



URhulumente
weNtshona Koloni

UPhuhliso loLuntu

Ingxelo Yonyaka ka-2018/19



**iSebe Lophuhliso Loluntu
kwiPhondo leNtshona Koloni
Ingxelo Yonyaka
ka-2018/2019
(Ivoti 07)**

Isilandulo

- Ingxelo yesiNgesi yale Ngxelo yoNyaka ithatyathwa njengesicatshulwa esisemthethweni. IsiBhulu solu bhengezo ziyafumaneka xa ziceliwe.
- ISebe alisayi kubekwa tyala ngeenkcazelo ezingezizo ezinokuthi zenzeke kwinqubo yoluguqulelo.
- Ukuba ngaba kungakho uguqulelo olungelulo olunokuthi lwenzeke lolu xwebhu, ingxelo yesiNgesi njengolwimni lwesiseko yiyo eya kusebenza.
- Le Ngxelo yoNyaka yaqulunqwa liCandelo eliyiNtloko loCwangciso loShishino neQhinga leSebe loPhuhliso loLuntu.

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Isigaba A: linkcukacha Eziphangaleleyo

1. linkcukacha Eziphangaleleyo ngeSebe

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Isihloko: Ingxelo Yonyaka-mali u-2018/2019 yeSebe Lophuhliso Loluntu
leNtshona Koloni

2. Izishunqulelo Nezifinyezo

Isishunqulelo	Igama Elipheleleyo
AGSA	uMphicothi-zincwadi Oyintloko kuMzantsi Afrika
AHR	Ukuncitshiswa Kwezibi Ezibangwa Butywala [iGame Changer]
AOS	Inkqubo yooSomaqhuzu
APP	Isicwangciso Sentsebenzo Yonyaka
ASC	Unonophelo Lwasemva Kwesikolo
BAS	Inkqubo Esisiseko Yogcino-zincwadi
B-BBEE	Inkqubo Exananazileyo Yokuxhotyiswa Kwabomthonyama Ngokoqoqosho
BCP	Isicwangciso Sokuqhubeka Koshishino
CC	Unonophelo Lwabaxhamli
CCP	Unonophelo Nokhuselo Lwabantwana
CD	uMlawuli Oyintloko
CGRO	Uhlalutyo Nesikhokelo Solawulo Loshishino
CoE	Ukubuyekwezwa Kwabasebenzi
CPO	Umbutho Wokhuselo Lwabantwana
CSC	Iziko Leenkonzo Zoshishino
CSD	Isikhundla Seenkcukacha Zamashishini
CYCC	iZiko Lononophelo Lwabantwana Nolutsha
DCPO	Umbutho Omiselwe Unonophelo Nokhuselo Lwabantwana
DOA	iSebe Lezolimo
DoH	iSebe Lempilo
DPSA	iSebe Leenkonzo Zoluntu Nezolawulo
DSD	iSebe Lophuhliso Loluntu
DTPW	iSebe Lezothutho Nemisebenzi Yoluntu
ECD	Uphuhliso Lweentsatshana
EHW	Impilo Nentlalo-ntle Yabasebenzo
EHWP	Inkqubo Yempilo Nentlalo-ntle Yabasebenzi
EPWP	Inkqubo Exananazisiweyo Yemisebenzi Yoluntu
ERM	Ulawulo Lomngcipheko Kushishino
ERMCO	iKomiti Yolawulo Lomngcipheko Kushishino
GG	iGaraji kaRhulumente
GBVCC	Iziko Elamkela Iminxeba Ngobundlobongela Obusekelwe Kwisini
HOD	iNtloko kwiSebe Lophuhliso Loluntu
ICAS	Inkonzo Ezimeleyo Yeentuthuzelo Neengcebiso
ICB	Ukuxhotyiswa Kwamaqumrhu Ngfezakhono
ICT	Ubuxhakaxhaka Bolwazi Nonxibelelwano
IT	Ubuxhakaxhaka Bonxibelelwano
IYM	Uhlolo Lwaphakathi Enyakeni

Isishunqulelo	Igama Elipheleleyo
MEC	Ilungu leBhunga Labalawuli
MPAT	Isixhobo Solawulo Lovavanyo Lwentsebenzo
MTEF	Isikhokelo Senkcitho Yethuba Elingephi
MTSF	Isikhokelo Sasicwangciso-qhinga Sethuba Elingephi
M&E	Uhlolo Novavanyo
NDP	Isicwangciso Sophuhliso Lwesizwe
NDSD	iSebe Lophuhliso Loluntu Kwisizwe
NEET	Abangekho Kwingqesho, Kwimfundo kunye okanye Kuqeqesho
NPA	IGunya-bantu Lezotshutshiso
NPO	Umbutho Ongajonge Ngeniso
PAIA	Umthetho iPromotion of Access to Information Act
PCM	Inkqubo Yolawulo Lwemicimbi Yokuxhobisa
PCFF	Iqoqo Labantwana Neentsapho kwiPhondo
PFS	Iinkonzo Zophando-nzulu kwiPhondo
QPR	Iingxelo Zenkqubela Ngekota
PSG	Amanqaku Esicwangciso-qhinga sePhondo
OD	Uphuhliso lweSebe
RWOPS	Umsebenzi Ohlawulelwayo Ngaphandle Kowenziwa Eburhulumenteni
SAW	Abancedisi Boonontlalo-ntle
SW	OoNontlalo-ntle
SAPS	Inkonzo Yesipolisa kuMzantsi Afrika
SASSA	I-Arhente Yeenkonzo Zezibonelelo Zoluntu kuMzantsi Afrika
SCM	Ityathanga Lolawulo Lweentengo
SDA	Inginqi Yokuhanjiswa Kweenkonzo
SDIP	Isicwangciso Sophuhliso Lokuhanjiswa Kweenkonzo
SMS	Inkonzo Yeqoqo Lolawulo
SOP	Inkqubo Esisiseko Yokusebenza
Stats SA	iStatistics South Africa
TPA	Isivumelwano Sokwenziwa Kweentlawulo
VEP	Inkqubo Yokuxhotyiswa Kwamaxhoba
WC	iNtshona Koloni
WCDS	iSebe Lophuhliso Loluntu kwiNtshona Koloni (iWCDS)
WCG	uRhulumente weNtshona Koloni
WCSD	Isikhundla Samashishini kwiNtshona Koloni

3. Ilizwi loMphathiswa

u Nkszn. S.G. Fernandez

onguMphathiswa kwiPhondo: Wezophuhliso Loluntu



ISebe Lophuhliso Loluntu (iDSD) ikhupha le Ngxelo Yonyaka kunyaka-mali u-2018/19 njengobungqina benkqubela esithe sayenza kwisithuba sonyaka-mali ophelileyo ekuphuculeni inkqubo yokuhanjiswa kweenkonzo kwanasekuvingceni imisantsa nemingcipheko evelayo kwinkqubo yokuhanjiswa kweenkonzo. Ndiyathemba iya kuba lulutho ekubeni indlu yowiso-mthetho noluntu ngokubanzi zibe nolwazi ngeenzuzo nemingeni iSebe elithe lajamelana nayo kwinkalo yentsebenzo kwezomsebenzi, kwezolawulo, kwezolawulo lweziseko zabasebenzi kwanolawulo lwemali.

Ukususela ngo-2009, iSebe eli liye landisa ifuthe lalo nge-176 yamanqaku eepesenti. Sikhule ukususela kundlu-nkulu omnye nee-ofisi zezithili ezili-16 ngo-2009 ukuya kundlu-nkulu omnye ojongene nee-ofisi zemimandla ezintandathu kunye nee-ofisi zeengingqi ezingama-45 kunye neendawana zokuhanjiswa kweenkonzo ngo-2018. Ngapha koko, iSebe linezibhambathiso zentsebenzo namahlakani ayiMibutho Engajonge Ngeniso (iiNPO) engaphaya kwama-2 300, liwanika inkxaso neemali azidingayo. Eli tyathanga likhulu kangaka liqinisekisa ukuba iinkonzo zisondezwa eluntwini, kuncediswe abona bazidingayo.

Siyabuqonda ubunzima namanzithinzithi abajamelene nawo oonontlalo-ntle, abanonopheli babantwana nolutsha, abaphuhlisi boluntu kunye namagosa eSebe, afana nokunceda uluntu oluya lusanda rhoqo phantsi kwemeko yoqoqosho emaxongo, intlupheko, intswela-ngqesho kunye nolwaphulo-mthetho. Oku kungqina ukuba iSebe liqhubela phambili lisenza umsebenzi oncomekayo nje kungenxa yeenzame zobambiswano zamagosa neengcali, kwaphantsi kwezi meko zimaxongo. Le meko ke iye yanyanzelisa ukuba oosomaqhuzu bephondo ukuba bagxile ikakhulu ekuphuculeni inkquboyokusebenza ngokuthi beze namaqhinga aluqilima okubopha ibhanti, babekele phambili imisebenzi emikhulu ekhatshwa yimigaqo yemithetho yeli Sebe, kwanomsebenzi wobambiswano namanye amaqumrhu, ingakumbi phantsi kwesikhokhelo esinye selinge Lamanqaku Esicwangciso-qhinga sePhondo (iPSG) 2 no-3. Iinkcukacha ngala malinge zidizwa ikakhulu ngokugqibeleleyo kumakhasi alandelayo, noxa ke ndiya kukhankanya izinto nje eziphambili kuwo ngezantsi apha.

ISebe belisoloko likhokelwa nguPSG 2 kwakunye neSicwangciso-qhinga Sophuhliso Lolutsha kwiPhondo (iPYDS) ngenjongo yokuphucula iziphumo namathuba ophuhliso lolutsha. Ngoko ke, kuthe kwamiselwa ishumi elinanye leeYouth Cafés kwisithuba seminyaka emihlanu edlulileyo. Ngentsebenziswano, ezi Youth Cafés zifumana ngaphaya kwe-10 000 leendwendwe ngenyanga.

I PYDS nePSG 2 zikwavuselele ukusekwa kweNkqubo iCape Youth @ Work. Kwisithuba sonyaka odlulileyo, iCape Youth @ Work Programme le iphuhlise ngezakhono ikhulu lolutsha lwase Mitchell's Plain nakwiingingqi eziyirhangqileyo ngezakhono kwakunye namathuba okuqeqeshelwa ingqesho.

Ngokwemigaqo kaPSG 3 kwanokwandiswa kwentlalo-ntle, ukhuseleko kwanokulwisana nezimbi eluntwini, iSebe sele limisele amagumbi amahlanu okulungiselela ukudlala kwabantwana kwisithuba seminyaka emibini edlulileyo. Eli linge ke lijoliswe ekusombululeni imiba emikhulu kuluntu eyamana nokhuseleko lwabantwana kweli phondo. Sele kuqeqeshwe ngaphaya kwekhulu loonontlalo-ntle ukuze bancedise kula magumbi okulungiselela ukudlala kwabantwana. La magumbi adlala indima enkulu ekuvuseleleni isakhono sokhuseleko lwabantwana kwinqanaba eliphezulu koonontlalo-ntle ukuze bancede abantwana abathe baxhatshazwa ngokwasenyameni, ngokwasemoyeni kunye/okanye nangokwesondo. Zidala indawo ekhuselekileyo yokuze abantwana bakwazi ukuziveza ze kunikezelwe nangengxelo ngeentshukumo zolwaphulo-mthetho ezimbi ngelixa kujongwana nentlaninge ayabantwana abathi bonzakaliswe ze babulawe kweli phondo ngenxa yokungakhathaleleki okanye ngenxa yobundlobongela.

Njengokuba kusekuninzi okusenokwenziwa ukuphucula iinkonzo ezisiwa ebantwini abaphila nokukhubazeka, iSebe sele lihambe mgama noko ekwandiseni ukufikeleleka kwezi nkonzo. Ngo-2009, balikhulu elinamashumi amabini abantu abaphila nokukhubazeka abathi baxhamla kwiinkonzo zeengcali. Ngo-2018, bangama-88 000 abantu abathi baxhamla kwiinkonzo zeengcali. Eli Sebe liya kuqhuba nokunikezela inkxaso kwimibutho encedisa abantu abaphila nokukhubazeka. Ndiyazingca ngokuba eli Sebe lithe lanikezela inkxaso kwimiboniso ye-Autism Western Cape ebisihloko sithi "Artists on a Spectrum" okusasaza ulwazi Ngokukhubazeka kwe-Autism Spectrum.

Eli Sebe sele linikezele inkxaso engagungqiyo ekuphakanyisweni kwesidima samanina angamakhoba obundlobongela. Futhi ke, ngoku nje, eli Sebe lixhasa ngemali ze linikezele nenkxaso kwishumi elinesithandathu leesheltha ezinikezela ngendawo yokhuselekileyo yokufihla intloko ekhuselekileyo, iinkonzo zonyango kunye nophuhliso lwezakhono isithuba esifikelela kwiinyanga ezintathu, ndawonye neesheltha ezine zexesha lingxamisekileyo ezinikezela ngendawo ekhuselekileyo yokufihla intloko isithuba seentsuku ezisixhenxe.

Kunyaka-mali u-2018/2019, iNkqubo Yokuxhotyiswa Kwamaxhoba (iVEP) yaye yazibhaqa ikhula ngendlela ebingalindelekanga ngenxa yenkxaso-mali eye yongezeleka ebibekelwe iinkqubo zokuthintelwa kobundlobongela obujoliswe kumanina nabantwana. Oku kwathi kwaqinjisekisa ukwenyuka kweendleko kwiisheltha ngomyinge wama-30% ukuze kuncediswe ngokuphuculwa kokhuseleko, kwakunye neemfuno zempilo yentlalo yalapho. Ngapha koko, lo nyaka uthi wabonisa ukongezeleka kwenye isheltha eneshumi leebhedhi e-Atlantis kwakunye nokumiselwa kwekhosi yokuxhobisa ngezakhono ephunyeziweyo kuthotho lweesheltha. Le nkqubo iphinde yandisa umsebenzi wayo kwiingingqi ezisemaphandleni ngokuthi lise oonontlalo-ntle kwiingingqi apho kugquba khona ubundlobongela oujoliswe kwisini kuquka neVredendal, iBhobhofolo, iKnysna, iVostile kunye neWitzenberg.

Kwakulo nyaka-mali mnye, iSebe liqhubile nokuthabathela phambili umba wamaziko anikezela ngendawo yokuhlala kwiinkonde neenkondekazi ezimpilo inkenenkene, ze yenza nenkqubela emandla kumba wokubhaliswa kwamaziko anikezela ngendawo yokuhlala afumana inkxaso-mali, ze ke ngoko yabe iyathotyelwa imigaqo nemimiselo yomthetho i-Older Persons Act.

Kuthe kwenziwa nanye inkqubela kwinkqubo yeenkonde neenkondekazi ngokuthi kunikezelwe ama-R245 ezigidi ngenjongo yokumisela umthetho i-Older Persons Act kwanokuphakamisa iinkonzo Zokuguga Ngodlamko. Lilonke, zingama-355 iiNPO ezinikezela ngeenkonde zenkxaso, ezendawo yokuhlala kunye nezancedo lokuphila kwiinkonde neenkondekazi. Ezona nkonzo ziphambili ziquka amaziko anikezela ngononophelo kwabampilo inkenenkene, ukuphandwa kwezityholo zezenzo zokuphathwa gadalala kwabantu abadala kunye neenkonde zeengcali eziquka iinkonzo zokononophelo lwe-Alzheimer's neDementia. Le nkxaso-mali ke ikwasetyenziselwa ukunikezela inkxaso Kwimibutho Yeenkonde Neenkondekazi.

Kubalulekile ke ngoko ukuqwalasela ukuba la ngamanye nje amalinge awodwa athe enziwa kulo nyaka siwuphetheyo kwanokuba iintshukumo zomsebenzi omninzi weSebe zithiwe thaca kule ngxelo yonyaka. Inkqubela esesithe sayenza siliSebe ikakhulu ibingenxa yesikhokelo nobulumko beNtloko yeSebe (iHOD), uGqir. Robert Macdonald, yaye ndiyambulela yena neqela leqoqo eliphezulu lolawulo ndawonye nabo bonke abasebenzi beSebe endilikhokhelayo ngalo msebenzi mhle kangaka.



U Mphathiswa kwiSebe Lophuhliso Loluntu kwiPhondo
u Nkszn. S.G. Fernandez
Usuku: 09 EyoMsintsi 2019

4. Ingxelo Yegosa Elongameleyo

uGqir. Robert Macdonald

iGosa Elongameleyo: kwezoPhuhliso Loluntu



Isimo ngokwemisebenzi yeSebe

Unonophelo Nokhuselo Lwabantwana ziseyeyona nto iphambili nebalulekileyo kwiSebe yaye ke, ukuza kuthi ga ngoku, sele liqinisekise ukuba isixa esikhulu sesabelo-mali salo sisiwa ekumelaneni nemisebenzi kwanoxanduva olusekelwe kwimithetho kule nkalo. ISebe liqhubile neenzame zalo zokuqinisekisa ukuba bonke abantwana abanesidingo sononophelo nokhuselo bafumana iinkonzo ezisemgangathweni ngokuthi kuphuculwe izakhono zabasebenzi bezentlalo-ntle. Kule nkalo, sele kuqulunqwe ze kwaphuculwa izixhobo, iinkqubo ezingundoqo zokusebenza kunye kwakunye neenkqubo zoqeqesho ngenjongo yokubancedisa kumsebenzi wabo wokumisela imisebenzi yabo ngokwemithetho. Umzekelo, kwisithuba salo nyaka-mali, kwathi kwanikezelwa ngeenkqubo zoqeqesho ezisesikweni zovavanyo lokhuseleko nomngcipheko kwishumi kwikhulu elineshumi elinanye loonontlalo-ntle abajongene nokhuseleko lwabantwana ngenjongo yokwenza isixhobo sovavanyo lomngcipheko abakuwo abantwana. Oku ke kuqinisekisa ukuba banikwa amalinge afanelekileyo nasemgangathweni okuokhuselo lwabantwana. Kwangokufanayo, kwathi kwaqulunqwa ze kwamiselwa inkqubo Esimo-sinye Sokudluliselwa Kwabantwana Kwinkalo Yokhuselo Lwabantwana kwiNtshona Koloni, kwabe ke ngoko kuphuculwa amatyathanga okudluliselwaq phakathi kwemibutho – kuquka namasebe karhulumente kwanamanye amanqanaba aseburhulumenteni. ISebe likwanikezele ngoqeqesho koonontlalo-ntle abasebenza ngokhuselo lwabantwana kwiiNPO ezifumana inkxaso-mali kwinkalo yolawulo lwamakhaya abhalisiweyo agcina akhulise abantwana kwanakumagosa e-Arhente Yezibonelelo Zoluntu kuMzantsi Afrika (iSASSA) ngemigaqo nemimiselo zamakhaya akwiiklasta nalcina akhulise abantwana. Omnye umzekelo walo msebenzi wokuxhobisa ngezakhono kulo nyaka-mali siwuphetheyo yaba luqeqesho lwamagosa ezoluleko kwanamahlakani ngesikhokelo somgaqo-nkqubo woluleko ohlengahlengisiweyo ndawonye nescwangciso-qhinga sokulwisana nemibutho yemigewu yeDSD kubantwana nolutsha olusemngciphekweni.

Ngaphezu komsebenzi wokuphucula umgangatho weenkono kubantwana, ukuqhubekela kweSebe nokuthabatha inxaxheba kuPSG 2: 65 wephulo elisavavanywayo leziza ze-ECD libonakalise iinzuzo ezimandla kwisithubaseminyaka emithathu edlulileyo sokumiselwa kwalo: kwathi kwanikezelwa ingxelo yokuba kubantwana abali-1 368 abaphakathi kwesine nesihlanu seminyaka ubudala abathi baxhamla kumalinge onyango babonakalisa utshintsho nempucuko emandla kwiziphumo zophuhliso lwabo de babe abasekho emngciphekweni wokulibaziseka kuphuhliso. Ngapha koko, izakhono zabo zangaphambi kokuqala ukukwazi ukubhala nokufunda, ulawulo lwentsebenzo yemizimba yabo, umsebenzi wengqondo nowokucinga uphucuke de babe "babesebenza ngcono kunabantwana abaqhelekileyo abakwiNtshona Koloni abakwinqanaba eliqhelekileyo nabakwiminyaka yobudala ekwangangale bakuyo bona."¹ Ngeliphulo lonyango, iSebe liye lafikelela kubantwana abakwishumi elinanye leengingqi ezizezi: iFisantekraal, iKlapmuts, iMacassar, iMasiphumelele, iMitchells Plain, iVrygrond, iWestlake, iStellenbosch, iKnysna, iSedgefield nePlettenberg Bay. Kwangokunjalo, ukuthabatha kwethu inxaxheba kwiphulo lePSG 2 eliyiGame Changer

¹Iphulo Elisavavanywayo Lamaziko Ophuhliso Lweentsatshana Angama-65: iNgxelo yeminyaka emithathu 2016 – 2019 iqukunqwe Lilinge Lokufunda ngentsebenziswano ne-Alacrity Development, iKnysna Education Trust, Reach Trust kunye neengcali uJacqueline Murray kunye noMargaret Linegar (ka-2019, kwikhasi 11).

Yononophelo Lwasemva Kwesikolo – ingakumbi ngokwenkxaso enikwa amaziko ononophelo lwasemva kwesikolo kwakunye neentshukumo zeeYouth Café – abantwana aabadlamkisiweyo kwanolutsha ukuze luthabathe inxaxheba kwiinthukumo ezikhuselekileyo nezidlamkisiyo. Ukongezwa kwestampu sasekweni kuqeqesho lwemidlalo yeqonga kunye nezobugcisa kubasebenzi be-ASC kubenze ukuba bakwazi ukomeleza umgangatho weenkqubo zabo zemihla ngemihla.

ISebe liye laqhuba nokuthobela isigwebo senkundla senyanga yeNkanga ka-2010 esakhokelela iPhondo ukuba linikezele amacebo namalinge adingekayo ukumelana neemfuno zabantwana abakhubazeke kakhulu. Kungoku nje sele behlawulwa imivuzo abantu abanonophela abantwana kwanabo bancedisa ekumiseleni iinkqubo kuma-49 amaziko ononophelo lwabantwana abaphila nokukhubazeka ngokwasengqondweni kwanokuthuthwa kwabo ukuya nokusuka kula maziko kwiinqwelo ezikhuselekileyo nezikufaneleyo ukubathutha – ze eyona nto yakhankanywa mva ibe yinkxaso-mali yothutho oluya kula maziko. Kwathi kwandiswa neebedi kumaziko akwiCape Winelands nakuNxweme olukwiNtshona, ze ukwandiswa nokuphuculwa kweSivuyile kube kona kusaqhuba.

INtshona Koloni iyalikhokela eli lizwe kumba Wamaziko Ononophelo Lwabantwana Nolutsha (iiCYCC) nasekuboneleleni ngeenkqubo ezikhuselekileyo kubantwana nolutsha ngokwemigaqo yomthetho iChild Justice Act. ISebe likwa lelokuqala kweli lizwe ekumiseleni ibhodi yolawulo kwiphondo kumba we-CYCC eziphantsi kolawulo lukarhulumente. Amanye amacebo kumba wokuphuculwa kwempendulo yeDSD kwintsebenzo esemgangathweni kumba wabantwana abanesidingo sononophelo nokhuselo ibe kukumiselwa kwenkonzo yokwamkela enye kuzo zonke iiCYCC zeSebe kwanezo ziphantsi kweNPO zifumana inkxaso-mali kwiSebe. Oku kulenze iSebe lanakho ukuza nempendulo eyiyo kwimiyalelo yeenkundla kumba wokusiwa kwabantwana abanesidingo sononophelo nokhuselo, abakungquzulwano nomthetho kwanabo sele begwetyiwe.

Kwathi kongezwa nezinye iinkqubo ngenjongo yokuqinisekisa ukwanda nokusasazeka kweenkqubo zokhuselo lwabantwana ezithe zaba yimpemulo kwizidingo ezathi zabhaqwa ezifana neengcebiso nentuthuzelo kwiimeko zeentsizi neentlungu; iinkqubo zokulwisana nokuxhatshazwa kwiingingqi ezisemngciphekweni (iDelft, iMitchells Plain, iGrassy Park, iFlaka, iLavender Hill, iGordons Bay, iStrand, iNomzamo, iLadysmith, iRiversdale, ezinye iingingqi ezikuNxweme olukwiNtshona kunye neSomerset West). Kumba weenkqubo zokuthintelwa kolwaphulo-mthetho kubantwana, kuthe kweziwa namalinge akufaneleyo ukujongana nezimbo zabantwana abakungquzulwano nomthetho, kwathi kwaphunyezwa iinkqubo ezine zoluleko kweli phondo kwakunye nezintlanu zoluleko eziphunyezwe kuzwe-lonke. Oku ke kwenza ukuba kukwazeke ukuba kungeziwanezinye iinkqubo zoluleko ezinokuthi zongezelelwe ezenzelwe abantwana abangaphantsi kweshumi elinesibhozo leminyaka ubudala ezinokubaqwalasela iinkundla xa ziqwalasela umba wabantwana abakungquzulwano nomthetho. ISebe likwaqulunqe iilinge eliyimpemulo esuka kumacandelo ngamacandelo ngenjongo yokuqwalasela umba wokwanda kwamanani abantwana abasalinde ukuxoxwa kwamatyalaabo kumaziko oluleko ndawonye nokuphunyezwa kwenkqubo yophuhliso lwezakhono zobomi kwezoluleko, ingakumbi eyenzelwe amantombazana akungquzulwano nomthetho.

Abantu abaphila nokukhubazeka baselelinye lawona maqela asemngciphekweni. Ukuza kuthi ga ngoku, phantsi kwemigaqo kaPSG 3, iSebe liyandisile inkxaso yalo kumba weenkqubo neenkqubo ezihlanganyelweyo eziphakamisa amalungelo, intlalo-ntle kwakunye nokuxhotyiswa ngokoqoqosho kwabantu abaphila nokukhubazeka kwengqondo ndawonye neentsapho zabo, ze lakhokela kwinkalo yokuqulunqwa kweSikhokelo sePhondo Ngabantu Abaphila Nokukhubazeka Ngokwasengqondweni. Kwathi kwaphunyezwa neSicwangciso-qhinga Sokuphakamisa imiba Yokukhubazeka, yaye likho nephulo eligxilileyo elijolise ekwaziseni nelinikezela ngeenkukacha ngeenkqubo ezifikelekayo kubantu abaphila nokukhubazeka okumandla ngokwasengqondweni ze saphehlelelwa kwi-intanethi nangokwamaphepha aphahekayo ndawonye nakunomathotholo. Oku ke, ndawonye nokuphuuculwa kweenkqubo nendlela zokudluliselwa kumaziko kwanokwenziwa luqilima kwenkqubo yenkxaso kubazali Kubantu Abaphila Nokukhubazeka, kwaba negalelo ekubeni ande amanani abantu abaxhamla kwiinkqubo ezikhoyo. IDesika Yoncedo Kwezokukhubazeka

yeSebe nayo iziphucule iindawo zokuhlala kwakunye namacebo okufikeleleka kwiWCG kubasebenzi kwanakubaxhamli abaphila nokukhubazeka abathi batyelele eli ziko.

Ukomelezwa kweentsapho nako kuya kuqhuba kuyinto ephambili kuPSG 3 iphulo Leentsapho Ezisemngciphekweni, eliya kwenza kube lula ukunikezelwa kweenkonzo ezibalulekileyo kwiintsapho ezikowona mngcipheko mkhulu. ISebe liya kuqhuba nokwakha amatyathanga entsebenziswano namahlakani ukuze kusetyenzwe kweli phulo, kuquka namahlakani angaphandle kwinkalo Yononophelo Nokhuselo Lwabantwana: iinkqubo Zemithetho Yeentsapho, Inkundla Yeentsapho, iNkundla Yabantwana, iNkonzo Yespolisa kuMzantsi Afrika (iSAPS) kunye ne-Ofisi Yegwetha Leentsapho. Kunyaka-mali u-2018/19, kuye kwagxilwa ekunikezeleni ngeenkonzo zolondolozo lweentsapho, iinkqubo zonyango, iinkonzo zongenelelo, iinkqubo zezakhono kubazali, ndawonye neenkqubo ezijoliswe ekubuyiseleni kwisimo sesiqhelo, ukumanyaniswa kwanokubuyiselwa kwabantu abadala abangenamakhaha kwiintsapho zabo nakwiingingqi abaphuma kuzo. Nmjenjengxenywe yelinge lokubuyiselwa kwiintsapho nakwiingingqi zoluntu, kwathi kwandiswa inani leebhedi kwisheltha eseGeorge kusenzelwa abantu abadala abangenamakhaya ze kwanikezelwa ngenkxaso-mali kwezinye iisheltha ezintathu eziseThsoreni, eWoodstock naseStellenbosch.

Iinkonzo eziya Kwiinkonde Neenkondekazi ziquke ukubhaliswa nokuhlolwa kwamaziko afumana inkxaso-mali nawabucala (angafumani nkxaso-mali), futhi ke lisaqhuba nephulo lokubhaliswa kwawo onke amaziko anikezela ngeenkonzo. La maziko namaqumrhu anikezela ngeenkonzo ayengamelani neemfuno ezimiselayo athi ancediswa ekuqulunqeni nasekumiseleni izicwangciso zophuhliso lwenkqubo yokuhanjiswa kweenkonzo. Oku ke kuya kuwanceda akwazi ukumelana neemfuno zokuthotyelwa kwemimiselo yokubhaliswa ngokwemigaqo yomthetho i-Older Persons Act.

Ziqhubile neenkonzo ezisemgangathweni ukunikezelwa kumaxhoba olwaphulo-mthetho nobundlobongela angabantu abadala. Kunyaka-mali u-2018/19, zingama-44 iibhedi ezingxamisekileyo ezathi zongezwa kwiisheltha zamaxhoba olwaphulo-mthetho nobundlobongela, kuquka nesheltha entsha eneshumi leebhedi ese-Atlantis, kwaphuculwa ukhuselo ze kwiisheltha zamaxhoba olwaphulo-mthetho nobundlobongela ze kwandiswa kwenkxaso yezoluleko neenkonzo zempilo yengqondo. Iinkalo ezathi zathathelwa phezulu kule nkalo yezi ngingqi zikhankanywe ngentla apha ziquka iBlue Downs, iMitchells Plain, iPaarl, iBishop Lavis, iSomerset West, iStrand kunye neGugulethu. Ngapha koko, kwathi kwanikezelwa nangeekhosi eziphunyeziweyo zophuhliso lwezakhono kubahlali bezi sheltha zifumana inkxaso-mali ze kwandiswa neenkonzo zenkxaso kumaxhoba olwaphulo-mthetho kuluntu olukwinqanaba leLesbian Gay Bisexual Transgender and Intersex (iLGBTI). Amanye amalinge okunciphisa impilo yolwaphulo-mthetho ayequka iphulo lokubuyiselwa nolononophelo lwasemva koko ngenjongo yokomeleza olu totho lweenkonzo kubaxhamli beenkonzo zoluleko; kwanokwandiswa kweNkqubo Zokuxolelaniswa Kwamaxhoba Naboni ezijoliswe kuboni kwanakumaxhoba obundlobongela basemakhayeni.

ISebe likwaseke iQela leSebe Elijongana nomkhwa Wokuxhwilwa Kwabantu ngenjongo yokuncedisa kumsebenzi wokumisela komthetho iPrevention and Combatting of Human Trafficking Act. Zintathu iisheltha ezithe zafumana ukuphunyezwa okunemiqathango ukuze zinikezele iinkonzo kumaxhoba okuxhwilwa. Kwathi kwamiselwa nenkquboyokudluliselwa kwabo ngenjongo yokuhlanganyela iinkonzo neQoqo Lobulungisa Nothintelo Lolwaphulo-mthetho lwaphulo-mthetho, iQoqo Elingezoluntu kwakunye naloo NPO, ze kwandiswa iinkonzo zonyango nezempilo yengqondo kumaxhoba obundlobongela bamaqela emigewu eKraaifontein, eManenberg, kuNxweme olukwiNtshona kwanakwiziko iThuthuzela Centre eVostile.

Ekuphenduleni kumngeni wokwanda kwezinga lomkhwa wokusetyenziswa gwenxa kwezinyobisi, iinkonzo zokunyangelwa izinyobisi ziyaqhuba nokumisela kuzo zonke iiCYCC zeDSD. Ngapha koko, zikho yaye ziyasebenza iinkqubo (inkqubo ejolise kumlisela nomthinjana) zokunyangelwa izinyobisi ezisekelwe ezikolweni kwishumi lezikolo ezikwiingingqi ezikumngcipheko ophezulu (kwiingingqi zaseKuils River, e-Eerste River, eSteenberg, eLavender Hill, eHout Bay nase-Elsies River). Oku ke kuye kwathetha ukufikeleleka lula kweenkonzo zeengcali kubafundi abakwizikolo ezithe zachongwa. Ezi nkqubo zisekelwe ezikolweni zibe negalelo elithe ngqo ekufunyaniswenikwangethuba, kwanenkxaso yabafundisi-ntsapho

kwinkquboyokudluliselwa kwabo ethe yaqinisekisa ukunikezelwa kwenkonzo egqibeleleyo yokunyangelwa ukusebenzisa gwenxa iziyobisi kumntwana ngamnye. Kwisithuba salo nyaka siwuphetheyo, kuthe kwabhaliswa ishumi lamaziko anyangela ngaphakathi kwakunye neziza ezingama-25 ezisekelwe kuluntu ekuhlaleni yaye ke neSebe lithe landisa iinkonzo kwingingqi yeCape Winelands.

Amazinga aya esiba maxongo enupheko adale ukwanda kwesidingo seenkonzo zentlalo-ntle kwanezibonelelo zoluntu. Kwangokufanayo, isidingo seenkonzo zohlangulo loluntu naso sithe sanda.

ISebe lithe lathungelanisa iNkqubo Yokuziphilisa neSikhokelo Sesicwangciso-ahinga seWCG Kwezokhuseleko Lwezidlo Nesondlo Kwiintsapho ndawonye neNkqubo iWhole of Society Approach (iWoSA) ukuze kudalwe ulwazi ngezidlo nokhuseleko. Liyenze luqilima intsebenziswano neSebe Lezolimo neleMpilo ngenjongo yokuphakamisa iziseko zolawulo lokutya ze kunikezelwe nangokutya kwabo bangaphandle kwenkqubo yokunikwa izinto liSebe leMpilo (iDoH).

Inkqubo egxilileyo yezidlo ithe yandiswa yasiwa kwezinye iingingqi ezine ezongezelelweyo ezise-Eden Karoo nakwezinye ezintlanu ezongezelelweyo ezikuNxweme olukwiNtshona, ngelithi kuxhaswa abo bathe baphulukana nemisebenzi kwicandelo lezolimo nto leyo ikhokelele ekuqhambukeni komkhuhlane weentaka kunye nembalela engade imke ngokugqibeleleyo.

Kuthe kwasekwa neQela Langaphakathi Elisebenzayo ngenjongo yokuqinisekisa ukuze kuba zonke iinkqubo ziyaziswa ngesidingo, ze kudalwe amathuba engqesho athungelaniswa neemfuno zeNkqubo Yemisebenzi Yoluntu. Ekujonganeni nemingcipheko yangoku yemiba yentlalo-ntle yoluntu kwiintsapho ezingumvuka weentlekele kwanokuphulukana nemisebenzi, iSebe linikezele isikhokelo sokufikeleleka kwiinkonzo zethutyana zohlangulo loluntu kwiinzima kwanamathuba engqesho okwethutyana ngokwale nkqubo yayo ye-EPWP ndawonye namalinge esondlo agxilileyo.

INtshona Koloni ineeNPO ezibhalisiweyo ezingaphezu kwama-21 000 kuwo onke amacandelo apho phantse umyinge wama-40% ungayithobeliyo imigaqo nemimiselo yalo Mthetho. Zili-175 iiNPO ezithe zathabatha inxaxheba kwindibano yocweyo ebintsuku-mbini apho bekugxilwe nasekufumaneni inkxaso-mali, imiba yerhafu kwakunye neenkqubo zesikhokelo kwiNPO kwathi kwaqeqeshwa namagosa eDSD kwinkalo yokuthotyelwa kwemigaqo ziNPO ngenjongo yokuphucula izinga leenkono ezinikezelwa kwimibutho engayithobeliyo imimiselo.

ISebe lithe lanikezela isikhokelo ukumiselwa nokusetyenziswa kweshumi elinanye leeYouth Cafés kulo nyaka siwuphetheyo. Ezi ke zikwiindawo ezahlukeneyo zeNtshona Koloni: eGeorge, eThsoreni, eGreat Brak River; eBredasdorp, eVilliersdorp, eVelddrift, eSaldanha Bay, eVrygrond, eMitchells Plain, eNyanga naseCross Roads ze kunikezelwe neenkono ezigxilwe Kanye kulutsha ndawonye namathuba kwanenkxaso kumawaka-waka abantu abatsha. Kwathi kwaphehlelelwa umboniso obhanya-bhanya kwiwebsite kaRhulumente wePhondo ngenjongo yokuphakamisa iiYouth Cafés neenkono zazo. Kwathi kwabanjwa indibano yoqeqesho Ngemigaqo Nemimiselo Yeenkonzo Zophuhliso Loluntu kuNxweme olukwiNtshona nase-Eden Karoo ukuze kuqinisekise ukuba kunikezelwa ngeenkono ezisemgangathweni kubo bonke abantu abatsha.

Ukuze kwandiswe inani labasebenzi bakarhulumente abakwicandelo leenkono zophuhliso loluntu ekuhlaleni, iSebe liseben zise ithuba elivezwa ngamathuba okuqeqeshelwa ingqesho kwabantu abatsha anikezelwa liGunya-bantu Loqeqesho Kwezempilo Nentlalo-ntle (iHWESETA). Ngenxa yoku, bangama-33 abantu abatsha abathi bathabatha inxaxheba ze baluqoshelisa uqeqesho lwabo kwinkqubo Yophuhliso Lweengingqi eSebeni, ebelixhaswa yiHWESETA, kwenziwa nentshukumo yokuqwalaselwa nokwamkelwa ngokusesikweni Kokunakanwa Kwezifundo Zangaphambili (iRPL) ngempumelelo nama-35 Abasebenzi Abancedisa Kwezophuhliso Loluntu (ii-ACDPs) abaza kuthweswa izidanga zenqanaba 5 zeSikhokelo Sezidanga Kwisizwe (iNQF) kwezophuhliso loluntu ekuhlaleni. Le yinkqubo yokuqala ngqa yeRPL kweli Sebe.

Xa ndivalelisayo, mininzi imingeni elithi lijamelane nayo iSebe ngokwalo mkhwa umbi nowandayo wokuphathwa kakubi kwabantwana, izinga lokubulawa kwabantwana, ukwanda kobundlobongela obujoliswe ebantwaneni namanina, ndawonye nentswela-

ngqesho kwanentlupheko kulutsha. Le mingeni yiyo ke unobangela wokuba iSebe liwuthathele apha umba wononophelo nokhuselo lwabantwana, kunye – elelinye lawona manqaku alo aphambili kwisithuba sexesha elingephi - ukuqhuba nokuphuculwa kweenkonzo zononophelo nokhuselo lwabantwana ngokwemigaqo ethiwe thaca kumthetho iChildren's Act. Kukwabalulekile nokuba kwandiswe ukufikeleleka kwezi nkonzo, ze kunikezelwe nenxaso eyongezelelweyo kumalinge akhoyo okhuselo lwabantwana. Kwisithuba salo nyaka siwuphethayo, iSebe liqalise ngeenkqubo eziya kukhokelela ekumiselweni kothotho lwamalinge ajoliswe ekusombululeni le meko, afana nokwandiswa kweenkonzo zenkqubo Isibindi kwanokumiselwa kwenkqubo yokubuyiselwa kwiintsapho, nkqubo leyo yayamana neNkqubo Yeliso Emntwaneni, uthotho lweenkqubo zoluleko lwabantwana kwanezo Zokushiya kwabo Kumaziko. Oku kuya kwandisa iingingqi ekusetyenzwa kuzo zezi nkqubo zombini ze kunikezele ngenxaso eyongezelelweyo kumalinge akhoyo okhuselo lwabantwana. Amazinga aya ekhula okwentlupheko nentswela-ngqesho andisa izinga lesidingo seenkonzo zentlalo-ntle nezibonelelo kuluntu. Siyanda nesidingo seenkonzo zohlangulo loluntu kwiintlekele. ISebe liya kuqhuba nokunikezela isikhokelo kumba wokudalwa kwamathuba engqesho ethutyana kwanengeniso kubantu abangaphangeliyo ngelixa benikwa namava empangelo kwanoqeqesho kwizakhono ngokuthi kusetyenziswe inkwubo ye-EPWP kwankqubo iCape Youth @ Work Programme, ze kunikezelwe nangesondlo esigxile kwabo bathwaxwa yindla nokungondleki abangenayo inyweba yokuba bangaxhamla kwiNkqubo yeSebe Lempilo Yempiliso Yesondlo. Oku ke kufuneka kuhlanyanyelwe namanye amasebe karhulumente wephondo, oomaspala, iiNPO kwakunye namahlakathi akwicandelo labucala.

Isimo seziphumo zemali kwiPhondo**Iirisithi zeSebe****Itheybhile A: Iirisithi zeSebe**

Iirisithi zeSebe	2017/18			2016/17		
	Iintelekelelo	Esona sixa sikolekiweyo	Iintelekelelo	Esona sixa sikolekiweyo	Iintelekelelo	Esona sixa sikolekiweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Iirisithi zeRhafu						
Iikhasino						
Iirhafu Zemidyarho Yamahashe						
Iimpepha- mvume zokushishina ngotywala						
Iimpepha- mvume zezithuthi						
Iintengiso zeemveliso neenkonz ngaphandle kwezo ziphambili	762	755	7	720	748	(28)
Iintlawulo ezifunyenweyo						
Iifayini, izohlwayo nokuncanywa kwezixa						
Inzala, Izabelo nerente yomhlaba	36	54	(18)	34	209	(175)
Iintengiso yempahla ephambili						
Iintshukumo zemali kwimpahla nakumatyala	272	572	(300)	257	1 564	(1 307)
Itotali	1 070	1 381	(311)	1 011	2 521	(1 510)

Iirisithi zeSebe

Ingeniso yeSebe eze neSebe ifikelela kwi-0.06% yesabelo-malo xa siphelile. Ezona ndawo lifumana kuzo imali yalo iSebe zezi:

- Ukukolekwa kweemali ezityalwa iSebe;
- Ingeniso evela kwi-inshorensi kwakunye nokutsalwa kwamatyala kwimivuzo;
- Iimali zokupakwa kwezithuthi kunye neendleko zendawo yokuhlala kumagosa ngokomgaqo-nkqubo weSebe Lezothutho Nemizebenzi Yoluntu (iDTPW); kunye
- Nokubuyiswa kweentlawulo ezingasetyenziswa zoonyaka-mali abangaphambili.

Isixa esiphezulu esithe sakolekwa njengengeniso kunyaka-mali u-2018/19 yiR311 yamawaka yaye singumvuka woku kulandelayo:

- Ukwanda kwezinga lokukolekwa kwamatyala;

Ukungaqokelelwa ngokugqibeleleyo kweemali ezingumvuka wokuthengiswa kwempahla neenkonz ezingeyiyo impahla ephambili yesebe kungenxa yokumiselwa kweKomgaqo Welizwi kwi-intanethi (iVOIP) ethe yanciphisa indleko yeminxeba yabucala engumvuka weemali ezingangakolekwa ngokupheleleyo. Iintelekelelo iya kuhlalutywelwa lo nyaka-mali mtsha.

Inkcitho Yeenkqubo

Ithebhile B: Inkcitho Yeenkqubo

Igama Lenkqubo	2018/19			2017/18		
	Imali Ebekwelwe Bucala	Eyona Nkcitho	Imali Ebekwelwe Bucala	Eyona Nkcitho	Imali Ebekwelwe Bucala	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000
Ezolawulo	226 115	223 696	2 419	202 437	199 785	2 652
Iinkonzo Zentlalo-ntle Yoluntu	897 422	886 031	11 391	844 729	844 071	658
Ezabantwana Neentsapho	685 309	683 807	1 502	651 063	649 911	1 152
Iinkonzo Zoluleko	387 914	387 914	0	352 879	351 578	1 301
Ezophuhliso Nophando	50 032	50 032	0	59 413	58 772	641
Itotali	2 246 792	2 231 480	15 312	2 110 521	2 104 117	6 404

Inkqubo 1:

Le Nkqubo isebenzise ama-98.93% esabelo-mali sayo esingama R226.115 ezigidi ebesibekelwe unyaka-mali u-2018/19. I R2.419 yezigidi engasetyenziswanga ichaphazela ukungasetyenziswa kwaso sonke isabelo-mali Sembuyekezo Kubasebenzi ngenxa yokuba bengafumaneki abantu abanezakhono ezifanelekileyo kwinkqubo yogayo, ukwenyuselwa ngaphakathi kwanabasebenzi abathi bashiye iSebe ndawonye nokungasetyenziswa kwayo yonke eyabelwe inkxaso-mali enemiqathango kwabo banezidanga zezentlalo-ntle.

Inkqubo 2:

Le Nkqubo isebenzise ama-98.73% esabelo-mali sayo esingama R897.422 yezigidi kunyaka-mali u-2018/19. Isixa-mali esili R11.391 yezigidi ichaphazela abo bangaphakathi bonyuselweyo, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, ukulibaziseka kwenkqubo yokuphunyezwa kweenkqubo Zophuhliso Lwesebe kwanokushiya kwabasebenzi. Ukungasetyenziswa kwayo yonke imali Yeentlawulo Kwimpahla enkulu ichaphazela umba wokulibaziseka kwenkqubo yokuthengwa kwezithuthi zabakhubazekileyo ngenxa yeenguqu kuyo.

Inkqubo 3:

Le Nkqubo isebenzise ama-99.78% esabelo-mali sayo esingama R685.309 ezigidi kunyaka-mali u-2018/19. Imali engasetyenziswanga esi R1.502 sesigidi kwezembuyekezo kubasebenzi ingenxa yokwenyuselwa ngaphakathi kwanabasebenzi abathi bashiye isebe. Ukungasetyenziswa Kwiintlawulo Neenkxaso-mali kungenxa yokungathotyelwa kwemigaqo ziiNPO ezikwinkalo ye-ECD kwanezo zikwinkalo Yezononophelo Olungagqibelelanga ezazinabantu abangafikanga kuma-90% kwiiCYCC.

Inkqubo 4:

Le Nkqubo isebenzise umyinge we-100% yesabelo-mali sayo esingama R387.914 ezigidi kunyaka-mali u-2018/19.

Inkqubo 5:

Le Nkqubo isebenzise umyinge we-100% yesabelo-mali sayo esingama R50.032 yezigidi kunyaka-mali u-2018/19.

Ezidluliselweyo

Itheyibhile C: Inikezela ngeenkukacha kwiiVirement ezenziwe kulo nyaka uphononongwayo.

Icandelo eliphambili ukusuka	Iya ku	R'000	Isizathu
Inkqutyana 2.1: Ulawulo kunye neNkxaso	INkqutyana 4.2: Uthintelo loLwaphulo-mthetho kunye neNkxaso	713	Ukulungelelaniswa kwakhona kwe-COE
	INkqutyana 4.4: Ukusetyenziswa gwenxa kwezinyobisi, ukuthintela kunye nokubuyisela kwimeko yesiqhelo	832	Ukulungelelaniswa kwakhona kwe-COE
	INkqutyana ephantsi 5.4: Ukupheliswa kwendlala kunye nokuphila okuzinzileyo	98	Ukulungelelaniswa kwakhona kwe-COE
	INkqutyana ephantsi 5.6: Uphuhliso lolutsha	36	Ukulungelelaniswa kwakhona kwe-COE
Inkqutyana 3.4: ECD noKhathalelo oluNgendawo. (Ukungathobeki kwe-NGO ngenxa yokungangenisi kweengxelo zenkqubela kunye / okanye iingxelo zemali eziphicothiweyo okanye ukuyeka ukubhaliswa)	INkqutyana 1.2: Inkonzo zoLwawulo lweNdibaniselwano	4 504	Iimali zibuyiselwe kulungiso lweeofisi ukwenza indawo yokusebenza efanelekileyo, Imirhumo yezoMthetho yokunyuka kwamatyala ngokuchasene neSebe kunye nezixhobo ze-IT.
	INkqutyana 2.3: Inkonzo kubantu abaNkqubo	251	Ukunyuswa kweenkonzo zonyango kwiziko laseSivuyile kunye nokuhlangabezana nemilinganiselo kunye noncedo lwezezimali kwiiNPO.
	INkqutyana 2.5: Uncedo lwasantlalweni	2 413	Uncedo lokufumana imbalela eKannaland nasePrince Albert.
	INkqutyana 4.2: Uthintelo loLwaphulo-mthetho kunye neNkxaso	1 104	Ukunyuka kwamaxabiso ezinto zeenkono zesondlo kwizibonelelo ze Ziko le Sebe.
Inkqutyana 3.5: Amaziko Ononophelo Lwabantwana Nolutsha. (Ukuncitshiswa kweNPO ezazingaphantsi kwe-90% yabantu)	INkqutyana 2.3: Inkonzo kubantu abaNkqubo	420	Ukuhlangabezana nemilinganiselo nemigangatho kunye noncedo lwezezimali kwiiNPO.
	INkqubo ephantsi 5.1: Ulawulo kunye neNkxaso	42	Ukonyuka kokuzibandakanya kwiiNPOs.
	INkqutyana ephantsi 5.4: Ukupheliswa kwendlala kunye nokuphila okuzinzileyo	651	Ukwanda kokubekwa kweliso kwiinkqubo zomsebenzi woluntu nokulungiswa kwe-CNDC kunye nokwandiswa kweendawo zokutyisa eKalksteenfontein ukunceda ukunciphisa imiceli mngeni yoqoqosho, ukunciphisa intlupheko kunye nendlala.
	INkqutyana ephantsi 5.6: Uphuhliso lolutsha	72	Izixhobo zeeNkampu zoLutsha kunye neNkqubo yokuFikelela kuLuntu kwiPhondo lonke.
	INkqutyana 5.8: Ukuqalwa kwabemi nokuPhakanyiswa koMgaqo-nkqubo	17	Iindleko zeNdawo yokuHlala kwakhona

Ezigqithiselweyo

Ittheyibhuli D: ibonelela ngeenkukacha kwii-rollovers eziceliweyo ukusuka ku-2018/19 ukuya

Inkqubo	R'000	Injongo
Inkqubo yesi-2: linkonzo zeNtlalontle	1 806	Uxanduva olusemthethweni oluvela kumyalelo wenkundla wokubonelela ngothutho olwaneleyo (izithuthi ezizodwa) kubantwana abakhubazeke ngengqondo

Ukugcinwa kwengeniso

Ittheyibhile E: Inika iinkukacha ngengeniso egciniweyo ukusukela ngo-2018/19 ukuya ku-2019/20.

Inkqubo	R'000	Injongo
Inkqubo 4: linkonzo zokubuyisela kwimeko yesiqhelo	1 806	Inkxaso-mali yeenkonzo ezingaphandle kweenkonzo kwii-CYCCs ezinomngcipheko omkhulu (i-Horizon kunye neClanwilliam).

Izizathu zenkcitho engagunyaziswanga, engenaziqhamo neyiilahleko kwakunye nezixa ezichaphazelekayo ndawonye namanyathelo athe athatyathwa ukusombululo kwanokuthinela lo mkhwa kwixa elizayo

Azikho

Izicwangciso zekamva leSebe

ISebe liya kuqhuba nokumisela inkqubo yokuhanjiswa kweenkonzo ezichaphazela iimfuno zomthetho, ingakumbi kumba wokunikezelwa kwenkxaso kwanamathuba kubantwana nolutsha. Kuya kuthi kuqulunqwe isicwangciso-qhinga esigxilileyo sokujongana nokuthintelwa kwanokubhaqwa kwangethuba ze siphunyezwe. Kuya kuthi kuqulunqwe ze kwandiswe inkqubo ehlanganyelweyo ye-Isibindi ukususela kwiziza ezisibhobo ukuya kwezilishumi. Le nkqubo iya kuthungelaniswa nenkqubo Yeliso Emntwaneni ze yenze kube lula ukubhaqa kwanokunikezelwa koncedo ngokukhawuleza kwanokudluliselwa kwabantwana abasemngciphekweni kwiingingqi ezibanzi ekusetyenzwa kuzo. Inani loonontlalo-ntle abasebenzi ngokhuselo lwabantwana ndawonye noogxa babo abasebenza ngezolawulo kwiiNPO baya kwandiswa ze kumiselwe iiforamu zeengingqi zokhuselo lwabantwana. ISebe liya kuqhuba nokuthabatha inkxaxheba kumaqela okuhlalutya umkhawokubhubha kwabantwana ze libe nokukwazi ukungenelela kwangoko kwiimeko aapho abantwana abazalwa kunye basemngciphekweni. Kunyaka-malii u-2018/19, iSebe lathi lathunywa yiKhabhinethi yeNtshona Koloni ukuba liqulunqe ze lihlanganyele isicwangciso sokusebenza kumba wokunciphisa izehlo zokubhubha kwabantwana kweli phondo. Isicwangciso esisaqulunqwayo sele siqoshelisiwe yaye kuza kuqhutywa nokubonisana namahlakani aphambili kulo mba aquka iSAPS, iqoqo lobulungisa bolwaphulo-mthetho, amasebe karhulumente wephondo nawo omaspala kunye nemibutho ephambili karhulumente ku-2019/20. ISebe liya kuqhuba futhi nomsebenzi wokumisela kwePhulo Elisaqwalaselwayo Lesidima Seetawuli Zangaphantsi. Iphulo eli lijolise kuncediseni amantombazanyana kwanamanina asematsha asusela kwiBanga 4 ukuya kwiBanga 12 abafunda kwizikolo ezikwiingingqi ezihlelelekileyo apho isidingo sezi taweli siphezulu khona. Iinkxaso-mali ezinemiqathango kwinkalo ye-ECD ziya kusetyenziselwa ukulungiswa kwezakhiwo ezongezelelweyo, ze zona iinkxaso-mali zenkamnkam zifikeleleke kwabanye abantwana abongezelelekileyo. Kuya kwandiswa iinkxaso-mali enikwa onke amaziko e-ECD nawo Nonophelo Lwasemva Kwesikolo afumana inkxaso-mali.

Kuya kuqhuba nokuba ngomnye wemisebenzi ephambili yesebe ukwenziwa luqilima kweentsapho ngokwenkqubo Yeentsapho Ezisemngciphekweni apho iinkonzo ezibalulekileyo ziya kunikezelwa kwiintsapho ezikumngcipheko omkhulu. ISebe liya kuqhuba nokwakha amatyathanga entsebenziswano namahlakani anokwenza kube lula ukwenziwa kwalo msebenzi, kuquka namahlakani angaphandle akwicandelo Lokhuselo no Nonophelo

Lwabantwana: iinkqubo Zemithetho Yeentsapho, iNkundla Yeentsapho, isaps, kunye ne-Ofisi Yegqwetha Leentsapho. Eyona nto iphambili kuya kuqhutywa nayo kukunikezelwa kweenkonzo zolondolozo lweentsapho, ehlanganyelweyo inkqubo Isibindi ekuqa inkqubo Yeliso Emntwaneni (njengoko kuchaziwe ngentl'apha), iinkqubo zonyango, iinkonzo Zoxolelaniso kunye neeNkqubo zezakhino ekubeni Ngabazali. Ziya kuqhuba zinikezelwa iinkqubo ezijolise ekubuyiseleni kwisimo sesiqhelo, ekubuyiselweni kwabantu abadala abangenamakhaya kwiintsapho nakwii ngingqi ababesuka kuzo.

Ukuqinisekisa ukuba iinkonzo ziyanikezelwa kwiinkonde neenkondekazi ngokwemigaqo nemimiselo edizwe kumthetho i-Older Person's Act, iSebe liya kuphinda lingene kwilinge lokubhalisa nokuhlola iinkonzo zokunikezelwa kwendawo yokuhlala zabucala eziphantsi kolawulo lweeNPO ezifumana inkxaso-mali kwanezo zingafumani nkxaso-mali kuthi. ISebe libuya kwandisa amalinge achaphazela abantwana nabantu abadala abaphila nokukhubazeka kwengqondo kwaneendlela zokuziphatha ezingaphilanga ngokuthi kongezwe ezinye iibhedi ezingama-30 kwiziko lokuhlala iSivuyile ukuze lifake abantwana abangakwazi kakuhle ukuziphatha nekungekwazekiyo ukuba bakhululwe basiwe kwiintsapho zabo.

Kumba wolawulo lokusetyenziswa gwenxa kweziyobisi, iSebe liya kuqhuba nokubhaliswa kwanokuhlolwa kwamaziko abo banyangelwa ukusebenzisa gwenxa iziyobisi. Liya kuvavanywa kwakho neenkono zokunyangelwa ukusebenzisa gwexa iziyobisi ezisekelwe kuluntu ekuhlaleni ngenjongo yokufumanisa ukusebenza kweli linge.

Ziya kugcinwa nazo iinkonzo ezinikwa amaxhoba olwaphulo-mthetho ze kunikezelwe neenkxaso-mali kule nkalo ukuze kuhlululwe imivuzo zoomama bala makhaya kwakunye nabanonopheli kwii sheltha zamanina athe aphathwa gadalala kuya kuphinda kuqwalaselwa kwakho umba wokuphuculwa kwezokhuseleko kwanokuxhotyiswa ngezakhono ze yonyuswe nenkxaso-mali yeebhedi kwii sheltha zamanina athe aphathwa gadalala. ISebe liya kuxhasa ngemali iisheltha ezihlala abantu abadala abangenamakhaya ze lenyuse neentlawulo eliyinikezelayo ngebhedi nganye.

Kuya kuthi kwenziwe luqilima amalinge athungelaniwa nePYDS najoliswe ekuphuculeni iziphumo zeenkqubo zophuhliso lolutsha, ingakumbi ngokuqinisekisa ukuba zonke iinkqubo ezijoliswe kulutsha zisekelwe ekumiseleni isikhokelo esithundezela ulutsha kwiinkalo eziphucula amathuba alo engqesho, amanqanaba ezakhono kwanamathuba obomi ngokubanzi ngokwale nkqubo iyiCape Youth @ Work. ISebe liya kuzama ukongeza kwanokuphucula umgangano wazo zonke iinkqubo ezigxile kubantu abatsha.

Kuya kwandiswa kuxananaziswe izinga lokufikelela kweSebe kwiinkonzozolutsha kwiphondo ngokubanzi ngokuthi kuvulwe ezinye iYouth Cafés ezintathu. ISebe liya kubugcina ubudlelwane balo neHWSETA ze linikezele ngomnye umjikelo wenkqubo yokuqeqeshela ulutsha ingqesho kwiPhondo ngokubanzi.

ISebe liya kuchonga iinkalo zezikhundla kwiiNPO ezifumana inkxaso-mali nezithi ngokungathanga ngqo zixhamle kwinkxaso-mali yentloko nganye enikezelwa yiDSD (umzekelo, abapheki kula maziko anikezela ngezi nkonzo kwiinkonde neenkondekazi kwa neze-ECD) ze kuvavanywe izinga ezimelana kulo neemfuno zeenkalo zale nkqubo, ngenjongo tokukhuthaza ukufikeleleka kwenkxaso-mali yenkamnkam ephuma kwi-EPWP.

Intsebenziswano phakathi Kwamaqumrhu Abucala Nawoluntu

Akukho ngxelo

Iintshukomo ezingasenziwayo

Akukho ngxelo

Iintshukumo ezintsha okanye ezisacetywayo

Akukho ngxelo

Inkqubo Yolawulo Lweentengo

limbono namangeno eebhidi ezingakhutshelwanga zithenda kulo nyaka siwuphetheyo

ISebe alikhange libe nakuqoshelisa naziphi na iimvume zezicelo zeebhidi ekungakhange kukhutshwe zithenda kuzo kulo nyaka-mali siwuqwalaseleyo.

linkqubo zeSCM kwakunye namacebo akhoyo ukuthintela inkcitho engeyiyo

Inkqubo Yamagosa Ongameleyo elawula inkqubo yolawulo lweentengo kwanolawulo olwempahla egungqayo iyasebenza yaye isemgceci. Lo mgaqo ubhekisa yeye uvakalisa iinkalo zomgaqo-nkqubo. Imisela ze ilawule iintshumo zeli Sebe kwanezolawulo zeli sebe kwimisebenzi yamihla le yolawulo lweentengo.

Imingeni ekuthe kwajanyelwana nayo kwiinkqubo zeSCM kwanendlela ezithe zasonjululwa ngayo

Ukuthotyelwa kwemigaqo yenkqubo yeentengo yinjongo esoloko iqhuba yeli candela ngenjongo yokuqinisekisa ulawulo olululo. Oku ke kwenziwa ngemicimbi yokwazisa kwanokumiselwa kwamatyathanga entsebenziswano namacandelo esebenza ngemicimbi eyahlukeneyo. Iqoqo lemali lililinye ilinge lokufumanisa, lokubhaqa nokusombulula imingeni yenkqubo nemisebenzi yeSCM kwakunye neningeni efumaneka Kanye apho kunikezelwa khona iinkonzo (kwimimandla nakumaziko).

Uhlalutyo lweB-BBEE²

Itheyibhuli F: Uhlalutyo lwe-B-BBEE

Inkcitho enikwe Amashishini akwiWCSD Ngokwebakala Lobunini				
Ibakala Lobunini Obumnyama	2018/19		2018/17	
	Isixa Esihlawuliweyo	i-% Yesixa Esihlawuliweyo	Isixa Esihlawuliweyo	i-% Yesixa Esihlawuliweyo
Ubincinci Abanini Abamnyana bakwi-51%	R 123 057 213	80.30%	R 116 894 712	77.07%
Bangaphantsi kwe-51% Abanini Abamnyana	R 30 021 283	0.11%	R 16 413 014	10.82%
Ezingadizwanga	R 162 841	19.59%	R 18 362 333	12.11%
Itotali	R 153 078 496	100%	R 133 307 726	100%
Inkcitho eyenziwe Kumashishini akwi WCSD Ngokobungakanani Beshishini kulo nyaka-mali				
Amakhulu	R 76 400 470	49.86%	R 66 752 136	44.01%
Aphakathi ³	R 34 064 365	22.23%	R 31 478 979	20.75%
Asakhasayo ⁴	R 24 100 858	15.73%	R 21 739 577	14.33%
Angadizwanga	R 18 676 062	12.18%	R 31 699 367	20.90%
Itotali	R 153 241 755	100%	R 119 970 692	100%

²Inkqubo Yokuxhotyiswa Kwabamnyama Ngokoqoqosho

³ Amashishini Amancinci Anelungelo

⁴ Amashishini Asakhasayo Anenyhweba

Ixabiso elipheleleyo leeentlawulo ezithe zenziwa liSbe kwiinkampani ezibhaliswe kwiWCSD nakwiCSD lifikelela kwiR153.241 lezigidi kunyaka-mali u-2018/19.

- Ama-80.30 % eli xabiso athi ahlawulwa kumashishini Anabanini Abamnyama abakumyinge wama-51% ze i-0.11 % kweli xabiso alabi nakunikezelwa ngokwebakala lobunini kuba iintlawulo ezithile ezithe zenziwa kumashishini abhalise kwiCSD awakhange alidize ibakala lobunini.
- I-15.73 % lexabiso elipheleleyo lenkcitho kwiimveliso neenkonzelo lanikwa amashishini aphakathi ze ama-22.23 % ahlawulwa kulawo asakhasayo. Ama-49.86 % enkcitho athi ahlawulwa kwiiNkampani Ezinkulu.
- I-12.19 % lexabiso alizange libe nakuhlawulwa ngokwebakala lobunini kuba iintlawulo ezo zanikwa amashishini abhaliswe kwiCSD kodwa angazidizanga iinkcukacha ezingabanini.
- ICandelo Lemali kwiPhondo lithetha-thethana namashishini liwacela ukuba agcwalise iinkcukacha zawo ezingengeniso nangohlanga lwabanini bazo kwiCSD. Ngokwengeniso, umyinge wepesenti ongadizwanga uye wehla ngama-20.90 % kunyaka-mali u-2017/18 waya kuma kwi-12.19% kunyaka-mali u-2018/19.

Ithebhele G: Izipho Nezisa ezithe zafunyanwa kumahlakanathi angasebenzisaniyo nathi

Inkalo kwiSebe	Uhlobo Lwesipho (Iimveliso & Neenkonz)	Siziphiwe (Inkampani/umntu)	Ubudlelwane neSebe	Ixabiso
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	zizikipa zebhola ekhatywayo ezingama-92, iibhola zebhola ekhatywayo ezili 10xs, lithegi zeengalo ezili-100	yiBelfast 2 Blanco, e-Ireland	Abaqeqeshi Bamazwe Angaphandle	R6 500.00
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Ziinkonzo Zonyango Lomonzakalo	yiFriends of Thembaletu	yiVolunteer OT Services	R80 000.00
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Chair Scale	yiFriends of Thembaletu	Liqela Lenkxaso	R9 027.50
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Ziinkonzo Zonyango Lomonzakalo	yiCaleigh Campaign	yiVolunteer OT Services, Sessional OT kunye nePT	R4 000.00
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Ziinkonzo Zonyango Lomonzakalo	yiCaleigh Campaign	Livolontiya	R4 000.00
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Chair Scale service repair and calibrate	yiFriends of Thembaletu	Liqela Lenkxaso	R4 128.50
iCandelo Lolawulo: Ezentlalo-ntle Yoluntu	Yimali	Ngu Mnu. W. Brenner, weDistinctive Choice Security	Yinkampani enikezela iinkonzo	R3 500.00
iCandelo Lolawulo: Kwezophuhliso Loluntu Nentsebenziswano	Kukuzimasa indibano yocweyo exhaswe ngemali	yiLife exchange solutions	Lihlakani/ngumbutho oxhaswa ngemali/Liqabane	R3 000.00
iCandelo Lolawulo: Kwezophuhliso Loluntu Nentsebenziswano	Iibhodi ezimhlophe ezintathu	nguRochelle Smith, we-Acepak	Wayesakuba ngugxa wethu	R2 000.00
I-Ofisi yoMmandla weMetro ekuMantla	Izixhobo Zoncedo Olukhawulezileyo	yi-Agape Community Services	Ngumbutho ofumana inkxaso-mali kwiSebe	R24 736.00
I-Ofisi yoMmandla weCape Winelands	Izixhobo Zoncedo Olukhawulezileyo	yi-Agape Community Services	Ngumbutho ofumana inkxaso-mali kwiSebe	R14 760.00

Inkalo kwiSebe	Uhlobo Lwesipho (Imveliso & Neenkonz)	Siziphiwe (Inkampani/umntu)	Ubudlelwane neSebe	Ixabiso
I-Ofisi yoMmandla weCape Winelands	Zizidlo kwingqungquthla yoMgaqo-nkqubo yeDSD ngomhla we-6 kweyeKhala ka-2018: ngabantu abangama-85	yiDo More Foundation	Indawo ephise ngesisa apha licandelo leCorporate Social Investment Foundation lenkampani yakwalapha, iRainbow Foods.	R2 886.60
I-Ofisi yoMmandla okuNcweme olukwiNtshona	Iipakethi zabantwana ezingama-20x zabantwana ababudala bu-0-18 yeenyanga, iipakethi zeentsapho ezili-15	Ngu Nkskz. Gaynor Smith, we-Agape Community Service	i- Agape ngumbutho onikwa inkxaso-mali yokwenza umsebenzi wokuxhobisa ngezakhono kubazali bokhuseleko kwanabo baseza kuba ngabazali bethutyana. Inikezela neangezixhobo zokhuseleko	R6 320.00
I-Ofisi yoMmandla weMetro ekwiMpuma	Iibhokisi ezine eziqulethe izixhobo ezingxamisekileyo & nepakethi zeentsapho	Ngu Mnu. G. Smith, we-Agape Community Services	i-Agape inoxanduva lokuqeqesha kwanokuxhasa abazali bokhuseleko	R9 390.00
ITOTALI				R174 248.60

Iimeko zokukreqa nokungathotyelwa kwemimiselo ezithe zavezwa liSebe Lesizwe Lemali:

Azikho

Iintshukumo emva komhla ongumda wale ngxelo

Azikho

Okunye

Akukho zintshukumo zithe zaxelwa ekudingeka ukuba kunikezelwe ingxelo ngazo emva komhla ongumda wokunikezelwa kwale ngxelo.

Izincomo Nokuvalelisa

Egameni leqoqo labalawuli abaphezulu kweli Sebe, ndingathanda ukubulela bonke abasebenzi beDSD, ingakumbi apho basemsini, apho kunikezelwa khona iinkonzo ngokuqhuba bezinikela futhi bebambisene ekunikezelweni kweenkonzo kubantu beli phondo abahlelekileyo nabasemngciphekweni. Oku kuye kwaqinisekisa ukuba iSebe lithe lafikelela ngempumelelo kwintlaninge yeethagethi zayo kwinkalo yokunikezelwa kweenkonzo kulo nyaka phantsi kwezona meko zimaxongo.

Ndikwathanda ukubulela onke amahlakani ethu ayimibutho ekwicandelo leeNPO ethe yanikezela iinkonzo ezisemgangathweni egameni leSebe, ingakumbi kule meko yezoqoqosho nentlalo-ntle inzima neshokoxheke kangaka, eveze ukwanda kwesidingo seenkonzo zentlalo-ntle nezokuncitshiswa kwentlupheko, kwakunye nokuncipha kwemali yombuso kwanotyalo-mali olusuka kwicandelo lamashishini abucala.

Xa ndivalelisayo, ndingathanda ukugxininisa ukuba ukhuselo nononophelo lwabantwana ziya kuhlala zingowona msebenzi uphambili elizinikele kuwo iSebe yay eke kubalulekile ukuba axhaswe amalinger akhoyo ngoku ukuze kuzokwandiswa neenkonzo.

Ngokoxanduva lwalo esusela kwimithetho nemigaqo-nkqubo, iSebe liya kuqhuba lisebenzisana namahlakani kumsebenzi wokunikezelwa kweenkonzo eziwenzayo umahluko kubo bonke abo bazidingayo.



nguGqir. Robert Macdonald
iGosa Elongameleyo
kwiSebe Lophuhliso Loluntu
Umhla: 09 EyoMsintsi 2019

5. Intetho Yokuthabatha Uxanduva Kwanokuqinisekiswa Kokuchaneka kwale Ngxelo Yonyaka

Ngokolwam ulwazi nenkokelo, ndiqinikisa oku kulandelayo:

- Zonke iinkcukacha eziqulethwe kwanezixa ezithe zadizwa kule ngxelo yonyaka zizezichanekileyo.
- Le ngxelo yonyaka igqibelele, ichanekile yaye ayinazinkcukacha zishiyelelweyo.
- Le ngxelo yonyaka iqulunqwe ngokwemimiselo yokuqulunqwa kweengxelo zonyaka njengoko yathi yakhutshwa liSebe Lemali Lesizwe.
- Iingxelo Zemali Zonyaka (kwiSigaba E) nazo ziqulunqwe ngokwemigaqo ethe yaphuculwa yolawulo lwemali kwakunye nezikhokelo neminye imimiselo eyakhutshwa liSebe Lemali Lesizwe.
- Igosa Elongameleyo lilo elinoxanduva lokuqulunqwa kweengxelo zemali zonyaka kwakunye nezigqibo ezigthe zenziwa kwezi nkcukacha.
- Igosa Elongameleyo linoxanduva lokuseka, kwanokumisela inkaqubo yolawulo lwezangaphakathi eyilwe ngenjongo yokunika isiqinisekiso esikholelekayo ngokwesidima nokuthembakala kweenkcukacha zentsebenzo, iinkcukacha ezingemicimbi yabasebenzi kwakunye neengxelo zemali zonyaka.
- Abaphicothi-zincwadi bangaphandle babandakanyelwa ukuze bavakalise izimvo ezizimeleyo ngeengxelo zemali zonyaka.

Ngokolwam uluvo, le ngxelo yonyaka ivakalisa ngokukuko iintshukumo, iinkcukacha ezingentsebenzo, iinkcukacha ezingemicimbi yabasebenzi kwakunye nemicimbi yemali yeSebe kunyaka-mali oqoshele ngomhla wama-31 kwinyanga yoKwindla ka-2019.

Ozithobileyo



NguGqir. Robert Macdonald
Igosa Elongameleyo
Usuku: 09 EyoMsintsi 2019

6. Imo Ngokwesicwangciso-qhinga

6.1 Umbono

Uluntu oluzimeleyo.

6.2 Umnqophiso

Kukuqiniseka ukunikezelwa kothotho lweenkonzo zophuhliso loluntu ezihlanganyelweyo ezipha umtyhi nezixhobisa abantu abahlelekileyo, abasemngciphekweni kwanabo banezidingo ezizodwa.

6.3 Imigqaliselo

Eyona migqaliselo iphambili kaRhulumente weNtshona Koloni (iWCG), ethotyelwayo liSebe Lophuhliso Loluntu, iyile ilandelayo:



Inkathalo

Ukukhathalela abo sibanika iinkonzo nesisebenza nabo



Ukwazi umsebenzi

Amandla nesakhono okwenza umsebenzi esiqeshelwe ukuwenza



Ukunika inkcazelo

Siluthathela kuthi uxanduva



Intembeko

Ukuthembakala kwanokwenza into elungileyo



limbono ezintsha

Ukuvuleleka kwiimbono ezintsha kwanokuza neendlela ezifanelekileyo zokusombulula iingxeki ngendlela eyongayo



Ukusabela

Ukusebenza ngokuqwalasela izidingo zabemi nabasebenzi bethu

ISebe Lophuhliso Loluntu lizinikele kule migaqo **iphambili yokuhanjiswa kweenkonzo ilandelayo:**

Ukusebenza ngokwahlukileyo

ISebe liya kuzinikela ekuzameni nasekuvavanyeni iindlela ezizezinye nezintsha zokusebenza ngenjongo yokufikelela kwezona ziphumo ziyinzuzo emandla kwelona thuba lifutshane ngaphandle kokutyeshela umgangatho weenkonzo.

Ukubonisana nokubandakanya amahlakani

Siya kusoloko sikuthathele ingqalelo ukusebenzisana namahlakani ethu ngendlela eza neziphumo ezinee nzuzo ezibonakalayo njengoko kuthiwe thaca kumthetho i-Intergovernmental Relations Framework Act (13/2005).

Ukufikeleleka

Kubalulekile ukufikeleleka kweenkonzo kwabo bazidingayo. ISebe liya kuqhuba liphucula amacandelo neenkqubo zalo apho kuyimfuno Kwisithuba Sesikhokelo Esingephi Sohlahlo Lolwabiwo-mali.

Ukunika inkcazelo kwanokusebenzela elubala

Ukwenziwa kwenqubo yolawulo lwentsebenzo ukuba ibe yinkcubeko yesebe ngokuthi kumiselwe iinqubo zohlolo, uvavanyo nokunikezelwa kweengxelo ezisekelwe kwiziphumo, iinqubo zoshishino ezisemgangathweni, imigaqo-nkqubo kwanokukhuthazwa kokuthotyelwa kwemimiselo ngenjongo yokuphucula ukunikezelwa kweenkcazelo kwanentsebenzo.

7. Izigunyaziso Ngokwemithetho Nokunye

7.1 Izigunyaziso NgokoMgaqo-siseko

Legislation	Impact on DSD functionality
UMgaqosiseko woMzantsi Afrika (1996)	iCandelo lama-28(1) loMgaqo-siseko lichaza amalungelo abantwana malunga nenkathalo efanelekileyo (izondlo, indawo yokuhlala, iinkonzo zempilo neenkonzo zentlalo) nokungavalelwa enye ngaphandle kokuba kwenzeka kuba kungekho enye into enokwenziwa.
UMgaqo-siseko weNtshona Koloni (1/1998)	iCandelo 78 soMgaqo-siseko ubeka elubala imisebenzi yoMkomishinala Wabantwana ekufuneka encedise iWCG ekuphamiseni nasekukhuseleni abantwana beNtshona Koloni yaye ubhekisa kwicandelo Leenkono Zentlalo-ntle ingakumbi.

7.2 Izigunyaziso Ngokwemithetho

uMthetho	Ifuthe kwintsebenzo yeDSD
UMthetho iProbation Services Amendment Act (35/2002)	Ijongo yawo kukulungisa umthetho iProbation Services Act, ka-1991, ukuze kube nokufakelwa ezinye iingcaciso ngenjongo: <ul style="list-style-type: none"> ● Yokunikezela ezinye izibonelelo kwiinqubo ezijoliswe ekuthinteleni nasekupheliseni ulwaphulo-mthetho; ● Yokunabisa amagunya nemisebenzi yamagosa oluleko; ● Yokucacisa ngemisebenzi yabancedisi bamagosa oluleko; ● Yokunika umkhomba-ndlela ngokuhlolwa kwabantwana ababanjiweyo; ● Yokunika umkhomba-ndlela ngokusekwa kwekomiti yeengcebiso kumba woluleko; ● Yokuhlelwa kakuhle kwabantu abamsebenzi ikukufumana iintsapho kwakunye; ● Nokunika umkhomba-ndlela kweminye imiba enento yokwenza nezoluleko.
UMthetho iNon-Profit Organisations Act (71/1997)	Injongo yalo Mthetho kukunika inkxaso kwiNPO ngokuthi kusekwe isikhokelo sezolawulo nesokumisela imigaqo apho iNPO zinokwenza khona imisebenzi yazo.
UMthetho iDomestic Violence Act (116/1998)	Injongo yalo Mthetho kukunika amaxhoba obundlobongela basekhayeni olona khuseleko lungafikeleleka kumba wokuxhatshazwa ekhayeni.
UMthetho iSocial Service Professions Act, (110/1978, Amendments 1995, 1996 & 1998)	Lo mthetho wamisela iBhunga laseMzantsi Afrika leeNgcali zooNontlalontle neebhodi zeengcali zomsebenzi wentlalo-ntle kwaye uchaza amagunya nemisebenzi yazo.
UMthetho iChildren's Act, wama-38 ka-2005	Lo Mthetho, owathi wenziwa wasebenza ngokweSindululo sikaMongameli ngomhla wokuqala kweka Tshazimpuzi ka-2010 ze ichaze: <ul style="list-style-type: none"> ● Amalungelo noxanduva lwabantwana; ● Uxanduva namalungelo abazali; ● Imigaqo nezikhokelo zokukhuselwa kwabantwana; ● Ukuphakanyiswa kwentlalo-ntle yabantwana; kunye

uMthetho	Ifuthe kwintsebenzo yeDSD
	<ul style="list-style-type: none"> ● Ukuhlenganiswa kwemithetho echaphazela intlalo-ntle nokhuseleko lwabantwana, kwakunye nemicimbi enokwehla. <p>Oyena ndoqo wohlalutyo lwesibini lomthetho iChildren's Act yayikukufumanisa kweNkundla Ephakamileyo yoMzantsi Rhawuti ngenyanga kaTshazimpuzi ka-2011 malunga nokutolikwa ngeyona ndlela ilungileyo kweCandelo 150(1) (a) lalo Mthetho. INkundla yafumanisa ukuba:</p> <ul style="list-style-type: none"> ● Umntu ononophelayo onoxanduva lokunonophela ngokomthetho (kule nkalo ke umakhulu) angatyunjwa njengomzali ozakunonophela umntwana lowo okwexeshana; yaye ● Akukho zimfuno zaluvavanyo lwengeniso yomzali ozakunonophela kumthetho iChildren's Act okanye kwiSocial Assistance Act okanye kwiMimiselo yayo, ngoko ke, imeko yemali yabantwana ekufumaniseke ukuba banesidingo sononophelo kufuneka siqwalaselwe, hayi esomzali ozakunonophela. Kwiimeko apho abazali abamele ukunonophela abantwana ngokomthethokufumaniseka ukuba imeko yabo yoqoqosho ayintlanga, banelungelo lokufaka isicelo senkxaso-mali yokunonophela.
UMthetho iOlder Persons Act (13/2006)	<p>Umthetho owenziwe wasebenza ngokwesibhengezo sikaMongameli ngomhla woku-1 ku-Epreli ngo-2010, ujolise ekuxhobiseni nasekukhuseleni abantu abadala kubandakanywa nesimo sabo, amalungelo abo, impilo, ukhuselo nokhuseleko lwabo ukulwa impathombi kubantu abadala.</p> <ul style="list-style-type: none"> ● Umthetho ukhuthaza indlela yophuhliso ethathela ingqalelo; ● Ubulumko nezakhono zabantu abadala; ● Ukuthatha inxaxheba kwabantu abadala kwimicimbi yokuhlala; ● Ukulawula ubhaliso lweenkonzo zabantu abadala; kunye ● Nokusekwa nokulawulwa kweenkonzo namaziko abantu abadala. <p>Ngokungafaniyo nomthetho iAged Persons Act, Nombolo 81 ka1967 ugxininiso luyatshintsha ukusuka kolukukhathalelwa kumaziko</p>
UMthetho iPrevention and Treatment for Substance Abuse Act (70/2008)	<p>Lo mthetho ubonelela ngokuphunyezwa kokunikezelwa kweenkonzo zeziyobisi ezibanzi nezihlangeneyo kuwo onke amasebe karhulumente. Eyona nto lo Mthetho ugxininisa kuyo kukukhuthaza iinkqubo ezibhekisele kuluntu nokungenelela kwangethuba kunye nokubhaliswa kongenelelo lonyango malunga nokusetyenziswa kakubi kwezinyobisi.</p>
UMthetho iChild Justice Act (75/2008)	<p>Lo mthetho umisela iinkqubo zomthetho weenkundla kubantwana abamangalelelwe ukophula umthetho benenjongo yokukukhusela amalungelo abantwana.</p>
UMthetho iCriminal Law (Sexual Offences and Related Matters) Amendment Act (6/2012)	<p>Lo mthetho uhlehlengisa umthetho iCriminal Law (Sexual Offences and Related Matters) Amendment Act, ka-2007, ukuze kuvakaliswe ngokuphandle ukuba ukumiselwa kwemidliwo kumba wamatyala akumila kuthile njengoko kuqulethwe kulo mthetho ushiywa ekubeni uhooywe ziinkundla; kwanokubonelela ngeminye imiba ekwayameneyo.</p>
UMthetho iPrevention and Combating of Trafficking in Persons Act (7/2013)	<p>Umthetho uphumeza iProthokholi yeZizwe eziManyene (UN) ukuthintela, ukuxinezelela nokohlwaya ukuqweqwediswa kwabantu ababhinqileyo nabantwana, ukukhuthaza ingqungquthela ye-UN ukuba ijongane nolwaphulo-mthetho olulungiselelweyo lwamazwe ngamazwe.</p>
UMthetho i-Intergovernmental Relations Framework Act (13/2012)	<p>Lo mthetho ujolise ekukhokeliseni intsebenziswano emandla phakathi kwala manqanaba mathathu karhulumente ngenjongo yokuphakamisa iinkqubo eezininzileyo nephendulayo yezolawulo ephakamisa neyondla imigqaliselo nemigaqo yezolawulo lweqonga lseburhulumenteni.</p>

uMthetho	Ifuthe kwintsebenzo yeDSD
UMthetho iNational Youth Development Agency Act (54/2008)	Injongo yalo Mthetho kukuyila nokukhuthaza ulungelelwaniso kwimicimbi yophuhliso lolutsha.
UMthetho iSocial Assistance Act (13/2004)	Lo mthetho umisela ukunikezelwa koncedo lwentlalo-ntle kuluntu kwakunye namalinge okunikezelwa kolo ncedo; ukumiselwa kwecandelo lohlobo kwinkalo yoncedo lwentlalo-ntle; kwanokubonelela kweminye imiba ekwayameneyo
UMthetho iDisaster Management Act (57/2002)	Lo mthetho unikezela isikhokelo sokumiselwa komgaqo-nkqubo wolawulo ohlanganyelweyo noququzelelekileyo lomsebenzi wohlangulo kwiintlekele (ogxile ekuthentelwe okanye ekuncitshisweni kwemingcipheko yeentlekele, ukuncitshiswa kobuzaza beentlekele, ukulungela iimeko ezingxamisekileyo, iimpendulo ezikhawulezileyo nezisebenzayo kwanokubuyela kwisimo sesiqhelo emva kweentlekele); ukusekwa kwamaziko esizwe, awamaphondo, nawo omaspala okujongana nolawulo lweentlekele; amavolontiya kwezolawulo lweentlekele; ndawonye neminye imiba enganobungozi.
UMthetho iMental Health Care Act (17/ 2002)	Lo mthetho umisela ukunikezelwa koonophelo, unyango kwanokubuyiselwa kwisimo sesiqhelo kwabantu abagula ngokwengqondo, kumiselweiinkqubo ezahlukeleyo emazilandelwe xa kusamkelwa abantu abakuloo meko ze kumiselwe nenkqubo yokunikezelwa koonophelo kwanolawulo lwempahla yabantu abangaphilanga ngengqondo.

7.3 Imisebenzi ephambili yeli Sebe

Eli Sebe lizinikele kule misebenzi iphambili ilandelayo:

- Inkonzo Yentlalo-ntle kubantu abahlelelekileyo ngentsebenziswano namahlakani kwakunye nemibutho yoluntu ngokubanzi; kunye
- Nenkonzo Yophuhliso Loluntu Ekuhlaleni enikezela ngeenkqubo zophuhliso oluluqilima, ezikhokelisa uphuhliso loluntu kwimimandla yokuhlala.

7.4 Izigunyaziso Ngokwemigaqo-nkqubo

uMgaqo-nkqubo	Ifuthe kwintsebenzo yeDSD
Isikhokelo Sesciwangciso-qhinga Kwithuba Elingephi 2014-2019 (2014)	Esi Sikhokelo Sesciwangciso-qhinga Kwithuba Elingephi sisicwangciso-qhinga sikaRhulumente sethuba levoti lika-2014-2019. Sibonakalisa izithembiso ezenziwa kwimanifesto yombutho olawulayo ngethuba yokhetho, kuquka nokuzinikezela ekumiseleni iNDP. I MTSF ichaza iintshukumo aza kuzithabatha urhulumente kwaneethagethi ekufuneka zizuziwe. Injongo yeMTSF kukuqinisekisa ukuthungelana kwemigaqo-nkqubo, ukuhambelana nokuxhasana ngokwezicwangciso zikarhulumente kwanokuhambelana neenkqubo zohlahlo lolwabiwo-mali.
Isicwangciso Sophuhliso Lwesizwe 2030 (2012)	IKomishoni Yocwangciso Lwesizwe yapapasha "iSicwangciso Sophuhliso Lwesizwe: Umbono ka-2030" ngomhla we-11 kwinyanga yeNkanga ka-2011 njengeniyathelo lokuphehlelela uMzantsi Afrika, ejolise ekupheliseni intlupheko nokwehlisa izinga lokungalingani ukuya kuma ngo-2030. Esihlengahlengisiweyo "iSicwangciso Sophuhliso Lwesizwe ka-2030" Ikamva Lethu – lenze lisebenze sapapashwa ngo-2012.
I-OneCape2040. Ukusuka kumbono kuye kwintshukumo (2012)	URhulumente weNtshona Koloni uwuphehlele ngenyanga yeDwarha ka-2012 lo mbono. Ujolise ekukhuthazeni iinguqu eziya kukhokelela kwikamva eliquka nelibandakanya abantu abaninzi neliluhlalima kwiNtshona Koloni. Ivakalisa umbono wendlela abantu baseNtshona Koloni abangasebenzisana ukuze kuphuhle uqoqosho lommandla wabo kwanoluntu ngokubanzi, ze ngokwenza oko, babe banikezela isikhokelo socwangciso nentshukumo eya kuphakamisa ukuzinikezela kwabo kwanokubonakalisaukusebenze ngendlela engafihlisiyo nenika iingxelo ejonge kwinkqubela yekamva elide.
Isicwangciso-qhinga Sophuhliso lwePhondo 2014-2019 (2014)	IPSP le isicwangciso seminyaka emihlanu esidiza izicwangciso-maqhinga zikaRhulumente weNtshona Koloni kwisithuba seminyaka emihlanu. URhulumente lo sele echonge amanqaku amahlanu esicwangciso-qhinga kwinjongo yakhe yokufaka igxalaba ekuphumezekeni kweminqweno neenjongo zeNDP kwisithuba seminyaka emihlanu ezayo.
Uxwebhu Logayo-zimvo Ngentlalo-ntle (1997)	Olu Xwebhu Logayo-zimvo lunjongo ikukusebenza njengesiseko sentlalo-ntle emva ko-1994 ngokuthi lunikezele ngemigaqo esisikhokelo, imigaqo-nkqubo neenkqubo kwiinkqubo zentlalo-ntle yoluntu esekelwe kuphuhliso.
Uxwebhu Logayo-zimvo Ngomgaqo-nkqubo Ongamanani Abemi (1998)	Olu Xwebhu Logayo-zimvo luphakamisa uphuhliso loluntu oluluhlalima kwanomgangatho wobomi kubo bonke abemi boMzantsi Afrika ngokuhlanganiswa kwemiba yabemi ngobuninzi babo kucwangciso lophuhliso kumanqanaba ohlukeneyo karhulumente kwanakuwo onke amacandelo oluntu. Eli Sebe ligunyaziswe ukuba lihlole liqwalasele ukuphunyezwa komgaqo-nkqubo, kunye nefuthe lawo kwiinguqu neminye imiba yolunru kwinkalo yophuhliso loluntu oluluhlalima.
UMgaqo-nkqubo Wolutsha kuMzantsi Afrika 2015-2020 (2015)	Injongo kukuhlanganisa amalinge ajoliswe kulutsha aphakamisa amandla nezakhono zabantu abasebatsha ukuze baphucule uqoqosho noluntu ngokuthi bajongane neemfuno zabo; kuphakanyiswe iziphumo ezintle neziphilileyo, izinto abazikhethele zona kunye namatyathanga obudlelwane; kwanokunikezela ngenkxaso edingekayo ukuze baphuhliseke.
ISebe Lophuhliso Loluntu: uMgaqo-nkqubo Ekunikezelweni Kwenkxaso-mali Kwimibutho Engekho Phantsi Kolawulo Lwaseburhulumenteni Ekunikezelweni Kweenkonzo Zentlalo-ntle Nophuhliso Loluntu Ekuhlaleni (2015, Amended 2017)	Lo mgaqo-nkqubo uqinisekisa ukuba iintlawulo ezithi zenziwe zilawulwa ngendlela ephakamisa ukusebenza ngokuphandle, ukunikezelwa kweengxelo, ulawulo olusemgangathweni, iimfuno zentsebenzo ezicacileyo kwakunye nemigaqo yolawulo lwezobulungisa. Lo mgaqo-nkqubo wayanyanise noMgaqo-nkqubo Wesizwe Ongamawonga Ayimali.

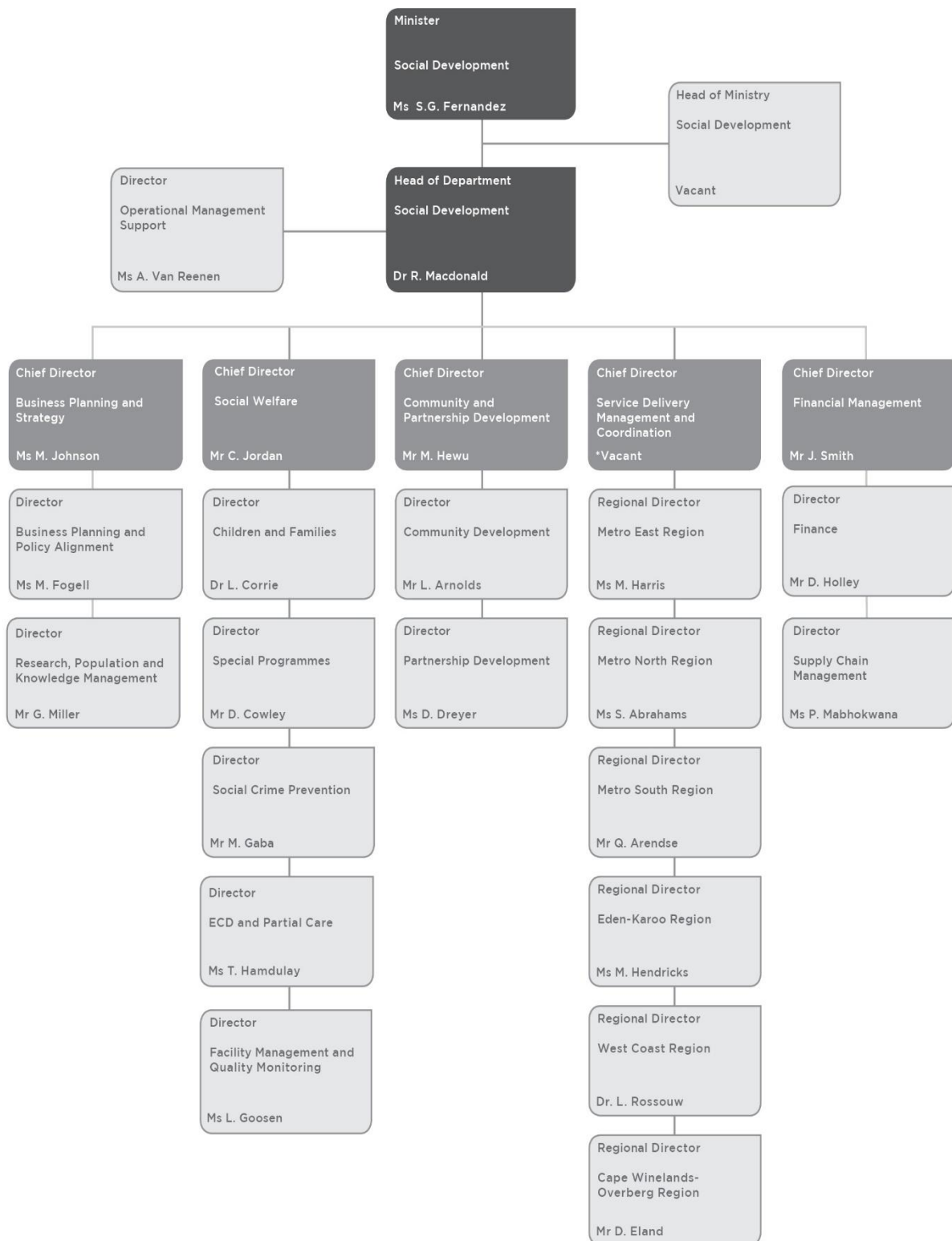
uMgaqo-nkqubo	Ifuthe kwintsebenzo yeDSD
Uxwebhu Logayo-zimvo Ngeentsapho zoMzantsi Afrika (2013)	Eyona njongo yolu Xwebhu Logayo-zimvo kukuphakamisa intlalo-ntle yeentsapho, ukuphakamisa nokomeleza iintsapho, impilo yeentsapho kunye nemiba ephambili kwiintsapho kumalinge okuqulunqwa kwemigaqo-nkqubo karhulumente ngokubanzi. ISebe lithe laqulunqa isicwangciso sophuhliso lwephondo sokumiselwa koXwebhu Logayo-zimvo Ngeentsapho olwamkelwa yiForam Yeenkonzo Zeentsapho ngomhla we-16 kwinyanga yoMsintsi ka-2016.
Isikhokelo Kwiinkonzo Zentlalo-ntle (2013)	Esi sikhokelo sesizwe siphunyeziweyo sayanyaniswa neNkqubo Yokuhanjiswa Kweenkonzo Ezihlanganyelweyo yaye sinikezela isikhokelo senkqubo enemigaqo abaya kuthi oonontlalo-ntle banikezele iinkonzo zentlalo-ntle besebenzisa yona, nkonzo ezo ziyakuba semgangathweni ophezulu, zigqibelele, zihlanganyelwe, zisekelwe kumalungelo ze zanezibonelelo ezaneleyo.
Imigaqo Nemimiselo Kwiinkonzo Zentlalo-ntle (2013)	Ubonelelo ngesiseko sokunikezelwa kweenkonzo zentlalo-ntle ezisemgangathweni yaye iyingxenye yeSikhokelo Seenkonzo Zentlalo-ntle Yoluntu.
UMthetho iSocial Service Professions Act (110/1978): Imimiselo Echaphazela Ukubhaliswa Kwechaphaza kwiinkonzo zoluleko (2013):	Le mimiselo eyapapashwa kwiGazethi Ymimiselo Engunombolo 36159, ngomhla we-5 kweyoMdumba ka-, Kwisahluko 572, Esingunombolo 9911 ijoliswe ekumiseleni nasekuphuculeni iinkonzo zoluleko.
Isicwangciso Sesizwe Esingundoqo Sokulwisana Neziyobisi 2013-2017 (2013)	Esi sicwangciso senza kube lula ukuhlanganisa amasebenzi noorhulumente bamakhaya ngokwemigaqo yomthetho iPrevention and Treatment for Substance Abuse Act, Nombolo 70 ka-2008. Injongo yaso kukuqinisekisa ukuba eli lizwe linendlela efanayo yokumelana nokusetyenziswa gwenxa kweziyobisi.
Isikhokelo Sokuphuhlisa Ikhono Lentlalo-ntle kuMzantsi Afrika (2012)	Ibonelela ngesikhokelo sokubekwa esweni ngendlela koonontlalo-ntle, abafundi, abancedisi boonontlalo-ntle, iingcali kwezentlalo-ntle nabasebenzi abasuka kumaqumrhu angaphandle ngenjongo yokuqinisekisa ukusetyenziswa kweenkqubo zokunikezelwa kweenkonzo zentlalo-ntle ezizisemgangathweni ezijolise kubaxhamli kwicandelo lentlalo-ntle kuMzantsi Afrika.
Isikhokelo Sokuqinisekisa Umgangatho Weenkonzo Kwinkalo Yeenkonzo Zentlalo-ntle (V4) (2012)	Esi sikhokelo sesizwe sibonelela ngenkqubo eyodwa nengagungqiyo kwakunye nemigaqo ecacileyo yokuhlola nokuvavanya ukusebenza ze sinikezele nangokuphuculwa okuqhubayo kumba weenkonzo zentlalo-ntle yoluntu.
Isicwangciso-qhinga seSebe Lophuhliso Loluntu kwiNtshona Koloni Esijolise Kuphuhliso (2013)	Kukunika umkhomba-ndlela, ukwazisa kwanokunikezela isikhokelo ekuqulunqweni kweenkqubo zeli Sebe zophuhliso lolutsha kwakunye noondoqo bokuzisa inelekelelo emandla yeziphumo nefuthe leenkqubo zeSebe. Sikwasebenza njengesixhobo socwangciso esibalulekileyo, esijoliswe ekuqwalaseleni iimfuno zabantu abatsha kwiPhondo leNtshona Koloni.
Isicwangciso-qhinga seNtshona Koloni Sophuhliso Lolutsha (2013)	"Injongo Yesicwangciso-qhinga Sophuhliso Lolutsha (kwiPhondo) kukudala inkxaso eyongezelekileyo, amathuba neenkonzo zisiwe kubo bonke abantu abatsha ukuze baphilisane kakuhle neendawo abaphila kuzo ze ngempumelelo bakhule babe ngabantu abadala abaziphethe ngendlela, abazimeleyonabazinzileyo. Sijolise kulutsha olusengumlisela nomthinjana oluphakathi kweshumi neshumi elinesine leminyaka ubudala kwakunye 'nolutsha' oluphakathi kweshumi elinesihlanu namashumi amabini anane eminyaka ubudala" ⁵ .
Isicwangciso-qhinga sePhondo Esihlanganyelweyo Esingophuhliso	Esi sicwangciso sivulela ukufikeleleka kweenkonzo ze-ECD ezisemgangathweni (kuquka nakwiBanga R) ezisza kuvulela abantwana abaninzi kangangoko ukuze bazive bomelele, bezithembile, benezakhono eziza kubenza baqinisekise ukuba bangabafundi abaxhobe bafohlela ukususela kwiBanga 1 ukuya ku-12.

⁵ Eli lisuntswana lembula-mbethe elithatyathwe kwiSicwangciso-qhinga sika-2013 Sophuhliso Lolutsha kwiNtshona Koloni, esenziwa yiNkulumbuso uHelen Zille.

uMgaqo-nkqubo	Ifuthe kwintsebenzo yeDSD
Lweentsatshana 2011-2016 (2011)	
UMgaqo-nkqubo Ongeenkono Zentlalo-ntle Kubantu Abakhubazekileyo (2017)	Eyona njongo kukunikezela umkhomba-ndlela kwanokuhlanganyela ukunikezelwa kweenkonzo zophuhliso loluntu eziphambili Kubantu Abakhubazekileyo. Injongo yawo kukuqinisekisa ukuba siyahlonelwa isidima namalungelo abo bonke Abantu Abakhubazekileyo, ngokuthi kunikezelwe uthotho lweenkqubo zoqoqosho loluntu kwakunye neenkono ezinqinisekisa ukubandakanyeka kwabo.
Isikhokelo seNtshona Koloni Sophuhliso Lweendawo Zokusebenzela (2014)	Esi sikhokelo sisebenza njengesiseko sokuhlanganisa, ukubumba nokwayamanisa ukuhanjiswa "phantsi" kweenkqubo zeSebe lesizwe nelephondo; ukunikezelwa kweenkxaso koomaspala ukuze bazalisekise izigunyaziso zabo zocwangciso ngokwemigaqo yesizwe neyephondo; sinika inkxaso ze sidlulise iinjongo zikarhulumente zophuhliso lweendawo zokusebenzela kwimibutho yecandelo lezoshishino kwanasebantwini gokubanzi.
UMgaqo-nkqubo Ongokuhlalutywa, Ukukhululwa Nokubuyiselwa Kwabantwana Abagwetyiweyo Abakumaziko eDSD Ononophelo Lwabantwana Nolutsha basiwe kolunye Unonophelo Lomzali Olungengqongqo (2014)	Lo mgaqo-nkqubo unikezela isikhokelo ekuhlalutyweni, ekukhululweni naekubuyiselweni kwabahlali be CYCC abagwetyiweyo ngokuthi basiwe kwiindawo ezingekho ngqongqo njengoko kuthiwe theca kwiSahluko 11 somthetho iChildren's Act, 38 ka-2005 kwakunye Nemimiselo.
Uxwebhu Lwemigaqo Yokusebenza Ekususweni Kwabantwana Ezitalatweni basiwe Kwindawo Ekhuselekileyo kwanezinye iinkqubo Ezilandelayo seSebe Lophuhliso Loluntu kwiNtshona Koloni (2015)	Le Nkqubo Isisiseko Yokusebenza yaqulunqwa njeingciphokelo esihamba ngokwamanqanaba ngokuba kwenziwa njani na xa kususwa umntwana odinga unonophelo nokhuselo esitalatweni esiwa kwindawo ekhuselekileyo. Ibeka elubala imisebenzi noxanduva lwabasebenzi beli Sebe kwanamanye amahlakani kumacandelo esipolisa neeNPO. Le Nkqubo ichaza: amaxesha ekufuneka ehlonelwe agcinwa; inika ingcaciso ngabantwana abahlala ezitalatweni; ukuba ithetha nabani le Nkqubo; idiza imithetho emayisetyenziswe; ze iqulathe iinombolo zonzibelelwano zabo babandakanyekayo.
Isicwangciso-qhinga Sokuphuculwa Kweenkonzo Zononophelo Nokhuselo Lwabantwana seSebe Lophuhliso Loluntu kwiPhondo leNtshona Koloni (2015)	Esi sicwangciso-qhinga saqulunqwa ukuze kunqandwe imingcipheko eyayanyaniswa nokumiselwa kweemfuno zomthetho, imigaqo nemimiselo yomthetho iChildren's Act. Esi sicwangciso-qhinga sichaza izizathu zengxaki kwanamalinge okuqhubisana nale mingeni.
Isikhokhelo Sokuqinisekiswa Komgangatho kumsebenzi wokuhlola intsebenzo kwiinkonzo zentlalo-ntel nezophuhliso lweendawo zokuhlala (2015).	Esi sikhokhelo sephondo sayanyaniswa neSikhokhelo Sokuqinisekiswa Komgangatho Kwezentlalo-ntle Yoluntu (sika-2013) ze futhi size neqhinga eligqibeleleyo lokuhlolwa kwentsebenzo ngokuthi kusetyenziswe indlela yokujonga nokuqinisekisa umgangatho kwinkalo yophuhliso loluntu ekuhlaleni kwakunye nakwiinkonzo zentlalo-ntle yoluntu kweli Sebe kwanakwicandelo leeNPO kweli phondo. Sikwaxininisa ekuphuculweni komgangatho kwinkqubo yokuhanjiswa kweenkonzo ze sichaze imigangatho yokugqwesa kwiinkonzo nendlela ekufuneka sihlolwe futhi silawulwe ngayo.
UMgaqo-nkqubo Wokuqinisekiswa Komgangatho Kumaziko Anonophela Abantwana Nolutsha 2016-2018 (2016)	Lo mgaqo-nkqubo uphakamisa ukumiselwa komgaqo-nkqubo wokuqinisekisa komgangatho weenkono ogxininisa ekuthotyelweni kwemimiselo yemithetho, ulawulo loshishino oluthobela imimiselo kwanokuthotyelwa kweemfuno zokubhalisa kwakunye neemfuno Zemigaqo Nemimiselo Kumaziko Ononophelo Lwabantwana Nolutsha.
Isicwangciso-qhinga Esiphuhlisiweyo Samaziko Anikezela Ngeenkqubo Ezahlukeneyo (2015)	Ukuqulunqwa nokulawulwa kwesicwangciso-qhinga ngenjongo yokuqinisekisa ukusasazeka okufanelekileyo kweeCYCC ezinezibonelelo ezaneleyo, ezihlanganyelweyo neziphantsi kolawuloolululo kweli phondo, ezinikezela uthotho lweenkqubo ezidingekayo zononophelo

uMgaqo-nkqubo	Ifuthe kwintsebenzo yeDSD
	olunikezelwa kwiindawo ekuhlalwa kuzo njengoko kudiziwe kwiCandelo 192 lomthetho iChildren's Act, Nombolo 38 ka-2005.
UMgaqo-nkqubo Ohlanganyelweyo Kwezophuhliso (2015)	Lo mgaqo-nkqubo ujolise ekufakeni iinguqu kwinkqubo yokuhanjiswa kweenkonzo zophuhliso lweentsatshana kuMzantsi Afrika, ingakumbi ukuqwalasela imisantsa kwanokuqinisekisa ukunikezelwa kothotho lweenkqubo ezijoliswe kwiminyaka nakumanqanaba okukhula kwabantwanana, ezifikeleleka kuzo zonke iimveku, abantwana abaselula kwakunye nabantu ababanonopheleyo njengoko kudiziwe kwiNDP.
UMgaqo-nkqubo Ongamanani Abemi boMzantsi Afrika (1998)	Olu Xwebhu Logayo-zimvo luphakamisa uphuhliso lwabantu oluquqilima kwakunye nomgangatho wobomi kubo bonke abemi boMzantsi Afrika ngokuthi kuhlangeyelwe imiba yabantu ngobuninzi babo ifakwe kucwangciso lophuhliso kumanqanaba ohlukeneyo karhulumente kwanakuwo onke amacandelo neenkalo zoluntu. Eli Sebe ligunyaziwe ukuze lihlale ukumiselwa kwalo mgaqo-nkqubo, kwanefuthe lawo kwiinguqu nemiba yoluntu kwinkalo yophuhliso loluntu oluquqilima.
Isicwangciso-qhinga sePhondo leNtshona Koloni Ekubonelelweni Kwamaziko Ononophelo Lwabantwana Nolutsha (2016)	Esi sicwangciso-qhinga silawula isibonelelo sokunikezelwa kononophelo olufanelekileyo loluhlu lweendawo zokuhlala ezilungiselelwe abantwana ngokusetyenziswa kwee CYCC kuzo zonke iinkqubo zololongo ezifanelekileyo ezisekwe kwiziko kulo lonke iphondo, ezilungelelaniswe neemfuno
Isikhokelo Sesticwangciso-qhinga sikaRhulumente weNtshona Koloni Sobonelelo Ngokutya Nesondlo (2016)	Isikhokelo Sesticwangciso-qhinga sikaRhulumente weNtshona Koloni Sobonelelo Ngokutya Nesondlo sijolise ekusombululeni imiba ethile yenkqubo ekhoyo ngoku ejongene nombaba wokutya ngenjongo yokuqinisekisa ukuba isebenzela bonke abahlali beNtshona Koloni. Esi Sikhokelo Sesticwangciso-qhinga sizama ukuvakalisa iziphumo neenjongo ezithungelana iinkqubo kumsebenzi wokuncitshiswa kwendlala kwanokuphuculwa kwempilo, isondlo kwanomgangatho wokuvelisa ngenjongo yokuxhasa wonke umntu ohlala kwiNtshona Koloni ekunikezeleni isikhokelo sokuphilwa kobomi ebunentsingiselo nentsebenzo.
Inkqubo kaRhulumente weNtshona Koloni Ejongene Noluntu Lolonke kumba Wophuhliso Loqoqosho Loluntu(2018)	Le Nkqubo Yalo Lonke Uluntu (iWoSA) inombono wabemi abakhuselekileyo, abathungelanayo kwinqanaba lobuntu nabanenzondelelo kwiingcingqi zokuhlala ezoxhamla ngokulingana kumathuba eenkonzo zentlalo-ntle kwakunye. Olu xwebhu uxiphathela isikhokelo sokunikezelwa kwenkqubo yophuhliso loluntu ehlanganyelweyo nesebenza ngeendlela ezintsha ngendlela enamanqanaba ohlukeneyo. Iqulunqwe ngenjongo yokuzuzwa imvumelwano ngendlela entsha yokuphakamisa uphuhliso loluntu "Ngokwendlela equka Lonke Uluntu".
Uxwebhu Logayo-zimvo Ngamalungelo Abantu Abaphila Nokukhubazeka (2015)	Olu Xwebhu Logayo-zimvo liza nendlela entsha yokuthathelwa phezulu nokubekwa elubala kumba wokuzuzwa kwamalungelo Abantu Abaphila Nokukhubazeka ngokuthi kudalwe uluntu olukhululekileyo nolusekelwe kubulungisa oluqulethe Abantu Abaphila Nokukhubazeka njengabemi abakwinqanaba ellinganayo. Sikwanikezela isikhokelo zer sikhuthaze ukuzimela kwabantu abaphila nokukhubazeka. Idiza ngokuthe gabalala uxanduva kunye nezigunyaziso ngokweentsika zesticwangciso-qhinga ezilithoba ezibeka uxanduva emagxeni amahlakani kumba wokupheliswa nya komkhwa wokujongelwa phantsi kwanokukhutshelwa ecaleni kwabantu Abaphila Nokukhubazeka. Olu xwebhu lunikezela isikhokelo kwiSebe Lophuhliso Loluntu kwiNtshona Koloni (iWCDS) ukuze linikezele ngenkqubo yeenkonzo engenamagingxigongi nengenamiqobo, efanelekileyo nehlanganyelweyo.
Isicwangciso-qhinga seMtshona Koloni Sokubekela Phambili Ukukhubazeka 2015 -2020 (2015)	Isicwangciso-qhinga seMtshona Koloni Sokubekela Phambili Ukukhubazeka sisicwangciso-qhinga seminyaka emihlanu esithe sanikezela ngesikhokelo kwiSebe ekusetyenzisweni kokubekwa elubala njengesicwangciso-qhinga ngenjongo yokukhawulezisa inguqu esusela kwiinkxaso zabakhubazekileyo ababekelwe kude basondezwe embindini womtsalane kwinkqubo yeSebe yokuhanjiswa kweenkonzo ngokubanzi.

8. Isimo seSebe



9. Amaqumrhu Anikezela lingxelo kuMphathiswa

Awekho.

Isigaba B: linkcukacha Ezingentsebenzo

1) Ingxelo yoMphicothi-zincwadi Oyintloko: linjongo Ebezicwangcisiwe

Yiya kwikhasi 162 leNgxelo yoMphicothi-zincwadi Oyintloko kuMzantsi Afrika, epapashwe kwiSigaba E: linkcukacha Ezingemali kwi Ngxelo yeSingesi yalo Nyaka Mali.

2) Isimo Sentsebenzo Ngokwemali

2.1 Imeko Yenqubo Yokuhanjiswa Kweenkonzo

I DSD iqhubile nokusebenza phantsi kwemeko yoqoqosho emaxongo nembi ebandakanye, neqhubayo ngokubandakanya, amazinga enyukayo entlupheko kwakunye nemingeni emandla phakathi koluntu ndawonke nefuthe elisagubungeleyo lembalela ka-2017/18.

Ngokweenkcukacha eziphuma kwiStatistics South Africa (Stats SA)⁶ inani labemi beNtshona Koloni ukuza kuthi ga ngoku limalunga ne-6.6 yezigidi zabantu, yaye kwaye kwathelekelelwa ukuba bamalunga nama-486 617 abantu abaya kufudukela kwiNtshona Koloni kwisithuba seminyaka emihlanu ephakathi ko-2016 no-2021. Le nguqu ke inegalelo kwiinguqu eziza kuthi zivele kweli phondo neziza kuphakamisa isidingo sokwenyuswa kwezinga lokubandakanwa koluntu phakathi kwabahlali.

Ubalo Loluntu luka-2016 lweStats SA lwathelekelela ukuba asi-1.93 esigidi amakhaya amakhaya eli phondo anamalungu eentsapho ezibalelwa kwi-3.25. Njengokuba libonakalise ukwehla nje izinga lentswela-ngqesho kwisithuba seminyaka emithathu edlulileyo ukuya kwi-19.3 ekhulwini oku kuthetha ukuba manye kwisihlanu umntu ongaphangeliyo. Ngenxa yoko ke, abantwana neentsapho zisesemngciphekweni yaye zisengowona mba uphambili xa kwinkalo yeenkonzo zeli Sebe.

Ziqhubile ke ngoko iinkonzo zokomelezwa nokwenziwa luqilima kweentsapho ziqhubile nokuba yeyona nto ligxile kuyo iphulo Leentsapho Ezisemngciphekweni apho kuthe kwanikezelwa iinkonzo ezibalulekileyo kwiintsapho ezikowona mngcipheko mkhulu. La malinge ke abandakanye iinkonzo zolondolozo lweentsapho, ze aquka nokuqunjelwa kwesicwangciso seenkonzo zenkqubo isibindi ehlanganyelweyo, iinkonzo zoxolelwaniso, iinkqubo zezakhono kubazali, kunye neenkqubo ezijoliswe ekubuyiseleni abasebenzisi bezizobisi kwisimo sesiqhelo, ukubuyiselwa kwanokumanyaniswa kwabantu abadala abangenamakhaya kwiintsapho zabo kwanakwiingingqi abaphuma kuzo.

Kuthelekelelwa ukuba bazizigidi ezimbini abantwana abaphakathi kweminyaka esusela esizalweni ukuya kwishumi elinesixhenxe leminyaka lobudala abahlala kwiNtshona Koloni⁷. Uphando⁸ ludiza ukuba liphezulu izinga lokuphathwa gadalala kwabantwana, ngoko ke kuyabonakala futhi ukuba kufuneka kuqiniseke amalinge okukhuselwa kwabantwana. Eli zinga lezehlo zokuphathwa gadalala kwabantwana kweli phondo, phakathi kwezinye izinto, kuye kwanento yokwenza nezinga eliphezulu lokusetyenziswa gwenxa kwezizobisi, kuquka notywala. Amalinge okunciphisa le meko aye abandakanya ukuthi gaqolo kwiSebe ukuthabatha inxaxheba kumaqonga emimandla nawephondo ohlulutyo lomkhwa wokubhubha kwabantwana – eli licebo ke elo elenze ukuba kukwazeke ukungenelela kwangoko kwiimeko apho abantwana abazalwa kunye baya kuba sesichengeni; ukumiselwa nokuqulunqwa kweenkqubo neendlela zokungenelela apho kufuneka ngoko nangoko kususwe ze kuye kuhlaliswa abantwana abanesidingo sononophelo nokhuselo, kwakunye nokuqulunqwa kwesicwangciso sokuncitshiswa kwezinga lokubulawa kwabantwana kweli Phondo namahlakani afana neNkonzo yesiPolisa kuMzantsi Afrika (iSAPS), inkqubo yobulungisa bolwaphulo-mthetho, amasebe karhulumente wephondo nabamakhaya, kwakunye nezona NPO ziphambili kule nkalo.

⁶ I Stats SA, lintekelelo Zamanani Abemi Zaphakathi Enyakeni, ku-2018.

⁷ I Stats SA, lintekelelo Zamanani Abemi Zaphakathi Enyakeni, ku-2018.

⁸ I Sebe Lophuhliso Loluntu kwiNtshona Koloni (2015). Uvavanyo Lweenkcukacha Zokuphathwa Gadala Kwabantwana. Ingxelo yophando lwangaphakathi equlunqwe nguVictoria Tully noFaheemah Esau.

INtshona Koloni inabantwana abangaphezu kwama-600 000 ababudala bususela kwisizalo neminyaka emine⁹. Noxa sele kudizwe ukuba ngokweentelelekelelo liza kwehla izinga lokukhula kwamanani abantu abaphila kweli nje kwisithuba kwisithuba seminyaka emihlanu ukuya kwelishumi ezayo ngenxa yokuncipha kwezinga lokuchuma kwembewu yesizalo, kuya kusoloko ke kukho imiba yokhuseleko, ukuphuhla kwengqondo kunye nesondlo eya kusoloko ithathelwe ngamangenelo enkqubo Yophuhliso Lweentsatshana. Inxaso-mali Yophuhliso Lweentsatshana enemiqathango iye yenza kwakwazeka ukulungisa kweziseko nezakhiwo ze-ECD ezikhoyo ndawonye neenkxaso-mali kubantwana abakumaziko Ophuhliso Lweentsatshana ukuze babhaliswe ngokwemiqathango aba bantwana abangazange bayifumane inkxaso yeSebe ngaphambili (kwathi kwaxhaswa ngemali abantwana abangama-7 274 abakuloo maziko Ophuhliso Lweentsatshana kwisithuba salo nyaka siwuphetheyo). Okokugqibela, isicwangciso-qhinga sephondo kumba Wophuhliso Lweentsatshana sithungelaniswe noMgaqo-nkqubo Wesizwe Ohlanganyelwe Kwezophuhliso Lweentsatshana.

ISebe liqhubile namalinge alo okulungisa ngokwesikhokelo salo sephulo likaPSG 3, onjongo ikukuphakamisela phezulu umba wamathuba, inkxaso nokuphakanyiswa kwamalungelo, intlalo-ntle ndawonye nokuxhotyiswa koLuntu Oluphila Nokukhubazeka, iintsapho kunye nabanonopheli balo ngokoqoqosho.

ISebe liqhubile nokusithobela isigwebo sango-2010 ngokuthi likhuphe isibonelelo semivuzo kubanonopheli nakubamiseli bale nkqubo abasebenza nabantwana abaphila nokukhubazeka okumandla ngokwase ngqondweni, ndawonye nokunikezela iinkxaso-mali zokuthuthwa ngendlela ekhuselekileyo kwabantwana ukuya nokusuka kuloo maziko bafumana kuwo unonophelo olulodwa.

INtshona Koloni ilikhaya kulutsha oluzi-2.2 zezigidi olukwiminyaka yobudala ephakathi kweshumi elinesihlanu namashumi amathathu anane. Xa kusetyenziswa iziphumo Zobalobantu luka-2011 kubalwe kwafunyaniswa ukuba ishumi elinesithathu ekhulwini kolu lutsha (ngaphezu kwama-277 000) lungathatyathwa njengolungekho mpangelweni, olungekho mfundweni nolungekho luqeqeshweni" (iNEETs). Ngapha koko, ngaphezu kwama-60% olutsha olungaphangeliyo lunezinga lemfundo elingaphantsi kwematriki. Ukusetyenziswa gwenxa kwezinyobisi nokubandakanyeka kwiintshukumo zamaqela oonqevu kuye kwanefuthe, yaye kusaqhuba nokuba nefuthe elibi kwindlela olukhula ngayo ulutsha. Oku ke, xa kukhatshwa nayimeko emaxongo yoqoqosho loMzantsi Afrika ndawonye nokunqongophala kwamathuba engqesho, kuye kwakhokelela ekwenyukeni kwezinga lesidingo seenkonzo kulutsha. Noxa kunjalo ke, kuncinci okukhoyo ngokwamacebo okuphuma kule meko imbi kangaka, kulutsha oluqoshelisa iinkqubo zoqeqesho kwizakhono. Ngoko ke, ezona into ibe phambili kwiSebe kwisithuba sonyaka-mali odlulileyo ibe kukuqinisekisa ukuba zonke iinkqubo ezijolise kuphuhliso lolutsha zayanyaniswa neziphumo zeePYDS ezixananaza ithuba, kwanokuba isicwangciso-qhinga sijolisa ikakhulu kolu lutsha sithe yiNEETs. ISebe liye layithathela phezulu indaba yokuxhaswa ngemali kweenNPO ezisebenza nolutsha olukwizinga eliphezulu lomngcipheko yaye lisebenzela ukwayamanisa iinkqubo ezijoliswe kulutsha neziphumo zePYDS ngentsebenziswano necandelo lolutsha. ISebe liye lasebenzisana neSebe leNkulumbuso (iDotP) ngenjongo yokuqinisekisa ukuba ukwayanyaniswa kweenkqubo ezixananazileyo nezawo onke amasebe ephondo. Ngapha koko, inkqubo iMinisterial Cape Youth @ Work yathi yaqalisa ukusebenza kweli phondo zabe zisebenza neeyouth cafes ezilishumi elinanye ekunikezeleni iinkqubo zophuhliso lwezakhono ezidingeka nangakumbi kwiphondo ngokubanzi.

Ulwaphulo-mthetho kuluntu lube ngomnye umba othathelwa phezulu yaye iSebe liye lema gobololo kumsebenzi walo wokumisela imisebenzi eligunyaziswe yimithetho kuyo ngokwemigaqo yomthetho iChild Justice Act (75/2008) neProbation Services Amendment Act (35/2002). Liqhubile neenkonzo zalo zokuthintelwa kolwaphulo-mthetho kwaneenkonzo zempilo yengqondo kumaxhoba olwaphulo-mthetho kweli phondo, ingakumbi amaxhoba okuxhatshazwa ngokwesondo. Kwathi kwanikezelwa nangeenkonzo ezizodwa zoluleko kwanokulungiswa kubantwana, ulutsha nabantu abadala abakungquzulwano nomthetho

⁹ Stats SA, lintelekelelo Zamanani Abemi Zaphakathi Enyakeni, ku-2018.

abahlala kwiingingqi ezisemngciphekweni ophezulu. Inkqubo Yokuxhotyiswa Kwamaxhoba yathi yanikezela ngeenkonzozo zenkxaso kuquka nokunikezelwa kweesheltha kumaxhoba olwaphulo-mthetho nobundlobongela (abangamanina nabantwana ikakhulu), iinkonzozo ezizodwa zokuhlaliswa kwabantu abangamaxhoba okuxhwilwa, kwakunye kwaneenkonzozo zothintelo nothintelo nokungenelela kwangethuba kwiimeko zoluntu ekuhlaleni, kwiintsapho nakubantu.

Kuthe kwavela umyinge wesihlanu ekhulwini wokukhula kwekhathegori eyaziwa njengaleyo yezenzo ekwathi kwanikezelwa ingxelo zolwaphulo-mthetho ezinobuzaza kwiingingqi ezithile¹⁰, eyabonakalisa ukukhula okumandla kwisithuba seshumi leminyaka (2008-2018). Kwalapha kule khathegori kubandakanye ikhathegori esezantsi yezenzo zolwaphulo-mthetho ezinokuphutha-phuthwa elenyuke ngomyinge wama-28 kwisithuba seshumi leminyaka kwiNtshona Koloni. Enye yezona zinto zibanga inkxalabo lizinga lokubulawa kwabantu abangama-57 kwikhulu lamawaka ngalinye labantu abakweli phondo, eliphezulu ngendlela exhalabisayo xa kuthelekiswa nezinga lehlalathi lokubulawa kwabantu elisi-6.2 kwikhulu lamawaka abantu ngalinyeper. Ubundlobongela bamaqela oonqevu buseyeyona nkxalabo¹¹, apho iNtshona Koloni inegalelo elingama-83 ekhulwini xa lithelakiswa nezinga elipheleleyo lesizwe lokubulawa kwabantu kumkhuba wamaqela oonqevu. Eli phondo likwalelona galelo likhulu elizweni (16.6 ekhulwini) kumkhuba wokubulawa kwabantwana namanina. Ngokomkhuba wezenzo zokuxhaphaza ngokwesondo, kwanikezelwa ingxelo ngezenzo ezingama-7 075 emapoliseni kunyaka-mali u-2017/2018, apho izinga lezi zehlo lalikiwi-108.1 kwikhulu lamawaka ngalinye labemi bephondo¹². Ngokweenkcukacha eziphuka kwiSebe Lempilo kwakwisithuba salo nyaka-mali, ngama-7 718 ezenzo zokuxhaphaza ngokwesondo ekwathi kwanikezelwa ingxelo kumaziko empilo ngazo kweli phondo. Kubekho ukwenyuka ngezinga elili-17.2 ekhulwini lamatyala okuxhaphaza ngokwesondo athe adluliselwa kumaziko empilo kweli phondo kwisithuba sonyaka-mali u-2015/16 ukuya kutsho ekuqosheleni kuka-2018.

Ukuze kube nokulwiswana nalo mkhwa, iSebe liqhubile nokusebenzisana namahlakani amacandelo ngamacandelo aquka iQoqo Lothintelo Lolwaphulo-mthetho Nokhuseleko, iQoqo Lentlalo-ntle ndawonye neeNPO ezichaphazelekayo. Indima yesebe kumba wothintelo lolwaphulo-mthetho uquka lonke uthotho lweenkonzo zoonophelo (ezothintelo, ukungenelela kwangethuba, iinkonzozo ezimiselwe ngokwemithetho kwanokubuyiselwa) ezinikezelwe ziinkqubo zalo Zokhuselo Lwabantwana, iiCYCC, Ulondolozo Lweentsapho, Ukusetyenziswa gwenxa Kwezinyobisi, Ulwaphulo-mthetho kunye nelingokuXhotyiswa Kwamaxhoba. ISebe likwathabathe inxaxheba kwiKomiti Yoondoqo bePhondo (iProvJoints) ephantsi kwesikhokelo seSebe Lokhuseleko Loluntu ngenjongo yokumisela iSicwangciso-qhinga Sesizwe Sokulwisana Namaqela Oonqevu kwiNtshona Koloni yaye sele lizimise bume iinkqubo zalo zokuthintelwa kolwaphulo-mthetho kwizikolo zamabanga aphantsi nezaphezulu ezikwiingingqi ezisemngciphekweni ophezulu.

Izinga lokuphila kweenkonde neenkondekazi kwiNtshona Koloni liya liqhuba nokuphucuka. Izinga elenyuka lokuphila elithelekelelwe labudala obuyiminyaka engama-66.2 kumadoda ze ibe ngama-72.1 yeyona nto iphambili iqhuba izinga lokukhula nokuguga kwabemi beli phondo. Ukuguga kwabemi beNtshona Koloni kuboniswe kwizinga lokukhula elikumyinge wama-25 ekhulwini kwini Labantu abakwikhathegori yobudala obungama-60 nangaphezulu okuthelekelelwe ukuba kuya kwenzeka kwisithuba seminyaka emihlanu ezayo. Ngokweenkcukacha-manani zeStats SA¹³, iNtshona Koloni inabantu abangama-628 470 ababudala bungama-65 nangaphezulu. Iintlelekelelo zamanani abemi zakutsha nje zidiza ukuba amanani abantu ababudala bungentla kwama-65 eminyaka aya kukhula aye kuma-788 024 ukuya kuthi ga ngo-2024¹⁴. Unonophelo lweenkonde neenkondekazi, ingakumbi

¹⁰ Iinkonzozo yesiPolisa kuMzantsi Afrika (2018). Imeko Yolwaphulo-mthetho kuMzantsi Afrika ukususela ngowokuqala kwekaTshazimpuzi ka-2017 kuye kuthi ga ngowama-31 kweyoKwindla ka- 2018.

¹¹ I Nkonzo yesiPolisa kuMzantsi Afrika (2018). Imeko Yolwaphulo-mthetho kuMzantsi Afrika ukususela ngowokuqala kwekaTshazimpuzi ka-2017 kuye kuthi ga ngowama-31 kweyoKwindla ka- 2018

¹² I Nkonzo yesiPolisa kuMzantsi Afrika (2018). Imeko Yolwaphulo-mthetho kuMzantsi Afrika ukususela ngowokuqala kwekaTshazimpuzi ka-2017 kuye kuthi ga ngowama-31 kweyoKwindla ka- 2018

¹³ I Stats SA lintekelelelo Zamanani Abemi Zaphakathi Enyakeni, ku-2017.

¹⁴ I Stats SA lintekelelelo Zamanani Abemi Zaphakathi Enyakeni, ku-2017.

ekwandisweni kweenknzo zokuphila ngokuncediswa nangokuzimela, ezempilo enkenekene kunye namalinge afanelekileyo asekelwe kuluntu ekuhlaleni ziseyinto ephabmili kwiSebe. Ukua kuthi ga ngoku, iSebe lilwandisile uncedo lwenkxaso-mali kwiinkonzo zamazikookuhlala kwanezo zinikezelwa kumaziko asekuhlaleni kwiinkonde neenkondekazi, ndawonye nononophelo lwamaziko, kuquka neenkonzo zokuhaliswa ngokuziphilela, ezo zinikezelwa uncedo kwakunye nezo zempilo enkenekene.

Izinga lokusetyenziswa gwenxa kweziyobisi kweli phondo kwanokuthungelana kwalo mkhwa nothotho lwezinye izibi zoluntu lidinga ukungenelela okungxamisekileyo njengoko iNtshona Koloni iselelona phondo linelona zinga liphezulu lezenzo zolwaphulo-mthetho ezayanyaniswa nelona zinga liphezulu lokusetyenziswa gwenxa kweziyobisi. Kwathi kwanikezelwa iingxelo ngezenzo zolwaphulo-mthetho ezili-117 157 ku-2017/18, ezenza ama-36.2 ekhulwini kwizenzo zolwaphulo-mthetho ezayanyaniswa nokusetyenziswa gwenxa kweziyobisi zizonke ezathi zafunyaniswa kuMzantsi Afrika (amatyala angama-323 547).

Lilonke, kukho ukwenyuka ngomyinge we-122 lonke leepesenti kumba wezenzo zolwaphulo-mthetho ezayanyaniswa nokusetyenziswa gwenxa kweziyobisi ezathi zenzeka kwiNtshona Koloni kwisithuba sesshumi leminyaka ephakathi kuka-2008/09 no-2017/18¹⁵.

Ezinye iinkalo ezibanga inkxalabo, njengoko zithe zadizwa Lityathanga loMzantsi Afrika Elijongene Nezigulo Kuluntu Ezingenxa Yokusetyenziswa Kweziyobisi (SACENDU)¹⁶, ezichaphazela ukusetyenziswa gwenxa kweziyobisi kweli phondo kukwanda kwenani lamanina anesidingo sokunyangelwa ukusebenzisa gwenxa iziyobisi, ukwanda kwezinga lokusetyenziswa kwe methamphetamine ngamanina; ndawonye nokwenyuka okokodwa kwezinga lesidingo sokunyangelwa ukusebeziwa gwenxa iziyobisi kubantu ababudala buyiminyaka ephakathi kwama-20 nama-35 kweli phondo.

Amalinge okunciphisa lo mkhuba athe amiselwa leli Sebe athe aquka ukunikezelwa kweenkxaso-mali zezifundo zononophelo lokuxhomekeka kwiziyobisi koonontlalo-ntle kwanokumiselwa kweenkqubo zokungenelela kumba wokusetyenziswa gwenxa kweziyobisi kumaziko ononophelo olukhuselekileyo kwaneCYCC ezingakhuselekanga.

ISebe liqhubile nokubhalisa kwanokuphinda libhalise amaziko anikezela ngeenkono zokunyangela ukusetyenziswa gwenxa kweziyobisi afumana inkxaso-mali kwanalawo azimeleyo: ngo-2018/19 iSebe libhalise amaziko alishumi elinambini asekelwe kuluntu ekuhlaleni ze lahlaziya ukubhalisa kweshumi lamaziko anyangela ngaphakathi kwakunye neshumi elinesithathu lamaziko asekelwe kuluntu ekuhlaleni. Inkqubo yeSebe yokunyangela ukusebenzisa gwenxa iziyobisi esekelwe kuluntu ekuhlaleni ikhule ngokumandla ukususela ukumiselwa kwayo ngo-2009 yaye iza kuvavanywa kulo nyaka uzayo.

¹⁵ I Nkonzo yesiPolisa kuMzantsi Afrika (2018). Imeko Yolwaphulo-mthetho kuMzantsi Afrika ukususela ngowokuqala kwekaTshazimpuzi ka-2017 kuye kuthi ga ngowama-31 kweyoKwindla ka- 2018.

¹⁶ I SACENDU (kweyeSilimela ka-2018). Iinkcukacha zexesha elisusela kweyeKhala kuye kuma kweyoMnga ka-2017.

2.2 Isicwangciso Sokuphuculwa Kwenkqubo Yokuhanjiswa Kweenkonzo

ISebe liye laqakumbela iSicwangciso salo Sokuphuculwa Kwenkqubo Yokunikezelwa Kweenkonzo lisenzela iinkonzo ezimbini eziphambili:

- Inkonzo ephambili yokuqala: Unonophelo Nokhuselo Lwabantwana – Ukwenziwa komsebenzi wohlolo lwemibutho emiselwe ukunikezela ngeenkonzo zokhuselo lwabantwana; kunye
- Nenkono ephambili yesibini: Ulawulo Lononophelo Lwabantwana Ngabanye Abazali - Ukuganywa nokuqeqeshwa kwabazali bokhuseleko nabakhulisa abantwana okwethutyana.

Ezi theybhile zingezantsi apha zivakalisa isicwangciso sokunikezelwa kweenkonzo kwaneenzuzo zoko ukuza kuthi ga ngoku.

Ezona nkonzo nemigangatho ephambili

linkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
Iithagethi Zomgangatho				
UNonophelo noKhuselo lwaBantwana-Ukubekwa esweni komsebenzi olungiselelwe amaziko ononophelo nokhuselo lwabantwana	Inkxaso mali enikwe Imibutho ejongene nokhuseleko Lwabantwana Engajonge Ngeniso (iiNPO).	Onke amaziko azi NPO (126) angenise ingxelo eyenziweyo ngekota, ethe yavavanywa yinkqubo.	Abaqulunqi bemigaqo-nkqubo bavavanye ingxelo eyenziweyo yekota yawo onke amaziko azi NPO, kwakunye nengxelo yokuthobela kweNkqubo yoLawulo, okubhekiselele kwi NPO leyo (apho kufanelekileyo/kufunekayo).	Onke amaziko oNonophelo noKhuselo lwaBantwana (CPOs) awayenikwe inkxaso-mali ngexesha lonyaka ka-2018/19 ayingenisa ingxelo yenkqubo yomsebenzi wekota (QPR). Le ngxelo yaye yavavanywa ngekota ngabaqulunqi bemigaqo-nkqubo benkqubo ezo yaye nokuthobela kuye kwanikwa ingxelo ngako kubalawuli benkqubo nakumaziko azi CPO. (Apho kufanelekileyo/kufunekayo).
		Amaziko ayi 52 azi NPOs aye abekwa esweni kunyaka mali ka-2017/18.	Isicwangciso sobeko sweni sika 2018/19 esenziwe ngo mhla we-1 ku Tshazimpuzi ka- 2018 nesiye salungiswa ngokufanelekileyo kujongwa imingcipheko eboniweyo kwingxelo yomsebenzi wekota engeniswe zi NPO ngexesha kuhanjelwe amaziko abekwa esweni.	IsiCwangciso sobeko sweni sika-2018/19 siye savunywa ngomhla we-18 Epreli saze salungiswa enyakeni ngenxa yezizathu zilandelayo: <ul style="list-style-type: none"> • Badisa Skierland (Elsies River): Amatyelelo olandelwano aye enziwa. • W.E.G: Ukwenziwa kwe shedyuli yamatyelelo olandelwano okubeka esweni ukuze kuvavanywe imisebenzi yamaziko. • ACVV Calitzdorp: Ukwenziwa kwe shedyuli yamatyelelo okubeka esweni ukuze kujongwe imicimbi yolawulo lwezimali. • New World Foundation: Ukwenziwa kwamatyelelo okubeka esweni aye enziwa ukuze kubonwe ukuba iziko lingabizwa njengeziko elimiselwe Njengamaziko Ononophelo Nokhuseleko Lwabantwana.

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
				<ul style="list-style-type: none"> IMitchells Plain Network Opposing Abuse: Isicelo sotyelelo lokubeka esweni esenziwe nguMphathiswa esiya kwenziwa ukuze kubonwe ukuba iziko likulungele na ukubizwa njenegeziko elikulungeleyo ukukhethwa ukuba leloNonophelo noKhuselo lwaBantwana. ACVV Oudtshoorn: Isicelo esenziwe ngabaphathi abakhulu samatyelelo okubeka esweni kwiziko ngokubhekiselele kokufunyenweyo kuLawulo LwangaPhakathi kutyelelo olwenziwayo.
			Ubeka esweni iNPO okuhambelana nesicwangciso (njengoko silungisiwe) kunye nemigangatho yenkqubo yokusebenza ukuze kubekwe esweni iinkonzo zentlalo ntle yoluntu.	<p>Zonke iiCPO zishedyuliwe, ngaphandle kwezimbini, eziye zabekwa esweni ngokuhambelana nesicwangciso sokubeka esweni kunye ne SOP ukuze ibeke esweni umsebenzi wenkonzo zentlalo ntle. Ezi CPO zimbini zilandelayo:</p> <ul style="list-style-type: none"> IBadisa yasePorterville: Inkqubo yohlahlomali kunye neyeziseko zabasebenzi azikuvumelanga ukwenziwa kotyelelo olucwangcisiweyo lokubeka esweni ukuba lwenziwe. Utyelelo lweziko ukuze kubekwe esweni lwaphinda lwashedyulelwa unyaka mali ka-2019/20. IJust Grace: Iziko lalingakulungelanga ukuba notyelelo lokubeka esweni. Olutyeleleo lwaya lwabekelwa unyakamali ka- 2019/20.
		Zingama-42 IziCwangciso zolungiso ezenziweyo, apho kulindeleke ukuba iNPO zinike ingxelo ngomsebenzi wekota.	Sikhona isicwangciso solungiso see NPO zonke ezingathobeli imimiselo nemigangatho /okanye ukufikelela kokujoliswe kuko.	Sikhona isicwangciso solungiso see CPO ezingathobeli imimiselo nemigangatho /okanye ukufikelela kokujoliswe kuko.
			Isicwangciso solungiso kumsebenzi owenziwayo senziwe kwingxelo yomsebenzi wekota yeNPO.	Kunyaka mali ka- 2018/19, isicwangciso solungiso kumsebenzi owenziwayo weCPO, apho kufanelekileyo ukuba senziwe kwingxelo yekota yeCPO.
			Abaqulunqi bemigaqo-nkqubo kwiinkqubo bahlalutye ingxelo yomsebenzi wazo zonke iNPO, banika ingxelo yekota ngokuthobela kolawulo lwenkqubo, nakwiNPO	Onke amaziko oNonophelo noKhuselo lwaBantwana (CPOs) awayenikwe inkxaso mali ngexesha lonyaka ka-2018/19 ayingenisa ingxelo yenkqubo yomsebenzi wekota (QPR). Le ngxelo yeQPR yaye yavavanywa ngekota ngabaqulunqi bemigaqo-nkqubo benkqubo ezo yaye nokuthobela kuye kwanikwa ingxelo ngako kubalawuli benkqubo nakumaziko azi CPO. (Apho kufanelekileyo/kufunekayo).

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
			ehambelanayo (apho kufanelekileyo/kufunekayo).	
			Zonke iNPO ezingasithobeliyo isicwangciso solungiso zisiwa kwiziko loqeqesho lokuPhuhliswa kwezaKhono (i-ICB) leSebe ukuze kunikwe inkxaso.	Ngexesha lonyaka mali ka- 2018/19 i-CPO ezingathobeli mthetho azisiwanga kwi yunithi ye ICB yeSebe njengoko uvavanyo olugqibeleleyo lunganiki mvume yokuba zihanjiswe zisiwe kwiICB. Noxa kunjalo, i-CPO ezingathobeli mthetho ziyakuqhuba ngokubekwa esweni ngabaqulunqi bomgaqo-nkqubo.
Iithagethi Zobungakanani				
UNonophelo noKhuselo lwaBantwana-Ukubekwa esweni komsebenzi olungiselelwe amaziko ononophelo nokhuselo lwabantwana	Inkxaso mali enikwe amaziko oKhuselo lwaBantwana angangenisi nzuzo (iiNPO).	Onke amaziko Angajonge Ngeniso (ali-126) axhaswe ngemali angenise ingxelo eyenziweyo ngekota, ethe vavanywa yinkqubo.	Abaqulunqi bemigaqo-nkqubo bavavanye ingxelo eyenziweyo yekota yawo onke amaziko azi NPO, kwakunye nengxelo yokuthobela umthetho kweNkqubo yoLawulo, okubhekiselelwe kwiNPO leyo (apho kufanelekileyo/kufunekayo).	Lilonke inani lamaziko azi CPO ayi 120 aye anikwa inkxaso mali ngexesha lika 2018/19 angenise ingxelo yawo eyi QPR. Zonke ezingxelo ziye zavavanywa ngekota ngabaqulunqi bomgaqo-nkqubo yaye nokuthobela umthetho kuye kwenziwa ingxelo ngako kubalawuli benkqubo nakuyo i –CPO ekubhekiselwe kuyo (apho kufanelekileyo/kufunekayo)
		INPO ezingama-52 ziye zabekwa esweni kunyaka mali ka-2017/18 kusetyenziswa isicwangciso esisiso sokubeka esweni.	Isicwangciso sokubeka esweni sonyaka ka-2018/19 sivunyiwe ngomhla wokuqala kuTshazimpuzi ka-2018 kwakunye nokuqwalaselwa kwakhona komsebenzi wekota.	Isicwangciso sokubeka iliso sonyaka-mali u-2018/19 savunywa nge-18 ka-Epreli ngo-2018. Izilungiso kwisicwangciso savunywa ngomhla wama-26 kweyoMsintsi ngo-2018 nange-8 kaNovemba ka-2018.
			IiNPO ezingama-54 zibekwa esweni ngokusebenzisa esi sicwangciso (esinokuthi silungiswe	Lilonke inani leCPO ezingama-58 ziye zabekwa esweni kunyaka-mali ka-2018/19. Kwezi zingama-54 iCPO ebezicwangciselelwe ukubekwa esweni ngo 2018/19, ezimbini kuzo zaye zabekelwa xesha limbi elingunyaka mali ka 2019/20. Nezinye ezongezelelweyo ezintandathu eziyakubekwa esweni ngokuhambela amaziko okuye kwenziwa ngo 2018/19.
		Izicwangciso zolungiso ezingama-42 ziye zenziwa zagqitywa.	Kuvunyelwene ngezilungiso ezenziweyo kuzo zonke ii-iiNPO eziye zakhethwa ngokutsha	Kuye kwavunyelwana neeCPO zonke ngemisebenzi yezicwangciso zolungiso eziyi 85 ezithe zakhethwa ngokutsha njengezingawuthobeliyo umthetho kunyaka-mali ka 2018/19 ngaphandle kwe CPO ezintandathu (6). Azikabikho

linkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
			njengezingathobeli mthetho.	izicwangciso zolungiso ezintandathu ngenxa yezizizathu zilandelayo: <ul style="list-style-type: none"> Badisa Wynberg, Badisa Swellendam, Badisa Saron, Badisa Prince Albert, Badisa Skierland – Ezi CPO azikaphenduli nangona, kungakhange kubekho nto ibonakalisa ukungazivumi ngokufunyenweyo. Isikhumbuzo sokugqibela sathunyelwa ngomhla we-15 kuTshazimpuzi 2019 Rape Crisis – Eli ziko lisalinde ukwenziwa kwesicwangciso solungiso kwiSebe le DSD. Kusaqwalaselwa izinto eziphambili malunga noku.
			Zonke iiNPO ezenze ingxelo yolungiso kwisicwangciso sayo sokwenza ulungiso ngekota kwingxelo yomsebenzi owenziweyo.	iiCPO zenze ingxelo ngezicwangciso zolungiso eziyi- 119 zazo ngonyaka ka- 2018/19. ICPO enye khange yenze ngxelo malunga nesicwangciso solungiso njengoko ingasafumani uncedo mali olusuka kwiSebe (Badisa Ladysmith).
			Zonke iiNPO ezingathobeli umthetho wesicwangciso solungiso zisiwa kwi yunithi ye ICB yeSebe leDSD ukuze inikwe inkxaso eyaneleyo.	Ngexesha lonyaka mali ka - 2018/19 iiCPO ezingawuthobeliyo umthetho wesicwangciso solungiso owenziweyo khange kubekho zingxelo zidluliselwe kwiyunithi ye-ICB yeSebe le DSD njengovavanyo olupheleleyo olungakazanga kunikwa imvume. Nangona, ukungathobeli kweCPO kuyakuqhuba ngokubekwa esweni yinkqubo yabaqulunqi bomgaqo-nkqubo.

linkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
Iithagethi Zobungakanani				
Ulawulo loNonophelo lwabazali Bethutyana – Ukuqasha nokuqeqeshwa kwabazali bethutyana	UKhuseleko kunye nabazali bethutyana	Ulawulo lwesicwangciso soNonophelo lwaBazali Bethutyana sePhondo (Sivunywe ngo 2017).	Isicwangciso sokusebenzisa i-SOP.	Isicwangciso sokusebenzisa i-SOP siyawukwaziswa kwizicwangciso zokuqasha nokukhetha zommandla eziyakuthi zingeniswe ngomhla we-15 kweyeSilimela 2019. Ngenxa yezinye iimfuno zomsebenzi wommandla ezingundoqo, inkqubo ivumele imimandla ukuba ilandise ixesha lokugqiba ezizicwangciso.
		Idrafiti yeSOP, yukuqasha, nokuskrinwa kunye nokukhethwa kwabazali bokhuseleko	Imimandla izakuqeqeshwa ngomba weSOP.	I SOP, yokuqasha, nokujongwa kunye nokukhethwa kwabazali bokhuseleko babantwana bethutyana ingabazali bexeshana yavunywa ngeyeNkanga ka-2018. Yomithandathu imimandla yanikwa uqeqesho lwe SOP ngexesha le kota yesithathu.

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
kunye nokhuselo		babantwana bethutyana ingabazali bexeshana.		<ul style="list-style-type: none"> • kwiMetro ekuMantla - 20 kweyeNkanga ka-2018. • kwiMetro ekuMazantsi- 22 November ka-2018. • Metro ekwiMpuma - 23 kweyeNkanga ka-2018. • Kwi-Eden Karoo - 27 kweyeNkanga ka-2018. • kuNxweme olukwiNtshona- 4 kweyoMnga ka-2018. • Winelands Overberg- 7 kweyoMnga 2018.
		Iziko iNPO inika uqeqesho kunye nenkxaso kubazali bethutyana abatsha kunye nabadala nangokuhambelana nesivumelwano sodluliselo lentlawulo (ITPA).	Imimandla iqesha abazali bokhuselo nabethutyana kwabo bathe baphumelela kwinkqubo yokuskrinwa kunye nokuthathwa kweenkcukacha zeminywe.	Imimandla yenze ingxelo efikelela kwini elingu 609 yabazali bokhuseleko nabexeshana abathe baqashwa ngexesha lonyaka mali ka 2018/19. Kwaba bayi 609 baqashiweyo, inani elifikelela ku 355(58%) baphumelele kwinkqubo yokuskrinwa kweenkcukacha zeminwe ngexesha lekota yokuqala ukuya kweyesithathu yonyaka mali ka-2018/19. Eminye imiceli mingeni eqhelekileyo kwinkqubo yokuskrinwa nokuthathwa iinkcikacha zeminywe zokhuselo zabazali bexeshana, zezi: <ul style="list-style-type: none"> • Ukucotha kokubuya kweziphumo xa kuthe kwafakwa amaxwebhu anguForm 30 kwiSebe lezeNtalo ntle zoLuntu kuZwelonke, • lindlela nemeko abahla phantsi kwazo ingakumbi kwiindawo zamatyotyombe azikulungelanga ukuhlaliswa kwabantwana, • Uninzi lwabazali bokhuseleko lwabantwana iba bubudala obungavumelekanga ingakumbi abasele begugile, • Intlawulo mali yokhuselo ikwizinga eliphantsi lokuxhasa abazali bokhuselo nokuze bakwazi ukuthatha inxaxheba, • Ukungabina mali yaneleyo yokhuselo nabazali bexeshana yokufumana imvume yokungabi nachaphaza esipoliseni kunye • Nokungafumani ntsebenziswano eyiyo esipoliseni (kwiSAPS).
			iNPO inika uqeqesho kunye nenkxaso kubazali abatsha abaqashiweyo nabadala boKhusleko lwabazali bethutyana ngokokuhambelana neenkqubo ezicacileyo	I- AGAPE liziko eliyiNPO elinikwe ikhontrakthi liSebe ukuba linike uqeqesho nenkxaso kubazali abatsha abo baqashiweyo nabo badala boKhusleko lwabazali bethutyana ngokuhambelana neenkqubo ecacileyo elungiselwe bona kunye neTPA zabo.

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
			ezilungiselelwe bona kunye neTPA zabo.	
			Ummandla ngamnye unoxwebhu oluselugcinweni lesicwangciso sokuqasha nokukhetha esihambelana neSOP esenziwe ngowama-31 kweyoKwindla ka-2019.	Ngenxa yokuba ezinye iimfuno zomsebenzi wommandla ziye zazeziphambili, inkqubo ivumele ukuba ummandla ulandise ixesha lokugqiba umsebenzi. Ixesha elitsha lokugqiba umsebenzi ngumhla we-15 kweyeSilimela 2019.
			Ukujongwa komsebenzi weNPO kwakunye nolandelelwano lwentsingiselo ngokuhambelana nokuqasha nokuqeqesha abazali boKhuselo nabazali beThutyana kunye nokuqulunqa ingxelo yekota kunye neyokuphela konyaka.	I-AGAPE yangenisa ingxelo yeekota ezine ngonyaka-mali ka-2018/19. Ingxelo yokuphela konyaka yaye yadityaniswa nengxelo yekota yesine yaye ulandelelwano lwentsingiselo lwenziwa isishwankathelo.
			Idathabheyisi yephondo yabazali boKhuselo naBazali bethutyana abanikwe uqeqesho iye yaveliswa yaze yenziwa.	Idathabheyisi yephondo yabazali boKhuselo naBazali bethutyana abanikwe uqeqesho iye yaveliswa yaze yenziwa ngexesha lokwenziwa kwengxelo. Le dathabheyisi intsha yeyangoku.
Iithagethi Zobungakanani				
Ulawulo loNonophelo lwabazali Bethutyana – Ukuqesha nokuqeqeshwa	UKhuseleko kunye nabazali bethutyana	Ulawulo lwesicwangciso soNonophelo lwaBazali Bethutyana sePhondo (Sivunywe ngo 2017).	Isicwangciso sokusebenzisa iSOP	Isicwangciso sokusebenzisa i-SOP siyawukwaziswa kwizicwangciso zokuqesha nokukhetha zommandla eziyakuthi zingeniswe ngomhla we-15 kweyeSilimela 2019. Ngenxa yezinye iimfuno zomsebenzi wommandla ezingundoqo, inkqubo ivumele imimandla ukuba ilandise ixesha lokugqiba ezizicwangciso.

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
kwabazali bethutyana kunye nokhuselo		Inani elifikelela kwi 20 660 loNonophelo laBazali beThutyana ababhaliswe kwidathabheyisi ye SOCPEN (ekupheleni kweyoMqungu 2018). - Inani eliyi 835 lwabazali boKhuselo abathe baskrinwa basele baqeqeshwa yaye bayasebenza.	Idathabheyisi yephondo yabazali boKhuselo naBazali bethutyana abanikwe uqeqesho iye yaveliswa yaze yenziwa	Idathabheyisi yephondo yabazali boKhuselo naBazali bethutyana abanikwe uqeqesho iye yaveliswa yaze yenziwa ngexesha lokwenziwa kwengxelo. Le dathabheyisi intsha yeyangoku.
		Idrafiti yeSOP, yokuqasha, nokujongwa kunye nokukhethwa kwabazali bokhuseleko babantwana bethutyana ingabazali bexeshana.	Imimandla iyakuqeqeshwa ngeSOP.	Yomithandathu imimandla inikwe uqeqesho lweSOP yoqeqesho, ukuskrinwa kunye nokukhethwa kwaBazali boKhuselo lweXeshana kunye naBazali beThutyana. <ul style="list-style-type: none"> • kwiMetro ekuMantla - 20 kweyeNkanga ka-2018. • kwiMetro ekuMazantsi- 22 kweyeNkanga ka-2018. • kwiMetro ekwiMpuma- 23 kweyeNkanga ka-2018. • Kwi-Eden Karoo- 27 kweyeNkanga ka-2018. • kuNxweme olukwiNtshona - 4 kweyoMnga ka-2018. • kwiWinelands Overberg- 7 kweyoMnga ka-2018.
		Iziko iNPO inika uqeqesho kunye nenkxaso kubazali boKhuselo nabe Thutyana abatsha kunye nabadala.	Imimandla iqasha yaye iskrine abazali boKhuselo nabethutyana baye bagqithisele iinkcukacha zabo kwiNPO ukuze banikwe uqeqesho (lilonke inani ngama-230).	Lilonke inani eliyi- 355 yokhuselo nabazali bethutyana abathe baphumelela kwinkqubo yoku skrinwa nokuthathwa kweenkcukacha zabo zeminwe kuye kugqithiswe iinkcukacha zabo kwi AGAPE ukuze banikwe uqeqesho kunyaka mali ka-2018/19. Kwabayi 355 abazali boKhuselo nabo beThutyana abathe baphumelela ku skrinwa nakwinkcukacha zabo, 225(98% ye 230) baye baqeqeshwa kunyaka-mali ka-2018/19. Uqeqesho luyakuqhuba kunyaka-mali ka 2019/20 kwabo bangakwazanga kubayinxalenye yoqeqesho.
			iNPO inika uqeqesho kunye nenkxaso kubazali abatsha abaqashiweyo (abayi 230) kunye nabadala (abangama-	I-AGAPE inika uqeqesho kunye nenkxaso kwi 225(98%) yabazali abatsha abaqashiweyo boKhuselo kunye naBazali beThutyana kunye nama-860 yabazali abadala bokhuselo kunye nabazali bethutyana (103%).

Iinkonzo Eziphambili	Abaxhamli	Umgangatho wenkonzo ngoku/okhoyo	Umgangatho wenkonzo onqwenelekayo	Eyona nzuzo
			835) boKhuselo naBazali beThutyana.	<p>Eminyane yemiqobo exhaphakileyo ebakhona kwimimandla AGAPE ngokubhekiselele ekuthatheni inxaxheba kuqeqesho yile:</p> <ul style="list-style-type: none"> • Ukugula kunye nezinye iingxaki ezibangela ukuba abazali bokhuselo nabazali bexeshana bangalugqibi uqeqesho lwabo. • Imisebenzi yethutyana ingunobangela wokungalugqibi uqeqesho ngabazali abatsha abaqashiweyo. • Izixholo xholo zemigewu nokungabinaxolo kuluntu kwenze ingxaki malunga nokuya kuqeqesho kwabazali bokhuselo nabethutyana.
			Ummandla ngamnye unoxwebhu lwesicwangciso sokuqasha kunye nokukhetha esiquka ithagethi zika-2019/20 kunye 2020/21) esenziweyo esihambelana neSOP eyenziwa ngomhla we-31kweyoKwindla ka-2019.	Isicwangciso sokuqasha nokukhetha semimandla sifuneka sibekhona ngomhla we-15 kweyeSilimela ka-2019 njengexesha elandisiweyo lokufaka isicwangciso elisele linikiwe.
			Ukujongwa komsebenzi weNPO kwakunye nolandelelwano lwentsingiselo ngokuhambelana nokuqasha nokuqeqesha abazali boKhuselo nabazali beThutyana kunye nokuqulunqa ingxelo yekota kunye neyokuphela konyaka	I-AGAPE yangenisa ingxelo yeekota ezine ngonyaka-mali ka 2018/19. Ingxelo yokuphela konyaka yaye yadityaniswa nengxelo yekota yesine yaye ulandelelwano lwentsingiselo lwenziwa isishwankathelo.

Amalungiselelo eBatho Pele nabaxhamli (Ukubonisana, ukufikeleleka, njalo-njalo)

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
Ukhuselo Lononophelo Lwabantwana – Ukuhlolwa kwentsebenzo yemibutho emiselwe lo msebenzi.		
Ukubonisana:	Ukubonisana:	Ukubonisana:
<p>Inkqubo yeCCP ibamba iindibano ezintandathu ngenyanga zommandla kunye namaziko axhasiweyo okhuselo lwabantwana iNPO kunye neDSD zamagosa ommandla.</p>	<p>Inkqubo yeCCP ibamba iindibano ezintandathu ngenyanga zommandla kunye namaziko axhasiweyo okhuselo lwabantwana iNPO kunye neDSD zamagosa ommandla.</p>	<ul style="list-style-type: none"> • Inkqubo yeCCP ayizenzanga iindibano zommandla kunye namaziko axhasiweyo okhuseleko lwabantwana iCPO kunye neDSD namagosa ommandla ngexesha lenyanga ezintandathu zika 2018/19. Nangona, iindibano ezimbini ziye zabanjwa ekupheleni konyaka. Iindibano yokuqala yommandla yabanjwa ngomhla we-9 kweyeNkanga 2018(yabayiseshoni enye yemimandla yonke kunye neCPO ezixhaswe ngezimali) eyesibini indibano yommandla yabanjwa kummandla ngamnye ngezintsuku zilandelayo: umhla we- 5 ukuya kowe -7 kweyoMdumba 2019 kuNxweme olukwiNtshona; ngomhla we-12 ukuya kowe-13 kweyoMdumba ka-2019 kwiMetro ekuMantla; ngomhla we-19 ukuya kowe -21 kweyo Mdumba ka-2019 kwi- Eden Karoo; kunye nomhla we-25 ukuya kowe-27 kweyoMdumba ka-2019 kwiCape Winelands. • Kungenxa yokungabikho kohlahlo mali olwaneleyo iindibano ezimbini zahlehliswa ngenxa yohlahlo - mali olutsha: Ngomhla we-16 ukuya ku-18 kaTshazimpuzi 2019 kwiMetro ekuMazantsi; ngomhla we 13 ukuya kowe-14 kunye nowama-23 kuCanzibe ka-2019 kwiMetro ekwiMpuma. • Iindibano zemimandla zabanjwa zaze zazinyaswa ngamagosa eSebe ase DSD, amasebe karhulumente kunye neNPO eziyinxalenye yoKhuselo noNonophelo lwabantwana kwimimandla ethile echaziweyo. • Imiba yengxoxo kwezi ntlanganiso ziquka oku: <ul style="list-style-type: none"> - Imiba ephambili ngamaZiko akhethiweyo oKhuselo noNonophelo lwaBantwana (iDCPO) kubakhom imiqobo kwimiba yokhuselo lwabantwana; - Ukudluliselwa okuhambelanayo kuye kwehlukana kuKhuselo lwabantwana; - Ukuxhaswa kwabasebenzi boncedo yoluntu; - Iindlela amahlakane aphakathi kuka DSD no DCPO angakwazi ukomelezwa; kunye

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
<p>Intloko yoLawulo lwePhondo kuBantwana kunye neFemeli zibambe iForam yekota.</p>	<p>Intloko yoLawulo lwePhondo kuBantwana kunye neFemeli zibambe iForam yekota.</p>	<p>- NamaZiko aye aziswa ngeSOP ezivunyiweyo.</p> <p>Ngenxa yeemfuno zomsebenzi, Intloko yolawulo ibambe iintlanganiso ezimbini (iPCFF) ngonyaka. IForam le iyaphononongwa ukubona ukwenziwa kweeForam zonyaka-mali olandelayo</p> <ul style="list-style-type: none"> • 15 kweyeNkanga 2018: Izinyaswe ngabameli beDSD nakwiNPO. Imiba yengxoxo iquka oku kulandelayo: <ul style="list-style-type: none"> - Ukudluliselwa ngokugqibeleleyo - Ukugqitywa kweMigaqo Yokusebenza yePCFF - Ingxelo enikiweyo kwiNkqubo Yobambiswano Ngolwaphulo-mthetho kwiPhondo - AmaLungelo aBantwana (I-Ofisi yeNkulu-mbuso) - Inkqubo yolwamkelo eyodwa (kwiiCYCC) - Uhlaziyo lweenkcukacha Zezophuhliso Lweentsatshana - Isicwangciso sePhondo sokunciphisa ukugetyengwa kwabantwana - IiNkqubo Yempilo Yezikolo Ehlanganyelweyo - Ingxoxo ngemiba yePhondo. • Ngomhla we-15 kweyoMdumba ka-2019: Kubekho abameli beDSD nakwi NPO. Imiba yeengxoxo iquke oku kulandelayo: <ul style="list-style-type: none"> - Ukuqukunjelwa kwe Imigaqo Yokusebenza yePCFF - Uhlaziyo ngophando Lokujongwa Kwabantwana luka-2018 - Isicwangciso sePhondo sokunciphisa ukugetyengwa kwabantwana - Ukupheliswa kwemilo nezixholoxholo emakhaya - Ingxoxo ngemiba yePhondo
<p>IiNPO azasiswanga ngendlela zokuziphatha eziyiBatho Pele.</p>	<p>Isaveyi yeBatho Pele ngamaziko i-NPO anikwe inkxaso iye yenziwa.</p>	<p>Isaveyi yeBatho Pele ngamaziko iNPO anikwe inkxaso yenziwe iseyidrafft. Izakuhanjiswa kunyakamali ka-2019/20.</p>
<p>Ufikeleleko:</p>	<p>Ufikeleleko:</p>	<p>Ufikeleleko:</p>
<p>Kukho iGosa loNonophelo lwabaxhamli kummandla nakwiofisi kandlunkulu.</p>	<p>Kukho iGosa loNonophelo lwabaxhamli kummandla nakwiofisi kandlunkulu</p>	<p>Kukho amagosa oNonophelo lwabaxhasi azinikeleyo kummandla ngamnye nakwi ofisi kandlunkulu nganye kwakunye nomncedisi weGosa loNonophelo kwii ofisi zondlunkulu nganye ngaphandle kwase Robertson (Langeberg) nakwi ofisi ese Swellendam apho</p>

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
		izithuba azinabantu. Ummandla uceba ukugcwalisa zombini ezizithuba kwalapha kunyaka mali ka-2019/20.
ISebe linayo inombolo yasimahla (0800 220 250) esebenza ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.	ISebe linayo inombolo yasimahla (0800 220 250) esebenza ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.	ISebe linayo inombolo yasimahla (0800 220 250) esetyenziswa nelawulwa liSebe leNkulubaphathiswa ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.
Idesika yoncedo ye NPO (kwabangenayo okanye abatsala iminxeba) NgoMvulo ukuya kuLwesihlanu ukusuka ngentsimbi yesixhenxe 07:30 ukuya ku 16:00 emva kwemini.	Idesika yoncedo ye NPO (kwabangenayo okanye abatsala iminxeba) NgoMvulo ukuya kuLwesihlanu ukusuka ngentsimbi yesixhenxe 07:30 ukuya ku 16:00 emva kwemini.	Idesika yeNPO esebenza ukusukela ngo 7:30 ukuya ku 16:00 NgoMvulo ukuya kuLwesine ukufumana nokuqwalasela imibuzo nezikhalazo. NgoLwesihlanu idesika yoncedo ijongana nemisebenzi yaseofisini.
IiNPO zinga imeyila okanye zitsalele umqulunqi womgaqo-nkqubo, umlawuli wenkqubo, umlawuli oyintloko xa kukho imfuneko.	IiNPOs zinga imeyila okanye zitsalele umlawuli wenkqubo, umlawuli oyintloko xa kukho imfuneko.	Igama neenkukacha zeCCP ongumqulunqi womgaqo-nkqubo okhoyo ukuze acede ekwenzeni ingxelo yomsebenzi kwakunye neminye imibuzo enikiweyo kwi TPA ziCPO ezixhasiweyo. Iinkukacha zabalawuli benkqubo kunye nabaphathi ziyafumaneka kwi website yeDSD yaseNtshona Koloni.
Amagosa Ezohlolo Novavanyo abambe uvavanyo lotyelelo olucwangcisweyo kanye kwiminyaka emithathu kumaziko axhasiweyo nalwo angaxhaswanga (iiNPO) okhuseleko lwabantwana.	Amagosa Ezohlolo Novavanyo abambe uvavanyo lotyelelo olucwangcisweyo kanye kwiminyaka emithathu kumaziko axhasiweyo nalwo angaxhaswanga (NPO) okhuseleko lwabantwana.	Amagosa Ezohlolo Novavanyo abambe uvavanyo lotyelelo olucwangcisweyo kanye kwiminyaka emithathu kumaziko axhasiweyo okhuseleko lwabantwana. Amaziko angaxhaswanga nawo abekwa esweni ngamagosa eSebe xa esenmza izicelo zobhaliso kwiminyaka emithathu.
Inkqubo ibambe iindibano ezintandathu ngenyanga kwimimanda kunye namaziko aziNPO zokhuseleko lwabantwana ezinikwe inkxaso mali.	Iindibano ezintandathu ngenyanga kwimimanda kunye namaziko aziNPO zokhuseleko lwabantwana ezinikwe inkxaso mali.	<ul style="list-style-type: none"> Inkqubo yeCCP ayizenzanga iindibano zommandla kunye namaziko axhasiweyo okhuseleko lwabantwana iCPO kunye ne DSD namagosa ommandla ngexesha lenyanga ezintandathu zika-2018/19. Nangona, iindibano ezimbini ziye zabanjwa ekupheleni konyaka. Iindibano yokuqala yommandla yabanjwa ngomhla we-9 kweyeNkanga ku-2018 (yabayiseshoni enye yemimandla yonke kunye neCPO ezixhaswe ngezimali) eyesibini indibano yommandla yabanjwa kummandla ngamnye ngezintsuku zilandelayo: ngomhla wesihlanu ukuya kowesixhenxe kweyoMdumba ka-2019 kuNxweme olukwiNtshona; ngomhla we-12 ukuya kowe-13 kweyoMdumba ka-2019 kwi Metro ekuMantla; Ngomhla we-19 ukuya kowama-21 kweyo Mdumba ka-2019 kwi-Eden Karoo; kunye nangomhla wama-25 ukuya kowama-27 kweyo Mdumba ka-2019 kwiCape Winelands.

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
Ezingokuziphatha:	Ezingokuziphatha:	Ezingokuziphatha:
IGosa loNonophelo lwabaxhamli kummandla ngamnye nakwii ofisi ezikundlunkulu liqeqeshiwe ukuze lincede iiNPO ngemibuzo okanye ngezikhhalazo, kwakunye nokudlulisela imibuzo okanye izikhhalazo kwigosa elinolwazi kwinkqubo.	IGosa loNonophelo lwabaxhasi kummandla ngamnye nakwii ofisi ekundlunkulu liqeqeshiwe ukuze lincede iiNPO ngemibuzo okanye ngezikhhalazo, kwakunye nokudlulisela imibuzo okanye izikhhalazo kwigosa elinolwazi kwinkqubo.	Amagosa oNonophelo lwabaxhasi kwimimandla nakwii ofisi ezikundlunkulu akukho mfuneko yokunika uncedo iNPO ngemibuzo okanye ngezikhhalazo kuba baqeqeshelwe ukuba badlulisele imibuzo Kubasebenzi Bezophuhliso Loluntu okanye kuBancedisi Kumsebenzi Wezophuhliso Loluntu kwimimandla oyakuthi anceded iNPO ngemibuzo/ ngezikhhalazo.
Idesika yoncedo yeNPO enceda iiNPO ngemibuzo okanye izikhhalazo (ekungenwa nayo okanye ebuzwa ngomxeba) imibuzo enikezelwayo/ okanye izikhhalazo zidluliselwa kwigosa lenkqubo elinolwazi.	Idesika yoncedo yeNPO enceda iiNPO ngemibuzo nezikhhalazo (abangena nayo okanye babuza ngomxeba), imibuzo enikezelwayo/ okanye izikhhalazo ezidluliselwa kwigosa lenkqubo elinolwazi.	ISebe linedesika yoncedo yeNPO enceda iiNPO ngemibuzo okanye izikhhalazo (ezibuzwa ngqo kwidesika okanye ngomnxeba) yaye badlulisele imibuzo okanye izikhhalazo kwigosa lenkqubo elinolwazi.
ISebe i-DSD linenkqubo ethile yokusebenza ethi ijongane nemibuzo kunye nezikhhalazo.	ISebe i-DSD linenkqubo ethile yokusebenza ethi ijongane nemibuzo kunye nezikhhalazo	ISebe iDSD line nkqubo ethile yokusebenza ethi ijongane nemibuzo kunye nezikhhalazo.
Bonke abasebenzi bakarhulumente babotshelelwa nguMthetho wokuziphatha kaRhulumente	Bonke abasebenzi bakarhulumente babotshelelwa nguMthetho wokuziphatha kaRhulumente.	Bonke abasebenzi bakarhulumente babotshelelwa nguMthetho wokuziphatha kaRhulumente.
IITPA ezine NPO ezinikwe inkxaso mali ziquka igama kunye neenkukacha zomnxeba zeCCP engumqulunqi womgqao-nkqubo ofumanekayo ekunikeneni uncedo kwingxelo yomsebenzi kunye neminye imibuzo.	IITPA ezine NPO ezinikwe inkxaso mali ziquka igama kunye neenkukacha zomnxeba zeCCP engumqulunqi womgqao-nkqubo ofumanekayo ekunikeneni uncedo kwingxelo yomsebenzi kunye neminye imibuzo.	Igama kunye neenkukacha zeCCP engumqulunqi womgqao-nkqubo ofumanekayo ekunikeneni ingxelo ngomsebenzi kunye neminye imibuzo inikiwe kwiITPA eneCPO enikwe inkxaso mali.
Ukusebenza Ngokuphandle:	Ukusebenza Ngokuphandle:	Ukusebenza Ngokuphandle:
ISebe linayo inombolo yasimahla (0800 220 250) esebenza ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.	ISebe linayo inombolo yasimahla (0800 220 250) esebenza ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.	ISebe linayo inombolo yasimahla (0800 220 250) esebenza ukusukela ngentsimbi yesiXhenxe ekuseni ukuya kweyesixhenxe ngorhatya (07H00 – 19H00) enomyalezo oshicilelweyo emva kwezoyure.
ISebe liqashe iGosa leeNkcukacha kuyo yonke imimandla nakwiNtloko zeOfisi ngokokuphuculwa koMthetho iPromotion of Access to Information Act (iPAIA).	ISebe liqashe iGosa leeNkcukacha kuyo yonke imimandla nakwiNtloko zeOfisi ngokokuphuculwa koMthetho I PAIA.	ISebe liqashe iGosa leeNkcukacha kuyo yonke imimandla nakwiNtloko zeOfisi ngokokuhambelana noMthetho I PAIA.

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
I-Website yeSebe itshintshwa kabini ngonyaka okanye ngeloxesha kuthe kwakho iinkcukacha ezintsha ezifumanekileyo kwiinkqubo.	I-Website yeSebe itshintshwa kabini ngonyaka okanye ngeloxesha kuthe kwakho iinkcukacha ezintsha ezifumanekileyo kwiinkqubo	I-Website yeSebe itshintshwa kabini ngonyaka okanye ngeloxesha kuthe kwakho iinkcukacha ezintsha ezifumanekileyo kwiinkqubo
INGxelo yoNyaka yeSebe epapashwa rhoqo ngonyaka ngenyanga yeThupha (iquka uluhlu lwamaqumrhu axhaswe ngemali kunye nemali ezifunyenwe kudluliselo.	INGxelo yoNyaka yeSebe epapashwa rhoqo ngonyaka ngenyanga yeThupha (iquka uluhlu lwamaqumrhu axhaswe ngemali kunye nemali ezifunyenwe kudluliselo	INGxelo yoNyaka yeSebe epapashwa rhoqo ngonyaka ngenyanaga yeThupha (iquka uluhlu lwamaqumrhu axhaswe ngemali kunye nemali ezifunyenwe kudluliselo
Amaxwebhu obuchule eSebe ayafumaneka ngazo zontathu iilwimi zephondo.	Amaxwebhu obuchule eSebe ayafumaneka ngazo zontathu iilwimi zephondo.	Amaxwebhu obuchule eSebe ayafumaneka ngazo zontathu iilwimi zephondo, isiLungu, isiBhulu kunye nesiXhosa.
Ixabiso lemali:	Ixabiso lemali:	Ixabiso lemali:
IiNkonzo zamaziko agcina nakhusela abantwana axhasiweyo NPO abonelelwe ngokuhambelana neTPA ethi iquke ukuthobela uMthetho wabaNtwana nemimiselo nemigangatho, iimfuno zoMthetho weNPO wolawulo lwezimali, nojoliso lokunikezelwa kweenkonzo.	IiNkonzo zamaziko agcina nakhusela abantwana axhasiweyo kwiiNPO abonelelwe ngokuhambelana neTPA ethi iquke ukuthobela uMthetho wabaNtwana nemimiselo nemigangatho, iimfuno zoMthetho weNPO wolawulo lwezimali, nojoliso lokunikezelwa kweenkonzo.	IiNkonzo zamaziko agcina nakhusela abantwana axhasiweyo NPO abonelelwe ngokuhambelana neTPA ethi iquke ukuthobela uMthetho wabaNtwana nemimiselo nemigangatho, iimfuno zoMthetho weNPO wolawulo lwezimali, nojoliso lokunikezelwa kweenkonzo.
Amaziko axhasiweyo aziNPO kufuneka anike ingxelo ngekota (QPR) nganye.	Amaziko axhasiweyo azi NPO kufuneka anike ingxelo eyi-QPR nganye.	Onke amaziko axhasiweyo azi iCPO kufuneka anike ingxelo eyi-QPR yonyaka-mali u-2018/19.
Amaziko azi CCP neNPO axhasiweyo angakuthobeliyo oku ayakunikwa isicwangciso solungiso yaye kufuneka anike ingxelo ngalomba ngekota nganye.	Amaziko azi CCP ne NPO axhasiweyo angakuthobeliyo oku ayakunikwa isicwangciso solungiso yaye kufuneka anike ingxelo ngalomba ngekota nganye.	Amaziko azi CCP ne NPO axhasiweyo athe afunyanwa engakuthobeli oku ngonyaka-mali ka 2018/19 aye annikwa izicwangciso zolungiso yaye kufuneka enze ingxelo nghomsebenzi ngekota nganye njengenxalenye yengxelo yomsebenzi wekota.
IiNPO zikhuselwa yi TPA; zifumana imali ngokweshedyuli	IiNPO zikhuselwa ziTPA; zifumana isixa mali ngokweshedyuli	IiNPO zikhuselwa ziTPA; yaye kunyaka mali ka2018/19 zifumana isixa mali ngokwesiseko seshedyuli esathi sangeniswa kwiyunithi yonikezelo ngezixa mali ukuze bahlawulwe.
I NPO zifumana uphuhliso lwezakhono njengoko kufuneka.	I NPO zifumana uphuhliso lwezakhono ezilufunayo	Akukho ziCCP nazi NPO eziye zasiwa kuphuhliso lwezakhono ezisuka kwi yunithi ye-ICB kulonyaka.
I DSD inika uncedo mali lwabancedisi boonontlalo-ntle, abaphathi	IDSD inika inkxaso-mali kubancedisi boonontlalo-ntle, oonontlalo-ntle kunye	Kunyaka-mali ka-2018/19 iSebe linike inkxaso-mali kubancedisi boonontlalo-ntle, oonontlalo-ntle kunye Nabaphathi Boonontlalo-

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
booNontlalo ntle kunye nabalawuli nabasebenzi basezi ofisini.	Nabaphathi Boonontlalo-ntle, kunye nabasebenzi base zi ofisini.	ntle. Ngo-2018/19, iDSD ayinikanga ngoncedo mali kubasebenzi basezi ofisini ngenxa yokushokoxeka kwezimali.
ULawulo lwaBazali beThutyana - Ukuqashwa kunye noqeqesho lokhuseleko nabazali bethutyana		
Ukubonisana:	Ukubonisana:	Ukubonisana:
Inkqubo ibamba iindibano ezintandathu ngenyanga ezoMmandla kunye neeNPO ezikhusela abantwana ezixhaswe ngengxowa-mali.	Inkqubo ibamba iindibano ezintathu ngenyanga ezoMmandla kunye neeNPO ezincedwa ngengxowa-mali ezikhusela abantwana.	<ul style="list-style-type: none"> • Inkqubo yeCCP ayizenzanga iindibano zommandla kunye namaziko axhasiweyo okhuseleko lwabantwana iiCPO kunye neDSD namagosa omandla ngexesha lenyanga ezintandathu zika-2018/19. Nangona, iindibano ezimbini ziye zabanjwa ekupheleni konyaka. Indibano yokuqala yommandla yabanjwa ngomhla we-9 kweyeNkanga 2018(yabayiseshoni enye yemimandla yonke kunye neCPO ezixhaswe ngezimali) eyesibini indibano yommandla yabanjwa kummandla ngamnye ngezintsuku zilandelayo: umhla we- 5 ukuya kowe -7 kweyoMdumba kuNxweme olukwiNtshona; ngomhla we-12 ukuya kowe-13 kweyoMdumba ka-2019 kwiMetro ekuMantla; Ngomhla we 19ukuya kowama-21 kweyoMdumba ka-2019 kwi- Eden Karoo; kunye nomhla wama-25 ukuya kowe-27 kweyoMdumba 2019 kwiCape Winelands. • Kungenxa yokungabikho kohlahlo mali olwaneleyo iindibano ezimbini zahlehliswa ngenxa yohlahlo - mali olutsha: Ngomhla we-16 ukuya ku-18 kaTshazimpuzi ka-2019 kwiMetro ekuMazantsi; ngomhla we 13 ukuya kowe- 14 kunye nowama023 kuCanzibe ka-2019 kwiMetro ekwiMpuma. • Iindibano zemimandla zabanjwa zaze zazinyaswa ngamagosa eSebe aseDSD, amasebe karhulumente kunye neNPO eziyinxalenye yoKhuselo noNonophelo lwabantwana kwimimandla ethile echaziweyo. • Imiba yengxoxo kweziseshoni ziquka oku: <ul style="list-style-type: none"> - Imiba ephambili ngamaZiko akhethiweyo oKhuselo noNonophelo lwaBantwana kubakhom imiqobo kwimiba yokhuselo lwabantwana; - Ukudluliselwa okuhambelanayo kuye kwehlukana kuKhuselo lwabantwana; - Ukuxhaswa kwabasebenzi boncedo yoluntu;

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
		<ul style="list-style-type: none"> - lindlela amahlakane aphakathi ko DSD noDCPO angakwazi ukomelezwa; kunye - NamaZiko aye aziswa nge SOPS ezivunyiweyo.
<p>I TPA ezine NPO ezixhaswe ngemali ziyaqasha zenze noqeqesho oluquka igama kunye nenkcukacha zeCCP engumlawuli wenkqubo. Amaziko angaqhakamshelana noMlawuli: Abantwana neeNtsapho, okanye uMlawuli oyiNtloko: KwezeNtlalo Ntle, one nkcukacha ezikhoyo kwiwebsite yeDSD kwiNgxelo yokwenziwa koMsebenzi.</p>	<p>I TPA ezine NPO ezixhaswe ngemali ziyaqasha zenze noqeqesho oluquka igama kunye nenkcukacha zeCCP engumlawuli wenkqubo. Amaziko angaqhakamshelana noMlawuli: Abantwana neeNtsapho, okanye uMlawuli oyiNtloko: KwezeNtlalo Ntle, onenkcukacha ezikhoyo kwiwebsayithi ye DSD kwiNgxelo yokwenziwa koMsebenzi.</p>	<p>Igama kunye neenkcukacha zomqulunqi womgaqo-nkqubo kunye ne CCP engumlawuli wenkqubo ziyafumaneka kwi AGAPE ka-2018/19 TPA. I-AGAPE inganxulumana noMlawuli: Abantwana neeNtsapho, okanye uMlawuli oyiNtloko: KwezeNtlalo Ntle, onenkcukacha ezikhoyo kwiwebsayithi ye DSD kwiNgxelo yokwenziwa koMsebenzi.</p>
<p>Eminye imimandla ibonelela ngentlanganiso zocweyo ezintandathu ngenyanga kunye noNonophelo lwaBantwana Ngabazali beThutyana.</p>	<p>Eminye imimandla ibonelela ngentlanganiso zocweyo ezintandathu ngenyanga kunye noNonophelo lwaBantwana Ngabazali beThutyana.</p>	<p>ISebe linike i-AGAPE isibhambathiso sokunikeza uqeqesho/iintlanganiso zocweyo egameni lemimindla noNonophelo lwaBantwana Ngabazali beThutyana. Iiseshini zocqesho ezilandelayo zenziwa kunyaka-mali ka-2018/19:</p> <ul style="list-style-type: none"> • kwiMetro ekuMantla: 15 kuCanzibe ka-2018, 07 kweyeSimela ku-2018, 18 kweyoKwindla ka-2018, kowama-25 kweyeDwarha ka-2018, 24 kweyoMqungu ka-2019, 7 kweyoKwindla ka-2019. • Kwi Metro ekwiMpuma: 5 kweyeSilemela 2018, 5 kweyeKhala 2018, 4 kweyeDwarha ka-2018, 15 kweyeNkanga ka-2018, 21 kweyoMdumba ka-2019, 28 kweyoKwindla ka-2019. • kwi-Eden Karoo: 3 & 4 kweyeKhala ka-2018, 13 kweyeNkanga ka-2018, 14 kweyeNkanga ka-2018, 19 kweyoKwindla ka-2019, 20 kweyoKwindla ka-2019. • kuNxweme olukwiNtshona: 25 ngoJuni ka-2018, 26 kweyeSilemela ka-2018, 17 kweyeKhala ka-2018, 8 kweyeDwarha ka-2018, 9 kweyeDwarha ka-2018, 27 kweyeNkanga ka-2018, 11 kweyoMnga ka-2018, 25 kweyoMdumba ka-2019, 26 kweyoMdumba ka-2019, 5 kweyoKwindla ka-2019. • kwiCape Winelands ne-Overberg: 29 kunzibe ka-2018, 19 kweyeSilemela ka-2018, 24 kweyeKhala ka-2018, 14 kweyeThupha ka-2018, 6 kweyoMsintsi ka-2018, 11 kweyeDwarha ka-2018, 29 kweyeNkanga ka-2018, 10

		<p>kweyoMnga ka-2018, 29 kweyoMqungu ka-2019, 14 kweyoMdumba ka-2019, 12 kweyoKwindla ka-2019, 26 kweyoKwindla ka-2019.</p> <ul style="list-style-type: none"> • Kwi Metro ekuMazantsi: Kuye kwabakho iintlanganiso zocweyo eziye zachazwa ngummandla ku-2018/19.
Ukhuseleko lwaBantwana nabazali beThutyana akuthethwana nabo ngemithetho-siseko ye-Batho Pele.	Lwenziwe uvavanyo lwe-Batho Pele uKhuseleko lwaBantwana nabazali beThutyana.	Uvavanyo lwe-Batho Pele loKhuseleko lwaBantwana nabazali beThutyana ngohlobo lwedraffi. Luza kulingwa kunyaka-mali ka-2019/20.
Ukufikeleleka:	Ukufikeleleka:	Ukufikeleleka:
Igosa loNonophelo lwabaXhasi kwi-Ofisi nganye yasekuHlalani neyoMmandla neyasekuhlalani.	Igosa loNonophelo lwabaXhasi kwi-Ofisi nganye yasekuHlalani neyoMmandla neyasekuhlalani.	Kukho amagosa loNonophelo lwabaXhasi azimseleyo kwi-ofisi nganye yommandla nabancedisi boNonophelo Lwabaxhamli kwii-ofisi zasekuhlalani ngaphandle kweeabaXhasi zasekuhlalani eRobertson (e-Langeberg) nase-Swellendam apho kukho khona izithuba ezingenabantu. Ummandla uceba ukuvala zombizi izithuba kunyaka-mali u-2019/20.
ISebe linenombolo yasimahla (0800 220 250) esebenza ukususela ngeyesi-07H00 – 19H00 enomyalezo welizwi ukususela ngeye-19H00 – 07H00.	ISebe linenombolo yasimahla (0800 220 250) esebenza ukususela ngeyesi-07H00 – 19H00 enomyalezo welizwi ukususela ngeye-19H00 – 07H00.	ISebe linenombolo yasimahla (0800 220 250) esebenza ukususela ngeyesi-07H00 – 19H00 enomyalezo welizwi phakathi kweye-19H00 – 07H00.
Unonophelo lwaBantwana Ngabazali beThutyana abakutshanje nabanokubakho basenoku-imeyila okanye batsalele umnxeba imanejala yenkqubo, inkqubo/ umlawuli wommandla xa kuyimfuneko.	Unonophelo lwaBantwana Ngabazali beThutyana Abazali bakutshanje nabanokubakho abasenoku-imeyila okanye batsalele umnxeba imanejala yenkqubo, inkqubo/ umlawuli wommandla xa kuyimfuneko.	linkcukacha zamagosa ecandelo akwiwebhusayithi ye-DSD ukwenza ukuba abazali bakutshanje nabanokubakho bethutyana nabokhuseleko babenako uku-imeyila okanye batsalele umnxeba imanejala yenkqubo, inkqubo/ umlawuli wommandla xa kuyimfuneko.
Ezingokuziphatha:	Ezingokuziphatha	Ezingokuziphatha:
Igosa loNonophelo lwabaXhasi kwi-Ofisi nganye yoMmandla neyasekuHlalani baqeqeshelwe ukunceda bonke abaxhasi (kubandakanya abazali bakutshanje nabanokubakho beThutyana noKhuseleko) ngemibuzo okanye ngezikhhalazo, kunye nokugqithisela imibuzo/ izikhhalazo kumagosa afanelekileyo eofisini.	Igosa loNonophelo lwabaXhasi kwi-Ofisi nganye yoMmandla neyasekuHlalani baqeqeshelwe ukunceda bonke abaxhasi (kubandakanya abazali bakutshanje nabanokubakho beThutyana noKhuseleko) ngemibuzo okanye ngezikhhalazo, kunye nokugqithisela imibuzo/ izikhhalazo kumagosa afanelekileyo eofisini.	Wonke amagosa loNonophelo lwabaXhasi kwii-ofisi zommandla nezasekuhlalani ayayiqonda inkqubo kunye nendlela yokuba angajongana njani na nezikhhalazo.

iDSD ine SOP yokulawulwa kwemibuzo nezikhalazo.	iDSD ine SOP yokulawulwa kwemibuzo nezikhalazo.	iDSD ne SOP yokulawula imibuzo nezikhalazo efanelekileyo.
Bonke abasebenzi bakarhulumente balawulwa yiNkonzo yendlela yokuziPhatha kaRhulumente.	Bonke abasebenzi bakarhulumente balawulwa yiNkonzo yendlela yokuziPhatha kaRhulumente.	Bonke abasebenzi bakarhulumente balawulwa yiNkonzo yendlela yokuziPhatha kaRhulumente.
	Ukwenza ithempleyithi yokuvavanya kwabaxhasi/ isixhobo esiqwalasela uNonophelo lwaBantwana Ngabazali beThutyana.	Uvavanyo lweBatho Pele ukwenzela uNonophelo lwaBantwana Ngabazali beThutyana ngohlobo lwedraffi.
Ngokuvulelekileyo nangokungafihlisiyo:	Ngokuvulelekileyo nangokungafihlisiyo:	Ngokuvulelekileyo nangokungafihlisiyo:
	ISebe linenombolo yasimahla (0800 220 250) esebenza ukususela ngeyesi-07H00 – 19H00 enomyalezo onomyalezo welizwi ukususela ngeye-19H00 – 07H00.	ISebe linenombolo yasimahla (0800 220 250) esebenza ukususela ngeyesi-07H00 – 19H00 enomyalezo onomyalezo welizwi ukususela ngeye-19H00 – 07H00.
ISebe liqashe Igosa leNkcukacha kuzo zonke ii-ofisi zommandl nakwi-ofisi eyintloko ngokwe PAIA.	ISebe liqashe Igosa leNkcukacha kuzo zonke ii-ofisi zommandl nakwi-ofisi eyintloko ngokwe- PAIA.	ISebe liqashe Amagosa eNkcukacha kuzo zonke ii-ofisi zommandla nakwi-ofisi eyintloko ngokwe-PAIA.
Iwebhusayithi yeSebe ihlaziywa kabini ngonya okanye kwakamsinya kufunyanwa inkcukacha ezintsha kwiinkqubo.	Iwebhusayithi yeSebe ihlaziywa kabini ngonya okanye kwakamsinya kufunyanwa inkcukacha ezintsha kwiinkqubo.	Iwebhusayithi yeSebe ihlaziywa kabini ngonya okanye kwakamsinya kufunyanwa inkcukacha ezintsha kwiinkqubo.
Amaxwebhu enkqubo-qhinga yesebe ayafumaneka ngeelwimi ezintathu zephondo.	Amaxwebhu enkqubo-qhinga yesebe ayafumaneka ngeelwimi ezintathu zephondo.	Amaxwebhu enkqubo-qhinga yesebe ayafumaneka ngesiNgesi, isi-Bhulu nangesiXhosa.
Ixabiso lemali:	Ixabiso lemali:	Ixabiso lemali:
Abazali bokhuseleko bahlawulwa imali yosuku ngomntwana ngamnye obekwe ngokomyalelo wenkundla.	Abazali bokhuseleko bahlawulwa imali yosuku ngomntwana ngamnye obekwe ngokomyalelo wenkundla.	Abazali bokhuseleko bahlawulwa iR27 ngosuku ngomntwana ngamnye obekwe ngokomyalelo wenkundla.
Kufuneka iDSD inike ingxelo ngekota ngokubekwa.	Kufuneka iDSD inike ingxelo ngekota ngokubekwa.	IDSD inike ingxelo yekota ngokubekwa kwabantwana kubazali bethutyana.

<p>Abazali betyutyana bahlawulwa isibonelelo senyanga esivela kwaSASSA ngontwana ngamnye (ababekwe ngokomyalelo wenkundla).</p>	<p>Abazali betyutyana bahlawulwa isibonelelo senyanga esivela kwaSASSA ngontwana ngamnye (ababekwe ngokomyalelo wenkundla).</p>	<p>Abazali betyutyana bahlawulwa iR960 yesibonelelo ngenyanga esivela kwaSASSA ngomntwana ngamnye.</p>
<p>Iinkonzo zeNPO zokufumana nokuqeqesha ezixhaswe ngemali zinikezelwa ngokuhambelana neziVumelwano zentlawulo, ezibandakanya ukuthobelana kunye neemfuno zomthetho iChildren's Act, iimfuno zolawulo loMthetho weNPO, neethagethi zokuhanjiswa kweenkonzo.</p>	<p>Iinkonzo ze-NPO zokufumana nokuqeqesha ezixhaswe ngemali zinikezelwa ngokuhambelana neziVumelwano zentlawulo, ezibandakanya ukuthobelana kunye neemfuno zeChildren's Act, iimfuno zolawulo loMthetho weNPO, neethagethi zokuhanjiswa kweenkonzo.</p>	<p>Ngexesha lokunika ingxelo ukufunyanwa kwabantu kwenziwe zi-offisi zeDSD zommandla kunye yaze iinkonzo zokuqeqesha zanikezelwa yiNPO, i-AGAPE, ngokuhambelana ne-TPA, okubandakanya ukuthobelana kunye neChildren's Act norms and standards, iimfuno zolawulo loMthetho weNPO, neethagethi zokuhanjiswa kweenkonzo.</p>
<p>IiNPO ezincedwa ngemali kufuneka zinike iingxelo zekota zenkqubela-phambili.</p>	<p>IiNPO ezincedwa ngemali kufuneka zinike iingxelo zekota zenkqubela-phambili.</p>	<p>I-AGAPE inike iingxelo zekota zenkqubela-phambili zonyaka-mali ka-2018/19.</p>

Isixhobo seenkcukacha zenkqubo yokuhanjiswa kweenkonzo

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
Ukhuselo loNonophelo lwaBantwana – Ukuhlolwa kwentsebenzo yemibutho emiselwe lo msebenzi.		
Isicwangciso sokuSebenza soNyaka seSebe sipapashwa kweyoKwindla qho ngonyaka, lingxelo zoNyaka zeDSD zipapashwa kweyeThupha (kubandakanya uluhlu lwemibutho exhaswa ngemali nokudluliselwa kwemali ezifunyenweyo).	Isicwangciso sokuSebenza seSebe sipapashwa ngoMatshi qho ngonyaka, lingxelo zoNyaka zeDSD zipapashwa ngo-Agusti (kubandakanya uluhlu lwemibutho exhaswa ngemali nokudluliselwa kwemali ezifunyenweyo).	Ingxelo yeDSD Yonyaka-mali u-2018/19 yapapashwa kweyoKwindla 2018 yaye iyafumaneka kwiwebhusayithi yesebe. Ingxelo yoNyaka ka-2017/18 DSD yapapashwa kweyeThupha 2018 yaye iyafumaneka kwiwebhusayithi yesebe (kubandakanya uluhlu lwemibutho exhaswa ngemali nokudluliselwa kwemali ezifunyenweyo).
Ingxelo yaBemi yeDSD epapashwa - kweyeDwarha qho ngonyaka.	Ingxelo yaBemi yeDSD epapashwa ngeyeDwarha qho ngonyaka.	Ingxelo yaBemi yeDSD ka-2017/18 yapapashwa kweyoMnga 2018 yaye iyafumaneka kwiwebhusayithi yesebe.
I TPA neeTshata zeNkonzo ziyaphononongwa qho ngonyaka.	I TPA neeTshata zeNkonzo ziyahlolwa qho ngonyaka.	Kunyaka wokuqala wexsha eliyiminyaka emithathu iTPA ikhutshwa emva koko, isihlomelo kwi-TPA ekhutshwa qho ngonyaka iminyaka emi-2 kwixesha lesithuba seminyaka emithathu liyiminyaka emithathu. U-2018/19 yayingunyaka wesibini kwixesha lesithuba seminyaka emithathu. Iitshata zenkonzo ziye zahlolwa zaze zasayinwa kunyaka-mali ka-2018/19.
Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwiwebhusayithi ye-DSD.	Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwiwebhusayithi yeDSD.	Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwi webhusayithi yeDSD.
Inkqubo yenza iintlanganiso zommandla ezintandathu ngenyanga kunye neeNPO ezixhaswa ngemali.	Inkqubo yenza iintlanganiso zommandla ezintandathu ngenyanga kunye neeNPO ezixhaswa ngemali.	<ul style="list-style-type: none"> Inkqubo ye CCP ayikhange izenze iintlanganiso zommandla kunye nee CPO zokhuseleko lwabantwana namagosa eDSD ommandla ngexesha leenyanga ezintandathu zika-2018/19. However, iintlanganiso zommandla zabanjwa ngelinye ixesha enyakeni. Intlanganiso yokuqala yayibanjwe ngowe-9 kuNovemba 2018 (iseshini enye yayo yonke imimandla kunye neeCPO) yaze intlanganiso yebini yommandla yabanjwa kummandla ngamnye kule mihla ilandelayo: 5-7 kweyoMdumba ka-2019 kuNxweme olukwiNtshona; 12-13 kweyoMdumba ka-2019 kwiMetro ekuMantla; 19-21 kweyoMdumba ka-2019 kwi-Eden Karoo; nowe-25-27 kweyoMdumba ka-2019 kwiCape Winelands. Ngenxa yokushokoxeka kwesabelo-mali iintlanganiso ezimbini zarhoxiselwa kunyaka-mali omtsha: 16-18 kuTshazimuzi ka-2019

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
<p>I-ofisi yenkqubo yakhokela ezemfundo / iiseshini zoqeqesho zee-NPO ezixhaswa ngamali malunga nemiba yokukhusela abantwana (kanye ngonyaka).</p>	<p>I-ofisi yenkqubo yakhokela ezemfundo / iiseshini zoqeqesho zee-NPO ezixhaswa ngamali malunga nemiba yokukhusela abantwana (kanye ngonyaka).</p>	<p>kwiMetro ekuMazantsi; 13-14 & 23 kuCanzibe ka-2019 kwiMetro ekwiMpuma.</p> <p>liseshoni zoqeqesho ezisixhenxe zazibanjwe ku-2018/19.</p> <ul style="list-style-type: none"> • Uqeqesho lweMigaqo neMimiselo yeNkqubo Yononophelo Lwabantwana Ngabanye Abazali Okwethutyana kwiMetro ekuMazantsi: 18 kuCanzibe 2018. ICPO ezi-18 noonontlalo-ntle beDSD bazimasa. • Uqeqesho Ukufumana, ukuscrinwa, ukukhethwa nokuqeqeshwa ngokhuseleko/izikhokelo zabazali bethutyana kwiCPO noontlalo-ntle beDSD: <ul style="list-style-type: none"> - KwiMetro ekuMantla: 21 kweyeNkanga ka-2018- bali-15 abazimasa. - KwiMetro ekuMazantsi: 22 kweyeNkanga ka-2018 - kwazimasa abangamashumi amathathu. - KwiMetro ekwiMpuma: 23 kweyeNkanga ka-2018- kwazimasa abangamashumi amathathu - Kwi-Eden Karoo: 27 kweyeNkanga ka-2018- kwazimasa abangamashumi amathathu. - KuNxweme olukwiNtshona: 4 kweyoMnga ka-2018 - kwazimasa abangamashumi amathathu. - KwiWinelands/Overberg: 7 kweye nkweyoMnga ka-2018- bangama - kwazimasa abangamashumi amathathu.
<p>IiTPA kunye nee-NPO ezixhaswa ngemali zibandakanya igama neenkukacha zomqulunqi womgaqo-siseko we-CCP.</p>	<p>IiTPA kunye neeNPO ezixhaswa ngemali zibandakanya igama neenkukacha zomqulunqi womgaqo-siseko weCCP.</p>	<p>Igama neenkukacha zomqulunqi womgaqo-siseko we-CCP ofumanekayo ukuncedisa ngokunika ingxelo yenkqubela phambili neminye imibuzo iyabonelelwa kwii-TPA kunye nee-CPO ezixhaswa ngemali.</p>
<p>Imibutho ingaqhagamshela Imanejala yoLawulo yeCCP, Umlawuli: Abantwana neeNtsapho, okanye uLawulo oyiNtloko: Inkonzo zeNtlalo-ntle, abaneenkukacha abaneenkukacha zoqhagamshelwano ezifumaneka kwiwebhusayithi ye-DSD nakwi-Sicwangciso Salo Nyaka Mali (APP).</p>	<p>Imibutho ingaqhagamshela Imanejala yoLawulo yeCCP, Umlawuli: Abantwana neeNtsapho, okanye uLawulo oyiNtloko: Inkonzo zeNtlalo-ntle, abaneenkukacha abaneenkukacha zoqhagamshelwano ezifumaneka kwiwebhusayithi yeDSD nakwi-APP.</p>	<p>Imibutho ingaqhagamshela Imanejala yoLawulo yeCCP, Umlawuli: Abantwana neeNtsapho, okanye uLawulo oyiNtloko: Inkonzo zeNtlalo-ntle, abaneenkukacha abaneenkukacha zoqhagamshelwano ezifumaneka kwiwebhusayithi ye-DSD nakwi-APP.</p>

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
Ulawulo loNonophelo lweThutyana- Ukufumana noqeqesho lokhuseleko nabazali bethutyana.		
Isicwangciso sokuSebenza soNyaka seSebe sipapashwa kweyoKwindla qho ngnyaka, lingxelo zoNyaka ze-DSD zipapashwa kweyeThupha qho ngonyaka.	Isicwangciso sokuSebenza soNyaka seSebe sipapashwa kweyoKwindla qho ngnyaka, lingxelo zoNyaka ze-DSD zipapashwa kweyeThupha qho ngonyaka.	Ingxelo yeDSD Yonyaka-mali u-2018/19 yapapashwa kweyoKwindla ka-2018 yaye iyafumaneka kwiwebhusayithi yesebe. Ingxelo yoNyaka ye-DSD ka-2017/18 yapapashwa ngowama-31 kweyeThupha ka-2018.
Ingxelo yaBemi yeDSD epapashwa ngo-kweyeDwarha qho ngonyaka. Inkonzo zeeTshata ziyaphononongwa qho ngonyaka.	Ingxelo yaBemi yeDSD epapashwa ngo-kweyeDwarha qho ngonyaka. Inkonzo zeeTshata ziyaphononongwa qho ngonyaka.	Ingxelo yaBemi yeDSD ka-2017/18 yapapashwa kweyoMnga kwazimasa abangamashumi amathathu 2018. Inkonzo zeeTshata ziyaphononongwa qho ngonyaka.
Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwiwebhusayithi yeDSD.	Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwiwebhusayithi yeDSD.	Imigaqo-nkqubo, imigaqo nemimiselo iyafumaneka kwiwebhusayithi yeDSD.
Eminye imimandla yabonelela ngeentlanganiso zocweyo ezintandathu qho ngenyanga kunye nezokhuseleko naBazali beThutyana.	Eminye imimandla yabonelela ngeentlanganiso zocweyo ezintandathu qho ngenyanga kunye nezokhuseleko naBazali beThutyana.	ISebe linike i-AGAPE isibhambathiso sokunikeza uqeqesho/ iintlanganiso zocweyo egameni lemimindla ngezokhuseleko lwaBantwana nabazali beThutyana. Ileshini zoqeqesho ezilandelayo zenziwa kunyaka-mali. Jonga apha ngentla ingcaciso ezicacileyo kuqeqesho oluye lwanikezelwa lokhuseleko nabazali bethutyana kunyaka-mali ka-2018/19. (isalungiswa).

Inkqubo yezikhalazo

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
Ukhuselo Lononophelo Lwabantwana – Ukhololwa kwentsebenzo yemibutho emiselwe lo msebenzi.		
ISebe lisebenzisa inombolo esimahla (0800 220 250) ukumelana nemibuzo nezikhalazo.	ISebe lisebenzisa inombolo esimahla (0800 220 250) ukumelana nemibuzo nezikhalazo.	ISebe leNkulumbuso lisebenzisa inombolo esimahla (0800 220 250) egamani leSebe ukujongana nemibuzo nezikhalazo.
ISebe liphumze iSOP yeDesika Engaphambili ejongana nabaxhasi kwiziko loncedo.	ISebe liphumze iSOP yeDesika Engaphambili ejongana nabaxhasi kwiziko loncedo.	iSOP yeDesika Engaphambili efanekileyo ephunyeziweyo ijongana nabaxhasi kwiziko loncedo.
ISebe liphumeze iSOP yokuNika iNgxelo Imibuzo/ Izikhalazo.	ISebe liphumeze iSOP yokuNika iNgxelo Imibuzo/ Izikhalazo.	ISebe liphumeze iSOP efanelekileyo yokuNika iNgxelo Imibuzo/ Izikhalazo.
ISOP ephunyeziweyo ijongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.	ISOP ephunyeziweyo ijongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.	ISebe liphumeze iSOP efanelekileyo ukujongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
ISeb elineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.	ISeb elineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.	ISeb elineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.
Iyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo.	Iyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo.	Iyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo.
ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yase-SA yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yase-SA yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yase-SA yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo.
ISebe lisebenza libambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).	ISebe lisebenza libambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).	ISebe lisebenza libambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).
Inkqubo yenkxaso-mali ibandakanya ukupapasha, ucweyo lweenkcukacha, ulwamkelo kunye, uvavanyo lwezindululo, ukwamkelwa kweeleta nokungamkelwa kwazo, inkqubo yezibheni.	Inkqubo yenkxaso-mali ibandakanya ukupapasha, ucweyo lweenkcukacha, ulwamkelo kunye, uvavanyo lwezindululo, ukwamkeleka kweeleta nokungamkelwa kwazo, inkqubo yezibheni.	Inkqubo yexaso-mali ye-DSD yonyaka-mali ka-2018/19 kubandakanya okulandelayo: <ul style="list-style-type: none"> • ukupapashwa, ucweyo lweenkcukacha, • ukwamkela nokuvavanya izindululo, • ukwamkeleka nokungamkeleki kweeleta, kunye • inkqubo yezindululo.
Ulawulo loNonophelo lweThutyana- Ukufunyanwa kwabantu noqeqesho lokhuseleko nabazali bethutyana.		
ISebe lisebenzisa inombolo esimahla (0800 220 250) ukumelana nemibuzo nezikhalazo.	ISebe lisebenzisa inombolo esimahla (0800 220 250) ukumelana nemibuzo nezikhalazo.	ISebe leNkulumbuso lisebenzisa inombolo esimahla (0800 220 250) egamani leSebe ukujongana nemibuzo nezikhalazo
ISebe li-Front Desk SOP ephunyeziweyo ejongana nabaxhasi kwiziko loncedo	ISebe line-Front Desk SOP ephunyeziweyo ejongana nabaxhasi kwiziko loncedo.	Line-Front Desk SOP efanelekileyo ephunyeziweyo ukujongana nabaxhasi kwiziko loncedo.
ISebe line-SOP ephunyeziweyo yokuNika ingxelo Imibuzo/ Izikhalazo.	ISebe line-SOP ephunyeziweyo yokuNika ingxelo Imibuzo/ Izikhalazo.	I- DSD line-SOP fanelekileyo yoKunika ingxelo Imibuzo/ Izikhalazo.
I-SOP ephunyeziweyo ijongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.	I-SOP ephunyeziweyo ijongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.	ISebe liphumeze i-SOP efanelekileyo ukujongana nemibuzo nezikhalazo kwi-ofisi yoMphathiswa.

Amalungiselelo angawona/akhoyo	Amalungiselelo anqwenelekayo	Ezona nzuzo
ISebe lineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.	ISebe lineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.	ISebe lineziko lokufowunela uncedo elizinikeleyo elijongana nemibuzo nezikhalazo ngeSebe leNkulumbuso.
Iyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo	Iyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo.	ISebe lineyunithi yononophelo lwabaxhasi ezinikeleyo ijongana nemibuzo nezikhalazo.
ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo	ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo.	ISebe lisebenza libambisene noMkhuseli woLuntu, Ikomishini yamaLungelo oLuntu kunye ne-hot-line kaMongameli ukujongana nemibuzo, izikhalazo neengxelo.
ISebe lisebenza libambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).	ISebe lisebenza likwabambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).	ISebe lisebenza likwabambisene kunye neSebe leSizwe loPhuhliso loLuntu kwiziko loncedo elisekelwe kubundlobongela ngokwesini (GBVCC).

2.3 Imeko yobume besebe

Kwiminyaka emihlanu ukuya kwemithandathu edlulileyo, iSebe belisebenza kwindawo ebiphawulwe ngamanqanaba anyukileyo obuhlwempu, ukuphathwa kakubi kwabantwana, ukuxhatshwa kwezinyobisi, ukungaphangeli kunye nokusebenza ngaphantsi kwemali engekho. Ukunciphisa ezinye iziphumo ebelinazo ukususela ngo-2013, ukusetyenziswa kwemilinganiselo nokujonga kakuhle uhlahlolwabi-mali kudluliselo lwenkxaso-mali iimpahla kunye neenkonzalo. Oku kulwenze lwanyuka ubonelelo lwenkxaso kwii-NPO, ngaphantsi kokonyuka kwamaxabiso. Oku kuye kwabaluleka ngexesha lenxalenye lesigaba socwangciso lwenkqubo-qhinga, icandelo lenkonzo zentlalo-ntle zibenokuvalwa kwe-NPO okanye izigrogriso zokuvalwa kwe-NPO.

Eminye imilinganiselo yokunciphisa eyongezelelekileyo iphunyeziwe ukujongana nokonyuka kwebango leenkonzalo zoluntu avela kwindawo zoqoqosho loluntu lwephondo kubandakanye nophuhliso nokuphunyezwa kwee-SOP ngokuphunyezwa kokumisela ngokomthetho iinkonzalo zonontlalo-ntle, umzekelo, ukwenziwa komjelokazi, nokufunwa kwabantu, ukujongwa nokuhlolwa kwabazali bononophelo lwabantwana okwethutyana. Imiqathango yesivumelwano nolandelo-migaqo yokusebenza iye yabekwa ukwenza intatho-nxaxheba yeSebe kwiiphaneli zokuphonononga ukufa kwabantwana kummandla nakwiphondo nokulawula ukuphela kwayo okanye ukurhoxiswa kweenkonzo zentlalo-ntle ukusuka kwingingqi yokusebenza. ISebe liye laphuhlisa laze laphumeza isiCwangciso salo esitsha seminyaka emithathu soku Fezekiswa kokuHanjiswa kweNkonzo kwiinkalo ezimbini ekujoliswe kuzo, ezikukubeka esweni kwemibutho emiselwe ukhuseleko lwabantwana nokufunwa kwabantu nokuqeqeshwa kwabazali bononophelo lwabantwana okwethutyana. Oku kuqinisekisa ukuba kuhanjiswa iinkonzalo ezisemgangathweni ezokukhuselwa kwabantwana kubo bonke abaxhaswe yi-DSD.

Ngokumalunga nokuqhubeka kweshishini, iSebe liza kuqhuba uvavanyo lwesicwangciso sokuqhuba ishishini se-ofisi yentloko (BCP), isicwangciso se-IT sokufumana intlekele nesicwangciso sesebe sokuqhuba ishishini lamanzi. Liyaqhuba ukubeka esweni isivumelwano senqanaba lenkonzo esinalo kunye neZiko leNkonzo eziManyanisiweyo zeSebe leNkulumbuso neSicwangciso sokuQhuba uShishino ukwenzela i-Ofisi yeNtloko yeSebe kwakunye neSicwangciso sokuQhuba Ishishini laManzi kwiSebe lonke kuza kuqhuba nokuphumeza yaye ziyamanyene kunye neSicwangciso soLawulo lwe-Asethi soMsebenzisi (U-AMP). ISebe liza kuqhuba kunye nokuphunyezwa kweeshedyuli zenkonzo njengendlela yokusebenza nokuphuculwa ukusebenze kweSivumelwano seNqanaba keNkonzo enaso neZiko leNkonzo eziManyanisiweyo ye-DotP. Lizakuqhuba nokuphunyezwa nokuphuculwa kwee-SOP ekunikezelweni kweeshedyuli zee nkonzo zalo eziqwalasela indlela ezijonga ngayo iinkqubo zoluleko, ulawulo lwekhefu kwakunye nokugaywa kwanokuchongwa kwabasebenzi.

Ngokumalunga neenkqubo zayo zeSCM, iSebe liyaqhuba nokufumana inkqubo-qhinga yokuphumeza – intsebenziswano neenkqubo emiselweyo ehlatutya banzi inkcitho nokusetyenziswa kwenkcukacha zokwenza izigqibo zeshishini ezifanelekileyo maluga nokufumana iimpahla zorhwebo konzo ngokusabela kwiNDP ezinendlela eyahlukileyo kwintengo. Oku, kudityaniswe kunye nophononongo lobume be-SCM nezikhokelo ezimfutshane zokuphumeza, ziza kuqinisekisa inkqubo efanelekileyo exhotyiswe kakuhle ye-SCM.

ISebe liza kuqhubeka nokuthatha inxaxheba kwingcebiso zesizwe ezimiselwe liSebe leSizwe loPhuhliso loLuntu eliyingalo yophuhliso loluntu okungumsebenzi ongundoqo yeSebe.

Ulawulo lweMicimbi yaBasebenzi

Ingqesho neziThuba zengqesho

ISebe likwazile ukuvula izithuba ezahlukeneyo kumasebe anobume besebe obuphonyeziweyo yaye aye aqesha ngokwezibhambathiso oonontlalo-ntle abanezidanga abangama-37 ababefumene ibhasari yeNDS. Ezi zithuba zinikwe inkxaso-mali ngeSibonelelo esineMiqathango sikaNondyebo weSizwe. Ukongezeleka kwabasebenzi kwisebe isikhakhulukazi kungenxa yeenkqubo ezahlukeneyo zangaphambili zohlengahlengiso eziye zabona ukukhutshelwa ngaphandle kweenkonzo ezingafunekiyo ezifana nokucoca nezokhuseleko.

Ixesha lokwenza umsebenzi ka- 2018/19 iSebe lenza iinkqubo zesebe azahlukeneyo ngolu hlobo lulandelayo:

- Izilungiso kwiCandelo Lolawulo Lwamaziko Nohlolo: Ukwenziwa nokumiselwa kweHorizon namaziko aseClanwilliam aye amkelwa nguMphathiswa ukuze kuCetyiswane neMisebenzi
- Izilungiso ekumiselweni kweCandelo Lolawulo elijongene Nocwangciso Loshishino Nesiwangciso-qhinga zifakiwe kuMphathiswa weNkonzo zoLuntu noLawulo
- Iyunithi yophando eyodwa ifakiwe kuMphathiswa weNkonzo zoLuntu noLawulo
- Ukumiselwa kweCandelo Lolawulo Lwamaziko Nesiqinisekiso Somgangatho: Ukupononongwa kokumiselwa nokwenziwa kweZiko lase- Kensington kwamkelwe nguMphathiswa wokuphulisa

Kutshanje iSebe likwinkqubo yoyilo lwesebe kwiMimandla, uLawulo lweNtengo nokwahlulwa kwiCandelo loLawulo lweenkonzo zeNtlalo-ntle yaba ngamacandelo oLawulo amabini oLawulo.

Ukuqeqeshwa kwabasebenzi

Kunyaka-mali ku-2018/19 iSebe linikezele ngoqeqesho olwahlukeneyo namathuba ophuhliso lwabasebenzi. ISebe labelane ngeebhasari ezintsha ezingama-53 kubasebenzi kwiinkalo ezizodwa apho kunqongophele khona izakhono ezibizwa ngokuba, ziinkonzo zokulingwa phambi kokunikwa isithuba, ukukhathalelwa lokuxhomekeka kwiziyobisi, izifundo zomntwana nosapho, kwakunye nomsebenzi wasenkundleni nonontlalo-ntle. Iibhasari ezingama-21 zokukhathalela ukuxhomekeka kwiziyobisi inikezelwe kubantu bangaphandle kweSebe ukuze komelezwe ukubakho kwengcali eziqeqeshiweyo kweli khono.

Kukhutshwe ezinye iinkqubo zokufunda kwengcali eziqeqeshiweyo ezinxulumene nonontlalo-ntle nokuxhasa abasebenzi kubandakanya uqeqesho kwimithetho esebenzisekayo kwiinkalo zabo ezithile zonontlalo-ntle zokwenza umsebenzi, ukulamla, udlwano-ndlebe ezingokukhuthaza, ukunyanga kokudlala, intuthuzelo ngcebiso kwimeko kwimeko ezibuhlungu, njalo-njalo. Ubonelelo ngamathuba oqeqesho alunakugxininiswa kakhulu njengoko lwenziwa ngongenelelo lophuhliso lwezakhono lokuba kwandiswa izakhono yaye kuphuculwe umgangatho wokuhanjiswa lweenkonzo.

Isimo sezobuxhakaxhaka bonxibelelwano

ISebe liqhubile nokusetyenziswa kobuxhakaxhaka balo beNkqubo yeNkcukacha zeJografi (GIS) ukuzoba inani labemo babaxhasi balo (kunye nobomi babemi obusekelwe ekubonisweni bovimba weenkcukacha) ngasekuhanjiseni kwenkonzo zangoku nesalathiso sezoqoqoqsho. Isiqingatha somlinganiselo esisetyenziswa ukolatha ithagethi yenani labemi yemfuno ezinkulu. Uhlalutyo lwenxalenye lubonisa nokuba izibonelelo zokuhanjiswa kwenkonzo zeSebe zisasazwa kwingingqi ngokufanelekileyo yenani labemi ekujoliswe kulo. Inxalenye ekujoliswe kuyo ibaluleke kakhulu kwezozoqoqsho iphawulwe ngokunyusa unxenzelelo lohlahlo lwabiwo-mali kubonelelo lweenkqubo ezimiswe ngokusemthethweni. ISebe lineprojekthi eqhubekayo yokuhlaziya ukuhanjiswa kwenkonzo coverage (kubandakanya iinkonzo ze-NPO ezixhaswe ngemali) ngenkxalenye kwiphondo kwinqanaba lengingqi yokuhanjiswa kwenkonzo (SDA) ukuba icacise ngokucacileyo imbango yeenkonzo, izithub zokuhanjiswa kwenkonzo nokuqonda ukuba zeziphi inkonzo ekufanele zibekwe phambili ukuze kuthathwe isigqibo phakathi kweembango ezikhuphisanayo ezinxulumene neengingqi eziphambili.

Iinkqubo zenkcukacha zoBuxhakaxhaka (IT) zidlala iindima enkulu ekusebenzeni kakuhle kweSebe. Kude kubengoku iSebe liyaqhubeka nokuqinisekisa ukuba ulawulo lwe-ICT neenkqubo zolawulo lwe-systems neenkqubo ezifanelekileyo nezisebenzayo. Iintlanganiselo ezibakho kabini ngenyanga zeKomiti zayo ze-IT Steering ukuqinisekisa ukuba izixhobo ze-ICT zeSebe, i-software neenkqubo zolwabiwo lwenkonzo ziyathobelana kunye nemimiselo kaRhulumente weNtshona Koloni yaye nokuba intengo zazo neenkqubo zokulahlwa ziyahambelana kunye noMthetho i-State Information Technology Agency (SITA) Act (88/1998) njengoko ulungiswe nguMthetho iSITA Act (38/2002), imimiselo yeWCG ICT kunye neenkqubo nomgaqo-nkqubo wokulahlwa nokufunyanwa okuphunyezwe liSebe.

Umgaqo-nkqubo weSebe wezobuxhakaxhaka bolwazi uphantsi kophononongo yaye uza kumiliselwa kunyaka-mali ku-2019/20, ngawo kuqinisekiswa ukuba amagosa angafikelela kwizixhobo ze-ICT kunye neenkqubo ezifunekayo zokuhanjiswa kweenkonzo ngendlela efanelekileyo. Isicwangciso-qhinga sezobuxhakaxhaka bolwazi siphononongwa ngonyaka yaye isicwangciso sokufumana intlekele se-ICT yeSebezwa saze savavanywa ku-2018. Isicwangciso sovavanyo siza kuhlaziywa negonyaka. Oku kuza kuqinisekisa ukuqhubekeka kweenkonzo ze-ICT kwiSebe.

Inkxaso yolawulo lwenkqubo iza kuqhubeka ibonelelwa ngeenkqubo ze-ICT yesizwe efana ne-VEP neRejista yokuPhathwa Gadalala kwaBantu Abadala (iVEPOPAPAR), iNkqubo yoLawulo lweTyala lokuNgcikivwa (PCM), iRejista yokuKhusela Abantwana (CPR) neziCelo zoNonophelo lwaBantwana noLutsha (iCYCA); nangokonobambiso kwinkqubo ye-elektroniki yoLawulo lweSiqulatho (ECM).

Ngokumalunga neNkqubo yoLawulo lwe-NPO, kuye kwagqitywa ukuphuhliswa kwekqubo kunye neemodyuli ezilandelayo zay zagqitywa zaze zavavanywa ku-2018/19: umda weBAS; Ubek'osweni noVavanyo; Ukubekwa esweni komsebenzi; Izatifiketi zeNkxalenye yoNonophelo; i-GIS; noVavanyo leNkxaso-mali. Inkqubo inikeza indawo enye yenyano ngokuhambelan nee-NPO ezixhaswe ngemali nezingaxhaswanga yaye iza kunciphisa uphindaphindwano olubangelwa yinkqubo yangoku yesandla. Inkqubo izokwenza inkuthalo kwintlawulo yokudluliselwa koncedo-mali ze-NPO ngokwenza ukuthobelana nokujongwa kwamaxwebhu entlawulo afana neegxelo ze-NPO eziphunyeziweyo, ingxelo zezimali kunye nee-TPA. Ukuvavanywa kwesimo se-BAS kwaqala ngo-2018. Ukongeza koko, inkcukacha zolawulo ezinxulumene kusasazo lweenkonzo ezixhaswe ngenkxaso-mali kunye nendawo yamaqela asemgxciphekweni izokwenza kubengcono ithagethi zeenkqubo zeSebeto. Isibonelelo esenziwa yi-DPSA ngenqwelo yenkxaso-mali ye-TireloBoscha yesibonelelo esongezelekileyo esithe senza iSebe ukuba landise ukusebenza kwenkqubo yolawulo lwe-NPO ku-2018/19 nokumanyanisa izigaba ezilandelayo eziza kuvavanywa ze ziphunyezwe ku-2019/20 naku-2020/21:

Ukusetyenziswa kwenkqubo uBAS kwakunye nokuxolelaniswa kweentlawulo (ekukomelezwa nokwenziwa luqilima kwenkqubo esetyenziswayo ngoku yokwenza kweentlawulo);

- Ukusetyenziswa kwenkxaso-mali noVavanyo lwezicelo (imodyuli entsha);
- Ubek' esweni novavanyo (imodyuli entsha);

- Ulawulo lokwenza komsebenzi (imodyuli entsha);
- Ukumanyaniswa kunye nezinye isistim (i-GIS, i-MyContent) (ukuphuculwa kweemodyuli zangoku); kunye
- Inkukacha ezithile ze-ECD nokunika ingxelo (ukuphuculwa kovimba we-NPO ukwenzela i-ECDs).

2.4 Ukuphuhliswa komgaqo-nkqubo ophambili neenguqu

Azikho

3) Amanqaku Asekelwe kwiziphumo zesiCwangciso-qhinga

Inkqubo yokucwangciswa kwezicwangciso-qhinga zeSebe ingqina iinjongo ezintlanu zesicwangciso-qhinga njengoko zithe zathiwa thaca kwiSicwangciso-qhinga seminyaka-mali 2015 - 2020. Zizezi ke:

Injongo 1 Esekelwe Kwisiphumo SesiCwangciso-qhinga	Inkqubo Ephuculweyo Yezolawulo Lwentsebenzo
	<p>Ingxelo yeNjongo:</p> <p>ISebe eli liphumeza iinkqubo zoshishino ezisebenzayo nezisemgangathweni, kuquka uphando, ucwangciso, ulwazi, ulawulo lwentsebenzo ze ke ngoko kube kuphucuka intsebenzo kwicandelo lezentlalo-ntle.</p>
	<p>Isizathu:</p> <p>Kukwandisa ubuzaza beenkoqubo zokushishina ngokuthi kuthatyathwe izigqibo ngendlela engafihlisiyo nebandakanyayo ndawonye nendlela yokuphumeza egxilileyo, kwanokubekwa esweni nokunikezelwa kweengxelo. Iindlela zoshishino, iinkqubo kunye namaqumrhu esebe ayakwenziwa asebenze ngendlela futhi abe semgangathweni ngenjongo yokuphakamisa ukuphuculwa kwenkqubo yokunikezelwa kweenkonzo kubo bonke abemi bephondo.</p>
	<p>Uthungelwano:</p> <p>Le njongo ithungelana noPSG5: "Kukufaka inkqubo yolawulo olululo kwanokunikezelwa kweenkonzo ngokuhlanganyelweyo kunye nokuthungelani kwezikhokelo zokusebenza". Ikwathungelana kuhle nesiphumo uNDP 2030: "Ukwakhiwa kombuso osebenzayo nosekelwe kuphuhliso" kunye "Nokulwa urhwaphilizo" kwakunye nesiphumo seMTSF 2019: "Inkonzo yaseburhulumenteni esebenzayo, esemgangathweni nesekelwe kuphuhliso."</p>
	<p>Inkqubela ngokwenkalo yeSicwangciso-qhinga:</p> <p>Kuye kwakhona ukwanda kwiNqanaba 4 zoMgangatho woKwenziwa komsebenzi we-MPAT ukwenzela uBek'osweni noVavanyo, okugcinwe kwinqanaba 4 iMimiselo yeSicwangciso Sentsebenzo Yonyaka, Ulawulo Olumanyanisiweyo lwe- ICT noLawulo lweNtengo.</p> <p>Izinga lezikhewu kwizikhundla zeDSD lisemi ku-2.2 yepesenti (xa kuthelekiswa kwi-1.1 yepesenti sonyaka-mali ophelileyo) xa kuqwalaselwa izikhundla ezibekelwe imali bucala, ezivingciweyo.</p> <p>Ukuphucuka kwezinga lokuthotyelwa kwemimiselo yokuqulunqwa kweengxelo ziiNPO kubonakalisa inkqubo exananazileyo yokwenza izinto ngendlela yimibutho enikezela ngeenkonzo.</p> <p>Izixhobo zobuxhakaxhaka bonxibelelwano zeSebe, iinkqubo kwakunye nokuthengwa kweenkzo, iinkqubo zokunikezelwa nokulahlwa kwezixhobo zonxibelelwano ziyahambelana nemigaqo emiselwe ngu-WCG yi-SITA, nobuxhaka xhaka be ICT ithatha indawo kwiminyaka emithandathu. Iimodyuli ezilandelayo zenkqubo yolawulo lweNPO zigqitywa zaze zavavanywa ku-2018/19: nokungenelela kweBAS; Ubek'osweni novavanyo; Ukwenziwa komsebenzi wob'osweni; Isatifiketi seNxalenye yoNonophelo; iGIS; noVavanyo lweNkxaso-mali.</p> <p>Iyunithi yaBemi inikezele ngovimba wenkcukacha kumasebe karhulumente afana neMicimbi yokusiNgqongileyo noPhuhliso loCwangciso noNondyebo wePhondo.</p> <p>Kuye kwenziwa iingxelo zophando lovavanyo, kwakunye nokuzotywa kwababulali babantwana eNtshona Koloni.</p>

Injongo 2 Esekelwe Kwisiphumo SesiCwangciso-qhinga	Kukuphakamisa ukusebenza ngendlela koluntu oluhlelekileyo nolusemngciphekweni ngokunikezelwa kweenkonzo zentlalo-ntle yoluntu
	<p>Ingxelo yeNjongo:</p> <p>Ukwandisa ukusebenza kwentlalo kwabantu abahluphekileyo nabasesichengeni ngokusetyenziswa kwamangenelo afanelekileyo nophuhliso lwentlalo-ntle axhase ze aqinise uthelwano lwabantwana neentsapho nabachaphazelekayo.</p>

	<p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zentlalo-ntle ezisekelwe kuphuhliso kubo bonke abantu abasemngciphekweni ingakumbi ke Abantu Abakhubazekileyo, abantu abadala kwanabo bazibhaqa bephantsi kweenzingo.</p> <p>Uthungelwano: Le njongo ithungelana no-PSG3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo 2: "Ubomi obude nobusempilweni babo bonke abemi boMzantsi Afrika", Isiphumo seSizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwiAfrika engcono nekhuselekileyo kwihlabathi elingcono", kwakunye neSiphumo Sesizwe Isiphumo 13: "Inkqubo yokhuseleko loluntu ebandakanyayo nephendulayo."</p> <p>Inkqubela ngokwenkalo yeSicwangciso-qhinga: Inkxaso yeeyure ezingama-24 kumaziko anonophela abantwana abakhubazekileyo iye yanyuswa kakhulu ukusuka ku-R2 589 ukuya ku-R5 510 ngomntwana ngamnye ngenyanga kunye, nangokuhambelana nesigwebo senkundla seyeNkanga 2010. Kwandiswa isithuba zeebhedi kwiingingqi zasemphandleni ase-Cape Winelands nase-West Coast. Ziye zanyuswa izithuba zeebhedi zabantwana nabantu abadala abakhubazeke kakhulu nanzulu nabantwana abanesimilo esingumngeni. Phakathi koTshazimpuzi 2018 ukuya kweyoKwindla 2019, iSebe lathi lonyusa ukufikelela kwaBantu abakhubazekileyo ukuya kwiinkonzo zenkxaso ezikhethekileyo ukuska ku-88 089 ukuya ku-94 087 yaye lulonke ufikelelo lubandakanya abantu ababanonophelayo/ iintsapho ukusuka ku-93 566 ukuya ku-99 882 kwisigaba esinye sexesha. Inani labantu abadala abafikelela kwiinkonzo zophuhliso loluntu kwiphondo lanyuka ukusuka ku-26 100 ekupheleni konyaka-mali ka-2017/18 ukuya kuma ku-26 619 ekupheleni kweyoKwindla 2019 yaye licwangciselwe ukuba linyuke ukuya ku-26 850 kweyoKwindla 2020. ISebe liye lonyusa indleko zokunonophela nenkxaso yabantu abadala abakumaziko okuhlalisa abantu abadala ukusuka ku-R2 565 ukuya ku-R3 132, kunye neendleko zeyunithi kumaziko asekelwe eluntwini akwi-avareji, linyuke ukusuka ku-R 2 126 ukuya kuma ku-R 2 190. ISebe linikezele ngemali kumaziko angama-79 afumana inkxaso-mali ekunikezeleni ngeenkonzo zokuhlalisa abantu kwiSixesko saKapa, ukwenzla kubenako ukufakelwa kwezixhobo ezinqanda ukwanda kwembalela, zixhobo ezo zifana nemingxuma yamanzi okanye amatanki amanzi ku-2018/19.</p>
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<p>Injongo 3 Esekelwe Kwisiphumo Sesicwangciso- qhinga</p>	<p>Uthotho lweenkonzo ezigqibeleleyo zononophelo nenkxaso kubantwana neentsapho ngenjongo yokukhusela amalungelo abantwana nokuphakanyiswa kwentlalo-ntleyabo</p>
	<p>Ingxelo yeNjongo: Iinkonzo ezifanelekileyo zononophelo nenkxaso kubantwana neentsapho kwakunye namalinge akhusela, axhasa nakhokela uphuhliso lwabantwana neentsapho, ngentsebenziswano namahlakani.</p> <p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo ezihlanganyelweyo ezisekelwe kuphuhliso lwabo bonke abantwana abasemngciphekweni kunye neentsapho ngenjongo yokulondoloza isimo sosapho.</p>
	<p>Uthungelwano: Le njongo ithungelana no-PSG 2: "Ukuphucula iziphumo zemfundo kunye namathuba ophuhliso lolutsha" kunye no-PSG 3: "Ukwandiswa intlalo-ntle, ukhuseleko, kwakunye nokulwisana nemikhuba kuluntu." Ngapha koko, ikwathungelana neSiphumo Sesizwe 2: "Impilo ende nesemgangathweni kubo bonke abemi boMzantsi Afrika", Isiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokufaka igxalaba kwi-Afrika ongcono nekhusilekileyo kwihlabathi elingcono" kwakunye nesiPhumo seSizwe 13: "Inkonzo ebandakanyayo nephendulayo yokhuseleko loluntu."</p>
	<p>Inkqubela ngokwenkalo yeSicwangciso-qhinga: Iye yafezekiswa ithagethi yonyaka yokufakwa kwabantwana kunonophelo lwethutyana oluyi-3 514 kunyaka ophantsi kohlolo. Impumelelo eninzi inxulumene neenkqubo zoshishino nolawulo nolungiselelo lwesebe olusendaweni ukususela ku-2015. Ezi zibandakanya izicwangciso-qhinga zephondo eziphunyeziweyo zokulawula lomsebenzi ongekaziwa, ukuqeshwa kwemanejala ezimiseleyo kwinkqubo yokunonophela abantwana okwethutyana, isicwangciso sokunonophela abantwana okwethutyana, ukuphunyezwa nokubhaliswa kweenkqubo zokunonophelwa kwabantwana okwethutyana kunye, nokwenziwa kwesebe namaolungiselelo okuhanjiswa kwenkonzo ezifana neentlanganiso zolawulo lononophelo lwabantwana lwethutyana phakathi kweSebe ne-SASSA.</p> <p>Ukuphunyezwa kwenkqubo-qhinga ye-DSD yokuphucula iinkonzo zokhuseleko lwabantwana ka-2015 ukunciphisa imingcipheko ehambelana nokuphunyezwa kweemfuno ezimiswe ngokomthetho, imigaqo nemimiselo, ukuphunyezwa kwezikhokelo zophononongo lwexeshana ngokukhuselekileyo nokwenziwa kweyunithi yokuhlola echaza ukuba onontlalo-ntle abakhusela abantwana babonelelwe ngendawo eyakhiweyo ezikhokelela kwinqalelo emandla kuqinisekiso lomgangatho. Oku kuthetha ukwandiswa kwamamani abantwana ngokwemibuzo yenkundla eyenziweyo kunye nabantwana ababekwe kunonophelo lwabantwana okwethutyana.</p> <p>Iphulo lenkxaso kwi-ECD eku-PSG 2, isibonelelo zokunika ingqalelo kwimfuno ezijolise ukwandisa umgangatho wezemfundo, ngokubonelela ngeendawo esingqongileyo ekhuselekileyo, isondlo kwakunye nokukhuthaza and exposure kuphuhliso lelwimi kwangaphambi kokubhalisela kwisikolo samabanga aphantsi ngokuhambelana nekharityhulam yesizwe kwabaneminyaka 0 - 4. ISebe lisungule inkqubo yoqeqesho ye-ECD kwisicwangciso-nkqubo seSizwe seKharithyulam entsha kusetyenziswa neSebe lezeMfundo leNtshona Koloni (WCED) neengcali ze-ECD nazo zaye zaqeqeshwa kwikharithyulam entsha. I-Provincial Early Childhood Development Strategy yaphonongwa, kwachongwa iiprojekthi eziphambili zokukunika ingqalelo kwiinkonzo ezisemgangathweni, iinkqubo zosendlo nezithile zabantwana abanobudala beminyaka 0 – 3. Zonke ezi projekthi zolathe ukuphucuka okumandla kumgangatho weenkonzo.</p>

<p>Injongo 4 Esekelwe Kwisiphumo Sesicwangciso- qhinga</p>	<p>Kukusombulula izibi zoluntu ngokuthi kunikezelwe uthotho lweenkonzo ezihlanganyelweyo Zothintelo Lolwaphulo-mthetho Eluntwini kwanokukuthintela Ukusetyenziswa Gwenxa Kweziyobisi kunye neNkqubo Yokubuyiselwa Kwisimo Sesiqhelo</p> <p>Ingxelo yeNjongo: Kukunciphisa imikuba eluntwini ngokuthi kunikezelwe iinkonzo zothintelo lolwaphulo-mthetho eluntwini, ezoluleko nezothintelo lokusetyenziswa gwenxa kweziyobisi ezinciphisa iimpawu zomngcipheko ze kuphuhlise amalungu eengingqi zokuhlala athathela kuwo uxanduva.</p> <p>Isizathu: Le nkqubo ijolise ekunikezeleni uthotho lweenkonzo zeengcali zoluleko kubantu abakungqzulwano nomthetho kwanokubomeleza nangakumbi ukuze bangaweli kwimikhuba yokuzibhaqa besenza ulwaphulo-mthetho.</p>
	<p>Uthungelwano: Le njongo ke ithungelana no-PSG2: "Ukuphucula iziphumo zemfundo kwanamathuba kulutsha" kunye no-PSG3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." Ikwathungelana kuhle neSiphumo Sesizwe 2: "Impilo ende nentle kubo bonke abemi boMzantsi Afrika, iSiphumo Sesizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokwenza igalelo kwi-Afrika engcono nekhusilekileyo kwihlabathi elingcono" kwakunye neSiphumo Sesizwe 13: "Inkonzo Yokhuseleko Loluntu ebandakanyayo nependulayo."</p>
	<p>Inkqubela ngokwenkalo yeSicwangciso-qhinga: Ekusabeleni kumngeni wokusebenzisa iziyobisi ngokugqithisileyo kolutsha, iinkonzo zokunyangwa iziyobisi ziyaqhubeka nokuphunyezwa kuzo zonke i-DSD zokhuseleko lwe-CYCC. ISebe liye lathobelana neemfuno zomthetho ukuqinisekisa ukuba amaziko nemibutho enikezela ngeenkonzo kwinkalo ezizodwa zokusetyenziswa kweziyobisi zibhalisiwe zaze zavavanywa kwimigaqo nemimiselo yamanqanaba ohlukeneyo ongenelelo. Abasebenzi abangonontlalo-ntle nabob aye baxhotyiswa ngokumelana nokhetho lokuthintelwa nonyango lokusetyenziswa kweziyobisi ngezifundo ezixhasiweyo liSebe kwabafundi abangekabi nazo izidanga zokuqala abazincutshe kulawulo lokusetyenziswa kweziyobisi/nokuxhomekeka kwiYunivesithi yaseKapa, iStellenbosch Univesithi kunye nakwiYunivesithi yeNtshona Koloni.</p> <p>IForam yePhondo yokuXhobisa Ixhoba isebenza njengeqonga lokwabelana neyona misebenzi, imingeni yenkcukacha ezintsha nokuthetha ngenkxaso yokuhanjiswa kwenkonzo zexhoba ngokusebenza kunye ne-SAPS, ne-National Prosecuting Authority, namaSebe anxulumeneyo, imibutho ye-civil society, IKomishini yokuLingana ngokweSini namaziko ezumfundo aphakamileyo.</p> <p>ISebe lithathele ingqalelo zokuthintela ulwaphulo mthetho loluntu ekuphunyezweni kweemfanelo zayo ezimiswe ngokusemthethweni ngokweMithetho ye-Child Justice and Probation Services Amendment Acts ngokubonelela ngoluhlu lwamangenelelo olawulo awodwa etyala okucikidwa ebantwaneni, ulutsha nabantu abadala abanempixano nomthetho, kwakunye namaxhoba abo. Ukuze kncitshiswe amathuba okuphindela emva okanye nokukhubkisa kwakhona, iSebe liye labonlela ngoluhlu lwamangenelelo zokumanya kwakhona kubantu abanempixano kunye nomthetho abaye bazigqiba iinkqubo zabo zendawo yokuhlala kunye okanye/ezisekelwe kuluntu ukuze kukhuthazwe uzinzo kwindawo abahlala kuyo yoluntu nokumalunga nonxulumano neentsapho zabo. Ekupheleni konyaka-mali ka-2018/19, (20 338) abantwana nabantu abadala baye bazuza kumanganelo okuthintela ulwaphulo-mthetho.</p>

<p>Injongo 5 Esekelwe Kwisiphumo Sesicwangciso- qhinga</p>	<p>Kukudala amathuba ngokuthi kunikezelwe iinkonzo zophuhliso loluntu kuhlaleni</p>
	<p>Ingxelo yeNjongo: Kukudala amathuba abantu noluntu ekuhlaleni ukuze kuphuhle ukuxhotyiswa ngokoqoqosho kwakunye namandla okuzimela ngokusekelwe kuphando olunobungqina.</p> <p>Isizathu: Le nkqubo ijoliswe ekuphakamiseni ukubandakanyeka koluntu ngokuthi kunikezelwe ukufikeleleka kweenkqubo ezinobunganga zophuhliso loluntu ekuhlaleni ngenjongo yokudalwa kwamathuba ukuze wonke ubani akwazi ukuzimela.</p>
	<p>Uthungelwano: Le njongo ke ithungelana no-PSG2: "Ukuphucula iziphumo zemfundo kwanamathuba kulutsha", no-PSG3: "Ukwandisa intlalo-ntle, ukhuseleko nokulwisana nemikhuba eluntwini." kunye no-PSG5: "Ulawulo olulungileyo oluzinzisiweyo nokuhanjiswa kwenkonzo ezimanyanisiweyo ngobuhlakani ngokwesithub ngokomanyano". Lenjongo ikwathungelana kuhle neSiphumo seSizwe 11: "Ukudala uMzantsi Afrika ongcono kwanokwenza igalelo kwi-Afrika engcono nekhuselekileyo kwihlabathi elingcono".</p>
	<p>Inkqubela ngokwenkalo yeSicwangciso-qhinga: ISebe liyaqhuba nokubonelela nokondla okujolisweyo kwabo balambayo nabangndlekanga, abangaphandle kwe-Nutritional Therapeutic Programme yeSebe lezeMpilo. Ngexesha lonyaka-mali ku-2018/19, ngabantu abayi-6 688 abaxhamla kumaphulo esebe okudambisa ubuhlwempu. Kwaba bantu, i-1 359 yayiluhlobo olungamathuba omsebenzi enziwa nge-EPWP.</p> <p>ISebe limanyanise i-Sustainable Livelihood Programme kwiSikhokelo seNkqubo-qhinga se-WCG soKutya kweNdlu oKhuseleko lweSondlo kunye i-Whole of Society Approach (WoSA) ukwenza ukwazisa ngokutya nokhuseleko. Yomeleze ubuhlakani kunye namaSebe ezolimo kunye nelezeMpilo ukukhuthaza ulawulo lomthombo wokutya nokubonelela ngokutya bangaphandle komyalelo ngokwasemthweni. Ngoku iSebe libonelela ngokutya iintsuku ezintlanu ngeveki ukuy kubantu aba-5 329 kwiiziza zokunika abantu ukutya abayi-72 ngaphaya kwehondo.</p> <p>ISebe liyaqhuba nokubonelela ngeenkono, amathuba nenkxaso kubantu abatsha aba-14 473 ngokufikelela kuphuhliso lwezakhono. Ukwandiswa kwiinkonzo zokuphuhlisa ulutsha liyaqhubeka ngokuxhasa imali ye-Youth Cafés ezi-11 ne-21 nemibutho yolutsha esekelwe kuluntu. Ubuhlakani kunye nesebe lasekuhlaleni lamangenelo okuphuhlisa ulutsha, zomelezwa ngoyilo lwesivumelwano sokuqonda inkqubo kwinani loomasipala. Uukhutshwa kwezakhono zedijithali ezifunyenwe gained amondla ngobuhlakani kunye neSebe loPhuhliso noQoqosho noKhenketho.</p> <p>ISebe yenze intlanganiso yocweyo kunye ne-NPO yenxasho-mali Imigaqo neMimiselo yeMpilo Ezinzileyo. Imigaqo neMimiselo ifuna ukuphucula inqanaba lokuhanjiswa kwenkonzo kuzo zonke iza ekujoliswe kuzo kunika amantu ukutya nokwandisa iinkonzo ezingaphaya kwenkxaso yesondlo ngokunika ingqalelo kwiimfuno zabamkeli eziphawulwe ngeeprofayili yomntu ofumana uncedo. Kwamiselwa iza ezimbini ezintsha e-Kalksteentfontein ukuthetha ngokhuseleko lokutya nenkxaso yosapho kwingingqi. Kwenziwa iintlanganiso zocweyo zokuxhobisa ngezakhono kulawulo nolawulo lwezimali e-Eden Karoo, e-West Coast nase-Metro North kunye nee-NPO ezixhaswe ngemali.</p> <p>ISebe lomeleza ukulungelelanisa i- EPWP ngaphakathi nokunika ingxelo ngeentlanganiso ngeNkqubo zeNtlalo-ntle. Ngobuhlakani kunye neSebe neMisebenzi yoLuntu, inkqubo izodibana ngokumanyeneyo yokubeka esweni ukuqinisekisa ulawulo olufanelekileyo nokuthobelana nomthetho-siseko nezikhokelo ze- EPWP.</p> <p>Njengesiphumo impembelelo yembalela kubasebenzi basezifama kunye neentsapho zabo, iSebe landise inkqubo yalo ejolise ekutyiseni ukuya kuma kwizindlu eziyi- 297 eMatzikama nakwimimandla yase-Eden Karoo. Kwamiselwa i-Humanitarian Relief Work ezimbini kwezona ngingqi zithwaxwe yimbalela yaye oku sebenzisa amangenelelo ayinqokelela yamasebe amaninzi ecandelo.</p>



ISebe liyaqhuba nokukhuthza i-synergy phakathi kweenkonzo zeSebe kunye noomasipala ngokugqiba Izivumelwano Zokuqondana ezisixhenxe zizonke kunye noomasipala aba-5 basekuhleleni noomasipala aba-2 besithili.

ISebe lenze ubuhlakani elongeza ixabiso kunye neekholeji ezimbini Ezizezifundo Noqeqesho Kwezobuchwepheshe (iiTVET).

4) Iikcukacha Ezingentsebenzo Ngokweenkqubo

Nceda uqonde ukuba izalathi Zecandelo ekunganikezelwanga ngxeleo ngazo yiDSD yeNtshona Koloni kuthethwe ngazo kwiSihlomelo C.

4.1 Inkqubo 1: Ezingolawulo

Le nkqubo ke ibonakalisa ulawulo ngokwesicwangciso-qhinga ndawonye neenkonziso zenkxaso kuwo onke amanqanaba eSebe, oko ke kukuthi, kwinqanaba lePhondo, eloMmandla, eleSithili kunye neleZiko/neleQumrhu. IZiko Lezolawulo Lophuhliso lisekelwe kwiDotP2.

linkqutyana

- 1.1. I-OfisikaMEC
- 1.2. IiNkonzo zoLawulo lweQumrhu
- 1.3. ULawulo lwesiThili

Iinjongo zeqhinga

Ukunikezela ngeenkonziso zenkxaso yeqhinga ukukhuthaza ulawulo olulungileyo nokunikezelwa kwenkonzo elungileyo.

Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga

Inkqutyana 1.2 Ezingenkonziso Zoshishino								
Kukunikezela ngeenkonziso zenkxaso kwisicwangciso-qhinga ngenjongo yokuphakamisa iinkqubo ezizizo zolawulo kwanokuhanjiswa kwenkonzo ezisemgangathweni								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
1.2.1	Imbono yoMphicothi zincwadi Jikelele kuphicotho lweengxelo zemali zonyaka ngokuchaneka nokuthembakala kweenkcukacha zentsebenzo ezithe zachazwa.	Uphicotho olungenaziphene	Uphicotho olungenaziphene	Uphicotho olungenaziphene	Imbono yophicotho engenamiba igxininiswayo kungekho namakhwiniba kwimiba yemali kwanokuchaneka nokuthembakala kweenkcukacha ekuthe kwanikezelwa ingxelo ngazo.	Uphicotho olungenaziphene	-	-

Izalathisi Zentsebenzo

Inkqutyana 1.2 Ezingenkonzo Zoshishino								
Isalathisi Sentsbenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yephondo								
1.2.1.1	Inani lamangenelo oqeqesho kwezentlalo-ntle nakumakhono anento yokwenza nentlalo-ntle	25	25	25	25	25	-	-
1.2.1.2	Inani lee-interns ezinezidanga/ezingekabi nazidanga	20	20	24	20	20	-	-
1.2.1.4	Inani lee-interns ezikwiNkqubo YeNkulumbuzo Yokuphuhlisa Kolutsha	3.5	4	4	4	4	-	-
1.2.1.5	Inqanaba leMPAT kwiSigaba Solawulo: Izicwangciso-maqhinga	4	4	4	4	4	-	-
1.2.1.6	Inqanaba leMPAT kwiSigaba Solawulo: Izicwangciso Zentsebenzo Yonyaka	4	4	4	4	4	-	-
1.2.1.7	Inqanaba leMPAT kwiSigaba Solawulo: Ezolawulo Loshishino Kwezobuxhakaxhaka Bobugcisa	4	4	4	4	3	-1	Ayimelenanga nayo yonke imigangatho
1.2.1.8	Inqanaba leMPAT kwiSigaba Solawulo:			Isalathisi Esitsha	3	4	1	Kuphuculwe izinga lokuthotyelwa kwemimiselo

Inkqutya 1.2 Ezingenkonzo Zoshishino								
Isalathisi Sentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
	Ezolawulo Lwetyathanga Leentengo ¹⁷							
1.2.1.9	Inqanaba leMPAT kwiNkalo Yentsebenzo:Ezolawulo Lwemali			Isalathisi Esitsha	3	4	1	Improved compliance with standards.

¹⁷ Inqanaba lentsebenzo kuzo zonke iimfuno zemigaqo Yesixhobo Solawulo Lovavanyo Lwentsebenzo (iMPAT) ekumele sizuzwe ngale nkalo yentsebenzo ichazwe Kwisixhobo Sengcaciso Ngezalathisi (iIDM).

linzuzo zale Nkqubo

- Ezi modyuli zilandelayo zenkqubo yolawulo lweenNPO zathi zaqosheliswa ze zavavanywa ku-2018/19: Inkqubo yeBAS; Uhlolo Novavanyo; Uhlolo lwentsebenzo; Isiqinisekiso Sononophel Olungagqibelelanga; iGIS; Novavanyo Lwenkxaso-mali.
- Kwaxhotyiswa abasebenzi ngezakhono ngokwamalinge oqeqesho agxilileyo asekelwe kwizidingo zeSebe kwakunye nabasebenzi ngokwabo;
- Inkqubo yolawulo ephuculiweyo phakathi kwiSebe ethe yakhokelela ekuqquweseni kumba wokuzuzisa iithagethi kwizalathi ezimbini zeMPAT, ukuzuzwa kwezinye ezintathu, ze kugcinwe nerekhodi lweengxel ozophicotho ezingenamakhwiniba¹⁸
- Kuthe kwaqosheliswa la maphulo ophando alandelayo:
 - Uvavanyo lweenkonzo zenkxaso kwimpilo yengqondo kumaxhoba obundlobongela besondo kuMaziko Ononophelo aseThuthuzela achongiweyo kwiNtshona Koloni.
 - Uvavanyo lweenkonzo zeesheltha ezihlalisa abantu abadala abangenamakhaya.
 - Ukubunjwa nokuncitshiswa komkhuba wokubulawa kwabantwana kwiNtshona Koloni 2013-2018
 - Uvavanyo lomthwalo wentsebenzo yoonontlalo-ntle beSDA.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Ukuthungelani kwenkqubo nesabelo-mali

Le nkqubo isebenzise ama-98.93% esabelo-mali sayo esingamaR226.115 ezigidi kunyaka-mali u-2018/19. Engasetyenziswanga ezi R2.419 zezigidi kumba wembuyekezo yabasebenzi ingenxa yokungafumaneki kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, kwabonyuselwe ngaphakathi kwanabasebenzi abathi balishiye iSebe kwanokungasetyenziswa ngokugqibeleleyo kwenkxaso-mali enemiqathango yokuxhasa abo banezidanga zezentlalo-ntle.

Le nkqubo isebenzise ama-98.7% esabelo-mali sayo esingamaR202.437 yezigidi kunyaka-mali u-2017/18. Engasetyenziswanga ezi R2.652 zezigidi kumba wembuyekezo yabasebenzi ingenxa yokungafumaneki kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, kwabonyuselwe ngaphakathi kwanabasebenzi abathi balishiye iSebe kwanokungasetyenziswa ngokugqibeleleyo kwenkxaso-mali enemiqathango yokuxhasa abo banezidanga zezentlalo-ntle.

¹⁸ Ezi ngxelo zemali azinamakhwiniba nazinkcukacha zingachanekanga yaye akukho zimbono zinamakhwiniba kumba weengxelo ezingeenjongo zentsebenzo okanye ukungathotyelwa kwemigaqo yemithetho.

Itheybhile H: Inkcitho Yale nkqutyana

Igama Lenkqutyana	2018/19			2017/18		
	Eyokugqibela Ecwangcisiweyo	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi	Eyokugqibela Ecwangcisiweyo	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi
Ezingolawulo	R'000	R'000	R'000	R'000	R'000	R'000
I-Ofisi kaMphathiswa	7 675	7 564	111	6 868	6 868	0
Ezingeenkono Zolawulo Loshishino	142 943	142 943	0	127 165	127 165	0
Ezingolawulo Lwezithili	75 497	73 189	2 308	68 404	65 752	2 652
Itotali	226 115	223 696	2 419	202 437	199 785	2 652

4.2 Inkqubo 2: Ezingeenkonzo Zentlalo-ntle

Injongo

Kukunikezela ngothotho lwenkonzo ezihlanganyelweyo zentlalo-ntle yoluntu kubantu abahlelekileyo nabasemngciphekweni ngentsebenziswano namahlakani kwakunye nemibutho yolungokubanzi.

Iinkqutyana

Inkqutyana 2.1: Ezingolawulo Nenxaso

Inkqutyana 2.2: Ezingeenkonzo Kwiinkonzo Neenkondekazi

Inkqutyana 2.3: Ezingeenkonzo Kubantu Abakhubazekileyo

Inkqutyana 2.4: Ezingentsholongwane kaGawulayo noGawulayo

Inkqutyana 2.5: Ezingohlangulo Loluntu

Ezingenjongo zesisicwangciso-qhinga

2.2 kukuqinisekisa ukufikeleleka kweenkonzo zophuhliso loluntu ezisemgangathweni kubantu abadala abahlelekileyo.

2.3 kukunikezelwa kothotho lweenkqubo ezihlanganyelweyo kubantu abakhubazekileyo nakwiintsapho zabo/nabantu ababanonopheleyo.

2.4 kuye kwathatyathwa isigqibo somgaqo-nkqubo sokuba amangenelo kwinkalo yentsholongwane kaGawulayo/kaGawulayo kwakunye nesabelo-mali ziyakuhlanganiselwa kwiInkqubo Yononophelo Nokhuseleko Lwabantwana.

2.5 kukunikezela isikhokelo ekufikelelekeni kwangoko kweenkonzo zohlangulo kwiinzingo zethutyana kwabo bantu bachatshazelwa ziinzima ezimandla neentlekele.

Izilathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 2.2 Ezingeenkonzo Kwiinkonzo Neenkondekazi							
Kukuqinisekisa ukufikeleleka kweenkonzo zophuhliso loluntu ezisemgangathweni kubantu abadala abahlelekileyo							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ekwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ekwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
2.2.1 Inani labantu abadala abasemngciphekweni abaxhamla	22 845	24 471	26 100	24 830	26 619	1 789	Intsebenzo egqwesile ngenxa yezinga eliphezulu lesidingo seenkonzo zenkxaso ezize zeengcali.

Inkqutya 2.2 Ezingeenkonzo Kwiinkonde Neenkondekazi							
Kukuqinisekisa ukufikeleleka kweenkonzo zophuhliso loluntu ezisemgangathweni kubantu abadala abahlelekileyo							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
kwiinkonzo zophuhliso loluntu ezisemgangathweni kweli phondo							

Izalathisi Zentsebenzo

Inkqutya 2.2 Ezingeenkonzo Kwiinkonde Neenkondekazi								
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo	
Izalathisi Zentsebenzo Yecandelo								
2.2.1.1	Inani labantu abadala abaxhamla kwiinkonzo zamaziko abahlala kuwo.	8 419	8 693	8 946	9 000	8 821	-179	Izikhewu zingenxa yezizathu zendalo.
2.2.1.2	Inani labantu abadala abaxhamla kwiinkonzo zononophelo nenkxaso ezikumaziko asekelwe ekuhlaleni	13 805	15 121	16 494	15 000	17 029	2 029	Ukuzuzwa ngaphaya kwethagethi ebimiselwe kungenxa yezinga lobulungu elandileyo.
Isalathisi Zephondo								
2.2.1.3	Inani labantu abadala abaxhamla kwiinkonzo zamaziko afumamana inkxaso nazimeleyo axhaswa ngemali yiDSD.	621	656	660	830	769	-61	Ayizuzekanga ithagethi ngenxa ayabantu abangama-61 ababedinga, behlala kwiziko abebubudala buphakathi kwama-55 nama-59.

Iinzuzo zale Nkqubo

- Kwenyuselwe amazinga enkxaso-mali ngenjongo yokuqinisekisa unonophelo nenkxaso kubantu abadala abahlala kumaziko kwakunye nakumaziko enkxaso yononophelo amiselwe ekuhlaleni njenge ngxenye yesicwangciso-qhinga sokugcina kwanokuxhasa oonontlalo-ntle abakhoyo ngoku kwinkalo yeenkonde neenkondekazi kweli phondo.

Isicwangciso sokoyisa iinkalo zomgangatho ophantsi wentsebenzo

- Kudingeka ukuba iinkampani ezinikezela iinkonzo zivingce izikhewu zengqesho zakubela.
- Le nkqubo iqulunqa indlela entsha yokugaywa kwenkxaso-mali ngendlela yokuphucula iinkxaso-mali (kwanomgamngatho wononophelo) kubaxhamli abanesifo sokulibala abakumakhaya abantu abadala. Ukuba ikho inkxaso-mali esuka kwiSebe Lemali kwiPhondo oku kuya kwenzeka kulo nyaka uzayo.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 2.3Ezingeenkono Kubantu Abakhubazekileyo								
Ukubonelelwa kweenkqubo ezihlanganisiweyo kunye neenkono kuBantu abakhubazekileyo kunye neentsapho zabo / abo babanonophelayo.								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
2.3.1	Inani labantu abakhubazekileyo, iintsapho zabo/abantu ababanonophelayo abaxhamla kwiinkono zentlalo-ntle ezisekelwe kuphuhliso.	85 475	97 977	93 566	79 628	99 882	20 254	Intsebenzo egqwesileyo ngenxa yezinga eliphezulu lesidingo seenkonzo zenkxaso ezizezeengcali.

Izalathisi Zentsebenzo

Inkqutyana 2.3 Ezingeenkonzo Kubantu Abakhubazekileyo								
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo	
Izalathisi Zentsebenzo Yecandelo								
2.3.1.1	Inani lamaziko ahlalisa abantu abakhubazekileyo.	33	34	35	37	40	3	Kwath ikwaxhaswa ngemali amanye amaziko amathathu ongezelelweyo kusenzelwa abantwana baphila nokukhubazeka kwengqondo okumandla nokunobuzaza.
2.3.1.2	Inani labantu abakhubazekileyo abaxhamla kwiinkonzo zamaziko abahlala kuwo.	1 421	1 702	1 776	1 882 ¹⁹	1885	3	Kwathi kongezwa ezinye iibhedi kusenzelwa abantwana abaphila nokukhubazeka kwengqondo.
2.3.1.3	Inani labantu abakhubazekileyo abaxhamla kwiinkonzo zocweyo ngezokhuseleko.	2 815	2 813	2 860	2 885	2952	67	Izinga eliphezulu lesidingo seenkonzo.
Izalathisi Zentsebenzo Yephondo								
2.3.1.4	Inani labantu abakhubazekileyo abaxhamla kwiinkqubo zononophelo lwasemini ezixhaswa ngemali yiDSD ezisekuhlaleni.	874	831	841	861	958	97	Izinga eliphezulu lesidingo seenkonzo.
2.3.1.5	Inani labantu abaxhamla kwiinkonzo zenkxaso yeengcali ezixhaswa ngemali yiDSD.	80 365	92 632	88 089	74 000	94 087	20 087	Izinga eliphezulu lesidingo seenkonzo.

¹⁹ Esi salathisi kungoku nje siquka nabantwana abahlala kumaziko ahlalisayo.

Iinzuzo zale Nkqubo

- ISebe lilo elikhokela umsebenzi wokuqulunqwa kweSikhokelo sePhondo Sabantu Abaphila Nokukhubazeka Ngokwengqondo, ngenjongo yokuqinisekisa ukuba zisemgangathweni, zikho yaye ziyafikeleleka inkxaso namalinge kubaxhamli, iintsapho kunye nabanonopheli.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Azikho

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

Inkqutyana 2.4: Ezingentsholongwane kaGawulayo noGawulayo

Lo msebenzi usaqwalaselwa kwiNkqubo Yononophelo Nokhuseleko Lwabantwana

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 2.5 Ezingohlangulo Loluntu Kwiintlekele

Kukunikezela isikhokelo ekufikeleleni ngoko nangoko kweenkonzo zohlangulo loluntu zethutyana kwiinzima kwabo bathe bachatshazelwa ziinzima ezimanxa neentlekele

Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
2.5.1 Inani leemeko zeenzima ezimandla (kumakhaya) ezithe zavavanywa ze zadluliselwa kwiSASSA ukuze inikezele iinkonzo zeenzuzo zohlangul kwiinzima ezimandla.	3 556	3 504	3 472	2 570	3 769	1 199	Izinga eliphezulu lesidingo seenkonzo zohlangulo loluntu

Izalathisi Zentsebenzo

Inkqutyana 2.5 Ezingohlangulo Loluntu Kwiintlekele								
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo	
Izalathisi Zentsebenzo Yephondo								
2.5.1.1	Inani leemeko zeenzima ezimandla (kumakhaya) ezithe zavavanywa ze zadluliselwa kwiSASSA ukuze inikezele iinkonzo zeenzuzo zohlangul kwiinzima ezimandla.	2 256	1 616	1 967	1 105	1 732	627	Imbalela eyakhokelela kwintsela-ngqesho ayabtu abasebenza kwezolimo kwanemo yoqoqosho emaxongo ikhokelele kwisidingo ezimandla sezi nkonzo.
2.5.1.2	Inani leemeko zeentlekele kunye nezeenzima ezimandla (kumakhaya) ezithe zahlolwa ze zadluliselwa kwiSASSA ukuze inikezele iinkonzo zeenzuzo zohlangulo loluntu.	1 300	1 888	1 505	1 465	2 037	572	Iintleko zembalela nemililo zikhokelela kwisidingo sezi nkonzo esimandla.

Iinzuzo zale Nkqubo

- ISebe, ngentsebenziswano noPick n Pay, lathi lasindleka inkqubo yokufikelela kuluntu nabantwana bezikolo ezikwiMetro ekwiMpuma neMetro ekwiMpuma ezineemeko ezixeliweyo zeenzima ezimaxongo.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

Ukuthungelaniswa kwentsebenzo nezabelo-mali

Le nkqubo isebenzise ama-98.73% esabelo-mali sayo engama R897.422 ezigidi kunyaka-mali u-2018/19. Imali engasetyenziswanga Eli R11.391 lezigidi ichaphazela ukonyuselwa ngaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, ulibaziseko kwiinkqubo zokuphunyezwa kwesimo sesebe yiDPSA kwanokushiya kwabasebenzi. Ukungasetyenziswa kwayo yonke imali Yeentlawulo Zempahla ephambili inento yokwenza nokulibaziseka kwinkqubo yeentengo lwezithuthi ezifanele ukuthwala abantu abakhubazekileyo ngenxa yokulungiselelwa kwabo.

Le nkqubo isebenzise ama-99.9% yesabelo-mali sayo esingama R844.729 ezigidi kunyaka-mali u-2017/18. Isixa esifikelela kuma R658 000 esingasetyenziswanga sona sichaphazela ukungasetyenziswa kwayo yonke imali ebibekelwe ukubuyekeza abasebenzi ngenxa yokungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, abo bathe bonyuselwa ngaphakathi kwakunyenabo bathe bashiya indawo.

Ithebhile I: Inkcitho yeNkqutyana

Igama lale Nkqutyana	2018/19			2017/18		
	Echwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi	Echwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi
Ezingeenkono Zentlalo-ntle Kuluntu	R'000	R'000	R'000	R'000	R'000	R'000
Ezingolawulo Nenxaso	472 650	463 065	9 585	439 270	438 612	658
Ezingeenkono Kwiinkonde Neenkondekazi	244 749	244 749	0	238 253	238 253	0
Ezingeenkono Kubantu Abakhubazekileyo	174 235	172 429	1 806	162 824	162 824	0
Ezingohlangulo Loluntu	5 788	5 788	0	4 382	4 382	0
Itotali	897 422	886 031	11 391	844 729	844 071	658

4.3 Inkqubo 3: Ezingabantwana Neentsapho

Injongo

Kukunikezela uthotho lweenkonzo ezigqibeleleyo zononophelo lwabantwana nenkxaso kwiintsapho kwanenkxaso kuluntu ngentsebenziswano namahlakani kwanemibutho yoluntu ngokubanzi.

Iinkqutyana

- Inkqutyana 3.1: Ezingolawulo Nenkxaso
- Inkqutyana 3.2: Ezingononophelo Neenkonzo Kwiintsapho
- Inkqutyana 3.3: Ezingononophelo Nokhuselo Lwabantwana
- Inkqutyana 3.4: Ezingophuhliso Lweentsatshana Nononophelo Olungagqibelelanga
- Inkqutyana 3.5: Ezingamaziko Ononophelo Lwabantwana Nolutsha
- Inkqutyana 3.6: Ezingononophelo Lwabantwana Oluseelwe Kuluntu Ekuhlaleni

Iinjongo zesisicwangciso-qhinga

- 3.2 Amalinge ahlanganyelweyo najoliswe ekwakhweni kweentsapho eziluqilima.
- 3.3 Kukunikezela isikhokelo ngokothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana ze akhe iintsapho eziluqilima kwanoluntu lokuhlala oluya kunonophela ze lukhusele abantwana balo.
- 3.4 Kukunikezela isikhokelo sokubunjwa kwemeko ephuhlisa, enonophela nekhuselekileyo kubantwana ukuze babe nokusinda, babesempilweni ngokwasenyameni, bavundle ngokwasengqondweni, baphilisane kuhle nabanye abantu ze bakwazi nokufunda.
- 3.5 Kukunikezela isikhokelo sononophelo olulolunye kwakunye neenkqubo zenkxaso ezisemgangathweni kusenzelwa abantwana ekufumaniseke ukuba banesidingo sononophelo nokhuselo.
- 3.6 Kukunikezela isikhokelo sokunikezelwa kweenkonzo zononophelo ezizinziswe kuluntu ekuhlaleni ngenjongo yokuphucula ukufikeleleka kwazo kubantwana abasemngciphekweni.

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 3.2 Ezingononophelo Neenkonzo Kwiintsapho							
Amangenelo ahlanganyelweyo najoliswe ekwakheni iintsapho eziluzilima							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.2.1 Inani leentsapho ezixhamla kwiinkonzo zentlalo-ntle ezisekelwe kuphuhliso ezomeleza iintsapho kwakunye noluntu ekuhlaleni	24 143	22 284	23 054	20 996	22 660	1 664	Isidingo esimandla seenkonzo zolondolozo nenkxaso kwiintsapho

Izalathisi Zentsebenzo

Inkqutyana 3.2 Ezingononophelo Neenkonzo Kwiintsapho							
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo							
3.2.1.1 Inani lamalungu eentsapho athi ahlanganiswa neentsapho zawo.	412	647	669	700	705	5	Isidingo esimandla seenkonzo
Izalathisi Zentsebenzo Yephondo							
3.2.1.2 Inani leebhedi ezixhaswe ngemali karhulumente kwiisheltha nakumakhaya abantu abadala.	1 368	1 371	1 401	1 400	1 499	99	Ezinye iisheltha ezintathu ezongezelelweyo kwanokwandiswa kweebhedi kwiisheltha ezikhoyo nezinkwa inkxaso-mali.

Inkqutya 3.2 Ezingonophelo Neenkonzu Kwiintsapho								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iihagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.2.1.3	Inani leentsapho ezithatha inxaxheba kugcino lweentsapho kunye neenkonzu zenxaso.	14 931 ²⁰	14 010	22 385	20 296	21 955	1 659	Isidingo esimandla sezi nkonzo kwanezinga elihle lokuzimasa

Iinzuzo zale Nkqubo

- Kuqunjelwe ucwangciso lwenkqubo Isibindi esihlanganyelweyo nesixananazisiweyo ekuqaleni iinkqubo Iliso Emntwaneni kunye neZiko Lokubashiya ze yanikezela nangeenkonzu ezixhalelweyo nezijoliswe kubantwana ababudala bufanelekileyo kwabo bantwana basemngciphekweni.
- Yaxhasa ngemali iisheltha ezikhuselekileyo ezinikezele ngeenkqubo ezijoliswe kubuyiseleni kwisimo sesiqhelo, ekubuyiseleni abantwana abadlalala abangenamakhaya kwiintsapho nakwiingcingqi zabo zokuhlala abasuka kuzo.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

²⁰ Ngo-2015/16 esi salathisi sibaler "Inani leentsapho ezithabathe inxaxheba kwiinkqubo zolondolozo lweentsapho".

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 3.3 Ezingonophelo Nokhuselo Lwabantwana								
Kukunikezela isikhokelo ekunikezelweni kothotho lweenkonzo eziphakamisa intlalo-ntle yabantwana nezakha iintsapho eziluhlalima kwakunye noluntu lokuhlala oluluhlalima ukuze lunonophele ze lukhusele abantwana balo								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.3.1	Inani Labantwana neentsapho ezikweli Phondo ezixhamla kwiinkonzo zononophelo nokhuselo.	7 573	7 503	10 580	10 494	14 410	3 916	Isidingo esimandla seenkonzo zononophelo nokhuselo lwabantwana, ingakumbi ezo zingamiselwanga yiNkundla Yabantwana.

Izalathisi Zentsebenzo

Inkqutyana 3.3 Unonophelo Nokhuselo Lwabantwana								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo								
3.3.1.1	Inani Labantwana abafakwe kunonophelo lwabanye abazali okwethutyana.	3 702	4 121	4 055	3 460	3 514	54	Nangona ungenelelo kwangethuba luseyenziselwa ukunciphisa isidingo sokhuselo njengoko kumiselwe yimithetho, lisephezulu lona izinga lesidingo sononophelo lwethutyana ngabanye abazali.
Izalathisi Zentsebenzo Yephondo								
3.3.1.2	Inani Labantwana abahlanganiswe neentsapho zabo okanye nabanye	413	387	366	414	304	-110	Ukubuyiselwa kwiintsapho ngumsebenzi wexesha elide onobuzaza nongasoloko uyimpumelelo.

Inkqutya 3.3 Unonophelo Nokhuselo Lwabantwana								
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ihagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwihagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo	
	abantu bokubanonophela.							
3.3.1.3	Inani labazali nabanonopheli abathe baqoshelisa inkqubo yemfunfo noqeqsho kubazali.	3 458	2 995	3 727	3 360	3 891	531	Izinga lokuthatyathwa kwenxaxheba kwiinkqubo ezijoliswe ekuncitshisweni kwenani Labantwana abasuswa kunonophelo lwabazali.
3.3.1.4	Inani leenkqubo zophando kwimibuzo yokuba ingaba umntwana lowo unaso yini na isidingo sononophelo nokhuselo esingakhutshwanga yiNkundla Yabantwana.	-	Isalathisi esitsha	4 694	4 770	8 266	3 496	Liphezulu kakhulu inani lezicelo zokwamkela kwinqanaba lokufakwa kwabo
3.3.1.5	Inani leenkqubo zophando zeNkundla Yabantwana ezikhokeliswe yiNkundla Yabantwana.	Isalathisi esitsha	1 883	1 793	1 950	1 949	-1	Izinga lentsebenzo lixhomekeke kwiintshukumo zophando ezimiselwe yiNkundla
3.3.1.6	Inani leengxelo zika Form 38 ezingeniswe ngoonontlalo-ntle abafanelekileyo kwiNkundla Yabantwana.	Isalathisi esitsha	2 624	2 896	3 130	2 741	-389	Ukuqokunjelwa kweengxelo zikaForm 38 kuxhomemeke kwisidingo, kwanakubuzaza baloo.
3.3.1.7	Inani leenkqubo zophando zeNkundla	Isalathisi esitsha	2 806	2 915	2 613	2 818	205	Izinga lentsebenziswano phakathi kwamasebe luiphucukile yaye kwenze kwalula ukuba oonontlalo-ntle

Inkqutya 3.3 Unonophelo Nokhuselo Lwabantwana							
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iihagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Yabantwana ezithe zaqosheliswa.							bafikelele kumaxwebhu ukuze kuqokunjelwe ze kunikezelwe imiyalelo yenkundla kwangethuba.

Iinzuzo zale Nkqubo

- Kwathi kwamiselwa iinkqubo zokunikezela inkxaso kwiinkqubo ezijongene nabantwana abangakhatshwa mntu umdala nabohlukene neentsapho zabo abaphuma kumanye amazwe – bangama-289 nabantwana abangakhatshwa mntu umdala nabohlukene neentsapho zabo abaphuma kumanye amazwe abathi baxhamla kwinkxaso ngokuthi kunikezelwe kubo uthotho lweenkonzo ezifana umzekelo nokubhaliswa ezikolweni, ukufikelela kwiinkonzo zempilo, ukubhaliswa kweenkcukacha zokuzalwa kwabo kwiSebe Lezekhaya. Ngoonontlalo-ntle abangama-63 bebonke abathe bafumana uqeqesho ngohlolo lwezi meko ndawonye nokugcwaliswa kwamaxwebhu aba bantwana.
- Kwathi kwaphunyezwa ze kwanikezelwa umgangatho ngokuyimpumelelo Lovavanyo Lokhuseleko Nomngcipheko liBhunga elijongene Namakhono Entlalo-ntle kuMzantsi Afrika (iSACSSP), apho kwanikezelwa khona ishumi elinambini lamanqaku Enkqubo Yophuhliso Loqeqesho Oluqhubekakayo.
- Kwaqokunjelwa uxwebhu lweNkqubo Engundoqo Emayilandelwe xa Kususwa Abantwana Besiwa Kunonophelo Olukhuselekileyo lwehutyana Nangokunakanwa Kwamakhaya Ajongwe Ngabantwana nolusalinde ukuphunyezwa.
- Kwaphunyezwa Inkqubo Emayilandelwe xa Kuhgaywa, Kuphandwa, Kuchongwa naxa Kuqeqeshwa abazali Bokhuseleko Nabethutyana ngenyanga yeeNkanga ka-2018 kwiPhondo ngokubanzi. Ikhulula iPhondo ukuba libe nesikhundla seenkcukacha zabazali Bokhuseleko Nabethutyana abaqeqeshiweyo kuyo yomithandathu iMimandla. Inkqubo Yokubumba Ngendlela Enye yathi yahlengahlengiswa ze yaphunyezwa ngenyanga yoKwindla ka-2019 ze ama-25 oonontlalo-ntle kwiPhondo ngokubanzi banikwa iincwadana zokuqeshwa njengamaGosa olu Bumbo ukuze benze imisebenzi njengoko kumiselwe kumthetho iChildren's Act 38 ka-2005.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

- Kwenziwa utyelelo lohlolo lwentsebenzo ngenjongo yokuqinisekisa ukuwthotyelwa kwemigaqo nemimiselo, izigunyaziso ezikwi zibhambathiso kwanokunikezelwa kwenkonzo esebenzayo nesemgangathweni.
- Kwenziwa uqeqesho loonontlalo-ntle bokhuselo lwabantwana ngovavanyo lokhuseleko nomngcipheko ngenjongo yokuphuxula ulwazi nezakhono zabo kumsebenzi wohlolo kwimiba yokuphathwa gadalala, ukungahoyakali nokuxhatshazwa kwabantwana.

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Izalathisi Zentsebenzo Yesicwangciso-qhinga

Inkqutyana 3.4 Ezingophuhliso Lweentsatshana Nononophelo Olungagqibelelanga								
Kukunikezela isikhokelo ekutotosweni, ekunonotshelweni kwanasekudalweni kwemo ekhuselekileyo abanokukhulela kuyo abantwana, babe sempilweni ngokwasemzimbeni, badlamke ngokwasengqondweni, bakhuseleke ngokwasemphefumleni, bakwazi ukuphilisana nabanye abantu ze bakwazi nokufunda								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.4.1	Inani Labantwana beli phondo abaxhamla kwiinkonzo ze-ECD Nononophelo Lwasemva Kwesikolo.	86 294	75 285	84 262	88 000	87531	-469	Yimingeni echaphazela imiba yeemfuno zokubhalisa kwanokuhlaziywa kokubhalisa.

Izalathisi Zentsebenzo

Inkqutyana 3.4 Ezingophuhliso Lweentsatshana Nononophelo Olungagqibelelanga								
Izalathisi Zentsebenzo								
Izalathisi Zentsebenzo Yephondo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Iithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.4.1.1	Inani Labantwana abakwiinkqubo neenkonzo zophuhliso lweentsatshana.	78 359	68 887	76 053	81 000	79367	-1633	Yimingeni echaphazela imiba yeemfuno zokubhalisa kwanokuhlaziywa kokubhalisa.

Inkqutya 3.4 Ezingophuhliso Lweentsatshana Nononophelo Olungagqibelelanga								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithageethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithageethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.4.1.2	Inani Labantwana abakwiinkqubo zasemva kwesikolo.	7 935	6 398	8 209	7 000	8164	1164	iGame Changer Yononophelo Lwasemva Kwesikolo lube nefuthe ekuphuculweni kwezinga lokuzimasa ekuthe kwanikezelwa ingxelo ngalo.
3.4.1.3	Inani lamaziko ononophelo olungagqibelelanga	1 708	1 872	1 774	1 900	1470	-430	Yimingeni echaphazela imiba yeemfuno zokubhalisa kwanokuhlaziywa kokubhalisa.

Iinzuzo zale Nkqubo

- Ithageethi yenani labaxhamli beenkxaso-mali ezinemiqathango lathi ladlulwa njengoko kwavela ze kwafuneka bexhamlile nabantwana ababengalindelekanga, nto leyo yabenza bangama 7274 abantwana abaxhamla kwiinkonzo zamaziko ophuhliso lweentsatshana abebengabe abaxhamli ngoku kwisabelo-mali sephondo kumba wophuhliso lweentsatshana, kube ke ngoko kufakwa igxalaba kwisiphumo seNDP sokufikeleleka kweenkonzo ze-ECD kubo bonke abantwana abakula maziko.
- Inkxaso-mali enemiqathango yenze ukuba iDSD ikwazi ukuhlawula iimali zokulungiswa nezokuphuculwa kwezakhiwo zamaziko e-ECD ali-119 kunyaka-mali u-2018/19 ngenjongo yokujongana nemiba yomgangatho wempilo nokhuseleko, kwanokuqinisekisa ukuba zikho izixhobo ezifanelekileyo zokufunda ezifana nezinto ezifundisa ngokwemidlalo neencwadi.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

- Isebe lisathethisana noorhulumente bamakhaya kumba weziqinisekiso zomlilo, ukwahlula-hlulwa kweengingqi kunye nezicwangciso zezakhiwo njengoko zisengowona mngeni ekubhaliseni nasekuhlaziyweni kokubhalisa.

Iinguqu kwiithageethi ezicwangcisiweyo

Azikho.

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutya 3.5 Ezingamaziko Ononophelo Lwabantwana Nolutsha							
Kukunikezela isikhokelo ekunikezelweni kweenkqubo ezizezinye zononophelo nenkxaso kubantwana ekufumaniseke ukuba banesidingo sononophelo							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.5.1 Inani Labantwana abakunonophelo kumaziko abahlalisayo ngokwemigaqo yomthetho iChildren's Act.	603	3 431	3 460	3 380	3 338	-42	Kuxhomekeke kwisidingo sokuhlaliswa kwiiCYCC ezikwiNqanaba 2.

Izalathisi Zentsebenzo

Inkqutya 3.5 Amaziko Ononophelo Lwabantwana Nolutsha							
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yephondo							
3.5.1.1 Inani labantwana abakhathalelo lwendawo yokuhlala kwii-NPO CYCC ezifumana inkxaso-mali ngokomthetho waBantwana.	358	2 875	2 892	2 880	2 811	-69	Kuxhomekeke kwisidingo sokuhlaliswa kwiiCYCC ezikwiNqanaba 2.
3.5.1.2 Inani labantwana abakwiiCYCCs zakho ezikhoyo nangaphandle ngokwemigaqo yomthetho wabantwana.	245	556	568	500	527	27	Inani eliphezulu labafakwa bahlaliswe ngokwezikhokelo zemiyalelo yeNkundla

linzuzo zale Nkqubo

- Zonke iiCYCC ezikwi Ntshona Koloni zibhaliswe ngokugqibeleleyo. Amiselwe amalinge okuqinisekisa umgangatho kwiiCYCC ze kwaqulunqwa kwamiselwa futhi izicwangciso zomngcipheko kumaziko ethu enkonzo. Ukuphunyezwa nokunikezelwa komgangatho kwiinkqubo ezine zoluleko kwiphondo kwanezintlanu kwinqanaba lesizwe kuthetha ukuba ziluthotho noko ngoku iindlela zokuba iiNkundla zibakhuphe abantu abatsha (abangaphantsi kwe-18 leminyaka ubudala) kwinkqubo yobulungisa bolwaphulo-mthetho.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

- I nkqubo zokuphucula ukuqonda kwe-Central Admissions kunye neenkqubo zokuKhathalelwa kwabaNtwana nolutsha ngokubanzi kunye neenkqubo phakathi kwabasebenzi bezentlalo abachongiweyo kunye nokuphucula intsebenziswano kuLawulo lweZiko.

linguqu kwiithagethi ezicwangcisiweyo

Azikhho.

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 3.6 Ezingeenkonzo Zononophelo Lwabantwana Ezisekelwe Ekuhlaleni Kukunikezela isikhokelo ekunikezelweni kweenkonzo zononophelo lwabantwana nolutsha ezisekelwe ekuhlaleni ngenjongo yokuphucula ukufikeleleka kwazo kwabona bantwana basemngciphekweni							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
3.6.1 Inani Labasebenzi abakwiingingqi zokuhlala abaqeqeshelwe ukunonophela Ulutsha ngokwemigaqo yenkqubo Isibindi kubantwana abasemngciphekweni	102	75	34	-21	-22	-	-

²¹Ngo-2018/19 kwathi kwahlaniswa iiNkonzo Zononophelo Lwabantwana Ekuhlaleni nezinye iinkonzo ezinikezelwa yiNkqubo 3: Ezingabantwana Neentsapho.

²² Inkqubo yoqeqesho Lwabasebenzi Bezononophelo Lwabantwana Neentsapho yathi yaqaliswa kuphela kwikota yesithathu wonyaka-mali u-2018/19. Ngoko ke ayizange imiselwe ithagethi yalo nyaka siwuphethayo. Kungoku nje ngama-20 abasebenzi bezononophelo lwabantana nolutsha abafumana uqeqesho nabaza kuyiqoshelisa le khosi ekuzeni kokuqoshela konyaka-mali u-2019/20. Sele imiselwe ithagethi yonyaka-mali u-2019/20.

Izalathisi Zentsebenzo

Inkqutyana 3.6 Ezingeenkonzo Zononophelo Lwabantwana Ezisekelwe Ekuhlaleni								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo								
3.6.1.1	Inani labantu Labanonopheli Babantwana Nolutsha abafumene uqeqesho ngokwenkqubo Isibindi.	102	75	34	-	-	-	-

Iinzuzo zale Nkqubo

Azikho.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho.

Ukuthungelani swa kwentsebenzo nesabelo-mali

Le nkqubo isebenzise ama-99.78% esabelo-mali sayo esingamaR685.309 ezigidi kunyaka-mali u-2018/19. Imali engasetyenziswamga esiR1.502 sesigidi inento yokwenza nokungasetyenziswa ngokupheleleyo kwemali ebibekelwe ukubuyekeza abasebenzi ngenxa key abo bonyuselwe ngaphakathi kwanabo bathe balishiya isebe. Ukungasetyenziswa ngokupheleleyo kwemali Yeentlawulo Neenkxaso-mali kona kuchaphazela iiNPO ezikwicandelo le-ECD Nononophelo Olungagqibelelanga ezingayithobeliyo imimiselo nezifumene ngaphantsi komyinge wama-90% kwizinga lokuhlalisa kwiiCYCC.

Le nkqubo isebenzise ama-99.8% esabelo-mali sayo esingamaR651.063 ezigidi kunyaka-mali u-2017/18. Imali engasetyenziswamga esiR1.152 sezigidi ichaphazela iiNPO ezingayithobeliyo imimiselo kwakunye nokungasetyenziswa ngokupheleleyo kwenkxaso-mali enemiqathango Yophuhliso Lweentsatshana.

Itheybhile J: Inkcitho yeNkqutyana

Igama lale Nkqutyana	2018/19			2017/18		
	Ecwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi	Ecwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi
	R'000	R'000	R'000	R'000	R'000	R'000
Ezingolawulo Nenxaso	2 277	2 277	0	2 101	2 101	0
Ezingononophelo Nenxaso Kwiintsapho	47 150	47 074	76	45 708	45 408	300
Ezingononophelo Nokhuselo Kubantwana	206 753	206 753	0	191 151	191 032	119
Ezingophuhliso Lweentsatshana Nononophelo Olungagqibelelanga	329 126	327 700	1 426	313 774	313 041	733
Ezingamaziko Ononophelo Lwabantwana Nolutsha	100 003	100 003	0	98 329	98 329	0
Itotali	685 309	683 807	1 502	651 063	649 911	1 152

4.4 Inkqubo 4: linkonzo Zoluleko

Injongo

Kukunikezela uthotho lweenkonzo zothintelo lolwaphulo-mthetho eluntwini kwanokulwisana nokusetyenziswa gwenxa kweziyobisi kwabona basemngciphekweni ngentsebenziswano namahlakani kwanemibutho yoluntu ngokubanzi.

linkqutyana

Inkqutyana 4.1: Ezingolawulo Nenxaso

Inkqutyana 4.2: Ezingothitelo Lolwaphulo-mthetho Nenxaso

Inkqutyana 4.3: Ezingokuxhotyiswa Kwamakhoba

Inkqutyana 4.4: Ezingokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiselwa Kwisimo Sesiqhelo

Iinjongo zesicwangciso-qhinga

4.2 Kukunciphisa izinga lempilo yolwaphulo-mthetho ngokuthi kumiselwe inkqubo yoluleko esebenzayo kubo bonke abantwana nabantu abadala abasemngciphekweni ukuya kuthi ga ngenyanga yoKwindla ka-2020.

4.3 Onke amakhoba olwaphulo-mthetho, kugxininiswa ikakhulu kumanina nabantwana, bayafikelela kuthotho lweenkonzo.

4.4 Kukuphucula umsantsa phakathi kwesidingo seenkonzo zokunyangelwa ukusebenzisa gwenxa iziyobisi kuluntu, iintsapho noluntu ekuhlaleni kwakunye nokunikezelwa kweenkonzo lisebe, ze kuphuculwe umongo weziphumo zefuthe leenkonzo.

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 4.2 Ezingothintelo Lolwaphulo-mthetho Nenxaso							
Kukunciphisa ukuquqa kubuyelwa kwimpilo olwaphulo-mthetho ngokuthi kunikezelwe inkqubo esebenzayo yoluleko kubantwana nabantu abadala ukuya kuthi ga ngo-2020							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
4.2.1 Inani Labantwana nabantu abadala abaxhamla kumalinge okuncitshiswa komgciopheko wokubuyela kwimpilo yolwaphulo-mthetho.	19 274	21 355	22 683	20 950	20 338	-612	Kuxhomekeke ekudluliselweni yi-NPA.

Izalathisi Zentsebenzo

Inkqutyana 4.2 Ezongokuthintelwa Kolwaphulo-mthetho Nenxaso								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo								
4.2.1.1	Inani Labantwana abakungqzulwano nomthetho abathe bahlolwa.	8 261	8 159	8 012	7 850	7 060	-790	Izinga eliphezulu lentsebenzo lingenxa yokwanda kwenani leenkqubo zoluleko ezizanzelisewe yinkundla.
4.2.1.2	Inani Labantwana abakungqzulwano nomthetho abadluliselwe kwiinkqubo zoluleko.	3 555	3 460	3 117	3 265	2 217	-1 048	Kuxhomekeke ekudluliselweni yiNkundla
4.2.1.3	Inani Labantwana abakungqzulwano nomthetho abathe baziqoshelisa iinkqubo zabo zoluleko.	2 384	1 970	1 824	2 170	1 576	-594	Nangona intshukumo yokudlulisela isenziwa ziinkundla nje, abantwana bona bangasuka baziyeke ngaphambi kokuyiqoshelisa inkqubo ngenxa yeentshukumo zamaqela emigewu, okanye ezinye izehlo zolwaphulo-mthetho.
Izalathisi Zentsebenzo Yephondo								
4.2.1.4	Inani labantu abadala abakungqzulwano nomthetho abadluliselwe kwiinkqubo zoluleko.	10 895	13 017	13 202	11 640	11 963	323	Intsebenzo ixhomekeke kwinani lamatyala athe adluliselwa kwiNPA, aqhele ukuba phezulu ngenxa yobulungisa boluleko kwakunye nenkqubo elandelwayo.
4.2.1.5	Inani labant uabadala abakungqzulwano nomthetho abaziqoshelisileyo iinkqubo zabo zoluleko	7 568	9 147	8 578	8 052	7 681	-371	Izinga eliphantsi lentsebenzo lingenxa yokuchithwa kwamatyala ziinkundla emva kokudluliselwa.

Inkqutyana 4.2 Ezongokuthintelwa Kolwaphulo-mthetho Nenxaso								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
4.2.1.6	Inani Labantwana abathe bagwetyelwa kumaziko ethu azii CYCC kwanalawo angaphandle ngokwemigaqo yomthetho i Child Justice Act.	192	179	160	160	148	-12	Kuxhomekeka kwizigwebo zeenkundla
4.2.1.7	Inani Labantwana abakungquzulwano nomthetho abasalinde ukuxoxwa kwamatyala abo kwiiCYCC zesebe nakwezangaphandle abahlaliswe kuzo ngokwemiqathango yomthetho iChild Justice Act.	1 401	1 265	1 309	1 300	1 167	-133	Isantya sonwabu ngenxa yokulibaziseka kweenkqubo zeenkundla.

Iinzuzo zale Nkqubo

- Kwathi kwanikezelwa ngothotho lweenkqubo zokubuyiselwa kwabantwana nabantu abadala abakungquzulwano nomthetho abathi baqoshelisa iinkqubo ezisekelwe ekuhlaleni kwanezo ziqhutywa kumaziko ngenjongo yokuphakamisa ubudlelwane obuzinzileyo kwiintsapho kwanokuphilisana noluntu ukuze kuncitshiswe ithuba lokubuyela kwiziyobisi ze kuphinde koniwe. Ezi nkonzo zokubuyiselwa zibe ngamalinge onyango, uqeqesho lwezakhono zentsebenzo ndawonye nezinye izakhono zobomi nenxaso ngenjongo yokuqinisekisa ukubuyiselwa kwabo ngempumelelo kuluntu abasuka kulo.
- Zathi zaqiniswa neenkqubo zothintelo lolwaphulo-mthetho eluntwini kwizikolo zamabanga aphantsi nezaphezulu ezikwiingingqi ezikowona mngcipheko mkhulu, ukuze kuxhotyiswe abafundi, abazali, abahloli kwakunye noluntu ngokubanzi ngezakhono zokuphelisa iimpawu zolwaphulo-mthetho nobundlobongela kwiindawo abaphila nabahlala kuzo ndawonye nokomeleza ukungathabatheki kwabo kule migibe.
- Uhlalutyo lwenkqubo esayilwayo yokuhlenganisa uluntu eHanover Park ibonakalise impumelelo ngokugqibeleleyo. abaxhamli ngabantwana nolutsha olukungquzulwano nomthetho abathe emva kokugqiba izigwebo zabo zakumaziko nezasekuhlaleni baxhotyiswa ngezakhono zengqesho, ukukhuthazwa nokuxhaswa ukuze bahlale benjalo kwiintsapho zabo nakwiindawo abaphila kuzo ukuze

kuthinteleke okanye kuncitshiswe izilingo zokubuyela koba bomi bumdaka. Uvavanyo lubonakalise isidingo esikhulu sale nkonzo yiyo le nto eli phulo liseza kuqhuba nakulo nyaka-mali uzayo kujoliswe kubaxhamli abangama-40.

- Sele kuqalisiwe ukuphuculwa nokulungiswa kwesakhiwo sase-Outenikwa nesaseBonnytoun ngenjongo yokulwisana neningeni apho uninzi lolutsha olukumaziko okhuseleko sele ludlule kwiminyaka elishumi elinesibhozo ubudala ekufuneka behlukaniwe nabo bangaphantsi kwaloo minyaka.
- Kwathi kwaqeqeshwa abasebenzi abangama-40 kumalinge okulawula nokunqanda liSebe Leenkonzoluleko, yaye olu qeqesho kungoku nje sele lunikwe nabo bonke abanye abasebenzi abakumaziko ononophelo olukhuselekileyo.
- Kwathi kwenziwa uhlolo lomgangatho weenkonzoluleko zamaziko amabini eSebe kunye nelinye langaphandle anikezela ngononophelo olukhuselekileyo ngenjongo yokuqwalasela indlela nezinga lokuthotyelwa kwemigaqo nemimiselo ngamaziko ononophelo lwabantwana nolutsha.
- INtshona Koloni inkqenqenkeza phambili ekuzuzeni nasekugcineni izinga elihle lokubhaliswa kweeCYCCs ezinikezela ngeenkqubo zononophelo olukhuselekileyo.
- Kwathi kwamiselwa nenkqubela esebenza ngokugqibeleleyo yokuqinisekiswa komgangatho weenkonzoluleko kwiiCYCC kwakunye nezicwangciso zomngcipheko kuwo onke amaziko ethu.
- Iindlela zokungenelela kwiiCYCC zeSebe ezigcina ulutsha olusalinde ukuxoxwa kwamatyala alo kunolo sele lugwetyiwe sele zisetyenziswa njengesikhokelo ekuqulunqweni koMgaqo-nkqubo Wesizwe Osayilwayo ngolawulo lwamaqela oonqevu kumaziko ononophelo olukhuselekileyo ndawonye neSikhokelo Somgaqo-nkqubo Wesizwe Osayilwayo ngokulawulwa kolutsha olugwetyiweyo.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

- Kukwandisa inani Labantwana abadluliselwe kwiinkqubo zoluleko, kuya kuthi kuqwalaselwe ke iziphumo nezindululo zengxelo yophando xa sele iqoshelisiwe (engokusebenza kweenkqubo zoluleko lwabantwana), ngenjongo yokuqinisekisa isicwangciso sokumiselwa esisebenza kakuhle kwisithuba seMTEF.
- Kukulwisana neningeni yeenkqubo ezinganelanga zoluleko lwabantu abadala, kuya kuthi kuvulwe inkqubo yokuthi Amaqeqeshi Abaphume Izandla baqeqeshe abasebenzi kwezoqeqesho kwimimandla ngeenkqubo zoluleko lwabantu abadala ezikhoyo kungoku nje.
- ISebe Lophuhliso Loluntu Lesizwe liqeshe inkampani ukuze iqulunqe isikhokelo ngobungakanani beenkqubo zoluleko zabantu abadala. Okwakaloku nje, kuseza kusetyenziswa le migaqo nemimiselo isayilwayo ze yenziwe ibe semgangathweni ze kuqwalaselwe nomgangatho weenkqubo zoluleko zabantu abadala.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 4.3 Ukuxhotyiswa Kwamakhoba							
Onke amakhoba obundlobongela ingakumbi lawo angamanina nabantwana anenyhweba yokuxhamla kuthotho lweenkonzo							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
4.3.1 Inani labantu abafikelelekileyo nabaxhamla kwiinkonzo zenkxaso kumakhoba.	25 330	19 962	21 243	19 800	20 380	580	Siyanda isidingo sezi nkonzo kwiingqi ezisemaphandleni nakwiinkundla ezijongana namatyala obundlobongela ngokwesondo kwanobundlobongela basekhayeni.

Izalathisi Zentsebenzo

Inkqutyana 4.3 Ezingokuxhotyiswa Kwamakhoba							
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo							
4.3.1.1 Inani lamakhoba olwaphulo-mthetho nobundlobongela abaxhamla kwiinkonzo ezifumana inkxaso-mali zeNkqubo Yokuxhotyiswa Kwamakhoba. ²³	25 330	19 962	21 243	19 800	20 380	580	Siyanda isidingo sezi nkonzo kwiingqi ezisemaphandleni nakwiinkundla ezijongana namatyala obundlobongela ngokwesondo kwanobundlobongela basekhayeni.

²³ Ngo-2015/16 esi salathisi sibale "Inani lamakhoba olwaphulo-mthetho nobundlobongela akumaziko axhaswa ngemali okuxhotyiswa kwamakhoba.

linzuzo zale Nkqubo

- Kuthe kwachongwa amanina akwezisheltha ze anikwa ithuba lokuzimasa izifundo eziphunyeziweyo zokuwaxhobisa ngezakhono ezifana nononophelo lwasekhayeni, izifundo ezingobugcisa bokupheka, uqeqesho lwekhompyutha kunye neekhosi zokuba ngabancedisi kwezonyango.
- Ukwanda kweenkonzo zenkqubo yokuxhotyiswa kwamaxhoba akwiingingqi ezisemaphandleni, ngokuthi kunikezelwe inkxaso-mali iinkonzo ezibalulekileyo zokuxhotyiswa kwamaxhoba ezinikezelwa ngoonontlalo-ntle kwiingingqi apho kukho ulwaphulo-mthetho nobundlobongela obujoliswe kwisini esithile. Kwathi kwanikezelwa iinkonzo ezintsha eVredendal, eBhobhobolo, eKnysna, eVostile naseWitzenberg.
- Kwisithuba salo nyaka-mali siwuphetheyo likhule kakhulu izinga leendawo zokuhlala kwiisheltha kumaxhoba obundlobongela obujoliswe kwisini. Kwathi kwenyuswa indleko ngentloko kwiisheltha ngomyinge wama-30% kwiisheltha zenkqubo yokuxhotyiswa kwamaxhoba ukuya kumaR 2070, ze iisheltha zafumana inkxaso-mali yokuzinceda ziphucule ukhuseleko lwazo ndawonye neemfuno Zempilo Nokhuseleko kumazik. Kwathi kwenyuswa nemivuzo yoomama balapho ukuze zibe semgceni kumba wenkqubo yobungakanani bomvuzo, kwaqulunqwa iinkonzo zonyango, izifundo zokuxhobisa ngezakhono kwanoncedo lokuncedisa ekubuyiselweni kwiingingqi abaphuma kuzo. Ukuvezwa kwenkqubo yeesheltha ezingxamisekileyo kuwuphelisile umngcipheko kwiisheltha esezikho ngokuthi kunikwe amanina nabantwana bawo indawo yokufihla iintloko ekhuselekileyo isithuba seentsuku ezisixhenxe. Amanina ahlolwa ngunontlalo-ntle ze ke athunyelwe kuloo ndawo iwafaneleyo anokufumana kuyo iinkonzo eziwafaneleyo. Ezinye iibhedi ezingama-26 ezingxamisekileyo ziseLavender Hill, eWynberg, eCaledon naseDysselsdorp.
- Kwinqanaba lesizwe, iDSD ineesheltha ezisaphunyezwe ngokwemiqathango ukuze zinikezele ngeenkonzo kumaxhoba okuxhwilwa angabantu abadala. Kulo nyaka-mali kuthe kwamkelwa amanye amaxhoba okuxhwilwa angama-23. Njengophawu lokuthobela imigaqo yomthetho iCombating of Trafficking in Persons Act (ka-2013) iNtloko yeSebe ikhuphe iincwadana ezinakana amaxhoba okuxhwilwa aziwayo nangabantu abadala.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 4.4 Ezingokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Kwanokubuyiselwa Kwisimo Sesiqhelo								
Kukuphucula umsantsaphakathi kwesidingo seenkonzo zokulwisana nokusetyenziswa gwenxa kweziyobisi kubantu, iintsapho kwakunye noluntu ekuhlaleni, ukunikezelwa kweenkonzo liSebe kwakunye neziphumo eziphucukileyo zeenkonzo ngokubanzi								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
4.4.1	Inani labaxhamli abaxhamla kwiinkonzo zokulwisana nomkhuba wokusetyenziswa gwenxa kweziyobisi.	13 084	11 876	11 689	11 881	11 932	51	Lizinga eliphezulu lesidingo seenkonzo zokungenelela kwangethuba.

Izalathisi Zentsebenzo

Inkqutyana 4.4 Ezingokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Kwanokubuyiselwa Kwisimo Sesiqhelo								
Izalathisi Zentsebenzo								
Izalathisi Zentsebenzo Yecandelo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
4.4.1.1	Inani labaxhamli beenkonzo abathe baxhamla kwiinkonzo zokunyangelwa iziyobisi ngaphakathi kumaziko onyango afumana inkxaso-mali ²⁴ .	1 303	1 164	1 226	1 351	1 243	-108	Imingeni ekuthe kwajanyelwana nayo iquke ukuyekwa kwale nkqubo yonyango kwangabo bancedwayo. Kwanokukhutshwa kwaba baxhamli kwezi nkqubo ngezizathu ezahlukeneyo zokona. Kwawethu amaziko, iinguqu kwiziseko kwanezilingiso ziye

²⁴ Ngo-2015/16 esi salathisi sasibala "Inani labaxhamli beenkonzo abathi baqoshelisa iinkonzo zooyango lwangaphakathi onyango afumana inkxaso-mali kwanalawo eSebe".

Inkqutyana 4.4 Ezingokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Kwanokubuyiselwa Kwisimo Sesiqhelo								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
								zakhokelela ekubveni kubekho iibhedi ezimbalwa.
4.4.1.2	Inani labaxhamli abathe baxhamla kwiinkonzo zokunyangelwa ngaphandle kumaziko. ²⁵	2 909	3 624	3 250	3 630	3 346	-284	Iminyeni ekuthe kwajanyelwana nayo iquke ukuyekwa kwale nkqubo yonyango kwangabo bancedwayo. Kwanokukhutshwa kwaba baxhamli kwezi nkqubo ngezizathu ezahlukeneyo zokona
Izalathisi Zentsebenzo Yephondo								
4.4.1.3	Inani leenkqubo zokuthintela ukusebetyenziswa gwenxa kweziyobisi ezithe zamiselwa ulutsha (19-35).	3	3	3	3	3	-	-
4.4.1.4	Inani labaxhamli abathe baxhamla kwiinkonzo ezinikezelwe kwangethuba zokusetyenziswa gwenxa kweziyobisi.	8 872	7 088	7 213	6 900	7 343	443	Lizinga eliphezulu lesidingo seenkonzo zokungenelela kwangethuba.
4.4.1.5	Inani labaxhamli abathe baxhamla kwiinkonzo zasemva konyango nezokubuyiselwa kwiintsapho emva kokusebenzisa gwenxa iziyobisi.	1 983	1 961	2 078	2 549	2 258	-291	Ukunikezelwa kwale nkonzo kuxhomekeka ekudluliselweni ngamaziko onyango kwanokuziyekela kwabantu.

²⁵ Igama lesalathisi secandelo libhekisa 'kwiinkonzo zokunyangelwa ngaphandle'; Eli gama ke lisetyenziswa njengelibhekisa kwinto enye neli lithi iinkonzo zonyango 'ezisekelwe ekuhlaleni'. Iinkonzo ezinikezelwayo kunye neendlela zokuqinisekisa ziyafana nezo zidweliswe kwithebhile yeNgcaciso Yesalathisi Secandelo Lobuchwepheshe, ngoko ke oku kunikezelwa ingxelo ngako njengeSalathisi Secandelo.

Iinzuzo zale Nkqubo

- ISebe lixhase ngemali yokufunda abafundi abangama-64 ukuze babe nokuqeqeshwa kwicandelo lokuba ziingcungela leenkonzozokulwisana nokusetyenziswa gwenxa kweziyobisi kwiphondo ngokubanzi.
- ISebe lithe longeza iibhedi ezixhaswa ngemali kumaziko amabini anyangela ngaphakathi ngenjongo yokuphucula ukufikeleleka kwezi nkonzozokulwisana nokusetyenziswa gwenxa kweziyobisi kwiphondo ngokubanzi.
- Kwathi kwenziwa uhlolo lwentsebenzo nolomgangatho weenkonzozokulwisana ngokugqibeleleyo kwimibutho exhaswa ngemali ngenjongo yokunikezela inkxaso kwimibutho kwanokomeleza imiba yokuthotyelwa kwemigaqo ngokwentsebenzo kwakunye neethagethi ngokwesibhambathiso sesivumelwano.
- IForam Engokusetyenziswa Gwenxa Kweziyobisi kwiNtshona Koloni ihlanga rhoqo ngekota ngenjongo yokomeleza amatyathanga entsebenziswano eli Sebe kwakunye nokuhlanganyelwa kweenkonzo kwinkalo yokusetyenziswa gwenxa kweziyobisi.
- Inkqubo zenkxaso kuqeqesho nempilo yengqondo kwiintsapho (iintsapho zabaxhamli kwezi nkonzozokulwisana kwisicwangciso sokunyangelwa ngaphakathi saseKensington) kula ngingqi ihlangene kabini ubuncinci ngenyanga (injongo kukuhlanganiswa kweentsapho, ukuqwalasela kwanokulawula iingxaki ezichaphazela iintsapho)
- IPhondo loMntla Kapa kwakunye ne Freystata enze utyelelo ngenjongo yokuzama ukuqulunqa nokucwangcisa awazo amaziko amaphondo okunyangela ukusetyenziswa gwenxa kweziyobisi esebenzisa iNtshona Koloni njengesikhokelo.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

- Inkqubo esebenzayo yokufumanisa kwangethuba kwinkalo yolawulo lweethagethi yaqulunqwa kweli candela lixhaswa ngemali. Oku ke kuthetha ukuba oku kuphicothwa kwenziwa rhoqo ngekota yaye imibuthoenikezela ngeenkonzozokulwisana isoloko inikwa ulwazi ngentsebenzo yayo ngokweethagethi ebivume ukuzizuzisa.
- ISebe liceba ukuncokolisana namaziko anyangela ngaphakathi ukusetyenziswa gwenxa kweziyobisi ukuba aqulunqe iinkqubo zokwamkelwa kwanokudluliselwa kwiinkonzozokulwisana ezifumana inkxaso-mali zasemva kononophelo.
- Ekubonisaneni kwalo nemibutho, eli Sebe liwuqwalasele umba wezikhewu kwizikhundla zoonontlalo-ntle ze lazinkela nasekususeni iziphazamisano ekufikelelekeni kweenkonzo.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikhoh

Ukuthungelani kwentsebenzo nezabelo-mali

Le nkqubo isebenzise ama-100% esabelo-mali sayo esingama R387.914 ezigidi kunyaka-mali u-2018/19.

Le nkqubo isebenzise ama-99.6% esabelo-mali sayo esingama R352.879 ezigidi kunyaka-mali u-2017/18. Iimali ezingasetyenziswanga ezisi R1.301 zichaphazela imali ebibekwe imbuyekezo kubasebenzi ngenxa yokungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, kwabo bonyuselwe ngaphakathi kwakunye nabasebenzi abathe bashiya.

Itheybhile K: Inkcitho yale Nkqutyana

Igama lale Nkqutyana	2018/19			2017/18		
	Ecwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi	Ecwangciselwe okunye	Eyona Nkcitho	Inkcitho (Engaphezulu) Engezantsi
linkonzo zokubuyiselwa kwesimo	R'000	R'000	R'000	R'000	R'000	R'000
Ezingolawulo Nenxaso	3 769	3 769	0	3 518	3 518	0
Ezingokuthintelwa Kolwaphulo-mthetho Nenxaso	238 437	238 437	0	219 960	218 659	1 301
Ezingokuxhotyiswa Kwamakhoba	45 057	45 057	0	32 225	32 225	0
Ezingokusetyenziswa Gwenxa Kweziyobisi, Uthintelo Nokubuyiselwa Kwisimo Sesiqhelo	100 651	100 651	0	97 176	97 176	0
Itotali	387 914	387 914	0	352 879	351 578	1 301

4.5 Inkqubo 5: Ezingophuhliso Nophando

Injongo

Kukunikezela ngeenkono zophuhliso oluzinzileyo, ezikhokelisa ukuxhotyiswa koluntu, ngokusekelwe kubungqina beziphumo zophando kwa nakwiinkcukacha ezingamanani abemi.

Iinkqubo

- Inkqutyana 5.1: Ezingolawulo Nenkxaso
- Inkqutyana 5.2: Ezingokudlamkiswa Koluntu Ekuhlaleni
- Inkqutyana 5.3: Ezingokuxhotyiswa Kwamaqumrhu Ngezakhono (ICB) Kwanenkxaso kwiiNPO
- Inkqutyana 5.4: Ezingokupheliswa Kwentlupheko Nempilo Ezinzileyo
- Inkqutyana 5.5: Ezingophando Nocwangciso Olusekelwe Kuluntu Ekuhlaleni
- Inkqutyana 5.6: Ezingophuhliso Lolutsha
- Inkqutyana 5.7: Ezingophuhliso Lwamanina
- Inkqutyana 5.8: Ezingokuphakanyiswa Kwemigaqo-nkqubo Engabemi

Iinjongo zesicwangciso-qhinga

- 5.3 Kukuxhobisa ngezakhono nokunikezelwa kweenkono zenkxaso kwiiNPO ezixhaswa ngemali nezichongiweyo kwakunye nemibutho yoluntu ngokubanzi.
- 5.4 Kukuphakamisa ukubandakanyeka koluntu kwanokupheliswa kwentlupheko ngokuthi kunikezelwe inkxaso yesondllo kwanokunikezelwa kwesikhokelo samathuba e-EPWP kwabona bantu bahlelelekileyo nabawadingayo kweli Phondo.
- 5.6 Ukufikeleleka kothotho lweenkono zophuhliso loluntu ezifanelekileyo kulutsha.
- 5.8 Kukunikezela isikhokelo, ukuqhuba nokulawula iintshukumo zophando ngabemi, ulwazi neentethelelo ngabemi, ukuxhotyiswa ngezakhono kumba wemicimbi yeenguqu kubemi, ze kuhlolwe kuvavanywe umsebenzi wokumiselwa komgaqo-nkqubo kweli phondo.

Inkqutyana 5.2 Ezingokuxhotyiswa Koluntu Ekuhlaleni

La malinge alawulwa ngokwahlukileyo kwiinkqutyana

Izalathisi Zentsebenzo Yesicwangciso-qhinga

Inkqutyana 5.3 Ukuxhotyiswa Kwamaqumrhu Ngezakhono kwakunye Nenxaso kwiNPO							
Ukuxhobisa ngezakhono kwakunye neokunikezela ngeenkonzozo zenxaso kwiNPO ezichongiweyo nezifumana inkxaso-mali kwakunye nemibutho yoluntu lwemveli							
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
5.3.1 Inani leeNPO ezifumama iinkonzozo zokuxhotyiswa ngezakhono kwakunye nenxaso.	2 340	1 605	1 830	1 083	1 729	646	Liphezulu izinga lesidingo sokubhalisa nokunikezelwa kwenxaso kwiNPO.

Izalathisi Zentsebenzo

Inkqutyana 5.3 Ukuxhotyiswa Kwamaqumrhu Ngezakhono kwakunye Nenxaso kwiNPO							
Izalathisi Zentsebenzo	Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Sector Performance Indicators							
5.3.1.1 Inani ezithe zafumana ukuxhotyiswa ngokwesikhokelo ²⁶ sokuxhobisa ngezakhono.	1 148	712	821	345	488	143	Liphezulu izinga lesidingo seenkonzo.
Izalathisi Zentsebenzo Yephondo							
5.3.1.2 Inani leeNPO ezincediswe ngokubhalisa.	1 179	881	997	726	1 229	503	Liphezulu izinga lesidingo seenkonzo zabahambi ngenxa yezinga eliphezulu lokubhaliswa kweeNPO.
5.3.1.3 Inani leeNPO ezithe zavakalisa kuvavanyo lwangaphambi nangasemva kwenxaso yoqeqesho	13	12	12	12	12	-	-

²⁶ Ngo-2015/16 esi salathisi sabala "Inani leeNPO ezithe zaxhotyiswa ngezakhono ngokwesikhokelo sokuxhotyiswa ngezakhono".

Inkqutyana 5.3 Ukuxhotyiswa Kwamaqumru Ngezakhono kwakunye Nenxaso kwiNPO								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
	ukuba ulwazi lwazo luthelwaphucuka.							
5.3.1.4	Inani leNPO ezisemngciphekweni ezithezafumama ukuboniswa nokuxhaswa nekuthe emva koko iinkqubo nolwazi lwazo lwaphucuka.	0	12	12	12	12	-	-

Iinzuzo zale Nkqubo

- Intsebenziswano namahlakani angaphakathi nawangaphandle ngenjongo yokomeleza iinzame zokuxhobisa ngezakhono iNPO ezisemngciphekweni kube ke ngoko kuphuculwa izinga lokuthotyelwa kwemigaqo kwanamathuba okufikelela kwinxaso-mali.
- ISebe liqoshelise Izivumelwano Zokuqondana nopomaspala abahlanu (iCederberg, iKannaland, iCape Agulhas, iTheewaterskloof, neBitou) kunye noomaspala bezithili ababini (i-Eden ne-Overberg).

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

Iinguqu kwiithagethi ezicwangcisiweyo

Azikho

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 5.4 Ezokupheliswa Kwentlupheko Kwanokuphila Ngokuzimela								
Kukuphakamisa ukubandakanyeka koluntu kwakunye namaphulo okupheliswa kwentlupheko ngokuthi kunikezelwe ngenkxaso yesondlo kwanokunikezela isikhokelo okufumaneka kwamathuba e-EPWP kwabona bantu bahlelekileyo kweli Phondo								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
5.4.1	Inani labantu abaxhamla kumalinge okupheliswa kwentlupheko.	4 448	6 278	6 686	5 820	6 688	868	Liphezulu izinga lesidingo zeenkonzelo zokupheliswa kwentlupheko ndawonye nokwanda kwenani lamathuba engqesho e-EPWP adalwe ngokuthi kusetyenziswe inkqubo yentlalo-ntle yoluntu.

Izalathisi Zentsebenzo

Inkqutyana 5.4 Ezingokupheliswa Kwentlupheko Nozinzo Kwimpilo								
Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yephondo								
5.4.1.1	Inani labaxhamli abanelungelo nabafumama izidlo kumaziko afumana inkxaso-mali kwiSebe.	3 687	4 946	5 101	4 920	5 329	409	Liphezulu izinga lesidingo seenkonzo.
5.4.1.2	Inani lezithuba zengqesho ze-EPWP ezithe zadalwa.	761	1 332	1 585	900	1 359	459	linkqubo zentlalo-ntle yoluntu zidale amanye amathuba engqesho ongezelelweyo.

Iinzuzo zale Nkqubo

Kuthe kwaphunyezwa imigaqo nemimiselo yeNkqubo Yesondlo Egxilileyo, ngenjongo yokuba kuxhotyiswe zonke iindawo ezinikezela inkonzo yokutya ukuba zinikezele ngenkqubo engabizi kakhulu efanayo yokunikezelwa kwesondlo kwizinga eliphezulu kumaxhoba ze inikezele nangezikhokelo zokwenza ukuba abaxhamli aba basuke kwimeko yokuxhomekeka baye kweyokuzimela. Sele kucweywe ama-35 eeNPO ezijongana nokuphila ngale migaqo nemimiselo.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho

Inguqu kwiithagethi ezicwangcisiweyo

Azikho

Inkqutyana 5.5 Ezingophando Nocwangciso Olusekelwe Kuluntu Ekuhlaleni

La malinge alawulwa ngokwahlukeneyo kwiinkqutyana ze Sebe.

Izalathisi Zenjongo Yesicwangciso-qhinga

Inkqutyana 5.6 Ezingophuhliso Lolutsha

Ukufikeleleka kweenkonzo ezifanelekileyo zophuhliso loluntu kulutsha

Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
5.6.1	Inani lolutsha oluxhamla kwiinkqubo zophuhliso loluntu	16 785	27 800	19 457	16 600	19 270	2 670	Umgangatho womsebenzi ogqwesileyo ngenxa yezinga eliphezulu lesidingo zeenkono.

Izalathisi Zentsebenzo

Inkqutyana 5.6 Ezingophuhliso Lolutsha								
Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Echwangcisiwe yo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwithagethi Echwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo								
5.6.1.1	Inani lolutsha oluthabatha inkxaxheba kwiinkqubo zophuhliso lwezakhono.	12 140	22 197	15 055	13 000	14 473	1 473	Izinga eliphezulu lokuxhotyiswa ngezakhono noqeqesho
Izalathisi Zentsebenzo Yephondo								
5.6.1.2	Inani lolutsha oluthe lwayanyaniswa nezithuba zengqesho kwakunye namanye amathuba ophuhliso lwezakhono asuka kwiinkonzo zesebe.	4 645	5 603	4 402	3 600	4 797	1 197	Umgangatho womsebenzi ogqwesileyo ubungenxa yenkqubo ebezicwangcisiwe nentsebenziswano
5.6.1.3	Inani leeYouth Cafés ezifumana inkxaso-mali.	5	6	8	11	11	-	-

Iinzuzo zale Nkqubo

- Bangama-41 abantu abaqeqeshelwa ingqesho abathi baxhaswa ngemali ngokoncendo lweGunya-bantu Lezemfuno Noqeqesho Kwezempilo Nentlalo-ntle (iHWSETA) ze bathunyelwa kwimimandla ukuze bazuze amava empangelo kwicandelo lophuhliso loluntu ekuhlaleni.
- ISebe lingene kwiSivumelwano Sokuqondana neSebe Lophuhliso Loqoqosho Nezokhenketho ukuze kuvulelwe inkqubo i-"I CAN LEARN" ethe yaqeqesha ama-20 abo balungiselelwa ingqesho njenga baqulunqi benkqubo Yoqoqosho Lobuchwepheshe kunye namanye ama-20 ngokusetyenziswa kwenkqubo yokuchwetheza kaGoogle neye-IBM.
- ISebe liqoshelise iintsebenziswano eziya kuba nefuthe lentsingiselo nekholeji yoMzantsi Kapa kunye neyoNxweme olukwiNtshona Zoqeqesho Lwezakhono Namakhono Obuchwepheshe (iiTVET).

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho.

linguqu kwiithagethi ezicwangcisiweyo

Azikho

Inkqutyana 5.7 Ezingophuhliso Lwamanina

La malinge alawulwa ngokwahlukileyo kwiinkqutyana zeli Sebe.

Izalathisi Zenjongo Yesicwangciso-qhinga**Inkqutyana 5.8 Ukuphakanyiswa Kwemigaqo-nkqubo Engamanani Abemi**

Kukuphakamisa nokunikezela isikhokelo kwanokulawula iinkqubo zophando ngamanani abemi, ezeentethelo ngemicimbi yabemi; ukuxhotyiswa kwabemi ngezakhono kwimiba neenkalo zokukhula koluntu nabemi kwanokuhlola nokuvavanya ukumiselwa kwemigaqo-nkqubo kweli Phondo.

Izalathisi Zentsebenzo Yenjongo Yesicwangciso-qhinga		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
5.8.1	Inani lamaphulo ophando Ngamanani Abemi athe aqosheliswa kwakunye neeprofayili zabemi ezithe zaqosheliswa.	7	8	31	7	7	-	-

Izalathisi Zentsebenzo**Inkqutyana 5.8 Ezingemigaqo-nkqubo Engamamani Abemi**

Izalathisi Zentsebenzo		Eyona Nzuzo 2015/16	Eyona Nzuzo 2016/17	Eyona Nzuzo 2017/18	Ithagethi Ecwangcisiweyo 2018/19	Eyona Nzuzo 2018/19	Ukutyeshela Kwiithagethi Ecwangcisiweyo ukuya Kweyona Nzuzo 2018/19	Imbono ngezityeshelo
Izalathisi Zentsebenzo Yecandelo								
5.8.1.1	Inani lamaphulo ophando athe aqosheliswa	1	2	1	1	1	-	-
5.8.1.2	Inani leeproyaili zamanani abemi ezithe zaqosheliswa	6	6	30	6	6	-	-

Iinzuzo zale Nkqubo

- Ngapha kokuzuzwa iithagethi zayo – njengoko kuchaziwe ngentla apha - icandelo Lezabemi linikezele ngeenkukacha kumasebe ephondo afana neMicimbi Yendalo Nocwangciso Lophuhliso ndawonye neMali lona elasetyenziswa ekuqulunqweni koPhando Elinge Ntelekelelo Zokukhula kwiPhondo ndawonye nee-ntelekelelo zokukhula kwamanani abemi abako masipala, manani lawo athi asetyenziswa kwinkqubo yocwangciso nokumiselwa kwezabelo-mali zoo rhulumente bamakhaya.

Isicwangciso-qhinga sokukwisana neenkalo zentsebenzo engekho mgangathweni

Asikho

Inguqu kwiithagethi ezicwangcisiweyo

Azikho

Ukuthungelani kweentsebenzo nezabelo-mali

Le nkqubo isebenzise ama-100% esabelo-mali sayo esingama R50.032 ezigidi kunyaka-mali u-2018/19.

Le nkqubo isebenzise ama-98.9% esabelo-mali sayo esingama R59.413 ezigidi kunyaka-mali u-2017/18. Iimali ezingasetyenziswanga ezisisi R641 000 zichaphazela imali ebibekwe imbuyekazo kubasebenzi ngenxa yokungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo, kwabo bonyuselwe ngaphakathi kwakunye nabasebenzi abathe bashiya.

Itheybhile L: Inkcitho yale Nkqubo

Igama lale Nkqutyana	2018/19			2017/18		
	Ecwangciselwe okunye	Eyona Nkcitho		Ecwangciselwe okunye	Eyona Nkcitho	
Ezingophuhliso Nophando	R'000	R'000	R'000	R'000	R'000	R'000
Ezingolawulo Nenxaso	6 469	6 469	0	6 681	6 040	641
Ezingokuxhotyiswa Ngezakhono Kesmsqumrhu Kwanenkxaso kwiiNPO	1 926	1 926	0	1 574	1 574	0
Ezingokupheliswa Kwentlupheko Kwanozinzo Lobomi	18 417	18 417	0	31 328	31 328	0
Ezingophuhliso Lolutsha	20 429	20 429	0	17 477	17 477	0
Ezingokuphakanyiswa Kwemigaqo-nkqubo Engamanani Abemi	2 791	2 791	0	2 353	2 343	0
Itotali	50 032	50 032	0	59 413	58 772	641

5) Iintlawulo

5.1 Iintlawulo ezidluliselwe kumaqumrhu oluntu

Azikho

5.2 Iintlawulo ezidluliselwe kuyo yonke imibutho ngaphandle kwamaqumrhu oluntu

Nceda ubone kwisihlomelo A.

ISebe lizibeka phantsi kweliso iinkqubo zeentlawulo ngezi ndlela zilandelayo:

- Inkqubo nganye inesicwangciso sohlolo lweNPO nganye eyinika inkxaso-mali, hlolo olo luquka ukuya kuyityelela;
- Ukuthotyelwa kwemimiselo kuhlolwa ngokwemigaqo yeZivumelwano Zokwenziwa Kweentlawulo ekuza zonke iithagethi kwakunye nemiqathango yokunikezelwa kwenkxaso-mali;
- Iye yenziwa yayinto eqhelekileyo nemihlangano njengesinye isihlobo sokuhlola ezi zivumelwano zeenkqubo; ze
- Iinkqubo zolawulo lweenkcukacha zentsebenzo (kuquka nezikhokelo zokwenziwa kweengxelo, iinkqubo ezingundoqo zokusebenza kwakunye nencwadana yeengcaciso ngezalathsi) ithi yaphuculwa ngenjongo yokuqinisekisa ukuba iinkcukacha ezithe zaqokelelwa zizezichanekileyo, ezithembakeleyo yaye iiseti zeenkucukacha nazo zigqibelele.

Olunye ugqithiselo:

Isixa esiyi-R17 248 satshintshelwa iilayisensi zerediyo kunye nomabonakude.

Isixa-mali esingama-R2 314 960.65 satshintshelwa kwi-SETA yezeMpilo neyeNtlalontle.

6) Iinkxaso-mali Ezinemiqathango

6.1 Iinkamnkam ezinemiqathango kwakunye neemali ebezibekelwe bucala ezithe zahlawulwa

Akukho ngxelo yokunikezela

6.2 Iinkamnkam ezinemiqathango kwakunye neemali ebezibekelwe bucala ezithe zafunyanwa

ISebe Lophuhliso Loluntu kwiNtshona Koloni lathi labelwa imali ezizi R93.010 yezigidi kunyaka-mali u-2018/19.

Iinkxaso-mali Ezinemiqathango

Inkxaso-mali ye-EPWP Yokuncedisa Kwicandelo Lentlalo-ntle

Inkxaso-mali ephuma kwiSebe Lesizwe eli R1.485 lezigidi yathi yabelwa injongo yokudalwa kwamathuba engqesho eNkqubo Exananazileyo Yemisebenzi Yoluntu (i-EPWP) phakathi kweenkqubo ezikhoyo nezintsha.

Ukuqeshwa Koonontlalo-ntle

Inkxaso-mali Yokuqeshwa Koonontlalo-ntle yinkxaso-mali entsha eyathi yaphehlelelwa kunyaka-mali 2018/19. Inkxaso-mali R12.967 lezigidi yona injongo ikukusombulula isidingo soonontlalo-ntle kwanokunciphisa izinga lokulibaziseka kwabantu abanezidanga zezentlalo-ntle abathi bangafumani ngqesho emva kokugqiba kwabo imfundo abafumene inkxaso-mali yayo kurhulumente.

Uphuhliso Lweentsatshana

Inkxaso-mali Yenqubo Yokuphuhliswa Kweentsatshana eli R38.893 lezigidi ijolise ekuqwalaseleni umba wokufikelela kwabantwana abaselula kwimfundo yeentsatshana kwanokuqinisekisa ukufaneleka kweenkonzo zophuhliso lweentsatshana

Iimali Ezibekelwe Bucala

I Game Changer Yononophelo Lwasemva Kwesikolo

Isixa-mali eziyi R2 yezigidi sithe sabekelwa bucala kusenzelwa iGame Changer Yononophelo Lwasemva Kwesikolo kunyaka-mali u-2018/19.

Abantu abaphila nokukhubazeka

Isixa-mali esibekelwe bucala esingama R48.609 ezigidi kusenzelwa Abantu Abaphila Nokukhubazeka njengoxanduva esiluthwaliswe ngumthetho esisusela kumyalelo wenkundla ochaphazela abantwana abaphila nokukhubazeka okumandla kwengqondo kwanokuqinisekisa ukufikeleleka kweebhedi ezongezelelweyo kumaziko afanelekileyo ukuze ahlalise Abantu Abaphila Nokukhubazeka. Kwalapha kwesisixa-mali kukho nemali yokuthengwa kwezithuthi zokuhambisa ezenzelwe ukuthutha abantwana abaphila nokukhubazeka kumaziko ononophelo olulodwa phakathi kwamakhaya namaziko la ngokwemigaqo yomyalelo wenkundla.

Ukufikelela Kolutsha.

Isixa-mali esingama R300 000 sathi sabekelwa bucala kunyaka-mali u-2018/19 njengeSabelo-mali Esihlengahlengisiweyo ngokwemigaqo Yokufikelela Kolutsha.

Uhlangulo Kwimbalela

Isixa-mali esisisigidi sathi sabekelwa bucala kunyaka-mali u-2018/19 njengeSabelo Esihlengahlengisiweyo njengengxenye yenqubo iFood Aid kusenzelwa abasebenzi basezifama abebechaphazeleke kwimbalela esandul' ukudlula.

Inkxaso-mali Nesabelo Esimiseliweyo	Isixa Esinikezelweyo R'000	Eyona Nkcitho R'000	Ngaphantsi / (Ngaphezu) R'000
Iinkxaso-mali Ezinemiqathango			
Inkxaso-mali Yokukhuthaza Amalinge e-EPWP Enkampani Zabucala	1 485	1 485	0
Inqesho Yoonontlalo-nfle	12 967	11 912	1 055
Ezophuhliso Lweentsatshana	38 893	38 312	581
Iinkxaso-mali Emiselweyo			
iGame Changer ye-ASC	2 000	2 000	0
Abantu Abaphila Nokukhubazeka	48 609	46 803	1 806
Undoqo Kubalawuli: Ezingokufikelela Kulutsha	300	300	0
Uhlangulo Kwimbalela	1 000	1 000	0

Isiqinisekiso sokuba zonke iintlawulo zathi zafakwa kwi-akhawunti echanekileyo yeSebe Lemali kwiPhondo

Ewe

Itheybhili M: Inkxaso-mali Enemiqathango: kwi-EPWP

iSebe elihlawule le nkxaso-mali	ISebe leSizwe leMisebenzi kaRhulumente
Injongo yale nkxaso-mali	Kukudala amathuba engqesho
Igalelo elilindelekileyo ngale nkxaso-mali	Kwadaleka amathuba engqesho angama-64
Ezona nzuzo zifumanekileyo ngenxa yayo	64
Isixa ngokweDORA ehlangahlengisiweyo (R'000)	Asikho
Isixa esifumanekileyo (R'000)	R 1 485
Izizathu ukuba isixa eso asithanga safumaneka ngokweDORA	Azikho
Isixa esisetyenzisiweyo liSebe (R'000)	R 1 485
Izizathu zokungasetyenziswa kwesixa esithile liqumrhu	Azikho
Izizathu zokuphambuka kwintsebenzo	Azikho
Amanyathelo athatyathliweyo ukuze kuphuculwe intsebenzo	Awekho
Amalinge okuhlola eSebe elamkela oku	Ngamacandelo lawo

Itheybhili N: Inkxaso-mali Enemiqathango: kwi-ECD

Inkxaso-mali enemiqathango: kwi-ECD, iSebe elihlawule le mali	liSebe Lesizwe Lophuhliso Loluntu
Injongo yale nkxaso-mali	<p>Ukunyusa inani labantwana abahlwempuzekileyo abaxhamla kwiinkonzo ze-ECD ezifumana inkxaso-mali.</p> <p>Ukuphucula imeko yobhaliso lwamaziko asekwiziko le-ECD ukusuka kwimeko ethile ukuya kubhaliso olupheleleyo.</p>
Igalelo elilindelekileyo ngale nkxaso-mali	<p>Ukwanda kokufikelela kwiinkonzo ze-ECD kubantwana abahlwempuzekileyo ebengayi kuba nakho ukufikelela kwinkxaso-mali kurhulumente abantwana abayi-7000 ebekujoliswe kubo.</p> <p>Ukuphucula iimeko zempilo nezokhuseleko apho uvuselelo kunye nokufunda kwangoko kwenzeka.</p> <p>Amaziko ayi-123 ayejolise ekuphuculeni.</p>
Ezona nzuzo zifumanekileyo ngenxa yayo	<p>Bangama-7424 abantwana abathi baxhamla kule nkxaso-mali yoncedo.</p> <p>Ali-119 amaziko athi axhamla kwinkxaso-mali yokulungiswa kwezakhiwo.</p>
Isixa ngokweDORA ehlangahlengisiweyo (R'000)	R38 893
Isixa esifumanekileyo (R'000)	R38 893
Izizathu ukuba isixa eso asithanga safumaneka ngokweDORA	Azikho
Isixa esisetyenzisiweyo liSebe (R'000)	R38 312
Izizathu zokungasetyenziswa kwesixa esithile liqumrhu	<p>Ukungasetyenziswa ngokwaneleyo kwenkxaso-mali yoncedo kungenxa:</p> <ul style="list-style-type: none"> ● Yeenkqubo zolawulo nezemali ebezingekho.

	<ul style="list-style-type: none"> ● Uvavanyo lwabaqulunqi bemigaqo-nkqubo yezentlalo-ntle oluya lubonakala lusehla njengoko kudiziwe
Izizathu zokuphambuka kwintsebenzo	Izilungiso kumaziko amane awaikwazanga kwenziwa ngenxa yokovalwa kwala maziko ngaphambi kwale misebenzi.
Amanyathelo athatyathiweyo ukuze kuphuculwe intsebenzo	Awekho
Amalinge okuhlola eSebe elamkela oku	<ol style="list-style-type: none"> 1) Umhlangano wokunikezela ingxelo ngenkqubela kunye ne-arhente yomiselo. 2) Uhlolo oluqhubayo lomgangatho olwenziwa nguMgawuli Womhlaba. 3) Amangeniso neemvavanyo zenyanga ze-IRM ebebenziwe liSebe Lemali kwiPhondo. 4) Ingxelo elandelela inkcitho yemali ngenyanga esiwa kwiDSD yesizwe. 5) Ingxelo yekota esiwa kwiDSD yesizwe. 6) Uvavanyo lwentsebenzo yonyaka kwakunye notyelelo lweziko yiDSD yesizwe.

7) Iinkxaso-mali Zesisa

Akukho nto yokunikezelwa ingxelo.

8) Utyalo-mali Kwinkunzi

8.1 Utyalo-mali kwinkunzi, kwakunye nesicwangciso sokulungisa nokulawulwa kwempahla yesebe

Inkqubela ethe yenziwa ekumiseleni isicwangciso senkunzi, utyalo-mali kwakunye nolawulo lwempahla yesebe

Utyalo-mali lwesebe kwinkunzi luquka ikakhulu impahla yalo egungqayo eziikhompyutha, ifenitshala, izithuthi kwakunye nezinye izixhobo. Irejista yempahla yesebe igcwaliswa ngoko nangoko kwakufika ezintsha, kwakulahlwa ezindala kwanayo nayiphi na imeko yokuhanjiswa kwempahla. Izixhobo ezibubuxhakaxhaka bobugcisa zona ziquka isiqinisekiso seminyaka emihlanu xa sinokuthi sonakale okanye sophuke.

Amaphulo ezakhiwo (asaqhubayo nekusetyenzwa kuwo)

- Amaphulo athe aqosheliswa kulo nyaka-mali lelongangatho wesihlanu Kwindlu Yomdibaniso yeli Sebe kunye nokulungiswa komgangatho okwinqanaba lomhlaba kwisakhiwo iYork Park.
- Liqalile ke nephulo lokulungiswa kweWillem Van Heerden Mossel Baykwisithuba salo nyaka-mali.
- Iziko lokuhlala iSivuyile: ukuhlengahlengiswa kwamawodi ngokwemigaqo yemimiselo yezokukhubazeka.
- KwiCYCC yaseClanwilliam: Ukwakhiwa kweedomitri ezimbini. Lisaqhuba eli phulo.

Izicwangciso zokuvala okanye ukwehliselwa kwaso nasiphi na isakhiwo

Azikho

Inkqubela ethe yenziwa ekulungisweni kwezakhiwo

- KwiSDA yaseSwellendam: Izilungiso ezingephi kwakunye nokupeyinta
- Iziko iThusong Centre lasePrins Albert: indawo yokupaka iimoto efakwe ibala
- kwiCYCC yaseLindelani: Iluthotho imiba yokulungiswa kwesakhiwo ethe yalungiswa
- I CYCC yaseBonnytoun: Kufakelwe ucingo lwangaphandle.
- Iziko Lononophelo Olukhuselekileyo lase-Outeniekwa: Iluthotho imiba yokulungiswa kwesakhiwo ethe yalungiswa
- kwiSDA yaseGugulethu: Izilungiso eziphangaleleyo nokupeyinta
- i- Ofisi Yommandla weMetro ekuMazantsi: Kulungiswe ikhitshi, indawo yokupaka izithuthi kwakunye neepaseji.
- iCYCC yaseDe Novo: Iluthotho imiba yokulungiswa kwesakhiwo ethe yalungiswa
- Caledon: Iluthotho imiba yokulungiswa kwesakhiwo ethe yalungiswa
- Clanwilliam CYCC: Iluthotho imiba yokulungiswa kwesakhiwo ethe yalungiswa
- I-SDA yaseKhayelitsha: Ukufakelwa kolunye uphahla.

Imicimbi emitsha ethe yenzeka enento yokwenza noku kungentla eza kuchaphazela kule inkcitho yeSebe

Le nkcitho ingentla apha ayiyi kuba nafuthe kwinkcitho yalo nyaka-mali yeSebe njengoko indleko iye yathatyathwa liSebe Lothuthi Nemisebenzi Yoluntu.

linguqu ezichaphazela impahla yeSebe

Impahla yeSebe ephambili iyonke ixabisa iR122 325 928.92 ukuya kuthi gxa ngomhla wama-31 kweyoKwindla ka-2019. Umsebenzi wokuthatyathwa kwestokhwe minyaka le wathi waqosheliswa ngomhla wama-31 kweyoKwindla ka-2019. Zonke iinkcukacha zempahla yeSebe zathi zabhaliswa kwiRejista Yempahla zichanekile, zithembakele yaye zibekwe ngokwamanqanaba achanekileyo yaye yonke impahla iyaziwa apho ikhoyo. Yonke impahla esele ingasasebenziseki, engasalungisekiyo neyonakeleyo ibilahlwa rhoqo yaye oko bekusenziwa ngendlela engeyomfihlo.

Zingama-540 izinto eziyimpahla yesebe zithe zahanjiswa kulo nyaka-mali u-2018/19.

Zili-19 izinto eziyimpahla ethe yalahlwa kwisithuba salo nyaka-mali u-2018/19.

Ithebhile O: Ukuchazwa kumbumbutho wempahla enkulu (engundoqo) ululu hlobo lulandelayo:

Ivenkile	Ixabiso Layo
kuNdlu-nkulu	R 15 438 463.91
kuMmandla weMetro ekuMazantsi	R 6 081 589.78
kuMmandla weMetro ekwiMpuma	R 5 102 820.02
kuMmandla weMetro ekuMantla	R 4 883 377.92
kuMmandla we-Eden-Karoo	R 4 493 916.79
kuMmandla weCape Winelands	R 5 406 264.23
kuMmandla woNxweme olukwiNtshona	R 2 614 772.28
Kumaziko	R 10 992 652.97
Izithuthi zeSebe (izithuthi zeGG)	R 67 312 071.02
ITOTALI	R 122 325 928.92

Impahla ethe yalahlwa kunyaka-mali u-2018/19

Ixabiso elipheleleyo lempahla ethe yalahlwa kulo nyaka-mali u-2018/19 liyi R14 653 765.11. Impahla ethe yalahlwa ichaphazele izithuthi zikarhulumente ezingama-80, kunye nenye impahla enkulu engama-460 efana neekhompuyutha, ifenitshala, izixhobo, ezithe zalahlwa ngale ndlela iqhelekileyo yokwenziwa koko.

Amalinge athe athatyathwa ukuqinisekisa ukuba irejista yempahla yeSebe isemgceci

Impahla yesebe ibhaliswa kwirejista kanye ngomhla wokungenwa kwayo yaye ngapha koko; kuye kuman' ukuqinisekiswa oku rhoqo ngenyanga phakathi kokusetyenziswa kwale mpahla kwakunye nerejista. Amaziko Eendleko nawo ke kulindeleke ukuba enze iinkqubo zokuqinisekiswa kwempahla yesebe rhoqo ngekota ngayo yonke impahla ephantsi kwayo ze anikezele iingxelo ngazo naziphi na iingququ ezithe zafunyaniswa ngethuba lale nkqubo, oku ke kungafakwa kuxelwe kwangoko kwirejista. Kuye kuphinde kwenziwe nenye inkqubo yokuqinisekiswa kwempahla yesebe ngonyaka ngenjongo yokuqinisekisa irejista yempahla igqibelele yaye iyechanekileyo.

Imeko ezikuyo iimpahla zeSebe kungoku nje

Ama-25% empahla yesebe akwimeko entle (oko ke kukuthi iyasebenziseka), ama-70% abe kwimeko engagxekekanga, (esebenzisekayo) ze isihlanu ekhulwini sona sibe kwimeko emaxongo nto leyo ithetha ukuba kufuneka ilahliwe.

Amaphulo amakhulu ezilungiso kwizakhiwo athe enziwa lisebe

Akukho maphulo makhulu okulungiswa kwezakhiwo athe enziwa leli Sebe kulo nyaka-mali. ISebe Lothutho Nemisebenzi Yoluntu lilo ebelijongene namaphulo ezakhiwo eli Sebe.

Inkqubela esele yenziwe ukusombulula ukulibaziseka ekulungisweni kwezakhiwo

Kwisithuba salo nyaka-mali iSebe Lothutho Nemisebenzi Yoluntu lithe lakwazi ukumelana nezinye iimeko zokulibaziseka kwezilungiso kwizakhiwo. Ngenxa yokushokoxeka kwemali, akho ke amanye amaphulo okulungiswa kwezakhiwo alibaziseka kakhulu kumaziko ononophelo olukhuselekileyo eli Sebe. Kuye kwafumaneka nenye inkxaso-mali yokujongana noku kulibaziseka ekulungisweni kwezakhiwo zamaziko ononophelo olukhuselekileyo kwiSebe Lemali lePhondo.

Ithebhile P: IiProjekthi zeziSeko

IiProjekthi zeziSeko	2018/19			2017/18		
	Ebekelwe bucala ngokugqibeleleyo R'000	Eyona Nkcitho R'000	Inkcitho (Engaphezulu) Engezantsi R'000	Ebekelwe bucala ngokugqibeleleyo R'000	Eyona Nkcitho R'000	Inkcitho (Engaphezulu) Engezantsi R'000
Impahla entsha neyokuvula isikhewu						
Impahla yeziseko ekhoyo						
Ulungiso nezongezo						
Ulungiso, ukuphuculwa kwanokuhlengahlengiswa	n/a	26 105	-	n/a	27 390	-
Ukuphuculwa kweziseko zeQonga leNtshona Koloni kumba Wabakhubazeke Ngokwasengqondweni	13 121	10 476	2 645	3 683	2 164	1 519
Ukugqanyiswa: eYork Park (kuMgantho Ophantsi & Nowokuqala)	19 895	30 689	-10 794	5 000	4 038	962
Ukugqanyiswa: umsebenzi wohlengahlengiso nokuphuculwa owenziwe eHouse De Klerk Hostel	11 068	12 761	- 1 693	8 460	1 190	7 270
Kwindlu Yomdibaniso – Kwimigangatho: 4, 6 nowe-8				11 000	11 089	- 89
Kwidomithi yeCYCC yaseClanwilliam	14 561	9 417	5 144	10 000	1 887	8 113
Kwindlu Yomdibaniso – Kwimigangatho: 2, 5, nowe-10	6 265	5 648	617	22 107	17 638	4 469
Langa				3 603	3 603	-
eDan De Villiers				6 472	6 628	- 156
eGoulburn Centre				-	609	- 609
Ukunikezelwa kweziseko						
• Eziqhubayo		-	-	-	-	-
• Ezinkulu		-	-	-	-	-
Itotali	64910	95096	- 4081	70325	76236	21479

Isigaba C: Ezingolawulo

1) Intshayelelo

Ukuzibophelela kweSebe ukulungiselela ukugcina imigangatho ephezulu yolawulo kususela kulawulo lweemali zikarhulumente nezibonelelo. Abasebenzi bafuna ingqinisekiso yokokuba iSebe linezibonelelo zolawulo olulungileyo ezikhoyo ukulungiselela ukusetyenziswa kwezibonelelo zikarhulumente ngokusebenzayo, ngokufanelekileyo nangoqoqosho, ezixhaswa ngemali ngumhlawuli werhafu.

2) Ulawulo lomngcipheko

Eli Sebe liseke iKomiti yoLawulo loMngcipheko weShishini (i-ERMCO) ukunceda iGosa elinika ingxelo ekwenzeni imisebenzi yalo ephathelele kulawulo lomngcipheko.

Uxanduva lwe-ERMCO

IKomiti Yolawulo lomngcipheko Kushishino (i-ERMCO) idiza ukuba iye yayithobela yonke imigaqo nemimiselo echaphazela uxanduva lwayo olususela kwiCandelo 38 (1)(a)(i) lomthetho iPublic Finance Management Act, Imimiselo yeSebe Lemali 3.2.1 kunye Nemimiselo Yenkonzo Yaseburhulumenteni ka-2016, iSahluko 2, iSigaba 1, 2 no-3. I-ERMCO ikwadiza ukuba iye yamkela ze yasebenza ngokweMigaqo Nemiqathango (njengoko iphunyeziwe nguSihlalo we-ERMCO ngomhla wesithandathu kweyoKwindla ka-2018 ze yayilawula imicimbi yayo ngokuthobela le Migaqo Nemiqathango yaye ke yonke imisebenzi yayo iyenza Kanye njengoko bekumele.

Amalungu e-ERMCO

I-ERMCO le yenziwe ngamalungu athile aathatyathwe kwiqoqo labalawuli abaphezulu kweli Sebe. Njengoko imisele iMigaqo Nemiqathango, i-ERMCO ihlangene ubuncinci kane (ngokwekota) kulo nyaka siwuxovulayo.

Ithebhibhile engezantsi apha idiza iinkcukacha ezizizo ngamalungu e-ERMCO:

Ilungu	Isikhundla	Imihlangano Emiselweyo	Ezihlaliweyo	Usuku lokuchongwa
uGqir. R Macdonald	IiGosa Elongameleyo (uSihlalo we-ERMCO)	4	4	31/03/2017
uMnu. J Smith	ngumLawuli Oyintloko: Ezolawulo Lwemali (iCFO & neNtshatsheli Yomngcipheko)	4	3	30/03/2017
uMnu. D Holley	ngumLawuli: kwezeMali (iSecundi kwiCFO)	n/a	1	N/a
uMnu. C Jordan	ngumLawuli Oyintloko: Ezentlalo-ntle Yoluntu	4	4	30/03/2017
uNkskz. M Johnson	ngumLawuli Oyintloko: Ezingocwangciso Loshishino Nesicwangciso-qhinga	4	3	30/03/2017
uMnu. M Hewu	ngumLawuli Oyintloko: Ezophuhliso Loluntu Neentsebenziswano	4	4	30/03/2017
uNkskz. A van Reenen	ngumLawuli: KwezeNkxaso Yezolaulo Lwentsebenzo	4	2	30/03/2017

Abamenywa Abamiyo	Isikhundla	Imihlangano Emiselweyo	Ezihlaliweyo
uMnu. N. Petersen	nguSekela-Mphathi: Kwezophicotho Lwangaphakathi (kwiCandelo Loonobhala)	4	3
uNkszn. M Manuels	nguNobhala: Kwezophicotho Lwangaphakathi	n/a	1
uMnu. S Malan	nguMlawuli: Kwezophicotho Lwangaphakathi	4	2
uMnu. B Elliot	nguSekela-Mlawuli: Kwezophicotho Lwangaphakathi	4	3
uNkskz. A Haq	nguMlawuli Oyintloko: Kwezolawulo Lomngcipheko Kushishino	4	1
uMnu. S Africa	Ngumcebisi Omkhulu Kwezomngcipheko: Kwezolawulo Lomngcipheko Kushishino (eDotP)	4	4
uNkskz. M Natesan	nguSekela-Mlawuli: kwiNkonzo Yophando-nzulu kwiPhondo (eseDotP)	4	4
uMnu. E Peters	Okwezolawulo lwe-IT (Imingcipheko kwi-IT) (eDotP)	4	3

Iintshukumo ze-ERMCO

IGosa Elongameleyo nguSihlalo we-ERMCO. Ekwenzeni lo msebenzi, i-ERMCO yenze ezi ntshukumo zilandelayo kwisithuba salo nyaka-mali:

- Ihlalutye uMgaqo-nkqubo Womngcipheko Kushishino lweli Sebe, iSicwangciso-qhinga Nesicwangciso Somiselo; esiza kundululwa yiKomiti Yophicotho ze siphunyezwe liGosa Elongameleyo;
- Imisele, yahlalutya ze yasebenzisa imigaqo eyiyo yokujongana nomngcipheko kwanokuwunyamezela, ze yandulula kwazona ekubeni ziphunyezwe liGosa Elongameleyo;
- Yanikezela ingxelo kwiGosa Elongameleyo naziphi na iinguqu ezithi zibonakale nezingaba nefuthe kumsebenzi weSebe;
- Yanika ingqwalasela ukukhangelwa nokufunyaniswa kwemingcipheko evelayo;
- Yahlalutya iSicwangciso Sokuthintelwa Kobuqhethesaba (iSicwangciso-qhinga, uMgaqo-nkqubo kunye Nesicwangciso Somiselo) ze yandulula ukuba ziphunyezwe liGosa Elongameleyo;
- Yahlola izinga lentsebenzo yokuhlanganyelwa kwenkqubo yolawul olomngcipheko kweli Sebe; ze
- Yavavanya umsebenzi wokumiselwa koMgaqo-nkqubo Wolawulo Lomngcipheko, iSicwangciso-qhinga kunye neSicwangciso Somiselo.

Eyona mingcipheko iphambili ethe yanikwa ingqwalasela ze yasonjululwa kwisithuba salo nyaka

Le ilandelayo yeyona Mingcipheko Yesicwangciso-qhinga yeSebe ethe yanikwa ingqwalasela ze yasonjululwa kwisithuba salo nyaka:

- Ukhuseleko lwabasebenzi abahambisa iinkonzo kwiingingqi ezikumngcipheko omkhulu;
- Ukuba ngabi nakubuyiselwa kweenkonzo zoshishino ezibalulekileyo kwimeko apho kunokuvela intlekele kuNdlu-nkulu;
- Isakhono Sezolawulo esingekho luqilima (Ubuzaza Nezakhono) phakathi kwimimandla;
- Ukungahanjiswa kweenkonzo nguMthunywa Weenkonzo Zohlangulo Loluntu (iSASSA) kubaxhamli xa ethunywa yiDSD Uhlangulo Loluntu Oluthile);
- Ukungathotyelwa kweemfuno zomthetho njengoko isitsho imithetho (umzekelo: iChildren's Act, iChild Justice i-Act, Older Persons Act, njalo-njalo.);
- Ukwehliswa kwezabelo-mali zemisebenzi engundoqo;
- Ukungathotyelwa kweMithetho yeSCM kunye neenkqubo zayo;

- Ukungabi namandla okulungisa nokuphucula izakhiwo zee-ofisi kunye nezamaziko kaRhulumente weNtshona Koloni (Amaziko Ononophelo Olukhuselekileyo);
- Ukungabi namanda nasakhono sakusombulula ngendlela eyiyo ukushokoxeka kwezakhono kwiiNPO; kunye
- Ukulibaziseka kwinkqubo yokufumana iziseko zobuxhakaxhaka bolwazi kunye neenkondo zokusetyenziswa kweekhompitha.

Imingcipheko yenkqubo nganye yathi yaxovulwa/kwaxoxwa ngayo kwimihlangano ye-ERMCO yarhoqo ngekota. Abaphathi beenkqubo kwakulindeleke ukuba banikezele ingxelo ngenkqubela ngokumiselwa kwezincwangciso zeentshukumo zokunciphisa amathuba emingcipheko engaba nefuthe kunye/okanye nefuthe elo ukuba ithi ivele. I-ERMCO ikwabuyisele imingcipheko ekufuneka ihlalutywe ngokubanzi ze yanikezela nezindululo zokuncitshiswa kwefuthe layo okanye iintshukumo zokulawula le mingcipheko.

Eyona mingcipheko iphambili ivelayo kulo nyaka-mali ulandelayo

Liwuqwalasele umba wemingcipheko evelayo iSebe; kodwa ke, imingcipheko leyo ayibonwanga njengekunyanzelekileyo ukuba ibandakanywe kwiirejista zemingcipheko yonyaka ozayo.

Ukuvalelisa

Sikho, sicacile yaye sisesisebenzayo isicwangciso-qhinga kwanomgaqo-nkqubo. Abalawuli abaphezulu, iNtloko yeSebe kunye noMphathiswa bayawuxhasa yaye bayawuphakamisa umsebenzi wokuxhaswa kolawulo lomngcipheko kweli Sebe (banikezela isikhokelo ukuze kuqinisekise ukuba iindlela neenkqubo ezisetyenziswayo ukujongana nale meko ziyaqulunqwa ze zimiselwe). Iinkqubo zeli Sebe zibandakanya ulawulo lowemingcipheko olusebenzayo.

Umngcipheko othe wabhaqwa uye uhlalutywe rhoqo ze kunikezelwe ingxelo ngawo ngokwabalawuli abathi bona bazidlulisele kwikomiti yophicotho. ISebe liqhubela phambili kumcimbi wolawulo lwemingcipheko kwaneentshukumo zokumiselwa kwemigangatho ndawonye namazinga okuzinyamezela ngekota, nto leyo iye idize ukuthatyathwa kwenxaxheba ngethuba lenkqubo yokunikezelwa kwesi sikhokelo.

3) Ubuqhophololo Norhwaphilizo

Ubuqhophololo norhwaphilizo lumele imingcipheko emikhulu engakho kwii-asethi zeSebe yaye inganempembelelo embi kunikezelo lwenkonzo olufanelekileyo nokundiliseka kweSebe.

IWCG yamkele iQhinga eliChasene noRhwaphilizo eliqinisekisa ukungabamkeli kwephondo ubuqhophololo norhwaphilizo. Ngokuhambelana neli qhinga iSebe lizibophelele libhekiselele nokulwa korhwaphilizo okanye ubuqhophololo, nokokuba ingaphakathi okanye ingaphandle ze iyilandele ngamandla ze iyitshutshise ngazo zonke iindlela elinazo, nawo nawaphi na amaqela enza imisebenzi enjalo okanye azama ukwenza njalo.

ISebe linesiCwangciso esamkelweyo sokuThintelwa koBuqhophololo kunye nesiCwangciso soMiliselo sokuThintelwa koBuqhophololo. Imijelo eyahlukeneyo elungiselelwe ukuchazwa kwezityholo zobuqhophololo norhwaphilizo ikho yaye le ichazwe yacalulwa kwiQhinga lePhondo lokuLwa noRhwaphilizo nakwisiCwangciso seSebe sokuThintelwa koBuqhophololo. Isityholo ngasinyeesamkelweyo yiYunithi yeeNkonzo zePhondo zaseNkundleni (PFS) siyarekhodwa kwiNkqubo yoLawulo lweTyala esetyenziswa njengesixhobo solawulo ukulungiselela ukunika ingxelo ngenkqubela phambili eyenziweyo kumatyala anxulumene neSebe ze kuveliswe iinkcukacha zamanani kulungiselelwa iphondo neSebe.

Abasebenzi abathe baxela urhanelo lobuqhophololo, urhwaphilizo kunye nobusela bakhuselekile ukuba bangenza ubhengezo olukhuselweyo. Kule meko uMgaqo-nkqubo onqamlezileyo wokuNtama wamkelwa ukulungiselela ukunikezela ngezikhokhelo kubasebenzi ngendlela yokuphakamisa iinkxalabo kunye nolawulo olufanelekileyo, abantu abatyunjweyo abathe ngqo kwiWCG okanye amaziko angaphandle, apho kukho imihlaba efanelekileyo yokukhokhelwa okokuba ukwaphulwa komthetho okanye ukungafaneleki kuthe kwaqhutyelwa phambi kwi WCG. Ithuba lokuhlala ungaziwa kufuneka linikezelwe nakuwuphi na umntu ongathanda ukuchaza izezo zobuqhophololo, ubusela norhwaphilizo yaye ukuba bathanda ukwenza oko ngokwabo, ukuba bangobani kugcinwa kuyimfihlo ngumntu lowo kunikwa ingxelo kuye.

Kusa kuba ubuqhophololo okanye urhwaphilizo luqinisekisiwe emva kokuqokunjelwa kophando, umqeshwa ofanelekileyo othabathe inxaxheba kwezi zenzo usiwa kululeko. Kuzo zonke ezi meko, ummeli we-WCG oqala iinkqubo zoluleko udingeka ukuba andulule ukululekwa kwaloo msebenzi uchaphazelekayo. Apho ubungqina boluvo bokuqala bokuziphatha ngobugebenga buthe bafunyanwa, umba wolwaphulo-mthetho uyaxelwa kwiiNkonzo zamaPolisa zoMzantsi Afrika.

Ukulungiselela unyaka ophantsi kovavanyo, iPFS ikhuphe isiqinisekiso sokudluliselwa kwetyala ukwenzela iSebe liqaphele oku kulandelayo:

Amatyala	Number
Amatyala avuliweyo ukuya kuthi ga ngowokqala kwekaTshazimpuzi ka-2018	2
Amatyala amatsha (2018/19)	4
Amatyala avalweyo (2018/19)	(2)
Amatyala avuliweyo ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019	4

Le theybhile ilandelayo ihlalutya nangakumbi amatyala athe avalwa njengoko kwalathisiwe ngentla apha:

Uhlobo nesiphumo sophando Nsamatyala amabini athe avalwa
Izityholo zobuqhetseba kunye/okanye nobuqhophololo zathi zangqineka kwityala elinye (ze ityala elo ladluliselwa kwiSAPS);
Kwelinye lwaqosheliswa uphando kungekho ziphumo zigwenxa, kodwa zenziwa zona izindululo.

4) Ukuncitshiswa Kongqzulwano Lwezidingo

Umgangatho ophezulu weenqubo zokuziphatha ezamkelweyo kufuneka ukhuthazwe uze ugcinwe kwinkonzo karhulumente. Kule meko, onke amalungu eSMS adingeka ukuba abhengeze kugunyaziwe ophezulu iinkcukacha zawo wonke umdla wabo ngokuhambelana neSahluko 2 Soxwebhu Lwemimiselo Yokunikezelwa Kweenkonzo Koluntu luka-2016. Injongo yeSahluko 2 kukuchonga naluphi na ungqzulwano lomdla ukulungiselela ukukhuthaza imisebenzi yolawulo enobulungisa nelungileyo yamagosa akwizikhundla eziphezulu ukwenzela ukukhusela inkonzo karhulumente kwiintshukumo ezinokuthi zibe nefuthe elibi ekusebenzeni kwawo. Ubhengezo olunjalo lwenzeka rhoqo ngonyaka. Xa kuthe kwavela naluphi na ungqzulwano lomdla kuya kujongwana nalo, uxwebhu Lwemimiselo Yokunikezelwa Kweenkonzo Koluntu, luka-2016, kunye nemithetho enxulumene noko.

Ngokuhambelana necandelo 30 lomthetho iPublic Service Act, (njengoko ulungisiwe), abaqeshwa abakwinkonzo karhulumente banakho ukwenza omnye umsebenzi ohlawulayo ngaphandle kwengqesho yabo yesebe elifanelekileyo, ngaphandle kokuba banemvume ebhaliweyo ephuma kuGunyaziwe oLawulayo. Ngaphezu koko, uMmiselo 13(c) weXwebhu Lwemimiselo Yokunikezelwa Kweenkonzo Zoluntu, ka-2016 othe waqalisa ukusebenza ngomhla wokuqala kwinyanga yeThupha ka-2016 ukhokhela into yokokuba "umqeshwa akasayi kuqhuba lushishino nalo naluphi na isebe likarhulumente, ngaphandle kokuba umqeshwa lowo ukwisikhundla esisesikweni sokuba ngumlawuli wenkampani edweliswe kwishedyuli 2 neye-3 yomthetho wuPublic Finance Management Act." Umqeshwa ongekafumani imvume eyimfuneko yokwenza omnye umsebeni ohlawulayo ngaphandle kwenkonzo karhulumente uya kululekwa.

Ngokuveliswa koXwebhu Lwemimiselo Yokunikezelwa Kweenkonzo Zoluntu, luka-2016 iSihlomelo 1 (Amalungiselelo eNguqulelo), efundwa kunye necandelo 30 lomthetho iPublic Service Act uxinzelelo olukhulu lubekwa kubaqeshwa abaqhuba ushishino nesebe likarhulumente. Imiqathango yeNguqulelo ngokuhambelana neSihlomelo 1 seMithetho yeNkonzo kaRhulumente, 2016 idinga ngokuthe ngqo:

- (1) Zonke iimvume nezithatyathwa njengemvume ezinikezelweyo kubasebenzi ngokwemiqathango yecandelo 30 lomthetho ngaphambi kokuba usebenze yomisele oluqikelelwayo kumthetho 24 ziya kurhoxiswa ukususela kwiinyanga ezintandathu emva kokuqaliswa ngoko.
- (2) Umqeshwa, othe ngethuba lokuqalisa kokusebenza kwale mithetho, waqhuba ushishino kunye nesebe likarhulumente okanye abe ngumlawuli kwinkampani eqhuba ushishino nesebe likarhulumente, ngaphandle kokuba ngumqeshwa okwisikhundla sakhe esisesikweni

engumlawuli wenkampani edweliswe kwishedyuli 2 okanye 3 yoMthetho kaRhulumente woLawulo lweMali, uya kuthi -

(a) kwisithuba senyanga enye, abhengeze into yokokuba umqeshwa uqhuba ushishino nesebe likarhulumente okanye ungumlawuli wenkampani eqhuba ushishino nesebe likarhulumente;

(b) kwisithuba seenyanga ezintandathu:

(i) ayeke ukuqhuba ushishino nesebe likarhulumente okanye arhoxe njengomqeshwa;

(ii) arhoxe njengomlawuli wenkampani eqhuba ushishino nesebe likarhulumente okanye arhoxe njengomqeshwa;

(c) ukuba umqeshwa akarhoxi kwisithuba seenyanga ezintandathu, umqeshwa kufuneka angenise ubungqina bokuba uyekile ukuqhuba ushishino okanye urhoxile njengomlawuli wenkampani eqhuba ushishino nesebe likarhulumente kwisithuba senyanga yokwenza njalo.

Ukuchongwa kwezehlolo zabaqeshwa abavela kwiSiseko seeNkcukacha zolwazi esiseMbindini soNikezelo ziyalungiswa nabaqeshwa abafanelekileyo, becelwa ukuba basebenzise izigqibo zabo njengoko kuqikelelwe kwimiqathango yenguqulelo, ngasentla, nokunikezela iSebe ngobungqina obubhaliweyo obuyimfuneko besigqibo sabo.

Abaqeshwa abafuna ukwenza umsebenzi ongomnye ohlawulwayo ngaphandle kwenkonzo karhulumente (RWOPS), kufuneka benze isicelo ngokuhambelana necandelo 30 loMthetho weNkonzo kaRhulumente noLawulo (MPSA), obandakanya ifomu yesicelo elungisiweyo, ekufuneka ingeniswe kwiGosa elityunjweyo leeNqobo ezisesikweni ukuxhasa kunye/okanye banike isizathu/izizathu sokungasixhasi isicelo, phambi kokunikezelwa kwemvume nguGunyaziwe oLawulayo okanye nguGunyaziwe oThotyelwe amagunya. Kwakufumaneka imvume uGunyaziwe oLawulayo okanye uGunyaziwe oThotyelwe amalungelo ukhupha isiQinisekiso: Imvume yoMnye umsebenzi ohlawulayo, kusaziswa umenzi wesicelo okokuba imvume inikezelwe. Isiqinisekiso siqaqambisa ngokucacileyo nguwuphi umsebenzi ohlawulayo ongaphandle kwenkonzo karhulumente umntu anakho ukuwenza kubandakanywa nesithuba sokuwenza. Isiqinisekiso sichaza into yokokuba ukuba ngaba kunokufumaniseka ukuba kukho ukungahambelani okanye ukungathotyelwa kwemithetho karhulumente elawula omnye umsebenzi ohlawulayo, kubandakanywa nokungaqhutywa koshishino nesebe likarhulumente, imvume iya kurhoxiswa ze amanyathelo oluleko, ahambelana neMiqathango yoLuleko neNkqubo elungiselelwe iNkonzo kaRhulumente, iya kumiliselwa. Ukhankanyo luyenziwa ngokunjalo lokokuba ukuba ngaba umntu ufuna ukuqhubekka nomnye umsebenzi ohlawulayo emva komhla wokuphela kwemvume, isicelo esisesinye kufuneka singeniswe.

Zonke izicelo kufuneka zibe ze zibhaliweyo, yaye kufuneka, phakathi kwezinye, ziqwalasele uhlobo nobungakanani bomsebenzi ohlawulayo ekufuneka wenziwe, kubandakanywa amaxesha/iiyure zomsebenzi nobudlelwane ngoko (ungquzulwano lomdla olungakho okanye imimandla yenkxalabo) kwimisebenzi yesiqhelo athi umqeshwa ayenze kwinkonzo karhulumente. Izicelo ezinjalo zixhomekeke ngoko kuvavanyo. Abaqeshwa kufuneka benze izicelo rhoqo ngonyaka phambi kokuphela kwesithuba semvume nguMphathiswa oLawulayo okanye nguMphathisi oThotyelwe amagunya. Amaphepha eendaba arhoqo ngekota, aqaqambisa inkqubo emalunga nokuqhutywa komnye umsebenzi ohlawulayo ongaphandle kwenkonzo karhulumente unikezelwa kubo bonke abasebenzi bangaphakathi ukuphucula ingqiqo yabo nohambelwano kunye nesicwangciso-nkqubo esilawulayo.

Ngaphezulu, amagosa eenqubo ezisesikweni atyunjwa nguMphathiswa oLawulayo ukulungiselela ukubeka iliso kuhambelwano olubhekiselele kwizibhengezo. Ukunciphisa ungquzulwano lomdla kwiinkqubo zeSCM, amagosa eSCM kunye namalungu eKomiti yokuNikwa kwamaxabiso aziswa ngeziguqunyaziso zawo enqobo ezisesikweni kubandakanywa ukusayinwa kweKhowudi yokuZiphatha, ngamalungu eKomiti yokuNikwa kwamaxabiso namagcisa eSCM. Ngethuba lengqwalasela, ulwamkelo okanye ulwabiwo lonikezelo lwamaxabiso okanye naluphi na unikezelo lwefomu yesibhengezo somhla iqukunjelwe ze yasayinwa ngawo onke amalungu apho azibophelelayo okokuba njengamalungu ekomiti, akasayi kukhetha okanye agwebe nawuphi na umntu kwinkqubo yokwenziwa kwesigqibo yekomiti.

Ukuqinisekisa ngohambelwano kuMthetho weNkonzo kaRhulumente, (njengoko ulungisiwe) kunye neMithetho yeNkonzo kaRhulumente, 2016 uMgaqo-nkqubo oNqamlezileyo weZipho kunye neRejista yeSebe yeZipho naMalizo kunye nezibhengezo ezibhaliweyo ziyasebenza. IKomiti uyeNqubo ezisesikweni yoPhando, esekwe ngowama-2009, iqinisekisa ngokunjalo ukukhuthazwa kophando olusekwe kwiinqobo ezisesikweni kwiSebe. Ukuphuhliswa nkqubo weNqobo

ezisesikweni zoPhando kuphelele ekunikezelweni kwezikhokhelo zenqubo ezisesikweni ukulungiselela ukuqaliswa kophando.

5) Indlela Yokuziphatha

UMqulu Ongendlela Yokuziphatha Kwabasebenzi Baseburhulumenteni, njengoko ibandakanywe kwiSahluko 2 Soxwebhu Lwemimiselo Yokunikezelwa Kweenkonzo Zoluntu ngumqulu "owamkelwayo". Indlela yokuZiphatha: ichaza iithethe nemigaqo ekukhuthazeni imfezeko, kunye nokunikezelwa kweenkonzo okufanelekileyo nokusebenzayo kurhulumente, luluhlu lwemigangatho echaza indlela yokuziphatha esiyilindeleyo kubaqeshwa bethu; izikhokhelo kubaqeshwa ngekulindelweyo kubo okusesikweni, ngendlela yomntu ngamnye nobudlelwane babo kunye nabanye; kunye nabo bonke abaqeshwa balindelwe ukuba bahambelane nendlela yokuziphatha.

Ulwazi malunga nalo Mqulu Wendlela Yokuziphatha lwaveliswa ngokusetyenziswa kogeqesho lokubekwa esikhundleni kulungiselelwa abaqeshwa, abafunda besengqeshweni ngokunjalo namalungu abasebenzi ze yaqiniswa ngeencwadana zendaba ezinikezelwe kubo bonke abasebeni. IMiqathango yoLuleko neeNkqubo ezilungiselelwe iNkonzo kaRhulumente ziyasetyenziswa ukukhuthaza kwesimilo esamkelekileyo, nokuthintela nokulungisa isimilo esingamkelekanga.

6) Imiba Yempilo, Ukhuseleko Nendalo

Imincipheko yempilo nokhuseleko eSebeni yohluka ngokwezehlo ezenzeka kwii-ofisi kunye namaziko ohlukeneyo ukwenyukela ke kuye kuthi ga kwezinye iingozi ezingaba nobuzaza ezifana nokwenzakala emzimbeni yiyo ke le nto kukho isidingo sokwenziwa kweemvavanyo zomngcipheko wempilo yabasebenzi rhoqo ngonyaka.

ISebe liye lazinikela ekuqinisekiseni ukuthotyelwa kwemithetho elawula imicimbi yokhuseleko, izinikezelo zemithetho kwakunye neendlela zokuziphatha ngokuthi kuqeshwe ngokwemigaqo yeCandelo 16(2) abathunywa nabameli bezempilo nokhuseleko, abasebenzi abajongene nokukhupha abanye ngokukhawuleza kwisakhiwo, aboncedo lokuqala, ukumiselwa kweekomiti zokhuseleko kwakunye nekomiti yokhuselo. Ukuze kube nokusoloko kuphuhliswa ze kwakhiwe izakhono zala magosa amiselwe lo msebenzi kwathi kwanikezelwa uqeqesho kwanikezelwa ngoqeqesho lokuba ziimashali zemigangatho, olokuba ngababemeli bezokhuseleko, olokuncedisa ekucinyweni komlilo kwanoloncedo lokuqala kumagosa angamakhulu amathathu anamashumi amathathu. Kwathi kwaqeshwa nelinye ishumi elinesibini lamagosa kwisakhono sokubhaqa iingozi, kuvavanywe imingcipheko eyayanyaniswa nezo ngozi ze kuvavanywe umgangatho weenkqubo zokumelana nezo ngozi, ngenjongo yokulawula nokunciphisa loo mingcipheko (ukubhaqwa kweengozi nokuvavanywa kwemingcipheko). Kwathi kwaqeqeshwa namashumi amabini anesixhenxe amagosa kwiKhosi Yolawulo Lokhuseleko (yeSAMTRAC) apho azuza khona ulwazi olusisiseko kwanolo lukwinqanaba eliphezulu kumba wempilo nokhuseleko emsebenzini kunye nolawulo lwendawo engqongileyo. Sele zingenisiwe iingxelo zenyanga ngenjongo yokukhangela izinga lokuthotyelwa kwemfuno yokumiselwa kweemfuno zomthetho i-Occupational Health and Safety Act kwi-ofisi neziko ngalinye.

IKomiti yeSebe Kwezokhuseleko ithetha yaphinda yamiselwa kwisithuba salo nyaka-mali ngenjongo yokuqinisekisa ukuba abalawuli abaphezulu abanoxanduva lwemicimbi yokhuseleko kuzo zonke ii-ofisi zeDSD, kwiindawo ekunikezelwa kuzo inkonzo kunye namaziko. IKomiti isasebenza kunangoku yaye ihlangana rhoqo ngekota. Ikwaiyo eqinisekise ukumiselwa kwezindululo zophicotho lwezokhuseleko kwanenkqubo yohlolo lweenkcukacha zokhuseleko eyathi yenziwa yiSAPS ne-Arhente Yezokhuselo Lombuzo (iSSA), ngokulandelelana.

ISebe likwasamkele isidingo sokuqulunqwa, ukumiselwa nokugcinwa kwemigaqo-nkqubo, iinkqubo namalinge okuncedisa kwimeko apho kuphazanyiswa ngokumandla inkqubo yoshishino lwesebe, yiyo ke le nto ibone kufanelekile ukuqulunqa iBCP. Kule BCP kukho iSicwangciso Sokumelana Nemeko Yamanzi, iSicwangciso Sokumelana Nomlilo kwakunye neSicwangciso Sokuqhuba Kombane. iBCP ivakalisa amanyathelo eliya kuwathabatha iSebe ukuqokelela nokubuyisa iinkqubo zokuqinisekisa ukuqhubeka kwemisebenzi yoshishino oluphambili kusetyenziswa ezona ziseko zingephi.

7) IiKomiti zePalamente

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
19 KweyeSilimela ka-2018	<p>Ngethuba leengcaciso iKomiti Emiyo iye yaagqiba ekubeni iSebe lingenise iimpindulo kule mibuzo ilandelayo:</p> <ul style="list-style-type: none"> • Ingaba iSebe linayo na inkqubo yokuqeqeshela ingqesho? Yintoni na inkqubo yokuxhotyiswa ngezakhono zengqesho kwinkalo yeDSD? • Yiyiphi inkqubo esetyenziswayo liSebe xa liqwalasela amaziko anokuthi asetyenziselwe ukuhlalisa abantu ekufuneka bencediwe kwanabo banokuzihlalela nje futhi ke nokuba ingayiqkumbela nini na le nkqubo iDSD? • Ziziphi iinkonzo zeengcali ezinikezelwa kwiiNPO ezikwicandleo Labantu Abaphila Nokukhubazeka? Makuncede kunikezelwe imizekelo. • Ukuba iDSD ithi izibhaqe ijamelene nemingeni apho oonontlalo-ntle kufuneka befumene iziqinisekiso zokuzalwa apho kuyimfuneko khona ukuze kuqosheliswa imiba eza neNkundla Yabantwana. Ingaba iSebe liyazama ukuqubisana nale mingeni neSebe Lezekhaya? Okunye, ingaba iDSD le ibanceda njani abantwana abangenazo iziqinisekiso zokuzalwa kodwa abanayo inyweba nelungelo lokuxhamla kwiNkxaso-mali Yesondlo Sabantwana? • Ingaba zikho naziphi na iirekhodi ezingenani eliphelileyo Labantwana abangenazo iziqinisekiso zokuzalwa? Ukuba kunjalo, Bangaphi ke abantwana abangenazo iziqinisekiso zokuzalwa kwiNtshona Koloni? • Kumbawabantwana abangazigqibiyo iinkqubo zoluleko kwiiCYCC. Yenzani iDSD ukubancedisa bakwazi ukuzigqiba? • Kumba wokupheliswakwentlupheko, kutheni ungabonakalanga nje umuhluko wokwenyuka kwesabelo-mali, ithini inkqubo esetyenziselwa ukuqwalasela lo mcimbi? • Zikweziphi iingingqi iindawo ekunikezelwa kuzo isondlo esikhutshwa ngenxa yenkxaso-mali yeli Sebe kweli phondo yaye yintoni kanye-kanye le inikezela inkxaso-mali yayo iDSD kwezi ndawo? • Kumba wabantwana abakwii-ECD ezifumana inkxaso-mali. Ingaba ibikhe yakho na intshukumo yokuthelekisa inkqubo esetyenziselwa ukubhalisa kunye nesetyenziswa kwelinye iphondo ngenjongo yokufumanisa ukuba iDSD isebenzisa inkqubo enye okanye efanayo na kunye neyamanye amaphondo? • Kutheni ingamiseli zithagethi nje iDSD (ngokwamanqaku epesenti) kumba wabantwana abakungquzulwano nomthetho? • Kumba wemihlangano yocweyo kwanomba wokungazuzeki kweethagethi, ngenxa yabathabathi-nxaxheba ekufumaniseka ukuba basebenza ngaphandle kwale mihlangano yocweyo. Kuthetha ukuthini oku – umsebenzi wangaphandle? • Zithini izizathu zokuba abasebenzi be-ECD bangazifumani iziqinisekiso zabo emva kokuqoshelisa uqeqesho lwe-ECD? Ingaba iDSD inazo na iinkcukacha-manani malunga 	Zathi zangeniswa iinkcukacha ezaziceliwe kumququzeleli weKomiti ngomhla wama-31 kweyeKhala ka-2018.	Yophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
	<p>nokuba ngubani na othe waluqoshelisa uqeqesho lwakhe kodwa ongesasifumani isiqinisekiso soqeqesho lwakhe?</p> <ul style="list-style-type: none"> • Kwenzekani xa kuye kudluliselwe umntu omtsha kwiCYCC ze kungabikho bhedi anokuyisebenzisa? Kwenzekani kuloo mntu mtsha? • Sithini isizathu sokuba iNkqubo Yesizwe Yolutsha ingafumani nkxaso-mali? • Kusoloko sisithi inkqubo yophuhliso lwamanina iqhutywa kuwo onke amacandelo, yintoni esebe yenziwe kuzozonke iinkalo zesebe kumba weNkqubo Yophuhliso Lwamanina? • Kutheni le nto iDSD ingafikeleli nje kwiithagethi ezimiselwe iinkonde neenkondekazi ezihlala kukumaziko njengoba lulude nje uluhlu lwabantu abasalinde ukufumana iibhedi kula maziko? • Ingaba inaso na isicwangciso sokwandisa inani lamaziko okuhlala iDSD kuform 35 weNkqubo Yabantu Abaphiula Nokukhubazeka? Andawoni la maziko angama-35? • Yenzani iDSD ukusombulula umba wokushokoxeka kwezixhobo zokuqhutywa kwemihlangano yocweyo ngokhuselo? Ithini imeko? • Lithini icebo lokuqinisekisa ukuba abantwana bayayizimasa ze bayigqibe inkqubo inkqubo yoluleko, xa kuqwalaselwa umba wokuba isizathu sokungazuzwa kwale thagethi kungenxa yokuba bengaqibi. • Inkqubo yesondlo yeDSD ayifani neqhutywa yiSASSA. Ingaba asimiseli zinkqubo ezimiselwa nguSASSA na kanene? Buthini ubudlelwane phakathi kweSASSA neDSD? • Inani Labantu abatsha abathe bathungelani swa namathuba engqesho kwanophuhliso lwezakhono. Bangaphi abasele bethungelani swa nemisebenzi abasekuyo kunye neenkqubo zophuhliso lwezakhono? • Azuzani amanina kwiinkqubo zamacandelo ohlukeneyo? • Ingaba amalinge okuzikhusela kwinkcitho analo na ifuthe kwisabelo-mali sikaMphathiswa? Ukuba kunjalo, njani? 		
	<p>Ngethuba leengcaciso iKomiti Emiyo ithe yandulula ukuba iSebe licele amaqumrhu anikezela ngoqeqesho kubasebenzi be-ECD ukuba akhuphe iincwadana eziqinisekisa ukuba eneneni abasebenzi abo balugqibile uqeqesho lwe-ECD yaye kungoku nje basalinde iziqinisekiso zoko.</p>	<p>ISebe lasamkela isindululo esenziwa yiKomiti.</p>	
	<p>Ngethuba leengcaciso iKomiti Emiyo ithe yagqiba ekubeni iSebe liyinyike la maxwebhu alandelayo:</p> <ul style="list-style-type: none"> • Iinkcukacha ezidiza isabelo-mali se-ECD nesoNonophelo Olungagqibelelanga kunyaka-mali u-2017/2018 ndawonye neenkukacha ezicacileyo ezidiza ukuba ixhaselwani na i-ECD yiDSD. • Iinkcukacha ezicacileyo ezidiza ukuba isetyenziselwani na inkxaso-mali eyiR15 enikwa ii-ECD. 	<p>Zathi zangeniswa iinkcukacha ezaziceliwe kumququzeleli weKomiti ngomhla wama-31 kweyeKhala ka-2018.</p>	

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
	<ul style="list-style-type: none"> • Ikharityhulam elandelwa zii-ECD kwanokuba ihlolwa njani na ukuze kuqinisekiswa ukulandelwa nokusetyenziswa kwenkqubo efanelekileyo yomisele kwanokuthotyelwa kwemigaqo zii-ECD. • Iinkcukacha ezicacileyo ezidiza iinkqubo emazilandelwe ziinkonde neenkondekazi ukuze zibe nokuxhamla kwiinkonzo zamaziko oncedo okanye okuphila ngokuzimela afumana inkxaso-mali kwiDSD. • Uluhlu lweendawo ekunikezelwakuzo iinkonzo zenkqubo yokupheliswa kwentlupheko kweli phondo. 		
9 kweyeDwarha ka-2018	<p>Ngethuba leengcaciso iKomiti Emiyo ithe yandulula ukuba iSebe:</p> <ul style="list-style-type: none"> • Lityelele iingingqi zaseDe Doorns ze lincedisise ekusombululeni imingeni olujamelene nayo ulutsha, kuquka umngeni wokungondleki ogqubayo kula ngingqi. • Linike ingcaciso ngemingeni ezijamelene nayo ii-ECD ezikufumana kunzima ukumelana neemfuno zemithetho elawulayo kubo bonke oomaspala, kwanongenelelo lweSebe. 	ISebe lasamkela isindululo esenziwa yiKomiti.	Yophuhliso Loluntu Ekuhlaleni
	<p>Ngethuba leengcaciso iKomiti Emiyo ithe yagqiba ekubeni iSebe liyinyike la maxwebhu alandelayo:</p> <ul style="list-style-type: none"> • Uluhlu lweeNPO ezithe zavalwa kweli phondo ukususela ngo-2014 ukuya kuthi ga ngo-2018. • Uluhlu oluneengcaciso ngama-49 amaziko ononophelo lwasemini athi anikwa inkxaso-mali kunyaka-mali u- 2017/2018. • Inxelo ngomsebenzi wophando owathi wenziwa kwiiNkqubo Zoluleko. • Inani eliphelileyo Labantwana abakwinkqubo Yokukhululwa Ngaphambi Kwexesha kweli phondo. • I kopi yeSicwangciso-qhinga Sokhuselo, Uthintelo Kwanokungenelela Kwangethuba lakugqitywa olu xwebhu. • Onke amaxwebhu ekuphambukeni kwecandelo lenkqubo Yetyathanga Lolawulo leDSD kwisithuba sale minyaka mithathu idlulileyo. La maxwebhu kufuneka abe aqulethe iinkcukacha zokuba lenzeni na iSebe ukulungisa le nkqubo igwenxa. • Iinkcukacha ezicacileyo ngezelelo ekuthe kwanikezelwa ingxelo ngazo ezibandakanya amatyala enkalo yononophelo lwefosta. • Inani Labantu abatsha abakwiiCYCC abasuka kwiintsapho zefosta. • Uluhlu lwabaxhamli beenkxaso-mali zokufunda abaphangelela iSebe ngokwamanqanaba emivuzo. • Iinkcukacha ezicacileyo ngenani Labantu base-Imizamo Yethu abathe baxhamla kwiinkqubo Zeenzima Ezimandla. • Uluhlu oluneenkukacha ezaneleyo ngabantu neengingqi ezithe zaxhamla kwiNkqubo Yohlangulo Loluntu e-Imizamo Yethu kunyaka-mali u-2017/2018. • Inxelo yeThula-Thula engamaxhoba emililo yaseHout Bay phakathi ku-2017/2018. 	Zathi zangeniswa iinkcukacha ezaziceliwe kumququzeleli weKomiti ngomhla we-18 kweyoMqungu ka-2019.	Yophuhliso Loluntu Ekuhlaleni

Usuku	Umba	Impendulo yeSebe	iKomiti Emiyo
	<ul style="list-style-type: none"> • Uluhlu lweeNPO kwakunye neengingqi elathi layeka ukuzixhasa ngemali iSebe. • Ingxelo ngokugocwagocwa kwewaka labantwana abathi bavavanywa kumaziko angamashumi amahlanu njengoko kuthiwe thaca kwikhasi 72 leNgxelo Yonyaka leli Sebe. • Uluhlu lwee-ECD ezingekho mthethweni kwanezizathu zoko. • ISebe linike iKomiti onke amaxwebhu njengobungqina benkqubo ethe yalandelwa ngethuba iSebe lifaka isicelo sokuba isikhundla soMlawuli Oyintloko Kwezolawulo Lwenkqubo Yokuhanjiswa Kweenkonzo Nohlanganyelo siyeke ukufumana inkxaso-mali. 		
8 kweyoKwindla ka-2019	IKomiti igqibe ekubeni limeme iSebe ukuze liyicacisele ngeSicwangciso sayo Seentshukumo Zokuncitshiswa Kokubulawa Kwabantwana kweli Phondo.	iSebe layinika ingcaciso iKomiti.	Yophuhliso Loluntu Ekuhlaleni
	IKomiti indulule ukuba iSebe kufuneka lenze luqilima iNkqubo yokuqubisana Nobundlobongela Obujoliswe Kwisini eKraaifontein.	ISebe lasamkela isindululo esenziwa yiKomiti.	Yophuhliso Loluntu Ekuhlaleni
	IKomiti icele ukuba iSebe liyinike iinkcukacha ezicacileyo ngesabelo-mali esinikwe iNkqubo Yophuhliso Lolutsha kulo nyaka-mali siwuphetheyo.	Zathi zangeniswa iinkcukacha ezaziceliwe kumququzeleli weKomiti ngomhla wama-22 kweyoKwindla ka-2019.	Yophuhliso Loluntu Ekuhlaleni

8) Izindululo zeKomiti Emiyo Ngee-akhawunti Zombuso (iSCOPA)

IKomiti ithe iluvile uluvo lophicotho loMphicothi-Jikele kumba weengxelo zemali zonyaka zeli Sebe kunyaka-mali u-2017/18, elithe lafumana ingxelo engenagxeke nekhathshwa ziziphumo kwiinjongo ebezicwangcisiwe. Olu luvo lophicotho alugungqi ukususela kunyaka-mali u-2015/16.

Imbono Yophicotho

I -AGSA ayikhuphanga zimvo ngomba wokuthotyelwa nokungathotyelwa kwemithetho nemimiselo, okanye ngeenjongo ebezicwangcisiwe.

Ulawulo Lwemali

Kunyaka-mali u-2017/18, iSebe lisebenzise iR2.104 yezigidi-gidi yesabelo-mali salo ebesiyi R2.110 yezigidigidi, nto leyo ikhokelele ekubeni kubekho intsalela yemali engasetyenziswanga esiR6.4 sezigidi (ama-0.30%).

Umba wokungasetyenziswa ngokupheleleyo kwesabelo-mali seSebe kunento yokwenza nombamba wokubuyezwa kwabasebenzi ngenxa yokungafumani basebenzi banezakhono ezidingekayo kwinkqubo yokugaya, ukwenyuselwa kwabangaphakathi kwakunye nokushiya kwabasebenzi kwezi nkqubo zilandelayo:

- Inkqubo 1: Ezingolawulo (R2.652 yezigidi)

Ukungasetyenziswa ngokwaneleyo kwesabelo-mali esikwinkalo yeembuyezeko kubasebenzi bekungenxa yokwenyuselwa kwabangaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo kwakunye nabo bathe balishiya iSebe, kwanangenxa yokuba abo banezidanga zentlalo-ntle bengathanga banikwa izibhambathiso zengqesho zonyaka-mali wonke.

- Inkqubo 2: Ezingeenkonzo Zentlalo-ntle Yoluntu (ngamaR658 000)

Ukungasetyenziswa ngokwaneleyo kwesabelo-mali esikwinkalo yeembuyezeko kubasebenzi bekungenxa yokwenyuselwa kwabangaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo kwakunye nabo bathe balishiya iSebe.

- Inkqubo 3: Ezingabantwana Neenkonzo (R1.152 yezigidi)

Ukungasetyenziswa ngokugqibeleleyo kube ngenxa yokungasetyenziswa kwesabelo-mali sonke ngenxa yokwenyuselwa kwabangaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo kwakunye nabo bathe balishiya iSebe. Ukungasetyenziswa kwesabelo senkalo Yeentlawulo Neenkxaso-mali kube ngenxa yeeNPO ezithe azayithobela imigaqo, ze phantsi kwe-ECD yayiNkxaso-mali Enemiqathango ngenxa uMgangathi Womhlaba engathanga wanikwa isibhambathiso sengqesho yonyaka-mali wonke.

- Inkqubo 4: Ezingeenkonzo Zoluleko (R1.3 yezigidi)

Ukungasetyenziswa ngokwaneleyo kwesabelo-mali esikwinkalo yeembuyezeko kubasebenzi bekungenxa yokwenyuselwa kwabangaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo kwakunye nabo bathe balishiya iSebe.

- Inkqubo 5: Ezingophuhliso Nophando (ngamaR641 000)

Ukungasetyenziswa ngokwaneleyo kwesabelo-mali esikwinkalo yeembuyezeko kubasebenzi bekungenxa yokwenyuselwa kwabangaphakathi, ukungafunyanwa kwabantu abanezakhono ezifanelekileyo kwinkqubo yogayo kwakunye nabo bathe balishiya iSebe.

IKomiti ikwaqwalasela ukuba iSebe likoleke iR2.5 yezigidi, ukususela kwintelekelelo yethagethi yokukoleka isigidi, nto leyo ikhokhelele ekubeni kukolekwe ngaphezulu nge R1.5 yonke yezigidi. Kwangokufanayo, kunyaka-mali u-2016/17 isabelo-mali sengeniso yeSebe ebesimi kuma R963

000 sidlulwe ngeR1.15 yezigidi yonke, nto leyo ikhokelele ekuveleni kwerisiti yokukoleka kweSebe eyiR2.078 yezigidi.

Ukulokwa kwengeniso engaphezulu kwaleyo ibithelekelelwe kungenxa yale miba ilandelayo:

- Ukuthengiswa kwempahla neenkonzelo ezingeyiyo impahla yesebe ephambili;
- Inzala, izabelo kunye nerente yomhlana; kunye
- Iintshukumo zemali kwimpahla namatyala.

Kunyaka-mali u-2017/18, iSebe lizibhaqe linenkcitho egwenxa eyiR4.6 yezigidi, apho iR3.3 yezigidi isalinde ukwenyuselwa. Inkcitho egwenxa ibe ngumvuka wokungathotyelwa kweenkqubo/kwezikhokelo Zetyathanga Lolawulo Lweentengo.

IKomiti iqwalasela ukuba iSebe ayibanga nakuba nankcitho ikhokelele kwilahleko kwanengabanga naziqhamo kunyaka-mali u-2017/18.

Imvelaphi/Inkxalabo	Izindululo	Usuku lwentshukumo	Ithatyathiwe intshukumo
<p>Amakhasi: 3 – 6 oxwebhu lweengcaciso zeKomiti Yophicotho kwiKomiti Yee-akhawuntu Zombuso (iPAC)</p> <p>Isihloko: "3.5: Ulawulo Lwengaphakathi"</p> <p>IKomiti iwunika ingqwalasela umba wokuba iKomiti izinike ingqwalasela iinkalo ezimandla ezisadinga ukuphuculwa kwiSebe, ngethuba lokwenziwa komsebenzi walo kunyaka-mali u-2017/18.</p> <p>Ingcaciso:</p> <p>Ezi nkalo zimandla ziquka ezi zilandelayo:</p> <ul style="list-style-type: none"> • Ezingothintelo Lolwaphulo-mthetho Nenxaso – kwiMetro ekuMazantsi; • Ezingothintelo Lolwaphulo-mthetho Nenxaso – kwiCape Winelands; kunye • Nezingophuhliso Lweentsatshana. 	<p>Ukuba iSebe linike ingcaciso kwiKomiti ngemingcipheko kwakunye neenkalo ezimandla ezisadinga ukuphuculwa, njengoko zithe zabhaqwa yiKomiti Yophicotho kwisithuba sonyaka-mali u-2017/18, kuquka namalinge athe aqulunqwa ze avezwa ngenjongo yokuqubisana nale mingeni.</p>	<p>Luseza kumiselwa yiPAC.</p>	<p>Hayi</p>

9) Ukulungiswa kwangaphambili kwiNgxelo zoPhicotho (2018/19)

Uhlobo lwekhwiniba, isilandulo, imbono engentle kwakunye nemiba yokuphambuka	Unyaka-mali evele ngawo okokuqala	Inkqubela ethe yenziwa ekususeni/ekusombululeni le nyewe
<ul style="list-style-type: none"> ● Imbono engenamakhwiniba ngokuba lulutho kwanokuchaneka <p>Imbono Yophicotho Engenamakhwiniba: iinkcukacha ezithe zadluliswa njengengxelo yentsebenzo yeNkqubo 2 – kwiinkonzo zentlalo-ntle yoluntu zilulutho yaye zichanekile, ngokwemigaqo yeenkqubo esetyenziswayo ethe yaqulunqwa ngokuthatyathelwa kwisikhokelo solawulo lwentsebenzo nokuqulunqwa kweengxelo</p> <p>Imbono Yophicotho Engenamakhwiniba: iinkcukacha ezithe zadluliswa njengengxelo yentsebenzo yeNkqubo 3 – kwezingabantwana zilulutho yaye zichanekile, ngokwemigaqo yeenkqubo esetyenziswayo ethe yaqulunqwa ngokuthatyathelwa kwisikhokelo solawulo lwentsebenzo nokuqulunqwa kweengxelo</p>	<p>Ku-2017/18</p>	<p>-</p>

10) ICandelo Lolawulo Lwangaphakathi

Eyona nkalo iphambili yeli Candelo ebiqwalaselwe kulo nyaka-mali ngumba Wezolawulo Olusemgangathweni, Inkonzo Yokuqinisekiswa Komgangatho kwaNolawulo Lokuqwalasela ilahleko.

Ulawulo Olusemgangathweni

ISebe lenze le misebenzi ilandelayo kumba wolawulo lwangaphakathi:

- Linkezele iingxelo rhoqo ngenyanga Ngenkcitho Engeyiyo, Engagunyaziswanga, Engenazinzuzo Neyilahleko.
- Lalawula amaxwebhu amatyala eNkcitho Engeyiyo, Engagunyaziswanga, Engenazinzuzo Neyilahleko.
- Lenza uphando Ngenkcitho Engeyiyo, Engagunyaziswanga, Engenazinzuzo Neyilahleko.
- ISebe lisebenzisa iinkqubo i-ORACLE ukulawula inkcitho Engeyiyo, Engagunyaziswanga, Engenazinzuzo Neyilahleko.
- Lahlola inkqubo yokumiselwa kwezindululo zophicotho lwangaphakathi nolwangaphandle ndawonye nezo zeMPAT nezeCGRO.
- Lagcina irejista Yezipho Nezisa ezinikwe iSebe ze lanikezela iingxelo rhoqo ngekota ukuze zifakwe Kwiingxelo Zethutyana Nezonyaka Zemali.
- Laququzelela imihlangano yeKomiti Yolawulo Lomngcipheko Kushishino.
- Ukuhlalutywa Kweengxelo Zonyaka Zemali kwakunye Nezimiselo Zemali Nezolawulo Lwenkqubo Yeentengo.
- Ukunikezela iingxelo rhoqo ngenyanga ngeentlawulo ezingenziwanga kwisithuba seentsuku ezingama-30 kwiSebe Lemali lePhondo.
- Ukwenza uphando ngeentlawulo ezingenziwanga kwisithuba seentsuku ezingama-30.
- ISebe liyawazi futhi liyawanakana la mahlakani alandelayo, iKomiti Yophicotho, Uphicotho Lwangaphakathi, iSebe Lemali lePhondo kwakunye noMphicothi-zincwadi-Jikelele woMzantsi Afrika ekuqokumbeleni imiba.
- Kwathi kwahlalwa iForam Zemali ezintathu nee-Ofisi Zemimandla kunye Namaziko.

Iinkonzo Zokuqinisekisa

Kulo nyaka-mali, kwathi kwenziwa oku kulandelayo leli Sebe:

- Kwathi kwenziwa iimvavanyo zokuthotyelwa kwemigaqo ukususela ngomhla wama-25 kweyoKwindla ka-2019 ukuya kuthi ga ngowama-29 kweyoKwindla ka-2019 kwii-Ofisi Zemimandla ezintlanu (5), ngomba weentlawulo zeevawutsha ukuze kuqosheliswa izicelo ezichaphazela iziphumo zokungathotyelwa ndawonye nokunikezela inkxaso kubasebenzi becandelo lemali.
- Kwaqinisekiswa iintlawulo emva kokuba zenziwe ngenjongo yokuqinisekisa ukunyaniseka nokuchaneka kwazo, ukuze zilungele uphicotho (iintlawulo ezingama-+/- 39,163).
- Onke amaxwebhu athi ashicilelwa ngenjongo yokuwagcina ekhuselekile nanjengeqhingha lokuthintela ukulahleka kwawo okanye ukuphinda-phindwa kweentlawulo.

Ulawulo Lwelahleko Nobuqhophololo

- Eli Sebe lisebenzisa i-ORACLE eyinkqubo Yolawulo Lwelahleko ngenjongo yokulawula ilahleko engumvuka wobusela, ukonakala, njalo-njalo;
- ISebe liyawahlonipha futhi liyawanakana la mahlakani alandelayo, angala, iNkonzo Yesipolisa kuMzantsi Afrika, iZiko Leenkono Zoshishino – iCandelo Lezomthetho, iCandelo Lezithuthi Zaseburhulumenteni kwakunye neSebe Lemali lePhondo ekuqosheliswa kwemiba; yaye
- Kwisithuba salo nyaka-mali kwathi kwaqosheliswa ama-246 (kwiingozi ezibandakanya izithuthi zikarhulumente nokonakaliswa kwazo, nempahla yesebe) amatyala ze zathatyathwa njengezingasenkuphinda zisebenze.

11) Uphicotho Lwngaphakathi kunye neeKomiti Zophicotho

ICandelo Lophicotho Lwngaphakathi lunika abalawuli ingqiniseko ezimeleyo nengakhethe cala kwakunye neenkonzo zeengcebiso ezenzelwe ukufaka igxalaba kwanokusoloko ziphucula imisebenzi yeli Sebe. Lincediswa iSebe ukuze lifikelele kwizicwangciso zalo ngokuza nendlela eyiyo nehlanganyelweyo yokuvavanya nokuphucula intsebenzo yeenkqubo Zezolawulo, Ezolawulo Lomngcipheko Nezolawulo. Ezi ntshukumo zingundoqo zilandelayo zenziwa kule nkalo:

- Kwenziwa uvavanyo ze kwenziwa iziphakamiso ezizizo ngokuphuculwa kwenkqubo yezolawulo ekuzuzeni iinjongo zeli Sebe;
- Kwenziwa uvavanyo lokuchaneka nokusebenza kwanokufaka igxalaba kwinkqubo yokulawulwa kwezinga lomngcipheko;
- Kwancediswa iGosa Elongameleyo ekugcineni iindlela zolawulo ezizizo, ezisebenzayo nezisemgangathweni ngokuthi kwenziwe uvavanyo kwezo nkqubo zolawulo ngenjongo yokukhangela indlela ezisebenza ngayo, kwanokuqulunqa iziphakamiso zokwenyusa umgangatho okanye zokuwuphucula.

Umsebenzi woPhicotho-zincwadi lwangaPhakathi ogqitywe kulo nyaka uphononongwayo liSebe libandakanya ukubandakanyeka kwezinqinisekiso ezithandathu kunye neendawo ezili-12 zokulandela. Iinkcukacha zokuzibandakanya zibandakanyiwe kwingxelo yeKomiti yoPhicotho.

IKomiti yoPhicotho-zincwadi isekwe njengeziko lokongamela, ukubonelela ngokuzimeleyo kulawulo, ulawulo lomngcipheko kunye neenkqubo zolawulo kwiSebe, ezibandakanya ukongamela kunye nokuphononongwa koku kulandelayo:

- Umsebenzi wezolawulo lwangaphakathi;
- Umsebenzi Wophicotho-zincwadi Wangaphandle (ngumPhicothi-zincwadi-Jikelele);
- Ukunikezelwa Kweengxelo zeSebe;
- Imigaqo-nkqubo yeSebe Yokunikezelwa Kweengxelo;
- Uhlalutywe lwengxelo yoMphicothi-zincwadi-Jikelele yezolawulo nezophicotho;
- Ukuhlalutywa Kohlolo lweSebe lwaphakathi enyakeni;
- Ulawulo Lwezomngcipheko kwiSebe;
- Ezolawulo Lwngaphakathi;
- Iinjongo Ebezicwangcisiwe;
- Iindlela Zokuziphatha kwakunye Nophando-nzulu.

Le theybhile ingezantsi apha idiza iinkcukacha ezidingekayo ngamalungu ekomiti yophicotho-zincwadi:

Igama	Izidanga	Ngwangaph akathi okanye Ngaphandle	Ukuba ngwangapha kathiikhundla sakhe eSebeni	Usuku aqeshwe ngalo	Usuku abeke phantsi ngalo	Inani lemihlangano ayizimasileyo
uMnu. Ameen Amod	iMBA; iCIA; iCGAP; iCRMA; neBCOM	Ngwangaphandle	Akunjalo	01 1 kweyoMqungu ka-2019 (yitem yesibini)	Alukho	7
uNkszn. Judy Gunther	iCIA; i-AGA; iCRMA; iMasters kwiCost Accounting; neBCompt	Ngwangaphandle	Akunjalo	01 1 kweyoMqungu ka-2016 (yitem yesibini)	31 December 2018	5
uMnu. Francois Barnard	iMComm (kwiRhafu); iCA(SA); iDiploma enkulu Kwezophicotho; iCTA	Ngwangaphandle	Akunjalo	01 1 kweyoMqungu ka-2016	31 December 2018	5

Igama	Izidanga	Ngowangaph akathi okanye Ngaphandle	Ukuba ngowangapha kathiikhundla sakhe eSebeni	Usuku aqeshwe ngalo	Usuku abeke phantisi ngalo	Inani lemihlangano ayizimasileyo
	iBCompt (iHonours); neBProc			(yitem yesibini)		
uMnu. Kerry Larkin	iBCompt; iND kwiFIS; iFIASA iCIA; iCRMA; neCCSA	Ngowangaphandle	Akunjalo	01 1 kweyoMqungu ka-2018 (yitem yokuqala)	31 August 2018	3
uMnu.Ebrahim Abrahams	iB Com Hons	Ngowangaphandle	Akunjalo	1 1 kweyoMqungu ka-2019	Alukho	2
uMnu. Pieter Strauss	iB kwi-Acc; iB Com Hons; neCA (SA)	Ngowangaphandle	Akunjalo	1 1 kweyoMqungu ka-2019	Alukho	2
uNkszn. Annelise Cilliers	iBCompt Hons neCA (SA)	Ngowangaphandle	Akunjalo	1 kweyoMqungu ka-2019	Alukho	2

12)Ingxelo yeKomiti Yophicotho

Sikholisekile ekunikezeleni ingxelo yonyaka-mali ophela ngomhla wama-31 kweyoKwindla ka-2019.

Uxanduva lweKomiti Yophicotho-zincwadi

IKomiti Yophicotho ixela ithi ngokoxanduva lwayo olungumvuka weSahluko 38 (1) (a) (ii) yomthetho iPublic Finance Management Act kwakunye Nommiselo 3.1.13 weSebe Lemali futhi ke inikezela nengxelo yokuba iqulunqe ze yamkela imigaqo elindelekileyo nesemgangathweni yokusebenza njengeTshata yeKomiti Yophicotho-zincwadi, yenza imicimbi nemisebenzi yayo ngokuthobela le tshata yaye iyenze yonke imisebenzi yayo njengoko kudiziwe ngaphakathi apho, ngaphandleni kokuba singekazihlalutyi iinguqu kwimigaqo-nkqubo neenkqubo zeengxelo zemali.

Ukusebenza kweCandelo Lolawulo Lwezangaphakathi

Ngokwemigaqo yomthetho iPublic Finance Management Act(iPFMA) kwakunye neNgxelo yeKing IV ngokweemfuno Zezolawulo Lwezoshishino, iCandelo Lezolawulo Lwangaphakathi linika iKomiti Yophicotho-zincwadi kwakunye Nabalawuli ingqiniseko eyiyo yokuba iinkqubo zezolawulo lwangaphakathi zimi bume yaye zizezisebenzayo. Oku ke kuzuzeke ngokuthi kusetyenziswe isicwangciso sophicothi-zincwadi lwangaphakathi esisekelwe kwimingcipheko, uPhicotho-zincwadi Lwangaphakathi oluvavanya ukuchaneka kwezi nkqubozolawul ekunqandweni nasekuncintshisweni kwemingcipheko ze neKomiti Yophicotho ihlale ukumiselwa kweentshukumo zokulungisa lo mkhwa.

Ezi ndibaniselwano zilandelayo zophicotho zincwadi lwangaphakathi zavunywa yiKomiti yoPhicotho-zincwadi zaza zagqitywa ngoPhicotho-zincwadi lwangaPhakathi kulo nyaka uphononongwayo. UPhicotho-zincwadi lwangaPhakathi lubonelele ngesiqinisekiso sokwanela, ukusebenza ngempumelelo nangokufanelekileyo kolawulo olukhethiweyo:

Isiqinisekiso kunye zibophelelo:

- Ukuhanjiswa kweDirection DPSA.
- Unonophelo Nokhuseleko lwabantwana.
- Uncedo lwentlalo ekubandezelekeni.
- Iintlawulo eziThunyelwayo.
- Uphuhliso lobuhlakani.
- Ulawulo lweRekhodi.

Ulandelelo:

- Unonophelo Nokhuseleko lwabantwana.
- Ukuphuhliswa komntwana okuqala.
- Abantu abadala.
- Iintlawulo eziThunyelwayo.
- Iinkonzo kuBantu abaNkxaso.
- Ukuxhotyiswa kwamaxhoba.
- UThintelo loLwaphulo-mthetho kunye neNkxaso: ECape Winelands.
- UThintelo loLwaphulo-mthetho kunye neNkxaso: kwiMetro South
- Ukuphelisa intlupheko.
- Ukuphila ngokuzinzileyo.
- Unonophelo Nokhuseleko Lwabantwana: IMetro South.
- Uphuhliso lolutsha.

Isicwangciso sophicotho-zincwadi lwangaphakathi sagqitywa unyaka. Iindawo zokuphuculwa, njengoko kuphawuliwe kuphicotho-zincwadi lwangaphakathi ngexesha lomsebenzi wabo, kwavunyelwana ngazo ngabaphathi. Ikomiti yoPhicotho-zincwadi iyaqhubeka nokubeka esweni izinto ezenziwa rhoqo.

Ingxelo Yolawulo Yaphakathi Enyakeni kunye Neyenyanga/Neyekota

IKomiti yoPhicotho zincwadi yanelisekile ngumxholo kunye nomgangatho wolawulo lwengxelo yonyaka kunye neendlela zokusebenza ezikhutshwe kulo nyaka uphantsi kovavanyo liGosa eliNika iNkcazo leSebe ngokweMigaqo yeNdyabo kunye noMthetho weCandelo leRhafu.

Uvavanyo Lwengxelo Zemali

IKomiti yoPhicotho:

- Iphonononge kwaye yaxoxa iNkcazo zeMali zoNyaka eziphicothiweyo ukuba zibandakanywe kwiNgxelo yoNyaka, kunye noMphicothi zincwadi Jikelele woMzantsi Afrika (AGSA) kunye neGosa elinika ingxelo;
- Ukuphononongwa kwengxelo yolawulo ye-AGSA kunye neempendulo zabaphathi apho;
- Ukuphononongwa kotshintsho kwimigaqo-nkqubo yobalo kunye neendlela zokusebenza njengoko kuxeliwe kwiiNgxelo zeMali zoNyaka; kwaye
- Ukuphononongwa kohlengahlengiso lwezinto ezibonakalayo ezivela kuphicotho lweSebe.

Ukuthobela imimiselo

IKomiti Yophitho iya kurekhoda izigqibo zayo emva kokuba kuhlalutywe ingxelo yekota yesine yomhlangatho wekotimi yophicotho.

Iinkonzo zophando lwePhondo

Iinkonzo zePhondo zoNcweme zisinike izibalo. Ikomiti yoPhicotho-zincwadi ibeka esweni inkqubela phambili yeengxelo zePFS rhoqo ngekota. Akukho micimbi yaziswa kuthi efuna ukuba kwenziwe ingxelo ngakumbi yiKomiti yoPhicotho-zincwadi.

Iinkcukacha Ezingentsebenzo

IKomiti yoPhicotho-zincwadi ihlolisise ulwazi ngeenjongo ezichaziweyo njengoko zichaziwe kwiNgxelo yoNyaka.

Ingxelo yoMphicothi-zincwadi-Jikelele woMzantsi Afrika

IKomiti yoPhicotho-zincwadi, rhoqo ngekota, iphonononge isicwangciso sokuphunyezwa kweSebe lemicimbi yokuphicothwa kwemali ephakanyiswe kunyaka ongaphambili. Ikomiti yoPhicotho-zincwadi idibene ne-AGSA ukuqinisekisa ukuba akukho miba ingasonjululwanga ivela kuphicotho-zincwadi olusemthethweni. Amanathelo oluleko kwiziphumo ezichaziweyo eziphakanyiswe yi-AGSA zijongwa yiKomiti yoPhicotho zincwadi rhoqo ngekota.

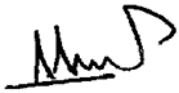
IKomiti yoPhicotho-zincwadi iyavuma kwaye yamkele umbono we-AGSA malunga neeNkcazo zeMali zoNyaka, kwaye iphakamise ukuba iiNkcazo-mali zoNyaka eziphicothiweyo zamkelwe kwaye zifundwe kunye nengxelo yazo.

IKomiti yoPhicotho-zincwadi incoma iSebe ngokugcina uluvo lophicotho-zincwadi olungenachaphaza ngaphandle kokufumana iziphumo.

IKomiti yoPhicotho-zincwadi inqwenela ukuvakalisa umbulelo wayo kubaphathi beSebe, i-AGSA kunye neWCG Corporate Assurance Branch ngentsebenziswano kunye nolwazi abalunikileyo ukuze sikwazi ukwenza le ngxelo.

Ukuqokumbela

Ngelixa ikomiti yoPhicotho-zincwadi incoma iSebe ngokufumana uphicotho-zincwadi olungenachaphaza ngaphandle kokufumana izinto ezibonakalayo, ikomiti yokuphicothwa kweencwadi ichaphazelekayo ngendleko zayo. Le ndleko yokuthobela inamandla okuphelisa izibonelelo ezinqabileyo ukusuka ekuhanjiseni kweenkonzo ukuya kwiziphumo zokuphicothwa.



nguMnu. Ameen Amod

uSihlalo weKomiti Yophicotho Lwenkalo Yentlalo

kwiSebe Lophuhliso Loluntu

Usuku: Nge-31 kaJulayi ngo-2019

Isigaba D: Ezingolawulo Lweziseko Zabasebenzi

1. Intshayelelo

Igalelo lethu elilodwa kumsebebzi kaRhulumente weNtshona Koloni lingumvuka weenzame ezixilileyo nezingasekezelwe ekuzuziseni thina kuphela zabantu abakwiSebe Lophuhliso Loluntu.

Umsebenzi wokusoloko sinikezela inkonzo ephucukileyo kubemi beNtshona Koloni akungomsebenzi ungenayo imingeni yawo. Inkqubo yolawulo lwabasebenzi kule mihla slee yatshintsha ngokupheleleyo kwisithuba seminyaka edlulileyo yaye idinga ukuqwalaselwa ngokukodwa kwanokujongwa kwinkalo yezidingo nemingeni ephaxulanayo.

Ngaphandle kwenyaniso yokuba le micimbi iyasebenzisana kwanokuba yayamene ke, ikwaphantsi kwemigaqo nemimiselo eluqilima, ebonakala inzima xa kujongwa kwinkal oyokugaya nokugcina abasebenzi.

Ezi ke ziquka ukuzinziswa kwemicimbi yenkqubo yokuhanjiswa kweenkonzo, ukuganywa nokugcinwa kwabantu abanezakhono ezinqabileyo, ukuxhotyiswa kwabasebenzi, ulawulo lwamakhono, ucwangciso lokufakwa kwabanye abasebenzi bakumka abanye, umakulinganwe ngokwengqesho kwanokudalwa kwemo yokusebenzela apho abasebenzi bakwaziyo ukuphuhla bakhule. Ngapha koku, iSebe eli kulindeleke ukuba libe nakho ukusebenza kule meko yoqoqosho imaxongo, enyanzelisa ukuba abaphathi baqwalasele amacebo "okwenza okuninzi ngokuncinci".

Noxa kukho iinguqu ezimandla kwanokwanda kwezinga lesidingo esinefuthe kwindawo yokusebenzela yale mihla, ukusebenza nzima rhoqo kwabasebenzi bethu kuye kwakhokelela kwiinzuzo ezimandla nezincomekayo kwanokuphuculwa kwenkqubo yokuhanjiswa kweenkonzo kulo nyaka siwuphetheyo.

2. Isimo Sezolawulo Lwabasebenzi kweli Sebe

2.1 Ucwangciso Lwezabasebenzi kweli Sebe

Indima yenkqubo Yocwangciso Lwezabasebenzi ibalulekile kwinkalo yokuqinisekisa ukuba iSebe eli linenani elidingekayo Labantu abanezakhono, ulwazi neendlela zokuziphatha ezifanelekileyo zokwenza umsebenzi. Ngokwale nkqubo, iSebe liye lihlole isimo sabasebenzi balo rhoqo ngonyaka ngokuthelekisa neemfuno zeSebe.

Injongo yolu hlolo kukufumanisa izinga abathi abasebenzi beli abakhoyo ngoku bamelane ngazo neziphumo eziphambili zolawulo lwabantu eziza kuqinisekisa ukuqhuba komsebenzi wokuhanjiswa kweenkonzo kwanexabiso.

Ngoko ke isicwangciso Semicimbi Yabasebenzi sika-2017-2022 sayanyanise nombono nomnqophiso weSicwangciso-qhinga seSebe, ndawonye neSicwangciso-qhinga Solawulo Lwabantu.

Umqondo esisekelwe kuwo esi Sicwangciso Semicimbi Yabasebenzi saqulunqelwa ukuqinisekisa ukuba izicwangciso-qhinga (ngokwezidingo ezidwelisiweyo) ziya kuzizuka ezi ziphumo zesebe:

- Abantu abawaziyo umsebenzi abalinani elifanelekileyo kwiindawo ezifanelekileyo kwanendlela ekwafanelekileyo yokucinga nokwenza izinto;
- linkonzo Zempilo Nentlalo-ntle kwakunye namalinge empilo nokhuseleko ayanikezelwa kubasebenzi;
- linkokheli abenza njengomzekelo kwinkalo yeendlela zokuziphatha ezayanyanise nemigqaliselo yesebe;
- Abantu abazinikele ngokungenambaliso; kunye
- Inkcubeko yokwenziwa komsebenzi ejolise ekukhonzeni abemi.

2.2 Ulawulo Lwentsebenzo Yabasebenzi

Ijongo Yolawulo Lwentsebenzo kukwandisa izinga lentsebenzo ngokuthi kukhuthazwe ukuzinikela komsebenzi ngamnye, ukusebenzisana kwakunye nokuthundezwa kwabo.

Bonke abasebenzi kulindeleke ukuba bagcwalise isivumelwano sentsebenzo ngaphambi komhla wama-31 kwekaCanzibe rhoqo ngonyaka. Lilonke ke esi sivumelwano sisisibhambathiso esiphakathi komqeshi nomsebenzi, esiqulethe amaphulo, iinkqubo, iintshukumo izinto ezilindelekileyo kwakunye nemigangatho yaloo misebenzi kufuneka beyenzile. Ukuze kube nokunikezelwa isikhokelo senkqubo efanayo yezolawulo, uRhulumente weNtshona Koloni uye waqulunqa inkqubo yobuxhakaxaka bonxibelelwano, eyaziwa njengoPERMIS (iNkqubo Yolawulo Lweenkcukacha Zentsebenzo) neyenza ukuba kukwazeke ukugcinwa kwayo yonke le nkqubo yolawulo lweenkcukacha.

Inkqubo yolawulo Lwentsebenzo udinga ukuba kwenziwe uhlalutyo lwaphakathi enyakeni kwakunye novavanyo olwenziwa rhoqo ngonyaka, kodwa ke zona iithagethi zentsebenzo neenzuzo ezayanyaniswa nesivumelwano sentsebenzo kufuneka zihlolwe ze kuncokolwe ngazo kangangoko. Kwiimeko apho iithagethi okanye izinga lentsebenzo zingazuzekanga khona, imisantsa leyo kujongwana nayo ngokwenkqubo yolawulo Lwentsebenzo engekho mgangathweni. Kule nkalo ke3, sele kumiselwe icandelo eliza kujongana nentsebenzo kwiCandelo Leenkonzos Zoshishino (kwiCandelo Lolawulo: Kwiinkqubo Zolawulo Lwabantu) ngenjongo yokuncedisana nabalawuli bamacandelwana (abaphathi babantu) ekuqwalaseleni nasekusombululeni umba wentsebenzo engekho mgangathweni. Le nkqubo ke isekelwe kuphuhliso, noxa ke, kwiimeko apho abantu abathile kufumaniseke ukuba abasebenzi njengoko kulindelekile ngokwezikhokelo zemigaqo yemithetho, kulindeleke ukuba bazifake ngokwabo kwisicwangciso sophuhliso okanye ke kungenjalo kwintshukumo yoluleko.

2.3 Intlalo-ntle Yabasebenzi

Inkqubo Yempilo Nentlalo-ntle Kubasebenzi (i-EHW) ilandela indlela equka konke kwintlalo-ntle ayabsebenzi yaye ijolise ikakhulu ekuthinteleni, ibonelela ngeenkonzos ezikwinqanaba lokuqala nelesibini.

Le Nkqubo ye-EHW ihlolwa ngaphakathi kwiSebe ngokuthi kuhlalutywe iingxelo zokusetyenziswa kweenkonzo zayo zenqanaba rhoqo ngenyanga (iinkonzos zentuthuzelo ngomnxeba, inkonzos yononophelo kwi-intanethi kwakunye kwaneyokunikezelwa kweengxelo 24/7/365) kwakunye neenkonzos ezikwinqanaba lesibini (iingcebiso neentuthuzelo, iintsizi kwakunye nezehlo ezibuhlungu, uqeqesho kunye namalinge agxilileyo, ukufunjathwa ngabaphathi, iintethelelo).

Kungoku nje iCandelo: Elijongene Nendlela Yokuziphatha Ngaphakathi elikwiziko Leenkonzos Zoshishino sele liqulunqe ingxelo yekota ediza uhlalutyo lwendlela esetyenziswa ngayo le nkqubo, ukufunyaniswa kwemingcipheko kwakunye nefuthe layo kwintsebenzo. Ngapha koko, kulindeleke ukuba kuthi rhoqo kunikezelwe ngengxelo kwiSebe Leenkonzos Zoluntu Nezolawulo (iDPSA) yaye ke ezo ngxelo zigxila kwiinkalo ezine ezizezi, intsholongwane kaGawulayo/uGawulayo, iMpilo Nentsebenzo, Ulawulo Lwentlalo-ntle kunye neSHEQ (emele Ukhuseleko Impilo Indalo Engqongile Nomgangatho).

3. Iinkcukacha-manani Zesimo Solawulo Lwabantu

3.1 Inkcitho enento yokwenza nabasebenzi

Ezi theybhile zilandelayo sishwankathela inkcitho ephicothiweyo iyonke ngokwenkqubo (Itheybhile 3.1.1) kwanangokwamanqanaba emivuzo (Itheybhile 3.1.2).

Izixa-mali ezikwiTheybhile 3.1.1 zithatyathwe kwiNkqubo Esisiseko Yogcino-zincwadi ze izixa-mali ezikwiTheybhile 3.1.2 zona zibe zithatyathwe kwinkqubo uPERSAL [Wemivuzo Yabasebenzi]. Ezi nkqubo zimbini azikubunjelwanga ukwenza iimbuyekezo zemali kwinkalo yokuqeshwa kwabasebenzi kunye nokubeka phantsi kwabo kunye/okanye iintlawulo-mali eziya okanye ezisuka kumanye amasebe. Oku ke kuthetha ukuba ungakho umahluko phakathi kwenkcitho epheleleyo evezwe kwezi nkqubo zimbini.

Eyona nto iphambili kwezi theybhile zingezantsi apha ziingcaciso zeeNkqubo ngaphakathi kwiSebe. IiNkqubo ezi ke ziyakwaziwa ngokweenombolo zazo ukususela ngoku ukuya phambili.

Inkqubo	Uhlengahlengiso Lweenkqubo
Inkqubo 1	Ezingolawulo
Inkqubo 2	Ezingeenkonzo Zentlalo-ntle Yoluntu
Inkqubo 3	Ezingabantwana Neentsapho
Inkqubo 4	Ezingeenkonzo Zoluleko
Inkqubo 5	Ezingophuhliso Nophando

Ittheybhile 3.1.1: Inkciitho kubasebenzi ngokwenkqubo, 2018/19

Inkqubo	Inkciitho Iyonke (R'000)	Inkciitho Kubasebenzi (R'000)	Inkciitho Kuqeqesho (R'000)	limveliso Neenkonzo (R'000)	Inkciitho Kubasebenzi njenge-% yenkciitho iyonke	Intelekelelo yenkciitho kubasebenzi esetyenziswe kumsebenzi ngamnye (R'000)	Inani Labasebenzi abavuziweyo
Inkqubo 1	223 696	170 119	4 058	39 790	76.05%	307.63	553
Inkqubo 2	886 031	415 917		57 012	46.94%	377.76	1 101
Inkqubo 3	683 807	32 098		1 228	4.69%	439.70	73
Inkqubo 4	387 914	161 830		105 347	41.72%	251.68	643
Inkqubo 5	50 032	16 231		987	32.44%	541.03	30
Itotali	2 231 480	796 195	4 058	204 364	35.68%	331.75	2 400

Qonda: Inani labasebenzi libhekisa kubo bonke abantu abathe bahlawulwa kwisithuba salo nyaka-mali, kuquka abaqeqeshelwa ingqesho, kodwa ngaphandle koMphathiswa. Inani eli liyanda yaye alimiselwanga ngokwexesha elithile.

Ittheybhile 3.1.2: Inkciitho kubasebenzi ngokwebakala lomvuzo, 2018/19

Amabakala Emivuzo	Inkciitho Kubasebenzi (R'000)	i-% yenkciithi kubasebenzi iyonke	Intelekelelo yenkciitho kubasebenzi esetyenziswe kumsebenzi ngamnye (R'000)	Inani Labasebenzi
Abanezakhobo Ezingephi (Amanqanaba 1-2)	4 072	0.51%	42.86	95
Abanewzakhono (Amanqanaba 3-5)	158 371	19.89%	207.84	762
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	379 842	47.71%	329.44	1 153
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	225 408	28.31%	615.87	366

Abalawuli Abaphezulu (Amanqanaba 13-16)	28 502	3.58%	1 187.58	24
Itotali	796 195	0.51%	331.75	2 400

Qonda: Inani labasebenzi libhekisa kubo bonke abantu abathe bahlawulwa kwisithuba salo nyaka-mali, kuquka abaqeqeshelwa ingqesho, kodwa ngaphandle koMphathiswa. Inani eli liyanda yaye alimiselwanga ngokwexesha elithile.

Ezi theybhile zingezantsi apha zinikezela isishwankathelo ngokwenkqubo (Itheybhile 3.1.3) kunye namabakala emivuzo (Itheybhile 3.1.4), yenkcitho ethe yenziwa ngenxa yemivuzo, ixesha elongezelelweyo, isibonelelo sezindlu kunye noncedo lwezempilo. Ezi theybhile azizi nasibonelelo senye inkcitho efana Nemihlala-phantsi, iBhonasi Zentsebenzo kunye nezinye izibonelelo, ezenza itotali yenkcitho kubasebenzi. Kwimeko nganye, itheybhile ibonelelo ngesalathisi sepesenti ngokwenkcitho kubasebenzi ethe yasetyenziselwa ezi zinto.

Itheybhile 3.1.3: Imivuzo, Ixesha Elongezelelweyo, Isibonelelo Sezindlu kwakunye Noncedo Lwezonyango ngokwenkqubo, 2018/19

Inkqubo	Salaries		Overtime		Housing allowance		Medical assistance	
	Amount (R'000)	Salaries as a % of personnel expenditure	Amount (R'000)	Overtime as a % of personnel expenditure	Amount (R'000)	Housing allowance as a % of personnel expenditure	Amount (R'000)	Medical assistance as a % of personnel expenditure
Inkqubo 1								
Inkqubo 2	126,493	15.8	939	0.1	4,928	0.6	9,299	1.2
Inkqubo 3	294,519	36.8	3,652	0.5	12,166	1.5	22,038	2.8
Inkqubo 4	23,085	2.9	204	0.0	674	0.1	1,391	0.2
Inkqubo 5	111,707	14.0	878	0.1	6,866	0.9	10,405	1.3
Itotali	11,517	1.4	0	0.0	389	0.0	745	0.1
	567,321	70.9	5,673	0.7	25,023	3.1	43,878	5.5

Ittheybhile 3.1.4: Imivuzo, Ixesha Elongezelelweyo, Isibonelelo Sezindlu kwakunye Noncedo Lwezonyango ngokwenkqubo, 2018/19

Amabakala Emivuzo	Imivuzo		Ixesha Elongezelekileyo		Isibonelelo Sezindlu		Uncedo Lwezonyango	
	Isixa (R'000)	Imivuzo njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Ixesha Elongezeleleki leyo njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Isibonelelo Sezindlu njenge-% yenkcitho kubasebenzi	Isixa (R'000)	Uncedo Lwezonyango njenge-% yenkcitho kubasebenzi
Abasaqeqeshwayo	1,276	0.2	0	0.0	0	0.0	0	0.0
Abanezakhobo Ezingephi (Amanqanaba 1-2)	1,740	0.2	6	0.0	141	0.0	203	0.0
Abanezakhono (Amanqanaba 3-5)	105,367	13.2	849	0.1	8,174	1.0	12,499	1.6
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	267,961	33.5	3,481	0.4	12,260	1.5	22,464	2.8
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	172,513	21.6	1,336	0.2	4,186	0.5	8,317	1.0
Abalawuli Abaphezulu (Amanqanaba 13-16)	18,464	2.3	0	0.0	262	0.0	394	0.0
Itotali	567,321	70.9	5,673	0.7	25,023	3.1	43,878	5.5

3.2 Ingqesho Nezikhewu Kwingqesho

Ezi theybhile zilandelayo zishwankathela inani lezikhundla ezinabantu kwisebe, inani labasebenzi (ngaphandle kwabo baqeqeshelwa ingqesho kunye noMphathiswa), kwakunye nepesenti yezikhundla ezisebenza kodwa ezingekavingcwa ekuqosheleni konyaka-mali. Ezi nkukacha zinikezelwa ngokweenkalo ezintathu eziphambili, ezizezi: iNkqubo (Ittheybhile 3.2.1), Ibakala Lomvuzo (Ittheybhile 3.2.2) kunye Nezikhundla Ezibalulekileyo (Table 3.2.3). Zonke iinkukacha ezikweli candela zinikezelwa njengengxelo yasekupheleli konyaka-mali esiwuphetheyo.

Ittheybhile 3.2.1: Ingqesho nezikhewu kwingqesho ngokwenkqubo, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Inkqubo	Inani lezikhundla ezinabantu	Inani lezikhewu ezivingciweyo	Izinga lezikhewu njenge-%
Inkqubo 1	444	431	2.9%
Inkqubo 2	1,072	1,054	1.7%
Inkqubo 3	72	68	5.6%
Inkqubo 4	612	597	2.5%
Inkqubo 5	31	31	-
Itotali	2231	2181	2.2%

Ittheybhile 3.2.2: Ingqesho nezikhewu kwingqesho ngokwebakala lomvuzo, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	Inani lezikhundla ezinabantu	Inani lezikhewu ezivingciweyo	Izinga lezikhewu njenge-%
AbanezakhoNo Ezingephi (Amanqanaba 1-2)	27	27	0.0
Abanewzakhono (Amanqanaba 3-5)	930	910	2.2
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	983	963	2.0
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	267	257	3.7
Abalawuli Abaphezulu (Amanqanaba 13-16)	24	24	0.0
Itotali	2231	2181	2.2%

Ithebhile 3.2.3: Ingqesho nezikhewu kwingqesho ngokwesikhundla esibalulekileyo, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izikhundla Ezibalulekileyo	Inani lezikhundla ezinabantu	Inani lezikhewu ezivongiweyo	Izinga lezikhewu njenge-%
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	381	378	0.8
Igosa Lezemfundo	25	23	8.0
UNontlalo-ntle	1045	1023	2.1
uMgcini-zincwadi Wombuso	38	37	2.6
Umsebenzi Kwezolawulo Lwetyathanga Leentengo	12	12	0.0
Itotali	1501	1473	1.9%

Qonda: Izikhundla ezibalulekileyo – zibhekisa kwizikhundla ezibalulekileyo kwinkqubo yokuhanjiswa kweenkonzo. Ukuba zithi zingabikho ezi zikhundla kweli Sebe, umsebenzi/iinkonzo ezo ziya kufadala.

3.3 Uvavanyo Lwezikhundla

Uvavanyo lwezikhundla lwathi lwafika njengendlela yokuqinisekisa ukuba kuhlawulelwa umsebenzi wexabiso elilingana nentlawulo. Ngokwesikhokelo esimiselwe ngurhulumente wesizwe, amagunya-bantu athwaliswe amagunya okuvavanya isikhundla ngasinye kumasebe awo akanye aphinde avavanye nasiphi na isikhundla apho umsebenzi umongo waso uthe watshintsha ngokumandla. Ngulo msebenzi wokuvavanywa kwezikhundla ke omisela umgangatho okanye inqanaba lomvuzo kwisikhundla esithile. Makwaziwe ke ukuba Uvavanyo Lwezikhundla kunye nomsebenzi Wolawulo Lwentsebenzo Yabasebenzi wahluka kumba wokuba Owovavanyo Lwezikhundla ubhekisa kwixabiso okanye ubungakanani beentshukumo ezayanyaniswa nesikhundla eso ze Owolawulo Lwentsebenzo Yabasebenzi wona ubhekise kuhlolo lwentsebenzo yomntu owenza loo msebenzi.

Ittheybhile 3.3.1: Uvavanyo Lwezikhundla, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	Inani lezikhundla ezinabantu ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019	Inani lezikhundla ezithe zavavanywa	i-% yezikhundla ezithe zavavanywa	Izikhundla Ezenyuselweyo		Izikhundla Ezehliselweyo	
				Inani	Izikhundla ezenyuselweyo njenge-% yazo zonke izikhundla	Inani	Izikhundla ezehliselweyo njenge-% yazo zonke izikhundla
Abanezakhobo Ezingephi (Amanqanaba 1-2)	27	0	0.0	0	0.0	0	0.0
Abanewzakhono (Amanqanaba 3-5)	930	1	0.0	0	0.0	0	0.0
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	983	1	0.0	0	0.0	0	0.0
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	267	1	0.0	0	0.0	0	0.0
Ibakala A Labalawuli Abaphezulu (Inqanaba 13)	19	5	0.2	0	0.0	0	0.0
Ibakala B Labalawuli Abaphezulu (Inqanaba 14)	4	2	0.1	0	0.0	0	0.0
Ibakala C Labalawuli Abaphezulu (Inqanaba 15)	1	0	0.0	0	0.0	0	0.0
Itotali	2231	10	0.4	0	0.0	0	0.0

Qonda: "Inani lezikhundla ezithe zavavanywa" kwiBakala Lomvuzo libonakalisa Inqanaba Lesikhundla Esiphunyezwe Ngokugqibeleleyo emva Kovavanyo Lwesikhundla.

Ittheybhile 3.3.2: Isimo Sabasebenzi abonyuselwe imivuzo ngenxa yokwenyuswa kwezinga lemivuzo yabo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Abaxhamli	Abomthonyama	Abebala	AmaNdiya	Abamhlophe	Itotali
Abekho					

Qonda: Ittheybhile 3.3.2 yingcaciso nomboniso wezikhundla ezithe zonyuselwa kwittheybhile 3.3.1.

Ittheybhile 3.3.3 ishwankathela inani iimeko apho amanqanaba emivuzo athe adlula kumgangatho omiselwe ngumsebenzi wovavanyo lwezikhundla okanye apho kuthe kwanikezelwa iinotshi ezingentla kubasebenzi abakwinqanaba lomvuzo elithile. Inqanaba lomvuzo ngalinye liqulethe iinotshi ezilishumi elinambini. Izizathu zokuphambuka ziyanikezelwa kwimeko nganye.

Itheybhile 3.3.3: Abasebenzi abathe banikwa imivuzo engentla kunaleyo imisele luvavanyo lwezikhundla abakuzo ngokwesikhundla esikhulu, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Isikhundla Esikhulu	Inani Labasebenzi	Inqanaba Elivavanyelwe Isikhundla	Ukuhlawulwa kwinqanaba lomvuzo elingentla	Ukuhlawulwa kwintshi engentla yenqanaba elikwafanayo lomvuzo	Isizathu sokuphambuka
Asikho					

Itheybhile 3.3.4: Isimo sabasebenzi abanikwe imivuzo engentla kunaleyo imiselwe yinqubo yovavanyo lwezikhundla, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Abaxhamli	Abomthonyama	Abebala	AmaNdiya	Abamhlophe	Itotali
Abekho					

3.4 Iinguqu Kwingqesho

Izinga leenguqu sibhekisa kwiinguqu kwisimo sengqesho kwiSebe kulo nyaka siwuphetheyo. Ezi theybhile zilandelayo zibonelela ngesishwankathelo sezinga leenguqu ngokwebakala lomvuzo (Itheybhile 3.4.1) nangokwesikhundla esibalulekileyo (Itheybhile 3.4.2). Eli candela alibaquki zinkcukacha zichaphazela abo basaqeqeshelwa ingqesho.

Itheybhile 3.4.1: Amazinga engqesho ngonyaka ngokwebakala lomvuzo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	Inani labasebenzi ukuya kuthi ngowama-31 kweyoKwindla ka- 2018	Izinga lengqesho Ku-2017/18	Abaqeshiweyo kwiSebe	Abasuswe kumanye amasebe baziswa kweli	Abaphelelwe zizibhambathiso zesingxungxo kweli Sebe	Abadluliselwe kumanye amaSebe	Izinga lengqesho ku-2018/19
Abanezakhobo Ezingephi (Amanqanaba 1-2)	17	15.4	8	0	5	0	29.4
Abanezakhono (Amanqanaba 3-5)	684	4.8	71	5	36	9	6.6
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	1061	8.7	113	2	84	4	8.3
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	355	10.4	11	2	22	4	7.3

Ibakala A Labalawuli Abaphezulu (Inqanaba 13)	19	5.0	0	0	0	0	0.0
Ibakala B Labalawuli Abaphezulu (Inqanaba 14)	4	0.0	0	0	0	0	0.0
Ibakala C Labalawuli Abaphezulu (Inqanaba 15)	1	0.0	0	0	0	0	0.0
	2141	7.2	203	9	147	17	7.7
			212		164		

Qonda: "Ukudluliselwa" kubhekiswa ekuhambeni kwabasebenzi kwelinye iSebe likaRhulumente baye kwelinye (kwaPhondo naweSizwe)

Inani labo bahambileyo liquka Abanezidanga Zezentlontle- abebeqeshwe ngokwezibhambathiso ze ekuhambeni kwexesha baqeshwa isigxina kwalapha eSebeni.

Itheybhile 3.4.2: Izinga leengqu ngonyaka ngokwesikhundla esibalulekileyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izikhundla Ezibalulekileyo	Inani labasebenzi ukuya kuthi ngowama-31 kweyoKwindla ka- 2018	Izinga lengqesho Ku-2017/18	Abaqeshiweyo kwiSebe	Abasuswe kumanye amasebe baziswa kweli	Abaphelelwe zizibhambathiso zezingxungxo kweli Sebe	Abadluliselwe kumanye amaSebe	Izinga lengqesho ku- 2018/19
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	357	4.3	41	0	15	0	4.2
Igosa Lezemfundo	24	9.1	6	0	4	0	16.7
UNontlalo-ntle	1002	5.6	101	0	59	0	5.9
uMgcini-zincwadi Wombuso	39	4.3	2	0	3	0	7.7
Umsebenzi Kwezolawulo Lwetyathanga Leentengo	11	23.1	1	0	0	0	0.0
Itotali	1433	5.3	151	0	81	0	5.7
			151		81		

Ithebhile 3.4.3: Abasebenzi abathe balishiya iSebe, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Indlela Yokuhamba	Inani	i-% yabahambilyo	Inani labahambileyo njenge-% yenani elipheleleyo labahambileyo ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018
Abaswelekileyo	6	3.7	0.3
Abazihambeleyo *	86	52.4	4.0
Abaphelelwe zizingxungxo	26	15.9	1.2
Abagxothiweyo – ngenxa yeenguqu kwintsebenzo	0	0.0	0.0
Abagxothiweyo – ngenxa yokungabi nakuzphatha	5	3.0	0.2
Abagxothiweyo – abazinga lentsebenzo lingakholsiyo	0	0.0	0.0
Abayekiswe ngenxa yobunkenenkene bempilo	2	1.2	0.1
Abathabathe umhlala-phantsi	22	13.4	1.0
Imigodlo yokuyeka efunwe ngabasebenzi	0	0.0	0.0
Abadluliselwe Kumaqumrhu Amiselwe Ngokomthetho	0	0.0	0.0
Abadluliselwe kumanye amasebe oMbuso	17	10.4	0.8
Itotali	164	100.0	7.7

Qonda: Ithebhile 3.4.3 lichonga iinkalo ezahlukeneyo zabo balishiyeleoyo isebe zabasebenzi abathe balishiya iSebe.

* Abazimkeleyo kuncokolwa ngabo nangakumbi kwiitheybhile 3.4.4 no-3.4.5.

Itheybhile 3.4.4: Izizathu zokushiya kwabasebenzi, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izizathu Zokushiya	Inani	i-% lwabashiyileyo bebonke
Ukutshintsha ingqesho	24	27.9
Abayokuqhuba nemfundo	1	1.2
Zichaphazela impilo	2	2.3
Ukunqongophala Kwamathuba Okwenyuselwa	2	2.3
Uhlobo Lomsebenzi	2	2.3
Akunikezelwanga Msebenzi	50	58.1
Isikhundla Esisigxina	1	1.2
Izizathu zakhe/Ezichaphazela usapho	3	3.5
Uye kuziqalela ishishini	1	1.2
Itotali	86	100.0

Itheybhile 3.4.5: Iminyaka yobudala kubasebenzi abathe babeka phantsi, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Iminyaka Yobudala	Inani	i-% yabashiyileyo
Ubudala <19	0	0.0
Ubudala 20 ukuya ku-24	1	1.2
Ubudala 25 ukuya ku-29	18	20.9
Ubudala 30 ukuya ku-34	26	30.2
Ubudala 35 ukuya ku-39	14	16.3
Ubudala 40 ukuya ku-44	12	14.0
Ubudala 45 ukuya ku-49	3	3.5
Ubudala 50 ukuya ku-54	8	9.3
Ubudala 55 ukuya ku-59	1	1.2
Ubudala 60 ukuya ku-64	3	3.5
Ubudala 65 >	0	0.0
Itotali	86	100.0

Itheybhile 3.4.6 Imigodlo efunwe ngabasebenzi.

Iani elipheleleyo lemigodlo efunwe ngabasebenzi ezithe zanikezelwa ngo-2018/19	Azikho
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Itheybhile 3.4.7: Abonyuselwe ngokwebakala lomvuzo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	Inani Labasebenzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Abonyuselelwe kwelinye inqanaba lomvuzo	Abonyuselweyo njenge-% njengenani elipheleleyo labasebenzi abakwizikhundla ezibalulekileyo	Abonyuselelwe kwenye inotshi kwakweso sikhundla sibalulekileyo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwizikhundla ezibalulekileyo bebonke
Abanezakhobo Ezingephi (Amanqanaba 1-2)	17	0	0.0	6	35.3
Abanewzakhono (Amanqanaba 3-5)	684	1	0.1	298	43.6
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	1061	12	1.1	287	27.0
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	355	18	5.1	133	37.5
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	24	0	0.0	21	87.5
Itotali	2141	31	1.4	745	34.8

Qonda: Abonyuselweyo babhekisa kwinqanaba lomsebenzi emva kokonyuselwa.

Itheybhile 3.4.8: Abonyuselwe ngokwezikhundla ezibalulekileyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Isikhundla Esibalulekileyo	Inani Labasebenzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Abonyuselelwe kwelinye inqanaba lomvuzo	Abonyuselweyo njenge-% njengenani elipheleleyo labasebenzi abakwizikhundla ezibalulekileyo	Abonyuselelwe kwenye inotshi kwakweso sikhundla sibalulekileyo	Abonyuselwe iinotshi njenge-% yabasebenzi abakwizikhundla ezibalulekileyo bebonke
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	357	1	0.3	76	21.3
Igosa Lezemfundo	24	0	0.0	16	66.7
UNontlalo-ntle	1002	14	1.4	186	18.6
uMgcini-zincwadi Wombuso	39	1	2.6	24	61.5
Umsebenzi Kwezolawulo Lwetyathanga Leentengo	11	1	9.1	8	72.7
ITOTALI	1433	17	1.2	310	21.6

Qonda: Abonyuselweyo babhekisa kwinqanaba lomsebenzi emva kokonyuselwa.

3.5 Umakulinganwe Kwingqesho

Ithebhile 3.5.1: Inani elipheleleyo labasebenzi (kuquka abasebenzi abaphila nokukhubazeka) kwinqanaba ngalinye lala alandelayo engqesho, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqaba Ezikhundla	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	1	0	0	0	0	0	0	1
Abalawuli Abaphezulu (Amanqanaba 13-14)	2	6	0	3	1	6	0	5	0	0	23
Abaqeqshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	27	82	0	10	56	168	2	35	0	0	380
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	110	173	1	14	253	459	6	47	0	0	1063
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	108	190	1	5	131	249	0	12	0	0	696
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	3	5	0	0	6	4	0	0	0	0	18
Itotali	250	456	2	33	447	886	8	99	0	0	2181
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali iyonke	250	456	2	33	447	886	8	99	0	0	2181

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Amanani edizwe ngokwenqanaba lesikhundla aqukja bonke abaseben zi abasisigxina, abasebenza ngamathuba athile kwananabo bakwizibhambathiso zexesha elithile, kodwa ngaphandle kwabo basaqeqeshelwa ingqesho. Ngapha koko, iinkcukacha zinikezelwe ngokwenqanaba lomvuzo hayi ngokwenqanaba lesikhundla.

Kumba wenani labasebenzi abaphila nokukhubazeka, yiya kwiTheybhile 3.5.2.

Itheybhile 3.5.2: Inani elipheleleyo labasebenzi (abaphila nokukhubazeka) kwinqanaba ngalinye lala alandelayo ezikhundla, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqaba Ezikhundla	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	1	0	0	0	0	0	0	0	0	1
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	2	2	0	2	3	3	0	1	0	0	13
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	2	1	0	1	1	4	0	1	0	0	10
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	2	2	0	0	1	0	0	0	0	0	5
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Itotali	6	6	0	3	5	7	0	2	0	0	29
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali iyonke	6	6	0	3	5	7	0	2	0	0	29

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Amanani edizwe ngokwenqanaba lesikhundla aqukja bonke abaseben zi abasisigxina, abasebenza ngamathuba athile kwananabo bakwizibhambathiso zexesha elithile, kodwa ngaphandle kwabo basaqeqeshelwa ingqesho. Ngapha koko, iinkcukacha zinikezelwe ngokwenqanaba lomvuzo hayi ngokwenqanaba lesikhundla.

Itheybhile 3.5.3: Ugayo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqaba Ezikhundla	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	0	0	0	0
Abaqeqeshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	2	1	0	0	2	6	0	2	0	0	13
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	16	10	0	3	27	53	0	6	0	0	115
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo(Amanqanaba 3-5)	12	19	0	0	18	26	0	1	0	0	76
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	1	1	0	0	4	2	0	0	0	0	8
Itotali	31	31	0	3	51	87	0	9	0	0	212
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Amanqaba Ezikhundla	31	31	0	3	51	87	0	9	0	0	212

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Ukugaya kubhekisa ekuqeshweni kwabasebenzi abatsha kubasebenzi beli Sebe, kodwa akubaquki abo basaqeqeshelwa ingqesho, iitotali zona ziquka abo basuka kumanye abasebe karhulumente kunye/okanye kumaqumrhu ombuso, njengenoko idiza iTheybhile 3.4.1.

Itheybhile 3.5.4: Abonyuselweyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqaba Ezikhundla	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	0	0	0	0
Abaqeqshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	0	8	0	0	1	8	0	1	0	0	18
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	4	2	0	0	2	4	0	0	0	0	12
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	1	0	0	0	0	0	0	0	0	0	1
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	0	0	0	0	0	0	0	0	0	0	0
Itotali	5	10	0	0	3	12	0	1	0	0	31
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali iyonke	5	10	0	0	3	12	0	1	0	0	31

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Abonyuselweyo babhekisa kwini elipheleleyo labasebenzi abathe bonyukela kwinqanaba lesikhundla elingentla kwalapha eSebeni, njengoko idiza iTheybhile 3.4.7.

Itheybhile 3.5.5: Abaphelelweyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqanaba Ezikhundla	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	0	0	0	0	0	0	0	0	0	0	0
Abaqeqshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	4	6	0	1	5	8	0	2	0	0	26
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	4	16	0	3	22	37	0	6	0	0	88
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	6	14	0	1	8	16	0	0	0	0	45
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	0	1	0	0	2	2	0	0	0	0	5
Itotali	14	37	0	5	37	63	0	8	0	0	164
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali iyonke	14	37	0	5	37	63	0	8	0	0	164

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Abayekisiweyo babhekisa kwabo basebenzi (ngaphandle kwabo basaqeqeshelwa ingqesho) abathe balishiya isebe, kuqka nabo baye kumanye amasebe, njengoko idiza iTheybhile 3.4.1.

Itheybhile 3.5.6: Abathabathelwe iintshukumo zoluleko, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Iintshukumo Zoluleko	Amadoda				Amanina				Abaphuma kumanye Amazwe		Itotali
	A	C	I	W	A	C	I	W	Amadoda	Amanina	
Abagxothiweyo	1	1	0	0	0	0	0	0	0	0	2
Abashiye iindawo zabo zokusebenza	0	1	0	0	0	2	0	0	0	0	3
Abanikwe Isilumkiso Sokugqibela Esibhaliweyo	1	1	0	0	0	2	0	0	0	0	4
Abafunyaniswe Bengenatyala	1	3	0	0	1	1	0	0	0	0	6
Abanqunyanyiswe ngaphan dle kwentlawulo oko kukhatshwa Sisilumkiso Sokugqibela Esibhaliweyo	2	2	0	0	0	0	0	0	0	0	4
Itotali	5	8	0	0	1	5	0	0	0	0	19
Abasebenzi Abangesosigxina	0	0	0	0	0	0	0	0	0	0	0
Itotali lyonke	5	8	0	0	1	5	0	0	0	0	19

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Iintshukumo zoluleko zibhekisa kwiziphumo ezisesikweni kuphela hayi ngokubalwa kwabantu. Ezinye iinkcukacha ezithe vetshe zeentshukumo zolulekokunye neentlobo zokungaziphathi ezithe zachotshelwa kwezi ntshukumo, yiya kwithebhile 3.12.2 no-3.12.3.

Itheybhile 3.5.7: Abaphuhliselwe izakhono, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amanqanaba Ezikhundla	Amadoda				Amanina				Itotali
	A	C	I	W	A	C	I	W	
Oosomaqhuzu (Amanqanaba 15-16)	0	0	0	0	0	0	0	0	0
Abalawuli Abaphezulu (Amanqanaba 13-14)	2	1	0	1	1	2	0	4	11
Abaqeqshwe nabanamava njengeengcali nabakwinqanaba lolawulo elisesembindini (Amanqanaba 9-12)	14	37	0	6	31	100	0	15	203
Abasebenzi abanezakhono zobuchwepheshe kwanabanezidanga, abakwinqanaba elisezantsi kwezolawulo, abangabaphathi babanye, iiformani nabacebisi (Amanqanaba 6-8)	53	97	0	11	157	309	2	34	663
Abanezakhono ezingephi nabakwaziyo ukuzithabathela izigqibo (Amanqanaba 3-5)	48	99	0	3	51	117	0	6	324
Abangenazakhono nabanokuthabathaba izigqibo ezithile kuphela (Amanqanaba 1-2)	3	4	0	0	3	0	0	0	10
Itotali	120	238	0	21	243	528	2	59	1211
Abasebenzi abangesosigxina	0	0	0	0	0	0	0	0	0
Itotali iyonke	120	238	0	21	243	528	2	59	1211

A = Ama-frika; C = Abebala; I = AmaNdiya; W = Abelungu.

Qonda: Ezi theybhile zintla apha zibhekisa kwinqanaba eliphela labasebenzi abathe baxhamla kuqeqesho kwisithuba salo nyaka siwuphetheyo, hayi inani lamalinge oqeqesho athe azinyswa ngabasebenzi. Ukuze ufumane iinkcukacha ezithe vetshe ngolona qeqesho luthile lwanikezelwa, yiya kutheybhile 3.13.2.

3.6 Ukutyikitywa Kwezivumelwano Zentsebenzo Ngamalungu eSMS

Ittheybhile 3.6.1: Ukutyikitywa Kwezivumelwano Zengqesho Ngamalungu eSMS, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018

Isikhundla Esikwinqanaba leSMS	Inani lezikhundla zeSMS ezinabantu kwinqanaba ngalinye	Inani lamalungu eSMS kwinqanaba ngalinye	Inani Lezivumelwano Zentsebenzo ezityikityiweyo kwinqanaba ngalinye	Izivumelwano Zentsebenzo ezityikityiweyo njenge-% yamalungu eSMS kwinqanaba ngalinye
iNtloko yeSebe	1	1	1	100.0
Inqanaba Lomvuzo 14	4	4	4	100.0
Inqanaba Lomvuzo 13	19	19	19	100.0
Itotali	24	24	24	100.0

Qonda: Le theybhile ibhekisa kubasebenzi abathe baqeshwa njengamalungu eQoqo Eliphezulu Lolawulo (iSMS) kuphela. Abasebenzi abafumana intlawulo engentla kunenqanaba 12 kodwa abangengawo amalungu eSMS bakhutshiwe bona. Ngapha koko, le theybhile idiza iinkcukacha zomvuzo weso sikhundla hayi inqanaba lomvuzo kubasebenzi. Ukunikezelwa kweenzuzo zezinga eliphezulu lentsebenzo (ibhonasi eyimali) kumalungu eSMS kuncokolwa ngayo ekuhambeni kwale ngxelo. Yiya kwiTheybhile 3.8.5 kule nkalo.

Ittheybhile 3.6.2: Izizathu zokungaqosheliswa Kwezivumelwano Zentsebenzo nawoonke amalungu eSMS ngomhla wama-31 kwekaCanzibe ka-2018

Izizathu zokungaqosheliswa Kwezivumelwano Zentsebenzo nawo onke amalungu eSMS
Azikho

Ittheybhile 3.6.3: Amanyathelo oluleko athe athatyathwa ngakumalungu eSMS kuba ebengekaziqoshelisi Izivumelwano Zentsebenzo ukuya kuthi ga ngowama-31 kwekaCanzibe ka-2018

Amanyathelo oluleko athatyathwe ngokuchasene naMalungu eSMS ngokungafezekisi iziVumelwano zomsebenzi
Awekho

3.7 Ukuvingcwa Kwezikhundla zeSMS

Itheybhile ezikweli candello zinikezela ngeenkukacha ezingengqesho nezikhewu kwizikhundla njengoko zichaphazela amalungu eSMS ngokwenqanaba lomvuzo. Zikwanikezela nangeenkukacha ezingezibhengenzo kunye nokuvingcwa kwezikhewu kwizikhundla zeSMS, izizathu zokuphambuka kwimigaqo emiselweyo kwakunye neentshuykumo zoluleko ezithe zathatyathwa kule nkalo.

Ittheybhile 3.7.1: linkcukacha ezingezikhundla zeSMS, ukuya kuthi ga ngowama-30 kweyoMsintsi ka-2018

Inqanaba leSMS	Inani lezikhundla zeSMS ezinabantu kwinqanaba ngalinye	Inani lezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye	i-% yezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezingekavingcwa kwinqanaba ngalinye	i-% yezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye
iNtloko yeSebe	1	1	100.0%	0	-
Inqanaba Lomvuzo 14	4	4	100.0%	0	-
Inqanaba Lomvuzo 13	19	19	100.0%	0	-
Itotali	24	24	100.0%	0	-

Qonda: Le theybhile ibhekisa kubasebenzi abaqeshwe njengamalungu eQoqo Eliphezulu Lolawulo (iSMS) kuphela. Abasebenzi abahlawulwa ngentla kuneqanaba lomvuzo 12 kodwa abangengawo amalungu eSMS bakhutshiwe bona.

Table 3.7.2: linkcukacha ezingezikhundla zeSMS, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Inqanaba leSMS	Inani lezikhundla zeSMS ezinabantu kwinqanaba ngalinye	Inani lezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye	i-% yezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye	Inani lezikhundla zeSMS ezingekavingcwa kwinqanaba ngalinye	i-% yezikhundla zeSMS ezivingciweyo kwinqanaba ngalinye
iNtloko yeSebe	1	1	100.0%	0	-
Inqanaba Lomvuzo 14	4	4	100.0%	0	-
Inqanaba Lomvuzo 13	19	19	100.0%	0	-
Itotali	24	24	100.0%	0	-

Qonda: Le theybhile ibhekisa kubasebenzi abaqeshwe njengamalungu eQoqo Eliphezulu Lolawulo (iSMS) kuphela. Abasebenzi abahlawulwa ngentla kuneqanaba lomvuzo 12 kodwa abangengawo amalungu eSMS bakhutshiwe bona.

Ittheybhile 3.7.3: Ukubhengezwa Nokulingcwa kwezikhundla zeSMS, ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Inqanaba leSMS	Izibhengezo	Ukulingcwa Kwezikhundla	
	Inani lezikhewu ezithe zabhengezwa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu zokucela kwazo	Inani lezikhewu ezithe zabhengezwa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu zivelile	Inani lezikhewu ezithe azavingcwa kwinqanaba ngalinye kwisithuba seenyanga ezintandathu kodwa zavingcwa emva kweshumi elinambini leenyanga zivelile
Alikho			

Ittheybhile 3.7.4: Izizathu zokutenxa ekuvingcweni kwezikhundla zeSMS ezimele ukuba zinabantu – ezibhengezwe kwisithuba seenyanga ezintandathu ze zavingcwa kwisithuba seenyanga ezilishumi elinambini zivelile

Inqanaba leSMS	Izizathu zokutenxa
Alikho	

Ittheybhile 3.7.5: Amanyathelo oluleko athe athatyathelwa ukungathotyelwa kwezikhokelo ezimiseleweyo zokuvingcwa kwezikhewu kwizikhundla zeSMS kwisithuba seenyanga ezilishumi elinambini

Amanyathelo athe athatyathwa ngenxa yokungathotyelwa kwekwezikhokelo ezimiseleweyo zokuvingcwa kwezikhewu kwizikhundla zeSMS
Alikho

3.8 Intsebenzo Yabasebenzi

Ezi theybhile zilandelayo ziqwalasela umba wenani labasebenzi ngokwebakala lomvuzo (kwitheybhile 3.8.1) kwakunye nabasebenzi abakwizikhundla ezibalulekileyo (3.8.2) abathe bonyuselwa inotshi njengomvuka wolawulo lwentsebenzo (oko ke kukuthi, abo banecham kuba befumene phakathi kwe- 3 – 5 kumazinga abo entsebenzo).

Ittheybhile 3.8.1: Abonyuselwe iinotshi ngokwamabakala omvuzo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	Abasebenzi ngowama-31 kweyoKwindla ka-2018	Abonyuselwe inotshi kwakwinqanaba elinye lomvuzo	Abonyuselwe iinotshi njenge-% oyabasebenzi ngokwebakala lomvuzo
Abanezakhobo Ezingephi (Amanqanaba 1-2)	17	6	35.3
Abanewzakhono (Amanqanaba 3-5)	684	298	43.6
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	1061	287	27.0
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	355	133	37.5
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	24	21	87.5
Itotali	2141	745	34.8

Itheybhile 3.8.2: Abonyuselwe iinotshi ngokwezikhundla ezibalulekileyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izikhundla Ezibalulekileyo	Abasebenzi ngowama-31 kweyoKwindla ka-2018	Abonyuselwe inotshi kwakwinqanaba elinye lomvuzo	Abonyuselwe iinotshi njenge-% oyabasebenzi ngokwebakala lomvuzo
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	357	76	21.3
Igosa Lezemfundo	24	16	66.7
UNontlalo-ntle	1002	186	18.6
uMgcini-zincwadi Wombuso	39	24	61.5
Umsebenzi Kwezolawulo Lwetyathanga Leentengo	11	8	72.7
Itotali	1433	310	21.6

Ukukhuthaza intsebenzo entle, iSebe lithe lanikezela ngezi nzuzo zentsebenzo zilandelayo kubasebenzi ngentsebenzo ekwisithuba sonyaka-mali u-2017/18, kodwa zahlawulwa kunyaka-mali u-2018/19. Ezi nkukacha ke zibekwe ngokohlanga, isini kwakunye nokuphila nokukhubazeka (kwitheybhile 3.8.3), ibakala lomvuzo (kwitheybhile 3.8.4 no-3.8.5) kunye nangezikhundla ezibalulekileyo (kwitheybhile 3.8.6).

Itheybhile 3.8.3: Iinzuzo zentsebenzo ngokohlanga, isini, nokukhubazeka, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

	Isimo Sabaxhamli			Indleko	
	Inani labaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	i-% yetotali kwiqela ngalinye	Indleko (R'000)	Intelekelelo yendleko kumxhamli ngamnye (R)
Uhlanga Nesini					
Ama-Afrika	80	656	12.2	2,775	34,689
Amadoda	34	228	14.9	1,072	31,524
Amanina	46	428	10.7	1,703	37,027
Abebala	217	1320	16.4	7,522	34,662
Amadoda	69	458	15.1	2,234	32,372
Amanina	148	862	17.2	5,288	35,730
AmaNdiya	3	10	30.0	118	39,350
Amadoda	0	2	0.0	0	0
Amanina	3	8	37.5	118	39,350
Abelungu	33	127	26.0	1,302	39,459
Amadoda	10	32	31.3	341	34,065
Amanina	23	95	24.2	962	41,805
Abasebenzi abaphila nokukhubazeka	6	28	21.4	227	37860
Itotali	339	2141	15.8	11,944	35,233

Ittheybhile 3.8.4: linzuzo zentsebenzo (ibhonasi eyimali), ngokwamabakala emivuzo kubasebenzi abangezantsi kwenqanaba leNkonzo Yabalawuli Abaphezulu, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

	Isimo Sabaxhamli			Indlekoa		
	Inani labaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Inani labaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Inani labaxhamli	Inani elipheleleyo labaxhamli ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018
Ibakala Lomvuzo						
Abanezakhobo Ezingephi (Amanqanaba 1-2)	2	17	11.8	34	17,006	0.0
Abanewzakhono (Amanqanaba 3-5)	78	684	11.4	1,861	23,857	0.2
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	164	1061	15.5	5,139	31,338	0.7
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	80	355	22.5	4,417	55,207	0.6
Itotali	324	2117	15.3	11,451	35,342	1.5

Qonda: Indleko ibalwa njengengaku lepesenti lenkcitho ephelileyo kubasedbenzi kubasebenzi bamanqanaba emivuzo 1-12, njengoko kudiziwe kwiTheybhile 3.1.2.

Ittheybhile 3.8.5: Iinzuzo zentsebenzo (ibhonasi eyimali), ngokwamabakala emivuzo kwinqanaba leNkonzo Yabalawuli Abaphezulu, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Amabakala Emivuzo	Isimo Sabaxhamli			Indleko		
	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	i-% yetotali kumabakala emivuzo	Indleko (R'000)	Intelekelelo yendleko kumxhamli ngamnye (R)	Indleko njenge-% yetotali yenkcitho kubasebenzi
Ibakala A kwiNkonzo Yabalawuli Abaphezulu (Kwinqanaba 13)	10	19	52.6	302	30,164	1.1
Ibakala B kwiNkonzo Yabalawuli Abaphezulu (Inqanaba 14)	4	4	100.0	149	37,304	0.5
Ibakala C kwiNkonzo Yabalawuli Abaphezulu (Inqanaba 15)	1	1	100.0	42	42,372	0.1
Itotali	15	24	62.5	493	32,882	1.7

Qonda: Indleko ibalwa njengenqaku lepesenti lenkcitho ephelileyo kubasebenzi bamanqanaba emivuzo 13-16, njengoko kudiziwe kwiTheybhile 3.1.2.

Ittheybhile 3.8.6: Iinzuzo zentsebenzo (ibhonasi eyimali) ngokwesikhundla esibalulekileyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

	Isimo Sabaxhamli			Indleko		
	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018	Inani labaxhamli	Inani elipheleleyo labasebenzi kwiqela ngalinye ukuya kuthi ga ngowama-31 kweyoKwindla ka-2018
Isikhundla Esibalulekileyo						
Umsebenzi Kwezoonophelo Lwabantwana Nolutsha	18	357	5.0	387	21,479	0.1
Igosa Lezemfundo	0	24	0.0	0	0	0.0
UNontlalo-ntle	104	1002	10.4	4,021	38,667	0.5
uMgcini-zincwadi Wombuso	5	39	12.8	174	34,708	0.0
Umsebenzi Kwezolawulo Lwetyathanga Leentengo	0	11	0.0	0	0	0.0
Total	127	1433	8.9	4582	36,075	0.6

3.9 Abasebenzi Abaziinzalelwane Zamanye Amazwe

Ezi theybhile zingezantsi apha sishwankathela abasebenzi abangabemi bamanye amazwe abakweli Sebe ngokwamabakala emivuzo (kwitheybhile 3.9.1) kwakunye nangezikhundla ezikhulu kwiTheybhile 3.9.2). Ezi theybhile zikwashwankathela iinguqu kwini elipheleleyo labasebenzi abangabemi bamanye amazwe kwibakala lomvuzo ngalinye ngokwesikhundla esikhulu.

Ittheybhile 3.9.1: Abasebenzi Abaziinzalelwane Zamanye ngokwebakala lomvuzo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Ibakala Lomvuzo	1 kwekaTshazimpuzi ka-2018		31 kweyoKwindla ka-2019		Inguqu	
	Inani	i-% yetotali	Inani	i-% yetotali	Inani	i-% yenguqu
Alikho						

Itheybhile 3.9.2: Abasebenzi Abaziinzalelwane Zamanye Amazwe, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Isikhundla Esikhulu	1 kwekaTshazimpuzi ka-2018		31 kweyoKwindla ka-2019		Inguqu	
	Inani	i-% yetotali	Inani	Inani	i-% yetotali	Inani
Asikho						

Qonda: Le theybhile ingentla apha iquka abasebenzi abangezonzalelwane kodwa abahlala isigxina kwiRiphabliki yoMzantsi Afrika.

3.10 Ukusetyenziswa Kwekhefu kwisithuba esisusela ngowokuqala kweyoMqungu ka-2018 ukuya kuthi ga ngowama-31 kweyoMnga ka-2018

Ezi theybhile zilandelayo zinikezela ngesalathisi sokusetyenziswa kwekhefu lokugula (kwitheybhile 3.10.1) kunye nekhefu lokungabikho mandleni akwenza msebenzi (kwitheybhile 3.10.2). Kuzo zombini ezi meko, indleko ethelekelekayo njengendleko yekhefu ikwanikezelwe.

Itheybhile 3.10.1: Ikhefu lokugula, ukususela ngowokuqala kweyoMqungu ka-2018 ukuya kuthi ga ngowama-31 kweyoMnga ka-2018

Ibakala Lomvuzo	Iintsuku zizonke	-% yeentsuku ezikhutshelwe isiqinisekiso sikagqirha	Inani Labasebenzi abasebenzi ikhefu lokugula	Inani elipheleleyo labasebenzi	i-% yenani lilonke Labasebenzi abasebenzi ikhefu lokugula	Intelekelelo yeentsuku kumsebenzi ngamnye	Indleko Ethelekelelwayo (R'000)
Abasaqeqeshelwa umsebenzi	69	58.0	25	75	33.3	3	13
Abanezakhobo Ezingephi (Amanqanaba 1-2)	81	88.9	12	18	66.7	7	31
Abanewzakhono (Amanqanaba 3-5)	4906	73.6	590	744	79.3	8	2897
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	6963	71.3	897	1135	79.0	8	6869
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	2699	72.7	342	404	84.7	8	4512
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	98	56.1	20	24	83.3	5	287
Itotali	14816	72.2	1886	2400	78.6	8	14,609

Qonda: Imigaqo yekhefu njengoko ithiwe thaca "Kwisikhokelo Sekhefu", xa ifundwa nezivumelwano ezihamba naso, sinikezela ikhefu eliqhelekileyo lokugula esiziintsuku ezingama-36 kwixesha lekhefu eliqhelekileyo eliyiminyaka emithathu. Iminyaka emithathu yekhefu lokugula ngoku liqale ngenyanga yoMqungu ka-2016 ze laphela ngeyoMnga ka-2018. Iinkcukacha eziqulethwe kwimeko nganye ibonadalisa iitotali ezingaliqikiyo ikhefu lokungabikho mandleni akwenza umsebenzi elithe lathatyathwa ngabasebenzi. Ukuze ufumane isikhokelo sokusertyenziswa kwekhefu lokungabikho mandleni akwenza msebenzi, yiya kwithebhile 3.10.2.

Ittheybhile 3.10.2: Ikhefu lokungabi mandleni okuphangela, ukususela ngowokuqala kweyoMqungu ka-2018 ukuya kuthi ga ngowama-31 kweyoMnga ka-2018

Ibakala Lomvuzo	Iintsuku zizonke	i-% yeentsuku ezikhutshelwe isiqinisekiso sikagqirha	Inani Labasebenzi abasebenzisa ikhefu lokungabikho mandleni okuphangela	Inani elipheleleyo labasebenzi	i-% yenani elipheleleyo labasebenzi abasebenzisa ikhefu lokungabikho mandleni okuphangela	Intelekelelo yeentsuku kumsebenzi ngamnye	Indleko Ethelelelwayo (R'000)
Abasaqeqeshelwa umsebenzi	0	0.0	0	75	0.0	0	0
Abanezakhobo Ezingephi (Amanqanaba 1-2)	10	100.0	2	18	11.1	5	4
Abanewzakhono (Amanqanaba 3-5)	1896	100.0	60	744	8.1	32	1154
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	2358	100.0	109	1135	9.6	22	2429
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	1097	100.0	50	404	12.4	22	1812
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	26	100.0	3	24	12.5	9	73
Itotali	5387	100.0	224	2400	9.3	24	5,472

Qonda: Imigaqo yekhefu njengoko ithiwe thaca "Kwisikhokelo Sekhefu", xa ifundwa nezivumelwano ezihamba naso, sinikezela ikhefu eliqhelekileyo lokugula esiziintsuku ezingama-36 kwixesha lekhefu eliqhelekileyo eliyiminyaka emithathu. Ukuba umsebenzi uthi azigqibe iintsuku zakhe zekhefu eliqhelekileyo lokugula, kufuneka umqeshi enze uphando ngesimo nemeko yokungabikho mandleni okwenza umsebenzi komsebenzi lowo. Ezo ntshukumo zophando ke kufuneka zenziwe ngokwemigaqo yecandelo 10(1) leShedyuli 8 yomthetho iLabour Relations Act (iLRA).

Ikhefu lokungabikho mandleni okwenza umsebenzi ayilonani lingenasiphelo leentsuku ezongezelelweyo zokugula athi azinikwe umsebenzi. Ikhefu lokungabikho mandleni okwenza umsebenzi ziintsuku ezongezelelweyo zekhefu lokugula ezinikezelwa ngumqeshi ngokubona kwakhe kuyimfuneko oko, ngokwemiqathango yakhe, njengoko kudiziwe kwiSikhokelo Sekhefu kwanakuMgaqo-nkqubo Ongekhefu Lokungabikho Mandleni Akusebenza Kwanomhlala-phantsi ngenxa Yobunkenenkene Bempilo (iPILIR).

Itheybhile 3.10.3: Ikhefu Lonyaka, ukususela ngowokuqala kweyoMqungu ka-2018 ukuya kuthi ga ngowama-31 kweyoMnga ka-2018

Ibakala lomvuzo	Iintsuku ezithatyathiweyo zizonke	Inani elipheleleyo leeTotal number employees using annual leave	Average number of days taken per employee
Abasaqeqeshelwa umsebenzi	349	45	8
Abanezakhobo Ezingephi (Amanqanaba 1-2)	482	26	19
Abanewzakhono (Amanqanaba 3-5)	15809	701	23
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	26230	1068	25
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	10529	405	26
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	691	24	29
Itotali	54090	2269	24

Ittheybhile 3.10.4: Ikhefu eliselugcinweni, ukususela ngowokuqala kweyoMqungu ka-2018 ukuya kuthi ga ngowama-31 kweyoMnga ka-2018

Ibakala lomvuzo	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ukuya kuthi ga ngowama-31 kweyoMnga ka-2017	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezithe zathatyathwa	Inani labasebenzi abasebenzi ikhefu eliselugcinweni	Intelekelelo yenani leentsuku ezithatyathwe ngumsebenzi ngamnye	Inani labasebenzi abasenekhhefu eliselugcinweni ukuya kuthi ga ngowama-31 kweyoMnga ka-2018	Inani elipheleleyo leentsuku zekhefu eliselugcinweni ezisekhoyo 2018
Abanezakhobo Ezingephi (Amanqanaba 1-2)	32	0	0	0	3	32
Abanewzakhono (Amanqanaba 3-5)	1729	106	6	18	60	1655
Abanezakhono Eziphezu Kwezemveliso (Amanqanaba 6-8)	5313	638	31	21	170	4734
Abanezakhono eziphezu kwezolawulo (Amanqanaba 9-12)	5891	436	12	36	154	5475
Ibakala A Labalawuli Abaphezulu (Inqanaba 13 – 16)	223	2	1	2	11	223
Itotali	13188	1182	50	24	398	12117

Qonda: Kuyenzeka ukuba lenyuke inani elipheleleyo leentsuku zekhefu eziselugcinweni njengoko abasebenzi ababethe bonyuselwa okanye badluliselwa kweli Sebe, bezigcina iintsuku zabo zekhefu eliselugcinweni, eziba yingxenywe yelo bakala lomvuzo ze ke ekugqibeleni libe yitotali yesebe.

Ittheybhile 3.10.5: lintlawulo zekhefu, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Isizathu	Isixa-mali sisonke (R'000)	Inani labasebenzi	Intelekelelo yentlawulo enikwe umsebenzi ngamnye
lintlawulo zekhefu ku-2018/19 ngenxa yokungasetyenziswa kwekhefu kunyaka ongaphambili	158	6	26319
lintlawulo zekhefu ekupheleni kwengqesho	921	20	46028
lintlawulo zangoku zekhefu ekupheleni kwengqesho	1130	119	9499

3.11 linkqubo Zokuphakanyiswa Kwezinga Lempilo kuquka nentsholongwane kaGawulayo/noGawulayo

Itheybhile 3.11.1: Amanyathelo athatyathwa ngenjongo yokunciphisa umngcipheko wokosuleleka emsebenzini, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

linkalo/iikhathegori zabasebenzi ekufunyaniswe ukuba bakumngcipheko omkhulu wokosuleleka yintsholongwane kaGawulayo/nguGawulayo kwakunye nezinye izifo ezichaphazelekayo (ukuba zikho)	Iintshukumo eziphambili ezithatyathelwe ukunciphisa lo mngcipheko
<p>Isimo somsebenzi weli Sebe asibabeki sichengeni siphakamileyo sokosuleleka yintsholongwane kaGawulayo/nguGawulayo abasebenzi. Noxa liphantsi kakhulu nje izinga lokosuleleka emsebenzini, kuthe kwajoliswa kubasebenzi kuwo onke amanqanaba eli Sebe.</p>	<p>Kwathi kwenziwa iintshukumo zeemvavanyo zeNtsholongwane kaGawulayo Nogawulayo (iHCT) Nentlalo-ntle njee ngokuphangaleleyo. Iinkonzo Zempilo Nentlalo-ntle Yabasebenzi zinikezelwa kubo bonke abasebenzi abanesi sidingo yaye kuquka oku kulandelayo:</p> <ul style="list-style-type: none"> • Iintuthuzelo zomnxeba 24/7/365; • Iintuthuzelo zobuso ngobuso (inkqubo yeendibano ezine); • Iintuthuzelo kwiimeko zeentsizi Trauma and critical incident counselling; • Umsebenzo wokwazisa ngenentsholongwane kaGawulayo/nguGawulayo, kuquka neenkonzo zononophelo kubuxhakaxhaka bolwazi kunye • Noqeqesho, ukubunjwa kwanamalinge agxilileyo apho bezidingeka khona ezi nkonzo.

Itheybhile 3.11.2: Iinkcukacha Ezingeenkqubo Zokuphakanyiswa Kwezinga Lempilo kuquka Nentsholongwane kaGawulayo/noGawulayo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Umbuzo	Umbuzo	Hayi	Iinkcukacha, ukuba ngu-ewe
<p>1. Ingaba iSebe lilibekile ilungu leSMS ukuze limisele izinikelo eziqulethwe kwiSigaba Part VI E seSahluko 1 Semimiselo ka-2016 Yenkonzo kaRhulumente? Ukuba kunjalo, makunikezelwe igama nesikhundla sakhe.</p>	√		<p>NguNksn. Reygana Shade, onguMlawuli: kwiCandelo Elingendlela Yokuziphatha (elikwiSebe leNkulumbuso).</p>
<p>2. Ingaba iSebe linalo na icandelo okanye abasebenzi abachongelwe injongo yokuphakamisa izinga lempilo nentlalo-ntle kubasebenzi? Ukuba kunjalo, makunikezelwe inani labo basebenzi babekelwe le njongo kunye nesabelo-mali sonyaka esibekelwe lo msebenzi.</p>	√		<p>Iziko Leenkonzo Zoshishino (iCSC) elikwiSebe leNkulumbuso linikezela ngal nkonzo kwishumi elinanye (11) lamasebe, kuquka iSebe Lophuhliso Loluntu.</p> <p>Kukho icandelo Lempilo Nentlalo-ntle Kubasebenzi elikwiCandelo Lendlela Yokuziphatha ngaphakathi elinikezela ngenkonzo yokuphakanyiswa kwezinga lempilo nentlalo-ntle kubasebenzi beli shumi linanye lamasebe axhamlayo.</p> <p>Icandelo eli liquka uSekela-Mlawuli, ooSekela-Baphathi abathathu (3), kunye Namagosa amathathu (3) e-EHW.</p> <p>Isabelo-mali: R2.756 yezigidi</p>

Umbuzo	Umbuzo	Hayi	linkcukacha, ukuba ngu-ewe
<p>3. Ingaba iSebe sele linayo na iNkqubo Yokuncediswa Kwabasebenzi Kwanokuphakanyiswa Kwezinga Lempilo yabasebenzi? Ukuba kunjalo, makudizwe ezona nkalo/nkonzo zale Nkqubo.</p>	√		<p>ISebe leNkulumbuzo lingene kwisivumelwano somgangatho wenkonzo ne-ICAS (eyinkampani yangaphandle enikezela ngale nkonzo) ukuze inikezele ngale nkonzo Yempilo Nentlalo-ntle Yabasebenzi kumasebe alishumi elinanye ezithwalwe liZiko Leenkonzo Zoshishino (iCSC).</p> <p>Kwathi kwenziwa la malinge alandelayo athi: Ukudluliselwa Ngabalawuli, Uzinzo Loxinzelelo Nempilo Yomsebenzi, Ukuphila Nokukhubazeka kunye Nempilo Yengqondo, Ukuphuhlisa Kobudlelwane, Ulawulo Lweyantlukwano, Unxibelelwano Olusebenzayo, Ukuziphuhlisa, Iimvavanyo Zefuthe Lesimo Somphefumlo, iGRIT (Isibindi, Amandla, Inzonzelelo Nokuzimisela), Ukukhuthaza Amanina kuwo Ngaphakathi, Unonophelo Lwabantwana Neentsapjo, iDesika Yeenkcukacha Ezingabasebenzi, Ukuhlolwa Kwamehlo, iHCT kunye Nokuhlolwa Kwentlalo-ntle.</p> <p>La malinge asekelwe kwiinguqu ezidizwe kwiingxelo zeekota nezithe zamiselwa injongo yokumelana nezidingo zabasebenzi.</p> <p>Amalinge ajoliswe kubasebenzi nabaphathi ayegxile ekuphuhliseni abantu ngokwabo; uphuhliso lwendlela yokuphila esemgangathweni;; kwanokuphucula izakhono zokumelana nezinto. Oku ke bekuqethe iintethoimihlangano yocweyo, iingxoxo zamaqela zokudala ulwazi kwanokukhuthaza abasebenzi ukuze bababe nendlela ekhuthazayo yokwenza izinto ngenjongo yokunciphisa ifuthe lezi ngxaki emsebenzini. Kuthe kwamiselwa namalinge agxilileyo ngenjongo yokuxhobisa abaphathi ngezixhobo zokubonisana kuhle nabasebenzi emisebenzini.</p> <p>Kwathi kwanikezelwa nangeenkqubo zokunikezelwa kweenkcukacha ngenjongo yokwazisa abasebenzi ngenkonzo ye-EHW kwanenedlela abanokufikelela ngayo kwiNkqubo Yempilo Nentlalo-ntle (i-EHW). Kwanikezelwa nangezixhobo zokwazisa ngale nkqubo ezifana namaphetshana, iipowsta kunye neebrowytsha.</p>
<p>4. Ingaba iSebe sele lizimisele (a) i(i)komiti njengoko kudizwe kwiSigaba VI E.5 (e) seSahluko 1 Semimiselo ka-2016 Yenkonzo kaRhulumente? Ukuba kunjalo, makuncede kunikezelwe ngamagama amalungu ale komiti ndawonye namahlakani/nehlakani alimeleyo okanye awameleyo.</p>	√		<p>Kuthe kwasekwa neKomiti Ephethe Inkqubo Yempilo Nentlalo-ntle Yabasebenzi kwiPhondo, enamalungu achongwe lisebe ngalinye.</p> <p>ISebe Lophuhliso Loluntu limelwe nguNkszn. Thuli Mtheke</p>

Umbuzo	Umbuzo	Hayi	linkcukacha, ukuba ngu-ewe
<p>5. Ingaba iSebe sele liyihlalutyile ina imigaqo-nkqubo neenkqubo zalo zengqesho ngenjongo yokuqinisaekisa ukuba oku akubaxhaphazi abasebenzi ngokwesimo sabo sokuphila nentsholongwane kaGawulayo? Ukuba kunjalo, dwelisa imigaqo-nkqubo/iinkqubo yengqesho ethe yahlalutywa.</p>	<p>√</p>		<p>Isikhokelo Solawulo Lwenkqubo Yempilo Nentlalo-ntle Yabasebenzi kuRhulumente weNtshona Koloni iyesebenzayo yay eke yathi yamkelwa yiTshemba Eququzelelayo yePSCBC kwiPhondo kwiPhondo leNtshona Koloni ngomhla weshumi kweyeThupha ka-2005.</p> <p>Kule nkalo ke, yonke imigaqo-nkqubo yengqesho zinika umkhomba-ndlela weenkqubo ezingenamkhethe, nokuba sinjani na isimo sentsholongwane kaGawulayo, somsebenzo okanye saloo mntu ufake isicelo. Zihlolwa rhoqo iinkqubo zesimo sasemsebenzini ngenjongo yokuqinisekisa ukuthotyelwa kwemigaqo-nkqubo kwanokungakhethi cala.</p> <p>Phantsi kwesimo se-EHW, kwathi kwaphunyezwa iMigaqo-nkqubo equka Eyolawulo LweNtsholongwane kaGawulayo, uGawulayo kunye Nesifo Sephepha eqwalasela umba wothintelo lokuxhatshazwa kwabasebenzi abachaphazelekayo kwanabo bosulelekileyo yiNtsholongwane kaGawulayo kwakunye noGawulayo buqu kunye Nesifo Sephepha emsebenzini.</p> <p>Ngapha koku, iSebe Lempilo, eliliSebe liphambili kumba wentsholongwane kaGawulayo noGawulayo, liwuphumezile uMgaqo-nkqubo Nenkqubo Yasemsebenzini Yokujongana neNtsholongwane kaGawulayo noGawulayo/Nezifo Ezingumvuka Wokwabelana Ngesondo osebenza kuwo onke amasebe kaRhulumente weNtshonas Koloni. Olu xwebhu ke luhambelana neneentsika ezine zeSikhokelo Sesiwangciso-qhinga se-EHW sika-2008.</p> <p>Kwisithuba sokuqulunqwa kwale ngxelo, imigaqo-nkqubo ye-EHW esebenza kumasebe onke nequka Ulawulo lweNtsholongwane kaGawulayo, uGawulayo Nesifo Sephepha zither zaphicothwa yiDPSA ngokuthelekiswa nemigaqo-nkqubo yeDPSA ndawonye neSicwangciso-qhinga Sesizwe esijongene neNtsholongwane kaGawulayo, iSifo Sephepha kunye Nezifo Ezingumvuka Wokwabelana Ngesondo (2017-2022) oqinisekisa ukubandakanywa kwanokukhutshwa kobandlululo kwakunye nokluxhatshazwa kwabasebenzi abaphila nentsholongwane kaGawulayo.</p>

Umbuzo	Umbuzo	Hayi	linkcukacha, ukuba ngu-ewe
<p>6. Ingaba iSebe lithe lawakhupha na amalinge okukhusela abasebenzi abaphila nentsholongwane kaGawulayo ekuxhatshazweni? Ukuba kunjalo, makudweliswe ezona zinto ziphambili kula malinge.</p>	<p>√</p>		<p>ISicwangciso-qhinga sePhondo esijongene neNtsholongwane kaGawulayo, iSifo Sephepha kunye Nezifo Ezingumvuka Wokwabelana Ngesondo 2017-2022 sithe samiselwa ukuze sithathele phezulu umba wentsholongwane kaGawulayo neSifo Sephepha kwakunye neenkalo zazo ezisekelwe kwisini nakumalungelo ukuze zibe yingxeny ephambili yomsebenzi waso ngenjongo yokunciphisa ukuxhatshazwa okunento yokwenza neNtsholongwane kaGawulayo.</p> <p>Injongo ke:</p> <ul style="list-style-type: none"> • Kukunciphisa izinga lokuxhatshazwa kwabantu abaphila nentsholongwane kaGawulayo kunye nesifo sephepha emisebenzini. Oku kuquka amaphulo okulwisana nokuphathwa gadalala kwanokuxhotyiswa kwabasebenzi. • Kukunciphisa ukuxhatshazwa kumba wokufikelela kwiinkonzo. Oku kuye kwaquka ukuqinisekisa ukuba iCandelo elijongene Nemicimbi Yabasebenzi lijongana nezikhalazo okanye ukukhalala okuchaphazela ukuxhatshazwa ze kunikezelwe noqeqesho kubasebenzi. <p>ISebe lithe lamisela la malinge alandelayo ngenjongo yokujongana nokuxhatshazwa kwabo bosulelekileyo okanye kurhaneleka ukuba baphila nentsholongwane kaGawulayo:</p> <ul style="list-style-type: none"> • Ukuhlolwa Kwentlalo-ntle (Uxibzelelo lwegazi, iGlucose, iCholesterol, isifo sephepha kunye neBMI) • Ukuhlolwa kweHCT • Iincoko kunye nokuhlolwa kwesifo sephepha • Ukuhanjiswa kweepowusta namaphetshana; • Ukuhanjiswa kweekhondom kunye neentetho ezenziwa kwiindawo ngeendawo; kunye • Nokukhunjulwa kwemicimbi Yomhla Wesifo sikaGawulayo Nentlalo-ntle Kwihlabathi.

Umbuzo	Umbuzo	Hayi	linkcukacha, ukuba ngu-ewe
<p>7. Ingaba iSebe liyabakhuthaza na abasebenzi balo ukuba baye kufumana iingcebiso neentuthuzelo ze bazivavanyele intsholongwane kaGawulayo (iHCT)? Ukuba kunjalo, makudweliswe iziphumo enithe nazizuzo.</p>	√		<p>IMIHLANGANO YOKUHLOLWA KWEMPILO NENTLALO-NTLE KUBASEBENZI: Kwathi kwasindlekwa ezi ntshukumo zilandelayo Zokuhlolwa Kwentlalo-ntle neHCT: ISebe lithabathe inxaxheba kwimihlangano emithathu Yohlolo Lwempilo Nentlalo-ntle Kubasebenzi. Kwathi kwavavanywa, kwacetyiswa ze kwathuthuzelwa abasebenzi abangama-58 kumba wentsholongwane kaGawulayo, isifo sephepha kunye Nezifo Ezingumvuka Wokwabelana Ngesondo. Akubangakho basebenzi bathe badluliselwa ukuqwalaselwa nokunyangelwa isifo sephepha, intsholongwane kaGawulayo okanye izifo ezingumvuka wokwabelana ngesondo ukuze zibe nokulawuleka nangakumbi.</p>
<p>8. Ingaba iSebe sele liwaqulunqile na amalinge okuhlola kunye nokuvavanya ifuthe leenkqubo zalo zokuphakanyiswa kwezinga lempilo? Ukuba kunjalo, mawadweliswe la malinge/ezi zalathisi.</p>	√		<p>Ifuthe leenkqubo zokuphakanyiswa kwezinga lempilo lidizwa ngokweenkukacha ezinikezelwe kwiSibhambathiso se-EHW ne-ICAS. I-EHWP iphantsi kohlolo ngokweengxelo ezinikezelwa rhoqo Ngekota okanye Ngonyaka yaye ke zingaphuma apho iziphumo zohlalutyo lweenguqu eziza neentshukumo zokuthelekiswa kwamanani okusetyenziswa kwale nkqubo kwiSebe kunye neenkukacha ezifana nobudala, isini, isimo seengxaki, ukusetyenziswa kwenkqubo ngumsebenzi ngokuthelekiswa nomphathi, inani leemeko. linkqubo kunye neenguqu nazo zikwayinikezela imeko yemingcipheko nefuthe lemiba enayo i-EHW kumsebenzi ngamnye kwanakwindawo yokusebenzela leyo.</p>

3.12 Imiba Yengqesho

Ezi zivumelwano zentsebenziswano nephondo zilandelayo kwath ikwangenwa kuzo neemanyano zabasebenzi kwisithuba salo nyaka-mali siwuphetheyo.

Itheybhile 3.12.1: Izivumelwano zokubambisana, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izivumelwano zokubambisana zizonke	None
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Itheybhile 3.12.2 ishwankathela isiphumo seentshukumo zoluleko ezathi zachotshelwa liSebe kwesi sithuba salo nyaka-mali.

Itheybhile 3.12.2: Ukungaziphathi Ngendlela, kunye nemihlangano yokuchotshelwa kweenkqubo zoluleko ezithe zaqakunjelwa, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Iziphumo zeenkqubo zoluleko	Inani lamatyala aqakunjelweyo	i-% yetotali
Abagxothiweyo	2	10.5
Abashiye indawo yokusebenzela	3	15.8
Abanikwe Isilumkiso Sokugqibela	4	21.1
Abafunyaniswe Bengenatyala	6	31.6
Abanqunyanyiswe ngaphandle komrholo oko kukhatshwa siSililumkiso Sokugqibela Esibhaliweyo	4	21.1
ITOTALI	19	100.0
Inani labasebenzi bebonke ngokwepesenti		0.8

Qonda: Iziphumo zeenkqubo zoluleko zibhekisa kumatyala aqwalaselwe ngokusesikweni kuphela .

Itheybhile 3.12.3: Iintlobo Zokungaziphathi ngendlela ekuthe kwaqutyiswana nazo kwezi nkqubo zoluleko, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Uhlobo lokungaziphathi ngendlela	Inani	i-% yetotali
Abangezanga emsebenzini ngaphandle kwesizathu okanye imvume	3	15.8
Abangombe/abagrogrise ngokungomba abanye	3	15.8
Abaye baziphatha ngendlela engekho mgangathweni/engamkelekanga	1	5.3
Abonakalise ze /okanye babangela ilahleko kwimpahla karhulumente	1	5.3

Uhlobo lokungaziphathi ngendlela	Inani	i-% yetotali
Abasilela ekuthobeleni okanye abadelela imigaqo yemithetho	4	21.1
Intetho ebubuxoki/ubungqina bokwenziwa komsebenzi	1	5.3
Ophilisa kakubi/ oxhaphaza abanye	1	5.3
Ogcine okanye osebezisa gwenxa impahla yombuso	1	5.3
Obeka esichengeni ulawulo lombutho okanye isebe	1	5.3
Owenza umsebenzi ohlawulelwayo ongenguwe lo awenzela iSebe ngaphandle kwemvume yeSebe	1	5.3
Ababayo, abanyobayo okanye benze ubuqhetseba	2	10.5
Itotali	19	100.0

Ittheybhile 3.12.4: Izikhalazo ezingenisweyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izikhalazo ezingenisweyo	Inani	i-% yetotali
Inani lezikhalazo ezithe zasonjululwa	137	57.6
Inani elizikhalazo ezingasonjululwanga	101	42.4
Total number of grievances lodged	238	100.0

Qonda: Izikhalazo ezingenisweyo zibhekisa kumatyala athe aqosheliswa kwisithuba salo nyaka-mali siwuphetheyo. Izikhalazo ezithe azasombululeka zibhekisa kumatyala apho isiphumo singabanga ngecala lalowo ebefake isikhalazo. Onke ke amatyala, asonjululweyo nangasonjululwanga, athe aqosheliswa wizikhalazo.

Ittheybhile 3.12.5: Iimbambano ezingeniswe Kumabhunga, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Iimbambano ezingeniswe Kumabhunga	Inani	i-% yetotali
Inani leimbambano eziphunyeziweyo	5	45.5
Inani leimbambano ezikhatyiweyo	6	54.5
Inani elipheleleyo leimbambano ezithe zangeniswa	11	100.0

Qonda: Amabhunga abhekis kwiBhunga Leengxoxo Nokubonisana Kwinkonzo Yaseburhulumenteni (PSCBC) and General Public Service Sector Bargaining Council (iGPSSBC). Xa ithi imbambano "iphakanyiswe", oko kuthetha ukuba iyasivuma isibheni eso njengesinesihlahla nesinesihlahla nesisemgathweni, kugwetyelwalowo sukube ekhalaza. Xa imbambano ithi "ichithwe" ke, oko kuye kuthethe ukuba iBhunga aligwebelanga ngakwicala lalowo ebekhalaza.

Ittheybhile 3.12.6: lintshukumo zogwayimbo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

lintshukumo zogwayimbo	Inani
Inani elipheleleyo leentsuku zokusebenza ezibe yilahleko emntwini	0
Indleko lphela (R'000) ezithe zayilahleko	0
Isixa-mali (R'000) ethe yabuyiswa ngenxa ka-'no-work-no-pay'	0

Ittheybhile 3.12.7: Abanqunyanyiswe ngenjongo Yothintelo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Abanqunyanyiswe ngenjongo Yothintelo	Inani
Inani Labantu abanqunyanyisiweyo	8
Inani Labantu abanqunyanyiswe iintsuku ezidlule kwezingama-30	7
Inani elithelelelwayo leentsuku ekunqunyanyiswe abasebenzi ngazo	123 days
Indleko (R'000) yeentshukumo zokunqumamisa	393

Qonda: lintshukumo zokunqunyanyiswa kwabasebenzi zibhekisa kubasebenzi abebanqunyanyiswe ngelixa berhola ngokugqibeleleyo, ngelixa amatyala abo efumana uphando.

3.13 Ezingophuhliso Lwezakhono

Eli candelo liveza iinzame zeSebe kumba wophuhliso lwezakhono. Ittheybhile 3.13.1 idiza izidingo zoqeqesho ekuqaleni kwalo nyaka-mali siwuphetheyo, ze utheuybhile 3.13.2 yena aveze olona qeqesho luthe lwanikezelwa.

Itheybhile 3.13.1: Izidingo Zoqeqesho ezithe zaqwalaselwa, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izigaba Zezikhundla	Isini	Inani labasebenzi ngowokuqala kwekaTshazimpuzi ka-2018	Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo			
			Abaqeqshelwa Inggesho	Iinkqubo Zezakhono & kwakunye nezinye iikhosi ezmfutshane	Ezinye iintlobo zoqeqesho	Itotali
Abawisi-mthetho, amagosa aphezulu nabaphathi (Ibakala Lomvuzo 13 – 16)	Female	12	0	4	0	4
	Male	12	0	0	0	0
Iingcali (Ibakala Lomvuzo 9 - 12)	Female	239	0	294	0	294
	Male	104	0	115	0	115
Abezobugcisa nabapphantse baba ngabaqeqeshiweyo (Kwibakala Lolmbuzo 6 - 8)	Female	744	0	1201	0	1201
	Amadoda	296	0	337	0	337
Iiklekhi (Kwibakala Lomvuzo 3 – 5)	Amanina	381	0	379	0	379
	Amadoda	297	0	224	0	224
Izikhundla zabezandla (Kwibakala Lomvuzo 1 – 2)	Amanina	9	0	0	0	0
	Amadoda	8	0	0	0	0
Itotali engezantsi	Amanina	1398	0	1893	0	1893
	Amadoda	732	0	691	0	691
Itotali		2130	0	2584	0	2584
Abasebenzi abaphila nokukhubazeka	Amanina	13	0	15	0	15
	Amadoda	15	0	15	0	15

Qonda: Ezi theybhile zingentla apha ziveza izidingo zoqeqesho ekuqaleni kweli thuba lokunikezelwa kwengxelo ngokweSicwangciso Sezakhono Zokusebenza kwiSebe.

Itheybhile 3.13.2: Uqeqesho olunikiweyo, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Izigaba Zezikhundla	Isini	Inani labasebenzi ngowama-31 kweyoKwindla ka-2019	Izidingo zoqeqesho ezithe zaqwalaselwa ekuqaleni kwethuba lokunikezelwa kwengxelo			
			Abaqeqeshelwa Inqesho	Iinkqubo Zezakhono & kwakunye nezinye iikhosi ezmfutshane	Ezinye iintlobo zoqeqesho	Itotali
Abawisi-mthetho, amagosa aphezulu nabaphathi (Ibakala Lomvuzo 13 – 16)	Amanina	12	0	11	0	11
	amadoda	11	0	6	0	6
Iingcali (Ibakala Lomvuzo 9 - 12)	Amanina	254	0	287	0	287
	Amadoda	113	0	107	0	107
Abezobugcisa nabapphantse baba ngabaqeqeshiweyo (Kwibakala Lolombuzo 6 - 8)	Amanina	759	0	1123	0	1123
	Amadoda	294	0	306	0	306
Iiklekhi (Kwibakala Lomvuzo 3 – 5)	Amanina	391	0	348	0	348
	Amadoda	300	0	300	0	300
Izikhundla zabezandla (Kwibakala Lomvuzo 1 – 2)	Amanina	10	0	6	0	6
	Amadoda	8	0	11	0	11
Itotali engezantsi	Amanina	1440	0	1779	0	1779
	Amadoda	741	0	746	0	746
Itotali		2181	0	2525	0	2525
Abasebenzi abaphila nokukhubazeka	Amanina	14	0	4	0	4
	Amadoda	15	0	16	0	16

Qonda: Ezi theybhile ziveza inani leekhosi zoqeqesho ezithe zazanyaswa ngabasebenzi kulo nyaka-mali siwuphetheyo.

3.14 Ukwenzakala Emsebenzini

Eli candela linikezela ngeenkukacha ezisisiseko ngomonzakalo ngexesha umntu esenza umsebenzi ngokusesikweni.

Ittheybhile 3.14.1: Ukwenzakala Emsebenzini, ukususela ngowokuqala kwekaTshazimpuzi ukuya kuthi ga ngowama-31 kweyoKwindla ka-2019

Uhlobo Lokwenzakala Emsebenzini	Inani	i-% yetotali
Abanikwe uncedo lwezempilo olusisiseko kuphela	15	25.0
Abathe bakhubazeka ithutyana	43	71.7
Abathe bakhubazeka isigxina	0	0.0
Abonzakele kakhulu	2	3.3
Itotali	60	100.0
Ipesenti yabasebenzi bephelele		2.5

3.15 Ukusetyenziswa Kweengcali Zangaphandle**Ittheybhile 3.15.1: Amadinga eengcebiso neengcali zangaphandle kusetyenziswa iimali ebezicwangciselwe oko**

Inkqubo	Inkampani yeengcali	Isihloko sephulo	Uhlobo lwephulo	Inani elipheleleyo leengcali ezithe zasebenza kwelo phulo	Ixesha: iintsuku/iiyure ezisetyenziweyo	Ixabiso lesi sibhambathiso ngokwerandi	Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Inqanaba leBBBEE
	Ayikho								

Ittheybhile 3.15.2: Amadinga neengcali kusetyenziswa iimali Zesisa

Inkqubo	Inkampani yeengcali	Isihloko sephulo	Uhlobo lwephulo	Inani elipheleleyo leengcali ezithe zasebenza kwelo phulo	Ixesha: iintsuku/iiyure ezisetyenziweyo	Ixabiso lesi sibhambathiso ngokwerandi	Inani elipheleleyo lamaphulo	Inani elipheleleyo leengcali	Inqanaba leBBBEE
	Ayikho								

Isigaba E: linkcukacha Ezingemali

Ingxelo yoMphicothi-zincwadi Oyintloko

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka-mali 2018/19 yesiNgesi.

lingxelo Zemali Zonyaka

Le ngxelo iyafumaneka kwi Candelo E kwiNgxelo Yonyaka-mali 2018/19 yesiNgesi.

Isihlomelo A: lintlawulo ezisiwa kuyo yonke imibutho engengawo amaqumrhu ombuso

Nceda ujonge eli khasi lincanyathiselwe apha.

Isihlomelo B: linkcukacha zoqhakamshelo

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kwiWinelands-Overberg (Iquka lilingqi Zokuhanjiswa Kweenkonzo: zaseBreede Valley; eCape Agulhas; eDrakenstein; eLangeberg; e-Overstrand; eStellenbosch; eSwellendam; eTheewaterskloof; naseWitzenberg.)	nguMnu. D. Eland	023 348 5300	Dirk.Eland@westerncape.gov.za

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Isihlomelo C: Izalathisi Zecandelo Elinganikezelanga Ngxelo ngazo iSebe Lophuhliso Loluntu kwiNtshona Koloni

Inkqubo 1 Ezingolawulo

Isalathisi sentsebenzo yecandelo
<p>Inani labafundi bezentlalo-ntle abafumene iinkxaso-mali zokufunda abathe bathweswa izidanga.</p> <p>Inani Labantu ababefumene inkxaso-mali yokufundela ezentlalo-ntle kwiDSD nabasele beqeshwe yiDSD</p> <p>Inani lamathuba engqesho e-EPWP athe adaleka.²⁷</p> <p>Inani labafundi abakwiinkqubo zokuqeqeshelwa ukulungela ingqesho</p>

Inkqubo 2 Iinkonzo Zentlalo-ntle Yoluntu

Isalathisi sentsebenzo yecandelo
<p>Inani lamaziko anikezela ngendawo yokuhlala kwiinkonde neenkondekazi.</p> <p>Inani lemibutho ethe yafumana uqeqesho kwiinkqubo ezingeenguqu zoluntu kwaneendlela zokuziphatha.</p> <p>Inani labaxhamli abathe bafikeleleka ngokweenkqubo zoluntu kwaneendlela zokuziphatha.</p> <p>Inani labo baxhamla kwiiNkonzo Zozinziso Lwengqondo Yoluntu.</p>

Inkqubo 3 Ezingabantwana Neentsapho

Isalathisi sentsebenzo yecandelo
<p>Inani leentsapho ezithabatha inxaxheba kwiinkonzo Zolondolozo Lweentsapho</p> <p>Inani leentsapho ezithabatha inxaxheba kwiinkqubo zokuxhotyiswa ngezakhono zokuba ngabazali.</p> <p>Inani leenkedama kwanabantwana abasemngciphekweni abaxhamla kwiiNkonzo Zenkxaso Yempilo Yengqondo</p> <p>Inani Labantwana abasalinde ukufakwa kwiintsapho eziza kubakhulisa zibanonophele.</p> <p>Inani lamaziko Ononophelo Nophuhliso Lweentsatshana abhaliswe ngokugqibeleleyo.</p> <p>Inani leenkqubo Zononophelo Nophuhliso Lweentsatshana ezibhaliswe ngokugqibeleleyo.</p> <p>Inani lamaziko Ononophelo Nophuhliso Lweentsatshana asabhaliswe ngokwemiqathango okwakaloku nje.</p> <p>Inani leenkqubo Zononophelo Nophuhliso Lweentsatshana ezisabhaliswe ngokwemiqathango okwakaloku nje.</p> <p>Inani Labantwana abaxhamla kwiinkonzo ezibhalisiweyo Zophuhliso Nononophelo Lweentsatshana.</p> <p>Inani Labantwana abaxhamla kwinkxaso-mali yeenkqubo Zononophelo Nophuhliso Lweentsatshana ezibhalisiweyo.</p> <p>Inani labasebenzi abakwiinkqubo ezibhalisiweyo Zononophelo Nophuhliso Lweentsatshana.</p> <p>Inani lamaziko ononophelo lwabantwana nolutsha.</p> <p>Inani Labantwana abanesidingo sononophelo nokhuselo abakuMaziko Ononophelo Lwabantwana Nolutsha axhamla kwinkxaso-mali.</p> <p>Inani labo basafumana uqeqesho kumsebenzi Wokuba Ngabanonopheli Nabaphuhlisi Beentsatshana ngokwenkqubo Isibindi.</p> <p>Inani Labantwana abaxhamla kwiinkonzo zenkqubo Isibindi.</p>

Inkqubo 4 Ezingeenkonzo Zoluleko

Isalathisi sentsebenzo yecandelo
<p>Inani Labantwana abakungqzulwano nomthetho abasalinde ukuxoxwa kwamatyala abo kumaziko ononophelo akhuselekileyo.</p> <p>Inani Labantwana abathe bagwetywa abaselugcinweni lwamaziko ononophelo akhuselekileyo.</p> <p>Inani lamaziko anikezela iinkonzo Zenkqubo Yokuxhotyiswa Kwamakhoba axhamla kwinkxaso-mali.</p> <p>Inani lamakhoba okuxhwilwa athe afunyanwa</p> <p>Inani lamakhoba okuxhwilwa abathe baxhamla kwiinkonzo zentlalo-ntle.</p>

²⁷ Esi salathisi secandelo kunikezelwe ingxelo ngaso phantsi kweNkqubo 5.4: Ezingokupheliswa Kwentlupheko Kwanozinzo Kwimpilo.

Isalathisi sentsebenzo yecandelo

Inani Labantwana abangaphantsi kweshumi elinesibhozo leminyaka ubudala abathe bafikeleleka ngoncedo lwenkqubo yokulwisana nokusetyenziswa gwenxa kweziyobisi.

Inani Labantu (ababudala buyiminyaka eli-18 nangaphezulu) abathe bafikeleleka ngoncedo lwenkqubo yokulwisana nokusetyenziswa gwenxa kweziyobisi.

Inkqubo 5 Ezingophuhliso Nezophando**Isalathisi sentsebenzo yecandelo**

Inani Labantu abathe bafikeleleka ngokweenkqubo zokomelezwa koluntu

Inani leeNPO ezixhamla kwinkxaso-mali.

Inani lamalinge okuncitshiswa kwentlupheko afumana inkxaso.

Inani Labantu abaxhamla kumalinge okuncitshiswa kwentlupheko.

Inani lamakhaya axhamla ekutyeni ngenxa yenkqubo yokhuseleko lokutya yeDSD.

Inani Labantu abaxhamla ekutyeni ngenxa yeenkqubo zesondlo (ezinikezelwa kumaziko).

Inani lamakhaya athe achongwa.

Inani leengingqi zoluntu ezithe zachongwa kwingingqi kaceba nganye.

Inani lezicwangciso ezisekelwe kwiingingqizoluntu ezithe zaqulunqwa.

Inani lamaqumrhu ophuhliso lolutsha athe axhamla kwinkxaso.

Inani lolutsha oluthabatha inxaxheba kwiinkqubo zokomelezwa nokuxhotyiswa kolutsha.

Inani lamanina athabatha inxaxheba kwiinkqubo zokuwaxhobisa ngezakhono.

Inani lamalinge okuxhotyiswa kwabemi ngezakhono ezithe zasindlekwa.

Inani labantu abathe bathabatha inxaxheba kumalinge okuxhotyiswa kwabemi ngezakhono.

Inani leentshukumo Ezingokuxhotyiswa Kwabemi, Ulwazi Nonxibelelwano ezithe zamiselwa.

Inani leengxelo Zohlolo Novavanyo Lwemigaqo-nkqubo Engabemi ezithe zavezwa.

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Inguqulelelo yale ngxelo yesiNgesi neyesiBhulu ziyafumaneka xa ziceliweyo



**URhulumente
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