



URhulumente
weNtshona Koloni
ImiCimbi yeNkcubeko
nezemiDlalo

Isicwangciso soNyaka Sendlela Yokusebenza

Esilungiselelwe unyaka
wama-2013/14

ISebe leMicimbi
yeNkcubeko neMidlalo
INtshona Koloni

ISICWANGCISO SONYAKA SENDLELA
YOKUSEBENZA

ESILUNGISELELWE UNYAKA WAMA-2013/14

Umhla wokuthiwa thaca
07 kweyoKwindla 2013

IsiCwangciso soNyaka seNdlala yokuSebenza seSebe leMicimbi yeNkcubeko neMidlalo (DCAS) sizama ukuqinisa umsebenzi weminyaka emibini edlulileyo ze sisisondeze kufutshane nokufezekisa umbono wethu weNtshona Koloni ebandakanya ngentlalo, ngesiphiwo sokuyila nesebenzayo .

Ukwandisa amanqanaba okuthatyathwa kwenxaxheba kwimidlalo, kulonwabo, kubugcisa nenkcubeko, ingakumbi kulutsha, kusala kuyimbombo yomsebenzi wethu. Sisele sizimisele ukuzalisekisa uxanduva lwethu ukuqinisekisa ngento yokokuba ulutsha lwethu lufumana ilungelo elikhulu kumathala ethu eencwadi, kumaziko olondolozo lweenkcukacha ezibalulekileyo, kwiimyuziyam kunye neenkonzelo zelifa lemveli nolwimi. Siyinika ingqwalasela into yokokuba oku kunokuthi kufezekiswe ngokulawulwa okusebenzayo kwezibonelelo zethu nokumiliselwa kweenkqubo zolawulo ezizinzileyo. Ukunikezelwa kwenkonzo okwandisiweyo komelezwa ziinqobo zethu ezisesikweni ezingundoqo zemfezeko, ukuthwalwa koxanduva, ubuchule, ukusabela nokukhathala ngumsonto wegolide othi utyhutyhe kuzo zonke iinkqubo zeDCSA; umsonto esikholelwa ukuba uya kuba sisiseko solawulo oluhlangeneyo olusebenzayo kwiSebe.

INkqubo yeMOD (Uthatyatho-nxaxheba lwesininzi; iThuba nelungelo lokufumana; uPhuhliso nokukhula) iza kuqhubeka ukuba sisiseko seqhinga lethu lemidlalo yezikolo. Okunikezelwayo kula Maziko eMOD kuvavanywe ngokutsha yaye uxinzelelo olukhulu luya kubekwa kwintlobo-ntlobo nokulunga njengendlela yokwandisa ukuthatyathwa kwenxaxheba. Uthelelwano kunye namanye amasebe afana neSebe loPhuhliso lweNtlalo, iSebe leMfundo leNtshona Koloni nemibutho yoluntu iya kuqiniswa nokuxhathisa ukulungiselela ukutyebisa amava eZiko leMOD ukulungiselela avafundi bethu.

Amathala eencwadi azidibanisi ezihlanganisa ubume bokufunda bengingqi, okusesikweni nokungekho sikweni, kunye nezibonelelo zelizwe zengcaciso nolwazi. Amathala eencwadi oluntu anakho ngako ukudlala indima yesiseko ebalulekileyo kuphuhliso lweenkqubo zokufunda ubomi bonke. Uphuhliso olukhawulezileyo lwengcaciso netekhnoloji yonxibelelwano (ICT) sele lusibekile isiseko ukulungiselela uyilo lothungelwano lwengcaciso, lunika abasebenzisi nabo baphuma kumathala eencwadi oluntu amancinane ithuba lokufumana ingcaciso kulo lonke ilizwe. IDCAS ngoko iya kuqhuba ngokuxhasa amathala eencwadi engingqi njengoko engezizo nje kuphela izindlu zokugcina ingcaciso kodwa kumaxesha amaninzi ngokunjalo aliziko lobomi boluntu. Inkxaso yamathala eencwadi kamasipala akwicandelo B3 nokuqwaliswa kweICT kumathala eencwadi oluntu kuya ngoko kuqiniswa ngakumbi.

Esi siCwangciso soNyaka seNdlala yokuSebenza sinika ingqwalasela kwinto yokokuba ukuthatyathwa kwenxaxheba okukhulu nelungelo lokufumana kunokwenzeka ngokubunjwa kothlelelwano olusebenzayo ukuvelisa ithuba, luncede ukulungisa ukungalingani nokuqinisekisa ngonikezelo lwenkonzo oluphuculweyo, olusebenzayo, olunobulungisa nolufikelelekayo. Isicwangciso kubekwe engqondweni iingingqi zasemaphandleni – nazo ngokunjalo kufuneka zifumane isabelo sobulungisa samathuba ahi anikezelwe yiNtshona Koloni.



GQR. IMEYER, MPP
UMPHATHISWA WEMICIMBI YENKCUBEKO NEMIDLALO

Oku kukuqinisekisa ukuba esi siSicwangciso seNdlela yokusebenza soNyaka:

- saphuhliswa ngabalawuli beSebe leMicimbi yeNkcubeko neMidlalo ngokukhokelwa nguMphathiswa I Meyer
- salungiselelwa ngokuhambelana neSicwangciso-qhinga sakutsha nje seSebe leMicimbi yeNkcubeko neMidlalo
- sibonisa ngoucacileyo imisebenzi ekujoliswe kuyo elakuzama ukuyiphumeza iSebe LeMicimbi yeNkcubeko neMidlalo xa izixhobo zokusebenza zifumaneka kuhlalo lwabiwo-mali lonyaka-mali wama-2013/14.

Brenda Rutgers
IGosa eliyiNtloko lezeMali

Isayinwe



Brent Walters
IGosa elinoXanduva

Isayinwe



Ivunywe ngu:

NguMphathiswa Ivan Meyer
IGunya eliPhezulu

Isayinwe



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CFO	IGosa eliPhezulu lezeMali
CPO	Cape Philharmonic Orchestra
DCAS	ISebe leMicimbi yeNkcubeko neMidlalo
EPWP	INkqubo eyaNdisiweyo yeMisebenzi kaRhulumente
HWC	ILifa leMveli leNtshona Koloni
ICT	Ingcaciso neTekhnoloji yoNxibelelwao
IDP	IsiCwangciso esiHlangeneyo soPhuculo
M&E	UkuBekwa kweLiso noVavanyo
MEC	ILungu lesiGqeba esiLawulayo sePhondo
MOD Centre	Ukuthatyathwa kweNxaxheba Luninzi; iThuba neLungelo; uPhuhliso nokuKhula kweNkqubo
MOD Programme	Ukuthatyathwa kweNxaxheba Luninzi; iThuba neLungelo; uPhuhliso nokuKhula
MTEF	IsiCwangciso-nkqubo seNkcitho sesiThuba esiPhakathi
NAAIRS	Inkqubo yeSizwe eZenzekelayo yokuFunyanwa kweNgcaciso yoVimba
NAC	IBhunga leSizwe loBugcisa
NHC	IBhunga leSizwe lezeMveli
PALAMA	IZiko loqeqesho loBunkokheli noLawulo loLawulo lukaRhulumente
PanSALB	IBhodi yeeLwimi zaBantu zoMzantsi Afrika
PN	Isaziso sePhondo
SAHRA	IArhente yeZibonelelo zeLifa leMveli loMzantsi Afrika
SCM	ULawulo yoMxokelelwano woNikezelo
SITA	IArhente yeTekhnoloji yeNgcaciso kaRhulumente
SLIMS	INkqubo yeThala leencwadi yeSITA nolawulo lweenkcukacha
SMART	Ezithe ngqo, onokuzilinganisa ezinokufezekiswa ezifanelekileyo nezimiselwe ixesha elithile
SRSA	ImiDlalo noLonwabo yoMzantsi Afrika (iSebe leSizwe leMidlalo noLonwabo)
UNESCO	UMbutho weZizwe eziManyeneyo weMfundo, weNzululwazi neNkcubeko
WCCC	IKomishoni yeNkcubeko yeNtshona Koloni
WCLC	IKomiti yeeLwimi yeNtshona Koloni
WCSS	ISikolo sezeMidlalo seNtshona Koloni

1 UMBONO

INtshona Koloni ebambiseneyo, enobuchule nekhutheleyo.

2 INJONGO

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

3 IINQOBO EZISESIKWENI

Ukukhathala, ulwazi ngoMsebenzi ukuThatha uXanduva, iMfezeko nokuSabele kwiimfuno zoLuntu

4 UWISO-MTHETHO NEZINYE IZIGUNYAZISO

ISebe leMicimbi yeNkcubeko neMidlalo lizithatha ngokuba ziyabophelela izindululo zowiso-mthetho njengesisekelo sendlela yokusebenza, esebenza kakuhle nangokufanelekileyo, ngokulingana nokufikeleleka koni- kezelo lweenkonzo, olusekelwe Kumthetho kaRhulumente weNguqu kuNikezelo lweeNkonzo Zoluntu, “iNyathelo leBatho Pele”.

IDCASisebenza ngokwesindululo sowisomthetho nomgaqo-nkqubo ochazwe kwitheyi bhile engasezantsi

4.1 Isigunyaziso zoMgaqo-siseko

ICandelo	Uxanduva lweSebe kuqinisekisa ukuthotyelwa koMgaqo
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996	
Icandelo 6(3) ne (4): uLwimi	Urhulumente wePhondo leNtshona Koloni, ubeka iliso aze anike imiqathango yokulawula ukusetyenziswa kweelwimi ngokusemthethweni. Mazisetyenziswe ngokulinganayo nangentlonipho zonke iilwimi ezisemthethweni. IKomiti yeelwimi yeNtshona Koloni, ngokusebenzisana neSebe leMicimbi yeNkcubeko neMidlalo, inoxanduva lokubeka iliso nokuvavanya ukusetyenziswa kolwimi ngokoMgaqo-nkqubo weelwimi weNtshona Koloni, owamiselwa ngowama-2005, kufuneka yenze ingxele kwiNdlu yoWisom-thetho yeNtshona Koloni rhoqo ngonyaka.
Icandelo 30: uLwimi Nenkcubeko	Isebe liququzelela ukuvula amathuba okuba abantu baseNtshona Koloni basebenzise iilwimi zabo babenethuba lokusebenzisa amalungelo abo ngeenkqubo namaphulo eliwaxhasayo.
Icandelo 31: Ngokwenkcubeko, inkolo noluntu lwezolwimi	Kufuneka iSebe liqinisekise ukuba iinkqubo zalo namaphulo ayayihlonipha iyantlukwano yabantu baseNtshona Koloni.
Icandelo 41: Imiqathango yokusebenzisana nokuba-mbisana koorhulumente	Isebe lisebenzisana ngokubambisana namanqanaba onke karhulumente ngokwezindululo zikarhulumente kuzwelonke. Isebe lisebenzisana neSebe loBugcisa neNkcubeko kunye neSebe leMidlalo noLonwabo, kwimigudu kazwelonke neyephondo kunye neyoomasipala eNtshona Koloni.

ICandelo	Uxanduva lweSebe kuqinisekisa ukuthotyelwa koMgaqo
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996	
Icandelo 156(4): Unikezelo lwegunya	<p>Kufuneka lisebe linikezele umasipala, ngesivumelwano ngokwemeko, ulawulo lombha okuluhlu lwesiGaba A lweShedyuli 4 okanye isiGaba A seShedyuli 5 ehambelana norulumente wasekhaya, ukuba</p> <p>(a) lo mba ungaphathwa kakuhle ngurhumente wasekhaya kwaye</p> <p>(b) umandla unako ukuwuphatha.</p> <p>Isebe, ngokubambisana noNondyebo kaZwelonke neSebe loBugcisa neNkcubeko kuZwelonke, ngeSibonelelo-mali esineMiqathango ku Mathala eeNcwadi asekuhlaleni, liququzelela ukunikezela ukunikezela ngeenkonzo zamathala encwadi oluntu, okujongwe njengesindululo esibonelelwa kancinci ngemali.</p> <p>Isebe, ngokwemali efunyenwe kwisebe likaNondyebo lePhondo ukulungiselela oomasipala ababizwa iB3, bakunikwa imali ngokwemisebenzi eyenziwe ngamathala eencwadi.</p>
Ishedyuli 4: linkalo zoWiso-mthetho eziSebenza ngokufanayo kuZwelonke nakwiPhondo	<p>Imiba yenkcubeko:</p> <ul style="list-style-type: none"> • IDCAS lisebenza ngokubambisana neSebe loBugcisa neNkcubeko nemibutho elisebenzisana nayo ngokwemiba yobugcisa, inkcubeko nelifa lemveli. <p>Umgaqo-siseko wokusetyenziswa kweelwimi nokulawula ukusetyenziswa kwezinye iilwimi kangangokuba izinikezelo zecandelo 6 zoMgaqo-siseko zichaza ngokungathandabuzekiyo ukuba iNtshona Koloni inolwazi lowiso-mthetho:</p> <ul style="list-style-type: none"> • IDCAS lisebenza ngokubambisana neSebe loBugcisa neNkcubeko kuZwelonke kunye nemibutho karhulumente esebenza ngokubambisana ngokwemiba yomgaqo-nkqubo yokusetyenziswa kweelwimi.
Ishedyuli 5: linkalo zoWiso-mthetho eziSebenza ngokuzimeleyo kwiPhondo	<p>Iindawo zokulondoloza iinkcukacha zakudala ezibalulekileyo kwiphondo ngaphandle kwezikazwelonke:</p> <ul style="list-style-type: none"> • IDCAS inikwe umyalelo wokuyila umthetho kwiphondo mayela neendawo zokulondoloza iinkcukacha zakudala ezibalulekileyo ngaphandle kwezikazwelonke ukulawula indlela yokusebenza. Isebe linoxanduva lokunikezela ngeenkonzo zokuLondoloza iinkcukacha ezibalulekileyo kwiPhondo. <p>Amathala eencwadi ngaphandle kwamathala eencwadi kuzwelonke:</p> <ul style="list-style-type: none"> • IDCAS iyalelwe ukuba liyile umthetho mayela namathala eencwadi ngaphandle kwamathala eencwadi kazwelonke ukulawula indlela yokusebenza. Isebe linoxanduva lokunikezela ngeNgxelo yaMathala eeNcwadi kwiphondo nokusebenza ngokubambisana nabasemagunyeni kumathala eencwadi oluntu ngokunikezelwa kweenkonzo zoluntu. <p>Amaziko olondolozo lwembali ngaphandle kwakazwelonke:</p> <ul style="list-style-type: none"> • IDCAS inikwe umyalelo wokuyila umthetho osebenza namaphondo kuphela ngaphandle kwamaziko olondolozo lwembali kazwelonke nokulawula ukusetyenziswa kwawo. Isebe linoxanduva lokunikezela ngeenkonzo zoLondolozo lweMwali kwiphondo ngokusebenza ngokubambisana namaziko olondolozo lwembali aban- dakanyekayo ukunika inkxaso.

ICandelo	Uxanduva lweSebe kuqinisekisa ukuthotyelwa koMgaqo
UMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996	
Ishedyuli 5: linkalo zoWisomthetho eziSebenza ngokuzimeleyo kwiPhondo	<p>Imiba yenkcubeko kwiphondo (iquka ulawulo lwezixhobo zokusebenza ngelifa lemveli namagama eendawo):</p> <ul style="list-style-type: none"> • IDCAS inikezela ngeenkonzo zeLifa leMveli eNtshonaKoloni, igunya lezixhobo zokusebenza ilifa lemveli, kunye nabasebenzi kunye nenkxaso ngemali nenkxaso yolawulo ukwenza umsebenzi eliwumiselweyo ngokusemthethweni. U-MEC unamagunya athile kwaye wonyulwe njengomntu onegunya lezibheno kuwisomthetho. • IDCAS ixhasa Ikomiti eququzelela aMagama eeNgingqi eNtshona Koloni nangenkxaso ukuqhuba umsebenzi ngokufakana imilomo noluntu mayela nemiba yokubeka emgangathweni omnye ukutshintshwa kwamagama nokwenza izindululo kwiBhunga LaMagama eeNgingqi eMzantsi Afrika. Isebe lixhasa iKomiti ngokwenza umsebenzi walo. <p>IMidlalo noLonwabo:</p> <ul style="list-style-type: none"> • IDCAS igunyaziwe ukuba incede yaye ixhase uyilo lobume obuncedayo ukulungiselela imisebenzi yemidlalo nolonwabo eNtshona Koloni.
ICandelo 195; Iinqobo ezisemgangathweni ezisisekelo nemiqathango yolawulo loluntu	Amagosa eSebe anoxanduva lokusebenza ngokwecandelo 195. Elicandelo lichaza iinqobo ezisemgangathweni zikarhulumente wabantu nemiqathango elawula amagosa oluntu. I-S 195(1)(b) ifuna indlela esebenzayo, nokukhuthazwa kokusebenzisa izixhobo zokusebenza kakuhle. Iyodwa nje loo nto ichaza ukuba iinqubo ezithathwe sisicuku soluntu kufuneka sibenengeniso ngexabiso eliphantsi.
Amacandelo 92 ne-133	ICandelo lama-92 lixizelela into yokuba "amalungu eKhabhinethi anoxanduva ngokuhlangeneyo nangokuzimela kwiPalamente ngokusebenzisa amagunya awo nendlela yokwenza imisebenzi yawo". Lichaza ngaphezulu into yokokuba kufuneka banikezele iPalamente ngeengxelo ezipheleleyo yaye ezinikezelwa rhoqo ezibhekiselele kwimiba ephantsi kolawulo lwawo. ICandelo-133 lwandisa olu hlobo lokuthwalwa koxanduva kwiiMEC [AmaLungu eBhunga eliLawulayo] zephondo, kunye neeMEC ezinika ingxelo kwindlu yowiso-mthetho yephondo. ENtshona Koloni, iiMEC kubhekiselelwa kuzo njengaBaphathiswa bephondo.
UMgaqo-siseko waseNtshona Koloni, 1997	
ICandelo 5	<p>Ngokweenjongo zikaRhulumente wePhondo leNtshona Koloni</p> <p>(a) kuza kusetyenziswa iilwimi ezintathu ezisemthethweni, isiBhulu, isiNgesi nesiXhosa; kwaye</p> <p>(b) ezi lwimi zakusetyenziswa ngokulinganayo.</p> <p>Kufuneka urhulumente wephondo leNtshona Koloni, ngokusebenzisa umthetho neminye imiqathango, alawule aze abeke iliso ngokusetyen- ziswa kwesiBhulu, isiNgesi nesiXhosa.</p> <p>Kufuneka urhulumente wephondo leNtshona Koloni amisele imiqathango esebenzayo nefanelekileyo ukuphakamisa umgangatho nokuqhubela phambili ukusebenza kweelwimi zabantu bomgquba eNtshona Koloni ebezijongelwa phantsi ngaphambili.</p>

ICandelo	Uxanduva lweSebe kuqinisekisa ukuthotyelwa koMgaqo
UMgaqo-siseko waseNtshona Koloni, 1997	
ICandelo 70	<p>Kufuneka uviso-mthetho kwiphondo lunikezele ngenkxaso-mali ebonakalayo, kwizixhobo zokusebenza ezikhoyo kwiPhondo, ibhunga lenkcubeko okanye amabhunga enkcubeko oluntu lweNtshona Koloni, lusabelana ngenkcubeko efanayo nelifa lemveli kwezokusetyenziswa kolwimi. Isebe lineliso leKomishini yeNkcubeko useNtshona Koloni mayela nokusetyenziswa kowiso-mthetho olumiselwe ngokwezi njongo.</p> <p>Ukubhaliswa nokuxhaswa kwamabhunga enkcubeko:</p> <ul style="list-style-type: none"> Ikomishini yeNkcubeko eNtshona Koloni, omnye wemigudu kwiphondo oluxanduva leSebe leMicimbi yeNkcubeko neMidlalo, unikwe umsebenzi wokubhalisa nokuxhasa amabhunga enkcubeko.
ICandelo 81	<p>Kufuneka urhulumente waseNtshona Koloni amisele aze asebenzise imigaqo-nkqubo ukukhuthaza nokugcina intlalontle yabantu baseNtshona Koloni, kuquka imigaqo-nkqubo ejoliswe ekufikileni:</p> <ul style="list-style-type: none"> ukukhuthaza intlonipho yamalungelo enkcubeko, inkolo noluntu lokusetyenziswa kweelwimi eNtshona Koloni ukhuseleko lolondolozo lwembali yezendalo, imbali yenk- cubeko, ilifa lemveli ngezimbiwa nezakhiwo zaseNtshona Koloni ukulungiselela izizukulwana zangoku nezizayo. <p>Isebe lisebenzisa imigaqo-nkqubo ethile ukuxhasa le mimiselo.</p>
ICandelo 82	Imiqathango esisikhokelo yomgaqo-siseko wephondo kwiSahluko 10 (icandelo 81) ayisosinyanzeliso ngokomthetho, kodwa isisikhokelo kuRhulumente weNtshona Koloni ekwenzeni nasekusebenziseni imithetho.

4.2 Izindululo zowiso-mthetho

UMthetho kaZwelonke	Inombolo nomhla	Uxanduva lweSebe Olungundoqo
Ngokuphangaleleyo		
UMthetho woLawulo lwe-Mali kaRhulumente, 1999	Umthetho 1 ka-1999	Ulawulo lweSebe
UMthetho weNkonzo zoLuntu, 1994 (ngokulungisiweyo)	Umpopsho 103, <i>iPhepha-ndaba likaRhulumente</i> 15791 lomhla we-3 kweyeSilimela 1994	Umthetho wenza ulawulo nolungiselelo lweDCAS, ukulawulwa kweemeko zengqesho, ixesha lokuhlala esikhundleni, ukuziphatha, ukuthatha umhlalaphantsi nokukhululwa kwamalungu enkonzo zoLuntu, nemiba ehambelana nazo.
UMthetho wokwaHlulwa kweNgeniso, 2013	<i>Inguqulelo yowama-2013 yalo Mthetho ayikaphunyezwa ngexesha lokubhalwa kwale ngxelo</i>	IDCAS ifumana izibonelelelo-mali ezinemiqathango ngokweDORA kwaye linxanduva lolawulo lweemali ngokufanelekileyo
Imicimbi yeNkcubeko, amaThala eeNcwadi noLondolozo lweeNkcukacha zakudala ezibalulekileyo		
UMthetho waMaziko eNkcubeko, 1998	Umthetho 119 ka 1998	Kufuneka iDCAS iqhakamshelane kwaye lisebenzisane namaziko abhengezwe ukuba ngawenkcubeko kuzwelonke ngokwemiba yobugcisa, inkcubeko nelifa lemveli.
UMthetho wokuKhuthazwa kweNkcubeko, 1983	Umthetho 35 ka1983	Lo mthetho-siseko wanikwa iNtshona Koloni kwaye ke iDCAS inoxanduva lokuhambelana nemiqathango yoMthetho.

UMthetho kaZwelonke	Inombolo nomhla	Uxanduva lweSebe Olungundoqo
Imicimbi yeNkcubeko, amaThala eeNcwadi noLondolozo lweeNkcukacha zakudala ezibalulekileyo		
UMthetho weMicimbi yeNkcubeko (iNdlu yoWisomthetho), 1989	Umthetho 65 ka 1989	Lo mthetho-sisekelo wanikwa iNtshona Koloni kwaye iDCAS inoxanduva lokuhambelana nemiqathango yoMthetho.
UMthetho weSizwe waMaziko oLondolozo lweNkcukacha zaKudala ezibalulekileyo zoMzantsi Afrika, 1996	Umthetho 43 ka 1996	IDCAS inoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiKomiti yeSizwe yaMaziko oLondolozo lweeNkcukacha zaKudala ezibalulekileyo. IDCAS inoxanduva lokuhlangabezana nemimiselo nemigangatho ebekelwe uzwelonke.
UMthetho weSizwe weBhunga lezoBugcisa, 1997	Umthetho 56 ka 1997	IDCAS inoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiBhunga lezoBugcisa leSizwe nokusebenzisana nokuququzelela imisebenzi nokuxhaswa kweBhunga loBugcisa leSizwe ngemali ehambelana nokuphuhlisa ubugcisa nenkcubeko eNtshona Koloni.
UMthethoweBhunga laMafa eMveli leSizwe, 1999	Umthetho 11 ka 1999	IDCAS inoxanduva lokukhetha umntu ozakumela iphondo leNtshona Koloni kwiBhunga leLifa leMveli leSizwe ngokomthetho. Isebe likwanoxanduva lokusebenzisana nokuququzelela imisebenzi ehambelana nokuxhasa amaphulo alinyathelo leNHC eNtshona Koloni.
UMthetho weziXhobo zeLifa leMveli, ka1999	Umthetho 25 ka 1999	IDCAS iqinisekisa ukuhambelana ngokuthi likhethe umntu oza kumela iphondo leNtshona Koloni, kungakuhle xa inokuba lilungu leBhunga leArhente yeziXhobo zeLifa leMveli (SAHRA). IDCAS iqinisekisa ukuhambelana nomthetho ngokuba kufuneka uMEC akhethe iBhunga leLifa leMveli leNtshona Koloni, libe ligunya leLifa leMveli kwiphondo leNtshona Koloni. Isebe likwanoxanduva lokuqhakamshelana nokusebenzisana neSAHRA, iLifa leMveli leNtshona Koloni noomasipala mayela nokulawula izixhobo zokusebenza ngelifa leMveli. Isebe lincedisisa uMEC kwimiba yezibheno engeniswe kuye ezayamene neLifa leMveli.
Umthetho Webhodi Yokusetyenziswa kweelwimi eMzantsi Afrika, 1995	Umthetho 59 ka1995 (icandelo 8(a))	IDCAS inegunya lokuqwalasela iKomiti yeelwimi yeNtshona Koloni, enikwa ingqalelo yiPanSALB njengoko kumiselwe kumthetho-siseko
Umthetho weBhunga laMagama eendawo eMzantsi Afrika, 1998	Umthetho 118 ka 1998	IDCAS inoxanduva lokusebenza ngokuvumelana nomthetho-siseko ukonyula ozakumela iphondo leNtshona Koloni kwiBhunga Lamagama Eendawo eMzantsi Afrika

UMthetho kaZwelonke	Inombolo nomhla	Uxanduva lweSebe Olungundoqo
Imicimbi yeNkcubeko, amaThala eeNcwadi noLondolozo lweeNkcukacha zakudala ezibalulekileyo		
UMthetho Wengqungquthela Yelifa Lem- veki Kwihlabathi, 1999	Umthetho 49 ka 1999	<p>IDCAS inoxanduva lokusebenza ngoku- vumelana nomthetho- siseko ngokuba limele iphondo leNtshona Koloni Kwikomiti Yengcebiso ngeLifa Lemveli kwiHlabathi.</p> <p>IDCAS ikwanoxanduva lokuvumelana noMthetho Nommiselo weLifa Lemveli Kwihlabathi mayela nokukhethwa kweesayithi ezinako ukuba iLifa leMveli kuLuhlu lweXeshana eAfrica kunye nokukhethwa kweesayithi Ezikuluhlu Lwexeshana kwiKomiti yeUNESCO Yelifa Lemveli Kwihlabathi</p>
Imidlalo		
Umthetho Wemidlalo Nolonwabo kuZ welonke, 1998	Umthetho 110 ka- 1998	<p>Ukuqinisa nokuququzelela ubudlelwane bokuphuhlisa nokukhuthazwa kwezemidlalo nolonwabo phakathi kweSASCOC (South African Sports Confederation and Olympic Committee), iSport and Recreation South Africa (SRSA) imifelandawonye yezemidlalo, amabhunga ezemidlalo nezinye iiarhente.</p> <p>Ukulungelelanisa imiqathango ejolisweni ekumiseleni ulingano kwimidlalo nolonwabo, ukukhuthaza ulingano nentando yabantu kwimidlalo nolonwabo nokunika iindlela zokuthatha izigqibo kwimidlalo nolonwabo, ukuxhobisa uMEC ngemiqathango yenkqubo nemiba enxulumanayo.</p>

UMthetho wePhondo	Inombolo nomhla	Uxanduva lweSebe Olungundoqo
Imicimbi yeNkcubeko, amaThala eeNcwadi noLondolozo lweeNkcukacha zakudala ezibalulekileyo		
Umthetho Wokusetyenziswa Kolwimi eNtshona Koloni, 1998	Umthetho 13 ka- 1998	Isebe linoxanduva lokongamela iKomiti yeeLwimi yeNtshona Koloni. Likwanika iKomiti inkxaso ngendlela eyiyo yokusebenza nezinye iindlela.
Umthetho weeKomishoni yoBugcisa Nenkcubeko namaBhunga, 1998	Umthetho 14 ka- 1998	Isebe lijongene neKomishoni yezeNkcubeko eNtshona Koloni. Likwaxhasa iKomishoni ngendlela yokusebenza nangezinye iindlela zokusebenza.
Imiqathango yoLawulo lweziXhobo zemveli eNtshona Koloni ka 2002	PN 336 ka-25 eyeD warha 2002	Isebe lijongene neLifa Lemveli eNtshona Koloni, negunya lezixhobo zokusebenza ilifa lemveli. U-MEC unoxanduva lokumisela igunya. Isebe lixhasa iBhunga ngendlela yokusebenza ngendlela eyiyo nezinye iindlela.
Imiqathango yoLawulo lweziXhobo zokuSebenza iLifa leMveli eNtshona Koloni, 2003	PN 298 ka-29 eyeThupha 2003	Isebe lijongene neLifa Lemveli eNtshona Koloni, negunya lezixhobo zokusebenza ngemveli. U-MEC unoxanduva lo- kumisela igunya. Isebe linikezela ngenkxaso iBhunga ngendlela eyiyo yokusebenza nezinye iindlela.
Umthetho wolondolozo noKugcinwa kwamaXwebhu kwiPhondo eNtshona Koloni, 2005	Umthetho 3 ka-2005	Isebe linoxanduva lokusebenzisa imimiselo yalo Mthetho, phakathi kwezinye izinto, ukumisela inkonzo yogcino lweenkcukacha ezibalulekileyo zeNtshona Koloni, ze imisele nekomiti yeengcebiso yogcino-nkcukacha.

UMthetho wePhondo	Inombolo nomhla	Uxanduva lweSebe Olungundoqo
IMidlalo		
Awukho		
IMimiseli yePhondo: IMicimbi yeNkcubeko, iThala leeNcwadi neeNkonzo zoLondolozo lwaMaxwebhu		
Imimiselo Yemyuziyam, 1975	UMmiselo 8 ka1975	I-DCAS inoxanduva lokusebenza ngoku vumelana nalo Mmiselo.
Ummiselo weOude Kerk Volksmuseum Van „t Land van Waveren (Tulbagh) ka-1979	UMmiselo 11 ka1979	I-DCAS inoxanduva lokusebenza ngokuhambelana nemigqaliselo yoMmiselo.
Imimiselo yeenkonzo zethala leeNcwadi kwiPhondo, 1981	UMmiselo16 ka 1981	I-DCAS inoxanduva lokusebenza ngokuvumelana nemigqaliselo yoMmiselo.

4.3 Izigunyaziso zoMgaqo-nkqubo

UMgaqo-nkqubo	Inkcazelo yemiba endundoqo eluxanduva lweDCAS
IMigaqo-nkqubo kaZwelonke	
IPhepha leNgcaciso yoMgaqo-nkqubo kuZwelonke kwezoBugcisa, iNkcubeko neLifa Lemveli (1996)	Iphepha lomgaqo-nkqubo elathi lafakwa kwiinkqubo ezibanzi zothethwano noluntu, libonelela ngesicwangciso-nkqubo esilungiselela umgaqo-nkqubo ohlangeneyo kazwelonke namaphondo olithiba omgaqo- nkqubo kubugcisa, inkcubeko nelifa lemveli kunye neenkonzo zethala leencwadi nokugcinwa kwamaxwebhu.
Ummiselo Womgaqo-Nkqubo Wokusetyenziswa Kolwimi (2003)	Umgaqo-nkqubo umisela isiseko sokusebenza kuzwelonke xa kusetyen- ziswa imimiselo yoMgaqo-siseko nezindululo zomthetho-siseko kumalungu onke karhulumente, kuquka iDCAS. Umisela imiqathango nendlela zokusetyenziswa emazilandelwe.
Ukulawula Amaxwebhu Eenkcukacha Omgaqo-nkqubo kuZwelonke. (Ulawulo Lwemanyu-wali Yeenkcukacha Zomgaqo-nkqubo 2007)	Umgaqo-nkqubo uhlahlela imida emiselweyo nemayisetyenziswe ziibhodi zikarhulumente ngokulawulwa kweenkcukacha nokulawula kwkcukacha kwaye iSebe kufuneka libe nendlela yokongamela ulawulo lwamaxwebhu ezibhodi zikarhulumente eNtshona Koloni.
Ukulawula amaXwebhu eBhodi eLawula linkcukacha ezikwi-Khompyutha: Umgaqo-nkqubo, Imiqathango neeMfuneko (2006)	Umgaqo-nkqubo ukhokela iibhodi zikarhulumente ekusebenziseni iimfuneko zomthetho-siseko ngamaxwebhu ekhompyutha ayinxalenye yezixhobo zokusebenza ngamaxwebhu eenkcukacha. Kufuneka iSebe libenze ngokwemigangatho emiselwe kuzwelonke nakwihlabathi, apho isebenziseka khona, kwihadwe, isoftware nendlela yokugcina ulondolozo lwamaxwebhu.
IPhepha leNgcaciso yoMgaqo-nkqubo kwiMidlalo nezoLonwabo (Elokugqibela, Agasti wama-2012)	Umgaqo-Nkqubo uthetha “Ukwenza isizwe sidlale” kwaye ugxininisa koku kulandlelayo: <ul style="list-style-type: none"> • Ukukhulisa amanqanaba okuthatha inxaxheba kwimidlalo nolonwabo • Ukuphakamisa ixabiso lemidlalo kukruthwa-kruthwano lwemiba etshisa ibunzi • Ukuzama ukukhulisa impumelelo yeminyadala emikhulu • Ukwenza ezemidlalo umzamo ophambili ukuncithisa ulwaphulomthetho. <p>Uxanduva oluphambili kukuphuhlisa uMgaqo-siseko nokunikezelwa kwenkonzo yemidlalo nolonwabo ikwiSebe Lemidlalo noLonwabo eMzantsi Afrika – isebe likazwelonke linoxanduva lwemidlalo nolonwabo.</p>

UMgaqo-nkqubo	Inkcazelo yemiba endundoqo eluxanduva lweDCAS
IMigaqo-nkqubo kaZwelonke	
Isiseko Sokubeka Iliso nokuVavanya uMgaqo-nkqubo kaRhulumente ngokubanzi (2007)	Injongo yoKubeka Iliso noKuvavanya uRhulumente Ngokubanzi kukwenza igalelo ekuphuculeni ulawulo nokusebenza ngokukuko kwamaziko nemibutho yoluntu. Lomqulu usisiseko somgaqo-nkqubo esiquka imiba emininzi ngokubeka iliso ikuvavanya eMzantsi Afrika. Ikwamele uphuhliso lwenkqubo yeM&E ikwakhuthaza ulawulo olusekelwe kwiziphumo.
Iphepha loGayo-zimvo mayela nenkqubo Yokubeka Iliso Ngokulawula Indlela Yokusebenza noVavanyo (2010)	Umba ongundoqo wendlela yephepha yingqwalasela kokuphambili athe urhulumente wakumela kwisiCwangciso seQhinga lesiThuba esiPhakathi. Oku kujolise ekuvuseleleni amagosa karhulumente kunye nogunyaziwe olawulayo okokuba bajolise ekufezekiseni umphumela nemiqathango yeziphumo ebekwe ngurhulumente. Inkqubo ijoliswe ekukhokheleni indlela yokwenziwa komsebenzi lisebe nanguye nabani na kuwo onke amanqanaba.
Izikhokhelo zaMasebe kaZwelonke nePhondo eziLungiselelwe uLungiselelo lwesiCwangciso-nkqubo seM&E	Ezi zikhokhelo zibonelela ngophuhliso lwesicwangciso-nkqubo sokubekwa kweliso novavanyo kuwo onke amaziko karhulumente. Zisetyenziselwa ukuba zisetyenziswe njengezixhobo zokuvavanya inkqubela phambili yamaziko ithlekiswa neenjongo zawo ezichaziweyo. Le nkqubo idinga amasebe ukuba abe nengqiqo ebanzi yazo zonke iinkqubo zenkcukacha zolwazi zolawulo, iiseti neenkcukacha zolwazi zolawulo nemiqondiso yendlela yokusebenza. Imiqondiso kufuneka inxulunyaniswe kwizigunyaziso zomgaqo-nkqubo yaye uhlahlelo lweseti zemiqondiso kufuneka luqhubeke ukuqinisekisa ubudlelwane besizathu nomphumela, apho ikhoyo.
IsiCwangciso sikaZwelonke seMidlalo noLonwabo (2011)	Oku kudinga iDCAS ukuba ilungelelanise iinjongo zayo ezingundoqo kunye nokuphambili kweqhinga kwesibhengezo okuthi thaca umbono wesizwe ukulungiselela imidlalo nolonwabo kwisithuba seminyaka esibhozo elandelayo.
IMigaqo-nkqubo yePhondo	
Umgaqo-nkqubo weNkonzo zeThala leNcwadi kwiPhondo leNshona Koloni	Umgaqo-nkqubo unikezela ngezikhokhelo zenkqubo zesicwangciso esilicebo nenkcukacha zemisebenzi eyenziweyo kwiinkonzo zamathala eencwadi. Ukwaquletse indlela yokulawula eli candela
Umgaqo-nkqubo weLwimi weNtshona Koloni (wapapashwa kwiGazethe kaRhulumente wePhondo PN 369/2001 yama27 eyeNkanga 2001)	I-DCAS, njengalo naliphi na isebe kwiphondo, imelwe kukusebenzisa umgaqo-nkqubo ngokwamacandelo. Ukongeza, iSebe linikwe umsebenzi weenkonzo zenkxaso yokusetyenziswa kolwimi kuRhulumente wePhondo leNtshona Koloni ngokusebenza Iyunithi Yokusetyenziswa eSentrali.
Umgaqo-nkqubo weeMidlalo Ezikolweni (2002)	Kuza kufuneka iSebe lithathe uxanduva olukhulu ukuqinisekisa ukukhulanokuphuhliswa kwemidlalo yesikolo.
ISikhokhelo soBonelelo-mali sezeMidlalo noLonwabo (2012)	Esi sikhokhelo sinika indlela yokwabiwa kwesibonelelo-mali kwimibutho yezemidlalo nolonwabo.

UMgaqo-nkqubo	Inkcazelo yemiba endundoqo eluxanduva lweDCAS
IMigaqo-nkqubo yePhondo	
Idrafti yoMgaqo-Nkqubo ngoKuthi-ywa noKuthiwa ngokutsha kweempawu ekuhlaleni(2007)	Idrafti yomgaqo-nkqubo imisele indlela emayiqwaselwe nenkqubo emayilandelwe yiDCAS kunye neKomitit Yokunikwa Kweendawo Amagama eNtshona Koloni, ibhodi yengcebiso, ekuququzeleleni nokufakana imilomo ngoumiselwa komgangatho omnye, apho indlela ikhoyo, ukuthiya ngo-kutsha okanye ukwenza utshintsho kula magama akhoyo nalawo kucingwa ngawo kwenziwe isindululo kwiBhunga la Magama eendawo eNtshona Koloni kunye noMphathiswa Wobugcisa neNkcubeko.
IQhinga lokuBeka iLiso nokuVavanya iPhondo ngokubanzi (idrafti)	Lo mqulu uyimpendulo yephondo kwindlela yeGWM&E. Ijolise ekuphuculeni imibiko yesigqeba nokuphucula ngendlela ephezulu ukuthathwa kwezigqibo zisekelwe kwizimvo ezibungqina ukulungisa umgaqo-nkqubo nokwabiwa kwezixhobo zokusebenza ukunika igalelo ekuphuhliseni ulawulo.
Umgaqo-nkqubo wezeNkcubeko eNtshona Koloni (Idrafti 20)	Umgaqo-nkqubo waqwaselwa banzi ngokusebenza uluhlu lwamacweyo kwiphondo ngengentlahlela yokuhlaziya ngokutsha ezobugcisa kuz- welonke, inkcubeko nomgaqo-nkqubo welifa lemveli. Alukaqosheliswa uh- laziyo lwalo mgaqo-nkqubo okanye Idrafti Yomgaqo-Nkqubo Wenkcubeko eNtshona Koloni.

Amaqhingha okusebenza	Ingcaciso
Amaqhingha okusebenza kaZwelonke	
Isiseko soBambiswano lokulungiselela, Uququzelelo noLawulo lwemidlalo yezikolo eMzantsi Afrika (17 eyoKwindla 2004)	Esi siseko sincedisana ngokudala indawo eyenza kube lula ukusebenza.
Uqoqosho lweGolide lwaseMzansi: Inxaxheba yesicuku sobugcisa, inkcubeko nelifa lemveli kwiNdlela Entsha Yokukhula	Injongo yalo mqulu usekukhokheleleni isicuku sobugcisa, inkcubeko nelifa lemveli ukukhulisa uqoqosho nokudala imisebenzi ngokuncedisa amaqhingha okukhulisa uqoqosho kazwelonke.
Isivumelwano phakathi kweSebe leMfundo yeSiseko neleMidlalo noLonwabo loMzantsi Afrika ngokuqaliswa nokusebenza kunye kumgaqo-nkqubo omtsha wemidlalo yezikolo neenkqubo, nokuvuselelwa ngokutsha kwezemithambo ezikolweni (2011).	<ul style="list-style-type: none"> • Ukukhuthaza inkqubo elungelelaniswe kakuhle kwilizwe lethu njengento ebalulekileyo kuphuhliso lwabantwana. • Ukuqinisekisa ngento yokuba iziseko zeziko zibekiwe ukulungiselela ukumiliselwa nokubekwa kweliso kwinkqubo yonikezelo lwemidlalo yezikolo. • Ukulawula ilungelo lokufumana nokunikezelwa kwemidlalo yezikolo kubo bonke abafundi. • Ukuchazwa kweendima noxanduva lwawo onke amaqabane nabachaphazelekayo ukulungiselela ukunikezelwa kwenkonzo nenkxaso-mali.

Amaqhingha okusebenza	Ingcaciso
Amaqhingha okusebenza ePhondo	
IQhinga lokuPhuhlisa uHlobo loBugcisa	Inikezela isiseko sophuhliso, ukukhuthaza nokugcinwa kwentlobo zonke zobugcisa kwiphondo.
IQhinga lokuSebenza leForam yeNkcubeko	Kukuphuhlisa intsebenziswano phakathi kweSebe noluntu ngokumisela nokuphuhlisa ukumiselwa kwenkqubo eziqalwayo zenkcubeko.
Isibonelelo-mali esinemiqathango: Inkqubo yokuVuselela amaThala eeNcwadi ukunyusa izinga leenkonzoluntu	Isebe linoxanduva lokusebenzisa ngempumelelo nokulawula isibonelelo ngemali ngokwemeko eNtshona Koloni.
IsiCwangciso-nkqubo sokuQalisa seNtshona Koloni	Eli xwebhu lomgaqo-nkqubo libonelela ngesicwangciso-nkqubo ngokuqalisa okulungiselelwe oomasipala, imibutho engekho phantsi korhulumen te, amaqela enkubeko kunye namasebe karhulumente wephondo.

4.4 Izindululo zenkundla ezifanelekileyo

Ityala elisenkundleni	Inombolo esisalathisi nenkundla	Ifuthe kwiSebe
<i>The Chairpersons' Association v Minister of Arts and Culture</i> [2007] SCA 44 (RSA)	25/2006: iNkundla ePhakamileyo yeziBheno	Esi sigwebo sibeka imida emayisetyenziswe ngabasemagunyeni ukuqinisekisa indlela eyiyo yokufakana imilomo noluntu lwasekuhlaleni nabanye abathathi-nxanxheba xa kusenziwa izindululo zemiba otshinsho lwamgama endawo, njengoko iSebe laseNtshona Koloni neKomiti Yokutshintshwa kKwamagama Eendawo eNtshona Koloni zamiselwa nguMEC zingabathathi-nxanxheba ababalulekileyo ekusetyenzisweni komthetho-siseko ohambelana nawo ingakumbi uququzelelo nokufakana imilomo nabathatha inxanxheba. Kufuneka esi sigwebo sisetyenziswe kwinkqubo nemiqathango elandelwayo.
<i>Qualidental Laboratories v Heritage Western Cape</i> [2007] SCA 170 (RSA)	INkundla ePhakamileyo yeziBheno. Inombolo yekheyisi. 647/06.	Isigwebo saqinisekisa ukuba amandla anikwe uMEC weMlombi Yenkcubeko neLifa Lemveli eNtshona Koloni, izxhobo zokusebenza ngegunya lelifa lemveli kwiphondo, ukumisela iimeko ngokwecandelo 48 lomthetho iNational Heritage Resources Act, 1999, kuphuhliso ukuze uhambelane nezindululo zomthetho-sisekelo ngokwezininikezelo zoMthetho.
<i>Top Performers (Pty) Ltd v Minister of Cultural Affairs and Recreation</i>	INkundla ePhakamileyo yeNtshona Koloni Inombolo yekheyisi 5591/05.	Isigwebo sinefuthe elibalulekileyo kwiinkqubo zesibheno ezithathwe ngamaqoqo achongwe nguM phathiswa ngokwecandelo 49 loMthetho weZixhobo Zokusebenza Ngelifa Lemveli, funda kunye noMqathango 12 weP.N. 336 ka 2003. Isigwebo sanikezelwa yiNkundla ukuqinisekisa ukuba iDCAS kunye noMphathiswa zimisela amanyathelo alungileyo mayela neenkqubo zolawulo, ulwamkeleko lobungqina obutsha kwixwebhu leenkcu- kacha leqoqo kunye nokuhambelana nemithetho yasemthethweni ngokwe, audi alterim partem?maxim.
<i>Willows Properties (Pty) Ltd v Minister of Cultural Affairs and Sport</i>	INkundla ePhakamileyo yeNtshona Koloni Inombolo yekheyisi 1926/2008	Ummangali ufake isicelo esingxamisekileyo Kwinkundla Ephakamileyo ukunyanzelisa uMEC ukuba athathe isigqibo, okanye enze cebo limbi ukukhupha Isigqibo (iinkcukacha zesigwebo) ngokwesibheno esifakwe kuMEC ngokwecandelo 49 loMthetho weziXhobo zeMveli kuZwelonke, 1999, xa ufundwa nomqathango 12(7) weP.N. 336 ka2003. Ifuthe lesigqibo kwiSebe inganyanzelisa amalungu esigqeba senkundla ukuba asebenze ngokwamaxsha abekiweyo okukhutshwa kwaMaxwebhu eeNkcukacha zeZigqibo. Kusetyenziswe amanyathelo okulungisa.

Ityala elisenkundleni	Inombolo esisalathisi nenkundla	Ifuthe kwiSebe
<i>Waenhuiskrans Arniston Ratepayers Association and Another v Verreweide Eiendomsontwikkeling (Edms) Bpk and Others</i> 1926/2008 [2009] ZAWCHC 181.	INkundla ePhakamileyo yaseMzantsi Afrika: 1926/2008	Isigwebo sasikhangela igunya leSouth African Heritage Resources Agency (SAHRA) kunye neHWC ngeziza ezichazwe yiSAHRA ngezikwisigaba sokuqala nendawo ekwakufakwe isicelo ngokwamacandelo 35 no 36 loMthetho weziXhobo zeMveli kuZwelonke ka1999Isigwebo safumanisa ukuba iSAHRA inegunya. Esi sigwebo sinyanzela iSebe ukuba lincedise abeLifa leMveli yeNtshona Koloni ngokunika uncedo lokucacisa umthetho nokuqinisekisa ukuba iHWC isebenza ngokwegunya enalo.

4.5 Amanyathelo oMgaqo-nkqubo acwangcisiweyo

Njengexalenye yeSicwangciso-qhinga seminyaka emihlanu, la manyathelo omgaqo-nkqubo alandelayo acwangciselwa unyaka-mali wama-2012/13.

Amanyathelo oMgaqo-nkqubo acwangcisiweyo	Ixesha
Ukuhlaziywa kolawulo lwamaziko enkubeko aphantsi kolawulo lweKomishini yeNkcubeko yeNtshona Koloni	2012–2013 Lulindele ukuqokunjelwa nolwamkelo lweengcebiso ezenziwe kuvavanyo lwamasebe karhulumente lusendleleni ngokwakaloku nje.
Umgaqo-nkqubo weSebe weNkxaso-mali yezeMidlalo, uBugcisa neNkcubeko	Uyaqhubeka
Umgaqo-nkqubo weSebe woLawulo lweNkcukacha zokwenziwa koMsebenzi.	Uyaqhubeka
Uphuhliso loMgaqo-nkqubo wezoNxibelelwano weSebe	2012–2013

5 UHLAHELO OLUHLAZIYIWEYO LWESIMO

Kwixesha elidlulileyo, ubugcisa nenkcubeko babuthatyathwa ikakhulu njengomsebenzi wokuzonwabisa. Kubekho inguqu ebonakalayo kula maxesha akhoyo. Ubugcisa nenkcubeko buthathyathwa ngoku njengekhono elibonelela ngoluhlu lwamathuba amakhono angakhoyo, yaye njengomnikelo ongundoqo kuqoqosho loMzantsi Afrika. Le nguqu, ethi ixhaswe liqhinga elaziwa njengoMzantsi's Golden Economy leSebe leSizwe lezoBugcisa neNkcubeko, iya kudinga uqoqosho olulodwa ikakhulu. IDCAS iya kunxibelelana nenani labathathi-nxaxheba ukufumana ilungelo kumathuba oqeqesho olwamkelekileyo olufana nolo lubonelelwa licandelo eitsha elisandula ukusekwa elaziwa njengeCulture, Arts, Tourism and Sport Sector Education and Training Authority (CATHSSETA).

ISebe lesizwe lezoKhenketho liqalise ngeQhinga leLifa leMveli lesizwe noKhenketho lweNkcubeko ngowama-2011, kunye neQhinga leSizwe loKhenketho lwaMaphandle ngowama-2012. La maxwebhu aya kunikezela ngesikhokhelo seqhinga kwiDCAS kunye namaziko elifa lemveli anxulumene nayo, kwiinzame zokwandisa amava abatyelile eNtshona Koloni. Uvavanyo lwamacandelo karhulumente olugunyaziswe liSebe leNkulumbuso lulindeleke ukuba luqokunjelwe kwakamsinyane. IDCAS ilulindele ngomdla uvavanyo ukulungiselela ukuhlela into yokokuba ingaba enye yeengcebiso zalo ingaba nefuthe na kwimisebenzi noxanduva lwexesha elizayo lweLifa leMveli leNtshona Koloni, kwiKomiti yeLwimi yeNtshona Koloni, kunye neKhomishoni yeNkcubeko yeNtshona Koloni.

Ukusetyenziswa koMthetho weLwimi eziseSikweni, wama-2012 (uMthetho we-12 wama-2012), kuya kuba negalelo elibonakalayo kwiNtshona Koloni nakwamanye amaphondo. Iinkcukacha ziya kucaca njengoko umgaqo-nkqubo wesizwe wolwimi usiya uyondelelana. Olunye uphuhliso olusemthethweni olungakho ngowama-2012 yayilulwamkelo yiKhabhinethi nongeniso kwiPalamente, yoMthetho Oyilwayo weBhunga laBasebenzisi boLwimi loMzantsi Afrika. Ngokuhambelana noBalo lowama-2011, malunga nabantu abangama-432 000 bafudukela eNtshona Koloni ngowama-2001, kubo malunga ne-114 000 yayiphuma kwiindawo ezingaphandle koMzantsi Afrika. Umbuzo ngowokuba zingenziwa njani iinkonzo zoRhulumente weNtshona Koloni ukuba zifumaneke kakhulu kubantu abathetha

iilwimi ezithi zithethwe ngokubanzi ze ziqondwe kwezinye iindawo zelizwe, kodwa zingezizo iilwimi ezisesikweni zoMzantsi Afrika.

5.1 Ubume bendlela yokusebenza

IMicimbi yeNkcubeko

I DCAS ithemba ukuba iya kuqhubeka ngokuyila amathuba emisebenzi anentsingiselo kwiNkqubo Eyandisiweyo yeMisebenzi kaRhulumente (EPWP) yeCandelo lezeNdalo neNkcubeko ukulungiselela ukunceda ukuqwalasela inqanaba eliphezulu lentswela-misebenzi.

Igalelo lokuguqukela ezantsi koqoqosho kwisithuba sonyaka ophelileyo linakho ukubonakala kwibango lezibonelelo kwicandelo lezobugcisa nenkcubeko, elithe langaphezulu lee kwinkxaso-mali ekhoyo kwiSebe. Kwisithuba sonyaka-mali wama-2012/13, iDCAS ifumene izicelo ezingama-244 zenkxaso-mali elungiselelwe ezobugcisa nenkcubeko esisambuku esingaphezulu kwezigidi ezili-R104. IBhunga leSizwe lezoBugcisa ligqibe ekwamkeleni uyilo oluneyantlukwano lwenkxaso-mali oluya kuthi lunike ingqwalasela ebonakalayo kwiimfuno zecandelo lezobugcisa nenkcubeko, elileliyimbutho, esakhulayo ephakathi nesele izinzile.

Inkxaso yemali kwimibutho yobugcisa nenkcubeko					
	2008/09	2009/10	2010/11	2011/12	2012/13
Inani lezicelo ezamkelweyo	198	225	208	265	244
Inani lenkxaso-mali enikezelwe yiDCAS	78	82	77	66	57
Isixa-mali senkxaso-mali enikezelweyo	R6 708 220	R6 728 717	R6 261 870	R10 609 550	R11 175 000

IKapa likhethwe njengeDolophu eNkulu yoYilo kwiLizwe ngonyaka wama-2014. Ezinye zeeprojekti ezicwangcisiwe yiDCAS ukulungiselela iminyaka-mali yama-2013/14 nama-2014/15 iya kuba negalelo eluluncedo kwiKapa neengingqi eziligqongileyo kwesi sithuba salo mnyhadala ubalulekileyo.

Ukuqokunjelwa koMthetho Oyilwayo weMyuziyam wePhondo leNtshona Koloni kunye nomgaqo-nkqubo onxulumeneyo kuya kuba negalelo elikhulu kwiimyuziyam ezisele zikho ezingama-29 zephondo, ezincedwa liphondo nezengingqi. UMthetho Oyilwayo unika ingqwalasela kwisigunyaziso somgaqo-siseko soRhulumente weNtshona Koloni ngokubhekiselele kwiimyuziyam ngaphandle kwezo myuziyam zesizwe. Kukho malunga neemyuziya ezili-130 eNtshona Koloni, ezimele ngaphezulu kwe-10% zeemyuziyam kwiAfrika iphela. Kwakhona ibango lezibonelelo likhulu ngaphezulu kunoko kunokufunyanwa kwiDCAS. Akusizizo nje iindleko ezandayo zokuzigcina iimyuziyam kuphela (umbane, amanzi nococeko ngokunjalo nogcino lwezakhiwo oluqhubekayo), kodwa ukuguqulela ezantsi koqoqosho kunye nomsebenzi osemva ongenziwanga kwiingxelo zemali eziphicothiweyo wenze konke kodwa utshitshise izipho ezivela kumacandelo angasese. Oku kuzishiye iimyuziyam ezimanyeneyo zonakele ngokwasezimalini.

Ukuguqukela ezantsi koqoqosho akubanga nampembelelo imbi ngokwenani labatyeleli kwiimyuziyam ezimanyeneyo kwisithuba salo nyaka usajdula ukudlula. Oku kubangelwa ikakhulu yimiboniso emitsha yemyuziyam ethe yafakelwa kwini elithile leemyuziyam ezimanyeneyo, umlinganiselo wotshintshiselwano ngemali, nto leyo eyenza uMzantsi Afrika ube yindawo etsala umdla yokufikela kubakhenkethi bamanye amazwe, nokukhuthazwa ekusebenzayo kakhulu kokhenketho ngabemi boMzantsi Afrika ngaphakathi kwilizwe labo.

Abatyeleli kwiimyuziyam ezimanyeneyo entshona koloni				
	2008/09	2009/10	2010/11	2011/12
Inani labatyeleli	-	318 057	331 184	368 332

Kubekho inguqu ezinzileyo ebhekiselele kusetyenziso lweelwimi ezininzi eMzantsi Afrika. IsiNgesi nesiBhulu azivelelanga kwicandelo likarhulumente njengoko bezinjalo ngaphambi kokuvela kwedemokhrasi ngowe-1994. Nangona umlinganiselo wabantu abathetha ulwimi lwesiNgesi eNtshona Koloni lusasele luzinzile ukususela ngowe-1996, kubekho ukwanda okubonakalayo kumlinganiselo wabantu abantetho yabo yenkobe isisiXhosa, ze kubekho ukhula okuqaphelekayo kumlinganiselo wabantetho isisiBhulu. IsiBhulu lulwimi lwenkobe oluthande ukuba ngaphantsi kancinane kwisiqingatha sabemi bephondo.

Umyinge we-% yabantu bolwimi lwenkobe entshona koloni 1996-2011*

	UBALO LWABANTU LUKA-1996	UBALO LWABANTU LUKA-1996	UBALO LWABANTU LUKA-1996
IsiBhulu	58.5%	55.3%	49.7%
IsiXhosa	18.9%	23.7%	24.7%
isiNgesi	20.1%	19.3%	20.2%
Ezinye	2.6%	1.7%	5.4%

* Umthombo: Ubalo lwaBantu lwama-2011.

Amathala eeNcwadi neeNkonzo zoVimba

Nangona inani lamaziko amathala eencwadi ethe gqolo ukwanda eNtshona Koloni, ibango liyaqhubeka ukuludlula unikezelo. Kukho ukusilela kakhulu kwinkxaso-mali ukulungiselela ulwakhiwo lwezibonelelo zamathala eencwadi amatsha nokuhlaziya amasiko asele ekho. I DCAS ifumana izicelo zezakhiwo zamathala eencwadi kwiimbizo zesiCwangciso soPhuhliso esiHlangeneyo, ngeeleza ezivela kumaqela oluntu aqulunqiweyo, kwezinye iiforam, nezivela kwabanye oomasipala. Nangona kunjalo, ngenxa yenkxaso-mali eminyiweyo, iNkonzo yeThala leeNcwadi ikufumana kunzima ukuhlangabezana neli bango lisoloko likhula.

Ukukhula kwinkxaso-mali ekhoyo kuhlangukiswa nokwanda kwixabiso lemathiriyeli yethala lencwadi kukubeke phantsi koxinzelelo olukhulu ngokunjalo ukufunyanwa kwemathiriyeli entsha yethala lencwadi. Inkxaso-mali eyangezelelweyo iyadingeka ukulungiselela ukugcinwa kwemathiriyeli yethala lencwadi, iinkonzo ezihlaziyiweyo nezandisiweyo, kubandakanywa ukubonelelwa ngemathiriyeli efunekayo yokuxhasa umfundi. Iphulo elikhoyo lesikolo esinjongombini/amathala eencwadi karhulumente aza kuqhubeka edala imingeni engaphaya yenkxaso-mali ngokubhekiselele ekufunyanweni kwemathiriyeli yenkxaso yomfundi.

Izikhokhelo ezitsha zeCandelo leSizwe loLawulo-mali ezithi zihlele ngokutsha iincwadi zethala leencwadi zisuke kwimiba ekuluhlu lwempahla zilise kwimpahla engephi ziqale ukusebenza ngomhla woku-1 kuEpreli wama-2012. Oku kube nefuthe elingundoqo kwiNkonzo yeThala leeNcwadi. Uxwebhu lomgaqo-nkqubo olulungiselelwe ukuphathwa kweencwadi njengempahla kudingeka ukuba kiuhuhlise ngokunjalo nenkqubo ezintsha zokuhamba komsebenzi ukulungiselela imibutho esembindini nekwimimandla yeNkonzo yeThala leeNcwadi.

I DCAS imele kakhulu umsebenzi wolawulo wokusebenza kwethala lencwadi ukuya kutsho kwelo nqanaba lisezantsi apho inakho ukulawulwa ngokufanelekileyo. AmaCandelo 238 (a) kunye no (b) oMgaqo-siseko abonelela ngokunikezelwa komsebenzi kugunyaziwe othile, kubandakanywa ukukhutshelwa ngomthetho komsebenzi kwicandelo lesizwe likarhulumente kuwo onke amaphondo okanye, kwicandelo likarhulumente kwiphondo, koomasipala abathi bawele kwicandelo elithile elityunjiweyo. Ngomhla wesi-2 kuAgasti wa,ma-2012, uRhulumente weNtshona Koloni uthe thaca isindululo kwiKomiti yoBugcisa yeCandelo loLawulo-mali leSizwe kwiziMali ukulungiselela inkxaso-mali eyangezelelweyo ukwandisa iinkonzo zethala leencwadi zoluntu.

Umnikelo onemiqathango wenkxaso-mali kunye nenkxaso-mali yoTshintsho kaMasipala yanceda ukubhangisa umthwalo wezemali koomasipala ngokubhekiselele kwiinkonzo zamathala eencwadi. Nangona kunjalo, le nkxaso-mali ithatha nje kuphela i-15% lenkcitho yalo yohlahlo lwabiwo-mali lwethala leencwadi koomasipala abangama-25 beNtshona Koloni.

Ukungabikho kuthungelwano koxokelelwano olubanzi kwimimandla yasemaphandleni kuthintela ikhono lokusetyenziswa kwe-intanethi kwezo ndawo. Ilungelo lokufumana ngokusetyenziswa kothungelwano ngesathalayiti liminyiwe. Kuthenjwa into yokokuba iPhulo loXokelelwano olubanzi leNtshona Koloni liya kunceda ukuphelisa ubume yaye kuya kunceda ekumiliseleni kweNkonzo yeSITA yeeNkcukacha kumaThala eeNcwadi (SLIMS) kuwo onke amathala eencwadi oluntu.

Iinkonzo zolawulo ngokufanelekileyo nokusebenzayo kweerekhodi kwimibutho yoRhulumente weNtshona Koloni kuhlala kungumsebenzi ogunyazisiweyo obalulekileyo weNkonzo yooVimba neeRekhodi. Ukuhlolwa kweendlela zolawulo lwerekhodi kula maziko kuqhutywa rhoqo ngonyaka yaye abalawuli beerekhodi kunye nabanye abasebenzi basoloko befumana uqeqesho rhoqo. Zonke iiplani zefayile ezisetyenziswayo ngamaqumrhu karhulumente kufuneka zamkelwe yiNkqubo.

Ukuzibophelela ukulungiselela ukunikezela ngelungelo lokuseleko elikhawulezileyo, elilula nelikhuselekileyo kugcina nokubonelela abathengi bethu ngokufanelekileyo yaye okusebenzayo kangangoko kuyimfuneko kumilisele lwetheknoloji yala maxesha. Ingakumbi, itheknoloji yengcaciso yeemfuno zomthengi kufuneka zithathelwe ingqalelo ngokuthi kuqinisekise into yokuba isibonelelo sobugcisa siyandiswa ukulungiselela ukuxhasa iimfuno zabo. Nangona ukugcinwa ngedijithali, iirekhodi zokusebenza kuya kufuneka ngokunjalo zifakwe kwikhompyutha ukuququzelela ukukhutshwa kwengcaciso kwiirekhodi, umz. Izicwangciso zangaphambili zefayile ezibhangisiweyo (ukuskenwa kwamva) namagunya okulahla anikezelwa kwiiofisi zikamasipala. Oku kuya kunika ngokunjalo abasebeni ithuba lokufumana ulwazi olumalunga nokufakwa kweerekhodi kwikhompyutha nokuphucula amakhono abo.

INkonzo yooVimba igcina uthelwano lwentsebenziswano kunye namaziko anakho ukuyinceda ukufezekisa iinjongo zayo. Iirekhodi zooVimba zifakwa kwikhompyutha ngothelwano ne Genealogical Society of Utah, yaseUSA. INkqubo yeNkcubeko yeLifa leMveli yokufana yooVimba beSizwe baseNetherlands bajolise kwilifa lemvelo lenkcubeko efanayo ethi iBrazil, iGhana, i-Indiya, i-Indonesia, iSouth Africa, iSri Lanka neSuriname zabelane neNetherlands ngenxa yonxibelelwano lwabo lwembali kunye neDutch East India Company (VOC – Verenigde Oostindische Compagnie). (I-VOC yayiyinkampani yorhwebo yelizwe eyathi yasekwa ngamathanga eDutch kwiindawo ezahlukeneyo zelizwe kwisithuba se-1602–1798.)

Ngaphezulu, iNkonzo yooVimba ilungisa rhoqo imigaqo-nkqubo yeziko, iindlela zokusebenza, kunye neenkqubo ezihambelana neendlela zelizwe ezilungileyo zokusebenza ukulungiselela ukubonelela ngexabiso elilungileyo nenkonzo kubathengi bayo, nokuphuhlisa izisombululo ezakhayo nezintsha ukulungiselela iimfuno zayo eziguqukayo.

Ukwandisa ulwazi loluntu lweNkonzo yooVimba, iinkqubo zokufikelela ebantwini ziya kuphuculwa, ngokuhambelana kunye neengcebiso zengxelo yokubekwa kweliso novavanyo, yaye emva kwengxoxo nabachaphazelekayo. Ukuqulunqwa kwesicwangciso sonxibelelwano siya kusetyenziswa ukufikelela kubo bonke ekucingwa ukuba bangangabo abasebenzisi. Intsebenziswano esondeleyo iya kukhuthazwa kunye neSebe lezeMfundo leNtshona Koloni ukufundisa ootitshala nabafundi ngexabiso lemathiriyeli yooVimba njengesibonelelo sokufundisa.

Imidlalo noLonwabo

NgoFebruwari nangoMatshi wama-2012, iintlanganiso eziqamleze kathathu zabanjwa nabachaphazelekayo kufunwa iindlela zokukhawulezisa ukukhutshelwa kweengxowa-mali zophuhliso. Ngeso sizathu, iMidlalo noLonwabo yaba nakho ukuqalisa ngeenkqubo ezintsha ezithi zancedise kukhutshelo ukuba lwenzeke kwangethuba kuneminyaka engaphezulu, kunceda nayiphi na imbumba efanelekileyo ukuba iqalise ngokumilisele inkqubo yayo ngokukhawuleza kakhulu.

Imiqathango ebekiweyo kwiSibonelelo-mali esineMiqathango ikhokhelele kwimingeni yokunikezelwa kwenkonzo ngokuphethelwe kwikhontrakthi yokubonelela ngezixhobo nezinxibo zezemidlalo.

INkqubo yeMOD ihlale ilitye lembombo yephulo ukulungiselela ukukhuthaza ulutsha olukwiminyaka nesahamba isikolo ukuba luzimisele kwimidlalo nakulonwabo. Le nkqubo ibe nenjongo ethe ngqo yokugcina ulutsha lungabi ngoongqikana ezitalatweni ngokubanika amathuba okuzifaka kwimisebenzi eyakhayo emva kokuphuma kwesikolo. Oku kuthobe ingozi yolutsha ekubeni luzifake kwimisebenzi eyingozi kakhulu, kubandakanywa ukusetyenziswa kwezinyobisi zokuzonwabisa kunye nobunjubaqa. INkqubo yeMOD, eyinkqubo yophuhliso lwamakhono, ngokunjalo ibonelela abafundi ngamathuba okuchongwa kwetalente kanye namathuba okuthabatha inxaxheba kwimidlalo ekwinqanaba eliphezulu. Ukwangezelela, ithe yayila ngokunjalo inani lemisebenzi elungiselelwe abaqeqeshi kunye nabalawuli ebandakanyayo kwinkqubo.

Abo bafundi beNkqubo zeMOD bathi babonakalise ikhono ze bahlangabezane neenqobo zokukhetha ezifanelekileyo bakulungele ukubhalisa kwiWestern Cape Sport School (WCSS). ISikolo seMidlalo siyaqhubeka ukunikezela ngemidlalo ekwinqanaba eliphezulu yaye izimisele ukuxhasa iimbaleki eziselula kufezekiso olubonakalayo lwemidlalo.

I-DCAS ixhase imbaleki zeebhayisikile njengomdlalo ongundoqo ukulungiselela ukukhuthaza indlela yokuphila esempilweni. Ikhokhelelwe nguMEC, iWest Coast Cycling Federation yaqaliswa kumsitho owawuseVredenburg naseLangebaan, kubonakaliswa ngokuthatyathwa kwenxaxheba lulutsha kwimidlalo. Umsitho wokukhwelwa kweebhayisikile eKhayelitsha ngomnye oqaqambileyo, ukhathshwa sisipho seebhayisikile kwiingingqi ezahlukeneyo zoluntu. Kubekho umdla omkhulu kwitshesi kwimimandla ethile njengoko noMEC ezibandakanye kakhulu ekukhuthazeni lo mdlalo. Inani leeseti zetshesi zinikezelwe kuluntu.

I-DCAS ixhase inani elithile leminyhadala ethi igxininise kubandakanyo lolutsha kwimidlalo eMosel Bay, eOudtshoorn naseKhayelitsha, yaye ibe ngumdlali ophambili kwimisitho emininzi yezemidlalo kwiNtshona Koloni.

USuku lwaBasebenzi baseFama ngumsitho okho rhoqo apho abasebenzi basefama abavela kwiindawo ezahlukeneneyo bekhuphisana kwiintlobo ezihlukeneyo zemidlalo bathi bathabathe inxaxheba. Imidlalo ngokunjalo idibanisa yaye ihlanganisa abasebenzi abavela kwiifama ezahlukeneyo. I-DCAS iphuhlise ubudlelwane bokusebenza obomeleleyo kunye noMbutsho waBasebenzi baseFama yaye uxhasa imisebenzi yayo ngengxowa-mali yophuhliso.

I-DCAS ikumanqanaba asephantsi okuphuhlisa izikolo zokufundisa imidlalo zephondo eSaldanha naseOudtshoorn. Iyaqhubeka ngenkxaso yayo kwiiklabhu kwiikhowudi zemidlalo ezahlukeneyo ineeeklabhu ezili-186 ezithe zabonelelwa ukuza kuthi ga ngoku. Inkxaso kwiiklabhu iba kukwakhiwa kwamakhono, nenkxaso ngemali ukulungiselela indleko zothutho lokuya kwimidlalo neetumente.

Inkqubo eziyimpumelelo zeholide zabanjwa kwisithuba seNyanga yoLutsha neNyanga yaBantu abaBhinqileyo, nangoSuku lweLifa leMveli, uSuku lweLizwe lwaBantu abaBhinqileyo, uSuku lweAfrika, uSuku lwabaBandezeleke ngokwamalungu omzimba noSuku lweLizwe lweAIDS. Ingqwalasela ekhoyo ikukuxhasa iphulo le-16 Days of Activism for No Violence Against Women and Children.

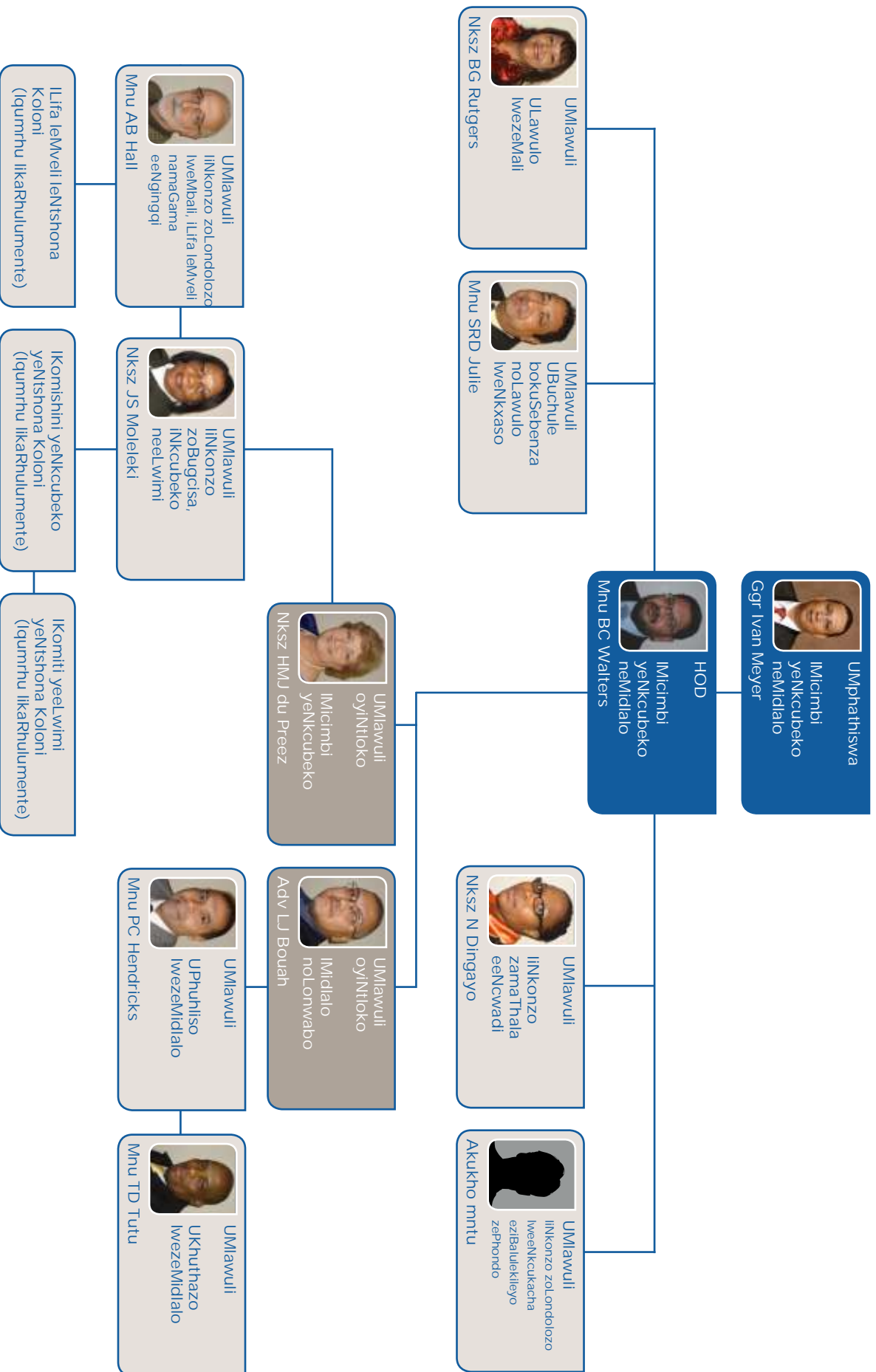
Inkqubo echaseneyo namaqela emigulukudu kusetyenziswa ibhola ekhatywayo neyomnyazi njengomnikelo ongundoqo ukuzama ukuthoba inqanaba lobundlobongela kwiingingqi zoluntu "ezichaphazelekayo". Ezi nzame ngokunjalo zinikela kuyilo lwamathuba omsebenzi. Ukongeza kwinani labasebenzi, iDCAS iqeshe abantu abangama-564 ukuba bancedise kwiinkqubo zayo zezemidlalo nolonwabo, kwiiprojekthi nakwimisitho.

Inani leenkampu zolutsha zinemixholo yezemidlalo liqhubekile eNtshona Koloni ngowama-2012 apho abathabathi-nxaxheba banikezwa impahla esimahla yemidlalo noqeqesho. Malunga nolutsha olungama-430 lwathabatha inxaxheba kwiinkampu zempelaveki zokufunwa kwabadlali kwiingingqi eziququzelelwe zisekwe kwimixholo yokubandakanywa kwintlalo, ulwakhiwo lwesizwe nobunkokheli. Inani elipheleleyo labantu abatsha abangama-300 abakhethwe kwiinkampu zokufunwa kwabadlali lazimasa inkampu yolutsha eyathatha iveki yonke.

I-DCAS idlale indima engundoqo ekuququzeleleni iphulo lemidlalo elaziwa njengeBetter Together yoRhulumente weNtshona Koloni. Oku kubonelele ngamathuba kubasebenzi bakarhulumente lokungenela iindidi zemidlalo eyahlukeneyo, ngokwenza njalo kusakhiwa umdla wabo kwimidlalo nolonwabo.

5.2 Organisational environment

Organisational structure



I-DCAS imilisele isakhelo sombutho esitsha esathi samkelwa nguMEC weNkonzo yaBasebenzi bakaRhulumente noLawulo. Izilungiso ezingaphezulu kwesi sakhelo zinokubakho kule minyaka imbalwa ilandelayo njengoko kukho umilisele ngamathuba olundululwayo lwesakhelo njengoko uyilo loMthetho Oyilwayo weeMyuziyam weNtshona Koloni uqaliswa.

Umlisele lwesakhelo esitsha esincinane kunye necandelo leNkonzo yeThala leeNcwadi neNkonzo yeNkonzo yooVimba libe ngamacandelo amabini luya kuphucula ulawulo lwesi nkonzo.

INGQESHO NEZITHUBA EZINGAZALISWANGA YINKQUBO, 1 EPRELI 2012				
Inkqubo	Inani lezithuba	Inani lezithuba ezizalisiweyo	Umlinganiselo wezithuba %	Inani lezithuba ezizalisiweyo ezangezelelweyo kwinani labasebenzi
ULawulo	94	77	18.1	11
IMicimbi yeNkcubeko	288	216	25	17
AmaThala eencwadi nooVimba	250	195	22	19
ImiDlalo noLonwabo	60	50	16.7	19
Iyonke	692	538	22.3	66

INGQESHO NEZITHUBA EZINGAZALISWANGA YINKQUBO, INQANABA LOMVUZU, 1 EPRELI 2012				
Inqanaba lomvuzo	Inani lezithuba	Inani lezithuba ezizalisiweyo	Umlinganiselo wezithuba %	Inani lezithuba ezizalisiweyo ezangezelelweyo kwinani labasebenzi
Abamakhono aphantsi (Amanqanaba 1-2)	114	97	14.9	5
Abanamakhono (Amanqanaba 3-5)	217	174	19.8	34
Abamakhono aphezulu emveliso (Amanqanaba 6-8)	284	204	28.2	21
Abamakhono aphezulu kulawulo (Amanqanaba 9-12)	66	52	21.2	6
Abalawuli abaphezulu (Amanqanabab 13-16)	11	11	0	0

5.3 Inkcazelo yenkqubo yesicwangciso seqhinga

INGokuhambelana nama-candelo 40(1)(d) kunye no(e) woMthetho woLawulo lweMali kaRhulumente, ofundwa kunye neSahlulo 111 seMimisele yeNkonzo kaRhulumente, 2001, iDCAS kumacandelo ayo amathathu yabamba iseshoni yocwangciso yeentsuku ezimbini kunye namalungu eMANCO [Management Committee] kunye noMEC weMicimbi yeNkcubeko neMidlalo. Iseshoni yocwangciso ibandakanya iMTEF [IsiCwangciso-nkqubo seNkcitho yesiThuba oqoqosho, esiPhakathi] kwisithuba sonyaka wama-2013/14 ukuya kuma-2015/16.

U MEC wabeka indlela yomsebenzi nesikhokhelo esiza kulandelwa yiDCAS kwisithuba seMTEF. IGosa eliNika iNgxelo linike uvavanyo olukwiqondo eliphezulu lweVoti ukulungiselela unyaka wama-2012/13 ze lanika inkcazelo ngembonakalo yesithuba seMTEF sowama-20123, lithabatha ingqalelo imisebenzi yeqhinga yesizwe neyephondo kunye nesimo esikhoyo soqoqosho.

IGosa eliPhetheyo leMali lithe thaca iziKhokhelo zesiCwangciso-nkqubo seNkcitho sesiThuba esiPhakathi kunye nesikhokhelo sephondo ukulungiselela uphuhliso lwesiCwangciso soNyaka seNdlela yokuSebenza kulungiselelwa unyaka-mali wama-2013/14. Iinkcukacha zibandakanye ubume boqoqosho, iinjongo zemali kaRhulumente, ngokunjalo nezikhokhelo zobugcisa nezohlahlo lwabiwo-mali zesithuba seMTEF sowama-2013.

I-DCAS iphinde yaqwalasela kwakhona umbono wayo, umnqophiso kunye neenqobo ezisesikweni ezingundoqo ze yaxoxa iinjongo zeqhinga ngokubanzi. Ukususela kolu nxibelelwano kunye n eqela lolawulo, kwagqitywa ekubeni ukubhalwa kombono “ukubandakanywa koluntu” kuya kongezelelwa kuzo zone iinjongo zeqhinga.

Abalawuli beenkqubo bathe thaca uvavanyo lwendlela yokusebenza kwamacandelo abo ngowama-2012/13 ngokunjalo nembonakalo yeMTEF yowama-2013. Imiqondiso yendlela yokusebenza elungiselelwe iMTEF yowama-2013 yahlaziywa ukuze iqulathe imiqondiso engeminye ethe ngqo ethi ihambelane nomthetho-siseko weSMART.

6 IINJONGO EZIJOLISE KUMPHUMELA ZEQHINGA LEZIKO

Iinjongo ezine zeqhinga ezijolise kumphumela zeDCAS zichazwe apha ngasezantsi.

INjongo 1 ejolise kumphumela yeqhinga	Inkonzo yolawulo esebenzayo nesulungekileyo enoqoqosho.
Ingxelo yeNjongo	Ukunikezela ngenkonzo yenkxaso esebenzayo, esilungekileyo nenomanyaniso olunobulungisa kwabachaphazelekayo bangaphakathi nabangaphandle ukuqinisekisa ngolawulo olubumbeneyo olulungileyo, olungenaziphene noluqhutywa lixabiso.
INjongo 2 ejolise kumphumela yeqhinga	Ukukhuthaza, ukuphuhlisa nokuguqula yonke imisebenzi yenkcubeko eNtshona Koloni ukulungiselela ukunikela ngokubhekiselele kulwakhiwo lwesizwe, ulawulo olulungileyo, uphuhliso lwentlalo nabantu nokukhuliswa koqoqosho oluzinzileyo namathuba.
Ingxelo yeNjongo	Ukukhuthaza, ukuphuhlisa nokuguqula yonke imisebenzi yenkcubeko eNtshona Koloni ukulungiselela ukunikela ngokubhekiselele kulwakhiwo lwesizwe, ulawulo olulungileyo, uphuhliso lwentlalo nabantu nokukhuliswa koqoqosho oluzinzileyo namathuba.
INjongo 3 ejolise kumphumela yeqhinga	Uphuhlisi, ukuguqulwa nokukhuthazwa kwamathala eencwadi azinzileyo, iinkonzo zengcaciso novimba.
Ingxelo yeNjongo	Ukubonelela ngethala leencwadi, ingcaciso neenkonzo zoVimba eziya kuthi zinikele: <ul style="list-style-type: none"> • Kulwakhiwo lwesizwe. • Kulawulo olulungileyo nophuhliso loluntu. • Ukukhula okuzinzileyo koqoqosho namathuba.
INjongo 4 ejolise kumphumela yeqhinga	Ukuqalisa nokuxhasa imibutho yemidlalo ehambelana nentlalo nolonwabo kunye/okanye imisebenzi
Ingxelo yeNjongo	Ukuqalisa nokuxhasa imibutho yemidlalo ehambelana nentlalo nolonwabo kunye/okanye imisebenzi ngokusetyenziswa koyilo lokufumana nethuba, ngokubhekiselele kuthatyatho lwenxaxheba kwimidlalo, kulonwabo nemidlalo

7 INKQUBO 1: ULAWULO

Injongo: Ukuqhuba ulawulo oluphangaleleyo nokunika inkxaso kwiSebe leMicimbi yezeNkcubeko neMidlalo.

Uhlalutyo ngokwenkqutyana:

Inkqutyana 1.1: I-Ofisi kaMEC

Ukunikezela ngomsebenzi wolawulo, ukunxulumana nekunikezelwa kubo iinkonzo kunye nenkxaso kuMEC '

Inkqutyana 1.2: INkonzo zolawulo lwemali

Ukunikezela inkxaso epheleleyo kwiDCAS kwezemali, kuquka nolawulo lwenkonzo zemali yamaqumrhu karhulumente aphantsi kolawulo lweDCAS.

Inkqutyana 1.3: Ulawulo lweenkonzo

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

7.1 Iinjongo zeQhinga

Injongo yeqhinga lokusebenza	Ukulawula nokunikezela iinkonzo ezisebenza kakuhle nangokufanelekileyo kwiqhinga lokusebenza lolawulo lweDCAS, kuquka namaqumrhu karhulumente.
Ingxelo yeNjongo	Ukulawula nokunikezela ngeenkonzo ezisebenza kakuhle nangokufanelekileyo kwiDCAS, kuquka namaqumrhu karhulumente ukuqinisekisa ulawulo olucocekileyo olunexabiso.
Isiseko	Ingxelo yoMphicothi-zincwadi Jikelele engenagxeke

7.1.1 I-Ofisi kaMEC

Injongo yeqhinga lokusebenza	Ukunikela ngenkxaso yokubhala, yokulungiselela ukuqhuba umsebenzi, ulawulo/umsebenzi we-ofisi nokunxibelelana nepalamente.
Ingxelo yeNjongo	Ukunikezela ngengcebiso ezifanelekileyo nezisebenzayo nangenkxaso kaMEC ngoonobhala ukuze aqhube noxanduva lwakhe lwezopolitiko ngokuncomekayo.
Isiseko	Ziintsuku ezi-3 ukuphendula imbalelwano yoMEC.

7.1.2 Inkonzo zolawulo lwemali

Injongo yeqhinga lokusebenza	Ukumisela ngokweziko iNkqubo yokuPhucula uLawulo lweMali (FMIP).
Ingxelo yeNjongo	Ukumisela ngokweziko iNkqubo esebenza kakuhle nangokufanelikileyo yokuPhucula uLawulo lweMali (FMIP) ngokusebenzisa isiseko sokuxobisa abasebenzi abasebenza ngezemali.
Isiseko	Sinye isicwangciso-nkqubo sophuhliso esihlaziyiweyo saze sagcinwa

7.1.3 Ulawulo lweeNkonzo

Injongo yeqhinga lokusebenza	Ukulawula nokuguqulela imigaqo-nkqubo nemiba ephambili kwiSebe leMicimbi yeNkcubeko neMidlalo.
Ingxelo yeNjongo	Ukuguqulela imigaqo-nkqubo nemiba ephambili kwicebo lonikezelo lweenkonzo olusebenza kakuhle nokulawula, ukubeka iliso, ukuhlola nokulawula indlela ekwisebe leMicimbi yeNkcubeko neMidlalo, ukuqinisekisa ulawulo olululo
Isiseko	Imisebenzi eli-16 lonikezelo lwenkonzo.

7.2 Injongo zeqhinga ekujoliswe kuko ngowama-2013/14

Inkqutyana 1.1: I-Ofisi kaMEC

Injongo yeqhinga lokusebenza	Umsebenzi oPhicothiweyo/Owona wenziweyo	Ingqikelelo yomsebenzi			Ekujoliswe kuko kwilixa elingelide kuyaphi			
		2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
1.1.1 Inani lezicwangciso neendlela zokusebenza ezibhalwe phantsi, ezisunguliweyo nezigciniweyo		-	-	-	2	2	2	2

Inkqutyana 1.2: Inkonzo zolawulo lwemali

Injongo yeqhinga lokusebenza	Umsebenzi oPhicothiweyo/Owona wenziweyo	Ingqikelelo yomsebenzi			Ekujoliswe kuko kwilixa elingelide kuyaphi			
		2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
1.2.1 Isikhokhelo sokuphuhlisa abasebenzi ngokwezakhono	Kwaphuhli-swa/ kwasetye-nziswa / kwagcinwa isiseko sokuxhobisa abasebenzi abasebenza ngemali	-		Ukugcina isisekelo sokuxhobisa abasebenzi abasebenza ngemali	Uhlaziyo nogcino lophuhliso lwesicwangciso-nkqubo esilungiselelwe abasebenza bemali	1	1	1

Sub-programme 1.3: Management Services

Injongo yeqhinga lokusebenza	Umsebenzi oPhicothiweyo/Owona wenziweyo	Ingqikelelo yomsebenzi			Ekujoliswe kuko kwilixa elingelide kuyaphi			
		2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
1.3.1 Inani leendlela zokusebenza ezenziwe zaba yimigaqo-nkqubo nezicwangciso		3	11	9	16	15	15	15

7.3 Ulawulo lwengozi

Ingozi 1: Inkxaso-mali enyiniweyo yahlanganiswa noqeqesho olunyiniweyo olukhoyo olulungiselelwe abasebenzi beSCM lunganempembelelo embi kakhulu kwimiphumela yophicotho-zincwadi.

Iqhinga lodambiso: Izicwangciso zeDCAS ukuqinisekisa ngento yokokuba abasebenzi kwiofisi yeCFO bazimase ubuncinane izifundo zoqeqesho lwamakhono ezibini ukubanceda ukuba bahlangabezane ngokupheleleyo neemfuno zemisebenzi yabo. Inkqubo yoqeqesho efanelekileyo iya kuphuhlisa ngothelwano nePALAMA ukulungiselela ukuqwalaselwa kweemfuno zoqeqesho zabasebenzi abakwiSCM.

Ingozi 2: Inguqu kwisicwangciso-nkqubo sobalo lweemathiriyeli yethala lencwadi ekufuneka zithatyathwe njengempahla kunganempembelelo embi kwimiphumela yophicotho-zincwadi.

Iqhinga lodambiso: Ubalo oliyi-100% lwempahla lwaqhutywa kwisithuba sowama-2011/12 ukuqinisekisa ngerejista yempahla esemthethweni, elungileyo nepheleleyo.

Ingozi 3: Uhlahlo lwabiwo-mali olunganelanga nekhono lithintela ikhono leDCAS lokuzalisekisa isigunyaziso sokulungelelanisa umnikelo weSebe kwinkqubo ezinqamlezileyo zephondo.

Iqhinga lodambiso: Izicwangciso zeDCAS zokwandisa uhlahlo lwabiwo-mali ngokumana isangezelelwa kwisithuba seMTEF.

7.4 Iimpawu zomsebenzi wenkqubo nekujolise kuko ngonyaka wama-2013/14

Inkqutyana 1.1: I-Ofisi ka MEC

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yomsebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.1.1	Ukuvelisa nokusebenzisa isicwangciso sokugcina ifayili ze-Ofisi yoMphathiswa	-	-	-	Uyilo lwesicwangciso siphuhlisiwe	Uqulunqo lwesicwangciso esi-1 sokugcina ifayile	Uqulunqo lwesicwangciso esi-1 sokugcina ifayile	Uqulunqo lwesicwangciso esi-1 sokugcina ifayile
1.1.2	Ukuvelisa uxwebhu lwendlela yokukhalaza ukuququzelela izibheno eziya kuMEC ngokwecandelo 49 lomthetho iNational Heritage Resources Act, 1999(uMthetho 25 ka-1999)	-	-	-	Uxwebhu olunye lwendlela yokukha-laza oluphuhlisiweyo ze lamiliselwa	Uxwebhu olunye lwendlela yokukha-laza oluphuhlisiweyo ze lamiliselwa	Uxwebhu olunye lwendlela yokukha-laza oluphuhlisiweyo ze lamiliselwa	Uxwebhu olunye lwendlela yokukha-laza oluphuhlisiweyo ze lamiliselwa

Inkqutyana 1.2: Inkonzo zolawulo lwemali

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.2.1	* Ukugcina isikhokelo sokuxhotyiswa kwabasebenza ngemali ngezakhono	-	Ukuveliswa/ ukusetyenziswa/ ukugcinwa kwesikhokelo sokuxhotyiswa kwabasebenzi ngemali ngezakhono	1	Kuhlahlwe ze kwagciniwa isikhokhelo sokuphuhlisa kwabasebenzi ngokwezakhono	1 Uphuhliso – Isicwangcisonkqubo sihloliwe sagcinwa	1 Uphuhliso – Isicwangcisonkqubo sihloliwe sagcinwa	1 Uphuhliso – Isicwangcisonkqubo sihloliwe sagcinwa

* Lo ikwangumsebenzi obonisa okwenziweyo.

Inkqutyana 1.3: Ulawulo lweeNkonzo

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.3.1	Ukusebenzisa izicwangciso zokuphucula unikezelo lweenkonzo ngokweBatho Pele	-	8	6	2	2	2	2
1.3.2	Inani leenkqubo zovavanyo ezenziweyo (UKUbek' esweni novavanyo)	3	3	3	2	1	1	1
1.3.3	Inani lezicwangciso zophuhliso ezenziweyo nezisetyenzi-siweyo	-	-	-	12	12	12	12

7.5 Ekujoliswe kuko ngekota ngonyaka wama-2013/14

Inkqutyana 1.1: I-Ofisi ka MEC

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1.1 Ukuvelisa nokusebenzisa isicwangciso sokugcina iifayili ze-Ofisi yoMphathiswa	12	Ngon-yaka	Uqulunqo lwesicwangciso esi-1	-	-	-	Uqulunqo lwesicwangciso esi-1
1.1.2 Ukuvelisa uxwebhu lwendlela yokukhalaza ukuququzelela izibheno eziya kuMEC ngokwecandelo 49 lomthetho iNational Heritage Resources Act, 1999(uMthetho 25 ka-1999)	12	Ngon-yaka	1	-	-	-	Uqulunqo lwesicwangciso esi-1

Inkqutyana 1.2: Inkonzo zolawulo lwemali

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.2.1 Ukugcina isikhokelo sokuxhotyiswa kwabasebenza ngemali ngezakhono	12	Ngon-yaka	1	-	-	-	Isicwangciso-ncqubo sophuhliso esi-1 esihlaziyiweyo sagcinwa

Inkqutyana 1.3: Ulawulo lweNkonzo

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO							
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.3.1 Ukusebenzisa izicwangciso zokuphucula unikezelo lweenkonzo ngokweBatho Pele	12	Kabini ngon-yaka	2	-	1	-	1
1.3.2 Inani leenkqubo zovavanyo ezenziweyo (Ukubek' esweni novavanyo)	12	Ngon-yaka	1	-	-	1	-
1.3.3 Inani lezicwangciso zophuhliso ezenziweyo nezisetyenzisiweyo	12	Ngekota	12	3	3	3	3

7.6 Ungqamaniso lokujoliswe kuko nohlahlo lwabiwo-mali neMTEF

Uqikelelo lwenkcitho

ITheyibhile 8.4: Inkqubo 1: Ulawulo

INKqutyana	Iziphumo zenkcitho			Uhlenga-hlengiso olulungiselelweyo	Uqikelelo lwenkcitho kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
R iwaka							
Ofisi yeMEC	6 696	5 447	4 694	5 330	6 717	7 387	8 178
Inkonzo zolawulo lwemali	24 657	24 434	18 873	20 671	24 309	26 659	28 745
Ulawulo lweeNkonzo	10 339	7 127	12 674	1 757	17 321	18 602	19 658
IYonke	41 692	37 008	36 241	43 358	48 347	52 648	56 581

* Umgodlo oyintlawulo yoMphathiswa: R1 652 224 ukusukela ngomhla woku-1 kuEpreli 2012.

Ucalulo ngokoqoqosho

Iintlawulo ezenziwayo	37 594	35 424	33 930	42 999	48 346	52 647	56 580
Imbuyekezo yabasebenzi	26 655	26 030	25 662	29 954	35 399	38 583	41 728
Impahla neenkonzo	10 839	9 394	8 257	13 045	12 947	14 064	14 852
Inzala nerhafu yomhlaba							
Intlawulo zempahla yexabiso neemfanelo	100		11				
Iintlawulo nezibonelelo -mali::	3 847			29	1	1	1
Kumaphondo noomasipala							
Kwiirhente nee-akhawunti	380			25	1	1	1
Kumaziko emfundo enomsila							
Kookopolotyeni namashishini abucala							
Koorhulumente bangaphandle nemibutho yehlabathi							
Amaziko angenzi ngeniso	2 246						
Ezekhaya	861			4			
Iintlawulo yempahla yexabiso Engundoqo	611	1 528	2 311	330			
Izakhiwo nempahla engenakufuduswa							
Oomatshini nezixhobo zokusebenza	604	1 515	2 311	315			
Impahla yexabiso esunguliweyo							
Iinkqubo zekhompyutha nempahla engabambekiyo	7	13		15			
Imihlaba nezinto eziphantsi Komhlaba Obuyekezo yenziwe inkunzi	-	-					
IYonke	41 692	37 008	36 241	43 358	48 347	52 648	56 581

Indlela yokusebenza neendlela zenkcitho

Ukuhla ngowama-2010/11 nangesithuba seMTEF ngowama-2012 kuyanyaniswa nenguqu kumsebenzi woLawulo lwaBasebenzi kwiSebe leNkulumbuso ngoNovembha wama-2011 njengenxalenye yenkqubo yovuselelo ngokutsha. Kwisithuba sonyaka-mali wama-2011/12, iDCAS iyile iCandelo elaziwa njengeStrategic Operational and Management Support, eliding ukubekwa phambili ngokutsha kwesigidi esi-R1 kunyaka-mali wama-2012/13. Isibonelelo kwisixa-mali esingama-R250 000 senziwa kunyaka-mali wama-2012/13 ukulungiselela ukuphawula nomqondiso yethuba elinye yenkcitho yezakhiwo phantsi kwenkqutya: iiNkonzo zoLawulo.

8 INKQUBO 2: IMICIMBI YENKCUBEKO

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

Uhlalutyo lwenkqutya:

Inkqutya 2.1: Ulawulo

Ukunikezela ngenkxaso kulawulo lwemicimbi yenkcubeko.

Inkqutya 2.2: Ubugcisa neNkcubeko

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

Inkqutya 2.3: IiNkonzo zeMyuziyam

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

Inkqutya 2.4: IiNkonzo zeLifa leMveli

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

Inkqutya 2.5: IiNkonzo zeeLwimi

Ukukhuthaza ukusetyenziswa kweelwimi zoluntu njengenxalenye yokwakha ukuzidla nokuqondana kwabantu eNtshona Koloni; ukuphuhlisa iilwimi zoluntu ebezikade zijongelwe phantsi; ukuququzelela ukusetyenziswa nokubeka iliso kuMgaqo-nkqubo weelwimi, nokuncedisa iKomiti yeelwimi yeNtshona Koloni (WCLC) ekwenzeni izigunyaziso zayo ezisemthethweni.

Inkqutya	Amacandelo	Imisebenzi
Ulawulo	Ulawulo oluyiNtloko leMicimbi yeNkcubeko	<ul style="list-style-type: none"> Ukunikela ngecebo elingumkhomba-ndlela nokulawula inkqubo.
Ubugcisa neNkcubeko	Iinkonzo zeNkcubeko	<ul style="list-style-type: none"> Ukunika inkxaso yezomsebenzi neyolawulo lwe-ofisi kwiKomishini yeNkcubeko yeNtshona Koloni. Ukuququzelela ukukhuthaza, uphuhliso nolondolozo lobugcisa nenkcubeko.
Iinkonzo zeMyuziyam	Iinkonzo zeMyuziyam	<ul style="list-style-type: none"> Ukunikezela ngenkxaso yokuphathwa kwiimyuziyam ezinxulumeneyo. Ukunikezela ngenkxaso yokuphathwa kwiimyuziyam zinxulumeneyo.

Inkqutyana	Amacandelo	Imisebenzi
Iinkonzo zeLifa leMveli	Inkonzo yoKulawula iziXhobo zeLifa leMveli	<ul style="list-style-type: none"> • Ukunikela ngenkxaso yezomsebenzi nezinye iindlela ukuxhasa iLifa leMveli eNtshona Koloni.
	Inkonzo yaMagama eeNgingqi eNtshona Koloni	<ul style="list-style-type: none"> • Ukunikezela inkxaso yezomsebenzi kunye nenkxaso yolawulo lwe-ofisi kwiKomiti yaMagama eeNgingqi eNtshona Koloni. • Ukunikezela ngesikhokelo esilicebo kwabasemagunyeni kunye noluntu ngemiba yokwenza izindululo zotshintsho kumagama eendwao.
Iinkonzo zeeLwimi	Umgqaqo-nkqubo weeLwimi	<ul style="list-style-type: none"> • Ukunikezela ngenkxaso ngomsebenzi wezeelwimi kunye nezinye iindlela zokuxhasa iKomiti yeeLwimi yeNtshona Koloni. • Ukongamela ukusetyenziswa koMgaqo-nkqubo weeLwimi. • Ukunikezela ngeenkonzo zokusetyenziswa kolwimi.

8.1 Iinjongo zeqhinga lokusebenza

Injongo yeqhinga lokusebenza	Ukuqhubela phambili neenkalo zobugcisa nemisebenzi yenkcubeko ibe ngamathuba anokunceda uluntu lwaseNtshona Koloni.
Ingxelo yeNjongo	Ukukhuthaza intlonipho yeyantlukwano yenkcubeko nokuqhubela phambili ngeenkalo zobugcisa zibe ngamathuba ngokwakha italente nokusebenza kakuhle ngeli xesha kusandiswa ukuthathwa kwenkxaxheba ezantsi uluntu lusonwabela ubugcisa kuzo zonke iindawo zokuhlala uluntu nogququzelela iinkqubo kuwo omathandathu amacandelo eentlobo zobugcisa.
Isiseko	Imibutho yobugcisa nenkcubeko engama-57.

Injongo yeqhinga lokusebenza	Ukunikezela ngenkxaso yokulawula nokusebenza ngokufanelekileyo nangokusebenzekayo namasebe karhulumente onganyelwa DCAS ngokubeka iliso nokuhlola iziphumo zalamaziko.
Objective statement	Ukunikezela ngenkxaso yokusebenza kakuhle nangokufanelekileyo, ngokunika inkxaso yolawulo nemali namasebe karhulumente onganyelwa DCAS.
Isiseko	<ul style="list-style-type: none"> • ILifa leMveli leNtshona Koloni. • IKomishini yenkcubeko yeNtshona Koloni. • IKomiti yeeLwimi yeNtshona Koloni. • Iimyuziyam ezingama-28 ezibandakanyekayo. • Iimyuziyam ezingama-29

Injongo yeqhinga lokusebenza	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo zokugcina ukuphuhlisa, nokukhuthaza ilifa lemveli eNtshona Koloni ngokusebenzisa iinkonzo zamaziko olondolozo lwembali anxulumeneyo namaziko elifa lemveli.
Ingxelo yeNjongo	Ukukhawulezisa inguqu kwinkalo yelifa lemveli eNtshona Koloni ngokunikezela iinkonzo ezininzi ukugcina, ukuphuhlisa nokukhuthaza ilifa lemveli eNtshona Koloni ngamaziko elifa lemveli anxulumeneyo.
Isiseko	<ul style="list-style-type: none"> • Amaziko olondolozo lwembali angama-29 abandakanyekayo. • IKomiti yaMagama eeNgingqi yeNtshona Koloni. • ILifa leMveli leNtshona Koloni.

Injongo yeqhinga lokusebenza	Ukukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa imiba yokusetyenziswa kolwimi ngokungalinganiyo nokukhulisa uphuhliso lweelwimi ebezijongelwe phantsi ngaphambili noLwimi lwa- seMzantsi Afrika Lokuthetha ngezandla eNtshona Koloni.
Ingxelo yeNjongo	Ukukhuthazwa Kokusetyenziswa Kweelwimi Ezininzi, ukulungisa ukungalingani kweelwimi kwangaphambili nokukhuthaza uphuhliso lweelwimi ebezijongelwe phantsi ngaphambili njengoLwimi loMzantsi Afrika lokuThetha ngezandla ngokusetyenziswa nokubeka iliso kuMgaqo-Nkqubo weelwimi weNtshona Koloni ngokunikezela iinkonzo kuRhulumente wePhondo leNtshona Koloni.
Isiseko	<ul style="list-style-type: none"> • Indlela yokusebenza evunyiweyo neqala ukusetyenziswa ekumiseleni uMgaqo-nkqubo weelwimi weNtshona Koloni kamasebe namaziko onke karhulumente • IiForam ezi-6 zoKusetyenziswa koLwimi kwiPhondo. • Amaphulo ama-7 ajolise ekulungiseni ukungalingani kokusetyenziswa kolwimi kwangaphambili. • Iprojekti enye ejoliswe ekuphuhliseni uLwimi lokuThetha ngezandla loMzantsi Afrika. • Ukunikezela ngeenkonzo zolwimi ezi-3 – ukuguqulela, ukuhlela nokutolika.

Injongo yeqhinga lokusebenza	Ukumiselwa kwemisebenzi enokuba negalelo kubandakanyo lwentlalo nolungelelwaniso lwentlalo, ukukhuthazwa kokwakhiwa kwesizwe nenguqu.
Ingxelo yeNjongo	Ukumiselwa kwemisebenzi enokuba negalelo kulwakhiwo lwesizwe neenguqu ngokusebenzisa iinkqubo zokubonisa ukubaluleka kweeholide zoluntu kwakunye neenpawu zesizwe nezephondo.
Isiseko	Iinkqubo ezintathu/iiprojekti ezijolise ekukhuthazeni izithethe ezinokuxhanyulwa ngeeholide zoluntu kuzwelonke neenpawu zesizwe.

8.2 Iinjongo zeqhinga zokujoliswe kuko konyaka wama-2013/14

Injongo yeqhinga lokusebenza	Umsebenzi oPhicothiweyo/Owona wenziweyo			Ingqikelelo yomsebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.1 Inani leenkalo zobugcisa nemisitho yenkcubeko ezenziwe zafikelelka eluntwini lweNtshona Koloni	82	77	65	57	50	40	40
2.2 Inani lamaqumrhu karhulumente anikezelwe ngoncedo olusesikweni nenkxaso	31	31	31	32	33	33	33
2.3 Inani lamaziko axhaswe ukuba agcine, aphuhlise ze akhuthaze izinto ezililifa lemveli yeNtshona Koloni ngokusebenzisa iimyuziyam namaziko ezelifa lemveli abandakanyekayo	28	28	28	29	31	31	31

Injongo yeqhinga lokusebenza	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.4 Inani leeprojekthi zokukhuthaza ukusetyenziswa kweelwimi ezininzi, ukulungisa ukungalingani kweelwimi kwangaphambili nokukhuthaza ukuphuhlisa kweelwimi ezazifudula zisengelwa phantsi kubandakanya noLwimi lweZandla loMzantsi Afrika eNtshona Koloni	11	9	7	6	6	6	6
2.5 Inani lemisebenzi ebegalelo ekubandakanyeni uluntu nentsebenziswano yoluntu (ulwakhiwo lwesizwe neenguqu)	3	3	3	3	2	2	2

I-DCAS inoxanduva lokongamela amaqumrhu amathathu karhulumente (iLifa leMveli eNtshona Koloni, iKhomishoni yeNkcubeko yeNtshona Koloni kunye neKomiti YoLwimi yeNtshona Koloni) ze ibhengeze amaqumrhu asemthethweni (iimyuziyam) kwiphondo. Iimpawu zendlela yokusebenza kwequmrhu ngalinye ziqulethwe kwizicwangciso zendlela yokusebenza zonyaka.

8.3 Ulawulo lwengozi

Ingozi 1: Izithintelo zekhono ezenza kube nzima kuninzi loluntu oluhlelekileyo ukufumana izibonelelo nokunikezwa amaxwebhu adingekayo ukulungiselela izicelo zeminkelo.

Iqhinga lodambiso: I DCAS iqhubekile ukusebenza namaqabane kummandla wobugcisa, wenkcubeko nelifa lemveli ukubonelela ngelungelo lokufumana amangenelo afanelekileyo okwakhiwa kwekhono noqeqesho.

Ingozi 2: Iyantlukwano ngeelwimi inganakho ukwahlula abantu beNtshona Koloni.

Iqhinga lodambiso: I DCAS isebenzela ukuxhasa impatho efanayo kuzo zontathu iilwimi ezisesikweni zephondo – IsiBhulu, isiXhosa nesiNgesi ngokuhambelana noMgaqo-nkqubo woLwimi weNtshona Koloni; ukukhuthaza ukuthethwa kweelwimi zonke; ukuxhasa ukuphuhlisa kweelwimi zemveli ezazivinjwe amathuba ngaphambili, nokuxhasa uphuhliso lolwimi, kubandakanywa uphuhliso loLwimi lweZandla loMzantsi Afrika.

Ingozi 3: Uphuhliso lwetheknoloji entsha, i-intanethi nonxibelelwano zidala ubume bokhuphiswano olukhulu kwimiboniso, ukuqokelelwa kwimyuziyam kunye neziza zelifa lemveli.

Iqhinga lodambiso: Ngenxa yenkxaso-mali enyinwe kakhulu, iNkonzo yeMyuziyam iphuhlisa imiboniso enxibelelayo nenkcazelo yemiboniso ukutsala umdla wabatyeleli abaselula kwiimyuziyam.

Ingozi 4: Imibutho yemigulukudu yelizwe kunye nemigulukudu yamatyala angephi ajolisa kumaziko elifa lemveli loMzantsi Afrika kunye nemiqathango esele ikho yokhuseleko neenkqubo kula maziko ngamanye amaxesha ayasilela ukuthintela ubusela.

Iqhinga lodambiso: Sonke kunye noogunyaziwe bemyuziyam, iNkonzo yamapolisa oMzantsi Afrika, iSebe loKhuselo loLuntu kunye, kwezinye iimeko, iSebe lezoThutho neMisebenzi kaRhulumente, iDCAS kunye neemyuziyam ziphucule izibonelelo zazo zokhuseleko nezixhobo.

8.4 Iimpawu zomsebenzi wenkqubo nekujoliswa kuko ngonyaka wama-2013/14

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.1.1	Inani lemisebenzi ethe yavela ngenxa yeEPWP	-	-	152	100	170	200	200

Uhlaziyo lwendlela yokusebenza elungiselwelweyo yenkqubo 2 neye-3 luqhubile ngowama-2011. ISebe lezoBugcisa neNkcubeko likazwelonke, iSebe leCandelo loLawulo-mali likazwelonke namaphondo asithoba aqwalasela izindululo zomgaqo-siseko kumacandelo karhulumente awohlukeneyo. Uhlaziyo lwaba neziphumo zokwakhiwa kwakhona kwemiqathango yokuqulunqa ngokutsha indlela yokusebenza kuzwelonke nephondo njengoko kuboniswe ngezantsi.

Emva kophicotho-zincwadi kwendlela yokusebenza nguMphicothi-zincwadi Jikelele weNkqubo 2 olungiselelwe unyaka-mali wama-2011/12 nohlaziyo lwemiqondiso lwendlela yokusebenza ngesithuba socwangciso lweqhinga ngowama-2013/14, ithe yacaca into yokokuba olunye uhlelwa-hleliso kufuneka lwenzwe lusekwe kumthetho-siseko owaziwa njengeSMART kunye nemiyalelo efanelekileyo evela kwiCandelo loLawulo-mali leSizwe neCandelo loLawulo-mali lePhondo. Icacile into yokokuba iDCAS ayikho kwisimo sokulawula okunye okujoliswe kuko ngokubhekiselele kwimiqondiso ethile yendlela yokusebenza, umz. Inani labatyeleli abatyelela iimyuziyam. Imiqondiso ethile yendlela yokusebenza yalungelelaniswa ngokufanelekileyo okanyue yancitshiswa, apho kufanelekileyo, kusekwe kumthetho-siseko wama-80/20. Ulwamkelo kusafuneka lufunwe ukulungiselela ulungelelwaniso lwemiqondiso yesizwe ethe ngqo kwicandelo lobugcisa nenkcubeko.

Inkqutyana 2.2: Ubugcisa neNkcubeko

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.2.1	Inani lemibutho exhasiweyo	6	4	5	5	5	5	5
2.2.2	Inani leentsuku ezibalulekileyo ezimiselweyo kwikhalenda Yenkcubeko	2	1	2	2	2	2	2
2.2.3	Inani labezobugcisa Abaqeqe-shiweyo	81	147	102	85	100	100	110

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.2.4	Intlawulo ezikhutshelwe kwiWCCC ukunika ikhono lokwenza izigunyaziso zayo ezisemthethweni	R595 000	R100 000	R150 000	R200 000	R250 000	R263 000	R275 000

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.2.5 Inani lemibutho yobugcisa nenkcubeko exhaswe ngeentlawulo ezikhutshelweyo	82	77	65	57	50	40	40
2.2.6 Inani leenkqubo ezihlanganisiweyo, eziqalisiweyo zijoliswe kuphuhliso lobugcisa nombutho kwimibutho yobugcisa nenkcubeko	-	15	3	12	14	14	14
2.2.7 Inani leeprojekti eziququzele-lweyo ukuphuhlisa nokukhuthaza ubugcisa nenkcubeko	48	44	40	20	18	15	15

Inkqutyana 2.3: linkonzo zeeMyuziyam

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.3.1 Inani labantu abatyelala amaziko	318 057	331 184	368 332	400 000	350 000	350 000	350 000
2.3.2 Inani leencwadana nopapasho olunikezelweyo	1	5	1	1	1	1	1

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.3.3 Inani leentlawulo ezikhutshe-lweyo kwiimyuziyam ezihlanganisiweyo	22	22	22	23	24	24	24
2.3.4 Ukugcinwa kweNkonzo yeMyuziyam ukubonelela ngenkxaso kwiimyuziyam ezihlanganisiweyo	1	1	1	1	1	1	1

Inkqutyana 2.4: Izixhobo zokuSebenza zeLifa leMveli

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

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.4.1	Iintlawulo ezikhutshelwe yo kwilifa leMveli leNtshona Koloni ukulinceda ekuchongeni iBhunga ukumilisela izigunyaziso zalo ezisemthethweni	R0.9 isigidi	R0.4 isigidi	R1.38 isigidi	R1.452 isigidi	R1.422 isigidi	R1.5 isigidi	R1.6 isigidi
2.4.2	Inani lamagama eengingqi aqinisekisiweyo angqinisiswa yiKomiti yaMagama eeNgingqi yePhondo INtshona Koloni etyunjwe kangange-sithuba esithile eofisini	-	150	405	200	200	200	200
2.4.3	Inani loomasipala abaxhotyi-siweyo ukujongana neenguqu zamagama engingqi nokuwabeka emganga-thweni	-	-	6	3	3	3	3
2.4.4	Inani leentlanganiso zeKomiti yaMagama eeNgingqi yePhondo leNtshona Koloni	-	2	3	3	3	3	3

Inkqutyana 2.5: IiNkonzo zoLwimi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.5.1	Inani lemibutho yolungelelwa-niso lolwimi elixhasiweyo	1	1	1	1	1	1	1

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
2.5.2	Inani leeprojekti elijolise ekukhuthazeni ukuthethwa kweelwimi ezininzi nokunika ingqwalasela kukungalinganiswa kweelwimi kwixa elidlulileyo	4	7	4	5	5	5	5
2.5.3	Inani leeprojekti elijolise ekuphuhliseni iilwimi zemveli ezazivinjwe amathuba ngaphambili kunye nolwimi lweZandla loMzantsi Afrika	2	2	2	1	1	1	1
2.5.4	Inani leenkondo zolwimi ezinikezelweyo	534	834	650	530	3	3	3

8.5 Ekujoliswe kuko ngekota ngowama-2013/14

Inkqutyana 2.1: ULawulo

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo		Unxibele- lwano lweno- mbolo yePSO	Ilixo lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
					1st	2nd	3rd	4th
2.1.1	Inani lamathuba ayiliweyo weEPWP	8	Ngo- nyaka	170	-	-	-	170

Sub-programme 2.2: Arts and culture

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo		Unxibele- lwano lweno- mbolo yePSO	Ilixo lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
					1st	2nd	3rd	4th
2.2.1	Inani lemibutho elixhasiweyo	8	Ngo- nyaka	5	-	-	-	5
2.2.2	Inani leentsuku ezibalulekileyo	8	Kabini ngo- nyaka	2	-	1	1	-
2.2.3	Inani lamagcisa ellqeqeshiweyo	8	Ngo- nyaka	100	-	50	-	50

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibele-lwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/ 14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.2.4 Intlawulo ezikhutshelwe kwiWCCC ukunika ikhono lokwenza izigunyaziso zayo ezisemthethweni	8	Ngonyaka	R250 000	-	-	R250 000	-
2.2.5 Inani lemibutho yobugcisa nenkcubeko exhaswe ngeentlawulo ezikhutshelweyo	8	Ngonyaka	50	-	-	50	-
2.2.6 Inani leenkqubo ezihlanganisiweyo, eziqalisiweyo zijoliswe kuphuhliso lobugcisa nombutho kwimibutho yobugcisa nenkcubeko	8	Ngekota	14	-	4	8	2
2.2.7 Inani leeprojekti eziququzele-lweyo ukuphuhlisa nokukhuthaza ubugcisa nenkcubeko	8	Ngonyaka	18	2	6	6	4

Inkqutyana 2.3: IiNkonzo zeMyuziyam

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Unxibele-lwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.3.1 Inani labantu abatyelela amaziko	8	Ngekota	350 000	90 000	80 000	100 000	80 000
2.3.2 Inani leencwadana nopapasho olunikezelweyo	8	Ngonyaka	1	-	-	-	1

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibele-lwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.3.3 Inani leentlawulo ezikhutshelweyo kwiimyuziyam ezihlanganisiweyo	8	Kabini ngonyaka	24	-	18	6	-
2.3.4 Ukugcinwa kweNkonzo yeMyuziyam ukubonelela ngenkxaso kwiimyuziyam ezihlanganisiweyo	8	Ngonyaka	1	-	-	-	1

Inkqutyana 2.4: Izixhobo zokuSebenza zeLifa leMveli

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbobo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
2.4.1	lintlawulo ezikhutshelwe yo kwilifa leMveli leNtshona Koloni ukulinceda ekuchongeni iBhunga ukumilisela izigunyaziso zalo ezisemthethweni	8	Ngo-nyaka	R1.422 isigidi	-	R1.422 isigidi	-	-
2.4.2	Inani lamagama eengingqi aqinisekisiweyo angqinisiswa yiKomiti yaMagama eeNgingqi yePhondo INtshona Koloni etyunjwe kangangesithuba esithile eofisini	8	Ngekota	200	66	-	67	67
2.4.3	Inani loomasipala abaxhotyi-siweyo ukujongana neenguqu zamagama engingqi nokuwabeka emgangathweni	8	Ngekota	3	-	1	1	1
2.4.4	Inani leentlanganiso zeKomiti yaMagama eeNgingqi yePhondo leNtshona Koloni	8	Ngekota	3	1	-	1	1

Inkqutyana 2.5: IiNkonzo zeeLwimi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbobo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
2.5.1	Inani lemibutho yolungelelwa-niso lolwimi elixhasiweyo	8	Ngo-nyaka	1	-	1	-	-

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbobo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
2.5.2	Inani leeprojekti elijolise ekukhuthazeni ukuthethwa kweelwimi ezininzi nokunika ingqwalasela kukungalinga-niswa kweelwimi kwixa elidlulileyo	8	Ngekota	5	-	2	2	1

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibele- lwano lweno- mbolo yePSO	Ilix lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
2.5.3 Inani leeprojekti elijolise ekuphuhliseni iilwimi zemveli ezazivinjwe amathuba ngaphambili kunye nolwimi lweZandla loMzantsi Afrika	8	Ngo-nyaka	1	-	-	1	-
2.5.4 Inani leenkonzolwimi ezinikezelweyo	8	Ngo-nyaka	3	-	-	-	3

8.6 Ungqamaniso lokujoliswe kuko nohlahlo lwabiwo-mali neMTEF

Uqikelelo lwenkcitho

ITheyibhile 9.4: INkqubo 2: Imicimbi yeNkcubeko

Inkqutyanana	Iziphumo zenkcitho			Uhlenga-hlengiso olulungiselelweyo	Uqikelelo lwenkcitho kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
R iwaka							
ULawulo	1 255	1 314	5 876	5 935	9 166	10 872	11 540
Ubugcisa noLonwabo	20 326	18 686	24 482	24 657	25 877	27 368	28 704
liNkonzo zeMyuziyam	29 511	32 352	35 659	42 389	43 464	46 130	48 407
liNkonzo neZibonelelo zeLifa leMveli	4 153	3 991	5 357	6 050	7 142	7 907	8 813
liNkonzo zoLwimi	3 427	3 190	3 452	3 899	4 423	4 769	5 072
IYonke	58 672	59 533	74 826	82 930	90 072	97 046	102 536

Ucalucalulo loqoqosho

Intlawulo ezenziwayo	45 718	46 723	53 561	63 397	67 456	72 651	76 872
Imbuyekezo yabasebenzi	37 110	48 089	42 521	48 089	53 744	57 669	60 974
Impahla neenkonzo	8 608	15 129	11 040	15 308	13 712	14 982	15 898
Inzala nerhafu yomhlaba							
Intlawulo zempahla yexabiso neemfanelo	13		5				
Intlawulo nezibonelelo -mali:	12 834	12 712		19 112	22 507	24 395	25 664
Kumaphondo noomasipala					2		
Kwiarhente nee-akhawunti	1 883	1 992	1 892	1 992	2 555	2 686	2 823
Kumaziko emfundo enomsila							
Kookopolotyeni namashishini abucala							
Koorhulumente bangaphandle nemibutho yehlabathi							
Amaziko angenzi ngeniso	10 725	17 054	17 485	17 054	19 950	21 709	22 841
Ezekhaya	226	66	158	66			
Intlawulo yempahla yexabiso Engundoqo	107	73	1 725	421	109		
Izakhiwo nempahla engenakufuduswa		60		60			
Oomatshini nezixhobo Zokusebenza	107	540	1 725	349	109		
Impahla yexabiso Esunguliweyo							
Iinkqubo zekhompuyutha nempahla engabambekiyo				12			
Imihlaba nezinto eziphantsi Komhlaba ombuyekezo yenziwe inkunzi							
IYonke	58 672	59 533	74 826	82 930	90 072	97 046	102 536

Umsebenzi nendlela ehambe ngayo inkcitho

Ukukhula kwisibonelelo seMbuyekezo kuBaqeshwa sayanyaniswa kuphuculo lweMiqathango yeNgqesho. Impahla neeNkonzo zihleli zime ndawonye ngenxa yesixa-mali esikhutshwa kube kanye sezigidi ezi-R4 ezinikezelwa kwiEPWP ngowama-2011/12 (uMnikelo woXhomekeko weSizwe). I EPWP izinziswe ngowama-2012/13 ngesibonelelo sesinye isigidi se-R4 (uMnikelo woXhomekeko weSizwe: isigidi esi-R1 neZabelo eziLinganayo zePhondo: izigidi ezi-R3). Abaxhamleyo ibe yiBaxter Theatre, iCape Town City Ballet, iCape Opera, iJazzart, iDance for All neCape Philharmonic Orchestra (CPO). Kuye kwabonelelwa ngenkxaso-mali nakwiWestern Cape Choral Association ngeCPO.

Injongo: Kukubonelela ngeenkonzoz eziphangaleleyo zamathala eencwadi nolondolozo lwenkcukacha ezibalulekileyo eNtshona Koloni.

Uhlalutyano ngokwenkqutyana nganye:

Inkqutyana 3.1: uLawulo

Kukubonelela ngolawulo leqhinga lokusebenza nokunika inkxaso kwicandelo leenkonzoz zamathala eencwadi nelondolozo lweenkcukacha ezibalulekileyo

Inkqutyana 3.2: Iinkonzoz zamathala eencwadi

Kukubonelela ngeenkonzoz zamathala eencwadi nolwazi ngokoxanduva olumiswa ngumthetho nomgaqo-siseko.

Inkqutyana 3.3: ULondolozo lweenkcukacha ezibalulekileyo

Kukubonelela ngolawulo lweenkonzo zolondolozo lweenkcukacha ezibalulekileyo ngokomthetho iProvincial Archives and Records Services of the Western Cape Act, 2005.

Inkqutyana	Icandelo	Imisebenzi
Ulawulo	Ulawulo	Ukunikezela ngesikhokelo sephondo nokulawula inkqubo.
Iinkonzoz zamathala eencwadi neenkukacha	UQuquzelelo Ndawonye	<ul style="list-style-type: none"> Ukukhetha nokufumana imathiriyeli yethala leencwadi. Ukubonelela ngeenkonzoz zobuchwepheshe, ezenzelwe ukulungiselela imathiriyeli yethala leencwadi neenkqubo zekhompuyutha. Ukubonelela ngeenkonzoz zenkxaso ngokuphangaleleyo, imali, ezabasebenzi nezixhobo zolawulo, ukukhuthaza nokubonelela ngeenkonzoz zeenkukacha ezimanyanisiweyo.
	UQuquzelelo kwiNgingqi	<ul style="list-style-type: none"> Ulawulo kuMmandla weMetropole A, olubonelela ngemathiriyeli nesikhokelo esisesikweni kumathala eencwadi akwiSixeko seKapa (kwiNgingqi yaseFalse Bay naseygerberg), kaMasipala waseStellenbosch nakuMasipala waseDrakenstein (kwiNgingqi yaseStellenbosch). Ulawulo kuMmandla weMetropoleB, olubonelela ngemathiriyeli nesikhokelo esisesikweni kumathala eencwadi akwiSixeko seKapa (eKapa, kwiNgingqi esemaZantsi neyaseBlauwberg). Ulawulo kuMmandla woNxweme lweNtshona, olubonelela ngemathiriyeli nesikhokelo esisesikweni kumathala eencwadi abamasipala balandelayo: Saldanha Bay, Bergrivier nowaseSwartland (iNgingqi yaseSaldanha), Matzikama, nowaseCederberg (iNgingqi yaseVanrhynsdorp). Ulawulo loMmandla weWinelands/Overberg, olubonelela ngemathiriyeli nesikhokelo esisesikweni kumathala eencwadi akwaba masipala balandelayo: Breede Valley nowaseWitzenberg (iNgingqi yaseWorcester), Overstrand nowaseTheewaterskloof (iNgingqi yaseHermanus), Langeberg, Cape Agulhas nowaseSwellendam (iNgingqi yaseSwellendam). Ulawulo loMmandla we-Eden/uMbindi weKaroo, olubonelela ngemathiriyeli nesikhokelo esisesikweni kumathala eencwadi akwaba masipala balandelayo: Hessequa nowaseMossel Bay (iNgingqi yaseMossel), George, Knysna nowaseBitou (iNgingqi yaseGeorge), Oudtshoorn nowaseKannaland (iNgingqi yaseOudtshoorn), Beaufort West, Laingsburg nowasePrince Albert (iNgingqi yaseBeaufort West).

Inkqutyana	Icandelo	Imisebenzi
Iinkonzo zamatha eencwadi neenkukacha	Icandelo leNkxaso-mali yooMasipala	<ul style="list-style-type: none"> Liququzelela, licwangcise, lilawule ze libeke iliso kwinkxaso-mali enikwa oomasipala
	Amaphulo akhethekileyo: ukuPhakanyiswa kweZinga lamaThala eeNcwadi	<ul style="list-style-type: none"> Ukuququzelela, ukucwangcisa, ukulawula nokubeka esweni izibonelelo-mali ezinemiqathango ukunyusa izinga lamathala eencwadi oluntu.
Iinkonzo zoLondolozo lweNkcukacha eziBalulekileyo	Iinkonzo zoLondolozo lweNkcukacha eziBalulekileyo	<ul style="list-style-type: none"> Ukuqokelela nokulondoloza iinkukacha zoluntu nezabucala ezinexabiso kuluntu nakurhulumente, kubandakanya iinkukacha ezingenakugcinwa ngokufanelekileyo lilo naliphi na iziko elingelinye, ngokweemfuno zokugcina amaxwebhu aqulethe lukhulu ngesizwe nawayekade engahoyekenga ngabogcino lweenkcukacha ezibalulekileyo bangaphambili. Ukwenza ukuba ezi nkukacha zifikeleleke lula eluntwini. Ukuququzelela ukufakwa kweenkcukacha kwinkqubo iNational Automated Archival Information Retrieval System (NAAIRS).
	ULawulo lweNkcukacha	<ul style="list-style-type: none"> Ukuqinisekisa ukubanako nentsulungeko yolawulo nononophelo lwamaxwebhu. Ukuncedisa, ukuxhasa, ukumisa imigangatho efunekayo nokubonelela ngesikhokelo esisesikweni solawulo kwizigqeba zolawulo.

9.1 Injongo yeqhinga lokusebenza

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

Injongo yeqhinga lokusebenza	Ukuxhasa iinkonzo zamathala eencwadi kubemi bonke baseNtshona Koloni.
Inkcazelo yenjongo	Ukuxhasa nokukhulisa inani leendawo zokunikezela ngeenkono ukusuka kuma-348 ukuya kuma-351 ngokunikezela ngemathiriyeli yamathanala eencwadi, kunye nokunyusa inani lamaziko oluntu ukuvulela nokukhuthaza inkcubeko yokufunda.
Isiseko	Iindawo zeenkono ezingama-348.

Injongo yeqhinga lokusebenza	Ukuqinisekisa inkonzo eyiyo yolawulo lwamaxwebhu kwiibhodi zolawulo.
Inkcazelo yenjongo	Ukuhlola nokuphucula iindlela zokulawula amaxwebhu kwiibhodi zolawulo ezingama-56 ngokunika abasebenzi uqeqesho lokulawula amaxwebhu kunye nengxelo egciniweyo kwakunye nokuhlolwa kwendlela zokusebenza ukuqinisekisa ukuba zihambelana nomthetho <i>Provincial Archives and Records Service of the Western Cape Act, 2005</i> .
Isiseko	Iibhodi zolawulo ezingama-56.

Injongo yeqhinga lokusebenza	Ukulondoloza nokunikezela ngemathiriyeli yolondolozo lweenkcukacha ezibalulekileyo.
Inkcazelo yenjongo	Ukukhuthaza nokuphucula idlela yokufikelela kubantu abasebenzisa iindawo zokulondoloza amaxwebhu ngokusebenzisa ikhowudi zengxelo eqokelelweyo, ulondolozo, ukulungelelanisa nokucacisa iimitha ezingqameneyo zemiqule engama-285 enexabiso lexesha elide.
Isiseko	Kulungelelaniswe kwaze kwacaciswa amaxwebhu angqameneyo azimitha ezingama-282 ngonyaka.

9.2 Injongo yeqhinga lokusebenza nekujoliswe kuko ngonyaka wama-2013/14

Injongo yeqhinga lokusebenza		Umsebenzi ophicothiweyo/ ownziweyo			Ingqikelelo yom-sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
3.2.1	Inani leendawo zeenkonzozamathala eencwadi kuluntu lweNtshona Koloni	300	336	343	348	351	354	357

Injongo yeqhinga lokusebenza		Umsebenzi ophicothiweyo/ ownziweyo			Ingqikelelo yom-sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
3.3.1	Inani lamaqumrhu karhulente abonelelwe ngeenkonzozolawulo lweenkcukacha	56	56	56	56	56	56	56
3.3.2	Inani leemitha ezingqanyanisiweyo zemathiriyeli yoovimba eziciniweyo nezenziwe zafikeleleka	30 816.97	31 074.13	31 330.73	31 580.73	31 830.73	32 080.73	32 330.73

9.3 Ulawulo lomngcipheko

Amathala eencwadi

Umngcipheko: Ubonelelo lweenkonzo zamathala eencwadi akunamali kubekelweyo yona ukulungiselela oomasipala kwaye oku kunomthelela ombi ekwandisweni kweenkonzo zamathala eencwadi.

Iqhinga lokuhlangabezana nale meko: kukuthi gqolo kuthethwana noNondyebo wePhondo ukuba athethane noNondyebo weSizwe ukuba akuqwalasele ukungabonelelwa ngemali koku.

Ulondolozo lweenkcukacha ezibalulekileyo

Umngcipheko: Indawo kwisakhiwo soLondolo lweenkcukacha ezibalulekileyo kwiSitalato iRoeland iya isibancinci ukugcina zonke iinkcukacha zembali ezisuka kumaziko karhulumente. Oku kuza kuba nomthelela ombi kugcino lweenkcukacha ezibalulekileyo ngokukhuselekileyo.

Iqhinga lokuhlangabezananale meko: kukuthi gqolo kuthethwana noNondyebo wePhondo ukuba athethane noNondyebo weSizwe ukuba abonelele ngemali yokwandisa esisakhiwo.

9.4 Iimpawu zokusebenza kwenkqubo nokujoliswe kuko ngonyaka wama-2013/14

Inkqutyana 3.2: iiNkonzo zamaThala eeNcwadi

- Le milinganiselo ilandelayo yokuphucula umgangatho necwangciswe ngabeeNkonzo zamaThala eeNcwadi:
- Ukunikezelwa kwemathiriyeli yokusebenza ithala leencwadi nokukhuthaza inkcubeko yokufunda;
- Ukuphakanyiswa kwezinga lokusetyenziswa kwethala leencwadi ngokusebenzisa iinkqubo zokwazisa banzi ngamathala eencwadi;
- Ukunatyiselwa kweenkqubo zeenkonzo zamathala eencwadi kwiindawo ezintathu ezingazifumani kakuhle iinkonzo ezisebenzisa isiBonelelo-mali esineMiqathango;
- Ukwenza iICT ifikeleleke kwiindawo zamathala eencwadi ezisemaphandleni ezingama-20 ezongezelelweyo;
- Ukubonelela ngeenkqubo zoqeqesho enziwa ngamathala eencwadi eengingqi ngentsebenziswano namathala eencwadi oluntu;
- Ukwakha ithala leencwadi elitsha elinye;
- Ukuweliselwa kwemali-nkxaso koomasipala ukuze kubonelelwe ngabasebenzi abadingekayo kumathala eencwadi asebenzisa iSibonelelo-mali esineMiqathango;
- Ukunika uncedo kumathala eencwadi asemaphandleni ukusebenzisa iSLIMS (iSITA Library Information Management System);
- Ukuthi gqolo ngokubonelela ngoncedo-mali kumathala eencwadi akoomasipala abakumngcipheko wodidi B3; kwakunye
- Nokufaka iinkqubo zokukhusela ukubiwa kweencwadi kumathala eencwadi oluntu.

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
3.2.1 Inani lemathiriyeli yethala leencwadi ethengiweyo		147 524	206 574	140 000	170 000	140 000	140 000
3.2.2 Inani leentsuku zokutyelala ngenjongo yokubeka iliso	1 416	948	1 436	1 374	1 356	1 368	1 380

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yomsebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
3.2.3 Inani lamaphulo okwazisa enziweyo	11	13	15	13	13	13	13
3.2.4 Inani leenkqubo zoqeqesho lwabasebenzi bamathala eencwadi oluntu	19	14	16	22	20	20	20
3.2.5 Inani lamathala eencwadi afakwe kwiNkqubo yeKhompuyutha yoLawulo lwamaThala eeNcwadi noLwazi	-	1	72	70	27	10	10
3.2.6 Inani loomasipala beB3 ababonelelwe ngemali yokuhlawula abasebenzi, iindleko zokusebenza nezixhobo kumathala eencwadi	-	-	15	15	15	15	15

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo	Ingqikelelo yomsebenzi			Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
3.2.7 Inani labasebenzi bethala leencwadi abahlawulwa ngemali yokovala izikhewu	-	-	195	210	210	220	220
3.2.8 Inani leentsuku zokutyelela oomasipala beB3 ngenjongo yokubeka iliso	-	-	15	30	45	45	45

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

Inkqutyana 3.3: Ulondolozo lweeNkcukacha eziBalulekileyo

Imilinganiselo yokuphuculwa komgangatho icwangcise ngoluhlobo lulandelayo ngabeenkono zoLondolozo lweeNkcukacha eziBalulekileyo:

- INkonzo yoLondolozo lweeNkcukacha eziBalulekileyo yeNtshona Koloni iza kuhlola iindlela zolawulo kumaqumrhu karhulumente ze iqeqeshe abasebenzi bolawulo lweenkcukacha ukunika inkxaso kuceceko, ixabiso, intsulungeko, ukusebenza, uxanduva nokusabela kukarhulumente kwiimfuno zoluntu.
- Ubuqabane obumiyo neGenealogical Society of Utah, USA, neMutual Cultural History Programme yoLondolozo lweeNkcukacha eziBalulekileyo yeSizwe yaseNetherlands buza kuqhuba.
- Imigaqo-nkqubo yamaziko, iindlela zokusebenza, nemigaqo ziza kuhlaziywa ukuze zihambelane neyona ndlela igqwesileyo yesizwe ukuphucula iinkonzo ezisiwa eluntwini.
- Amaphulo ajoliswe eluntwini aza kuhlolwa ngokutsha ze kwenziwe isicwangciso soqhakamshelwano esiza kudibanisa zonke iindlela zokwazisa.
- Kuza kwenziwa iinkqubo zokufundisa uluntu ngokubaluleka kwenkonzo yolondolozo lweenkcukacha ezibalulekileyo nendlela yokuzisebenzisa.
- Ukomeleza unikezelo lweenkonzo, kuza kuba namaphulo aqhubayo ukuhlangabezana nentswelo-zakhono ngokuthi kuqeqeshwe abasebenzi ukuze babenako ukwenza umsebenzi, ingakumbi kwinkalo yezobuchwepheshe nobuxhakaxhaka bala maxesha.
- Bonke abaphandi baza kubhaliswa kuluhlu olufumaneka ngekhompuyutha ze banikwe amatikiti abaphandi. Le nkqubo, phakathi kwezinye izinto, yenza lula intsebenziswano nabaphandi.
- INkonzo yoLondolozo lweeNkcukacha eziBalulekileyo iza kuqhuba nokuthatha inxaxheba nokwenza igalelo kwiNAAIRS [the National Automated Archival Information Retrieval System], kwiRejista yeSizwe yeeManyuskripthi(NAREM), kwiRejista yeSizwe yeeMifanekiso (NAREF) nakwiRejista yeSizwe yooNobalisa (NAROS).

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo	Ingqikelelo yomsebenzi			Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
3.3.1 Inani leenkqubo zokucalula iinkcukacha eziphunyeziweyo	40	48	54	36	38	40	42
3.3.2 Inani leebhodi zolawulo ezithe zahlolwa	27	31	34	34	34	35	36
3.3.3 Inani labalawuli bamaxwebhu abaqeqeshiweyo	163	153	165	130	135	140	145
3.3.4 Inani lamaphulo okwazisa enziwe kwiindawo zoluntu	5	8	10	14	15	16	17

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi			
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15	2015/16
3.3.5	Inani lezigunyaziso zokulahla ezikhutshiweyo	9	12	12	12	13	14	15
3.3.6	* Inani lemibuzo ephendulweyo	1 556	1 616	1 563	1 350	1 400	1 425	1 450
3.3.7	Inani leenkukacha ezinzelwe ikhowudi yokuzifaka kwiNAAIRS	62 266	60 275	60 453	60 000	60 000	60 000	60 000
3.3.8	* Inani leentsuku zokutyelelwa kwenkonzo yolondolo lweenkcukacha ngabaphandi	8 720	8 608	8 790	8 000	8 000	8 200	8 300
3.3.9	Inani lezinto ezilungisiweyo (amaxwebhu alungiswe ngokutsha)	560	554	719	550	500	500	500
3.3.10	Inani lemitha ezingqameneyo nezifunyenwe kwiibhodi zolawulo	288,70	257,16	256,60	250	250	255	260
3.3.11	Inani lemicimbi abasebenzi abathathe kuyo inxaxheba (kuzwelonke nakwihlabathi)	9	8	7	7	7	7	7
3.3.12	Inani leenkqubo zocalulo lweenkcukacha ezihloliweyo	109	107	113	50	55	60	65
3.3.13	* INani lamaxwebhu ase-tyenziswe ngabaphandi	69 938	47 369	48 309	44 000	45 000	46 000	47 000
3.3.14	Inani leemitha ezingqameneyo nezilungiselelweyo	287,60	297,80	304,41	282	285	290	295

* Qaphela: Ekujoliswe kuko kufuthelwa nazezinye izinto ezingaphaya kwamandla eCandelo loLawulo.

9.5 Ekujoliswe kuko ngekota kunyaka wama-2013/14

Inkqutyana 3.2: iiNkonzo zamaThaka eeNcwadi

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Unxibelelwano lwano lwombolo yePSO	Iilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/ 14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
3.2.1	Inanilamaphumulo okwazisaaqhutyiweyo	8	Ngekota	170 000	42 501	42 500	42 498	42 501
3.2.2	Inanilabasebenzi bethala leencwadiabaqeqeshiweyo	8	Ngekota	1 356	323	348	348	337

IMIQATHANGO YENDLELA YOKUSEBENZA YEPHONDO								
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbobo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
3.2.3	Inanilamaphumulo okwazisaaqhutyiweyo	8	Ngekota	13	2	3	3	5
3.2.4	Inanilabasebenzi bethala leencwadi-abaqeqeshiweyo	8	Ngekota	20	7	7	5	1
3.2.5	Inani lamathala eencwadi afakwe kwinkqubo yekhompuyutha yolawulo lweenkcukacha	8	Ngekota	27	-	11	6	10
3.2.6	Inani loomasipala beB3 abafumana imali yokuhlawula abasebenzi bethala leencwadi, izixhobo neendleko zokusebenza	8	Ngonnyaka	15	-	-	-	15
3.2.7	Nani labasebenzi bethala leencwadi abahlawulwa ngemali yokuvala izikhewu	8	Ngonnyaka	210	-	-	-	210
3.2.8	Iintsuku zokutyelela oomasipala beB3 ngenjongo yokubeka iliso	8	Ngekota	45	15	15	-	15

Inkqutyana 3.3: Ulondolozo lweenkcukacha ezibalulekileyo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbobo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
3.3.1	Inani leenkqubo zocalulo lweenkcukacha eziphonyeziweyo	8	Ngekota	38	10	9	10	9
3.3.2	Inani leebhodi zikarhulumente ezihloliweyo	8	Ngekota	34	13	14	3	4
3.3.3	Inani labaphathi beenkcukacha abaqeqeshiweyo	8	Ngekota	135	27	25	53	30
3.3.4	Inani lamaphulo okwazisa enziwe kwiindawo zoluntu	8	Ngekota	15	4	8	2	1

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo		Unxibelelwano lweno mbolo yePSO	Ilixalokunika ingxelo	Ekujoliswe kungonyaka 2013/14	Ekujoliswe kuko ngekota			
					1st	2nd	3rd	4th
3.3.5	Inani lezigunyaziso zokulahla ezikhutshiweyo	8	Ngekota	13	2	4	4	3
3.3.6	*Inani lemibuzo ephendulweyo	8	Ngekota	1 400	350	375	350	325
3.3.7	Inani leenkukacha ezenzelwe ikhowudi yokuzifaka kwiNAAIRS	8	Ngekota	60 000	15 000	17 000	14 000	14 000
3.3.8	Inani leentsuku zokutyelwa kwenkonzo yolondolo lweenkukacha ngabaphandi	8	Ngekota	8 000	2 000	2 250	1 750	2 000
3.3.9	Inani lezinto ezilungisiweyo (amaxwebhu alungiswe ngokutsha)	8	Ngekota	500	120	130	125	125
3.3.10	Inani lemitha ezingqameneyo nezifunyenwe kwiibhodi zolawulo	8	Ngekota	250	60	60	70	60
3.3.11	Inani lemicimbi abasebenzi abathathe kuyo inxaxheba (kuzwelonke nakwihlabathi)	8	Ngekota	7	3	2	1	1
3.3.12	Inani leenkqubo zocalulo lweenkukacha ezihloliweyo	8	Ngekota	55	14	15	12	14
3.3.13	Inani lamaxwebhu asetyenziswe ngabaphandi	8	Ngekota	45 000	11 500	11 500	11 000	11 000
3.3.14	Inani leemitha ezingqameneyo nezilungiselelweyo	8	Ngekota	285	70	73	72	70

9.6 Ukungqamanisa umsebenzi ekujoliswe kuwo nohlahlo-lwabiwo-mali neMTEF

Uqikelelo lwenkcitho

Itheyibhile 10.4: Inkqubo 3: IiNkonzo zamaThala eeNcwadi noLondolozo lweeNkcukacha eziBalulekileyo

Inkqutya	Iziphumo zenkcitho			Ulungelani so lolwabelo	Uqikelelo lwenkcitho kwilixa eliphakathi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
NgokweeR							
Ulawulo	861	902	1 098	1 449	2 898	3 677	4 149
IiNkonzo zamaThala eeNcwadi	106 321	110 121	147 621	168 459	187 841	254 888	298 831
Ulonolozo lweenkcukacha ezibalulekileyo	8 613	7 937	8 944	10 291	11 235	11 668	12 221
Iyonke	115 795	118 960	157 663	180 199	201 974	270 233	315 201

* 2013/14: Isibonelelo-mali esineMiqathango: iiNkonzo zamaThala eeNcwadi oLuntu: R67 050 000.

Amanqanaba oqoqosho

Iintlawulo ezimiyo	82 739	75 235	81 565	87 105	97 155	103 853	109 577
Iintlawulo yabasebenzi	31 662	35 832	38 449	44 395	50 131	53 792	55 992
Iimpahla neenkonzo	51 007	39 403	43 116	42 711	47 024	50 061	53 585
Inzala nerhafu yomhlaba							
Iintlawulo zemali zempahla nezinto ezimele kuhlawulwa	16	6	6				
Iintlawulo nezibonelelo:	31 888	43 003	72 672	91 231	102 291	164 439	203 574
Kumaphondo noomasipala	31 452	42 958	72 466	91 221	102 291	164 439	203 574
Kwii-arhente nee-akhawunti zesebe							
Kumaziko-mfundo enomsila							
Kookopolotyeniboluntu namashishini abucala							
Koorhulumente bamazwe angaphandle nemibutho yehlabathi							
Kumaziko angenzi zuzo-mali	12	5	5				
Ezangaphakathi	424	40	201				
Iintlawulo zempahla yexabiso engundoqo	1 152	716	3 420	1 863	2 528	1 941	2 050
Izakhiwo nezinye izinto ezingafuduswayo							
Oomatshini nezixhobo	1 139	716	3 399	1 863	2 528	1 941	2 050
Iimpahla yexabiso esungulweyo							
Isoftware nempahla engaphathekiyo	13		21				
Umhlaba nempahla ephantsi komhlaba apho: iMbuyekezo engundoqo							
Total	115 795	118 960	157 663	180 199	201 974	270 233	315 201

Umsebenzi nendlela inkcitho ehambe ngayo

Ukususela ekuqaleni kwesibonelelo-mali esinemiqathango ngonyaka wama-2007/08, iNtshona Koloniyafumana izigidi eziliR187.579 ukuncedisa iinkonzo zamathala encwadi. Esi sibonelelo-mali sisetenziselwe ukongeza abasebenzi kumathala encwadi oluntu, ukufaka i-internet, "i-wheeler wagons" (amathala eencwadi ajikelezayo), ukunyusa umgangatho nokulungisa amathala encwadi neprojekthi zokufunda. Inkcitho ibilawulwe kakuhle kwaphantse kwasebenziseka ipesenti eziyi 100 kwimali yesibonelelo. Kunyaka wama-2012/13 isibonelelo sephondo sezigidi ezingama-R56.129, nto leyo ibonisa ukunyuka ngeepesenti ezili-15,3 kwisibonelelo sowama-2011/12 sezigidi ezingama-R48.694. Esi sibonelelo-mali sinyuswe ngama-97 epesenti kowama-2014/15, nto leyo isithatha isibeke kwi-R118.922 lezigidi.

Ukunyuswa kwemali ngonyaka wama-2011/12 kulungelelwaniso lowama 2011/12 kungenxa yezigidi ezingama R31.77 ezongezelelwe oomasipala abatsala nzima abakudidi B3 ukuncedisa imali ezigciniweyo zikamasipala nokwenzela ikamva lonikezelo kwenkonzo nophuhliso lamathala encwadi oluntu kwaba masipala.Imali eyabelwe oku kunyaka wama-2012/13 zizigidi ezingama R45, esonyaka wama-2013/14 zizigidi ezingama-R50 kunyaka wama-2014/15 zizigidi ezingama-R53 (ibonelelwe kwimali zePhondo ze-Equitable Share).

Ukunyuswa kwemali yeNkqutyana yoLawulo ngonyaka wama-2012/13 kungenxa yesabelo esingama-R615 00 sokugcwalisa isithuba soMlawuli wezoLondolozo lweeNkcukacha eziBalulekileyo ukususela ngopmhla woku-1 kweyeKhala kunyaka wama-2013.

10 INKQUBO 4: IMIDLALO NOLONWABO

Injongo: Kukubonelela ngezemidlalo nolonwabo kuluntu lweNtshona Koloni.

Inkcazelo ngokwenkqutyana:

Inkqutyana 4.1: uLawulo

Ukunikezela ngoncedo oluqiqiweyo kwezemidlalo nolonwabo.

Inkqutyana 4.2: iMidlalo

Ukukhuthaza imidlalo ukufaka igalelo kuxolelaniso nophuhliso kuluntu lweNtshona koloni ngokunikezela ngeenkonzo neenkqubo ezifikelelekayo nangokulinganayo kumntu wonke.

Inkqutyana 4.3: ezoLonwabo

Ukukhuthaza ezolonwabo ngokuza neenkqubo eziza kuhlala ithuba elide; ukunika uncedo lokwenza amaqumrhu ophuhliso; kwanokusebenzisa ezolonwabo ukukhuthaza nokomeleza udlamko nempilo esegazini.

Inkqutyana 4.4: iMidlalo yeziKolo

Ukudala isimo esifanelekileyo, esihlala ithuba elide, esisebenzayo nesisulungekileyo ukuze kubonelelwe ngemidlalo yentatho-nxaxheba yesininzi; ukhuphiswano lwezemidlalo; imidlalo yodidi oluphezulu; nemidlalo esekelwe kwikhondo. Oku kwenziwa ngokutyala kwimfundo yezemidlalo, ukukhuliswa nokuphuhliswa kwabo bonke abanendima kwezemidlalo; ngokusebenzisana kwanokumisela intsebenziswano nabezemidlalo ezikolweni; nangokudibanisa zonke ezemidlalo yezikolo nokuhambisa umyalezo ngamaphulo abalulekileyo afana nokulwa ulwaphulo-mthetho neenkqubo zokulwa iziyobisi.

10.1 Injongo yeqhinga lokusebenza

Injongo yeqhinga lokusebenza 1	Ukunikezela ngophuhliso lweenkqubo ezixhasa imidlalo nolonwabo.
Inkcazelo yenjongo	Ukwakha indlela yokufikelela namathuba kwimidlalo yoluntu ngokuququzelela uqeqesho lokuxhobisa, ukuthatha inxaxheba ngobuninzi neenkqubo zokhuphiswano lwemidlalo; nangokubonelela amaziko ngenkxaso yokuthatha inxaxheba, yophuhliso, neenkqubo zoqeqesho nolonwabo eluntwini nakwiimanyano.
Isiseko	<ul style="list-style-type: none"> Ibhunga lezemidlalo lephondo eli-1. Amabhunga ezemidlalo engingqi ama-4. Imibutho namaziko ezemidlalo engingqi/ ephondo ali-110.

Injongo yeqhinga lokusebenza 2	Ukunikezela ngeenkonzelo ezikhethekileyo zemidlalo nolonwabo.
Inkcazelo yenjongot	Ukunikezela ngeziseko zophuhliso ezizinzileyo neenkqubo zokuphila ubomi obusempilweni nophuhliso lwemidlalo kukhenketho ngokungenela amathuba okubamba imidlalo emikhulu, ukubamba imidlalo nokuxhasa iimanyano zemidlalo ukubamba imicimbi emikhulu.
Isiseko	<ul style="list-style-type: none"> • Imisitho emikhulu engama-30. • Iintsuku zemidlalo zenginqi ezi-3. • Usuku lwemidlalo lwephondo olu-1. • Iimbsa zemidlalo zengingqi ezi-4. • Imbasa yemidlalo yephondo e-1. • Imbasa "yeGqala lezeMidlalo" e-1.

Injongo yeqhinga lokusebenza 3	Ukunika inkxaso kwabo bancedwayo nenkxaso yezobunzulu-lwazi kwezemidlalo nolonwabo.
Inkcazelo yenjongot	Ukunika inkxasokwabo bancedwayo nenkxaso yezobunzululwazi ngeenjongo zokukhuthaza ulawulo olufanelekileyo lwezemidlalo nolonwabo.
Isiseko	<ul style="list-style-type: none"> • Imibutho yemidlalo eli-110. • Ikomiti yeeNguqu nokuBeka iLiso yephondo e-1. • Ikomiti ezine zenguqu zengingqi. • Ikomiti yongenelelo yephondo e-1. • Ikomiti yababhinqileyo e-1. • Ikomiti yabaneziphako zomzimba (izilima) e-1. • Amabhunga ezemidlalo ama-5. • Ikomiti yabasebenzi basezifama e-1.

Injongo yeqhinga lokusebenza 4	Ukukhuthaza ezolonwabo.
Inkcazelo yenjongot	Ukuphakamisa ezemidlalo nokuncedisa ukuxhasa izakhiwo zolonwabo ukwenza igalelo kumanqanaba aphezulu okuthatha inxaxheba koluntu lonke lwaseNtshona Koloni.
Isiseko	<ul style="list-style-type: none"> • Kuxhaswe imibutho yolonwabo esi-8. • Amphulo olonwabo nemisitho engama-50.

Injongo yeqhinga lokusebenza 5	Ukudala amathuba okufikelela kwimidlalo yezikolo nabafundi bazo.
Inkcazelo yenjongot	Ukudala amathuba okufikelela kwimidlalo zizikolo nabafundi bazo ngokumisela kunye/okanye ukuququzelela ubudlelane nokuncedisa ngonikezelo lwezixhobo zokusebenza neziseko zophuhliso ngenjongo yokuqinisekisa ukuthatha inxaxheba ngobuninzi kwimidlalo, iligi neendlela zetonamenti ngokusebenzisa imidlalo esekelwe kukhuphiswano, ukuthatha inxaxheba kwindlela yokusebenza ephezulu nesebenza kakhulu kwimidlalo, nokukhangela italente kule midlalo yonke iqhutywayo, iminyadala, iitonamenti neenkampu zokuqeqesha zabafundi abasahamba isikolo.
Isiseko	<ul style="list-style-type: none"> • Itonamenti ezi-1 (kuZwelonke). • Imimandla esi-8 (kwiphondo)

10.2 Ekujoliswe kuko ngonyaka liqhinga lokusebenza 2013/14

Injongo yeqhinga lokusebenza		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Inggikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
4.2.1	Inani lemibutho yezemidlalo enikwe inkxaso	139	107	111	110	110	110	110
4.2.2	Inani leenkonzelo ezikhethekileyo zezemidlalo nolonwabo	3	3	3	3	3	3	3
4.2.3	Inani leembambano zezemidlalo nolonwabo ezisonjululweyo	5	5	5	5	5	5	5
4.2.4	Inani lemibutho yezolonwabo encediweyo	7	7	7	8	8	8	8
4.2.5	Inani lamakhuphiswano emidlalo yezikolo axhasiweyo	4	4	4	1	1	1	1
4.2.6	Inani lemimandla efikelelayo kumathuba ezemidlalo	8	8	8	8	8	8	8

10.3 Ulawulo lomngcipheko

Umngcipheko 1: Imibutho ayikwazi ukusebenzisela isibonelelo-mali oko sikhutshelwe kona.

Iqhinga lokuhlangabezana nale meko: Lubeko-liso olumandla novavanyo lweenkqubo ezisetyenziswayo. Kubanjwa iintlanganiso nemibutho malunga neenkqubo zawo rhoqo ngonyaka.

Umngcipheko 2: Amaqabane entsebenziswano angaphandle asenophazamisana nokuhamba kakuhle kweligi yezikolo.

Iqhinga lokuhlangabezana nale meko: Kubanjwa iintlanganiso zekota namaqabane entsebenziswano ukuququzelela ukuqhutywa kweenkqubo.

Umngcipheko 3: Abaqeqeshi beeMOD Centre abaqeqeshwe yiDCAS basenokufumana ingqesho engcono kwezinye iindawo.

Iqhinga lokuhlangabezana nale meko: Abaqeqeshi banikwa isivumelwano sengqesho sonyaka, uninzi lwabo abasandula kuyeka esikolweni. Kuza kumana kuditywana nabo kunika amarhe kwangethuma malunga nabo bonofuna ukuhamba ukuya kwezinye iindawo ezinengqesho engcono. Inkqubo yokufuna umqeqeshi wokuthatha indawo yomkileyo ingaququjela kwangethuba.

10.4 Iimpawu zendlela yokusebenza nekujoliswe kuko ngonyaka 2013/14

Inkqutyana 4.2: Imidlalo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE							
Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
4.2.1 *Inani lemibutho yezemidlalo yephondo enikwe inkxaso	102	107	111	110	110	110	110
4.2.2 Nani leembaleki ezinetalente ezinikwe inkxaso kwinkqubo yophuhliso emiselelweyo yimibutho yezemidlalo	-	-	-	130	130	140	140
4.2.3 Inani leembaleki eziphezulu ezinikwe inkxaso ngeqkubo ye-akhademi yephondo	-	-	-	50	50	50	50
4.2.4 Inani leeklabhu ezinikwe inkxaso eziphantsi kwemibutho ezisebenzayo kudidi lomdlalo ngalinye	228	265	-	365	415	465	515
4.2.5 Inani leenkqubo zokuchonga abanetalente esesikweni ezinikwe inkxaso	-	-	-	4	5	5	5
4.2.6 Inani lee-akhademi zemidlalo ezisesikweni ezinikwe inkxaso	-	-	-	3	5	6	6
4.2.7 Inani lamabhunga ezemidlalo asebenzayo ephondo okanye okuhlala anikwe inkxaso	-	-	-	5	7	7	7
4.2.8 ** Inani lemisebenzi edaliweyo (abasebenzi abaqeshwe nge-6% yesiBonelelo-mali esineMiqango sesizwe	-	-	-	-	50	55	60

* Lo ikwangumsebenzi obonisa okwenziweyo.

** Iyonke imisebenzi eza kudalwa ngeSibonelelo-mali esineMiqathango sezeMidlalo ngama-483

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi			
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15	2015/16
4.2.9	Inani lemisitho emikhulu ebanjiweyo	25	22	30	30	30	30	30
4.2.10	Inanileenkqubo zokuzilolonga kwindawo yemithambo	-	7	5	4	4	4	4
4.2.11	Inani lemibhiyozo yokunikisa ngeembasa	6	6	6	6	6	6	6
4.2.12	Inani lemidlalo yokuKhuthaza uBambiswano (iintsuku zemidlalo yephondo)	-	-	-	4	4	4	4
4.2.13	Inani labathathi-nxaxheba abakwimibutho yezemidlalo	-	-	-	250 000	280 000	300 000	320 000
4.2.14	Inani labadlali abaqeqesweyo	-	-	-	-	240	240	240
4.2.15	Inani lamaziko emidlalo anikwe inkxaso	4	4	-	-	8	8	8
4.2.16	Inani leembaleki ezixhaswe ngokwenkqubo yemidlalo ephezulu	20	25	58	50	50	50	50

Inkqutyana 4.3: uLonwabo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi			
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15	2015/16
4.3.1	Inani leenkqubo ezifanelekileyo nezisebenzayo eziququzelelweyo	-	-	-	-	-	-	-
4.3.2	Inani labantu abathatha inxaxheba kwimisitho yolonwabo eququzelelweyo	-	-	-	-	-	-	-

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
4.3.3 * Inani lamaqumrhu okanye imibutho ezolonwabo enikwe inkxaso	4	2	6	8	8	8	8
4.3.4 Inani leeMOD Centres	-	-	70	70	72	72	72
4.3.5 Inani labasebenzi abaqeshwe kwiiMOD Centres (abaqeqeshi)	-	-	-	210	148	148	148

* Lo ikwangumsebenzi obonisa okwenziweyo.

Inkqutyana 4.4: iMidlalo yeziKolo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
4.4.1 Inani labafundi abathathe inxaxheba kwitonamenti yemidlalo yezikolo zengingqi	-	-	-	-	-	-	-
4.4.2 Inani labahlohli/ labancedisi bezemidlalo abaqeqeshelwe ukuqhuba iinkqubo zemidlalo yezikolo	-	-	-	-	-	-	-

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Medium-term targets		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
4.4.3 Inxelo yonyaka yeMidlalo yeziKolo yeNtshona Koloni (WCSS)	-	-	-	1	1	1	1
4.4.4 Iqhinga okanye umgaqo wezemidlalo ohlolwe ngokutsha okanye ogciniweyo	-	-	-	1	1	1	1
4.4.5 Inxelo yonyaka yophando	-	-	-	1	1	1	1
4.4.6 Inani leeMOD Centres ezinikwe inkxaso	247	106	106	109	99	99	99
4.4.7 Inani labasebenzi abaqeshwe kwiiMOD Centres (abaqeqeshi)	-	-	-	288	285	285	285

10.5 Ekujoliswe kuko ngekota 2013/14

Inkqutyana 4.2: Imidlalo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE								
Isalathisi somsebenzi wenkqubo		Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
					1st	2nd	3rd	4th
4.2.1	Inani lemibutho yezemidlalo yephondo enikwe inkxaso	8	Ngo-nyaka	110	-	-	-	110
4.2.2	Inani leembaleki ezinikwe inkxaso ngokwenkqubo emiselweyo yophuhliso yimibutho yemidlalo	8	Ngo-nyaka	130	-	-	-	130
4.2.3	Inani leembaleki eziphezulu ezinikwe inkxaso ngokwenkqubo ye-akhademi yephondo	8	Ngo-nyaka	50	-	-	-	50
4.2.4	Inani leeklabhu ezisebenzayo eziphantsi kwemibutho ezinikwe inkxaso ngokodidi lomdlalo	8	Ngo-nyaka	415	-	-	-	415
4.2.5	Inani leenkqubo zokuchonga italente ezinikwe inkxaso	8	Ngekota	5	1	2	1	1
4.2.6	Inani lee-akhademi zemidlalo ezisesikweni ezinikwe inkxaso	8	Ngo-nyaka	5	-	-	-	5
4.2.7	Inani lamabhunga asebenzayo ephondo okanye engingqi anikwe inkxaso	8	Ngo-nyaka	7	-	-	-	7
4.2.8	* Inani lemisebenzi edaliweyo (abasebenzi abaqeshwe nge-6% yeSibonelelo-mali esineMiqathango sezeMidlalo)	8	Ngo-nyaka	50	-	-	-	50

* Inani lemisebenzi edaliweyo (abasebenzi abaqeshwe nge-6% yeSibonelelo-mali esineMiqathango sezeMidlalo)

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
4.2.9	Inani lemisitho emikhulu ebanjiweyo	8	Ngo-nyaka	30	-	-	-	30
4.2.10	Inani leenkqubo zempilontle nokuzilolonga kwindawo yemithambo	8	Ngekota	4	1	1	1	1
4.2.11	Inani lemisitho yeembasa ebanjiweyo	8	Ngo-nyaka	6	-	-	-	6
4.2.12	Inani lemidlalo yoku-Khuthaza iNtsebenziswano ebanjiweyo (iintsuku zemidlalo yephondo)	8	Ngo-nyaka	6	-	-	4	-
4.2.13	Inani labathathi-nxaxheba abakwimbutho yezemidlalo	8	Ngo-nyaka	280 000	-	-	-	280 000
4.2.14	Inani labathathi-nxaxheba abakwimbutho yezemidlalo	8	Ngekota	240	40	100	100	-
4.2.15	Inani lamaziko ezemidlalo anikwe inkxaso	8	Ngo-nyaka	8	-	8	-	-
4.2.16	Inani leembaleki ezinikwe inkxaso ngenkqubo yemidlalo ephezulu	8	Ngo-nyaka	50	-	-	-	50

Inkqutyana 4.3: Ulonwabo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Unxibelelwano lweno-mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota				
				1st	2nd	3rd	4th	
4.3.1	Inani leenkqubo zolonwabo ezifanelekileyo eziquzelelweyo	-	-	-	-	-	-	-
4.3.2	Inani labantu abathatha inxaxheba kwimisitho yolonwabo eququzelelweyo	-	-	-	-	-	-	-

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibele- lwano lweno- mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.3.3 Inani lamaqumrhu okanye imibutho yezolonwabo enikwe inkxaso	8	Ngon- nyaka	8	-	-	-	8
4.3.4 Inani leeMOD centres ezinikwe inkxaso	8	Ngon- nyaka	72	72	-	-	-
4.3.5 Inani labasebenzi abaqeshwe kwiiMOD centres (abaqeqeshi)	8	Ngon- nyaka	148	102	46	-	-

Inkqutyana 4.4: Imidlalo yeziKolo

IMIQATHANGO ELUNGISELELWEYO YENDLELA YOKUSEBENZA KAZWELONKE

Isalathisi somsebenzi wenkqubo	Unxibele- lwano lweno- mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.4.1 Inani labafundi abathatha inxaxheba kwiitonamente zemidlalo yezikolo zengingqini	-	-	-	-	-	-	-
4.4.2 Inani labahlohi okanye abancedisi bezemidlalo abaqeqeshelwe iinkqubo zemidlalo yezikolo	-	-	-	-	-	-	-

IMIQATHANGO ELUNGISELELWEYO YOKUSEBENZA YEPHONDO

Isalathisi somsebenzi wenkqubo	Unxibele- lwano lweno- mbolo yePSO	Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
4.4.3 Inxelo yonyaka yezeMidlalo yeziKolo yeNtshona Koloni (WCSS)	8	Ngon- nyaka	1	-	-	-	1
4.4.4 Iqhinga okanye umgaqo wezemidlalo yezikolo ohlaziyiweyo okanye ogciniweyo	8	Ngon- nyaka	1	-	-	-	1
4.4.5 Inxelo yonyaka yephando	8	Ngon- nyaka	1	-	-	-	1
4.4.6 Inani leeMOD Centres ezinikwe inkxaso	8	Ngon- nyaka	99	99	-	-	-
4.4.7 Inani labasebenzi abanikwe inkxaso kwiiMOD Centres (abaqeqeshi)	8	Ngekota	285	203	82	-	-

10.6 Ukungqamanisa umsebenzi ekujoliswe kuwo nohlahlo-lwabiwo-mali neMTEF

Inggikelelo yenkitho

Itheyibhile 11.4: iNkqubo 4: iMidlalo noLonwabo

Inkqutyana	Iziphumo zenkcitho			Ulwabelo olulungelelanisiweyo	Inggikelelo yenkitho kwilixa eliphakathi		
	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
Iwaka ngokweeR							
Ulawulo	1 810	1 702	4 227	3 589	10 028	9 651	10 561
Imdlalo*	30 228	39 199	37 242	27 865	30 741	32 528	34 151
Ulonwabo*	8 045	12 691	13 937	14 495	16 584	17 305	18 163
Imdlalo yezikolo*	30 029	27 380	27 752	39 986	47 563	53 209	62 916
INdebe yeHlabathi yeFIFA yowama-2010™	235 159	4 599					
Iyonke	305 271	85 571	83 158	85 935	104 916	112 693	125 791

* 2013/14: iSibonelelo-mali esineMiqathango seSizwe: iNkqubo yokuThatha iNxaxheba ngoBuninzi kwezeMidlalo noLonwabo: R55 570 000.

Amanqanaba ezoqoqosho

Iintlawulo ezimiyo	76 129	63 720	60 795	72 168	84 186	87 483	92 274
Ukubuyekezwa kwabasebenzi	19 036	15 871	19 069	20 239	21 390	23 047	24 540
Impahla neenkonzo	57 094	47 792	41 727	51 929	62 796	64 436	67 734
Inzala nerhafu yomhlaba							
Iintlawulo eziyimali zempahla nokufanele ukuhlawulwa	19	57	15				
Iintlawulo nezibonelelo:	227 847	18 038	20 075	13 531	20 555	25 210	33 517
Kwiphondo nakoomasipala	216 000	4 000	2 000	2 000	1 742	1 812	1 912
Kwii-arhente nee-akhawunti zesebe						1	1
Kumaziko emfundo enomsila							
Kookopolotyeni boluntu namashishini abucala							
Koorhulumente bamazwe angaphandle nemibutho Yehlabathi							
Amaziko angenzi ngeniso-mali	11 843	14 038	18 075	11 529	18 813	23 397	31 604
Ezangaphakathi	4			2			
Iintlawulo zempahla yexabiso engundoqo	1 295	3 813	2 230	236	175		
Izakhiwo nezinye izinto ezinganakufuduswa							
Oomatshini nezixhobo	1 295	3 813	2 230	236	175		
Impahla yexabiso esunguliweyo							
Isoftware nezinye ezingaphathekiyo							
Umhlaba nezinto eziphantsi komhlaba apho: Imbuyiselo engundoqo							
Iyonke	305 271	63 720	83 158	85 935	104 916	112 693	125 791

Umsebenzi nendlela ehambe ngayo inkcitho

Esi sibonelelo-maliseniqathangosifakelwa unyaka ngamanye. Esi sibonelelo senzelwaukumisela i-Ofisi yoMlawuli oyiNtloko wezeMidlalo noLonwabo ukusukela ngowama-2008/09 nokumisela i-Ofisi yoMlawuli wokuKhuthaza ezeMidlaloukusuka ngowama-2009/10 ngokweemfuno ezingundoqo zangaphakathi. Ukwabiwa kwemali yenkqutyana yeNdebe yeHlabathi yeFIFA ka-2010 kuyapheliswa ngawama-2011/12 ngoba olu khuphiswano ludlule.

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

11 Izibonelelo-mali ezinemiqathango

11.1 Ekujoliswe kuko ngonyaka

Isibonelelo esineMiqathango samaThala eeNcwadi oLuntu

Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.1	Inani labasebenzi abaqeshwe kumathala eencwadi oluntu	287	313	292	331	331	331	331
1.2	Inani leetroli ezihambisa iincwadi elimiselweyo kwiindawo ezingafumani iinkonzo	5	5	6	3	3	5	5
1.3	Inani lamathala eencwadi ane-intanethi esetyenziswa luluntu	20	60	80	101	121	141	141
1.4	Inani lamathala eencwadi abonelelwe ngeentambo zobuxhakaxhaka beICT nonxibelelwano	19	20	21	20	20	20	20
1.5	Inani lamathala eencwadi anikwe iikhompuyutha	-	-	-	40	40	40	40
1.6	Inani leemathiriyeli ethengelwe amathala eencwadi	36 912	26 360	31 878	17 000	31 150	31500	32 000
1.7	Inani lamathala eencwadi amatsha akhiweyo	-	1	1	2	1	2	2
1.8	Inani lamaxa otyelelo ngenjongo zokubeka iliso enziwa liphondo komasipala	-	-	56	75	50	50	75
1.9	Inani loomasipala abafumana ubonelelo-mali	28	28	25	25	25	25	25
1.10	Inani lamathala eencwadi afakwe inkquboyokuthintila ukubiwa kweencwadi	-	-	-	-	20	20	20
1.11	Inani lamathala eencwadi aphuculiweyo	-	-	-	-	9	9	9

Uphuhliso lweeklabhu

Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.1	Inani labantu abaqeqeshiweyo njengenxalenye yenkqubo yophuhliso lweeklabhu	-	-	-	1 300	720	720	720
1.2	Inani leetonamenti neeligi ezibanjiweyo ukuphuhlisa iiklabhu	-	-	-	8	10	10	10
1.3	Inani leeklabhu elibonelelwe ngezixhobo nezinxibo	-	-	-	365	415	465	515
1.4	Inani lee-akhademi ezinikwe inkxaso	-	-	-	3	4	5	6
1.5	Inani leenkqubo zababandezeleke ngokwamalungu omzimba ezibanjiweyo	-	-	-	6	6	6	6
1.6	Inani leenkqubo zabaneziphako zamalungu omzimba	-	-	-	6	6	6	6
1.7	Inani lemisebenzi edaliweyo	-	-	-	-	50	55	60
1.8	Inani leeklabhu ezisebenzayo ezinikwe inkxaso kudidi lomdlalo ngalunye	228	265	-	365	415	465	515
1.9	Inani leenkqubo zephondo ezenziweyo	-	-	-	-	14	18	22
1.10	Inani leenkqubo zokuchonga iitalente ezixhasiweyo	-	-	-	4	5	5	5
1.11	Inani leembalekie ezinetalente ezinikwe inkxaso kwinkqubo zokuphuhliso zemibutho yezemidlalo	-	-	-	130	130	140	150
1.12	Inani leeprojekthi zemidlalo nolonwabo ezenziwe ngamabhunga ezemidlalo	-	-	-	-	4	6	8
1.13	Inani labasebenzi abaqeshwe ngokusisigxina ngesabelo se-6%	-	-	-	-	-	-	-

Inkqubo yeNtatho-nxaxheba yoLuntu iSiyadlala

Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.1	Inani leenkqubo zolonwabo eziququzelelweyo ze zaphunyezwa	4	2	6	50	32	32	32
1.2	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo eququzelelweyo	-	-	-	17 260	12 800	13 056	13 318
1.3	Inani lolutsha oluzimasa iinkampu zolutsha	-	-	-	-	300	300	300
1.4	Inani leehabhu ezixhaswe ngezixhobo okanye ngezinxibo	-	-	-	72	72	72	72
1.5	Inani labantu abaqeqeshiweyo njengexalenye yemidlalo yoluntu	-	-	-	-	150	150	150
1.6	Inani lemisebenzi edaliweyo	-	-	-	-	8	8	8
1.7	Inani labasebenzi abaqeshwe ngokusisigxina ngesabelo se-6%	-	-	-	-	-	-	-

Ukuthatha iNxaxheba ngoBuninzi kwiMidlalo yeZikolo

Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.1	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqaba lommandla	-	-	-	-	1 440	1 440	1 440
1.2	Inani labahlohli okanye abancedisi kwezemidlalo abaqeqeshelwe uku-qhuba iinkqubo zemidlalo yezikolo	-	-	-	-	480	480	480
1.3	Inani leembaleki izinikwe inkxaso yokuthatha inxaxheba kumakhuphi-swano ezikolo esizwe	5 116	1 339	2 150	521	480	480	480
1.4	Inani lezikolo ezibonelelwe ngezixhobo okanye ngezinxibo	-	-	-	109	513	513	513

Isalathisi somsebenzi wenkqubo		Umsebenzi oPhicothiweyo/ Owona wenziweyo			Ingqikelelo yom- sebenzi	Ekujoliswe kuko kwilixa elingelide kuyaphi		
		2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1.5	Inani lezikolo ezixile kwezemidlalo ezinikwe inkxaso	-	-	-	-	32	64	96
1.6	Inani lemibutho yemidlalo yezikolo enikwe inkxaso	-	-	-	-	9	9	9
1.7	Inani lemisebenzi edaliweyo (abasebenzi abasebenza e- ofisini abaqeshwe kwi-6% yeSibonelelo-mali esineMiqathango sesizwe	-	-	-	-	8	8	8
1.8	Inani labaququzeleli bemidlalo yezikolo abahlawuliweyo	-	-	-	-	15	15	15
1.9	Inana labasebenzi basesikolwebi bezemidlalo abaqeshwe isithuba eside okanye ngokusisigxina kwi-6% yesabelo-mali	-	-	-	-	-	-	-

11.2 Ekujoliswe kuko ngekota 2013/14

Isibonelelo-mali esineMiqathango samaThala eeNcwadi oLuntu

Isalathisi somsebenzi wenkqubo		Reporting period	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	* Inani labasebenzi abaqeshwe kumatha eencwadi oluntu	Ngonyaka	311	-	-	-	331
1.2	* Inani leetroli ezihambisa iincwadi elimiselweyo kwiindawo ezingafumani iinkonzo	Kanye kwiminyaka emibini	3	-	-	1	2
1.3	Inani lamathala eencwadi ane- intanethi esetyenziswa luluntu	Ngonyaka	121	-	-	-	121
1.4	Inani lamathala eencwadi afakelwe intambozobuxhakax- haka beICT nothungelwano	Kanye kwiminyaka emibini	20	-	-	10	10
1.5	Inani lamathala eencwadi anikwe izixhobo zekhompuyutha	Kanye kwiminyaka emibini	40	-	-	20	20
1.6	Inani lemathiriyeli ethengelwe amathala eencwadi	Ngekota	31 150	3 000	7 000	10 575	10 575
1.7	* Inani lamathala eencwadi amatsha akhiweyo	Ngonyaka	1	-	-	-	1
1.8	Inani lamaxa otyelelo ngeenjongo zokubeka iliso liphondo koomasipala	Ngekota	50	12	13	13	12

Isalathisi somsebenzi wenkqubo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.9	Inani loomasipala abafumana ubonelelo-mali	Ngonyaka	25	-	-	-	25
1.10	* Inani lamathala eencwadi afakwe inkquboyokuthintela ukubiwa kweencwadi	Ngonyaka	20	-	-	-	20
1.11	* Inani lamathala eencwadi aphuculiweyo	Ngonyaka	9	-	-	-	9

* Note: I-DCAS ibe nemingeni ekunikeneni ingxelo ngezi mpawu zendlela yokusebenza kuba ingenalawulo lupheleleyo ngendlela yokwenziwa kwale misebenzi. Iimpawu zendlela yokusebenza zisingise kumaphulo enziwe ngoomasipala nangabaniki-zinkonzo bangaphandle

Isibonelelo-mali seNkqubo yeNtatho-nxaxheba ngoBuninzi

Uphuhliso lweeklabhu

Isalathisi somsebenzi wenkqubo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani labantu abaqeqeshiweyo njengexalenye yenkqubo yophuhliso lweeklabhu	Ngonyaka	720	-	-	-	720
1.2	Inani leetonamenti neeligi ezibanjiweyo ukuphuhlisa iiklabhu	Ngonyaka	10	-	-	-	10
1.3	Inani leeklabhu elibon-elelwe ngezixhobo nezinxibo	Ngonyaka	415	-	-	-	415
1.4	Inani lee-akhademi zemidlalo ezidalweyo ezinikwe inkxaso	Ngonyaka	4	-	-	-	4
1.5	Inani leenkqubo zababandezeleke ngokwama-lungu omzimba ezibanjiweyo	Ngekota	6	1	2	2	1
1.6	Inani leenkqubo zababhin-qileyo ezibanjiweyo	Ngekota	6	1	2	2	1
1.7	Inani lemisebenzi edaliweyo	Ngonyaka	50	-	-	-	50
1.8	Inani leeklabhu ezisebenzayo ezinikwe inkxaso kudidi lomdlalo ngalunye	Ngonyaka	415	-	-	-	415
1.9	Inani leenkqubo zephondo ezenziweyo	Ngonyaka	14	-	-	-	14
1.10	Inani leenkqubo zokuchonga iitalente ezixhasiweyo	Ngekota	5	1	2	1	1

Isalathisi somsebenzi wenkqubo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.11	Inani leembalekie ezinetalente ezinikwe inkxaso kwinkqubo zokuphuhliso zemibutho yezemidlalo	Ngonyaka	130	-	-	-	130
1.12	Inani leeprojekthi zemidlalo nolonwabo ezenziwe ngamabhunga ezemidlalo	Ngonyaka	4	-	-	-	4
1.13	Inani labasebenzi abaqeshwe ngokusisigxina ngesabelo se-6%	-	-	-	-	-	-

Intatho-nxaxheba yoluntu ngoBuninzi iSiyadlala

Isalathisi somsebenzi wenkqubo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani leenkqubo zolonwabo eziququzelelweyo ze zaphunyezwa	Ngekota	32	8	8	8	8
1.2	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo eququzelelweyo	Ngekota	12 800	3 200	3 200	3 200	3 200
1.3	Inani lolutsha oluzimasa iinkampu zolutsha	Ngonyaka	300	-	-	300	-
1.4	Inani leehabhu ezixhaswe ngezixhobo okanye ngezinxibo	Ngonyaka	72	-	72	-	-
1.5	Inani labantu abaqeqeshiweyo njengenxalenye yemidlalo yoluntu	Ngonyaka	150	-	150	-	-
1.6	Inani lemisebenzi edaliweyo	Ngonyaka	8	8	-	-	-
1.7	Inani labasebenzi abaqeshwe ngokusisigxina ngesabelo se-6%	-	-	-	-	-	-

Inkqubo yeNtatho-nxaxheba ngoBuninzi

Isalathisi somsebenzi wenkqubo		Ilixa lokunika ingxelo	Ekujoliswe kuko ngonyaka 2013/14	Ekujoliswe kuko ngekota			
				1st	2nd	3rd	4th
1.1	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinqaba lommandla	Ngekota	1 440	480	480	480	-
1.2	Inani labahlohli okanye abancedisi kwezemidlalo abaqeqeshelwe ukuqhuba iinkqubo zemidlalo yezikolo	Kanye kwiminyaka emibini	480	-	240	240	-
1.3	Inani leembaleki izinikwe inkxaso yokuthatha inxaxheba kumakhuphi-swano ezikolo esizwe	Ngonyaka	480	-	-	480	-
1.4	Inani lezikolo ezibonelelwe ngezixhobo okanye ngezinxibo	Kanye kwiminyaka emibini	513	-	300	213	-
1.5	Inani lezikolo ezigxile kwezemidlalo ezinikwe inkxaso	Ngonyaka	32	-	-	-	32
1.6	Inani lemibutho yemidlalo yezikolo enikwe inkxaso	Ngonyaka	9	-	-	-	9
1.7	Inani lemisebenzi edaliweyo (abasebenzi abasebenza e-ofisini abaqeshwe kwi-6% yeSibonelelo-mali esineMiqathango sesizwe	Ngonyaka	8	8	-	-	-
1.8	Inani labaquzeleli bemidlalo yezikolo abahlawuliweyo	Ngonyaka	15	15	-	-	-
1.9	Inana labasebenzi basesikolwebi bezemidlalo abaqeshwe isithuba eside okanye ngokusisigxina kwi-6% yesabelo-mali	-	-	-	-	-	-

Igama lequmrhu	Umthetho	Iinjongo zeQhinga lokuSebenza kweQumrhu
Ikomishini yeNkcubeko yeNtshona Koloni	<i>I-Western Cape Cultural Commissions and Cultural Councils Act, 1998</i> (uMthetho 14 ka-1998)	Kukulondoloza, ukukhuthaza nokuphuhlisa ubugcisa nenkcubeko ngokubhalisa nangokucima amabhunga enkcubeko, ukulawula amaziko enkcubeko, ukwenza uphando nangophicotho lwesimo.
Ikomiti yeeLwimi yeNtshona Koloni	UMgaqo-siseko weNtshona Koloni, 1997 UMthetho weelwimi wePhondo leNtshona Koloni, 1998 (uMthetho 13 ka-1998) <i>I-Pan South African Language Board Act, 1995</i> (uMthetho 118 ka-1998)	Ukubeka iliso ekusetyenzisweni koMgaqo-nkqubo weelwimi weNtshona Koloni nokucebisa uMEC wePhondo ngemiba yokusetyenziswa kweelwimi neBhodi yeeLwimi zoMzantsi Afrika (PanSALB) eNtshona Koloni.
Ilifa leMveli yeNtshona Koloni	<i>i-National Heritage Resources Act, 1999</i> (uMthetho 25 ka-1999)	Ukumisela nokulondoloza iinkqubo zolawulo olumanyanisiweyo lwezinto ezililifa lemveli eNtshona Koloni.

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Inguqulelo yesiXhosa nesiBhulu yolu papasho iyafumaneka xa uyifuna.



**URhulumente
weNtshona Koloni**
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nezemiDlalo

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