



**URhulumente
weNtshona Koloni**

ISebe leNkulumbuso

ISEBE LENKULUMBUSO

**ISICWANGCISO SOMSEBENZI
WONYAKA**

2013/2014

To obtain additional copies of this document, please contact:

Department of the Premeir
Office of the Director-General
P O Box 659
CAPE TOWN
8000

Tel: 021 4834992

Fax: 021 4833300

E-mail: benjamin.dixon@westerncape.gov.za

Om nog afskrifte van hierdie dokument te bekom, tree asseblief in verbinding met:

Departement van die Premier
Kantoor van die Direkteur-generaal
Posbus 659
KAAPSTAD
8000

Tel: 021 483 4992

Faks: 021 4833300

E-pos:benjamin.dixon@westerncape.gov.za

Ukuba ufuna iikopi ezongezelelweyo zolu xwebhu, qhagamshelana:

ISebe leNkulumbuso
I-Ofisi yoMlawuli-Jikelele
P O Box 659
EKapa
8000

Umnxeba: 021 4834992

Ifeksi : 021 4833300

I-meyili: benjamin.dixon@westerncape.gov.za

INTSHAYELELO

1. Okuphambili kuthi esikuphumeleleyo

IsiCwangciso soMsebenzi woNyaka ka-2013/14 kusenzelwa iSebe leNkulumbuso sisiphumo seengcebiso ezibanzi, umfanekiso weqhinga lokusebenza nohlaluty, kwaye ubukhulu baso baziswe ngezifundo ezifundwe kwimingeni yokunikezela ngeenkonzelo kwili xa langaphambili. Injongo yeqhinga lokusebenza lePhondo 12 (PSO 12), *“kukwakha oyena karhulumente wengingqi olawulwa ngokuncomekayo ehlabathini”* exhasa ezinye ii-PSO ezilishumi kuRhulumente weNtshona Koloni, kwaye sifuna ukondlala isiseko esiqinileyo sorhulumente ongenankohlakalo noluthwalayo uxanduva lwakhe, ongenamfihlelo, onikezela kubemi bakhe ngeenkonzelo ezihambelanayo neendleko.

Inkqubo yolawulo olunqamlezayo, njengesixhobo sokuphumelela uhlanganiso kwiinkqubo zethu zokunikezela ngeenkonzelo, ihleli ibaluleke kakhulu kwimpumelelo kuba ishumi elinanye lethu leenjongo zeqhinga lokusebenza linqumla kwimisebenzi yesithethe sethu.

Izinto ezinikezelekayo eziqulathwe kwesi siCwangciso soMsebenzi woNyaka zikhethwe ngobunono, ziphengululwe zaze zahlaziywa ngeenjongo zokuqinisekisa ukuba zihambelana nale njongo, ngeli lixa iqondwa into yokokuba amanyathelo obungcathu azalisekisiwe kwixesha lonyakamali ka-2012/13 ngenxa yokushokoxeka kwemali. La manyathelo alindeleke ukuba ahlale ekhona okwexesha elifutshane, ngeli lixa kusasungulwa imodeli entsha yenkxaso-mali.

Ezinye zezinto ezinikezelekayo eziqulathwe kwisiCwangciso soMsebenzi woNyaka 2013/2014 seSebe leNkulumbuso ziquka oku kulandelayo:

- a) Amanyathelo okwandiswa kobuchule sele ekhona kwiSebe kwaye aza kuphuculwa ngakumbi ziinkqubo ezicolliweyo zolawulo lweengcombolo ezifana neNkqubo yoHlolo loMsebenzi woNyaka (APAS), ubuNtlobo boShishino (BI), uLawulo lweProjekthi yeShishini (EPM), iNkqubo yoLawulo lweMali eHlanganisiweyo (IFMS) kunye noLawulo loMxholo woShishino (ECM).
- b) Ngexesha lonyakamali ka-2013/14 iprojekthi yemfuduko yeMicrosoft iza kufikelela kwisigaba esilandelayo zokuzakisekiswa, nto leyo ezakwandiza ukufunwa kwe-I-Centre for e-Innovation. Ukongeza, ibroadband iza kuqhubeka isetyenziswa kwiinzame zokuhlangabezana neemfuno ezandayo zokuphuculwa kokunikezelwa kweenkonzo.

- c) Kwisithuba soLawulo loMxholo woShishino, kwenziwe imitsi emide kakhulu ebalulekileyo ngokubhekiselele ekwakhiweni kolawulo lweengcombolo olukhuselekileyo kunye nenkqubo yokuyigcina kwaye lo msebenzi usaqhubeka.
- d) Iqhinga lokusebenza lobudlelwane namazwe ehlabathi liyagqityezelwa kwaye zisa kugxininisa kukhenketho, urhwebo kunye nokukhuthazwa kotyalo-mali luza kugxininisa kuyo yonke iAfrika kunye namazwe eBRICKS, ngokunjalo namahlakani ethu esiqhelo orhwebo.
- e) Indima edlalwa liSebe kuzwelonke kukubandakanyeka, phakathi kwezinye izinto, kwiCabinet Lekgotla, kwiForamu yoLungelelwaniso kaMongameli (PCC), iForam yabaPhathi abaphezulu boMzantsi Afrika (iFOSAD), uRhulumente kunye nentlanganisela yabaLawuli (G&A) kunye nesiXhobo soHlolo loMsebenzi wabaPhathi (MPAT) beSebe: Ulwakhelo-mkhanya lwePhondo kunye noHlaziyo (DPME), nto leyo ebaneziphumo zolwakhelo-mkhanya lwamaziko oluphuculiweyo.
- f) Ngenxa yenkqubo yethu yobuchule yolawulo lwezicelo zeengcombolo zoluntu, siqinisekise uthotyelo olupheleleyo lwayo yomibini le mithetho ilandelayo UMthetho wokuKhuthaza uFikelelo kwiiNkcukacha (iPAIA) kunye UMthetho wokuKhuthaza uBulungisa boLawulo (nePAJA).

2.Ukungabinamfihlelo

Sele kwakhiwe isiseko esiqinileyo ngakwindawo yothotyelo olusemthethweni olunomthetho wokukhuthaza ukungabinamfihlelo, olufana nolwePAIA kunye nolwePAJA, kwaye siyaqhubeka ngokuphakamisa imigangatho yokwazisa bonke abasebenzi ngokubhekiselele koku ngokusebenzisa iiseshoni zoqeqesho zarhoqo ezicwangcisiweyo kwiZiko lethu, eKromme Rhee.

3.linzuzo zabemi beli lizwe

Ukuze zifikelele kwimingeni elindelekileyo ngo-2013/14 ngendlela enobuchule nesebenzayo, eli Sebe lahlelwa ngokutsha ukusukela ngomhla woku-1 kweyeDwarha 2012 kulandela ukungenelela uhluzo ngokutsha uyilo lwesebe.

Enye yeendlela ezingundoqo ekugxininiswe kuzo liSebe leNkulumbuso kukuhlangabezana nobuQhetseba neNkohlakalo. Njengenxalenye yesi sicwangcisonkqubo, unyaka-mali ka-2013/14 lakuqhubeka liwongeza amandla eCandelo lokuPhanda ngobuQhetseba ngokusebenzisa nabaphandi

bangaphandle ukuze ekugqibeleni kunikezelwe ngenkonzo eyenziwa ngentsebenziswano namaSebe ngeyeNkanga 2014. IziVumelwano zoMgangatho weeNkonzo kunye namaXesha amiselwe iNkonzo, ziza kulawulwa yiDashbhodi yeZiko leeNkonzo eziManyanisiweyo (CSC), nto leyo ekhokelela kunikezelo lweenkzo oluphuculiweyo kumasebe.

4. Ubunkokheli obujonge phambili

Ukulawula ngokuncomekayo ehlabathini eburhulumenteni nasebunkokhelini bombutho kufuna ukuba sibe samkela umbono wexesha elide, ukufunda okuqhubekayo kunye nokubonakalisa nento yokokuba sisebenzisa iimpazamo njengamathuba okusinceda siphucule iinkonzo.

Ndinethemba lokuba ekugqibeleni, okubalekayo okuphathekayo nokungaphathekiyo okuqulathiweyo sisiCwangciso soMsebenzi woNyaka, kuza kubakho nesiphumo sokunyuka kwamathuba abemi bonke abahlala kweli phondo ukuze baqaphele amandla kwaye babenobomi obuxabisekileyo. Ndizimisele ukuqinisekisa ukuba iSebe leNkulumbuso lidlala indima yobunkokheli neyolungelelwaniso necetywayo kwesi siCwangciso soMsebenzi woNyaka nasekunxanelweni kwalo ukwakha oyena rhulumente wommandla ulawulwa ngokuncomekayo ehlabathini.

ISebe liza kuqhubeka ngokugxila ekomelezeni ubudlelwane balo beqhinga lokusebenza namazwe ehlabathi, amahlakani engingqi nakazwelonke, ingakumbi kwiindawo elinokwandisa kuzo urhwebo, litsale utyalo-mali lize lifunde izifundo kwezona zenze ziphambili kwabanye oorhulumente bengingqi ukuze lizisebenzise eNtshona Koloni.

Okokugqibela, iSebe leNkulumbuso liza kuqhubeka ngokuqinisa iinkqubo zalo zolawulo ezijolise ekulweni nobuqhetseba kuRhulumente weNtshona Koloni, njengoko kuboniswe yimpumelelo ephezulu kwi-intanethi yoQeqesho loKwazisa ngoChaso-buqhetseba nangoChaso-nkohlakalo okwenziwe ngabasebenzi boRhulumente weNtshona Koloni.

Ndingwenela ukuqinisekisa ukuba ndilithembile iqela labaphathi nabasebenzi beli Sebe abaxabisekileyo ekubeni basincedise ekufikeleleni kwinjongo yethu.

Helen Zille

INkulumbuso yeNtshona Koloni

IQoqo elinguGunyaziwe leSebe leNkulumbuso

INGQONDISISO ESEMTHETHWENI

Ngoko ke kuyaqinisekiswa ukuba esi siCwangciso soMsebenzi woNyaka:

- Saqulunqwa ngabalawuli beSebe leNkulumbuso phantsi kwesikhokelo seNkulumbuso uHelen Zille
- Silungiswe ngokuhambelanayo nesangoku iqhinga lokusebenza leSebe leNkulumbuso
- Ngokuchanekileyo sibonisa umsebenzi ejoliswe nelizamayo ekuwuqabeliseni iSebe leNkulumbuso xa linikwe izibonelelo zokusebenza nezifumanekayo kuhlahlo lwabiwo-mali luka-2013/2014.

UMnu Almo Geldenhuys

UTyikityo: _____

Umlawuli weqhinga lokusebenza leSebe

UMnu Drikus Basson

UTyikityo: _____

IGosa lezeMali eliyiNtloko

IGqwetha leNkundla ePhakamiyo uBrent Gerber

UTyikityo:

IGosa lesiCwangciso-mali

Kuvunyelwe ngu-:

Helen Zille

UTyikityo: _____

INkulumbuso (iQoqo elinguGunyaziwe)

IZIQULATHO

1. Umbono noBizo	1
2. Imigqaliselo	2
3. Uhlaziyo lwamagunya owiso-mthetho nolwamanye amagunya	3
3.1 Amagunya akumgaqo-siseko	6
3.2 Amagunya owiso-mthetho	6
3.3 Amagunya omgaqo-nkqubo	6
3.4 Izigqibo zenkundla yamatyala eziphathelene noku	6
3.5 Amanyathelo omgaqo-nkqubo acwangcisiweyo	6
4. Uhlaziyo lohlahutyo lwemeko	7
4.1 Indawo esingqongileyo yokusebenza	8
4.2 Okusingqongileyo kwesebe	18
4.3 Inkcazelo yenkqubo yokucwangcisa iqhinga lokusebenza	221
5. Iinjongo zeqhinga lokusebenza eligxile kwiziphumo zeziko	23
Isishwankathelo sohlahlo-mali lonyaka ka-2013/14 kunye noqikelelo lweSakhelo seNkcitho yeXesha eliPhakathi (MTEF)	25
Uqikelelo lwenkcitho yeSebe leNkulumbuso	25
ISIGABA B: IINJONGO ZEQHINGA LOKUSEBENZA	26
6. Iinjongo zeqhinga lokusebenza neenjongo zeSebe leNkulumbuso	26
7. Inkqubo 1: Inkxaso yeSigqeba (uLawulo)	29
7.1 Iinjongo zeqhinga lokusebenza	29
7.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ngo-2013/14	31
7.3. Ulawulo lomngcipheko	34
7.4. Izalathisi zomsebenzi wenkqubo kunye nokujoliswe ngonyaka ka-2013/14	35
7.5. Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali ne-MTEF	39
7.6. Inkqubo yomsebenzi nentsingiselo yenkcitho	40

8. INkqubo 2: Abaphathi beqhinga lokusebenza bePhondo	41
8.1 Injongo zeqhinga lokusebenza	41
8.2 Injongo zeqhinga lokusebenza kunye nokujoliswe kuko ngo-2013/14	45
8.3. Ulawulo lomngcipheko	49
8.4. Izalathisi zomsebenzi kunye nokujoliswe kuko ngo-2013/14	49
8.5. Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali ne-MTEF	55
8.6. Inkqubo yomsebenzi nentsingiselo yenkcitho	56
9. INkqubo 3: Uphuhliso lweZakhono zaBasebenzi (IZiko leeNkonzo eziManyanisiweyo)	57
9.1 Injongo zeqhinga lokusebenza	57
9.2 Injongo zeqhinga lokusebenza kunye nokujoliswe kuko ngo-2013/14	60
9.3 Ulawulo lomngcipheko	62
9.4. Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka	63
9.5 Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali ne-MTEF	70
9.6. Inkqubo yomsebenzi nentsingiselo yenkcitho	71
10. INkqubo 4: I-Centre for e-Innovation (IZiko leeNkonzo eziManyanisiweyo)	72
10.1 Injongo yeqhinga lokusebenza	73
10.2 Injongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14	74
10.3 Ulawulo lomngcipheko	75
10.4 Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka ka-2013/14	77
10.5 Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali ne-MTEF	83
10.6 Inkqubo yomsebenzi nentsingiselo yenkcitho	84
11. INkqubo 5: INgqinisekiso kaRhulumente (IZiko leeNkonzo eziManyanisiweyo)	85
11.1 Injongo zeqhinga lokusebenza	85
11.2 Injongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14	88
11.3 Ulawulo lomngcipheko	92
11.4 Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka ka-2013/14	93

11.5 Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali ne-MTEF	103
11.5 Inqubo yomsebenzi nentsingiselo yenkcitho	104

ISIGABA C: OKUFUNEKAYO KUHLANGENE NEZINYE IZICWANGCISO 105

- 12. Okufunekayo kuhlange ne-infrastrakhtsha yeminyaka emininzi nezinye izicwangciso zezakhono zabasebenzi 105
- 13. Iigranti ezikhutshelwa iimeko ezithile 105
- 14. Amaqumrhu karhulumente 105
- 15. Intsebenziswano namacandelo abucala/karhumente 105
- 16. Isihlomelo E (linkcazelo zesalathisi sobuchule) 105

ISIHLOMELO A: UBUME BEQUMRHU LESEBE LENKULUMBUSO 106

ISIHLOMELO B: UHLAZIYO LWESICWANGCISO-QHINGA SONYAKA KA-2010/11-2014/15 SEBE LENKULUMBUSO 107

Izifinyezo

APAS	Nkqubo yoHlolo lokuSebenza loNyaka
APP	IsiCwangciso soMsebenzi woNyaka
BI	UbuNtlola boShishino
BRICS	IBrazili, iRashiya, i-Indiya, iTshayina noMzantsi Afrika
Ce-I	I-Centre for e-Innovation
CFO	IGosa lezeMali eliyiNtloko
CGRO	UHlaziyo neNkangelelo yangaphandle loLawulo oluManyanisiweyo
CSC	Iziko leeNkonzo eziManyanisiweyo
DPME	ISebe lokuHlola nokuHlaziya ukusebenza
DPSA	ISebe leeNkonzo zikaRhulumente noLawulo
ECM	ULawulo loMxholo woShishino
EE	Ubulungisa bezeNgqesho
EPM	ULawulo lweProjekthi yamaShishini kaRhulumente
ERM	ULawulo loMngcipheko woShishino
FIU	ICandelo loPhando leForensikhi
FOSAD	IForam yabaLawuli abaziNtloko Jikelele boMzantsi
G&A	ULawulo
GIS	INkqubo yeeNkcukacha zezeJiyografi
GMT	Izithuthi zikaRhulumente
HCM	ULawulo lwezaBasebenzi
HR	Izibonelelo zaBasebenzi
HRD	Uphuhliso lweZibonelelo zaBasebenzi
ICT	Ubuxhakaxhaka boNxibelelwano lweeNkcukacha
IFMS	INkqubo yoLawulo lweMali eHlanganisiweyo
IT	Ubuxhakaxhaka beeNkcukacha
MISS	IMigangatho yoKhuselo lweNgcombolo ezincinci
MPAT	Isixhobo sokuHlola ukuSebenza koLawulo
MTEC	IKomiti yezoQoqosho lweXesha eliPhakathi
MTEF	ISikhokelo seNkcitho seXesha eliPhakathi
OHS	IMpilo noKhuselo eMsebenzini
PAIA	UMthetho wokuKhuthaza uFikelelo kwiiNkcukacha

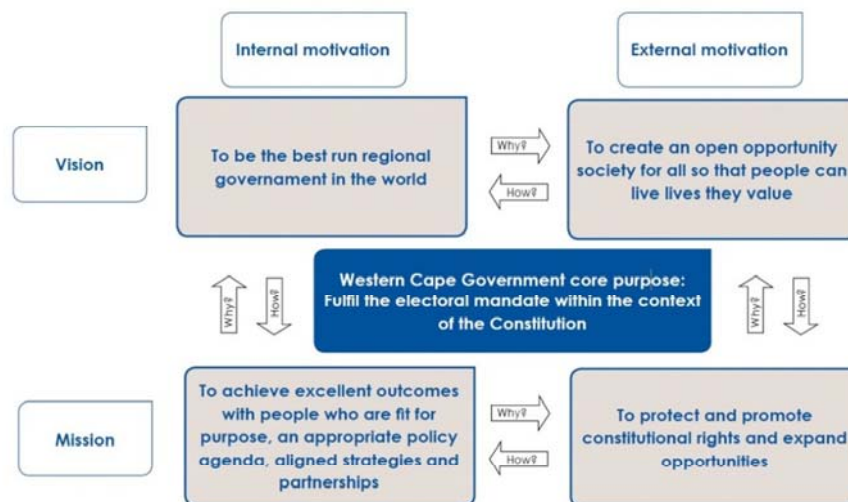
PAJA	UMthetho wokuKhuthaza uBulungisa boLawulo
PCC	IKomiti yoLungelelwaniso kaMongameli
PIP	IsiCwangciso soZalisekiso lweProjekthi
PSO	INjongo yeQhinga lokusebenza yePhondo
PTI	IZiko loQeqesho lePhondo
PWMES	Inkqubo yoLwakhelo mkhanya noHlolo kwiPhondo liphela
RBM&E	Uhlolo noHlaziyo olusekelwe kwiZiphumo
SCM	ULawulo lweeNtengo
SDIP	IsiCwangciso zoPhuculo loNikezelo lweeNkonzo
SITA	I-Arhente yoBuxhakaxhaka beeNkcukacha zoMbuso
SLA	Isivumelwano soMgangatho weeNkonzo
SMART	KuNgqalile, kuyaLinganiseka, kuyaPhumeleleka, koKwenene kwaye khambe ngeXesha
UNDP	INkqubo yoPhuhliso lweZizwe eziManyeneyo
WCED	ISebe leMfundo leNtshona Koloni
WCG	URhulumente weNtshona Koloni

Isigaba A: Isishwankathelo seqhinga lokusebenza

1. Umbono noBizo

ISebe leNkulumbuso liznikezele kumbono nakulo ubizo lukaRhulumente weNtshona Koloni kwaye, njengegunya lalo eliphambili, liyaluqaphela ubizo nembono yephondo njengoko kuboniswe kule dayagram ingezantsi.

UMBONO KUNYE NOBIZO LUKARHULUMENTE WENTSHONA KOLONI



Umbono uchaza inkamva elikhuthazayo elibonelwa uRhulumente weNtshona Koloni kunye nePhondo leNtshona Koloni.

- Umbono wangaphakathi kwiSebe kukuba ngoyena rhulumente wengingqi olawulwa ngokuncomekayo ehlabathini.
- Umbono wangaphandle kwiSebe kukudala uluntu olunamathuba avulekileyo kumntu wonke ukuze abantu baphile ubomi obuxabisekileyo.

Ubizo luchaza indlela ekuzakwenziwa ngayo umbono uphumelele. Luchaza okwenziwa nguRhulumente weNtshona Koloni ukuze kuphunyelelwe umbono:

- Ubizo lwangaphakathi kwiSebe kukuphumelela iziphumo ezigqwesileyo nabantu abakulungele ukukwenza oko, iajenda yomgaqo-nkqubo efanelekileyo, intsebenziswano kunye neziCwangciso-qhinga ezihambelanisiweyo.

- Ubizo lwangaphandle kukukhusela nokukhuthaza amalungelo akumgaqo-siseko kunye nokwandisa amathuba.

2. Imigqaliselo

Siyazibophelela kwicala lokunikezela ngeenkono ngokwale migqaliselo ilandelayo:

Ukusebenza ngobuchule (Ukuba nesakhono sokwenza umsebenzi nokuzimisela ekwenzeni umsebenzi esiwuqeshelweyo)

- Siyakwazi ukwenza umsebenzi esiwuqeshelweyo, kwaye sisoloko sizama ukugqwesa.
- Siyabaphuhlisa kwaye sibakhulise abantu bethu, siyabavumela kwaye sibaxhobise ngokuthi bakwazi ukusebenza kuxhaswa indlela yabo yokunikezela ngeenkono.
- Siyabaxhobisa abasebenzi ukuze banikezele ngeenkono egqwesileyo ebantwini baseNtshona Koloni.
- Sibonisa ulwazi nengqiqo ekwenzeni umsebenzi wethu ngokubhekiselele kugunyaziso lomgaqo-siseko, lowiso-mthetho nolokukhetha kwaye sisebenza kunye ukuze sikuphumelele oku.

Ukuthwala uxanduva (Sithwele uxanduva lokunikezela iinkono zophuhliso)

- Sinengqiqo ecacileyo yembono yethu, ubizo, iinjongo zeqhinga lokusebenza, iindima zethu, ugunyaziso nokuluthwala uxanduva.
- Sonke siyanikezela ngezethu iziphumo nangoko bekujoliswe kuko ngokomgangatho, ngokohlahlo-mali nangexesha elimiselweyo.
- Ingulowo uluthathela kuye uxanduva njengaBasebenzi bakaRhulumente kwaye siyazazi ukuba sithembene kwicala lokunikezela ngeenkono.
- Ingulowo ujongene noxanduva lomsebenzi wakhe, ngezenzo nangezizigqibo azithathileyo.

Intembeko (Kukunyaniseka nokwenza okulungileyo)

- Sidala okusingqongileyo okunimikhwa esesikweni ngokunyaniseka, ngokubonisa imbeko nokuzalisekisa imigqaliselo elungileyo nencomekayo.
- Sizingela inyaniso size sense izinto ezilungileyo ngendlela elungileyo kwimeko nganye.
- Kungathenjela kuthi yaye sithembekile, kwaye asiguququki kwicala lokuziphatha, ngokuthetha nangezenzo zethu.
- Sisebenza ngentembeko kumanqanaba onke, kwiimeko zonke, asiyinyamezeli inkohlakalo.

Ukusabela ngexesha elililo (Kukujongana nezidingo zabemi nezabasebenzi bethu)

- Sigxile kubo abemi, sakha ubudlelwane obusivumelayo ukuba sizilindele ezabo izidingo esizihlangabezayo ngenx' engaphambili.
- Sibathathela ingqalelo abemi nomntu ngamnye phakathi kwethu, siyafikeleleka, siyabamamela kwaye nentetho yabo siyayiva.
- Siyabaphendula ngokusebenza ngexesha elifanelekileyo esivumelene ngalo.
- Siyasebenzisana thina, ngokunjalo nabo abachaphazelekayo, sibaxhobise ngeenkukacha ezifanelekileyo nezithembekileyo, sabelana nabo kwiimfuno zonke.

Ukukhathalela (Ukukhathalela abo sibasebenzelayo nabo sisebenza nabo)

- Sibaxabisile bonke abasebenzi nabemi kwaye sibanika isidima sabo nentlonipho.
- Siyabamamela ngomdla, sibonise imfesane kubasebenzi nakubo abemi.
- Siyabonelela ngenkxaso, kwaye sibonise umdla kumntu ngamnye kuthi. njengabasebenzi nabemi, siyibonelele intlalontle yomntu ngamnye kuthi.
- Sinombulelo kwaye sibathathela ingqalelo abasebenzi kunye nabemi.

3. Uhlaziyo lwamagunya owiso-mthetho nolwamanye amagunya

Akukho zinguqu zibonakalayo kumagunya owiso-mthetho eli Sebe.

- Constitution of the Republic of South Africa, 1996
- Constitution of the Western Cape, 1997
- Promotion of Access to Information Act (Act 2 of 2000)
- Promotion of Administrative Justice Act (Act 3 of 2000)
- Intergovernmental Relations Framework Act (Act 13 of 2005)
- Public Finance Management Act (Act 1 of 1999)
- Preferential Procurement Policy Framework Act (Act 5 of 2000)
- Broad-Based Black Economic Empowerment Act (Act 53 of 2003)
- Division of Revenue Act (annually)
- Public Service Act, Proclamation 103 of 1994
- Pensions Fund Act (Act 24 of 1956)
- Income Tax Act (Act 58 of 1962)
- Occupational Health and Safety Act (Act 85 of 1993)
- Compensation for Occupational Injuries and Diseases Act (Act 130 of 1993)
- Labour Relations Act (Act 66 of 1995)
- Promotion of Equality and Prevention of Unfair Discrimination Act (Act 4 of 2000)

- Government Employees Pension Law, Proclamation 21 of 1996
- Basic Conditions of Employment Act (Act 75 of 1997)
- Employment Equity Act (Act 55 of 1998)
- Skills Development Act (Act 97 of 1998)
- Skills Development Levies Act (Act 9 of 1999)
- National Archives and Record Service of South Africa Act (Act 43 of 1996)
- Prescription Act (Act 68 of 1969)
- Protected Disclosures Act (Act 26 of 2000)
- Prevention and Combating of Corrupt Activities Act (Act 12 of 2004)
- Financial Intelligence Centre Act (Act 38 of 2001)
- Electronic Communications Security (Pty) Ltd Act (Act 68 of 2002)
- Electronic Communications and Transactions Act (Act 25 of 2002)
- Public Audit Act (Act 25 of 2004)
- State Information Technology Agency Act (Act 88 of 1998)
- Provincial Archives and Records Service of the Western Cape Act (Act 3 of 2005)
- Western Cape Provincial Public Protector Law (Law 6 of 1994)
- Western Cape Delegation of Powers Law (Law 7 of 1994)
- Western Cape Coat of Arms Act (Act 7 of 1998)
- Western Cape Provincial Commissions Act (Act 10 of 1998)
- Western Cape Provincial Honours Act (Act 9 of 1999)
- Provincial Restaurant Ordinance 23 of 1964
- Consumer Protection Act (Act 68 of 2008)
- Public Service Regulations 2001 (as amended)
- South African Qualifications Authority Act (Act 58 of 1995);
- National Qualifications Framework Act (Act 67 of 2008) (amended by Higher Education Laws Amendment Act (Act 26 of 2010))

Ukongeza apho, isebe, njengequmrhu nasekudlaleni eyalo indima kurhulumente wephondo, likhokelwa ngumgaqo-nkqubo wamagunya omgaqo-nkqubo, ingakumbi la alandelayo:

- Isakhelo seqhinga lokusebenza leXesha eliPhakathi – 2010-2014
- IKhomishoni yesiCwangciso kuZwelonke – iPhepha leNgcaciso, ngeyeDwarha 2009
- Isakhelo sikaZwelonke soKwakh' umkhanya noHlaziyo – iPhepha leNgcaciso, ngeyeDwarha 2009
- IsiCwangciso sokuSebenza sikaZwelonke ngo-2010–2014
- Isakhelo seqhinga lokusebenza sikaZwelonke seSebe labaBhinqileyo, abaNtwana kunye nabaNtu abakHubazekileyo.
- Izakhelo zoMgaqo-nkqubo oKhethekileyo kaZwelonke weSini nokuXhotyiswa kwabantu ababhinqileyo, abakHubazekileyo kunye nabaNtwana
- IPhepha leNgcaciso kwiNguqu yeeNkonzo zikaRhulumente (1995)
- IPhepha leNgcaciso kuQeqesho olungeeNkonzo zikaRhulumente neMfundo (1997)
- IPhepha leNgcaciso kuMgaqo-nkqubo weNgcaciso oMntsha weNkonzo zikaRhulumente (1997)
- IPhepha leNgcaciso kuLawulo lweziBonelelo zaBasebenzi kwiiNkonzo zikaRhulumente
- IPhepha leNgcaciso kuGuqulo loNikezelo lweeNkonzo zikaRhulumente [Batho Pele] (1997)
- Iqhinga lokusebenza loPhuhliso lweZakhono kuZwelonke (I, II kunye no-III)
- UMgaqo-nkqubo woLutsha kuZwelonke (2009-2014) weArhente yoPhuhliso loLutsha kuZwelonke
- Izakhelo zoMgaqo-nkqubo seSebe likaZwelonke leeNkonzo zikaRhulumente noLawulo lokuLingana kwiSini, abakHubazekileyo kunye noLutsha kwiiNkonzo zikaRhulumente
- IziPhumo eziLinganisekayo zikaZwelonke
- IsiCwangciso soPhuhliso kuZwelonke 2012

3.1 Amagunya akumgaqo-siseko

ISebe lisebenza ngokuhambisana nogunyaziso oluchaziwe kuMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996, nakuMgaqo-siseko weNtshona Koloni, 1997, okanye njengoko ubekiwe ngumthetho kazwelonke.

3.2 Amagunya owiso-mthetho

ISebe liyawuthobela umgaqo-siseko kunye namagunya owiso-mthetho. Uncedo lomsebenzi olongezelelekileyo luye lwenziwa kwiSebe ukuqinisekisa ukuthotyelwa kwawo onke amaxanduva asemthethweni anxulumene nemiyalelo yeSebe.

3.3 Amagunya omgaqo-nkqubo

Iqhinga lokusebenza lePhondo, ingakumbi injongo yeqhinga lokusebenza 12, ngumyalelo womgaqo-nkqubo woRhulumente weNtshona Koloni. Okunye okufunekayo komgaqo-nkqubo sisiCwangciso soPhuhliso kuZwelonke, esamkelwa yiKhabinethi kaZwelonke ngeyeThupha 2012. Injongo yeqhinga lokusebenza lePhondo 12 ibonisa iziphumo ezinkulu kakhulu ngoluvo lokuba kwimeko yokukwazi ukwenza into nokuphuhlisa njengoko kuthiwe theca kwisicwangciso soPhuhliso kuZwelonke.

3.4 Izigqibo zenkundla yamatyala eziphathelene noku

Zonke izigwebo ezinxulumene nemisebenzi yeSebe njengoko inikezelwa yiNkundla yomGaqo-siseko, yiNkundla ePhezulu yeziBheno, yiNundla ePhakamileyo neNkundla yezaBasebenzi ziqwalaselwe zaze zazalisekiswa apho kufaneleke khona. Akukabikho zimeko zakutsha nje ezichaphazela imisebenzi yokuqhuba imisebenzi yesebe xa kujongwe kwikamva lalo.

3.5 Amanyathelo omgaqo-nkqubo acwangcisiweyo

Amanyathelo omgaqo-nkqubo acwangcisiweyo aza kuqwalasela kwizinto ezinokunikezelwa eziza kuqinisekisa ukuba kuyaqhubeka ukuzalisekiswa kwenjongo yeqhinga lokusebenza 12 lePhondo. Okuzakuqalwa ngako ukunikezelwa ngo-2013/14 kuquka:

- Intlanganisela yentsebenziswano ebanzi neSixeko saseKapa kwaye neArhente yeThekhnoloji yoLwazi basebuRhulumenteni (SITA) iza kufumana ingqwalasela eqhubekayo. Ngaphaya kweziza ezingama-60 zoRhulumente weNtshona Koloni (WCG) zeNtsebenziswano ebanzi ziza kufakelwa kwithekhnoloji yoqhagamshelwano ekupheleni konyaka-mali ka-2013/14
- Ukusetyenziswa kweenkqubo zoLawulo loKwandiswa kwaBasebenzi kunye neemveliso kwi-Intanethi. Iprojekthi iza kufuna izigidi ezili-R12m

kunyaka-mali ka-2013/14. Imemorandam yeziVumelwano ebhaliweyo kunye neSebe leeNkonzo zikaRhulumente noLawulo (DPSA) iza kufakelwa ukuba mayincede ekuqhubeni imisebenzi kwiNtshona Koloni yeeModyuli zeHR ngaphakathi kwiNkqubo yoLawulo lwezeMali eHlanganisiweyo

- IsiHlaziyi seThekhnoloji yoMsebenzisi, yiprojekthi eza kufuna izigidi ezili-R13m kunyaka-mali ka-2013/14, ngeli lixa uPhicotho oluzenzekelayo lweziXhobo zikarhulumente ze-IT lusenzelwa ukubona izixhobo zomsebenzisi ezifuna ukutshintshwa
- Ukuphuculwa kwe-infrastrakhtsha yeNetwekhi, iprojekthi eza kufuna malunga nezigidi ezingama-R26m kunyaka-mali ka-2013/14, ngeli lixa i-infrastrakhtsha yenethwekhi iqhubeka iphuculwa kokusilela kolungiso emva kophicotho lwe-infrastrakhtsha yenethwekhi kwaye kuqalwe ngezo ndawo zifuna ukutshintshwa ngokukhawuleza
- Imigangatho yokukhula ephunyelelweyo yoLawulo lweProjekthi yeNkqubo, Ulwakhelo-mkhanya oluSekelwe kwiZiphumo noHlaziyo kunye noLwazi lweNdawo njengoko izalisekisiwe liSebe loRhulumente weNtshona Koloni (WCG). Le projekthi iza kufuna malunga nezigidi ezi-R2m ngonyaka-mali ka-2013/14
- Uphuhliso oluhlanganisiweyo olwenziwe ngokuzenzekelayo ngowezigaba lwenkqubo yoHlaziyo nokwaKhel' umkhanya lwePhondo ngokubanzi (PWMES). Le projekthi iza kufuna izigidi ezili-R12,5m kunyaka-mali ka-2013/14, kuquka neSigaba 2 sesiSombululo sobuNtlola boShishino kunye nokugqitywa kweNkqubo yoLawulo lweProjekthi yeShishini
- Ekuqhubekeni ngophuhliso nozalisekiso lwemodeli yenkxaso-mali nequmrhu elitsha kuqeqesho lwephondo olunqamlezayo
- Ukusebenza kweqhinga lokusebenza leZiganeko eziHlanganisiweyo esamkelwe yiKhabhinethi ngo-2011
- Uqoqosho olwakhiwa kokusingqongileyo okucocekileyo, olusekelwe kwindlela yokusebenzisana kuye wonke urhulumente ngokunjalo namacandelo abucala ukulungisa uphuhliso olungaguquguqukiyo, kugxininiswe ngamandla ekwakhiweni kwemisebenzi kwaye kuncitshiswe ukuqhubeka nokungcoliswa kokusingqongileyo
- Ukuxhobisa iCandelo loThotyelo oluseMthethweni ukuphucula uthotyelo lomthetho kunye neemfuno zokwenza izigqibo ezivakalayo ezisemthethweni.

4. Ukuhlaziywa kohlalutyo lwemeko

Ngexesha leseshoni yeqhinga lokusebenza ebelibanjwe ngeyeThupha ngo-2012 abalawuli besigqeba seSebe bathathe inxaxheba kwingxoxo ebingokusingqongileyo kokunikezela kweqhinga lokusebenza leSebe. Abasebenzi beSebe babonwa njengabantu abanika iSebe amandla aqhambili. Nangona kunjalo, iye yaqatshelwa into yokokuba kumele kugxininiswe ngamandla kuhlalutyo olunzulu lokuxhotyiswa kwabasebenzi

nakucwangciso lwezibonelelo zabasebenzi oluneqhinga lokusebenza. Kubonwe kukho isidingo sokuchaza ngcono umfanekiso weSebe ukunika imbonakalo kwisangotshe salo esithi “Ubambiswano Ngamandla”. Iinkokheli esiphezulu zimele ziwubonise ngokucacileyo umfanekiso wesebe ngokumanya, babakhuthaze abasebenzi ukuze kuphunyelelwe inkcubeko ehlanganeyo yokugqwesa kwimisebenzi abayenzayo.

Ngexesha lonyaka ka-2012/13 ukukhula kwamalungu amasebe oRhulumente weNtshona Koloni kube nempembelelo ebonakalayo kuhlalo-mali lweli sebe olubenesiphumo sokuqhubekela kwixesha le-MTEF. Isiseko somsebenzisi we-ICT, umzekelo, sande ukusukela kwi-14 500 ukuya kwi-16 500 leendawo eziphambili ekunikezelwe kuzo iinkonzo ziye zaqhagamshelwa kuthungelwano, nto leyo ebenempembelelo kumgangatho nekwixabiso lenkxaso yeenkonzo ezinikezelweyo leli sebe. Oku kubangele eli Sebe, ngeNtsebenziswano neSebe lezeMali lePhondo, ukuba liqalise ngophuhliso lweyona modeli efanelekileyo yenkxaso-mali njenge-arhente yenkxaso enqamlezayo.

Kwakhona iye yacaca into yokokuba izithinteli zezibonelelo ezinefuthe elibi kwiSebe aziziso isoyikiso nje kuphela – kodwa zingabonwa njengethuba lokuba makuqalwe ngazo kwaye zidweliswe, kusetyenziswa izakhono ezinqamlezileyo zize zithengiswe ukuze siphumelel iinjongo zethu kwixesha elide, ngeli lixa silihoyile ixesha elifutshane.

4.1 Indawo esingqongileyo yokusebenzela

Inkxaso yeSigqeba

Kukonke ukukhula/amandla ezemali yeSebe kuhlolwe kwabonwa kukumgangatho wesi-2.83. ISebe lisungule isicwangciso sokusebenza esaziwa ngokuba luHlaziyo loLawulo lweNtsebenziswano kunye neNkangeleko (Hlaziyo neNkangelelo yangaphandle loLawulo oluManyanisiweyo (CGRO)), esijolise ekuphuculeni ukukhula/amandla ezemali yalo kube kumgangatho wesi-3+. I-CGRO sisicwangciso sokuphucula esiquka iintlobontlobo zamacandelo, umz. Iinjongo esele zifunyanisiwe kunye nolawulo lwekhonkco lonikezelo, kwaye linyathelo lokuqala elikhokelela kwimeko yolawulo olunqwenelekayo.

Umgaqo-nkqubo kunye neqhinga lokusebenza

ISigqeba sithathe elona thuba lokudlala indima ebalulekileyo ekuphuhliseni UMgaqo-nkqubo neQhinga lokusebenza lokusebenza, ebelisencotsheni kwiQhinga lokusebenza kunye neenjongo zeSebe. INkqubo yoLawulo oluNqamlezayo yePhondo, iyingqawelo yokunikezela ngeenkonzo kwezi njongo ngeyona ndlela ehlanganeyo, sele izalisekiswa ngokupheleleyo kuRhulumente weNtshona Koloni.

Kubekho imfuno emandla kakhulu eyenziwe ngamanye amasebe emalunga neenkonzwenkxaso yophuhliso lweqhinga lokusebenza. Ngaphezulu koko, uMgaqo-nkqubo kunye neQhinga lokusebenza uyafuneka ukuqinisekisa ukuqhubeka kokuhambelana kwemigaqo-nkqubo namaqhinga okusebenza kunye nesiCwangciso-qhinga sePhondo. Ngokubhekiselele kwiNqubo yoLawulo oluNqamlezayo yePhondo, inkcazelo yenkqubo yeqela lokusebenza kunye nozalisekiso nayo ifuna inkxaso eyandisiweyo kubaphathi abazintloko. Ngoku kukho amaqela okusebenza angama-40, iinkqubo ezifanelekileyo ezingama-40 kuye wonke uRhulumente weNtshona Koloni (WCG) ezifuna ukuzalisekiswa ukuze kuphuyelelwe isiCwangciso-qhinga sePhondo kunye nenjongo yeqhinga lokusebenza. Ukuhlolwa kwempembelelo yeenkqubo ezingundoqo nako kuyafuneka kakhulu ngeyona ndlela.

linkcukacha zolawulo zeqhinga lokusebenza

ISebe lomeleze imisebenzi yalo yokuhlola nokwakhel' umkhanya ngokuhambelana neSakhelo soMgaqo-nkqubo kaMongameli kwindima yeOfisi yeNkulumbuso kuHlolo nolwaKhel' umkhanya, nanjengoko inxulumene nezona ndawo zingundoqo ekujoliswe kuzo. Ezi ndawo zingundoqo zenziwa liSebe lokuHlola nokwaKhel' umkhanya ukuSebenza (DPME) kwiofisi kaMongameli. AbaLawuli abaziNtloko: linkcukacha zolawulo lweqhinga lokusebenza luye lwakhokela kweli ziko kumgangatho wephondo kwaye luphambili ekusabeleni kwezi ndawo kujoliswe kuzo zinxulumene necandelo likarhulumente elihlangene nolwakhel' umkhanya, imposiso yecandelo likarhulumente, uhlobo lweziphumo, ngokunjalo nedata neenkqubo zokuhlola nokwakhel' umkhanya.

Ngexesha lonyaka ka-2012/13 kuye kwahlangabezwana nemfuno emandla yokuhlola nokwakhel' umkhanya kwiphondo liphela, kuthathelwe ingqalelo isakhelo solwakhel' umkhanya kwicandelo likarhulumente kunye nokuqaliswa kweNkqubo yoLwakhelomkhanya kuZwelonke kumgangatho wephondo. Ngeli lixa imisebenzi ye-DPME ibaluke kakhulu, olona phawu luphambili lokuhlola nokwakhel' umkhanya okwenziwa nguRhulumente wePhondo leNtshona Koloni (WCG) lusekelwe kwiziphumo zendlela yokuhlola nokwakhel' umkhanya nethi ivelise ulwazi lolawulo lweqhinga lokusebenza. URhulumente wePhondo leNtshona Koloni (WCG) ufuna ugcino-lwazi ukwenzela iziphawuli zezishwankathelo zeziphumo ukulinganisela iziphumo injongo yeqhinga lokusebenza yePhondo (PSOs). Luyafuneka ulwazi olungeeprojekthi neziphumo nokuba, ukuba kufanelekile, zinegalelo elinjani na iziphumo eziveliswa lisebe ngalinye kwiPhondo kwinjongo yeqhinga lokusebenza ngokuzalisekisa iinkqubo neeprojekthi zawo. Ekuncediseni ngeli khonkco eliphakathi kweeprojekthi neziphumo kunye noko kujoliswe kuko ziziphumo zePSO, iinkcukacha ezingolawulo lweqhinga lokusebenza

luzalisekise itempleyiti yoCwangciso loZalisekiso lweProjekthi (PIP) ukuze zincele le nkqubo kwiPSO nganye.

AbaLawuli abaziNtloko: linkcukacha zolawulo lweqhinga lokusebenza lukwancedisa kwiimfuno zokukhuliswa koRhulumente weNtshona Koloni (WCG) ngokunxulumene kulawulo lwenkqubo neprojekthi ngokuzalisekisa isisombululo senkqubo entsha nolawulo lweprojekthi endaweni yenkqubo ekhoyo ngoku yeDashboard yeProjekthi yeSigqeba (EPD) benkqubo yoLawulo lweProjekthi yamaShishini kaRhulumente (EPM).

Ulwazi oluingesithuba somhlaba luyafuneka ukwenzela umgaqo-nkqubo owazisayo wohlalutyo olucaneke ngakumbi.

AbaLawuli abaziNtloko: linkcukacha zolawulo lweqhinga lokusebenza lukwancedisa kwiimfuno zokukhuliswa koRhulumente weNtshona Koloni (WCG) ngokunxulumene kulawulo lwenkqubo neprojekthi ngokuzalisekisa isisombululo senkqubo entsha nolawulo lweprojekthi endaweni yenkqubo ekhoyo ngoku yeDashboard yeProjekthi yeSigqeba (EPD) benkqubo yoLawulo lweProjekthi yamaShishini kaRhulumente (EPM).

Usetyenziso lweqhinga lokusebenza lwemithetho-siseko yolawulo lwenkqubo neprojekthi kunye nokusetyenziswa kweemveliso zolwazi lwesithuba somhlaba kuye kwazinziwa kumxholo weNkqubo yoLawulo oluNqamlezayo yePhondo. Kukho esinye isidingo sokomeleza izibonelelo zenkqubo yolwazi lwejiyografi (GIS).

Ukufikeleleka lula kugcino-lwazi olufanelekileyo noluchanekileyo okanye kulwazi ngokusebenzisa inkqubo ehlanganisiweyo yoLwakhelo mkhanya noHlolo kwiPhondo liphela (PWMES) kusahleli kusesona sidingo ekudalweni kolwazi lolawulo lweqhinga lokusebenza. Ngokusebenzisana ne-Centre for e-Innovation, uphuhliso lwenkqubo yoLwakhelo mkhanya noHlolo kwiPhondo liphela ehlanganisiweyo nezisebenzelayo kusahleli kungowona mba uphambili ekuphuculeni ulawulo ulwazi lwangaphambili kuwo onke amasebe. Inkqubo ezifana neNkqubo yoHlolo lokuSebenza loNyaka kunye neziSombululo zobuNtloko boShishino noLawulo lweProjekthi yamaShishini kaRhulumente ziza kuba yinxalenye yePWMES.

IInkqubo zeQhinga lokusebenza

Kuza kujoliswa ngamandla ekuzibandakanyeni ekuthatheni amanyathelo okuqala namahlakani angaphandle kuzalisekiso lwesiCwangciso-qhinga sePhondo. Kuza kuqhutyekeliswa phambili amathuba okukhuthaza ukuhlangana nokuphuhlisa kwezooqoqosho ekuhlaleni okunendlela yokugcina okusingqongileyo. Kuza kuqalwa kuqwalaselwe iinkqubo ezingaphakathi kurhulumente ukuze kuzuze abantu baseNtshona Koloni, njengokulungiselela umsitho weSiseko soYilo seHlabathi (World Design Capital) sika-2014.

Ngokubhekiselele kubudlelwane behlabathi, ubudlelwane namazwe e-BRICS (iBrazil, iRashiya, i-Indiya neTshayina) nayo yonke iAfrika buza kubekwa phambili nanjengoko la mazwe enika uMzantsi Afrika ithubakazi

lokuthumela imveliso yawo kula mazwe. Nangona lithintelwa kukushokoxeka kwemali, kuza kufuneka eyona ndlela isebenzayo kubudlelwane bangaphakathi, ingakumbi elawulwa ngumdlawezozoqoqosho lukaRhulumente weNtshona Koloni, njengemahlakani otyalo-mali kumazwe asahlumayo ehlabathi.

Umsebenzi owawusenziwa ngaphambili phantsi kweCandelo loLawulo lwamaLungelo oLuntu uza kwenziwa ube phambili kumasebe ali-11 oRhulumente weNtshona Koloni (WCG), ngeli lixa ulungelelwaniso lweenkqubo luza kwenzeka kwiSebe leNkulumbuso.

IZiko leeNkonzo eziManyanisiweyo

IZiko leeNkonzo eziManyanisiweyo (CSC) libekwe ngobuchule kwiSebe leNkulumbuso ukuqinisekisa impembelelo nenkuthalo ekunikezeleni ngeenkonzo ezimanyanisiweyo ezinqamlezileyo kuwo onke amasebe akuRhulumente weNtshona Koloni. Imisebenzi eyenziwe liZiko leeNkonzo eziManyanisiweyo (CSC) ibangela amasebenzi akhoyo ukuba aqwalasele kweyona misebenzi yawo ingundoqo ngeli lixa ebek' ithemba kwimisebenzi yolawulo engengundoqo kwi-CSC. Ngaphezulu, imisebenzi ye-CSC isebindini wempumelelo nolungiso lolawulo olumanyanisiweyo kweli Phondo.

Imisebenzi ye-CSC ifumana ukuboniswa kweenkqubo ezintathu kule Voti nokuchazwe ngakumbi, ngokweengcombolo, kumacandelo anezi zihloko: Ukwandiswa kwaBasebenzi, i-Centre for e-Innovation kunye neNgqinisekiso kaRhulumente. Isihloko ngasinye kwezi zikhankanyiweyo apha ngasentla simele isebe kwi-CSC.

Ukwandiswa kwaBasebenzi

Uphuhliso lweSebe naBasebenzi

Indima yabaLawuli abaziNtloko: Uphuhliso lweSebe lulungiselelwe ukuba likwazi ukwenza umsebenzi walo ngokusulungekileyo. Ukuze oku kuphunyelelwe, iinkqubo zoPhuhliso lweSebe kufuneka zithathele ingqalelo abasebenzi elinabo kwakunye nengqibelelo kumsebenzi wabo; akukho cala linokuphumelela ngaphandle kwelinye. Kwimeko embi yangoku yezozoqoqosho, kufanele kuqwalaselwe ngamandla kubuchule ngaphandle kwengxoxo. Indawo yokusebenzela yangoku iphawuleka ngamandla phakathi kweemfuno zeenkonzo kunye nendlela ezihoywa ngayo izinto ngabalawuli ekukhokeleni abantu. Indima yoPhuhliso lweSebe naBasebenzi, nangona kunjalo, kukwenza ezempilo zilingane phakathi kokwenziwa komsebenzi nokuphumelela lo msebenzi kunye nabantu ngendlela egcina iinzame ezenziwa ngabantu kunye nokuzinikezela kwabo kwisebe. Oku kungaphunyelelwa kuphela ngendlela ehlanganisiweyo yoyilo

Iwesebe, ngophuhliso lwenkqubo kunye nengenelelo lwempucuko nendlela yokuziphatha kwesebe nabasebenzi.

URhulumente weNtshona Koloni (WCG) uzibophelele kwinkcubeko nakuphando lwemigqaliselo kabini qho ngonyaka. Uphando olugqithileyo olwenziwe kabini lubonise imigangatho ephezulu yokungafumaneki nokunqongophala kwamandla obuchule ukuze kusetyenzwe. Oku kuthetha ukuba awekho amandla obochule bokusebenza. Okuzokutsho namhlanje uphando olu lubonise ukungaguququki ngokubhekiselele kwimigqaliselo abayibonayo abantu kwinkcubeko yangoku yesebe nangento abanokuthanda ukuyibona kwinkcubeko enqwenelekayo yesebe, ebonelelo ngomhlaba obanzi wokuphucula nokukhuthaza okulungileyo kunye nokunciphisa ukungafumaneki kwamandla ukuze kusetyenzwe. Uphando lwehlabathi lubonisa apho kuphezulu khona ukungafumaneki kobuchule bamandla okusebenza, intsebenziswano nabaqeshi ibaphantsi (*Hewitt Associates and the Barrett Values Centre in 2008*) kwaye ngenxa yoko, ukusebenza kwesebe kudla ngokuba kwizinga eliphantsi. Oku kuko kanye esifuna ukukutshintsha.

Indawo yangoku yokusebenza yoPhuhliso lweSebe naBasebenzi ikwachatshazelwa yinyaniso yokokuba iinkonzo zophuhliso zesebe nabasebenzi ziqhutywa kakhulu yimfuno. Nangona iinkonzo zicwangciswa kunye kwizinto eziphambili emakuqalwe ngazo zesebe, iinguqu kulawulo nakwimeko yonikezeleo lweenkonzo kufuneka zithathelwe ingqalelo. Ngokungaguququkiyo, uPhuhliso lweSebe naBasebenzi ludinga ukulinganisa izicelo ezongezelelweyo xa kuthelekiswa nengenelelo lomxholo wenkqubo yesebe.

Indima ye-PTI entlandlumbini. Kwindawo yokuqala, kukuluthathela kulo lonke uxanduva ukwenzela uyilo, ukubonelela, ukuqinisekisa ngobulunga kunye nokuhlola impembelelo yolawulo olusebenzayo, uqeqesho lohlobo oluthile nolunqamleze ngokusebenzayo kuye wonke uRhulumente weNtshona Koloni (WCG), ngokuhambelana nezidingo ezichongiweyo zokukwazi ukusebenza zabasebenzi kunye nenjongo yeqhinga lokusebenza kunye nezicwangciso zesebe ephondo kunye noRhulumente weNtshona Koloni uphela. Kwindawo yesibini, i-PTI idlala indima yeqhinga lokusebenza elibanzi kulawulo nasekuphatheni uPhuhliso lweZibonelelo zaBasebenzi (HRD) noqeqesho kwiPhondo, ingakumbi ngokulungelelanisa zonke izicwangciso zokuzalisekisa uqeqesho lwe-HRD zesebe, kunikezelwe ngeengcebiso nangezikhokelo, kwaye kuqinisekiswa uthotyelo lomthetho nomgaqo-nkqubo kazwelonke nowephondo.

Ukuze kufikelelwe kwiimfuno zemfundo noqeqesho lwabo baqeshwe nguRhulumente kwiinzame zokwenza uRhulumente weNtshona Koloni (WCG) oyena rhulumente wenqila ulawulwa ngokuncomekayo kwihlabathi, kukho uindlela yokusebenza enezigaba zokuphuhlisa

nokuzalisekisa imodeli entsha yeziko nenkxaso efuna ukwenza i-PTI inqwelo enokukhethwa ekuphuhliseni ukwandiswa kwabasebenzi bakarhulumente kweli Phondo. ISigaba soku-1 sidale isifundo esivelise isicwangciso sesikhokelo soyilo nozalisekiso ukwenzela imodeli entsha yeziko nenkxaso, ngeli lixa iSigaba sesi-2 sibe sekuqaleni ekuqwalaselweni nasekuvunyweni yiKhabhinethi, yeyona modeli ifanelekileyo yeziko nenkxaso ukwenzela i-PTI kwaye iSigaba esi siza kuqulatha ukuzalisekiswa kwaso.

I-PTI ibonelela ngeenkonzelo kumasebe ephondo ali-13 njengoko engawona baxumi bokuqala, ngeli lixa abaqeshwa abasuka kurhulumente wengingqi kunye namasebe kazwelonke alapha kule ngingqi ngokubhekiselele ekuncedeni ngeendawo nangoqeqesho.

Kubekho iinguqu kwimfuno yekharithulam ngokusekelwe kuhlalutyo lwezicwangciso zeZakhono zaseMsebenzini, ngako oko i-PTI ilungisele ukujoliswe kuko ziinkalo zokufunda ezingundoqo ezilishumi. Oku kupha oku, izidingo ezikhethekileyo ezichongwe ngamahlakani esebe zihlanganiswe kwimethodoloji ye-e-learning enokufuna ukwandiswa ngakumbi kwemethodoloji.

ICandelo loLawulo lwaBasebenzi

Ukuze kusetyenzwe ngendlela eneziphumo kwimeko yangoku yezozoqosho kweli phondo, kwimeko yezekhaya neyehlabathi, imibutho idinga ukuqalisa into entsha ngokungaguququkiyo kwaye 'inkqenqenze phambili' ngokokwenza eyona misebenzi ingcono namaqhinga okusebenza. Ukuzokuthi ga ngoku, ukuze uRhulumente weNtshona Koloni (WCG) "abe ngoyena rhulumente wenqila ulawulwa ngokuncomekayo kwihlabathi" uLawulo lwaBasebenzi ludinga ukuba lube yeyona nto ixabisekileyo kubalawuli ukuqinisekisa impumelelo. AbaLawuli abaziNtloko: ICandelo loLawulo lwaBasebenzi lisebenzela ukuhlanganisa iQhinga loLawulo lwaBasebenzi kumasebe kaRhulumente weNtshona Koloni (WCG) ukuqinisekisa ukusetyenziswa kwabantu okunefuthe nobuchule ukuze lixabiseke kakhulu ekubeni negalelo kuphuhliso lwePhondo.

Ukuphendula kumngeni ongasentla, ukusebenza koLawulo lwaBasebenzi ngaphakathi kwiZiko leeNkonzo eziManyanisiweyo (CSC) kwenziwa ngokwemigangatho emithathu:

- *iqhinga lokusebenza*, ngokusebenzisa uphuhliso nohlaziyo izicwangciso nemigaqo-nkqubo yezibonelelo zabasebenzi ukuqinisekisa izithethe nemigangatho efanayo kulo lonke iPhondo
- *iingcebiso*, ngokusebenzisa ubonelelo lwengcebiso nenkxaso kuyo yonke imisebenzi yeCandelo loLawulo lwabaSebenzi ngokubanzi elijongene nobudlelwane babasebenzi, ulawulo lomsebenzi, ukuhlola nokwakhel' umkhanya, ubulungisa bengqesho nokunik' ingxelo
- *intengiselwano*, ngokuqalisa imisebenzi yolawulo ngokubhekiselele kwimivuzo yabasebenzi, imimiselo yokusebenza kunye nenkqubo yokugaya nokukhetha abasebenzi abatsha.

Ukuba ngoyena ungcono kufuna ukutyala ekuxhobiseni abasebenzi abangabaphathi ukuze bakwazi ukuthatha izigqibo ezazisiweyo kwaye bakwazi ukuphendula ngokukhawuleza kwiinguqu ezikhoyo kwiindawo abasebenza kuzo. Okulandela oku, abaLawuli abaziNtloko: beCandelo loLawulo lwabaSebenzi bazinikezele ngokungaguququkiyo ekucokiseni imigaqo-nkqubo yezibonelelo zabasebenzi, ukusebenza kunye neenkqubo. Kungoko ukuzalisekiswa kweetekhnoloji ezintsha ezifana nokugaya abasebenzi abatsha nge-intanethi kunye nesahlulo soPhuhliso lweZakhono zabaSebenzi seNkqubo yoLawulo lweMali ehlanganisiweyo (IFMS/HCM). Zombini ezi nkqubo zibeka iinkqubo zolawulo nezeengcombolo zabantu ezandleni zabaphathi abaphantsi kwabo. Ukwandisa oku ngakumbi kukugququlwa kwenkqubo yokugcina amaxwebhu aphahekayo abe ngamaxwebhu agcinwa kwikhompyutha. Ezi nkqubo ziza kuba negalelo kobona buchule bukhulu nokuvumela umsebenzi woLawulo lwabaSebenzi ukuba ungqanyanise ngokupheleleyo neqhinga lokusebenza leSebe.

I-Centre for e-Innovation

Sele kwenziwe inkqubela-phambili ethe nkqi ngokubhekiselele kwinyathelo lokuqala loKwenza iInkonzo ze-IT zilungele amaxesha angoku, nto leyo engqinwa ngumlinganiselo wokuGqibelela koLawulo lwe-IT, imigangatho ephuculiweyo yokunikezela ngeenkonzo nageengcamango zomsebenzisi eziphuculiweyo yi-Ce-I.

Ukwaziswa kwe-ICT Mini MTEC kwandise ngokubonakalayo amandla obuchule be-Ce-I okukwazi ukugcina nokuphucula imigangatho yayo yokunikezela ngeenkonzo nanjengoko ucwangciso olwenziwa ngamaSebe ngokuhlangeneyo. Ikwavumele nePhondo ukuba ligqibezele kwaye libonelele isiCwangciso soNikezo-zinkonzo se-ICT sePhondo (ngoku esiquka amanyathelo anqamlezayo angundoqo azakuthi afumane ingqwalasela ephambili phambi kwe-MTEF). AmaSebe aye aphawula into yokokuba isiseko somsebenzisi siza kukhula ngabasebenzisi be-ICT abali-1,500 ubuncinane kunye nesayithi ezintsha ezingaphezulu kwama-40 eziza kufuna uqhagamshelo lwe-WAN kunyaka-mali ka-2013-14. Sele kuvunyelwene namaSebe ngamalungiselelo enkxaso-mali ezakuthi iqinisekise ukuba ukwabiwa kwezibonelelo ze-Ce-I ilungiselelwa ngokufanelekileyo ukugcina umgangatho wayo wokunikezela ngenkonzo nangona kukho iinguqu kokusingqongileyo kokunikezelwa kweenkonzo.

Ngexesha loonyaka-mali abathathu abadlulileyo, isiseko sabasebenzisi se-WCG ICT sande ukusukela kwi-14500 ukuya kwi-16500 (ukwanda okuli-14%) kwaye landile nenani leesayithi ezifakelwe uqhagamshelwano ukusukela kuma-300 ukuya ngaphaya kwama-350 (okwanda okungaphaya kwe-16%). Oku akulibandakanyi inani elivisayo lamaZiko ezeMpilo oLuntu azakuthi enziwe asebenze kwixeshana elifutshane elizayo.

Ikwaqatshelwe nento yokokuba i-Ce-I ngoku sele ithathele kuyo iimfuno zenkxaso yeelebhu zeKhanya njengenxalenye yenkqubo yobeko-phambili ngaphakathi kwiSebe leMfundo leNtshona Koloni (WCED).

Xa sijonga ukubaluleka okubekwe yi-WCG kwii-ICT njengento ebangela kuphenyezwe iziphumo ezingundoqo kubangele ukuba yinto ebalulekileyo ukuba amasebe azichaze iimfuno zawo ze-ICT kwi-CSC ukuqinisekisa ukuba kwenzeka ucwangciso lokongeza amandla olufanelekileyo. Izicwangciso ze-ICT zeQhinga leSebe kananjalo nezicwangciso zokuzalisekiswa kwe-ICT kumasebe anxulunyanisiweyo ukuze kufumanisa iimfuno ze-ICT ngempumelelo.

INgqinisekiso kaRhulumente

Eyona nto iphambili eqhubelisa phambili ekwandiseni inani labasebenzi kweli setyana. Ngenxa yoko, imeko yangoku yezibonelelo zezoqoqosho azifumaneki ukuze kuzokuzalisekiswa izakhelo ezicetywayo,

ezinempembelelo emanldeneni esetyana ukuze lifikelele ekugcineni imigangatho yokunikezela ngeenkonzelo.

AbaLawuli abaziNtloko: ULawulo loMngcipheko woShishino lungacina ingqwalasela yalo kumgangatho womngcipheko wenkqubo kodwa luphose ithuba lokuzibandakanya lokuqhubekisela phambili ulawulo lomngcipheko kweli sebe. Ayafuneka amandla asisongezelelo okukwazi ukwenza umsebenzi ukuncedisa amasebe kwimigangatho yenkqutyana, kwaye oku kungenzeka kuphela ukuba isakhelo sangoku siyahlaziywa ukuze oku kuhambelane.

AbaLawuli abaziNtloko: UPhico-zincwadi lwaNgaphakathi luthintelwe yimiqobo ekukwazini ukwenza umsebenzi, nto leyo ekhokelele kokona kufunyaniswa kuphantsi kwemingcipheko ephezulu ye-WCG. Kwityeli lesithathu kuzanywa ngaphandle kwempumelelo ukufumana inkxaso-mali ngokusebenzisa inkqubo ye-MTEC, inyaniso yeyokokuba kumele kuqwalaselwe imveliso kunye nokukhuthala kwabasebenzi. Nangona kunjalo, oku akugcinakali, nangona kunjalo emva kwexesha elifutshane ingxelo yophico-zincwadi lwangaphakathi iza kuhlala kulo mgangatho wangoku. Ngaphezulu intshayelelo yesakhelo soqinisekiso esihlanganisiweyo iza kwenza okanye inike ingxelo yoqinisekiso lwentembeko.

Kunyaka-mali ka-2013/14 omnye wemigama ehanjwe leli setyana kukuqhubeka nokusungula ngokutsha iCandelo loPhando lweForenzikhi (FIU) ukuze kunikezelwe ngeenkonzelo ngaphakathi kumasebe. Kulindelwe into yokokuba imigangatho yabalawuli becandelo iza kusungulwa kwakhona kunyaka-mali ka-2013/14, kuquka neNtloko ye-FIU.

IZiko loThotyelo loMthetho lisunguliwe kubaLawuli abaziNtloko: liNkonzo zoMthetho ziza kunikezela ngeenkonzelo ezisebenzayo zothotyelo lomthetho kuwo onke amasebe ephondo.

Kukho ukungaqiniseki ngokubhekiselele kwimodeli yokunikezelwa kweenkonzo zenkonzo yonxibelelwano olumanyanisiweyo olunokuthi, xa lugqityiwe, lube nempembelelo kubaLawuli abaziNtloko: Unxibelelwano oluManyanisiweyo. Oku kuza kugqityezelwa kwezi nyanga zimbaleka zizayo, ukuze kudaleke uzinzo kweli Candelo loLawulo.

Okunyanzelekileyo kolawulo

Inkangeleko yezemali

Kunyaka-mali ka-2012/13 iSebe liye laba nesehlo esimandundu sokuthinteleka kwezemali, okubangele ukuba kuthatyathwe amanyathelo angqongqo ukusukela kwikota yesibini. Ngenxa yoko, ukugcwaliswa kwezithuba zomsebenzi kwanyanzeleka ukuba kurhoxiswe. Kwaba nyaka-

mali babini badlulileyo, kukonke ukukhula kwisiseko sohlahlo-mali lweSebe akuzange kulinganise neemfuno ezandayo zeenkonzoz ezimanyanisiweyo. Oku, kukhatshwa kukunyuka kwemivuzo okungaphezulu kunoko bekulindelwe ngokunjalo nezithintelo kwimeko yemali yehlabathi neyalapha, kubeke uxinzelelo oluvakalayo kuhlahlo-mali olukhoyo lokunikezelwa kweenkonzo. Ngaphezu koko iSebe liye lanyanzeleka ukuba lingenise uhlahlo-mali lokulungisa endaweni yohlahlo-mali olunabisa umsebenzi.

Xa sijonga ezi zithintelo zemali kubonakala ukuba kuza kubakho isidingo sokuba iSebe leNkulumbuso malikhuthaze intsebenziswano phakathi kwamacandelo alo oshishino ngokunjalo nawamanye amasebe, iindawo zikaRhulumente kunye namahlakani entsebenziswano. Ibonwe kwatanci into yokokuba imilinganiselo engqongqo iza kuhlala ihleli kwixesha elifutshane, ngeli lixa kusungulwa imodeli entsha yenkxaso-mali.

linkcukacha zokusebenza

Apho kufanelekileyo, izibonisi zomsebenzi owenziweyo eziluhlobo oluthile lobuchule ziye zafakwa kwisiCwangciso soMsebenzi woNyaka. Izibonisi ezininzi zomsebenzi ziye zafakwa kwizicwangciso zoshishino lwamacandelo. Izibonisi ziye zahlanganiswa nenjongo yeqhinga lokusebenza 12 yePhondo (ukuze libe ngoyena rhulumente wenqila ulawulwa ngokuncomekayo kwihlabathi), Ukuzibophelela kweForumu yabaLawuli Jikelele eMzantsi Afrika, iZiphumo zikaZwelonke kunye nezibonisi zeSixhobo soHlolo lokuSebenza kwabaLawuli. Ukuze kwenziwe uphuhliso lwezibonisi ezihlanganisiweyo, isixhobo sokuhlanganisa izibonisi naso siye saphuhliswa.

Unakekelo olukhulu lwenziwe ukuqinisekisa ukuba kukho izibonisi zobulunga eziphuculiweyo, ngeli lixa izigxeko-ncomo zamaqela okongamela afana neKomiti yoPhocotho-zincwadi kunye noMphicothi-zincwadi Jikelele nazo ziye zamalisa uphuhliso lwezibonisi zomsebenzi zika-2013/14. Ukuze kuphuyelelwe oku, zonke izibonisi zagocagocelwa imeko yazo eyi-"SMART" (kuNgqalile, kuyaLinganiseka, kuyaPhumeleleka, koKwenene kwaye kuhambe ngeXesha), neseti yeenkcazelo zobuchule yaphuhliselwa zonke izibonisi eziza kupapashwa kwiwebhusayithi kaRhulumente weNtshona Koloni (WCG).

Ngaphambili iSebe lazimisela izibonisi zomsebenzi ezikhuthazayo neziqhutywa yimfuno ngokunjalo nezinto ekujoliswe kuzo. Xa kujongwa izithintelo zemali, kufuneka eyona ndlela ethembakeleyo ekuseteni ezona zinto zokwenene ekujoliswe kuzo. Kwanyanzeleka ukuba kwenziwe utshintshiselwano, nanjengoko ingezizo zonke izinto ezinokuphumeleleka ezithe zaxhaswa ngemali ngako oko azikwazanga ukubandakanywa kwisicwangciso somsebenzi seSebe. Nazo izibonisi ebesingalawulwa

ngokuthe ngqo liSebe zisusiwe kwaza kwabekwa ezinye ezifaneleke ngakumbi endaweni yazo.

4.2 Okusingqongileyo kwesebe

Isakhelo seSebe zinikezela ngala manqaku mahlanu alandelayo okunika ingxelo kuMlawuli Jikelele:

- Inxaso yeSigqeba seSetyana – inikezela ngenxaso yobunobhala, yolawulo kunye nokuphatha kwiNkulumbuso, kwiKhabhinethi yePhondo nakuMlawuli Jikelele ukuze bazalisekise ukusebenzisa amandla abo amiselwe ngokomthetho, kunye nemisebenzi yabo
- ULawulo oluyiNtloko: UMgaqo-nkqubo neQhinga lokusebenza lokusebenza – ujongana ngamandla nophuhliso lwemigaqo-nkqubo namaqhinga ukuze kuphuyelelwe injongo yeqhinga lokusebenza ngendlela elungelelanisiweyo
- ULawulo oluyiNtloko: ULwazi loLawulo lweQhinga lokusebenza – lulanda umkhondo wokusebenza kwiphondo kumgangatho wokunikezela ngomsebenzi, oweziphumo ngokusebenzisa iinkqubo ezifanelekileyo zokuhlola nokwakhel' umkhanya.
- Abaphathi beQhinga lokusebenza bePhondo beSetyana – baqalisa ukuthathela kubo uxanduva lobudlelwane nehlabathi, ulungelelwaniso lweenkqubo emakuqalwe ngazo (kuquka nemiba yamalungelo oluntu) ngokunjalo nemiba yonxibelelwano olunobuchule.
- IZiko leeNkonzo eziManyanisiweyo – linikezela ngenani elivisayo leenkonzo zequmrhu ezivunyiweyo kumasebe ahlukeneyo enza umsebenzi lowo kwiPhondo. Ubuninzi babasebenzi kwiSebe leNkulumbuso bahlala ngaphantsi kweli Ziko. Nayo i-CSC ikwanikezela ngeenkonzo zayo ezinqamlezileyo zangaphandle ngaphakathi kwiSebe leNkulumbuso.

Iqumrhu langoku lavunywa laze laqala ukusebenza ngomhla woku-1 kweyeDwarha 2012 kulandela ukungenelela okuphuculiweyo kokuyila kwequmrhu. Iqumrhu elalivunyiwe ngaphambili, elalisebenza ukusukela ngomhla woku-1 kwekaTshazimpuzi 2010, labakho ngenxa yenkqubo yokuyilwa ngokutsha kwequmrhu njengenkqubo yokwenza izinto zilunge amaxesha angoku. Nanjengoko kususithethe ukungenelela koyilo olutsha kwizinga eliphezulu, elo qumrhu lalinyanzelekile ukuba lihlolwe ukwalatha nokulungisa naluphi na ulawulo olungabonwanga ngaphambili, ukusebenza okanye ukungasebenzi kakuhle. Iqumrhu langoku elivunyiweyo njengoko kuboniswa kwimifanekiso yabalawuli ngokulandelelana ngokwezikhundla zabo kwiSihlomelo A nto leyo ebonisa ubume obulungiswe ngokutsha babalawuli abalungisa ukungasebenzi kakuhle okuthe kwabonwa ngexesha lokuqalisa ukuphucula.

Olunye uphuculo olungundoqo loyilo lwequmrhu kumgangatho wolawulo obelulaqaliswe liqumrhu elitsha lume ngolu hlobo lulandelayo:

- Ukubekwa kwenye indawo kwabaLawuli abaziNtloko besebe: UMgaqo-nkqubo neQhinga lokusebenza kunye nabaLawuli abaziNtloko: ULwazi loLawulo lweQhinga lokusebenza liza kunika ingxelo ngqo kuMlawuli Jikelele. Esi sibini soLawulo oluyiNtloko singawona macandelo enkxaso aphambili oMlawuli Jikelele ngokubhekiselele ekuqalisweni nasekuhlanganisweni kweenjongo zeqhinga lokusebenza kwiPhondo kunye neNqkubo yoLawulo oluNqamlezayo yePhondo. Ngonika ingxelo ngqo kuMlawuli Jikelele, kuqinisekiswa ukuba kunikwa ingqwalasela kulawulo lweqhinga elizikisiweyo lokusebenza kugalelo nakwiziphumo ezilindelweyo zenjongo yeqhinga lokusebenza yePhondo ngokusebenzisa iNqkubo yoLawulo oluNqamlezayo yePhondo.
- Kwafunyaniswa ukuba imbali yeSebe ejolise kumalungelo abantu yayinyiniwe ngokugqithisileyo xa kuthelekiswa nezibonelelo kunye neemfuno zoMqulu wamaLungelo oLuntu njengoko ufakiwe kwiSahluko 2 soMgaqo-siseko, ka-1996. Ngako oko umsebenzi wokuyilwa ngokutsha kwamalungelo abantu umele iinzame zokuthethathethana zokusuka kko bekuqalwe kwajoliswa kuko okufana neentsuku ezithile emazikhunjulwe, iziganeko zexesha elifutshane neminye imiba ebizwa ngokuba "imiba ethambileyo". Indaweni yoko, ngoku kuqaliswe indlela yokwenza egcinekeyo yexesha elide egxininisa ekuzibopheleleni kumgaqo-siseko nakwezomthetho kuRhulumente weNtshona Koloni ukuze kufakwe amalungelo abantu kwimithetho yephondo, kwimigaqo-nkqubo, kumaqhinga okucwangcisa, kwiinkqubo nakwiiprojekthi.
- Ukuyilwa ngokutsha kwequmrhu leSetyana: Abaphathi beqhinga lokusebenza bePhondo. Ukuyilwa ngokutsha kweli Setyana lichasene nesakhelo sangaphambili sabaphathi abaphezulu esasijolise ngaphakathi kwisebe (ukusukela kurhulumente wephondo nakwiimbono zesebe) kunye nezibonelelo ezinyiniweyo zokubandakanyeka kwamahlakani entsebenziswano angaphandle. Ngaphezu koko, uyilo lubangela ukumanywa kweenzame zolungelelwaniso lweeprojekthi zeSebe eziye zanatyiselwa nakwamanye amasetyana amabini, apho ulungelelwaniso lweeprojekthi ezithile ezingaguququkiyo lufuna intsebenziswano eqinileyo namahlakani entsebenziswano angaphandle. AbaLawuli abaziNtloko abatsha: UkuLungelelwaniswa kweNkqubo emakuQalwe ngazo kwenziwa kulandelwa le nkqubo, equka imisebenzi yamalungelo abantu.
- Ukusungulwa kwecandelo leGosa lezeMali eliyiNtloko kumgangatho woawulo oluyiNtloko. Kule nkqubo kwaye kwenziwa iCandelo loLawulo lweeNtengo noLawulo.

Itheyibhuli 4.2.1 – Ukuhlelwa kwemisebenzi nezithuba ngemigangatho yemivuzo, kweyeThupha 2012

INkqubo	Inani lezithuba ezixhaswe ngemali	Inani lezithuba ezigcwalisiweyo	Umyinge wezithuba %	Abantu abasisongezelelo kwicandelo
10000000 - Inkxaso yeSigqeba (uLawulo)	173	121	30,1	23
20000000 - Abaphathi beqhinga lokusebenza bePhondo	48	34	29,2	7
30000000 - Uphuhliso lweZakhono zabaSebenzi (CSC)	362	271	25,1	95
40000000 - I-Centre for e-Innovation (CSC)	393	272	30,8	94
50000000 - INgqinisekiso kaRhulumente (CSC)	170	123	27,6	13
60000000 - Iinkqubo zeQhinga lokusebenza	0	0	0	0
Inani lilonke	1 146	821	28,4	232

Itheyibhuli 4.2.2 – Ukuhlelwa kwemisebenzi nezithuba yinkqubo, 1 kweyeThupha 2012

Umgangatho womvuzo	Inani lezithuba ezixhaswe ngemali	Inani lezithuba ezigcwalisiweyo	Umyinge wezithuba %	Abantu abasisongezelelo kwicandelo
Abakwizakhono ezisezantsi (Imigangatho 1-2)	26	21	19,2	7
Abanezakhono (Imigangatho 3-5)	155	94	39,4	61
Abanemveliso yezakhono eziphezulu (Imigangatho 6-8)	245	162	33,9	35
Ulawulo lwezakhono eziphezulu (Imigangatho 9-12)	661	489	26,0	117
Abaphathi abaphezulu (Imigangatho 13-16)	59	55	6,8	12
Kukonke	1 146	821	28,4	232

Kusukela kule theyibhuli ingentla, iSebe linomyinge wezithuba ezingama-28,4% ukusukela ngowama-31 kweyeThupha 2012, apho ama-20,2% esetyenziselwe izongezelelo zabasebenzi ukuze kuvunywe oku kusungulwayo. Oku kubangele ukuba kuvuleke izithuba ezisisi-8,2%. Xa ujonga uhlobo lwemo yamacandelo oshishino lwamasebe, kusoloko kucel' umngumngeni ukugcwalisa izithuba ngabasebenzi ababonisa ukukwazi ukuwenza umsebenzi kunye nezakhono ngeli lixa kuzanywa ukufikelela kokujoliswe kuko kokulingana emsebenzini kwiSebe. Izixhobo zijoliswe ekuphuculeni ukufuna abasebenzi kunye nokubaphuhlisa abasebenzi ukuze kufikelelwe kwimiyalelo yeSebe kuzwelonke nakwiphondo. Nayo imilinganiselo yokugcina izizikhokelo ezibaluleke kakhulu ukuqinisekisa ukuba ulwazi olukhoyo ngoku nezakhono zabasebenzi abaphambili luyagcinwa ukwenzela ukunikezelwa kweenkonzo okuneziphumo.

Isebe lipapashe izithuba ezininzi kunyaka-mali odlulileyo, ngokuxhomekeke kubukho bohlahlo-mali, lilindeleke ukuba lizigcwalise ezi zithuba kwixesha elimiselweyo nezilindeleke ukuba zincedise ekunikezelweni kweenkonzo zeeprojekthi ezindululiweyo eziqulathwe kwisiCwangciso soMsebenzi woNyaka (APP). Ngaphezulu, uzalisekiso olulindelweyo lwemodeli yokufuna abasebenzi eyi-E-recruitment ye-IFMS (HR) ngexesha lonyaka-mali olandelayo luza komeleza inkqubo yokufuna abasebenzi. Oku kuzalisekiswa kwale modeli kulindeleke ukuba kunciphise ngokungathethekiyo ixesha lokugcwaliswa kwesithuba nto leyo eza kuphucula umgangatho wokugcwalisa izithuba kwiSebe.

4.3 Inkcazelo yenkqubo yesicwangciso seqhinga lokusebenza

Inkqubo yesicwangciso sika-2013/14 ebhekiselele kwiseshoni yesicwangciso seqhinga lokusebenza sesebe kunye nokufakwa kwedrafft yokuqala yesiCwangciso soMsebenzi woNyaka iqalise ngokusekwa kwekomitana yokuqala, iquka amahlakani entsebenziswano kwiQhinga lokusebenza leSebe, UMgaqo-nkqubo neQhinga lokusebenza, uMlondolozimali wePhondo, iqela lokusebenza i-PSO 12, uLawulo loMngcipheko woShishino kunye nolwazi lolawulo lweqhinga lokusebenza. Ikomitana yenze iseshoni encinci yangaphakathi yesicwangciso ukuze ikwazi ukwalatha izibonisi zokusebenza ezibalulekileyo kwizinto ezifunekayo zeqhinga lokusebenza, umzekelo i-FOSAD, i-MPAT, iziPhumo zikaZwelonke ezili-12 ingakumbi i-PSO 12. Nazo izibonisi zokusebenza ngo-2012/13 ziye zaluncedo ekucwangciseni. Isixhobo sokulungelelanisa izibonisi (esifanayo neso sandululwayo kwiNcwadana yoLwazi lokuSebenza yoMlondolozimali kuZwelonke) sayilelwa ukuba sincedise ekuphuhliseni kwezibonisi sesiCwangciso soMsebenzi woNyaka wonyaka-mali ka-2013/14. Isetyhula eneenkcukacha eziphangaleleyo yasungulwa liQhinga lokusebenza leSebe laza lathunyelwa elifanele ukuthunyelwa kuzo, likhankanya imephu yenkqubo endululiweyo. Le setyhula ibibandakanywe nawo onke amaxwebhu okuyixhasa, umz. iSihlomelo E, isiCwangciso sokuZalisekisa iProjekthi, ithempleyithi

yesicwangciso soMsebenzi woNyaka, inkqubo yedrafft yesixhobo sokulungelelanisa isibonisiand seseshoni yesicwangciso sesebe.

NgoJulayi ka-2012 amasetyana akwiSebe leNkulumbuso abambe iiseshoni sokucwangcisa uhlahlo-mali kunye neqhinga lokucwangcisa, kuquka nokuphawula ukuba zeziphi iiprojekthi ebezifuneka zibe nefuthe ekwalathweni kwezinto ebezinokunikezeleka kwinqutyana nganye. Oku kucwangcisa kwakukhokelwa kokufunekayo kwiqhinga lokusebenza leSebe njengokuba kuchaziwe ngasentla, kuthathelwe ingqalelo uhlahlo lwabiwo-mali olupapashiweyo lwe-MTEF. Igalelo lesetyana lafakelwa kwidrafft yokuqala yesicwangciso soMsebenzi woNyaka.

Iiseshoni yabucala yeqhinga lokusebenza kunye neKomiti yeSigqeba eYandisiweyo yesebe yabanjwa ngeyeThupha kunyaka ka-2012, apho kwavunyelwana khona ngokunikezekayo ngexesha lonyaka-mali ka-2013/14.

Ngenyanga yoMsintsi ngo-2012 kwacolwa ngakumbi idrafft yokuqala kwaye oko kwancedwa ngakumbi ziimodeli/zimmeko zezemali ezazifuna ukuba kuqalwe ngezinto ezinokunikezelwa. Iintloko zamasetyana zazimele amaSebe kwindibano ye-MTEC ngomhla woku-1 KweyeDwarha 2012. Kule ndibano iSebe liphakamise ingxoxo yokuba kunyuswe uhlahlo-mali olusisiseko olusekelwe ekukhuleni kweemfuno zokunikezelwa kweenkonzo.

Uhlahlo lwabiwo-mali lwangaphambili lonyaka-mali ka-2013/14 lwabangela kubekwe phambili izinto emakuqalwe ngazo ezinokunikezelwa ngeyeNkanga 2012, kusetyenziswa imodeli yokuqala ngezinto ezithile efana nomzekelo wesalathiso somgaqo-nkqubo/neqhinga lokusebenza /nomgaqo-nkqubo kwiNcwadana yoLwazi lokuSebenza. Oku kwafikelela ekungenisweni kwedrafft yesibini yesicwangciso soMsebenzi woNyaka sonyaka ka-2013/14.

I-MTEC 2 yenzeke ngenyaka yoMqungu ka-2013 yaza yabengela iSebe ukuba lingenise isicwangciso soMsebenzi woNyaka salo sokugqibela, iiNgqikelelo zeRhafu yePhondo kunye neNkcitho kunye neeshedyuli zolungelelwaniso lolwabiwo-mali kuMlondolozi-mali wePhondo ekupheleni kwenyanga yoMdumba ka-2013. Isicwangciso sathiwa theca etafileni kuLawulo lwePhondo ekupheleni kwenyanga yoMdumba/yoKwindla ka-2013.

5. Iinjongo ezijoliswe kwiziphumo zeqhinga lokusebenza zeli ziko

Iinjongo zeqhinga lokusebenza zeSebe sahlanganiswa kwi-PSO 12 kunye, apho zihlanganiswe khona nee-PSO, nesiCwangciso soPhuhliso kuZwelonke. Iinjongo zeqhinga lokusebenza zibenegalelo ngokuthe ngqo kwiziphumo ze-PSO 12 zolawulo olulungileyo kunye nabemi abanexabiso elongezelelekileyo. Injongo, (iinkonzo zenkxaso yolawulo lwesigqeba), inikezela ngamacebo ukuba iSigqeba sikwazi ukulawula iphondo. Injongo yabaphathi beqhinga lokusebenza bePhondo bayasixhasa isicwangciso seqhinga lokusebenza kunye nokuthathwa kwesigqibo siSigqeba. Injongo yeenkonzo ezinobuchule nentsebenziswano ibangela ulawulo olulungileyo kwaye ikhuthaza ukunikezelwa kweenkonzo ebantwini baseNtshona Koloni. Kukho isidingo sokuba kudityanwe ngakumbi namahlakani entsebenziswano kunye nabalawuli beNkqubo zeQhinga lokusebenza abasuka kwicandelo lolawulo oluyintloko esibangele ukulungiswa nokongezwa izinto ezithile kwiinjongo zeqhinga lokusebenza kunye neenjongo zeSebe.

Oku kwaba neziphumo ukucolweni ngokutsha nasekongezweni kwenjongo yeqhinga lokusebenza phantsi kwenjongo yeqhinga lokusebenza elijolise ekunikezelweni kweenkonzo zenkxaso yolawulo. Injongo entsha yeqhinga lokusebenza elinxulumene nolawulo lweNkqubo zeQhinga lokusebenza yasungulwa kwaye nenjongo yeqhinga lokusebenza yokuxhasa nayo yasungulwa. Ezi nguqu ziboniswe kwiSihlomelo B sesi sicwangciso.

Izibonisi ezingqalileyo nezingangqalanga ze-SMART (kungqalile, kuyalinganiseka, kuyaphumeleleka, kokwenene kwaye kuhambe ngexesha) zasungulwa ngokuzithelekisa nenjongo yeqhinga lokusebenza ukuze kulinganiswe inkqubela yokuphuyelelwe ziinjongo zeqhinga lokusebenza.

Iinjongo zeqhinga lokusebenza zeSebe zichaziwe apha ngezantsi.

Itheyibhuli: 5.1

INjongo yoku-1 yeQhinga ejolise ekufumaneni iziphumo	linkonzo zenkxaso yolawulo zesigqeba
Ingxelo yenjongo	Ukunikezela ngeenkono zenkxaso yolawulo zesigqeba ezifanelekileyo kwaye ngexesha kwiSigqeba nakuMlawuli Jikelele kaRhulumente weNtshona Koloni.
INjongo yesi-2 yeQhinga ejolise ekufumaneni iziphumo	Abaphathi beqhinga lokusebenza bePhondo
Ingxelo yenjongo	Ukuxhasa iNkulumbuso kunye neKhabhinethi ngendlela enobuchule ukuze baqalise ngempumelelo iQoqo elinguGunyaziwe ngokuhambelana neqhinga lokusebenza lephondo kunye nolawulo lwamahlakani entsebenziswano.
INjongo yesi-3 yeQhinga ejolise ekufumaneni iziphumo 3	IZiko leeNkonzo eziManyanisiweyo
Ingxelo yenjongo	Ukuphumelela iinkonzo zentsebenziswano ezinefute, ezinenkuthalo ngokusebenzisa abantu abazingcali, iinkqubo kunye nobuxhakaxhaka nokuqinisekisa ukuba ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni.

Intshayelelo yohlahlo-mali luka-2013/14 kunye neSakhelo neengqikelelo zeNkcitho yesiQingatha sonyaka (MTEF)

lingqikelelo zenkcitho yeSebe leNkulumbuso

INkqubo	Iziphumo zophicotho-zincwadi			Ulwabiwo-mali olulungisiweyo	lingqikelelo zenkcitho yesiqingatha sonyaka		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
Amawaka							
1. Inkxaso yeSigqeba (uLawulo)	65 982	52 141	58 822	57 801	62 504	65 559	68 763
2. Abaphathi beqhinga lokusebenza bePhondo	73 615	48 158	37 209	39 063	52 065	54 387	56 491
3. Uphuhliso lweZakhono zabaSebenzi (IZiko leeNkonzo eziManyanisiweyo)	57 782	85 614	127 695	138 494	154 391	161 392	153 201
4. I-Centre for e-Innovation	242 785	363 486	389 726	419 793	482 193	504 235	524 643
5. INgqinisekiso kaRhulumente (IZiko leeNkonzo eziManyanisiweyo)	37 925	71 519	78 993	92 830	102 690	107 571	111 420
Zizonke	478 089	620 918	692 445	747 981	853 843	893 144	914 518
Utshintsho kwingqikelelo yohlahlo-mali luka-2012					105 862	145 163	166 537
Ukuhlelwa kwezoqoqosho							
lintlawulo zangoku	414 245	564 891	649 732	711 946	795 090	831 349	850 591
Ukubuyekezwa kwabasebenzi	210 849	266 406	337 677	382 590	430 339	457 793	484 105
linkonzo nezinto ezizezi:	203 113	298 193	311 811	329 090	364 751	373 556	366 486
Unxibelelwano	5 259	4 922	4 916	4 544	4 815	5 372	5 397
linkonzo zekhompuyutha	118 962	216 501	225 878	229 312	259 874	269 061	264 835
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	25 477	35 741	33 421	46 828	47 606	46 438	45 631
Uluhlu lweempahla	5 507	5 844	5 002	7 182	4 615	6 573	6 592
lintlawulo zengqeshiso	3 211	873	689	2 125	10	10	10
Ukhenketho nokuphila	12 772	8 302	11 572	12 000	12 280	14 346	13 679
Iindawo zendibano namaziko	5 566	1 493	2 373	1 926	2 952	2 196	1 938
Okunye	26 359	24 517	27 960	25 173	32 599	29 560	28 404
Imali-nzala nerenti emhlabeni womntu	283	292	244	266			
lintlawulo zezinto zexabiso lemali	48	117	103				
Ugqithiselo-mali neenkxaso-mali eziya	16 959	15 392	17 377	21 879	19 934	20 636	21 266
KumaPhondo nakoomasipala	850			9 000	10 000	10 702	11 332
Kwii-Arhente nee-akhawunti zeSebe	8 211	7 528	2 943	37	34	34	34
Kwiiyunivesithi neetekhnikhoni							
Amaqumrhu karhulumente namashishini abucala							
Amaziko angenzi ngeniso	7 458	6 241	10 843	12 550	9 900	9 900	9 900
Izindlu/amakhaya	440	1 623	3 591	292			
lintlawulo zezinto zexabiso	46 837	40 518	25 233	14 156	38 819	41 159	42 661
Izakhiwo kunye namaziko asisigxini	22 291	835					
Oomatshini nezixhobo	24 546	39 683	25 220	14 156	38 819	41 159	42 661
Izixhobo zezithuthi							
Isoftware nezinye izinto ezinexabiso ezingenakuchukunyiswa			13				
Zizonke	478 089	620 918	692 445	747 981	853 843	893 144	914 518

Isigaba B: Iinjongo zeqhinga lokusebenza

6. Iinjongo zeqhinga lokusebenza neenjongo zeSebe leNkulumbuso

Eli candela liquka injongo yeqhinga lokusebenza echongelwe ukuphumelela iseti yeenjongo kwinkqubo nganye yohlahlo-mali. Okujoliswe kuko ngumsebenzi kubonisiwe ukwenzela unyaka ozayo wohlahlo-mali nangaphaya kwe-MTEF ukwenzela injongo yeqhinga lokusebenza. Zichaziwe izibonisi zokusebenza eziza kunceda ekwakheleni umkhanya ukusebenza kukonke kwenkqubo nganye, kuquka imiba yobulingisa nokuxabiseka ngokunxulumene nokusetyenziswa kwezixhobo. Ukuhlenganiswa kwenjongo yeqhinga lokusebenza kunye neenjongo zeqhinga lokusebenza zeSebe kubonisiwe kwitheyibhuli 6.1. Kumele kuqatshelwe ukuba ayizizo zonke izibonisi zokusebenza ezibonakalayo kwisiCwangciso soMsebenzi woNyaka, kodwa zibandakanyiwe kwizicwangciso zoshishino zamacandelo anoxanduva lwazo.

ItheYibhuli 6.1 Iinjongo zeqhinga lokusebenza neenjongo zeSebe leNkulumbuso

IINJONGO ZEQHINGA LOKUSEBENZA	IINJONGO ZEQHINGA LOKUSEBENZA
1. Ukunikezela ngeenkono zenkxaso yolawulo zesigqeba ezifanelekileyo kwaye ngexesha kwiSigqeba nakuMlawuli Jikelele kaRhulumente weNtshona Koloni	Kukunikezela ngeenkono zobunobhala nolandelo-migaqo lweKhabhinethi yePhondo nabalawuli abaphezulu boRhulumente weNtshona Koloni kunye neqela labalawuli besigqeba sesebeand
	Kukunikezela ngenkxaso yolawulo kuMlawuli Jikelele
	Kukunikezela ngeenkono zolawulo lwezemali kunye nolawulo lokhuseleko lwesebe.

		Kukunikezela ngeenkonzo ngeqhinga lokusebenza, ukhuseleko nokhuselo lwabaphathi besebe
2. Ukuxhasa iNkulumbuso kunye neKhabhinethi ngendlela enobuchule ukuze baqalise ngempumelelo iQoqo elinguGunyaziwe ngokuhambelana neqhinga lokusebenza lephondo kunye nolawulo lwamahlakani entsebenziswano.		Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba ekuphuhlisweni nasekuzalisekisweni kwemigaqo- nkqubo namaqhinga okusebenza ephondo akumgangatho ophezulu
		Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba ekwakheleni umkhanya ukusebenza kwephondo ngokunikezela ngedata nangolwazi oluchanekileyo
		Ukulungelelanisa inxibelelwano lwangaphandle kunye nentatho nxaxheba yoluntu ukuze kuqinisekise ukuba uRhulumente weNtshona Koloni uyabachazela abantu beNtshona Koloni iziphumo zesicwangciso seqhinga lokusebenza lephondo
		Kukunceda kubudlelwane nehlabathi nokubandakanyeka kumaqhinga okusebenza anempembelelo ekukhuleni kwezozoqoqosho kunye nophuhliso olugcinekayo lweNtshona Koloni
3. Ukuphumelela iinkonzo zentsebenziswano ezinefuthe, ezinenkuthalo ngokusebenzisa abantu abazingcali, iinkqubo kunye nobuxhakaxhaka nokuqinisekisa ukuba ukunikezelwa kweenkonzo nguRhulumente		Kukunikezela ngabasebenzi abanawona mava aphezulu, ukudala abasebenzi abakulungeleyo ukwenza umsebenzi wabo nokuphuhlisa ubunkokheli intatho-nxaxheba yabasebenzi nokunikezelwa kweenkonzo ngenkuthalo
		Kukunikezela ngeenkonzo

weNtshona Koloni.	ngokusebenzisa ubuxhakaxhaka bobuchule bonxibelelwano kuRhulumente weNtshona Koloni
	Kukwenza kusebenze isakhelo solawulo olubunisa ukukhula kumasebe kaRhulumente weNtshona Koloni ngokusebenzisa ulawulo lomngcipheko oluzinzisiweyo, iinkqubo zoshishino oluphuculiweyo kunye nokungamelani kwaphela nobuqhophololo norhwaphilizo
	Kukunikezela ngenkxaso yokwenza izigqibo zezomthetho ezivakalayo kuquka ukuyilwa komthetho, inkxaso yomangalelo, kunye neenkonz zengcebiso kwezomthetho wequmrhu, kuqinisekiswa uRhulumente weNtshona Koloni
	Kukuqinisekisa ukusetyenziswa okungatshintshiyo kweqhinga lokunikezelwa komyalezo kunxibelelwano lwephondo nokuphawula uphawu lwequmrhu ngokunikezela ngeenkonz zonxibelelwano olumanyanisiweyo

7. INkqubo 1: Inkxaso yeSigqeba (uLawulo)

7.1 Injongo zeqhinga lokusebenza

Le nkqubo ixhasa injongo yeqhinga lokusebenza elijolise ekunikezeleni ngeenkonzozo zenkxaso yolawulo zesigqeba ezifanelekileyo ngexesha elifanelekileyo kwiSigqeba nakuMlawuli Jikelele woRhulumente weNtshona Koloni.

Inkqubo le ixhasa ngobuchule iSebe leNkulumbuso, iKhabhinethi kunye neGosa eliNik' ingxelo nabaLawuli abaPhezulu bePhondo ngokunikezela ngenkxaso yolawulo oluhlanganeyo nolulungileyo nangeenkonzozo zobunobhala besigqeba ukwenzela ukuthathwa kwezigqibo okunefuthe. Ukongeza apho, inkqubo le ibangela igosa elinik' ingxelo ukuba lithobebe uxanduva elilinkwe liqumrhu lalo, umz. ezemali, uLawulo lweeNtengo, iMigangatho yoKhuselo lweeNgcombolo ezincinci (MISS) kunye neMpilo noKhuselo eMsebenzini (OHS).

Inkqubo le ilandela ezi njongo yeqhinga lokusebenza zilandelayo:

liNkonzo zoBunobhala: Kukunikezela ngeenkonzozo zobunobhala nolandelo-migaqo lweKhabhinethi yePhondo nabalawuli abaphezulu boRhulumente weNtshona Koloni kunye neqela lolawulo lwesigqeba sesebe.

INkxaso yoMlawuli Jikelele: Kukunikezela ngenkxaso yolawulo kuMlawuli Jikelele.

ULawulo lwezeMali: Kukunikezela ngolawulo lwezimali kunye neenkonzozo zenkxaso yolawulo kumasebe.

IQhinga lokusebenza lamaSebe: Kukunikezela ngeenkonzozo ngeqhinga lokusebenza, ukhuseleko nokhuselo lwabaphathi besebe.

Le nkqubo yenza igalelo kwinjongo yeqhinga lokusebenza elijolise ekwakheni oyena karhulumente wengingqi ulawulwa ngokuncomekayo kwicandelo "Ulawulo lwezeMali".

Izibonisi ezalathiweyo ngo-2013/14 ziye zahlaziyelwa ukusebenza kunyaka-mali ka-2012/13. Olu hlaziyo lokusebenza luphawule le mingeni ilandelayo:

- Ubunzima bokunikezela ngokupheleleyo inkonzozo kwiiprojekthi ezithile ezingundoqo ngenxa yezithintelo zohlahlo-mali
- Iziphumo ezimbi kulawulo lwezemeli nakwicandelo lezolawulo nanjengoko izithuba ezibalulekileyo zezolawulo zinokugcwaliswa ngokuthi kunyuselwe abasebenzi abakhoyo.

7.1 Injongo yeqhinga lokusebenza	linkonzozo zobunobhala nolandelo-migaqo lweKhabhinethi
---	--

Ingxelo icala	engathath'	Kukunikezela ngeenkono zobunobhala nolandelo-migaqo lweKhabhinethi yePhondo nakubalawuli abaphezulu boRhulumente weNtshona Koloni kunye neqela lolawulo lwesigqeba sesebe
Isiseko okuthile	sokuqalisa	Icandelo lenze lula iindibano ezili-104 ngo-2011/12.
7.2 Injongo yeqhinga lokusebenza		Inkxaso yoMlawuli Jikelele
Ingxelo icala	engathath'	Kukunikezela ngenkxaso yolawulo kuMlawuli Jikelele
Isiseko okuthile	sokuqalisa	Inani leendibano zolawulo apho uMlawuli Jikelele axhaswa khona. Isiseko sokuqalisa okuthile siza kusungulwa ngo-2012/13.
7.3 Injongo yeqhinga lokusebenza		Ulawulo lwezemali
Ingxelo icala	engathath'	Kukunikezela ngolawulo lwezemali kumasebe nangeenkono zenkxaso yolawulo.
Isiseko okuthile	sokuqalisa	Kwafunyanwa uphicotho-zincwadi olungalunganga olunomnye omba ngo-2011/12.
7.4 Injongo yeqhinga lokusebenza		Iqhinga lokusebenza lamasebe
Ingxelo icala	engathath'	Kukunikezela ngeenkono ngeqhinga lokusebenza, ukhuseleko nokhuselo lwabaphathi besebe.
Isiseko okuthile	sokuqalisa	Isiseko sokuqalisa okuthile siza kusungulwa kunyaka-mali wemali ka-2012/13.

7.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ngo-2013/14
Itheyibhuli 7.2: Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kunye/oka nye i- PSO12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukusebenza koPhicotho- zincwadi/KoKwenene			Ukusebenza okuThelekel elweyo	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/ 2010	2010/ 2011	2011/ 2012		2012/2013 (Owangoku)	2013/14 (Okujolis we kuko)	2014/15 (Okujolis we kuko)
INkqutyana 1.3: IiNkonzo zoBunobhala									
	Kukunikezela ngeenkonzo zobunobhala nolandelo-migaqo lweKhabhinethi kwiKhabhinethi yePhondo, abalawuli abaphezulu boRhulumente weNtshona Kaloni n akwiqela lolawulo lwesigqeba sesebe	Ixhasiwe ipesenti yeeNtlanganiso ezinxulumene neKhabhinethi nolawulo. Unani-phantsi: Inani elimiselweyo lepesenti yeeNtlanganiso ezinxulumene neKhabhinethi nolawulo.	52	96	104	100	100%	100%	100%
INkqutyana 1.: INkxaso yoMlawuli Jikelele									

	Kukunikezela ngenkxaso yolawulo kuMlawuli Jikelele	Umgangatho wolwaneliseko loMlawuli Jikelele ngokubhekisel ele kwiinkonzo ezinikiweyo zakuxhasa abasebenzi ezithe zalinganiselwa kunyaka omiyo.	Akulingan iswanga	Akulingan iswanga	83%	83%	85%	90%	95%
--	--	--	-------------------	-------------------	-----	-----	-----	-----	-----

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kunye/oka nye ne- PSO12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukusebenza koPhicotho- zincwadi/koKwenene			Ukusebenza okuThelekel elweyo	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/ 2010	2010/ 2011	2011/ 2012		2012/2013 (Owangoku)	2013/14 (Okujolis we kuko)	2014/15 (Okujolis we kuko)
INKqutyana 1: Ulawulo lwezeMali									
I-PSO 12 - UkuKhula kolawulo oluHambisa na neMali okuVunyiwe yo	Kukunikezela ngolawulo lwezemali kunye nolawulo lokuseleko lwesebe.	Lufunyenwe uluvo lophicotho- zincwadi	Uphicoth o- zincwadi olungalun ganga	Uphicoth o- zincwadi olungalun ganga	Uphicoth o- zincwadi olungalun ga	Uphicotho- zincwadi olungalun ga	Uphicoth o- zincwadi olungalun ganga	Uphicoth o- zincwadi olungalun ganga	Uphicotho-zincwadi olungalunganga
INKqutyana 1.: IQhinga lokusebenza lamaSebe									
	Kukunikezela ngeenkonzo ngeqhinga lokusebenza, ukhuseleko nokhuselo lwabaphathi besebe	Inani loncedo oluzalisekisiwey o lezokhuseleko nokhuselo.	Akulingan iswanga	Akulingan iswanga	Akulingan iswanga	9	20	20	20

7.3. Ulawulo lomngcipheko

Le mingcipheko ilandelayo yalathiwe:

- Imingeni engokunikezelwa kweenkonzo eziphambili eziyalelwe liSebe ngenxa yokunqongophala kwemali, iza kuncitshiswe ngokuphuhliswa kwemodeli yenkxaso-mali
- Izibonelelo zobuchule obungonelanga kwaba basebenzi sele bekhona, ezithi zinyine ukukwazi ukwenza umsebenzi kumgangatho weqhinga lokusebenza. Ukubonelela i-SCM neminye imisebenzi enxulumene noku ngokubonelela abantu ngezakhono zobuchule beqhinga lokucwangcisa ezifanelekileyo kunye nokuqonda kuzizinto eziphambili emakuqalwe ngazo.
- Uphicotho-zincwadi olucocekileyo aluxhomekekanga kuphela kwiinzame zasebe, kodwa nasekusebenzeni koMlondolozzi-mali wePhondo kwimiba enqamlezileyo (umz. i-GMT, ucwangciso-mali lokuqeshisa) nokukhutshwa kwezikhokelo/komthetho nguMlondolozzi-mali wePhondo ngexesha elifanelekileyo, ukwenzela uncitshiso apho iForum ye-CFO iza kusetyenziselwa ukuphakamisa imiba exhalabisayo ngakwixesha lamangenelelo athile anempembelelo ekulungeleni ukwenza umsebenzi nto leyo ekhokelela kwiziphumo zophicotho-zincwadi.

7.4. Izalathisi zomsebenzi wenkqubo kunye nokujoliswe kuko nongonyaka ka-2013/14

Itheyibhuli 7.4: Izalathisi zomsebenzi wenkqubo kunye nokujoliswe kuko nongonyaka

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelo nke kunye/ok anye ne- PSO12)	Ukwenziwa komsebenzi wophicatho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013 (Owangoku)	2013/14 (Okujolis we kuko)	Umjikeli wokuni k'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/16 (Okujolis we kuko)
INKqUYANA 1.3 Iinkonzo zoBunobhala												
1.3.1	52	96	104	100	100%	Qhonga	100%	100%	100%	100%	100%	100%
	Ikhawise ipesenti yeentlanganiso ezinxulumene neKhabhinethi nolawulo. Unani-phanisi: Inani elimiselweyo lepesenti yeentlanganiso ezinxulumene neKhabhinethi nolawulo.											
INKqUYANA 1.4 INKxaso yoMlawuli Jikelele												
1.4.1	Isibonisi esitsha	Isibonisi esitsha	83%	83%	85%	Qhonga	85%	85%	85%	85%	90%	95%
	Umngangatho wolwaneliseko loMlawuli jikelele ngokubhekiselele kwiinkonzo ezinikiweyo zokuxhasa											

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelo nke kunye/ok anye ne- PSO12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwaziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka												
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangoku)	2013/14 (Okujolis we kuko)	Umjikeli wokuni k'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/16 (Okujolis we kuko)				
	abasebenzi ezithe zalinganiselwa kunyaka omiyo.																	

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelo nke kanye/ok anye ne- PSO12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene				Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013 (Owangoku)		2013/14 (Okujolis we kuko)	Umjikelo wokunik 'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/16 (Okujolis we kuko)
INKqTYANA 1.5: Ulawulo lwezeMali														
I-PSO 12: Imfezeko yolawulo lohambiswa no nezemali eziphuculw eyo NOMB. 12: Iinkqubo zoshishino, Iinkqubo, amalungelo noxanduva lwezigqibo (ulawulo lwezemali)	1.5.1	I'lufunyenwe uluvo lophicotho- zincwadi	Uphicoth o- zincwadi olungalu nganga	Uphicoth o- zincwadi olungalu nganga	Uphicotho- zincwadi olungalungang	Uphicoth o- zincwadi olungalu nganga	Qho ngonyak a	Aku kho nto	Uphic otho- zincw adi olung alung anga	Aku kho nto	Aku kh o nto	Uphicoth o- zincwadi olungalun ganga	Uphicoth o- zincwadi olucoceki leyo	
	1.5.2	Ipesenti echithiweyo kuhlalo-mali lweSebe efunyenweyo ngokubhekiselele kunyaka-mali esikuwo	Uphicoth o- zincwadi olungalu nganga	Uphicoth o- zincwadi olungalu nganga	Uphicotho- zincwadi olungalungang	Uphicoth o- zincwadi olungalu nganga	Qho ngonyak a	99%	99%	Aku kh o nto	Aku kh o nto	Aku kh o nto	Uphicoth o- zincwadi olungalun ganga	Uphicoth o- zincwadi olucoceki leyo
	1.5.3	Ipesenti yee- invoyisi ezihlawuliweyo ezingachaswang	Akulinga niswanga	Akulinga niswanga	Akulingan iswanga	Akulingo- niswanga	Akulingo- niswanga	99%	99%	99%	99%	99%	99%	99%

¹ Esibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelo nke kunye/ok anye ne- PSO12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka								
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangoku)	2013/14 (Okujolis we kuko)	Umjikelo wokunik 'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/16 (Okujolis we kuko)
	a ezingaphantsi kweentsuku ezingama-30: Lilonke inani lee- invoyisi ezingachaswang a													
INKqityana 1.6: IQhinga lokusebenza lamaSebe														
I-PSO12: A indawo yokusebenz ela ekulungeley o oko	1.6.1 Inani loncedo oluzalisekisiweyo lezokhuseleko nokhuselo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	9	20	Qho ngonyaka	0	0	0	20	20	20	20
PSO12: A indawo yokusebenz ela ekulungeley o oko	1.6.2 Inani leengxelo ezifunekayo ngokomtheitho ngokubhekiselele kwiintsuku zamanqam zoMlondolazi-mali wePhondo.	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	6	Qho ngeKota	1	1	2	2	6	6	6

² Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

7.5. Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali neMTEF

Inkcitho (iingqikelelo)

Itheyibhuli: 7.5: Inkxaso yeSigqeba (uLawulo)

INkqubo	Iziphumo zophicotho-zincwadi			Ulwabiwo-mali olulungisiweyo	Iingqikelelo zenkcitho yesiqingatha sonyaka		
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Amawaka							
1. Inkxaso yeNkqubo	1 897	1 585	1 601	1 811	1 644	1 718	1 784
2. Iofisi yeNkulumbuso	10 537	10 666	12 962	12 952	14 145	14 931	15 721
3. Inkxaso yeBhunga leSigqeba	26 589	11 741	11 192	5 625	7 229	7 552	7 844
4. IQhinga lokusebenza lamaSebe	2 126	2 656	3 353	3 970	5 268	5 502	5 715
5. Iofisi yoMlawuli Jikelele	5 570	6 010	9 069	11 343	9 797	10 293	10 923
6. Ulawulo lwezeMali	19 263	19 483	20 645	22 100	24 421	25 563	26 776
Kukonke	65 982	52 141	58 822	57 801	62 504	65 559	68 763
Utshintsho kwingqikelelo yohlahlo-mali luka-2012					4 703	7 758	10 962
Ukuhlelwa kwezoqoqosho							
Iintlawulo zangoku	56 071	43 257	51 441	57 426	61 995	65 039	68 233
Ukubuyekwezwa kwabasebenzi	34 968	34 110	42 280	47 750	49 811	53 846	57 091
Iinkonzo nezinto ezizezi:	21 032	9 083	9 118	9 641	12 184	11 193	11 142
Unxibelelwano	1 215	562	737	471	593	600	625
Iinkonzo zekhompuyutha	437	389	31	182	71	90	110
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	3 631	1 036	820	717	1 050	1 105	1 200
Uluhlu lweempahla	937	652	762	807	1 047	971	1 135
Iintlawulo zengqeshiso	929	100	294	515	10	10	10
Ukhenketho nokuphila	4 072	1 377	1 563	1 225	2 073	2 026	1 609
Iindawo zendibano namaziko	1 765	543	886	928	1 322	746	688
Ezinye	8 046	4 424	4 025	4 796	6 018	5 645	5 765
Imali-nzala nerenti emhlabeni womntu	71	64	43	35			
Iintlawulo zezinto zexabiso lemali	48	43	103				
Ugqithiselo-mali neenkxaso-mali eziya	9 469	7 542	5 645	38	5	5	5
KumaPhondo nakoomasipala							
Kwii-Arhente nee-akhawunti zeSebe	8 211	7 500	2 943	4	5	5	5
Kwiiyunivesithi neetekhnikhoni							
Amaqumrhu karhulumente							
namashishini abucala							
Amaziko angenzi ngeniso	842		40	34			
Izindlu/amakhaya	416	42	2 662				
Iintlawulo zezinto zexabiso	394	1 299	1 633	337	504	515	525
Izakhiwo kunye namaziko asisigxini							
Oomatshini nezixhobo	394	1 299	1 246	337	504	515	525
Izixhobo zezithuthi			387				
Isoftware nezinye izinto zexabiso ezingenakuchukunyiswa							
Kukonke	65 982	52 141	58 822	57 801	62 504	65 559	68 763

7.6. Inkqubo yomsebenzi nentsingiselo yenkcitho

Uhlahlo-mali oluphambili lonyaka ka-2013/14 lumele ukwanda ngokuziipesenti ezisi-8 xa kuthelekiswa nohlahlo-mali olulungelelanisiweyo lonyaka ka-2012/13. Oku kwenziwa yinkqubo yabaHlonitshwa bePhondo eza kuqhubeka ngonyaka ka-2013/14.

8. INkqubo 2: Abaphathi beqhinga lokusebenza bePhondo

8.1 Iinjongo zeqhinga lokusebenza

Injongo yeqhinga lokusebenza yale nkqubo kukuxhasa ngobuchule iNkulumbuso neKhabhinethi ukuze kwenziwe ngokunefuthe iQoqo elinguGunyaziwe labo ngokubhekiselele kwiqhinga lokusebenza lephondo kunye nolawulo lwamahlakani. Le njongo ilungisiwe ukuze kunikwe ingqwalasela kulawulo lwamahlakani angaphandle nawangaphakathi.

Injongo yeqhinga lokusebenza ngokubhekiselele kUMgaqo-nkqubo neQhinga lokusebenza isahleli ingaguqukanga, ngeli lixa yahlelwa injongo yeqhinga lokusebenza enxulumene nolwazi lolawulo lweqhinga lokusebenza ukuze ingqale ngakumbi ngaphandle kokunciphisa injongo yeqhinga layo lokusebenza.

Inkqubo ilandela le njongo yeqhinga lokusebenza ilandelayo:

1. UMgaqo-nkqubo neQhinga lokusebenza: Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba ngobuchule kuphuhliso nasekuzalisekiseni kwemigaqo-nkqubo namaqhinga okusebenza akumgangatho ophezulu wephondo.
2. Iinkcukacha zolawulo lweqhinga lokusebenza: Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba ekwakheleni umkhanya ukusebenza kwephondo ngokunikezela ngedata nangolwazi oluchanekileyo.
3. Unxibelelwano loBuchule: Kukulungelelanisa unxibelelwano lwangaphandle nokuthatha inxaxheba koluntu ukuqinisekisa ukuba uRhulumente weNtshona Koloni uyazichaza iinjongo zonikezelo-nkonzo neziphumo zesiCwangciso-qhinga sePhondo ebantwini baseNtshona Koloni.
4. IInkqubo zeQhinga lokusebenza: Kukwenza lula ubudlelwane kwihlalathisi nokuthatha inxaxheba ngobuchule ekukhulisweni kooqoqosho loluntu kunye nophuhliso olugcinekeyo lweNtshona Koloni.

Inkqubo iza kwenza igalelo kwinjongo yeqhinga lokusebenza ejolise ekwakheni oyena rhulumente wengingqi olawula ngokuncomekayo ngokusebenzisa le mixholo ilandelayo yeziphumo 'Iziphumo zoLawulo', 'Ulawulo lweziko elicacileyo nobuchule' kunye 'noNikezelo lweenkonzo olugxile kubemi'. Isetyana liza kugxininisa koku:

- Urhulumente wephondo olungelelwanisiweyo nohlanganisiweyo ngokusebenzisa ulawulo olunqamlezileyo olusebenzayo: URhulumente weNtshona Koloni (WCG) uza kuqhubeka ngokuzalisekisa inkqubo ejolise kumgaqo-nkqubo/kwiqhinga lokusebenza okuqhutywa lujikelezo

lwesicwangciso sesebe esisebenzisa intsebenziswano ngaphakathi kumasebe, ngaphakathi nangaphandle kurhulumente ukufumana iziphumo zomgaqo-nkqubo.

- Iziphumo ezisebenzeayo ezisekelwe kuhlola nokwakhel' umkhanya: Inkqubo yeziphumo ezisekelwe kuhlola nokwakhel' umkhanya ejolise ekulinganiseleni ukusebenza kwiziphumo ezilindelweyo ngokubhekiselele kwimigaqo-nkqubo/kumaqhinga okusebenza ajolise ukuziphumelela uRhulumente wePhondo leNtshona Koloni (WCG), iza kuqhubeka izalisekiswa.
- Uphawu lwephondo olunye oluqaphelekayo, nolumanyweyo: Ngeli lixa oku kusabela kumyalelo wabonyuli, isetyana lijolise kwinyathelo lokuqala lophawu olunye nolumanyweyo nakunxibelelwano olusebenzayo, kwezorhwebo nasekwenziweni kwemiyalezo kumasebe onke
- Ubudlelwana beqhinga lokusebenza ngaphakathi kurhulumente nakwihlabathi: Inkqutyana le iza kuzibandakanya noluntu lwehlabathi kunye namahlakani aphambili ukukhulisa ezoqoqosho ngeli lixa ikhuthaza ubandakanyeko loluntu kwimeko yenguqulelo yophuhliso olugcinekayo. Umsebenzi ophambili ofana nokuxhasa uQoqosho oluLuhlaza nokulungiselela isiganeko sonyaka ka-2014 esibizwa ngokuba siSiseko soYilo seHlabathi (World Design Capital) nokuxhasa ukuzalisekiswa kwesiCwangciso soPhuhliso kuZwelonke kuza kwenziwa.

• .

AbaLawuli abaziNtloko ngexesha lonyaka-mali ka-2013/14: UMgaqo-nkqubo neQhinga lokusebenza uza kuqhubeka usenza uhlalutyo lomgaqo-nkqubo uze ulungiselele izigxeko-ncomo ukwenzela iNKulumbuso neKhabhinethi.

Iprojekthi yokulinga isimo sezoqoqosho iza kwenziwa ukuze kulungiswa eyona miba iphambili yomgaqo-nkqubo.

linkcukacha zolawulo lweqhinga lokusebenza luza kukhokelela kwiziphumo 'isiphumo esisekelwe ekusebenzeni ko-M no-E' kwixesha elide, nakumgangatho woLwakhelo-mkhanya oluSekelwe kwiziphumo nofezekiso loHlolo ngaphakathi kuRhulumente weNtshona Koloni (WCG) kunyaka omiyo. Ngokubhekiselele koku, injongo yolwazi lolawulo lweqhinga lokusebenza kukuzalisekisa ulwakhelo-mkhanya oluthembekileyo (isibonisi) nenkqubo yolawulo logcino-nkcukacha exhasa isishwankathelo sezibonisi zeziphumo.

Kumgangatho wephondo, ukusebenza kweqhinga lokusebenza kwiZiganeko eziHlanganisiweyo okwamkelwa yiKhabhinethi yephondo ngo-2011 kuza kuba yinto ekojoliswe kuyo. Oku kuza kongeza kwindlela elungileyo yokukhulisa ezoqoqosho nokubandakanyeka nokufikelela kumacandelo abucala oshishino.

Ngexesha lonyaka-mali ka-2013/14 inkqubo iza kuzalisekisa oku kulandelayo okunokunikezeleka:

- Iqhinga lobudlelana lehlabathi, kuquka nendlela yokujongana noNcedo loPhuhliso oluSesikweni, liza kukhokela ubandakanyeko loRhulumente weNtshona Koloni (WCG) ekulandeleni isiCwangciso-qhinga sePhondo.
- Iqhinga lamalungelo abantu liza kwenza amalungelo abantu abephambili kumasebe oRhulumente weNtshona Koloni ngokubhekiselele ekusetyenzisweni kwawo ngaphakathi ngokunjalo nasekunikezeleni iinkonzo ngaphandle.
- Amaqhinga abanzi okusebenza konxibelelwano nophawu loRhulumente weNtshona Koloni aza kuzalisekiswa, ahlaziye aze aphuculwe.
- Ezi projekthi ziphambili zilandelayo nazo ziza kuxhaswa:
 - inyathelo lokuqala loqoqosho oluthathela ingqalelo indalo nokuyingqongileyo
 - iSiseko soYilo seHlabathi (World Design Capital) sika-2014
 - uhlaziyo lweQhinga lokusebenza leZiganeko eziHlanganisiweyo lwamkelwa yiKhabhinethi ngo-2011
 - uphando olunxulumene neziganeko nezifundo zempembelelo
 - inkxaso enikezelwe kwiziganeko enokukhulisa uqoqosho lwentlalo nolubandakanya uluntu
 - i-portal esekelwe kwiwebhu eyenzelwe ukuxhasa ushishino lokulungiselelea iziganeko kunxibelelwano lwalo namacandelo karhulumente
 - amanyathelo okuqala esekelwe kwingingqi enzelwe ukusabela kwizikhalazo zoluntu olungxunguphelelo.

8.1 Injongo yeqhinga lokusebenza	UMgaqo-nkqubo neQhinga lokusebenza lokusebenza wePhondo
Ingxelo engathath' icala	Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba engophuhliso nasekuzalisekiseni kwemigaqo-nkqubo namaqhinga okusebenza akumgangatho ophezulu (iNkqutyana 2.2)
Isiseko sokuqalisa	INqkubo yoLawulo oluNqamlezayo

okuthile	yePhondo sele ikhona, kwaye yenziwa ngamacandelo amathathu eekomiti, amaqela axhuzul' umkhala ali-10 kunye namaqela asebenzayo angama-40
8.2 Injongo yeqhinga lokusebenza	linkcukacha zolawulo lweqhinga lokusebenza.
Ingxelo icala engathath'	Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba ekwakheleni umkhanya ukusebenza kwephondo ngokunikezela ngedata nangolwazi oluchanekileyo (iNkqutyana 2.3)
Isiseko okuthile sokuqalisa	Isigaba sesi-3 sigqitywe kuphuhliso olukwisistim ezenzekelayo nehlanganisiweyo yokuhlola nokwakhel' umkhanya kunyakamali ka-2012/13
8.3 Injongo yeqhinga lokusebenza	Unxibelelwano lobuchule
Ingxelo icala engathath'	Ukulungelelanisa unxibelelwano lwangaphandle nokuthath' inxaxheba koluntu ukuze kuqinisekise ukuba uRhulumente weNtshona Koloni uyasichaza isicwangciso seqhinga lokusebenza sephondo ezingezinto ajonge ukuba uza kuzinikezela ebantwini baseNtshona Koloni (iNkqutyana 2.4)
Isiseko okuthile sokuqalisa	Ngo-2011/12 kwangeniswa kwiKhabhinethi ishumi elinambini leengxelo zolwakhelomkhanya kunxibelelwano loRhulumente weNtshona Koloni (WCG).
8.4 Injongo yeqhinga lokusebenza	liNkqubo zeQhinga lokusebenza
Ingxelo icala engathath'	Ukunceda kubudlelwana behlabathi nobandakanyeko kumaqhinga okusebenza angokukhuliswa koqoqosho lwezentlalo nakuphuliso olugcinekayo lwaseNtshona Koloni (iNkqutyana 2.6)
Isiseko okuthile sokuqalisa	Ngexesha lika-2011/12 kuye kwabakho izivumelwano zokusebenzisana zehlabathi ezisebenzayo

8.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14
Ittheyibhuli 8.2: Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko

Ulungeleli waniso lobuchule (umz. i-FOSAD, iziphumo zikaZwelonke kunye/okanye ne-PSO12)	Injongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho /wokwenene			Umsebenzi oQikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka		
		2009/2010	2010/2011	2011/2012		2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqutyana 2.2: UMGaqo-nkqubo neQhinga lokusebenza								
Zonke iziphumo zikaZwelonke; I-PSO12; URhulumente wePhondo olungelelaniswe waze waHlanga niswa ngolawulo olunqamle zayo.	Inani leengxelo ezifakwe kwikhabhinethi ezingokuzalisekiswa kwesiCwangciso-qhinga sePhondo	2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSigqeba engaphuhliso nasekuzaliseni kwemigaqo-nkqubo namaqhinga okusebenza akumgangatho ophezulu	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	2	2	1	1	1

Ulungelile waniso lobuchule (umz. i-FOSAD, iziphumo zikaZwele nke kunye/okanye ne-PSO12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oQikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/2010	2010/2011	2011/2012		2012/2013 (Owango)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)
INKqutyana 2.3: Iinkukacha zolawulo lweqhinga lokusebenza									
Isiphumo sikaZwele ke-12; i-PSO 12; iziphumo ezinefuthe ezisekelwe ekuhloleni nasekwakheeni umkhanya	Kukunikezela ngenkxaso yeqhinga lokusebenza kwiSiggeba ekwakheleni umkhanya ukusebenza kwephondo ngokunikezela ngedata nangolwazi oluchanekileyo	Inani lezigaba ezigqityiweyo kuphuhliso lohlanganiso oluzenzekelayo lwenkqubo yokuhlala nokwakhel' umkhanya.	Kuphuhlisa imodeli ye-RBM&E; kwamkelwa imethodo loji yenkqubo neyolawulo lweprojekthi	1	2	3	4	Inkqubo ehlaziyiweyo	Inkqubo ehlaziyiweyo
INKqutyana 2.4: Unxibelelwano loBuchule									

Ukulungelela nisa unxibelelwano lwangaphandle nokuthathi'inxaxheba koluntu ukuze kuqinisekiswa ukuba uRhulumente weNtshona Koloni uyasichaza isicwangciso seqhinga lokusebenza sephondo ezingezintofajonge ukuba uza kuzinikezela ebantwini baseNtshona Koloni	Inani leengxelo ezingeniswe kwiKhabhinethi kunxibelelwano loRhulumente weNtshona Koloni	Akukho nto	2	12	12	18	18	18
--	---	------------	---	----	----	----	----	----

Ujungeleli waniso lobuchule (umz. i-FOSAD, iziphumo zikaZwelonke kunye/okanye ne-PSO12)	Injongo yeqhinga lokusebenzisa	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oQikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/2010	2010/2011	2011/2012		2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqatyana 2.6: IINKqubo zeQhinga lokusebenza									
Ukunceda kubudlelwane behlabathi nabandakanyeko kumagqashi ngakumbi okusebenza ngakumbi huliswa koqoqosho lwezintlobo nakuphuliso olugcinakayo lwaseNtshona Koloni	Inani lobandakanyeko olusebenzayo kwihlabathi olwenziwe ngenjongo yokwandisa ukhenketho, urhwebo netyalo-mali phakathi kweNtshona Koloni namahlakani ehlabathi	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	12	12	12	

8.3. Ulawulo lomngcipheko

Owona mngcipheko ubonakalayo ngolowo wokushunquiswa kohlahlo-mali. Ngoku umsebenzi wenziwa ngabantu abambalwa abazinikezeleyo abanokuthi bathathe ixesha elide ukuvelisa iziphumo. Ukuba nje kuphinde kwabakho olunye ushunoqulo lohlahlo-mali, iinkqubo ziza kunyanzeleka ukuba mazihlaziye.

8.4. Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka ka-2013/14 Itheyibhuli 8.4: Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka

Ulungele lwawulo lomngcipheko (i-FOSAD, iziphumo zikaZwelonke kunye/okanye ne-PSO12)	Ukwenziwa wophicotho/wokwenene	Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka											
			2009/2010	2010/2011	2011/2012	2012/2013 (Owango ku)	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqutyana 2.2: UMgaqo-nkqubo neQhinga lokusebenza														
I-PSO 12: URhulumente wePhondo olungelanelanise wawHlan	2.2.1	Inani leengxelo zolwakhelo-mkhanya ezingalungelelwano lwamaSebe kwisiCwangciso-qhinga sePhondo	Isibonisi esitsha	2	2	1	1	1	1	1	1	1	1	1
	2.2.2	Inani lamaphepha oMgaqo-nkqubo neQhinga lokusebenza kwizinto ezifunekayo zobuchule kwiphondo nakuzwelonke	Isibonisi esitsha	5	6	14	10	12	3	3	3	3	12	12

Umsebenzi Ukwenziwa komsebenzi wophicotho/wokwenene	Okujoliswe kuko kwesiqingatha sonyaka											
	2012/2013 (Owango ku)	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)			
Isibonisi sokulinganisela ukwenziwa komsebenzi	2009/2010	2010/2011	2011/2012	2012/2013	2013/14	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15	2015/16
INKqutyana 2.2: UMgaqo-nkqubo neQhinga lokusebenza												
2.2.3	1	3	2	3	2	Kabini qho ngonyaka	Akukho nto	1	Akukho nto	1	2	2
ganiwa ngolawulo olunqa mlezayo	³ Inani leengxelo zenkqubela-phambili ezingeniswe kwikhabhinethi ukwenzela ukuzalisekiswa kwesiCwangciso-qhinga sePhondo											

³ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelwano lobuchule (umz. i-FOSAD, iziphumo zikaZwelonke kunye/okanye kanye ne-PSO12)	Ukwenziwa komsebenzi wophicotho/wokwenene			Okujoliswe kuko kwesiqingatha sonyaka														
	Isibonisi sokulinganiseka ukwenziwa komsebenzi			Umsebenzi oqikelelweyo	Umjikelo wokunik'ingxelo		Q 1		Q 2		Q 3		Q 4		2015/16 (Okujoliswe kuko)			
	2009/2010	2010/2011	2011/2012	2012/2013 (Owango ku)	2013/14 (Okujoliswe kuko)	Akukho nto		Akukho nto		Akukho nto		Akukho nto		Akukho nto		2014/15 (Okujoliswe kuko)		
INKqutyana 2.3: Iinkcukacha zolawulo lweqhinga lokusebenza																		
Iziphumo sikaZwelonke 12; Injongo yeqhinga lokusebenza nza yePhondo 12; Iziphumo ezinefuth e ezisekelwe ekuhloleni nasekwa kheeni umkhanyisa.	2.3.1	Umgangatho wenkqubo kunye nolawulo lwemfezeko efunyenweyo kuRhulumente weNtshona Koloni (WCG) njengoko izalisikiwe liSebe leNkulumbuso.	Akukho nto	1	2.1	2.5	2.5	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	Akukho nto	Akukho nto	2.5	2.5	2.5	3	
	2.3.2	Umgangatho weziphumo ezisekelwe kwimfezeko yohlolo nolwakhel' omkhanya efunyenweyo nguRhulumente weNtshona Koloni (WCG) njengoko izalisikiwe liSebe leNkulumbuso.	Akukho nto	Akukho nto	2.4	2.5	2.5	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	Akukho nto	Akukho nto	2.5	2.5	2.5	3	3
Objective 12; Iziphumo ezinefuth	2.3.3	Umgangatho wemfezeko efunyenweyo yolawulo lweenkcukacha zesithuba kuRhulumente weNtshona Koloni (WCG) njengoko izalisikiwe liSebe leNkulumbuso.	Akukho nto	Akukho nto	2.2	2.5	2.5	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	Akukho nto	Akukho nto	2.5	2.5	2.5	3	3

Ulungele lwawiso lobuchule (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/o kanye ne-PSO12)	Isibonisi sokulinganisa ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene		Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka									
		2009/2010	2010/2011		2011/2012	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)	
		INKqutyana 2.3: Iinkcukacha zolawulo lweqhinga lokusebenza												
e ezisekelwe ekuhloleni nasekwa kheeni umkhanyaka	2.3.4	4 ¹ Inani lezigaba ezigqityiweyo kuphuhliso lohlanganiso oluzenzekelelayo lwenkqubo yokuhlola nokwakhel' umkhanya.	Kuphuhlisiwe imodeli ye-RBM&E; kwamkela lwa imethodoloji yenkqubo neyolawulo lweprojekthi	1	2	3	4	Qho ngonyaka	Akukho nfo	Akukho nfo	Akukho nfo	4	Inkqubo ehlaziyweyo	Inkqubo ehlaziyweyo
Ulungele lwawiso lobuchule (umz.	Isibonisi sokulinganisa ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene		Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka									

⁴ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

i-FOSAD, Iziphum o zikaZwel onke kunye/o kanye ne-PSO12)	2009/2010	2010/2011	2011/2012	2012/2013 (Owango ku)	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1				Q 4				2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
							2	3	4	5	6	7	8	9		
INKqityana 2.4: Unxibelelwano loBuchule																
2.4.1	Inani leengxelo ezingeniswe kwikhabhinethi kunxibelelwano loRhulumente weNtshona Koloni	Akukho nto	2	12	12	18	Qho ngeKota	5	5	4	4	4	18	18		
INKqityana 2.6: INkqubo zeQhinga lokusebenza																
2.6.1	Inani lobandakanyeko olwenziwe kunye namasebe kaRhulumente weNtshona Koloni (WCG) ekubekeni phambili amatungelo abantu	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	8	Qho ngeKota	2	2	2	2	2	4	4	0	
2.6.2	Inani lobandakanyeko olusebenzayo kwihlabathi olwenziwe ngenjongo yokwandisa ukhenketho, urhwebo noyalo-mali phakathi kweNtshona Koloni namahlakani ehlabathi	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	12	Kabini qho ngonyaka	3	3	3	3	3	12	12	12	
2.6.3	Inani leengxelo zohlaziyo ezingozalisekiso lweQhinga lokusebenza leZiganeko eziHlanganisiweyo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	1	Qho ngonyaka	-	-	1	1	-	1	1	1	
2.6.4	Inani lezigaba ezigqityiweyo kuphuhliso lwe-portal yewebhu yeziganeko	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	1	Qho ngonyaka	-	-	-	1	-	1	Inkqubo ehlaziywe eyo	Isigaba sesi-3 sakube sigqityiwe	
2.6.5	Inani lamaQhinga okusebenza oNcedo loPhuhliso oluSisikweni	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	1	Qho ngonyaka	-	-	1	1	-	-	-	-	

⁵ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelwano lobuchule (umz. i-FOSAD, iziphumo zikaZwelonke kunye okanye ne-PSO12)	Isibonisi sokulinganisa ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka						
		2009/2010	2010/2011	2011/2012		2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)
INKqutyana 2.3: linkcukacha zolawulo lweqhinga lokusebenza												
	laphuhliswa.	esitsh			develop							
		a			d							

8.5. Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali neMTEF

lingqikelelo zenkcitho

Itheyibhuli 8.5: Abaphathi beqhinga lokusebenza bePhondo

INkqutyana	Iziphumo zenkcitho			Ulwabiwo-mali olulungisiweyo	lingqikelelo zenkcitho yesiqingatha sonyaka		
	2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
Amawaka	2009/10						
1 Inkxaso yeNkqubo	1 925	1 794	2 297	2 123	2 565	2 679	2 783
2 UMgaqo-nkqubo neQhinga lokusebenza	13 818	10 309	8 992	11 538	13 483	14 084	14 629
3 Iinkcukacha zolawulo lweqhinga lokusebenza	7 142	9 218	9 088	8 703	12 639	13 203	13 713
4 Unxibelelwano loBuchule		2 313	7 489	3 280	3 598	3 758	3 904
5 2010 FIFA World Cup	41 387	10 806					
6 Iinkqubo zeQhinga lokusebenza	9 343	13 718	9 343	13 419	19 780	20 663	21 462
Kukonke	73 615	48 158	37 209	39 063	52 065	54 387	56 491
Utshintsho kuqikelelo lohlahlo-mali luka-2012					13 002	15 324	17 428
Ukuhlelwa kwezogqosho							
Iintlawulo zangoku	49 374	45 757	35 545	37 780	51 494	53 812	55 906
Ukubuyekwezwa kwabasebenzi	25 843	26 235	23 256	26 137	31 783	34 211	36 562
Iinkonzo nezinto ezizezi:	23 485	19 477	12 270	11 566	19 711	19 601	19 344
Unxibelelwano	470	797	684	747	770	1 097	1 097
Iinkonzo zekhompyutha	100	700		550	1 000	1 000	1 000
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	12 551	10 942	5 229	8 206	11 237	12 195	12 632
Uluhlu lweempahla	718	1 130	494	340	413	435	455
Iintlawulo zengqeshiso	523	43	31	63			
Ukhenketho nokuphila	2 117	1 735	1 808	304	2 337	1 620	1 120
Iindawo zokudibana	3 223	680	267	183	850	750	500
Ezinye	3 783	3 450	3 757	1 173	3 104	2 504	2 540
Imali-nzala nerenti emhlabeni womntu	46	45	19	77			
Iintengiselwano zemali kwizinto ezinexabiso nezimfanelo							
Ugqithiselo-mali neenkxaso-mali eziya	1 723	619	1 203	1 041	405	405	405
KumaPhondo nakoomasipala	850						
Kwii-Arhente nee-akhawunti zeSebe		28		5	5	5	5
Amaziko angenzi ngeniso	873	591	1 003	1 016	400	400	400
Izindlu/amakhaya			200	20			
Iintlawulo zezinto zexabiso	22 518	1 782	461	242	166	170	180
Izakhiwo kunye namaziko asisigxini	22 291	835					
Oomatshini nezixhobo	227	947	461	242	166	170	180
Impahla yexabiso esunguliweyo							
Isoftware nezinye izinto zexabiso ezingenakuchukunyiswa							
Impahla yexabiso yomhlaba nezinye ezincinci zomhlaba							
Kukonke	73 615	48 158	37 209	39 063	52 065	54 387	56 491

8.6. Inkqubo yomsebenzi nentsingiselo yenkcitho

Ukwandiswa kwenani labasebenzi elimiselweyo okunokwanda kokwenziwa ngcono kohlahlo-mali lwabasebenzi ukwenzela inkqubo eyenzelwe ukudala ukulungela kwesebe ukusabela kwimfuno yabasebenzi abasebenza kumacandelo aphambili ngokubhekiselele kubandakanyeko lokulungela ukwenza umsebenzi kwiSebe lokuHlola nokwaKhel' umkhanya ekwakheni inkqubo yohlaziyo nokwakhela umkhanya amanyathelo aphuculiweyo. Izithuba zabaNcedisi-mlawuli aBathathu ezixabisa ama-R709 596, 00 kunyaka-mali ka-2013/14 ziza kunikwa abalawuli abaziNtloko: linkcukacha zolawulo lweqhinga lokusebenza.

9. Inkqubo 3: Uphuhliso lweZakhono zabaSebenzi (IZiko leeNkonzo eziManyanisiweyo)

9.1 Iinjongo zeqhinga lokusebenza

Le nkqubo ixhasa injongo yeqhinga lokusebenza ijonge ekufumaneni iinkonzo ezisebenzayo, ezinenkuthalo nezibonisa ubuchule bokusebenza ngabantu abagqwesayo, ulungelelwaniso nobuxhakaxhaka ukuze kuphunyezwe ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni.

Inkqubo ilandela injongo yeqhinga lokusebenza: Kukunikezela ngabasebenzi abanawona mava aphezulu, ukudala indawo yokusebenzela ekusebenzekayo kuyo nokuphulisa ubunkokheli obukhuthaza ukubandakanyeka kwabasebenzi nonikezelo lweenkonzo olunempumelelo.

Iqhinga loLawulo lwabaSebenzi loRhulumente weNtshona Koloni lasungulwa kwaye liza kuzalisekiselwa ukunikezela ukuqonda ngokucacileyo umxholo wangoku woLawulo lwabaSebenzi nabantu abanqwenelekayo ngokuhambisana nesiCwangciso-qhinga sePhondo (PSP). Iqhinga lokusebenza lichaza *ifilosofi yabantu abohlukileyo, intetho enentsulungeko, iprofayili yabantu abafunekayo, amanyathelo okuqala eqhinga lokusebenza, ikhadi lamanqaku abantu ngokunjalo nokuzalisekiswa kobuchule bolawulo obuzakuthi buncede kumava aphuculiweyo abemi ngokusebenzisa inkuthalo yabantu.*

La manyathelo mahlanu alandelayo eqhinga lokusebenza achongiwe kwiQhinga loLawulo lwabaSebenzi kuza kujoliswa kuwo kakhulu yile nkqubo ukuze kuphunyelelwe injongo yeqhinga lokusebenza lenkqubo yezakhono zabasebenzi:

- isikhokelo sokuxhobisa nokwenza uLawulo lwabaSebenzi (imigaqo-nkqubo, iinkqubo nekiti yezixhobo)
- indawo yokusebenzela efanelekileyo apho abantu banokusebenza ngempumelelo khona ("i-hardware")
- iintsulungeko zesebe nlungelelwaniso lwenkcubeko ngokusebenzisa ubukrelekrele bobunkokheli ("i-software")
- ubukrelekrele bolawulo lwezakhono eziziphiwo (lilonke. Ubukrelekrele bekhonkco lwentsulungeko yoLawulo lwabaSebenzi)
- ukujolisa ngobuchule kugcino-nkcukacha nohlalutyo loLawulo lwabaSebenzi.

Ngenxa yeli qhinga lokusebenza uRhulumente weNtshona Koloni (WCG) uza kuqhubela phambili ngaphaya koluvu lokuba izibonelelo zabansebenzi zimalunga nokusebenza kwabantu kuphela nabantu abasesikhundleni njengezona zinto zokwakha “oyena rhulumente wenqila ulawulwa ngokuncomekayo kwihlabathi”.

Isimo senkqubo yohlahlo-mali asikatshintshi.

9.1 Injongo yeqhinga lokusebenza	ULawulo lwabaSebenzi
Ingxelo engathath' icala	Kukunikezela ngabasebenzi abanawona mava aphezulu, ukudala abasebenzi abakulungeleyo ukwenza umsebenzi wabo nokuphuhlisa ubunkokheli intatho-nxaxheba yabasebenzi nokunikezelwa kweenkonzo ngenkuthalo (liNkqutyana 3.2, 3.3 no-3.4).
Isiseko okuthile sokuqalisa	Imodeli yokumfezeko yoLawulo lwabaSebenzi iza kuphuhliswa ngonyaka-mali ka-2013/14 kwaye apho siqala khona isiseko soku singafunyaniswa kuphela xa ithe yasetyinzisiwa le modeli.

9.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14
Ithayibhuli 9.2: Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kunye/oka nye ne- PSO12)	Injongo yeqhinga lokuseben za	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelway o	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/ 2010	2010/ 2011	2011/ 2012		2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)
IiNkqatyana 3.2, 3.3 no-3.4: UPuhliso lweSebe nabaSebenzi, iZiko loQeqesho lePhondo kunye nolawulo lwezabaSebenzi									

<p>Isiphumo sikazwelon ke 12: ULawulo lwezabasebenzi kunye noPhuhliso ; i-PSO 12: ULawulo lwaBantu; i-FOSAD</p>	<p>Kukunikezela ngabasebenzi abanawo na mava aphezulu, ukudala abasebenzi abakulungileyo ukwenza umsebenzi wabo nokuphuhlisa ubunkokheli intatho-nxaxheba yabasebenzi nokunikezela kweenkonzo ngenkuthalo</p>	<p>Umgangatho wemfuzo yoLawulo lwaBasebenzi</p>	<p>Akukho nto</p>	<p>Akukho nto</p>	<p>Akukho nto</p>	<p>Akukho nto</p>	<p>Ukuphuhlisa imodeli yokumfeza ko yoLawulo lwaBasebenzi nokufuma nisa apho siqala khona isiseko</p>	<p>Uphuculo luza kufunyaniswa emva kokusungulwa kwesiqalo sesiko.</p>	<p>Uphuculo luza kufunyaniswa emva kokusungulwa kwesiqalo sesiko.</p>
--	---	---	-------------------	-------------------	-------------------	-------------------	---	---	---

9.3 Ulawulo lomngcipheko

Le mingcipheko mibini ilandelayo ekuphumeleleni injongo yeqhinga lokusebenza yachongwa:

- Imingcipheko ephambili kwinjongo yeqhinga lokusebenza lenkqubo iqhutywa zinkonzo ezinikezelweyo zohlobo olunqamlezileyo. Inani elikhulu leezenzo zentengiselwano libangele ukuhlaziywa kweenkqubo neenkqubo ezibophelela ezi zenzo, kwaye uphucuko lwazo oluqhubekayo luvelise ukuncipha kwemingcipheko kule miba.
- Inyaniso yokokuba iinkonzo ezinikizelweyo licandelo ziqhutywa yimfuno (yiyo loo nto oku kungaphaya kolawulo lwalo), licatshukiswa linani elikhulu lezicelo zexeshana ezifunyenwe kumasebe angabaxumi anabasebenzi aneendawo zengcebiso ezibeka uxinzelelo kwizibonelelo zezemali nakubuchule babantu beli candelo. Ishedyuli zeenkonzo ze-CSC nazo zinciphise umngcipheko othe wavela obangela ukungaqiniseki malunga neendima nangoxanduva phakathi kwecandelo kunye namasebe angabaxumi.

Ukunciphisa imingcipheko ngakumbi kuquka oku kulandelayo:

- Ukwenza abaphathi babenako ukusebenza ngokubaxhobisa nangesikhokelo solawulo lwabantu kuza kuzama ukwenza abaphathi bakwazi ukukhokela nokulawula ngendlela esebenzayo.
- Imigaqo-nkqubo ekhoyo iza kuhlaziywa kuze kusungulwe imigaqo-nkqubo emitsha. Iikiti zezixhobo ziza kuphuhliswa ukuze kuxhaswe abaphathi ekwenzeni umsebenzi wabo woLawulo lwaBasebenzi.
- INkqubo yoLawulo lweMali/isisombululo soLawulo lwaBasebenzi ehlanganisiweyo iza kufakwa kwixesha leSikhokelo seNkcitho seXesha eliPhakathi, kuqalwe kumasebe amancinci, amasebe alawulwa kundlunkulu anezakhiwo zesebe ezizinzileyo. Ikomiti ebhexeshayo sele isungulelwe ukucwangcisa nokwakhela umkhanya inkqubo yozalisekiso, kunye nokunika isikhokelo kwinkqubo yozalisekiso. Ukongeza oku, imemorandum yesivumelwano sele iqulunqiwe ukumisela imida iindima noxanduva lweqela leprojekthi.
- Ubuchule babantu buza kuxhotyiswa ngokutsha ngakumbi benziwe bokukwazi ukwenza umsebenzi wokunikezela ngeenkono kwiindawo ezahlukeneyo ehlabathini. Oku kuxhotyiswa ngokutsha bokukwazi ukwenza umsebenzi kuza kudinga ukuba buchaphazele ukukwazi ukuziphatha nobuchule. Uluvo lokukwazi ukwenza umsebenzi uwonke luza kwamkelwa ke ngoko. Imethodoloji, iinkqubo zoshishino kunye nemigangatho yobulungu iza kuhlaziywa kwaye ubuchule babantu buza kuxhotyiswa ngamanyathelo okuphuhliselwa emsebenzini. Ukungenelela kokuziphatha kwesebe kuza kuqhubeka lusenziwa ngaphakathi kwiinkqubo zesebe ukuze kwenziwe igalelo ekuncitshisweni kolinganiselo lokungabikho kwamandla okwenza umsebenzi (amandla achithakeleyo ngenxa yemisebenzi engahambelani nokufuneka kuphunyelelwe ziinjongo zesebe)

9.4. Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka

Ithayibhuli 9.4.: Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelo nke kunye/okanye i-PSO 12)	Isibonisi sokulinganiselela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqUYANA 3.2: UPuhliSO lweSebe naBasebenzi													
I-PSO 12: ULawulo lwaBantu, Isiphumo sikaZwelo nke 12: Iinkqubo zoshishino, iinkqubo, amalunge lo ezigqibo noxanduva	3.2.1	Ipesenti yongenelelo olulungiselelweyo lokuziphatha kweqela/lobuqu bomntu kumgangatho wesebe olwenziwe kwiinkqubo zesebe	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	90%	90%	90%	90%	90%	90%	90%	95%
		Unani-phantsi: Inani lamanganelo okuziphatha kwesebe kwiinkqubo zesebe				Qho ngekota							

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikazwelo nke kunye/okanye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene		Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka											
	2009/2010			2010/2011		2011/2012		2012/2013 (Owangoku)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
	Isibonisi esitsha	Isibonisi esitsha		Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha			Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha			
INKqUYANA 3.2: UPuhLiso lweSebe naBasebenzi															
I-PSO 12: ULawulo lwaBantu. NOMB. 12: Iinkqubo zoshishino, iinkqubo, amalunge lo ezigqibo noxanduva	3.2.2	Ipesenti yenkqubo yoshishino alumiselweyo igqitywe ngaphakathi kwiinkqubo zesebe ukukhuthaza ukuqhubeka kophuculo lweziko Unani-phantsi: Inani leeprojekthi zenkqubo yoshishino kwiinkqubo zesebe	Isibonisi esitsha	Isibonisi esitsha	3	13	90%	Qho ngekota	90%	90%	90%	90%	90%	90%	95%
I-PSO 12: ULawulo lwaBantu. NOMB. 12: Iinkqubo zoshishino, iinkqubo, amalunge lo	3.2.3	Ipesenti yeprojekthi ezimiselweyo zequmrhu zigqitywe ngaphakathi kwiinkqubo zesebe ukuze kukhuthazwe uyilo olufanelekileyo lwequmrhu kwimigangatho yobuchule.	Isibonisi esitsha	Isibonisi esitsha	11	20	90%	Qho ngekota	90%	90%	90%	90%	90%	90%	95%

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikazwelo nke kunye/okanye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelweyo	Okujoliswe kuko kwesiqingatha sonyaka										
		2009/2010	2010/2011	2011/2012		2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)			
INkqatyana 3.2: UPuhliiso lweSebe naBasebenzi																
ezigqibonoxanduva	yobugcisa nesebenzayo															
	Unani-phanisi: Inani leprojekthi zoyilo lwequmrhu kwiinkqubo zesebe															

Ulungelelw aniso lweqhinga lokusebenz a (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene				Umsebenz i oqikelelw eyo	Okujoliswe kuko kwesiqingatha sonyaka											
	2009/ 2010		2010/ 2011			2011/ 2012		2012/ 2013 (Owangok u)		2013/14 (Okujolisw e kuko)	Umjikelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/1 6 (Okujol iswe kuko)
	41	41	41	43		43	43	43	43								
INKqutyana 3.3: Iziko loQeqesho lePhondo																	
I-PSO 12: ULawulo IwaBasebe nzi. NOMB. 12: ICandelo loLawulo IwaBasebe nzi noPhuhliso	3.3.1	Kunikezelwe ngenani elifhile lamathuba okuphuhlisa abantu, njengoko uqeqesho olunqamlezileyo ludinga uhlalutyo	41	41	41	43	43	43	Qho ngonyak a	-	-	43	43	43	43	43	
I-PSO 12: ULawulo IwaBaseben zi.	3.3.2	Inani leenkqubo zokufunda ezihlelelwe impembelelo yoqeqesho Isiseko sokuqalisa okuthile:4	Isibonisi esitsha	4	4	4	5	5	Qho ngonyak a	0	0	5	6	7	7	7	
I-PSO 12: ULawulo IwaBaseben zi. NOMB. 12: Candelo loLawulo	3.3.3	Inani lezigaba ezigqityweyo ekuphuhliseni nasekuzalisekiswa ni kwemodeli yeziko elitsha (kuquka nemodeli yenkxaso-mali) ukuqinisekisa iziko	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isigaba 1	1 (Isigaba 2)	1 (Isigaba 2)	Qho ngonyak a	0	0	1 (Isigaba 2)	1 (Isigaba 3)	1 (Isigaba 3)	1 (Isigaba 3)	1 (Isigaba 3)	Akukh o nto

Ulungelelw aniso lweqhinga lokusebenz a (umz. i- FOSAD, Iziphumo zikaZwelon ke kunye/oka nye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenz i oqikelelw eyo	Okujoliswe kuko kwesiqingatha sonyaka							
	2009/ 2010	2010/ 2011	2011/ 2012		2013/14 (Okujolisw e kuko)	Umjikelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/1 6 (Okujoli iswe kuko)
INKqutyana 3.3: Iziko loQeqesho lePhondo												
IwaBaseben zi noPhuhliso.			loqeqesho eligcine kayo									
Ulungelelwa niso lweqhinga lokusebenz a (umz. i- FOSAD, Iziphumo zikaZwelonk e kunye/okan ye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenz i oqikelelw eyo	Okujoliswe kuko kwesiqingatha sonyaka							
	2009/ 2010	2010/ 2011	2011/ 2012		2013/14 (Okujolisw e kuko)	Umjikelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/1 6 (Okujoli swe kuko)
I-PSO 12: ULawulo lwaBasebe nzi. NOMB. 12: Iinkqubo zoshishino, iinkqubo, amalungel o ezigqibo noxanduva	3.4. 1 Inani leeprojekthi zokwazisa ubuxhakaxhaka obutsha kwiCandelo loLawulo lwaBasebenzi, njengesigaba sokuqaliswa kwenkqubo yoLawulo lweMali ehlanganiweyo			0	0	0	0	0	0	1	1	1

Ulungelelw aniso lweqhinga lokusebenz a (umz. i- FOSAD, Iziphumo zikaZwelon ke kunye/oka nye i-PSO 12)	Isibonisi sokulinganiselela ukwenziwa komsebenzi				Ukwenziwa komsebenzi wophicotho/wokwenene		Umsebenz i oqikelelw eyo	Okujoliswe kuko kwesiqingatha sonyaka						
	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013 (Owangok u)	2013/14 (Okujolisw e kuko)	Umjikelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/1 6 (Okujol iswe kuko)		
INKqutyana 3.3: IZiko loQeqesho lePhondo														
I-PSO 12: ULawulo lwaBasebe nzi. NOMB. 12: ICandelo loLawulo lwaBasebe nzi noPhuhliso i-FOSAD: 9.1. Ixesha eliphakathi lokugcwalis a izithuba eburhulum enteni; 10.1. Ipesenti yezithuba ezivulekileyo ezixhaswe ngemali nanini na	3.4. 2	0	0	72%	70%	80%	Qho ngonyaka	0	0	0	80%	90%	95%	
		Ipesenti yezithuba ezivunyelweyo ukuba kuqashwe kuzo kwiintsuku ezingama-90 ukusukela kusuku lokuyalwa kokungeniswa kwezicelo												
		Unani-phantsi: Lilonke inani lezithuba esele zivaliwe ukupapashwa kwazo												
I-PSO 12: ULawulo lwaBasebe	3.4. 3	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	75%	Qho ngonyaka	-	-	-	75%	85%	90%	
		Ipesenti yalo lonke inani lochatshelo loluleko olugqitywe												

Ulungelelw aniso lweqhinga lokusebenz a (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenz i oqikelelw eyo	Okujoliswe kuko kwesiqingatha sonyaka								
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangok u)	2013/14 (Okujolisw e kuko)	Umjikelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolis we kuko)	2015/1 6 (Okujol iswe kuko)
INKqutyana 3.3: IZiko loQeqesho lePhondo														
nzi. NOMB. 12: ICandelo loLawulo lwaBasebe nzi noPhuhliso														
	ngeentsuku ezingama-40 ukusukela ukuqala kwalo. Unani-phantsi: Lilonke Inani lochatshelo loluleko oluqalisweyo													

9.5. Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali neMTEF

lingqikelelo zenkcitho

Itheyibhuli 9.5: IZiko leeNkonzo eziManyanisiweyo

Inkqubo	Iziphumo zophicotho-zincwadi			Ulwabiwo-mali olulungisiweyo	lingqikelelo zenkcitho yesiqingatha sonyaka		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
Amawaka							
1. Inkxaso yeNkqubo		1 617	1 695	1 982	2 210	2 308	2 398
2. UPuhliso lweSebe naBasebenzi	18 169	26 675	29 130	36 833	40 775	42 594	44 241
3. IZiko loQeqesho lePhondo	12 300	16 310	17 761	20 098	20 437	21 649	22 515
4. ICandelo loLawulo lwaBasebenzi	27 313	41 012	79 109	79 581	90 969	94 841	84 047
Kukonke	57 782	85 614	127 695	138 494	154 391	161 392	153 201
Utshintsho kwingqikelelo yohlahlo-mali luka-2012					15 897	22 898	14 707
Ukuhlelwa kwezoqoqosho							
lintlawulo zangoku	56 720	83 609	126 498	136 805	154 130	161 107	152 896
Ukubuyekezwa kwabasebenzi	46 253	65 534	101 202	110 503	115 252	121 565	127 877
linkonzo nezinto ezizezi:	10 423	18 045	25 244	26 247	38 878	39 542	25 019
Unxibelelwano	881	849	1 053	793	790	890	890
linkonzo zekhompuyutha	72	3 864	1 260	1 790	12 705	14 300	900
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	2 222	3 135	4 009	8 284	8 887	8 671	8 400
Uluhlu lweempahla	1 365	858	1 161	1 081	730	970	1 040
lintlawulo zengqeshiso	481		287	850			
Ukhenketho nokuphila	1 821	1 673	2 672	2 275	1 890	2 000	2 250
Iindawo zendibano namaziko	345	106	332	370	80	100	150
Ezinye	3 236	7 560	14 470	10 804	13 796	12 611	11 389
Imali-nzala nerenti emhlabeni womntu	44	30	52	55			
lintlawulo zezinto zexabiso lemali		23					
Ugqithiselo-mali neenkxaso-mali eziya	411	889	145	1 267	15	15	15
KumaPhondo nakoomasipala							
Kwii-Arhente nee-akhawunti zeSebe				19	15	15	15
Kwiyunivesithi neetekhnikhoni							
Amaqumrhu karhulumente							
namashishini abucala							
Amaziko angenzi ngeniso	410			1 000			
Izindlu/amakhaya	1	889	145	248			
lintlawulo zezinto zexabiso	651	1 093	1 052	422	246	270	290
Izakhiwo kunye namaziko asisigxini							
Oomatshini nezixhobo	651	1 093	1 052	422	246	270	290
Izixhobo zezithuthi							
Isoftware nezinye izinto zexabiso ezingenakuchukunyiswa							
Kukonke	57 782	85 614	127 695	138 494	154 391	161 392	153 201

9.6. Inkqubo yomsebenzi nentsingiselo yenkcitho

Ukusebenza kweenkqutyana ezingaphakathi kwi-CSC kuye kwazuzwa kwingcaciso ethe yavela kwishedyuli zeenkondo ezihlaziyiweyo. Iinguqu zenkqubela yenkqubo yeshishini kunye nonxibelelwano oluphuculiweyo kunye namasebe angabaxumi nazo zibone inguqu ekusebenzeni. Ukukhula ngokungalinganiyo phakathi kwezibonelelo ezikhoyo kunye nokusingqongileyo kokunikezelwa kweenkonzo kunempembelelo kwiinkondo ezinokunikezelwa, umzekelo ekupapashweni kwezithuba ezivulelekileyo, nto leyo ebuya ibe nempembelelo kwinkqubela yokuncitshiswa kwezinga lezithuba libe lelamkelekileyo. Nangona ezi zinyino zidibene nezinye, inkqubo yona, siyayibulela imilinganiselo yobungqongqo kunye nokuzama ngakumbi kwabasebenzi, ikwazile ukugcina nokuphucula ukunikezelwa kwemisebenzi namanyathelo okuqala angundoqo. Ukuya phambili, ngokusebenzisa isivumelwano sokuqala sokusebenzisa “ukufumana iindleko”, inkqubo iqhubeka ngokugcina nokuphucula ukunikezelwa kweenkonzo.

10. Inkqubo 4: I-Centre for e-Innovation (IZiko leeNkonzo eziManyanisiweyo)

10.1 Injongo zeqhinga lokusebenza

Le nkqubo ixhasa injongo yeqhinga lokusebenza ejolise “ekuphumeleleni iinkonzo ezimanyanisiweyo ezinobuchule, ezinefuthe, ezikhutheleyo neenkonzo zobuxhakaxhaka ezinabantu abazingcali, inkqubela phambili nobuxhakaxhaka bokuphumelelisa ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni (WCG)”.

Injongo yeqhinga lokusebenza neenjongo zeqhinga lokusebenza ezinxulumene nale nkqubo zalungiselelwa ukuze zijolise ngakumbi kwaye zihambelane kuyo yonke imisebenzi enikezelweyo. Nangona kunjalo, oku akushenxi koko kubalulekileyo kujoliswe kuko yinjongo yeqhinga lokusebenza.

Inkqubo le ilandela injongo yeqhinga lokusebenza: “Ukuphumelelisa ukunikezelwa kweenkonzo ngokusebenzisa iinkcukacha ezineenguqulelo ezintsha kunye nobuxhakaxhaka bonxibelelwano kuRhulumente weNtshona Koloni”.

Ukuphucula ubuchule bamandla okusebenza e-e-Government eNtshona Koloni kuyenze yezinto eziphambili zenjongo yeqhinga lokusebenza yePhondo 12. Le njongo inika ixanduva kwi-I-Centre ukwenzela ukuba i-e-Innovation (Ce-I) idibanise amanyathelo angafaniyo e-e-government kunye nezenzo eziphantsi kweqhinga elinye lokusebenza le-e-government. Ngako oko i-Ce-I iza kuqhuba ukufezekiswa kwe-e-government eNtshona Koloni njengomlungelani nomdibanisi wayo. Injongo yokugqibela kukuphumelela umgangatho wesine wesigaba sokufezekiswa (oku kuchazwa njengorhulumente “ohlangeneyo” ngokwemodeli yokufezekiswa kwe-e-Government yeeNkqubo zoPhuhliso lwaMazwe amaNyeneyo (UNDP). Ezona ziphumo zingundoqo zeqhinga lokusebenza le-e-government ziinkonzo ze-e-government eziphuculiweyo. Oku kuza kwaziswa ngumxholo weziphumo zokunikezelwa kweenkonzo ebantwini wenjongo yeqhinga lokusebenza yePhondo 12.

Ukongeza, la manyathelo okuqala alandelayo omgaqo-nkqubo aza kufumana uhoyo:

- Ukuzalisekiswa kwesiCwangciso soNikezo-zinkonzo se-ICT sePhondo esijolise kumanyathelo okuqala e-ICT enqamlezileyo.
- Ukushiya inkqubo yokusebenzisa i-IT kaRhulumente wePhondo kuyiwe kweyobuxhakaxhaka obuphuculwe ngakumbi (okuquka ukujolisa kwinkqubo yokusebenza kwenetwekhi, amaqonga eseva, i-imeyili kunye nabaququzeleli abanemveliso).
- Ngentsebenziswano neSebe leMicimbi yeNkcubeko neMidlalo, inkqubo ye-e-filing efanayo iza kuzalisekiswa kuRhulumente weNtshona Koloni (WCG) kujoliswe ekuhlanganiseni iilayisensi ze-software, inkxaso nogcino

olungundoqo, ngokunjalo nokudibanisa kwezibonelelo ezisembindini nezifanayo.

- Ukuzalisekiswa kwesiCwangciso soPhuculo loNikezelo lweNkonzo ze-IT (SDIP) kuza kuqhubeka kusombulula imingeni yokunikezelwa kweenkonzo kokusingqongileyo jikelele. Imiba emithathu engundoqo yesicwangciso esinxulumene noqhagamshelwano ne-broadband, ukuphunyezwa kwezibonelelo ezingundoqo kunye nokuphunyezwa kwemveliso yeshishini.
- Ukuba nako kwe-broadband kwiphondo kuza kwandiswa ngentsebenziswano neSixeko saseKapa kunye neArhente yoBuxhakaxhaka beeNkcukacha zoMbuso kunye ne-(SITA) ngokuhambelana neQhinga lokusebenza le-Broadband lePhondo. Eli nyathelo lokuqala linamandla okudala amathuba okuphuhlisa abemi ngokusebenzisa i-ICT.

I-Ce-I iza kuba negalelo, uHlaziyo neNkangelelo yangaphandle yoLawulo oluManyanisiweyo (CGRO) ngokuphucula ukuGqibelela koLawulo lwe-IT ngokuhambelana nezona zenzo zamkeleke kwihlabathi. Umgangatho wemfezeko uza kuzinziswa ngakumbi kumgangatho wemfezeko yesithathu nangaphezulu, kwaye kuza kwenziwa iinzame ekuvisiswene ngazo ukwandisa uthotyelo lwemigangatho yeenkonzo ze-Ce-I ukusukela kwiipesenti ezingama-75% ukuya kwezingama-80%.

Ubume bohlahlo-mali lwenkqubo kusahleli kungaguqukanga.

10.1 Injongo yeqhinga lokusebenza	linkcukacha ezineenguqulelo ezintsha kunye nobuxhakaxhaka bonxibelelwano
Ingxelo engathath' icala	Ukuphumelelisa ukunikezelwa kweenkonzo ngokusebenzisa iinkcukacha ezineenguqulelo ezintsha kunye nobuxhakaxhaka bonxibelelwano (liNkqutyana 4.2 no-4.3)
Isiseko okuthile	Ngo-2011/12 kwafikelelwa kumgangatho wesi-3 wemfezekiso yolawulo lwe-ICT.

10.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14
Itheyibhuli 10.2: Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko

Ulungelelwano lweqhinga lokusebenza (umz. i-FOSAD, iziphumo zikaZweilonke kunye/okanye i-PSO 12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/2010	2010/2011	2011/2012		2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)
I-PSO 12: Government	Ukuphumelelisa ukunikezelwa kweenkonzo ngokusebenzisa iinkcukacha ezingenisazintso ezitsha nobuxhakaxhaka beenkcukacha (iinkqityana 4.2 na 4.3)	Umgangatho ophunyelelweyo wemfezeko yolawulo lwe-ICT, olinganiselwa qho ngonyaka kwisikali samanqaku ama-5, sibonisa izinga lomsebenzi kwimiba efana nemigaqo-nkqubo, amaqhinga okusebenza, izithethe, nemigangatho.	1	3	3	3	3	4	4

10.3 Ulawulo lomngcipheko

Imingcipheko engundoqo enxulumene nenjongo yeqhinga lokusebenza kwe-Ce-I kubhekiselele ngamandla kule miba ilandelayo:

- imodeli efanelekileyo negcinekayo yenkxaso-mali enikezela ngocwangciso olwaneleyo ukuqinisekisa ukuba i-Ce-I inako ukujongana ngokupheleleyo neemfuno zonikezelo lweenkonzo kunye nokulindelweyo ngamasebe angabaxumi bayo (kuthathelwe ingqalelo imiba ephambili efana nokukhula kwabasebenzisi, iimfuno zenkqubo kunye nokusungulwa kwesayithi ezintsha)
- uxhomekeko kunikezelo lweenkonzo yiArhente yoBuxhakaxhaka beeNkcukacha zoMbuso (SITA) namanye amaqela
- izibonelelo zenetwekhi ezigugayo kunye nezixhobo zabasebenzisi
- ukufunyanwa ngexesha kwabaniki-nkonzo bezinto nangeenkonzo ze-IT, okufuna ukuba mayisonjululwe imiba efanelekileyo yoLawulo lweeNtengo (lilonke. Iziniki-maxabiso ezifanelekileyo kunye neekontrakthi zidinga ukubakhona ngexesha kwaye zihlaziye ngexesha)
- umngcipheko womlinganiselo wotshintshiselwano, xa kujongwa umthamo omkhulu wezinto kunye neenkonzo ezinikwe amaxabiso ngokwemali yamazwe angaphandle.

La manyathelo alandelayo athathelwe ukusombulula le mingcipheko ikhankanywe apha ngasentla:

- I-ICT Mini-MTEC sele ifakwe phantsi kweziko nto leyo evumela ulungelelwaniso lokwabiwa kwezibonelelo ze-Ce-I ethathela ingqalelo imiba efana nokukhula kwabasebenzisi kunye nokusungulwa kweesayithi ezintsha.
- .
- Ubudlelwana neSITA kunye namaqela angamanye buza kulawulwa ngamalungiselelo afanelekileyo ekontrakthi (ngokusebenzisa isiVumelwano soShishino kunye nezivumelwano zoMgangatho weNkonzo (SLA) ezinoSITA kunye neeSLA ezifanelekileyo ezikunye namaqela angamanye).
- Isicwangciso sokuhlaziywa kobuxhakaxhaka ukusombulula izibonelelo zenetwekhi ezigugayo siza kuyilwa. AmaSebe aza kubandakanyeka ukuze akhuthazwe abe nokukwazi ukusombulula imingeni yezixhobo ezisetyenziswa ngabasebenzisi babo.

- Abathathi-nxaxheba abafanelekileyo boLawulo lweeNtengo baza kubandakanyeka ekusombululeni iinkqubo zeziniki-maxabiso neekontrakthi.
- Ukuhla kunyuka komlinganiselo wokutshintshiselana kuza kufakwa phantsi kwenkqubo yokufumana abaniki-maxabiso ezinto neenkonzo ezinamaxabiso emali yamazwe angaphandle.

10.4 Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka ka-2013/14
Itheyibhuli 10.4: Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Isibonisi sokulinganiseka ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene				Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/2010	2010/2011	2011/2012	2012/2013 (Owanguku)		2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqatyana 4.2: Iinkonzo ze-ICT zeQhinga lokusebenza														
I-PSO 12: I-governance ephuculileyo	4.2.1	1	3	3	3	3	Qho ngonyaka					3	4	4
4.2.1 Umgangatho ophunyelelweyo wemfezeko yolawulo lwe-ICT, ulinganiselwa qho ngonyaka kwisikali samanqaku amahlanu, abonisa ukusebenza kwimiba efana nemigaqo-nkqubo, amaqhinga okusebenza, izithehe, nemigangatho														

⁶ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

I-PSO 12 I-e-governance ephuculileyo	4.2.2	Inani leziwangciso ze-ICT zesebe liphuhlisiwe / lahlaziywa nto leyo engenelela kwisiCwangciso se-ICT yePhondo	5	7	12	13	13	13	Qho ngekota	3	10	0	0	13	13
I-PSO 12: linkonzo ze-e- government eziphuculileyo	4.2.3	Umgangatho ophunyeleleyo wemfezeko ye- e-government olinganiselwe kwimodeli yomgangatho wemfezeko wesi-4 kwiNkqubo yoPhuhliso lweZizwe eziManyeneyo (UNDP's)	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	2	2	2	Qho ngonyaka	2				3	
I-PSO 12: linkonzo ze-e- government eziphuculileyo o- Isiphumo sikaZwelonke 12: Ufikelelo oluphuculileyo o kunye nobulunga beenkonzo. Ukuzibopheleli a kwe-FOSAD kwesi-8: Umlinganiselo wesisombululo seminxeba efunyenweyo kuMnxeba wancedo kaMongameli	4.2.4	Umlinganiselo wesisombululo sezicelo zeNtshona Koloni ezifunyenwe kuMnxeba wancedo kaMongameli kwiyure ezingama-36 usungulilwe. Isiseko sokuqalisa okuthile: Ama- 98.42% eepesenti zeminxeba efunyenweyo. Unani-phantisi: Yonke iminxeba ebhekisela kuMnxeba wancedo	Isibonisi esitsha	81%	98.42	80%	85%	85%	Qho ngekota	85%	85%	85%	90%	90%	

		kaRhulumente weNtshona Koloni (WCG)											
I-PSO 12: I-e-government ephuculweyo. Isiphumo sikaZwelonke 12: Ukunikezelwa kweenkonzo okufikelekayo nokunobulungo	4.2.5	Inani elisungulweyo lamaziko ofikelelo loluntu kwi-Cape Access e-community.	Akukho nto	6	9	7	Qho ngekota	0	2	2	3	6	5

Inkqatyana 4.3 Iinkonzo zoLawulo ze-GITO

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
	2009/2010	2010/2011	2011/2012	2012/2013 (Owangu)	2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
4.3.1 Uyilo olusePhepheni lokuPhucula iinkonzo ze-IT I-PSO 12: I-e-governments ephuculweyo	-	-	99.74%	99%	99%	Qhona ngeKota	99%	99%	99%	99%	99%	99%
	<p>Ipesenti ephakathi yokuphelela kwexesha loomatshini nobukho beenkqubo zabo igciniwe unyaka wonke ukwenzela iinkonzo ezifumaneka iyure ezingama-24 kwiintsuku ezi-7.</p> <p>Unani-phantsi: Lilonke inani leeyure ezifunekayo kwiyure ezingama-24 eziphandwaphin</p>											

Inkqatyana 4.3 Iinkonzo zoLawulo ze-GITO

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Isibonisi sokulinganiselela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikeleliwa yo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)	
	dwe ngeentsuku ezisi-7 enyakeni.												
Uyilo olusePhepheni lokuPhucula iinkonzo ze-IT I-PSO 12: I-e-governments ephuculiweyo	4.3.2	-	98.31%	99.16%	99%	Qho ngeKota	99%	99%	99%	99%	99%	99%	99%
	Unani-phantsi: Lilonke inani leeyure ezifunekayo												

Inkqatyana 4.3 Iinkonzo zoLawulo ze-GITO

Ulungelelwaniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Isibonisi sokulinganisa ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka								
		2009/2010	2010/2011	2011/2012		2012/2013 (Owango)	2013/14 (Okujoliswe kuko)	Umjikelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
	kwilyure ezingama-24 eziphandwaphin dwe ngeentsuku ezisi-7 enyakeni.													
Uyilo olusePhepheni lokuPhucula iinkonzo ze-IT	4.3.3 Ligcinwe ixesha ebelimiselwe ukufumana iziphumo zesimbululo seminxeba yeDesika yoncedo	3.94	4.22	4.06	4	4	Qho ngeKota	4	4	4	4	4	4	3
PS012	4.3.4 Inani leesayithi eziManyanisiweyo zoRhulumente weNtshona Koloni (WCG) ezifuduselwe kwizibonelelo ze-broadband.	-	-	0	22	11	Qho ngeKota	-	-	2	9	11	11	

10.5 Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali neMTEF

lingqikelelo zenkcitho

Itheyibhuli 10.5: I-Centre for e-Innovation

INkqutyana	Iziphumo zenkcitho			Ulwabiwo-mali olulungisiweyo	lingqikelelo zenkcitho yesiqingatha sonyaka		
	2010/11 2009/10	2011/12	2012/13		2013/14	2014/15	2015/16
Amawaka							
1 Inkxaso yeNkqubo	4 951	6 353	10 109	6 163	6 163	6 438	6 686
2 linkonzo ze-ICT zeQhinga lokusebenza	26 957	31 595	42 817	63 849	58 149	60 743	63 092
3 linkonzo zoLawulo ze-GITO	210 877	325 538	336 800	349 781	417 881	437 054	454 865
Kukonke	242 785	363 486	389 726	419 793	482 193	504 235	524 643
Utshintsho kuqikelelo lohlahlo-mali luka-2012					62 400	84 442	104 850
Ukuhlelwa kwezoqoqosho							
Iintlawulo zangoku	214 793	322 029	358 473	387 997	425 601	444 663	462 999
Ukubuyekwezwa kwabasebenzi	80 245	93 313	119 008	138 343	163 139	172 118	181 275
linkonzo nezinto ezizezi:	134 444	228 582	239 385	249 584	262 462	272 545	281 724
Unxibelelwano	2 182	2 168	2 008	2 166	2 244	2 350	2 350
linkonzo zekhomyutha	117 996	211 005	224 148	225 735	245 028	252 371	261 525
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	2 609	4 392	1 766	5 420	679	650	650
Uluhlu lweempahla	1 697	2 084	1 850	1 555	1 460	1 739	1 754
Iintlawulo zengqeshiso	1 045	361		402			
Ukhenketho nokuphila	4 144	2 999	4 945	7 421	5 330	7 750	7 750
Impahla yexabiso <R5 000	1 157	2 350	1 180		350		
Ezinye	3 614	3 223	3 488	6 885	7 371	7 685	7 695
Imali-nzala nerenti emhlabeni womntu	104	134	80	70			
Iintengiselwano zemali kwizinto ezinxabiso nezimfanelo		51					
Ugqithiselo-mali neenkxaso-mali eziya	5 043	5 600	9 831	19 511	19 506	20 208	20 838
KumaPhondo nakoomasipala				9 000	10 000	10 702	11 332
Kwii-Arhente nee-akhawunti zeSebe				6	6	6	6
Amaziko angenzi ngeniso	5 020	5 600	9 800	10 500	9 500	9 500	9 500
Izindlu/amakhaya	23		31	5			
Iintlawulo zezinto zexabiso	22 949	35 806	21 422	12 285	37 086	39 364	40 806
Izakhiwo kunye namaziko asisigxini							
Oomatshini nezixhobo	22 949	35 245	16 529	12 285	37 086	39 364	40 806
Izixhobo zezithuthi		561	4 880				
I-software nezinye iimpahla zexabiso ezinokuphathwa			13				
Kukonke	242 785	363 486	389 726	419 793	482 193	504 235	524 643

10.6 Inkqubo yomsebenzi nentsingiselo yenkcitho

Ukufezekisa kwabasebenzi be-Ce-I kwenziwa ngamandla bubuxhakaxhaka benetwekhi, abavelisi bohlahlutyo, abahlalutyi boshishino kunye neengcali ze-IT specialists. La mandla okubanako ukwenza umsebenzi kufezekiswe ziingcali zangaphandle ukuze kunikezelwe ngeenkono ze-IT ezibanzi ngokupheleleyo kuludwe lweenkono zeZiko leeNkono eziManyanisiweyo. Izakhono kwicandelo le-IT zisagcinwe ngendlela eyiyo ngenxa yemfuno emandla nokunqongophala kwazo. Ngexa yesi sizathu, urhulumente uyasokola ukutsala nokugcina abantu abanezakhono ze-IT, nanjengoko amacancedelo abucala ebanika imivuzo engcono kakhulu kunorhulumente. Ngako oko i-Ce-I isebenzise iqhinga eliqwalasele ekukugcineni abasebenzi abanezakhono ze-IT ngeli lixa ikwasebenzisa iinkono zabaniki-nkono be-IT abasuka kumacandelo abucala ukuqinisekisa ukuba kuyafikelelwa kwimigangatho yokunikezela ngeenkono.

Ulwango lwentsulungeko yotyalo-mali kwi-IT ukwenzela uRhulumente weNtshona Koloni (WCG) luza kuboniswa yimigangatho ephuculiweyo yeenkono (ngokuhambelana kuLudwe lweeNkono zeZiko leeNkono eziManyanisiweyo). Oku kuza kungqiniswa ngakumbi yimilinganiselo ephuculiweyo yolwaneliseko lwabasebenzisi, umlinganielo wemfezeko yoLawulo lwe-ICT kunye nomlinganiselo wemfezeko yoLawulo lwe-ICT.

Ukuze kulungiswe uxinzelelo olwandayo lwenkxaso-mali olufunyanwe yi-Centre for e-Innovation namasebe ngokunjalo, uMlondolozo-mali wePhondo ne-Ce-I baqalise nge-ICT Mini-MTEC. Injongo ye-Mini-MTEC:

- o yayikukusungula ukudibana phakathi kokuPhambili ekumakuqalwe ngako kwiPhondo, kwisiCwangciso soMsebenzi woNyaka nakwiziCwangciso ze-ICT;
- o yiyikukunceda ekwenzeni isicwangciso ngokuhlangeneyo ngokubhekiselele kwii-ICT kunye nokuqinisekisa ukuba uRhulumente weNtshona Koloni (WCG) ugcina inzuzo kutyalo-mali lwakhe kwi-ICT; kunye
- o nokuqinisekisa ukuba amasebe aneziCwangciso ezithembakeleyo ze-ICT eziza kubangela ukunikezelwa kweenkono ngeenkuthalo kuRhulumente weNtshona Koloni (WCG).

Isiphumo se-ICT MTEC sisiCwangciso soNikezo-zinkono se-ICT sePhondo esinikezela ngoluvo olubanzi lwamanyathelo okuqala acwangcisiweyo e-ICT yoRhulumente weNtshona Koloni (WCG) kunye neemfuno zawo ezihamba nezibonelelo.

11. Inkqubo 5: INgqinisekiso kaRhulumente (IZiko leeNkonzo eziManyanisiweyo)

11.1 Iinjongo zeqhinga lokusebenza

Le nkqubo ixhasa injongo yeqhinga lokusebenza elibhekiselele “ekunikezeleni ngeenkonzo ngendlela enefuthe, ekhutheleyo nenobuchule beenkonzo ezimanyanisiweyo nabantu abangamachule, iinkqubo kunye nobuxhakaxhaka ukuphumelelisa ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni”, ngokulandela ezi njongo yeqhinga lokusebenza zilandelayo:

- INgqinisekiso kaRhulumente: Kukuqinisekisa ukuba isikhokelo solawulo esifezekileyo kuwo onke amasebe kuRhulumente weNtshona Koloni senziwa ukuba sisebenze ngokusebenzisa ulawulo lomngcipheko oluzinzisiweyo, iinkqubo zoshishino eziphuculiweyo kunye nokungameleni kwaphela nobuqhetseba kunye nobuqhophololo.
- IiNkonzo zoMthetho: Kukunikezela ngenkxaso yezomthetho equka uyilo lwezomthetho, inkxaso yomangalelo kunye nothotyelo lomthetho kunye neenkonzo zeengcebiso, nokuqinisekisa ukuba uRhulumente wePhondo wenza isigqibo esihambelana nomthetho.
- Unxibelelwano oluManyanisiweyo: Kukuqinisekisa ukusetyenziswa okungatshintshiyo kweqhinga lokunikezelwa komyalezo kunxibelelwano lwephondo nokuphawula uphawu lwequmrhu ngokunikezela ngeenkonzo zonxibelelwano olumanyanisiweyo.

Injongo yeqhinga lokusebenza lePhondo “Ukwakha oyena rhulumente wenqila ulawulwa ngokuncomekayo kwihlabathi” inempembelelo enentsingiselo kwiziphumo, kwizibonisi nakoko kujoliswe kuko ukwenzela le nkqubo. Ngexesha lonyaka-mali ka-2013/14 le nkqubo iza kujolisa ngokungqalileyo koku kulandelayo:

- ukuphucula umgangatho womngcipheko kunye nolawulo lwemfezeko kwiPhondo. Oku kuza kufunyanwa ngokuzinzisa ulawulo lomngcipheko woShishino ngaphakathi kuwo onke amasebe kuRhulumente weNtshona Koloni kumgangatho wenkqubo nocwangciso lomsebenzi woPhico-zincwadi lwaNgaphakathi osekelwe kwisikhokelo esivunyiweyo soqinisekiso oluhlanganisiweyo. Ingqinisekiso ehlanganisiweyo iyingqiqo eveliswe yiNgxelo ka-King engoLawulo, ejolise ekufumaneni uqinisekiso olunempumelelo olufunyenwe kwimigangatho emithathu, lilonke, ulawulo, ababoneleli ngoqinisekiso lwangaphakathi kunye nababoneleli ngoqinisekiso abazimeleyo kwimiba ephambili yemingcipheko yePhondo. Indima yoPhico-zincwadi olusebenzayo ukunciphisa nokuhlisa eyona mingcipheko iphambili, eza kukhokelela ekuphuculeni imfezeko yesikhokelo solawulo sePhondo.

- ukuphucula umgangatho wokwazisa ngobuqhetseba kwiPhondo. Uhlanganiso lwamanyathelo okuqala othintelo (kuquka neeseshoni sokwazisa) luza kubanegalelo koku, kwaye lugqibezele uphando ngexesha elimiselweyo nelamkelekileyo (kuxhomekeke kumba othile okhoyo ngelo xesha) kwaye imiba enobuqhetseba kunye nobuqhophololo ihoywe ngendlela efanelekileyo kwaye yazisiwe kumasebe.
- uphuculo lolawulo ngomsebenzi weZiko loThotyelo loMthetho, olunikezela ngeenkonzo zoMthetho ezisebenzayo kuwo onke amasebe ephondo, kuquka noqeqesho lwezomthetho olusebenzayo kunye nohlolo lothotyelo lomthetho ngamasebe kunye neemfuno zokwenza izigqibo ezihambelana nomthetho.

Ukuzokuthi ga ngoku, oku kunikezelekayo okumandundu kuyasetyenziswa kunyaka-mali ka-2013/14:

- Kukuzinzisa ngakumbi uLawulo loMngcipheko woShishino kwimisebenzi kaRhulumente weNtshona Koloni ukuze kuphunyelelwe umngcipheko okumgangatho wesibini kunye nemfezeko yolawulo kumasebe ephondo amathandathu
- Kukuqinisekisa ukuba iingxelo ezinobulunga obuphezulu zoPhico-zincwadi lwaNgaphakathi zikhutshwa ngenjongo yokuzama ukuphucula isikhokelo solawulo kuza kwenziwe ulandelelo namasebe lokuba zonke iingcebiso ezenziwe luPhico-zincwadi lwaNgaphakathi nezivunye ngabalawuli, ziya zalisekiswa
- Kukuzinzisa amaxesha okuvelisa iziphumo zokugqitywa kophando lweforensikhi kusetyenziswa abaniki-nkonzo bangaphandle abakwaziyo ukwenza iforensikhi
- Kukunikezela ngamathuba oqeqesho lwezomthetho olusebenzayo kwiindawo ezifana nokukhuthazwa kobulungisa bolawulo kunye nokufikelela kwiinkcukacha, ekugqityweni nasekulawulweni kweekontrakthi kunye nenkqubo yemithetho yephondo, ngokuhambelana neZiko loQeqesho lePhondo
- Kukuphuhlisa isikhokelo sesigqeba nokuthathwa kwezigqibo nolawulo ukuqinisekisa ukuba izigqibo zihambelana nomthetho.

Isimo senkqubo yohlahlo-mali asikatshintshi.

<p>11.1 Injongo yeqhingalokusebenza</p>	<p>Kukunikezela ngeNgqinisekiso wephondo enegalelo solawulo esifezekileyo ngeenkonzo yoRhulumente kwisikhokelo</p>
--	--

Ingxelo engathath' icala	Kukwenza kusebenze isakhelo solawulo esibonisa ukukhula kuwo onke amasebe kuRhulumente weNtshona Koloni nangona ulawulo lomngcipheko oluzinzileyo, iinkqubo zoshishino eziphuculiweyo kunye nokungamelani kwaphela nobuqhetseba kunye nobuqhophololo (IiNkqutyana 5.2, 5.3 neye-5.4)
Isiseko sokuqalisa okuthile	Isiseko sokuqalisa okuthile siza kufunyaniswa ngesixhobo esiveliswe ngexesha lonyaka ka-2012-13 sokuhlola umngcipheko nangemfezeko yolawulo
11.2 Injongo yeqhingalokusebenza	Kukunikezela ngeenkonzozenxaso yezomthetho
Ingxelo engathath' icala	Kukunikezela ngenxaso yezomthetho equka uyilo lwezomthetho, inkxaso yomangalelo kunye nothotyelo lomthetho kunye neenkonzozezomthetho, zeengcebiso zezomthetho, nokuqinisekisa ukuba uRhulumente wePhondo wenza isigqibo esihambelana nomthetho (INkqutyana 5.5)
Isiseko sokuqalisa okuthile	Ngexesha lonyaka ka-2011/12 linani lezicelo ezili-1892 leeNkonzo zomthetho elidluliselweyo laza lahojwa
11.3 Injongo yeqhingalokusebenza	Kukunikezela linkonzozonxibelelwano olumanyanisiweyo
Ingxelo engathath' icala	Kukuqinisekisa usetyenziso olungaguqukiyo lweqhingalonxibelelwano lwephondo nokuphawula uphawu lwequmrhu ngokunikezela ngeenkonzozomthetho (INkqutyana 5.6)
Isiseko sokuqalisa okuthile	Uzalisekiso lophawu kunye neqhingalonxibelelwano eliphosiweyo kumaSebe.

11.2 Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko ka-2013/14

Ithayibhuli 11.2: Iinjongo zeqhinga lokusebenza kunye nokujoliswe kuko

Ulungelelwani o lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka			
			2009/ 2010	2010/ 2011	2011/ 2012		2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqatyana 5.2: Ulawulo loMngcipheko woShishino										
Isiphumo se- PSO 12 – Isikhokelo solawulo saNgaphakathi esifezekileyo	Kukwenza kusebenze isakhelo solawulo olubunisa ukukhula kuwo onke amasebe kuRhulumente weNtshona Koloni ngokusebenzisa ulawulo lomngcipheko oluzinzisweyo, iinkqubo zoshishino eziphuculileyo nokungamelani ngokupheleleyo nobaqhetseba kunye nobuqaphalol o	5.2. 1	Umgangatho wemfuzeko yoLawulo loMngcipheko o woShishino kumasebe	Isibonisi i- esitsha	Isibonisi i- esitsha	Isixhobo esisiseko esiveliswe ngaphakathi ngokusekelw e kwizikhokelo ze-ERM yeHlabathi ngokwe-ISO 31000	Amasebe ephondo ama- 3 akumfuzeko womngcipheko o okumgangath o wesibini ubuncinane	Amasebe ephondo ama- 6 akumfuzeko womngcipheko o okumgangath o wesibini ubuncinane	Amasebe ephondo ali-9 akumfuzeko womngcipheko o okumgangath o wesibini ubuncinane	Amasebe ephondo ali-9 akumfuzeko womngcipheko o okumgangath o wesibini ubuncinane

Ulungelelwano lweqhinga lokusebenza (umz. i-FOSAD, iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo (Owango)	Okujoliswe kuko kwesiqingatha sonyaka		
			2009/2010	2010/2011	2011/2012		2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqutyana 5.3: UPHico-zincwadi lwaNgaphakathi									
Isiphumo se-PSO 12 – isikhokelo solawulo saNgaphakathi esiFezekileyo	Kukwenza kusebenze isakhelo solawulo olubunisa ukukhula kuwo onke amasebe kuRhulumente weNtshona Koloni ngokusebenzisa ulawulo lomngcipheko oluzinzisiweyo, iinkqubo zoshishino eziphuculiweyo nokungamelani ngokupheleleyo nobuqhetseba kunye nobuqhophololo	5.3.1	Ipesenti ezigqityiweyo zesebe ngakonani-phantsi wezicwangciso ezivunyiweyo zoPhicotho-zincwadi lwaNgaphakathi: Lilonke inani lezinto ezikwizicwangciso zengxelo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	90%	90%	90%
INKqutyana 5.4: ICandelo loPhando leForensikhi									

Isiphumo se-PSO 12 – isikhokelo solawulo saNgaphakathi esiFezekileyo	Kukwenza kusebenze isakhele solawulo olubunisa ukukhula kuwo onke amasebe kuRhulumente weNtshona Koloni ngokusebenzisa ulawulo lomngcipheko oluzinzisweyo, iinkqubo zoshishino eziphuculiweyo nokungamelani ngokupheleleyo nobuqheiseba kunye nobuqhophalo	5.4.1	Inani lohlobo lobuqheiseba kwezempilo elifhe lalawulwa qho ngonyaka ukufumanisa umgangatho wokwazisa ngobuqheiseba kwiPhondo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi sisungulwe ngokwahlukileyo	1	1	1
Ulungelwaniso lweqhinga lokusebenza (umz. i-FOSAD, iziphumo zikaZwelonke kunye/okanye i-PSO 12)	Injongo yeqhinga lokusebenza	Isibonisi senjongo yeqhinga lokusebenza	Ukwenziwa komebenzi wophicotho/wokwenene	Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka						
			2009/ 2010	2010/ 2011	2011/ 2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)		
INKqTYANA 5.5: Nkonzo zoMithetho											
I-PSO 12: Uthotyelo lolawulo lomithetho	Kukunikezela ngeenkonzo zenkxaso yezomithetho	5.5.1	Inani lezicelo ezidluliselwe kwiNkonzo zoMithetho zaze zanikezelwa kubacebisi bezomithetho	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	1892	1892	1892		
INKqTYANA 5.6: Unxibelelwano oluManyanisiweyo											

PSO12: Uphawu olunye lwephondo olumanyanisiweyo.	Kukunikezela linkonzo zonxibelelwano olumanyanisiweyo	5.6.1	Inani leengxelo zokuhlola ubugcisa bokwenza uphawu ukuqinisekisa ukungagugququki kokuseiyenziswa kweqhinga lwezonxibelelwano lwePhondo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	3	4	4	4
--	---	-------	--	-------------------	-------------------	-------------------	---	---	---	---

11.3 Ulawulo lomngcipheko

Owona mngcipheko ubonakalayo apha, kukungabinabo abasebenzi abafanelikileyo bokunikezela ngeenkonzozo ezikumgangatho ofunekayo kuwo onke amasebe ephondo ngokuhambelana nezicwangciso zeenkonzozo zeZiko leeNkonzo eziManyanisiweyo. Oku kuquka inani labantu abakhoyo, ngenxa yezithintelo ezikhoyo zohlahlo-mali nokwahlukana kwezakhono ezifunekayo ekunikezeleni ngeenkonzozo ngenkuthalo nangobuchule.

Ukusabela kulo mngcipheko, kulindeleke ukuba iinkqubo ezithile zophuhliso ziza kuzalisekiswa ukulungisa ukwahlukana kwezakhono. Ukuba izithintelo zohlahlo-mali azisonjululwa ngempumelelo, kuza kufuneka siqinisekise ukuba onke amacandelo asebenza ngenkuthalo nangobuchule.

11.4 Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka ka-2013/14
Ithayibhuli 11.4: Izalathisi zomsebenzi kunye nokujoliswe kuko ngonyaka

Ulungetelw aniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelon ke kunye/oka nye i-PSO 12)	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
	2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqityana 5.2: ULawulo loMngcipheko woShishino												
Isiphumo se-PSO 12	Isibonisi esitsha	Isibonisi esitsha	Isixhobo esisisiseko esiveliswe ngaphakathi ngokusekwele kwizikhokelo ze-ERM yehlabathi ngokwe-ISO 31000	Amasebe ephondo ama-3 womngcipheko okumgangatho wesibini ubuncinane	Amasebe ephondo ama-6 akumfezeko womngcipheko okumgangatho wesibini ubuncinane	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	Akukho nto	Amasebe ephondo ali-9 akumfezeko womngcipheko okumgangatho wesibini ubuncinane	Amasebe ephondo ali-9 akumfezeko womngcipheko okumgangatho wesibini ubuncinane
-	Isikhokelo soLawulo saNgaphakathi esiFezekileyo	7Umgangatho wemfezeko yoLawulo loMngcipheko woShishino kumasebe										

⁷ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelw aniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelon ke kunye/okanye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka								
		2009/2010	2010/2011	2011/2012		2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqutyana 5.2: ULawulo loMngcipheko woShishino														
Isiphumo se-PSO 12	5.2.2	Inani lezicwangciso zakuzalisekisa ulawulo lomngcipheko ezisungulweyo nezivunyiweyo liGosa eIniki'ingxelo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	12	Qho ngonyaka	12	Akukho nto	Akukho nto	Akukho nto	12	12
-														
IsiKhokelo soLawulo saNgapha kathi esiFezekile yo														

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Okujoliswe kuko kwesiqingatha sonyaka												
	Ukwenziwa komsebenzi wophicotho/wokwenene		Umsebenzi oqikelelway o		2013/14 (Okujolisw e kuko)								
	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013 (Owangoku)	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolisw e kuko)	2015/16 (Okujolisw e kuko)			
INKqutwana 5.3: UPhico-zincwadi lwaNgaphakathi													
Isiphumo se-PSO 12 - Isikhokelo solawulo saNgapha kathi esiFezekile yo	5.3. 1	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	90%	Qho ngekota	0%	30%	60%	90%	90%	90%	90%
	⁸ Ipesenti yezinto ezigqityiweyo zesebe ngokwezicwangci so ezivunyiweyo zengxelo yoPhicotho- zincwadi lwaNgaphakathi Unani-phantisi: Lilonke inani lezinto ezikwizicwangciso zengxelo zesebe												
Isiphumo se-PSO 12 - Isikhokelo solawulo saNgapha kathi esiFezekile yo	5.3. 2	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	80%	Qho ngekota	0%	80%	80%	80%	80%	85%	85%
	⁸ Ipesenti eluncedo, ingcebiso zokongeza ixabiso ezihlanganiswe kwizicwangciso ekuvunyelwene ngazo zezenzo. Unani-phantisi:												

⁸ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelway o	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangoku)	2013/14 (Okujolisw e kuko)	Umjikele wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolisw e kuko)
INkqutyana 5.3: UPhico-zincwadi lwaNgaphakathi													
5.3. 3	Lilonke inani lengcebiso												
	yezicwangciso zezenzo eziphelele emva kweentsuku ezingama-60. Unani-phantisi: lilonke inani lezicwangciso zezenzo eziphelelweyo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi sisungulwe ngokwahluk ileyo	75%	Qho ngekota	75%	75%	75%	75%	75%	80%

Ulungelelw aniso lweqhinga lokusebenza (umz. i-FOSAD, iziphumo zikaZwelon ke kunye/okanye i-PSO 12)		Okujoliswe kuko kwesiqingatha sonyaka											
		Umsebenzi oqikelelwayo	Ukwenziwa komsebenzi wophicotho/wokwenene			Umjikelelo wokunik'ingxelo							
Isibonisi sokulinganiseka ukwenziwa komsebenzi		2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)	
INKqUYANA 5.4: ICandelo loPhando leForensikhi													
Isiphumo se-PSO 12 – Isikhokelo soLawulo saNgapha kaThi esiFezekile yo. NOMB. 12:	5.4.1	*Inani lahlalo lobuqhethiseba kwezempilo elithe lalawulwa qho ngonyaka ukufumanisa umgangatho wokwazisa ngobuqhethiseba kwiphando	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi sisungulwe ngokwahlukileyo	1	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	1	1
Ubuqhophololo buqulwe ngempum elelo. Ukuzibophela kwama-21 kwe-FOSAD: Ukugqityezelwa kwawonke amatyala	5.4.2	Ipesenti yeengcebiso ezenziwe yi-FlU ilandelelwe. Unani-phantsi: Iilonke inani leengcebiso ezenziwe liCandelo loPhando lweForensikhi	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi sisungulwe ngokwahlukileyo	80%	Qho ngekota	80%	80%	80%	80%	80%
	5.4.3	Ukuzalisekiswa kokusetyenziswa	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi sisungulwe	90%	Qho ngonyaka	Akukho nto	Akukho nto	Akukho nto	90%	90%

⁹ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Isibonisi sokulinganiselela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelway o	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangoku)	2013/14 (Okujolisw e kuko)	Umjikelelo wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolisw e kuko)
INKqutyana 5.4: ICandelo loPhando leForensikhi													
okulwa obuqhoph ololo axelwe kumnxeba wancedo	kwepesentii yezenzo zokuthintela ubuqhopholalo ezinikezelwe kwiCandelo loPhando IweForensikhi Unani-phantisi: Lilonke inani lezenzo ezivunyweyo kwinkqubo yokuthintela ubuqhopholalo ezinikelwe kwiCandelo loPhando IweForensikhi				ngokwahluk ileyo								

Ulungelelw aniso lweqhinga lokusebenza (umz. i-FOSAD, iziphumo zikaZwelon ke kunye/okanye i-PSO 12)	Isibonisi sokulinganiseka ukwenziwa komsibonisi	Ukwenziwa komsibonisi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqUYANA 5.5: IINKONZO ZOMTHETHO													
I-PSO 12: Uthotyelo lolawulo lomthetho	5.5.1	Inani leengxelo ezikhutshweyo eziqukethe uhlalutylo lwayo yonke imiba yamatyala ephonda kunye namawonga anxulumene noko kunye nezigwebo	Akukho nto	Akukho nto	2	2	Kabini qho ngonyaka	Akukho nto	1	Akukho nto	1	2	2
NOMB. 12: Iinkqubo zoshishino, iinkqubo amalungelo ezigqibo noxanduva (Ukuzalisekisa kwe-PAIA ne-PAJA).	5.5.2	Inani lamathuba oqeqesho lwezomthetho olusebenzayo anikezelwe kubasebenzi beNishona Koloni	Akukho nto	Akukho nto	37	30	Qho ngekota	6	8	8	8	30	30
I-PSO 12: Uthotyelo lolawulo lomthetho	5.5.3	Inani lezikhokelo zezomthetho ezisungulelwe isigqeba solawulo nokwenziwa kwezigqibo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Qho ngonyaka	Akukho nto	Akukho nto	1	Akukho nto	Akukho nto	Akukho nto

Ulungelelw aniso lweqhinga lokusebenza (umz. i-FOSAD, Iziphumo zikaZwelon ke kunye/okanye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsibonisi	Ukwenziwa komsibonisi wophicotho/wokwenene			Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/2010	2010/2011	2011/2012	2012/2013 (Owangoku)	2013/14 (Okujoliswe kuko)	Umjikelelo wokunik'ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujoliswe kuko)	2015/16 (Okujoliswe kuko)
INKqUYANA 5.5: IINKONZO zoMthetho													
	zolawulo ukuqinisekisa ukuba ezi zigqibo zihambelana nomthetho												
PSO12: Uthotyelo lolawulo lomthetho	5.5.4	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	1 750	Qho ngekota	438	438	437	437	1750	1750

¹⁰ Esti sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelelwano aniso lweqhinga lokusebenza za (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Ukwaziwa komsebenzi wophicotho/wokwenene				Umsebenzi oqikelelwayo	Okujoliswe kuko kwesiqingatha sonyaka									
	2009/ 2010		2010/ 2011			2011/ 2012		2012/ 2013 (Owangoku)		2013/14 (Okujolisw e kuko)		2014/15 (Okujolisw e kuko)		2015/16 (Okujolisw e kuko)	
	2009/ 2010		2010/ 2011			2011/ 2012		2012/ 2013 (Owangoku)		2013/14 (Okujolisw e kuko)		2014/15 (Okujolisw e kuko)		2015/16 (Okujolisw e kuko)	
PSO12: A Uphawo olunye lwePhondo olumanya nisiweyo	5.6. 1	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	3	4	Qho ngekota	1	1	1	1	4	4	
	5.6. 2	Inani lamangenelelo okuzibandakanya nabasebenzi ukuze kwaziswe umbono, imigqaliselo kunye nophawu kubo bonke abasebenzi boRhulumente weNtshona Koloni	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	3	6	Qho ngonyaka	Akukho nifo	Akukho nifo	Akukho nifo	6	6	6	6

INkqityana 5.6: Unxibelelwano oluManyanisiweyo

¹¹ Esi sibonisi sikwasibonisi senjongo yeqhinga lokusebenza

Ulungelw aniso lweqhinga lokuseben za (umz. i- FOSAD, Iziphumo zikaZwelon ke kanye/oka nye i-PSO 12)	Isibonisi sokulinganisela ukwenziwa komsebenzi	Ukwenziwa komsebenzi wophicotho/wokwenene			Umsebenzi oqikelelway o	Okujoliswe kuko kwesiqingatha sonyaka							
		2009/ 2010	2010/ 2011	2011/ 2012		2012/ 2013 (Owangoku)	2013/14 (Okujolisw e kuko)	Umjikele wokunik' ingxelo	Q 1	Q 2	Q 3	Q 4	2014/15 (Okujolisw e kuko)
INKqutyana 5.6: Unxibelelwano oluManyanisiweyo													
5.6. 3	Inani leengxelo ezikhutshweyo kwizicelo zemveliso ezigqityiweyo zabaxumi ndkwizicelo zeenkonzzo	Isibonisi esitsha	Isibonisi esitsha	Isibonisi esitsha	2	2	Kabini qho ngonyaka	Akukho nto	1	Akukho nto	1	2	2

11.5 Ezomsebenzi ekujoliswe kuzo zingqamaniswa nohlahlo-mali neMTEF

lingqikelelo zenkcitho

Itheyibhuli 11.5: INgqinisekiso kaRhulumente

INkqutyana	Iziphumo zenkcitho			Ulwabiwo-mali olulungisiweyo	lingqikelelo zenkcitho yesiqingatha sonyaka		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
Amawaka							
1 Inkxaso yeNkqubo		934	1 415	1 755	2 073	2 165	2 249
2 ULawulo loMngcipheko woShishino		4 296	4 852	5 987	6 881	7 188	7 466
3 UPhico-zincwadi lwaNgaphakathi		25 693	29 866	36 299	38 982	40 921	42 296
4 Uphando lweForensikhi		5 893	13 210	16 963	14 668	16 256	16 885
5 INkonzo zoMthetho		15 607	17 108	18 624	22 326	25 417	27 578
6 Unxibelelwano oluManyanisiweyo		16 425	10 278	7 273	11 795	13 775	14 946
Kukonke	37 925	71 519	78 993	92 830	102 690	107 571	111 420
Utshintsho kuqikelelo lohlahlo-mali luka-2012					9 860	14 741	18 590
Ukuhlelwa kwezogqoqosho							
lintlawulo zangoku	37 287	70 239	77 775	91 938	101 870	106 728	110 557
Ukubuyekwezwa kwabasebenzi	23 540	47 214	51 931	59 857	70 354	76 053	81 300
linkonzo nezinto ezizezi	13 729	23 006	25 794	32 052	31 516	30 675	29 257
Unxibelelwano	511	546	434	367	418	435	435
linkonzo zekhompuyutha	357	543	439	1 055	1 070	1 300	1 300
Abacebisi, abaniki-nkonzo bangaphandle, neenkonzo ezikhethekileyo	4 464	16 236	21 597	24 201	25 753	23 817	22 749
Uluhlu lweempahla	790	1 120	735	3 399	965	2 458	2 208
lintlawulo zokuqeshisa	233	369	77	295			
Ukhenketho nokuphila	618	518	584	775	650	950	950
lindawo zokudibana	43	6	267	235	445	325	325
Ezinye	6 713	3 668	1 661	1 725	2 215	1 390	1 290
Imali-nzala nereni emhlabeni womntu	18	19	50	29			
lintengiselwano zemali kwizinto ezinexabiso nezimfanelo							
Ugqithiselo-mali neenkxaso-mali eziya	313	742	553	22	3	3	3
KumaPhondo nakoomasipala							
Kwii-Arhente nee-akhawunti zeSebe				3	3	3	3
Amaqumrhu karhulumente namashishini abucala							
Amaziko angenzi ngeniso	313	50					
Izindlu/amakhaya		692	553	19			
lintlawulo zezinto zexabiso	325	538	665	870	817	840	860
Izakhiwo kunye namaziko asisigxini							
Oomatshini nezixhobo	325	538	665	870	817	840	860
Izixhobo zezithuthi							
Isoftware nezinye izinto zexabiso ezingenakuchukunyiswa							
Impahla yexabiso yomhlaba nezinye ezincinci zomhlaba							
Kukonke	37 925	71 519	78 993	92 830	102 690	107 571	111 420

11.6 Inkqubo yomsebenzi nentsingiselo yenkcitho

Okona kuphambili okukhuthaza uthintelo lweendleko kule nkqubo ukuze kuphonyelelwe oko kujoliswe, kuko xa kuthelekiswa nezibonisi zomsebenzi owenziweyo kwisiCwangciso soMsebenzi woNyaka kuyimbuyekezo kubasebenzi. Isixa semali engama-R67 604 (okanye 65,8%) sohlahlo-mali sabelelwe imbuyekezo yabasebenzi.

Umsebenzi owenziweyo uza kulinganiselwa ngokweShedyuli yeeNkonzo zeZiko leeNkonzo eziManyanisiweyo.

.

Isigaba C: Amakhonkco aya kwezinye izicwangciso

12. Amakhonkco aya kwizibonelelo nakwezinye izicwangciso zenkunzi zexesha elide

Eli sebe alizilawuli iinkqubo zezibonelelo zexesha elide.

13. Izibonelelo-mali ezinemiqathango

Azisetyenziwa.

14. Amaqumrhu karhulumente

Awasetyenziwa.

15. Intsebenziswano namacandelo abucala/karhumente

Ayikho intsebenziswano ecetyiweyo namacandelo abucala/karhumente kunyaka-mali ka-2013/14.

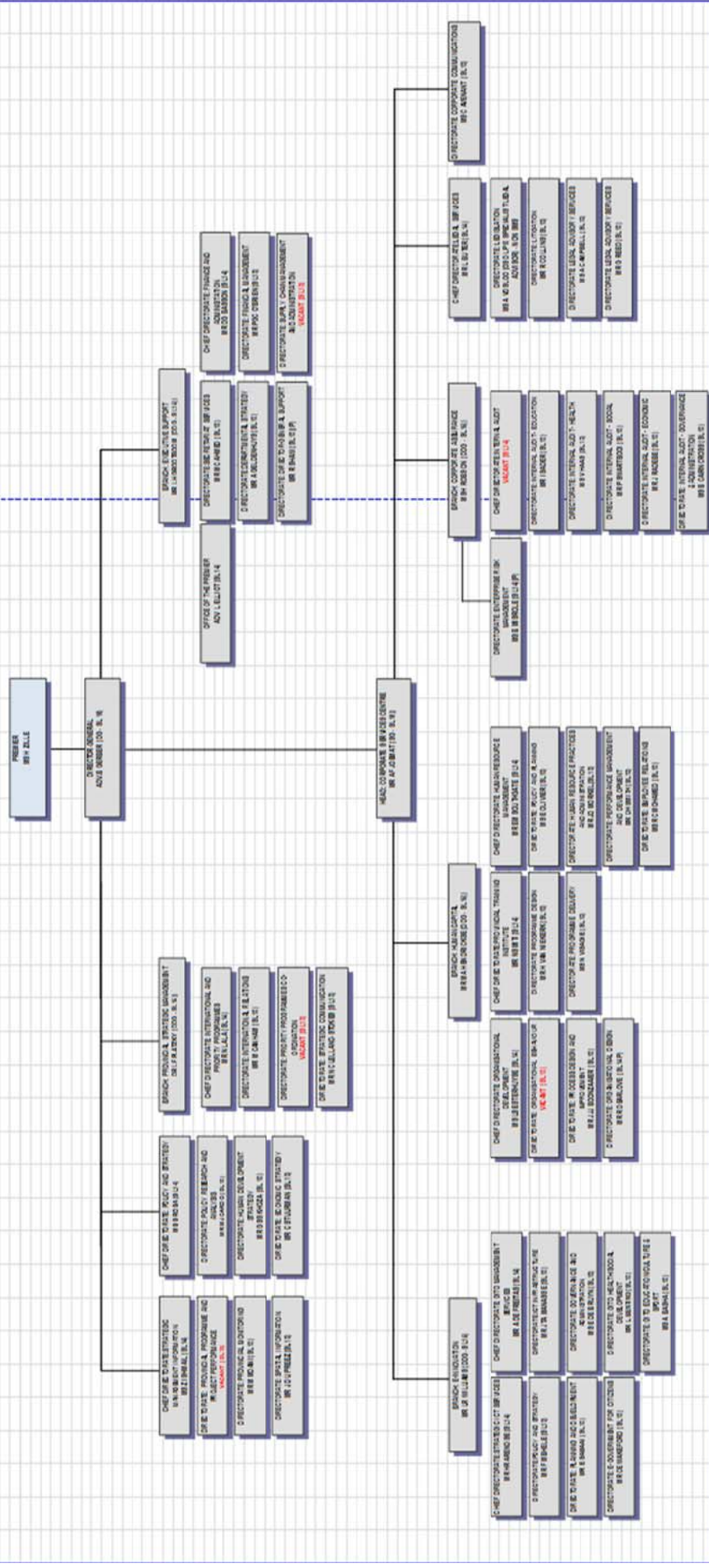
16. Isihlomelo E (linkcazelo zesalathisi sobuchule)

Isihlomelo E seenjongo zeqhinga lokusebenza kunye nezibonisi zomsebenzi owenziweyo ziza kwenziwa zifumaneke kwiwebhusayithi yeSebe ethi: www.westerncape.gov.za.

ISIHLOMELO A

UBUME BOLAWULO LWESEBE LENKULUMBUSO

DEPARTMENT OF THE PREMIER - STRUCTURE EFFECTIVE: 1 OCTOBER 2012



ISIHLOMELO B

UHLAZIYO LWESICWANGCISO-QHINGA SONYAKA KA-2010/11-2014/15 SESEBE LENKULUMBUSO

Ngenxa yamalungiselelo asebenzayo nanobuchule, inani leenjongo zeqhinga lokusebenza lalungiswa ukuze kucaciswe ngcono iziphumo ebeziqwenelwa. Ubume obutsha bolawulo lwesebe buzalisekisiwe kwaye oku kwenze ukuba kube yimfuneko ukulungelelaniswa kweenjongo zeqhinga lokusebenza neenjongo. Okufunekayo, iinjongo zeQhinga lokusebenza ezijolise ekufumaneni iziphumo 1 nese-3 azikaguquki, ngeli lixa injongo yesi-2 yatshintshwa nje kancinci. Ithe yibhuli ezilapha ngezantsi zibonisa iingxelo zenjongo ezihlaziyiweyo.

Ithe yibhuli B1: Iinjongo zeqhinga lokusebenza kunye neenjongo ezihlaziyiweyo zeSebe

INjongo yeQhinga lokusebenza ejolise ekufumaneni iziphumo 1	Iinkonzo zenkxaso yolawulo zesigqeba
Ingxelo yenjongo	Kukunikezela ngeenkonzo zenkxaso yolawulo kwisiSigqeba ezifanelekileyo ngexesha nakumLawuli Jikelele kaRhulumente weNtshona Koloni
INjongo yeQhinga lokusebenza ejolise ekufumaneni iziphumo 2	Abaphathi beqhinga lokusebenza bePhondo
Ingxelo yenjongo	Kukuxhasa iNkulumbuso neKhabhinethi ngobuchule ukuze bakwazi ukwenza ngempumelelo iQoqo elinguGunyaziwe ngokubhekiselele kulawulo lweqhinga lephondo kunye namahlakani
INjongo yeQhinga lokusebenza ejolise ekufumaneni iziphumo 3	Iziko leeNkonzo eziManyanisiweyo
Ingxelo yenjongo	Kukufumana iinkonzo ezimanyanisiweyo zobuchule nezinenkuthalo, nezifuthe nabantu abagqwesileyo, iinkqubo kunye nobuxhakaxhaka ukuphumelelisa ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni

Itheyibhuli B2: Iinjongo zeqhinga lokusebenza ezihlaziyiweyo zeSebe

INJONGO YEQHINGA LOKUSEBENZA	IINJONGO ZEQHINGA LOKUSEBENZA
<p>1. Kukunikezela ngeenkonzozenkxaso yolawulokwisiSigqeba ezifanelekileyo ngexesha nakumLawuli Jikelele kaRhulumente weNtshona Koloni</p>	<p>Kukunikezela ngeenkonzozobunobhala nolandelo-migaqolweKhabhinethi yePhondo kunyenaPhathi abaphezulu boRhulumente weNtshona Koloni kunye neqela lolawulo lweSigqeba seSebe</p>
	<p>Kukunikezela ngeenkonzongeqhinga lokusebenza, ukhuseleko nokhuselo lwabaphathi besebe</p>
	<p>Kukunikezela ngenkxaso yolawulokuMlawuli Jikelele</p>
	<p>Kukunikezela ngolawulo lwezemali yesebe nangeenkonzozenkxasoyolawulo.</p>
<p>2. Kukuxhasa iNkulumbusoneKhabhinethi ngobuchule ukuze bakwazi ukwenzangempumelelo iQoqo elinguGunyaziwe ngokubhekiselele kulawulo lweqhinga lephondo kunyenamahlakani.</p>	<p>Kukunikezela ngenkxasoyeqhinga lokusebenza kwiSigqebangobuchule ekuphuhliseninasekuzalisekiseni imigaqo-nkquboyephondo namaqhinga okusebenza akumgangatho ophezulu</p>
	<p>Kukunikezela ngenkxasoyeqhinga lokusebenza kwiSigqeba ekwakheleni umkhanya ukusebenzawephondo ngokunikezela ngengcombolo nangeenkucukacha ezichanekileyo</p>
	<p>Kukulungelenisa unxibelelwano lwangaphandle kunye nokuthath'inxaxheba koluntu ukuqinisekisa ukuba uRhulumente weNtshona Koloni uyazazisa iinjongo zokunikezela ngeenkonzozenkxasoyeqhinga lokusebenza sephondo ebantwini baseNtshona Koloni.</p>
	<p>Kukubhexesha ubudlelwana bamazwe ehlabathi kunyenukuzibandakanya okuthi kube</p>

	nempembelelo ekukhuleni koqoqosho lwentlalo kunye nophuhliso olugcinekayo lwaseNtshona Koloni
3. Kukufumana iinkonzo ezimanyanisiweyo zobuchule nezinenkuthalo, nezifuthe nabantu abagqwesileyo, iinkqubo kunye nobuxhakaxhaka ukuphumelelisa ukunikezelwa kweenkonzo nguRhulumente weNtshona Koloni	Kukunikezela ngabasebenzi abanawona mava aphezulu, ukudala abasebenzi abakulungeleyo ukwenza umsebenzi wabo nokuphuhlisa ubunkokheli intatho-nxaxheba yabasebenzi nokunikezelwa kweenkonzo ngenkuthalo
	Kukwenza ukunikezelwa kweenkonzo kuphumelele ngokunika umkhombandlela weqhinga lokusebenza kunye neenkukacha ezineenguqulelo ezintsha kunye nobuxhakaxhaka bonxibelelwano kuRhulumente weNtshona Koloni
	Kukwenza kusebenze isakhelo solawulo olubunisa ukukhula kuwo onke amasebe kaRhulumente weNtshona Koloni ngokusebenzisa ulawulo lomngcipheko oluzinzisiweyo, iinkqubo zoshishino eziphuculiweyo nokungamelani ngokupheleleyo nobuqhetseba kunye nobuqhophololo
	Kukunikezela ngenkxaso yezomthetho, kuquka ukuyilwa komthetho, inkxaso yomangalelo, kunye neenkonzo zengcebiso kwezomthetho wequmrhu, ukuqinisekisa ukuba uRhulumente weNtshona Koloni wenza izigqibo ezihambelana nomthetho
	Kukuqinisekisa ukusetyenziswa okungatshintshiyo kweqhinga lokunikezelwa komyalezo kunxibelelwano lwephondo nokuphawula uphawu lwequmrhu ngokunikezela ngeenkonzo zoxibelelwano olumanyanisiweyo

