhliso nengqu kwimisebenzi nemicimbi yenkcubeko ukwenza igalelo ekwakhiweni kwesizwe, kulawulo olululo, ukubambisa koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye</li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Ukuphucula izphumo zemfundo ezikolweni</li> <li>• Ukukhuthazwa kokuthethwa kweelwimi ezininzi kwakunika igalelo kubuambiswa loluntu (NG).</li> </ul>

	<p>nokuvula amathuba zinzo nokuthula kwezogqosho</p> <ul style="list-style-type: none"> <li>• Ukuphucula iziphumo zemfundo ezikolweni</li> <li>• Ukukhuthazwa kokuthethwa kweelwimi ezininzi kwakunika igalelo kubuambiswa loluntu (NG). Ukukhuzwa kokusetyenziswa kweelwimi ezininzi kwakuba negalelo kwimisebenzi yophuhliso nenguqu yemisebenzi yenkcubeko ukufaka isandla kulwakh-iwo lwesizwe, ulawulo olululo uphuhliso lontu namandla oluntu nokuzinziswa kokukhula koqoqosho namathub ukuqinisekisa ukufikelela kwingxelo ngolwimi olukhethwe ngumntu.</li> </ul>	<ul style="list-style-type: none"> <li>• Ukukhuzwa kokusetyenziswa kweelwimi ezininzi kwakuba negalelo kwimisebenzi yophuhliso nenguqu yemisebenzi yenkcubeko. <a href="#">Oku kuza kukhokelella</a> kulwakh-iwo lwesizwe, ulawulo olululo uphuhliso lontu namandla oluntu nokuzinziswa kokukhula koqoqosho namathuba ukuqinisekisa ukufikelela kwingxelo ngolwimi olukhethwe ngumntu</li> </ul>
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<b>Injongo yeqh- inga lokuse- benza</b>	Ukumisela imisebenzi enokuba negalelo kulwakh-iwo lwesizwe nenguqu.	<b>Injongo yeqh- inga lokuse- benza</b>	Ukumisela imisebenzi enokuba negalelo kulwakh-iwo lwesizwe nenguqu.
<b>Isitethimenti senjongo</b>	Ukumiselwa kwemisebenzi enokuba negalelo kulwakh-iwo lwesizwe nenguqu ngokuse- benzisa iinkqubo zokubonisa ukubaluleka kweholide zoluntu ukukhuthaza izithethe zesizwe.	<b>Isitethimenti senjongo</b>	Ukumiselwa kwemisebenzi enokuba negalelo kulwakh-iwo lwesizwe nenguqu ngokuse- benzisa iinkqubo zokubonisa ukubaluleka kweholide zoluntu ukukhuthaza izithethe zesizwe.
<b>Umda osisiseko</b>	Iinkqubo ezintathu/amaphulo ajolise ekukhuthazeni izithethe ezinokuxhanyulwa ngeeholide zoluntu kuzwelonke neempawu zesizwe.	<b>Umda osisiseko</b>	Iinkqubo ezintathu/amaphulo ajolise ekukhuthazeni izithethe ezinokuxhanyulwa ngeeholide zoluntu kuzwelonke neempawu zesizwe.
<b>Ulungelela- niso</b>	Isebe likholelwa ekutheni linga- dlala indima ebalulekileyo eku- miseleni ukuzingca ngeempawu zesizwe sethu neyantlukwano yenkcubeko yethu nokwakha isizwe esikhululekielyo nesin- genacalucalulo ngokobuhlanga, esingakhethi kokwesini, esingacaluli ngokwesintu nesin- gacaluli ngokobuzwe.	<b>Ulungelelaniso</b>	Isebe likholelwa ekutheni linga- dlala indima ebalulekileyo eku- miseleni ukuzingca ngeempawu zesizwe sethu neyantlukwano yenkcubeko yethu nokwakha isizwe esikhululekielyo nesin- genacalucalulo ngokobuhlanga, esingakhethi kokwesini, esingacaluli ngokwesintu nesingacaluli ngokobuzwe.
<b>Unxulumano</b>	<p><a href="#">Ukukhuthazwa kophuhliso nenguqu kwimisebenzi nemicimbi yenkcubeko ukwenz- aigalelo ekwakh-iweni kwesi- zwe, kulawulo olululo, uku- bambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezogqosho.</a></p> <p>Ukuphucula iziphumo zemfundo ezikolweni Inxulumano ngqo Nenjongo 8 yeNtshona Koloni8: Ubambiswano loLuntu kuhlaleni.</p> <p>Isebe linikezela iinkqubo nama- hulo amisela ukuzingca ngeem- pawu zesizwe nenkcubeko yeyeantl- lukwano yethu kunye nokwakha ubambiswano loluntu. Isebe lisebenzela ukwakha isizwe</p>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Inxulumano ngqo Nenjongo 8 yeNtshona Koloni8: Ubamb- iswano Loluntu kuhlaleni.</li> <li>• Isebe linikezela iinkqubo nama- hulo amisela ukuzingca ngeem- pawu zesizwe nenkcubeko yeyantlukwano yethu kunye nokwakha ubambiswano loluntu. Isebe lisebenzela ukwakha isizwe ezingenabuhlanga, esingacaluli kobuni, esingacaluli ngokwes- intu nangokobuzwe (NG iNjongo yeKhabhinethi).</li> <li>• Isebe lisebenza ngokusonde- lelene neSebe loBugcisa neN- kcubeko nemigudo elisonde- lelene nayo nemigudo yoluntu kuzwelonke elinxulumane nayo kuququzelelo lobugcisa, inkcubeko kunye nemiba yelifa lemveli nemigaqo-nkqubo yalo.</li> </ul>



	<p>ezingenabuhlanga, esingacaluli kobuni, esingacaluli ngokwesintu nangokobuzwe.</p> <p>(NG iNjongo yeKhabhinethi). Isebe lisebenza ngokusondelelene neSebe loBugcisa neNkcubeko nemigudo elisondelelene nayo nemigudo yoluntu kuzwelonke elinxulumene nayo kuququzelelo lobugcisa, inkcubeko kunye nemiba yelifa lemveli nemigaqo-nkqubo yalo.</p>		
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### Inkqubo 3: linkonzo zaMathala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukuxhasa nokuphuhlisa iinkonzo zamathala eencwadi kubemi bonke baseNtshona Koloni	<b>Injongo yeqhinga lokusebenza</b>	Ukuxhasa nokuphuhlisa iinkonz zamathala eencwadi kubemi bonke baseNtshona Koloni
<b>Isitethimenti senjongo</b>	Ukuxhasa nokunyusa inani leencwam zeenkono ukusuka kuma 334 ukuya kuma 341 ngokunikezela ngeemathiryeli zamathala eencwadi nokunyusa inani leefasilithi kuluntu ngokuphucula inkcubeko yokufunda.	<b>Isitethimenti senjongo</b>	<u>Ukuxhasa</u> nokunyusa inani leencwam zeenkono ukusuka kuma 341 ukuya kuma 344 ngokunikezela ngeemathiryeli zamathala eencwadi nokunyusa inani lamaziko oluntu ngokukhuthaza inkcubeko yokufunda.
<b>Isiseko</b>	Iincam zenkonzo ezinagma-329	<b>Isiseko</b>	Iincam zenkonzo ezinagma- 341
<b>Ulungelelaniso</b>	Inkonzo zamathala eencwadi zibalulekile ukumisela ubambiswano loluntu ngokukhuthaza iziphumo zemfundo.	<b>Ulungelelaniso</b>	Inkonzo zamathala eencwadi zibalulekile ukumisela <u>ukubandakanywa</u> koluntu nokuqhelanisa incubeko yofunda
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>Ukuphuhlisa, ukwenza iinguqu nokukhuthaza uninzo kwiinkonzo zamathala eencwadi nolondolozo lweenkcukacha ezibalulekileyo entshona Koloni nto leyo iza kuba negalelo ekwakhiweni kwesizwe, ulawulo olusulungekileyo, uphuhliso loluntu nezogogoshu loluntu kwakunye nokukhula kwezogogoshu okuzinzileyo nokuvuleleka kwamathuba.</u></li> <li>• <u>Ukukhuthaza uphuhliso lwamaphandle (injongo yeKhabhinethi yeWC neka-Zwelonke)</u></li> <li>• <u>Ukuphucula izakhono zoluntu nezamakhaya ukuze luthathe inxaxheba kubathuba avelayo.</u></li> <li>• <u>Ukuphucula ukusebenza kakuhle nangokusulungekileyo kwezeMpilo, kwezeMfundo, kwezeNtlalo-ntle nakwezoKhuseleko</u></li> <li>• <u>Izixhobo ezisebenza kakuhle nangokusulungekileyo.</u></li> <li>• <u>Izixhobo ezikhokelela ekuphuhleni</u></li> <li>• <u>Intlalo yoluntu ezinzileyo</u></li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>Ukuphucula imfundo esisiseko.</u></li> <li>• <u>Ukuvelisa abasebenzi abanezakhono.</u></li> <li>• <u>Unxibelelwano olusabela kwizixhobo zogogoshu.</u></li> <li>• <u>Inkqubo yolawulo ehlangabezana neningeni, esebenza kakuhle nethatha uxanduva.</u></li> <li>• <u>Uluntu oluzimeleyo noluxhamla ngokulinganayo.</u></li> <li>• <u>Ukwenza uMzantsi Afrika ongcono.</u></li> <li>• <u>Ubumi obubandakanya wonke ubani.</u></li> </ul>

2010/11-2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukuqinisekisa ukuba urhuluemnte uyiqhuba kakauhle inkonzo yokulawula amaxwebhu kwiibhodi zikarhulumente	<b>Injongo yeqhinga lokusebenza</b>	Ukuqinisekisa ukuba urhuluemnte uyiqhuba kakauhle inkonzo yokulawula amaxwebhu kwiibhodi zikarhulumente
<b>Isitethimenti senjongo</b>	Ukuhlola indlela yokuphucula iindlela zokulawula amaxwebhu kwiibhodi zikarhulumente ezinagma-56 ngokusebenzisa uqeqesho ngokulawulwa kwamaxwebhu nokuhlola iindlela zokusebenza ukuqinisekisa ukuba zihambelana nomthetho iProvincial Archives and Records Service of the Western Cape Act, 2005 (uMthetho 3 wama-2005).	<b>Isitethimenti senjongo</b>	<u>Ukuhlola</u> indlela yokuphucula iindlela zokulawula amaxwebhu kwiibhodi zikarhulumente ezinagma-56 ngokusebenzisa uqeqesho ngokulawulwa kwamaxwebhu nokuhlola iindlela zokusebenza ukuqinisekisa ukuba zihambelana nomthetho iProvincial Archives and Records Service of the Western Cape Act, 2005 (uMthetho 3 wama-2005).
<b>Isiseko</b>	libhodi ezingama-56 zikarhulumente	<b>Isiseko</b>	libhodi ezingama-56 zikarhulumente
<b>Ulungelelaniso</b>	Ukuqinisekisa ukuba luhambelana noMthetho ukuze kubekho ulawulo olungenabuqhophololo nolusulungekileyo	<b>Ulungelelaniso</b>	Ukuqinisekisa ukuba luhambelana noMthetho <u>ukukhuthaza</u> kubekho ulawulo olungenabuqhophololo nolusulungekileyo
<b>Unxulumano</b>	Ukukhuthazwa kuphuhliso nenguqu kwimisebenzi nemicimbi yencubeko ukwnza igalelo ekwakhiweni kwesizwe, kulawulo olululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokukhula amathuba ozinzo nokukhula kwenkonzo Ulawulo ulululo  Ulawulo olusulungekileyo Intsebenziswano yoluntu  Ukuphuhlisa iziphumo zemfundo ezikolweni	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>Lungabi nabuqhophololo, eqhutywa lixabiso, esebenzisekayo, ulawulo olu- yuipmpendulo nolusebenza kakuhle</u></li> <li>• <u>Ukuphuhlisa abasebenzi abanezakhono nabanako</u></li> <li>• <u>Ukwakha indlela yolawulo eyimpendulo, enoxanduva, esebenza kakuhle nangokufanelekileyo kurhulumente wasekhaya</u></li> <li>• <u>Ukwakha indlela esebenzayo, efanele uphuhliso lwenkonzo yoluntu nokuxhotyiswa, olusebenzayo noluguka abemi</u></li> <li>• <u>Ukuphuhlisa iziphumo zemfundo</u></li> <li>• <u>Ukunyusa izinga lobambiswano loluntu ekuhlaleni</u></li> </ul>

2010/11-2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza</b>	Ukulondoloza nokinikezela ngokufikelela kwiindawo zokulondoloza iimathiriyeli.	<b>Injongo yeqhinga lokusebenza</b>	Ukulondoloza nokinikezela ngokufikelela kwiindawo zokulondoloza iimathiriyeli.
<b>Isitethimenti senjongo</b>	Ukukhuthaza nokuphuhlisa ukufikelela kwabasebenza kwiindawo zokugcina amaxwebhu ngokusebenza ukukhowuda nigxelo eqokelelweyo, ukulondoloza nokulungiselela nokucacisa ama-280 emitha zemiqolo yamaxwebhu emahleil ixesha elivisayo	<b>Isitethimenti senjongo</b>	<u>Ukukhuthaza</u> nokuphuhlisa ukufikelela kwabasebenza kwiindawo zokugcina amaxwebhu ngokusebenza ukukhowuda nigxelo eqokelelweyo, ukulondoloza nokulungiselela nokucacisa ama282 emitha zemiqolo yamaxwebhu emahleil ixesha elivisayo
<b>Isiseko</b>	limitha ezingama-280 zemiqulu ezilungiswe njengoko kuchaziwe ngonyaka	<b>Isiseko</b>	limitha ezingama-282 zemiqulu ezilungiswe njengoko kuchaziwe ngonyaka

<b>Ulungelelaniso</b>	Ukulondoloza ilifa lemveli kwinkcubelo yeNtshona Koloni ukulungiselela izizukulwana ezizayo.	<b>Ulungelelaniso</b>	Ukulondoloza ilifa lemveli kwinkcubelo yeNtshona Koloni ukulungiselela izizukulwana ezizayo.
<b>Unxulumano</b>	<p><u>Ukukhuthazwa kophuhliso nenguqu kwimiseebnzi nemicimbi yenkcubeko ukwenza igalelo ekwaxhiweni kwezizwe, kulawulo olululo, ukubambisana koluntu kunye nophuhliso lwamandla abantu ngokubaxhobisa kunye nokuvula amathuba ozinzo nokukhula kwezozoqasho.</u></p> <p><u>izinga lobambiswano loluntu ekuhlaleni</u></p> <p><u>Ukuphuhlisa iziphumo zemfundo ezikolweni</u></p>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>Lungabi nabughophololo, eqhutywa lixabiso, esebenzisekayo, ulawulo olu- yuippendulo nolusebenza kakuhle</u></li> <li>• <u>Ukuvelisa abasebenzi abanezakhono.</u></li> <li>• <u>Ukwakha indlela yolawulo esabela kwimingeni, enoxanduva, esebenza kakuhle nangokufanelekileyo kurhulumente wasekhaya</u></li> <li>• <u>Ukwakha indlela esebenzayo, efanele uphuhliso lwenkonzo yoluntu nokuxhotyiswa, olusebenzayo noluguka abemi</u></li> <li>• <u>Ukuphuhlisa iziphumo zemfundo ezikolweni</u></li> <li>• <u>Unyusa izinga lobambiswano loluntu ekuhlaleni</u></li> </ul>

#### Inkqubo 4: IMidlalo noLonwabo

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdelela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza 1</b>	Ukunikezela ngophuhliso <u>lweenkqubo</u> ezixhasa imidlalo nolonwabo.	<b>Injongo yeqhinga lokusebenza 1</b>	Ukunikezela ngophuhliso <u>oluxhasa</u> imidlalo nolonwabo.
<b>Isitethimenti senjongo</b>	Ukwakha indlela yokufikelela namathuba kwimidlalo yoluntu ngokuququzelela uqeqesho lokux- hobisa, ukuthatha inxaxheba ngobuninzi neenkqubo zokhuphiswano lwemidlalo. Ukuqinisekisa uthatao nxa- xheba kwimidlalo, uphuhliso, uqeqesho neenkqubo zolonwabo kuluntu nemifelandawonye, umz. Inkxaso yeziko.	<b>Isitethimenti senjongo</b>	Ukwakha indlela yokufikelela namathuba kwimidlalo yoluntu ngokuququzelela uqeqesho lokuxhobisa, ukuthatha inxaxheba ngobuninzi neenkqubo zokhuphiswano lwemidlalo. Ukuqinisekisa uthatao nxa- xheba kwimidlalo, uphuhliso, uqeqesho neenkqubo zolonwabo kuluntu nemifelandawonye, umz. Inkxaso yeziko.
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Ibhunga lemidlalo lephondo eli-1</li> <li>• Amabhunga emidlalo kwiphondo am-4</li> <li>• Imibutho namaziko ezemidlalo engingqi/ ephondo ali-134</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Ibhunga lemidlalo lephondo eli-1</li> <li>• Amabhunga emidlalo kwiphondo am-4</li> <li>• Imibutho namaziko ezemidlalo engingqi/ ephondo ali-110</li> </ul>
<b>Ulungelelaniso</b>	Inqanaba lokuthatha inxaxheba kwezemidlalo nakwindawo zoluntu lwehlile ngenxa yokungabikho kweenkqubo ezixhasa uluntu.	<b>Ulungelelaniso</b>	Inqanaba lokuthatha inxaxheba kwezemidlalo nakwindawo zoluntu lwehlile ngenxa yokungabikho kweenkqubo ezixhasa uluntu.
<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Injongo yeSRSA 1, 3, ne 4: 2009 – 2010 Injongo zika-Zwelonke</li> <li>• Isicwangciso-qhinga sika-Zwelonke; Intetho yeSizwe kaMongameli; Intetho yeNkulumbuso kwiPhondo; Imithetho yeMidlalo; UMgaqo-siseko waseRSA; Injongo ye-DCAS: Ukwakha nokuxhasa imibutho yemidlalo ebambisene noluntu nolonwabo kunye/okanye nemisebenzi</li> </ul>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• Injongo yeSRSA 1, 3, ne 4: 2009 – 2010 Injongo zika-Zwelonke</li> <li>• Isicwangciso-qhinga sika-Zwelonke; Intetho yeSizwe kaMongameli; Intetho yeNkulumbuso kwiPhondo; Imithetho yeMidlalo; UMgaqo-siseko waseRSA; Injongo ye-DCAS: Ukwakha nokuxhasa imibutho yemidlalo ebambisene noluntu nolonwabo kunye/okanye nemisebenz</li> </ul>

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza 2</b>	Ukunikezela ngeenkonzozo ezikhethekileyo zemidlalo nolonwabo	<b>Injongo yeqhinga lokusebenza 2</b>	Ukunikezela ngeenkonzozo ezikhethekileyo zemidlalo nolonwabo
<b>Isitethimenti senjongo</b>	Ukunikezela ngeziseko zophuhliso ezinzileyo neenkqubo zokuphila ubomi obusempilweni nophuhliso lwemidlalo kukhenketho ngokungenela amathuba okubamba imidlalo emikhulu, ukubamba imidlalo nokuxhasa imifela-ndawonye yemidlalo ukubamba imicimbi emikhulu	<b>Isitethimenti senjongo</b>	<u>Ukunikezela ngeziseko zophuhliso ezinzileyo neenkqubo zokuphila ubomi obusempilweni nophuhliso lwemidlalo kukhenketho ngokungenela amathuba okubamba imidlalo emikhulu, ukubamba imidlalo nokuxhasa imifela-ndawonye yemidlalo ukubamba imicimbi emikhulu</u>
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Imisitho engama-25 emikhulu</li> <li>• Iintsuku ezi-4 zemidlalo yengingqi</li> <li>• Amawonga ama-4 emidlalo yephondo</li> <li>• Iwonga eli-1 lezemidlalo yephondo</li> <li>• Ijim e-1 yephondo</li> <li>• Amaziko ama-3</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Imisitho engama-30 emikhulu</li> <li>• Iintsuku ezi-4 zemidlalo yengingqi</li> <li>• Amawonga ama-4 emidlalo yephondo</li> <li>• Iwonga eli-1 lezemidlalo kwiphondo</li> <li>• Ijim e-1 yephondo</li> <li>• Amaziko ama-3</li> </ul>
<b>Ulungelelaniso</b>	Ukuxhasa ukubamba imidlalo nokungenela amaphulo afuna ukubamba imisitho emikhulu ikhuthaza ize iphuhlise ukhenketho lwezemidlalo, kuginisekiswa unxulumano phakathi kwemidlalo yesikolo, iinkqubo zokuthatha inxaxheba ngobuninzi, kwakhiwe iifasilithi zemidlalo kuphuculwe iifasilithi zemidlalo, kuginisekiswa ukuba imifelandawonye yemidlalo ikwinyathelo elilungileyo, kudalwa amathuba okuqeqesha abahloli, abaqeqeshi, abadlali, amavolontiya nabalawuli.	<b>Ulungelelaniso</b>	<u>Ukuxhasa ukubamba imidlalo nokungenela amaphulo afuna ukubamba imisitho emikhulu ikhuthaza ize iphuhlise ukhenketho lwezemidlalo, kuginisekiswa unxulumano phakathi kwemidlalo yesikolo, iinkqubo zokuthatha inxaxheba ngobuninzi, kwakhiwe iifasilithi zemidlalo kuphuculwe iifasilithi zemidlalo, kuginisekiswa ukuba imifelandawonye yemidlalo ikwinyathelo elilungileyo, kudalwa amathuba okuqeqesha abahloli, abaqeqeshi, abadlali, amavolontiya nabalawuli.</u>
<b>Unxulumano</b>	Isindululo seDCAS sinikwa ifuthe sisicwangciso-qhinga sikazwelonke eSRSA, umqulu womgaqo-nkqubo yeNtshona Koloni. Iphepha leRainbow 2000 kunye nentetho yoMphathiswa ngohlalol wabiwo-mali lowama-2009. Ezi zikwanxibeelana noKukhula kwePhondo necebo lophuhliso, elukhuthaza ukuphuhlisa kweziseko zophuhliso ingakumbi kwindawo zasemaphandleni. Injongo yeDCAS: Ukuqalisa nokuxhasa imibutho yemidlalo eqinisekisa ubambiswano loluntu kwimidlalo nolonwabo kunye/okanye imisebenzi	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>Isicwangciso siika-Zwelonke seMidlalo nezoLonwabo</u></li> <li>• <u>UMthetho weMidlalo noLonwabo ka-1998 (uMthetho 110 ka-1998) njengoko ulungisiwe</u></li> <li>• <u>Injongo yeDCAS: Ukuqalisa nokuxhasa imibutho yemidlalo eqinisekisa ubambiswano loluntu kwimidlalo nolonwabo kunye/okanye imisebenzi</u></li> </ul>

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza 3</b>	<u>Ukunika nokumelana nezigqibo zemiba yenguqu kwimidlalo nolonwabo</u>	<b>Injongo yeqhinga lokusebenza 3</b>	<u>Ukunika nokumelana nezigqibo zemiba yenguqu kwimidlalo nolonwabo</u>
<b>Isitethimenti senjongo</b>	<u>Ukunika nokumelana nezigqibo zemiba yenguqu ngenjongo yokukhuthaza ukulawula ngendlela eyiyo kwimidlalo nolonwabo ngokusebenzisa iikomiti zephondo kwimiba yeNguqu noKubeka Iliso noKungenelela</u>	<b>Isitethimenti senjongo</b>	<u>Ukunika nokumelana nezigqibo zemiba yenguqu ngenjongo yokukhuthaza ukulawula ngendlela eyiyo kwimidlalo nolonwabo</u>
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• <u>Ikomiti yeNguqu nokuBeka iLiso yephondo e-1</u></li> <li>• <u>Ikomiti yokuNgenelela yephondo e-1</u></li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• <u>Imibutho yemidlalo eli-110</u></li> <li>• <u>Ikomiti yeNguqu nokuBeka iLiso yephondo e-1</u></li> <li>• <u>Ikomiti ezine zeNguqu zengongqi</u></li> <li>• <u>Ikomiti yokuNgenelela yePhondo e-1</u></li> <li>• <u>Ikomiti yabafazi</u></li> <li>• <u>ikomiti yabaneziPhako zoMzimba (izilima)</u></li> <li>• <u>Amabhunga emidlalo ama-5 Ikomiti yabasebenzi basezifama e-1</u></li> </ul>
<b>Ulungelelaniso</b>	<u>Ngowama-2006, kwagutywa uphando ngobume bemicimi yemidlalo nolonwabo eNtshona Koloni. Kwafunyaniswa ukuba amanye amacandelo oluntu ashike ngaphandle kwisakhiwo semidlalo. Ngokulandelayo iyunithi yeNguqu neZigqibo nge-Mbambano ikwinkqubo yokulungisa isakhiwo esikekeleyo ngaxeshanye ikhulisa ukuthatha inxaxheba kwimidlalo kwiphondo lonke kungabikho zimbambano.</u>	<b>Ulungelelaniso</b>	<u>ISebe lixhasa imibutho yemidlalo engama 110 kwaye ifumanise ukuba lemibutho yezemidlalo nekhansile zemidlalo zixhomekeke kakhulu kulemali yesibonelelo evelal kwiSebe.</u>
<b>Unxulumano</b>	<u>ITshathi yeeNguqu UMthetho oLungisieweyo weMidlalo noLonwabo wama-2007 Ukumelana nezigqibo ngokwezikhundla Injongo DCAS: Ukwakha nokuxhasa imibutho yoluntu ebambiseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</u>	<b>Unxulumano</b>	<ul style="list-style-type: none"> <li>• <u>EzeMidlalo zaka-Zwelonke kunye neplani yozoLonwabo</u></li> <li>• <u>Umthetho weMidlalo noLonwabo wama 1998 (uMthetho 110 ka-1998), njengoko ulungisiwe</u></li> <li>• <u>Injongo DCAS: Ukwakha nokuxhasa imibutho yoluntu ebambiseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</u></li> </ul>

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza 4</b>	<u>Ukuncedisa kwimisebenzi yezolonwabo</u>	<b>Injongo yeqhinga lokusebenza 4</b>	<u>Ukukhuthaza imisebenzi yezolonwabo.</u>
<b>Isitethimenti senjongo</b>	<u>Ukuncedisa kwimisebenzi yezolonwabo nakwimibutho ukwenza igalelo kwisizwe esisempilweni</u>	<b>Isitethimenti senjongo</b>	<u>Ukukhuthaza nokwazisa imisebenzi yolonwabo nokuncedisa ukumiselwa kwemibutho yolonwabo eza kuba negalelo kumanqanaba aphezulu okuthatha inxaxheba koluntu lonke lwaseNtshona Koloni</u>

<b>Isiseko</b>	Kuxhaswe imibutho yolonwabo emi-6 kwaxhaswa amaphulo olonwabo nemisitho engama 50	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Kuxhaswe imibutho yezolonwabo esi-8</li> <li>• Iminyadala/ imisitho/ iinkqubo zolonwabo ezi-50</li> </ul>
<b>Ulungelelaniso</b>	Ukukhuthazwa kwemisebenzi yezolonwabo kuvumela ukuba uluntu luthathe inxaxheba nangakumbi kwimisebenzi yezolonwabo. <a href="#">Ngokwenza njalo, kudalwa isiseko sokuba abemi babenako ukuthatha inxaxheba</a> kwezemidlalo. Ezolonwabo sisiseko sayo imisitho engundoqo.	<b>Ulungelelaniso</b>	Ukukhuthazwa kwemisebenzi yezolonwabo kuvumela ukuba uluntu luthathe inxaxheba nangakumbi kwimisebenzi yezolonwabo. Ezolonwabo sisiseko sayo imisitho engundoqo.
<b>Unxulumano</b>	<a href="#">Uxwebhu loMgqo-nkqubo wentshona Koloni, iRainbow Paper2001</a> noxwebhu lwentsebenziswano yoluntu lesi-8 - zandisa intsebenziswano noluntu. <a href="#">Injongo DCAS: Ukwakha nokuxhasa imibutho yoluntu ebambiseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</a>	<b>Unxulumano</b>	<a href="#">UMgqo-siseko weRSA; Injongo kwaZwelonke, isiCwangciso-qhinga sikaZwelonke; injongo yetsebenziswanoluntu; Injongo DCAS: Ukwakha nokuxhasa imibutho yoluntu ebambiseneyo yemidlalo nolonwabo kunye/okanye imisebenzi</a>

2010/11–2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdlela yokuSebenza soNyaka	
<b>Injongo yeqhinga lokusebenza 5</b>	Ukudala amathuba okufikelela kwezikolo zonke kwimidlalo kunye nabafundi bazo.	<b>Injongo yeqhinga lokusebenza 5</b>	<a href="#">Ukudala amathuba okufikelela kwezikolo zonke kwimidlalo kunyw nabafundi bazo.</a>
<b>Isitethimenti senjongo</b>	Ukudala amathuba okufikelela kwimidlalo zizikolo nabafundi bazo ngokumisela kunye/okanye ukuququzelela ubudlelwane nokuncedisa ngonikezelo lwezixhobo zokusebenza neziseko zophuhliso ngenjongo yokuqinisekisa ukuthatha inxaxheba ngobuninzi kwimidlalo, iligi neendlela zetonamenti ngokusebenzisa imidlalo esekelwe kukhuphiswano, ukuthatha inxaxheba kwindlela yokusebenza ephezulu nesebenza kakhulu kwimidlalo, nokukhangela italente kule midlalo yonke iqhutywayo, iminyadala, iitonamenti neenkampu zokuqeqesha zabafundi abasahamba isikolo.	<b>Isitethimenti senjongo</b>	<a href="#">Ukudala amathuba okufikelela kwimidlalo zizikolo nabafundi bazo ngokumisela kunye/okanye ukuququzelela ubudlelwane nokuncedisa ngonikezelo lwezixhobo zokusebenza neziseko zophuhliso ngenjongo yokuqinisekisa ukuthatha inxaxheba ngobuninzi kwimidlalo, iligi neendlela zetonamenti ngokusebenzisa imidlalo esekelwe kukhuphiswano, ukuthatha inxaxheba kwindlela yokusebenza ephezulu nesebenza kakhulu kwimidlalo, nokukhangela italente kule midlalo yonke iqhutywayo, iminyadala, iitonamenti neenkampu zokuqeqesha zabafundi abasahamba isikolo.</a>
<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Iitonamenti ezi-4 (kuZwelonke)</li> <li>• Izikolo ezinagma-2 064 (kwiPhondo)</li> </ul>	<b>Isiseko</b>	<ul style="list-style-type: none"> <li>• Iitonamenti eyi-1 (kuZwelonke)</li> <li>• Izikolo ezinagma-1452 (kwiPhondo)</li> </ul>
<b>Ulungelelaniso</b>	Iquke ukudala uluntu olukwazi ukufikelela kumathuba emidlalo. Ukwaleka, uhlobo lwemidlalo lunceda ukwandisa ubambiswano loluntu, ngeli lixa kunefuthe elihle ukuthatha inxaxheba njengoko imidlalo inceda ukufikelela kwiziphumo ezinxulumene nemfundo epheleleyo kuncitshiswa ifuthe elibi lokungathathi nxaxheba, imisebenzi engahambisani noluntu fana nolwaphulo mthetho, ukusetyenziswa kweziyobisi namaqela emigewu. Ngaphaya	<b>Ulungelelaniso</b>	Iquke ukudala uluntu olukwazi ukufikelela kumathuba emidlalo. Ukwaleka, uhlobo lwemidlalo lunceda ukwandisa ubambiswano loluntu, ngeli lixa kunefuthe elihle ukuthatha inxaxheba njengoko imidlalo inceda ukufikelela kwiziphumo ezinxulumene nemfundo epheleleyo kuncitshiswa ifuthe elibi lokungathathi nxaxheba, imisebenzi engahambisani noluntu fana nolwaphulo mthetho, ukusetyenziswa kweziyobisi

	koko, ukuthatha inxaxheba kwezemidlalo kungakhokelela kulonwabo kunye/okanye amathuba emisebenzi.		namaqela emigewu. Ngaphaya koko, ukuthatha inxaxheba kwezemidlalo kungakhokelela kulonwabo kunye/okanye amathuba emisebenzi.
<b>Unxulumano</b>	UMgaqo-siseko weRSA; linjongo zikaZwelonke, iSicwangciso-qhinga sikaZwelonke; iNtetho yeSizwe kaMongameli; iMithetho yezeMidlalo; isiCwangciso-qhinga sePhondo; iiNjongo zeNtsebenziswano yoLuntu; iNtetho yeNkulumbuso yePhondo; iiNjongo zeDCAS; IDPs; iZiphumo zeMfundo; neeNjongo zokuPhila ngokuseMpilweni.	<b>Unxulumano</b>	UMgaqo-siseko weRSA; linjongo zikaZwelonke, isiCwangciso-qhinga sikaZwelonke; iNtetho yeSizwe kaMongameli; iMithetho yezeMidlalo; iSicwangciso-qhinga sePhondo; iiNjongo zeNtsebenziswano yoLuntu; iNtetho yeNkulumbuso yePhondo; iiNjongo zeDCAS; IDPs; iZiphumo zeMfundo; neeNjongo zokuPhila ngokuseMpilweni.

2010/11-2014/15 IsiCwangciso-qhinga		2012/13 IsiCwangciso seNdelela yokuSebenza soNyaka
<b>Injongo yeqhinga lokusebenzisa</b>	Ukudala isimo esenza kubelula ukubamba iNdebe yeHlabathi yeFIFA eNtshona Koloni	<a href="#">Icinyiwe</a>
<b>Isitethimenti senjongo</b>	Ukuncedisa oomasipala ekwenzeni iiNdawo zokubukela zoLuntu  Ukuququzelelwa ukwaziswa kwemisitho ephambili yowama-2010  Ukuququzelela iinkqubo zemidlalo yebhola ekhatywayo eziza kuba lilifa	
<b>Isiseko</b>	IiNdawo zokuBukela zoLuntu ezi-5 zephondo  Ukuxwasa ukwaziswa komsitho om-1 ophambili  • Iindaba zeFanjol • Iinkqubo zenkcubeko ezi-5 ezenziwe kwiindawo zebhola ekhatywayo  Iinkqubo zophuhliso lwebhola ekhatywayo ezi-2  Iikliniki ezikhethekileyo zebhola ekhatywayo ezi-6  I-120 lolutsha oluqeqeshwe kwiikliniki ezikhethekileyo  Iiklabhu zebhola ekhatywayo ezingama-20 ezidityaniswe nenkqubo “iStars in their eyes”	

	<p>Abaqeqeshi aba-60 abaqeqeshiwe yinkqubo “yeStars in their eyes”</p> <p>Ama-200 olutsha oluqeqeshwe “yiStars in their eyes” abaphumeleleyo</p> <p>Imisitho yebhola ekhatywayo</p> <p>yasesitalatweni emi-5</p> <p>Ama-215 lamavolontiya athe aqeqeshelwa ukuncedisa kwiiNdawo zokuBukela zoLuntu</p> <p>Imisitho engama-20 yokuboniswa koluntu ooNozakuzaku beBhola aKhatywayo baka-2010</p> <p>likliniki ezi-4 zoluntu zabaqeqeshi</p> <p>Amacweyo ama-2 ophuhliso lwezakhono</p> <p>linkqubo ezi-6 zokwazisa banzi ezikolweni</p> <p>Kujoliswe kwiinkqubo ezili-1540 “ze-My 2010 school adventure” kwiphondo</p>	
<b>Ulungelelaniso</b>	<p>Ukhuthazwa kwebhola ekhatywayo nezakhono zayo njengelifa lemveli elinyusa izinga lokwa-Zisa banzi nokufikelela kwiNdebe yeHlabathi ka-2010 ze ngalo ndlela uluntu luzive luyinxalenye kwaye luzidla ngobuzwe balo</p>	
<b>Isiseko</b>	<p>Ukunyusa izinga lentsebenziswa yoluntu</p> <ul style="list-style-type: none"> <li>• Umthetho weNdebe yeHlabathi ka-12010</li> <li>• linkqubo zeeMpawu zeSizwe</li> </ul>	